

## FERC Standards of Conduct Job Descriptions - NIPSCO

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<b>Generation Dispatch &amp; Transmission</b>	
Administrative Assistant	Provides admin. support to Generation Dispatch & Energy Management, Transmission Operations, and CIP Compliance & EMS groups and management in Hammond; presentation building; maintenance and update of records and files in accord with Retention of Records policies. Provides travel and HR assistance. Other duties as assigned.
CIP Compliance - Security Engineer	Responsibility over the electronic security of the NIPSCO identified Critical Cyber Assets. The CIP Compliance-Security Engineer will ensure the reliability, integrity, security, and availability of the identified Critical Cyber Asset electronic security perimeter, network infrastructure, and security monitoring and notification devices. Requires all levels of support including: design, build, implementation, configuration, cross-functional coordination, daily operational maintenance, troubleshooting, usage monitoring, testing, and security device upgrades.
CIP Compliance - System Engineer	Responsibility over the NIPSCO identified Critical Cyber Asset ("CCA") systems. The CIP Compliance-System Engineer will ensure the reliability, performance, integrity, and recoverability of the identified Critical Cyber Asset server hardware, operating system, and associated applications. Requires all levels of system support including: design, build, implementation, configuration, cross-functional coordination, daily operational maintenance, troubleshooting, usage monitoring, testing, and system upgrades of the CCA's.
CIP Compliance Engineer	Responsible for evaluating, developing and implementing all NIPSCO Critical Infrastructure Protection (CIP) projects and processes to ensure CIP compliance is addressed in all new projects and CIP processes are adhered to in a daily manner through policy and procedure enforcement. This position will participate in all activities pertaining to NiSource's ongoing CIP compliance efforts and support the CIP effort in a manner that ensures system reliability, Critical Cyber Asset security, and a continuous process of compliance.
Director CIP Compliance and EMS	Responsible for the direction of the Critical Infrastructure Protection and Energy Management Systems areas in NIPSCO's Generation Dispatch and Transmission group. Oversees the maintenance of critical asset compliance at identified facilities, in a continuous effort to satisfy the regulatory demands of federal and state agencies, including but not limited to: FERC, NERC, RFC, IURC, OUCC, and MISO, and insures the readiness and operational reliability of all critical computer hardware and software related to the energy management system, networks, and individual personal computers.
Director Transmission	Directs transmission planning, system protection, and operations areas.
Director, Generation Dispatch & Energy Management	Optimize the physical, human and monetary resources of the four operational areas contained within Generation Dispatch and Energy Management to maximize the utilization of available generation resources facilities.

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Electric System Protection Engineer	Designs operating protection schemes for equipment and facilities. Monitors and analyzes protection system performance and develops and recommends improvements to ensure protection of personnel and electrical facilities, and to maximize reliability and available capacity of the system.
EMS Computer Applications Engineer	Provides Software Technical support. Ensures the Energy management computer and associated Workstations, Servers, Network & Databases are capable of performing the functions needed to maintain our electric system's integrity, and comply with FERC, NERC and RFC policies.
EMS Computer Systems Engineer	Provides Hardware Technical support. Ensures the Energy management computer and associated Workstations, Servers, Network & Databases are capable of performing the functions needed to maintain our electric system's integrity, and comply with FERC, NERC and RFC policies.
Energy Resource Engineer	Determines energy system availability and mobilizes next-day energy requirements. Schedules appropriate generation capacity, and maintains and communicates daily system status reports to appropriate personnel.
Executive Administrative Assistant	Provides admin. support including FERC Org. Chart updates, FERC Compliance reports, and ReliabilityFirst Compliance submittals. Provide travel and HR assistance. Other duties as assigned.
Financial Analyst	Prepare and track capital and O&M budgets. Provide capital, expense, revenue, and FERC Form 1 & 714 reports as required. Responsible to provide accounting with MISO Day 1 monthly close numbers (charges and revenues) along with miscellaneous summary reports. Verify and prepare wholesale customer bills.
Generation System Supervisor	Directs and regulates the NIPSCO generation resources to effect the most economical dispatch in response to load requirements. The GSS has the operating authority to direct the Control Room Operators and Operations Team Leaders to dispatch and commit generation.
Manager EMS & Computer Applications	Responsible for the supervision and performance of EMS Computer system personnel. Insures proper and efficient operation of all EMS Computer systems, networks, routers, workstations & servers.
Manager CIP Compliance	Manages the Compliance section of NIPSCO's Electric Transmission group and maintains critical asset compliance at identified facilities to satisfy the compliance demands from Federal and State regulatory bodies, including but not limited to: FERC, NERC, RFC, and MISO. Supervise, coordinate, and implement all activities pertaining to NiSource's ongoing CIP compliance efforts.
Manager Transmission Engineering	Manages transmission engineering in accordance with regulatory, contractual and reliability requirements of FERC, IURC, NERC, RFC and MISO.

