efile GRAPHIC print - DO NOT PROCESS As Filed Data -DLN: 93493233010449 OMB No 1545-0047 Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) ▶ Do not enter social security numbers on this form as it may be made public Department of the ▶ Go to www.irs.gov/Form990 for instructions and the latest information. Treasury Internal Revenue Service For the 2019 calendar year, or tax year beginning 01-01-2018 , and ending 12-31-2018 C Name of organization D Employer identification number B Check if applicable ISO NEW ENGLAND INC ☐ Address change 04-3372500 ☐ Name change Doing business as ☐ Initial return ☐ Final return/terminated E Telephone number Number and street (or P O box if mail is not delivered to street address) ☐ Amended return One Sullivan Road □ Application pending (413) 535-4000 City or town, state or province, country, and ZIP or foreign postal code Holyoke, MA  $\,$  01040  $\,$ G Gross receipts \$ 193,047,934 Name and address of principal officer H(a) Is this a group return for Gordon van Welie CEO □Yes ☑No subordinates? One Sullivan Road H(b) Are all subordinates Holyoke, MA 01040 ☐ Yes ☐No included? Tax-exempt status **✓** 501(c)(3) ☐ 527 ☐ 501(c)( ) **(**(insert no ) ☐ 4947(a)(1) or If "No," attach a list (see instructions) **H(c)** Group exemption number ▶ Website: ▶ www.iso-ne.com L Year of formation 1997 M State of legal domicile DE K Form of organization ✓ Corporation ☐ Trust ☐ Association ☐ Other ▶ Summary 1 Briefly describe the organization's mission or most significant activities The Corporation is organized and operated exclusively for charitable purposes including the following, to (i) maintain the reliability of the bulk power and transmission system in New England by, among other things, exercising operational authority over the bulk transmission facilities, (ii) administer and seek to enhance sustainable, competitive and efficient energy markets, and (iii) provide non-discriminatory, Activities & Governance open-access transmission service Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets Number of voting members of the governing body (Part VI, line 1a) . . . 4 9 Number of independent voting members of the governing body (Part VI, line 1b) 5 673 Total number of individuals employed in calendar year 2018 (Part V, line 2a) Total number of volunteers (estimate if necessary) . . . . Total unrelated business revenue from Part VIII, column (C), line 12 b Net unrelated business taxable income from Form 990-T, line 34 7b 52,736 **Prior Year Current Year** 8 Contributions and grants (Part VIII, line 1h) . Ravenue 184,325,353 192,378,915 Program service revenue (Part VIII, line 2g) . 87,550 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) . 669,019 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 184,412,903 193.047.934 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) Grants and similar amounts paid (Part IX, column (A), lines 1-3) . . . 14,134 14,167 14 Benefits paid to or for members (Part IX, column (A), line 4) . . . 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 108,038,295 113,359,594 16a Professional fundraising fees (Part IX, column (A), line 11e) . **b** Total fundraising expenses (Part IX, column (D), line 25) ▶0 76,365,474 79,674,173 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) . 184,417,903 193,047,934 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) -5,000 19 Revenue less expenses Subtract line 18 from line 12 . Assets or d Balances End of Year Beginning of Current Year 474,577,474 547,211,218 20 Total assets (Part X, line 16) . 21 Total liabilities (Part X, line 26) . 474,577,474 547,211,218 Net assets or fund balances Subtract line 21 from line 20 Signature Block Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge 2019-08-20 Signature of officer Date Sign Here Robert Ludlow VP, Chief Fin'l and Compl Officer
Type or print name and title Print/Type preparer's name Preparer's signature Check  $\Box$  ıf **Paid** self-employed Fırm's name Fırm's EIN ▶ Preparer **Use Only** Firm's address ☐ Yes ☐ No May the IRS discuss this return with the preparer shown above? (see instructions) . For Paperwork Reduction Act Notice, see the separate instructions. Form 990 (2018) Cat No 11282Y

Forn	990 (2018)					Page <b>2</b>
Pa	Statement	of Program Ser	vice Accomplisi	nments		
	Check if Sched	dule O contains a re	esponse or note to a	iny line in this Part III		🗆
1	Briefly describe the o		<u>'</u>	•		
and	transmission system in	New England by, a	mong other things,	exercising operation	the following, to (i) maintain the al authority over the bulk transmis ovide non-discriminatory, open-ac	sion facilities, (ii) administer
2	the prior Form 990 or	990-EZ?		- <i>'</i>	which were not listed on	□Yes ☑No
3	If "Yes," describe the Did the organization of services?	cease conducting, o		changes in how it con	ducts, any program	□ Yes 🗸 No
	If "Yes," describe the		edule O			_ 1.05 1.10
4		d 501(c)(4) organiz	ations are required	to report the amount	e largest program services, as me of grants and allocations to other	
4a	(Code See Additional Data	) (Expenses \$	79,087,997	including grants of \$	0 ) (Revenue \$	92,019,291 )
4b	(Code See Additional Data	) (Expenses \$	50,405,549	including grants of \$	14,134 ) (Revenue \$	58,637,478 )
4c	(Code	) (Expenses \$	36,205,168	including grants of \$	0 ) (Revenue \$	42,123,010 )
	See Additional Data					
4d	Other program service	•	•			
	(Expenses \$	0	including grants of	\$	0 ) (Revenue \$	0)
	Total program serv		165,698,7	4.4		

Part IV Checklist of Required Schedules Yes No Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Yes 1 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? . . . 2 Νo Νo Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates 3 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? 4 Yes Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? 5 Nο Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? Nο 6 Did the organization receive or hold a conservation easement, including easements to preserve open space, Nο the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 7 Did the organization maintain collections of works of art, historical treasures, or other similar assets? Nο If "Yes," complete Schedule D, Part III R Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation Yes 9 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, 10 Nο permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V . . . . . . . . . If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? Yes 11a Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total Nο assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII . . . . . . . . . . . . 11b Did the organization report an amount for investments-program related in Part X, line 13 that is 5% or more of its Nο 11c Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported Yes 11d Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 🕏 11e Yes Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses 11f Yes the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 🥦 12a Did the organization obtain separate, independent audited financial statements for the tax year? 12a Yes b Was the organization included in consolidated, independent audited financial statements for the tax year? **12**b Nο If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 🕏 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 Νo 14a 14a Did the organization maintain an office, employees, or agents outside of the United States? . . . Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments 14b Nο valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV . . . . . . . . . . . . . Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any Nο foreign organization? If "Yes," complete Schedule F, Parts II and IV . . . . . 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to No or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV . . . 16 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, Nο 17 column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I(see instructions) . . . . Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, 18 Nο Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 19 No 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H . . . . . 20a Nο b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b Yes Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic 21 government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II . . . . . . Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, 22 Nο 

Form	990 (2018)			Page <b>4</b>
Par	Checklist of Required Schedules (continued)			
			Yes	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25a	24a	Yes	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		No
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		No
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.  Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?  If "Yes," complete Schedule L, Part I	25b		No
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L,  Part IV	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b	Yes	
C	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c	Yes	
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule $M$	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I .	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?  If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section $512(b)(13)$ ? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	Yes	
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O	38	Yes	
	ty Statements Pagarding Other IPS Filings and Tay Compliance			

 ${f c}$  Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming 

1a

1b

95

0

1c

Yes Form **990** (2018)

1a Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable .

**b** Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable

13a

14a

14b

15

Yes

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No

13b

13c

Section 501(c)(29) qualified nonprofit health insurance issuers.

a Is the organization licensed to issue qualified health plans in more than one state?

Enter the amount of reserves the organization is required to maintain by the states in

Note. See the instructions for additional information the organization must report on Schedule O

14a Did the organization receive any payments for indoor tanning services during the tax year? . . . . .

b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.

Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess

parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N . . . . .

Is the organization an educational institution subject to the section 4968 excise tax on net investment income?

19

20

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Pa	Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions  Check if Schedule O contains a response or note to any line in this Part VI	•	onse to	lines 🗹
Se	ction A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year  1a			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b	Enter the number of voting members included in line 1a, above, who are independent 1b 9			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	ļ	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? .	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization have members or stockholders?	6	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No
Se	ection B. Policies (This Section B requests information about policies not required by the Internal Revenue	e Code	<b>⊒.</b> )	
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If "Yes," describe in Schedule O how this was done</i>	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	Yes	
	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	Yes	

9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No
Se	ction B. Policies (This Section B requests information about policies not required by the Internal Revenue	e Code	e.)	
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	Yes	
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?			
		16b		No
Se	ction C. Disclosure			
17	List the States with which a copy of this Form 990 is required to be filed▶  MA			

Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply

Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year

State the name, address, and telephone number of the person who possesses the organization's books and records PROBERT C Ludlow One Sullivan Road Holyoke, MA 010402841 (413) 535-4014

 $\square$  Own website  $\square$  Another's website  $\square$  Upon request  $\square$  Other (explain in Schedule O)

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Part VII	Compensation of Officer and Independent Contra		Truste	es,	Key	En	ıploy	ees	, Highest Comp	ensated Employ	rees,
	Check if Schedule O contains a	response or no	te to an	y line	ın t	this	Part VI	١.			🗆
Section	A. Officers, Directors, Tru	istees, Key E	mploy	ees	, an	id H	lighe	st C	Compensated En	nployees	
ear • List all f compens	e this table for all persons require of the organization's <b>current</b> of ation Enter -0- in columns (D), (	ficers, directors, E), and (F) if no	trustee	s (wl nsatı	neth on v	er ir vas į	ndıvıdu Daid	als (	or organizations), re	gardless of amount	-
	of the organization's <b>current</b> key		•								
ho receive	organization's five <b>current</b> high ad reportable compensation (Box n and any related organizations										
f reportabl	of the organization's <b>former</b> office e compensation from the organiz	ation and any r	elated o	rganı	zatı	ons	•'			·	•
rganızatıor	of the organization's <b>former dire</b> n, more than \$10,000 of reportab	le compensation	n from t	he or	gan	ızatı	on and	an	y related organization	ns	2
ompensate	s in the following order individua ed employees, and former such p	ersons	•								
_ Check	this box if neither the organizatio	n nor any relate	ed orgar	nizatio	on c	omp	ensate	d ar	ny current officer, di	rector, or trustee	Γ
	<b>(A)</b> Name and Title	(B) Average hours per week (list any hours for related		ne b	ox, ι n of or/t	t che unles ficer rust	s pers and a ee)	on	(D) Reportable compensation from the organization (W- 2/1099-MISC)	table Reportable Es nsation compensation amou the from related com tion (W- organizations from	
		organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	key employee	Highest compensated employee	Former	2,1000 MISC)	MISC)	organization and related organizations
See Addition	al Data Table						Ŀ				
					l	1		l			

Page **8** 

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Part VII Section A. Officers, Direct	tors, Trustees	s, Key	Emp			and	High	nest Compensate	ed Employees	(cont	tinued)	
<b>(A)</b> Name and Title	(B) Average hours per week (list any hours for related	than o	one b	ox, u in off tor/ti	t che inles ficer rust		son	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations ( 2/1099-MISO	w-	Estima amount o compens from organizati	ated of other sation the
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	key employee	Highest compensated employee	Former	2,2000 (1100)	2, 2000   1100	,	relat organiza	ed
See Additional Data Table												
1b Sub-Total		<u></u>	<u>.                                    </u>	Щ.		<u> </u>				1		
c Total from continuation sheets to P	art VII <b>, Section</b>	Α				•				0		
d Total (add lines 1b and 1c)  Total number of individuals (including of reportable compensation from the	but not limited	to thos		ed al	bove	e) who	rec	14,271,438 eived more than \$1	00,000	<u>~I</u>		3,023,875
3 Did the organization list any former	officer director	or truct		ov. o.		01100	ar b.	abost componented	l ampleyee on		Yes	No
line 1a? If "Yes," complete Schedule.	I for such individ	dual .	•	•	•		•			3		No
For any individual listed on line 1a, is organization and related organization individual									n the	4	Yes	
5 Did any person listed on line 1a recei services rendered to the organization									ıvıdual for	5	1	No
Section B. Independent Contract	ors									_		
Complete this table for your five high from the organization Report compe										npen	sation	
Name :	(A) and business addre	200						Desc	(B) cription of services		(C Comper	
Grid Solutions (US) LLC dba Alstom Grid LLC	and business dutie	.33							agement System			,600,584
Windsor, CT 06095 RLC Engineering LLC								Engineering	Services		2	,599,737
- 267 Whitten Road Hallowell, ME 04347												
Peritus Inc 222 West Las Colinas Blvd Suite 745E								Software Co	onsultants		1	,220,438
rving, TX 75039 VT Advisors								Software Co	onsultants		1	,172,684
35 New England Business Center Suite 210 Andover, MA 01810												
Siemens Industry Inc 7000 Siemens Road								Power Syste	em Consulting Servi	ces	1	,147,034
Wendell, NC 27591  2 Total number of independent contractor	re (including but	not lim	utod t	0 +h	050	listad	aho	(a) who recoved m	ore than \$100.00	)0 of		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ► 46

