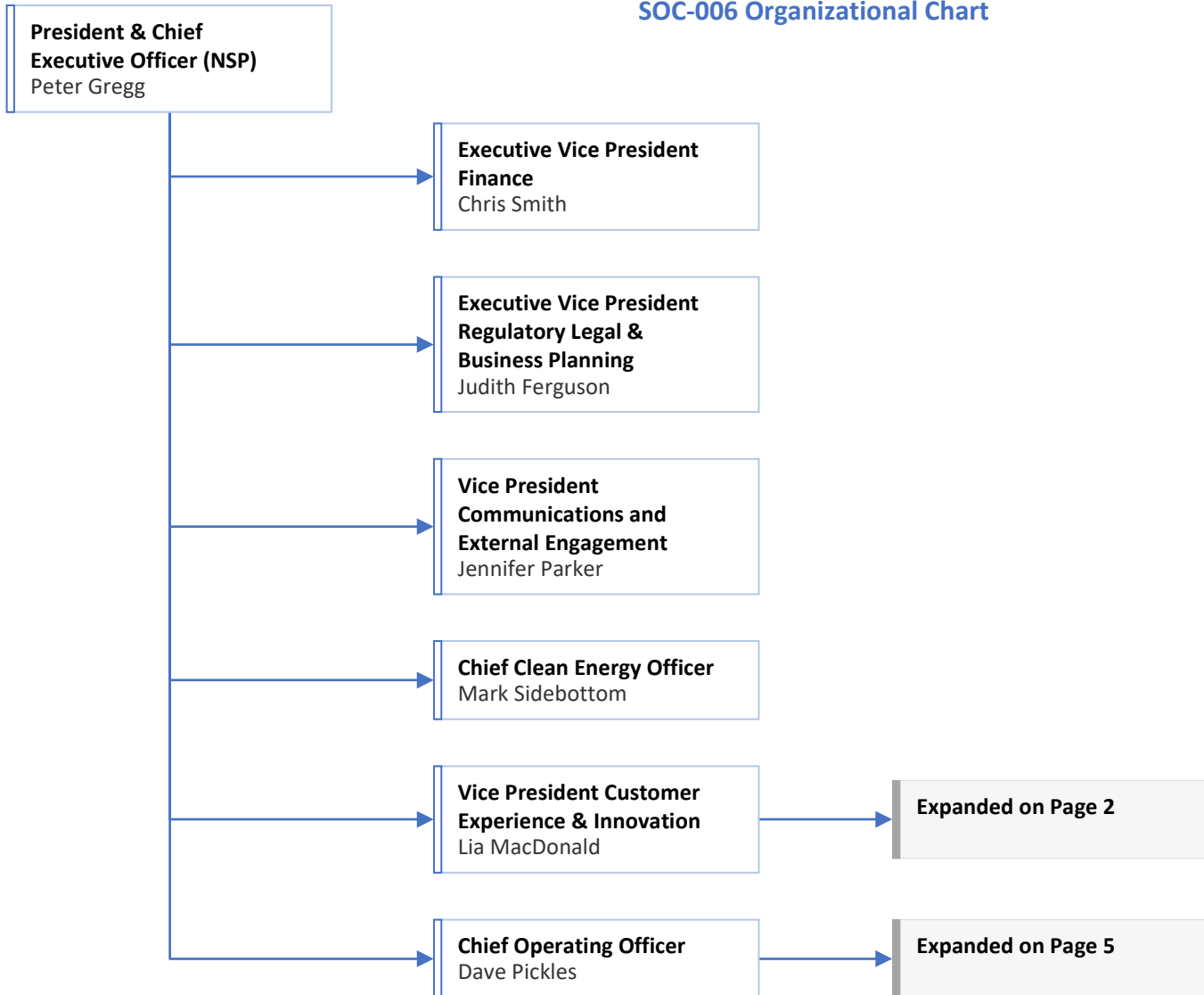


Standards of Conduct
SOC-006 Organizational Chart



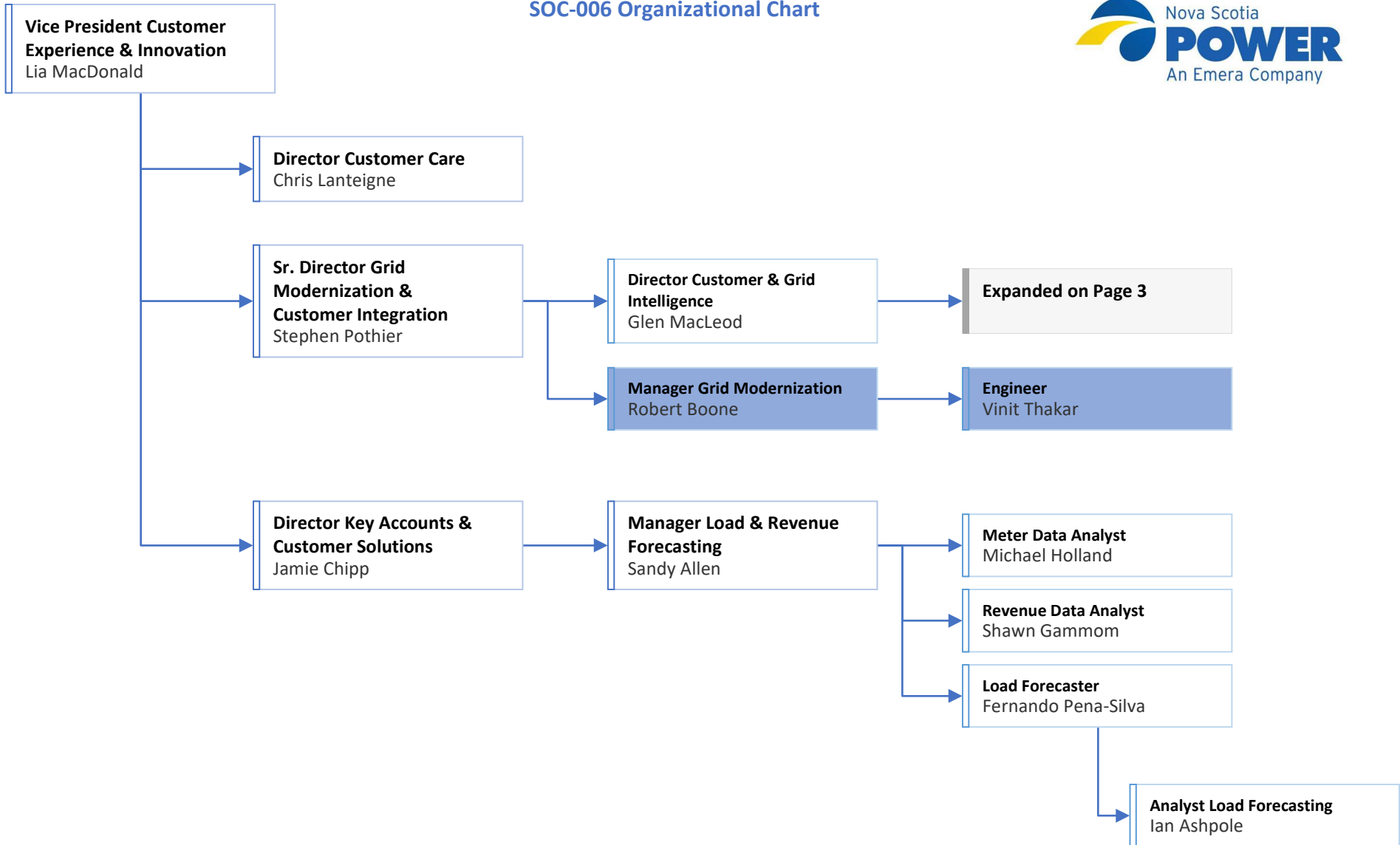
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



