

Company Name: Con Edison  
Case Description:  
Case: 08-E-0539

Response to NYPA Interrogatories – Set NYPA7  
Date of Response: 08/07/2008  
Responding Witness: Tai

Question No. :110

Referring to Mr. Tai's testimony, page 13, lines 14 and 15, for both the Organizational Performance indicators and the Individual Performance indicators, please provide all the specific measures, weights, targets and actual performance, as well as the percentage payouts for all the executives covered.

Response:

See attached files entitled "Officers Performance Measures" and "KPIs for VP 2007."

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Question No. :111

Referring to page 14, line 6, for the CEO, for the years 2005, 2006 and 2007, please provide all the specific measures, weights, targets and actual performance, as well as the percentage payouts.

Response:

The following table summarizes the target weightings assigned to the operating performance measures for each company reporting to the CEO and the weightings earned based on achievement of the objectives for 2007. These weightings were implemented effective January 1, 2007. The specific operating performance measures applicable to Con Edison of New York are shown in Exhibit 1 below.

Objectives	Chairman of the Board President and Chief Executive Officer	
	Target	Earned
<b>Operating Performance</b>		
Con Edison of New York	27%	29.7%
Orange and Rockland	2%	1.4%
Competitive Energy Businesses	1%	1.1%
<b>Total</b>	<b>100%</b>	<b>108.5%</b>

For 2006, the CEO's annual incentive was based on the achieved results for Consolidated Edison of New York. The target weightings assigned to operating performance measures were 30% and the weightings earned based on achievement of the objectives for 2006 were 30%. The specific operating performance measures are shown in the attached Exhibit 2.

Prior to 2006 specific financial and operating objectives were not used.

Exhibit 1

**2007 Operating Performance Measures for CECONY**

CECONY Operating Performance Indicators	Unit of Measure	2007 Target	2007 Actual	
OSHA Injury/Illness Incidence Rate	Rate	≤ 3.3	3.47	X
Environmental Index	Percentage	≥ 75%	100%	√
Employee Development Index	Percentage	≥ 75%	100%	√
Customer Satisfaction Survey	Percentage	≥ 80%	100%	√
Representative Calls Answered Within 30 Seconds	Percentage	≥ 56%	57.5%	√
PSC Complaints	Rate per 100,000 Customers	≤ 2.6	2.23	√
Electric Non-Network System Availability	Percentage	≥ 99.99%	99.99%	√
Electric Network System Availability	Percentage	≥ 99.999%	99.999%	√
Respond to Gas Odor Complaints Within 30 Minutes	Percentage	≥ 75%	80.2%	√
Workable Gas Leak Year End Backlog	Number	≤ 90	85	√
Steam System - Normal Pressure Operations	Percentage	≥ 99.7%	99.98%	√
Generation Station - Forced Outages	Percentage	≤ 4%	2.5%	√

CECONY Operating Scaling		2007 Target	Percentage Payout
Indicators Achieved	Payout	27.00%	29.70%
12 of 12	120%		
11 of 12	110%		
10 of 12	100%		
9 of 12	90%		
8 of 12	80%		
7 of 12	70%		
6 or fewer	0%		