2001 Incentive Plan Results

	Weight	Goal	Result
Core Utility Earnings (normalized)	40%	$1.60-$1.75-$1.90	$1.72
Reliability (SAIDI) *	10%	157-131-106	102
Low Costs (Distribution Cost)	10%	Lowest Quartile $0.012-$0.01-$0.008 per kWh	$0.01 per KWh
Customer Satisfaction *	10%	71-76-81	80
Usource	10%	Become cash flow neutral by year-end Achieve revenues in the range of: $250,000 - $500,000 - $750,000	Achieved $383k
Subjective Evaluation	20%	Capitalizing on unplanned opportunities and responding to unforeseen problems.	Target

Payout Approved: 80% of Target

* Measures are included in Performance Based Rate Making