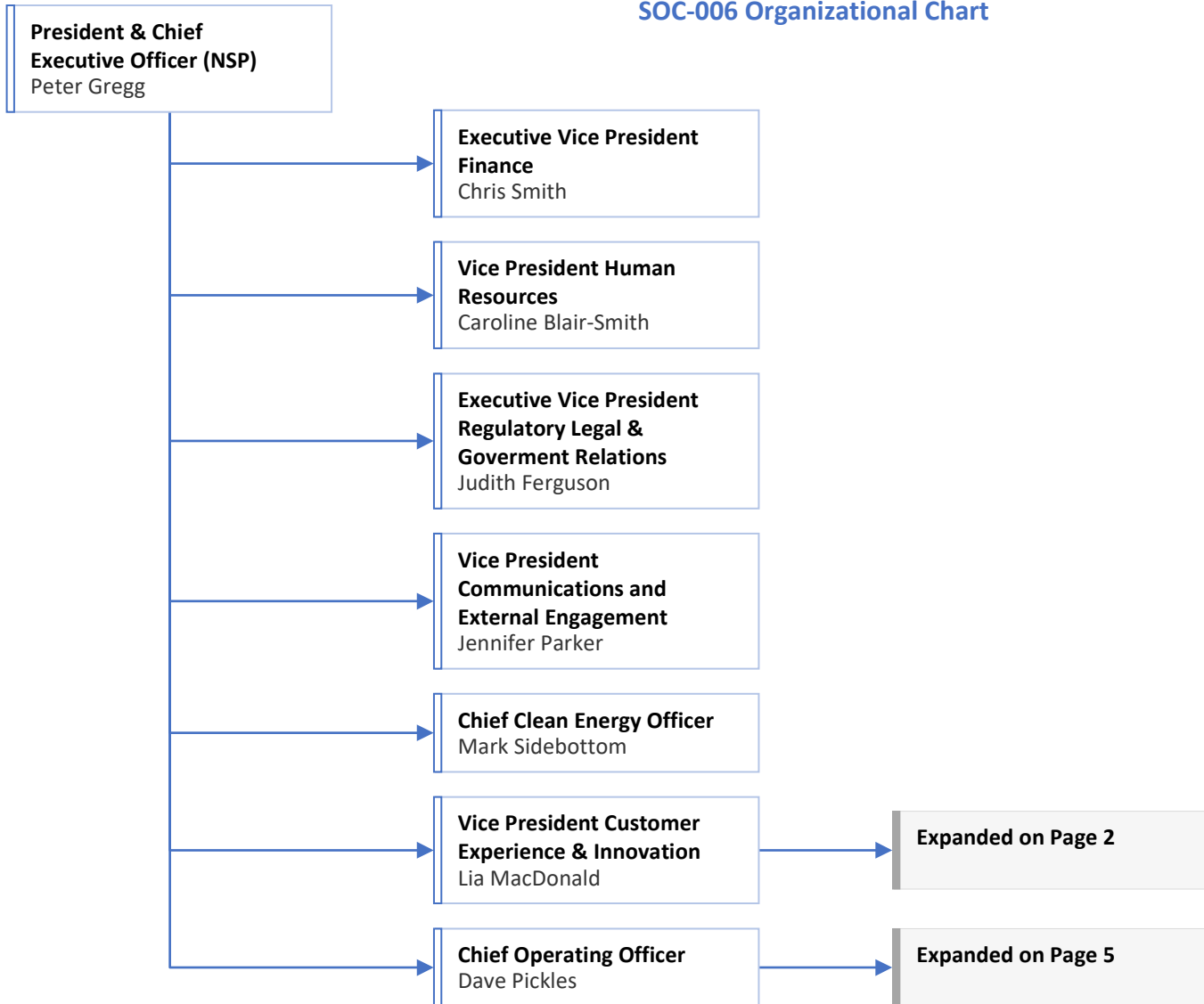


Standards of Conduct
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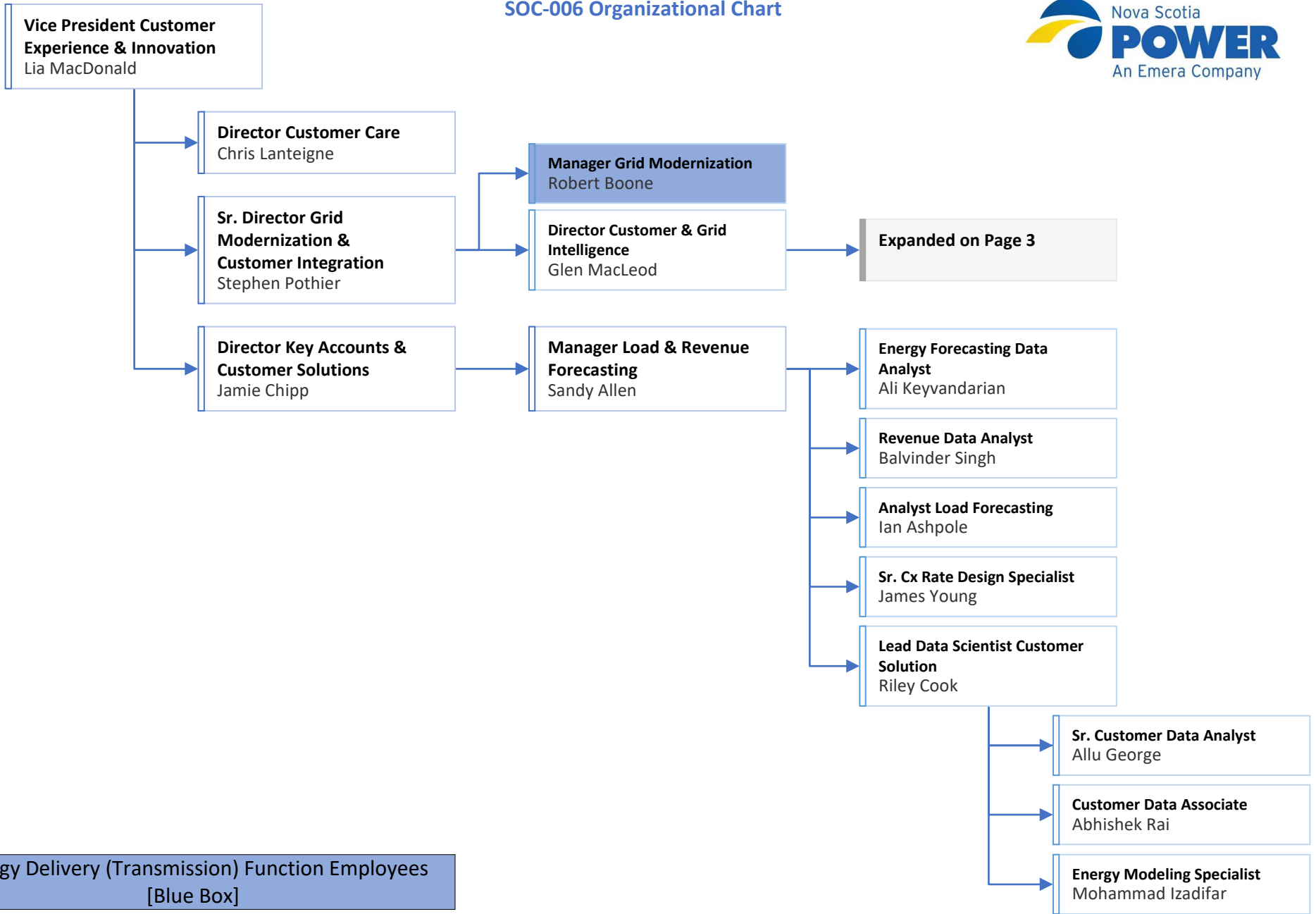
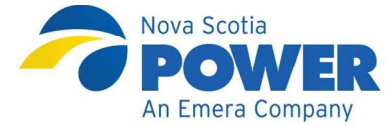
Energy Delivery (Transmission) Function Employees