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Manager Transmission Operations	Manages the Electric System Control Area's transmission operation in accordance with NERC, RFC and MISO policies, regulatory requirements, and contractual obligations, while optimizing the systems internal resources. Assures NIPSCO's transmission reliability in conjunction with the MISO Reliability Coordinator function.
Manager Transmission Planning & System Protection	Manages transmission planning & system protection area in accordance with reliability requirements of FERC, IURC, NERC, MISO and RFC.
Manager Generation Dispatch & Transmission Budgets	Manages and directs the development, evaluation, reconciliation and variance reporting of capital and expense budgets in compliance with financial and strategic objectives. Oversees the preparation of FERC Forms 1 & 714, wholesale customer billing and MISO Day 1 close. Responsible to provide accurate and timely monthly and year-end budget projections.
Manager, Generation & Resource Dispatch	Manage the operation and commitment of energy resource to balance resources to load and reserve requirements, while maintaining compliance to NERC, RFC and MISO standards and policies. Directs the activities of the Generation & Resource Dispatch Group.
Manager, Market Issues & Strategies	Manages the Market Issues and Strategies section in such a way as to optimize Energy Accounting, FTR positions and market processes while keeping NIPSCO in accordance with NERC, RFC policies, regulatory requirements, and contractual obligations and optimize the systems internal resources to serve native load & the wholesale market obligations as NIPSCO operates under the Midwest ISO.
Manager, Operations & Market Support	Manages the Operations & Market Support section of Generation Dispatch & Energy Management in such a way as to keep NIPSCO in accordance with NERC, ECAR policies, regulatory requirements, and contractual obligations.
Operations Analysis Engineer	Provide planning support to ensure NIPSCO will meet our customers' needs while operating in accordance to regulatory standards and policies. Conduct analyses of optimal energy requirements to increase margin and lower net costs for the Company's electric business. Provide engineering support to operate efficiently in the Midwest ISO markets.
Technical Support Specialist	Provides technical support to transmission engineering in the areas of document management, new document creation, revision of existing documents, plotting of documents and editing software. Maintains and manages electric transmission documents and databases utilizing industry accepted services and solutions.
Transmission Planning Engineer	Insures that the transmission system provides a level of customer service that is both readily available, reliable and economical, presently and in the future.

