EPRI

2024 Metrics to Benchmark Energy Utility Sustainability Performance

2024 marks the tenth year of EPRI's ongoing effort to identify and understand metrics appropriate for benchmarking the performance of energy utilities on sustainability. The metrics outlined in this document reflect learnings from research begun in 2014 (3002004255) and evolving thinking informed by an annual reflection and refinement period. This process helps to ensure metric boundaries are up to date with evolving standards, guidance, and science, and reflect insights from metrics used by companies over time. In 2023, in addition to the annual metrics reflection survey sent to participating energy utilities, four working groups were formed with EPRI and member company SMEs to put an additional focus on metrics in four categories: greenhouse gas emissions, habitat and biodiversity, waste, and water. As a result, significant changes were made to the metrics in those four categories. A few changes were also made to metrics in other categories, including air emissions, safety and health, workforce development, and energy access and affordability.

A notable discussion point that arose this year and is a shift in the historically quantitative focus of benchmarking was the interest in adding qualitative metrics, which ask questions on company policies, programs, and approaches. Discussions on the topic highlighted that many members see more value in knowing what peers are doing and how they're approaching efforts, rather than a quantifiable measurement that may not represent an equal comparison. The main reason for this shift is that companies are interested in identifying learnings from peers that are replicable, even if their specific circumstances are quite different.

Since 2014, several reports have been published to share learnings gathered through each reflection and refinement period, a few of which are highlighted below. These provide insight into the research evolution, and may be useful in better understanding the context of the metrics captured in this document:

- *Sustainability Metrics Landscape Compilation for the Electric Power Industry: Results of Research with Electric Power Companies and Metric Database Development* (3002013459)
- *2019 State of the Metric: Summary of Learnings from Sustainability Metrics Research* (3002016114)
- *2023 Metrics to Benchmark Electric Power Company Sustainability Performance (3002026906)*

For 2024 the metrics were also realigned from EPRI's 2017 sustainability priorities to the latest 2023 priorities. The findings from the 2023-2024 refresh on energy utility industry sustainability priorities, the fourth iteration of this research, can be found in *Sustainability Priorities for the North American Energy Utility Industry: Results of 2023–2024 Research with Energy Utilities and Stakeholders in the United States and Canada* (3002029539).

Finally, as noted in past publications related to this work, the following list of metrics is not intended to be used as an index to rank electric power companies. Instead, these metrics have been identified as technically appropriate and potentially insightful ways for a company to understand their performance on individual sustainability priorities, how that performance compares to peer companies, and how they may be used to inform goal setting or other actions.

If there are questions about this list of metrics or EPRI's portfolio of sustainability research more broadly, please contact:

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EPRI's sustainability metrics research is conducted in collaboration with members of the Energy Sustainability Interest Group (ESIG) and subject matter experts from throughout the Institute. The portfolio of sustainability work is designed to advance technical research and cross-sector dialogue around what a sustainable electric power company is and how it can support the sustainable generation, delivery, and utilization of electric power - aligned with EPRI's public benefit mission.

Each year ESIG has approximately 40 participating companies, representing a diverse segment of the North American energy utility industry. ESIG is designed to create the tools and resources energy utilities need to establish and enhance their sustainability programs. It also provides a forum for sustainability professionals to interact and share leading practices that can help further inform the development of sustainability programs throughout the industry.

ESIG's peer benchmarking work builds off the metrics research by providing an opportunity to test their applicability, technical validity, and informativeness. Each year roughly 30 project participants submit their performance data to EPRI's online platform to benchmark with industry peers. Members collaborate through webcasts and in-person meetings where results of the benchmarking are presented, and leading practice presentations provide insights into how to drive continuous improvement.

To learn more about EPRI's sustainability research, please see EPRI's public sustainability website: www.epri.com/research/programs/109406.

SUSTAINABILITY PRIORITIES FOR WHICH EPRI HAS IDENTIFIED BENCHMARKING METRICS APPROPRIATE FOR ENERGY UTILITY BENCHMARKING

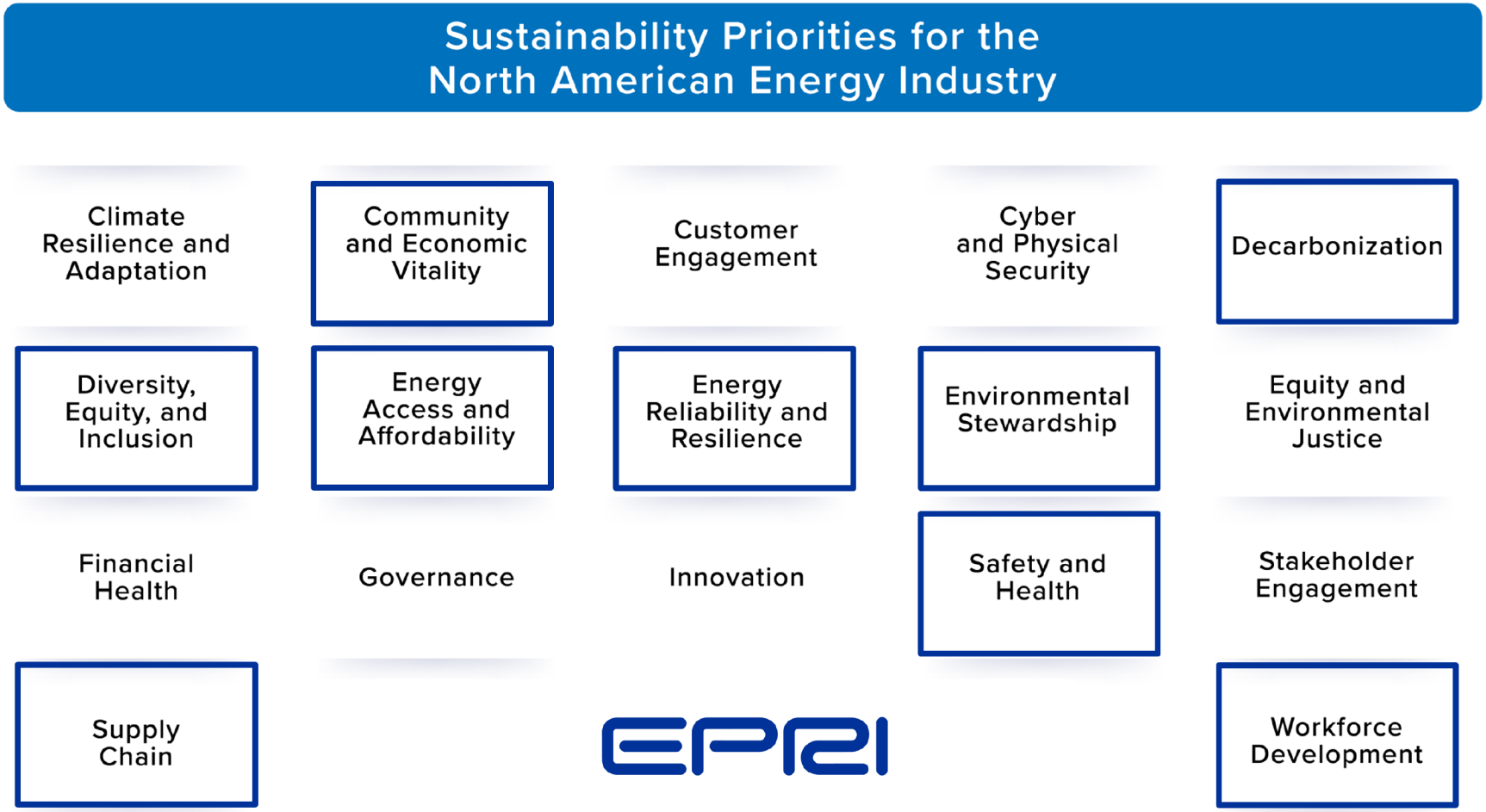

Figure 1. *Circled items are those priorities for which EPRI has identified metrics appropriate for peer energy utility sustainability benchmarking*

* Decarbonization includes metrics grouped under Greenhouse Gas Emissions and Natural Gas

** Environmental Stewardship includes metrics grouped under Air Emissions, Habitat and Biodiversity, Waste, and Water

SUMMARY OF MAJOR CHANGES MADE TO SUSTAINABILITY METRICS FOR 2023 DATA BENCHMARKING

As discussed above, numerous changes were made to the metrics including removals, name and/or description changes, and additions. These changes are discussed in further detail below.

Metric Removals

As a result of discussions with members on which metrics are valuable from an energy utility sustainability benchmarking perspective 46 data points were removed, which includes both input points and metrics that are calculated based on those data points. The metrics that were removed are discussed and listed below by category.

Greenhouse Gas Emissions

The discussions on the greenhouse gas emissions metrics revolved around interest in which specific greenhouse gases are relevant from a benchmarking perspective and how members calculate and report on scope 3 emissions. Members expressed that as cumulative CO2e emissions is the main point of interest, the data inputs for individual greenhouse gases could be removed. This allows participants to enter their total CO2e emissions and specify in the notes which methodology they used in their calculations. The metric on biomass was removed as very few companies have biomass generation and it is not always tracked separately from other emissions.

Scope 3 is a complex category and no participating company is able to provide data for all of the 15 scope 3 emissions categories defined by the U.S. EPA, although some companies do report on a few of the categories. Two scope 3 data points – other (upstream) and other (downstream) – that were previously included in addition to the standard 15 categories were removed as they served as catch-all buckets with no real added value.

Metrics Removed:

- Total CO_2 emissions rate for biomass generation
- Total Scope 1 emissions - CH_4
- Total Scope 1 emissions - N_2O
- Total Scope 1 emissions - HFC
- Total Scope 1 emissions - PFC
- Total Scope 1 emissions - NF_3
- Total Scope 1 emissions - SF_6
- Total Scope 2 emissions - CH_4
- Total Scope 2 emissions - N_2O
- Scope 3 CO_2e emissions - other (upstream)
- Scope 3 CO_2e emissions - other (downstream)

Habitat and Biodiversity

Despite a desire from members to benchmark with peers on habitat and biodiversity efforts, the below metrics were found to not be as informative as previously envisioned, largely because participating companies do not have reliable data for “natural land” and significant differences between company lands does not make the obtained information actionable. As a result, the below quantitative metrics were removed and largely replaced with qualitative metrics that are discussed in a later section on added metrics.

Metrics Removed:

- Natural land managed to support habitat and biodiversity as required for mitigation
- Natural land voluntarily managed to support habitat and biodiversity
- Total acres of natural land under company authority and control – known and unknown condition
- Percentage of natural land managed to support habitat and biodiversity as required for mitigation
- Percentage of natural land voluntarily managed to support habitat and biodiversity
- Natural land managed to support pollinator habitat and biodiversity as required for mitigation
- Natural land managed to support pollinator habitat and biodiversity voluntarily
- Percentage of natural land managed to support pollinator habitat and biodiversity as required for mitigation
- Percentage of natural land managed to support pollinator habitat and biodiversity voluntarily

Waste

In the waste category most members agreed “universal waste” and “non-hazardous” waste are not categories commonly used enough for benchmarking, and therefore they were replaced with broader options. The metric on facility energy consumption rate was removed as company facilities and the number of individuals in those facilities varies greatly (especially with the increase in hybrid and remote work), and so there is little value in comparing facility energy consumption normalized by number of employees.