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Wholesale Merchant Function Employees [Yellow Box]

Job Functions That Require A Working Knowledge Of
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Power Production (Generation) Function Employees
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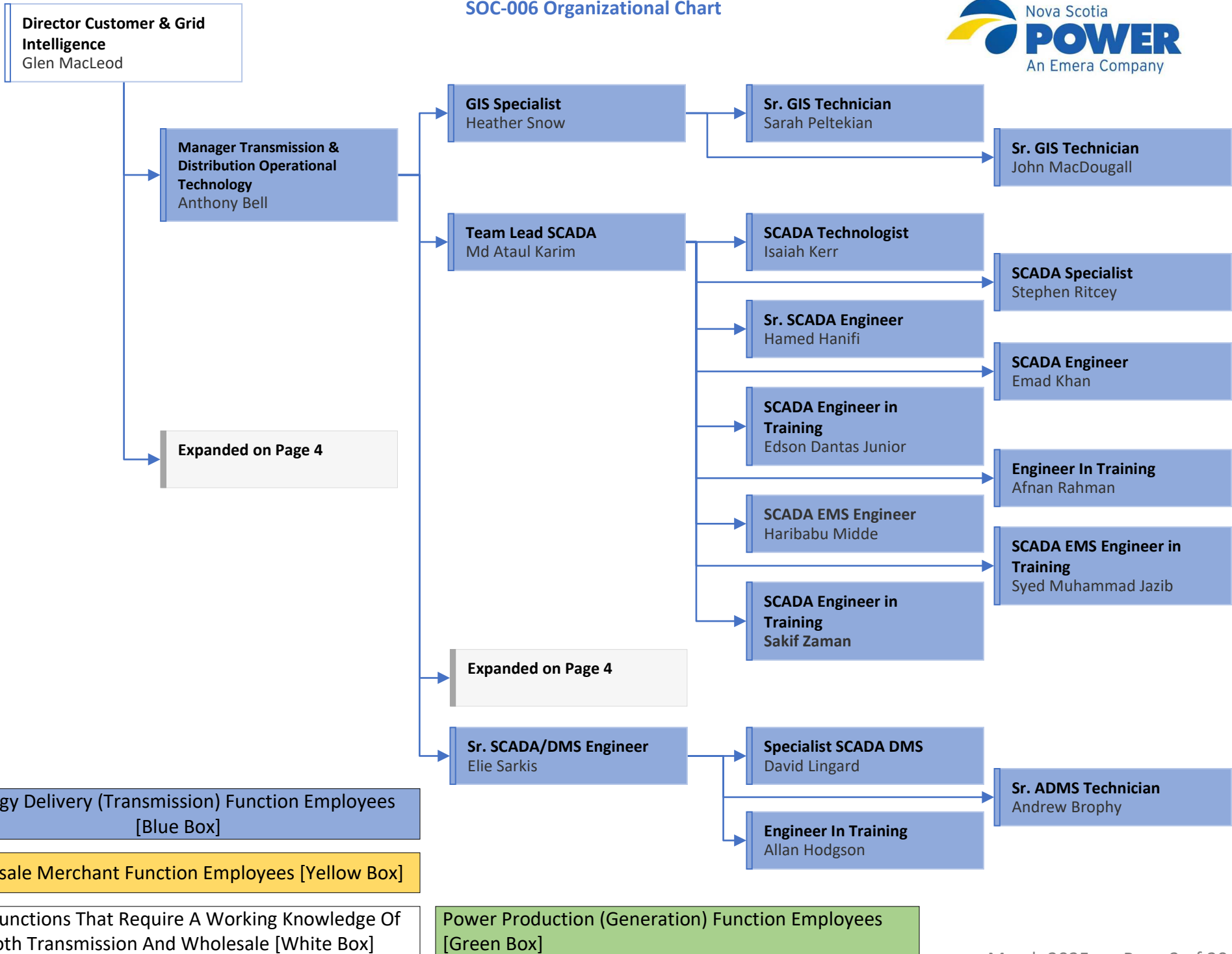