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Transmission Project Engineer	Responsible for planning, estimating, designing and managing electric transmission line and substation projects in accordance with Company standards, sound engineering practices and applicable codes.
Transmission Resource Engineer	Insures that the Electric System is operating in accordance with NERC, RFC, MISO and any other policies that may apply. Develops and maintains the transmission system database in the EMS. Provides technical support to Transmission Operations in analyzing, coordinating and scheduling transmission outages with requestors and the MISO.
Transmission System Supervisor - Operations	Monitors conditions and oversees operation of the NIPSCO bulk transmission system. Assures reliability and has authority to take corrective action as necessary. Responsible for restoration of transmission reliability after contingencies and system emergencies. Ensures operation of the system in adherence to NERC, RFC and MISO operating policies.
Vice President Generation Dispatch and Transmission	Executive responsible for transmission planning, operations, budgets, engineering, dispatch, energy management, CIP compliance and EMS.
<b>ENERGY DELIVERY</b>	
Director Electric System	Executive responsible for the maintenance, operation, and installation of electric transmission system equipment. Areas of responsibility include Electric Substation, Technical Services, Field Operations, Electric System and Service Operations, Forestry Operations and Electric Reliability & Metering.
Manager Electric Systems Dispatch	Directs and optimizes the physical and human resources of Electric System Dispatch to maximize the operational effectiveness and utilization of available Transmission and Distribution electric facilities. These functions must be performed with emphasis on operational safety, system reliability and customer expectations utilizing system planning analyses and operational coordination addressing current and future system requirements. This position requires being on 24 hour call, working outside normal schedule, to include, extended hours, weekends and holidays to address customer/Company projects and system restoration requirements.
Starting & Operating Supervisor	Directs and optimizes the physical and human resources of Electric System Dispatch to maximize the operational effectiveness and utilization of available Transmission and Distribution electric facilities. These functions must be performed with emphasis on operational safety, system reliability and customer expectations utilizing system planning analyses and operational coordination addressing current and future system requirements. This position requires being on 24 hour call, working outside normal schedule, to include, extended hours, weekends and holidays to address customer/Company projects and system restoration requirements.

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Starting & Operating Engineer	Plans, coordinates and implements the installation, testing and energization of high voltage equipment for the Corporation and its customers. Writes, updates and distributes operating guidelines and procedures associated with Electric System Dispatch - Field Operations, various Corporate operating departments and customers to enhance safe switching practices and system reliability. Supports activities within the Electric System Dispatch Operations section area of responsibility including system dispatching and field operations. This position requires being on 24- hour call, working outside normal schedule to include, extend hours, weekends and holidays to address customer/Company projects and system restoration requirements.
ESSO Supervisor	Supervises the physical operation of the Electric System Dispatch department. Daily supervises for operational effectiveness and utilization of available resources in dispatch and in the field to manage restoration and maintenance orders of the electric facilities. These functions must be performed with emphasis on operational safety, system reliability and customer expectations. Contact is needed to utilize system planning analyses and operational coordination addressing current daily system requirements. This position requires 24 hour daily operation, working outside normal schedule when requested to support the restoration process on weekdays, weekends and holidays to address customer outages as needed for system restoration requirements.
Rural Affairs Rep	This position works directly with the WVPA to include the individual REC operations. Works to be a liaison between NIPSCO and the local REC's on system changes and is the direct link of contact on issues that may arise in the REC's area. Works with the IMPA group that includes local city municipalities on interties with NIPSCO and any needed changes. This position is the contact for the CO-Gens that is a feed into the NIPSCO system and any changes that may occur as well. Works on contracts and billing adjustments for load transfer monthly for the above entities. Arrange, coordinates engineering customer meetings for research when interties change and requires information on the NIPSCO portion of the system.
Manager Substation Operations	Manages the substation operations, engineering, and scheduling function in accordance with regulatory, company, and departmental policies. Develops, administers, and tracks the safety, budget, maintenance, and personal development plans for the substation operations group. Interviews prospective employees and recommends hiring as well as discharging. Participates in various corporate committees to ensure department operation is aligned with corporate goals.