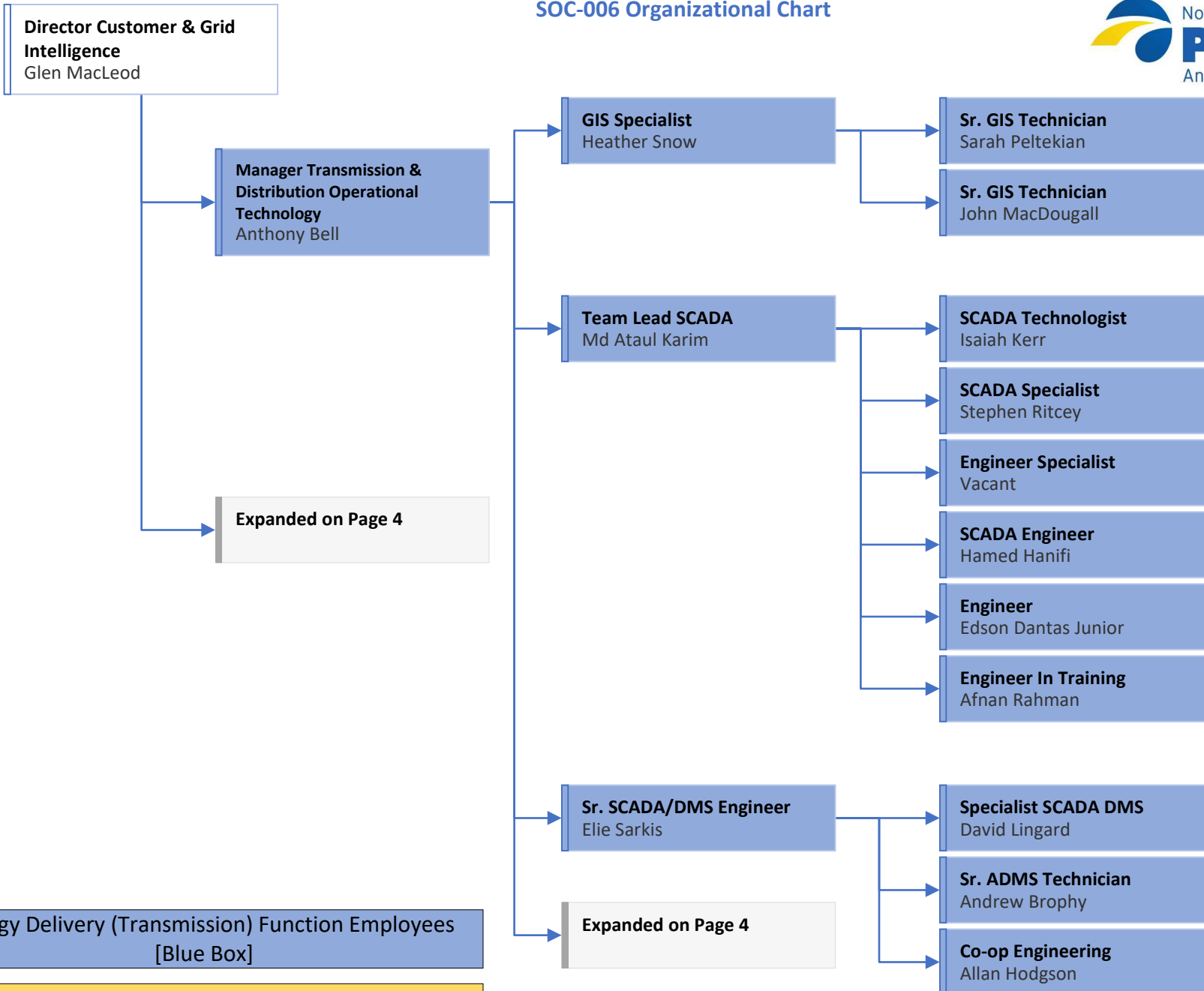
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



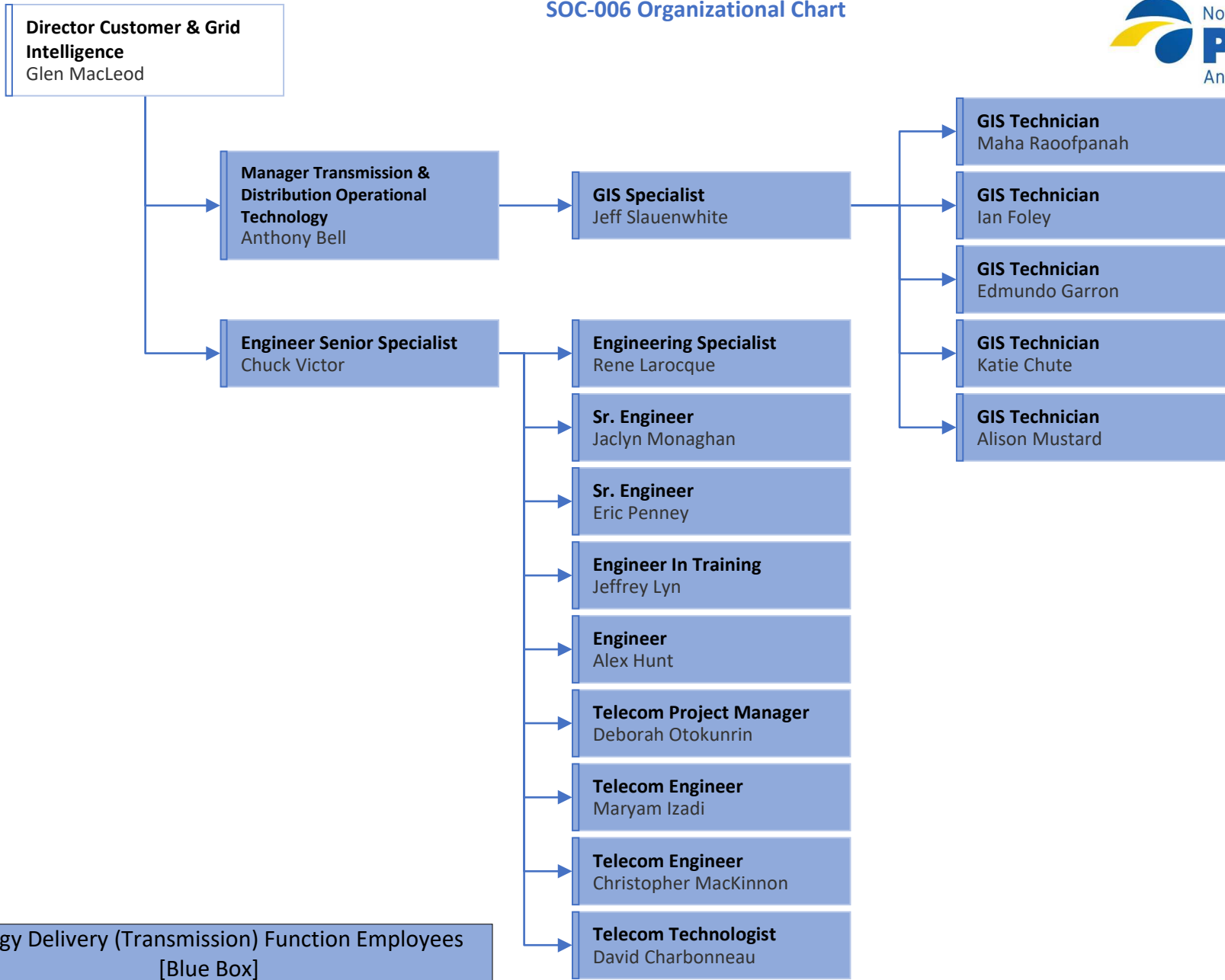
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



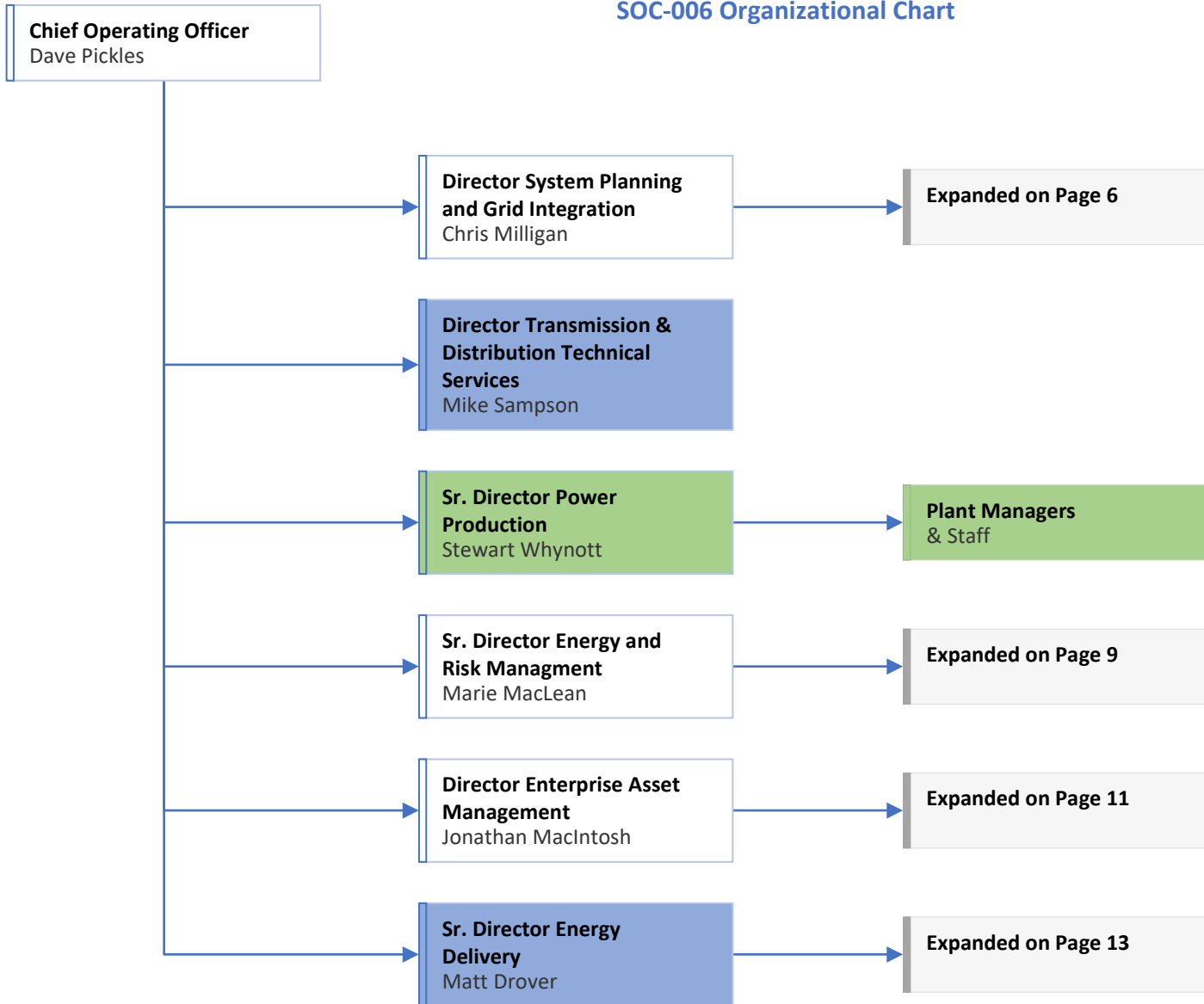
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