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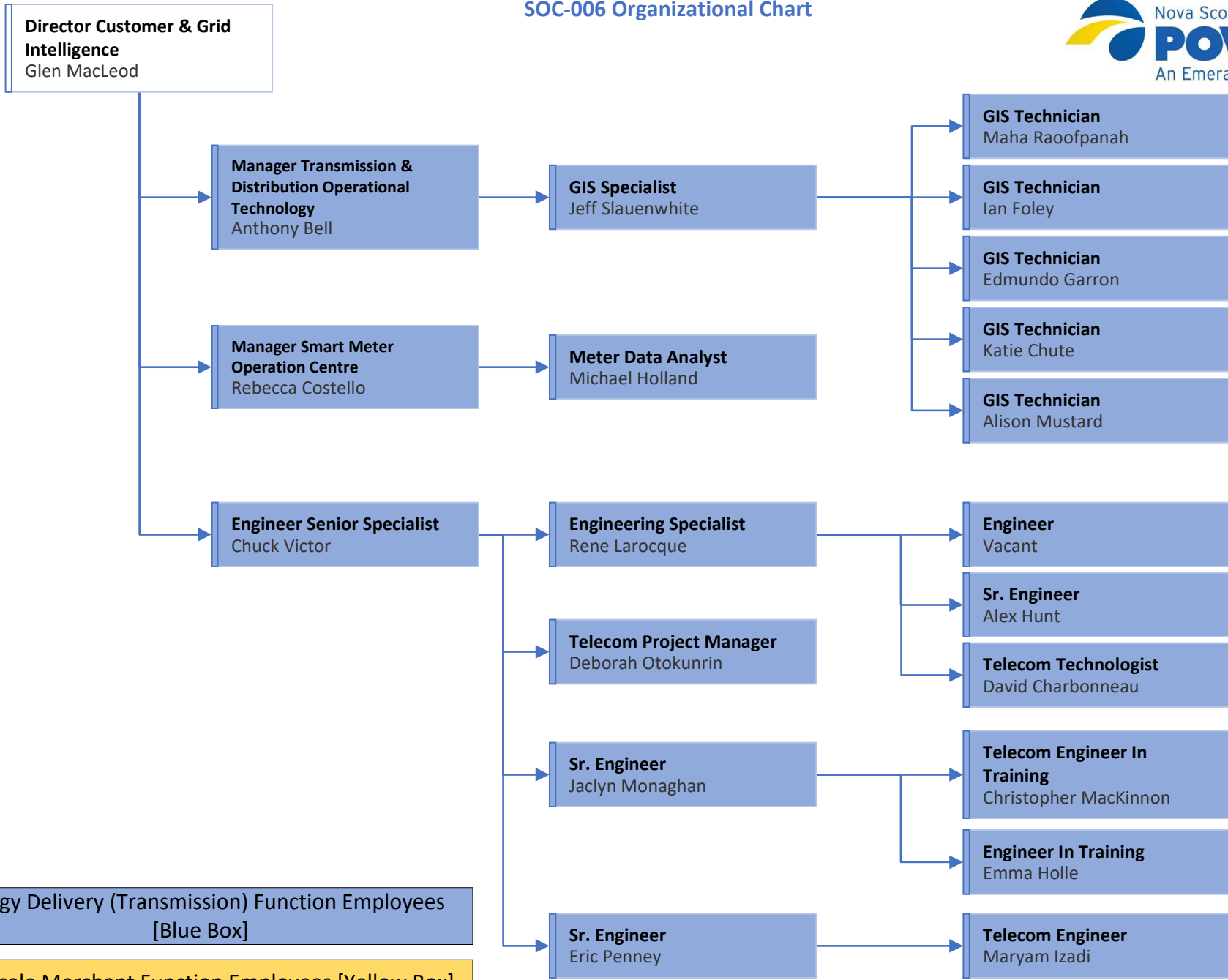
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Standards of Conduct
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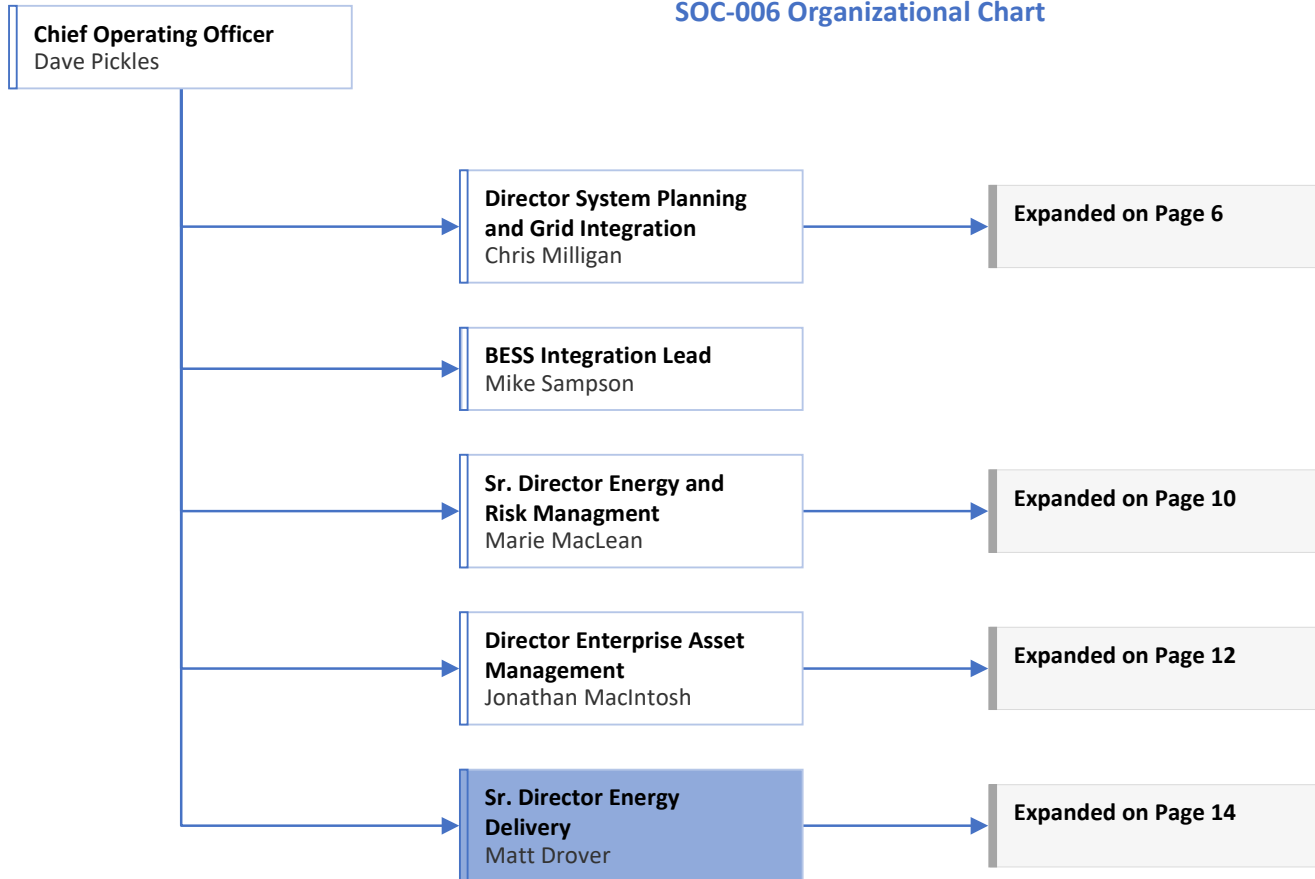
