

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:

APPLICATION OF KENERGY CORP. FOR A) CASE NO.
GENERAL ADJUSTMENT IN RATES) 2015-00312

COMMISSION STAFF'S POST-HEARING REQUEST FOR INFORMATION
TO KENERGY CORP.

Kenergy Corp. ("Kenergy"), pursuant to 807 KAR 5:001, Section 8, is to file with the Commission the original in paper medium and an electronic version of the following information. The information requested herein is due within 10 days of this request. Responses to requests for information in paper medium shall be appropriately bound, tabbed and indexed. Each response shall include the name of the witness responsible for responding to the questions related to the information provided.

Each response shall be answered under oath or, for representatives of a public or private corporation or a partnership or association or a governmental agency, be accompanied by a signed certification of the preparer or the person supervising the preparation of the response on behalf of the entity that the response is true and accurate to the best of that person's knowledge, information, and belief formed after a reasonable inquiry.

Kenergy shall make timely amendment to any prior response if it obtains information which indicates that the response was incorrect when made or, though correct when made, is now incorrect in any material respect. For any request to which Kenergy fails or refuses to furnish all or part of the requested information, it shall

provide a written explanation of the specific grounds for its failure to completely and precisely respond.

Careful attention shall be given to copied material to ensure that it is legible. When the requested information has been previously provided in this proceeding in the requested format, reference may be made to the specific location of that information in responding to this request. When filing a paper containing personal information, Kenergy shall, in accordance with 807 KAR 5:001, Section 4(10), encrypt or redact the paper so that personal information cannot be read.

1. Refer to Kenergy's Response to Data Request at Hearing of May 10, 2016, Item 19 ("Salary and Benefit Study").

a. The Salary and Benefit Study focuses solely upon Kentucky electric distribution cooperatives. Explain whether Kenergy considers that other Kentucky electric cooperatives are the only workforce market that it competes against for potential employees.

b. Explain whether Kenergy has ever commissioned a salary and benefit market study that included the following types of information:

(1) electric utilities other than electric distribution cooperatives in Kentucky;

(2) electric utilities in southern Illinois, southern Indiana and western Tennessee;

(3) private sector companies within Kenergy's local area;

(4) private sector companies in Kentucky; or

(5) any national averages such as the Bureau of Labor Statistics.

c. Explain whether Kenergy has conducted a salary and benefit comparison to similar skill positions that are posted on-line for other local area employers.

d. Provide the individual and combined total costs of the following benefits offered by Kenergy as identified in the Salary and Benefit Study:¹

- (1) Holiday;
- (2) Sick Leave;
- (3) Vacation;
- (4) Defined Benefit Pension Plan;
- (5) Defined Contribution Pension Plan;
- (6) Health Insurance;
- (7) Long Term Disability;
- (8) Dental;
- (9) Group Life;
- (10) 24 Hour Accident;
- (11) Business Travel Accident; and
- (12) Bonus/Incentive.

e. Explain the basis for Kenergy Board of Directors' policy to target benefits at 43-46 percent of salaries and provide which benefits are included in this policy.

¹ According to the Salary and Benefit Study, Kenergy does not provide the following benefits: paid time off; short term disability; deferred compensation; and company vehicle.

f. The Salary and Benefit Study did not provide information on Kenergy's comparative salaries. Provide that information for the following positions:

- (1) Member Services;
- (2) Finance;
- (3) Human Resources;
- (4) Computer/Information Technology;
- (5) Office Manager;
- (6) Engineer; and
- (7) Operations.
- (8) Additionally, provide the comparative information regarding

Kenergy's revenues in relation to the other electric cooperatives surveyed.



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Public Service Commission
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DATED **JUN 13 2016**

cc: Parties of Record

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