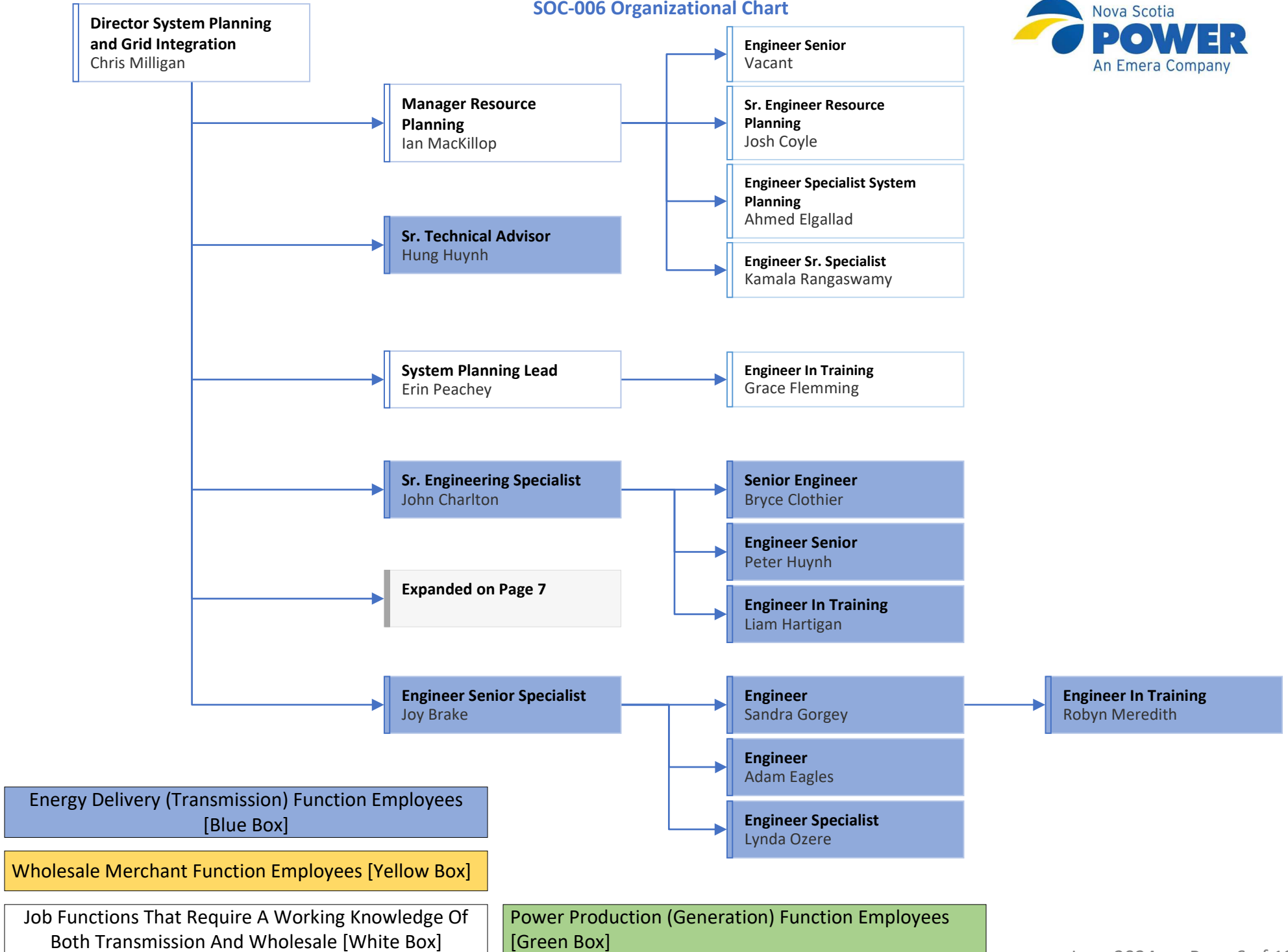
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



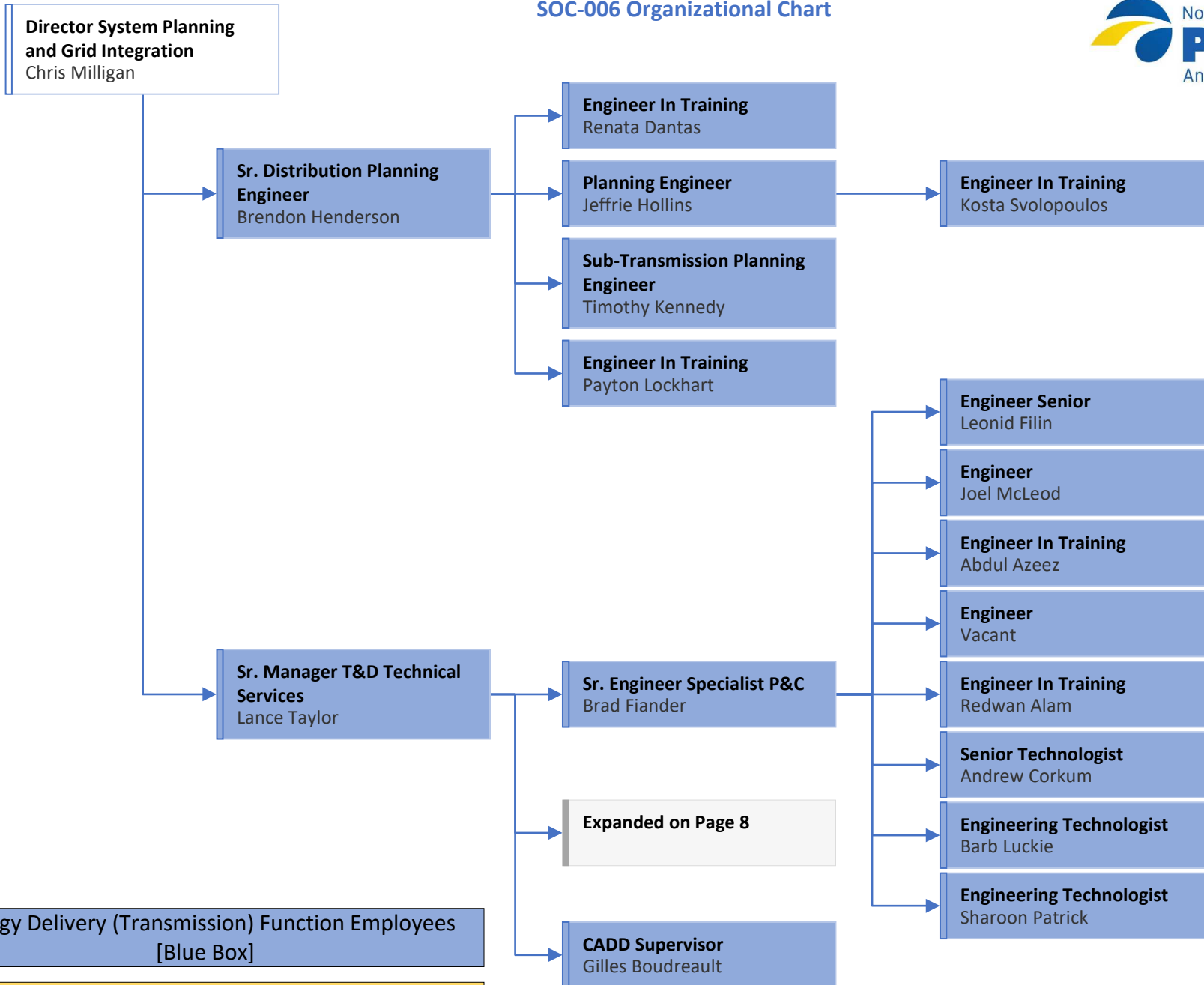
Energy Delivery (Transmission) Function Employees [Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees [Green Box]

