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June 19, 2018

RECEIVED

JUN 19 2018

PUBLIC SERVICE
COMMISSION

Ms. Gwen R. Pinson
Executive Director
Kentucky Public Service Commission
P.O. Box 615
211 Sower Boulevard
Frankfort, Kentucky 40602

Re: IN THE MATTER OF: APPLICATION OF INTER-COUNTY ENERGY
COOPERATIVE CORPORATION FOR A GENERAL ADJUSTMENT OF EXISTING
RATES - Case No. 2018-00129

Ms. Pinson:

Please find enclosed and accept for filing in the above-styled matter an original and ten (10) copies of Inter-County Energy Cooperative Corporation's Responses to Staff's Initial Requests for Information. Also, an original and ten (10) copies of a Motion for Confidential Treatment is enclosed. Please return a file-stamped copy to me.

I appreciate your assistance with this matter, and please do not hesitate to contact me with any questions or concerns.

Respectfully submitted,



David S. Samford

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JUN 19 2018

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

PUBLIC SERVICE
COMMISSION

In the Matter of:

APPLICATION OF INTER-COUNTY ENERGY)
COOPERATIVE CORPORATION FOR A GENERAL) Case No. 2018-00129
ADJUSTMENT OF EXISTING RATES)

MOTION FOR CONFIDENTIAL TREATMENT

Comes now Inter-County Energy Cooperative Corporation (“Inter-County”), by counsel, pursuant to KRS 61.878, 807 KAR 5:001 Section 13 and other applicable law, and respectfully moves the Commission to afford confidential treatment to a portion of Inter-County’s Response to Commission Staff’s First Request for Information. In support of this request, Inter-County states as follows:

1. On April 10, 2018, Inter-County provided notice to the Commission of its intent to file an application requesting a general adjustment of its existing rates. On May 4, 2018, Commission Staff propounded its First Request for Information upon Inter-County, and on May 29, 2018, Inter-County filed its Application. Inter-County is filing its Response to Commission Staff’s First Request for Information contemporaneously herewith.

2. Pursuant to Commission regulation and in accordance with law, Inter-County requests that the Commission afford confidential treatment to the following proprietary, personal, confidential, sensitive, and commercially valuable information (collectively, the “Confidential Information”):

a. the specific information contained in Item 55 of Staff's First Request for Information pertaining to employee identity.

b. The specific information contained in the Excel spreadsheets filed on CD for Item 59 of Staff's First Request for Information pertaining to customer identity.

3. The Confidential Information includes private, cooperative-wide historical compensation and contribution information for all individuals employed by Inter-County since 2011. The public disclosure of such sensitive information, such as employee numbers and job titles, which is undoubtedly of a personal nature, would constitute a clearly unwarranted invasion of personal privacy. Moreover, because Inter-County competes with numerous other employers with respect to the acquisition and retention of a quality workforce, the public disclosure of the delicate and protected employee compensation information as it pertains to certain job titles would unfairly harm Inter-County's competitive position in the marketplace. The situation is particularly acute for Inter-County who has recently lost three skilled employees who have taken positions with other utilities.

4. The Confidential Information also includes sensitive information (name and usage data) regarding certain Inter-County customers, which could cause competitive harm to the customer and Inter-County if competitors had access to this information.

5. The Confidential Information is proprietary information that is retained by Inter-County on a "need-to-know" basis. The Confidential Information is distributed within Inter-County only to those holding select positions who must have access for business reasons, and it is generally recognized as confidential and proprietary in the energy industry and elsewhere.

6. The Kentucky Open Records Act and applicable precedent exempts the Confidential Information from disclosure. *See* KRS 61.878(1)(a); KRS 61.878(1)(c)(1); *Zink v.*

Department of Workers Claims, Labor Cabinet, 902 S.W.2d 825 (Ky.App. 1994); *Hoy v. Kentucky Industrial Revitalization Authority*, 907 S.W.2d 766, 768 (Ky. 1995). The public disclosure of the Confidential Information would potentially harm Inter-County's competitive position in the marketplace, to the detriment of Inter-County and its customers. Additionally, the Confidential Information is publicly unavailable and its confidentiality is critical to Inter-County's effective execution of business decisions and strategy. For these reasons, the Confidential Information satisfies both the statutory and common law standards for affording confidential treatment.

7. Inter-County does not object to limited disclosure of the Confidential Information described herein, pursuant to an acceptable confidentiality and nondisclosure agreement, to intervenors with a legitimate interest in reviewing the same for the sole purpose of participating in this case.

8. Because the Confidential Information is contained in and throughout the electronic Excel file provided in response to Item 59 of Staff's First Request for Information, Inter-County requests that the entire electronic file be afforded confidential treatment. Additionally, because Item 59 of Staff's First Request for Information seeks only an electronic file, Inter-County requests permission, to the extent necessary, to deviate from regulatory requirements (including 807 KAR 5:001 Section 13(2)(a)(3)) with respect to the filing of redacted and paper-medium copies of the subject information. Inter-County is tendering herewith, in a sealed envelope marked "Confidential," a compact disc containing an unredacted copy of the relevant Excel files for responses to both Items 55 and 59 along with a hard copy of Response 55 with the information for which confidential protection is sought highlighted.

9. In accordance with the provisions of 807 KAR 5:001 Section 13(2), Inter-County respectfully requests that the Confidential Information be withheld from public disclosure for ten (10) years.

10. If, and to the extent, the Confidential Information becomes publicly available or otherwise no longer warrants confidential treatment, Inter-County will notify the Commission and seek to have confidential protection removed, pursuant to 807 KAR 5:001 Section 13(10).

WHEREFORE, on the basis of the foregoing, Inter-County respectfully requests that the Commission classify and protect as confidential the specific Confidential Information described herein for a period of ten (10) years.

This 19th day of June, 2018.

Respectfully submitted,



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Counsel for Inter-County Energy Cooperative Corporation

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

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PUBLIC SERVICE
COMMISSION

In the Matter of:

APPLICATION OF INTER-COUNTY ENERGY)
COOPERATIVE CORPORATION FOR A GENERAL) Case No. 2018-00129
ADJUSTMENT OF EXISTING RATES)

INTER-COUNTY ENERGY COOPERATIVE CORPORATION'S
RESPONSE TO COMMISSION STAFF'S INITIAL REQUEST FOR INFORMATION

Filed: June 19, 2018

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

1. Provide, in comparative form, a detailed income statement, a statement of cash flows, and a balance sheet for the test year and the 12-month period immediately preceding the test year.

Response: Please see attached for hard copies. Electronic copies of the excel spreadsheets are being filed on CD.

Inter-County Energy Income Statement
Test year 11/01/16 - 10/31/17

ITEM	Test Year Ending 10/31/17 (a)	12 mos. Ending 10/31/2016 (b)
1. Operating Revenue and Patronage Capital	45,911,450	47,248,042
2. Power Production Expense		
3. Cost of Purchased Power	31,717,149	32,486,485
4. Transmission Expense		
5. Regional Market Expense		
6. Distribution Expense - Operation	2,841,415	2,856,574
7. Distribution Expense - Maintenance	2,933,871	2,077,997
8. Customer Accounts Expense	1,796,458	1,783,611
9. Customer Service & Informational Expense	420,852	328,106
10. Sales Expense		
11. Administrative & General Expense	2,311,649	2,195,817
12. Total Operation & Maintenance Expense (3 thru 11)	42,021,393	41,728,589
13. Depreciation & Amortization Expense	4,199,990	4,076,729
14. Tax Expense - Property & Gross Receipts		
15. Tax Expense - Other	68,323	61,372
16. Interest on Long-Term Debt	1,629,013	1,487,049
17. Interest Charged to Construction - Credit		
18. Interest Expense - Other	33,998	6,869
19. Other Deductions	34,402	18,573
20. Total Cost of Electric Service (12 thru 19)	47,987,119	47,379,180
21. Patronage Capital & Operating Margins (1 minus 20)	(2,075,669)	(131,138)
22. Non-Operating Margins - Interest	86,949	80,614
23. Allowance for Funds Used During Construction		
24. Income (Loss) from Equity Investments		
25. Non-Operating Margins - Other	(1781)	104,368
26. Generation & Transmission Capital Credits	2,283,094	2,092,798
27. Other Capital Credits & Patronage Dividends	58,930	138,331
28. Extraordinary Items		
29. Patronage Capital or Margins (21 thru 28)	351,522	2,284,974

Inter-County Energy Statement of Cash Flows

	Test Year	12-mos Ending 10/31/2016
Cash Flows from Operating Activities:		
Net Margin	351,522	2,284,974
Adjustments to reconcile to net cash provided by operating activities:		
Depreciation:		
Charged to expense	4,199,990	4,076,729
Charged to clearing accounts	308,903	(341,486)
Patronage capital credits assigned	(2,342,023)	(2,231,130)
Accumulated postretirement benefits	(157,103)	165,419
Change in assets and liabilities:		
Receivables	424,137	(302,991)
Material and supplies	(1,567)	2,890
Other assets	175,763	190,304
Payables	(227,336)	497,292
Consumer deposits	9,355	28,930
Accrued expenses	(212,564)	160,947
	<u>2,529,077</u>	<u>4,531,878</u>
Cash Flows from Investing Activities:		
Plant additions	(4,909,280)	(5,590,055)
Plant removal costs	(537,972)	(682,343)
Salvage recovered from retired plant	46,127	52,430
Receipts from other investments, net	47,321	147,098
	<u>(5,353,804)</u>	<u>(6,072,870)</u>
Cash Flows from Financing Activities:		
Net increase in memberships	12,110	11,485
Refund of patronage capital to members	1,405,232	(4,872,620)
Increase in other equities	(1,421,485)	(1,676,926)
Advances of short-term borrowings	2,600,000	1,000,000
Advances of long-term debt	5,090,309	5,018,900
Advance payments on debt	(1,015,670)	(259,231)
Payments on long-term debt	(3,313,970)	(3,156,317)
	<u>3,356,526</u>	<u>2,603,352</u>
Net increase in cash	531,798	1,062,360
Cash and cash equivalents, beginning of year	<u>2,092,439</u>	<u>1,030,079</u>
Cash and cash equivalents, end of period	2,624,237	2,092,439

Inter-County Energy Comparative Balance Sheet
Test Year 11/1/16 - 10/31/17

	Test Year Ending 10/31/2017	12 mos. ending 10/31/2016
ASSETS and OTHER DEBITS		
Total utility plant in service	126,996,674	123,118,404
Construction work in progress	576,122	902,823
Total utility plant in service	127,572,796	124,021,227
Accumulated depreciation	37,253,460.47	34,617,481
Net utility plant	90,319,335	89,403,747
INVESTMENTS		
Investments in associated organizations patronage capital	27,911,280	23,455,329.11
Investment in associated organizations non-general fund	1,188,177	1,234,551
Investments in economic development	99,815	89,815
Other investments	9,366	9,367
Total other property & investments	29,208,638	24,789,061
CASH		
General fund	2,624,237	7,179,895
Construction fund trust	-	-
Notes Receivable Net	165,429	80,040
Accounts receivable, net	5,045,457	4,011,569
Account receivable, other	(18,080)	122,518
Material and supplies	410,511	411,172
Prepayments	448,237	388,426
Other current & accrued assets	10,332	10,333
Total current & accrued assets	8,686,121	12,203,955
Other deferred debits	1,170,124	1,360,590
Total assets & debits	129,384,218	127,757,353
LIABILITIES & OTHER CREDITS		
Memberships	1,053,345	1,040,345
Patronage capital	39,462,127	41,574,581
Operating margins - prior year	150,817	150,817
Operating margins - current year	4,506,205	2,071,131
Non-operating margins	85,167	184,982
Other margins & equities	265,594	112,308
Total margins & equities	45,523,255	45,134,164
Long term-debt	3,114,572	3,197,705
Long term-debt RUS Guar	44,698,973	41,294,257
Long term -other	24,602,583	26,225,446
Payments unapplied	(1,864,785)	(277,359)
Total long-term debt	70,551,342	70,440,050
Accumulated operating provisions	4,112,795	3,995,213
Total other noncurrent liability	4,112,795	3,995,213
Notes payable	3,734,361	2,692,272
Accounts payable	4,060,746	3,902,751
Consumer deposits	601,231	582,533
Current maturities long-term debt		
Current maturities capital leases	1	1
Other current & accrued liabilities	790,792	1,010,552
Total current & accrued liabilities	9,187,131	8,188,107
Other deferred credits	9,695	(181)
Total liabilities & other credits	129,384,218	127,757,353

Witness: Sheree Gilliam/Lance Schafer

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

2. Provide Inter-County's rate of return on net investment rate base for the test year and the five most recent calendar years. Include the data used to calculate each return.

Response: Please see attached.

Inter-County Energy Cooperative
Case No. 2018-00129
Computation of Rate of Return
October 31, 2017

(a) Line No.	(b) Description	(c) Actual Test Year	(d) Pro-Forma (at Present Rates) Test Year	(e) Pro-Forma (at Proposed Rates) Test Year
1	Patronage Capital or Margins	\$ 351,521	\$ (1,504,726)	\$ 1,693,742
2				
3	G&T capital credits	\$ 2,283,094	\$ -	\$ -
4				
5	Interest on long-term debt	\$ 1,629,013	\$ 1,693,742	\$ 1,693,742
6				
7	Total [line 1 - line 3 + line 5]	\$ (302,560)	\$ 189,017	\$ 3,387,485
8				
9	Net rate base	\$ 92,450,267	\$ 92,376,455	\$ 92,376,455
10				
11	Rate of return [line 7 / line 9]	-0.33%	0.20%	3.67%
12				
13	Total Capitalization (w/o G&T patronage capital)	\$ 91,343,601	\$ 95,033,645	\$95,033,645
14				
15	Rate of return [line 7 / line 13]	-0.33%	0.20%	3.56%

**Inter-County Energy Cooperative
Case No. 2018-00129
Determination of Rate Base
October 31, 2017**

(a) Line No.	(b) Description	(c) Actual Test Year	(d) Pro-Forma Test Year
1	Gross rate base:		
2			
3	Total Utility Plant	\$ 127,572,796	\$ 127,572,796
4	Material and supplies	\$ 429,551	\$ 429,551
5	(13-month average for test year)		
6	Prepayments	\$ 423,045	\$ 423,045
7	(13-month average for test year)		
8	Working capital:		
9	12.5% of operating expense		
10	less cost of power	<u>\$ 1,288,031</u>	<u>\$ 1,268,428</u>
11			
12		\$ 129,713,422	\$ 129,693,820
13	Deductions from rate base:		
14	Accumulated depreciation	\$ 37,253,460	\$ 37,307,669
15	Other Deferred Credits	<u>\$ 9,695</u>	<u>\$ 9,695</u>
16			
17	Net rate base	<u>\$ 92,450,267</u>	<u>\$ 92,376,455</u>

Inter-County Energy Cooperative
Case No. 2018-00129
Computation of Historical Rate of Return
October 31, 2017

(a) Line No.	(b) Description	(c) Test Year Ended October 31, 2017	(f) Calendar Year					(h) 5th 2012
			(d) 1st 2016	(e) 2nd 2015	(f) 3rd 2014	(g) 4th 2013		
1	<u>A. Rate of Return Including G&T Patronage Dividends:</u>							
2	Patronage Capital or Margins	\$351,521	\$4,298,838	\$671,886	\$4,550,064	\$4,896,255	\$2,620,993	
3	Interest on long-term debt	\$1,629,013	\$1,478,995	\$1,584,962	\$1,656,997	\$1,620,273	\$1,622,375	
4	Total	\$1,980,534	\$5,777,833	\$2,256,848	\$6,207,061	\$6,516,528	\$4,243,368	
5								
6	Net rate base	\$92,450,267	\$91,018,548	\$89,222,876	\$87,162,249	\$84,915,309	\$83,512,889	
7								
8	Rate of return [line 4 / line 6]	2.14%	6.35%	2.53%	7.12%	7.67%	5.08%	
9								
10	<u>B. Rate of Return Excluding G&T Patronage Dividends:</u>							
11	Patronage Capital or Margins	\$351,521	\$4,298,838	\$671,886	\$4,550,064	\$4,896,255	\$2,620,993	
12	Generation and Transmission Capital Credits	\$2,283,094	\$4,218,199	\$174,674	\$2,472,848	\$2,824,571	\$2,141,402	
13	Interest on long-term debt	\$1,629,013	\$1,478,995	\$1,584,962	\$1,656,997	\$1,620,273	\$1,622,375	
14	Total	(\$302,560)	\$1,559,634	\$2,082,174	\$3,734,213	\$3,691,957	\$2,101,966	
15								
16	Net rate base	\$92,450,267	\$91,018,548	\$89,222,876	\$87,162,249	\$84,915,309	\$83,512,889	
17								
18	Rate of return [line 14 / line 16]	-0.33%	1.71%	2.33%	4.28%	4.35%	2.52%	

**Inter-County Energy Cooperative
Case No. 2018-00129
Determination of Historical Rate Base
October 31, 2017**

(a) Line No.	(b) Description	(c) Test Year Ended October 31, 2017	(f) Calendar Year					
			(d) 1st 2016	(e) 2nd 2015	(f) 3rd 2014	(g) 4th 2013	(h) 5th 2012	
1	Gross rate base:							
2	Total Utility Plant	\$127,572,796	\$123,595,788	\$119,821,171	\$115,653,141	\$111,200,878	\$107,363,028	
3	Material and supplies (13 mo. ave test year)	\$429,551	\$408,943	\$414,063	\$385,878	\$323,142	\$353,133	
4	Prepayments (13 mo. ave test year)	\$423,045	\$390,537	\$352,768	\$371,823	\$433,203	\$471,823	
5	Working capital [(Op. Exp. w/o Cost of Power)*12.5%]	\$1,288,031	\$1,205,972	\$1,124,900	\$1,142,611	\$1,086,247	\$1,099,177	
6	Gross rate base [sum of lines 2, 3, 4, and 5]:	\$129,713,422	\$125,601,240	\$121,712,902	\$117,553,453	\$113,043,470	\$109,287,161	
7								
8	Deductions from rate base:							
9	Accumulated depreciation	\$37,253,460	\$34,582,692	\$32,490,026	\$30,391,204	\$28,128,161	\$25,774,272	
10	Other Deferred Credits	\$9,695	\$0	\$0	\$0	\$0	\$0	
11								
12	Net rate base [line 6 minus lines 9 and 10]	\$92,450,267	\$91,018,548	\$89,222,876	\$87,162,249	\$84,915,309	\$83,512,889	

Witness: Sheree Gilliam/Lance Schafer

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

3. Provide Inter-County's times interest-earned ratio ("TIER"), operating TIER, and debt-service coverage ratio, as calculated by the Rural Utilities Service ("RUS"), for the test year and the five most recent calendar years. Include the data used to calculate each ratio.

Response: Please see attached.

Inter-County Energy Cooperative
Case No. 2018-00129
TIER and DSC Calculations
October 31, 2017

(a)	(b)	(c)	(d)	(e)
Line	Description	Actual	Pro-Forma	Pro-Forma
<u>No.</u>		<u>Test Year</u>	<u>(at Present Rates)</u>	<u>(at Proposed Rates)</u>
			<u>Test Year</u>	<u>Test Year</u>
1	TIER:			
2				
3	Margins (After Interest on LT Debt), excluding G&T CCs	(\$1,931,573)	(\$1,504,726)	\$1,693,742
4	Interest on long term debt	\$1,629,013	\$1,693,742	\$1,693,742
5				
6	TIER [(line 3 + line 4) / line 4]	(0.19)	0.11	2.00
7				
8				
9	DSC:			
10				
11	Margins (After Interest on LT Debt), excluding G&T CCs	(\$1,931,573)	(\$1,504,726)	\$1,693,742
12	Depreciation expense	\$4,199,990	\$4,254,198	\$4,254,198
13	Interest on long term debt	\$1,629,013	\$1,693,742	\$1,693,742
14	Principal payment on			
15	long term debt	\$3,269,013	\$3,269,013	3,269,013
16				
17	DSC	0.80	0.90	1.54
18				
19	DSC =	(Margins + depreciation + interest)		
20		/ (interest + principal payments)		

**Inter-County Energy Cooperative
Case No. 2018-00129
Historical TIER and DSC Calculations
October 31, 2017**

(a) Line No.	(b) <u>TIER calculations:</u>	(c) Test Year Ended October 31, 2017	(f) Calendar Year				
			(d) 1st 2016	(e) 2nd 2015	(f) 3rd 2014	(g) 4th 2013	(h) 5th 2012
1	Margins, excluding G&T capital credits	(\$1,931,573)	\$80,639	\$497,212	\$2,077,216	\$2,071,684	\$479,591
2	Interest on long term debt	\$1,629,013	\$1,478,995	\$1,584,962	\$1,656,997	\$1,620,273	\$1,622,375
3	TIER , excluding G&T capital credits	(0.19)	1.05	1.31	2.25	2.28	1.30
4							
5	Margins, including G&T capital credits	\$351,521	\$4,298,838	\$671,886	\$4,550,064	\$4,896,255	\$2,620,993
6	Interest on long term debt	\$1,629,013	\$1,478,995	\$1,584,962	\$1,656,997	\$1,620,273	\$1,622,375
7	TIER	1.22	3.91	1.42	3.75	4.02	2.62
8							
9	<u>DSC calculations:</u>						
10	DSC = ((Margins + depreciation + interest) / (interest + principal payments))						
11							
12	Margins, excluding G&T capital credits	(\$1,931,573)	\$80,639	\$497,212	\$2,077,216	\$2,071,684	\$479,591
13	Depreciation expense	\$4,199,990	\$4,097,318	\$4,006,638	\$3,899,639	\$3,676,467	\$3,567,809
14	Interest on long term debt	\$1,629,013	\$1,478,995	\$1,584,962	\$1,656,997	\$1,620,273	\$1,622,375
15	Principal payment on long term debt	\$3,269,013	\$3,113,814	\$3,006,880	\$2,851,586	\$2,763,072	\$2,354,205
16	DSC , excluding G&T capital credits	<u>0.80</u>	<u>1.23</u>	<u>1.33</u>	<u>1.69</u>	<u>1.68</u>	<u>1.43</u>
17							
18	Margins, including G&T capital credits	\$351,521	\$4,298,838	\$671,886	\$4,550,064	\$4,896,255	\$2,620,993
19	Depreciation expense	\$4,199,990	\$4,097,318	\$4,006,638	\$3,899,639	\$3,676,467	\$3,567,809
20	Interest on long term debt	\$1,629,013	\$1,478,995	\$1,584,962	\$1,656,997	\$1,620,273	\$1,622,375
21	Principal payment on long term debt	\$3,269,013	\$3,113,814	\$3,006,880	\$2,851,586	\$2,763,072	\$2,354,205
22	DSC	<u>1.26</u>	<u>2.15</u>	<u>1.36</u>	<u>2.24</u>	<u>2.33</u>	<u>1.96</u>

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

4. Provide "Kentucky's Electric Cooperatives Operating Expense and Statistical Comparisons" for the two most recent years available.

Response: Please see attached for the hard copies. Electronic copies of the excel spreadsheets are also being filed on CD.

2015
KENTUCKY ELECTRIC COOPERATIVES
AVERAGE EXPENSE PER CONSUMER
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>% CHANGE FROM 2011</u>
BIG SANDY	\$376	\$371	\$363	\$335	\$328	14.6 %
BLUE GRASS ENERGY	311	313	307	307	319	-2.5
CLARK ENERGY COOP	366	332	334	315	303	20.8
CUMBERLAND VALLEY	337	327	315	314	301	12.0
FARMERS	324	322	336	291	300	8.0
FLEMING-MASON	332	341	351	357	329	0.9
GRAYSON	503	559	481	492	476	5.7
INTER-COUNTY	350	358	343	347	349	0.3
JACKSON ENERGY	381	374	372	377	371	2.7
LICKING VALLEY	401	397	354	331	317	26.5
NOLIN	456	479	409	402	411	10.9
OWEN	302	297	295	291	289	4.5
SALT RIVER ELECTRIC	222	220	229	216	231	-3.9
SHELBY ENERGY	379	363	356	349	348	8.9
SOUTH KENTUCKY	307	291	284	264	280	9.6
TAYLOR COUNTY	<u>255</u>	<u>250</u>	<u>246</u>	<u>245</u>	<u>244</u>	<u>4.5</u>
AVERAGE EKPC	\$350	\$336	\$328	\$325	\$319	9.7 %
JACKSON PURCHASE	329	359	340	\$334	\$353	-6.8 %
KENERGY	386	377	379	352	362	6.6
MEADE COUNTY	<u>333</u>	<u>337</u>	<u>313</u>	<u>315</u>	<u>302</u>	<u>10.3</u>
AVERAGE BIG RIVERS	\$349	\$345	\$333	\$340	\$329	6.1 %
HICKMAN-FULTON	844	798	731	\$648	\$759	11.2 %
PENNYRILE	351	342	333	319	325	8.0
TRI-COUNTY	320	312	302	297	290	10.3
WARREN	330	330	341	347	345	-4.3
WEST KENTUCKY	<u>419</u>	<u>428</u>	<u>392</u>	<u>334</u>	<u>370</u>	<u>13.2</u>
AVERAGE TVA	\$453	\$419	\$390	\$419	\$357	26.9 %
OVERALL AVERAGE	\$370	\$355	\$341	\$346	\$329	12.5 %

2015
KENTUCKY ELECTRIC COOPERATIVES
AVERAGE EXPENSE PER MILE OF LINE
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>% CHANGE FROM 2011</u>
BIG SANDY	\$4,732	\$4,702	\$4,621	\$4,280	\$4,207	12.5 %
BLUE GRASS ENERGY	3,719	3,725	3,646	3,627	3,779	-1.6
CLARK ENERGY COOP	3,096	2,814	2,840	2,682	2,595	19.3
CUMBERLAND VALLEY	3,008	2,927	2,830	2,824	2,727	10.3
FARMERS	2,230	2,211	2,307	1,996	2,061	8.2
FLEMING-MASON	2,217	2,273	2,341	2,382	2,209	0.4
GRAYSON	3,131	3,472	2,988	3,047	2,963	5.7
INTER-COUNTY	2,320	2,387	2,285	2,326	2,341	-0.9
JACKSON ENERGY	3,433	3,383	3,368	3,410	3,348	2.5
LICKING VALLEY	3,368	3,359	3,001	2,818	2,710	24.3
NOLIN	5,228	5,448	4,613	4,484	4,527	15.5
OWEN	3,969	3,857	3,790	3,728	3,693	7.5
SALT RIVER ELECTRIC	2,642	2,606	2,702	2,539	2,711	-2.5
SHELBY ENERGY	2,825	2,676	2,608	2,548	2,542	11.1
SOUTH KENTUCKY	3,008	2,852	2,780	2,590	2,751	9.3
TAYLOR COUNTY	<u>2,050</u>	<u>2,006</u>	<u>1,972</u>	<u>1,960</u>	<u>1,948</u>	<u>5.2</u>
AVERAGE EKPC	\$3,187	\$3,044	\$2,953	\$2,946	\$2,919	9.2 %
JACKSON PURCHASE	\$3,281	\$3,577	\$3,400	\$3,340	\$3,532	-7.1 %
KENERGY	3,055	2,964	2,977	2,759	2,837	7.7
MEADE COUNTY	<u>3,019</u>	<u>3,029</u>	<u>3,015</u>	<u>3,032</u>	<u>2,892</u>	<u>4.4</u>
AVERAGE BIG RIVERS	\$3,119	\$3,130	\$3,044	\$3,087	\$2,970	5.0 %
HICKMAN-FULTON	\$4,313	\$4,069	\$3,708	\$3,395	\$4,037	6.8 %
PENNYRILE	3,248	3,165	3,080	2,945	3,000	8.3
TRI-COUNTY	2,995	2,897	2,800	2,761	2,674	12.0
WARREN	3,654	3,623	3,712	3,742	3,695	-1.1
WEST KENTUCKY	<u>3,916</u>	<u>4,000</u>	<u>3,661</u>	<u>3,128</u>	<u>3,462</u>	<u>13.1</u>
AVERAGE TVA	\$3,626	\$3,391	\$3,195	\$3,374	\$3,000	20.9 %
OVERALL AVERAGE	\$3,269	\$3,127	\$3,014	\$3,052	\$2,944	11.0 %

**KENTUCKY ELECTRIC COOPERATIVES
OPERATING EXPENSE AND STATISTICAL COMPARISONS
2015 - 2014 ANNUAL COMPARISON**

**AVERAGE EXPENSE PER CONSUMER
EKPC**

	<u>2015</u>	<u>2014</u>	<u>CHANGE</u>
DISTRIBUTION OPERATION	\$ 81.00	\$ 78.00	\$ 3.00
DISTRIBUTION MAINTENANCE	\$ 120.00	\$ 120.00	\$ -
ACCOUNTING	\$ 58.00	\$ 59.00	\$ (1.00)
CONSUMER INFORMATION	\$ 10.00	\$ 13.00	\$ (3.00)
ADMINISTRATION	\$ 81.00	\$ 80.00	\$ 1.00
TOTAL PER CONSUMER	\$ 350.00	\$ 350.00	\$ -

**AVERAGE EXPENSE PER CONSUMER
TVA**

	<u>2015</u>	<u>2014</u>	<u>CHANGE</u>
DISTRIBUTION OPERATION	\$ 111.00	\$ 106.00	\$ 5.00
DISTRIBUTION MAINTENANCE	\$ 169.00	\$ 176.00	\$ (7.00)
ACCOUNTING	\$ 58.00	\$ 56.00	\$ 2.00
CONSUMER INFORMATION	\$ 10.00	\$ 11.00	\$ (1.00)
ADMINISTRATION	\$ 105.00	\$ 93.00	\$ 12.00
TOTAL PER CONSUMER	\$ 453.00	\$ 442.00	\$ 11.00

OTHER STATISTICAL INFORMATION

NUMBER OF EMPLOYEES	1,173	1,172	1
MILES OF LINE	56,709	56,515	194
CONSUMERS BILLED	530,206	527,436	2,770
MILES OF LINE PER EMPLOYEE	48.5	48.4	0.1
CONSUMER PER EMPLOYEE	454	452	2
DENSITY CONSUMERS PER MILE	9.4	9.3	0.1

OTHER STATISTICAL INFORMATION

NUMBER OF EMPLOYEES	510	512	(2)
MILES OF LINE	21,118	21,048	70
CONSUMERS BILLED	203,654	202,017	1,637
MILES OF LINE PER EMPLOYEE	41.4	41.3	0.1
CONSUMER PER EMPLOYEE	399	396	3
DENSITY CONSUMERS PER MILE	9.6	9.6	0.0

**AVERAGE EXPENSE PER CONSUMER
BIG RIVERS**

	<u>2015</u>	<u>2014</u>	<u>CHANGE</u>
DISTRIBUTION OPERATION	\$ 89.00	\$ 95.00	\$ (6.00)
DISTRIBUTION MAINTENANCE	\$ 123.00	\$ 125.00	\$ (2.00)
ACCOUNTING	\$ 59.00	\$ 59.00	\$ -
CONSUMER INFORMATION	\$ 4.00	\$ 7.00	\$ (3.00)
ADMINISTRATION	\$ 74.00	\$ 72.00	\$ 2.00
TOTAL PER CONSUMER	\$ 349.00	\$ 358.00	\$ (9.00)

**AVERAGE EXPENSE PER CONSUMER
OVERALL AVERAGE**

	<u>2015</u>	<u>2014</u>	<u>CHANGE</u>
DISTRIBUTION OPERATION	\$ 88.00	\$ 86.00	\$ 2.00
DISTRIBUTION MAINTENANCE	\$ 130.00	\$ 132.00	\$ (2.00)
ACCOUNTING	\$ 58.00	\$ 59.00	\$ (1.00)
CONSUMER INFORMATION	\$ 9.00	\$ 12.00	\$ (3.00)
ADMINISTRATION	\$ 85.00	\$ 82.00	\$ 3.00
TOTAL PER CONSUMER	\$ 370.00	\$ 371.00	(\$1.00)

OTHER STATISTICAL INFORMATION

NUMBER OF EMPLOYEES	279	284	(5)
MILES OF LINE	13,291	13,276	15
CONSUMERS BILLED	114,936	114,210	726
MILES OF LINE PER EMPLOYEE	47.6	46.6	1.0
CONSUMER PER EMPLOYEE	412	401	11
DENSITY CONSUMERS PER MILE	8.6	8.6	0.0

OTHER STATISTICAL INFORMATION

NUMBER OF EMPLOYEES	1962	1968	(6)
MILES OF LINE	91,118	90,839	279
CONSUMERS BILLED	846,796	843,663	5,133
MILES OF LINE PER EMPLOYEE	46.3	46.2	0.1
CONSUMER PER EMPLOYEE	431	429	2
DENSITY CONSUMERS PER MILE	9.3	9.3	0.0

2015
KENTUCKY ELECTRIC COOPERATIVES
MILES OF LINE
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>% CHANGE FROM 2011</u>
BIG SANDY	1,037	1,034	1,035	1,033	1,030	0.7 %
BLUE GRASS ENERGY	4,731	4,710	4,693	4,682	4,650	1.7
CLARK ENERGY COOP	3,085	3,066	3,056	3,052	3,042	1.4
CUMBERLAND VALLEY	2,643	2,639	2,633	2,626	2,614	1.1
FARMERS	3,632	3,624	3,615	3,602	3,591	1.1
FLEMING-MASON	3,595	3,582	3,575	3,560	3,550	1.3
GRAYSON	2,465	2,470	2,478	2,485	2,485	-0.8
INTER-COUNTY	3,875	3,834	3,803	3,779	3,765	2.9
JACKSON ENERGY	5,701	5,685	5,673	5,668	5,676	0.4
LICKING VALLEY	2,062	2,057	2,053	2,047	2,039	1.1
NOLIN	3,023	3,017	3,011	3,011	2,991	1.1
OWEN	4,522	4,530	4,522	4,514	4,509	0.3
SALT RIVER ELECTRIC	4,151	4,123	4,095	4,068	4,040	2.7
SHELBY ENERGY	2,126	2,121	2,109	2,104	2,097	1.4
SOUTH KENTUCKY	6,813	6,787	6,771	6,759	6,755	0.9
TAYLOR COUNTY	<u>3,248</u>	<u>3,236</u>	<u>3,230</u>	<u>3,218</u>	<u>3,210</u>	<u>1.2</u>
TOTAL EKPC	56,709	56,352	56,208	56,044	55,869	1.5 %
JACKSON PURCHASE	2,945	2,939	2,932	2,923	2,918	0.9 %
KENERGY	7,130	7,113	7,084	7,068	7,047	1.2
MEADE COUNTY	<u>3,216</u>	<u>3,224</u>	<u>2,982</u>	<u>2,970</u>	<u>2,974</u>	<u>8.1</u>
TOTAL BIG RIVERS	13,291	12,998	12,961	12,939	12,893	3.1 %
HICKMAN-FULTON	729	726	727	704	691	5.5 %
PENNYRILE	5,124	5,095	5,079	5,092	5,089	0.7
TRI-COUNTY	5,483	5,464	5,458	5,451	5,449	0.6
WARREN	5,658	5,645	5,632	5,623	5,626	0.6
WEST KENTUCKY	<u>4,124</u>	<u>4,118</u>	<u>4,111</u>	<u>4,091</u>	<u>4,079</u>	<u>1.1</u>
TOTAL TVA	21,118	21,007	20,961	20,934	20,926	0.9 %
OVERALL TOTAL	91,118	90,357	90,130	89,917	89,688	1.6 %

2015
KENTUCKY ELECTRIC COOPERATIVES
OPERATING EXPENSE STATISTICAL COMPARISONS
AVERAGE ANNUAL BASIS

COOPERATIVE NAME	DISTRIBUTION OPERATION PER CONSUMER	DISTRIBUTION MAINTENANCE PER CONSUMER	TOTAL OP. & MAINT. PER CONSUMER	CONSUMER ACCOUNTING PER CONSUMER	CONSUMER INFORMATION PER CONSUMER	ADM. & GEN EXPENSE PER CONSUMER	TOTAL EXPENSE PER CONSUMER	NUMBER OF EMPLOYEES	MILES OF LINE	NUMBER OF CONSUMERS BILLED	MILES OF LINE PER EMPLOYEE	CONSUMERS PER EMPLOYEE	DENSITY CONSUMERS PER MILE
BO SANDY RECC	83	120	203	67	4	102	376	42	1,037	13,053	25.0	311	13.0
BLUE GRASS ENERGY COOP	81	118	199	47	14	81	311	100	4,731	36,884	47.3	566	12.0
CLARK ENERGY COOP	93	163	246	56	10	54	366	52	3,085	26,035	69.3	502	8.5
CUMBERLAND VALLEY ELECTRIC	60	124	184	84	4	69	337	49	2,643	23,596	53.9	481	8.9
FARMERS RECC	70	119	189	44	5	86	324	52	3,632	24,987	59.0	403	6.9
FLEMING-JACKSON ENERGY	76	120	196	68	6	63	332	49	3,695	24,010	73.4	490	6.7
GRAYSON RECC	72	208	280	73	16	134	503	47	2,465	15,344	52.5	326	6.2
INTRA-COUNTY ENERGY	108	74	182	66	15	86	350	69	3,875	25,686	56.2	372	6.6
JACKSON ENERGY COOP	90	118	209	61	17	95	381	121	5,701	51,359	47.1	424	9.0
LICKING VALLEY RECC	105	158	263	52	1	85	401	44	2,082	17,323	46.9	394	8.8
MOLM RECC	128	112	238	72	21	128	456	98	3,023	34,659	30.8	364	11.5
OWEN EC	79	69	148	65	11	76	302	129	4,522	59,409	35.1	461	13.1
SALT RIVER ELECTRIC	63	62	115	36	6	85	222	72	4,151	49,401	57.7	686	17.9
SHELBY ENERGY COOP	95	165	260	27	24	68	379	41	2,125	15,854	51.9	387	7.5
SOUTH KENTUCKY RECC	63	123	186	56	6	59	307	144	5,813	66,763	47.3	464	9.8
TAYLOR COUNTY RECC	72	74	146	62	1	56	295	54	3,249	26,104	60.0	483	8.0
BPCC GROUP AVERAGE	81	120	201	58	10	81	360	73	3,544	33,138	48.5	454	9.4
JACKSON PURCHASE ENERGY	93	111	204	44	2	79	329	71	2,945	29,264	41.5	414	10.0
KENERGY COOP	71	161	222	79	5	80	365	146	7,130	56,406	48.8	385	7.9
MEADE COUNTY RECC	103	107	210	55	9	63	333	62	3,216	29,166	52.0	470	9.1
DKO RIVERS GROUP AVERAGE	89	123	212	59	4	74	349	93	4,450	39,312	47.6	412	8.8
HICKMAN-PULTON COUNTIES RECC	166	382	548	51	6	229	844	15	729	3,726	48.6	248	5.1
PENNYRIB RECC	106	94	200	52	12	87	351	119	5,124	47,426	43.1	399	9.3
TRICOUNTY EMC	95	117	212	60	13	45	320	126	6,483	61,303	43.5	407	9.4
WARREN RECC	85	90	176	57	13	84	330	167	5,658	62,658	36.0	399	11.1
WEST KENTUCKY RECC	101	161	262	72	4	81	419	93	4,124	38,541	44.3	414	9.4
TVA GROUP AVERAGE	111	169	280	59	10	105	463	102	4,224	40,731	41.4	399	9.6
OVERALL AVERAGE	88	130	218	58	9	85	370	82	3,797	35,387	46.3	431	9.3