	Check if Schedule O contains	a respor	nse or note to any	(A) Total revenue		(B) Related or exempt function revenue		(C) Unrelated business revenue	Re exclu tax und	(D) venue ded from er sections
	1a Federated campaigns	1a				reve	enue		512	2 - 514
nts Ints	<b>b</b> Membership dues	1b								
Gra not	c Fundraising events	1c								
-, a	<b>d</b> Related organizations	1d								
<u></u>	e Government grants (contributions)	1e								
Contributions, Gifts, Grants and Other Similar Amounts	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	1f								
ontrib Ind Ott	g Noncash contributions included in lines 1a - 1f \$		•							
			Business	Code	0					
Program Service Revenue	2a Energy Administration Services			221000	91,8	11,844	91,811	,844	0	C
₹.	<b>b</b> Reliability Administrative Services			221000	58,5	30,447	58,530	,447	0	С
Ce F	C Scheduling System Control & Dispatch			221000	42,0	36,624	42,036	,624	0	C
ker vi	d									
E L	e									
ogra	<b>f</b> All other program service revenue	<u>:</u>				0		0	0	C
ď	<b>gTotal.</b> Add lines 2a-2f	. 1	<b>→</b> 192,	378,915						
	3 Investment income (including divide		terest, and other		669,019		400,864		0	268,155
	similar amounts)		nd proceeds •	<u>:</u>	009,013		400,804		0	208,133
	<b>5</b> Royalties			-	(		0		0	C
	(ı) Rea	ı	(II) Personal							
	<b>6a</b> Gross rents									
	<b>b</b> Less rental expenses			-						
	c Rental income or (loss)	0		0						
	<b>d</b> Net rental income or (loss)			1						
	(ı) Securi	ties	(II) Other							
	7a Gross amount from sales of assets other than inventory									
	<b>b</b> Less cost or other basis and sales expenses			-						
	C Gain or (loss)	0	ı	0						
	<b>d</b> Net gain or (loss)		<b>&gt;</b>							
Other Revenue	8a Gross income from fundraising ev (not including \$ contributions reported on line 1c) See Part IV, line 18	of								
Re	<b>b</b> Less direct expenses	ь		1						
er	<b>c</b> Net income or (loss) from fundrais	_	nts	-						
Oth	9a Gross income from gaming activit See Part IV, line 19	ies a								
	<b>b</b> Less direct expenses <b>c</b> Net income or (loss) from gaming	<b>b</b> activitie	es <b>&gt;</b>							
	10aGross sales of inventory, less returns and allowances	a								
	<b>b</b> Less cost of goods sold	ь								
	C Net income or (loss) from sales of Miscellaneous Revenue	invento	Business Code							
	11a			1						
	b	$\overline{}$								
	<b>c</b>	_								
	d All other revenue	<del>-  </del>								
	e Total. Add lines 11a-11d		•							
	12 Total revenue. See Instructions				102 047 021		102 770 770			360 155
			<u>•</u>		193,047,934	<u> </u>	192,779,779		0 Form	268,155 <b>990</b> (2018)

Form 990 (2018)				Page <b>10</b>
Part IX Statement of Functional Expenses Section 501(c)(3) and 501(c)(4) organizations must complete all co	olumns All other orga	nizations must comp	lete column (A)	
Check if Schedule O contains a response or note to any	Ine in this Part IX .			🗆
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraisingexpenses
Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	14,167	14,167		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0	0		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, line 15 and 16	0	0		
4 Benefits paid to or for members	0	0		
<b>5</b> Compensation of current officers, directors, trustees, and key employees	16,580,062	9,915,616	6,664,446	0
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0	0	0	0
7 Other salaries and wages	68,644,355	57,956,429	10,687,926	0
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	12,414,438	10,481,510	1,932,928	0
9 Other employee benefits	10,371,084	8,713,210	1,657,874	0
<b>10</b> Payroll taxes	5,349,655	4,516,714	832,941	0
11 Fees for services (non-employees)				
a Management	0	0	0	0
<b>b</b> Legal	1,754,394	1,540,954	213,440	0
c Accounting	562,509	387,316	175,193	0
d Lobbying	0	0	0	0
e Professional fundraising services See Part IV, line 17	0			0
f Investment management fees	253,227	213,800	39,427	0
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	12,984,148	11,619,283	1,364,865	0
12 Advertising and promotion	0	0	0	0
13 Office expenses	2,356,561	1,731,076	625,485	0
14 Information technology	14,558,390	13,324,944	1,233,446	0
15 Royalties	0	0	0	0
<b>16</b> Occupancy	5,996,588	5,295,214	701,374	0
<b>17</b> Travel	1,256,041	897,462	358,579	0
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials .	0	0	0	0
19 Conferences, conventions, and meetings	551,060	391,279	159,781	0
<b>20</b> Interest	1,596,362	1,596,362	0	0
21 Payments to affiliates	0	0	0	0
22 Depreciation, depletion, and amortization	30,192,058	29,883,519	308,539	0
23 Insurance	266,743	159,524	107,219	0

5,595,779

1,254,283

201,627

67,297

227,106

193,047,934

5,595,779

1,016,430

201,627

67,297

179,202

165,698,714

237,853

0

0

47,904

27,349,220

0

0

0

0

0

Form **990** (2018)

24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e

expenses on Schedule O )

**b** Dues and Subscriptions

e All other expenses

d Loss on Fixed Asset Disposal

a North American Electric Reliability Corp

c Northeast Power Coordinating Council Dues

25 Total functional expenses. Add lines 1 through 24e 26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ▶ ☐ If following SOP 98-2 (ASC 958-720) Form 990 (2018)

18

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29

31

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33

34

Liabilities 22

Fund Balances

Assets or 30

Net

Tax-exempt bond liabilities . . .

persons Complete Part II of Schedule L .

and other liabilities not included on lines 17 - 24)

complete lines 27 through 29, and lines 33 and 34.

Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☑ and complete lines 30 through 34.

Capital stock or trust principal, or current funds

Total liabilities and net assets/fund balances

Total liabilities. Add lines 17 through 25 .

Escrow or custodial account liability Complete Part IV of Schedule D

Secured mortgages and notes payable to unrelated third parties

Unsecured notes and loans payable to unrelated third parties

Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified

Other liabilities (including federal income tax, payables to related third parties,

Organizations that follow SFAS 117 (ASC 958), check here ightharpoonup and

Paid-in or capital surplus, or land, building or equipment fund . . .

Retained earnings, endowment, accumulated income, or other funds

Grants payable . .

Deferred revenue . . .

Complete Part X of Schedule D

Temporarily restricted net assets

Permanently restricted net assets

Total net assets or fund balances

Unrestricted net assets

			<b>(A)</b> Beginning of year		<b>(B)</b> End of year
	1 Cash-non-interest-bearing		3,299	1	12,122
	2 Savings and temporary cash investments		90,920,492	2	48,922,803
	3 Pledges and grants receivable, net		0	3	0
	4 Accounts receivable, net		31,707,969	4	30,375,780
	Loans and other receivables from current and former office trustees, key employees, and highest compensated employees art II of Schedule L	yees Complete	0	5	0
•	6 Loans and other receivables from other disqualified perso section 4958(f)(1)), persons described in section 4958(c) contributing employers and sponsoring organizations of s voluntary employees' beneficiary organizations (see instribution).	ns (as defined under (3)(B), and ection 501(c)(9) uctions) Complete	0	6	0
ets	7 Notes and loans receivable, net		0	7	0
	• 1				

S		section 4958(f)(1)), persons described in section contributing employers and sponsoring organizations Part II of Schedule L	(c)(3)(B), and if section 501(c)(9) structions) Complete	0	6	0	
et	7	Notes and loans receivable, net			0	7	0
Assets	8	Inventories for sale or use			0	8	0
٨	9	Prepaid expenses and deferred charges		[	72,102,162	9	66,911,402
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a	408,597,236			
	ь	Less accumulated depreciation	10b	310,261,778	103,758,690	<b>10</b> c	98,335,458
	11	Investments—publicly traded securities .			0	11	0
	12	Investments—other securities See Part IV, line	11 .		0	12	0
	13	Investments—program-related See Part IV, line	e 11 .		0	13	0
	14	Intangible assets		[	0	14	0
	15	Other assets See Part IV, line 11		[	176,084,862	15	302,653,653
	16	Total assets.Add lines 1 through 15 (must equ	ial line	34)	474,577,474	16	547,211,218
	17	Accounts payable and accrued expenses			31,169,332	17	32,888,767

0

0 0

0

0

0

547,211,218

Form **990** (2018)

35.225.013 52,387,331

315.132.897

49.954.634

61.622.576

547.211.218

31.013.283

55,497,825

241,749,690

50.000.000

65.147.344

474.577.474

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30 0

31 0

32

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0 33

474,577,474

0 22

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? 3a No

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits 3b

Form 990 (2018)

#### **Additional Data**

Software ID: 18007995

Software Version: v1.00

EIN: 04-3372500

Name: ISO NEW ENGLAND INC

Form 990 (2018)

Form 990, Part III, Line 4a:

Reference Line 4a Energy Administration - ISO New England Inc (ISO-NE) is the not-for-profit organization authorized by the federal government to perform three critical activities to ensure the reliable and safe supply of electricity throughout New England Through its first activity, Energy Administration, ISO-NE ensures the constant availability of competitively-priced electricity for the region's 14 8 million residents by designing, refining, and administering the region's wholesale electricity markets and making sure these markets are fair and competitive During 2018. ISO-NE was responsible for the fair administration of over \$9.6 billion dollars of market transactions

Reference Line 4b Reliability Administration - Through its second activity, Reliability Administration, ISO-NE ensures the reliable day-to-day operation of the region's high voltage transmission system. Among other things, this involves (i) coordinating the region's 350 power plants and 9,000 miles of high voltage transmission lines, (ii) managing the movement of high-voltage electricity into, within, and out of New England, (iii) ensuring that the six-state region has the power system resources necessary to

Form 990, Part III, Line 4b:

meet consumer demand for electricity and federally-mandated reliability requirements, (iv) coordinating how transmission lines, power plants (such as coal, oil, nuclear, and natural gas-fired), and other resources connect to and operate on the power grid reliably, and (v), working with the industry to develop transmission infrastructure solutions

that are essential for maintaining power system reliability. During 2018, ISO-NE coordinated the generation and transmission of the 123,307 gigawatt-hours of power consumed in the region.