Standards of Conduct
SOC-006 Organizational Chart



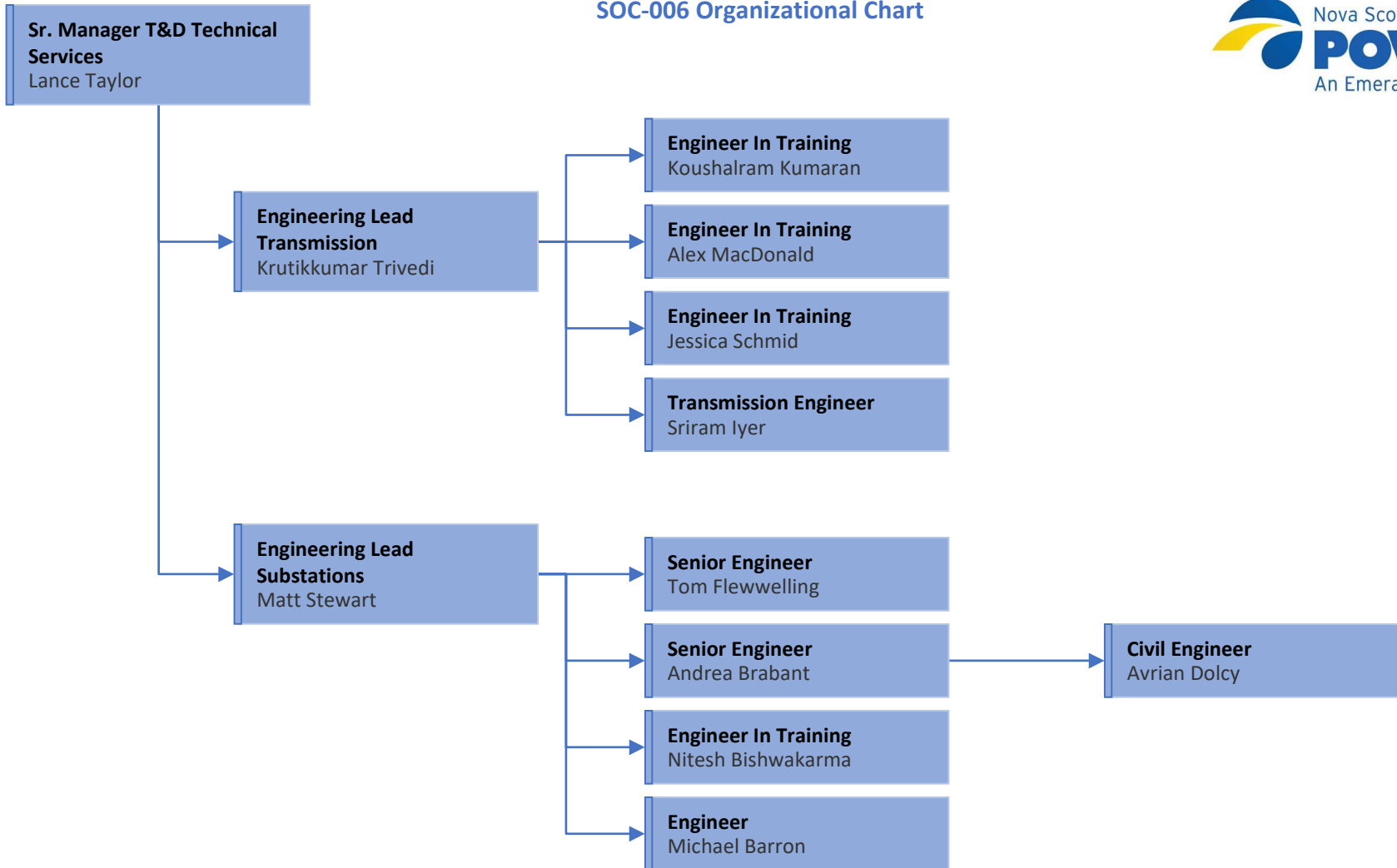
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



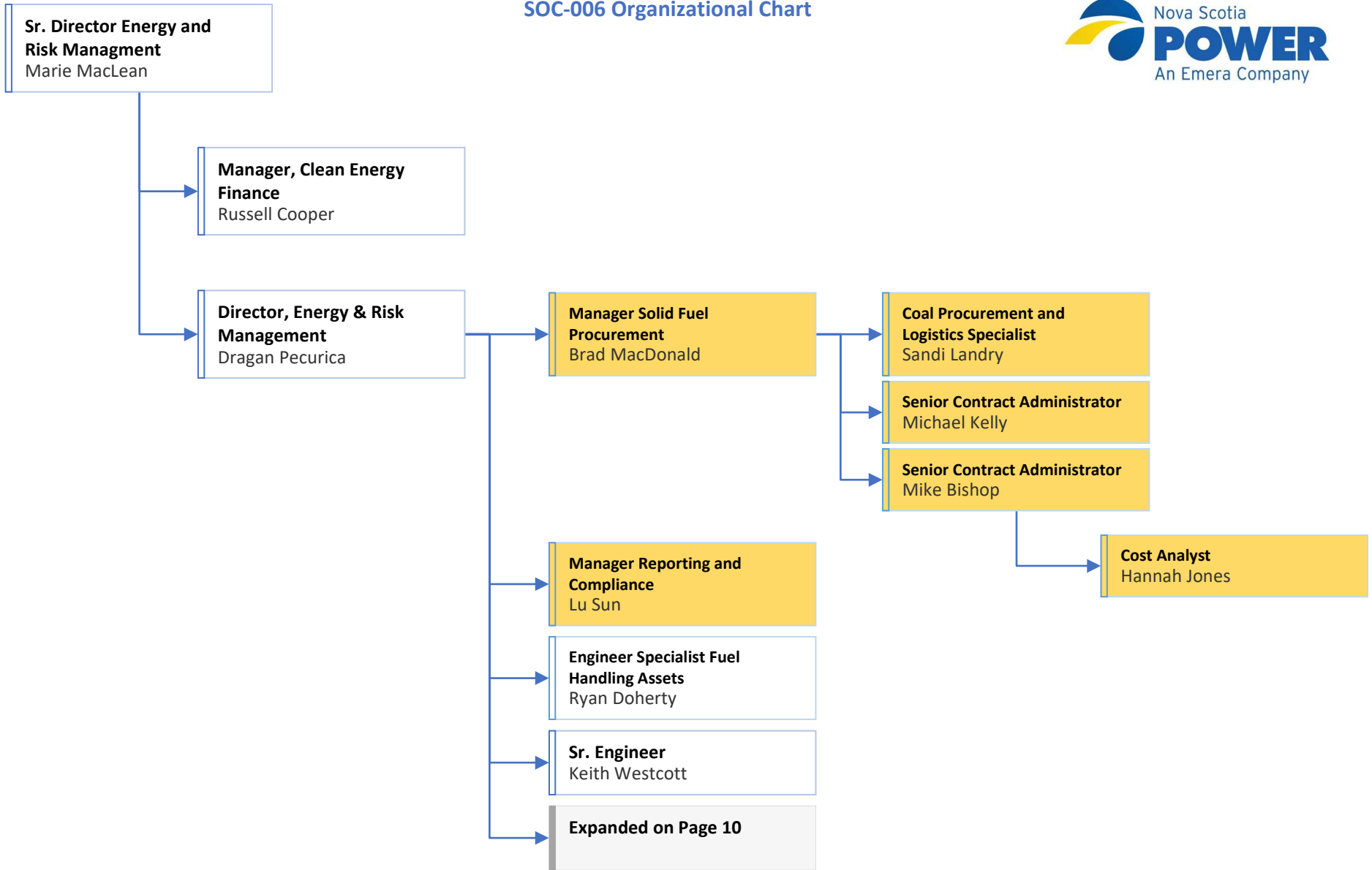
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