Metrics Removed:

- Universal waste generated
- Non-hazardous industrial waste diverted from landfill
- Facility energy consumption rate (employee)

Water

Several water metrics were removed as members no longer found them informative for benchmarking purposes. Water permits were discussed extensively and the metrics on permits was eventually removed given significant variations in permitting by jurisdiction. Generation-specific freshwater consumption and withdrawal metrics were removed as participants are mostly interested in the total amount of water consumed and withdrawn. Finally, like the facility energy consumption by employee metric discussed above, the water consumption for facilities by number of employees was removed due to variations between companies.

Metrics Removed:

- Number of water permits violated
- Water permit violation rate
- Freshwater consumption – fossil fuel generation
- Freshwater consumption rate – fossil fuel generation
- Freshwater consumption – nuclear generation
- Freshwater consumption rate – nuclear generation
- Non-generation operations water consumption rate (employee)
- Freshwater withdrawal – fossil fuel generation
- Freshwater withdrawal rate – fossil fuel generation
- Freshwater withdrawal – nuclear generation
- Freshwater withdrawal rate – nuclear generation

Metric Name and/or Description Changes

Most of the metric name or description changes were in the greenhouse gas emissions, waste, and water categories, with one change in air emissions. The changes are listed below.

Greenhouse Gas Emissions

- All greenhouse gas emissions metrics that included carbon dioxide (CO2) in the name or description were changed to say carbon dioxide equivalent (CO2e)
- The Scope 1 and Scope 2 metric descriptions were amended to include updated guidance on emissions calculations
- The Scope 3 emissions categories were updated to include the EPA's categories 1 – 15 in the titles for additional clarity

Waste

- The metrics on administrative and performance waste non-compliance events were made optional, and participants will now be given the option to just enter the total number of waste non-compliance events
- As the metric on universal waste was removed, a note to include universal waste was added to the metric on hazardous waste
- The metric on amount of coal combustion products (CCP) diverted from disposal had "include CCP harvested from a landfill or surface impoundment for beneficial use" added to the description, to clarify that companies should include not only CCP generated by the company, but also harvested
- A note to "not include CCPs generated and placed in landfills or surface impoundments during previous years" was added to the metric on amount of CCP generated, and a request to add an explanation in the notes if CCPs were beneficially used but not generated was added to the CCP recycled intensity metric

Water

- To the freshwater withdrawal metrics, “do not include water used for hydropower generation” was added to provide additional clarity
- The metrics on administrative and performance water permit non-compliance events were made optional, and participants will now be given the option to just enter the total number of water permit non-compliance events

Air Emissions

- Similar to the change with the waste and water non-compliance metrics, the metric on air permit non-compliance events now gives users the option to enter separate numbers for administrative and performance non-compliance events, or just a total

Metric Additions

Metrics were added to the categories focused on by the metrics revision working groups: greenhouse gas emissions, habitat and biodiversity, waste, and water. The additions are discussed and listed below.

Greenhouse Gas Emissions

While more of a modification than an addition, the total scope 2 emissions metric was split into two to provide participants with the option to report on market-based and/or location-based emissions. This aims to increase transparency on accounting methods and improve comparability.

Metrics Added:

- Total Scope 2 emissions (market-based)
- Total Scope 2 emissions (location-based)

Habitat and Biodiversity

Several qualitative metrics were added to the habitat and biodiversity category to replace the quantitative metrics focusing on acres of habitat that were removed. The focus of most of the new metrics is on biodiversity policies, current biodiversity-related activities, goals and targets, reporting, and tools companies are using to manage their biodiversity activities. Metrics were also added on land and money donated to support habitat and biodiversity as members are interested in how much peers are investing in biodiversity efforts outside of their own facilities and service areas.

Metrics Added:

- Which of the following activities is your company voluntarily involved in?
  - Governmental or non-governmental conservation benefit agreements (e.g., CCA, CCAA, CBA, SHA, agreement with The Nature Conservancy)
  - Broad species management plans (e.g., avian protection plans)
  - Specific species management plans (e.g., red-cockaded woodpecker cavities, rare plants ROW conservation)

  - Habitat stewardship (e.g., wetland mitigation, prairie restoration, invasive species management)
  - Integrated Vegetation Management (IVM)
  - Other (add details in notes)
- Does your company have a biodiversity policy or similar statement (e.g., principles, commitment, etc.)?
- Land donated to support habitat and biodiversity
- Money donated to support habitat and biodiversity in USD
- Money donated to support habitat and biodiversity as a percentage of total charitable contributions
- Are you reporting habitat or biodiversity metrics to or aligned with any raters/frameworks (CDP, GRI, TNFD, etc.)?
- Are you currently using any tools and/or datasets to manage your biodiversity efforts? If so, include details in the notes.
- Does your company have goals or targets related to biodiversity?

Waste

The waste metrics that were added sought to better align with categories used by member companies across the U.S., as there is significant variation in how waste is tracked. Broader metrics on total waste and non-hazardous waste were added, as well as two qualitative metrics asking about company waste minimization efforts and whether a major construction event impacted the amount of waste generated.

Metrics Added:

- Total waste generated
- Total waste diverted from landfill
- Total waste diversion rate
- Does your company have a waste minimization effort, such as a zero-waste target?
- Did major construction (such as plant demolition) have an impact on the amount of waste generated?
- Non-hazardous waste diverted from landfill
- Non-hazardous waste generated
- Non-hazardous waste diversion rate

FULL LIST OF 2024 EPRI SUSTAINABILITY BENCHMARKING METRICS

Community and Economic Vitality

#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
1	Charitable contributions	Charitable contributions include money or property given to: (1) Churches, synagogues, temples, mosques, and other religious organizations; (2) Federal, state, and local governments, if your contribution is solely for public purposes (for example, a gift to reduce the public debt or maintain a public park); (3) Nonprofit schools and hospitals; (4) The Salvation Army, American Red Cross, CARE, Goodwill Industries, United Way, Boy Scouts of America, Girl Scouts of America, Boys and Girls Clubs of America, etc.; and (5) War veterans' groups. Charitable contributions do not include money or property given to: (1) Civic leagues, social and [non-501(c)(3)] sports clubs, labor unions, and chambers of commerce; (2) Foreign organizations (except certain Canadian, Israeli, and Mexican charities); (3) Groups that are run for personal profit; (4) Groups whose purpose is to lobby for law changes; (4) Homeowners' associations; (5) Individuals; (6) Political groups or candidates for public office; (6) Cost of raffle, bingo, or lottery tickets; (7) Dues, fees, or bills paid to country clubs, lodges, fraternal orders, or similar groups; (8) Tuition; (9) Value of blood given to a blood bank. Matched donations may be accounted for in this metric; but only in the amount given by the company (e.g. an employee makes a $100 gift to an academic institution that is matched by the company, $100 would be counted for this metric). Scholarships awarded can be counted if they meet the following criteria, identified in the IRS Company Scholarship Program (October 2016): "Company-related scholarship programs can meet the scholarship requirements by ensuring that the scholarships awarded are for the main purpose of furthering the recipients' education rather than compensating company employees. 1. The preferential treatment derived from employment must not have any significance beyond that of an initial qualifier, 2. The selection of scholarship grantees must be controlled and limited by substantial non-employment related factors, including a selection committee of individuals who are independent and separate from the private foundation, its organizer, and the employer concerned, and 3. There must exist only a limited probability that qualified employees or their children will receive scholarship grants." Money spent to sponsor a work-related event should not be counted in this metric (e.g. sponsorship of a Ceres conference or purchase of a table at an energy-focused event). Money donated through a company's foundation may be counted toward this metric. Corporate giving outside of a foundation may also be counted in this metric. Money donated by employees through company campaigns should NOT be counted for this metric. Charitable donations made in association with permit negotiations should NOT be counted for this metric. For in-kind contributions, report the financial equivalent of the contribution (e.g. if making a book donation to a school, report the $ amount of books contributed). You MAY report the value of time or services donated (e.g. if doing pro-bono legal work, report the $ amount of work being provided).	$

Community and Economic Vitality			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
2	Charitable contribution rate	**Numerator:** Charitable contributions include money or property given to: (1) Churches, synagogues, temples, mosques, and other religious organizations; (2) Federal, state, and local governments, if your contribution is solely for public purposes (for example, a gift to reduce the public debt or maintain a public park); (3) Nonprofit schools and hospitals; (4) The Salvation Army, American Red Cross, CARE, Goodwill Industries, United Way, Boy Scouts of America, Girl Scouts of America, Boys and Girls Clubs of America, etc.; and (5) War veterans' groups. Charitable contributions do not include money or property given to: (1) Civic leagues, social and [non-501(c)(3)] sports clubs, labor unions, and chambers of commerce; (2) Foreign organizations (except certain Canadian, Israeli, and Mexican charities); (3) Groups that are run for personal profit; (4) Groups whose purpose is to lobby for law changes; (5) Homeowners' associations; (6) Individuals; (7) Political groups or candidates for public office; (8) Cost of raffle, bingo, or lottery tickets; (9) Dues, fees, or bills paid to country clubs, lodges, fraternal orders, or similar groups; (10) Tuition; (11) Value of blood given to a blood bank. Matched donations may be accounted for in this metric; but only in the amount given by the company (e.g., if an employee makes a $100 gift to an academic institution that is matched by the company, $100 would be counted for this metric). Scholarships awarded can be counted if they meet the following criteria, identified in the IRS Company Scholarship Program (October 2016): "Company-related scholarship programs can meet the scholarship requirements by ensuring that the scholarships awarded are for the main purpose of furthering the recipients' education rather than compensating company employees. 1. The preferential treatment derived from employment must not have any significance beyond that of an initial qualifier, 2. The selection of scholarship grantees must be controlled and limited by substantial non-employment related factors, including a selection committee of individuals who are independent and separate from the private foundation, its organizer, and the employer concerned, and 3. There must exist only a limited probability that qualified employees or their children will receive scholarship grants." Money spent to sponsor a work-related event should not be counted in this metric (e.g., sponsorship of a Ceres conference or purchase of a table at an energy-focused event). Money donated through a company's foundation may be counted toward this metric. Corporate giving outside of a foundation may also be counted in this metric. Money donated by employees through company campaigns should NOT be counted for this metric. Charitable donations made in association with permit negotiations should NOT be counted for this metric. For in-kind contributions, report the financial equivalent of the contribution (e.g., if making a book donation to a school, report the dollar amount of books contributed). You MAY report the value of time or services donated (e.g., if doing pro-bono legal work, report the dollar amount of work being provided). **Denominator:** Revenues	%