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Supervising Engineer - Power Equipment	Responsible for directing the engineering function within Substation Operations. Plans, directs, and coordinates the engineer's workload and daily activities with the local Substation operating departments. Administrator for the "Cascade" computerized maintenance program. Manages the capital budget process for the department. Works in conjunction with other departments on identifying Capitol replacement projects. Participates on various corporate committees to ensure coordination with other departments, districts, customers, and generating stations.
Power Equipment Engineer	Responsible for performing, directing and overseeing the design, installation, testing, maintenance, and diagnostics of EHV and HV Substation power equipment. Studies engineering drawings, manufacturers manuals, and company standards. Reviews all material, supplies, and equipment needed to support the substation operations and maintenance function. Coordinates activities through the Supervising Engineer and the local Substation Supervisor.
Regional Supervisor	Oversees regional offices and work sites to ensure consistency in the operating areas. Coordinates with scheduling and engineering in the establishment of long range power equipment maintenance, construction, and testing schedules. Approves and directs the daily activities of the physical bargaining unit employees. Responsible for Standby duty wherein the Supervisor is responsible for all emergency calls pertaining to major equipment problems. Periodically assumes duties of Substation Manager.
Supervisor Substation	Reviews and directs the daily operations activities relating to power equipment switching, maintenance, construction, and emergency work. Plans, develops, and coordinates power equipment maintenance, construction, and testing schedules. Approves and directs the daily activities of the physical bargaining unit employees. Responsible for Standby duty wherein the Supervisor is responsible for all emergency calls pertaining to major equipment problems. Administers the safety program to ensure the protection of all field personnel.
Manager Technical Services	This position is responsible for managing the daily activities of the Field Technical Services engineering staff. Supervises and coordinates the utilization of engineering manpower to insure that substation protective relay/control and communication systems (microwave, power line carrier, fiber optic) are installed, tested, and operate properly. Responsible for all aspects of the design, maintenance and troubleshooting of the relay and control systems that protect the capital investment that has been made in the NIPSCO electric transmission and distribution infrastructure. Also directs field engineering services for electric system power quality and 900mhz-radio equipment maintenance and troubleshooting.

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Supervising Engineer - Relay and Control	This position is responsible for coordinating the efforts of the Relay & Control field engineers in all aspects of the design, installation, testing, maintenance and troubleshooting of the relay and control systems that protect the capital investment that has been made in the NIPSCO electric transmission and distribution infrastructure. Coordinates the efforts of field engineering personnel who perform electromagnetic (EMI/TVI) interference investigation, noise mitigation, and aerial thermographic (infrared) surveys to maintain electric system integrity.
Supervising Engineer - Radio Systems	This position is responsible for coordinating the efforts of the Radio Engineers and the Bargaining Unit technicians in all aspects of the installation, operation, maintenance, and troubleshooting of the 900Mhz two-way radio system to meet the needs of our customers. The responsibilities also include reviewing the various systems and redesigning them if necessary, to improve reliability and maximize availability.
Supervising Engineer - Communication & Control	This position is responsible for coordinating the efforts of the Communication & Control field engineers in all aspects of the design, installation, testing, maintenance and troubleshooting of the communication (microwave, power line carrier, fiber optic) and SCADA control systems that monitor, control, and protect the capital investment that has been made in the NIPSCO electric transmission and distribution infrastructure.
Supervising Engineer - Power Quality	This position is responsible coordinating the efforts of the power quality field engineers in providing analysis and solutions to customers for all power quality issues. Specifically, these issues include abnormal power system voltage conditions, harmonic waveform distortion, and grounding problems which cause electrical equipment malfunction. Solutions may include system changes for NIPSCO or external customer, or both, with operation changes or equipment installation as needed.
Project Engineer - Communication & Control	This position serves as the NIPSCO principal communication design engineer for new microwave, wireless systems and infrastructure. This includes communication for high and low density point to point microwave links, multiplex, wireless, multiple address communication systems, and spread spectrum systems. Serves as technical liaison to other utilities for design and new system coordination. Also liaison to communication equipment manufacturers, suppliers, consultants and contractors. Performs field survey work for new communication systems, performance engineering calculations, bid specification writing and standards. Responsible for FCC licensing and FAA studies and rule applications.