#### Form 990, Part III, Line 4c: Reference Line 4c Scheduling Service - Through its third activity, Scheduling Services, ISO-NE forecasts and schedules the exact amount of electricity needed in the region

for every second of every day and ensures there is enough electricity generated to meet demand and maintain stringent reliability criteria. In conducting this activity, ISO-NE

(i) monitors the flow of electricity into, out of, and over New England's high-voltage transmission system and (ii) schedules hundreds of diverse power resources and

transmission components to supply just the right amount of electricity to meet the region's demand, which changes every time someone flips a switch. If too little electricity

is produced, lights may not come on. Too much electricity could damage the system. ISO-NE is responsible for ensuring that the grid can withstand the sudden loss of a

power plant or transmission equipment caused by weather, mechanical failure, terrorism, or other triggers

(A) (D) (E) (B) (C) (F) Name and Title Position (do not check more Reportable Reportable Estimated Average amount of other than one box, unless compensation hours per compensation person is both an officer week (list from the compensation from related any hours and a director/trustee) organization organizations from the

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees,

		and a director/trastee/			- 1	0194112411011	(14/ 3/4000	TOTAL CITE		
	for related organizations below dotted line)		Institutional Trustee	10	key employee	Highest compensated employee	Former	- (W- 2/1099- MISC)	(W- 2/1099- MISC)	organization and related organizations
Vickie A VanZandt Director	6	x						107,000	0	0
Roberta S Brown Director	7 0	x						98,250	0	0
Barney S Rush Director	0	x						115,250	0	0
Christopher L Wilson Director	6	x						103,750	0	0

116,000

129,500

115,250

98,000

110,750

1,539,504

0

0

455,394

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Director
Christopher L Wilson
Director
Roberto R Denis
Director

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President, and Chief Executive Officer

Philip N Shapiro

Raymond D Hill

Director Brook Colangelo

Director

Chair, Board of Directors

Kathleen Q Abernathy

Gordon van Welie

(A) (D) (B) (C) (E) (F) Name and Title Position (do not check more Reportable Reportable Estimated Average than one box, unless hours per compensation compensation amount of other person is both an officer from the week (list from related compensation and a director/trustee) any hours organization organizations from the

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees,

	any nours	and	a dir	ecto	or/tr	ustee	)	organization	organizations	from the
	for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	10	key employee	eavoldme Highest contpensated	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	organization and related organizations
Vamsı K Chadalavada Executive V P and Chief Operating Officer	45			х				1,102,598	0	329,106
Robert C Ludlow V P Chief Financial & Compliance Officer	45			x				631,874	0	170,890
Raymond W Hepper V P Gen'l Counsel and Corp Sec	45			х				877,530	0	68,375
Janice S Dickstein V P Human Resources	45			х				576,130	0	155,248
Peter T Brandien	45									

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563,121

500,893

488,339

472,084

451,129

379,337

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163,024

131,312

80,635

110,643

125,876

86,977

Janice S Dickstein
V P Human Resources
Peter T Brandien
V P System Operations

Stephen J Rourke

Jamshid A Afnan

Robert G Ethier

Anne C George

Maria A Gulluni

V P System Planning

V P Market Operations

V P Info & Cyber Security Svc

V P Gen'l Counsel and Corp Sec

V P External Affairs & Corp Communications

(A) (D) (B) (C) (E) (F) Name and Title Position (do not check more Reportable Reportable Estimated Average compensation hours per than one box, unless compensation amount of other week (list person is both an officer from the from related compensation any hours and a director/trustee) from the

40

41

42

40

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organization

297,659

311,355

311,502

253,882

290,124

organizations

51,658

81,430

10,823

38,304

65,818

0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees,

	for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(Ŵ- 2/1099- MISC)	organization and related organizations
Lorraine M Brady  Corporate Administrator & Assistant Secretary	40			x				98,329	0	27,036
Jeffrey McDonald V P Market Monitoring	45 0			x				383,690	0	124,156
Mark G Karl V P Market Development	45			х				408,464	0	119,347
Michael I Henderson Director, Regional Planning & Coord	42				×			346,899	0	105,201
Eugene Litvinov Chief Technologist	40				×			336,981	0	-8,969

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Eugene Litvinov
Chief Technologist
David M Hameedy

Director, Program Management Office

Director, Operations Support Services

Director, Market Analysis & Settlements

Director, Reliability & Operations Compliance

IT Director, Development & Power Sys Support

......

Matthew F Goldberg

John M Simonelli

Michael N Taniwha

Shannon L Carey

(A) (D) (B) (C) (E) (F) Name and Title Position (do not check more Reportable Estimated Average Reportable than one box, unless hours per compensation compensation amount of other person is both an officer week (list from the from related compensation and a director/trustee) any hours organization organizations from the

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees,

ı	I for voluted '			 			1 /W 2/1000 1	1 (14/ 3/1000	Lavanniantion and
	for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	organization and related organizations
John R Norden Director, Operations	48			x			292,675	0	50,117
Brent Oberlin Director, Transmission Planning	46			×			254,426	0	37,844
Matthew W White Chief Economist	47			×			357,811	0	114,385
Dennis Robinson Director, Market & Resource Administration	41			×			245,867	0	41,240
Rudolf Pawul  Director, IT Infrastructure & Enterprise Support	40			×			247,307	0	25,638

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249,720

252,950

256,798

249,391

249,319

54,105

52,925

13,359

105,989

35,989

0

55

45

44

40

0 44

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Director, IT Infrastructure & Enterprise Support

......

Raymond M Curry

Henry Y Yoshimura

Theodore J Paradise

Senior Project Manager

Richard V Kowalski

Technical Director

Michael Gilmore

Director, Internal Audit

Director, Demand Resource Strategy

Asst Gen'l Counsel - Oper & Planning

Form 990 or Cor 090EZ)			olete if the o	Charity Staturganization is a sect 4947(a)(1) nonexe Attach to Form	r a section	2018		
epartment of th	Service		► Go to	www.irs.gov/Forms	990 for the late	est information		Open to Public Inspection
lame of the SO NEW ENGLA		on					Employer identific	cation number
Part I	Peason fo	r Public C	harity Stat	<b>us</b> (All organization	e must comple	ote this part 19	04-3372500	
				e it is (For lines 1 thro			bee mistractions.	
<b>1</b>	church, coi	nvention of c	hurches, or as	ssociation of churches	described in <b>sec</b>	tion 170(b)(1)	(A)(i).	
2 🗆 A	school des	cribed in <b>sec</b>	tion 170(b)(	1)(A)(ii). (Attach Sch	nedule E (Form 9	990 or 990-EZ) )		
3 🗆 A	hospital or	a cooperativ	e hospital ser	vice organization desci	ıbed ın <b>section</b>	170(b)(1)(A)(	iii).	
	nedical resiame, city, a		ızatıon operat	ed in conjunction with	a hospital descr	ibed in <b>section</b> :	170(b)(1)(A)(iii). E	enter the hospital's
	-	on operated  (Complet		t of a college or unive	rsity owned or o	perated by a gov	ernmental unit descr	ibed in <b>section 170</b>
			•	governmental unit de	scribed in <b>secti</b> e	on 170(b)(1)(A	۱)(v).	
s	ection 170	(b)(1)(A)(v	<b>ri).</b> (Complete			-	ınıt or from the gener	al public described ir
3 🗆 A	community	trust describ	oed in <b>sectio</b> i	170(b)(1)(A)(vi)	(Complete Part I	Ι)		
				escribed in <b>170(b)(1)</b> ee instructions Enter				lege or university or
f I	rom activitie nvestment ir	s related to income and u	ts exempt fur nrelated busir	(1) more than 331/39 actions—subject to cer less taxable income (le amplete Part III )	tain exceptions,	and (2) no more	than 331/3% of its s	upport from gross
	•			d exclusively to test fo	r public safety S	See <b>section 509</b>	(a)(4).	
□ r	nore publicly	supported o	organizations	d exclusively for the be described in <b>section 5</b> the type of supporting	<b>09(a)(1)</b> or se	ction 509(a)(2	). See section 509(	
י ו	<b>ype I.</b> A su organization(	pporting organics) the power	anızatıon oper	ated, supervised, or coappoint or elect a majo	ontrolled by its s	upported organi	zation(s), typically by	
□ r	nanagement	of the suppo		pervised or controlled in ation vested in the sare and C.			- , ,, ,	_
	• •	•	_	supporting organizatio	•	•	, -	ated with, its
	ype III no unctionally i	n-functiona ntegrated Th	Ily integrate ne organizatio	<ul> <li>d. A supporting organi</li> <li>n generally must satis</li> <li>rt IV, Sections A and</li> </ul>	zation operated fy a distribution	in connection wi requirement and	th its supported orga	
	•		-	ved a written determir	•		pe I, Type II, Type II	II functionally
	-		n-functionally organizations	integrated supporting	organization	,		·
				upported organization(	1		() A	() A
	(i) Name of supported organization		(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))		anization listed ling document?	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (se instructions)
					Yes	No		
tal								
	rk Reducti	on Act Notic	e, see the I	l nstructions for	L Cat No 1128!	5F !	 Schedule A (Form 9	90 or 990-F7) 201

instructions

	(Complete only if you che III. If the organization fai						fy under Part
S	ection A. Public Support	is to quality ut	ider the tests his	ted below, pleas	se complete rai	C 111. )	
	Calendar year	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
	(or fiscal year beginning in) ▶	(a) 2014	(b) 2013	(0) 2010	(d) 2017	(e) 2010	(I) Iotai
	Gifts, grants, contributions, and						
	membership fees received (Do not						
	include any "unusual grant ")						
	Tax revenues levied for the						
	organization's benefit and either paid						
	to or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3						
5	The portion of total contributions by						
	each person (other than a						
	governmental unit or publicly						
	supported organization) included on						
	line 1 that exceeds 2% of the amount						
	shown on line 11, column (f)						
	Public support. Subtract line 5 from						
	line 4						
S	ection B. Total Support		•		•		
	Calendar year	(a)2014	<b>(b)</b> 2015	(c)2016	(d)2017	(e)2018	(f)Total
	(or fiscal year beginning in) ▶	(4)2011	(5)2013	(6)2010	(4)2017	(6)2010	(1)Total
7	Amounts from line 4						
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties and						
	income from similar sources						
9	Net income from unrelated business						
	activities, whether or not the						
	business is regularly carried on						
10	Other income Do not include gain or						
	loss from the sale of capital assets						
	(Explain in Part VI )						
11	Total support. Add lines 7 through						
	10						
12	Gross receipts from related activities, e	c (see instruction	ons)			12	
13	First five years. If the Form 990 is for	the organization	s first, second, th	ird, fourth, or fifth	n tax year as a sec	tion 501(c)(3) org	anızatıon,
	check this box and <b>stop here</b>					▶ [	
S	ection C. Computation of Public						
	Public support percentage for 2018 (line			column (f))		14	
	Public support percentage for 2017 Sch			(1)		15	
	33 1/3% support test—2018. If the			on line 13, and lin	ne 14 is 33 1/2% o		hov
тоа					ie 14 is 33 1/3 /0 0	i illore, check this	▶□
L	and <b>stop here.</b> The organization qualifi <b>33</b> 1/3% <b>support test—2017.</b> If the				and line 15 is 33 t	/3% or more chec	k this
U	• •	_			and mic 15 i5 55 1	, s to or more, enec	
	box and <b>stop here.</b> The organization of	qualifies as a pub	nicly supported or	ganization	- 12 16 16		▶□
17a	10%-facts-and-circumstances test-						
	is 10% or more, and if the organization						
	in Part VI how the organization meets t	he "facts-and-cir	cumstances" test	The organization	qualifies as a publ	icly supported	
	organization						ightharpoons
h	10%-facts-and-circumstances test	<b>—2017.</b> If the o	rganization did no	t check a box on li	ine 13, 16a. 16b. o	or 17a, and line	· <del>-</del>
ט	15 is 10% or more, and if the organiza						
	Explain in Part VI how the organization						
	· -					F/	▶ □
	supported organization						

18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see

Part III

Se	ection A. Public Support						
	Calendar year (or fiscal year beginning in) ▶	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	<b>(f)</b> Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")	0	0	0	0	0	0
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	163,104,680	174,641,715	181,568,188	184,373,928	192,779,779	896,468,290
3	Gross receipts from activities that are not an unrelated trade or business under section 513	0	0	0	0	0	0
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0	0	0	0
5	The value of services or facilities furnished by a governmental unit to the organization without charge	0	0	0	0	0	0
6	Total. Add lines 1 through 5	163,104,680	174,641,715	181,568,188	184,373,928	192,779,779	896,468,290
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons	0	0	0	0	0	0
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year	68,995,772	76,086,228	84,126,343	86,641,660	89,571,599	405,421,602
С	Add lines 7a and 7b	68,995,772	76,086,228	84,126,343	86,641,660	89,571,599	405,421,602
8	<b>Public support.</b> (Subtract line 7c from line 6 )			. ,	, ,	. ,	491,046,688
Se	ection B. Total Support						

(b) 2015

174,641,715

13,938

13,938

174,655,653

19a 331/3% support tests-2018. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not

b 33 1/3% support tests—2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is

First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization.