2015
KENTUCKY ELECTRIC COOPERATIVES
OPERATING EXPENSE STATISTICAL COMPARISONS
AVERAGE ANNUAL BASIS

COOPERATIVE NAME	DISTRIBUTION OPERATION PER MILE	DISTRIBUTION MAINTENANCE PER MILE	TOTAL OP. & MAINT. PER MILE	CONSUMER ACCOUNTING PER MILE	CONSUMER INFORMATION PER MILE	ADM. & GEN. EXPENSE PER MILE	TOTAL EXPENSE PER MILE	NUMBER OF EMPLOYEES	MILES OF LINE	RESIDENTIAL CONSUMERS BILLED	TOTAL RESIDENTIAL REVENUES	AVERAGE MONTHLY RES'L REV
BIG SANDY RECC	1045	1,510	2,555	843	50	1,284	4,732	42	1,037	11,950	18,679,347	130.2
BLUE GRASS ENERGY COOP	810	1,411	2,021	582	167	969	3,719	100	4,731	53,808	83,902,592	128.9
CLARK ENERGY COOP	786	1,294	2,080	474	85	457	3,096	52	3,085	24,317	26,458,088	124.9
CUMBERLAND VALLEY ELECTRIC	535	1,107	1,642	750	36	590	3,009	49	2,843	21,992	31,119,699	118.0
FARMERS RECC	482	819	1,301	303	34	692	2,230	62	3,632	23,097	31,995,735	116.5
FLEMING-MADON ENERGY	501	801	1,302	454	40	421	2,217	49	3,595	22,309	30,252,769	113.1
GRAYSON RECC	448	1,285	1,743	454	100	934	3,131	47	2,465	14,117	23,009,195	135.8
INTER-COUNTY ENERGY	718	481	1,207	437	106	570	2,320	69	3,875	24,170	37,822,733	129.7
JACKSON ENERGY COOP	811	1,053	1,874	550	153	859	3,433	121	5,701	47,964	75,406,746	131.8
LICKING VALLEY RECC	882	1,327	2,209	437	8	714	3,368	44	2,062	16,212	20,838,229	107.1
NOLIN RECC	1445	1,284	2,729	825	241	1,433	5,228	98	3,023	32,678	48,140,251	122.8
OWEN EC	1038	907	1,945	954	145	1,025	3,969	128	4,522	58,754	89,000,218	121.9
SALT RIVER ELECTRIC	631	738	1,369	428	71	774	2,642	72	4,161	46,290	68,444,049	119.6
SHELBY ENERGY COOP	708	1,230	1,938	201	179	507	2,825	41	2,128	15,214	24,385,887	133.6
SOUTH KENTUCKY RECC	617	1,205	1,822	549	59	578	3,008	144	8,813	80,801	82,958,317	113.7
TAYLOR COUNTY RECC	579	585	1,174	418	8	450	2,050	54	3,248	22,935	29,711,247	108.0
EKPC GROUP AVERAGE	740	1,067	1,807	534	63	753	3,187	73	3,544	30,894	45,245,381	122.0
JACKSON PURCHASE ENERGY	927	1,107	2,034	439	20	788	3,281	71	2,945	25,347	37,547,205	123.4
KENERGY CORP	562	1,195	1,757	825	40	833	3,055	146	7,130	45,687	72,523,048	132.6
MEADE COUNTY RECC	934	970	1,904	489	45	571	3,018	62	3,216	27,038	35,511,355	109.5
BIG RIVERS GROUP AVERAGE	808	1,091	1,899	521	35	654	3,119	93	4,430	32,657	48,527,203	123.8
HICKMAN-FULTON COUNTIES RECC	848	1,952	2,800	312	31	1,170	4,313	15	728	2,980	5,391,652	158.0
PENNYRILE RECC	981	870	1,851	481	111	805	3,248	119	5,124	42,345	67,028,690	131.9
TRI-COUNTY EMC	888	1,095	1,984	468	122	421	2,995	126	5,483	41,625	65,431,598	131.0
WARREN RECC	952	997	1,949	631	144	930	3,654	157	5,658	52,123	92,518,423	147.9
WEST KENTUCKY RECC	944	1,505	2,449	673	37	757	3,918	63	4,124	30,319	54,783,884	150.6
TVA GROUP AVERAGE	823	1,284	2,207	513	89	817	3,626	102	4,224	33,858	57,030,851	140.4
OVERALL AVERAGE	786	1,115	1,901	528	85	755	3,289	82	3,797	31,732	48,110,815	126.4

2015
KENTUCKY ELECTRIC COOPERATIVES
TOTAL AVERAGE NUMBER OF CONSUMERS BILLED
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>% CHANGE FROM 2011</u>
BIG SANDY	13,053	13,102	13,177	13,199	13,213	-1.2 %
BLUE GRASS ENERGY	56,584	56,075	55,725	55,297	55,087	2.7
CLARK ENERGY COOP	26,085	25,989	25,985	25,980	26,041	0.2
CUMBERLAND VALLEY	23,586	23,619	23,659	23,613	23,684	-0.4
FARMERS	24,987	24,894	24,816	24,710	24,683	1.2
FLEMING-MASON	24,010	23,885	23,833	23,758	23,827	0.8
GRAYSON	15,344	15,338	15,391	15,389	15,470	-0.8
INTER-COUNTY	25,686	25,568	25,328	25,338	25,250	1.7
JACKSON ENERGY	51,359	51,435	51,360	51,250	51,224	0.3
LICKING VALLEY	17,323	17,400	17,408	17,426	17,428	-0.6
NOLIN	34,658	34,314	33,957	33,580	32,948	5.2
OWEN	59,409	58,840	58,095	57,809	57,596	3.1
SALT RIVER ELECTRIC	49,401	48,851	48,320	47,805	47,411	4.2
SHELBY ENERGY	15,854	15,638	15,457	15,360	15,315	3.5
SOUTH KENTUCKY	66,763	66,530	66,272	66,327	66,361	0.6
TAYLOR COUNTY	<u>26,104</u>	<u>25,958</u>	<u>25,888</u>	<u>25,728</u>	<u>25,613</u>	<u>1.9</u>
TOTAL EKPC	530,206	524,671	522,569	521,151	520,484	1.9 %
JACKSON PURCHASE	29,364	29,293	29,313	29,241	29,199	0.6 %
KENERGY	56,406	55,932	55,677	55,419	55,210	2.2
MEADE COUNTY	<u>29,166</u>	<u>28,985</u>	<u>28,730</u>	<u>28,592</u>	<u>28,478</u>	<u>2.4</u>
TOTAL BIG RIVERS	114,936	113,720	113,252	112,887	112,410	2.2 %
HICKMAN-FULTON	3,726	3,702	3,687	3,689	3,675	1.4 %
PENNYRILE	47,426	47,154	46,976	47,013	46,965	1.0
TRI-COUNTY	51,303	50,720	50,612	50,679	50,240	2.1
WARREN	62,658	61,958	61,316	60,641	60,265	4.0
WEST KENTUCKY	<u>38,541</u>	<u>38,483</u>	<u>38,398</u>	<u>38,310</u>	<u>38,154</u>	<u>1.0</u>
TOTAL TVA	203,654	200,989	200,332	199,299	199,224	2.2 %
OVERALL TOTAL	848,796	839,380	836,153	833,337	832,118	2.0 %

2015
KENTUCKY ELECTRIC COOPERATIVES
TOTAL RESIDENTIAL REVENUES
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>% CHANGE FROM 2011</u>
BIG SANDY	\$18,679,347	\$20,352,830	\$20,214,344	\$18,915,867	\$19,254,338	-3.0 %
BLUE GRASS ENERGY	83,902,592	90,335,203	86,731,904	82,219,020	85,884,006	-2.3
CLARK ENERGY COOP	36,458,088	39,274,668	37,408,399	35,261,019	36,708,481	-0.7
CUMBERLAND VALLEY	31,119,699	32,804,899	31,849,912	30,386,944	31,460,869	-1.1
FARMERS	31,985,735	35,189,349	34,021,119	31,180,284	32,782,120	-2.4
FLEMING-MASON	30,262,759	32,135,777	31,290,157	29,690,084	28,199,358	7.3
GRAYSON	23,009,195	24,408,364	23,854,195	21,816,428	21,978,172	4.7
INTER-COUNTY	37,622,733	42,209,063	39,836,984	36,934,661	38,974,091	-3.5
JACKSON ENERGY	75,406,746	84,922,276	81,972,647	77,832,875	81,135,113	-7.1
LICKING VALLEY	20,838,229	22,943,939	22,724,114	21,314,628	21,839,711	-4.6
NOLIN	48,140,251	53,001,534	51,335,752	47,495,013	48,149,006	0.0
OWEN	83,000,218	87,221,855	79,439,125	79,578,364	79,163,922	4.8
SALT RIVER ELECTRIC	66,444,049	71,348,351	69,064,012	65,507,556	66,517,122	-0.1
SHELBY ENERGY	24,385,887	26,276,277	25,519,497	23,937,841	25,853,776	-5.7
SOUTH KENTUCKY	82,959,317	90,207,014	86,420,326	80,375,682	84,493,130	-1.8
TAYLOR COUNTY	<u>29,711,247</u>	<u>32,121,022</u>	<u>30,403,252</u>	<u>28,434,719</u>	<u>29,703,937</u>	<u>0.0</u>
TOTAL EKPC	\$723,926,092	\$752,085,739	\$710,880,985	\$732,097,152	\$725,664,973	-0.2 %
JACKSON PURCHASE	\$37,547,205	\$39,086,440	\$34,338,887	\$31,043,685	\$29,070,144	29.2 %
KENERGY	72,523,048	74,095,848	65,362,048	58,093,381	56,283,522	28.9
MEADE COUNTY	<u>35,511,355</u>	<u>36,725,209</u>	<u>31,876,222</u>	<u>27,769,525</u>	<u>27,479,674</u>	<u>29.2</u>
TOTAL BIG RIVERS	\$145,581,608	\$131,577,157	\$116,906,591	\$112,833,340	\$114,563,582	27.1 %
HICKMAN-FULTON	\$5,391,652	\$5,688,518	\$5,499,579	\$5,599,551	\$5,999,873	-10.1 %
PENNYRILE	67,028,690	71,535,238	66,136,309	62,724,839	65,110,934	2.9
TRI-COUNTY	65,431,598	69,404,761	64,475,661	62,236,827	65,426,019	0.0
WARREN	92,518,423	96,944,907	87,750,045	86,515,348	89,954,828	2.8
WEST KENTUCKY	<u>54,783,894</u>	<u>57,249,601</u>	<u>53,582,845</u>	<u>54,479,631</u>	<u>57,812,187</u>	<u>-5.2</u>
TOTAL TVA	\$285,154,257	\$277,444,439	\$271,556,196	\$284,303,841	\$284,036,188	0.4 %
OVERALL TOTAL	\$1,154,661,957	\$1,161,107,335	\$1,099,343,772	\$1,129,234,333	\$1,124,264,743	2.7 %

2016
KENTUCKY ELECTRIC COOPERATIVES
AVERAGE EXPENSE PER MILE OF LINE
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>% CHANGE FROM 2012</u>
BIG SANDY	\$4,755	\$4,732	\$4,702	\$4,621	\$4,280	11.1 %
BLUE GRASS ENERGY	3,469	3,719	3,725	3,646	3,627	-4.4
CLARK ENERGY COOP	2,867	3,096	2,814	2,840	2,682	6.9
CUMBERLAND VALLEY	3,150	3,008	2,927	2,830	2,824	11.5
FARMERS	2,127	2,230	2,211	2,307	1,996	6.6
FLEMING-MASON	2,267	2,217	2,273	2,341	2,382	-4.8
GRAYSON	3,288	3,131	3,472	2,988	3,047	7.9
INTER-COUNTY	2,456	2,320	2,387	2,285	2,326	5.6
JACKSON ENERGY	3,487	3,433	3,383	3,368	3,410	2.3
LICKING VALLEY	3,201	3,368	3,359	3,001	2,818	13.6
NOLIN	5,861	5,228	5,448	4,613	4,484	30.7
OWEN	4,006	3,969	3,857	3,790	3,728	7.5
SALT RIVER ELECTRIC	2,560	2,642	2,606	2,702	2,539	0.8
SHELBY ENERGY	3,466	2,825	2,676	2,608	2,548	36.0
SOUTH KENTUCKY	2,972	3,008	2,852	2,780	2,590	14.7
TAYLOR COUNTY	<u>2,005</u>	<u>2,050</u>	<u>2,006</u>	<u>1,972</u>	<u>1,960</u>	<u>2.3</u>
AVERAGE EKPC	\$3,246	\$3,187	\$3,044	\$2,953	\$2,946	10.2 %
JACKSON PURCHASE	\$3,386	\$3,281	\$3,577	\$3,400	\$3,340	1.4 %
KENERGY	2,915	3,055	2,964	2,977	2,759	5.7
MEADE COUNTY	<u>2,910</u>	<u>3,019</u>	<u>3,029</u>	<u>3,015</u>	<u>3,032</u>	<u>-4.0</u>
AVERAGE BIG RIVERS	\$3,071	\$3,119	\$3,130	\$3,044	\$3,087	-0.5 %
GIBSON EMC	\$4,078	\$4,313	\$4,069	\$3,708	\$3,395	20.1 % *
PENNYRILE	3,384	3,248	3,165	3,080	2,945	14.9
TRI-COUNTY	3,054	2,995	2,897	2,800	2,761	10.6
WARREN	3,795	3,654	3,623	3,712	3,742	1.4
WEST KENTUCKY	<u>4,085</u>	<u>3,916</u>	<u>4,000</u>	<u>3,661</u>	<u>3,128</u>	<u>30.6</u>
AVERAGE TVA	\$3,679	\$3,626	\$3,391	\$3,195	\$3,374	9.0 %
OVERALL AVERAGE	\$3,314	\$3,269	\$3,127	\$3,014	\$3,052	8.6 %

2016
KENTUCKY ELECTRIC COOPERATIVES
AVERAGE EXPENSE PER CONSUMER
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>% CHANGE FROM 2012</u>
BIG SANDY	\$380	\$376	\$371	\$363	\$335	13.4 %
BLUE GRASS ENERGY	287	311	313	307	307	-6.5
CLARK ENERGY COOP	339	366	332	334	315	7.6
CUMBERLAND VALLEY	354	337	327	315	314	12.7
FARMERS	309	324	322	336	291	6.2
FLEMING-MASON	336	332	341	351	357	-5.9
GRAYSON	529	503	559	481	492	7.5
INTER-COUNTY	373	350	358	343	347	7.5
JACKSON ENERGY	388	381	374	372	377	2.9
LICKING VALLEY	382	401	397	354	331	15.4
NOLIN	508	456	479	409	402	26.4
OWEN	304	302	297	295	291	4.5
SALT RIVER ELECTRIC	214	222	220	229	216	-0.9
SHELBY ENERGY	463	379	363	356	349	32.7
SOUTH KENTUCKY	303	307	291	284	264	14.8
TAYLOR COUNTY	<u>249</u>	<u>255</u>	<u>250</u>	<u>246</u>	<u>245</u>	<u>1.6</u>
AVERAGE EKPC	\$357	\$350	\$336	\$328	\$325	9.8 %
JACKSON PURCHASE	338	329	359	340	\$334	1.2 %
KENERGY	366	386	377	379	352	4.0
MEADE COUNTY	<u>319</u>	<u>333</u>	<u>337</u>	<u>313</u>	<u>315</u>	<u>1.3</u>
AVERAGE BIG RIVERS	\$341	\$349	\$345	\$333	\$340	0.3 %
GIBSON EMC	379	844	798	731	\$648	-41.5 % *
PENNYRILE	365	351	342	333	319	14.4
TRI-COUNTY	325	320	312	302	297	9.4
WARREN	339	330	330	341	347	-2.3
WEST KENTUCKY	<u>429</u>	<u>419</u>	<u>428</u>	<u>392</u>	<u>334</u>	<u>28.4</u>
AVERAGE TVA	\$368	\$453	\$419	\$390	\$419	-12.2 %
OVERALL AVERAGE	\$358	\$370	\$355	\$341	\$346	3.5 %

2016
KENTUCKY ELECTRIC COOPERATIVES
DENSITY CONSUMERS PER MILE
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>% CHANGE FROM 2012</u>
BIG SANDY	13.0	13.0	13.0	13.0	13.0	0.0 %
BLUE GRASS ENERGY	12.1	12.0	11.9	11.9	11.8	2.5
CLARK ENERGY COOP	8.5	8.5	8.5	8.5	8.5	0.0
CUMBERLAND VALLEY	8.9	8.9	9.0	9.0	9.0	-1.1
FARMERS	6.9	6.9	6.9	6.9	6.9	0.0
FLEMING-MASON	6.7	6.7	6.7	6.7	6.7	0.0
GRAYSON	6.2	6.2	6.2	6.2	6.2	0.0
INTER-COUNTY	6.5	6.6	6.7	6.7	6.7	-3.0
JACKSON ENERGY	9.0	9.0	9.1	9.1	9.0	0.0
LICKING VALLEY	8.4	8.4	8.5	8.5	8.5	-1.2
NOLIN	11.5	11.5	11.4	11.3	11.2	2.7
OWEN	13.2	13.1	13.0	12.9	12.8	3.1
SALT RIVER ELECTRIC	12.0	11.9	11.9	11.8	11.8	1.7
SHELBY ENERGY	7.5	7.5	7.4	7.3	7.3	2.7
SOUTH KENTUCKY	9.8	9.8	9.8	9.8	9.8	0.0
TAYLOR COUNTY	<u>8.0</u>	<u>8.0</u>	<u>8.0</u>	<u>8.0</u>	<u>8.0</u>	<u>0.0</u>
AVERAGE EKPC	9.4	9.4	9.3	9.3	9.3	1.1 %
JACKSON PURCHASE	10.0	10.0	10.0	10.0	10.0	0.0 %
KENERGY	8.0	7.9	7.9	7.9	7.8	2.6
MEADE COUNTY	<u>9.1</u>	<u>9.1</u>	<u>9.0</u>	<u>9.6</u>	<u>9.6</u>	<u>-5.2</u>
AVERAGE BIG RIVERS	8.7	8.6	8.7	8.7	8.7	0.0 %
GIBSON EMC	10.8	5.1	5.1	5.1	5.2	107.7 % *
PENNYRILE	9.3	9.3	9.3	9.3	9.2	1.1
TRI-COUNTY	9.4	9.4	9.3	9.3	9.3	1.1
WARREN	11.2	11.1	11.0	10.9	10.8	3.7
WEST KENTUCKY	<u>9.5</u>	<u>9.4</u>	<u>9.4</u>	<u>9.3</u>	<u>9.4</u>	<u>1.1</u>
AVERAGE TVA	10.0	9.6	9.6	9.6	9.5	5.3 %
OVERALL AVERAGE	9.4	9.3	9.3	9.3	9.3	1.1 %

* Hickman-Fulton merged with Gibson EMC

**KENTUCKY ELECTRIC COOPERATIVES
OPERATING EXPENSE AND STATISTICAL COMPARISONS
2016 - 2015 ANNUAL COMPARISON**

**AVERAGE EXPENSE PER CONSUMER
EKPC**

	<u>2016</u>	<u>2015</u>	<u>CHANGE</u>
DISTRIBUTION OPERATION	\$ 82.00	\$ 81.00	\$ 1.00
DISTRIBUTION MAINTENANCE	\$ 128.00	\$ 120.00	\$ 8.00
ACCOUNTING	\$ 57.00	\$ 58.00	\$ (1.00)
CONSUMER INFORMATION	\$ 9.00	\$ 10.00	\$ (1.00)
ADMINISTRATION	\$ 81.00	\$ 81.00	\$ -
TOTAL PER CONSUMER	\$ 357.00	\$ 350.00	\$ 7.00

**AVERAGE EXPENSE PER CONSUMER
TVA**

	<u>2016</u>	<u>2015</u>	<u>CHANGE</u>
DISTRIBUTION OPERATION	\$ 98.00	\$ 111.00	\$ (13.00)
DISTRIBUTION MAINTENANCE	\$ 124.00	\$ 169.00	\$ (45.00)
ACCOUNTING	\$ 58.00	\$ 58.00	\$ -
CONSUMER INFORMATION	\$ 11.00	\$ 10.00	\$ 1.00
ADMINISTRATION	\$ 77.00	\$ 105.00	\$ (28.00)
TOTAL PER CONSUMER	\$ 368.00	\$ 453.00	\$ (85.00)

OTHER STATISTICAL INFORMATION

NUMBER OF EMPLOYEES	1,154	1,173	(19)
MILES OF LINE	56,973	56,709	264
CONSUMERS BILLED	533,842	530,206	3,636
MILES OF LINE PER EMPLOYEE	49.5	48.5	1.0
CONSUMER PER EMPLOYEE	463	454	9
DENSITY CONSUMERS PER MILE	9.4	9.4	0.0

OTHER STATISTICAL INFORMATION

NUMBER OF EMPLOYEES	582	510	72
MILES OF LINE	23,955	21,118	2,837
CONSUMERS BILLED	240,059	203,654	36,405
MILES OF LINE PER EMPLOYEE	41.3	41.4	(0.1)
CONSUMER PER EMPLOYEE	414	399	15
DENSITY CONSUMERS PER MILE	10.0	9.6	0.4

**AVERAGE EXPENSE PER CONSUMER
BIG RIVERS**

	<u>2016</u>	<u>2015</u>	<u>CHANGE</u>
DISTRIBUTION OPERATION	\$ 84.00	\$ 89.00	\$ (5.00)
DISTRIBUTION MAINTENANCE	\$ 125.00	\$ 123.00	\$ 2.00
ACCOUNTING	\$ 56.00	\$ 59.00	\$ (3.00)
CONSUMER INFORMATION	\$ 5.00	\$ 4.00	\$ 1.00
ADMINISTRATION	\$ 71.00	\$ 74.00	\$ (3.00)
TOTAL PER CONSUMER	\$ 341.00	\$ 349.00	\$ (8.00)

**AVERAGE EXPENSE PER CONSUMER
OVERALL AVERAGE**

	<u>2016</u>	<u>2015</u>	<u>CHANGE</u>
DISTRIBUTION OPERATION	\$ 86.00	\$ 88.00	\$ (2.00)
DISTRIBUTION MAINTENANCE	\$ 127.00	\$ 130.00	\$ (3.00)
ACCOUNTING	\$ 57.00	\$ 58.00	\$ (1.00)
CONSUMER INFORMATION	\$ 9.00	\$ 9.00	\$ -
ADMINISTRATION	\$ 79.00	\$ 85.00	\$ (6.00)
TOTAL PER CONSUMER	\$ 358.00	\$ 370.00	(\$12.00)

OTHER STATISTICAL INFORMATION

NUMBER OF EMPLOYEES	270	279	(9)
MILES OF LINE	13,315	13,291	24
CONSUMERS BILLED	115,854	114,936	918
MILES OF LINE PER EMPLOYEE	49.3	47.6	1.7
CONSUMER PER EMPLOYEE	429	412	17
DENSITY CONSUMERS PER MILE	8.7	8.6	0.1

OTHER STATISTICAL INFORMATION

NUMBER OF EMPLOYEES	2006	1962	44
MILES OF LINE	94,243	91,118	3,125
CONSUMERS BILLED	889,755	848,796	40,959
MILES OF LINE PER EMPLOYEE	46.8	46.3	0.5
CONSUMER PER EMPLOYEE	441	431	10
DENSITY CONSUMERS PER MILE	9.4	9.3	0.1

2016
KENTUCKY ELECTRIC COOPERATIVES
MILES OF LINE
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>% CHANGE FROM 2012</u>
BIG SANDY	1,038	1,037	1,034	1,035	1,033	0.5 %
BLUE GRASS ENERGY	4,742	4,731	4,710	4,693	4,682	1.3
CLARK ENERGY COOP	3,103	3,085	3,066	3,056	3,052	1.7
CUMBERLAND VALLEY	2,655	2,643	2,639	2,633	2,626	1.1
FARMERS	3,648	3,632	3,624	3,615	3,602	1.3
FLEMING-MASON	3,594	3,595	3,582	3,575	3,560	1.0
GRAYSON	2,473	2,465	2,470	2,478	2,485	-0.5
INTER-COUNTY	3,935	3,875	3,834	3,803	3,779	4.1
JACKSON ENERGY	5,714	5,701	5,685	5,673	5,668	0.8
LICKING VALLEY	2,070	2,062	2,057	2,053	2,047	1.1
NOLIN	3,025	3,023	3,017	3,011	3,011	0.5
OWEN	4,562	4,522	4,530	4,522	4,514	1.1
SALT RIVER ELECTRIC	4,185	4,151	4,123	4,095	4,068	2.9
SHELBY ENERGY	2,129	2,126	2,121	2,109	2,104	1.2
SOUTH KENTUCKY	6,836	6,813	6,787	6,771	6,759	1.1
TAYLOR COUNTY	<u>3,264</u>	<u>3,248</u>	<u>3,236</u>	<u>3,230</u>	<u>3,218</u>	<u>1.4</u>
TOTAL EKPC	56,973	56,709	56,352	56,208	56,044	1.7 %
JACKSON PURCHASE	2,957	2,945	2,939	2,932	2,923	1.2 %
KENERGY	7,135	7,130	7,113	7,084	7,068	0.9
MEADE COUNTY	<u>3,223</u>	<u>3,216</u>	<u>3,224</u>	<u>2,982</u>	<u>2,970</u>	<u>8.5</u>
TOTAL BIG RIVERS	13,315	13,291	12,998	12,961	12,939	2.9 %
GIBSON EMC	3,588	729	726	727	704	409.7 % *
PENNYRILE	5,142	5,124	5,095	5,079	5,092	1.0
TRI-COUNTY	5,488	5,483	5,464	5,458	5,451	0.7
WARREN	5,682	5,658	5,645	5,632	5,623	1.0
WEST KENTUCKY	<u>4,055</u>	<u>4,124</u>	<u>4,118</u>	<u>4,111</u>	<u>4,091</u>	<u>-0.9</u>
TOTAL TVA	23,955	21,118	21,007	20,961	20,934	14.4 %
OVERALL TOTAL	94,243	91,118	90,357	90,130	89,917	4.8 %

* Hickman-Fulton merged with Gibson EMC

2016
KENTUCKY ELECTRIC COOPERATIVES
OPERATING EXPENSE STATISTICAL COMPARISONS
AVERAGE ANNUAL BASIS

COOPERATIVE NAME	DISTRIBUTION OPERATION PER CONSUMER	DISTRIBUTION MAINTENANCE PER CONSUMER	TOTAL OP. & MAINT. PER CONSUMER	CONSUMER ACCOUNTING PER CONSUMER	CONSUMER INFORMATION PER CONSUMER	ADM. & GEN EXPENSE PER CONSUMER	TOTAL EXPENSE PER CONSUMER	NUMBER OF EMPLOYEES	MILES OF LINE	NUMBER OF CONSUMERS BILLED	MILES OF LINE PER EMPLOYEE	CONSUMERS PER EMPLOYEE	DENSITY CONSUMERS PER MILE
OLD SANDY RECC	77	130	207	68	2	103	380	39	1,038	12,987	27.0	333	13.0
BLUE GRASS ENERGY COOP	50	102	152	44	13	78	287	36	4,742	57,319	49.9	603	12.1
CLARK ENERGY COOP	87	136	223	55	8	53	339	52	3,103	26,246	60.0	506	8.5
CUMBERLAND VALLEY ELECTRIC	67	134	201	80	2	71	354	47	2,655	23,620	56.5	503	8.9
FARMERS RECC	70	113	183	42	8	76	309	61	3,548	25,122	58.8	412	6.9
FLEMING-MASON ENERGY	99	126	206	81	4	65	336	49	3,594	24,219	73.4	494	6.7
GRAYSON RECC	82	228	310	70	16	131	529	47	2,473	16,266	52.6	327	6.2
INTER-COUNTY ENERGY	113	93	206	70	13	84	373	65	3,535	25,908	61.0	399	6.5
JACKSON ENERGY COOP	93	128	221	69	16	92	380	119	6,714	51,356	49.0	432	9.0
LICKING VALLEY RECC	102	149	251	53	-1	79	382	44	2,070	17,339	47.0	394	9.4
NOLIN RECC	119	162	281	73	20	134	608	86	3,025	34,891	31.5	363	11.5
OWEN EC	78	64	142	65	12	85	204	129	4,562	60,120	35.4	466	13.2
SALT RIVER ELECTRIC	84	69	153	34	4	83	214	73	4,185	60,037	57.3	686	12.0
SHELBY ENERGY COOP	107	222	329	44	28	62	463	41	2,129	15,941	51.9	389	7.5
SOUTH KENTUCKY RECC	61	125	186	52	2	63	303	143	6,836	67,067	47.8	489	9.0
TAYLOR COUNTY RECC	73	78	151	45	-5	68	248	54	3,254	26,290	60.0	407	8.0
EXPC GROUP AVERAGE	82	128	210	57	9	81	367	72	3,581	39,365	49.5	483	9.4
JACKSON PURCHASE ENERGY	87	119	206	46	3	84	338	64	2,957	29,622	46.2	463	10.0
KENNERLY COOP	74	146	220	67	5	74	366	143	7,135	55,832	49.9	397	8.0
MEADE COUNTY RECC	92	110	202	55	7	54	319	63	3,223	29,400	51.0	467	9.1
BIG RIVERS GROUP AVERAGE	84	125	209	58	5	71	341	80	4,438	38,618	49.3	429	8.7
OSCON EMC	106	110	224	67	16	82	379	97	3,688	38,613	37.0	398	10.8
PENNYRILE RECC	109	114	223	64	12	78	365	112	5,142	47,665	45.3	426	9.6
TALCOTT EMC	96	121	217	60	10	45	325	128	5,488	51,567	42.9	403	9.4
WARREN RECC	85	91	176	63	13	97	339	153	5,582	63,603	37.1	416	11.2
WEST KENTUCKY RECC	94	176	270	74	2	83	429	92	4,055	38,611	44.1	420	9.5
TVA GROUP AVERAGE	98	124	222	58	11	77	369	116	4,791	48,012	41.3	414	10.0
OVERALL AVERAGE	88	127	213	57	9	78	358	84	3,927	37,073	48.8	441	9.4

2016
KENTUCKY ELECTRIC COOPERATIVES
OPERATING EXPENSE STATISTICAL COMPARISONS
AVERAGE ANNUAL BASIS

COOPERATIVE NAME	DISTRIBUTION OPERATION PER MILE	DISTRIBUTION MAINTENANCE PER MILE	TOTAL OP. & MAINT. PER MILE	CONSUMER ACCOUNTING PER MILE	CONSUMER INFORMATION PER MILE	ADM. & GEN. EXPENSE PER MILE	TOTAL EXPENSE PER MILE	NUMBER OF EMPLOYEES	MILES OF LINE	RESIDENTIAL CONSUMERS BILLED	TOTAL RESIDENTIAL REVENUES	AVERAGE MONTHLY RES'L REV
BIG SANDY RECC	963	1,627	2,590	851	26	1,289	4,755	30	1,038	11,893	18,408,765	128.0
BLUE GRASS ENERGY COOP	804	1,233	1,937	532	157	943	3,429	95	4,742	54,534	95,400,568	130.5
CLARK ENERGY COOP	738	1,150	1,888	465	68	448	2,957	52	3,103	24,477	35,191,917	119.8
CUMBERLAND VALLEY ELECTRIC	599	1,182	1,789	712	18	832	3,150	47	2,855	22,031	30,894,241	117.2
FARMERS RECC	482	778	1,260	289	56	523	2,127	61	3,648	23,239	32,138,654	116.3
FLEMING-MASON ENERGY	539	849	1,388	411	27	439	2,284	49	3,594	22,482	30,158,896	111.7
GRAYSON RECC	510	1,417	1,927	435	112	814	3,288	47	2,473	14,168	22,545,308	132.6
INTER-COUNTY ENERGY	744	812	1,356	481	88	553	2,458	85	3,935	24,369	37,584,188	128.5
JACKSON ENERGY COOP	836	1,150	1,986	530	144	827	3,487	119	5,714	47,880	81,213,110	141.9
LICKING VALLEY RECC	854	1,348	2,102	444	-8	562	3,201	44	2,070	16,231	21,089,503	109.3
NOLIN RECC	1373	1,869	3,242	842	231	1,548	5,861	96	3,025	32,918	48,445,160	122.6
OWEN EC	1028	843	1,871	857	159	1,120	4,006	129	4,562	57,433	82,780,498	120.1
SALT RIVER ELECTRIC	849	708	1,352	407	48	753	2,560	73	4,185	48,901	66,981,372	119.0
SHELBY ENERGY COOP	801	1,882	2,463	329	219	464	3,468	41	2,129	15,275	24,550,970	133.9
SOUTH KENTUCKY RECC	599	1,226	1,824	510	20	818	2,972	143	6,838	81,089	81,608,727	111.4
TAYLOR COUNTY RECC	598	828	1,216	382	-40	487	2,005	54	3,284	23,063	28,551,058	103.2
EKPC GROUP AVERAGE	744	1,137	1,881	527	82	758	3,246	72	3,551	31,111	45,477,575	121.8
JACKSON PURCHASE ENERGY	872	1,182	2,054	481	30	841	3,388	84	2,957	25,380	39,553,207	128.8
KENERGY CORP	599	1,153	1,752	534	40	589	2,915	143	7,135	45,905	78,095,525	138.1
MEADE COUNTY RECC	839	1,003	1,842	511	84	493	2,910	83	3,223	27,288	37,898,165	115.1
BIG RIVERS GROUP AVERAGE	787	1,116	1,883	502	45	641	3,071	88	4,438	32,881	51,114,966	128.6
GIBSON EMC	1141	1,270	2,411	813	172	882	4,078	97	3,589	31,467	56,541,093	148.7
PENNYRILE RECC	1010	1,057	2,067	501	111	705	3,384	112	5,142	42,681	68,315,885	133.7
TRI-COUNTY EMC	902	1,137	2,039	470	122	423	3,064	128	5,489	41,831	89,380,353	138.2
WARREN RECC	951	1,019	1,970	593	148	1,068	3,795	153	5,882	52,570	91,587,192	145.2
WEST KENTUCKY RECC	895	1,378	2,571	705	19	790	4,086	82	4,055	30,401	53,765,401	147.2
TVA GROUP AVERAGE	980	1,232	2,212	578	114	777	3,870	116	4,701	38,770	67,907,970	142.3
OVERALL AVERAGE	796	1,154	1,950	534	84	748	3,314	84	3,927	33,134	50,855,250	127.8

2016
KENTUCKY ELECTRIC COOPERATIVES
TOTAL AVERAGE NUMBER OF CONSUMERS BILLED
STATISTICAL COMPARISONS

<u>COOPERATIVE</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>% CHANGE FROM 2012</u>
BIG SANDY	12,987	13,053	13,102	13,177	13,199	-1.6 %
BLUE GRASS ENERGY	57,319	56,584	56,075	55,725	55,297	3.7
CLARK ENERGY COOP	26,246	26,085	25,989	25,985	25,980	1.0
CUMBERLAND VALLEY	23,620	23,586	23,619	23,659	23,613	0.0
FARMERS	25,122	24,987	24,894	24,816	24,710	1.7
FLEMING-MASON	24,219	24,010	23,885	23,833	23,758	1.9
GRAYSON	15,366	15,344	15,338	15,391	15,389	-0.1
INTER-COUNTY	25,908	25,686	25,568	25,328	25,338	2.2
JACKSON ENERGY	51,356	51,359	51,435	51,360	51,250	0.2
LICKING VALLEY	17,339	17,323	17,400	17,408	17,426	-0.5
NOLIN	34,891	34,658	34,314	33,957	33,580	3.9
OWEN	60,120	59,409	58,840	58,095	57,809	4.0
SALT RIVER ELECTRIC	50,051	49,401	48,851	48,320	47,805	4.7
SHELBY ENERGY	15,941	15,854	15,638	15,457	15,360	3.8
SOUTH KENTUCKY	67,067	66,763	66,530	66,272	66,327	1.1
TAYLOR COUNTY	<u>26,290</u>	<u>26,104</u>	<u>25,958</u>	<u>25,888</u>	<u>25,728</u>	<u>2.2</u>
TOTAL EKPC	533,842	530,206	524,671	522,569	521,151	2.4 %
JACKSON PURCHASE	29,622	29,364	29,293	29,313	29,241	1.3 %
KENERGY	56,832	56,406	55,932	55,677	55,419	2.5
MEADE COUNTY	<u>29,400</u>	<u>29,166</u>	<u>28,985</u>	<u>28,730</u>	<u>28,592</u>	<u>2.8</u>
TOTAL BIG RIVERS	115,854	114,936	113,720	113,252	112,887	2.6 %
GIBSON EMC	38,613	3,726	3,702	3,687	3,689	946.7 % *
PENNYRILE	47,665	47,426	47,154	46,976	47,013	1.4
TRI-COUNTY	51,567	51,303	50,720	50,612	50,679	1.8
WARREN	63,603	62,658	61,958	61,316	60,641	4.9
WEST KENTUCKY	<u>38,611</u>	<u>38,541</u>	<u>38,483</u>	<u>38,398</u>	<u>38,310</u>	<u>0.8</u>
TOTAL TVA	240,059	203,654	200,989	200,332	199,299	20.5 %
OVERALL TOTAL	889,755	848,796	839,380	836,153	833,337	6.8 %

**2016
KENTUCKY ELECTRIC COOPERATIVES
TOTAL RESIDENTIAL REVENUES
STATISTICAL COMPARISONS**

<u>COOPERATIVE</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>% CHANGE FROM 2012</u>
BIG SANDY	\$18,406,765	\$18,679,347	\$20,352,830	\$20,214,344	\$18,915,867	-2.7 %
BLUE GRASS ENERGY	85,400,566	83,902,592	90,335,203	86,731,904	82,219,020	3.9
CLARK ENERGY COOP	35,191,917	36,458,088	39,274,668	37,408,399	35,261,019	-0.2
CUMBERLAND VALLEY	30,994,241	31,119,699	32,804,899	31,849,912	30,386,944	2.0
FARMERS	32,138,854	31,985,735	35,189,349	34,021,119	31,180,284	3.1
FLEMING-MASON	30,158,986	30,262,759	32,135,777	31,290,157	29,690,084	1.6
GRAYSON	22,545,309	23,009,195	24,408,364	23,854,195	21,816,428	3.3
INTER-COUNTY	37,564,166	37,622,733	42,209,063	39,836,984	36,934,661	1.7
JACKSON ENERGY	81,213,110	75,406,746	84,922,276	81,972,647	77,832,875	4.3
LICKING VALLEY	21,099,503	20,838,229	22,943,939	22,724,114	21,314,628	-1.0
NOLIN	48,445,160	48,140,251	53,001,534	51,335,752	47,495,013	2.0
OWEN	82,780,498	83,000,218	87,221,855	79,439,125	79,578,364	4.0
SALT RIVER ELECTRIC	66,991,372	66,444,049	71,348,351	69,064,012	65,507,556	2.3
SHELBY ENERGY	24,550,970	24,385,887	26,276,277	25,519,497	23,937,841	2.6
SOUTH KENTUCKY	81,608,727	82,959,317	90,207,014	86,420,326	80,375,682	1.5
TAYLOR COUNTY	<u>28,551,056</u>	<u>29,711,247</u>	<u>32,121,022</u>	<u>30,403,252</u>	<u>28,434,719</u>	<u>0.4</u>
TOTAL EKPC	\$727,641,200	\$723,926,092	\$752,085,739	\$710,880,985	\$732,097,152	-0.6 %
JACKSON PURCHASE	\$39,553,207	\$37,547,205	\$39,086,440	\$34,338,887	\$31,043,685	27.4 %
KENERGY	76,095,525	72,523,048	74,095,848	65,362,048	58,093,381	31.0
MEADE COUNTY	<u>37,696,165</u>	<u>35,511,355</u>	<u>36,725,209</u>	<u>31,876,222</u>	<u>27,769,525</u>	<u>35.7</u>
TOTAL BIG RIVERS	\$153,344,897	\$145,581,608	\$131,577,157	\$116,906,591	\$112,833,340	35.9 %
GIBSON EMC	\$56,541,063	\$5,391,652	\$5,688,518	\$5,499,579	\$5,599,551	909.7 % *
PENNYRILE	68,315,885	67,028,690	71,535,238	66,136,309	62,724,839	8.9
TRI-COUNTY	69,390,353	65,431,598	69,404,761	64,475,661	62,236,827	11.5
WARREN	91,587,192	92,518,423	96,944,907	87,750,045	86,515,348	5.9
WEST KENTUCKY	<u>53,705,401</u>	<u>54,783,894</u>	<u>57,249,601</u>	<u>53,582,845</u>	<u>54,479,631</u>	<u>-1.4</u>
TOTAL TVA	\$339,539,894	\$285,154,257	\$277,444,439	\$271,556,196	\$284,303,841	19.4 %
OVERALL TOTAL	\$1,220,525,991	\$1,154,661,957	\$1,161,107,335	\$1,099,343,772	\$1,129,234,333	8.1 %

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

5. Provide Inter-County's capital structure at the end of each of the periods shown in Format 5.

Response: Please see attached for hard copies. An electronic version of the excel spreadsheets are also being filed on CD.