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Relay & Control Engineer	This position is responsible for the initial design, installation, testing and maintenance of the relay and control systems that protect the capital investment that has been made in the NIPSCO electric transmission and distribution infrastructure. Performs relay and control system troubleshooting and problem correction. Performs electromagnetic (EMI/TVI) interference investigation, noise mitigation, and aerial thermographic (infrared) surveys of transmission and distribution equipment to maintain electric system integrity.
Power Quality Engineer	This position is responsible for electronic monitoring, field analysis, and troubleshooting to solve customer problems with power quality issues. Specifically, these issues include abnormal power system voltage conditions, harmonic waveform distortion, and grounding problems which may cause electrical equipment malfunction.
Radio Engineer	This position is responsible for providing technical analysis, guidance, and support to service personnel in the installation, maintenance, and repair of 900mhz radio system equipment. Analyzes and responds to radio system problems and provides timely resolution. Performs electronic measurements and maintains documentation on radio system performance as required to comply with federal radio regulations. Respond to internal customers and provide for their radio communications needs.
Communication & Control Engineer	This position is responsible for the initial design, installation, testing and maintenance of the communication (microwave, power line carrier, fiber optic) and SCADA control systems that monitor, control, and protect the capital investment that has been made in the NIPSCO electric transmission and distribution infrastructure. Performs communication and SCADA system troubleshooting and problem correction. Works with other departments to coordinate the build and turn-up of new substations, communications systems, and energy management control systems.
Manager Electric Reliability & Metering	Responsible for the Vegetation Management of Electric/Gas Right-of-Ways, Electric Substations, and other Company facilities. Tree trimming for electric distribution / transmission line clearance to improve electric reliability and public safety. Monitors and analyzes reliability issues / projects for cost effective solutions. Responsible for the directing the Electric Metering Departments, the Central Electric Meter Facility, and the Electric Metering Engineering Department.
Supervisor Forestry Operations	Supervises NIPSCO's distribution and transmission line clearance, bare ground treatment, landscape maintenance and tree planting / public education programs to ensure system reliability, regulatory compliance, public safety, cost effectiveness and customer satisfaction. Monitors contractor performance and cost effectiveness. Prepares and develops project specifications and bid documents. Performs contractor crew evaluations and contract compliance audits.

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<b>FERC Policy &amp; Compliance Department</b>	
Vice President FERC Policy & Compliance	Executive responsible for FERC Policy, MISO Integration and NERC Compliance.
Director FERC Policy	Directs the evaluation, development, and implementation of all NIPSCO Policy activities as it pertains to NIPSCO's involvement in FERC, NERC, RFC and industry organizations. Leads the NIPSCO operational effort in the appropriate committees, working groups and task forces teams, and provides summaries to Operations and senior management.
Lead Policy Analyst	Insure NIPSCO's interests, relating to its Electric Transmission and Generation assets, are represented at Federal, State and Reliability agencies: Department of Energy (DOE), Federal Energy Regulatory Commission (FERC), and Indiana Utility Regulatory Commission (IURC), Electric Reliability Organization, North American Electric Reliability Corporation (NERC), Regional Reliability Organization, ReliabilityFirst Corporation (RFC), Midwest Independent System Operator (MISO), and related industry groups (e.g., Edison Electric Institute).
Policy Engineer	Insure NIPSCO's interests, relating to its Electric Transmission and Generation assets, are represented at Federal, State and Reliability agencies (Department of Energy (DOE), Federal Energy Regulatory Commission (FERC), and Indiana Utility Regulatory Commission (IURC)), Electric Reliability Organization (North American Electric Reliability Corporation (NERC)), Regional Reliability Organization (ReliabilityFirst Corporation (RFC)), Independent System Operator (Midwest ISO (MISO)), and related industry groups (e.g., Edison Electric Institute).
Director MISO Integration	Directs the evaluation, development, and implementation of all NIPSCO Operational Policy activities as it pertains to NIPSCO's involvement in the Midwest ISO. Interacts on a regular basis with high level MISO representatives regarding NIPSCO specific items. Leads the NIPSCO operational effort in MISO committees, working groups, task forces teams, and provides detailed summaries to Operations and senior management.
Senior Integration Analyst	Creates strategies to address operational, financial, legal and regulatory issues relating to the Midwest ISO electric nodal markets and reliability coordination. Includes locational marginal pricing, financial transmission rights and ancillary services. Advise operational, financial, legal and regulatory departments on reliability and market impacts. Effect change in market design and reliability operations through stakeholder processes.
Integration Engineer	Creates strategies to address operational, financial, legal and regulatory issues relating to the Midwest ISO electric nodal markets and reliability coordination. Includes locational marginal pricing, financial transmission rights and ancillary services. Advise operational, financial, legal and regulatory departments on reliability and market impacts. Effect change in market design and reliability operations through stakeholder processes.