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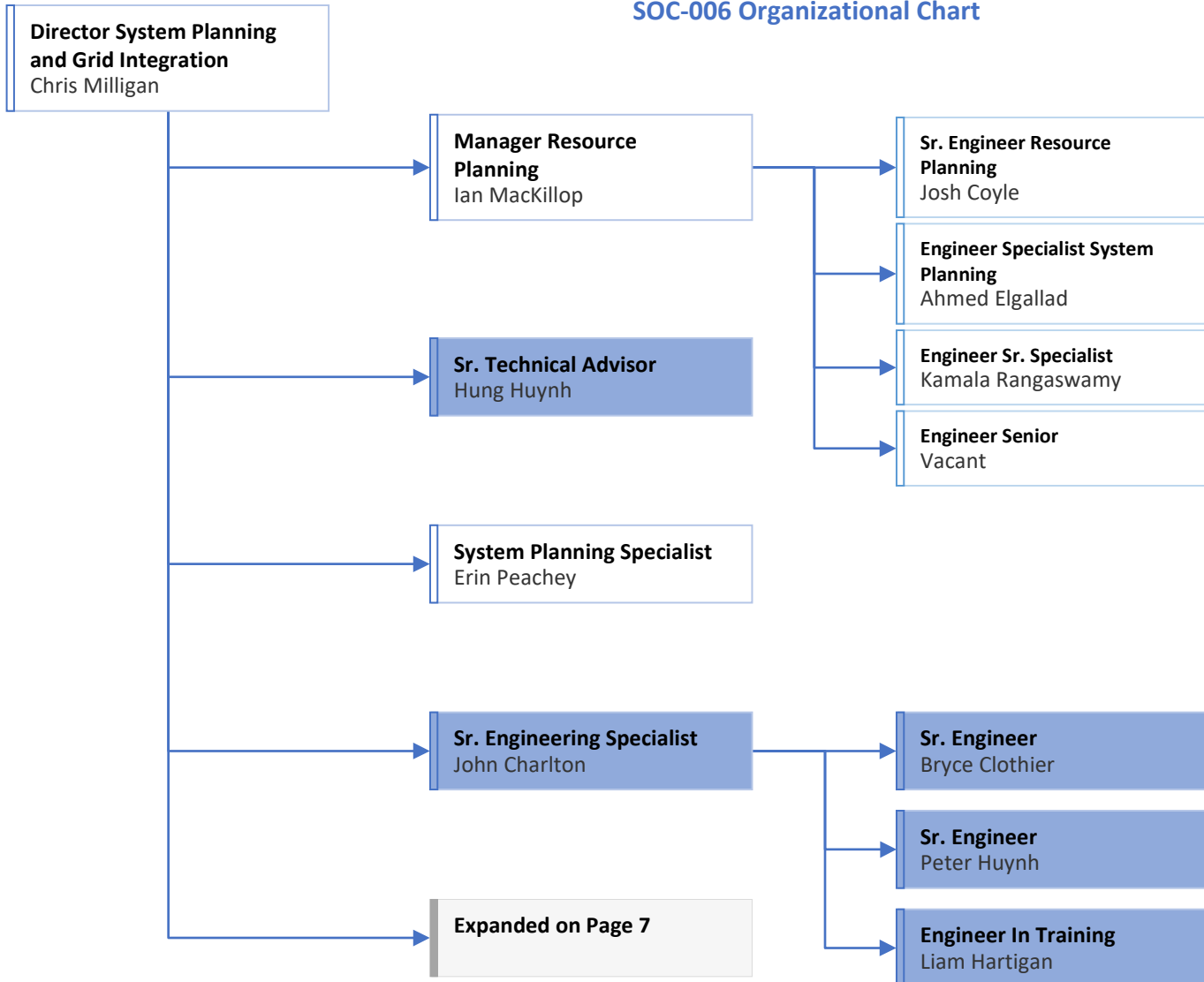
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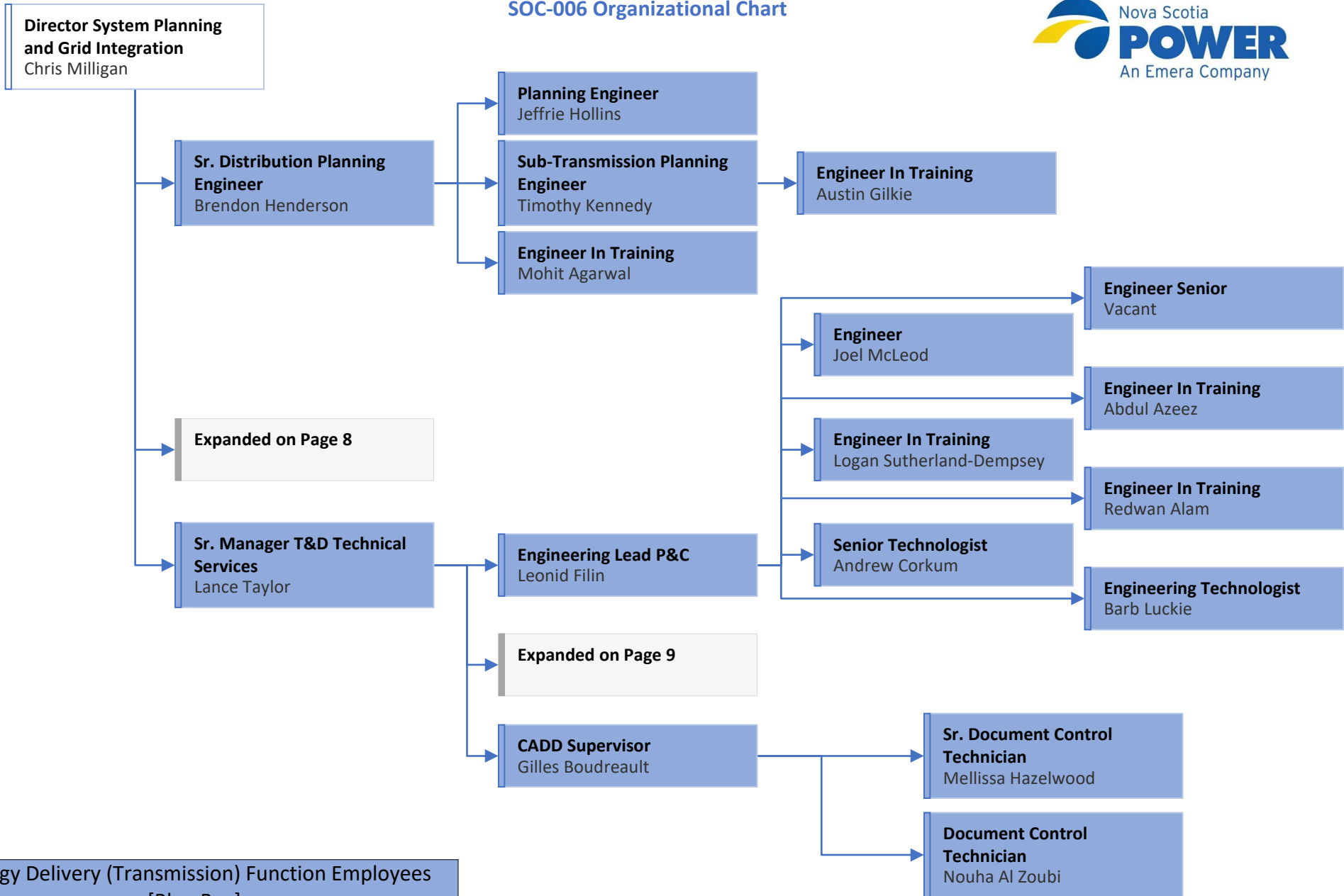
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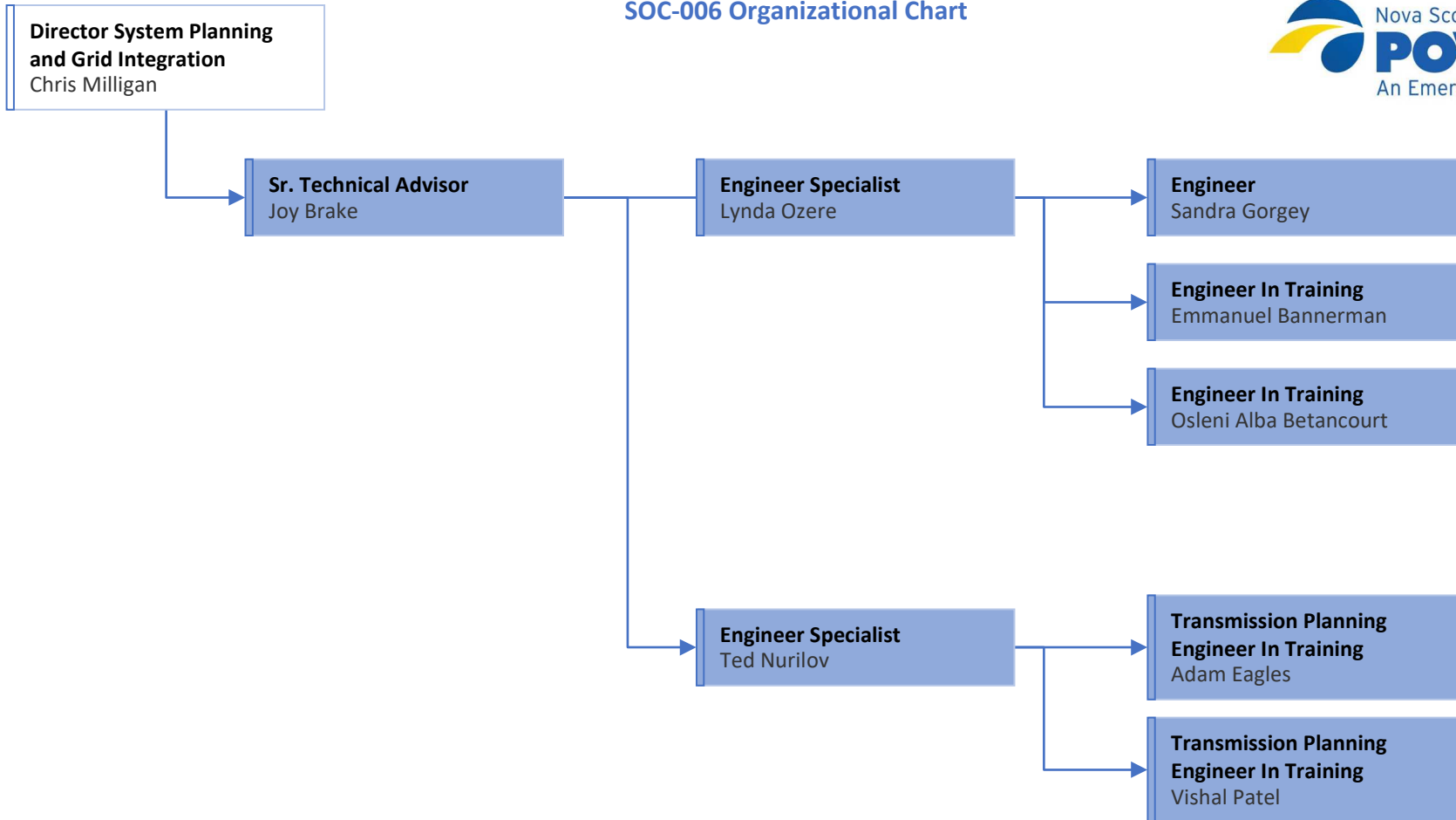