0

(a) 2014

163,104,680

33,009

33,009

163,137,689

Public support percentage for 2018 (line 8, column (f) divided by line 13, column (f))

Investment income percentage for 2018 (line 10c, column (f) divided by line 13, column (f))

more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

(d) 2017

184,373,928

38,975

38,975

184,412,903

(e) 2018

192,779,779

268,155

268,155

193,047,934

16

17

18

Schedule A (Form 990 or 990-EZ) 2018

0

0

(f) Total

896,468,290

365,271

365,271

896,833,561

54 753 %

55 347 %

0 041 %

0 013 %

▶ | |

(c) 2016

181,568,188

11,194

11,194

181,579,382

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If

Support Schedule for Organizations Described in Section 509(a)(2)

the organization fails to qualify under the tests listed below, please complete Part II.)

# Section B. Total Suppo

Amounts from line 6

Add lines 10a and 10b

Net income from unrelated

line 10b, whether or not the business is regularly carried on

check this box and stop here

Section C. Computation of Public Support Percentage

Public support percentage from 2017 Schedule A, Part III, line 15

Section D. Computation of Investment Income Percentage

Investment income percentage from 2017 Schedule A, Part III, line 17

9

С

11

12

14

15

16

17

18

20

1975

11, and 12)

10a

(or fiscal year beginning in) ▶

Gross income from interest, dividends, payments received on

securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from

businesses acquired after June 30,

business activities not included in

Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)

Total support. (Add lines 9, 10c,

Part IV Supporting Organizations (Complete only if you checked a box on line 12 of Part I If you checked 12a of Part I, complete Sections A and B If you checked 12b of

Page 4

10a

10b

Schedule A (Form 990 or 990-EZ) 2018

Part I, complete Sections A and C If you checked 12c of Part I, complete Sections A, D, and E If you checked 12d of Part I, complete Sections A and D, and complete Part V )

answer line 10b below

the organization had excess business holdings)

Schedule A (Form 990 or 990-EZ) 2018

Section A. All Supporting Organizations Yes

1	Are all of the organization's supported organizations listed by name in the organization's governing documents?  If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose,		
	describe the designation If historic and continuing relationship, explain	1	
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509		

(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2) 2 Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below

2 3a Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination 3b

Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use 3с Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below

4a Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or 4b supervised by or in connection with its supported organizations Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support

to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes 4c Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable) Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by 5a amendment to the organizing document)

Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document? 5b

Substitutions only. Was the substitution the result of an event beyond the organization's control? 5c

Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other 6 than (1) its supported organizations. (11) individuals that are part of the charitable class benefited by one or more of its

supported organizations, or (III) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI. 6

7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a

substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ) 7

8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)

8

Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes,"

provide detail in Part VI. 9a

Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting

organization had an interest? If "Yes," provide detail in Part VI. 9b

Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether

Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in

which the supporting organization also had an interest? If "Yes," provide detail in Part VI.

9с

Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding 10a certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes,"

Pa	rt IV Supporting Organizations (continued)					
	cupper unity or gamma units (community)		Yes	No		
11	Has the organization accepted a gift or contribution from any of the following persons?			<u> </u>		
	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the		$\vdash$			
u	governing body of a supported organization?	11a				
h	A family member of a person described in (a) above?	11b				
	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI	11c				
	ection B. Type I Supporting Organizations	110				
	ection b. Type I Supporting Organizations		Yes	No		
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in <b>Part VI</b> how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or					
	trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year		$\sqcup$			
2						
	organization					
S	ection C. Type II Supporting Organizations					
			Yes	No		
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s)	1				
_	,, , , , , , , , , , , , , , , , , , , ,			<u> </u>		
	ection D. All Type III Supporting Organizations		Yes	No		
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	j				
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? If "No," explain in <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s)					
		2				
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in <b>Part VI</b> the role the organization's supported organizations played in this regard	3				
S	ection E. Type III Functionally-Integrated Supporting Organizations					
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instruct	ions)				
	The organization satisfied the Activities Test Complete line 2 below	-				
	b					
	c	ınstru	ctions)			
2	Activities Test Answer (a) and (b) below.		Yes	No		
	a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in <b>Part VI identify those supported organizations and explain</b> how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities	2a				
	b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in <b>Part VI</b> the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement	2b				
3	Parent of Supported Organizations Answer (a) and (b) below.		$\vdash$			
	<ul> <li>a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.</li> </ul>	3a				
	b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? If "Yes," describe in <b>Part VI.</b> the role played by the organization in this regard	26				

m -	
/I) See	
ıgh E	
(B) Current Year	
(optional)	

(B) Current Year

(optional)

**Current Year** 

Schedule A (Form 990 or 990-F7) 2018

Page 6

	Check here if the organization satisfied the Integral Part Test as a qualifying trust on instructions. All other Type III non-functionally integrated supporting organizations in		
<b>~</b>		(A) Prior Year	

	instructions. All other Type III non-functionally integrated supporting organiza	tions i	must complete Sections A	through E
	Section A - Adjusted Net Income	(A) Prior Year	(B) C (o	
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		

4 5

Add lines 1 through 3

Depreciation and depletion Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) Other expenses (see instructions)

1

5

7

Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)

Section B - Minimum Asset Amount

Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)

a Average monthly value of securities **b** Average monthly cash balances c Fair market value of other non-exempt-use assets d Total (add lines 1a, 1b, and 1c)

e Discount claimed for blockage or other factors (explain in detail in Part VI)

2 Acquisition indebtedness applicable to non-exempt use assets Subtract line 2 from line 1d

Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)

**5** Net value of non-exempt-use assets (subtract line 4 from line 3) Multiply line 5 by 035 6

7 Recoveries of prior-year distributions Minimum Asset Amount (add line 7 to line 6)

Section C - Distributable Amount

8

Adjusted net income for prior year (from Section A, line 8, Column A) Enter 85% of line 1

2

4

Enter greater of line 2 or line 3

5 Income tax imposed in prior year

temporary reduction (see instructions)

instructions)

Minimum asset amount for prior year (from Section B, line 8, Column A)

Distributable Amount. Subtract line 5 from line 4, unless subject to emergency

5

Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see

2 3 4

6

7

8

1

1a

1b

1c 1d

2

3

4

5

6

7

8

1

6

(A) Prior Year

b Applied to 2018 distributable amount

c Remainder Subtract lines 4a and 4b from 4

5 Remaining underdistributions for years prior to 2018, if any Subtract lines 3g and 4a from line 2 If the amount is greater than zero, explain in Part VI See instructions 6 Remaining underdistributions for 2018 Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI See instructions

7 Excess distributions carryover to 2019. Add lines 31 and 4c 8 Breakdown of line 7

a Excess from 2014. . . . . . **b** Excess from 2015. . . . . c Excess from 2016. . . . .

Schedule A (Form 990 or 990-EZ) (2018)

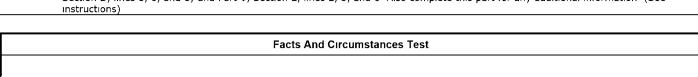
d Excess from 2017. e Excess from 2018.

#### **Additional Data**



Name: ISO NEW ENGLAND INC

Part VI
Supplemental Information. Provide the explanations required by Part II, line 10, Part II, line 17a or 17b, Part III, line 12, Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B, lines 1 and 2, Part IV, Section C, line 1, Part IV, Section D, lines 2 and 3, Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b, Part V, line 1, Part V, Section B, line 1e, Part V Section D, lines 5, 6, and 8, and Part V, Section E, lines 2, 5, and 6 Also complete this part for any additional information (See instructions)



SCHEDULE C

# Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.

▶Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

DLN: 93493233010449

Open to Public Inspection

Department of the Treasury Internal Revenue Service

EZ)

5

(Form 990 or 990-

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then • Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C • Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B Section 527 organizations Complete Part I-A only If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then • Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then • Section 501(c)(4), (5), or (6) organizations Complete Part III Name of the organization **Employer identification number** ISO NEW ENGLAND INC 04-3372500 Complete if the organization is exempt under section 501(c) or is a section 527 organization. Part I-A Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities") 2 Political campaign activity expenditures (see instructions) 3 Volunteer hours for political campaign activities (see instructions) Complete if the organization is exempt under section 501(c)(3). Enter the amount of any excise tax incurred by the organization under section 4955 1 2 Enter the amount of any excise tax incurred by organization managers under section 4955 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Was a correction made? ☐ Yes □ No If "Yes," describe in Part IV Complete if the organization is exempt under section 501(c), except section 501(c)(3). Enter the amount directly expended by the filing organization for section 527 exempt function activities 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b Did the filing organization file Form 1120-POL for this year? 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV (a) Name (b) Address (c) EIN (d) Amount paid from (e) Amount of political filing organization's contributions received funds If none, enter and promptly and -0directly delivered to a separate political organization If none, enter -0-2

(150% of line 2d, column (e))

Grassroots lobbying expenditures

1,500,000

Return Reference

activity

Volunteers?

1

(b)

Amount

(a)

No

Yes

#### Media advertisements? Mailings to members, legislators, or the public? Publications, or published or broadcast statements? Grants to other organizations for lobbying purposes? Direct contact with legislators, their staffs, government officials, or a legislative body? Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? Other activities? Total Add lines 1c through 1i 2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? If "Yes," enter the amount of any tax incurred under section 4912 If "Yes," enter the amount of any tax incurred by organization managers under section 4912 If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6). Yes No Were substantially all (90% or more) dues received nondeductible by members? 1 1 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less? 2 Did the organization agree to carry over lobbying and political expenditures from the prior year? Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6)Part III-B and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes." Dues, assessments and similar amounts from members 1 1 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). 2a Current year 2b Carryover from last year С Total 2c 3 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? 4 5 Taxable amount of lobbying and political expenditures (see instructions) Part IV Supplemental Information Provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, Part II-A (affiliated group list), Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1 Also, complete this part for any additional information

Explanation

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying

Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?

During the year, did the filing organization attempt to influence foreign, national, state or local legislation,

including any attempt to influence public opinion on a legislative matter or referendum, through the use of

efile GRAPHIC print - DO NOT PROCESS As Filed Data -SCHEDULE D

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

**Supplemental Financial Statements** 

► Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Open to Public

DLN: 93493233010449 OMB No 1545-0047

Inspection

Internal Revenue Service

(Form 990)

▶ Attach to Form 990.