Format 5
Schedule 1

INTER-COUNTY ENERGY COOPERATIVE CORPORATION Case No. 2018-00129													
Comparative Capital Structures For the Periods as Shown													
"000 Omitted"													
Line No.	Type of Capital	2007 10th Year		2008 9th Year		2009 8th Year		2010 7th Year		2011 6th Year		2012 5th Year	
		Amount	Ratio	Amount	Ratio	Amount	Ratio	Amount	Ratio	Amount	Ratio	Amount	Ratio
1	Long-Term Debt	52,879,205	68%	53,834,023	67%	54,860,324	66%	56,715,577	63%	60,987,334	64%	60,229,490	61%
2	Short-Term Debt	1,700,000	2%	1,800,000	2%	2,275,000	3%	2,600,000	3%	-	0%	2,300,000	3%
3	Memberships	1,001,105	1%	1,016,665	1%	1,021,035	1%	1,019,470	1%	1,022,345	1%	1,010,965	1%
4	Patronage Capital	22,756,534	29%	23,228,729	29%	23,469,583	30%	28,987,471	32%	33,281,599	35%	34,790,773	35%
5	Other												
6	Total Capitalization	78,337,244	100%	79,929,417	100%	82,626,432	100%	89,322,518	100%	95,291,318	100%	98,551,228	100%

Line No.	Type of Capital	2013 4th Year		2014 3rd Year		2015 2nd Year		2016 1st Year		11/16 - 10/17 Test Year		Last Available Quarter		Average Test Year	
		Amount	Ratio	Amount	Ratio	Amount	Ratio	Amount	Ratio	Amount	Ratio	Amount	Ratio	Amount	Ratio
1	Long-Term Debt	59,529,872	58%	63,389,445	59%	65,781,886	59%	70,440,050	61%	70,551,343	61%	71,402,693	61%	68,799,867	58%
2	Short-Term Debt	2,700,000	3%	2,900,000	3%	3,031,880	3%	-	0%	-	0%	-	0%	4,467,648	4%
3	Memberships	1,035,515	1%	1,019,466	1%	1,028,660	1%	1,040,343	1%	1,052,343	1%	1,054,135	1%	1,044,340	1%
4	Patronage Capital	35,179,719	38%	41,789,195	38%	42,004,435	38%	44,093,819	38%	44,469,910	38%	44,313,123	38%	44,551,271	37%
5	Other														
6	Total Capitalization	102,445,106	100%	108,998,096	100%	111,847,061	100%	115,574,214	100%	116,074,596	100%	116,769,951	100%	118,862,126	100%

- Instruct
- 1 Provide a calculation of the average test year data as shown in Format 5, Schedule 2
 - 2 If the applicant is a member of an affiliated group, the above data is to be provided for the parent company and the system consolidated

INTER-COUNTY ENERGY COOPERATIVE CORPORATION Case No. 2018-00129
Calculation of Average Test Period Capital Structure
12 Months Ended October 31, 2017
"000 Omitted"

Line No.	Item (a)	Total Capital (b)	Long-Term Debt (c)	Short-Term Debt (d)	Memberships (e)	Common Stock (f)	Patronage Capital (g)	Total Common Equity (h)
1	Balance Beginning of Test Year	115,574,214	79,440,050	0	1,040,345		44,093,819	
2	1st Month	115,622,322	79,869,535	0	1,040,790		43,711,946	
3	2nd Month	116,008,214	65,368,378	4,467,648	1,041,235		45,130,953	
4	3rd Month	116,135,564	69,733,032	0	1,040,755		45,361,773	
5	4th Month	115,669,298	69,621,620	0	1,042,920		45,004,753	
6	5th Month	115,600,618	69,601,296	0	1,043,400		44,955,922	
7	6th Month	115,189,316	69,497,943	0	1,043,565		44,648,806	
8	7th Month	115,224,050	69,279,924	0	1,044,245		44,899,981	
9	8th Month	114,965,945	69,291,553	0	1,045,160		44,629,232	
10	9th Month	114,337,273	68,594,286	0	1,047,485		44,695,502	
11	10th Month	114,013,596	68,491,484	0	1,047,250		44,748,662	
12	11th Month	111,934,444	66,857,995	0	1,049,245		44,027,204	
13	12th Month	111,333,017	66,751,127	0	1,050,030		43,531,866	
14	Total (Line 1 through Line 13)	1,491,607,968	894,398,275	4,467,648	13,576,425		579,166,519	
15	Average balance (Line 14/13)	114,739,067	68,799,867	4,467,648	1,044,340		44,551,271	
16	Average capitalization ratios	100%	60%	0%	1%		39%	
17	End-of-period capitalization ratios	100%	60%	0%	1%		39%	

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

6. Provide the following:
- a. List all outstanding issues of long-term debt as of the end of the latest calendar year and the end of the test period, together with the related information as shown in Format 6a. A separate schedule is to be provided for each time period. Report in column (k) of Format 6a, Schedule 2, the actual dollar amount of debt cost for the test year. Compute the actual and annualized composite debt cost rates and report them in Column (j) of Format 6a, Schedule 2.
 - b. Provide an analysis of end-of-period short-term debt and a calculation of the average and end-of-period cost rates as shown in Format 6b.

Response:

- a. The requested information pertaining to the Test Year can be found in Exhibit 7 – Work Paper 5 attached to the Application that was filed on May 29, 2018. For long-term debt as of the latest calendar year, please see the information attached to this response.
- b. The requested information pertaining to the Test Year can be found in Exhibit 7 – Work Paper 6.

Inter-County Energy Cooperative
Case No. 2018-00129
Schedule of Outstanding Long-Term Debt
As of December 31, 2017

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Line No.	Issuer	Agreement, Reference, or Account No.	Date of Issue	Date of Maturity	Amount Outstanding as of 12/31/2017	Nominal Interest Cost Rate	Effective Interest Cost Rate ¹	Annualized Interest Cost [(f)*(h)]	Actual 2017 Interest Cost
1	CoBank	RI0902T2	Dec-11	Nov-28	1,724,567.13	4.48%	4.48%	77,260.61	81,949.15
2	CoBank	RI0902T3	Apr-13	Apr-19	475,843.79	2.25%	2.25%	10,706.49	16,600.89
3	CoBank	RI0902T4	May-16	Jan-38	17,041,107.28	3.80%	3.80%	647,562.08	671,015.18
4	CoBank	RX0902T1	Jul-10	Jul-26	1,912,546.26	4.55%	4.55%	87,020.85	97,016.80
5	CoBank	TOTAL			21,154,064.46			822,550.02	866,582.02
6									
7	FFB	H0010	Jun-99	Jun-34	848,003.17	2.87%	2.87%	24,363.13	44,182.39
8	FFB	H0015	Jun-99	Jun-34	1,130,670.66	2.87%	2.87%	32,484.17	43,330.34
9	FFB	H0020	Jun-99	Jun-34	1,473,829.33	2.87%	2.87%	42,343.12	43,857.76
10	FFB	H0025	Jun-99	Jun-34	125,449.28	2.87%	2.87%	3,604.16	44,682.15
11	FFB	TOTAL			3,577,952.44			102,794.57	176,052.64
12									
13	CFC	KY0279022001	Dec-83	Nov-16	93,070.94	6.20%	6.20%	5,770.40	6,895.61
14	CFC	KY0279023001	Mar-85	Mar-20	270,694.74	6.35%	6.35%	17,189.12	18,285.05
15	CFC	KY0279024001	May-88	May-23	554,487.36	6.45%	6.45%	35,764.43	36,715.31
16	CFC	KY0279025001	Aug-91	Aug-26	812,272.07	6.45%	6.45%	52,391.55	53,135.01
17	CFC	KY0279026001	Nov-93	Nov-28	920,174.24	6.50%	6.50%	59,811.33	59,857.56
18	CFC	KY0279026002	Mar-98	Mar-33	682,364.84	6.50%	6.50%	44,353.71	44,387.92
19	CFC	TOTAL			3,333,064.19			215,280.54	219,276.46
20									
21	RUS	AX61/RET-7-1	Feb-98	Feb-33	1,746,369.85	5.13%	5.13%	89,501.45	91,561.16
22	RUS	AX61/RET-7-2	Feb-98	Feb-33	1,359,574.02	0.875%	0.875%	11,896.27	17,973.80
23		TOTAL			3,105,943.87			101,397.73	109,534.96
24									
25	All Debt	Total			31,171,024.96			1,242,022.86	1,371,446.08

1. In all instances where the Effective Interest Cost Rate is different from the Nominal Interest Rate, provide a calculation of the effective Interest Cost Rate in sufficient detail to show the items of costs that cause the difference.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

7. Provide a trial balance as of the last day of the test year showing account number, subaccount number, account title, subaccount title, and amount. The trial balance shall include all asset, liability, capital, income, and expense accounts used by Inter-County. All income statement accounts should show activity for 12 months. Show the balance in each control account and all underlying subaccounts per company books.

Response: Please see attached.

ACCOUNT	DESCRIPTION	AMOUNT
106.00	COMPLETED CONSTRUCTION NOT CLASS	0.00
107.20	CWIP FORCE ACCOUNT	176,890.23
107.21	CWIP - INDIRECT LABOR	33.84
107.22	CWIP - RIGHT-OF-WAY WIDENING	0.00
107.23	CWIP - CONTRACTOR OVERSIGHT	0.00
107.29	CWIP - SYSTEM INSPECTION	0.00
107.30	CWIP - SPECIAL EQUIPMENT	760.00-
107.31	GENERAL PLANT EQUIPMENT	3,340.07-
107.32	TRUCK RADIOS FOR NEW RADIO SYS	0.00
107.33	SCADA	403,298.02
107.57	CWIP - SEDC COMPUTER CONVERSION	0.00
107.58	CWIP - AMR PROJECT	0.00
108.60	DEPREC DIST PLANT	12,787,389.98
108.61	ACCUM. DEPREC. - INSTALL. ON CON	1,496,537.98-
108.62	ACCUM. DEPREC. - STATION EQUIP.	0.00
108.63	ACCUM. DEPREC - SCADA	0.00
108.64	ACCUM. DEPREC. - POLES, TOWERS &	13,371,646.98-
108.65	ACCUM. DEPREC. - O/H CONDUCTOR &	12,014,790.11-
108.66	ACCUM. DEPREC. - URD CONDUCTOR &	1,990,249.66-
108.67	ACCUM. DEPREC. - METERS	570,900.18-
108.68	ACCUM. DEPREC. - LINE TRANSFORME	6,676,587.55-
108.69	ACCUM. DEPREC. - SERVICES	7,946,840.81-
108.70	DEPREC GEN PLANT	0.00
108.71	ACCUM DEPREC. - OFFICE FRNT & EQ	691,311.98-
108.72	ACCUM DEPREC. - TRANSP. EQ.	2,092,733.12-
108.73	ACCUM DEPREC. - STORES EQ.	24,404.10-
108.74	ACCUM DEPREC. - TOOLS & SHOP EQ.	83,805.95-
108.75	ACCUM DEPREC. - LABORATORY EQ.	79,151.71-
108.76	ACCUM DEPREC. - POWER OPER. EQ.	37,815.45-
108.77	ACCUM DEPREC. - COMMUNICATIONS E	1,406,970.12-
108.78	ACCUM DEPREC. - MISCELLANEOUS EQ	109,991.19-
108.79	ACCUM DEPREC. - STR & IMP.	1,463,733.34-
108.80	RWIP	16,619.78
108.81	RWIP - INDIRECT LABOR	0.00
108.83	RWIP - CONTRACTOR OVERSIGHT	0.00
121.00	NONUTILITY PROPERTY	0.00
123.10	PATRONAGE CAPITAL - EKPC	26,856,398.52
123.11	PATRONAGE CAPITAL - KAEC	491,267.95
123.12	PATRONAGE CAPITAL - NRUFC	325,395.76
123.13	PATRONAGE CAPITAL - NISC (FRMLY	615.73
123.14	PATRONAGE CAPITAL- NRTC	74.01
123.15	PATRONAGE CAPITAL - CRC	30,488.22
123.16	PATRONAGE CAPITAL - SEDC	116,987.34
123.17	PATRONAGE CAPITAL - COBANK	90,052.15
123.21	CAPITAL TERM CERTIFICATES	965,121.29
123.22	EKPC MEMBERSHIP FEE	100.00
123.23	NTL. RURAL TELECOMMUNICATIONS CO	1,000.00
123.24	ENVISION ENERGY SERVICES - MEMBE	20,068.29
123.25	CFC MEMBERSHIP FEE	1,000.00

ACCOUNT	DESCRIPTION	AMOUNT
123.26	KAEC - CD	0.00
123.27	CADP MEMBERSHIP FEE	25.00
123.28	KAEC - CD	0.00
123.29	TOUCHSTONE ENERGY - MEMBERSHIP	2,500.00
123.30	CO-OP RESPONSE CTR M'SHIP/EQUITY	8,000.00
123.31	FEDERATED RE INS EXCHANGE	189,262.00
123.32	SEDC - MEMBERSHIP	100.00
123.33	COBANK - MEMBERSHIP	1,000.00
124.00	BUSINESS DEVEL. CORP	0.00
124.01	INDUST. DEVEL. CORP.	99,815.00
124.02	CENTRAL KY JOB TRAINING CONSORTI	3,000.00
124.03	TIME-WARNER - SETTLEMENT SHARES	433.34-
124.21	CENTRAL KY TECHNICAL COLLEGE	6,800.00
131.00	FNB - CASH ACCOUNT	1,396,246.64
131.01	CASH ACCT - CONSTR. FUND	13.00-
131.02	CASH ACCOUNT - LEBANON	104,812.82
131.03	CASH ACCT. PAYROLL	8,655.50-
131.05	CASH ACCT. - AUTOMATIC PMTS	1,494,468.35
131.06	CASH ACCT. - CAPITAL CREDITS	366,222.66-
131.40	CASH ACCT. TRANSFER	0.00
131.99	A/R OTHER CASH CLEARING	0.00
135.00	WORKING FUNDS	2,200.00
135.01	WORKING FUNDS - TRAVEL ADV	1,400.00
136.02	COMMERCIAL PAPER INVEST.	0.00
141.00	NOTES REC. GEOTHERMAL LOANS	165,428.72
141.10	NOTES REC. MARION CO IND FNMT	0.00
142.10	ACCTS. RECEIVABLE - CUSTOMER	3,590,699.36
142.11	ACCTS. REC. AGENCY VOUCHERS	14,357.69
142.12	A/R UNBILLIED REVENUE	1,841,744.22
142.13	A/R PPM- DEBT MGT RECOVERY	15,174.08
142.99	ACCTS RECEIVABLE - CLEARING	18,584.58
143.00	ACCTS. REC. - OTHER AR ONLY	3,267.15-
143.01	ACCT. REC. - R&S & 401K	0.00
143.02	ACCTS. REC. - LTD INS.	18.90-
143.03	ACCTS. REC. - ACCIDENT INS.	1.55-
143.04	ACCTS. REC. - LIFE INS.	6.92
143.05	ACCT. REC. - COLONIAL INS.	0.00
143.06	ACCTS REC. - KAEC (ACRE CONTRIBU	394.98-
143.07	ACCTS. RECEIVABLE - WINTERCARE	81.51
143.08	LIFE INS. - METROPOLITAN	78.51-
143.09	DELTA/EYE MED	1,920.38
143.10	GUARDIAN INSURANCE	330.35
143.11	EMPLOYEE FUNDRAISING	0.00
143.12	ACCTS REC - FEMA 1/09 ICE STORM	63,726.62-
143.13	ACCTS REC - SMS TIRE PROCESSING	0.00
143.14	ACCTS REC - MORTON TAX REFUND	1.22-
143.15	ACCTS REC - GARNISHMENT	0.00
143.71	ACCTS. REC. - FOOD FUND	806.00
143.72	AFLAC CANCER INSURANCE	908.38-

ACCOUNT	DESCRIPTION	AMOUNT
143.73	AIR EVAC MEMBERSHIPS	1,278.20
143.74	CHRISTMAS BLESSINGS	3,781.29-
143.75	LEGAL SHIELD	158.55-
143.99	A/R OTHER-CANNOT USE	49,833.48
144.10	PROV. FOR UNCOLL. ACCOUNTS	435,102.87-
154.00	MATERIALS & SUPPLIES - ELECTRIC	408,808.72
154.99	VEHICLE PARTS INVENTORY	0.00
155.00	MERCHANDISE	1,702.08
163.00	STORES EXPENSE	0.32
163.01	STORES EXPENSE-SALE OF MATERIAL	0.00
165.01	R & S PENSION PLAN	8,144.09-
165.10	LIABILITY INSURANCE	169,875.70
165.11	401 (K) PLAN	371.39-
165.12	MAJOR MEDICAL INS.	81,094.41
165.13	LONG TERM DISABILITY	0.00
165.14	DIRECTOR'S LIFE INS.	5,353.57
165.15	LIFE INSURANCE	0.00
165.16	WORKERS/COMP INSURANCE	130,028.01
165.17	LIFE INS. - RETIRED EMPLOYEES	0.00
165.18	MAJOR MED. - RETIRED EMP & DIR	13,060.12
165.20	ASSOC. MEMBERSHIP DUES	57,340.71
165.22	HARRIS MAINT PREPAYMENT	0.00
171.00	INTEREST RECEIVABLE	10,331.51
184.00	TRANSPORTATION EXPENSE	0.00
184.99	TRANSPORTATION - OVERHEAD	0.00
186.02	RATE APPLICATION	0.00
186.04	DEFERRED DEBIT - OTHER	0.00
186.06	DEFERRED DEBIT - CTC	0.00
186.09	DEFERRED DEBIT - FUEL ADJUSTMENT	0.00
186.10	DEFERRED DEBIT - ENV SURCHARGE	0.00
186.11	DEFERRED DEBIT - RS PLAN PREPMT	1,135,638.00
186.97	DEFERRED DEBIT - CONSUMER LOANS	7,311.32
186.98	DEFERRED DEBIT-CONTRACTS	2,292.30-
186.99	DEFERRED DEBIT - CONTRACTS	29,466.76
189.00	CFC CONVERSION FEES	0.00
200.10	MEMBERSHIPS ISSUED	933,735.00-
200.11	MEMBERSHIPS (NOT IN COMP SYSTEM)	119,610.00-
201.10	PATRONS CAPITAL CREDITS	39,462,127.18-
208.00	DONATED CAPITAL	71,968.58-
215.30	ACCUMULATED COMPREHENSIVE INCOME	600,922.40
217.00	GAIN ON RETIRED CAPITAL CREDITS	794,547.32-
219.10	OPERATING MARGINS-PRIOR YEARS	150,816.78-
219.11	OPERATING MARGINS-CURRENT YEAR	4,218,199.31-
219.12	OPERATING MARGINS-PRIOR YEAR DEF	0.00
219.20	NON-OPERATING MARGINS	0.00
224.03	LONG TERM DEBT - RUS	3,114,572.51-
224.04	RUS NOTES EXECUTED - CONSTRUCTIO	0.00
224.12	OTHER LONG TERM DEBT - CFC	3,323,964.01-
224.13	CFC NOTES EXECUTED	0.00

ACCOUNT	DESCRIPTION	AMOUNT
224.14	EKPC - MARKETING LOANS	134,361.41-
224.15	OTHER LONG TERM DEBT - COBANK	21,278,618.84-
224.16	COBANK NOTES EXECUTED	0.00
224.20	LONG TERM DEBT - FFB	49,698,972.95-
224.30	FFB NOTES EXECUTED	5,000,000.00
224.60	ADV PMT UNAPPLIED - LONG TERM DE	1,864,784.85
228.30	ACCUM. PROV. FOR PENSIONS & BENE	4,112,794.83-
231.10	NOTES PAYABLE - CFC LOAN	3,600,000.00-
232.10	ACCOUNTS PAYABLE - GENERAL	4,053,403.53-
232.11	ACCOUNTS PAYABLE - MEMBERS	1,028.22-
232.30	ACCOUNTS PAYABLE - EMPLOYEE LOAN	103.17-
232.31	ACCOUNTS PAYABLE - EMPLOYEE SAVI	0.00
232.32	ACCOUNTS PAYABLE - CREDIT UNION	0.00
232.33	ACCOUNTS PAYABLE - SECTION 125	6,210.66-
232.34	ACCOUNTS PAYABLE-SALES TAX AUDIT	0.00
232.99	ACCOUNTS PAYABLE - CLEARING	0.00
235.00	CONSUMER DEPOSITS	601,231.00-
235.99	DEFERRED DEPOSITS/MEMBERSHIPS	0.00
236.10	ACCRUED PROPERTY TAXES	131,504.74
236.20	ACCRUED FEDERAL UNEMPLOYMENT TAX	2.56
236.30	ACCRUED SOCIAL SECURITY TAX	1.08
236.40	ACCRUED STATE UNEMPLOYMENT TAX	24.34
236.50	KY SALES & USE TAX	85,190.59
236.51	ENVIRONMENTAL SURCHARGES - TOTAL	1.08-
236.52	EXCISE TAX - MEDICAL INSURANCE	33,620.24
236.60	ACCRUED MARION CO. SCHOOL TAX	44,931.11-
236.70	ACCRUED WASHINGTON SCHOOL TAX	1,072.72-
236.80	SCHOOL TAX - MADISON CO.	352.17-
236.81	ACCRUED TAYLOR CO. SCHOOL TAX	464.46-
236.83	ACCRUED LINCOLN CO. SCHOOL TAX	44,640.95-
236.84	DANVILLE FRANCHISE TAX	3,120.63-
236.85	HARRODSBURG FRANCHISE TAX	1,751.92-
236.86	JUNCTION CITY FRANCHISE TAX	384.85-
236.90	ACCRUED BURGIN SCHOOL TAX	1,637.30-
236.91	ACCRUED BOYLE CO. SCHOOL TAX	18,869.08-
236.92	ACCRUED STANFORD FRANCHISE TAX	3,513.67-
236.93	ACCRUED GARRARD CO. SCHOOL TAX	31,507.35-
236.94	ACCRUED MERCER CO. SCHOOL TAX	9,883.96-
236.95	ACCRUED LARUE CO. SCHOOL TAX	839.56-
236.96	ACCRUED CASEY CO. SCHOOL TAX	10,703.17-
236.97	ACCRUED DANVILLE SCHOOL TAX	1,130.47-
236.98	ACCRUED ROCKCASTLE CO. SCHOOL TA	184.27-
236.99	ACCRUED NELSON CO. SCHOOL TAX	3,101.97-
237.10	ACCRUED INTEREST - RUS NOTES	0.00
237.30	ACCRUED INTEREST - CFC NOTES	16,904.82-
237.50	ACCRUED INTEREST - FFB LOANS	25,450.00-
237.60	ACCRUED INTEREST - COBANK LOANS	0.00
240.00	MATURED INTEREST	2,092.77-
241.00	FEDERAL INCOME TAX	0.00

ACCOUNT	DESCRIPTION	AMOUNT
241.10	STATE INCOME TAX	364.11
241.11	DANVILLE PAYROLL TAX	1,154.32-
241.12	BOYLE CO PAYROLL TAX	5.44-
241.13	GARRARD CO PAYROLL TAX	151.81-
241.14	MARION CO PAYROLL TAX	2.37-
241.15	LEBANON PAYROLL TAX	14.39
241.16	MERCER CO PAYROLL TAX	10.78
241.17	CASEY CO PAYROLL TAX	0.00
241.18	LINCOLN CO PAYROLL TAX	38.81
241.19	NELSON CO PAYROLL TAX	0.29
241.20	JUNCTION CITY PAYROLL TAX	7.07
241.21	STANFORD CITY PAYROLL TAX	18.61-
241.22	PERRYVILLE CITY PAYROLL TAX	1.35
242.20	ACCRUED PAYROLL	185,325.92-
242.51	ACCRUED LIABILITY - SICK LEAVE	599,332.50-
242.60	ACCRUED LIABILITY - VACATION LEA	33,043.69-
242.61	SICK LEAVE ACCRUAL (Payroll Use)	0.00
252.00	CUSTOMER ADVANCE FOR CONSTRUCTIO	0.00
253.00	DEFERRED CREDIT - POLE RENTAL	9,695.14-
360.00	LAND & LAND RIGHTS	8,859.80
362.00	STATION EQUIPMENT	0.00
362.10	SCADA COMPUTER EQUIPMENT	0.00
362.20	SCADA CONTROLLERS/RTU/SUBSTATION	0.00
362.30	SCADA COMMUNICATION EQUIPMENT	0.00
364.00	POLES, TOWERS & FIXTURES	34,730,731.49
365.00	OVERHEAD CONDUCTOR & DEVICES	27,187,347.86
367.00	UNDERGROUND CONDUCTOR & DEVICES	5,710,672.43
368.00	LINE TRANSFORMERS	16,287,424.30
369.00	SERVICES	18,880,367.81
370.00	METERS	4,956,558.60
370.01	METERS - AMI SUBSTATION XEMRS	126,808.32
370.02	METERS - AMI BASE & SOFTWARE	83,261.73
371.00	INSTALLATION ON CONSUMERS PREMIS	3,843,570.37
389.00	LAND & LAND RIGHTS	53,591.20
390.00	STRUCTURES & IMPROVEMENTS	8,058,561.13
391.00	OFFICE FURNITURE & EQUIPMENT	1,432,622.38
392.00	TRANSPORTATION EQUIPMENT	3,419,845.83
393.00	STORES EQUIPMENT	30,142.10
394.00	TOOLS, SHOP & GARAGE EQUIPMENT	136,706.35
395.00	LABORATORY EQUIPMENT	123,987.08
396.00	POWER OPERATED EQUIPMENT	41,944.56
397.00	COMMUNICATION EQUIPMENT	1,293,340.20
397.10	TRUCK RADIOS-COMMUNICATIONS EQPT	167,996.15
397.20	RADIO SOFTWR, HARDWR-COMM EQPT	50,602.28
397.30	MICROWAVE EQT-COMMUNICATION EQPT	134,826.38
397.40	HYBRD CONTRL STATION-COMM EQPT	32,860.00
397.50	OMS HARDWARE	0.00
398.00	MISCELLANEOUS EQUIPMENT	204,045.36
403.60	DEPREC. EXPENSE - DIST. PLANT	3,830,306.13

ACCOUNT	DESCRIPTION	AMOUNT
403.70	DEPREC. EXPENSE - GENERAL PLANT	369,683.62
408.20	FEDERAL UNEMPLOYMENT TAX	92.25-
408.30	SOCIAL SECURITY TAX	0.00
408.40	STATE UNEMPLOYMENT TAX	0.00
408.50	PSC ASSESSMENT	68,415.36
415.00	MERCH. REVENUE - CELL PHONES	110.70
415.10	MERCH. REVENUE - FOOTBALL TICKET	0.00
415.20	MERCH. REVENUE - KY KINGDOM	0.00
415.30	MERCH. REVENUE - SURGE SUPPRESS	0.00
415.60	MERCH. REVENUE - SEWER FEE	300.00-
415.70	MERCH. REVENUE - ETS UNITS	0.00
415.80	MERCH. REVENUE - CREDIT CARDS	0.00
415.90	MERCH. REVENUE -75TH ANNIV BOOKS	0.00
416.00	MERCH. EXPENSE - CELL PHONES	0.00
416.10	MERCH. EXPENSE - FOOTBALL TICKET	0.00
416.30	MERCH. EXPENSE - SURGE SUPPRESS	0.00
416.40	MERCH. EXPENSE - KY KINGDOM	0.00
416.60	MERCH. EXPENSE - SEWER FEE	0.00
416.70	MERCH. EXPENSE - ETS UNITS	171.89
416.80	MERCH. EXPENSE - CREDIT CARDS	0.00
416.90	MERCH. EXPENSE - 75TH ANNIV BOOK	0.00
419.00	DIVIDEND INCOME - TIME-WARNER	0.00
419.04	INTEREST INCOME - CFC	43,094.91-
419.15	INTEREST INCOME - KAEC CD	0.00
419.22	INTEREST INCOME - KAEC CD	0.00
419.27	INTEREST INCOME - CFC COMMERCIAL	0.00
419.29	INTEREST INCOME - FARMERS BANK (338.30-
419.31	INTEREST INCOME - MARKETING LOAN	3,730.59-
419.32	INTEREST INCOME - AUTOMATIC PMT	1,766.34-
419.33	INTEREST INCOME - MARION CO IND	0.00
419.34	INTEREST INCOME - RUS CUSHION OF	38,018.42-
421.10	GAIN ON DISPOSITION OF PROPERTY	1,781.09
421.20	LOSS ON DISPOSITION OF PROPERTY	0.00
423.00	G&T CAPITAL CREDITS	2,283,093.82-
424.10	CFC PATRONAGE CAPITAL	22,893.04-
424.20	KAEC - PATRONAGE CAPITAL	20,562.00-
424.31	NRTC - PATRONAGE CAPITAL	0.00
424.32	ENVISION ENERGY SERVICES - EARNI	0.00
424.33	CRC - EQUITY INVESTMENT EARNINGS	0.00
424.34	FEDERATED - PATRONAGE/EQUITY	0.00
424.35	CRC - PATRONAGE CAPITAL	7,425.00-
424.36	SEDC - PATRONAGE CAPITAL	8,049.58-
424.37	COBANK - PATRONAGE CAPITAL	0.00
426.10	DONATIONS	16,957.54
426.50	OTHER DEDUCTIONS-ABANDONED PLANT	17,461.94
427.10	INTEREST ON RUS LOANS	109,066.69
427.20	INTEREST ON OTHER LONG TERM DEBT	371,616.07
427.30	INTEREST EXP - COBANK LOANS	725,091.58
427.40	INTEREST ON FFB LOANS	423,238.68

ACCOUNT	DESCRIPTION	AMOUNT
431.00	INTEREST EXPENSE - OTHER	3,330.37
431.10	INTEREST EXP-CFC LINE OF CREDIT	28,641.09
431.11	INTEREST EXP - MCIF LINE OF CRED	0.00
431.30	INTEREST EXP-EKPC MARKETING LOAN	2,026.63
440.01	ENV SURCHG ON RESIDENTIAL SALES	3,517,406.28-
440.10	RESIDENTIAL SALES - RURAL	33,958,920.13-
440.11	FUEL ADJ. ON RESIDENTIAL SALES	1,561,978.76
440.12	ETS SALES	19,503.98-
440.13	FUEL CHG ON ETS	196.13
440.14	ENV SURCHG ON ETS	1,361.75-
440.15	ENVIROWATTS	3,453.98-
442.10	COMMERCIAL & INDUSTRIAL SALES -	1,559,720.74-
442.11	FUEL ADJ. SM COMMERCIAL SALES	74,918.65
442.12	ENV SURCHG ON SM COMMERCIAL SALE	161,283.86-
442.20	COMMERCIAL & INDUSTRIAL SALES -	2,316,991.12-
442.21	FUEL ADJ. LG COMMERCIAL SALES	126,713.65
442.22	ENV SURCHG ON LG COMMERCIAL SALE	237,470.11-
442.30	LARGE INDUSTRIAL (2500 KVA)	0.00
442.31	FUEL ADJ. ON LG INDUSTRIAL SALES	0.00
442.32	ENV SURCHG ON LG INDUSTRIAL SALE	0.00
442.33	COMMERCIAL SALES - IND RATE B	4,401,559.42-
442.34	FUEL ADJ ON INDUSTRIAL RATE B	345,622.01
442.35	ENV SURCHG ON INDUSTRIAL RATE B	437,152.37-
450.00	FORFEITED DISCOUNTS	762,818.30-
451.00	MISCELLANEOUS SERVICE REVENUES	109,105.00-
454.00	RENT FROM ELECTRIC PROPERTY	530,132.04-
454.10	TEMPORARY SERVICE RENTAL	0.00
454.30	KY UTILITIES - POLE YARD RENTAL	0.00
454.40	COMMUNITY ROOM RENTAL	3,400.00-
456.00	OTHER ELECTRIC REVENUES	600.00-
555.00	PURCHASED POWER	31,717,149.00
580.00	OPERATION - SUPERVISION & ENGINE	221,322.34
583.00	OVERHEAD LINE EXPENSE	1,605,073.11
583.10	O/H LINE EXP - LINE INSPECTION	0.00
583.20	O/H LINE EXP - PCB TEST/CLEANUP	15,607.81
583.30	O/H LINE EXP - DSM BILL CREDITS	103.00-
583.60	SYSTEM INPSECTION	94,710.86
583.70	LINEMEN'S RODEO EXPENSE	0.00
584.00	UNDERGROUND LINE EXPENSES	44,340.46
584.10	URD LOCATION EXP - KY 811	121,106.86
586.00	METER EXPENSES	208,733.50
587.00	CONSUMER INSTALLATION EXPENSES	202,248.46
588.00	MISC DISTRIBUTION EXPENSE	306,734.75
589.00	RENTS	21,639.73
590.00	MAINTENANCE SUPERVISION & ENGINE	47,481.02
593.00	MAINTENANCE OF OVERHEAD LINES	589,759.97
593.01	MAINT OF O/H LINES - MAJOR STORM	0.00
593.10	MAINT OF OVERHEAD LINES - RIGHT-	1,904,918.92
593.20	MAINTENANCE - POLE TREATMENT	115,331.08

ACCOUNT	DESCRIPTION	AMOUNT
594.00	MAINTENANCE OF UNDERGROUND LINES	47,320.86
595.00	MAINTENANCE OF LINE TRANSFORMERS	63,783.63
597.00	MAINTENANCE OF METERS	66,501.22
597.10	MAINT OF METERS - AMI STATION EQ	11,028.52
598.00	MAINTENANCE OF MISC. DISTRIBUTIO	87,745.55
599.99	SEDC USE ONLY CONVERSION ACCOUNT	0.00
901.00	SUPERVISION - CUSTOMER ACCOUNTS	166,650.17
902.00	METER READING EXPENSES	36,809.10
902.10	CONTRACT METER READING EXPENSES	12,061.97
903.00	CONSUMER RECORDS & COLLECTION EX	1,345,834.13
903.10	CASH DRAWER OUTAGES	83.46-
904.00	UNCOLLECTIBLE ACCOUNTS	235,186.27
907.00	SUPERVISION - CUSTOMER SERVICE	182,355.89
908.00	CUSTOMER ASSISTANCE EXPENSE	325,322.47
908.10	CUSTOMER ASSISTANCE EXPENSE - MA	116,896.99-
908.20	CUSTOMER ASSISTANCE EXP. - MARKE	209.29
909.00	INFORMATION & INSTITUTIONAL ADVE	28,114.08
912.00	DEMONSTRATING & SELLING EXPENSES	1,746.88
920.00	ADMINISTRATION & GENERAL SALARIE	1,038,228.86
921.00	OFFICE SUPPLIES & EXPENSES	307,076.74
923.00	OUTSIDE SERVICES EMPLOYED	92,440.26
924.00	PROPERTY INSURANCE	13,295.00-
925.00	INJURIES & DAMAGES	2,640.19
926.00	EMPLOYEE PENSIONS & BENEFITS	101,514.10
926.01	EMP BENEFITS-401(K) & LEAVE	185.40
928.00	REGULATORY COMMISSION EXPENSES	746.00
929.00	DUPLICATE CHARGES	43,180.71-
930.20	MISCELLANEOUS GENERAL EXPENSES	159,121.27
930.30	MISCELLANEOUS EXP. - DIRECTORS E	13,297.37
930.31	DIRECTOR EXP. - PAUL BALLARD	0.00
930.32	DIRECTOR EXP. - DANNY DIVINE	0.00
930.33	DIRECTOR EXP. - LOUIS KERRICK	32,407.75
930.34	DIRECTOR EXP. - ROBERT MARTIN	0.00
930.35	DIRECTOR EXP. - WILLIAM PEYTON	27,202.88
930.36	DIRECTOR EXP - WILLIAM A GOGGIN	28,784.65
930.37	DIRECTOR EXP. - JOSEPH SPALDING	25,863.04
930.38	DIRECTOR'S EXP. - KEVIN PRESTON	31,091.72
930.39	DIRECTOR'S EXP. - JASON TODD	42,675.64
930.40	MISCELLANEOUS EXP. - ASSOC. MEMB	96,341.11
930.50	MISCELLANEOUS EXP. - CAPITAL CRE	19,897.95
930.60	MISCELLANEOUS EXP. - ANNUAL MEET	64,294.55
935.00	MAINTENANCE OF GENERAL PLANT	284,315.02
999.98	DUMMY ACCT - CONTRACT ENTRIES	21,651.46-
999.99	FIXED JOURNAL DEACTIVATE HEADER	0.00

INTER-COUNTY ENERGY COOP
PRG. TRBALSUM

SUMMARIZED ACCOUNT TRIAL BALANCE
FROM 11/16 TO 10/17

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RUN DATE 05/08/18 02:23 PM

ACCOUNT	DESCRIPTION	AMOUNT
	ACCOUNTS 000.00 TO 399.99	373,172.97
	ACCOUNTS 400.00 TO 999.99	373,172.97-

**Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information**

8. Provide the following:
- a. A schedule, as shown in Format 8, comparing the balances for each balance sheet account or subaccount included in Inter-County's chart of accounts for each month of the test year, to the same month of the 12-month period immediately preceding the test year.
 - b. A schedule, as shown in Format 8, comparing each income statement account or subaccount included in Inter-County's chart of accounts for each month of the test year to the same month of the 12-month period immediately preceding the test year. The amounts should reflect the income or expense activity of each month, rather than the cumulative balances as of the end of the particular month.
 - c. A listing, with descriptions, of all activities, initiatives, or programs undertaken or continued by Inter-County since its last general rate case for the purpose of minimizing cost or improving the efficiency of its operations or maintenance activities.