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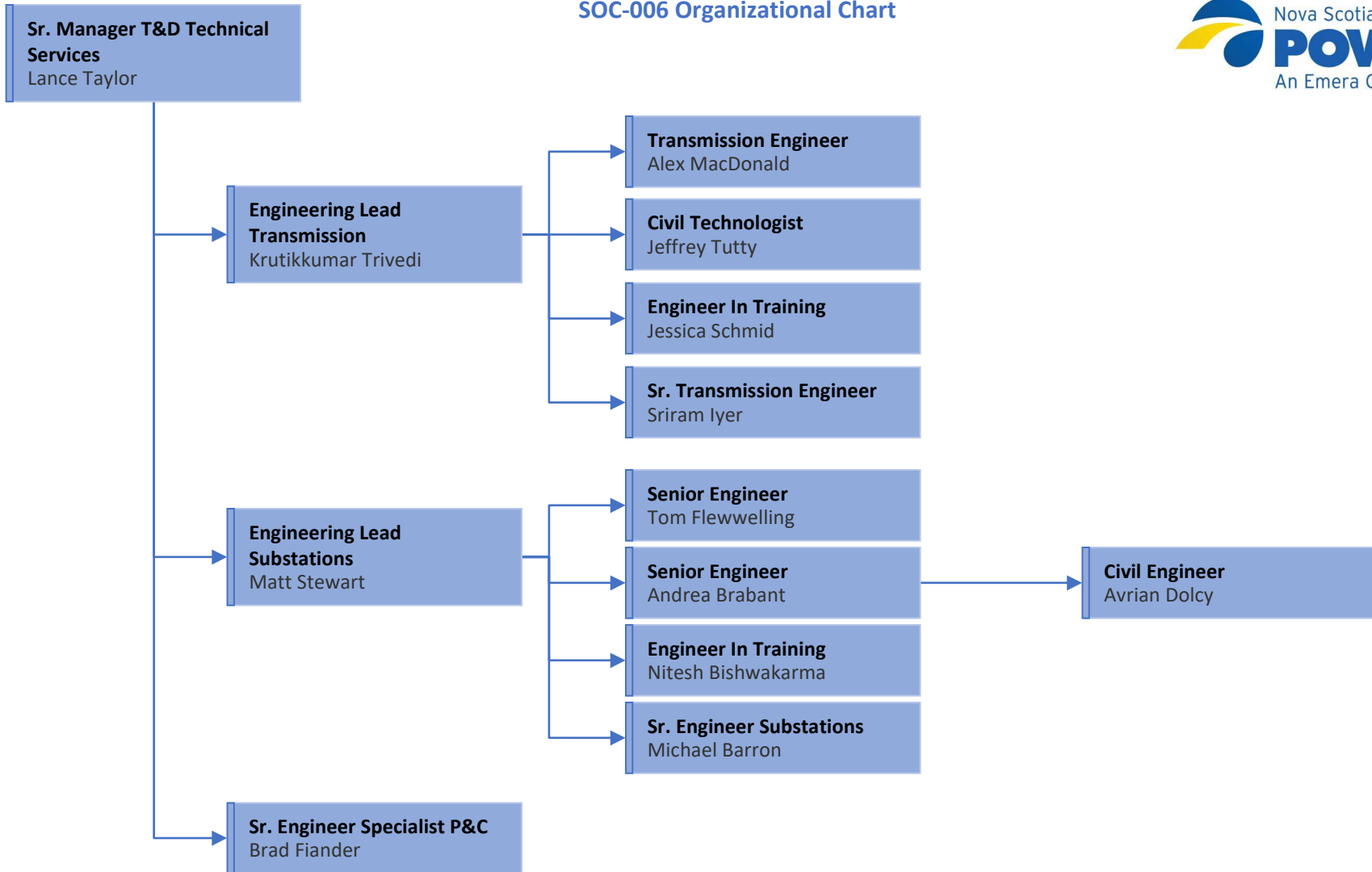
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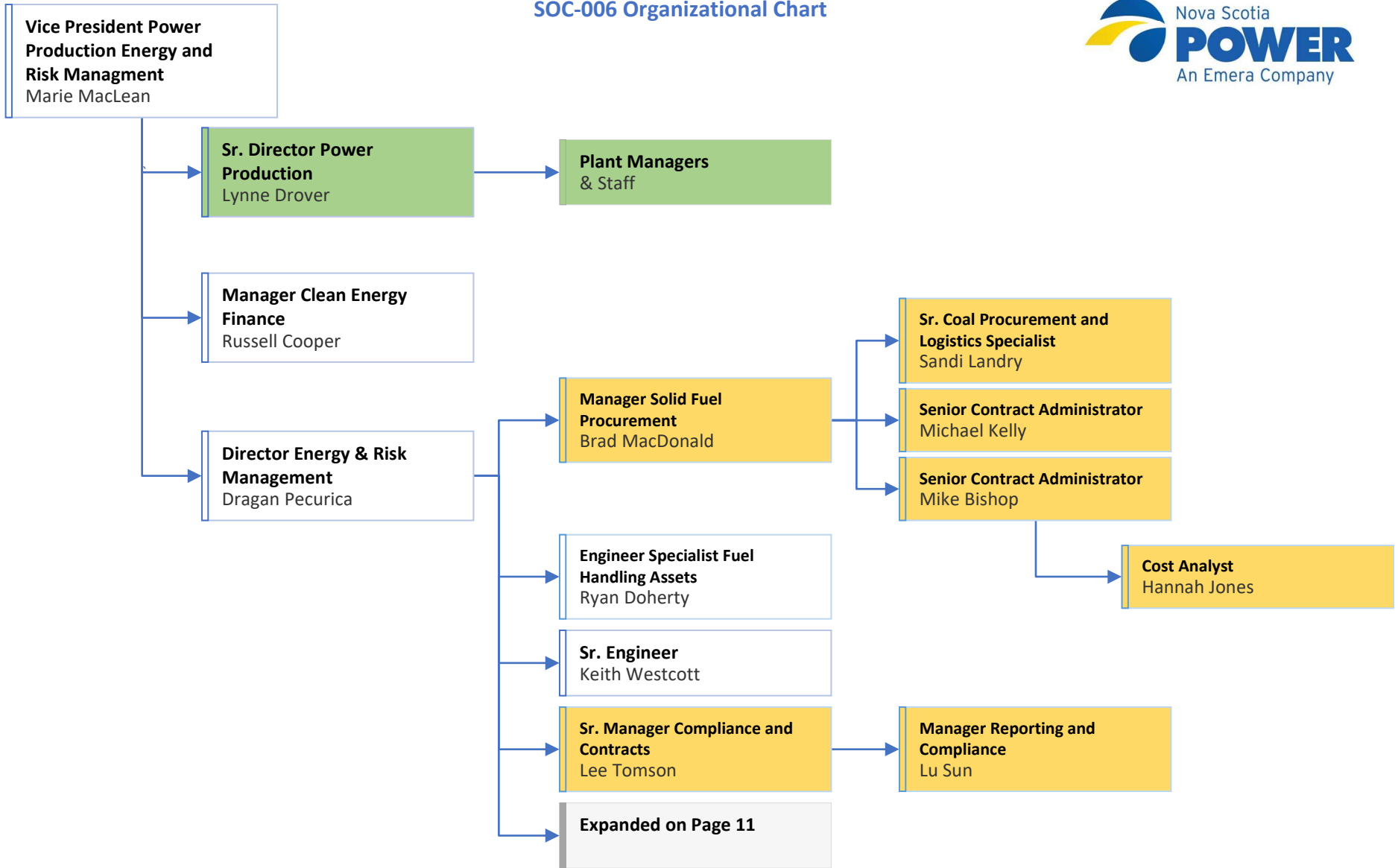
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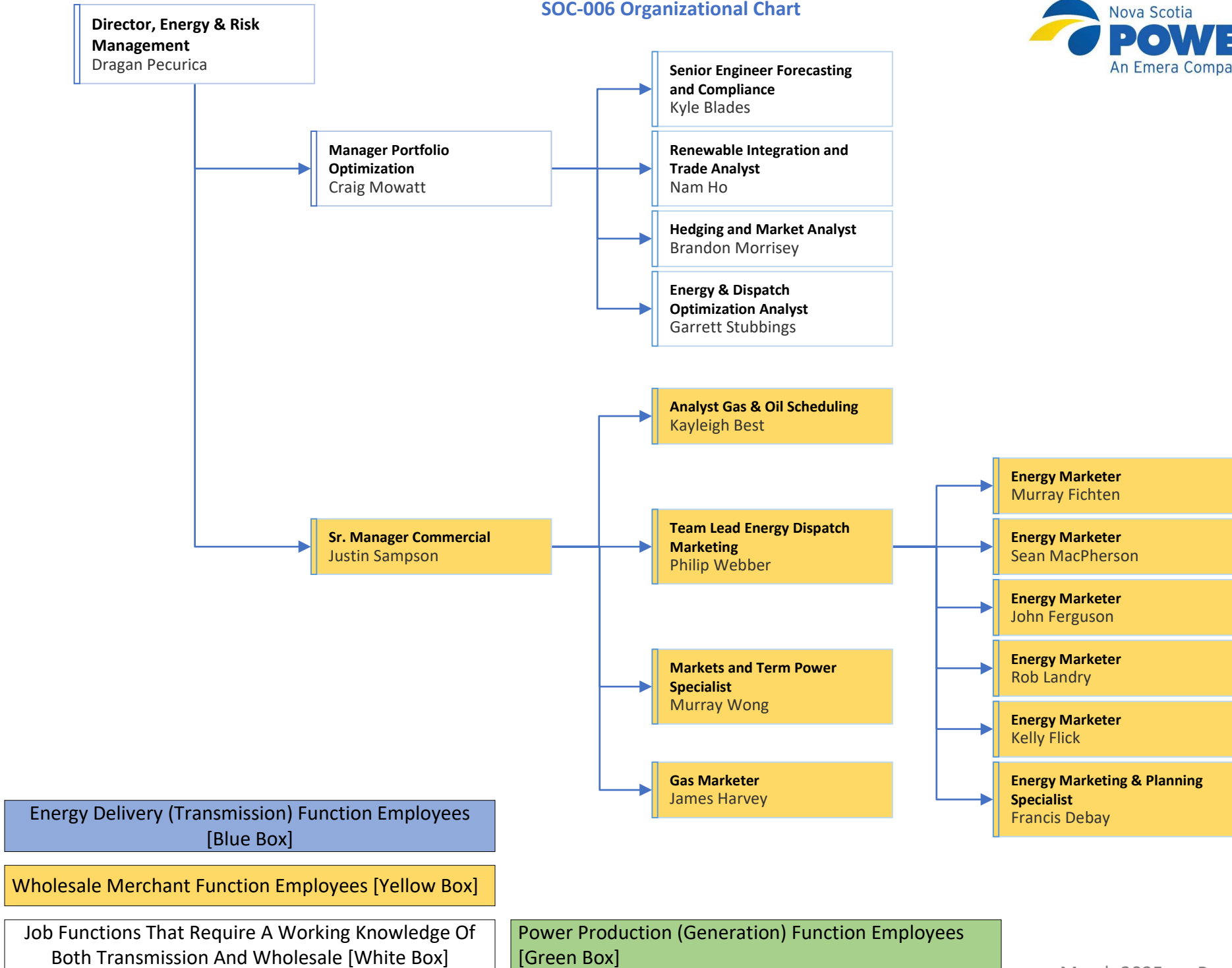