Department of the Treasury ▶ Go to www.irs.gov/Form990 for the latest information. Name of the organization **Employer identification number** ISO NEW ENGLAND INC 04-3372500 Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts Total number at end of year 2 Aggregate value of contributions to (during year) Aggregate value of grants from (during year) Aggregate value at end of year Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? 🗌 Yes 🗌 No Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7 Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year Held at the End of the Year Total number of conservation easements Total acreage restricted by conservation easements 2b Number of conservation easements on a certified historic structure included in (a) 2c Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year 🕨 Number of states where property subject to conservation easement is located ▶ 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(II)? In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items (i) Revenue included on Form 990, Part VIII, line 1 (ii) Assets included in Form 990, Part X If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items Revenue included on Form 990, Part VIII, line 1 Assets included in Form 990, Part X

Cat No 52283D

Schedule D (Form 990) 2018

Par	t III	Organizations Ma	aintaining Col	lections o	f Art, H	istori	cal Tı	reası	ıres, oı	Other	Similar A	ssets (c	ontınued)	
3		ng the organization's acq ns (check all that apply)	uisition, accessior	n, and other	records,	check	any of	the fo	llowing t	hat are a	significant i	use of its	collection	
а		Public exhibition				d		Loan	or excha	ange prog	ırams			
b		Scholarly research				e		Othe	r					
C		Preservation for future	generations											
4		Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII												
5		During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?												
Pa	rt IV	Escrow and Cust Complete if the ord X, line 21.			" on Forr	n 990	, Part	IV, lı	ne 9, o	r reporte	ed an amou			
1a		he organization an agent uded on Form 990, Part )		an or other	intermedia	ary for	contril	bution	s or othe	er assets	not	☐ Yes	, <b>V</b> N	lo
b	If "	Yes," explain the arrange	ement in Part XIII	and comple	te the foll	lowina	table				A	mount		_
c		inning balance		'		,				1c				_
d	Add	itions during the year								1d				_
е	Dıst	ributions during the year	-							1e				_
f	End	ing balance								1f				_
<b>2</b> a	Did	the organization include	an amount on Fo	rm 990. Par	t X. line 2	1. for	escrow	or cu	Istodial a	ccount lia	ability?	✓ Yes	. 🗆	— In
		Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?								••				
	rt V	Endowment Fund												
				(a)Curren			rior yea				(d)Three year		(e)Four yea	ırs back
<b>1</b> a	Begir	nning of year balance .											<u> </u>	
b	Contr	ributions												
c	Net II	nvestment earnings, gair	ns, and losses											
d	Grant	ts or scholarships												
е		r expenditures for facilitie programs	es											
f	Admı	nistrative expenses .												
g	End o	of year balance												
2	Prov	vide the estimated percei	ntage of the curre	nt year end	balance (	(line 1g	g, colu	mn (a	)) held a	s				
а	Boa	rd designated or quasi-e	ndowment 🟲											
b	Perr	manent endowment 🕨												
С	Ten	Temporarily restricted endowment ▶												
	The percentages on lines 2a, 2b, and 2c should equal 100%													
3а		Are there endowment funds not in the possession of the organization that are held and administered for the organization by  Yes No							No					
	_	unrelated organizations										За	(i)	
	(ii)	related organizations .										За	(ii)	
b	If "\	res" on $3a(\Pi)$ , are the rel	lated organization	s listed as r	equired o	n Sche	dule R	?.				3	b	
4	Des	cribe in Part XIII the inte	ended uses of the	organizatio	n's endow	ment f	unds							
Pa	Part VI Land, Buildings, and Equipment.  Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.													
	Desc	ription of property	(a) Cost or oth (investme	er basis	(b) Cost of						depreciation	•	i) Book valu	ie
1a	Land			0				0						0
	Build			0			66,32	21,148			26,066,324		4	0,254,824
		ehold improvements		0			/ 3 -	0			0		<u> </u>	0
		ment		0			40.44	14.891			33.515.716			6.929.175

301,831,197

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c) ) .

51,151,459

98,335,458

250,679,738

	Investments—Other Securities. Complete if the c	rganization ans	wered "Yes" on Form 9	Page 3
ruic VII	See Form 990, Part X, line 12.	rgamzation ans		
	<ul><li>(a) Description of security or category (including name of security)</li></ul>	(b) Book		nod of valuation of-year market value
(1) [::::::::::::::::::::::::::::::::::::	d damashusa	value		
	l derivatives			
(A)				
(B)				_
(C)				
(D)				
(E)				
(F)				
(G)				
(H)				
	n (b) must equal Form 990, Part X, col (B) line 12 )	•		
Part VIII	Investments—Program Related.  Complete if the organization answered 'Yes' on Forr	n 990. Part IV. I	ine 11c. See Form 990	. Part X. line 13.
	(a) Description of investment	(b) Book value	(c) Meth	nod of valuation
(1)			Cost or end-	of-year market value
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
Total. (Colum	n (b) must equal Form 990, Part X, col (B) line 13 )	<b>•</b>		
Part IX	Other Assets. Complete if the organization answered 'Ye	s' on Form 990, P	art IV, line 11d See Form	
(1) Security	(a) Description  Deposits - Financial Assurance, held on behalf of Market Part	cicipants		<b>(b)</b> Book value 249,734,273
(2) Restricte	ed Cash on Deposit (Cluster Interconnection Studies), held on	behalf of Market I	Participants	22,702,570
	ed Congestion Revenue Fund, held on behalf of Market Partici ed Cash on Deposit (Forfeited FCM Funds), held on behalf of N	•		16,773,149 11,481,693
<u> </u>	Participant Settlement Funds	Tarket Farticipants	,	1,087,926
<del>. , , </del>	Impact Study Deposits			846,100
(7) Fair Mar (8)	ket Value of Interest Rate Cap for Tax Exempt Debt			27,942
(9)				
Total. (Colu	mn (b) must equal Form 990, Part X, col (B) line 15 )			<b>▶</b> 302,653,653
Part X	<b>Other Liabilities.</b> Complete if the organization answ See Form 990, Part X, line 25.	vered 'Yes' on F	orm 990, Part IV, line	11e or 11f.
1.	(a) Description of liability	(b) E	Book value	
(1) Federal	ncome taxes		21,000	
Pension Ben	•		61,601,453	
Activities Re (3)	serve Liabilities		123	
(4)				
(5)				
(6)				
(7)				
(8)				
(9)	- (h)	. 1		
	n (b) must equal Form 990, Part X, col (B) line 25 ) or uncertain tax positions In Part XIII, provide the text of the	e footnote to the o	61,622,576 rganization's financial sta	tements that reports the
organization	's liability for uncertain tax positions under FIN 48 (ASC 740)	Check here if the	e text of the footnote has	been provided in Part XIII 🔽

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

Total revenue, gains, and other support per audited financial statements . . . .

Add lines 2a through 2d . .

Return Reference

Other (Describe in Part XIII ) . . . . . .

Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18) . . . . . . .

XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information

Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b . .

Supplemental Information

Page 4

193,047,934

193,047,934

193.047.934

Schedule D (Form 990) 2018

Schedule D (Form 990) 2018

Part XI

1

d

3 4

5

Part XIII

See Additional Data Table

3 3 193,047,934 4 Amounts included on Form 990, Part VIII, line 12, but not on line 1

Investment expenses not included on Form 990, Part VIII, line 7b . 4a 4b b Add lines **4a** and **4b** . . . . . . 4c

Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12) . . . . . . 5 193,047,934 Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return. Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a. 1 193,047,934

2 Amounts included on line 1 but not on Form 990, Part IX, line 25 Donated services and use of facilities . . . 2a

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part

2b

2c 2d

4a

4b

Explanation

2e

3

4c 5

Schedule D (Form 990) 2018	Page <b>5</b>
Part XIII Supplemental Info	mation (continued)
Return Reference	Explanation

Schedule D (Form 990) 2018

### Additional Data

**Software Version:** v1.00 **EIN:** 04-3372500

**Software ID:** 18007995

Name: ISO NEW ENGLAND INC

## Supplemental Information

Ехр	lanation

Return Reference Schedule D, Part IV, Line 2b Schedule D, Part IV, Line 2b - The \$315,132,897 reported on Line 21, Part X of the Form 99 0 represents funds held by ISO New England Inc., or on behalf of, market participants in f urtherance of ISO New England Inc's tax exempt purpose

Supplemental Information	
Return Reference	Explanation
Schedule D, Part VI, Line 1a	ISO New England incurred costs associated with the purchase of land at the Main Control Center located at Sullivan Road in Holyoke, MA and the Backup Control Center located at Helm sford Way in Windsor, CT ISO-NE recovers current year amortization through the annual Tar iff filing "Recovery of ISO Administrative Expenses" Unamortized land is recognized as a deferred asset and reported on Part X, Line 9 - Prepaid expenses and deferred assets on the Form 990. The Main Control Center includes fully amortized land of \$150,956 and the Back

up Control Center includes land purchase of \$982,581, and amortization of \$186,690 for a b

ook value of \$795,891

upplemental Information	
Return Reference	Explanation
ichedule D, Part X, Line 2	The Company has determined prior to recording any benefit in the financial statements that it is more likely than not that the tax position will be sustained upon examination by the appropriate taxing authorities, as required by the Accounting for Uncertainty in Income Taxes in FASB ASC Topic 740, Income Taxes A tax position is measured at the largest amount of benefit that is greater than fifty percent likely of being realized upon settlement

Su

efile GRAPHIC print - DO I	NOT PROCESS	As Filed Data -				D	LN: 93493233010449
Note: To capture the full co	ontent of this d	· ·	-		_		OMB No 1545-0047
(Form 990)	(	Grants and O Governments	ther Assistand and Individuals	_	•		2018
Department of the Treasury Internal Revenue Service	Co	mplete if the organiza ► Go to <u>www</u>	tion answered "Yes," o  ▶ Attach to Form v.irs.gov/Form990	990.			Open to Public Inspection
Name of the organization ISO NEW ENGLAND INC						Employer identif 04-3372500	fication number
Part I General Informa							
<ol> <li>Does the organization main the selection criteria used to</li> <li>Describe in Part IV the organization</li> </ol>	o award the grants	or assistance?				e, and	☑ Yes ☐ No
Part III Grants and Other A	ssistance to Dom		d Domestic Governme		rganızatıon answered "Yes'	on Form 990, Part IV, lır	ne 21, for any recipient
(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) University of Massachusetts Amherst 130 Natural Resources Road Amherst, MA 01003	04-3167352	Commonweath of Mass	8,800	0			Support for the College of Engineering Career & Student Development Center (\$5,000), and support for two ISO-NE High Tech Scholarships (\$3,800) for the Academic Year 2018-2019 in the College of Engineering
(2) IEEE Foundation Inc 445 Hoes Lane Piscataway, NJ 088551331	13-1656633	501(c)(3)	5,367	0			Support for two Region1 recipients for the IEEE PES Scholarship Plus Initiative Fund
<ul><li>Enter total number of section</li><li>Enter total number of other</li></ul>		-				· · · · · • <u>•                          </u>	2
For Paperwork Reduction Act Notice	e. see the Instruction	ns for Form 990.		Cat No 50055			chedule I (Form 990) 2018

Schedule I (Form 990) 2018						Page <b>2</b>
		Domestic Individua onal space is needed	als. Complete if the org	anızatıon answered "Yes'	on Form 990, Part IV, line 22	
(a) Type of grant or a	essistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)						
(2)						
(3)						
(4)						
(5)						
(6)						
(7)						
Part IV Supplemen	ntal Information	on. Provide the info	ormation required in	Part I, line 2; Part III	, column (b); and any other a	dditional information.
Return Reference	Explanation	on				
Schedule I, Part I, Line 2		O New England Inc mofit educational and s		nts to 501(c)(3) and gov	vernment organizations These con	sisted of two grants to an educational institution and