Response:

- a. Please see attached.
- b. Please see attached.
- c. Inter-County has taken several steps to minimize costs and improve the efficiency of its operations and maintenance activities. For example, Inter-County installed an Outage Management System in 2015 to improve outage diagnosis and management, and reduce restoration response times. This system will also enable employees to more quickly and efficiently perform their duties. Inter-County members have the capability to view an outage map on Inter-County's website and by a smart phone application to ascertain outage and restoration information for their area.

In addition, SCADA (supervisory control and data acquisition system) was installed at Inter-County 2015-2016 to improve overall monitoring of the distribution system including load balancing, outage notification, the potential for voltage control, and fault locating.

Inter-County believes in continual improvement in its service and reliability. Inter-County consistently monitors the SAIDI (system average interruption duration index) and CAIDI (average restoration time) numbers in order to evaluate the numbers and the causes for the numbers. This enables Inter-County to improve its processes which in turn helps to improve reliability and service restoration times.

Inter-County had previously contracted with the Cooperative Research Center (CRC) to provide 24/7/365 answering service when calls cannot be answered in-house. This has allowed Inter-County to avoid adding staff or a 24/7/365 dispatch center while providing 24/7/365 customer service for payments, bill inquiries, and outage reporting.

In 2014, Inter-County began the process of improving mobile vehicle communication and coverage including Automated Vehicle Locating (AVL) to improve radio communication between trucks and the base stations at each office as well as truck to truck communication. This system also allows for a truck to phone capability.

In 2015, Inter-County initiated a Pre-pay/Pay as You Go service for members. This is an optional payment method. This service provides the members with the ability to better manage their cash flow and monitor their daily energy usage. The customer receives notifications indicating the member's usage and the amount of dollars left in their pre-pay account by both email and text. The pre-pay program has resulted in a reduced number of delinquent notices and service cutoffs generated, as well as a reduced dollar amount for the write-off of bad debts.

For the efforts taken to minimize costs, please see the Testimony of Jerry Carter, attached to the Application, Exhibit 8, pages 6 through 8 filed on May 29, 2018 as well as the Testimony of Sheree Gilliam attached to the same Application at Exhibit 9, pages 8 and 15 through 16.

Inter-Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
360.00	Land & Land Rights	-	-	8,860	8,860	8,860	8,860	8,860	8,860	8,860	8,860	8,860	8,860
	Prior Year	-	-	8,860	8,860	8,860	8,860	8,860	8,860	8,860	8,860	8,860	8,860
	Change	-	-	-	-	-	-	-	-	-	-	-	-
364.00	Poles, Towers & Fixtures	165,846	298,382	33,532,022	33,689,913	33,837,193	33,959,778	34,053,677	34,121,204	34,315,864	34,520,557	34,623,143	34,730,731
	Prior Year	168,821	248,787	31,849,347	31,962,318	32,137,014	32,276,458	32,412,941	32,508,023	32,624,601	32,830,429	32,966,121	33,097,821
	Change	(2,976)	174,531	1,682,675	1,727,595	1,700,179	1,683,320	1,640,736	1,613,181	1,691,263	1,690,128	1,657,023	1,632,911
365.00	Overhead Conductor & Devices	120,796	174,531	26,592,795	26,655,621	26,736,849	26,812,464	26,854,785	26,883,548	26,981,134	27,078,864	27,130,666	27,187,348
	Prior Year	108,988	155,358	25,452,845	25,537,404	25,687,079	25,812,034	25,874,109	25,936,509	26,009,343	26,166,666	26,252,535	26,331,411
	Change	11,808	19,172	1,139,950	1,118,217	1,049,770	1,000,430	980,676	947,039	971,791	912,198	878,131	855,937
367.00	Underground Conductor & Devices	98,430	100,961	5,560,429	5,560,429	5,616,828	5,620,611	5,645,865	5,667,575	5,671,786	5,679,045	5,672,604	5,710,672
	Prior Year	12,577	46,270	5,243,883	5,250,644	5,280,347	5,315,712	5,322,364	5,322,616	5,340,637	5,382,372	5,394,861	5,404,779
	Change	85,853	54,690	316,546	309,785	336,481	304,898	323,501	344,959	331,149	296,673	277,743	305,894
368.00	Line Transformers	9,881	10,574	16,087,122	16,109,480	16,146,419	16,183,437	16,204,536	16,146,150	16,185,359	16,236,016	16,280,956	16,287,424
	Prior Year	38,116	(95,895)	15,642,469	15,660,447	15,676,824	15,681,720	15,702,066	15,714,719	15,791,572	15,852,276	15,904,461	15,933,501
	Change	(28,235)	106,470	444,653	449,034	469,596	501,718	502,471	431,432	393,787	383,740	376,495	353,923
369.00	Services	32,471	88,554	18,583,511	18,605,898	18,640,278	18,675,858	18,701,461	18,725,440	18,759,963	18,803,910	18,836,138	18,880,368
	Prior Year	41,779	81,889	18,168,892	18,186,344	18,211,560	18,251,067	18,279,951	18,319,898	18,358,718	18,389,661	18,418,936	18,458,472
	Change	(9,307)	6,665	414,619	419,555	428,718	424,791	421,510	405,541	401,245	414,249	417,201	420,896
370.00	Meters	1,210	(102,349)	4,661,951	4,759,238	4,761,762	4,993,828	5,016,047	4,940,192	4,935,262	4,944,509	4,945,937	4,956,559
	Prior Year	769	(44,476)	4,748,677	4,750,325	4,750,325	4,752,555	4,752,555	4,754,940	4,852,228	4,833,429	4,834,552	4,815,257
	Change	441	(57,872)	(86,726)	8,913	11,437	241,273	263,492	185,252	83,034	111,080	111,384	141,302
370.01	Meters-AMI Substation Xfms	-	-	126,808	126,808	126,808	126,808	126,808	126,808	126,808	126,808	126,808	126,808
	Prior Year	-	-	126,808	126,808	126,808	126,808	126,808	126,808	126,808	126,808	126,808	126,808
	Change	-	-	-	-	-	(13,250)	-	-	-	-	-	-
370.02	Meters - Base & Software	-	-	83,262	83,262	83,262	83,262	83,262	83,262	83,262	83,262	83,262	83,262
	Prior Year	-	-	83,262	83,262	83,262	83,262	83,262	83,262	83,262	83,262	83,262	83,262
	Change	-	-	-	-	-	-	-	-	0	-	-	-
371.00	Installation on Consumers Premi	29,834	43,246	3,750,472	3,760,991	3,768,560	3,783,737	3,796,990	3,803,519	3,819,627	3,821,295	3,831,864	3,843,570
	Prior Year	6,251	11,143	3,581,484	3,584,401	3,589,548	3,603,579	3,609,340	3,615,020	3,619,226	3,634,119	3,646,298	3,663,211
	Change	23,583	32,103	168,988	176,590	179,012	180,158	187,651	188,499	200,401	187,175	185,566	180,359
389.00	Land & Land Rights	-	-	53,591	53,591	53,591	53,591	53,591	53,591	53,591	53,591	53,591	53,591
	Prior Year	-	-	53,591	53,591	53,591	53,591	53,591	53,591	53,591	53,591	53,591	53,591
	Change	-	-	-	-	-	-	-	-	-	-	-	-
390.00	Structures & Improvements	-	-	8,058,561	8,058,561	8,058,561	8,058,561	8,058,561	8,058,561	8,058,561	8,058,561	8,058,561	8,058,561
	Prior Year	-	-	8,047,603	8,047,603	8,047,603	8,047,603	8,047,603	8,047,603	8,047,603	8,047,603	8,058,561	8,058,561
	Change	-	-	10,958	10,958	10,958	10,958	10,958	10,958	10,958	10,958	-	-
391.00	Office Furniture & Equipment	2,521	2,521	1,395,969	1,397,376	1,400,586	1,410,052	1,410,052	1,410,052	1,410,052	1,421,036	1,421,036	1,432,622
	Prior Year	-	6,150	1,387,338	1,387,338	1,387,338	1,387,338	1,387,338	1,387,338	1,387,338	1,387,338	1,387,338	1,387,338
	Change	2,521	(3,629)	8,631	10,039	13,249	22,715	22,715	22,715	22,715	33,698	33,698	45,285
392.00	Transportation Equipment	-	7,210	3,208,343	3,437,017	3,410,616	3,410,616	3,410,616	3,410,616	3,410,616	3,419,846	3,419,846	3,419,846
	Prior Year	287,525	408,374	3,832,342	3,832,342	3,832,342	3,958,186	3,958,186	3,602,296	3,631,158	3,602,296	3,602,296	3,602,296
	Change	(287,525)	(401,163)	(623,999)	(395,325)	(421,726)	(547,570)	(547,570)	(191,680)	(220,542)	(182,450)	(182,450)	(182,450)
393.00	Stores Equipment	-	-	30,142	30,142	30,142	30,142	30,142	30,142	30,142	30,142	30,142	30,142
	Prior Year	-	-	30,142	30,142	30,142	30,142	30,142	30,142	30,142	30,142	30,142	30,142
	Change	-	-	-	-	-	-	-	-	-	-	-	-

Inter-Cou... Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016	2016	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
394.00	Tools, Shop & Garage Equipment	3,174	3,174	118,297	122,519	125,641	130,151	130,151	130,151	130,151	130,151	130,151	136,706
	Prior Year	-	-	102,395	102,395	102,395	102,395	102,395	102,395	102,395	111,950	111,950	111,950
	Change	3,174	3,174	15,902	20,123	23,246	27,756	27,756	27,756	27,756	18,201	18,201	24,756
395.00	Laboratory Equipment	-	-	120,188	123,987	123,987	123,987	123,987	123,987	123,987	123,987	123,987	123,987
	Prior Year	-	-	113,874	113,874	113,874	119,121	119,121	119,121	119,121	119,121	120,188	120,188
	Change	-	-	6,313	10,113	10,113	4,866	4,866	4,866	4,866	4,866	3,799	3,799
396.00	Power Operated Equipment	-	-	41,945	41,945	41,945	41,945	41,945	41,945	41,945	41,945	41,945	41,945
	Prior Year	-	-	41,945	41,945	41,945	41,945	41,945	41,945	41,945	41,945	41,945	41,945
	Change	-	-	-	-	-	-	-	-	-	-	-	-
397.00	Communication Equipment	-	-	1,293,340	1,293,340	1,293,340	1,293,340	1,293,340	1,293,340	1,293,340	1,293,340	1,293,340	1,293,340
	Prior Year	(153,020)	(95,616)	1,192,045	1,192,113	1,192,113	1,192,113	1,192,113	1,193,399	1,197,725	1,197,725	1,197,725	1,197,725
	Change	153,020	95,616	101,295	101,227	101,227	101,227	101,227	99,942	95,616	95,616	95,616	95,616
397.10	Truck Radios-Communications Eqpt	-	-	167,996	167,996	167,996	167,996	167,996	167,996	167,996	167,996	167,996	167,996
	Prior Year	-	-	167,996	167,996	167,996	167,996	167,996	167,996	167,996	167,996	167,996	167,996
	Change	-	-	-	-	-	-	-	-	-	-	-	-
397.20	Radio Software, Hardwr - Comm Eqpt	-	-	50,602	50,602	50,602	50,602	50,602	50,602	50,602	50,602	50,602	50,602
	Prior Year	-	-	50,602	50,602	50,602	50,602	50,602	50,602	50,602	50,602	50,602	50,602
	Change	-	-	-	-	-	-	-	-	-	-	-	-
397.30	Microwave Eqpt - Communication Eqpt	-	-	134,826	134,826	134,826	134,826	134,826	134,826	134,826	134,826	134,826	134,826
	Prior Year	-	-	134,826	134,826	134,826	134,826	134,826	134,826	134,826	134,826	134,826	134,826
	Change	-	-	-	0	-	-	-	(0)	-	-	-	-
397.40	Hybrd Contrl Station - Comm Eqpt	-	-	32,860	32,860	32,860	32,860	32,860	32,860	32,860	32,860	32,860	32,860
	Prior Year	-	-	32,860	32,860	32,860	32,860	32,860	32,860	32,860	32,860	32,860	32,860
	Change	-	-	-	-	-	-	-	-	-	-	-	-
398.00	Miscellaneous Equipment	-	-	204,045	204,045	204,045	204,045	204,045	204,045	204,045	204,045	204,045	204,045
	Prior Year	-	-	204,045	204,045	204,045	204,045	204,045	204,045	204,045	204,045	204,045	204,045
	Change	-	-	-	-	-	-	-	-	-	-	-	-
***	Total Electric Plant	464,161	626,803	123,897,940	124,509,309	124,855,560	125,391,360	125,635,008	125,649,275	126,030,641	126,466,054	126,703,167	126,996,674
	Prior Year	511,805	721,983	120,298,131	120,542,486	120,943,300	121,448,070	121,695,020	121,557,531	122,012,276	122,489,922	122,830,761	123,118,446
	Change	(47,644)	29,756	3,599,808	3,966,824	4,007,440	3,943,291	3,939,989	4,091,744	4,018,365	3,976,132	3,872,406	3,878,227
107.2	CWIP Force Account	(114,126)	(148,769)	85,783	177,638	107,218	85,122	109,947	165,322	151,232	79,359	113,565	176,890
	Prior Year	(57,753)	(9,133)	499,351	455,241	253,400	205,799	277,449	342,225	381,681	210,109	352,174	298,123
	Change	(56,372)	(139,636)	(413,568)	(277,603)	(146,181)	(120,677)	(167,501)	(176,903)	(230,449)	(130,750)	(238,609)	(121,232)
107.21	CWIP Indirect Labor	34	34	34	34	34	34	34	34	34	15,229	34	34
	Prior Year	0	-	-	-	-	-	-	-	-	-	-	(34)
	Change	34	34	34	34	34	34	34	34	34	15,229	34	68
107.23	CWIP Contractor Oversight	0	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	0	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-
107.3	CWIP - Special Equipment	-120	(120)	(470)	(470)	(470)	(470)	(470)	(580)	(520)	(520)	(640)	(760)
	Prior Year	0	-	-	-	-	-	-	(110)	(110)	(230)	(230)	(230)
	Change	(120)	(120)	(470)	(470)	(470)	(470)	(470)	(470)	(410)	(290)	(410)	(530)
107.31	General Plant Equipment	-	(28,886)	131,609	146,312	145,762	145,762	145,762	(3,340)	(3,340)	(3,340)	(3,340)	(3,340)
	Prior Year	-	-	40,854	44,197	113,860	165,431	254,646	254,723	254,723	263,115	263,376	189,381
	Change	-	(28,886)	90,755	102,115	31,903	(19,669)	(108,884)	(258,063)	(258,063)	(266,455)	(266,716)	(192,721)

Witness: Sheree Gilliam
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Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016	2016	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
107.33	SCADA	-	263	254,196	254,196	254,196	254,196	254,196	403,298	403,298	403,298	403,298	403,298
	Prior Year	161,912	161,912	323,825	323,825	323,825	323,825	323,825	323,825	335,536	366,900	415,583	
	Change	(161,912)	(161,650)	(69,629)	(69,629)	(69,629)	(69,629)	(69,629)	79,473	79,473	67,763	36,398	(12,285)
***	Total CWIP	(114,212)	(177,479)	471,152	577,710	506,740	484,643	509,469	564,734	550,704	494,026	512,916	576,122
	Prior Year	104,159	152,779	864,031	823,263	691,084	695,055	855,920	920,664	960,119	808,529	982,219	902,823
	Change	(218,371)	(330,258)	(392,879)	(245,553)	(184,344)	(210,411)	(346,451)	(355,930)	(409,415)	(314,503)	(469,303)	(326,701)
108.60	Deprec. Dist Plant	185,443	364,716	11,669,090	11,811,826	11,913,695	12,026,752	12,109,934	12,209,857	12,362,302	12,566,098	12,677,923	12,787,390
	Prior Year	197,170	269,634	9,797,479	9,921,893	10,131,967	10,274,804	10,399,105	10,512,098	10,573,911	10,791,702	10,936,641	11,125,433
	Change	(11,727)	95,082	1,871,611	1,889,933	1,781,728	1,751,949	1,710,829	1,697,759	1,788,390	1,774,396	1,741,283	1,661,957
108.61	Accum. Deprec. Install on cust propty	(10,273)	(20,582)	(1,402,122)	(1,412,494)	(1,422,888)	(1,433,324)	(1,443,797)	(1,454,287)	(1,464,824)	(1,475,365)	(1,485,935)	(1,496,538)
	Prior Year	(9,931)	(19,875)	(1,279,913)	(1,289,882)	(1,299,866)	(1,309,889)	(1,319,928)	(1,329,983)	(1,340,049)	(1,350,157)	(1,360,299)	(1,370,489)
	Change	(92,111)	(708)	(122,209)	(122,612)	(123,022)	(123,435)	(123,869)	(124,305)	(124,775)	(125,208)	(125,636)	(126,049)
108.64	Accum. Deprec. Poles, towers	(92,111)	(184,593)	(12,520,232)	(12,613,394)	(12,706,968)	(12,800,883)	(12,895,060)	(12,989,426)	(13,084,335)	(13,179,815)	(13,275,581)	(13,371,647)
	Prior Year	(87,583)	(175,388)	(11,423,004)	(11,511,485)	(11,600,453)	(11,689,810)	(11,779,549)	(11,869,552)	(11,959,881)	(12,050,783)	(12,142,065)	(12,233,713)
	Change	(4,529)	(9,204)	(1,097,228)	(1,101,909)	(1,106,515)	(1,111,073)	(1,115,511)	(1,119,874)	(1,124,454)	(1,129,031)	(1,133,516)	(1,137,934)
108.65	Accum. Deprec. O/H Cpmdictpr	(78,182)	(151,700)	(11,332,731)	(11,409,699)	(11,483,808)	(11,558,128)	(11,636,462)	(11,710,980)	(11,785,771)	(11,864,217)	(11,939,424)	(12,014,790)
	Prior Year	(70,188)	(142,138)	(10,438,833)	(10,509,649)	(10,580,883)	(10,659,432)	(10,735,285)	(10,807,214)	(10,879,347)	(10,951,918)	(11,024,729)	(11,097,760)
	Change	(7,994)	(9,563)	(893,897)	(900,050)	(902,926)	(898,696)	(901,178)	(903,766)	(906,424)	(912,299)	(914,695)	(917,030)
108.66	Accum. Deprec. URD Conductor	(15,225)	(30,457)	(1,850,926)	(1,866,158)	(1,881,547)	(1,896,947)	(1,912,417)	(1,927,948)	(1,943,491)	(1,959,054)	(1,974,599)	(1,990,250)
	Prior Year	(14,351)	(28,796)	(1,670,778)	(1,685,298)	(1,699,901)	(1,714,603)	(1,729,324)	(1,744,045)	(1,758,816)	(1,773,704)	(1,788,626)	(1,803,576)
	Change	(874)	(1,661)	(180,148)	(180,860)	(181,646)	(182,344)	(183,094)	(183,904)	(184,675)	(185,350)	(185,972)	(186,673)
108.67	Accum. Deprec. Meters	(27,381)	16,443	(382,748)	(410,132)	(437,530)	(466,219)	(495,031)	(462,149)	(485,582)	(513,997)	(542,419)	(570,900)
	Prior Year	(28,643)	(11,112)	(170,281)	(197,294)	(224,307)	(251,369)	(278,395)	(289,992)	(317,572)	(345,047)	(372,528)	(399,902)
	Change	1,263	27,555	(212,466)	(212,838)	(213,223)	(214,849)	(216,636)	(172,157)	(168,010)	(168,950)	(169,891)	(170,998)
108.68	Accum. Deprec. Line Transformers	(44,750)	(29,122)	(6,332,722)	(6,377,638)	(6,422,657)	(6,467,780)	(6,512,961)	(6,492,935)	(6,540,512)	(6,585,781)	(6,631,175)	(6,676,588)
	Prior Year	(44,185)	93,509	(5,793,829)	(5,837,789)	(5,881,795)	(5,925,814)	(5,971,550)	(5,955,556)	(6,000,263)	(6,044,759)	(6,089,400)	(6,134,122)
	Change	(564)	(122,631)	(538,894)	(539,850)	(540,863)	(541,965)	(541,411)	(537,380)	(540,249)	(541,022)	(541,775)	(542,466)
108.69	Accum. Deprec. Services	(51,364)	(102,885)	(7,478,589)	(7,530,252)	(7,582,011)	(7,633,870)	(7,685,800)	(7,737,797)	(7,789,890)	(7,842,106)	(7,894,412)	(7,946,841)
	Prior Year	(50,257)	(100,626)	(6,863,898)	(6,914,409)	(6,964,991)	(7,015,683)	(7,066,456)	(7,117,340)	(7,168,332)	(7,219,411)	(7,270,571)	(7,321,845)
	Change	(1,107)	(2,258)	(614,691)	(615,843)	(617,020)	(618,187)	(619,344)	(620,457)	(621,558)	(622,695)	(623,840)	(624,996)
108.71	Accum Deprec. Office Frnt & Equipment	(6,918)	(13,837)	(627,922)	(634,896)	(641,886)	(648,894)	(655,902)	(662,940)	(669,977)	(677,069)	(684,162)	(691,312)
	Prior Year	(6,875)	(13,781)	(544,911)	(551,816)	(558,722)	(565,628)	(572,533)	(579,439)	(586,345)	(593,251)	(600,156)	(607,062)
	Change	(43)	(56)	(83,011)	(83,079)	(83,164)	(83,266)	(83,369)	(83,500)	(83,632)	(83,819)	(84,005)	(84,250)
108.72	Accum. Deprec. Transp. Equipmnet	-	269	(1,834,699)	(1,865,844)	(1,874,443)	(1,905,587)	(1,936,732)	(1,967,877)	(1,999,022)	(2,030,167)	(2,061,450)	(2,092,733)
	Prior Year	(27,351)	(56,213)	(1,931,977)	(1,959,341)	(1,986,704)	(2,015,956)	(2,045,207)	(1,747,115)	(1,776,051)	(1,804,986)	(1,833,922)	(1,862,858)
	Change	27,351	56,482	97,278	93,497	112,262	110,368	108,475	220,762	(222,971)	(225,180)	(227,528)	(229,875)
108.73	Accum. Deprec. Stores Equipment	-	-	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)
	Prior Year	-	-	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)	(24,404)
	Change	-	-	-	-	-	-	-	-	-	-	-	-
108.74	Accum. Deprec. Tools & Shop Eq.	(363)	(726)	(80,033)	(80,417)	(80,817)	(81,239)	(81,662)	(82,084)	(82,506)	(82,929)	(83,351)	(83,806)
	Prior Year	(299)	(599)	(76,279)	(76,278)	(76,578)	(76,877)	(77,176)	(77,475)	(77,774)	(78,073)	(78,372)	(78,671)
	Change	(64)	(127)	(4,054)	(4,139)	(4,240)	(4,362)	(4,485)	(4,608)	(4,731)	(4,806)	(4,881)	(4,989)
108.75	Accum. Deprec. Laboratory Eq.	(373)	(747)	(75,636)	(76,028)	(76,420)	(76,813)	(77,205)	(77,597)	(77,990)	(78,382)	(78,775)	(79,152)
	Prior Year	(342)	(684)	(71,181)	(71,523)	(71,865)	(72,233)	(72,601)	(72,969)	(73,337)	(73,705)	(74,073)	(74,452)
	Change	(32)	(63)	(4,454)	(4,505)	(4,555)	(4,580)	(4,604)	(4,628)	(4,653)	(4,677)	(4,699)	(4,699)

Inter-Courthouse Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
108.76	Accum. Deprec. Power Oper. Eq.	(331)	(662)	(34,836)	(35,167)	(35,498)	(35,829)	(36,160)	(36,491)	(36,822)	(37,153)	(37,484)	(37,815)
	Prior Year	(331)	(662)	(30,863)	(31,194)	(31,525)	(31,856)	(32,187)	(32,518)	(32,849)	(33,180)	(33,511)	(33,842)
	Change	-	-	(3,973)	(3,973)	(3,973)	(3,973)	(3,973)	(3,973)	(3,973)	(3,973)	(3,973)	(3,973)
108.77	Accum. Deprec. Communications	(9,551)	(19,103)	(1,332,835)	(1,342,386)	(1,351,938)	(1,361,489)	(1,371,041)	(1,380,592)	(1,390,143)	(1,399,694)	(1,409,245)	(1,418,796)
	Prior Year	(7,375)	(17,665)	(1,216,644)	(1,226,024)	(1,235,404)	(1,244,784)	(1,254,164)	(1,263,544)	(1,272,924)	(1,282,304)	(1,291,684)	(1,301,064)
	Change	(2,176)	(1,438)	(116,191)	(115,877)	(115,914)	(115,951)	(115,989)	(116,026)	(116,055)	(117,392)	(117,561)	(117,732)
108.78	Accum. Deprec. Miscell. Eq	(976)	(1,953)	(101,206)	(102,182)	(103,159)	(104,135)	(105,112)	(106,088)	(107,065)	(108,041)	(109,018)	(109,991)
	Prior Year	(976)	(1,959)	(89,488)	(90,465)	(91,441)	(92,418)	(93,394)	(94,371)	(95,347)	(96,323)	(97,300)	(98,276)
	Change	0	6	(11,718)	(11,718)	(11,718)	(11,718)	(11,718)	(11,718)	(11,718)	(11,718)	(11,718)	(11,715)
108.79	Accum. Deprec. Str & Imp	(13,126)	(26,252)	(1,345,598)	(1,358,724)	(1,371,850)	(1,384,976)	(1,398,102)	(1,411,229)	(1,424,355)	(1,437,481)	(1,450,607)	(1,463,733)
	Prior Year	(13,108)	(26,216)	(1,188,175)	(1,201,283)	(1,214,391)	(1,227,499)	(1,240,606)	(1,253,714)	(1,266,822)	(1,279,930)	(1,293,038)	(1,306,146)
	Change	(18)	(37)	(157,423)	(157,441)	(157,459)	(157,478)	(157,496)	(157,514)	(157,533)	(157,551)	(157,569)	(157,587)
108.80	RWIP	1,073	(5,383)	9,177	9,137	5,674	6,867	6,414	13,231	19,173	15,423	16,498	16,620
	Prior Year	(15,105)	(8,793)	11,283	28,995	39,894	13,385	10,745	11,614	47,834	4,806	16,998	7,130
	Change	16,178	(5,383)	(2,106)	(19,858)	(34,220)	(6,518)	(4,331)	1,617	(28,661)	10,616	(501)	9,490
108.81	RWIP Indirect Labor	0	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	0	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-
108.83	RWIP Contractor Oversight	0	-	-	-	-	-	-	(1,086)	-	-	897	-
	Prior Year	0	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	(1,086)	-	-	897	-
***	Total Reserve for Deprec	(164,409)	(206,574)	(35,078,969)	(35,318,853)	(35,578,455)	(35,846,898)	(36,151,500)	(36,300,652)	(36,525,214)	(36,710,471)	(36,978,978)	(37,253,460)
	Prior Year	(179,731)	(241,363)	(33,005,396)	(33,227,733)	(33,371,989)	(33,630,821)	(33,883,797)	(33,736,541)	(34,009,533)	(34,206,813)	(34,422,669)	(34,617,481)
	Change	15,322	34,789	(2,073,573)	(2,091,120)	(2,206,466)	(2,216,078)	(2,267,704)	(2,564,111)	(2,515,681)	(2,503,659)	(2,556,309)	(2,635,980)
123.10	Patronage Capital EKPC	-	2,125,401	26,698,706	26,698,706	26,698,706	26,698,706	26,698,706	26,698,706	26,698,706	26,698,706	26,698,706	26,698,706
	Prior Year	-	-	22,449,513	22,449,513	22,449,513	22,449,513	22,447,904	22,447,904	22,447,904	22,447,904	22,447,904	22,447,904
	Change	-	2,125,401	4,249,193	4,249,193	4,249,193	4,249,193	4,250,802	4,250,802	4,250,802	4,250,802	4,250,802	4,250,802
123.11	Patronage Capital KAEC	-	-	474,819	474,819	474,819	474,819	474,819	474,819	474,819	474,819	474,819	474,819
	Prior Year	-	-	470,020	470,020	470,020	470,020	470,020	470,020	470,020	470,020	470,020	470,020
	Change	-	-	4,799	4,799	4,799	4,799	4,799	4,799	4,799	4,799	4,799	4,799
123.12	Patronage Capital NRUFC	-	-	313,377	313,377	313,377	313,377	313,377	313,377	313,377	313,377	313,377	313,377
	Prior Year	-	-	301,692	301,692	301,692	301,692	301,692	301,692	301,692	301,692	301,692	301,692
	Change	-	-	11,685	11,685	11,685	11,685	11,685	11,685	11,685	11,685	11,685	11,685
123.13	Patronage Capital NISC	-	-	616	616	616	616	616	616	616	616	616	616
	Prior Year	-	-	616	616	616	616	616	616	616	616	616	616
	Change	-	-	-	-	-	-	-	-	-	-	-	-
123.14	Patronage Capital NRTC	-	-	74	74	74	74	74	74	74	74	74	74
	Prior Year	-	-	74	74	74	74	74	74	74	74	74	74
	Change	-	-	-	-	-	-	-	-	-	-	-	-
123.15	Patronage Capital CRC	-	-	24,548	24,548	24,548	24,548	24,548	24,548	24,548	24,548	24,548	24,548
	Prior Year	-	-	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271
	Change	-	-	3,277	3,277	3,277	3,277	3,277	3,277	3,277	3,277	3,277	3,277
123.16	Patronage Capital SEDC	-	8,050	120,039	120,039	116,987	116,987	116,987	116,987	116,987	116,987	116,987	116,987
	Prior Year	-	-	105,791	105,791	103,939	103,939	103,939	103,939	103,939	103,939	103,939	103,939
	Change	-	8,050	14,248	14,248	13,048	13,048	13,048	13,048	13,048	13,048	13,048	13,048

Witness: Sherree Gilliam
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Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
123.17	Patronage Capital COBANK	-	-	90,052	90,052	90,052	90,052	90,052	90,052	90,052	90,052	90,052	90,052
	Prior Year	-	-	74,580	74,580	90,052	90,052	90,052	90,052	90,052	90,052	90,052	90,052
	Change	-	-	15,472	15,472	-	-	-	-	-	-	-	-
***	Total	-	2,133,451	27,722,230	27,722,230	27,719,179	27,719,179	27,719,179	27,719,179	27,719,179	27,719,179	27,911,280	27,911,280
	Prior Year	-	-	23,423,558	23,423,558	23,437,178	23,437,178	23,435,839	23,435,569	23,435,569	23,435,569	23,457,348	23,455,329
	Change	-	2,133,451	4,298,673	4,298,673	4,282,001	4,282,001	4,283,340	4,283,610	4,283,611	4,283,610	4,453,932	4,455,951
123.21	Capital Term Certificates	-	-	965,121	965,121	965,121	965,122	965,121	965,121	965,121	965,121	965,121	965,121
	Prior Year	-	-	972,065	972,065	972,065	968,702	968,702	968,702	968,702	968,702	968,702	968,702
	Change	-	-	(6,944)	(6,944)	(6,944)	(3,580)	(3,581)	(3,581)	(3,581)	(3,581)	(3,581)	(3,581)
123.22	EKPC Membership Fee	-	-	100	100	100	100	100	100	100	100	100	100
	Prior Year	-	-	100	100	100	100	100	100	100	100	100	100
	Change	-	-	-	-	-	-	-	-	-	-	-	-
123.23	N.T.L. Rural Telecomm Co	-	-	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
	Prior Year	-	-	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
	Change	-	-	-	-	-	-	-	-	-	-	-	-
123.24	Envision Energy Svc. Mbrship	-	-	20,068	20,068	20,068	20,068	20,068	20,068	20,068	20,068	20,068	20,068
	Prior Year	-	-	20,068	20,068	20,068	20,068	20,068	20,068	20,068	20,068	20,068	20,068
	Change	-	-	-	-	-	-	-	-	-	-	-	-
123.25	CFC Membership Fee	-	-	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
	Prior Year	-	-	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
	Change	-	-	-	-	-	-	-	-	-	-	-	-
123.26	KAEC CD	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	50,000	50,000	-	-	-	-	-	-	-	-
	Change	-	-	(50,000)	(50,000)	-	-	-	-	-	-	-	-
123.27	CADP Membership Fee	-	-	25	25	25	25	25	25	25	25	25	25
	Prior Year	-	-	25	25	25	25	25	25	25	25	25	25
	Change	-	-	-	-	-	-	-	-	-	-	-	-
123.28	KAEC CD	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	5,000	5,000	-	-	-	-	-	-	-	-
	Change	-	-	(5,000)	(5,000)	-	-	-	-	-	-	-	-
123.29	Touchstone Energy Membsp Fee	-	-	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
	Prior Year	-	-	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
	Change	-	-	-	-	-	-	-	-	-	-	-	-
123.3	CRC Mship/f CRC Mship/Equity	-	-	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000
	Prior Year	-	-	8,900	8,400	8,400	8,400	8,400	8,400	8,400	8,400	8,400	8,400
	Change	-	-	(900)	(400)	(400)	(400)	(400)	(400)	(400)	(400)	(400)	(400)
123.31	Federated RE Ins Exchange	-	(8,577)	214,501	214,501	189,262	189,262	189,262	189,262	189,262	189,262	189,262	189,262
	Prior Year	-	-	209,986	209,986	231,655	231,655	231,655	231,655	231,655	231,655	231,655	231,655
	Change	-	(8,577)	4,515	4,515	(42,393)	(42,393)	(42,393)	(42,393)	(42,393)	(42,393)	(42,393)	(42,393)
123.32	SEDC Membership	-	-	100	100	100	100	100	100	100	100	100	100
	Prior Year	-	-	100	100	100	-	100	100	100	100	100	100
	Change	-	-	-	-	-	100	-	-	-	-	-	-
123.33	CoBank Membership	-	-	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
	Prior Year	-	-	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
	Change	-	-	-	-	-	-	-	-	-	-	-	-

Inter-Coun Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
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Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
***	Total	-	(8,577)	1,213,416	1,213,416	1,188,177	1,188,177	1,188,177	1,188,177	1,188,177	1,188,177	1,188,177	1,188,177
	Prior Year	-	-	1,271,744	1,271,244	1,237,913	1,234,451	1,234,551	1,234,551	1,234,551	1,234,551	1,234,551	1,234,551
	Change	-	(8,577)	(58,329)	(57,829)	(49,737)	(46,273)	(46,374)	(46,374)	(46,374)	(46,374)	(46,374)	(46,374)
***124.01	Industrial Devel. Corp	-	-	89,815	89,815	89,815	89,815	89,815	89,815	89,815	99,815	99,815	99,815
	Prior Year	-	-	79,815	79,815	79,815	79,815	79,815	79,815	89,815	89,815	89,815	89,815
	Change	-	-	10,000	10,000	10,000	10,000	10,000	10,000	-	10,000	10,000	10,000
124.02	Central Ky Job Training Consorti	-	-	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
	Prior Year	-	-	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
	Change	-	-	-	-	-	-	-	-	-	-	-	-
124.03	TWC Settlement Shares	0	-	(433)	(433)	(433)	(433)	(433)	(433)	(433)	(433)	(433)	(433)
	Prior Year	-	-	(433)	(433)	(433)	(433)	(433)	(433)	(433)	(433)	(433)	(433)
	Change	-	-	-	-	-	-	-	-	-	-	-	-
124.21	Central Ky Technical College	0	-	6,800	6,800	6,800	6,800	6,800	6,800	6,800	6,800	6,800	6,800
	Prior Year	0	-	6,800	6,800	6,800	6,800	6,800	6,800	6,800	6,800	6,800	6,800
	Change	-	-	-	-	-	-	-	-	-	-	-	-
***	Total	-	-	9,367	9,367	9,367	9,367	9,367	9,367	9,367	9,367	9,367	9,367
	Prior Year	-	-	9,367	9,367	9,367	9,367	9,367	9,367	9,367	9,367	9,367	9,367
	Change	-	-	-	-	-	-	-	-	-	-	-	-
131.00	FNB Cash Account	(262,671)	246,738	762,467	1,045,384	1,325,972	(1,391,662)	1,607,329	2,034,061	743,335	802,815	690,883	1,396,247
	Prior Year	(1,812)	71,753	935,985	927,388	(1,546,485)	(1,406,665)	(1,547,668)	(1,398,579)	(2,520,284)	924,297	1,352,462	515,857
	Change	(260,859)	174,985	(173,518)	117,996	2,872,457	15,003	3,154,996	3,432,641	3,263,619	(121,481)	(661,580)	880,389
131.01	Cash Acct Constr. Fund	(14)	(14)	(13)	(13)	(13)	(13)	(13)	(13)	(13)	(13)	(13)	(13)
	Prior Year	-	5,000,015	5,000,030	5,000,030	5,000,030	5,000,030	5,000,030	5,000,030	5,000,030	5,000,030	5,000,030	5,000,030
	Change	(14)	(5,000,029)	(5,000,043)	(5,000,043)	(5,000,043)	(5,000,043)	(5,000,043)	(5,000,043)	(5,000,043)	(5,000,043)	(5,000,043)	(5,000,043)
131.02	Cash Account Lebanon	(239,885)	6,474	860,751	628,984	1,015,646	1,269,048	1,552,499	194,125	135,474	228,648	266,987	104,813
	Prior Year	(46,197)	(27,442)	380,173	421,971	833,340	1,161,577	1,416,230	661,680	909,763	228,857	187,549	505,583
	Change	(193,688)	33,916	480,578	207,013	182,306	107,471	136,268	(467,555)	(774,290)	(209)	79,438	(400,770)
131.03	Cash Account Payroll	9,990	(9,583)	93,680	95,069	(8,586)	(8,596)	(8,606)	(8,616)	(8,626)	(8,636)	(8,646)	(8,656)
	Prior Year	(10)	(20)	620	610	601	590	580	570	120,983	113,111	10,523	10,513
	Change	10,000	(9,563)	93,061	94,460	(9,186)	(9,185)	(9,185)	(9,185)	(129,608)	(121,747)	(19,168)	(19,168)
131.05	Cash Acct Automatic Pmts	4,189,213	1,259,225	2,452,542	2,224,953	2,972,499	3,131,431	1,861,990	2,010,948	1,714,295	1,934,313	1,590,674	1,494,468
	Prior Year	(134,382)	46,130	1,426,037	818,725	1,479,261	1,985,547	1,772,708	1,141,140	1,187,339	601,523	703,372	1,311,695
	Change	4,323,595	1,213,095	1,026,505	1,406,227	1,493,238	1,145,884	89,282	869,808	526,956	1,332,791	887,302	182,773
131.06	Cash Acct Capital Credits	(374)	(201,715)	(540,137)	(536,945)	(368,464)	(366,594)	(375,062)	(381,554)	(367,088)	(365,453)	(362,593)	(366,223)
	Prior Year	(22,687)	(1,504)	(150,925)	(154,691)	(143,688)	(157,936)	(162,901)	(157,692)	(163,572)	(180,914)	(165,804)	(165,908)
	Change	22,313	(200,211)	(389,212)	(382,253)	(224,776)	(208,657)	(212,161)	(223,861)	(203,516)	(184,538)	(196,789)	(200,315)
131.99	A/R Other Cash Clearing	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-
135	Working Funds	-	-	2,200	2,200	2,200	2,200	2,200	2,200	2,200	2,200	2,200	2,200
	Prior Year	-	-	2,200	2,200	2,200	2,200	2,200	2,200	2,200	2,200	2,200	2,200
	Change	-	-	-	-	-	-	-	-	-	-	-	-
135.01	Working Funds Travel Adv	(700)	(1,400)	6,300	5,600	4,900	4,200	3,500	2,800	2,100	1,400	700	1,400
	Prior Year	(700)	(1,475)	6,225	5,525	4,825	4,125	3,425	2,725	2,025	1,325	625	(75)
	Change	-	75	75	75	75	75	75	75	75	75	75	1,475