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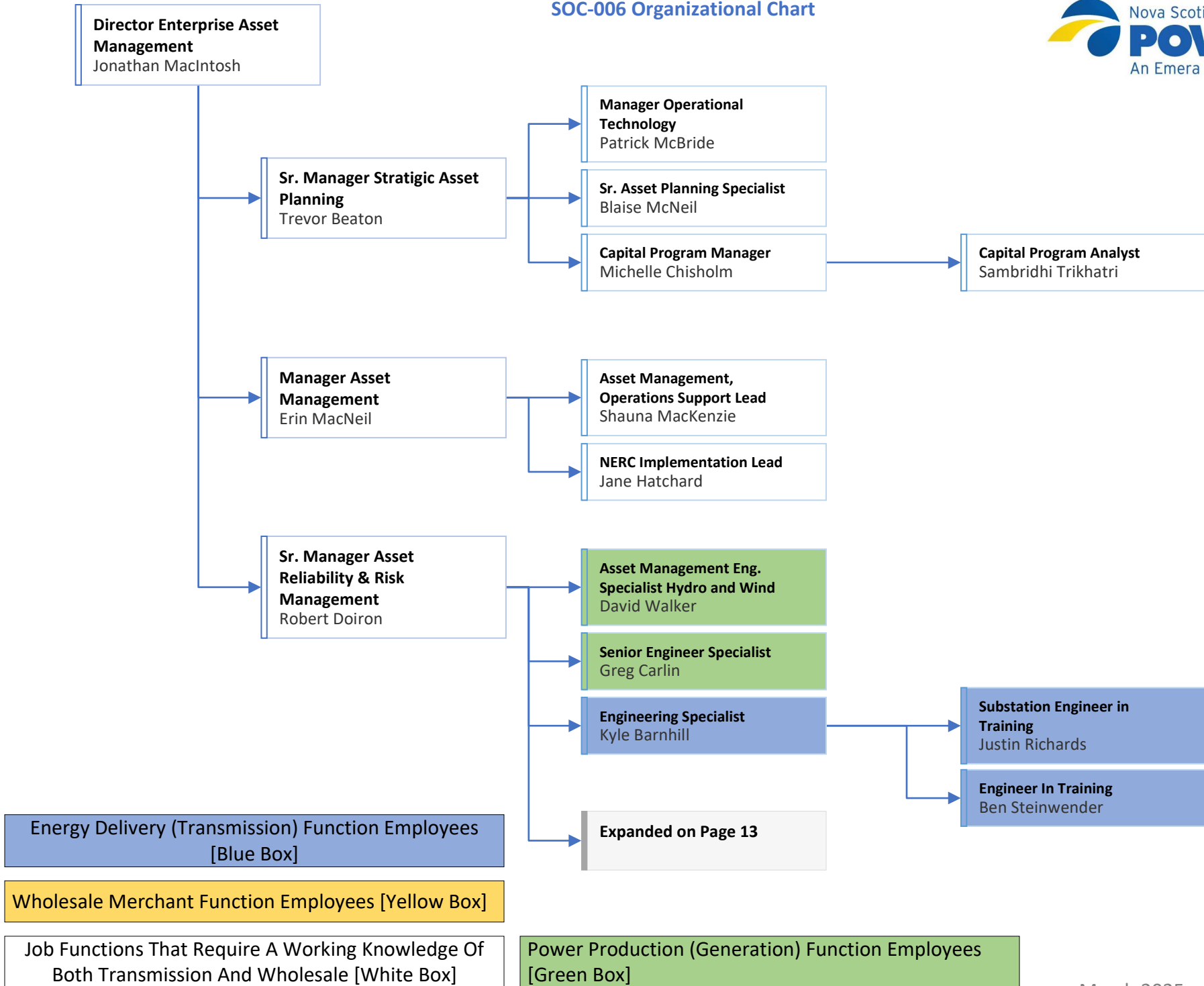
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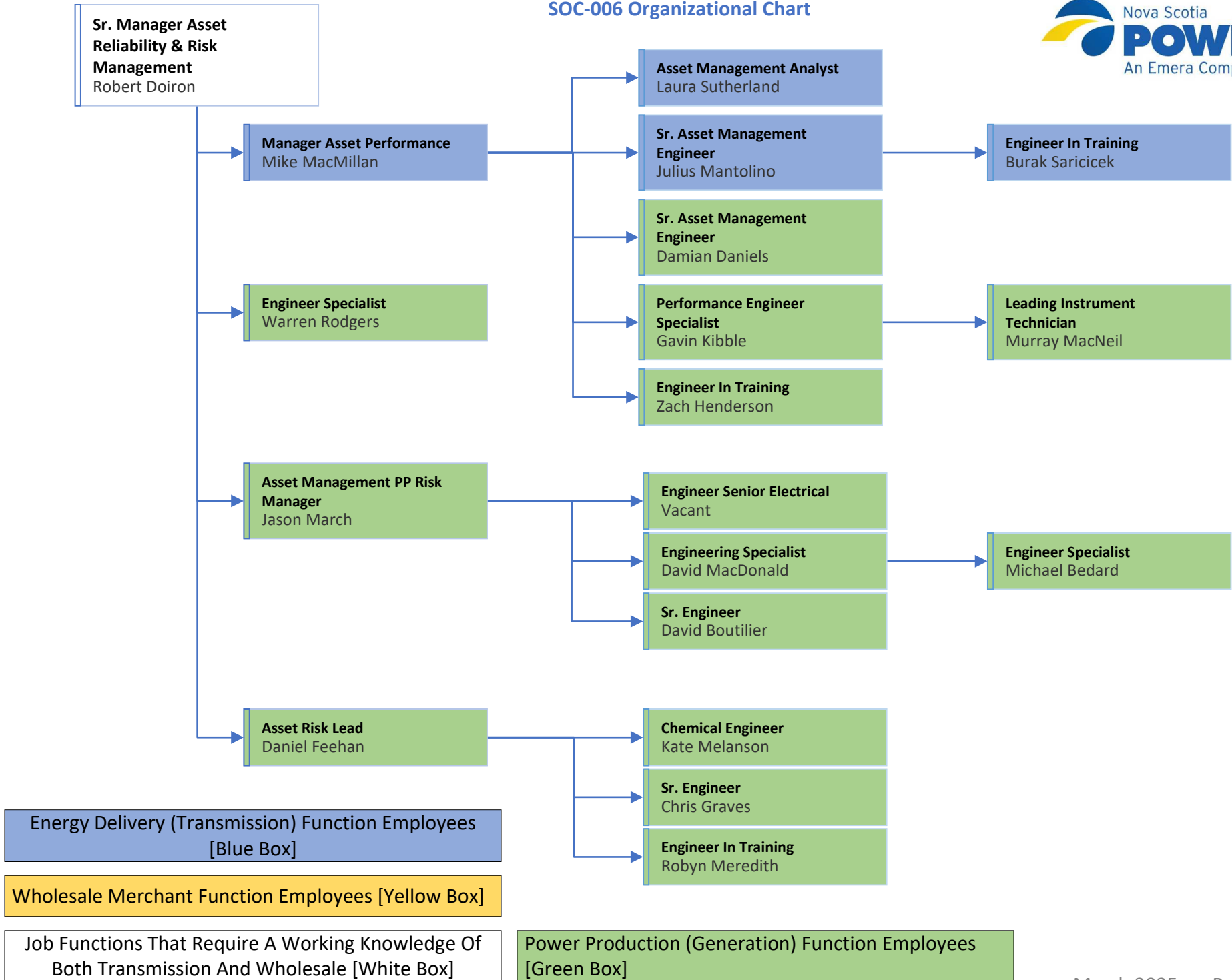
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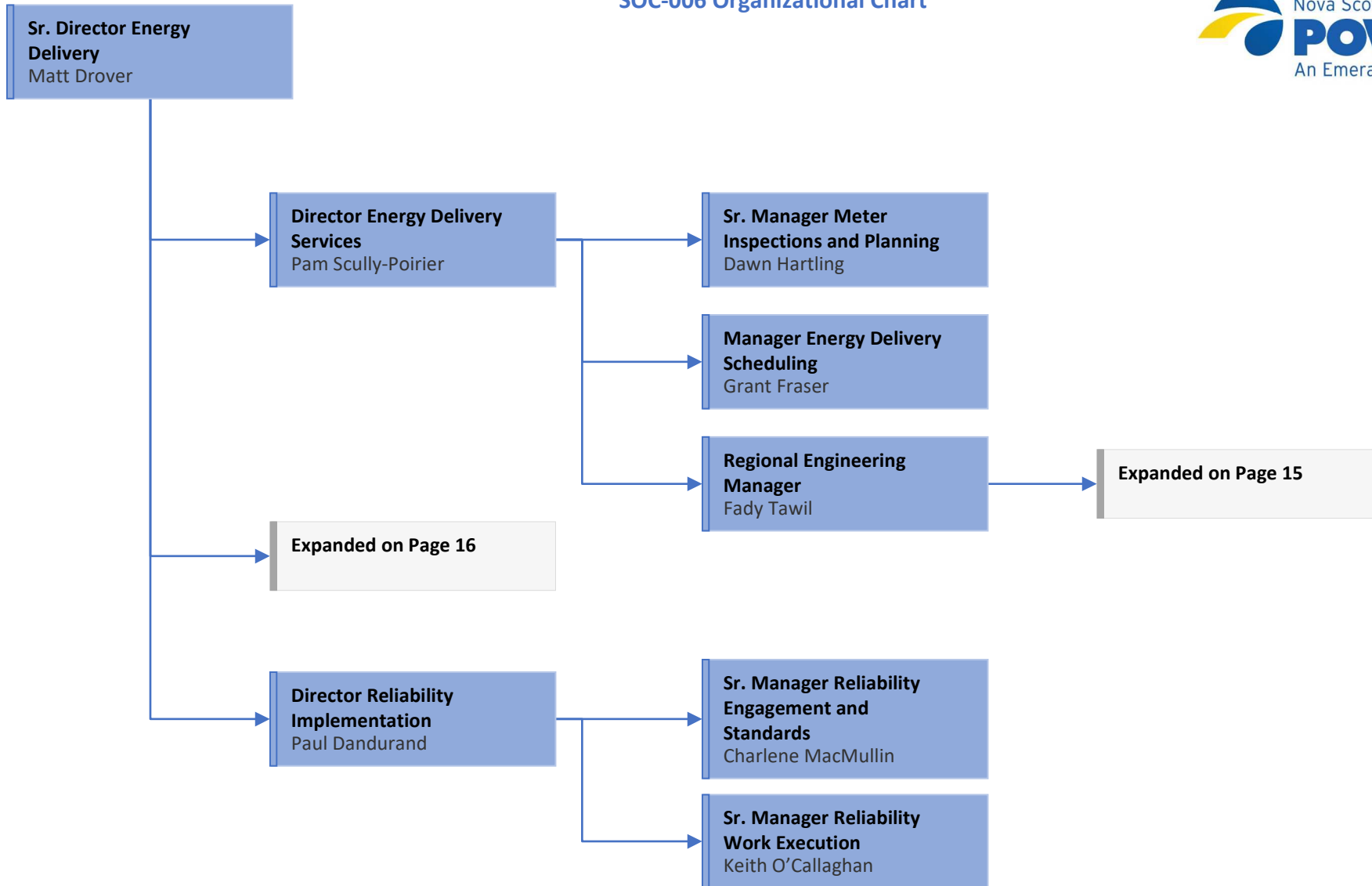