Community and Economic Vitality			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
3	Employee volunteerism: corporate volunteer hours	Absolute number of employee corporate volunteer hours. "Corporate volunteer hours" reflect employee volunteering conducted through a company-sponsored event for non-profit or charitable organizations. Company-sponsored events include events where a company encourages employee participation (e.g. company encourages employee participation in 5k charity run or a weekend habitat for humanity build). Personal volunteer hours performed by employees for non-profit or charitable organizations on their own time should NOT be counted (e.g. hours committed to leading boy scout troop or coaching little league team not company sponsored). Hours reported should include BOTH paid and unpaid hours committed by employees. Time served as a member of a Board of Directors for a non-profit or charitable organization maybe included for the purposes of this metric. Volunteer hours performed by retirees should not be counted for the purposes of this metric. For example, a four-hour park clean-up sponsored by the company draws in 60 employees (20 of which are serving during their working hours, therefore being compensated for the effort, 40 of whom are volunteering on their own time) and an additional 40 members of the public. For the purpose of this metric, the company would report 240 hours (60 employees x 4 hours)	hours
4	Corporate volunteerism rate	**Numerator:** Number of employee corporate volunteer hours at company-sponsored events at non-profit or charitable organization. "Corporate volunteer hours" reflect employee volunteering conducted through a company-sponsored event for non-profit or charitable organizations. Company-sponsored events include events where a company encourages employee participation (e.g., company encourages employee participation in 5k charity run or a weekend habitat for humanity build). Personal volunteer hours performed by employees for non-profit or charitable organizations on their own time should NOT be counted (e.g., hours committed to leading boy scout troop or coaching little league team not company sponsored). Hours reported should include BOTH paid and unpaid hours committed by employees. Time served as a member of a Board of Directors for a non-profit or charitable organization maybe included for the purposes of this metric. Volunteer hours performed by retirees should not be counted for the purposes of this metric. For example, a four-hour park clean-up sponsored by the company draws in 60 employees (20 of which are serving during their working hours, therefore being compensated for the effort, 40 of whom are volunteering on their own time) and an additional 40 members of the public. For the purpose of this metric, the company would report 240 hours (60 employees x 4 hours) **Denominator:** Average number of employees. Average number of employees should be calculated aligned with Bureau of Labor Statistics methodology (last updated 2018).	hours / employee

Community and Economic Vitality			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
5	Employee volunteerism: paid corporate volunteer hours	Absolute number of PAID employee corporate volunteer hours. "Corporate volunteer hours" reflect employee volunteering conducted through a company-sponsored event for non-profit or charitable organizations. Absolute number of PAID employee corporate volunteer hours. "Corporate volunteer hours" reflect employee volunteering conducted through a company-sponsored event for non-profit or charitable organizations. Hours counted for the purposes of this metric should reflect time during an employee's normal paid work schedule where the employees are volunteering. DO NOT count volunteering done via flexible scheduling (i.e., if an employee takes off early to volunteer but makes up the time on a different day, this should not be counted). Personal volunteer hours performed by employees for activities not sponsored by a company should NOT be counted (e.g., hours committed to leading a Boy Scout troop or coaching a little league team that is not company sponsored). Hours should include ONLY paid hours committed by employees. Time served as a member of a Board of Directors for non-profit or charitable organizations may be included for the purposes of this metric. Volunteer hours performed by retirees should not be counted for the purposes of this metric. For example, a four-hour park clean-up sponsored by the company draws in 60 employees (20 of which are serving during their working hours and are therefore being compensated for the effort, 40 of whom are volunteering on their own time) and an additional 40 members of the public. For the purpose of this metric, the company would report 80 hours (20 employees being paid x 4 hours).	hours
6	Paid corporate volunteerism rate	**Numerator:** Number of employee paid corporate volunteer hours at company-sponsored events at non-profit or charitable organizations. "Corporate volunteer hours" reflect employee volunteering conducted through a company-sponsored event for non-profit or charitable organizations. Absolute number of PAID employee corporate volunteer hours. "Corporate volunteer hours" reflect employee volunteering conducted through a company-sponsored event for non-profit or charitable organizations. Hours counted for the purposes of this metric should reflect time during an employee's normal paid work schedule where the employees are volunteering. DO NOT count volunteering done via flexible scheduling (i.e., if an employee takes off early to volunteer but makes up the time on a different day, this should not be counted). Personal volunteer hours performed by employees for activities not sponsored by a company should NOT be counted (e.g., hours committed to leading a Boy Scout troop or coaching a little league team that is not company sponsored). Hours should include ONLY paid hours committed by employees.	hours/ employee

Community and Economic Vitality			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
6	Paid corporate volunteerism rate *(continued)*	Time served as a member of a Board of Directors for non-profit or charitable organizations may be included for the purposes of this metric. Volunteer hours performed by retirees should not be counted for the purposes of this metric. For example, a four-hour park clean-up sponsored by the company draws in 60 employees (20 of which are serving during their working hours and are therefore being compensated for the effort, 40 of whom are volunteering on their own time) and an additional 40 members of the public. For the purpose of this metric, the company would report 80 hours (20 employees being paid x 4 hours). **Denominator:** Average number of employees. Average number of employees should be calculated aligned with Bureau of Labor Statistics methodology (last updated 2018).	hours/ employee
7	Employee volunteerism: total employee volunteer hours	Absolute number of employees' volunteer hours at non-profit or charitable organizations. Include BOTH corporate volunteer hours and personal volunteer hours performed by employees. "Corporate volunteer hours" reflect employee volunteering conducted through a company-sponsored event for non-profit or charitable organizations. "Personal volunteer hours" reflect employee volunteering conducted on personal time for non-profit or charitable organizations (e.g., hours committed to leading a Boy Scout troop or coaching a little league team that is not company sponsored). Time served as a member of a Board of Directors for a non-profit or charitable organization may be included in this metric. Volunteer hours performed by retirees should not be counted for the purposes of this metric. For example, a company sponsors a 15-week tutoring program for local school children where 20 employees volunteer 1 hour a week (total of 300 hours). Three employees decide to continue volunteering on their own time for an hour each week for an additional 15 weeks (total of 45 hours). For the purposes of this metric, the company would report 345 hours (300 + 45).	hours
8	Total employee volunteer hour rate	**Numerator:** Number of employee corporate and personal volunteer hours at company-sponsored events at non-profit or charitable organizations. Include BOTH corporate volunteer hours and personal volunteer hours performed by employees. "Corporate volunteer hours" reflect employee volunteering conducted through a company-sponsored event for non-profit or charitable organizations. "Personal volunteer hours" reflect employee volunteering conducted on personal time for non-profit or charitable organizations (e.g., hours committed to leading a Boy Scout troop or coaching a little league team that is not company sponsored). Time served as a member of a Board of Directors for a non-profit or charitable organization may be included in this metric. Volunteer hours performed by retirees should not be counted for the purposes of this metric. For example, a company sponsors a 15-week tutoring program for local school children where 20 employees volunteer 1 hour a week (total of 300 hours). Three employees decide to continue volunteering on their own time for an hour each week for an additional 15 weeks (total of 45 hours). For the purposes of this metric, the company would report 345 hours (300 + 45). **Denominator:** Average number of employees. Average number of employees should be calculated aligned with Bureau of Labor Statistics methodology (last updated 2018).	hours/ employee

Decarbonization – Greenhouse Gas Emissions			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
9	CO_2e emissions for fossil fuel generation	Metric tons of CO_2e emissions from company, equity-owned fossil fuel generation. "Fossil fuel generation" to include generation from company, equity-owned coal, natural gas, and oil plants. Do not include emissions from biomass.	metric tons CO_2e
10	Total CO_2e emissions rate for fossil fuel generation	**Numerator:** Metric tons of CO_2e emissions from company, equity-owned fossil fuel generation. "Fossil fuel generation" to include generation from company, equity-owned coal, natural gas, and oil plants. Do not include emissions from biomass. **Denominator:** MWh from company, equity-owned total fossil fuel net generation.	metric tons CO_2e/ MWh
11	Total CO_2e emissions rate for TOTAL generation	**Numerator:** Metric tons of CO_2e emissions from company, equity-owned generation. "Fossil fuel generation" to include generation from company, equity-owned coal, natural gas, and oil plants. Do not include emissions from biomass. **Denominator:** MWh from company, equity-owned total net generation across all units (full fleet).	metric tons CO_2e/ MWh
12	Total Scope 1 emissions	Total Scope 1 CO_2e emissions from all company operations (equity-owned/controlled) including fossil fuel generation, natural gas T&D, fleet, and other company operations. Add in the notes your approach and assumptions to calculating Scope 1 emissions. Further guidance on calculations can be found in The Climate Registry's General Reporting Protocol V3 (2019) and Electric Power Sector Protocol (2009) and Updates and Clarifications (2020), as well as in the GHG Protocol's revised Corporate Accounting and Reporting Standard (2015).	metric tons CO_2e
13	Total Scope 2 emissions (market-based)	Total market-based Scope 2 CO_2e emissions for all company operations (equity-owned/controlled), e.g., 1) emissions from electricity, steam, or cooling purchased or acquired and consumed, and 2) emissions associated with electricity T&D line losses. A market-based method, as described by the GHG Protocol, "reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims. Add in the notes your approach and any assumptions to calculating Scope 2 emissions. Further guidance on calculations can be found in The Climate Registry's General Reporting Protocol V3 (2019) and Electric Power Sector Protocol (2009) and Updates and Clarifications (2020), as well as in the GHG Protocol's revised Corporate Accounting and Reporting Standard (2015), as well as in the GHG Protocol's revised Corporate Accounting and Reporting Standard (2015).	metric tons CO_2e

Decarbonization – Greenhouse Gas Emissions			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
14	Total Scope 2 emissions (location-based)	Total location-based Scope 2 CO_2e emissions for all company operations (equity-owned/controlled), e.g., 1) emissions from electricity, steam, or cooling purchased or acquired and consumed, and 2) emissions associated with electricity T&D line losses. A location-based method, as described by the GHG Protocol, "reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data)." Add in the notes your approach and assumptions to calculating Scope 2 emissions. Further guidance on calculations can be found in The Climate Registry's General Reporting Protocol V3 (2019) and Electric Power Sector Protocol (2009) and Updates and Clarifications (2020), as well as in the GHG Protocol's revised Corporate Accounting and Reporting Standard (2015).	metric tons CO_2e
15.01	Scope 3 Category 1: Purchased goods and services	Emissions associated with the production of products purchased or acquired by the reporting company in the reporting year. Products include both goods (tangible products) and services (intangible products).	metric tons CO_2e
15.02	Scope 3 Category 2: Capital goods	Emissions associated with the extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	metric tons CO_2e
15.03	Scope 3 Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2)	Emissions associated with extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, not already accounted for in Scope 1 or Scope 2, including: • Upstream emissions of purchased fuels (extraction, production, and transportation of fuels consumed by the reporting company) • Upstream emissions of purchased electricity (extraction, production, and transportation of fuels consumed in the generation of electricity, steam, heating, and cooling consumed by the reporting company) • Transmission and distribution (T&D) losses (generation of electricity, steam, heating and cooling that is consumed (i.e., lost) in a T&D system) • Generation of purchased electricity that is sold to end users (generation of electricity, steam, heating, and cooling that is purchased by the reporting company and sold to end users)	metric tons CO_2e
15.04	Scope 3 Category 4: Upstream transportation and distribution	Emissions associated with the transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company). Also includes, transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company).	metric tons CO_2e

