

**2009 CONTRACT NEGOTIATIONS**  
**NATIONAL GRID**  
*and*  
**UWUA, AFL-CIO, LOCALS 350 & 369, BUW**  
**COMPANY PROPOSAL #4**  
**EMPLOYEE STOCK PURCHASE PLAN**

**EMPLOYEE STOCK PURCHASE PLAN – B-7**

The Company will offer the **National Grid plc** Employee Stock Purchase Plan to all Permanent **and Probationary** Employees **age 18 and over who are employed for more than 20 hours per week and have three (3) months** of continuous service. **Additionally, Temporary Employees who meet the above listed criteria are also eligible to join.**

**The Plan offers eligible employees the opportunity to purchase American Depository Shares (ADSs) on a monthly basis at a discounted rate. Each ADS represents five (5) ordinary shares in National Grid plc and are listed on the New York Stock Exchange.**

Participants can contribute **up to 20%** of their **base** pay via payroll deductions.

Participants receive a 10% discount on stock purchased through payroll deductions and a 10% discount on reinvested dividends.

Participants will receive statements as provided by the Plan.