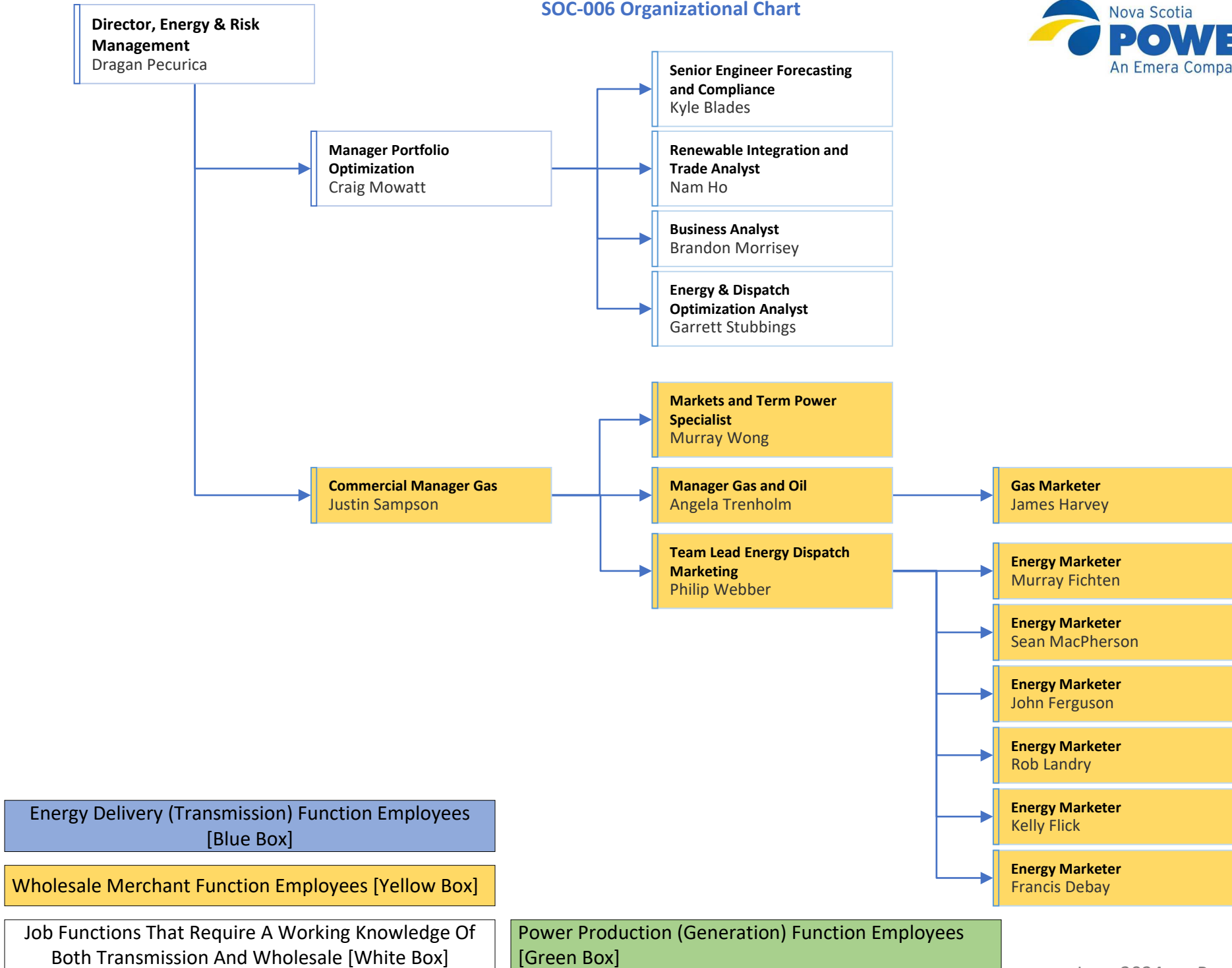
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

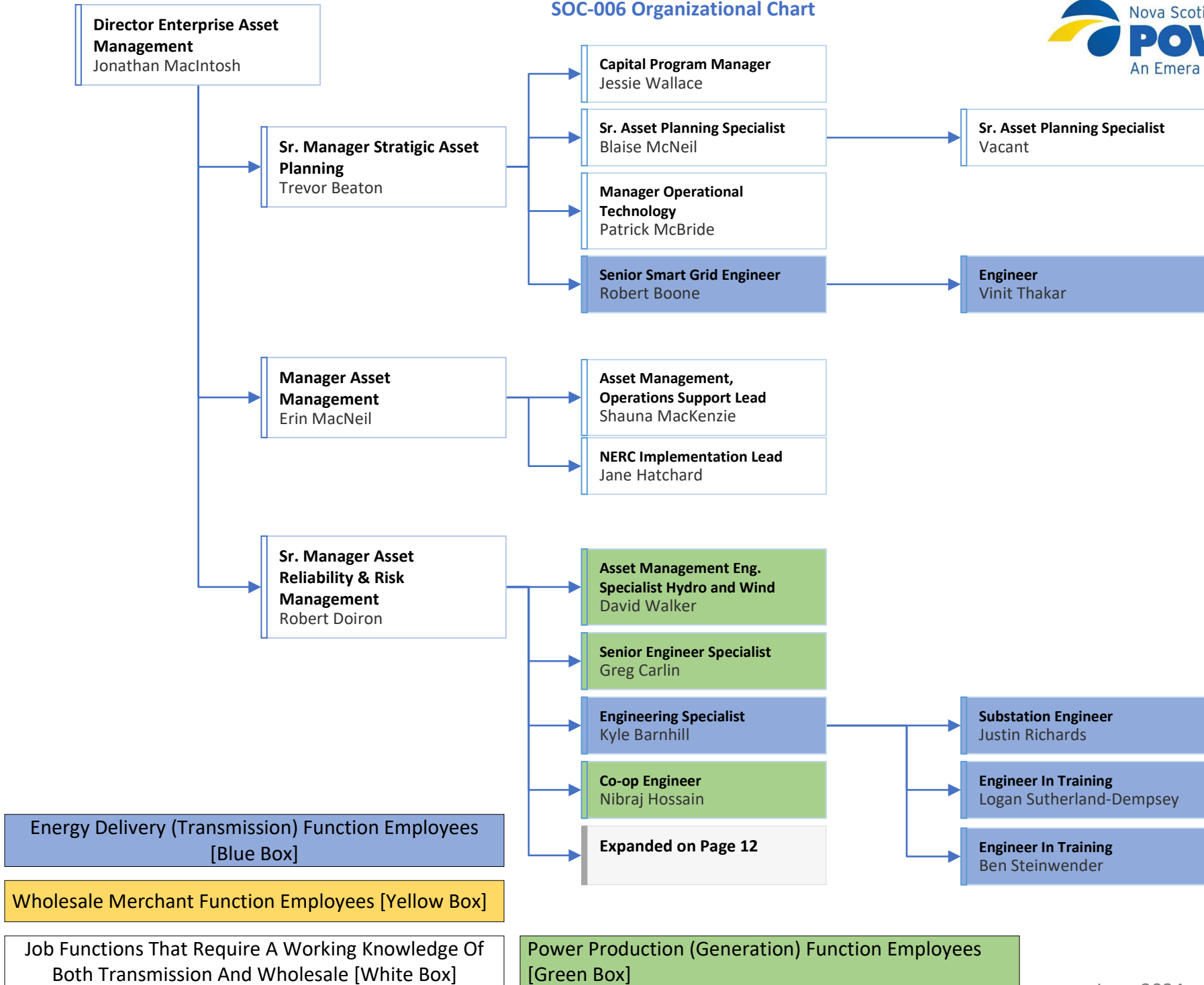
Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

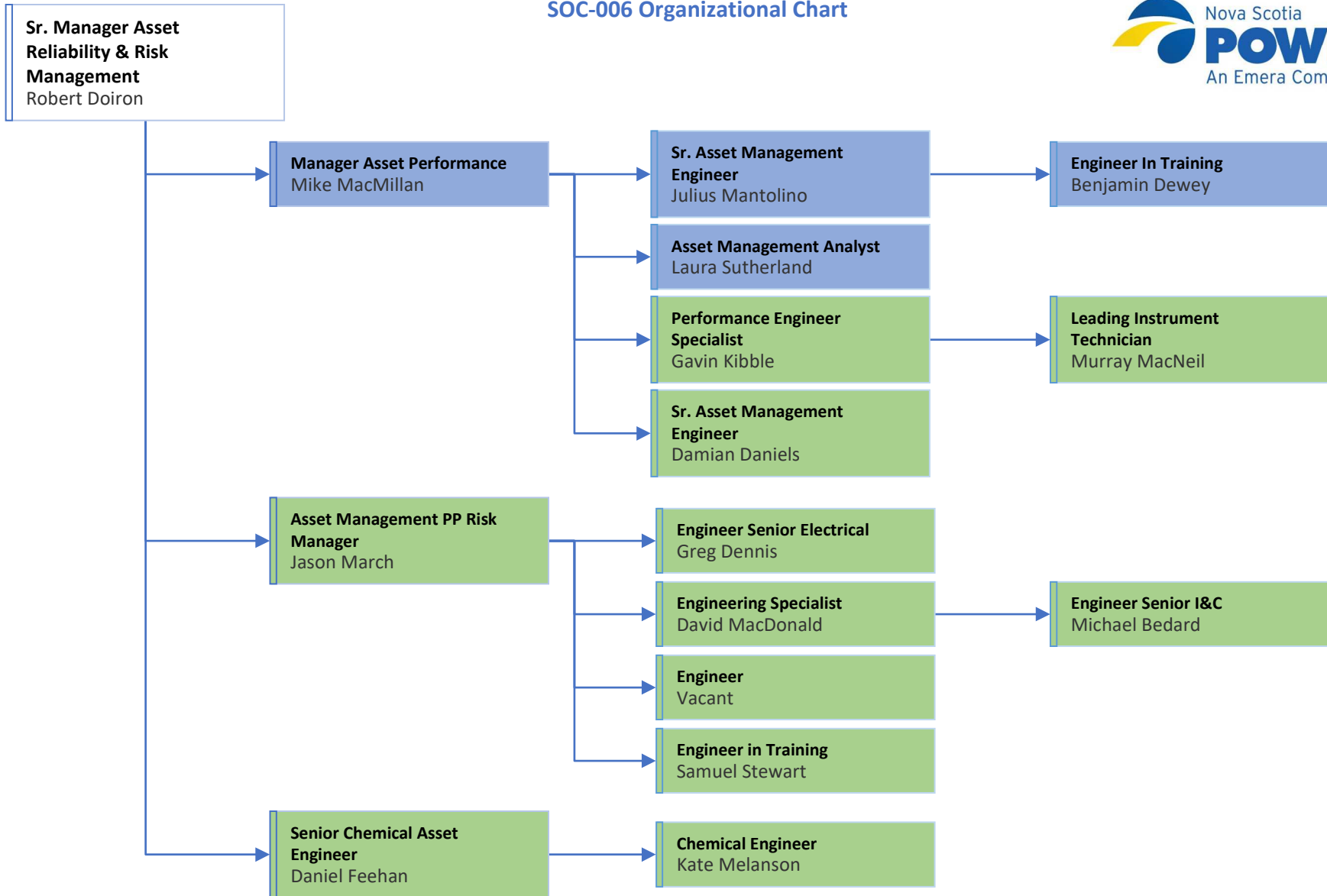
Standards of Conduct
SOC-006 Organizational Chart