Decarbonization – Greenhouse Gas Emissions			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
15.05	Scope 3 Category 5: Waste generated in operations	Emissions associated with the disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company).	metric tons CO_2e
15.06	Scope 3 Category 6: Business travel	Emissions associated with the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars.	metric tons CO_2e
15.07	Scope 3 Category 7: Employee commuting	Emissions associated with the transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company).	metric tons CO_2e
15.08	Scope 3 Category 8: Upstream leased assets	Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee.	metric tons CO_2e
15.09	Scope 3 Category 9: Downstream transportation and distribution	Emissions associated with the transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company).	metric tons CO_2e
15.1	Scope 3 Category 10: Processing of sold products	Emissions associated with the processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers).	metric tons CO_2e
15.11	Scope 3 Category 11: Use of sold products	Emissions associated with the use of goods and services sold, including natural gas delivered to end users.	metric tons CO_2e
15.12	Scope 3 Category 12: End of life treatment of sold products	Emissions associated with waste disposal and the treatment of products sold by the reporting company (in the reporting year) at the end of their life.	metric tons CO_2e
15.13	Scope 3 Category 13: Downstream leased assets	Emissions associated with the operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in Scope 1 and Scope 2 – reported by lessor.	metric tons CO_2e
15.14	Scope 3 Category 14: Franchises	Operation of franchises in the reporting year, not included in Scope 1 and Scope 2 – reported by franchisor.	metric tons CO_2e
15.15	Scope 3 Category 15: Investments	Emissions associated with the operation of investments (including equity and debt investments and project finance) in the reporting year, not included in Scope 1 or Scope 2.	MWh

Decarbonization – Greenhouse Gas Emissions			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
15	Total Scope 3 CO_2e emissions	Total Scope 3 CO_2e emissions from any of the upstream and downstream activities that are applicable to the reporting company. Add in the notes any details on your approach and assumptions to calculating Scope 3 emissions. "Upstream (categories 1-8) and downstream (categories 9-15) activities" as categorized and defined in Technical Guidance for Calculating Scope 3 Emissions (version 1.0) from the World Resource Institute's Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2013). Further guidance on a full Scope 3 emissions calculation can be found as referenced by the Climate Registry's General Reporting Protocol 2.1 (2016), and the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2013).	metric tons CO_2e/ MWh
16	Total CO_2e emissions for electricity used to meet end load	Report the sum of the following CO_2e emissions: 1. Emissions from equity-owned power generation facilities (GEN) 2. Emissions embedded in net power purchased through specified contracts (SC) or agreements (e.g., PPAs) above and beyond what your company generated 3. Emissions associated with net power purchased from the wholesale power market for resale to end-use customers (PP)	metric tons CO_2e
17	Energy sold to end-use customers	Total MWh of energy sold to end-use customers.	MWh
18	Total CO_2e emissions rate for electricity used to meet end load	**Numerator:** Report the sum of the following CO_2e emissions: 1. Emissions from equity-owned power generation facilities (GEN) 2. Emissions embedded in net power purchased through specified contracts (SC) or agreements (e.g., PPAs) above and beyond what your company generated 3. Emissions associated with net power purchased from the wholesale power market for resale to end-use customers (PP) **Denominator:** Total MWh of energy sold to end-use customers. **Equation:** (GEN + SC + PP) / MWh	metric tons CO_2e/ MWh

Decarbonization – Natural Gas			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
19	CH_4 emissions from distribution pipeline	Volume of CH_4 emissions from distribution pipeline as reported through Subpart W. Distribution pipeline means a pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services.	million ft^3
20	Natural gas throughput	Total volume of natural gas throughput on distribution pipeline as reported through Subpart W. Distribution pipeline means a pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services.	million ft^3
21	Fugitive emissions intensity	**Numerator:** Volume of CH_4 Emissions from distribution pipeline as reported through Subpart W. **Denominator:** Total volume of natural gas throughput on distribution pipeline as reported through Subpart W. Distribution pipeline means a pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services.	%
22	Planned legacy distribution pipeline upgrades in data year	Miles of legacy distribution pipeline planned to be upgraded during the data year. "Legacy distribution pipeline planned to be upgraded" can include unprotected steel, cast iron, and wrought iron.	miles
23	Total miles of legacy distribution pipeline planned to be upgraded	Total miles of legacy distribution pipeline planned to be upgraded. "Distribution pipeline" refers to pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services	miles
24	Legacy distribution pipeline replacement rate	**Numerator:** Miles of legacy distribution pipeline planned to be upgraded during the data year. "Legacy distribution pipeline planned to be upgraded" can include unprotected steel, cast iron, and wrought iron. **Denominator:** Total miles of legacy distribution pipeline planned to be upgraded. "Distribution pipeline" refers to pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services.	%
25	Distribution pipeline	Total miles of distribution pipeline. "Distribution pipeline" refers to pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services.	miles
26	Percentage of legacy distribution pipeline still to be upgraded	**Numerator:** Miles of legacy distribution pipeline that needs to be upgraded. "Legacy distribution pipeline planned to be upgraded" can include unprotected steel, cast iron, and wrought iron. **Denominator:** Total miles of distribution pipeline. "Distribution pipeline" refers to pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services.	%

Decarbonization – Natural Gas			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
27	Gas dig-in rate	Number of distribution pipeline dig-ins (excavation damages) by a third party per 1,000 underground service tickets. Distribution pipeline means a pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services.	rate
28	Gas emergency response rate	The percentage of time company employees are on-site within 60 minutes after receiving a natural gas-related emergency call, with on-site defined as arriving at the premises where the emergency personnel are standing by.	%
29	Grade 2 and 3 leaks repaired	Number of Grade 2 and 3 leaks on the distribution system repaired during the data year. Distribution pipeline means a pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services.	#
30	Total Grade 2 and 3 leaks	Number of Grade 2 and 3 leaks on the distribution system during the data year (i.e., number repaired plus number of leaks still open at the close of the data year). Distribution pipeline means a pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services.	#
31	Leak repair rate	**Numerator:** Number of Grade 2 and 3 leaks on the distribution system repaired during the data year. **Denominator:** Total number of Grade 2 and 3 leaks on the distribution system during the data year (i.e., number repaired plus number of leaks still open at the close of the data year). Distribution pipeline means a pipeline that is designated as such by the Pipeline and Hazardous Material Safety Administration (PHMSA) 49 CFR 192, and to include mains and services	rate

Diversity, Equity, and Inclusion			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
32	Total number of executive/ senior level officials	Executive/Senior Level Officials and Managers are defined as individuals who plan, direct and formulate policies, set strategy and provide the overall dire action of enterprises/organizations for the development and delivery of products or services, within the parameters approved by boards of directors or other governing bodies. Residing in the highest levels of organizations, these executives plan, direct or coordinate activities with the support of subordinate executives and staff managers. They include, in larger organizations, those individuals within two reporting levels of the CEO, whose responsibilities require frequent interaction with the CEO. Examples of these kinds of managers are: chief executive officers, chief operating officers, chief financial officers, line of business heads, presidents or executive vice presidents of functional areas or operating groups, chief information officers, chief human resources officers, chief marketing officers, chief legal officers, management directors and managing partners. Report consistent with your EEO1 filing to the U.S. Equal Employment Opportunity Commission. If an international company, report consistent with a regulatory-equivalent filing.	#
33	Total number of career development advancements	Report the number of promotions or lateral moves intended for "career development." Career development is defined as the overlap of the organization's needs with the individual employee's career interests. It can also be described as an ongoing process of gaining knowledge and improving skills that allows an employee, when in alignment with the organization's needs and individual career interests, the opportunity to advance their career.	#
34	Number of minority employees	Minority employees are defined as the smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. Minority is used to mean four particular groups who share a race, color or national origin. These groups are: 1. American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community 2. Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa 3. Black (except Hispanic). A person having origins in any of the black racial groups of Africa 4. Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race	#
35	Minority share of the workforce	**Numerator:** Number of employees who meet the definition for minority. Minority employees are defined as the smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. Minority is used to mean four particular groups who share a race, color or national origin. These groups are: 1. American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community 2. Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa	%

Diversity, Equity, and Inclusion			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
35	Minority share of the workforce ***(continued)***	3. Black (except Hispanic). A person having origins in any of the black racial groups of Africa 4. Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. Report consistent with your EEO1 filing to the U.S. Equal Employment Opportunity Commission. If an international company, report consistent with a regulatory-equivalent filing. **Denominator:** Average number of employees in the data year.	%
36	Number of minority employees in an executive/ senior level position	Number of employees who meet the definitions for minority and executive/senior.	#
37	Minority share of executive/senior level officials	**Numerator:** Number of employees who meet the definitions for minority and Executive/Senior Level Officials and Managers. Minority employees are defined as the smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. Minority is used to mean four particular groups who share a race, color or national origin. These groups are: 1. American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community 2. Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa 3. Black (except Hispanic). A person having origins in any of the black racial groups of Africa 4. Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. Report consistent with your EEO1 filing to the U.S. Equal Employment Opportunity Commission. If an international company, report consistent with a regulatory-equivalent filing. Executive/Senior Level Officials and Managers are defined as individuals who plan, direct and formulate policies, set strategy and provide the overall direction of enterprises/organizations for the development and delivery of products or services, within the parameters approved by boards of directors or other governing bodies. Residing in the highest levels of organizations, these executives plan, direct or coordinate activities with the support of subordinate executives and staff managers. They include, in larger organizations, those individuals within two reporting levels of the CEO, whose responsibilities require frequent interaction with the CEO. Examples of these kinds of managers are: chief executive officers, chief operating officers, chief financial officers, line of business heads, presidents or executive vice presidents of functional areas or operating groups, chief information officers, chief human resources officers, chief marketing officers, chief legal officers, management directors and managing partners. **Denominator:** Total number of Executive/Senior Level Officials and Managers.	%

Diversity, Equity, and Inclusion			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
38	Number of minority employee career development advancements	Number of employees who meet the definitions for minority and career development advancement.	#
39	Minority share of career development advancements	**Numerator:** Number of employees who meet the definitions for minority and career development advancement. Minority employees are defined as the smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. Minority is used to mean four particular groups who share a race, color or national origin: 1. American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community; 2. Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa; 3. Black (except Hispanic). A person having origins in any of the black racial groups of Africa; 4. Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. Career development is defined as the overlap of the organization's needs with the individual employee's career interests. It can also be described as an ongoing process of gaining knowledge and improving skills that allows an employee, when in alignment with the organization's needs and individual career interests, the opportunity to advance their career. **Denominator:** Total number of promotions or lateral moves intended for career development.	%
40	Number of female employees	Number of employees who identify as female.	#
41	Women share of the workforce	**Numerator:** Number of employees who identify as female. **Denominator:** Average number of employees in the data year. Average number of employees should be calculated aligned with Bureau of Labor Statistics methodology (last updated 2018).	%
42	Number of female employees in an executive/ senior level position	Number of employees who meet the definitions for female and executive/senior.	#

