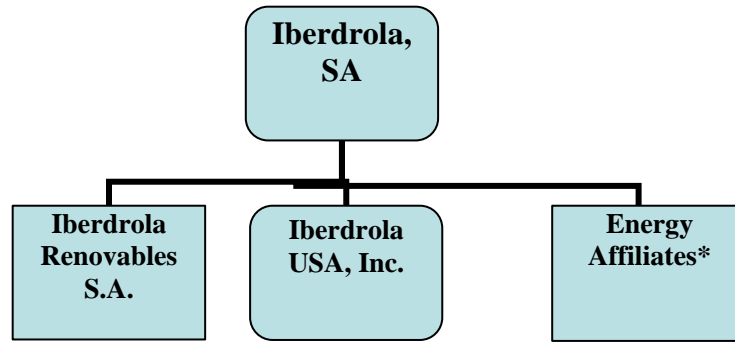


Central Maine Power Company performs transmission system operations and reliability functions



*Includes direct and indirect Iberdrola USA subsidiaries and direct and indirect Iberdrola Renovables subsidiaries.

Transmission Functions

Electric System Engineering

Director

Description: This position serves in a Senior Management capacity reporting to the Vice President – Engineering and Asset Management, and provides leadership and general oversight, including but not limited to, the establishment of budgets, goals, strategies, business plans, and compliance with pertinent regulations, to the areas of Systems Engineering and Construction and Maintenance of the Transmission System.

Vice President, Controller, Treasurer and Clerk

Description: Executive Officer of Central Maine Power Company with overall responsibility for financial performance and reporting. This position reports to the President of the Company, and provides leadership and oversight, including but not limited to, the establishment of budgets, goals, strategies, business plans, and compliance with pertinent regulations, to the areas of Electric Transmission Services and Interconnection Services.

Electric Transmission Services

Manager

Description: This position reporting to the Vice President, Controller, Treasurer, and Clerk of the Company, manages the Transmission Services function, including but not limited to, the provision of transmission service over Central Maine Power Company's and Maine Electric Power Company's transmission system pursuant to FERC Orders 888, 889 (and all other related FERC Orders) and the ISO-NE's Open Access Transmission Tariff. This position is responsible for negotiating Transmission Service Agreements as well as for billing for transmission service and OASIS development and operations.

Analyst - Electric Transmission (1)

Analyst - OASIS Administration (1)

Description: Assist the Manager of Electric Transmission Services in administering the provision of transmission service over Central Maine Power Company's transmission system pursuant to FERC Orders 888, 889 (and all other related FERC Orders) and the ISO-NE's Open Access Transmission Tariff, including the processing of service agreements and billing.

Interconnection Services

Manager

Description: This position reports to the Vice President, Controller, Treasurer and Clerk of the Company, manages the Interconnection Services function, including but not limited to, the provision of Interconnection service over Central Maine Power Company's and Maine Electric Power Company's transmission system pursuant to FERC Orders 888, 889 (and all other related FERC Orders) and the ISO-NE's Open Access Transmission Tariff. This position is responsible for negotiating Interconnection Agreements.

Lead Analyst – Interconnection Services (1)

Description: Assist the Manager of Interconnection Services in administering the provision of interconnection service over the Central Maine Power Company and Maine Electric Power Company transmission systems pursuant to FERC Orders 888, 889 (and all other related FERC Orders) and the ISO-NE's Open Access Transmission Tariff.

Electric System Planning

Director

Description: This position serves in a Senior Management capacity reporting to the Vice President – Engineering and Asset Management, and provides leadership and general oversight, to System Planning to plan the transmission and distribution system to comply with applicable Company, ISO NE, and NERC planning standards to meet current and projected customer needs in a safe, reliable and economic manner.

Manager

Description: This position is responsible for leading the System Planning group effort to plan the transmission and distribution system to comply with applicable Company, ISO NE, and NERC planning standards to meet current and projected customer needs in a safe, reliable and economic manner. This position is responsible for ensuring that the plans, proposals, and objectives of the group are customer-focused and consistent with the goals and objectives of the department and the Company.

Lead Engineer - System Planning (2)

Description: This position provides technical support and team leader direction efforts to plan, design, construct and operate the transmission and distribution system in an optimum manner in order to provide the least cost delivery system consistent with desired reliability levels. This position works closely with the Department's Manager to ensure the plans, proposals and objectives of the group are customer-focused and consistent with the goals and objectives of the Department and Company.

Engineer - System Planning (1)

Description: This position develops long- and short-term plans for the transmission and distribution system to meet current and projected customer needs. This position may represent the department and Company on a wide variety of special project teams and regional committees.

System Operations

Director – System Operations

Description: This position serves in a Senior Management capacity reporting to the Vice President – Electric Transmission and Distribution and provides leadership and general oversight, including but not limited to, the establishment of budgets, goals, strategies, business plans, and compliance with pertinent regulations, to the areas of the Energy Control Centers and Substations Operations.

Manager – Dispatch & ECC

Description: Directs the operation of the Central Maine Power Company and Maine Local Control Center bulk transmission and sub-transmission system to ensure that safety and reliability are paramount. Reviews and approves operating policies and procedures for Dispatch & ECC and the Maine Local Control Center. Represents Dispatch & ECC and the Maine Local Control Center on various committees including; Master/LCC Heads Task Force, and the Maine Local Control Center Operating Committee. Responsible for Dispatch & ECC maintaining compliance with applicable NERC Reliability Standards, NPCC Directories and Documents, and ISO-NE Procedures. Responsible for all administrative and departmental functions including operational reports to ISO-NE, NPCC, NERC and FERC for outages and disturbances. Acquires and maintains appropriate NERC Certifications.