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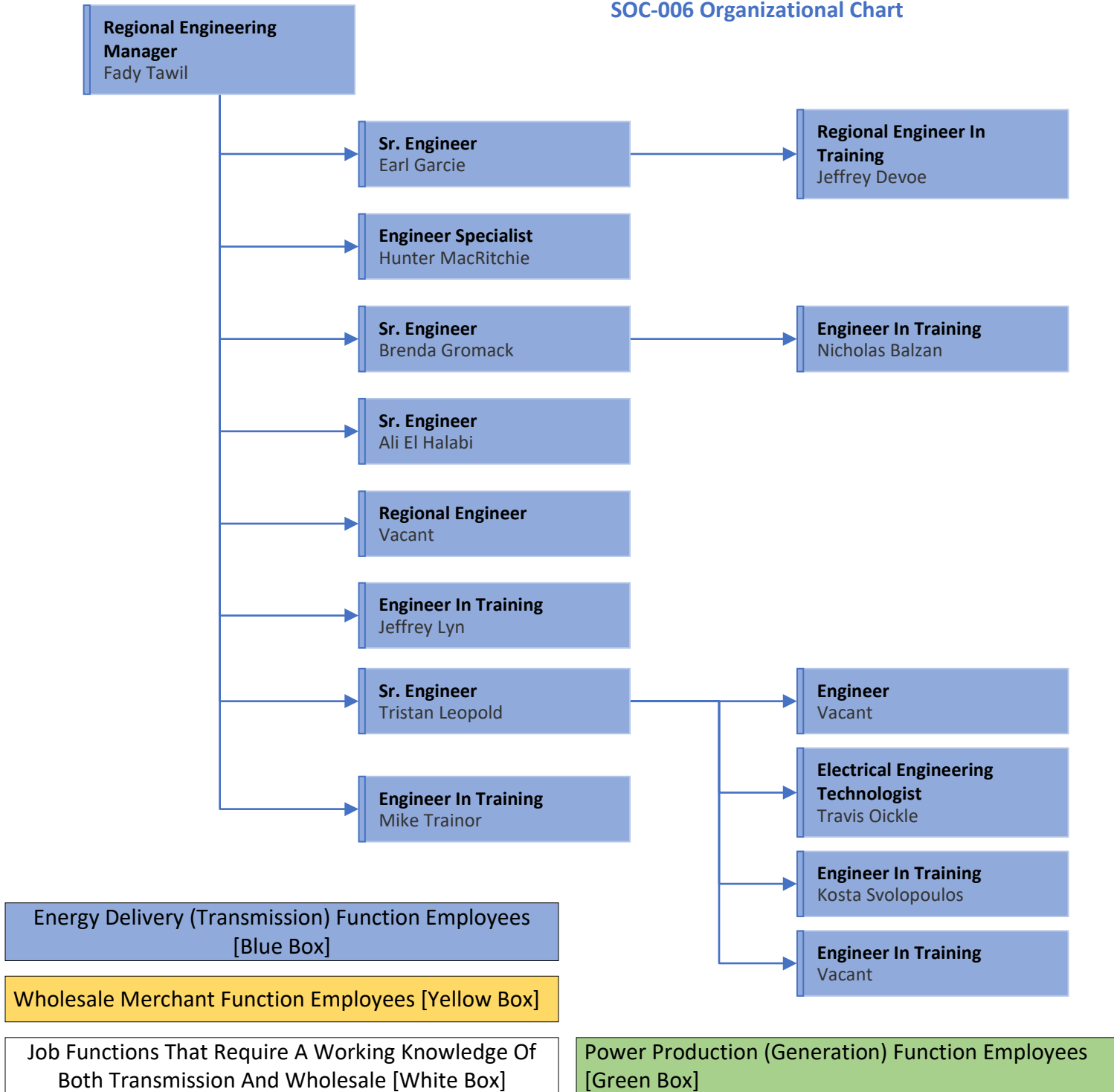
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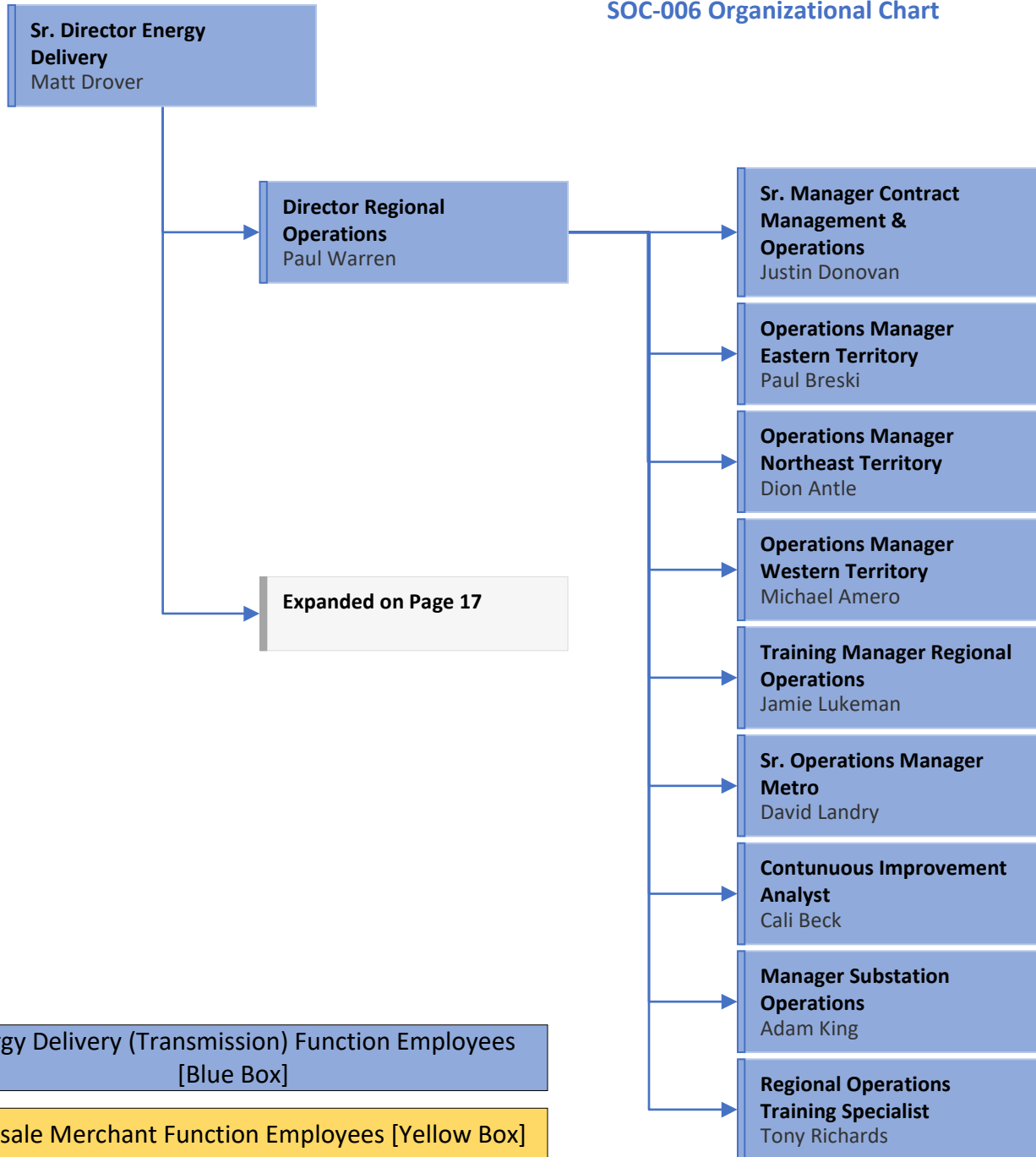
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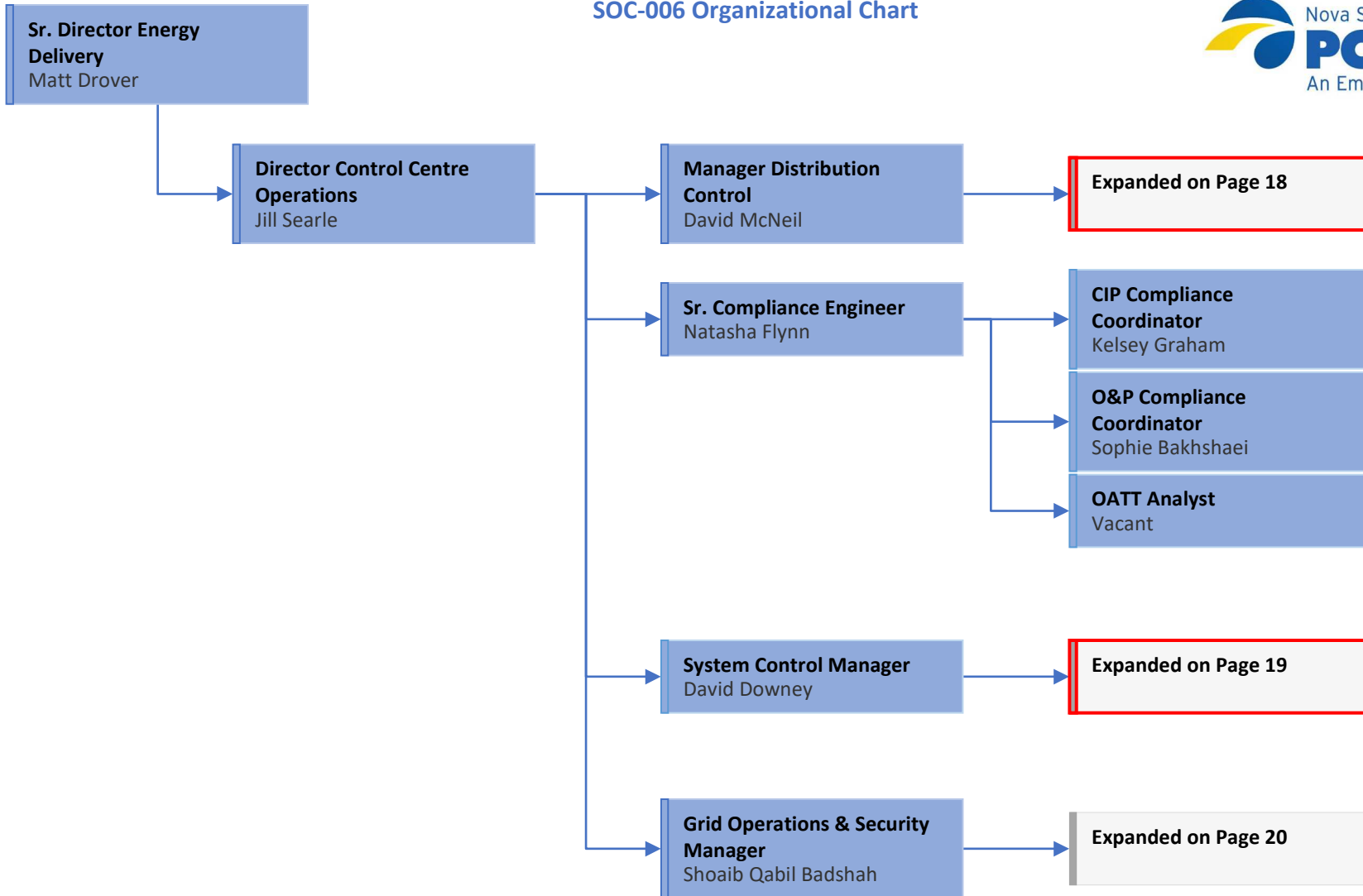
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