Diversity, Equity, and Inclusion			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
43	Women share of executive/senior level officials	**Numerator:** Number of employees who identify as female and meet the definition of Executive/Senior Level Officials and Managers. Executive/Senior Level Officials and Managers are defined as individuals who plan, direct and formulate policies, set strategy and provide the overall direction of enterprises/organizations for the development and delivery of products or services, within the parameters approved by boards of directors or other governing bodies. Residing in the highest levels of organizations, these executives plan, direct or coordinate activities with the support of subordinate executives and staff managers. They include, in larger organizations, those individuals within two reporting levels of the CEO, whose responsibilities require frequent interaction with the CEO. Examples of these kinds of managers are: chief executive officers, chief operating officers, chief financial officers, line of business heads, presidents or executive vice presidents of functional areas or operating groups, chief information officers, chief human resources officers, chief marketing officers, chief legal officers, management directors and managing partners. **Denominator:** Total number of Executive/Senior Level Officials and Managers.	%
44	Number of female employee career development advancements	Number of employees who meet the definitions for female and career development advancement.	#
45	Women share of career development advancements (promotions or strategic lateral moves)	**Numerator:** Number of employees who identify as female and meet the definition of career development advancement. Career development is defined as the overlap of the organization's needs with the individual employee's career interests. It can also be described as an ongoing process of gaining knowledge and improving skills that allows an employee, when in alignment with the organization's needs and individual career interests, the opportunity to advance their career. **Denominator:** Total number of promotions or lateral moves intended for career development.	%
46	Number of employees that are active military or veteran status	Number of employees who are active military or veteran status.	#
47	Military share of workforce	**Numerator:** Employees that are active military or veteran status. **Denominator:** Average number of employees in the data year. Average number of employees should be calculated aligned with Bureau of Labor Statistics methodology (last updated 2018).	%

Diversity, Equity, and Inclusion			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
48	Number of minority Board members	Minority employees are defined as the smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. Minority is used to mean four particular groups who share a race, color or national origin. These groups are: 1. American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community; 2. Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa; 3. Black (except Hispanic). A person having origins in any of the black racial groups of Africa; 4. Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.	#
49	Number of Board members	Board members are defined as individuals elected to represent shareholders or constituents, and are responsible for establishing policies for company management and oversight, making decisions on major company issues.	#
50	Minority share of Board members	**Numerator:** Number of employees who meet the definitions for minority and Board member. **Denominator:** Number of Board members.	%
51	Number of women Board members	Number of Board members who identify as female.	#
52	Women share of Board members	**Numerator:** Number of Board members who identify as female. **Denominator:** Number of Board members.	%

Energy Access and Affordability			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
53	Electricity savings from energy efficiency measures	Total electric energy savings for the data year as reported on Schedule 6, Part A of the EIA Form 861 and/or equivalent international reporting. Incremental Annual Savings for the reporting year are those changes in energy use caused in the current data year by: 1. New participants in demand-side management (DSM) programs that operated in the previous reporting year. 2. Participants in new DSM programs that operated for the first time in the current reporting year. A "New program" is a program for which the reporting year is the first year the program achieved savings, regardless of when program development and expenditures began.	MWh
54	Total investment in energy efficiency programs	Total investment in the data year for electric energy efficiency programs as reported to EIA on Form 861.	$
55	Effective energy efficiency investment rate	**Numerator:** Total electric energy savings for the data year as reported on Schedule 6, Part A of the EIA Form 861 and/or equivalent international reporting. Incremental Annual Savings for the reporting year are those changes in energy use caused in the current data year by: 1. New participants in demand-side management (DSM) programs that operated in the previous reporting year. 2. Participants in new DSM programs that operated for the first time in the current reporting year. A "New program" is a program for which the reporting year is the first year the program achieved savings, regardless of when program development and expenditures began. **Denominator:** Total investment in the data year for electric energy efficiency programs as reported to EIA on Form 861 and/or equivalent international reporting.	kWh / $ invested
56	Number of reconnects within 30 days	Of the number of residential customers disconnected for nonpayment, the number reconnected within 30 days during the data year.	#
57	Number of disconnects	Number of residential customer electric disconnections for nonpayment during data year.	#
58	Residential reconnects within 30 days	**Numerator:** Of the number of residential customers disconnected for nonpayment, the number reconnected within 30 days during the data year. **Denominator:** Number of residential customer electric disconnections for nonpayment during the data year.	%

Energy Reliability and Resilience			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
59	System average interruption duration index (SAIDI)	Average duration of planned and unplanned system interruptions per utility customer served during the data year. Count system interruptions as defined by companies' regulatory PSC/PUC/BPU. This metric should be reported according to the guidance set forth in 1366-2012 IEEE Guide for Distribution Reliability Indices and should exclude major storm events, unless the PSC/PUC/BPU has determined that a particular event should be included.	minutes
60	System average interruption frequency index (SAIFI)	Average number of interruptions that a customer would experience during the data year Count system interruptions as defined by companies' regulatory PSC/PUC/BPU. This metric should be reported according to the guidance set forth in 1366-2012 IEEE Guide for Distribution Reliability Indices and should exclude major storm events, unless the PSC/PUC/BPU has determined that a particular event should be included.	#
61	Customer average interruption duration index (CAIDI)	Average duration of planned and unplanned interruptions (i.e., average restoration time) during the data year. Count system interruptions as defined by companies' regulatory PSC/PUC/BPU. This metric should be reported according to the guidance set forth in 1366-2012 IEEE Guide for Distribution Reliability Indices and should exclude major storm events, unless the PSC/PUC/BPU has determined that a particular event should be included.	minutes
62	Customer average interruption frequency (CAIFI)	Average number of interruptions per customer interrupted during the data year. Count system interruptions as defined by companies' regulatory PSC/PUC/BPU. This metric should be reported according to the guidance set forth in 1366-2012 IEEE Guide for Distribution Reliability Indices and should exclude major storm events, unless the PSC/PUC/BPU has determined that a particular event should be included.	#
63	Weighted equivalent forced outage rate demand (WEFORd)	WEFORd for non-renewable generation within the data year. Any unit that runs throughout the year should be included in the metric. Refer to the North American Electric Reliability Corporation (NERC) Generating Availability Data System (GADS) Data Reporting Initiative (DRI) for further guidance.	

Environmental Stewardship – Air Emissions			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
64	Total mercury (Hg) emissions	Absolute lbs. of mercury emissions from company, equity-owned generation. Companies should use emissions rate-based, direct measurement as outlined in the EPA Mercury and Air Toxics Standard (MATS) or regulatory equivalent for international operations.	lbs
65	Mercury emission rate for total company-owned net generation	**Numerator:** Total lbs. of mercury emissions from company, equity-owned generation. **Denominator:** MWh from company, equity-owned total net generation.	lbs/MWh
66	Total SO_2 emissions	SO_2 emissions from company, equity-owned generation sources. Report SO_2 values aligned with current EPA reporting or regulatory equivalent.	lbs
67	SO_2 emissions rate for company-owned fossil fuel generation	**Numerator:** Total lbs. of SO_2 emissions from company, equity-owned fossil fuel generation. "Fossil fuel generation" to include generation from company, equity-owned coal, natural gas, and oil plants. **Denominator:** MWh from company, equity-owned total fossil fuel generation.	lbs/MWh
68	SO_2 emissions rate for company-owned total net generation	**Numerator:** Total lbs. of SO_2 emissions from company, equity-owned generation. **Denominator:** MWh from company, equity-owned total net generation.	lbs/MWh
69	Total NOx emissions	Absolute lbs. of NOx emissions from company, equity-owned generation.	lbs
70	NOx emission rate for company-owned fossil fuel generation	Report NOx values aligned with current EPA reporting or regulatory equivalent.	lbs/MWh
71	NOx emission rate for company-owned total net generation	**Numerator:** Total lbs. of NOx emissions from company, equity-owned generation. **Denominator:** MWh from company, equity-owned total net generation.	lbs/MWh
72.1	A. Number of air permit non-compliance events (administrative)	Number of administrative non-compliance events/deviations from or exceedances of Title V permits (federal, state/provincial, or local air permits). For the purposes of benchmarking, an "administrative non-compliance event" is defined as a non-compliance event that does NOT cause or have the potential to cause environmental harm nor does it require an official or formal agency-issued violation, or immediate corrective action (e.g., filing incomplete paperwork or missing a submission due date; examples of incomplete submittals may include missing required copies of stack testing reports or forms not acknowledged by the appropriate signatory).	#

Environmental Stewardship – Air Emissions			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
72.1	A. Number of air permit non-compliance events (administrative) ***(continued)***	Permits include, but are not limited to: • Permit to Operate (PTO) • Permit by Rule (PBR) • New Source Review (NSR) • Standard Permits If a non-compliance event/deviation is excused due to a force majeure or equipment malfunction in the data year by your regulatory authority, it does not need to be counted for this metric. Do not count opacity exceedances for the purposes of this metric. Only count a non-compliance event/deviation once. For example, if you have a deviation from your Title V permit in April, and receive an NOV for that deviation in July, this event is counted as 1 non-compliance event/deviation for the data year. Count based on equity ownership unless responsibility and reporting is done otherwise as agreed upon through management/operational contracts.	#
72.2	B. Number of air permit non-compliance events (performance)	Number of performance non-compliance events/deviations from or exceedances of Title V permits (federal, state/provincial, or local air permits). For the purposes of benchmarking, a "performance non-compliance event/deviation" is defined as a non-compliance event that causes or has the potential to cause environmental harm and requires an official or formal agency-issued violation (e.g., a NOV), or immediate corrective action (e.g., exceeding a permit limit for a criteria pollutant, either instantaneous or over a period of time, and/or having to immediately modify operations to emit within limits). Verbal warnings and letters of warning should not be counted. Permits include, but are not limited to: • Permit to Operate (PTO) • Permit by Rule (PBR) • New Source Review (NSR) • Standard Permits If a non-compliance event/deviation is excused due to a force majeure or equipment malfunction in the data year by your regulatory authority, it does not need to be counted for this metric. Do not count opacity exceedances for the purposes of this metric. Only count a non-compliance event/deviation once. For example, if you have a deviation from your Title V permit in April, and receive an NOV for that deviation in July, this event is counted as 1 non-compliance event/deviation for the data year. Count based on equity ownership unless responsibility and reporting is done otherwise as agreed upon through management/operational contracts.	#

Environmental Stewardship – Air Emissions			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
72	Total number of air permit non-compliance events	Total number of administrative and performance non-compliance events/violations of federal, state/provincial, or local air permits. For the purposes of benchmarking, an "administrative non-compliance event" is defined as a non-compliance event that does NOT cause or have the potential to cause environmental harm nor does it require an official or formal agency-issued violation, or immediate corrective action (e.g., filing incomplete paperwork or missing a submission due date; examples of incomplete submittals may include missing required copies of stack testing reports or forms not acknowledged by the appropriate signatory). A "performance non-compliance event/violation" is defined as a non-compliance event that causes or has the potential to cause environmental harm and requires an official or formal agency-issued violation (e.g., a NOV), or immediate corrective action (e.g., exceeding a permit limit for a criteria pollutant, either instantaneous or over a period of time, and/or having to immediately modify operations to emit within limits). Verbal warnings and letters of warning should not be counted. Permits include, but are not limited to: • Permit to Operate (PTO) • Permit by Rule (PBR) • New Source Review (NSR) • Standard Permits If a non-compliance event/violation is excused due to a force majeure or equipment malfunction in the data year by your regulatory authority, it does not need to be counted for this metric. Do not count opacity exceedances for the purposes of this metric. Only count a non-compliance event/violation once. For example, if you have a violation of your Title V permit in April, and receive an NOV for that violation in July, this event is counted as 1 non-compliance event/violation for the data year. Count based on equity ownership unless responsibility and reporting is done otherwise as agreed upon through management/operational contracts.	#
73	Number of air permits	Total number of federal, state, and provincial air quality permits for company-owned facilities held in the data year. Permits include, but are not limited to: • Permit to Operate (PTO) • Permit by Rule (PBR) • New Source Review (NSR) • Standard Permits. Count based on equity ownership unless responsibility and reporting is done otherwise as agreed upon through management/operational contracts.	#

Environmental Stewardship – Air Emissions			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
74	Air permit non-compliance rate	**Numerator:** Sum of administrative and performance non-compliance events/deviations from or exceedances of Title V permits (federal, state/provincial, or local air permits). See “administrative non-compliance event” and “performance non-compliance event” definitions for further details. **Denominator:** Number of air quality permits.	