Inter-Coun Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016	2016	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
***	Total	3,695,560	1,299,725	3,637,791	3,465,233	4,944,155	2,640,015	4,643,837	3,853,952	2,221,677	2,595,276	2,180,193	2,624,237
	Prior Year	(205,788)	5,087,456	7,600,345	7,021,758	5,630,084	6,589,467	6,484,604	5,252,072	4,538,484	6,690,428	7,090,957	7,179,895
	Change	3,901,347	(3,787,731)	(3,962,554)	(3,556,525)	(685,929)	(3,949,453)	(1,840,768)	(1,398,120)	(2,316,807)	(4,095,152)	(4,910,764)	(4,555,658)
***141	Notes Rec Geothermal Loans	4,368.6	22,231	138,328	135,159	127,153	40,511	63,406	168,399	169,784	158,618	155,220	165,429
	Prior Year	(2,730.0)	(5,638)	91,913	85,139	85,945	88,701	80,515	77,285	83,709	87,089	83,755	80,040
	Change	7,098.6	27,869	46,415	50,020	41,207	(48,190)	(17,109)	91,114	86,075	71,529	71,466	85,389
142.1	Accts Receivable Customer	(199,566)	659,316	5,882,228	5,862,088	4,336,737	4,424,835	3,866,797	3,725,405	4,527,885	4,519,350	4,218,686	3,590,699
	Prior Year	(76,849)	306,255	4,590,560	5,895,396	4,916,586	3,910,098	3,290,699	3,594,648	4,197,751	4,689,608	4,376,514	3,548,181
	Change	(122,717)	353,062	1,291,668	(33,308)	(579,850)	514,737	576,097	130,757	330,134	(170,258)	(157,827)	42,518
142.11	Accts Rec Agency Vouchers	24,606	7,117	93,649	113,174	67,748	22,726	14,102	14,160	13,675	14,877	14,792	14,358
	Prior Year	24,295	2,922	46,620	56,108	73,793	23,284	9,757	9,262	9,681	9,581	9,439	9,382
	Change	311	4,195	47,030	57,065	(6,045)	(558)	4,345	4,898	3,994	5,295	5,353	4,976
142.12	A/R Unbilled Revenue	513,946	1,590,088	2,922,287	2,004,876	2,331,355	1,642,337	1,897,071	2,149,452	2,573,772	2,268,501	1,824,780	1,841,744
	Prior Year	404,084	615,667	2,903,834	1,813,818	1,052,820	678,782	870,232	1,413,104	1,660,875	1,643,847	1,024,424	671,788
	Change	109,862	974,421	18,452	191,058	1,278,535	963,555	1,026,840	736,348	912,896	624,654	800,356	1,169,956
142.13	A/R PPM Debt Mgt Recovery	1,680	1,620	3,269	3,309	4,848	4,687	6,642	7,731	9,500	12,529	14,945	15,174
	Prior Year	-	-	-	-	-	93	93	48	-	-	-	-
	Change	1,680	1,620	3,269	3,309	4,848	4,594	6,549	7,683	9,500	12,529	14,945	15,174
142.99	Accts Rec Clearing	-	-	18,585	18,585	18,585	18,585	18,585	18,585	18,585	18,585	18,585	18,585
	Prior Year	-	-	18,585	18,585	18,585	18,585	18,585	18,585	18,585	18,585	18,585	18,585
	Change	-	-	-	-	-	-	-	-	-	-	-	-
144.1	Prov For Uncoll Accounts	(10,494)	(71,770)	(377,719)	(391,777)	(405,130)	(422,292)	(431,710)	(429,264)	(428,917)	(429,473)	(431,155)	(435,103)
	Prior Year	(11,025)	(17,245)	(169,066)	(200,090)	(218,362)	(222,092)	(201,428)	(222,827)	(224,036)	230,801	(229,054)	(236,366)
	Change	531	(54,524)	(208,653)	(191,687)	(186,768)	(200,200)	(230,282)	(206,437)	(204,881)	(660,274)	(202,101)	(198,737)
***	Total	330,173	2,186,371	8,542,299	7,610,253	6,354,142	5,690,877	5,371,487	5,486,068	6,714,500	6,404,369	5,660,634	5,045,457
	Prior Year	340,505	907,598	7,390,532	7,583,816	5,843,421	4,408,750	3,987,938	4,812,821	5,662,857	6,130,820	5,199,907	4,011,569
	Change	(11,394)	1,278,773	1,151,767	26,436	510,721	1,282,127	1,383,549	673,248	1,051,643	273,548	460,727	1,033,888
143	Accts Rec Other AR	-	-	327	327	19,549	327	2,647	2,648	12,368	(13,524)	2,647	(3,267)
	Prior Year	-	-	36	327	327	392	327	327	327	327	327	327
	Change	-	-	291	-	19,221	(65)	2,319	2,320	12,040	(13,852)	2,319	(3,595)
143.01	Acct Rec R&S 401K	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	(6,871)	-	-	-	-	-	-	-
	Change	-	-	-	-	6,871	-	-	-	-	-	-	-
143.02	Accts Rec LTD Ins	-	(26)	112	(22)	1	1	(2)	(6)	(9)	32	(16)	(19)
	Prior Year	(2)	(4)	(4)	21	42	42	(4)	42	21	21	21	(21)
	Change	2	(21)	116	(43)	(41)	(41)	2	(48)	(30)	11	(37)	2
143.03	Accts Rec Accident Ins	-	(2)	1	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
	Prior Year	-	-	-	2	2	-	-	-	2	2	2	2
	Change	-	(2)	1	(3)	(3)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
143.04	Accts Rec Life Ins	6	1	118	1	42	42	37	32	27	(9)	12	7
	Prior Year	(52)	212	212	218	212	205	229	260	217	217	212	211
	Change	(46)	212	(95)	(217)	(170)	(163)	(192)	(228)	(191)	(226)	(200)	(205)
143.05	Acct Rec Colonial Ins	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	(6)	(13)	(19)	(13)	(13)	(13)	(13)	(13)	(13)	(13)	(13)	(13)
	Change	6	13	19	13	13	13	13	13	13	13	13	13

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Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016	2016	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
143.06	Accts Rec KAEC (ACRE Contribu)	(90)	(155)	(711)	(794)	(918)	(1,032)	(1,110)	(39)	(117)	(235)	(319)	(395)
	Prior Year	(90)	(155)	(675)	(766)	(902)	(992)	(1,082)	(1,173)	(113)	(204)	(340)	(430)
	Change	-	(0)	(36)	(28)	(16)	(40)	(28)	1,134	(4)	(31)	21	35
143.07	Accts Rec Wintercare	(21)	(69)	(156)	(133)	(122)	(103)	(104)	(202)	(108)	(105)	(9)	82
	Prior Year	18	7	(39)	(71)	(47)	(23)	(21)	(37)	(33)	(31)	(36)	(42)
	Change	(39)	(76)	(117)	(61)	(75)	(81)	(84)	(166)	(75)	(73)	26	123
143.08	Life Ins Metropolitan	0	0	(40)	(40)	(51)	(52)	(52)	(52)	(52)	(52)	(53)	(79)
	Prior Year	0	0	0	0	-	(0)	(0)	(0)	(0)	35	(0)	(0)
	Change	0	0	(40)	(40)	(51)	(52)	(52)	(52)	(52)	(88)	(52)	(78)
143.09	Delt/Eye Med	(142)	(496)	1,644	(310)	401	482	1,637	1,637	1,995	1,787	1,790	1,920
	Prior Year	(90)	356	2,452	2,415	2,329	2,380	2,360	2,462	2,452	2,525	2,972	3,000
	Change	(52)	(852)	(808)	(2,725)	(1,928)	(1,898)	(723)	(825)	(458)	(739)	(1,182)	(1,079)
143.10	Guardian Ins	-	-	290	402	402	330	330	330	330	330	330	330
	Prior Year	-	-	248	290	290	290	290	290	290	290	290	290
	Change	-	-	42	112	112	40	40	40	40	40	40	40
142.12	Accts Rec FEMA 2009 Ice Storm	-	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	63,727
	Change	-	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(63,727)	(127,453)
143.14	Accts Rec Morton Tax Refund	-	-	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
	Prior Year	-	-	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
	Change	-	-	-	-	-	-	-	-	-	-	-	-
143.15	Accts Rec Garnishment	-	-	50	50	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	50	50	-	-	-	-	-	-	-	-
143.71	Accts Rec Food Fund	86	(28)	156	43	23	(87)	566	556	446	528	668	806
	Prior Year	(115)	(31)	(836)	(650)	(712)	(824)	(435)	(397)	(357)	31	(140)	(254)
	Change	-	3	991	692	735	737	1,001	953	803	497	808	1,060
143.72	AFLAC Cancer Ins	-	(42)	401	401	179	179	179	179	(543)	(1,125)	(1,125)	(908)
	Prior Year	682	695	1,363	1,358	982	982	982	982	1,066	1,043	1,180	1,180
	Change	(682)	(737)	(963)	(957)	(803)	(803)	(803)	(803)	(1,609)	(2,168)	(2,305)	(2,088)
143.73	Air Evac Membrshp	(176)	(352)	763	594	339	141	(23)	(187)	(352)	1,672	1,450	1,278
	Prior Year	(207)	(414)	900	697	392	191	(37)	(227)	(414)	1,698	1,434	1,258
	Change	31	62	(136)	(103)	(53)	(51)	15	39	62	(26)	15	20
143.74	Christmas Blessings	(1,645)	422	(2,339)	(2,553)	(2,706)	(2,804)	(2,910)	(3,008)	(3,106)	(3,250)	(3,344)	(3,781)
	Prior Year	(2,309)	(577)	(3,290)	(3,235)	(3,398)	(3,506)	(3,614)	(3,722)	(3,826)	(3,930)	(4,086)	(4,232)
	Change	664	998	950	683	693	703	704	714	720	680	742	451
143.75	Legal Shield	(24)	(101)	(101)	(101)	(355)	(133)	(133)	(133)	(133)	(355)	(165)	(159)
	Prior Year	-	-	-	-	(707)	(707)	(708)	(709)	(692)	(628)	(708)	(311)
	Change	(24)	(101)	(101)	(101)	352	574	575	575	559	273	543	152
143.99	A/R other	27,611	29,770	53,258	57,084	73,018	84,173	91,890	77,476	57,523	68,679	52,996	49,833
	Prior Year	3,610	54,730	92,378	93,557	82,666	77,091	70,843	71,696	60,783	65,470	67,512	57,785
	Change	24,001	(24,960)	(39,120)	(36,473)	(9,648)	7,082	21,046	5,780	(3,260)	3,209	(14,516)	(7,951)
***	Total	25,605	(34,804)	(9,956)	(8,780)	26,073	17,736	29,222	15,502	4,539	(9,356)	(8,866)	(18,080)
	Prior Year	1,438	54,807	92,725	94,150	74,591	75,507	69,117	69,782	59,711	66,853	68,627	122,476
	Change	24,168	(89,611)	(102,681)	(102,930)	(48,518)	(57,771)	(39,895)	(54,280)	(55,171)	(76,209)	(77,493)	(140,556)

Inter-Coop. Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
154	Material & Supplies Electric	(65,748)	(26,085)	402,298	399,243	389,056	425,345	445,479	416,196	416,469	404,234	413,952	408,809
	Prior Year	(67,643)	(23,687)	382,184	401,121	383,701	385,022	438,957	384,208	401,694	381,519	378,975	409,716
	Change	1,894	(2,398)	20,114	(1,879)	5,355	40,322	6,522	31,988	14,776	22,715	34,978	(907)
155	Merchandise	64	280	1,906	1,868	1,820	1,775	1,712	1,855	1,818	1,797	1,826	1,702
	Prior Year	110	110	1,528	1,507	1,507	1,442	1,414	1,509	1,509	1,500	1,443	1,456
	Change	(47)	170	378	361	313	333	298	346	309	297	383	246
***	Total	(65,685)	(25,805)	404,204	401,110	390,876	427,119	447,191	418,051	418,287	406,031	415,778	410,511
	Prior Year	(67,532)	(23,576)	383,712	402,628	385,208	386,464	440,371	385,717	403,203	383,019	380,417	411,172
	Change	1,848	(2,229)	20,492	(1,518)	5,668	40,655	6,821	32,334	15,085	23,011	35,361	(662)
165.01	R&S Pension	(67,839)	(133,586)	(103,684)	(74,339)	(47,923)	(15,469)	32,873	70,160	92,810	117,298	54,577	(8,144)
	Prior Year	(51,896)	(103,791)	(75,932)	(46,060)	(10,487)	27,335	77,222	119,917	151,129	164,754	97,617	29,795
	Change	(15,943)	(29,795)	(27,752)	(28,280)	(37,437)	(42,804)	(44,349)	(49,757)	(58,320)	(47,455)	(43,040)	(37,939)
165.1	Liability Insurance	177,455	161,322	306,513	290,381	282,729	266,596	250,464	234,332	218,200	202,067	185,935	169,876
	Prior Year	178,783	162,530	308,806	292,553	276,300	260,047	243,794	227,541	211,288	195,035	178,782	162,530
	Change	(1,328)	(1,208)	(2,293)	(2,172)	6,429	6,549	6,670	6,791	6,911	7,032	7,153	7,346
165.11	401(K) Plan	(611)	(1,223)	10	(902)	(1,223)	10	(885)	(1,223)	10	(1,110)	(1,795)	(371)
	Prior Year	(621)	(1,242)	(19)	(630)	(4,244)	(19)	(617)	(1,242)	(19)	(630)	(1,242)	(19)
	Change	10	19	29	(271)	3,021	29	(268)	19	29	(480)	(553)	(352)
165.12	Major Medical Ins	2,816	2998.33	66,322	26,698	65,779	64,967	66,974	68,876	69,675	144,946	76,512	81,094
	Prior Year	-	4043.93	62,715	55,546	57,455	65,521	65,521	65,431	63,683	63,963	64,952	64,991
	Change	2,816	-	3,607	(28,848)	8,324	(554)	1,453	3,444	5,992	80,982	11,560	16,104
165.13	Long Term Disability	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-
165.14	Director's Life Ins	-	0	5,354	5,354	5,354	5,354	5,354	5,354	5,354	5,354	5,354	5,354
	Prior Year	(823)	-1646.9	3,707	3,707	3,707	3,707	3,707	3,707	3,707	3,707	3,707	3,707
	Change	823	1,647	1,647	1,647	1,647	1,647	1,647	1,647	1,647	1,647	1,647	1,647
165.15	Life Insurance	-	0	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	0	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-
165.16	Workers Comp Ins	(3,410)	110,348	217,752	207,988	202,744	194,124	182,212	171,945	159,673	149,808	139,868	130,028
	Prior Year	80,921	75,900	154,680	147,518	144,073	136,499	128,674	121,135	96,384	89,539	86,130	82,720
	Change	(84,331)	34,448	63,072	60,470	58,671	57,625	53,538	50,811	63,289	60,268	53,738	47,308
165.17	Life Ins Retired Emp	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-
165.18	Major Med Retired Emp & Dir	(572)	(840)	13,419	13,331	13,831	12,999	12,804	12,610	12,608	27,770	12,802	13,060
	Prior Year	(40)	600	15,835	15,835	14,869	14,531	14,676	14,353	14,976	14,976	14,976	14,610
	Change	(532)	(1,441)	(2,416)	(2,504)	(1,038)	(1,532)	(1,872)	(1,742)	(2,368)	12,794	(2,174)	(1,550)
165.2	Assoc Membership Dues	(8,618)	11,893	100,258	94,928	86,921	78,584	70,248	61,911	53,575	45,239	36,902	57,341
	Prior Year	20,879	12,408	97,237	92,955	87,741	82,526	74,306	65,463	56,621	47,778	38,935	30,093
	Change	(29,497)	(515)	3,022	1,973	(820)	(3,942)	(4,058)	(3,552)	(3,046)	(2,539)	(2,033)	27,248
***	Total	99,221	150,912	605,944	563,439	608,211	605,519	620,044	623,966	611,903	691,370	510,155	448,237
	Prior Year	227,203	148,802	567,028	561,424	569,414	590,147	607,283	616,304	597,768	579,121	483,857	388,426
	Change	(127,981)	2,110	38,916	2,015	38,796	15,372	12,761	7,661	14,135	112,249	26,297	59,811

Inter-Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016	2016	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12	
***171	Interest Receivable	-	10,332	20,665	20,665	20,665	10,332	10,332	10,332	10,332	10,332	10,332	10,332	10,332
	Prior Year	-	10,332	20,631	20,631	20,631	10,334	10,334	10,334	10,334	10,334	10,334	10,334	10,334
	Change	-	-	34	34	34	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
163	Stores Expense	0	0	0	0	0	0	0	0	0	0	0	0	0
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-	(0)
	Change	0	0	0	0	0	0	0	0	0	0	0	0	1
163.01	Stores Expense - Sale of Material	-	-	-	0	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	0	-	-	-	-	-	-	-	-	-
184	Transportation Expense	-	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-	-
184.99	Transportation O/H	-	-	-	-	-	-	-	-	-	975	-	-	-
	Prior Year	-	-	-	-	-	240	-	-	-	-	-	-	-
	Change	-	-	-	-	-	(240)	-	-	-	975	-	-	-
186.11	Deferred Debit RS Plan Prepmnt	(18,026)	(36,052)	1,297,872	1,279,846	1,261,820	1,243,794	1,225,768	1,207,742	1,189,716	1,171,690	1,153,664	1,135,638	
	Prior Year	(18,026)	(36,052)	1,514,184	1,496,158	1,478,132	1,460,106	1,442,080	1,424,054	1,406,028	1,388,002	1,369,976	1,351,950	
	Change	-	-	(216,312)	(216,312)	(216,312)	(216,312)	(216,312)	(216,312)	(216,312)	(216,312)	(216,312)	(216,312)	
186.97	Deferred Debit Consumer Loans	(3,765)	7,485	7,311	7,311	7,311	7,311	7,311	7,311	7,311	7,311	11,838	7,311	
	Prior Year	-	-	-	-	6,100	-	-	-	-	-	-	3,765	
	Change	(3,765)	7,485	7,311	7,311	1,211	7,311	7,311	7,311	7,311	7,311	11,838	3,546	
186.98	Deferred Debit Contracts	12,050	12,088	(4,056)	(4,864)	5,987	2,025	2,792	2,792	1,634	1,012	(735)	(2,292)	
	Prior Year	(64)	586	(19,474)	(21,921)	(19,561)	(14,208)	(17,804)	(20,718)	(21,778)	(22,170)	(23,274)	(24,935)	
	Change	12,114	11,502	15,418	17,057	25,548	16,233	20,596	23,510	23,412	23,183	22,539	22,643	
186.99	Deferred Debits Contracts	-	-	29,811	29,811	29,811	29,811	29,811	29,811	29,811	29,811	29,811	29,811	
	Prior Year	-	-	29,811	29,811	29,811	29,811	29,811	29,811	29,811	29,811	29,811	29,811	
	Change	-	-	-	-	-	-	-	-	-	-	-	-	
***	Total	(9,741)	(16,479)	1,330,938	1,312,105	1,304,930	1,282,941	1,265,682	1,247,656	1,228,473	1,210,800	1,194,579	1,170,124	
	Prior Year	(18,090)	(35,466)	1,524,521	1,504,048	1,494,482	1,475,948	1,454,086	1,433,147	1,414,061	1,395,642	1,376,513	1,360,590	
	Change	8,349	18,987	(193,583)	(191,943)	(189,552)	(193,007)	(188,404)	(185,490)	(185,588)	(184,842)	(181,934)	(190,466)	
***	Total assets & other debits	4,265,042	5,960,104	132,995,163	132,302,178	132,566,586	129,750,693	131,450,716	130,743,819	130,442,162	130,733,585	129,563,767	129,384,219	
	Prior Year	711,239	6,777,713	130,612,657	130,195,595	127,130,445	126,898,432	126,560,962	126,158,416	126,502,289	129,204,246	128,875,759	127,757,352	
	Change	3,553,804	(817,609)	2,382,507	2,106,583	5,436,142	2,852,261	4,889,754	4,585,403	3,939,874	1,529,339	688,009	1,626,867	
200.1	Memberships Issued	(2,870)	(3,315)	(924,460)	(926,625)	(927,105)	(927,270)	(927,950)	(928,865)	(931,190)	(930,955)	(932,950)	(933,735)	
	Prior Year	(1,905)	(2,425)	(911,510)	(913,070)	(913,435)	(913,585)	(914,475)	(916,980)	(918,395)	(919,345)	(920,735)	(920,735)	
	Change	(965)	(890)	(12,950)	(13,555)	(13,670)	(13,685)	(13,475)	(11,885)	(12,795)	(11,530)	(13,605)	(13,000)	
200.11	Memberships (not in computer)	-	-	(119,610)	(119,610)	(119,610)	(119,610)	(119,610)	(119,610)	(119,610)	(119,610)	(119,610)	(119,610)	
	Prior Year	-	-	(119,760)	(119,760)	(119,740)	(119,610)	(119,610)	(119,610)	(119,610)	(119,610)	(119,610)	(119,610)	
	Change	-	-	150	150	130	-	-	-	-	-	-	-	
***	Total	(2,870)	(3,315)	(1,044,070)	(1,046,235)	(1,046,715)	(1,046,880)	(1,047,560)	(1,048,475)	(1,050,800)	(1,050,565)	(1,052,560)	(1,053,345)	
	Prior Year	(1,905)	(2,425)	(1,031,270)	(1,032,830)	(1,033,175)	(1,033,195)	(1,034,085)	(1,036,590)	(1,038,005)	(1,039,035)	(1,038,955)	(1,040,345)	
	Change	(965)	(890)	(12,800)	(13,405)	(13,540)	(13,685)	(13,475)	(11,885)	(12,795)	(11,530)	(13,605)	(13,000)	
***201.10	Patrons Capital Credits	24,878	1,034,630	(39,515,461)	(39,495,435)	(39,469,795)	(39,453,791)	(39,443,551)	(39,422,437)	(39,409,247)	(39,397,214)	(39,462,135)	(39,462,127)	
	Prior Year	21,072	31,267	(36,717,062)	(41,055,142)	(41,055,142)	(41,023,346)	(41,007,403)	(40,994,310)	(40,986,203)	(40,971,985)	(40,957,983)	(41,574,581)	
	Change	3,805	1,003,363	(2,798,399)	1,559,708	1,585,347	1,569,555	1,563,851	1,571,873	1,576,956	1,574,771	1,495,848	2,112,454	

Witness: Sherree Gilliam
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Inter-Cour Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
219.10	Operating Margins Prior Yrs	-	-	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)
	Prior Year	-	-	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)	(150,817)
	Change	-	-	-	-	-	-	-	-	-	-	-	-
219.11	Operating Margins Current Yr	459,637	(1,956,089)	(6,500,265)	(6,121,568)	(5,956,806)	(5,655,420)	(5,940,714)	(5,686,724)	(5,763,429)	(5,550,281)	(5,028,906)	(4,506,205)
	Prior Year	219,942	169,132	(7,867,360)	(3,481,563)	(3,580,183)	(3,367,594)	(3,279,620)	(3,170,333)	(3,094,301)	(3,228,994)	(3,050,707)	(2,071,131)
	Change	239,695	(2,125,221)	1,367,095	(2,640,005)	(2,376,623)	(2,287,826)	(2,661,094)	(2,516,392)	(2,669,128)	(2,321,288)	(1,978,199)	(2,435,074)
219.12	Operating Margins Prior Yr Def	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	226,285	31,610	31,610	31,610	31,610	31,610	31,610	31,610	31,610	-
	Change	-	-	(226,285)	(31,610)	(31,610)	(31,610)	(31,610)	(31,610)	(31,610)	(31,610)	(31,610)	-
***	Total	459,637	(1,956,089)	(6,651,082)	(6,272,385)	(6,107,623)	(5,806,236)	(6,091,531)	(5,837,541)	(5,914,246)	(5,701,098)	(5,179,723)	(4,657,022)
	Prior Year	219,942	169,132	(7,791,892)	(3,600,770)	(3,699,390)	(3,486,801)	(3,398,827)	(3,289,540)	(3,213,508)	(3,348,201)	(3,169,914)	(2,221,947)
	Change	239,695	(2,125,221)	1,140,810	(2,671,614)	(2,408,233)	(2,319,435)	(2,692,704)	(2,548,001)	(2,700,738)	(2,352,897)	(2,009,808)	(2,435,074)
***219.20	Non Operating Margins	(1,846)	(16,633)	(21,846)	(27,689)	(27,636)	(40,510)	(42,222)	(44,202)	(46,093)	(48,972)	(57,396)	(85,167)
	Prior Year	(36,706)	(99,171)	(106,309)	(106,687)	(112,585)	(148,906)	(152,798)	(128,940)	(159,094)	(160,282)	(161,564)	(184,982)
	Change	34,859	82,538	84,463	78,998	84,949	108,395	110,576	84,737	113,001	111,310	104,169	99,815
208	Donated capital	-	-	(71,969)	(71,969)	(71,969)	(71,969)	(71,969)	(71,969)	(71,969)	(71,969)	(71,969)	(71,969)
	Prior Year	(1,817)	(1,817)	(73,845)	(73,786)	(73,786)	(73,786)	(73,786)	(73,786)	(73,786)	(73,786)	(73,786)	(73,786)
	Change	1,817	1,817	1,876	1,817	1,817	1,817	1,817	1,817	1,817	1,817	1,817	1,817
215.3	Accum Comprehensive income	(3,207)	(6,414)	633,012	594,505	594,505	594,505	616,967	613,758	610,549	607,340	604,131	600,922
	Prior Year	(3,207)	(6,414)	671,512	668,303	665,094	661,885	658,676	655,467	652,258	649,049	645,842	642,635
	Change	-	-	(38,500)	(73,798)	(70,589)	(67,380)	(41,709)	(41,709)	(41,709)	(41,709)	(41,711)	(41,713)
217	Gain on retired capital credits	1,496	6,457	(672,482)	(669,833)	(811,453)	(808,854)	(805,625)	(804,891)	(802,546)	(801,013)	(798,177)	(794,547)
	Prior Year	2,422	6,046	(698,448)	(696,991)	(695,994)	(692,429)	(691,591)	(689,893)	(687,119)	(683,741)	(682,854)	(681,157)
	Change	(926)	411	25,967	27,157	(115,460)	(116,426)	(114,034)	(114,999)	(115,427)	(117,272)	(115,323)	(113,390)
***	Total	(1,711)	43	(111,438)	(147,297)	(288,917)	(286,318)	(260,627)	(263,102)	(263,965)	(265,641)	(266,014)	(265,594)
	Prior Year	(4,314)	(2,143)	(212,220)	(249,771)	(393,603)	(390,647)	(106,701)	(108,212)	(108,647)	(108,478)	(110,798)	(112,308)
	Change	2,603	2,186	100,781	102,474	104,686	104,330	(153,925)	(154,890)	(155,318)	(157,163)	(155,217)	(153,285)
***224.03	Long Term Debt RUS	13,348	26,815	(3,225,197)	(3,211,250)	(3,198,080)	(3,184,615)	(3,171,387)	(3,162,835)	(3,154,030)	(3,141,003)	(3,127,663)	(3,114,573)
	Prior Year	48,287	94,231	(21,408,785)	(21,357,371)	(21,310,746)	(21,261,501)	(21,248,428)	(3,250,007)	(3,237,041)	(3,224,048)	(3,210,754)	(3,197,705)
	Change	(34,939)	(67,417)	18,183,588	18,146,121	18,112,666	18,076,886	18,077,041	87,172	83,011	83,045	83,091	83,133
224.2	Long Term Debt FFB	-	377,309	(50,886,607)	(50,886,608)	(50,476,538)	(50,476,538)	(50,476,538)	(50,080,823)	(50,080,823)	(50,080,823)	(49,698,973)	(49,698,973)
	Prior Year	-	346,968	(32,315,381)	(52,315,381)	(52,315,381)	(52,315,381)	(52,315,381)	(52,315,381)	(52,315,381)	(52,315,381)	(51,294,257)	(51,294,257)
	Change	-	30,341	(18,571,226)	1,428,773	1,838,843	1,838,843	1,838,843	2,234,558	2,234,558	2,234,558	1,595,284	1,595,284
224.3	FFB Notes Executed	(5,000,000)	(5,000,000)	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000
	Prior Year	-	(5,000,000)	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000
	Change	(5,000,000)	-	15,000,000	(5,000,000)	(5,000,000)	(5,000,000)	(5,000,000)	(5,000,000)	(5,000,000)	(5,000,000)	(5,000,000)	(5,000,000)
***	Total	(5,000,000)	(4,622,691)	(45,886,607)	(45,886,608)	(45,476,538)	(45,476,538)	(45,476,538)	(45,080,823)	(45,080,823)	(45,080,823)	(44,698,973)	(44,698,973)
	Prior Year	-	(4,653,032)	(42,315,381)	(42,315,381)	(42,315,381)	(42,315,381)	(42,315,381)	(42,315,381)	(42,315,381)	(42,315,381)	(41,294,257)	(41,294,257)
	Change	(5,000,000)	30,341	(3,571,226)	(3,571,227)	(3,161,157)	(3,161,157)	(3,161,157)	(2,765,442)	(2,765,442)	(2,765,442)	(3,404,716)	(3,404,716)
224.12	Other Long Term Debt CFC	69,977	69,977.36	(3,500,899)	(3,500,899)	(3,500,899)	(3,500,899)	(3,383,882)	(3,383,882)	(3,383,882)	(3,383,882)	(3,323,964)	(3,323,964)
	Prior Year	65,711	65,711.22	(3,778,591)	(3,711,839)	(3,711,839)	(3,711,839)	(3,644,028)	(3,644,028)	(3,644,028)	(3,575,142)	(3,575,142)	(3,575,142)
	Change	4,266	4,266	277,693	210,940	210,940	210,940	260,146	260,146	260,146	191,261	251,178	251,178
224.15	Other Long Term Debt CoBank	103,038	209,435	(22,269,113)	(22,154,853)	(22,047,314)	(21,937,192)	(21,829,064)	(21,718,263)	(21,609,440)	(21,500,313)	(21,388,490)	(21,278,619)
	Prior Year	84,338	144,357	(5,546,130)	(5,460,337)	(5,399,682)	(5,338,387)	(5,252,873)	(23,098,351)	(22,993,639)	(22,863,794)	(22,756,022)	(22,650,304)
	Change	18,700	65,077	(16,722,983)	(16,694,517)	(16,647,632)	(16,598,805)	(16,576,191)	1,380,088	1,384,199	1,363,481	1,367,532	1,371,685

Inter-Coun Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
***	Total	173,015	279,412	(25,770,012)	(25,655,752)	(25,548,213)	(25,438,090)	(25,212,946)	(25,102,144)	(24,993,322)	(24,884,195)	(24,712,454)	(24,602,583)
	Prior Year	150,049	210,069	(9,324,722)	(9,172,175)	(9,111,521)	(9,050,225)	(8,896,901)	(26,742,379)	(26,637,667)	(26,438,936)	(26,331,164)	(26,225,446)
	Change	22,966	69,343	(16,445,290)	(16,483,577)	(16,436,693)	(16,387,865)	(16,316,045)	1,640,234	1,644,345	1,554,742	1,618,710	1,622,863
***224.16	CoBank Notes Executed	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-
***224.6	Adv Pmt Unapplied Long Term Debt	(20,139)	516,248	1,348,567	1,331,773	821,319	801,081	780,730	254,032	833,671	2,414,320	1,880,878	1,864,785
	Prior Year	222,100	(55,508)	1,351,107	1,227,794	1,109,944	989,801	971,136	952,240	931,668	910,970	297,342	277,359
	Change	(242,238)	571,756	(2,539)	103,979	(288,625)	(188,720)	(190,406)	(698,208)	(97,997)	1,503,350	1,583,536	1,587,426
***228.3	Accum Prov For Pension & Bene	(9,013)	(18,538)	(4,025,736)	(4,034,440)	(4,043,201)	(4,050,454)	(4,084,509)	(4,093,087)	(4,101,867)	(4,110,648)	(4,104,244)	(4,112,795)
	Prior Year	(8,153)	(16,346)	(3,892,491)	(3,900,335)	(3,908,178)	(3,921,940)	(3,936,039)	(3,949,993)	(3,964,271)	(3,977,918)	(3,986,565)	(3,995,213)
	Change	(860)	(2,192)	(133,245)	(134,105)	(135,023)	(128,514)	(148,470)	(143,093)	(137,596)	(132,729)	(117,679)	(117,582)
224.14	EKPC Marketing Loans	3,374	6,841	(78,697)	(75,789)	(72,879)	(68,776)	(64,668)	(150,864)	(146,746)	(142,623)	(138,495)	(134,361)
	Prior Year	3,579	3,579	(104,446)	(119,918)	(113,059)	(109,619)	(106,176)	(106,176)	(102,728)	(99,277)	(95,821)	(92,272)
	Change	(205)	3,262	25,749	44,129	40,180	40,843	41,508	(44,688)	(44,018)	(43,346)	(42,674)	(42,090)
231.1	Notes Payable CFC Loans	-	-	(1,000,000)	(1,000,000)	(1,000,000)	(1,000,000)	(1,000,000)	(400,000)	-	(2,600,000)	(2,600,000)	(3,600,000)
	Prior Year	(600,000)	(1,600,000)	(1,600,000)	(1,600,000)	(1,600,000)	(1,600,000)	(1,600,000)	(1,600,000)	(1,600,000)	(1,600,000)	(2,600,000)	(2,600,000)
	Change	600,000	1,600,000	600,000	600,000	600,000	600,000	600,000	1,200,000	1,600,000	(1,000,000)	-	(1,000,000)
***	Total	3,374	6,841	(1,078,697)	(1,075,789)	(1,072,879)	(1,068,776)	(1,064,668)	(550,864)	(146,746)	(2,742,623)	(2,738,495)	(3,734,361)
	Prior Year	(596,421)	(1,596,421)	(1,704,446)	(1,719,918)	(1,713,059)	(1,709,619)	(1,706,176)	(1,706,176)	(1,702,728)	(1,699,821)	(2,695,821)	(2,692,272)
	Change	599,795	1,603,262	625,749	644,129	640,180	640,843	641,508	1,155,312	1,555,982	(1,043,346)	(42,674)	(1,042,090)
232.1	Accounts Payable General	(65,803)	(1,278,380)	(5,358,153)	(4,503,863)	(4,501,131)	(1,931,043)	(3,982,715)	(4,226,017)	(4,768,512)	(4,709,378)	(4,145,062)	(4,053,404)
	Prior Year	(829,447)	(894,281)	(5,367,219)	(4,640,977)	(4,640,977)	(1,279,133)	(1,310,778)	(1,518,438)	(1,259,177)	(1,594,980)	(4,215,985)	(3,901,913)
	Change	763,644	(384,099)	9,066	137,114	(3,221,998)	(620,265)	(2,464,277)	(2,966,840)	(3,173,532)	(151,642)	70,923	(151,491)
232.11	Accounts Payable Members	(1)	(187)	(1,065)	(1,064)	(1,064)	(1,064)	(1,064)	(1,064)	(1,065)	(1,027)	(1,028)	(1,028)
	Prior Year	-	-	(971)	(972)	(972)	(974)	(974)	(974)	(975)	(975)	(975)	(975)
	Change	(1)	(187)	(94)	(92)	(91)	(90)	(90)	(90)	(90)	(53)	(53)	(54)
232.3	Accounts Payable Employee Loan	-	(103)	3,550	3,550	(103)	(103)	(103)	(103)	(103)	(103)	(103)	(103)
	Prior Year	-	-	-	-	-	-	-	57	103	3,715	103	103
	Change	-	(103)	3,550	3,550	(103)	(103)	(103)	(160)	(206)	(3,819)	(206)	(206)
232.33	Accounts Payable Section 125	(1,673)	(2,886)	(4,541)	(4,746)	(1,598)	(1,575)	(1,290)	(2,350)	(3,456)	(5,264)	(6,412)	(6,211)
	Prior Year	(1,394)	(1,945)	(3,615)	(4,989)	(8,169)	(6,463)	(5,867)	(6,401)	(4,112)	(1,508)	(1,958)	33
	Change	(280)	(941)	(926)	242	6,570	4,887	4,576	4,051	656	(3,756)	(4,454)	(6,244)
***	Total	(67,477)	(1,281,557)	(5,360,209)	(4,506,123)	(4,503,896)	(1,933,786)	(3,985,173)	(4,229,534)	(4,773,136)	(4,715,772)	(4,152,605)	(4,060,746)
	Prior Year	(830,841)	(896,226)	(5,371,805)	(4,646,938)	(1,288,274)	(1,318,215)	(1,525,279)	(1,266,495)	(1,599,964)	(4,556,503)	(4,218,815)	(3,902,751)
	Change	763,364	(385,331)	11,596	140,815	(3,215,622)	(615,570)	(2,459,894)	(2,963,039)	(3,173,173)	(159,269)	66,209	(157,994)
***235	Consumer Deposits	(10,675)	(12,575)	(598,376)	(596,401)	(596,006)	(595,306)	(595,281)	(594,706)	(599,081)	(597,676)	(600,076)	(601,231)
	Prior Year	(770)	(3,232)	(556,260)	(557,580)	(559,145)	(560,620)	(559,350)	(564,950)	(568,355)	(576,030)	(582,703)	(582,533)
	Change	(9,905)	(9,343)	(42,116)	(38,821)	(36,861)	(34,686)	(35,931)	(29,756)	(30,726)	(21,646)	(17,373)	(18,698)
***236.51	Environmental Surchg Total	(1)	(1)	(1)	(479,226)	(708,629)	(708,629)	(229,404)	(1)	(1)	(1)	(1)	(1)
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	1
	Change	-	(1)	(1)	(479,226)	(708,629)	(708,629)	(229,404)	(1)	(1)	(1)	(1)	(2)
236.1	Accrued Property Taxes	94,762	10,195	(143,700)	(228,558)	(221,379)	(306,230)	(388,586)	(473,445)	(558,303)	(321,647)	(406,464)	131,505
	Prior Year	36,867	(27,080)	(114,575)	(202,070)	(289,565)	(377,060)	(464,555)	(552,050)	(639,545)	(411,514)	(499,009)	(114,610)
	Change	57,895	37,275	(29,124)	(26,488)	68,186	70,830	75,969	78,606	81,243	89,868	92,545	246,115