Supervisor – Control Room

Description: Supervision of the System and Area Dispatchers and the responsibilities inherent with that supervision. Responsible for the real-time control of Central Maine Power Company's bulk transmission and sub-transmission facilities rated at 34.5 kV and above. Assumes the duties of the Manager of Dispatch & ECC when required. Writes, updates and issues all Maine Local Control Center Operating Procedures. Represents CMP on the Master/Local Control Center Operations Task Force and Maine Local Control Center Operating Committee. Acquires and maintains appropriate NERC Certifications.

Analyst - System Dispatchers (8)

Description: Responsible for transmission system monitoring and control and system-wide voltage and VAR dispatch. Coordinates all scheduled and unscheduled maintenance outages with the ISO-NE operations. Responsible for transmission system restoration and implementation of Maine, ISO-NE, NPCC and NERC Operating Procedures; performs transmission and generation systems data archiving; and perform real time system studies. Acquires and maintains appropriate NERC Certifications.

Analyst - Area Dispatchers (6)

Description: Responsible for monitoring and control and voltage and VAR dispatch of the sub-transmission system rated 34.5 kV and below. Coordinator of the unscheduled switching and tagging for Substation and Line Departments. Responsible for the sub-transmission system restoration, and system data archiving. Also responsible for review and approval of maintenance applications and performance of real-time system studies.

Supervisor – Transmission Coordination

Description: Supervision of the Area and System Transmission Coordinators and the responsibilities inherent with that supervision. Responsible for the coordination of scheduled outages and the running of the Transmission Coordination Meetings. Reviews and approves the Annual Generation Maintenance Schedule. Processes and tracks both transmission and generation outage applications. Ensures the annual transmission outage calendar is developed and kept updated. Assigns and reviews transmission line and substation equipment numbers. Acquires and maintains appropriate NERC Certifications.

Analyst – System Dispatcher TC

Description: Works with ISO-NE and internal departments to plan and schedule transmission system and communication/control equipment outages for the 115 and 34.5 kV system. Ensures studies of the planned outages are performed and documented to ensure system reliability. Maintains the annual transmission outage calendar. Reviews plans, drawings and switching guides to support the System Dispatchers' coordination of real-time outages. Acquires and maintains appropriate NERC Certifications.

Analyst – Area Dispatcher TC

Description: Works with internal departments to plan and schedule transmission system and communication/control equipment outages for the 34.5 kV system. Performs and documents studies of the planned outages to ensure system reliability. Maintains the annual transmission outage calendar. Reviews plans, drawings, and switching guides to support the Area Dispatchers' coordination of real-time outages.

Supervisor – Training and Compliance

Description: Supervision of the Dispatch & ECC trainer; responsible for the overall design, coordination, and administration of the Dispatch & ECC Training Program, monitoring the NERC qualifications of Dispatch & ECC personnel; and works with the Manager of NERC/NPCC Compliance and Manager of Dispatch & ECC to ensure NERC, NPCC, and ISO-NE compliance of the department. Develops and submits Individual Learning Activities to NERC for approval. Develops and delivers training to the System and Area Operators. Develops initial and continuing qualification check lists. Acquires and maintains appropriate NERC Certifications.

Lead Analyst – Trainer

Description: Develops and submits Individual Learning Activities to NERC for approval. Develops and delivers training to the System and Area Operators. Acquires and maintains appropriate NERC Certifications.

Supervisor - ECC Support

Description: This position is responsible for planning, coordinating, and maintaining the operation of the System Operations Department's computers, networks, and interfaces associated with the Energy Management and Transmission Services OASIS Systems used for monitoring and operating the Central Maine Power Company and the Maine Satellite transmission and sub-transmission systems.

Engineer - ECC Programmers (4)

Description: This position performs a substantive role in the design and construction of System Operations' projects, programs, and databases associated with the Energy Management

System. The incumbent is responsible for the operation, maintenance and implementation of varied software programs as well as understanding their structure and interrelationships. The incumbent must be competent to perform engineering studies that use loadflow, state estimator, security analysis and optimal power flow programs to assist power system dispatchers in improving transmission system operations and customer reliability.

Engineer - ECC Hardware

Description: This position is responsible for the operation and maintenance of the Energy Management System computer hardware and networks associated with the dispatch of the Maine Satellite and Maine Electric Power Company's power system. These responsibilities include updates to the map board, maintaining computerized chart recorders, performing hardware diagnostics and preventative maintenance. The incumbent must also have a good understanding of the dynamics of a power system and how to most effectively use the available equipment for dispatch operations.

Engineer - ECC Operations

Description: This position performs engineering studies that use power flow programs to assist power system Operators in improving transmission system operation and customer reliability. Represents the department on a variety of special projects and regional committees. Acquires and maintains appropriate NERC Certifications.

Lead Analyst – Engineering

Description: This position performs engineering studies that use power flow programs to assist power system Operators in improving transmission system operation and customer reliability. Represents the department on a variety of special projects and regional committees. Maintains the library of system studies. Acquires and maintains appropriate NERC Certifications.

Associate Advisor – Training

Description: This position performs administrative support to Dispatch & EEC including compliance coordination, training records, timekeeping, filing, requisitions, travel arrangements, employee records, corporate credit card functions, and document control.

358.7(f) Identification of employee information on the public Internet. (1) A transmission provider must post on its Internet Web site the job titles and job descriptions of its transmission function employees.

January 10, 2011