Environmental Stewardship – Habitat and Biodiversity			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
75	Does your company have a biodiversity policy or similar statement (e.g., principles, commitment, etc.)?	If publicly available, add link(s) to the notes or add a brief description. If in progress, please add an expected publication date.	
76	Does your company have a biodiversity policy or similar statement (e.g., principles, commitment, etc.)?	If publicly available, add link(s) to the notes or add a brief description. If in progress, please add an expected publication date.	
77	Which of the following activities is your company voluntarily involved in?	Details on specific activities should be added to the notes. Acronym definitions: CCA – Candidate Conservation Agreement CCAA – Candidate Conversation Agreement with Assurances CBA – Conservation Banking Agreement SHA – Safe Harbor Agreements APP – Avian Protection Plan ROW – Right-of-Way	
77.1	a. Governmental or non-governmental conservation benefit agreements	Governmental or non-governmental conservation benefit agreements (e.g., CCA, CCAA, CBA, SHA, agreement with The Nature Conservancy)	
77.2	b. Broad species management plans	Broad species management plans (e.g., avian protection plans)	
77.3	c. Specific species management plans	Specific species management plans (e.g., red-cockaded woodpecker cavities, rare plants ROW conservation)	
77.4	d. Habitat stewardship	Habitat stewardship (e.g., wetland mitigation, prairie restoration, invasive species management)	
77.5	e. Integrated Vegetation Management	Integrated Vegetation Management (IVM)	
77.6	f. Other	Other (if yes, list the additional activities in the notes)	
78	Are you reporting habitat or biodiversity metrics to or aligned with any raters/ frameworks (CDP, GRI, TNFD, etc.)?	Include a description on which ones and/or links in the notes.	

Environmental Stewardship – Habitat and Biodiversity			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
79	Are you currently using any tools and/or datasets to manage your biodiversity efforts? If so, include details in the notes.	**Examples:** National Land Cover Database (NLCD); IUCN Red List dataset; IBAT; TNC SiteRight.	
80	Land donated to support habitat and biodiversity	Acres of natural land (water and terrestrial) which the organization donated within the past data year with the express purpose of habitat and biodiversity conservation. The current condition of the property does not need to be confirmed. Dollar donations may be converted into acres if acre amount is confirmed.	acres
81	Money donated to support habitat and biodiversity in USD	Monetary or in-kind donations donated within the past data year for the purpose of biodiversity conservation. If possible, indicate in the notes which organization the donation was made to.	$
82	Money donated to support habitat and biodiversity as a percentage of total charitable contributions	Monetary or in-kind donations donated within the past data year for the purpose of biodiversity conservation. Calculate as a percentage of total charitable contributions and enter final value: (biodiversity contributions / total charitable contributions) x 100. If possible, indicate in the notes which organization the donation was made to.	%

Environmental Stewardship – Reportable Environmental Events			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
83	Reportable environmental events	This metric should include the sum of all air permit non-compliance events, water permit non-compliance events, non-compliance waste events, and reportable spills/releases. Environmental events are non-compliance events/deviations of air, water, and waste permits and regulations that: • Violate permit conditions or other regulatory requirements and trigger regulatory-required oral or written notification to a regulatory agency, or • Are reportable spills to water, reportable oil/chemical spills, reportable quantity releases, or • Should have been subject to an environmental permit or regulatory notification, but the organization failed to obtain the appropriate permit or make the required notification, or • Trigger enforcement action by a regulatory agency. **FAQs:** **Are REEs only those that trigger immediate reporting?** No - any event that requires reporting to an agency - either immediately or in periodic reporting - that is a deviation from permit requirements should be included. If the event is an exception in semi-annual or annual reporting, the event should be included. The aim is to capture and compare any/all public records of environmental deviations or non-compliance events. **How do I handle NOVs?** A Notice of Violation (NOV) will always be an REE, but an REE will not always result in an NOV. Regarding timing related to benchmarking year, NOVs generally come after an event and/or they may later be resolved through settlement or other means; in these cases the event should already be reported and would be an REE for the purposes of this benchmarking. If a non-compliance or other environmental event was never reported but subsequently receives an NOV, then that NOV would be counted as an REE for the year in which it was received. **How do I handle events that were "forgiven"?** Deviations or exceedances should still be reported to this metric regardless of subsequent action or non-action by a regulatory agency. **What about de minimis events?** For the purposes of this benchmarking, do not count opacity exceedances. However, if a company were to receive an NOV for opacity exceedances, then that would count as one REE. **What about events that occur over some time period?** An environmental event may be one discreet episode (e.g., a spill) or occur over a longer duration (e.g., equipment malfunction resulting in days of discharges outside of the limit), only count as one environmental event considering that the event has a beginning and an end. **How should I account for plants or other assets where I have partial ownership?** Report events where you have equity ownership and operational control. For the purposes of this benchmarking, do not report events where responsibility and reporting is done by another party as agreed upon through management/operational contracts.	#
84	Environmental fines	Total amount paid for non-compliance events/violations in connection with regulation enforcement actions. If a fine was paid in the data year for a violation in a previous year, it SHOULD BE included in this total.	$

Environmental Stewardship – Waste			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
85	Total waste generated	Total tons of waste diverted from landfills during the data year, including both hazardous and non-hazardous but excluding coal combustion products (CCPs).	tons
86	Total waste diverted from landfill	Total tons of waste generated during the data year, including both hazardous and non-hazardous but excluding coal combustion products (CCPs).	tons
87	Total waste diversion rate	**Numerator:** Tons of waste diverted from landfill **Denominator:** Tons of waste generated	%
88	The amount of coal combustion products (CCPs) diverted from disposal	The amount of coal combustion products (CCPs) - fly ash, bottom ash, boiler slag, flue gas desulfurization materials, scrubber bi-product - diverted from disposal into beneficial uses, including being sold. Include any CCP that is generated during the data year and stored for beneficial use in a future year. Only include CCP generated at company, equity-owned facilities. For the purposes of this metric, beneficial use is defined using the April 2015 CCR disposal rule: The beneficial use of CCR definition is comprised of four criteria: • The CCR must provide a functional benefit; • The CCR must substitute for the use of a virgin material; • Meets product specifications and/or design standards; and • When unencapsulated use of CCR involves placement on the land of 12,400 tons or more in non-roadway applications, the user must demonstrate and provide documentation upon request, that environmental releases to ground water, surface water, soil, and air are comparable to or lower than those from analogous products made without CCR, or that releases will be below relevant regulatory and health-based benchmarks for human and ecological receptors. If no weight data are available, estimate the weight using available information on waste density and volume collected, mass balances, or similar information.	tons
89	Does your company have a waste minimization effort, such as a zero-waste target?	Describe in the notes, including any milestones and related dates.	
90	Did major construction (such as plant demolition) have an impact on the amount of waste generated?	Describe the type of event in the notes and what type of waste was most impacted.	

Environmental Stewardship – Waste			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
91	Total amount of coal combustion products (CCPs) generated	Total amount of CCP generated in the data year. CCPs include fly ash, bottom ash, boiler slag and flue gas desulfurization materials, and scrubber bi-product. Include any CCP that is generated during the data year and stored for beneficial use in a future year. Only include CCPs generated at company-owned facilities. If no weight data are available, estimate the weight using available information on waste density and volume collected, mass balances, or similar information.	tons
92	Coal combustion products recycled intensity	**Numerator:** The amount of coal combustion products (CCPs) diverted from disposal **Denominator:** Amount of coal combustion products (CCPs) generated Add explanation in notes if more CCPs were beneficially used than generated. If some CCPs were beneficially used but no CCPs were generated report 100% with an explanation in notes.	%
93	Low-level radioactive waste disposed from company-owned nuclear facilities	Cubic feet of low-level radioactive waste disposed from company-owned nuclear facilities (not including decommissioning waste), including Class A, B, and C radioactive waste as defined by the Nuclear Regulatory Commission (NRC).	ft^3
94	Low-level radioactive waste disposal rate	**Numerator:** Cubic feet disposed from company-owned nuclear facilities (not including decommissioning waste), including Class A, B, and C radioactive waste as defined by the Nuclear Regulatory Commission (NRC). **Denominator:** Net company equity-owned nuclear power generation.	ft^3/MWh
95	Hazardous waste disposed	Tons of hazardous waste, as defined by the Resource Conservation and Recovery Act (RCRA) disposed of to a Treatment Storage and Disposal (TSD) facility. Methods of disposal include disposing to landfill, surface impoundment, waste pile, and land treatment units. Hazardous wastes include either listed wastes (F, K, P and U lists) or characteristic wastes (wastes which exhibit at least one of the following characteristics: ignitability, corrosivity, reactivity, toxicity). If the reporting organization is an international business, a regulatory equivalent to the RCRA definition may be substituted for the purposes of this reporting. Hazardous waste sent for incineration SHOULD BE counted UNLESS the waste is being burned for significant energy and material recovery, with waste treatment being a secondary benefit. Hazardous waste which is recycled should NOT be reported for this metric (e.g., hazardous waste that is blended in fuel would NOT be counted for this metric). Do not include PCB, used oil, or asbestos disposal in this metric. If a waste is not identified at the federal level as hazardous, but IS identified as hazardous within the state your facility is located, the waste SHOULD be included in this metric. If no weight data are available, estimate the weight using available information on waste density and volume collected, mass balances, or similar information.	tons

Environmental Stewardship – Waste			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
96	Hazard waste disposal rate	**Numerator:** Tons of hazardous waste **Denominator:** Operating revenues	tons/$M
97	Municipal solid waste diverted from landfill	Non-hazardous municipal solid waste as defined by EPA, diverted. For the purposes of this metric "diverted" includes waste recycled, repurposed, or otherwise handled so as not to enter a landfill. If reporting organization is an international business, a regulatory equivalent for EPA definition may be substituted for the purpose of this metric. If no weight data are available, estimate the weight using available information on waste density and volume collected, mass balances, or similar information.	tons
98	Total Municipal solid waste generated	Total non-hazardous municipal solid waste as defined by EPA generated in the data year. If reporting organization is an international business, a regulatory equivalent for EPA definition may be substituted for the purpose of this metric. If no weight data are available, estimate the weight using available information on waste density and volume collected, mass balances, or similar information.	tons
99	Municipal solid waste diversion rate	**Numerator:** Tons of municipal solid waste diverted from landfills **Denominator:** Tons of municipal solid waste generated	%
100	Non-hazardous waste diverted from landfill	Non-hazardous solid waste - including construction and demolition (C&D) waste, scrap metal, wood (including poles) and soil – diverted during the data year. For the purposes of this metric, "diverted" includes waste recycled, repurposed, or otherwise handled so as not to enter a landfill. Do not include liquids (e.g., oil) or items that are sold through auction. If no weight data are available, estimate the weight using available information on waste density and volume collected, mass balances, or similar information. As CCR/CCPs are captured through a separate metric, they should not be included in this non-hazardous waste diversion metric.	tons
101	Non-hazardous waste generated	Non-hazardous solid waste - including construction and demolition (C&D) waste, scrap metal, wood (including poles) and soil – generated during the data year. Do not include liquids (e.g., oil) or items that are sold through auction. If no weight data are available, estimate the weight using available information on waste density and volume collected, mass balances, or similar information. As CCR/CCPs are captured through a separate metric, they should not be included in this non-hazardous waste diversion metric.	tons