Inter-Courthouse Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016	2016	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
236.2	Acc Fed Unemplmnt Tax	(10)	29	(1,914)	(2,613)	29	10	5	5	(1)	(67)	29	3
	Prior Year	(4)	0	(1,872)	(2,623)	(2,765)	(6)	(19)	0	(5)	(28)	0	(29)
	Change	(7)	29	(43)	9	2,794	16	24	5	4	(39)	29	31
236.3	Accrued Social Security Tax	0	0	0	0	0	47	1	1	1	65	1	1
	Prior Year	(0)	8	8	8	(24,068)	8	8	8	8	8	8	8
	Change	0	(8)	(8)	(8)	24,069	39	(7)	(7)	(7)	57	(7)	(7)
236.4	Accrued State Unemplmnt Tax	(49)	62	(2,007)	(3,450)	62	2	(23)	(29)	33	(52)	62	24
	Prior Year	(7)	-	(3,881)	(6,891)	(7,933)	(212)	(238)	(0)	(49)	(95)	(34)	(96)
	Change	(42)	62	1,874	3,441	7,996	213	215	(29)	81	42	96	121
236.5	KY Sales & Use Tax	30,578	6,884	166,776	202,827	170,708	136,751	103,161	68,553	80,071	78,541	84,665	85,191
	Prior Year	7,166	9,535	(38,402)	(39,623)	(32,137)	7,705	41,334	43,557	35,556	44,841	115,157	135,941
	Change	23,412	(2,651)	205,178	242,451	202,845	129,046	61,828	24,996	44,515	33,700	(30,493)	(50,750)
236.52	Excise Tax Medical Insurance	-	-	33,012	33,012	33,012	33,012	33,012	33,012	33,620	33,620	33,620	33,620
	Prior Year	-	-	27,690	27,690	27,690	27,690	27,690	27,690	28,260	27,690	27,690	28,260
	Change	-	-	5,322	5,322	5,322	5,322	5,322	5,322	5,931	5,931	5,931	5,361
236.6	Accrued Marion Co Sch Tax	8,885	6,414	(58,781)	(64,318)	(54,344)	(46,068)	(43,432)	(41,626)	(49,246)	(54,666)	(51,037)	(44,931)
	Prior Year	4,361	1,435	(59,949)	(71,074)	(70,675)	(57,089)	(46,952)	(45,995)	(54,075)	(63,346)	(57,278)	(57,278)
	Change	4,525	4,979	1,169	6,756	16,331	11,020	3,520	4,370	4,829	6,613	12,308	12,347
236.7	Accrued Washington Sch Tax	297	255	(1,570)	(1,887)	(1,530)	(1,245)	(1,085)	(919)	(1,043)	(1,306)	(1,338)	(1,073)
	Prior Year	140	41	(1,512)	(1,990)	(2,142)	(1,610)	(1,198)	(1,110)	(1,270)	(1,555)	(1,680)	(1,492)
	Change	157	214	(58)	102	612	366	113	191	227	250	342	420
236.8	School Tax Madison Co	50	(27)	(577)	(613)	(487)	(407)	(366)	(341)	(384)	(429)	(402)	(352)
	Prior Year	44	(0)	(400)	(516)	(495)	(360)	(288)	(337)	(404)	(404)	(433)	(363)
	Change	330	(75)	(177)	(97)	7	(48)	(78)	(59)	(47)	(25)	31	11
236.81	Accrued Taylor Co Sch Tax	43	(75)	(654)	(648)	(546)	(433)	(396)	(440)	(519)	(581)	(515)	(464)
	Prior Year	5	(88)	(632)	(749)	(660)	(503)	(443)	(453)	(521)	(570)	(558)	(461)
	Change	38	14	(23)	101	114	70	47	13	3	(11)	43	(3)
236.83	Accrued Lincoln Co Sch Tax	9,040	1,239	(72,532)	(78,645)	(61,439)	(50,920)	(45,699)	(42,035)	(48,313)	(55,333)	(52,845)	(44,641)
	Prior Year	5,034	(2,424)	(64,239)	(81,455)	(82,840)	(61,178)	(46,200)	(44,744)	(53,119)	(63,229)	(65,299)	(55,049)
	Change	4,006	3,663	(8,293)	2,810	21,401	10,258	501	2,710	4,806	7,896	12,454	10,408
236.84	Danville Franchise Tax	737	1,041	(2,948)	(3,109)	(2,594)	(2,266)	(2,470)	(2,610)	(3,087)	(3,646)	(3,781)	(3,121)
	Prior Year	512	655	(3,190)	(3,507)	(3,547)	(3,156)	(2,932)	(3,175)	(3,471)	(4,261)	(4,478)	(3,919)
	Change	225	386	243	399	954	890	463	564	384	615	696	799
236.85	Harrodsburg Franchise Tax	534	671	(1,751)	(1,866)	(1,555)	(1,337)	(1,473)	(1,640)	(1,947)	(2,238)	(2,111)	(1,752)
	Prior Year	266	300	(2,027)	(2,178)	(2,050)	(1,809)	(1,669)	(1,810)	(2,234)	(2,762)	(3,011)	(2,627)
	Change	268	371	276	312	495	472	196	169	287	523	900	875
236.86	Junction City Franchise Tax	119	146	(473)	(617)	(504)	(403)	(383)	(364)	(414)	(450)	(443)	(385)
	Prior Year	32	6	(638)	(726)	(752)	(615)	(494)	(509)	(558)	(634)	(678)	(591)
	Change	88	140	166	109	248	212	111	145	144	184	236	206
236.9	Accrued Burgin Sch Tax	348	10	(2,588)	(2,709)	(2,104)	(1,708)	(1,549)	(1,584)	(1,934)	(2,141)	(1,952)	(1,637)
	Prior Year	232	(15)	(2,261)	(2,968)	(2,770)	(1,919)	(1,486)	(1,551)	(2,000)	(2,439)	(2,436)	(1,872)
	Change	116	25	(327)	259	666	210	(63)	(33)	66	299	484	235
236.91	Accrued Boyle Co Sch Tax	5,295	4,835	(27,546)	(32,531)	(25,658)	(20,702)	(18,553)	(16,741)	(19,475)	(23,705)	(23,611)	(18,869)
	Prior Year	2,984	1,785	(25,813)	(34,094)	(36,335)	(27,174)	(20,300)	(19,326)	(22,809)	(28,118)	(30,199)	(26,401)
	Change	2,311	3,050	(1,733)	1,564	10,677	6,472	1,746	2,585	3,335	4,413	6,588	7,532

Inter-Cou... Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016	2016	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
236.92	Accrued Stanford Franchise Tax	827	613	(4,908)	(5,273)	(4,163)	(3,589)	(3,483)	(3,376)	(3,820)	(4,321)	(4,137)	(3,514)
	Prior Year	638	339	(4,452)	(5,362)	(5,549)	(4,355)	(3,464)	(3,566)	(4,352)	(5,215)	(5,361)	(4,543)
	Change	189	274	(456)	88	1,386	766	(19)	190	531	894	1,224	1,030
236.93	Accrued Garrard Co Sch tax	5,859	(487)	(52,448)	(56,212)	(43,655)	(35,988)	(32,284)	(30,194)	(34,688)	(38,836)	(36,792)	(31,507)
	Prior Year	3,564	(2,216)	(45,800)	(58,671)	(58,469)	(42,355)	(31,677)	(30,647)	(36,587)	(43,519)	(44,817)	(37,508)
	Change		1,729	(6,649)	2,460	14,814	6,367	(608)	453	1,899	4,683	8,025	6,001
236.94	Accrued Mercer Co Sch Tax	2,711	1,885	(14,201)	(15,563)	(11,910)	(9,840)	(9,319)	(9,246)	(11,239)	(13,045)	(12,191)	(9,884)
	Prior Year	1,882	786	(12,773)	(16,025)	(16,204)	(12,083)	(9,419)	(9,687)	(12,077)	(15,034)	(15,687)	(12,843)
	Change	829	1,099	(1,428)	461	4,295	2,242	100	440	838	1,989	3,496	2,959
236.95	Accrued Larue Co Sch Tax	80	(131)	(1,302)	(1,420)	(1,229)	(918)	(846)	(823)	(1,023)	(1,148)	(965)	(840)
	Prior Year	2	(151)	(1,174)	(1,377)	(1,228)	(941)	(828)	(871)	(1,032)	(1,155)	(1,142)	(952)
	Change	78	20	(128)	(42)	(1)	23	(17)	47	9	7	177	112
236.96	Accrued Casey Co Sch Tax	1,417	(1,101)	(17,462)	(18,337)	(15,289)	(12,557)	(11,390)	(10,488)	(11,906)	(13,480)	(12,371)	(10,703)
	Prior Year	457	(1,251)	(15,678)	(19,167)	(18,099)	(13,661)	(11,199)	(10,811)	(12,298)	(14,183)	(14,565)	(12,376)
	Change	960	149	(1,784)	830	2,811	1,104	(191)	323	392	703	2,194	1,672
236.97	Accrued Danville Sch Tax	403	494	(1,257)	(1,334)	(998)	(855)	(878)	(950)	(1,223)	(1,509)	(1,442)	(1,130)
	Prior Year	290	290	(1,184)	(1,385)	(1,352)	(1,135)	(970)	(1,069)	(1,452)	(1,898)	(1,983)	(1,662)
	Change	113	204	(73)	51	354	279	92	119	229	389	541	531
236.98	Accrued Rockcastle Co Sch Tax	26	(31)	(389)	(398)	(316)	(259)	(229)	(171)	(202)	(228)	(213)	(184)
	Prior Year	12	(32)	(332)	(419)	(394)	(290)	(229)	(24)	(265)	(313)	(320)	(261)
	Change	14	1	(57)	21	78	30	(0)	52	63	86	108	77
236.99	Accrued Nelson Co Sch Tax	143	(345)	(3,920)	(3,768)	(3,195)	(2,637)	(2,498)	(2,547)	(3,146)	(3,526)	(3,117)	(3,102)
	Prior Year	(45)	(849)	(4,552)	(4,812)	(4,216)	(3,315)	(2,928)	(3,062)	(3,663)	(4,088)	(4,000)	(3,564)
	Change	189	504	632	1,044	1,021	678	430	515	518	561	883	462
237.3	Accrued Interest CFC Notes	38,400	19,530	(18,757)	(37,592)	(56,126)	(74,660)	18,918	693	(17,532)	(35,757)	1,007	(16,905)
	Prior Year	41,188	20,934	(19,573)	20,934	1,026	(18,882)	20,934	1,088	(18,758)	20,355	1,155	(18,045)
	Change	(2,788)	(1,404)	816	(58,527)	(57,152)	(55,778)	(2,016)	(395)	1,226	(56,112)	(148)	1,140
237.5	Accrued Interest FFB Loans	(21,583)	20,338	(6,133)	(32,605)	(20,338)	(16,142)	(53,838)	20,338	(25,105)	(70,547)	20,338	(25,450)
	Prior Year	(12,588)	13,229	(6,423)	(24,309)	(43,537)	(61,669)	(80,405)	(98,596)	(118,825)	(139,115)	13,229	(7,108)
	Change	(8,995)	7,108	290	(8,295)	23,199	45,526	26,566	118,874	93,721	68,568	7,108	(18,342)
240	Matured Interest	(126)	616	295	376	(198)	(461)	-756.98	(1,009)	(1,306)	(1,587)	(1,823)	(2,093)
	Prior Year	(30)	192	55	(77)	(206)	(330)	(483)	(606)	(726)	(885)	(1,001)	(1,107)
	Change	(95)	423	240	453	8	(131)	(274)	(403)	(580)	(702)	(821)	(986)
241	Federal Income Tax	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	(20,908)	-	-	-	-	-	-	-
	Change	-	-	-	-	20,908	-	-	-	-	-	-	-
241.1	State Income Tax	-	340	331	340	340	350	364	364	364	364	364	364
	Prior Year	-	-	-	0	0	0	0	0	0	0	0	0
	Change	-	340	331	340	340	350	364	364	364	364	364	364
241.11	Danville Payroll Tax	(4,355)	4,449	(699)	(5,066)	4,450	(1,687)	(6,450)	(727)	(272)	(6,804)	4,449	(1,154)
	Prior Year	(4,201)	6,167	1,298	(3,978)	(4,905)	1,983	(2,902)	6,167	1,451	(2,741)	6,173	1,718
	Change	(102)	(1,718)	(1,997)	(1,088)	9,355	(3,670)	(3,548)	(6,894)	(1,722)	(4,063)	(1,724)	(2,872)
241.12	Boyle Co Payroll Tax	(102)	104	(11)	(143)	104	4	(124)	5,286	(8)	(175)	104	(5)
	Prior Year	(99)	134	44	(3)	(5,675)	4	(120)	134	11	(93)	130	30
	Change	(3)	(30)	(55)	(140)	5,779	(0)	(4)	5,153	(19)	(82)	(26)	(35)

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Inter-Countryside Cooperative
Case No. 2018-00129
Comparison of the Test-Year Account Balances With
Those of the Preceding Year - Balance Sheet

Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
241.13	Garrard Co Payroll Tax	(326)	251	(13)	(333)	251	(172)	(472)	251	(132)	(740)	251	(152)
	Prior Year	(273)	348	157	(77)	(374)	94	(160)	348	98	(158)	348	98
	Change	(54)	(98)	(170)	(255)	624	(266)	(312)	(98)	(230)	(581)	(98)	(250)
241.14	Marion Co Payroll Tax	(295)	329	1	(400)	329	(31)	(372)	402	(39)	(612)	329	(2)
	Prior Year	(411)	522	192	(198)	(754)	163	(219)	522	200	(188)	522	193
	Change	115	(193)	(191)	(203)	1,083	(193)	(153)	(120)	(238)	(424)	(193)	(195)
241.15	Lebanon Payroll Tax	(17)	31	23	11	31	(6)	(84)	(43)	16	(27)	31	14
	Prior Year	(16)	36	31	19	1	20	9	18	7	(40)	18	5
	Change	(0)	(5)	(8)	(7)	30	(26)	(93)	(61)	9	13	13	9
241.16	Mercer Co Payroll Tax	(54)	37	14	(32)	37	(5)	(61)	37	(23)	(77)	37	11
	Prior Year	(39)	53	23	(10)	(45)	23	(2)	53	23	(25)	53	15
	Change	(15)	(15)	(8)	(22)	82	(28)	(59)	(15)	(46)	(52)	(15)	(5)
241.18	Lincoln Co Payroll Tax	(292)	396	76	(211)	396	129	(143)	398	90	(449)	398	39
	Prior Year	(253)	425	202	(86)	(745)	(16)	(434)	424	(24)	(365)	424	28
	Change	(40)	(28)	(126)	(125)	1,141	145	291	(27)	114	(83)	(26)	11
241.19	Nelson Co Payroll Tax	(15)	12	3	(15)	12	(1)	(10)	12	(16)	(55)	12	0
	Prior Year	(17)	24	(4)	(11)	(30)	(16)	12	24	(7)	(20)	24	12
	Change	3	(12)	7	(4)	42	16	(22)	(12)	(9)	(34)	(12)	(12)
241.20	Junction City Payroll Tax	(1)	19	18	18	19	19	5	4	10	10	7	7
	Prior Year	(1)	30	28	26	25	22	16	20	16	14	14	11
	Change	0	(11)	(9)	(8)	(7)	(4)	(11)	(16)	(6)	(4)	(7)	(4)
241.21	Stanford City Payroll Tax	(1)	(15)	(18)	(38)	(15)	(15)	(18)	(18)	(18)	(18)	(15)	(19)
	Prior Year	(1)	5	3	3	4	5	3	23	22	20	23	20
	Change	1	(20)	(21)	(41)	(19)	(20)	(21)	(40)	(40)	(39)	(39)	(39)
241.22	Perryville City Payroll Tax	-	1	1	1	1	1	1	1	1	1	1	1
	Prior Year	-	14	14	14	14	14	13	14	14	14	14	13
	Change	-	(13)	(13)	(13)	(13)	(13)	(12)	(12)	(12)	(12)	(12)	(12)
242.2	Accrued Payroll	(37,550)	(69,755)	(265,279)	(268,355)	(175,996)	(152,132)	(204,247)	(244,312)	(289,268)	(154,450)	(150,020)	(185,326)
	Prior Year	(18,767)	(65,257)	(251,612)	(238,161)	(128,788)	(148,453)	(181,566)	(220,402)	(231,170)	(274,975)	(144,869)	(160,900)
	Change	(18,783)	(4,497)	(13,667)	(30,195)	(47,208)	(3,679)	(22,681)	(23,911)	(58,098)	120,525	(5,150)	(24,426)
242.51	Accrued Liability Sick Leave	(396)	(3,022)	(629,795)	(632,962)	(632,362)	(582,242)	(587,741)	(593,423)	(596,601)	(580,079)	(583,783)	(599,333)
	Prior Year	(1,439)	(3,072)	(591,143)	(597,063)	(598,886)	(604,161)	(598,808)	(604,182)	(603,479)	(606,194)	(607,948)	(624,188)
	Change	1,043	50	(38,653)	(35,899)	(33,476)	21,919	11,067	10,760	6,878	26,115	24,165	24,855
242.6	Accrued Liability Vacation Leave	(3,000)	(3,044)	(6,045)	(9,044)	(12,044)	(15,044)	(18,044)	(21,044)	(24,044)	(27,044)	(30,044)	(33,044)
	Prior Year	(3,208)	2,940	(52,339)	(3,060)	(9,060)	(9,060)	(12,060)	(15,060)	(18,060)	(21,060)	(24,060)	(27,060)
	Change	208	2,940	46,295	(5,984)	(2,984)	(5,984)	(5,984)	(5,984)	(5,984)	(5,984)	(5,984)	(5,984)
***	Total	132,382	3,193	(1,139,112)	(1,274,067)	(1,099,515)	(1,170,726)	(1,281,834)	(1,370,788)	(1,592,069)	(1,308,170)	(1,235,706)	(790,792)
	Prior Year	64,273	(42,202)	(1,296,686)	(1,376,021)	(1,449,398)	(1,415,679)	(1,434,629)	(1,589,640)	(1,777,104)	(1,615,210)	(1,371,931)	(1,010,552)
	Change	68,109	45,395	157,574	101,954	349,883	244,953	152,795	218,851	185,036	307,039	136,225	219,761
*** 253	Deferred Credit Pole Rental	42,057	84,113	84,113	74,747	(200,262)	(291,120)	(244,216)	(197,312)	(150,407)	(103,503)	(56,599)	(9,695)
	Prior Year	42,147	84,294	(234,435)	(332,466)	(290,790)	(252,158)	(210,102)	(168,045)	(125,989)	(83,932)	(41,875)	181
	Change	(91)	(181)	318,548	407,213	90,528	(38,962)	(34,114)	(29,266)	(24,419)	(19,571)	(14,724)	(9,876)
***	Total	(4,265,042)	(5,960,105)	(132,995,163)	(132,302,177)	(132,566,586)	(129,750,693)	(131,450,716)	(130,743,818)	(130,442,162)	(130,733,585)	(129,563,767)	(129,384,219)
	Prior Year	(711,239)	(6,777,713)	(130,612,657)	(130,195,592)	(127,130,443)	(126,898,433)	(126,560,962)	(126,158,416)	(126,502,289)	(129,204,246)	(128,875,758)	(127,757,353)
	Change	(3,553,803)	817,608	(2,382,506)	(2,106,585)	(5,436,143)	(2,852,260)	(4,889,754)	(4,585,402)	(3,939,873)	(1,529,339)	(688,009)	(1,626,866)

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Inter-Cooperative
Case No. 2018-00129
Comparison of the Test-Year Income Statement Account Balances
With Those of the Previous Year

Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
999.98	Dummy ACCT - Contract Entries	-	(28,861)	-	7,210	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	(197)	28,861	-	-
	Change	-	(28,861)	-	7,210	-	-	-	-	197	(28,861)	-	-
440.01	Env Surchg on residential Sales	(199,553)	(331,116)	(532,625)	-	-	(207,391)	(621,127)	(413,377)	(363,798)	(346,310)	(286,017)	(216,092)
	Prior Year	(226,870)	(317,564)	(375,160)	(497,988)	(325,358)	(174,326)	(160,016)	(235,410)	(314,015)	(381,271)	(291,533)	(183,840)
	Change	27,318	(13,552)	(157,465)	497,988	325,358	(33,066)	(461,110)	(177,967)	(49,783)	34,961	5,517	(32,252)
440.10	Residential Sales - Rural	(2,707,098)	(4,217,235)	(3,877,336)	(2,636,354)	(2,973,694)	(2,073,287)	(2,414,313)	(2,620,757)	(3,262,460)	(2,783,899)	(2,108,084)	(2,284,403)
	Prior Year	(2,662,658)	(3,073,602)	(4,926,474)	(3,536,282)	(2,635,757)	(2,239,107)	(2,326,066)	(2,974,098)	(3,202,911)	(3,328,916)	(2,494,943)	(2,043,997)
	Change	(44,439)	(1,143,633)	1,049,138	899,928	(337,937)	165,820	(88,247)	353,341	(59,549)	545,017	386,858	(240,406)
440.11	Fuel Adj. on Residential Sales	114,522	201,551	142,842	-	-	213,209	94,886	178,505	134,996	188,291	117,676	175,500
	Prior Year	110,478	110,678	79,918	207,354	75,851	174,121	159,654	176,354	189,102	104,960	101,482	88,652
	Change	4,044	90,873	62,924	(207,354)	(75,851)	39,088	(64,768)	2,151	(54,106)	83,331	16,194	86,848
440.12	ETS Sales	(936)	(3,075)	(5,035)	(4,283)	(2,975)	(2,392)	(525)	(126)	(43)	(24)	(55)	(34)
	Prior Year	(1,242)	(2,690)	(3,890)	(6,182)	(4,034)	(2,432)	(679)	(253)	(20)	(17)	(15)	(129)
	Change	306	(386)	(1,145)	1,900	1,059	41	154	127	(23)	(7)	(40)	94
440.13	Fuel CHG on ETS	14	71	56	-	-	52	2	1	-	-	1	1
	Prior Year	19	33	27	79	32	56	12	3	-	0	-	1
	Change	(5)	38	29	(79)	(32)	(4)	(10)	(2)	-	(0)	1	0
440.14	ENV Surchg on ETS	(89)	(339)	(656)	-	-	(191)	(56)	(13)	(6)	(3)	(6)	(3)
	Prior Year	(129)	(307)	(445)	(689)	(393)	(170)	(54)	(26)	(2)	(2)	(1)	(10)
	Change	41	(32)	(211)	689	393	(21)	(2)	13	(3)	(1)	(5)	7
440.15	Envirowatts	(149)	(149)	(149)	(149)	(149)	(149)	(149)	(118)	(127)	(127)	(1,026)	(1,026)
	Prior Year	(146)	(146)	(151)	(151)	(151)	(149)	(149)	(149)	(149)	(149)	(149)	(149)
	Change	(3)	(3)	3	3	3	6	8	30	22	22	(877)	(877)
	Subtotal of 440.1	(2,593,735)	(4,019,176)	(3,740,278)	(2,640,786)	(2,976,817)	(1,862,757)	(2,320,147)	(2,442,509)	(3,127,639)	(2,595,761)	(1,991,495)	(2,109,965)
	Subtotal Prior Year	(2,553,679)	(2,966,034)	(4,851,015)	(3,335,871)	(2,564,452)	(2,067,687)	(2,167,282)	(2,798,170)	(3,013,980)	(3,224,124)	(2,393,625)	(1,955,632)
	Change	(40,056)	(1,053,142)	1,110,738	695,086	(412,365)	204,930	(152,865)	355,660	(113,659)	628,362	402,130	(154,334)
442.10	Commercial & Industrial Sales	(116,652)	(129,457)	(153,815)	(139,564)	(114,398)	(125,481)	(115,971)	(125,435)	(140,679)	(146,049)	(129,503)	(122,716)
	Prior Year	(112,597)	(116,615)	(127,012)	(154,727)	(129,849)	(116,879)	(110,165)	(121,388)	(138,487)	(149,840)	(145,846)	(126,114)
	Change	(4,055)	(12,842)	(26,803)	15,163	15,451	(8,602)	(5,806)	(4,047)	(2,192)	3,791	16,343	3,397
442.11	Fuel Adj. SM Commercial Sales	6,100	7,936	5,052	-	-	9,528	5,151	9,668	6,740	8,993	6,097	9,655
	Prior Year	5,490	4,359	2,951	6,716	2,818	7,659	8,299	8,889	8,908	4,733	4,796	4,766
	Change	610	3,578	2,101	(6,716)	(2,818)	1,869	(3,149)	779	(2,167)	4,260	1,301	4,889
442.12	Env Surcharge on Sm Commercial Sales	(10,600)	(13,665)	(19,542)	-	-	(9,418)	(27,512)	(20,013)	(18,000)	(16,351)	(14,500)	(11,682)
	Prior Year	(11,316)	(12,936)	(14,251)	(16,656)	(12,426)	(7,794)	(8,241)	(11,728)	(14,691)	(17,050)	(13,630)	(9,654)
	Change	716	(729)	(5,291)	16,656	12,426	(1,624)	(19,271)	(8,286)	(3,309)	699	(870)	(2,028)
	Subtotal of 442.1	(121,152)	(135,186)	(168,306)	(139,564)	(114,398)	(125,371)	(138,332)	(135,781)	(151,939)	(153,407)	(137,907)	(124,743)
	Subtotal Prior Year	(118,424)	(125,193)	(138,312)	(164,667)	(139,457)	(117,014)	(110,107)	(124,227)	(144,270)	(162,157)	(154,680)	(131,001)
	Change	(2,729)	(9,993)	(29,993)	25,103	25,059	(8,356)	(28,226)	(11,554)	(7,669)	8,750	16,773	6,258
442.20	Commercial & Industrial Sales	(206,578)	(193,194)	(200,875)	(193,506)	(162,465)	(183,894)	(188,471)	(193,811)	(198,214)	(204,491)	(199,155)	(192,335)
	Prior Year	(185,193)	(190,676)	(206,214)	(236,513)	(207,924)	(202,832)	(203,832)	(195,127)	(195,127)	(213,205)	(212,502)	(211,434)
	Change	(21,385)	(2,518)	5,339	43,007	45,459	18,353	15,361	23,546	(3,087)	8,714	13,347	19,098
442.21	Fuel Adj. LG Commercial Sales	12,057	13,490	7,416	-	-	15,827	9,417	16,595	10,442	14,105	10,435	16,929
	Prior Year	10,276	8,233	5,487	11,718	5,192	15,505	17,738	18,098	13,906	7,391	7,744	8,742
	Change	1,781	5,257	1,928	(11,718)	(5,192)	322	(8,320)	(1,503)	(3,464)	6,714	2,691	8,187

Inter-Courthouse Cooperative
Case No. 2018-00129
Comparison of the Test-Year Income Statement Account Balances
With Those of the Previous Year

Acct. #	Description	2016 November Month 1	2016 December Month 2	2017 January Month 3	2017 February Month 4	2017 March Month 5	2017 April Month 6	2017 May Month 7	2017 June Month 8	2017 July Month 9	2017 August Month 10	2017 September Month 11	2017 October Month 12
442.22	Env. Surchg on LG Commercial Sales	(18,914)	(20,256)	(25,462)	-	-	(13,688)	(40,957)	(29,826)	(25,295)	(22,746)	(22,175)	(18,151)
	Prior Year	(18,494)	(21,077)	(23,110)	(25,344)	(19,876)	(13,363)	(15,102)	(20,831)	(20,592)	(24,232)	(19,830)	(16,061)
	Change	(421)	821	(2,351)	25,344	19,876	(325)	(25,855)	(8,995)	(4,702)	1,486	(2,344)	(2,090)
	Subtotal of 442.2	(213,436)	(199,960)	(218,921)	(193,506)	(162,465)	(181,755)	(220,011)	(207,043)	(213,067)	(213,132)	(210,895)	(193,557)
	Subtotal Prior Year	(193,410)	(203,520)	(223,837)	(220,139)	(222,608)	(200,106)	(201,197)	(220,090)	(201,813)	(230,046)	(224,589)	(218,753)
	Change	(20,025)	3,560	4,916	56,633	60,142	18,350	(18,814)	13,048	(11,254)	16,914	13,694	25,196
442.33	Commercial Sales - Ind Rate B	(357,625)	(350,672)	(360,362)	(366,457)	(331,845)	(403,285)	(356,466)	(384,386)	(379,762)	(352,387)	(398,024)	(360,287)
	Prior Year	(334,803)	(315,079)	(313,446)	(328,516)	(338,847)	(341,116)	(317,762)	(355,803)	(406,272)	(350,016)	(391,195)	(380,720)
	Change	(22,823)	(35,593)	(46,915)	(37,942)	7,002	(62,169)	(38,705)	(28,583)	26,510	(2,372)	(6,830)	20,433
442.34	Fuel Adj on Industrial Rate B	30,892	34,629	18,214	-	-	49,576	26,086	47,313	28,726	33,782	30,476	45,929
	Prior Year	26,917	19,115	11,418	22,296	11,675	39,692	41,335	41,704	41,704	17,759	20,373	22,679
	Change	3,975	15,514	6,797	(22,296)	(11,675)	13,510	(13,606)	5,977	(12,979)	16,023	10,102	23,250
442.35	Env Surcharge on Industrial Rate B	(31,432)	(35,650)	(45,061)	-	-	(28,827)	(76,683)	(58,383)	(47,320)	(38,073)	(43,187)	(32,536)
	Prior Year	(32,574)	(34,213)	(34,794)	(34,542)	(32,096)	(21,842)	(22,579)	(32,893)	(41,451)	(39,140)	(35,933)	(28,572)
	Change	1,143	(1,436)	(10,267)	34,542	32,096	(6,986)	(54,104)	(25,490)	(5,868)	1,066	(7,254)	(3,964)
	Subtotal of 442.3	(358,165)	(351,693)	(387,208)	(366,457)	(331,845)	(382,536)	(407,064)	(395,457)	(398,356)	(356,679)	(410,736)	(346,894)
	Subtotal Prior Year	(340,460)	(330,177)	(336,822)	(340,761)	(359,268)	(326,892)	(300,649)	(347,361)	(406,019)	(371,396)	(406,754)	(386,612)
	Change	(17,705)	(21,516)	(50,386)	(25,697)	27,423	(55,644)	(106,415)	(48,096)	7,663	14,717	(3,982)	39,718
450.00	Forfeited Discounts	(45,594)	(47,112)	(74,317)	(97,422)	(84,968)	(59,658)	(55,596)	(46,918)	(53,481)	(64,608)	(70,525)	(62,618)
	Prior Year	(46,980)	(47,414)	(69,345)	(73,452)	(98,786)	(78,428)	(54,133)	(39,681)	(53,782)	(62,271)	(73,312)	(71,351)
	Change	1,386	301	(4,973)	(23,970)	13,818	18,769	(1,463)	(7,237)	300	(2,338)	2,787	8,733
451.00	Miscellaneous Service Revenues	(8,430)	(2,450)	(9,370)	(7,590)	(12,630)	(12,720)	(9,845)	(8,585)	(9,000)	(7,635)	(9,310)	(11,540)
	Prior Year	(8,020)	(2,555)	(4,480)	(7,755)	(12,760)	(14,070)	(13,795)	(8,415)	(7,810)	(11,045)	(11,030)	(12,495)
	Change	(410)	105	(4,890)	165	130	1,350	3,950	(170)	(1,190)	3,410	1,720	955
454.00	Rent from Electric Property	(43,997)	(43,997)	(1,941)	(1,941)	(96,732)	(48,404)	(48,845)	(48,845)	(48,853)	(48,845)	(48,845)	(48,886)
	Prior Year	(44,079)	(44,047)	(30,875)	(43,576)	(43,576)	(43,956)	(43,956)	(43,956)	(43,956)	(43,956)	(43,956)	(43,997)
	Change	81	50	28,934	41,635	(53,156)	(4,448)	(4,888)	(4,888)	(4,897)	(4,888)	(4,888)	(4,889)
454.40	Community Room Rental	(200)	(100)	(100)	(500)	(300)	(600)	(100)	(300)	(300)	(300)	(200)	(400)
	Prior Year	(300)	(100)	(100)	(500)	(400)	-	(100)	(100)	(300)	(300)	(400)	(100)
	Change	100	-	-	-	100	(600)	-	(200)	-	-	200	(300)
456.00	Other Electric Revenues	(50)	(50)	(50)	(50)	-	(100)	(50)	(50)	(50)	(50)	(50)	(50)
	Prior Year	(50)	(50)	(50)	(50)	(50)	(50)	(50)	(50)	(50)	(50)	(50)	(50)
	Change	-	-	-	-	50	(50)	-	-	-	-	-	-
	Total (440 to 456)	(3,584,312)	(5,130,840)	(5,133,115)	(3,447,816)	(3,780,155)	(2,881,293)	(3,821,117)	(3,698,865)	(4,366,483)	(3,786,728)	(3,165,979)	(3,114,746)
	Prior Year	(3,532,271)	(4,036,653)	(6,029,997)	(4,714,759)	(3,766,714)	(3,022,528)	(3,051,286)	(3,817,460)	(4,185,996)	(4,486,616)	(3,599,930)	(3,003,832)
	Change	(52,041)	(1,094,187)	896,882	1,266,943	(13,441)	141,235	(769,831)	118,595	(180,487)	699,888	433,951	(110,915)
555.00	Purchased Power	2,508,911	3,677,372	3,620,272	2,683,964	2,625,923	2,029,810	2,181,692	2,543,234	2,848,546	2,656,524	2,063,093	2,277,808
	Prior Year	2,596,270	2,830,398	3,973,442	3,373,244	2,361,844	2,066,878	2,115,175	2,667,054	3,018,428	2,978,442	2,509,788	1,995,522
	Change	(87,359)	846,974	(353,170)	(689,280)	264,079	(37,068)	66,517	(123,820)	(169,882)	(321,918)	(446,695)	282,286
580.00	Operation - Supervision & Engin	18,914	17,729	19,265	23,404	22,510	14,823	14,230	16,994	25,097	14,453	16,905	16,999
	Prior Year	15,061	16,206	18,062	17,204	18,554	18,383	16,460	15,964	8,794	10,175	17,323	19,047
	Change	3,853	1,523	1,203	6,200	3,956	(3,560)	(2,231)	1,030	16,304	4,278	(418)	(2,048)
583.00	Overhead Line Expense	129,200	175,823	118,517	120,592	128,422	117,673	137,379	136,811	129,786	130,658	135,714	144,498
	Prior Year	107,554	114,090	130,747	126,626	145,988	122,335	130,346	101,080	138,966	126,171	126,967	129,025
	Change	21,646	61,734	(12,230)	(6,034)	(17,567)	(4,663)	7,032	35,732	(9,181)	4,487	8,748	15,473

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Acct. #	Description	2016	2016	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
583.1	O/H Line Exp - Line Inspection	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	174	-	-	-	-	-	-	-	-	-	-
	Change	-	(174)	-	-	-	-	-	-	-	-	-	-
583.2	O/H Line Exp - PCB Test/Cleanup	1,533	1,079	1,282	976	1,034	2,090	1,772	1,433	975	1,070	1,205	1,159
	Prior Year	936	1,746	967	1,477	2,220	1,252	882	1,142	1,339	1,219	1,136	1,109
	Change	596	(668)	315	(501)	(1,186)	838	891	291	(364)	(149)	69	50
583.3	O/H Line Exp - DSM Bill Credits	0	20	3,960	6,130	-	(9,780)	230	6,955	6,275	(45)	(50)	(13,798)
	Prior Year	(6,955)	150	3,880	5,960	-	(9,910)	2,555	6,950	6,480	(6,445)	4,355	(13,525)
	Change	6,955	(130)	80	170	-	130	(2,325)	5	(205)	6,400	(4,405)	(273)
583.6	System Inspection	4059.2	7,841	30,779	9,655	8,451	5,113	4,210	2,440	8,040	6,520	4,875	2,726
	Prior Year	13066.81	10,464	8,517	13,422	7,437	4,700	11,146	5,645	3,911	5,765	10,263	8,050
	Change	(9,008)	(2,623)	22,262	(3,767)	1,015	412	(6,935)	(3,205)	4,129	756	(5,388)	(5,324)
583.7	Lineman's Rodea Expense	0	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	0	-	-	-	-	-	-	-	-	-	38	471
	Change	-	-	-	-	-	-	-	-	-	-	(38)	(471)
584	Underground Line Expenses	3499.8	1,510	3,548	3,516	3,853	5,444	3,604	3,522	3,978	4,493	3,843	3,531
	Prior Year	3822.83	3,396	3,981	3,540	4,184	3,741	3,570	4,583	3,875	3,645	3,590	4,232
	Change	(323)	(1,886)	(434)	(24)	(331)	1,702	34	(1,061)	103	847	254	(701)
584.1	Urd Location Exp - KY 811	9,345	10,010	6,066	8,486	10,612	10,312	7,784	10,743	13,752	12,162	11,257	10,578
	Prior Year	6,928	6,521	6,607	7,313	13,169	10,915	10,008	9,401	12,156	12,045	12,806	9,833
	Change	2,417	3,489	(541)	1,173	(2,557)	(604)	(2,224)	1,342	1,596	117	(1,550)	745
586	Meter Expenses	33,037	35,492	27,450	(2,781)	34,178	(110,041)	23,443	29,679	31,170	30,234	44,338	32,534
	Prior Year	33,017	33,884	28,333	25,219	34,933	35,191	33,373	29,092	(3,978)	38,158	38,935	34,096
	Change	20	1,607	(883)	(27,999)	(755)	(145,231)	(9,930)	586	35,148	(7,924)	5,402	(1,562)
587.00	Consumer Installation Expenses	18,273	2,393	17,403	17,594	17,500	18,648	17,573	19,505	19,056	17,727	18,089	18,486
	Prior Year	15,470	17,755	20,809	17,249	17,328	17,694	18,459	17,317	19,126	18,879	17,909	18,760
	Change	2,803	(15,362)	(3,406)	345	172	954	(887)	2,189	(70)	(1,152)	180	(274)
588	Misc Distribution Expense	25,123	24,980	24,912	25,939	23,403	22,081	27,237	24,067	25,482	26,330	28,461	28,720
	Prior Year	26,204	26,528	24,799	20,974	24,378	37,350	22,117	20,638	21,256	22,213	22,315	22,602
	Change	(1,081)	(1,548)	114	4,966	(974)	(15,269)	5,120	3,429	4,226	4,117	6,146	6,118
589	Rents	1,763	1,784	1,784	734	2,834	1,784	1,784	1,834	1,834	1,834	734	2,934
	Prior Year	1,504	1,525	2,337	713	1,525	2,337	1,525	1,525	2,833	1,863	1,763	1,763
	Change	259	259	(553)	21	1,309	(553)	259	309	(999)	(29)	(1,029)	1,171
	Total	244,747	278,661	254,966	214,247	252,798	78,147	239,246	253,983	265,446	245,438	265,371	248,366
	Prior Year	216,609	232,439	249,040	239,696	269,714	243,989	250,442	213,336	214,759	233,688	257,399	235,462
	Change	28,138	46,222	5,926	(25,449)	(16,916)	(165,842)	(11,196)	40,646	50,687	11,749	7,972	12,904
590	Maintenance Supervision & Engin	3,841	4,506	4,401	6,061	7,254	3,136	2,694	2,951	4,264	3,217	3,365	1,790
	Prior Year	3,326	4,458	4,682	3,642	3,913	3,485	3,800	6,491	170	-	2,624	3,316
	Change	516	48	(281)	2,419	3,341	(348)	(1,106)	(3,540)	4,094	3,217	741	(1,526)
593	Maintenance of Overhead Lines	42,456	39,031	54,118	43,026	40,663	53,277	36,234	68,590	68,943	46,414	46,144	50,865
	Prior Year	38,759	30,881	40,936	49,541	49,957	44,934	58,575	66,042	68,845	50,938	37,023	32,695
	Change	3,697	8,150	13,182	(6,515)	(9,294)	8,343	(22,341)	2,548	98	(4,524)	9,121	18,170
593.01	Maint of O/H Lines - Major Stor	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	(63,727)
	Change	-	-	-	-	-	-	-	-	-	-	-	63,727