**Standards of Conduct
SOC-006 Organizational Chart**



Standards of Conduct
SOC-006 Organizational Chart



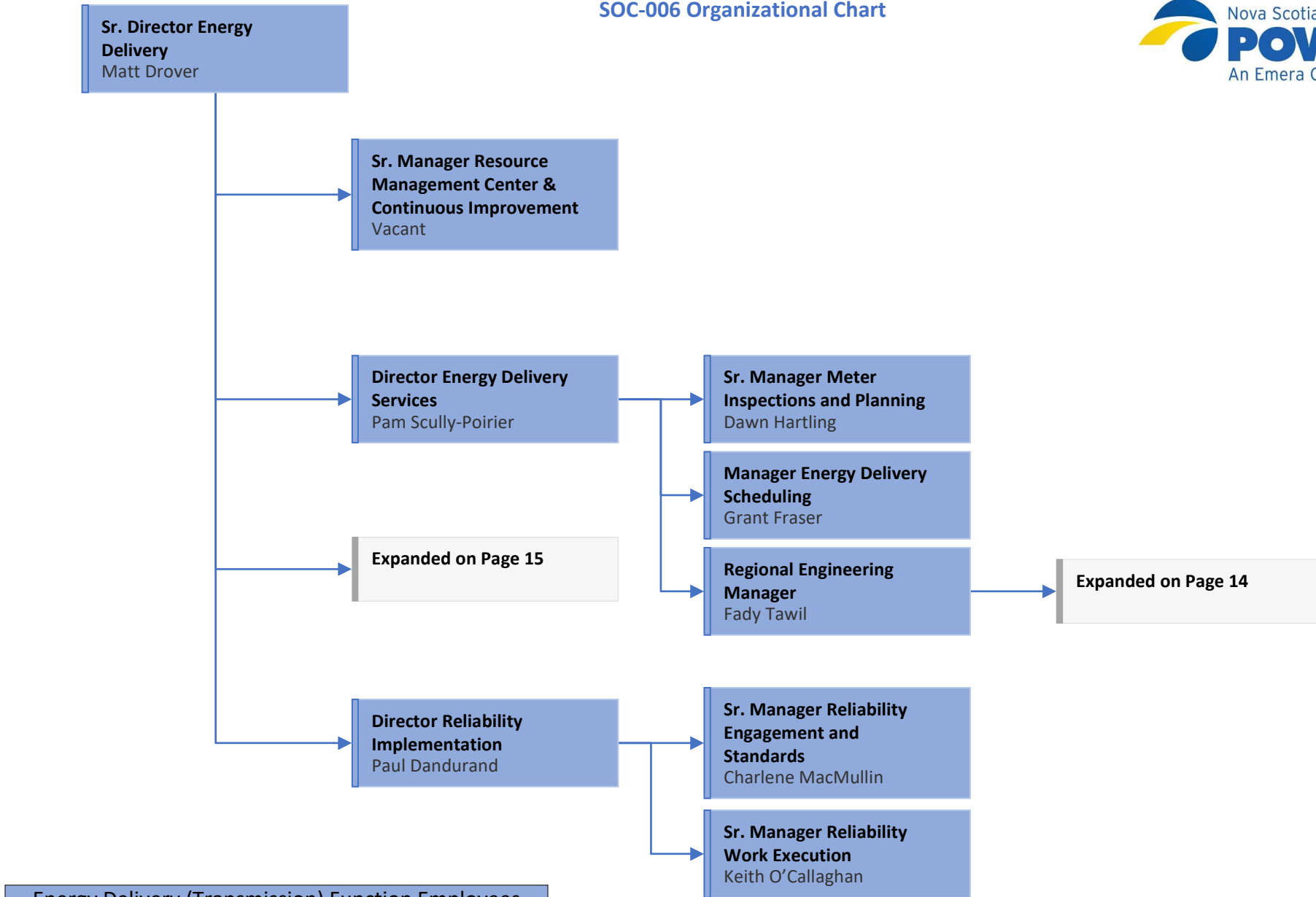
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



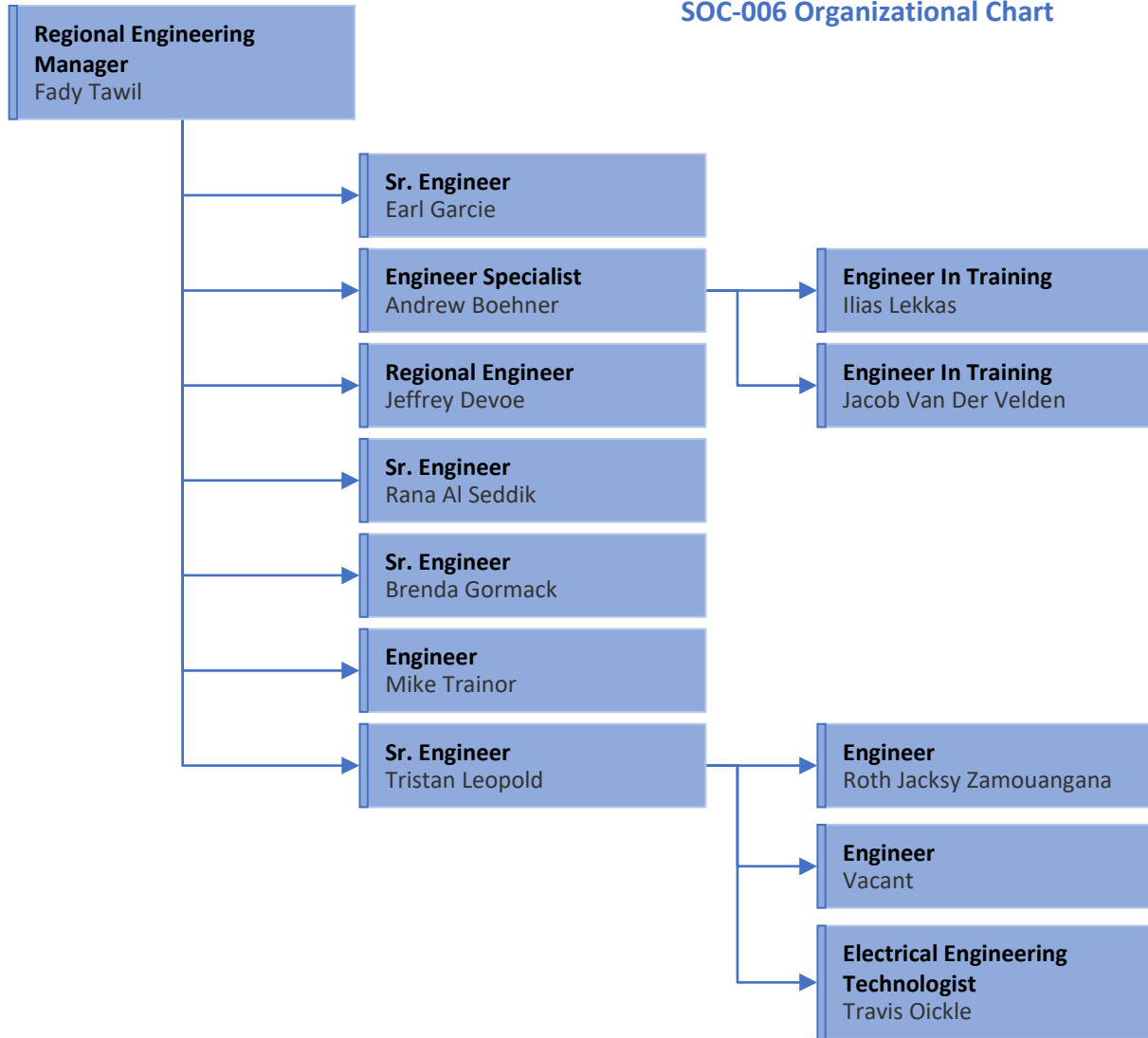
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