Environmental Stewardship – Waste			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
102	Non-hazardous waste diversion rate	**Numerator:** Tons of non-hazardous solid waste diverted from landfills **Denominator:** Tons of non-hazardous solid waste generated	%
103	Facility energy consumption	Kilowatt-hours of energy consumed by company facilities. Include facilities the house administrative or support functions including, but not limited to, office buildings, warehouses, and maintenance buildings. Energy consumption calculations should reflect SOURCE energy. Further guidance on calculation can be found in the U.S. Environmental Protection Agency's documents: • Energy Star Portfolio Manager Technical Reference: Thermal Energy Conversions (2015) • Energy Star Portfolio Manager Technical Reference: Source Energy (2018)	kWh
104	Facility energy consumption area	Square footage of facilities for which energy consumption is reported.	ft^2
105	Facility energy consumption rate (area)	**Numerator:** Kilowatt-hours of energy consumed by company facilities **Denominator:** Square footage of facilities for which energy consumption is reported	kWh/ft^2
106.1	A. Number of administrative non-compliance waste events	Number of administrative non-compliance events/deviations of federal, state/provincial, or local waste regulations in data year. For the purposes of benchmarking, an "administrative non-compliance event/deviation" is defined as a non-compliance event that does not require an official or formal agency-issued violation, or immediate corrective action (e.g., filing incomplete paperwork or missing a submission due date; examples of incomplete submittals may include missing required copies of lab results or forms not acknowledged by the appropriate signatory). Non-compliance related to manifests SHOULD be included for the purposes of this metric. If a non-compliance event/deviation is excused due to a force majeure or equipment malfunction in the data year by your regulatory authority, it does not need to be counted for this metric.	#
106.2	B. Number of performance non-compliance waste events	Number of performance non-compliance events/deviations of federal, state/provincial, or local waste regulations in data year. For the purposes of benchmarking, a "performance non-compliance event/deviation" is defined as a non-compliance event that requires an official or formal agency-issued violation (e.g., an NOV), or immediate corrective action (e.g., being cited for improperly disposing of a special or hazardous waste and/or having to find and remove special or hazardous waste from a landfill for proper disposal). Verbal warnings and letters of warning should not be counted. Non-compliance related to manifests SHOULD be included for the purposes of this metric. If a non-compliance event/deviation is excused due to a force majeure or equipment malfunction in the data year by your regulatory authority, it does not need to be counted for this metric.	#

Environmental Stewardship – Waste			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
106	Total number of non-compliance waste events	Number of administrative and performance non-compliance events/deviations from federal, state/provincial, or local waste regulations in data year. For the purposes of benchmarking, an "administrative non-compliance event/deviation" is defined as a non-compliance event that does not require an official or formal agency-issued violation, or immediate corrective action (e.g., filing incomplete paperwork or missing a submission due date; examples of incomplete submittals may include missing required copies of lab results or forms not acknowledged by the appropriate signatory). A performance non-compliance event is defined as a non-compliance event that requires an official or formal agency-issued violation (e.g., an NOV), or immediate corrective action (e.g., being cited for improperly disposing of a special or hazardous waste and/or having to find and remove special or hazardous waste from a landfill for proper disposal). Verbal warnings and letters of warning should not be counted. Administrative and performance events may be reported as separate data inputs or added here as a total. Non-compliance related to manifests SHOULD be included for the purposes of this metric. If a non-compliance event/deviation is excused due to a force majeure or equipment malfunction in the data year by your regulatory authority, it does not need to be counted for this metric.	#

Environmental Stewardship – Water			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
107	Did a severe weather event have an impact on the numbers reported?	In accordance with the EPA's definition, "Extreme weather and climate events are events that: • Typically don't happen very frequently, such as droughts or floods that have historically occurred on average only once in 100 years. • Vary from "the norm" in severity or duration, like heat waves. • Have severe impacts, like hurricanes." Add details in the notes on the type of event and the impacts.	
108.1	A. Number of administrative water permit non-compliance events	Number of instances where a required sample was not collected as required by a water permit and the failure to collect the sample was reported on a Discharge Monitoring Report (DMR), and instances of late submittal of a DMR. For the purposes of benchmarking, an "administrative non-compliance event/deviation" is defined as a non-compliance event that does not require an official or formal agency-issued violation, or immediate corrective action (e.g., filing incomplete paperwork or missing a submission due date; examples of incomplete submittals may include missing required lab reports or forms not acknowledged by the appropriate signatory). Include NPDES, SPDES, and any other water quality-related permit requirements for POINT SOURCES. The following permits for non-point sources should NOT be included: • 404 wetland violations/mitigation or impoundments • MS4s (stormwater) Any non-compliance/deviation from a water quality permit, regardless of whether a fine is incurred or not, should be counted for the purposes of this metric. If a non-compliance event is excused due to a force majeure or equipment malfunction in the data year by your regulatory authority, it does not need to be counted for this metric. Only count a non-compliance event/deviation once. For example, if you have a pH deviation at a plant in April, and receive an NOV for that deviation in July, this event is counted as one non-compliance event/deviation for the data year. Count based on equity ownership unless responsibility and reporting is done otherwise as agreed upon through management/operational contracts.	#
108.2	B. Number of performance water permit non-compliance events	Number instances of numeric exceedance of a quantitative permit limit that is reported on a Discharge Monitoring Report (DMR). For the purposes of benchmarking, a "performance non-compliance event/deviation" is defined as a non-compliance event that requires an official or formal agency-issued violation (e.g., an NOV), or immediate corrective action (e.g., exceeding a permit limit for a pollutant, either instantaneous or over a period of time, and/or having to cease construction or demolition until an erosion or waste issue is remedied or modify operations to return to discharges within limits). Verbal warnings and letters of warning should not be counted.	#

Environmental Stewardship – Water			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
108.2	B. Number of performance water permit non-compliance events ***(continued)***	Include NPDES, SPDES, and any other water quality-related permit requirements for POINT SOURCES. The following permits for non-point sources should NOT be included: • 404 wetland violations/mitigation or impoundments • MS4s (stormwater) Any performance non-compliance/deviation of a water quality permit, regardless of whether a fine is incurred or not, should be counted for the purposes of this metric. If a non-compliance event is excused due to a force majeure or equipment malfunction in the data year by your regulatory authority, it does not need to be counted for this metric. Only count a non-compliance event/deviation once. For example, if you have a pH deviation at a plant in April, and receive an NOV for that deviation in July, this event is counted as 1 non-compliance event/deviation for the data year. Count based on equity ownership unless responsibility and reporting is done otherwise as agreed upon through management/operational contracts.	#
108	Total number of water permit non-compliance events	Sum of administrative and performance non-compliance events/deviations of federal, state/provincial, or local water quality permits during data year. See “administrative non-compliance event” and “performance non-compliance event” metrics descriptions for additional details.	#
109	Number of water permits	Total number of federal, state/ provincial, or local water quality permits held in the data year. Count based on equity ownership unless responsibility and reporting is done otherwise as agreed upon through management/operational contracts.	#
110	Water permit non-compliance rate	**Numerator:** Sum of administrative and performance non-compliance events/deviations of federal, state/ provincial, or local water quality permits during data year, as reported on a DMR. See “administrative water permit non-compliance events” and “performance water permit non-compliance events” metrics for additional details. **Denominator:** Number of water quality permits.	# permits violated / # permits
111	Freshwater consumption for all generation	Volume of fresh water consumed for ALL company, equity-owned generation. “Freshwater” includes water sourced from fresh surface water, groundwater, rainwater, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Water consumption is defined as water that is not returned to the original water source after being withdrawn, including evaporation to the atmosphere.	million gallons

Environmental Stewardship – Water			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
112	Freshwater consumption rate for all generation	**Numerator:** Gallons of fresh water consumed for ALL company, equity-owned generation. "Freshwater" includes water sourced from fresh surface water, groundwater, rainwater, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Water consumption is defined as water that is not returned to the original water source after being withdrawn, including evaporation to the atmosphere. **Denominator:** Company, equity-owned total net generation from all electric generation	gallons/ MWh
113	Total water consumption for all generation	Volume of water (fresh and degraded) consumed for all company, equity-owned generation. "Freshwater" incudes water sourced from fresh surface water, groundwater, rainwater, and fresh municipal water. "Degraded water" refers to water that has undergone degeneration of quality (e.g. stormwater runoff, agricultural runoff, saline ground water, mine runoff, produced water from fuel extraction, and treated wastewater). "Water consumption" is defined as water that is not returned to the original water source.	million gallons
114	Total water consumption rate for all generation	**Numerator:** Volume of water (fresh and degraded) consumed for all company, equity-owned generation. **Denominator:** Company, equity-owned total net generation from all electric generation.	gallons/ MWh
115	Freshwater consumption for non-generation operations	Gallons of fresh water consumed by company facilities. Include facilities that house administrative or support functions including, but not limited to, office buildings, warehouses, and maintenance buildings. You should not include generating facilities, even if they may contain offices and/or administrative support. Exclude water consumed for electricity generation. Include any water consumed for the purposes of landscaping. "Freshwater" includes water sourced from fresh surface water, groundwater, and fresh municipal water. Do not include recycled, reclaimed, or gray water.	million gallons
116	Water consumption facility area	Area of non-generating facilities for which water consumption is reported as well as any square footage (meters) of outdoor landscaping irrigated by the water reflected in the numerator.	ft^2
117	Non-generation operations water consumption rate (area)	**Numerator:** Gallons of fresh water consumed by company facilities. **Denominator:** Area of non-generating facilities for which water consumption is reported as well as any square footage (meters) of outdoor landscaping irrigated by the water reflected in the numerator.	gallons/ft^2
118	Freshwater withdrawal for all generation	Fresh water withdrawn for all company equity-owed generation. Include water sourced from fresh surface water, groundwater, and municipal water. Do not include water used for hydropower generation. Information on organizational water withdrawal may be drawn from water meters, water bills, calculations derived from other available water data or (if neither water meters nor bills or reference data exist) the organization's own estimates.	million gallons

Environmental Stewardship – Water			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
119	Freshwater withdrawal rate for all generation	**Numerator:** Gallons of fresh water withdrawn for all generation. Include water sourced from fresh surface water, groundwater, rainwater, and municipal water. Information on organizational water withdrawal may be drawn from water meters, water bills, calculations derived from other available water data or (if neither water meters, bills or reference data exist) the organization's own estimates. **Denominator:** Company, equity-owned total net generation from all electric generation.	gallons/ MWh
120	Total water withdrawal for all generation	Volume of water (fresh and degraded) withdrawn for ALL company, equity-owned generation. Do not include water used for hydropower generation. "Freshwater" includes water sourced from fresh surface water, groundwater, rainwater, and fresh municipal water. "Degraded water" refers to water that has undergone degeneration of quality (e.g. stormwater runoff, agricultural runoff, saline ground water, mine runoff, produced water from fuel extraction, and treated wastewater). Information on organizational water withdrawal may be drawn from water meters, water bills, calculations derived from other available water data or (if neither water meters nor bills or reference data exist) the organization's own estimates.	million gallons
121	Total water withdrawal rate for all generation	**Numerator:** Volume of water (fresh and degraded) withdrawn for all company, equity-owned generation. **Denominator:** Company, equity-owned total net generation from all electric generation.	gallons/ MWh