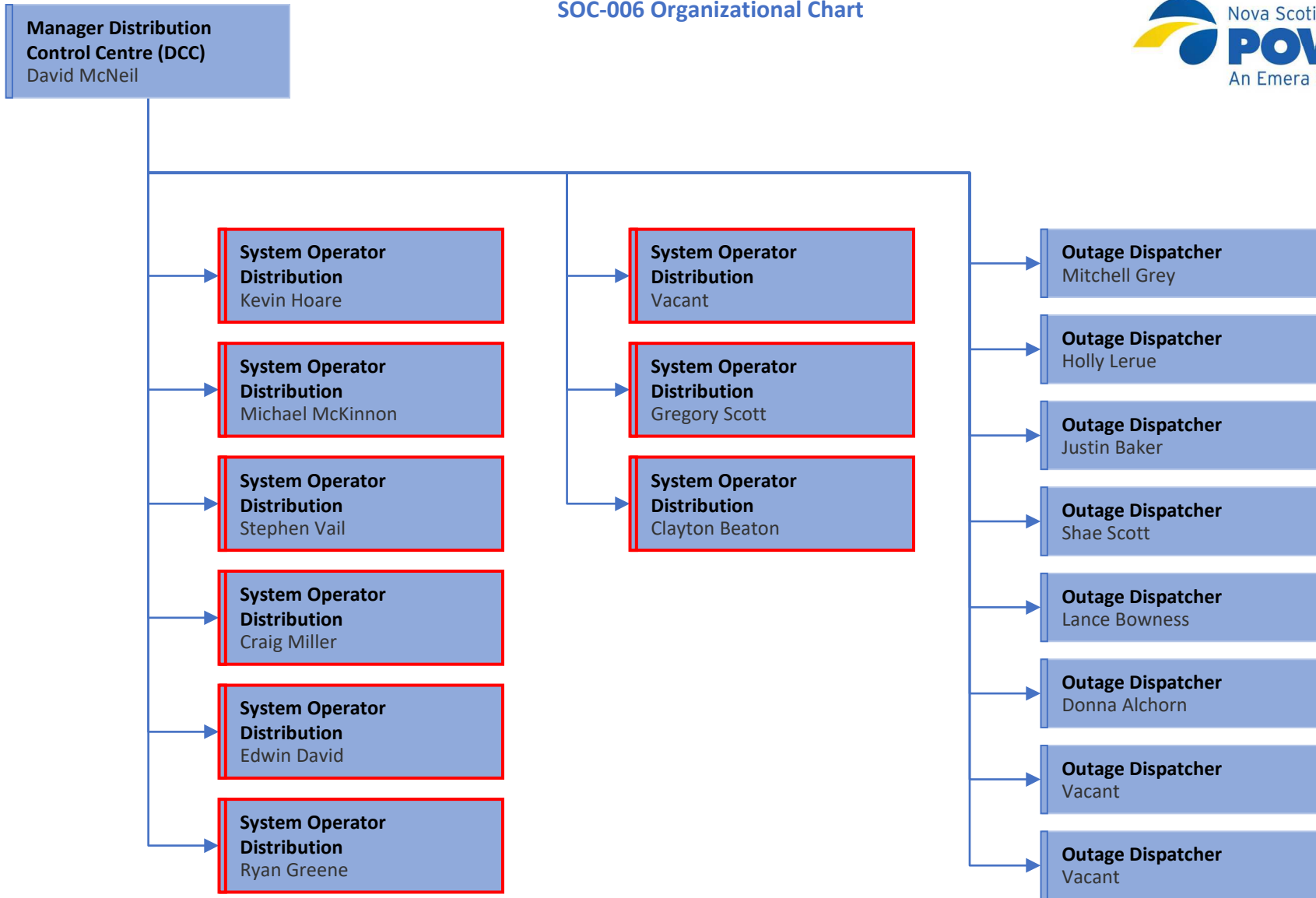
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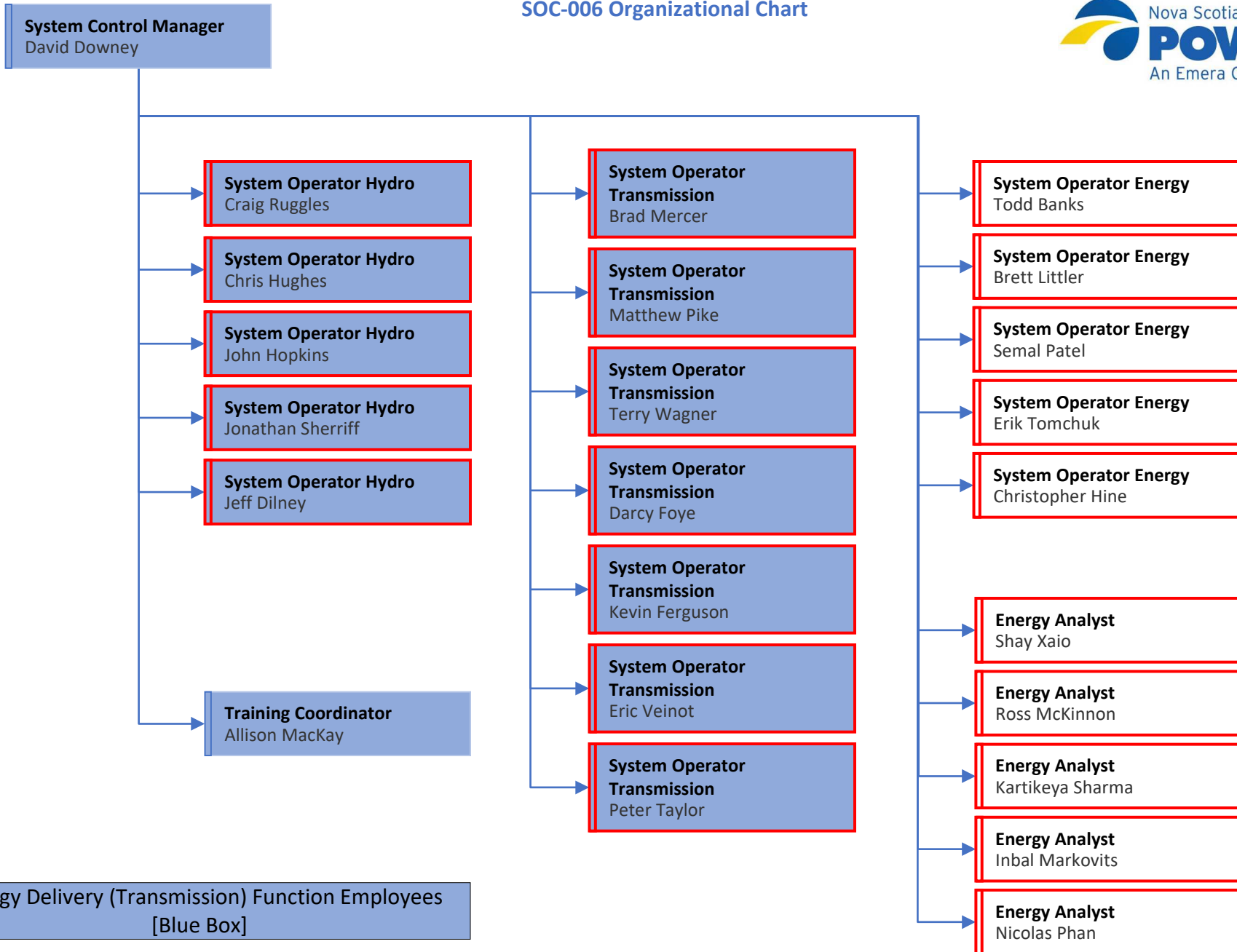
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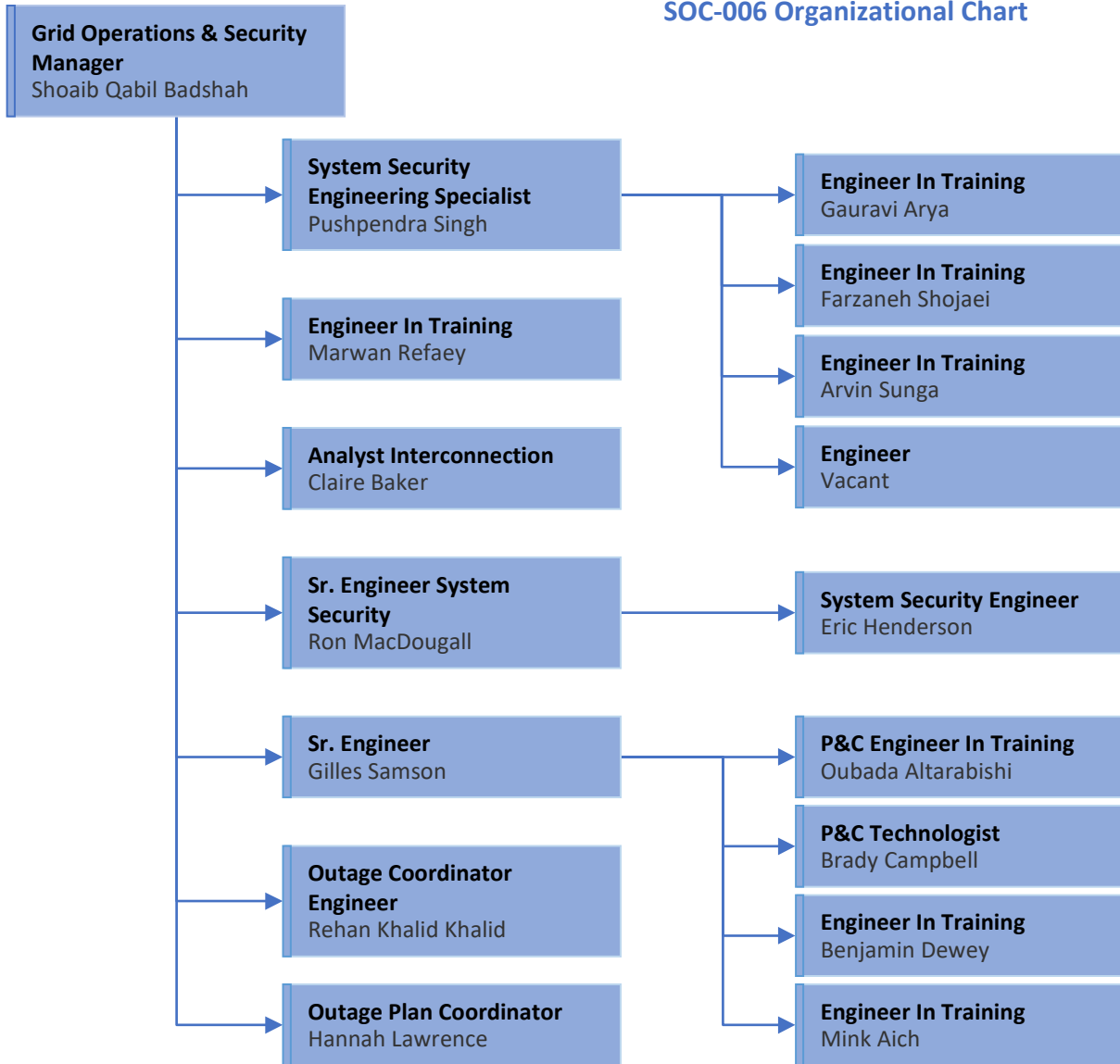
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