Schedule I (Form 990) 2018

efil	e GRAPHIC pi	rint - DO NOT PROCESS	As Filed Data	a -	DLN: 934	9323	3010	449	
Sch	nedule J	Co	ompensati	on Information	OM	IB No	1545-0	0047	
(Fori	m 990)		Compensa anization answ	rustees, Key Employees, and Hig ited Employees ered "Yes" on Form 990, Part IV to Form 990.	2010				
•	tment of the Treasury al Revenue Service	▶ Go to <u>www.irs.go</u>	<i>v/Form</i> 990 for	instructions and the latest inform	mation.		o Pul ectio		
Nar	ne of the organiz				Employer identificat				
ISO	NEW ENGLAND INC				04-3372500				
Pa	rt I Questi	ons Regarding Compensa	tion						
							Yes	No	
1a				the following to or for a person liste y relevant information regarding the					
	First-class	s or charter travel		Housing allowance or residence for	personal use				
		companions	님	Payments for business use of perso					
		nification and gross-up payment	s 📙	Health or social club dues or initiation					
	□ Discretion	nary spending account	Ш	Personal services (e g , maid, chauf	Teur, cner)				
b		xes in line 1a are checked, did th all of the expenses described abo		ollow a written policy regarding payn plete Part III to explain	nent or reimbursement	1b	Yes		
2				or allowing expenses incurred by all r, regarding the items checked in line	. 1.2	2	Yes		
	directors, truste	es, officers, including the CEO/E	xecutive Director	, regarding the items thethed in line	: Iar				
3	organization's C	EO/Executive Director Check al	l that apply Don	d to establish the compensation of the check any boxes for methods CEO/Executive Director, but explain					
	✓ Compens	ation committee	✓	Written employment contract					
		ent compensation consultant	<b>∠</b>	Compensation survey or study					
	☐ Form 990	of other organizations	$\checkmark$	Approval by the board or compensa	tion committee				
4	During the year related organiza		990, Part VII, Sed	ction A, line 1a, with respect to the f	iling organization or a				
а	Receive a sever	ance payment or change-of-con	trol payment?			4a	Yes		
b		r receive payment from, a suppl		fied retirement plan?		4b		No	
С	Participate in, o	r receive payment from, an equi	ty-based comper	nsation arrangement?		4c		No	
	If "Yes" to any o	of lines 4a-c, list the persons and	d provide the app	licable amounts for each item in Par	t III				
	Only 501(c)(3	), 501(c)(4), and 501(c)(29)	organizations	must complete lines 5-9.					
5		ed on Form 990, Part VII, Sectio ontingent on the revenues of		the organization pay or accrue any					
а	The organization	n?				5a		No	
b	Any related orga					5b		No	
	-	5a or 5b, describe in Part III							
6		ed on Form 990, Part VII, Sectio ontingent on the net earnings of		the organization pay or accrue any					
а	The organization					<b>6</b> a		No	
b	Any related orga					6b		No	
_	-	6a or 6b, describe in Part III							
7	payments not d	escribed in lines 5 and 6? If "Yes	s," describe in Pa		d	7	Yes		
8				red pursuant to a contract that was section 53 4958-4(a)(3)? If "Yes," do	escribe	8		No	
9	If "Yes" on line 53 4958-6(c)?	8, did the organization also follo	w the rebuttable	presumption procedure described in	Regulations section	9			
For F	Panerwork Redu	iction Act Notice, see the Ins	tructions for Fo	rm 990. Cat No 5	50053T Schedule J	(Forn	990)	2018	

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed. the individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii) Do not list any individuals that are not listed on Form 990, Part VII  Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual								
(A) Name and Title				(C) Retirement and other	( <b>D)</b> Nontaxable benefits	(E) Total of columns	(F) Compensation in	
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	deferred compensation		(B)(ı)-(D)	column (B) reported as deferred on prior Form 990	
See Additional Data Table								

	rage <b>o</b>						
Part III Supplemental Information							
Provide the information, explanation, or	Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II Also complete this part for any additional information						
Return Reference	Explanation						
Schedule J, Part I, Line 1a	During 2018 ISO New England paid a Key Employee for an employee recognition program award, and paid two Officers, one Key Employee and one Five Highest Compensated employee for wellness program rewards. The total compensation amounts to these five individuals, for the employee recognition and wellness.						

the overall objective of the business. It encourages employees to excel in ISO core competencies, either individually or through teams

and successfully complete company offered wellness programs. The taxable Employee Recognition Program is available to all employees with exception of the CEO, Executive/Senior Vice President, and Vice Presidents. The Employee Recognition Program recognizes employee achievements or accomplishments that contribute to

Page 3

programs, was \$820 in addition to \$345 for tax gross-up for these programs. The taxable wellness program rewards are available to all employees who register for

Schedule 1 (Form 990) 2018

Return Reference	Explanation	
J, Part I, Line 4	Theodore Paradise received a severance payment in the amount of \$24,104 77	

Schedule J, I

Return Reference	Explanation
Schedule J, Part I, Line 7	ISO New England currently administers two incentive compensation plans that both provide for non-fixed payments an annual performance incentive plan (the "API Plan") and a long-term incentive plan (the "LTI Plan") Subject to certain eligibility criteria, most employees may receive an API Plan award based upon a formula that takes into account organizational performance, individual performance, annual base pay (as December 31st of the plan year) and a grade-related salary percentage Organizational performance is measured by the Board of Directors of ISO New England (the "Board") against goals and objectives developed by the Compensation and Human Resources Committee of the Board (the "Committee"), other Board committees, and the Board at the commencement of each plan year. The individual performance of an officer is evaluated by the Committee and the Board The final API Plan award for an officer is calculated and paid once the Board determines the scores for organizational performance and individual performance for the plan year. The LTI Plan awards are available to officers and certain other employees and are based upon the achievement of organizational and individual long-term goals established by recommendation of the Committee (with input from other Board committees) and with the approval of the Board. Similar to the API Plan, the LTI Plan awards are calculated using an eligible employee's base salary in effect as of December 31st of the plan year and a grade-related salary percentage, however, LTI Plan awards generally are paid two and one-half years after the end of the plan year. The Board assesses the performance of the organization and the individual at the end of each plan year, and reassesses the organization's progress towards its long-term goals and objectives two and one-half years later, immediately prior to the calculation and pay-out of the LTI Plan award. Under both plans, ISO New England reserves the right to reduce or eliminate plan awards if the eligible employee or the organization underper

2018 Schedule 1

**Software ID:** 18007995 Software Version: v1.00

**EIN:** 04-3372500

Name: ISO NEW ENGLAND INC

Form 990, Schedule	J,	Part II - Officers, Di	irectors, Trustees, K	ey Employees, and I	lighest Compensate	d Employees		
(A) Name and Title			of W-2 and/or 1099-MIS	C compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation in
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(ı)-(D)	column (B) reported as deferred on prior Form 990
Gordon van Welie President, and Chief	(1)	737,040	796,437	6,027	435,880	19,772	1,995,156	380,623
Executive Officer	(11)	0	0	0	0	0	0	0
Vamsı K Chadalavada Executive V P and Chief Operating Officer	(I) (II)	529,860  0	570,143 	2,595 	305,816	23,429 	1,431,843	271,833 
Robert C Ludlow V P Chief Financial & Compliance Officer	(I) (II)	410,971	217,868	3,035	146,190	24,957	803,021	110,314
Raymond W Hepper V P Gen'l Counsel and	(1)	327,041	547,201	3,288	45,073	23,698	946,301	178,697
Corp Sec	(11)	0	0	0	0	0	0	0
Janice S Dickstein V P Human Resources	(I) (II)	329,041	244,875 	2,214	137,479	19,325	732,934	152,829
Peter T Brandien	(1)	357,339	202,486	3,296	139,188	25,253	727,562	101,628
V P System Operations	(11)	0	0	0	0	0		0
Stephen J Rourke V P System Planning	(1)	314,831	178,227	7,835	130,112	1,597	632,602	104,272
	(11)	0	0	0	0	0	0	0
Jamshid A Afnan V P Info & Cyber Security Svc	(1)	299,517	184,085	4,737 	63,228	17,802	569,369	116,802
Robert G Ethier	(II)	317,222	0	0	0 22.250	0	502.064	76.022
V P Market Operations	(II)		152,951 	1,911	83,358	27,422	582,864	76,823
Anne C George	(1)	299,433	151,007	689	101,155	26,020	578,304	68,003
V P External Affairs & Corp Communications	(11)	0	0	0	0	0	0	0
Maria A Gulluni V P Gen'l Counsel and	(1)	276,129	101,425	1,783	86,779	286	466,402	49,517
Corp Sec	(11)	0	0	0	0	0	0	0
Jeffrey McDonald V P Market Monitoring	(I)	260,030	121,829	1,831	98,900	25,394	507,984	60,461
Mark G Karl	(11)	776 077	0	0	0	0	0	0
V P Market Development	(1) (11)	276,972	125,088	6,404	102,234	17,509	528,207	60,456
Michael I Henderson	(II)	239,257	103,055	4,587	0 82,537	24,112	453,548	59,379
Director, Regional Planning & Coord	(11)	0	0	0	0	0	0	0
Eugene Litvinov Chief Technologist	(1)	273,882	57,681	5,418	-28,312	20,106	328,775	0
David M Hameedy	(II)	0	0	0	0	0	0	0
David M Hameedy Director, Program Management Office	(I)	246,030	47,576 	4,053 	26,567 	25,349 	349,575	0
Matthew F Goldberg	(II)	219,319	92,036	0	0 54,438	0 28,057	393,850	53,709
Director, Reliability & Operations Compliance	(II)	0	0		0			0
John M Simonelli Director, Operations	(1)	218,973	86,165	6,364	-13,806	25,025	322,721	0
Support Services	(11)	0	0	0	0	0	0	0
Michael N Taniwha IT Director, Development & Power Sys Support	(I) (II)	214,487  0	38,937  0	458  0	19,595  0	19,784 	293,261 	0
Shannon L Carey Director, Market Analysis & Settlements	(ı) (ıı)	211,469 	78,158 	497	40,644	26,239	357,007	36,268
	۷.,۱		ا	U <sub>I</sub>	્	U	1 0	<u> </u>

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (E) Total of columns (A) Name and Title (B) Breakdown of W-2 and/or 1099-MISC compensation (C) Retirement and (D) Nontaxable (F) Compensation in other deferred benefits (B)(i)-(D)column (B) (i) Base Compensation (ii) (iii) compensation reported as deferred on Bonus & incentive Other reportable prior Form 990 compensation compensation John R Norden 241,146 47,578 3,951 25,184 25,191 343,050 Director, Operations Brent Oberlin 211,884 41,305 1,237 10,010 27,924 292,360 Director, Transmission Planning Matthew W White 252,184 103,888 1,739 89,062 25,461 472,334 52,949 Chief Economist Dennis Robinson 208,359 36,066 1,441 16,299 25,079 287,244 Director, Market & Resource Administration Rudolf Pawul 206,838 40.184 286 1,724 24,908 273,940 Director, IT Infrastructure & Enterprise Support Raymond M Curry 199,001 43,665 7,054 37,076 17,791 304,587 Director, Internal Audit Henry Y Yoshimura 212,951 35,460 4,540 35,006 18,315 306,272 Director, Demand Resource Strategy Theodore J Paradise 196,165 35,537 25,096 -12,170 25,590 270,218 Asst Gen'l Counsel - Oper & Planning Michael Gilmore 187,839 59,611 1,941 80,222 26,026 355,639 Senior Project Manager

2,175

9,877

26,508

285,704

Richard V Kowalski

(11)

Technical Director

206,975

40,169

DLN: 93493233010449 Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing. OMB No 1545-0047 Schedule K Supplemental Information on Tax-Exempt Bonds (Form 990) ▶ Complete if the organization answered "Yes" to Form 990, Part VI, line 24a. Provide descriptions, explanations, and any additional information in Part VI. ▶ Attach to Form 990. Open to Public Department of the Treasury Internal Revenue Service ▶Go to www.irs.gov/Form990 for the latest information. Inspection Name of the organization Employer identification number ISO NEW ENGLAND INC 04-3372500 **Bond Issues** Part I (c) CUSIP # (i) Pool (a) Issuer name (b) Issuer EIN (d) Date issued (e) Issue price (f) Description of purpose (g) Defeased (h) On behalf of financing issuer Yes No Yes No Yes No Massachusetts Development 02-25-2005 45,500,000 Finance acquisition of 64k sq. foot Χ Χ Х 04-3431814 57583raa3 Finance Agency facility, renovate existing bldg 36,000,000 Finance acquisition of land & office Connecticut Innovations 04-1423798 20758caa3 12-13-2012 Χ Χ Χ Incorporated bldg for Back-up Control Center Part  ${
m II}$ **Proceeds** C D 2 45,500,000 36,000,000 5 6 7 386,499 8 9 146,955 222,060 10 45,353,045 34,041,441 11 1,350,000 12 13 2007 2014 Yes No Yes No Yes No Yes No Were the bonds issued as part of a current refunding issue? . . . . Χ Χ 14 Were the bonds issued as part of an advance refunding issue? . . . . . 15 Χ Χ Has the final allocation of proceeds been made? . . . . . . . . . . . . . . . . . Χ Χ 16 Does the organization maintain adequate books and records to support the final allocation of Х Χ **Private Business Use** Part Ⅲ Α C D Yes No Yes No Yes No Yes No Was the organization a partner in a partnership, or a member of an LLC, which owned property Х Χ Are there any lease arrangements that may result in private business use of bond-financed Х Χ Cat No 50193E Schedule K (Form 990) 2018

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

C

d

Page 2

D

D

Schedule K (Form 990) 2018

No

Yes

Yes

C

No

Yes

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Χ

No

Х

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Α

Yes

Χ

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Χ

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Yes

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Χ

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Yes

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No

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No

Χ

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Yes

counsel to review any management or service contracts relating to the financed property? Are there any research agreements that may result in private business use of bond-financed

If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside

Enter the percentage of financed property used in a private business use by entities other than

If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of . . . If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1 141-12

Has the organization established written procedures to ensure that all nongualified bonds of

counsel to review any research agreements relating to the financed property?

a section 501(c)(3) organization or a state or local government . . . . . Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3)

Does the bond issue meet the private security or payment test? . . .