Safety and Health			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
122	Total number of fatalities to members of the public not in the employ of, or under contract to, the reporting utility, and that occur as a result of contact with the member utility equipment and assets, to include electric and gas.	Total number of fatalities to members of the public not in the employ of, or under contract to, the reporting company, and that occur as a result of contact with company equipment and assets, to include electric and gas. Include fatalities whether or not the company is deemed to be at fault. To include all company assets (e.g., cable, vehicles, dams) and company operations/activities. To include total number of fatalities to members of the public not in the employ of, or under contract to, the reporting company due to any of the following causes: • Electrical contact with assets • Electrical contact with unintentional energized metallic object • Collision with poles • Pole-related (collapse or maintenance) • Copper theft • Auto accidents • Drowning • Natural gas (contact with the commodity, e.g., carbon monoxide poisoning)	#
123	Total number of injuries to members of the public not in the employ of, or under contract to, the reporting utility, and that occur as a result of contact with the member utility equipment and assets, to include electric and gas.	Total number of injuries to members of the public not in the employ of, or under contract to, the reporting company, and that occur as a result of contact with the member company equipment and assets, to include electric and gas. Include injures whether or not the company is deemed to be at fault. To include all company assets (e.g., cables, vehicles, dams) and company operations/activities. To include total number of injuries to members of the public not in the employ of, or under contract to, the reporting company, due to any of the following causes: • Electrical contact with assets • Electrical contact with unintentional energized metallic object • Collision with poles • Pole-related (collapse or maintenance) • Copper theft • Auto accidents • Natural gas • Other	#

Safety and Health			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
124	Employee fatalities	Number of employee fatalities. Record for all employees on company payroll, whether they are labor, executive, hourly, salary, part-time, seasonal, or migrant workers. Also report fatalities to those that occur to employees who are not on company payroll if you supervise these employees on a day-to-day basis. If company is organized as a sole proprietorship or partnership, the owner or partners are not considered employees for recordkeeping purposes. For temporary employees, report fatalities if you supervise these employees on a day-to-day basis. If the contractor's employee is under the day-to-day supervision of the contractor, do not report the fatality.	#
125	Contractor fatalities	Number of fatalities of contract employees who are under the day-to-day supervision of the contractor, whether that be the utility company or a third party.	#
126	OSHA (or regulatory equivalent) recordable incident rate for employees	**Numerator:** Number of recordable injuries or illnesses x 200,000. Injury or illness is recordable if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. You must also consider that a case meets the general recording criteria if it involves a significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. Record the injuries and illnesses of all employees on the company payroll, whether they are labor, executive, hourly, salary, part-time, seasonal, or migrant workers. You also must record the recordable injuries and illnesses that occur to employees who are not on the company payroll if you supervise these employees on a day-to-day basis. If the company is organized as a sole proprietorship or partnership, the owner or partners are not considered employees for recordkeeping purposes. For temporary employees, you must record these injuries and illnesses if you supervise these employees on a day-to-day basis. If the contractor's employee is under the day-to-day supervision of the contractor, the contractor is responsible for recording the injury or illness. If you supervise the contractor employee's work on a day-to-day basis, you must record the injury or illness. **Denominator:** Number of employee labor hours worked.	rate
127	OSHA (or regulatory equivalent) recordable incident rate for contractors	**Numerator:** Number of recordable injuries or illnesses x 200,000. Injury or illness is recordable if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. You must also consider that a case meets the general recording criteria if it involves a significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. Include employees under the day-to-day supervision of your contractor. **Denominator:** Number of contractor labor hours worked.	rate

Safety and Health			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
128	OSHA (or regulatory equivalent) lost-time case rate	**Numerator:** Number of Lost Time Cases x 200,000. Only report for employees of the company as defined for "Recordable incident rate for employees" metric. A lost time incident is one that resulted in an employee's inability to work the next full workday. **Denominator:** Number of employee labor hours worked.	rate
129	OSHA (or regulatory equivalent) DART rate	**Numerator:** Total Number of DART incidents x 200,000. Only report for employees of company as defined for "Recordable incident rate for employees" metric. A DART incident is one that resulted in one or more Lost Days, one or more Restricted Days or that resulted in an employee transferring to a different job within the company. Denominator: Number of employee labor hours worked.	rate
130	OSHA (or regulatory equivalent) severity rate	**Numerator:** Total number lost workdays. Only report for employees of company as defined for "Recordable incident rate for employees" metric. **Denominator:** Total number of recordable incidents.	rate

Supply Chain			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
131	Supplier diversity spend	Dollars spent with diverse suppliers (women-, minority-, LGBT-, veteran-, and service disabled veteran-owned businesses) during the data year. Only count dollars spent with direct suppliers; money spent with diverse sub-contractors should not be counted for the purposes of this metric.	$
132	Total materials and services spend	Total dollars spent in data year for materials and services. DO NOT include dollars spent to procure fuel for electricity generation or real estate.	$
133	Percent spend with diverse suppliers	**Numerator:** Dollars spent with diverse suppliers (women-, minority-, LGBT-, veteran-, and service-disabled veteran-owned businesses) during the data year. Only count dollars spent with direct suppliers; money spent with diverse sub-contractors should not be counted for the purposes of this metric. **Denominator:** Total dollars spent in data year for materials and services. DO NOT include dollars spent to procure fuel for electricity generation or real estate.	%
134	Sustainable Tier 1 spend	Spend on materials and services provided by Tier 1 suppliers that have responded to a sustainability-focused supplier survey. A sustainability-focused supplier survey can include a company-specific survey, or an external survey administered by a third party. Tier 1 suppliers as defined by the reporting company.	$
135	Tier 1 spend	Total spend on materials and services provided by Tier 1 suppliers as defined by the reporting company.	$
136	Percent spend with Tier 1 Suppliers that Responded to a Sustainability Survey	**Numerator:** Spend on materials and services provided by a supplier that has responded to a sustainability-focused supplier survey. A sustainability-focused supplier survey can include a company-specific survey, or an external survey administered by a third party. **Denominator:** Total spend in data year for materials and services from Tier 1 suppliers. Tier 1 suppliers as defined by the reporting company.	%

Workforce Development			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
137	Number of employees 29 years old or younger	Number of full-time employees 29 years old or younger.	#
138	Progression planning – early career	Percentage of employees under the age of 30	%
139	Number of employees aged 30–50	Number of full-time employees 30-50 years old.	#
140	Progression planning – mid-career	Percentage of employees aged 30-50.	%
141	Number of employees aged 51 and over	Number of full-time employees aged 51 and older.	#
142	Progression planning – mature career	Percentage of employees aged 51 and over.	%
143	Number of employees eligible to retire within 5 years	Eligibility to retire as defined by the company's individual retirement policies. In the absence of company policy, reporting should default to social security requirements which identify retirement age as between 65 and 67 depending on birth year.	#
144	Share of workforce eligible to retire within 5 years	Percentage of employees eligible to retire within 5 years. Eligibility to retire as defined by the company's individual retirement policies. In the absence of company policy, reporting should default to Social Security requirements that identify retirement age as between 65 and 67 depending on birth year.	%
145	Number of employees who leave voluntarily (including retirement)	Number of voluntary separations during the year. Should include those employees who retire.	#
146	Employee turnover rate	**Numerator:** Employees who leave voluntarily (including retirement). **Denominator:** Average number of employees over the year. Average number of employees should be calculated aligned with Bureau of Labor Statistics methodology (last updated 2018).	%
147	Total hours training to included leadership and skills-based training provided in the classroom (company facility), online, and documented on-the-job.	Training includes hours spent learning skills related to job function and leadership development/ career enhancement. Hours could be spent in the classroom (company facility, not academic), online, and documented on-the-job. Count BOTH required (e.g. OSHA-required, sexual-harassment, etc.) and professional development (leadership, conflict resolution, etc.) training hours.	hours

Workforce Development			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
148	Training for career advancement (per employee)	**Numerator:** Total hours training to include leadership and skills-based training provided in the classroom (company facility), online, and documented on-the-job. Count BOTH required (e.g. OSHA-required, sexual-harassment, etc.) and professional development (leadership, conflict resolution, etc.) training hours. **Denominator:** Average number of employees. Average number of employees should be calculated aligned with Bureau of Labor Statistics methodology (last updated 2018).	hours/ employee
149	Dollars committed to continuing education of employees pursuing degrees or certifications outside of the company.	Financial contributions of a company to employees pursuing careers or certifications outside the company, in USD. Criteria for inclusion based on individual company policy and procedure (e.g. If a particular certification costs $1000.00 and company A's policy is to cover 80% and company B's policy is to cover 50%, they should report $800.00 and $500.00 respectively).	$
150	Continuing education contributions (per employee)	**Numerator:** Dollars committed to continuing education of employees pursuing degrees or certifications outside of the company. Financial contributions of a company to employees pursuing careers or certifications outside the company. Criteria for inclusion is based on individual company policy and procedures (e.g., If a particular certification costs $1000.00 and company A's policy is to cover 80% and company B's policy is to cover 50%, they should report $800.00 and $500.00, respectively). **Denominator:** Average number of employees. Average number of employees should be calculated aligned with Bureau of Labor Statistics methodology (last updated 2018).	$ / employee
151	Number of recruitment partnerships and programs to engage and recruit potential employees from whom employees were hired during the data year	Number of recruitment partnerships and programs to engage and recruit potential employees from whom employees were hired during the data year.	#
152	Total recruitment partnerships and programs	Number of partnerships and programs with academia, trade schools, coops, and NGOs active during the data year with the intent to engage and recruit potential employees by furthering education and skills development in areas relevant to the electric power industry. For example, a partnership with a non-profit organization specializing in STEM education for high school students may be counted if it is the company's intent to encourage student STEM development and entry into STEM positions.	#

Workforce Development			
#	FIELD NAME	FIELD DESCRIPTION/BOUNDARY	UNITS
153	Recruitment partnership and program success rate	**Numerator:** Number of recruitment partnerships and programs to engage and recruit potential employees from which employees were hired during the data year. **Denominator:** Number of recruitment partnerships and programs	%
154	Number of employees hired from partnerships and programs to engage and recruit potential employees.	Include any employees hired in the data year through partnerships or programs with academia, trade schools, coops, and NGOs with the intent to engage and recruit potential employees by furthering education and skills development in areas relevant to the electric power industry.	#
155	Number of employees hired during the data year	Number of new hires during the data year.	#
156	Recruitment partnership and program employee hire rate	**Numerator:** Number of employees hired from partnerships and programs to engage and recruit potential employees. **Denominator:** Number of employees hired in the data year.	%

About EPRI

Founded in 1972, EPRI is the world's preeminent independent, non-profit energy research and development organization, with offices around the world. EPRI's trusted experts collaborate with more than 450 companies in 45 countries, driving innovation to ensure the public has clean, safe, reliable, affordable, and equitable access to electricity across the globe. Together…shaping the future of energy.

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