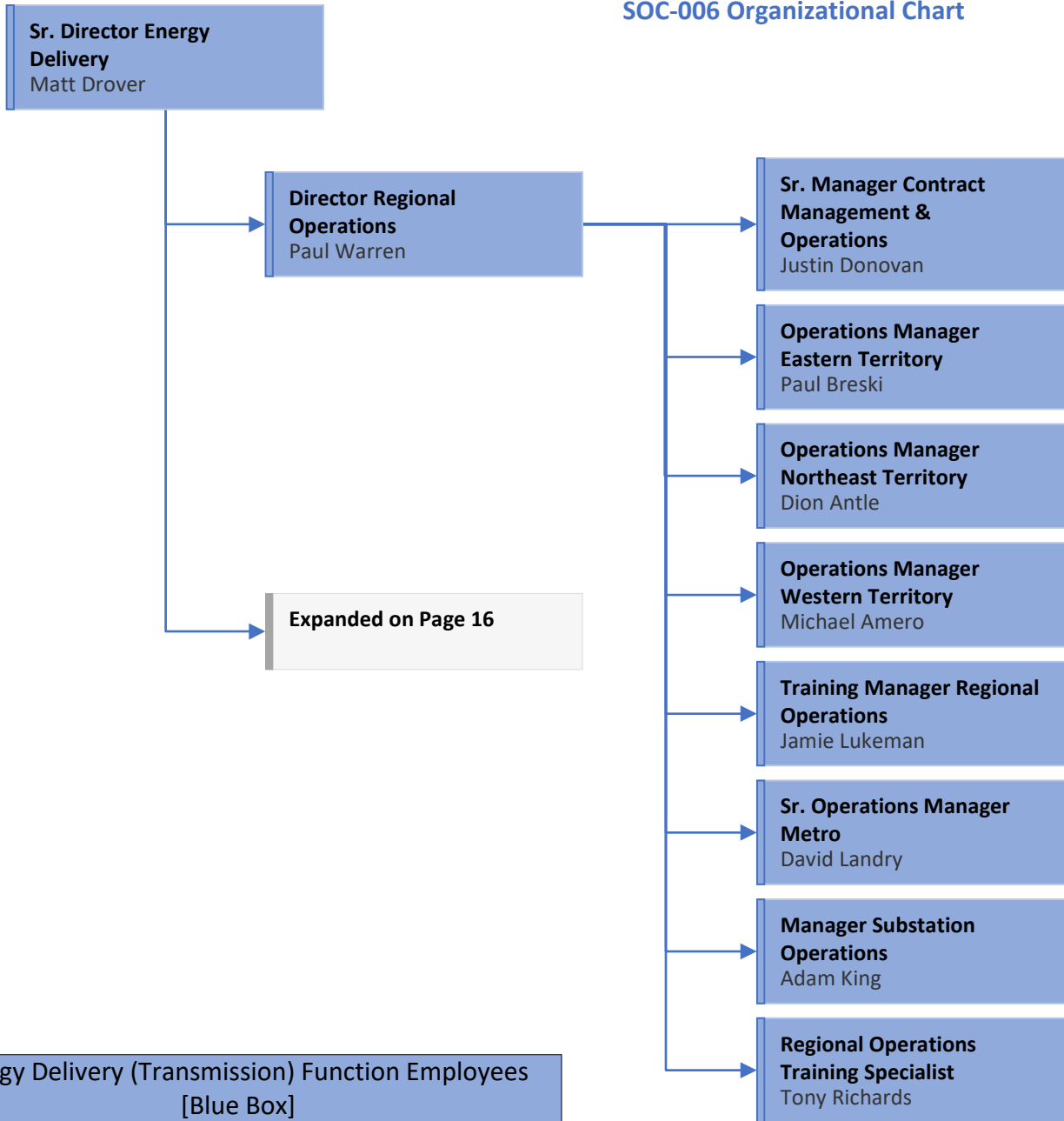
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



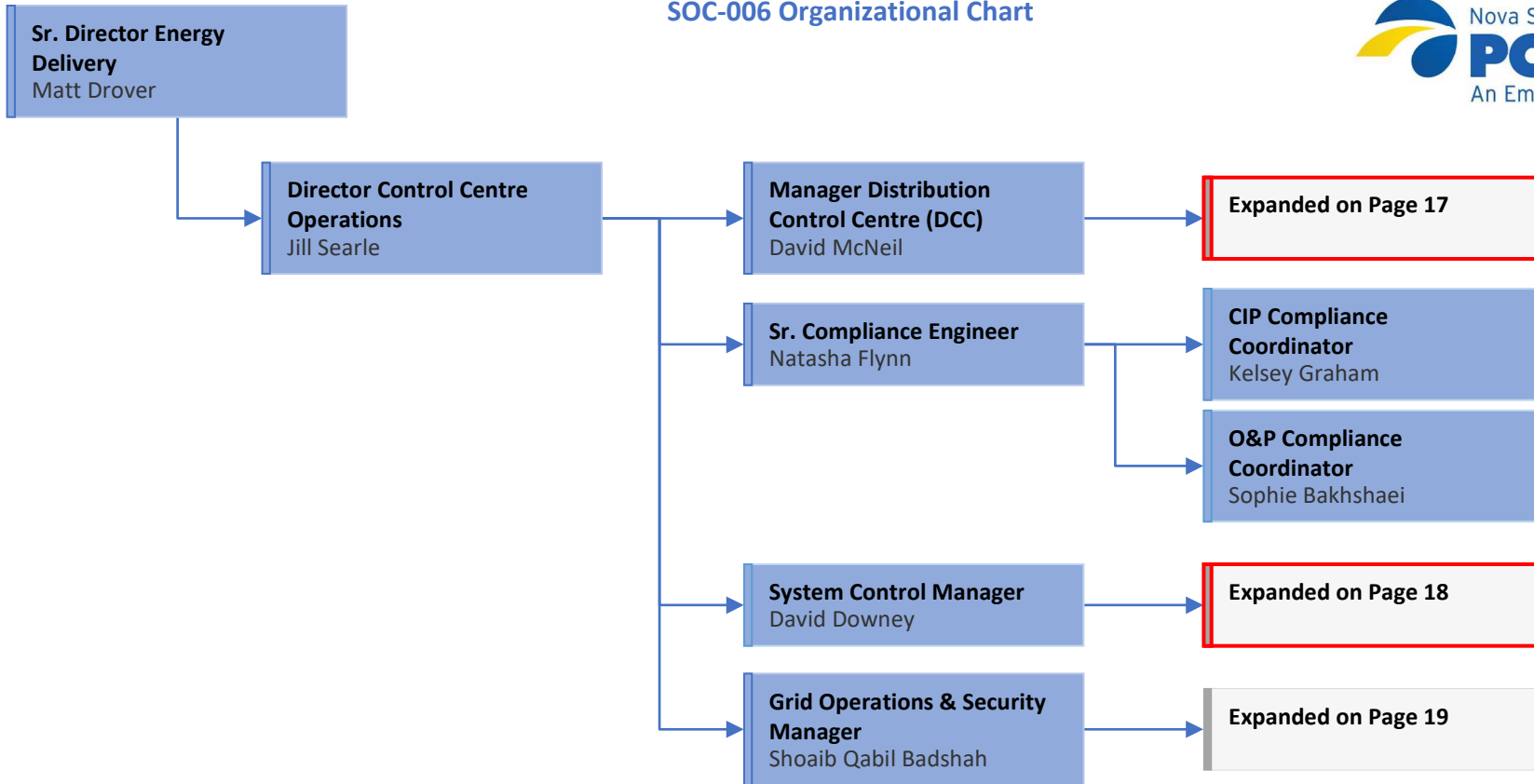
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



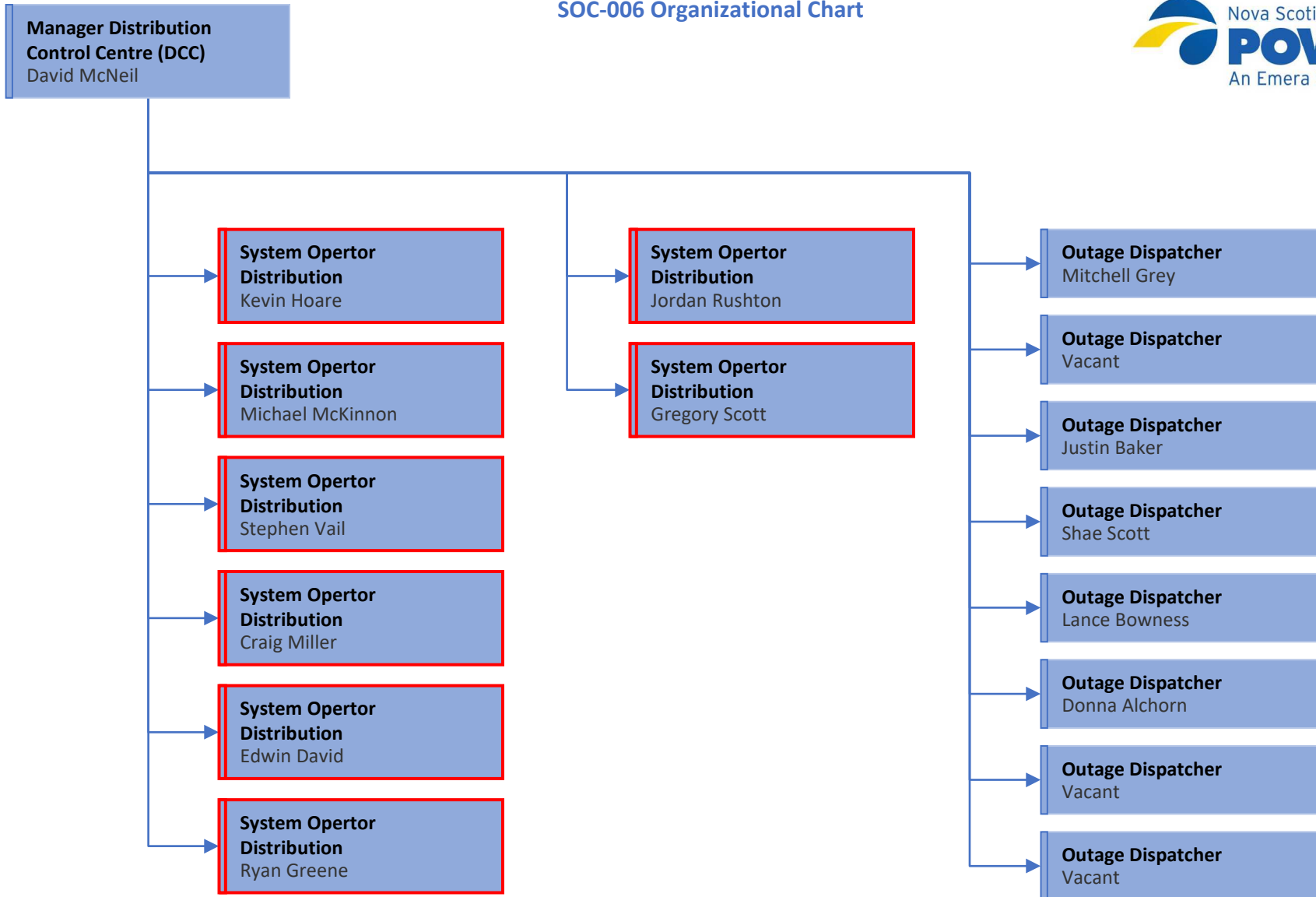
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