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		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
593.1	Maintenance of Overhead Lines - Right	383,252	41,820	45,375	34,946	150,844	132,556	145,808	108,303	155,384	135,829	449,625	121,176
	Prior Year	47,320	55,053	46,727	34,022	44,556	39,629	123,132	38,378	146,139	168,316	158,020	245,619
	Change	335,932	(13,233)	(1,353)	924	106,288	92,927	22,676	69,925	9,245	(32,487)	291,605	(124,443)
593.2	Maintenance - Pole Treatment	-	-	-	-	12,213	13,448	16,459	12,791	41,244	23,973	(4,798)	-
	Prior Year	-	-	-	22,438	11,531	19,671	25,894	27,286	-	-	-	-
	Change	-	-	-	(22,438)	683	(6,222)	(9,434)	(14,495)	41,244	23,973	(4,798)	-
594	Maintenance of Underground Line	3,781	3,071	5,367	5,489	3,836	478	2,884	4,345	4,793	5,161	3,755	4,361
	Prior Year	2,906	2,262	3,716	1,790	1,379	2,653	741	2,317	1,281	3,513	(478)	6,236
	Change	876	810	1,650	3,699	2,457	(2,175)	2,143	2,027	3,512	1,648	4,233	(1,875)
595	Maintenance of Line Transformers	3,370	2,407	9,201	5,910	1,047	4,171	1,698	5,174	1,098	4,228	14,870	10,610
	Prior Year	2,118	2,897	3,426	8,104	3,774	2,304	4,661	1,950	3,501	12,996	2,171	8,519
	Change	1,252	(490)	5,775	(2,194)	(2,727)	1,866	(2,963)	3,224	(2,403)	(8,768)	12,699	2,091
597	Maintenance of Meters	-	5,600	1,463	2,063	1,134	1,502	1,876	8,200	297	26,002	606	17,759
	Prior Year	5,572	5,441	900	25,133	11,844	(36,437)	27,783	4,093	10,462	2,440	24,326	1,092
	Change	(5,572)	159	563	(23,070)	(10,711)	37,939	(25,907)	4,108	(10,165)	23,562	(23,720)	16,667
597.1	Maintenance of Meters - AMI Station Equipm	8,063	-	-	1,447	(1,070)	545	-	-	1,169	875	-	-
	Prior Year	-	-	-	1,228	-	-	-	-	2,635	1,027	-	-
	Change	8,063	-	-	1,447	(2,298)	545	-	-	1,169	(1,761)	(1,027)	-
598	Maintenance of Misc. Distribution	6,962	11,560	7,004	6,644	6,125	6,652	5,643	5,200	10,251	9,130	6,212	6,362
	Prior Year	10,197	11,997	9,202	10,582	8,258	6,197	8,123	8,149	6,872	10,832	7,557	8,720
	Change	(3,235)	(436)	(2,198)	(3,937)	(2,133)	455	(2,480)	(2,949)	3,379	(1,702)	(1,345)	(2,358)
	Total	451,726	107,995	126,928	105,587	222,045	215,765	213,296	215,554	287,444	254,829	519,779	212,923
	Prior Year	110,197	112,988	109,589	155,252	136,438	82,436	252,709	154,706	237,271	251,671	232,270	242,471
	Change	341,529	(4,993)	17,339	(49,665)	85,607	133,329	(39,412)	60,848	50,173	3,158	287,509	(29,548)
901	Supervision - Customer Accounts	18,865	17,564	15,307	13,976	13,677	13,768	13,670	11,534	11,579	8,256	15,217	13,236
	Prior Year	15,928	17,051	16,239	15,431	19,532	16,882	15,300	17,010	16,372	18,340	15,100	15,132
	Change	2,936	514	(932)	(1,455)	(5,855)	(3,114)	(1,630)	(5,476)	(4,793)	(10,084)	118	(1,896)
902	Meter Reading Expenses	2,725	2,756	2,988	2,950	2,794	3,090	3,601	3,290	3,172	3,318	2,937	3,188
	Prior Year	2,575	1,853	2,335	2,168	3,065	2,734	2,859	3,026	2,957	2,957	2,846	2,909
	Change	150	903	653	782	(272)	355	742	264	216	361	91	279
902.1	Contract Meter Reading Expenses	859	1,011	910	1,011	1,112	910	1,136	826	981	1,188	981	1,136
	Prior Year	952	902	1,753	2,959	1,102	1,002	2,448	3,293	3,017	1,548	4,257	1,011
	Change	(93)	109	(844)	(1,948)	10	(92)	(1,312)	(2,467)	(2,036)	(360)	(3,275)	125
903	Consumer Records & Collection Expenses	108,924	96,597	112,272	106,582	113,551	121,330	111,614	107,328	106,252	118,279	122,824	120,281
	Prior Year	97,713	92,797	99,705	93,857	117,402	117,219	115,843	99,596	102,362	111,268	116,675	120,804
	Change	11,211	3,800	12,567	12,725	(3,851)	4,111	(4,229)	7,732	3,890	7,010	6,149	(523)
903.1	Cash Drawer Outages	(20)	5	26	(316)	(23)	(20)	20	10	75	(7)	155	13
	Prior Year	(10)	(15)	100	30	28	140	(5)	-	130	12	(85)	-
	Change	(10)	20	(74)	(346)	(51)	(160)	25	10	(55)	(19)	240	13
904	Uncollectible Accounts	15,866	20,887	28,212	25,072	18,700	18,382	15,846	16,479	20,270	21,049	18,507	15,917
	Prior Year	16,141	19,722	22,895	29,838	23,245	17,440	14,708	16,817	20,241	23,154	21,694	17,304
	Change	(275)	1,166	5,317	(4,766)	(4,546)	942	1,138	(338)	28	(2,105)	(3,187)	(1,387)
	Total	147,220	138,821	159,715	149,275	149,811	157,459	145,888	139,467	142,329	152,082	160,621	153,772
	Prior Year	133,300	132,309	143,027	144,283	164,375	155,417	151,153	139,742	145,079	157,279	160,486	157,160

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		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
	Change	13,919	6,512	16,688	4,992	(14,564)	2,042	(5,266)	(275)	(2,750)	(5,197)	136	(3,389)
907.00	Supervision - Customer Service	15,458	14,543	14,920	13,921	16,194	15,783	15,674	10,730	22,206	10,104	18,009	14,813
	Prior Year	13,663	11,384	13,749	12,288	15,913	14,292	13,327	10,159	13,671	15,211	16,076	11,878
	Change	1,794	3,160	1,171	1,633	281	1,492	2,346	572	8,536	(5,107)	1,933	2,935
908	Customer Assistance Expense	27289.06	28,698	27,771	29,078	25,780	24,952	26,463	28,350	23,025	21,995	35,368	26,553
	Prior Year	23,661	24,733	22,603	17,030	24,275	24,161	22,559	22,683	15,316	31,560	26,015	25,343
	Change	3,628	3,966	5,168	12,049	1,504	791	3,904	5,667	7,709	(9,565)	9,353	1,210
908.1	Customer Assistance Expense - M	-3868.35	(31,975)	12,839	(36,914)	(6,679)	(8,055)	(11,203)	(14,656)	(4,687)	(5,272)	4,545	(10,973)
	Prior Year	-3101.13	(24,866)	24,338	(63,714)	(2,386)	(2,362)	(12,496)	(4,185)	(6,923)	(6,923)	(32,492)	(8,918)
	Change	-	(7,109)	(11,499)	26,801	(4,293)	(5,692)	1,293	(10,470)	(9,276)	1,651	37,038	(2,055)
908.20	Customer Assistance Exp	(20)	(46)	50	50	30	141	(129)	1	71	75	114	(129)
	Prior Year	40	77	(27)	59	7	(3)	40	177	11	50	109	83
	Change	(60)	(123)	77	(9)	24	144	(169)	(176)	61	25	6	(212)
909	Information & Institutional Adv	2,236	2,456	3,819	2,286	1,957	1,948	2,192	2,533	1,951	2,212	2,519	2,004
	Prior Year	2,284	3,515	488	605	1,712	1,424	2,119	1,179	708	948	1,437	1,916
	Change	(49)	(1,059)	3,332	1,681	246	525	73	1,354	1,244	1,265	1,082	88
912	Demonstration & Selling Expense	-	-	-	-	-	-	-	1,709	-	-	-	38
	Prior Year	118	-	-	-	-	-	-	-	-	-	-	-
	Change	0	-117.63	0	0	0	0	0	1708.72	0	0	0	38.16
	Total	41,094	13,676	59,400	8,422	37,282	34,770	32,998	28,666	42,567	29,115	60,555	32,306
	Prior Year	36,547	14,960	61,152	(33,733)	39,521	37,511	25,550	30,012	34,294	40,846	11,144	30,302
	Change	4,547	(1,284)	(1,752)	42,154	(2,238)	(2,741)	7,448	(1,346)	8,273	(11,731)	49,411	2,004
920	Administration & General Salaries	91,085	77,016	87,140	86,628	92,503	81,751	85,378	79,818	93,254	69,422	95,983	98,252
	Prior Year	93,304	87,356	91,119	78,380	100,492	85,389	83,125	82,861	82,488	91,575	83,598	91,188
	Change	(2,219)	(10,340)	(3,979)	8,247	(7,989)	(3,638)	2,253	(3,043)	10,766	(22,153)	12,386	7,064
921	Office Supplies & Expenses	23,436	24,019	27,280	23,394	34,454	19,603	30,447	25,292	23,814	24,738	26,223	24,377
	Prior Year	23,484	24,845	31,961	30,959	21,662	25,679	22,915	37,113	24,114	25,391	23,642	28,112
	Change	(47)	(827)	(4,681)	(7,566)	12,792	(6,076)	7,533	(11,821)	(300)	(653)	2,581	(3,735)
923	Outside Services Employed	1,933	7,122	5,031	1,684	3,515	14,975	5,372	8,144	2,178	7,735	24,714	10,038
	Prior Year	2,015	6,331	6,623	3,473	9,114	16,433	3,696	5,068	837	1,467	1,562	1,187
	Change	(82)	790	(1,592)	(1,789)	(5,599)	(1,458)	1,676	3,076	1,341	6,268	23,152	8,850
924	Propert Insurance	-	-	-	-	(13,295)	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	(1,755)	-	-	-	(12,397)	(503)	-	(2,688)
	Change	-	-	-	-	(11,540)	-	-	-	12,397	503	-	2,688
925	Injuries & Damages	640	-	-	-	-	-	-	2,000	-	-	-	-
	Prior Year	-	461	-	-	-	-	4,607	-	-	-	-	-
	Change	640	(461)	-	-	-	-	(4,607)	2,000	-	-	-	-
926	Employee Pensions & Benefits	3,731	18,431	9,293	4,650	3,302	8,188	17,618	4,515	7,793	10,446	3,937	9,611
	Prior Year	4,411	19,921	4,405	6,227	4,159	4,624	16,842	3,029	4,057	6,397	3,601	5,755
	Change	(680)	(1,490)	4,889	(1,577)	(857)	3,564	776	1,486	3,736	4,049	336	3,856
926.01	Emp Benefits-401(K) & Leave	-	-	185	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	(450)	450	-	-	-	-	-	-	-
	Change	-	-	185	450	(450)	-	-	-	-	-	-	-
928	Regulatory Commission Expense	-	-	-	-	-	-	-	-	-	-	746	-

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Acct. #	Description	2016	2016	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	746	-
929	Duplicate Charges	(3,717)	(4,534)	(4,885)	(3,231)	(2,960)	(3,108)	(3,114)	(3,643)	(3,663)	(3,788)	(2,962)	(3,576)
	Prior Year	(4,757)	(5,006)	(5,380)	(4,274)	(2,999)	(3,280)	(3,956)	(4,272)	(5,095)	(4,927)	(4,437)	(4,004)
	Change	1,040	471	495	1,044	39	172	842	629	1,432	1,139	1,475	428
930.2	Miscellaneous General Expenses	12,431	12,452	14,049	12,541	12,552	12,745	14,995	12,789	13,214	12,678	12,684	15,990
	Prior Year	17,737	12,394	13,671	12,533	16,151	12,552	15,003	12,865	12,307	12,340	13,884	18,608
	Change	(5,306)	58	378	8	(3,599)	193	(8)	(76)	907	338	(1,199)	(2,618)
930.3	Miscellaneous Exp. - Directors	7,021	(4,985)	1,018	1,018	1,018	1,018	1,018	1,018	1,018	1,318	1,018	1,797
	Prior Year	1,018	1,018	1,018	1,018	1,018	1,018	1,018	1,018	1,018	1,018	1,018	1,018
	Change	6,003	(6,003)	-	-	-	-	-	-	-	300	-	779
930.33	Director Exp. - Louis Kerrick	2,919	2,920	1,326	2,237	1,755	1,715	3,836	1,715	1,730	2,545	4,827	4,885
	Prior Year	3,591	2,521	1,934	1,324	1,958	1,324	1,613	1,634	1,324	1,324	1,634	2,718
	Change	(672)	399	(608)	914	(204)	391	2,222	81	406	1,221	3,193	2,167
930.35	Director Expense - William Peyton	2,875	1,321	1,346	2,290	1,377	1,718	2,488	4,079	1,733	2,135	2,760	3,082
	Prior Year	5,069	2,388	1,997	3,806	1,955	1,309	1,625	1,678	1,309	1,309	1,309	1,309
	Change	(2,194)	(1,067)	(651)	(1,516)	(579)	409	863	2,401	423	826	1,451	1,773
930.36	Director Exp - William A Goggin	3,579	3,980	1,384	1,384	1,759	1,717	3,650	1,717	1,731	2,102	2,731	3,051
	Prior Year	3,463	3,407	1,409	1,409	1,987	1,359	1,666	1,359	1,359	1,359	1,359	1,357
	Change	116	572	(25)	(25)	(228)	357	1,984	357	372	742	1,372	1,694
930.37	Director Exp - Joseph Spalding	3,683	2,201	1,235	1,235	1,855	1,593	1,593	1,246	1,618	2,625	3,050	3,930
	Prior Year	3,638	2,213	1,836	2,001	2,330	1,340	1,710	3,299	1,373	1,375	1,373	1,530
	Change	45	(12)	(600)	(766)	(474)	252	(118)	(2,053)	245	1,250	1,678	2,400
930.38	Director Exp. - Kevin Preston	1,543	1,545	1,582	2,845	4,533	1,929	1,929	1,952	1,944	2,336	5,580	3,374
	Prior Year	8,045	4,153	2,319	1,963	2,511	1,545	1,867	1,545	1,543	1,543	1,864	1,543
	Change	-	(2,608)	(737)	882	2,022	384	62	406	401	793	3,715	1,831
930.39	Director Exp - Jason Todd	2,997	3,526	2,594	5,659	5,380	1,743	4,640	1,773	2,563	2,866	2,761	6,172
	Prior Year	5,022	2,011	1,728	1,544	2,157	1,665	1,678	2,329	1,577	1,363	1,975	1,512
	Change	(2,024)	1,515	867	4,114	3,223	78	2,962	(556)	986	1,503	785	4,660
930.4	Miscellaneous Exp. - Assoc. Mem	9,068	9,358	5,344	5,880	8,336	8,336	8,336	8,336	8,336	8,336	8,336	8,336
	Prior Year	8,472	8,472	7,712	5,215	5,215	5,215	8,370	8,843	8,843	8,843	8,843	8,843
	Change	596	886	(2,368)	666	3,122	3,122	(34)	(506)	(506)	(506)	(506)	(506)
930.5	Miscellaneous Exp - Capital Cr	1,182	1,478	2,581	1,118	1,320	1,225	1,727	1,357	2,156	2,275	1,843	1,636
	Prior Year	1,595	1,461	1,475	1,554	1,288	2,113	1,801	1,711	1,697	1,156	1,826	692
	Change	(413)	17	1,106	(436)	33	(888)	(74)	(354)	459	1,119	16	944
930.6	Miscellaneous Exp. - annual Meeting	-	-	-	700	17	5,660	33,873	81	22,964	-	1,000	-
	Prior Year	-	-	-	-	-	414	38,931	81	2,106	25,939	2,034	-
	Change	-	-	-	700	17	5,246	(5,058)	(0)	20,858	(25,939)	(1,034)	-
935	Mintenance of General Plant	12,640	26,584	31,713	31,061	18,435	15,343	15,296	32,832	14,432	16,632	43,195	26,152
	Prior Year	17,279	21,064	19,902	21,417	18,082	20,054	17,972	26,173	18,191	14,611	23,459	18,794
	Change	(4,639)	5,520	11,811	9,644	354	(4,711)	(2,676)	6,659	(3,759)	2,021	19,736	7,358
	Total	177,046	182,432	188,219	181,093	175,857	176,150	229,082	185,021	196,814	164,401	238,428	217,106
	Prior Year	193,384	195,013	183,728	168,099	185,775	178,752	220,483	186,335	146,650	191,580	168,544	177,475
	Change	(16,338)	(12,581)	4,490	12,995	(9,918)	(2,602)	8,599	(1,314)	50,164	(27,179)	69,884	39,631
403.6	Deprec. Expense - Dist plant	314,471	314,618	315,302	316,613	317,642	319,740	320,482	320,311	321,362	322,546	323,211	324,009

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		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
	Prior Year	305,138	305,084	304,868	305,271	306,389	307,437	308,128	308,743	310,197	311,519	312,440	313,189
	Change	9,334	9,534	10,433	11,342	11,253	12,303	12,354	11,569	11,165	11,027	10,772	10,820
403.7	Deprec. Expense - General Plant	31,640	31,640	31,689	31,736	31,767	31,808	31,808	31,837	31,837	28,229	27,810	27,882
	Prior Year	29,307	32,252	32,634	31,828	31,476	31,503	31,503	31,503	31,511	31,588	31,611	31,611
	Change	2,333	(612)	(946)	(92)	291	305	305	335	326	(3,358)	(3,801)	(3,729)
	Total	346,111	346,258	346,990	348,348	349,409	351,548	352,290	352,149	353,199	350,775	351,021	351,891
	Prior Year	334,444	337,336	337,502	337,099	337,865	338,940	339,630	340,245	341,708	343,107	344,051	344,800
	Change	11,667	8,922	9,488	11,250	11,544	12,608	12,660	11,903	11,491	7,668	6,970	7,091
408.2	Federal Unemployment Tax	0	-	(92)	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	(92)	-	-	-	-	-	-	-	-	-
408.3	Social Security Tax	0	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	0	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-
408.4	State Unemployment Tax	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	458	-	-	-	-	-	-	-
	Change	-	-	-	-	(458)	-	-	-	-	-	-	-
408.5	PSC Assessment	-	-	-	-	-	-	-	63,415	5,000	-	-	-
	Prior Year	-	-	-	-	-	-	-	60,914	-	-	-	-
	Change	-	-	-	-	-	-	-	2,501	5,000	-	-	-
	Total	-	-	(92)	-	-	-	-	63,415	5,000	-	-	-
	Prior Year	-	-	-	-	458	-	-	60,914	-	-	-	-
	Change	-	-	(92)	-	(458)	-	-	2,501	5,000	-	-	-
427.10	Interest on RUS Loans	8,147	8,179	8,385	7,548	8,326	8,030	8,268	13,247	12,995	8,773	8,460	8,709
	Prior Year	75,026	77,369	77,219	71,899	76,688	74,068	8,267	65,405	8,530	8,502	8,202	8,446
	Change	(66,879)	(69,190)	(68,834)	(64,351)	(68,362)	(66,038)	1	(52,157)	4,465	271	258	263
427.2	Interest on Other Long Term Debt	95,570	92,274	94,286	93,956	86,111	92,971	90,252	92,012	89,292	91,314	90,675	(637,096)
	Prior Year	41,207	40,002	40,245	40,245	38,437	39,452	38,646	50,359	94,940	96,821	96,131	93,256
	Change	54,363	52,273	54,041	53,711	47,675	53,519	51,606	41,653	(5,649)	(5,507)	(5,456)	(730,352)
427.3	Interest Exp - EKPC Marketing Loa	-	-	-	-	-	-	-	-	-	-	-	725,092
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	725,092
427.4	Interest on FFB Loans	21,583	25,169	26,471	26,471	29,307	36,480	37,696	36,480	45,442	45,442	46,908	45,788
	Prior Year	12,588	12,785	19,653	17,886	19,228	18,132	18,736	18,132	20,289	20,289	19,635	20,338
	Change	8,995	12,384	6,818	8,585	10,079	18,349	18,960	18,349	25,153	25,153	27,273	25,450
	Total	125,300	125,622	129,142	127,975	123,744	137,480	136,216	141,739	147,729	145,530	146,043	142,492
	Prior Year	128,820	130,155	137,117	130,030	134,353	131,651	65,649	133,895	123,759	125,613	123,968	122,040
	Change	(3,520)	(4,533)	(7,975)	(2,054)	(10,608)	5,830	70,567	7,844	23,969	19,917	22,076	20,452
431	Interest Expense - Other	143	145	321	3	588	283	319	283	321	319	284	322
	Prior Year	36	36	139	136	137	135	169	137	137	174	140	141
	Change	107	110	183	(133)	451	148	149	146	184	145	144	180
431.1	Interest Exp - CFC Line of Credit	-	6,575	-	-	6,164	-	-	6,438	-	-	9,463	-
	Prior Year	-	2,002	-	-	-	-	-	1,748	-	-	-	-
	Change	-	4,573	-	-	6,164	-	-	(1,748)	-	-	9,463	-
431.3	Interest Exp-EKPC Marketing Loa	113	109	105	101	98	230	225	220	214	209	204	199

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		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
	Prior Year	139	-	257	149	294	137	133	-	129	125	121	117
	Change	(26)	109	(152)	(48)	(196)	93	92	220	85	84	83	82
	Total	256	6,829	426	104	6,850	513	543	6,941	535	528	9,951	521
	Prior Year	175	2,038	396	285	431	272	2,050	137	266	299	261	258
	Change	81	4,792	30	(181)	6,419	240	(1,507)	6,804	269	229	9,690	262
415	Merch. Revenue - Cell Phones	227	(216)	-	(8)	528	(517)	-	-	-	8	90	-
	Prior Year	(29)	(19)	(8)	41	(16)	-	(16)	42	(13)	10	8	(29)
	Change	256	(198)	8	(49)	544	(517)	16	(42)	13	(2)	82	29
415.6	Merc. Revenue - Sewer Fee	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)
	Prior Year	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)	(25)
	Change	-	-	-	-	-	-	-	-	-	-	-	-
416	Merch. Expense - Cell Phones	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	-	-	-	-	-
416.7	Merch. Expense - ETS Unit	-	-	-	-	172	-	-	-	-	-	-	-
	Prior Year	361	-	-	-	-	-	-	-	-	-	-	460
	Change	(361)	-	-	-	172	-	-	-	-	-	-	(460)
426.1	Donations	1,335	-	1,836	322	523	1,580	4,596	5,250	195	671	361	288
	Prior Year	452	-	3,436	347	1,725	1,865	1,200	156	50	553	2,672	5,626
	Change	883	-	(1,600)	(25)	(1,202)	(285)	3,396	5,094	145	118	(2,311)	(5,338)
426.5	Other deductions - Abandoned Plan	-	-	-	-	-	-	-	17,462	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	-	-	-	-	-	-	17,462	-	-	-	-
	Total	1,537	(241)	1,811	288	1,197	1,038	4,571	22,687	170	654	426	263
	Prior Year	759	(44)	3,403	363	1,684	1,840	1,159	173	12	538	2,656	6,031
	Change	778	(198)	(1,592)	(74)	(486)	(802)	3,413	22,514	159	116	(2,229)	(5,768)
419	Dividend Income - Time Warner	0	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	0	-	-	(9)	-	(10,669)	(9)	(1,395)	10,669	-	-	-
	Change	0	0	0	9	0	10,669	9	1,395.44	(10,669.22)	0	0	0
419.04	Interest Income - CFC	0	(10,332)	-	-	-	(11,143)	-	-	-	-	-	(21,620)
	Prior Year	0	(10,298)	-	-	-	(625)	-	-	(10,669)	-	-	(21,563)
	Change	0	-33.88	0	0	0	-10518.05	0	0	10669.22	0	0	-57.36
419.15	Interest income - KAEC CD	0	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	0	(29)	(29)	-	(44)	-	-	-	-	-	-	-
	Change	0	28.75	28.75	0	44.16	0	0	0	0	0	0	0
419.22	Interest income - KAEC CD	0	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	0	(5)	(5)	-	(6)	-	-	-	-	-	-	-
	Change	0	5.13	5.13	0	5.76	0	0	0	0	0	0	0
419.29	Interest Income - Farmers Bank	(27)	(16)	(29)	(34)	(34)	(43)	(63)	(52)	(8)	(7)	(13)	(13)
	Prior Year	(9)	(7)	(10)	(20)	(27)	(40)	(57)	(53)	(31)	(31)	(11)	(16)
	Change	(18)	(10)	(19)	(14)	(7)	(2)	(6)	1	24	24	(1)	3
419.31	Interest Income - Marketing Loa	(223)	(273)	(294)	(286)	(266)	(275)	(32)	(369)	(372)	(344)	(336)	(362)
	Prior Year	(226)	(219)	(248)	(231)	(234)	(241)	(220)	(212)	(228)	(236)	(228)	(219)
	Change	3	(54)	(46)	(55)	(32)	(34)	(112)	(157)	(144)	(108)	(108)	(143)

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		November Month 1	December Month 2	January Month 3	February Month 4	March Month 5	April Month 6	May Month 7	June Month 8	July Month 9	August Month 10	September Month 11	October Month 12
419.32	Interest Income - Automatic PMT	(241)	(361)	(190)	(123)	(141)	(156)	(172)	(87)	(72)	(79)	(75)	(70)
	Prior Year	(59)	(54)	(190)	(118)	(124)	(165)	(191)	(143)	(111)	(123)	(72)	(109)
	Change	(182)	(307)	(0)	(5)	(17)	9	19	56	38	45	(2)	39
419.34	Interest Income - RUS Cushion O	(1,357)	(2,431)	(4,700)	(4,700)	(3,361)	(1,258)	(1,145)	(1,473)	(1,439)	(2,449)	(8,000)	(5,707)
	Prior Year	(380)	(1,276)	(11,650)	-	(5,463)	(3,170)	(2,675)	(2,600)	(923)	(798)	(970)	(1,512)
	Change	(977)	(1,155)	6,950	(4,700)	2,103	1,912	1,531	1,126	(516)	(1,651)	(7,030)	(4,195)
	Total	(1,846)	(13,413)	(5,213)	(5,143)	(3,802)	(12,874)	(1,712)	(1,981)	(1,891)	(2,879)	(8,424)	(27,772)
	Prior Year	(673)	(11,886)	(12,132)	(378)	(5,898)	(14,910)	(3,153)	(4,403)	(1,293)	(1,188)	(1,282)	(23,418)
	Change	(1,174)	(1,526)	6,919	(4,765)	2,096	2,036	1,441	2,422	(598)	(1,691)	(7,141)	(4,354)
421.1	Gain on Disposition of Property	-	(1,374)	-	(700)	3,855	-	-	-	-	-	-	-
	Prior Year	(36,037)	(50,575)	4,994	-	-	(21,410)	(740)	28,261	(28,861)	-	-	-
	Change	36,037	49,201	(4,994)	(700)	3,855	21,410	740	(28,261)	28,861	-	-	-
423	G&T Capital Credits	-	(2,125,401)	-	-	-	-	-	-	-	-	(157,693)	-
	Prior Year	-	-	(2,094,408)	-	-	-	1,609	-	-	-	-	-
	Change	-	(2,125,401)	2,094,408	-	-	-	(1,609)	-	-	-	(157,693)	-
424.1	CFC Patronage Capital	-	-	-	-	-	-	-	-	-	-	(22,893)	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	(22,256)	-
	Change	-	-	-	-	-	-	-	-	-	-	(637)	-
424.2	KAEC - Patronage Capital	-	-	-	-	-	-	-	-	-	-	(20,562)	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	(5,998)	-
	Change	-	-	-	-	-	-	-	-	-	-	(14,564)	-
424.34	Federated - Patronage/Equity	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	(44,093)	-	-	-	-	-	-	-
	Change	-	-	-	-	44,093	-	-	-	-	-	-	-
424.35	CRC - Patronage Capital	-	-	-	-	-	-	-	-	-	-	(7,425)	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	(4,096)	-
	Change	-	-	-	-	-	-	-	-	-	-	(3,329)	-
424.36	SEDC - Patronage Capital	-	(8,050)	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	-	-	-	-	-	-	-	-
	Change	-	(8,050)	-	-	-	-	-	-	-	-	-	-
424.37	COBANK - Patronage Capital	-	-	-	-	-	-	-	-	-	-	-	-
	Prior Year	-	-	-	-	(61,888)	-	-	-	-	-	-	-
	Change	-	-	-	-	61,888	-	-	-	-	-	-	-
	Total for 400 to 999	457,790.72	(2,430,512.66)	(250,550.85)	372,854.41	164,814.27	288,512.69	(287,006.27)	252,009.23	(78,595.40)	210,268.37	432,312.96	494,929.33
	Prior Year	181,526.09	(111,521.11)	(2,933,147.30)	(200,520.37)	(246,135.04)	178,838.07	370,431.17	132,947.31	45,877.31	(135,881.02)	177,003.61	284,272.31
	Change	276,265	(2,318,992)	2,682,596	573,375	410,949	109,675	(657,437)	119,062	(124,473)	346,149	255,309	210,657

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

9. Provide the following information for each item of the electric property or plant held for future use at the end of the test year:
- a. Description of property;
 - b. Location;
 - c. Date purchased;
 - d. Cost;
 - e. Estimated date to be placed in service;
 - f. Brief description of intended use; and
 - g. Current status of each project.

Response:

- a-g. Inter-County does not have any property held for future use.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

10. List all non-utility property, related property taxes, and the accounts where amounts are recorded for the test period. Include a description of the property, the date purchased, and the cost.

Response: Inter-County does not have any non-utility property.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

11. Provide all studies, including all applicable work papers, which are the basis of jurisdictional plant allocations and expense account allocations.

Response: Not applicable.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information


12. Provide Inter-County's current bylaws. Indicate any changes to the bylaws since Inter-County's most recent general rate case.

Response: Please see attached. Copies of the current bylaws and a copy of the marked-up version showing the changes made to the bylaws since the most recent general rate case are attached.

Bylaws and Articles of Incorporation

As amended through September 16, 2016



A Touchstone Energy Cooperative 

P.O. Box 87
Danville, Kentucky 40423-0087
(859) 236-4561 • 1-888-266-7322

INTER-COUNTY ENERGY COOPERATIVE CORPORATION BYLAWS

ARTICLE I MEMBERSHIP

SECTION 1. Requirements for Membership.

1.01. Eligibility. Any natural person, firm, association, corporation, or body politic or political subdivision or agency thereof (each hereinafter referred to as "person," "applicant," "his," "him," or "her") shall be eligible to become a member of, and, at one or more premises owned or directly occupied or used by him, to receive electric service from Inter-County Energy Cooperative Corporation (hereinafter called the "Cooperative"); however, no person shall hold more than one voting membership in the Cooperative.

1.02. Application for Membership. Application for membership — wherein the applicant shall agree to purchase electric power and energy from the Cooperative and be bound by and to comply with all provisions of the Cooperative's Articles of Incorporation, Bylaws, and all rules, rate schedules and regulations as they now exist or may hereafter be adopted or amended by the Board of Directors (the obligations embraced by such agreement being hereinafter called "membership obligation") — shall be made in writing on such form as is provided therefor by the Cooperative. With respect to any particular classification of service for which the Board of Directors shall require it, such application shall be accompanied by a supplemental contract, executed by the applicant on such form as is provided therefor by the Cooperative. The membership application shall be accompanied by the membership fee provided for in Section 4, together with any service security deposit, service connection deposit or fee, facility extension fee or contribution in aid of construction (hereinafter referred to as "other deposits or fees") that may be required by the Cooperative, which membership fee and other deposits or fees shall be refunded in the event the application is denied by the Board.

1.03. Acceptance Into Membership. Upon complying with the requirements set forth in Section 1.02, any applicant shall automatically become a member on the date of his/her connection for electric service; PROVIDED, that the Board of Directors may by resolution deny an application and refuse to extend service upon its determination after due hearing if the applicant requests a hearing, that the applicant is not willing or is not able to satisfy and abide by the Cooperative's terms and conditions of membership or that such application should be denied for other good cause; PROVIDED FURTHER, that any person whose application has been denied or, for sixty (60) days or longer, has been submitted but not denied by the Board of Directors and who has not been connected by the Cooperative for electric service may, by filing written request therefor with the Cooperative at least thirty (30) days prior to the next meeting of the Board of Directors, have his/her application submitted to and approved or disapproved by the vote of the Directors at such meeting. Any application not denied by the Board of Directors hereunder shall be deemed to have been accepted.

SECTION 2. Membership Certificates. Membership in the Cooperative shall be evidenced by a membership certificate which shall be in such form and shall contain such provision as shall be determined by the Board. Such certificate shall be signed by the Chairman and by the Secretary of the Cooperative and the corporate seal shall be affixed thereto. No membership certificate shall be issued for less than the membership fee fixed in these bylaws, nor until such membership fee has been fully paid. In case a certificate is lost, destroyed, or mutilated a new certificate may be issued therefor upon such uniform terms and indemnity to the Cooperative as the Board may prescribe. No membership certificate shall be transferable, except as provided in these Bylaws.

SECTION 3. Membership Fees. The membership fee shall be set by the Board of Directors. Upon payment of same the applicant shall be eligible for membership and service. Under policies of general application, membership fees may be transferred or, upon termination of the membership, refunded; provided, however, no interest on membership fees shall be paid or payable, and all debts due the Cooperative shall have been paid.

SECTION 4. Purchase of Electric Energy. The Cooperative shall use reasonable diligence to furnish its members with adequate and dependable electric service, although it cannot and therefore does not guarantee a continuous and uninterrupted supply thereof; and each member, for so long as such premises are owned or directly occupied or used by him, shall purchase from the Cooperative all

electric energy used on the premises specified in his/her application for membership, and shall pay therefor at rates which shall from time to time be fixed by the Board. It is expressly understood that amounts paid for electric energy in excess of the cost of service are furnished by the members as capital to the Cooperative and each member shall be credited with the capital so furnished (without interest) on the books of the Cooperative as provided in these Bylaws. Each member shall pay such minimum amount regardless of the amount of electric energy consumed, as shall be fixed by the Board from time to time. Each member shall also pay all amounts owed by him to the Cooperative as and when the same shall become due and payable.

SECTION 5. Wiring of Premises; Responsibility Therefor; Responsibility for Meter Tampering or Bypassing and for Damage to Cooperative Properties; Extent of Cooperative Responsibility; Indemnification. Each member shall cause all premises receiving electric service pursuant to his membership to become and to remain wired in accordance with the specification of the Kentucky Fire Insurance Underwriters Association, the National Electric Code, any applicable state code or local government ordinances, and of the Cooperative. If the foregoing specifications are variant, the more exacting standards shall prevail. Each member shall be responsible for and shall indemnify the Cooperative and its employees, agents and independent contractors against death, injury, loss or damage resulting from any defect in or improper use or maintenance of such premises and all wiring and apparatuses connected thereto or used thereon. Each member shall make available to the Cooperative a suitable site, as determined by the Cooperative, whereon to place the Cooperative's physical facilities for the furnishing and metering of electric service and shall permit the Cooperative's authorized employees, agents and independent contractors to have access thereto safely and without interference from hostile animals or any other hostile source for meter reading, bill collecting and for inspection, maintenance, replacement, relocation, repair or disconnection of such facilities at all reasonable times. As part of the consideration for such service, each member shall be the Cooperative's bailee of such facilities and shall accordingly desist from interfering with, impairing the operation of or causing damage to such facilities, and shall use his best efforts to prevent others from so doing. Each member shall also provide such protective devices to his premises, apparatuses or meter base as the Cooperative shall from time to time require in order to protect the Cooperative's physical facilities and their operation and to prevent any interference with or damage to such facilities. In the event such facilities are interfered with, impaired in their operation or damaged by the member, or by any other person when the member's reasonable care and surveillance should have prevented such, the member shall indemnify the Cooperative and its employees, agents and independent contractors against death, injury, loss or damage resulting therefrom, including but not limited to the Cooperative's cost of repairing, replacing or relocating any such facilities and its loss, if any, of revenues resulting from the failure or defective functioning of its metering equipment. The Cooperative shall, however, in accordance with its applicable service rules and regulations, indemnify the member for any overcharges for service that may result from a malfunctioning of its metering equipment or any error occurring in the Cooperative's billing procedures. In no event shall the responsibility of the Cooperative for furnishing electric service extend beyond the point of delivery, being the point where the Cooperative's line physically connects to the member's facilities.

SECTION 6. Member to Grant Easements to Cooperative. Each member shall, upon being requested so to do by the Cooperative, execute and deliver to the Cooperative grants of easement or right-of-way over, on and under such lands owned or leased by or mortgaged to the member, and in accordance with such reasonable terms and conditions, as the Cooperative shall require for the furnishing of electric service to him or other members or for the construction, operation, maintenance or relocation of the Cooperative's electrical facilities.

SECTION 7. Termination of Membership.

- (a) **Withdrawal.** Any member may withdraw from membership upon compliance with such uniform terms and conditions as the Board may prescribe.
- (b) **Suspension and Expulsion.** The Board may, by the affirmative vote of not less than two-thirds of all the members of the Board, expel any member who fails to comply with any of his membership obligations, including the provisions of the articles of incorporation, bylaws, or rules or regulations adopted by the Board, but only as set out herein. The member shall be given written notice by the Cooperative of the obligation with which it alleges the member has failed to comply and shall be given written notice that such

failure makes him liable to expulsion.

Upon his/her failure after the expiration of ten (10) days after such notice of noncompliance to pay any amounts due the Cooperative or to cease any other noncompliance with his/her membership obligations within the time limit contained in the said notice, a person's membership shall automatically be suspended; and he/she shall not during such suspension be entitled to receive electric service from the Cooperative or to cast a vote at any meeting of the members. Payment of all amounts due the Cooperative, including any additional charges required for such reinstatement, and/or cessation of any other noncompliance with his/her membership obligations within the time limit provided in such notice shall automatically reinstate the membership, in which event the member shall thereafter be entitled to receive electric service from the Cooperative and to vote at the meetings of its members.

Upon failure of a suspended member to be automatically reinstated to membership, as provided in this Section, he/she may, without further notice, but only after due hearing if such is requested by him/her, be expelled by resolution of the Board of Directors at any subsequently held regular or special meeting of the Board. Any expelled member may be reinstated by vote of the Board or by vote of the members at any annual or special meeting. Nothing contained herein shall be construed to impair the right of the Cooperative to cut off service to any member for non-payment of the utility bill upon ten (10) days notice of delinquency and impending cutoff.

(c) **Cancellation.** The membership of a member who for a period of six (6) months after service is available to him/her, has not purchased electrical energy from the Cooperative, or of a member who has ceased for six (6) months to purchase energy from the Cooperative may be cancelled by resolution of the Board.

(d) **Death or cessation of existence.** Upon the death of a member, or upon the dissolution of a corporate member, including a partnership, association or body politic, membership shall terminate automatically.