Has there been a sale or disposition of any of the bond-financed property to a nongovernmental person other than a 501(c)(3) organization since the bonds were

Penalty in Lieu of Arbitrage Rebate? . . . If "No" to line 1, did the following apply?...

Rebate not due yet? . . . . . . .

If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed . . . . . . Is the bond issue a variable rate issue? . . . .

Was the hedge superintegrated? . . . . . 

hedge with respect to the bond issue?

Arbitrage

Part IV

C

the issue are remediated in accordance with the requirements under

Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and

Has the organization or the governmental issuer entered into a qualified

Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program

02/25/2005 45,500,000 Massachusetts March 19, 2010 the Arbitrage rebate Calculation was completed

В

Nο

Explanation

No

Х

Х

Yes

Yes

No

No

Yes

No

Yes

Х

**Supplemental Information.** Provide additional information for responses to questions on Schedule K (see instructions).

Yes

Χ

Page 3

No

Nο

D

Yes

Yes

Schedule K (Form 990) 2018

(GIC)?

period?

Part VI

Development

Arbitrage (Continued)

Was the regulatory safe harbor for establishing the fair market value of

Were any gross proceeds invested beyond an available temporary

Has the organization established written procedures to monitor the

**Procedures To Undertake Corrective Action** 

if self-remediation is not available under applicable regulations?

requirements of section 148? . . .

Return Reference

Schedule K. Part IV. Line 2c-

Return Reference	Explanation
Schedule K, Part IV, Line 2c- L2/13/2012 36,000,000 Connecticut Innovations Incorporated	November 30, 2017 the Arbitrage rebate Calculation was completed

### **Additional Data**

Incorporated

	Software ID:	18007995
	Software Version:	v1.00
	EIN:	04-3372500
	Name:	ISO NEW ENGLAND INC
Return Reference		Explanation
Schedule K, Part IV, Line 2c- 02/25/2005 45,500,000 Massachusetts Development	March 19, 2010 the Arbitrage rebate Calculatio	n was completed
Schedule K, Part IV, Line 2c- 12/13/2012 36,000,000 Connecticut Innovations	November 30, 2017 the Arbitrage rebate Calcu	lation was completed

Schedule L	C print - DO NO	JI PROCES	3 AS	Filed Data -					DL	.N: 93	4932	:330	
orm 990 or 990	)-EZ) ► Comple	te if the orga	anization	Ons with Ir answered "Yes 28c, or Form 99	on Form 9	90, Part IV, li	nes 2	5a, 2	5b, 26	5,	MB No		
			► Att	tach to Form 990	or Form 99	O-EZ.					2(		8
epartment of the Treaternal Revenue Servi	<b>I</b>	<b>≯</b> Go to	o <u>www.i</u>	rs.gov/Form990	for the late:	st information	n.				pen		ıblic
Name of the org	anızatıon						En	ıploy	er ide	ntifica			
ISO NEW ENGLAND	) INC						04	-3372	2500				
Part I Exce	ss Benefit Trai	nsactions (	section 50	01(c)(3), section 5	501(c)(4), and	501(c)(29) or							
	lete if the organiza						$\overline{}$				1		
1 (a	) Name of disquali	fied person	0	<b>b)</b> Relationship be	tween disqual organization	lified person ar	na  (		escript ansacti			es Cor	ected?
											+'	<b>C</b> 3	NO
							$\perp$				_		
							+				+		
report (a) Name of	nplete if the organ orted an amount o (b) Relationship with organization	(c) Purpose	Part X, lır (d) Loa	ne 5, 6, or 22		<b>(f)</b> Balance due	(g) In (h) default? Approve board commit			h) ved by	) (i)Writte ed by agreemer d or		
			То	From									
				FIOIII			Yes	No			Yes		No
				FIOIII			Yes	No	comm	ıttee?	Yes		No
				FIOIII			Yes	No	comm	ıttee?	Yes		No
				FIOIII			Yes	No	comm	ıttee?	Yes		No
				FIOIN			Yes	No	comm	ıttee?	Yes		No
a hal					¢.		Yes	No	comm	ıttee?	Yes		No
otal					\$		Yes	No	comm	ıttee?	Yes		No
otal					\$		Yes	No	comm	ıttee?	Yes		No
	nts or Assista	nce Benefit	ing Int		·		Yes	No	comm	ıttee?	Yes		No
Part III Gra Com	nplete if the orga	anızatıon an	swered	erested Person "Yes" on Form 9	<b>ns.</b> 990, Part IV,				Yes	No			
Part III Gra Com	nplete if the organication rested person (b		swered betweer on and the	erested Person "Yes" on Form 9  (c) Amount of	<b>ns.</b> 990, Part IV,	line 27.  (d) Type o			Yes	ıttee?			
Part III Gra Com	nplete if the organication rested person (b	anızatıon an ) Relatıonshıp erested perso	swered betweer on and the	erested Person "Yes" on Form 9  (c) Amount of	<b>ns.</b> 990, Part IV,				Yes	No			
Part III Gra Com	nplete if the organication rested person (b	anızatıon an ) Relatıonshıp erested perso	swered betweer on and the	erested Person "Yes" on Form 9  (c) Amount of	<b>ns.</b> 990, Part IV,				Yes	No			
Part III Gra Com	nplete if the organication rested person (b	anızatıon an ) Relatıonshıp erested perso	swered betweer on and the	erested Person "Yes" on Form 9  (c) Amount of	<b>ns.</b> 990, Part IV,				Yes	No			
	nplete if the organication rested person (b	anızatıon an ) Relatıonshıp erested perso	swered betweer on and the	erested Person "Yes" on Form 9  (c) Amount of	<b>ns.</b> 990, Part IV,				Yes	No			

(c) Amount of

Explanation

Line 1 - GRT Inc is a software consulting firm that performs services for ISO New England Inc Mr Victor

Litvinov is a family member of Eugene Litvinov, current Key Employee Victor Litvinov is an officer of GRT Inc The amount in column (c) represents payments made to GRT Inc for 2018 Line 2 - Ralph Slate is a family member of Maria Gulliun, current Officer Compensation as an employee of ISO New England Inc in the position of Principal Data Architect The amount in column (c) represents payments made to Ralph Slate for 2018 Line 3 - Catherine Simonelli is a family member of John Simonelli, current Key Employee

Compensation as an employee of ISO New England Inc. in the position of Senior EMS Support Specialist. The

(d) Description of transaction

(e) Sharing

Schedule L (Form 990 or 990-EZ) 2018

(b) Relationship

Provide additional information for responses to questions on Schedule L (see instructions)

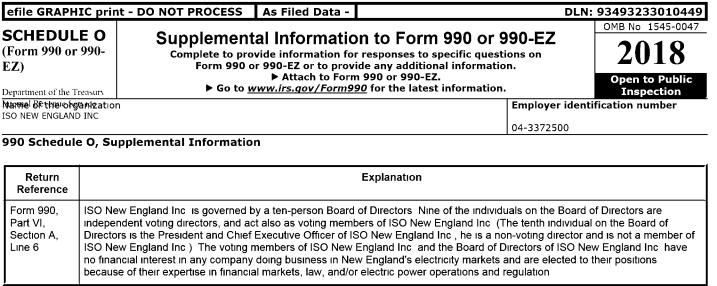
(a) Name of interested person

Return Reference

Schedule L. Part IV

	between interested person and the organization	transaction		organiz reven	zation's
				Yes	No
(1) GRT Inc	Entity related to Key Employee	712,997	Compensation of GRT, Inc		No
(2) Ralph Slate	Family member of Officer		Compensation of employee at ISO New England		No
(3) Catherine Simonelli	Family member of Key Employee	organization organization organization organization organization organization organization organization organization of GRT, Inc.  ember of 159,839 Compensation of employee at ISO New England organization of employee at ISO New England organization org		No	
				<u> </u>	<del>                                     </del>
	<del>-  </del>			<del> </del>	<del>                                     </del>
Part V Sunnlemental Info	ormation				<del></del>

amount in column (c) represents payments made to Catherine Simonelli in 2018



990 Schedule O, Supplemental Information

#### Return Explanation Reference Form 990. Members of the Board of Directors are elected by the current voting directors of the Board in their capacity as members of ISO

nominating committee composed of stakeholders and members of the Board develops the slate of candidates for election

New England Inc They are nominated by the Nominating and Governance Committee of the Board of Directors, which is a Part VI. Section A. Line 7a

standing committee consisting of three or more members of the Board of Directors of the Company Each member of the Committee must meet all independence standards imposed under the Company's charter, by-laws and code of conduct, as well as any other applicable independence standards adopted by the Board of Directors. Before the formal nomination and election, a joint

990 Schedule O, Supplemental Information

Return

Line 11b

Reference	
Form 990,	The Form 990 is prepared by the Lead Financial Analyst and then reviewed and commented upon by the Supervisor, Budget and
Part VI,	Financial Reporting The Form 990 is then reviewed and commented upon by the Director, Finance & Accounting, and then by ISO
Section B,	New England's external tax counsel, Chief Financial and Compliance Officer and then reviewed by the Audit & Finance Committee

of the Board of Directors and then by ISO New England's full Board of Directors prior to being filed

Explanation

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, Line 12c	ISO New England has a "Code of Conduct" that applies to its directors and employees (including officers and key employees) The Audit and Finance Committee of the Board of Directors oversees the administration of the Code of Conduct and ensures that prompt action is taken to investigate any potential violations of, or noncompliance with, the Code of Conduct. When a member of the Board of Directors is involved, the full Board makes the relevant determination. On behalf of the Audit and Finance Committee, the Compliance Officer, who is the Vice President, Human Resources, has the day-to-day responsibility for reviewing compliance with the Code of Conduct, including interpreting the Code of Conduct, advising directors, officers and employees regarding potential conflicts of interest and following up on all suspected violations. Individuals subject to the Code of Conduct are prohibited from using their positions to improperly benefit themselves, their family members or the people with whom they cohabitate. Similarly, such individuals are prohibited from having a significant financial interest in any contractor, company, business, or enterprise which has, or is seeking to establish, business relations with ISO New England Inc., unless that relationship has been disclosed to the Compliance Officer or his or her designee and approved by the Audit and Finance Committee of the Board of Directors. Individuals subject to the Code of Conduct are obligated to identify activities of another director, officer or employee that do not comply with the Code of Conduct and report them to the Compliance Officer. Such reports may be made on a confidential basis and individuals will not be subject to retaliatory actions for making such reports. Individuals who violate the Code of Conduct may be subject to disciplinary action including suspension from duties or termination. All directors and employees are required to sign an annual compliance certificate that states, among other things, that the individual has read, fully understands a