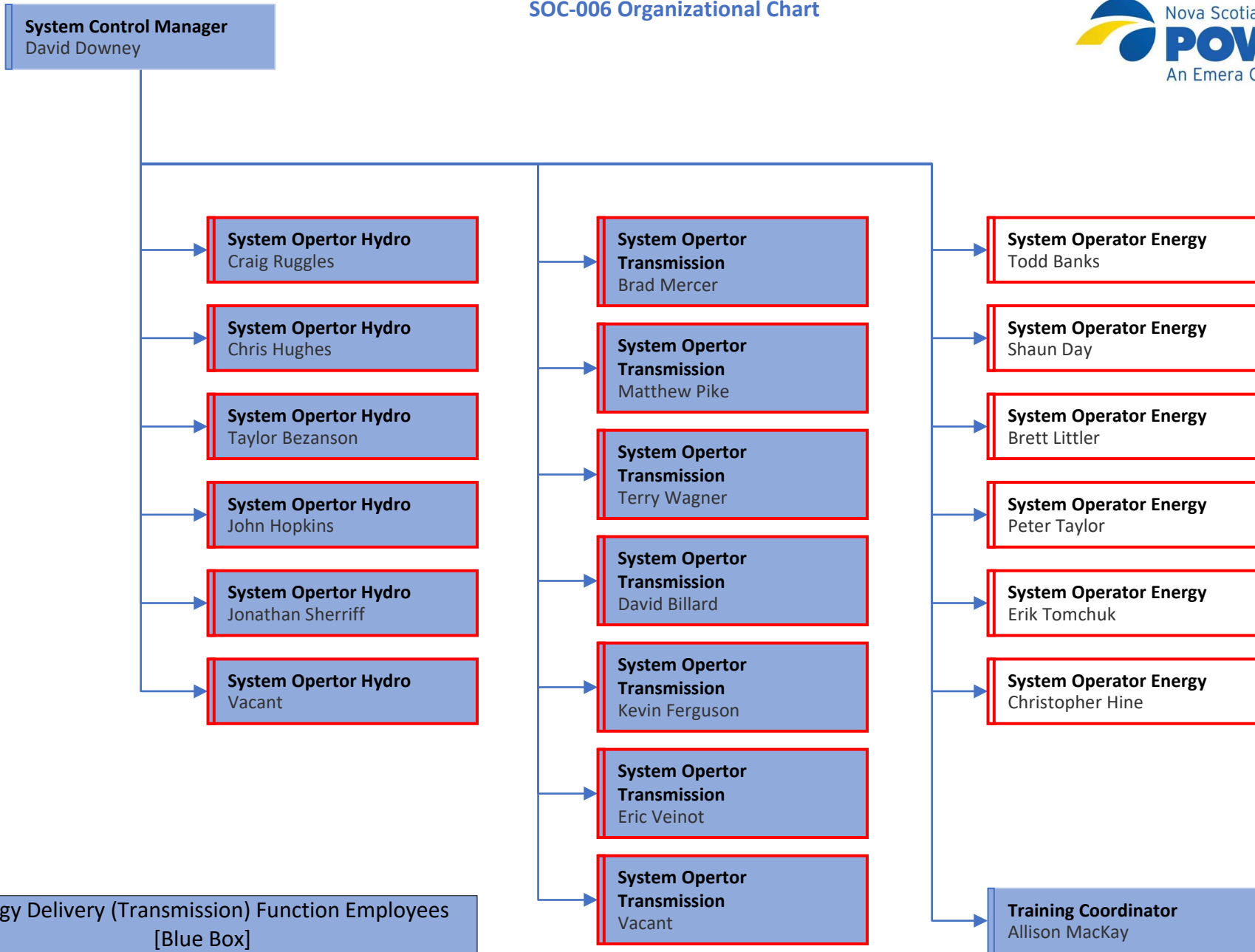
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



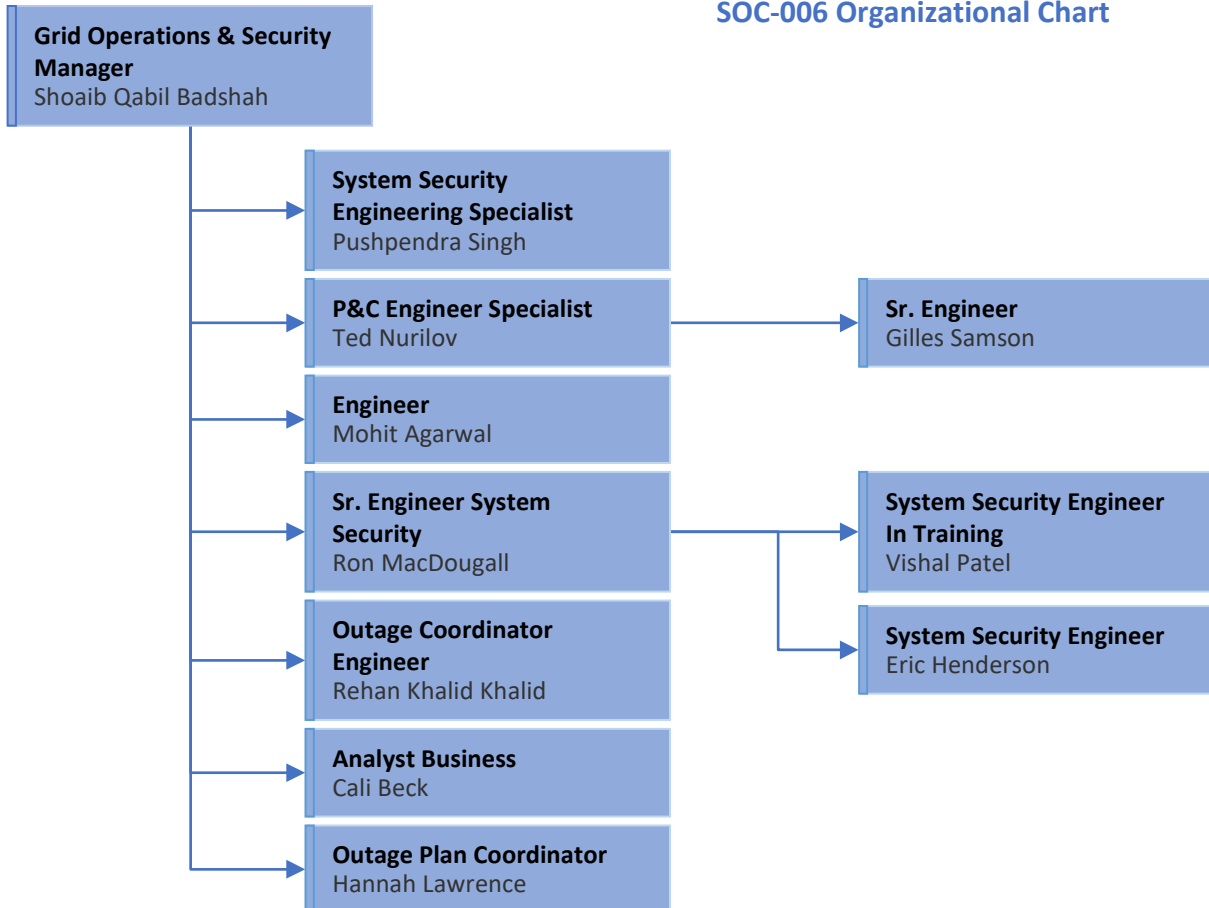
Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]

Standards of Conduct
SOC-006 Organizational Chart



Energy Delivery (Transmission) Function Employees
[Blue Box]

Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
Both Transmission And Wholesale [White Box]

Power Production (Generation) Function Employees
[Green Box]