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Manager NERC Compliance	Manages the Compliance department and maintains critical asset compliance at identified facilities, in a continuous effort to satisfy the compliance demands from Federal and State regulatory bodies, including but not limited to: FERC, NERC, RFC, and MISO. This position along with the training area of Strategic Planning & Operations Support is responsible for identifying training requirements mandated by FERC, NERC, DOE and RFC as well as reporting on training completion for Certified Operators to RFC. This position will also coordinate with all activities pertaining to NiSource's ongoing CIP compliance efforts.
Senior Compliance Analyst	Under general supervision evaluates, implements and reviews all Compliance activities for the NIPSCO Electric Transmission, Generation Dispatch and Energy Management groups, and others as designated in order to keep NIPSCO in compliance with Federal and State regulatory requirements, NERC, RFC, MISO and others as required. This position is also responsible for evaluating, and implementing all strategies pertaining to corporate Compliance associated with the Electric Transmission, Generation Dispatch and Energy Management groups, and others as designated to keep NIPSCO in conformity with Federal and State Compliance regulations.
Compliance Engineer	Provide technical guidance to attain and/or maintain NERC Certification and perform other services as deemed necessary by the Company as required by NERC, ReliabilityFirst, ERO, FERC, IURC and other legislation and/or regulatory authorities. Coordinates and is responsible for verifying that all NIPSCO Operations meet NERC and RF Compliance requirements. Supports the qualification of all Dispatcher Operators.
Executive Administrative Assistant	Provides admin. support including FERC Org. Chart updates and other FERC Compliance reports. Assists w/NERC, MISO and NERC-related activity and ReliabilityFirst Compliance submittals. Presentation building and updates of various reports. Provide travel, HR assistance, time reporting, etc. Other duties as assigned including providing backup to other Admn. Assistants.
<b><i>Strategic Planning &amp; Operations Support</i></b>	
Training Engineer	Ensure System Operators remain in compliance with FERC, NERC, MISO and Reliability First operating standards/procedures and training requirements. Under general supervision evaluate, develop and update all training requirements maintaining current status with changes to regulatory and operational requirements. Deliver classroom led instruction of NERC approved in house and vendor courses for initial and continuing education requirements. Document and track compliance to overall NERC training requirements.

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Principal Training Engineer	Oversee the development and implementation of training materials and training schedules to insure System Operators remain current and training is consistent with the NIPSCO Transmission Policy. Monitor and direct Training Engineers in the development and implementation of training activities that are in compliance with Federal regulatory requirements, NERC, FERC and Reliability First rules and guidelines. Maintain current status with regulatory and operational changes. Evaluate training effectiveness and obtain NERC approval for training courses designed for continuing education credits.
Technical Trainer	Provides assistance to the Training Engineers in the development and updating of training material to insure compliance with regulatory requirements. Provide classroom led instruction of NERC approved courses and assist in maintaining training records. Assist in evaluating training effectiveness and assembling data for regulatory agencies.