Return Reference	Explanation
Form 990, Part VI, Section B, Line 15	The compensation of the chief executive officer and of each of the other senior executive officers of ISO New England Inc. (the "Company") is determined in a manner so that the tot al compensation of each individual is presumed to be reasonable in accordance with Treasury Regulation Ây 53 4958-6 In accordance with this Treasury Regulation (i) each compensation arrangement is approved in advance by the members of the Board of Directors (the "Boar d") and/or of the Compensation and Human Resources Committee of the Board (the "Committee") who do not have a conflict of interest with respect to that compensation arrangement (as set forth in Treas Reg Ây 53 4958-6(c)(1/(iii)), (ii) each of the Board and the Committee obtains and relies upon appropriate data as to comparability prior to making its determ ination regarding a compensation arrangement, and (iii) the basis for the compensation-rel ated determination made by the Board or the Committee is adequately documented concurrently with the making of the determination. The Company's overall compensation policy is designed to promote the tax-exempt purposes of the Company by attracting, retaining and motivat ing highly-skilled senior management to deliver superior service in furtherance of the Company's exempt purpose to lessen the burdens on government through the administration of an efficient and reliable electricity transmission system, wholesale electricity marketplace and comprehensive regional bulk power system planning process for the benefit of New England. For each fiscal year, the Committee develops recommendations regarding (i) the base salary of each senior executive, (ii) the annual performance incentive plan (ie) the short-term incentive compensation plan) goals and objectives for the plan year for the Company and each senior executive, (iii) the long-term incentive compensation plan goals and objectives for the plan year for the Company and each senior executive, (iii) the long-term incentive compensation plan goals and objectives for the plan year fo

Return Reference	Explanation
Form 990, Part VI, Section B, Line 15	to evaluate the reasonableness of the compensation paid to senior executives, and written and anecdotal information collected by the Human Resources Department of the Company in c onnection with the recruitment and retention of senior executives for the Company (includi ng reports provided by executive recruitment firms). The compensation-related recommendations made by the Committee are referred to the Board for its review, together with all eval uations, surveys, consultant reports and findings and other information compiled by the Committee. The Board reviews the recommendations and material provided by the Committee, and considers the recommendations in light of the performance, financial condition, requirements, and exempt purpose goals and objectives of the Company, the performance, experience, and responsibilities of each senior executive, and the competitive market for executive t alent. The recommendations also are weighed against a range of reasonable compensation est ablished for each of the Company's executives by an independent human resources and compen sation consulting firm (in 2018, Mercer), based upon independent survey sources and compen sation information for functionally-comparable positions provided or made available by otheir regional transmission operators, independent systems operators, and other similarly sit uated taxable and tax-exempt organizations. Based on the foregoing, the Board makes a final decision regarding each of the elements of each senior executive's compensation, including base salary, the current fiscal year's goals and objectives for each of the Company and the executive for each of the short-term incentive compensation plan, and the long-term incentive compensation plan, changes (if any) to the Company's fringe benefit plans, the performance scores against the prior fiscal year's goals and objectives for each of the Company and the executive for each of the short-term incentive compensation plan and the long-term incentive compensation plan, and the final payments to

Peturn

Reference	Explanation
Form 990, Part VI,	The Company has entered into agreements to share costs for studies and other work of common interest. These cost sharing agreements are with other independent System Operators (ISOs) and Regional Transmission Organizations (RTOs,) all of which
Section B, Line 16a	are tax-exempt organizations except for PJM Interconnection LLC, which is a taxable entity organized as a Limited Liability  Company The Company reviews agreements entered into to safeguard its exempt status and to ensure that the Company's
Line rea	participation in the agreements furthers its tax exempt purpose

Evolunation

D - 4....

Reference	Explanation	
Form 990, Part VI, Section B, Line 16b	The methodology of ISO New England's FIN 48 (ASC 740) analysis includes review and evaluation of the organizations tax exempt status, geographical scope in which it operates, and organizational and operational documents. Included in the review of the operational documents, are any joint venture arrangements. The Director, Finance & Accounting reviews the objective and the scope of any joint venture arrangement, together with any documents memorializing the joint venture arrangement, to safeguard the assets and tax-exempt status of the Company and to ensure that the Company's participation in the joint venture furthers its tax exempt purpose. In addition, ISO New England monitors all activities to ensure that no activity results in its earnings or assets inuring to the benefit of any individual.	

Funlanation.

990 Schedule O, Supplemental Information

Return

Line 19

Reference	· ·
Form 990,	ISO New England makes its governing documents, conflict of interest policy (called "The Code of Conduct"), and financial

Explanation

Part VI. statements available to the public on its website www iso-ne com. Each of these documents can be found on the website as follows Governing Documents and Code of Conduct - https://www.iso-ne.com/about/corporate-governance/corporate-documents. and the financial statements can be found at www iso-ne com/about/corporate-governance/financial-performance

Section C.

efile GRAPHIC print - DO NOT PROCESS As Filed Data -**SCHEDULE R** 

(Form 990)

Department of the Treasury

Internal Revenue Service Name of the organization

# **Related Organizations and Unrelated Partnerships**

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

▶ Attach to Form 990. ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

2018

DLN: 93493233010449 OMB No 1545-0047

> Open to Public Inspection

**Employer identification number** 

ISO NEW ENGLAND INC							04-3	372500				
Part I Identification of Disregarded Entities Complete if	the organi	ızatıon answe	red "Yes	' on Form	990, Part	IV, line 3	3.					
(a) Name, address, and EIN (if applicable) of disregarded entity		<b>(b)</b> Primary ac	tivity	(c Legal domi or foreign	) cıle (state country)	(d) Total ind	come	( <b>e)</b> End-of-year as	ssets	<b>(f</b> ) Direct cor enti	) itrolling ty	
Part II Identification of Related Tax-Exempt Organization related tax-exempt organizations during the tax year.	<b>ns</b> Comple	te if the orga	nızatıon	answered	"Yes" on F	orm 990	Part I	/, line 34 be	cause it	: had one or i	more	
(a)  Name, address, and EIN of related organization	Prima	(b) ary activity	Legal don	c) nicile (state n country)	(d) Exempt Cod	) le section	Public of	(e) charity status on 501(c)(3))	Dire	(f) ct controlling entity	Section (13) cor	512(b
(1)ISO New England Inc Retiree Medical Dental and Life Trust One Sullivan Road Holyoke, MA 01040	Retiree Ins	surance		МА	501(c)(9)		N/A		N/A		Yes	No No
13-7379593												
For Paperwork Reduction Act Notice, see the Instructions for Form	990.		Ca	t No 5013!	5Y				Sched	lule R (Form	990) 20	18

	Primary activity	Legal domicile (state or foreign country)	Direct controlling entity		ted, total incom om		Disprop alloca	rtionate tions?	Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	parti	nging ner?	Percent owners
							Yes	No		Yes	No	
ations Taxable as a Coorganizations treated as	Corporation a corporation	or Trus on or tru	<b>t</b> Complete st during th	   If the orga   ne tax year.	nization ans	 swered "Yes	" on F	l orm 99	l 90, Part IV,	line	34	
<b>(b)</b> Primary activity	L do (state	.egal mıcıle or foreıgn			(e) Type of entity C corp, S corp, or trust)	(f) Share of total income		year	of- Perce	ntage	(13	(i) ection ! 3) con entit
												Yes
												$\perp$
												$\dashv$
	organizations treated as	(b) Primary activity  (state	zations Taxable as a Corporation or Trus organizations treated as a corporation or tru	rations Taxable as a Corporation or Trust Complete organizations treated as a corporation or trust during the legal domicile (state or foreign	country)  sections 51 514)  rations Taxable as a Corporation or Trust Complete If the orga organizations treated as a corporation or trust during the tax year.  (b)  Primary activity  (c)  Legal  domicile (state or foreign  Direct controlling entity  (d)	country)  sections 512- 514)  Eations Taxable as a Corporation or Trust Complete If the organization ansorganizations treated as a corporation or trust during the tax year.  (b) Primary activity  (c) Legal domicile (state or foreign  (d) Direct controlling entity (C corp, S corp, or trust)	country)  sections 512- 514)  Eations Taxable as a Corporation or Trust Complete if the organization answered "Yes organizations treated as a corporation or trust during the tax year.  (b)  Primary activity  (c)  Legal  domicile (state or foreign  Direct controlling entity (C corp, S corp, or trust)  (Type of entity (C corp, S corp, or trust)  (state or foreign)	rations Taxable as a Corporation or Trust Complete If the organization answered "Yes" on Forganizations treated as a corporation or trust during the tax year.    Corporation   Corporat	country)  sections 512- 514)  Yes No  Yes No  Rations Taxable as a Corporation or Trust Complete if the organization answered "Yes" on Form 9 organizations treated as a corporation or trust during the tax year.  (b)  Primary activity  (c)  Legal  domicile (state or foreign  Direct controlling entity  (Corp., S corp., or trust) organizations  (g)  Share of total income year assets	country)  sections 512- 514)  Yes No  Yes No  Rations Taxable as a Corporation or Trust Complete if the organization answered "Yes" on Form 990, Part IV, organizations treated as a corporation or trust during the tax year.  (b)  Primary activity  (c)  Legal domicile (state or foreign  Direct controlling entity  (C)  Type of entity  Type of entity  (C)  Share of total income year assests assests assests assests	country)    Sections 512-   Yes   No   Yes   Yes   No   Yes   Yes   No   Yes   Yes	country)  sections 512- 514)  Yes No  Yes No

Schedule R (Form 990) 2018		Pa	ge <b>3</b>
Part V Transactions With Related Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.			
Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule		Yes	No
1 During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or(iv) rent from a controlled entity	1a		No
<b>b</b> Gift, grant, or capital contribution to related organization(s)	<b>1</b> b		No
c Gift, grant, or capital contribution from related organization(s)	1c		No
d Loans or loan guarantees to or for related organization(s)	1d		No
e Loans or loan guarantees by related organization(s)	1e		No
f Dividends from related organization(s)	1f		No
g Sale of assets to related organization(s)	1g		No
h Purchase of assets from related organization(s)	1h		No
i Exchange of assets with related organization(s)	1i		No
j Lease of facilities, equipment, or other assets to related organization(s)	<b>1</b> j		No
k Lease of facilities, equipment, or other assets from related organization(s)	1k		No
Performance of services or membership or fundraising solicitations for related organization(s)	11		No
m Performance of services or membership or fundraising solicitations by related organization(s)	1m		No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n		No
o Sharing of paid employees with related organization(s)	10		No
p Reimbursement paid to related organization(s) for expenses	1p		No
q Reimbursement paid by related organization(s) for expenses	<b>1</b> q		No
r Other transfer of cash or property to related organization(s)	1r	Yes	
s Other transfer of cash or property from related organization(s)	1s		No

, .	Performance of services or membership or fundralsing solicitations for related organization(s)				* '	- 1	140		
m	Performance of services or membership or fundraising solicitations by related organization(s)				1m		No		
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)				1n		No		
0	Sharing of paid employees with related organization(s)				10		No		
р	Reimbursement paid to related organization(s) for expenses				1p		No		
q	Reimbursement paid by related organization(s) for expenses				1q		No		
r	Other transfer of cash or property to related organization(s)				1r \	res			
s	Other transfer of cash or property from related organization(s)				1s		No		
2	If the answer to any of the above is "Yes," see the instructions for information on who must complete this line	e, including covered r	elationships and tra	nsaction thresholds			-		
	(a) Name of related organization  (b) Transaction type (a-s)  (c) Amount involved Method of determining an								
<b>(1)</b> IS	) New England Inc Retiree Medical Dental and Life Trust	r	612,000	cash transactions					

Schedule R (Form 990) 2018

Part VI Unrelated Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

<b>(a)</b> Name, address, and EIN of entity	<b>(b)</b> Primary activity	domicile	(d) Predominant income (related, unrelated, excluded from tax under sections 512- 514)	section		Are all partners section		Are all partners section		Are all partners Share of total		Share of	Share of Share of total end-of-year	(h) Disproprtionate allocations?		(1) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership	
			514)	Yes	No			Yes	No		Yes	No								
	ı									Schedul	e R (Form	1 99	0) 2018							