(e) Upon the cancellation of a membership as herein provided, and upon the withdrawal, death, cessation of existence or expulsion of a member, the membership certificate of such member shall terminate, and the membership of such member shall be surrendered forthwith to the Cooperative. Termination of membership in any manner shall not release a member or his estate from any debts due the Cooperative.

(f) In cases of withdrawal or termination of membership in any manner, the Cooperative shall repay to the member the amount of the membership fee paid by him, provided, however, that the Cooperative shall deduct from the amount of the membership fee the amount of debts or obligations owed by the member to the Cooperative.

**ARTICLE II
RIGHTS AND LIABILITIES OF MEMBERS**

SECTION 1. Property Interest of Members. Upon dissolution, after

- (a) All debts and liabilities of the Cooperative shall have been paid, and
- (b) All capital furnished through patronage shall have been retired as provided in these Bylaws, the remaining property and assets of the Cooperative shall be distributed among the members eligible under law in the proportion which the aggregate patronage of each bears to the total patronage of all members.

SECTION 2. Non-Liability for Debts of the Cooperative. The private property of the members shall be exempt from execution or other liability for the debts of the Cooperative and no member shall be liable or responsible for any debts or liabilities of the Cooperative.

**ARTICLE III
MEETINGS OF MEMBERS**

SECTION 1. Annual Meeting. The annual meeting of the members shall be held between the first day of May and the fifteenth day of September each year, beginning with the year 1968, at such place within one of the counties served by the Cooperative, as selected by the Board and which shall be designated in the notice of the meeting, for the purpose of electing Board members, passing upon reports for the previous fiscal year and transacting such other business as may come before the meeting. It shall be the responsibility of the Board to make adequate plans and preparations for the annual meeting. Failure to hold an annual meeting of the members shall not work a forfeiture or dissolution of the Cooperative.

SECTION 2. Special Meetings. Special meetings of the members may be called by resolution of the Board, or upon a written request signed by a majority of the Board, by the Chairman, or petition signed by not less than ten per cent of all the members of the cooperative; and it shall thereupon be the duty of the Secretary

to cause notice of such meeting to be given as hereinafter provided. Special meetings of the members may be held at any place within one of the counties served by the Cooperative as designated by the Board, on such date, not sooner than thirty-five (35) days after the call for such meeting is made or a petition therefor is filed, and beginning at such hour as shall be designated by the Secretary or those calling or petitioning for the same.

SECTION 3. Notice of Members' Meetings. Written or printed notice stating the place, day and hour of the meeting, and in case of a special meeting or an annual meeting at which business requiring special notice is transacted, the purpose or purposes for which the meeting is called, shall be delivered to each member in person or by mail not less than five (5) days nor more than forty-five (45) days before the date of the meeting. Any such notice delivered by mail may be included with member service billings or as an integral part of or with the Cooperative's monthly newsletter and/or its monthly insert, if any, in the Kentucky Living, and notice by mail shall be deemed to be delivered when it has been deposited in the United States mail addressed to the member at his address shown on the Cooperative's records, postage prepaid and postmarked at least five (5) days prior to the meeting date. In making such computation, the date of the meeting shall not be counted. The incidental and non-intended failure of any member to receive a notice deposited in the mail addressed to the member at his address as shown on the Cooperative's records shall not invalidate any action which may be taken by the members at any such meeting, and the attendance in person of a member at any meeting of the members shall constitute a waiver of notice of such meeting unless such attendance shall be for the express purpose of objecting to the transaction of any business, or one or more items of business, on the ground that the meeting shall not have been lawfully called or convened. Any member attending any meeting for the purpose of making such objection shall notify the Secretary or Credentials and Elections Officer prior to or at the beginning of the meeting of his objection.

SECTION 4. Quorum. Business may not be transacted at any meeting of the members unless there are present in person at least one percent (1%) of the then-total members of the Cooperative, except that, if less than a quorum is present at any meeting, a majority of those present in person may without further notice adjourn the meeting to another time and date not less than thirty (30) days later and to any place in one of the counties in Kentucky within which the Cooperative serves; PROVIDED, that the Secretary shall notify any absent members of the time, date and place of such adjourned meeting by delivering notice thereof as provided in Section 3. At all meetings of the members, whether a quorum be present or not, the Secretary shall annex to the meeting minutes, or incorporate therein by reference, a list of those members who were registered as present in person.

SECTION 5. Voting. Each member shall be entitled to only one vote upon each matter submitted to a vote at a meeting of the members. All questions other than the election of Board members, which is specially provided for in these Bylaws, shall be decided by a vote of a majority of the members voting thereon, except as otherwise provided by law or in the Articles of Incorporation or these Bylaws. Members may not cumulate their votes.

SECTION 6. Absentee Balloting. Prior to the meeting of members, a member may vote by absentee ballot. All absentee ballots shall be cast by 5:00 p.m. Eastern Standard Time no more than twenty-one (21) days and no less than seven (7) days before the meeting for which it is proposed to be used. All absentee ballots shall be cast in person on such ballots as supplied by the Cooperative and shall be received by the Credentials and Elections Officer or his/her designated agent(s) at the Cooperative's headquarters building on 1009 Hustonville Road, Danville, Kentucky or the Cooperative's district office located at 46 Old Kentucky 68, Lebanon, Kentucky. Absentee ballots can only be secured and voted at those office locations. Once an absentee ballot is cast, it cannot be revoked. The presence of a member at a meeting of the members shall not revoke an absentee ballot theretofore executed by him/her and such member shall not be entitled to vote at such meeting.

SECTION 7. Members to Register With Credentials and Elections Officer. Credentials and Elections Committee.

- (a) Not less than one hundred-five (105) nor more than one hundred-forty (140) days before the annual meeting of the members, the Board of Directors shall appoint a Credentials and Elections Officer who may be the secretary of the Board or any other person designated by the Board. It is the duty of each member attending a meeting of the members to make his/her presence known by registering with the Credentials and Elections Officer or person designated by the Board before or at the time the meeting is called to order.
- (b) Not less than one hundred-five (105) nor more than one hundred-forty (140) days before the annual meeting of the members, the Board of Directors

shall appoint a Credentials and Elections Committee "Committee" under the provisions of Article IV, Section 5 of these Bylaws nominating a member to serve as director. The Committee shall consist of four (4) Cooperative members in good standing, one (1) from each district other than in which a director's term expires who would qualify to be a Director under Article IV, Section 3, but must not be: existing Cooperative employees, agents, officers, directors or known candidates for director, and who are not close relatives or members of the same household thereof. The Committee shall:

- i. elect its own Chairman and Secretary;
- ii. establish or approve the manner of conducting member registration and any ballot or other voting, to pass upon all questions that may arise with respect to the registration of members in person, to count all ballots or other votes cast in any election or in any other matter
- iii. to rule upon the effect of any ballots or other vote irregularly or indecisively marked or cast, to rule upon all other questions that may arise relating to member voting and the election of directors (including but not limited to the validity of petitions of nomination, absentee ballots, or the qualifications of candidates and the regularity of the nomination and election of directors) and;
- iv. to pass upon any protest or objection filed with respect to any election or affecting the results of any election. In the exercise of its responsibility, the Committee shall have available to it the advice of counsel provided by the Cooperative. In the event a protest or objection is filed concerning any election, such protest or objection must be filed during, or within three (3) business days following the adjournment of the meeting in which the voting is conducted. The Committee shall thereupon be reconvened, upon notice from its Chairman, not less than seven (7) days after such protest or objection is filed. The Committee shall hear such evidence as is presented by the protestor(s) or objector(s), who may be heard in person, by counsel, or both, any opposing evidence; and the Committee, by a vote of a majority of those present and voting, shall, within a reasonable time but not later than thirty (30) days after such hearing, render its decision, the result of which may be to affirm the election, to change the outcome thereof, or to set it aside. The Committee may not affirmatively act on any matter unless a majority of the Committee is present. The Committee's decision (as reflected by a majority of those actually present and voting) on all matters covered by this Section shall be final. As determined by the Board, the Cooperative may reasonably compensate and/or reimburse the Credential and Elections Committee members for time and expenses incurred in serving on the Committee.

(c) The Credentials and Elections Officer's record of the names of members registered with him/her shall be prima facie evidence of the presence in person of such members at the meeting and with the list of absentee ballots filed shall serve as the roll of members present at the meeting. Said roll, certified by the Secretary, shall be filed by him/her with the records of the corporation.

(d) On the day and prior to the hour for the meeting, the Credentials and Elections Officer shall be responsible for providing at the place of meeting conveniently located and clearly marked, tables or desks at which his/her agents shall be present to register members attending in person, and to receive and file absentee ballots; and sufficient opportunity shall be given for registering in person and the filing of absentee ballots.

SECTION 8. Order of Business. The order of business at the annual meeting of members, and so far as possible at all other meetings of members, shall be substantially as follows:

- 1. The call to order and report on the number of members present in person and by absentee ballot in order to determine the existence of a quorum.
- 2. Reading of the notice of the meeting and proof of the due publication or mailing thereof, or the waiver or waivers of notice of the meeting, as the case may be.
- 3. Reading of unapproved minutes of previous meetings of the members and the taking of necessary action thereon.
- 4. Presentation and consideration of reports of Officers, Board members, and Committees.
- 5. Election of Board members.
- 6. Unfinished business.
- 7. New business.
- 8. Adjournment.

Notwithstanding the foregoing, the Board of Directors or the members themselves may from time to time establish a different order of business for the purpose of assuring the earlier consideration of and action upon any item of business the transaction of which is necessary or desirable in advance of any other item of business; PROVIDED, that no business other than adjournment of the meeting

to another time and place may be transacted until, and unless the existence of a quorum is first established and is present at the time of any vote.

SECTION 9. Agenda. No proposal from a member or group of members shall be voted upon at the annual meeting unless it has been placed on the agenda at least thirty (30) days prior to the date of the meeting. Any legitimate proposal may be placed on the agenda by any member by filing a copy of the proposal with the Secretary within the time allowed, with a request that it be submitted to the annual meeting for consideration.

SECTION 10. Approval of Minutes. At the first meeting of the Board following a meeting of the members, or as soon thereafter as may be convenient, the minutes of the last meeting of the members shall be read, and after corrections, if any, approved and so subscribed by the Chairman, the Chairman pro tem of the meeting, if there was one, and the Secretary.

**ARTICLE IV
BOARD OF DIRECTORS (the "Board")**

SECTION 1. General Powers. The business and affairs of the Cooperative shall be governed by a Board of six (6) directors, (hereinafter called "Board members"), which shall represent the Cooperative as a whole, and shall exercise all its powers except such as are by law, the Articles of Incorporation or these Bylaws conferred upon or reserved to the members.

SECTION 2. Districts.

- (a) To best serve the membership of the Cooperative the areas served shall be divided into districts. Each district shall elect one member to the Board of Directors of the Cooperative as provided for in these Bylaws.
- (b) Not less than sixty (60) days before any meeting of the members at which Board members are to be elected, the Board shall review the composition of all districts, and if it finds the best interests of the Cooperative and its members will be served thereby, shall reconstitute the districts forth-with.
- (c) As of the time these bylaws were reviewed and adopted by the Board of Directors of the Cooperative the districts and the number of directors to be elected from each are:

Name of District	Counties in District	Number of Directors
Boyle	Boyle	One
Mercer	Mercer & Washington	One
Marion	Marion, Nelson & LaRue	One
Casey	Casey & Taylor	One
Lincoln	Lincoln & Rockcastle	One
Garrard	Garrard & Madison	One

SECTION 3. General Director Qualifications. To become and remain a Director, a Person must comply with the following general qualifications:

- (a) be an individual;
- (b) have the capacity to enter legally binding agreements;
- (c) not have been previously removed or disqualified as an NRECA Cooperative Director for cause;
- (d) is a member in good standing of the Cooperative and receives the Cooperative's electric service at the Director's principal residence within the particular district served by the Cooperative from which he/she is elected;
- (e) is not in any way employed by or has a substantial financial interest in a competing enterprise or a business selling electric energy, or supplies to the Cooperative, or a business primarily engaged in selling electrical or plumbing appliances, fixtures or supplies to members of the Cooperative;
- (f) is not an employee of the Cooperative, a retired or former employee or is not a close relative of an employee of the Cooperative or of an incumbent Director of the Cooperative;
- (g) is a United States Citizen; or
- (h) has not plead guilty to, or been convicted of, a felony.
- (i) any Board member who is absent from three (3) consecutive regular meetings of the Board, unless excused by the affirmative vote of a majority of the other Board members, shall be deemed to have vacated his/her office or may be removed. After declaring the vacancy to exist, the remaining Board members shall proceed to fill the vacancy.

Notwithstanding any of the foregoing provisions of this Section treating with close relative relationships, no incumbent director shall lose eligibility to remain a director or to be re-elected as a director if he/she becomes a close relative of another incumbent director or of a cooperative employee because of a marriage to which he/she was not a party.

Any time after a candidate has been elected and if that Director should fail to meet any of the qualifications defined herein, then the Board shall proceed to remove such Board Member from office. The allegation of the change of the

Director's qualifications shall be presented to the full Board and the Board Member who allegedly no longer meets the qualifications defined in this section shall be given written notice of the alleged violation. The person(s) subject to such removal shall be informed in writing at least twenty-five (25) days prior to the meeting of the Board of Directors at which the charges are to be considered. The person(s) subject to such removal shall have the opportunity at the meeting when their removal is going to be considered to be heard in person, to have counsel there to represent them, to have the opportunity to present evidence of their own and to question any individual or evidence that is being brought to establish the fact that the person(s) no longer meets the qualifications listed in Article IV, Section 3, of the Cooperative Bylaws. The Board likewise shall have the opportunity to have separate counsel, the right to produce evidence including the attendance of witnesses, and the right to question and/or cross examine any of the witnesses presented by the person(s) subject to removal.

Any dispute regarding the process of removal shall be filed exclusively in the Boyle Circuit Court, the 50th Judicial District, of the Commonwealth of Kentucky.

SECTION 4. Election and Tenure. Board members shall be elected by ballot, by the members-at-large at the annual meeting of members or at a special meeting thereof held for that purpose within a reasonable time thereafter. They shall serve for terms of four (4) years each, ending with the fourth annual meeting following election, and until their successor shall have been elected and shall have qualified. Board members whose terms are expiring are eligible for immediate re-election. The election of Board members shall be by written ballot, except when a candidate is unopposed the election shall be by voice vote. The ballots shall list the candidates nominated according to districts, giving their names and addresses. Each member of the Cooperative present shall be entitled to vote for one candidate from each district. The candidate from each district receiving the highest number of votes at the meeting shall be considered elected a Board member.

Breaking a tie vote for the election of directors can be done by one of two methods.

(a) **Flipping a Coin.** If the candidates agree, the winner of the seat can be determined by flipping a coin for two-way ties. In a three-way tie, the candidates (if they agree) can either draw straws or draw a name to determine the winner.

(b) **Runoff Election.** If the candidates do not agree to flip a coin or draw for the winner to break a tie, a run-off election needs to be held. Only those candidates who tied for the seat are in the runoff. Nominations are not reopened for the open seat.

Until the tie is resolved, the other newly elected directors should immediately begin serving their terms (if it can be determined which seats the winners are entitled to).

SECTION 5. Nominations. Not less than eighty-four (84) days (the deadline to file a petition) before the annual meeting of members, all candidates for Director, including incumbents, shall file a petition on such forms as supplied by the Cooperative which shall include the district in which the nominee resides, the printed names, addresses and telephone numbers and the original dated signatures signed of at least twenty-five (25) or more members of the Cooperative who reside in the Directorate District for which the nominee is being nominated. The nominating petition shall be filed in a sealed envelope clearly identified as a petition at the Cooperative's headquarters building on Hustonville Road, Danville, Kentucky or placed in the night depository box at the headquarters prior to 5:00 p.m. of the last day to file. Cooperative personnel receiving the sealed petition shall deliver same without breaking the seal to the Credentials and Elections Officer or his/her duly authorized agent who shall receipt for same and safeguard same in the Cooperative's vault until such time as the Credentials and Elections Committee has met. No member may sign a nominating petition for more than one (1) nominee in a single election. If a member does sign a nominating petition for more than one (1) nominee, the member's signature shall not be valid on any of the petitions signed by the member. If a membership is jointly held, all of the persons holding such joint membership shall be treated as one (1) member and only one of such persons may sign a nominating petition for any single election. If more than one such person signs a nominating petition, for different nominees, none of the signatures for such member shall be counted. If more than one such person signs a nominating petition, but all for the same nominee, only one of such signatures shall be counted.

The Credentials and Elections Committee meeting shall be held within fourteen (14) days following the deadline for petitions by candidates for director, at which time the Credentials and Elections Officer, or his/her duly authorized agent, shall deliver the sealed petition to the Credentials and Elections Committee for its review to determine its adequacy under the Bylaws. If the said Committee determines that the petition is adequate in all respects under the Bylaws and is signed by the required number of members then the Secretary shall post such nomination(s) at the principal office of the Cooperative not less than sixty-three (63) days before the annual meeting of members. The list of nominations shall contain the director candidates to be elected, listing separately the nominee(s) for each Directorate District from or with respect to which a director must, pursuant to this Article, be elected at the meeting.

If the Credentials and Elections Committee determines that the petition is inadequate under the Bylaws then said Committee will immediately notify the proposed nominee of its decision and the reasons why the petition is inadequate. If the said nominee wishes to appeal the said Committee's ruling then an appeal shall be filed in writing with the said Committee Chairman stating the reason for the appeal within four (4) days of the date of notification. The Credentials and Elections Committee shall meet within four (4) days of receipt of such an appeal to determine the merits of same. Both the said nominee and any other candidate for the office shall be allowed to be present at the meeting to present evidence either personally or through counsel. The Credentials and Elections Committee shall rule upon the appeal and its decision shall be final. At the Cooperative's expense, the Cooperative shall make available legal counsel to the Credentials and Elections Committee.

In the event there are no petitions filed for an expiring term on the Board, it shall be the responsibility of the Board of Directors to fill the vacancy under the provisions of Article IV, Section 10 of these Bylaws.

Nominations of an individual to run for election to a Director position scheduled for election at an annual meeting will not be accepted from the floor at such meeting, nor will write-in votes naming persons, not properly nominated pursuant to the Bylaws, be counted.

SECTION 6. Voting for Directors; Validity of Board Action. In the election of directors, each member shall be entitled to cast the number of votes (but not cumulatively) which corresponds to the total number of directors to be elected, but no member may vote for more nominees than the number of directors that are to be elected from or with respect to any particular Directorate District. Ballots marked in violation of the foregoing restriction with respect to one or more Directorate Districts shall be invalid and shall not be counted with respect to such District or Districts. Notwithstanding the provisions contained in this Section, failure to comply with any of such provisions shall not affect in any manner whatsoever the validity of any action taken by the Board of Directors after the election of directors.

SECTION 7. Removal of Directors by Members. Any member(s) may bring one or more charges for cause against any one or more directors and may request the removal of such director(s) by reason thereof by filing with the Secretary such charge(s) in writing signed by said member(s), together with a petition signed by not less than ten per cent (10%) of the then-total members of the Cooperative, which petition calls for a special member meeting the stated purpose of which shall be to hear and act upon such charge(s), and which specifies the place, time and date thereof not sooner than twenty-five (25) days after the filing of such petition. Each page of the petition shall, in the forepart thereof, state the name(s) and address(es) of the member(s) filing such charge(s), a verbatim statement of such charge(s) and the name(s) of the director(s) against whom such charge(s) is (are) being made. The petition shall be signed by each member in the same name as he is billed by the Cooperative and shall state the signatory's address as the same appears on such billings. A statement of such charge(s) verbatim, the name(s) of director(s) against whom the charge(s) have been made, of the member(s) filing the charge(s) and the purpose of the meeting shall be contained in the notice of the meeting; PROVIDED, that the notice shall set forth (in alphabetical order) only twenty (20) of the names of the members filing one or more charges if twenty (20) or more members file the same charge(s) against the same director(s). Such director(s) shall be informed in writing of the charge(s) after they have been validly filed and at least twenty (20) days prior to the meeting of the members at which the charge(s) are to be considered, and shall have an opportunity at the meeting to be heard in person, by witnesses, by counsel or any combination of such, and to present evidence in respect to the charge(s); and the person(s) bringing the charge(s) shall have the same opportunity, but must be heard first. The question of the removal of such director(s) shall, separately for each if more than one has been charged, be considered and voted upon at such meeting; PROVIDED, that the question of the removal of a director shall not be voted upon at all unless some evidence in support of the charge(s) against him shall have been presented during the meeting through oral statements, documents or otherwise, with the ruling concerning same to be made by the chairman of the special meeting. The chairman of the said meeting shall be a licensed attorney appointed by the attorney to the Board, and the Cooperative shall compensate him for his services. If a director is removed pursuant to this action, the vacancy created by such removal shall be filled by the Board of Directors.

SECTION 8. Removal of Directors by the Board of Directors. Any Director may be removed from the Board of Directors by a secret-ballot vote of two-thirds of the Directors at a duly constituted and conducted meeting of the Board of Directors. Such removal must be for cause, and the person(s) subject to such removal shall be informed in writing of the charges at least twenty-five (25) days prior to the meeting of the Board of Directors at which the charges are to be considered, and shall have the opportunity at the meeting to be heard in person

or by counsel and to present evidence with respect to the charges. The Director(s) bringing the charges against that Board Member shall have the same opportunity.

SECTION 9. Resignation. Any Director may resign his/her position at any time. Such resignation shall be made in writing and shall be submitted to the Secretary or the Board Chair. The resignation shall take effect at the time it is received by the Secretary or the Board Chair.

SECTION 10. Vacancies. All vacancies occurring in the Board of Directors shall be filled by the Board of Directors. A director thus elected shall serve out the unexpired term of the director whose office was originally vacated, until a successor is elected and qualified; PROVIDED, that such a director shall be from or with respect to the same Directorate District as was the director whose office was vacated.

SECTION 11. Compensation. Board members shall not receive any salary for their services as such, except that the Board may by resolution authorize a per diem to be paid for each day or portion thereof spent on cooperative business, such as attendance of meetings, conferences, and training programs; or when authorized by the Board, in performing Committee assignments. Board members may also be reimbursed for expenses actually and necessarily incurred in carrying out such Cooperative business, or by action of the Board may be granted a reasonable per diem allowance in lieu of a detailed accounting for some of these expenses. No Board member shall receive compensation for serving the Cooperative in any other capacity, nor shall a close relative of a Board member receive compensation for serving the Cooperative, unless the payment and amount of compensation shall be specifically authorized by the members, or shall be certified by the affirmative vote of a majority of the Board members not involved therein, taken before or after such service is rendered, as an emergency measure or a special case; PROVIDED, that a director who is also an Officer of the Board, and who as such Officer performs regular or periodic duties of a substantial nature for the Cooperative in its fiscal affairs, may be compensated in such amount as shall be fixed and authorized in advance of such service by the Board of Directors; and PROVIDED FURTHER, that an employee shall not lose his/her eligibility to continue in the employment of the Cooperative if he/she becomes a close relative of a director because of a marriage to which he/she was not a party.

SECTION 12. Rules, Regulations, Rate Schedules and Contracts. The Board of Directors shall have power to make, adopt, amend, abolish and promulgate such rules, regulations, rate classifications, rate schedules, contracts, security deposits and any other types of deposits, payments or charges, including contributions in aid of construction, not inconsistent with law or the Cooperative's Articles of Incorporation or Bylaws, as it may deem advisable for the management, administration and regulation of the business and affairs of the Cooperative.

SECTION 13. Accounting System and Reports. The Board of Directors shall cause to be established and maintained a complete accounting system of the Cooperative's financial operations and condition, and shall, after the close of each fiscal year, cause to be made a full, complete and independent audit of the Cooperative's accounts, books and records reflecting financial operations during, and financial condition as of the end of, such year. A full and accurate summary of such audit reports shall be submitted to the members at or prior to the succeeding annual meeting of the members. The Board may authorize special audits, complete or partial, at any time and for any specified period of time.

SECTION 14. "Close Relative" Defined. As used in these Bylaws, "close relative" means a person who, by blood or in law, including half, foster, step and adoptive kin, is either a spouse, child, grandchild, parent, grandparent, brother, sister, aunt, uncle, nephew or niece of the principal.

SECTION 15. "Cause" Defined. As used in these Bylaws, "cause" means gross abuse of office or Board position amounting to a breach of trust, committing or omitting a negligent, fraudulent, or criminal act significantly and adversely affecting the Cooperative.

ARTICLE V MEETINGS OF BOARD OF DIRECTORS

SECTION 1. Regular Meetings. A regular meeting of the Board of Directors shall be held, without notice, immediately after the adjournment of the annual meeting of the members, or as soon thereafter as conveniently may be, at such site as designated by the board in advance of the annual member meeting; PROVIDED, however, that failure to hold such meeting shall not affect in any manner whatsoever the validity of any action subsequently taken by the board. A regular meeting of the board shall also be held monthly at such time and place within one of the counties served by the Cooperative as designated by the board. Such regular monthly meet-

ing may be held without notice other than that of the regular meeting from the time and place thereof.

SECTION 2. Special Meetings. A special meeting of the Board of Directors may be called by the Board of Directors, by the Chairman or by any four (4) directors, and it shall thereupon be the duty of the Secretary to cause notice of such meeting to be given as hereinafter provided in Section 3. The board, the Chairman, or the directors calling the meeting shall fix the date, time and place for the meeting, which shall be held in one of the counties in Kentucky within which the Cooperative serves, unless all directors consent to its being held in some other place in Kentucky or elsewhere. Special meetings, upon proper notice as otherwise provided in Section 3, may also be held via telephone conference call, without regard to the actual location of the directors at the time of such telephone conference meeting, if all the directors consent thereto.

SECTION 3. Notice of Directors Meeting. Written notice of the date, time, place (or telephone conference call) and purpose or purposes of any special meeting of the board and, when the business to be transacted thereat shall require such, of any regular meeting of the board shall be delivered to each director not less than five (5) days prior thereto, by one or more of the following methods: either personally, by mail, by electronic mail or at the direction of the Secretary, or upon a default in this duty by the Secretary, by him or those calling it in the case of a special meeting or by any director in the case of a meeting the date, time and place of which have already been fixed by board resolution. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the director at his address as it appears on the records of the Cooperative, with first class postage thereon prepaid, and postmarked at least five (5) days prior to the meeting date. The attendance of a director at any meeting of the board shall constitute a waiver of notice of such meeting unless such attendance shall be for the express purpose of objecting to the transaction of any business or of one or more items of business, on the ground that the meeting shall not have been lawfully called or convened.

SECTION 4. Quorum. The presence in person of a majority of the directors in office shall be required for the transaction of business and the affirmative votes of a majority of the directors present and voting shall be required for any action to be taken unless otherwise provided by statute or these Bylaws; PROVIDED, that a director who by law or these Bylaws is disqualified from voting on a particular matter shall not, with respect to consideration of an action upon that matter, be counted in determining the number of directors in office or present; AND PROVIDED FURTHER, that, if less than a quorum be present at a meeting, a majority of the directors present may adjourn the meeting from time to time, but shall cause the absent directors to be duly and timely notified of the date, time and place of such adjourned meeting.

SECTION 5. Participation by Other Means. Upon proper notice as otherwise provided in Section 3 and upon approval of a majority of those directors in attendance, a Director(s) may participate in a meeting of the Board of Directors or its designated committees by any means of communication by which all Directors participating may simultaneously hear, understand, and communicate with each other during the meeting. A Director participating in a meeting by this means is deemed to be present in person at the meeting.

ARTICLE VI OFFICERS; MISCELLANEOUS

SECTION 1. Number and Title. The Officers of the Cooperative shall be a Chairman, Vice Chairman, Secretary, Treasurer, and such other Officers as may be determined by the board from time to time. The offices of Secretary and Treasurer may be held by the same person.

SECTION 2. Election and Term of Office. The Officers shall be elected by ballot, annually by and from the board at the meeting of the board held immediately after the annual meeting of the members, or as soon thereafter as it may be conveniently done. Each Officer shall hold office until the first meeting of the board following the next succeeding annual meeting of the members, or until a successor shall have been elected and shall have qualified. A vacancy in any office shall be filled by the board for the unexpired portion of the term.

SECTION 3. Removal of Officers and Agents. Any officer or agent elected or appointed by the board may be removed by it whenever in its judgment the best interest of the Cooperative will be served thereby.

SECTION 4. Chairman. The Chairman shall:
(a) be the principal executive officer of the Cooperative, and unless otherwise determined by the members of the board, shall preside at all meetings of the members and the board;

(b) sign, with the Secretary, certificates of membership, the issue of which shall have been authorized by the board, and may sign any deeds, mortgages, deeds of trust notes, bonds, contracts or other instruments authorized by the board to be executed, except in cases in which the signing and execution thereof shall be expressly delegated by the board or by these Bylaws to some other officer or agent of the Cooperative, or shall be required by law to be otherwise signed or executed, and

(c) in general perform all duties incident to the office of Chairman and such other duties as may be prescribed by the board from time to time.

SECTION 5. Vice Chairman. In the absence of the Chairman or in the event of his inability or refusal to act, the Vice Chairman shall perform the duties of the Chairman, and when so acting shall have all the powers of and be subject to all the restrictions upon the Chairman. The Vice Chairman shall also perform other duties as from time to time may be assigned by the board.

SECTION 6. Secretary. The Secretary shall be responsible for:

- (a) keeping or causing to be kept, the minutes of the meetings of the members and of the board in books provided for that purpose;
- (b) seeing that all notices are duly given in accordance with these Bylaws or as required by law;
- (c) the safekeeping of the corporate book and records and the seal of the Cooperative and affixing the seal of the Cooperative to all certificates of membership prior to the issue thereof, and to all documents, the execution of which on behalf of the Cooperative under its seal is duly authorized in accordance with the provisions of the Bylaws;
- (d) keeping, or causing to be kept, a register of the names and post office addresses of all members;
- (e) signing, with the Chairman, certificates of membership, the issue of which shall have been authorized by the board or the members;
- (f) have general charge of the books of the Cooperative in which a record of the members is kept;
- (g) keeping on file at all times a complete copy of the Articles of Incorporation and Bylaws of the Cooperative containing all amendments thereto (which copy shall always be open to the inspection of any member) and at the expense of the Cooperative, furnishing a copy of the Bylaws and of all amendments thereto to any member upon request; and
- (h) in general performing all duties incident to the office of Secretary and such other duties as from time to time may be assigned by the board.

SECTION 7. Treasurer. The Treasurer shall be responsible for:

- (a) custody of all funds and securities of the Cooperative;
- (b) the receipt of and the issuance of receipts for all monies due and payable to the Cooperative and for the deposit of all such monies in the name of the Cooperative in such bank or banks as shall be selected in accordance with the provisions of these Bylaws; and
- (c) the general performance of all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned by the board.
- (d) Notwithstanding the duties, responsibilities and authorities of the Secretary and of the Treasurer hereinbefore provided in Sections 6 and 7, the Board of Directors by resolution may, except as otherwise limited by law, delegate, wholly or in part, the responsibility and authority for, and the regular or routine administration of, one or more of each such officer's such duties to one or more agents, other officers or employees of the Cooperative who are not directors. To the extent that the board does so delegate with respect to any such officer, that officer as such shall be released from such duties, responsibilities and authorities.

SECTION 8. President/CEO. The board may appoint a President/CEO who may be, but who shall not be required to be, a member of the Cooperative. The President/CEO shall perform such duties and shall exercise such authority as the board may vest in such office from time to time.

SECTION 9. Bonds of Officers. The Treasurer and any other officer or agent of the Cooperative charged with responsibility for the custody of any of its funds or property shall be bonded in such sum and with such surety as the board shall determine. The board in its discretion may also require any other officer, agent or employee of the Cooperative to be bonded in such amount and with such surety as it shall determine.

SECTION 10. Compensation. The compensation, if any, of any officer, agent or employee who is also a director or close relative of a director shall be determined as provided in Section 11 of Article IV of these Bylaws, and the powers, duties and compensation of any other officers, agents and employees shall be fixed or a plan therefor approved by the Board of Directors.

Witness: Jerry Carter

SECTION 11. Reports. The officers of the Cooperative shall submit at each annual meeting of the members reports covering the business of the Cooperative for the previous fiscal year. Such reports shall set forth the condition of the Cooperative at the close of such fiscal year.

SECTION 12. Indemnification of President/CEO, Officers, Directors, Staff Employees and Agents. The Cooperative shall indemnify any person who was or is a party, or is threatened to be made a party to any threatened, pending, or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by, or in the right of, the Cooperative) by reason of the fact that such person is or was a President/CEO, director, officer, staff employee or agent of the Cooperative, or who is or was serving at the request of the Cooperative as a President/CEO, director, officer, staff employee or agent of another cooperative, association, corporation, partnership, joint venture, trust or other enterprise, against expenses (including all costs of defense), judgments, fines and amounts paid in settlement actually and reasonably incurred by such person in connection with such action, suit or proceeding, if such person acted in good faith and in a manner such person reasonably believed to be in, or not opposed to, the best interest of the Cooperative, and, with respect to any criminal action or proceeding, had no reasonable cause to believe the conduct of such person was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent, shall not of itself, create a presumption that the person did not act in good faith and in a manner which such person reasonably believed to be in, or not opposed to, the best interest of the Cooperative, and with respect to any criminal action or proceeding, had reasonable cause to believe that the conduct of such person was unlawful.

To the extent that a President/CEO, director, officer, staff employee or agent of the Cooperative has been successful, on the merits or otherwise, in the defense of any action, suit or proceeding referred to in paragraph 1, (and, in addition, actions by or in the right of, the Cooperative) of any claim, issue or matter therein, such person shall be indemnified against expenses (including all costs of defense) actually and reasonably incurred by such person in connection therewith.

The indemnity herein provided shall be co-extensive with those authorized under Kentucky Revised Statute Chapter 271B and shall be effective in accordance with all of the terms and conditions of such statute.

The Cooperative may purchase and maintain insurance on behalf of any person who is or was a President/CEO, director, officer, staff employee or agent of the Cooperative, or who is or was serving at the request of the Cooperative as a President/CEO, director, officer, staff employee or agent of another cooperative, association, corporation, partnership, joint venture, trust or other enterprise, against any liability asserted against such person and incurred by such person in any such capacity, or arising out of the status of such person as such, whether or not the Cooperative would have the power to indemnify such person against such liability under the provisions of this bylaw.

ARTICLE VII FINANCIAL TRANSACTIONS

SECTION 1. Contracts. Except as otherwise provided by law or these Bylaws, the Board of Directors may authorize any cooperative officer, agent or employee to enter into any contract or execute and deliver any instrument in the name and on behalf of the Cooperative, and such authority may be general or confined to specific instances.

SECTION 2. Checks, Drafts, etc. All checks, drafts or other orders for the payment of money, and all notes, bonds, or other evidences of indebtedness, issued in the name of the Cooperative, shall be signed or countersigned by such officer, agent or employee of the Cooperative and in such manner as shall from time to time be determined by resolution of the Board of Directors.

SECTION 3. Deposits, Investments. All funds of the Cooperative shall be deposited or invested from time to time to the credit of the Cooperative in such bank or banks or in such financial securities or institutions as the Board of Directors may select.

ARTICLE VIII WAIVER OF NOTICE

Any member or director may waive, in writing, any notice of meetings required to be given by these Bylaws. The attendance of a member or board member at any meeting shall constitute a waiver of notice of such meeting by such member or board member, except in case a member or board member shall attend a meeting for the express purpose of objecting to the transaction of any business on the ground that the meeting has not been lawfully called or convened.

ARTICLE IX
AMENDMENTS

These Bylaws may be altered, amended or repealed by the Board of Directors at any regular or special board meeting; PROVIDED, that the notice of the meeting, shall have contained a copy of the proposed alteration amendment or repeal or an accurate summary explanation thereof. A copy of each alteration, amendment or repeal shall be furnished to the Administrator of Rural Utilities Service and National Rural Utilities Cooperative Finance Corporation and notice of same shall be published in the Cooperative's monthly newsletter or the Kentucky Living within a reasonable time after adoption.

ARTICLE X
RULES OF ORDER

Parliamentary procedure at all meetings of the members, of the Board of Directors, of any Committee provided for in these Bylaws and of any other Committee of the members or Board of Directors which may from time to time be duly established shall be governed by the most recent edition of Robert's Rules of Order, except to the extent such procedure is otherwise determined by law or by the Cooperative's Articles of Incorporation or Bylaws.

ARTICLE XI
NON-PROFIT OPERATION

SECTION 1. Interest or Dividends on Capital Prohibited. The Cooperative shall at all times be operated on a cooperative non-profit basis for the mutual benefit of its patrons. No interest or dividends shall be paid or payable by the Cooperative on any capital furnished by its patrons.

SECTION 2. Patronage Capital in Connection with Furnishing Electric Energy. In the furnishing of electric energy, the Cooperative's operations shall be so conducted that all patrons will, through their patronage, furnish capital for the Cooperative. In order to induce patronage and to assure that the Cooperative will operate on a non-profit basis the Cooperative is obligated to account on a patronage basis to all its patrons for all amounts received and receivable from the furnishing of electric energy in excess of operating costs and expenses properly chargeable against the furnishing of electric energy. All such amounts in excess of operating costs and expenses at the moment of receipt of the Cooperative are received with the understanding that they are furnished by the patrons as capital. The Cooperative is obligated to pay by credits to a capital account for each patron all such amounts in excess of operating costs and expenses. The books and records of the Cooperative shall be set up and kept in such a manner that at the end of each fiscal year the amount of capital, if any, so furnished by each patron is clearly reflected and credited in an appropriate record to the capital account of each patron, and the Cooperative shall within a reasonable time after the close of the fiscal year notify each patron of the amount of capital so credited to his account if requested. All such amounts credited to the capital account of any patron shall have the same status as though they had been paid to the patron in cash in pursuant of a legal obligation to do so and the patron had then furnished the Cooperative corresponding amounts for capital.

All other amounts received by the Cooperative from its operations in excess of costs and expenses shall, insofar as permitted by law, be

- (a) used to offset any losses incurred during the current or any prior fiscal year, and
- (b) to the extent not needed for that purpose, allocated to its patrons on a patronage basis, and any amount so allocated shall be included as a part of the capital credited to the accounts of patrons, as herein provided.

In the event of dissolution or liquidation of the Cooperative, after all outstanding indebtedness of the Cooperative shall have been paid, outstanding capital credits shall be retired without priority on a pro rata basis before any payments are made on account of property rights of members; PROVIDED, that insofar as gains may at that time be realized from the sale of any appreciated asset, such gains shall be distributed to all persons who were patrons during the period the asset was owned by the cooperative in proportion to the amount of business done by such patrons during that period, insofar as is practicable, as determined by the Board of Directors before any payments are made on account of property rights of members. If at any time prior to dissolution or liquidation, the Board shall determine that the financial condition of the Cooperative will not be impaired thereby, the capital credited to patrons' accounts may be retired in full or in part. Any such retirements of capital shall be made on any method of allocation, basis, priority and order of retirement that the Board in its discretion determines to be just and

equitable and in furtherance of the cooperative interest. FURTHERMORE, the Board of Directors shall have the power to adopt rules providing for the separate retirement of that portion ("power supply or other service or supply portion") of capital credited to the accounts of patrons which corresponds to capital credited to the account of the Cooperative by an organization furnishing power supply or any other service or supply to the Cooperative. Such rules shall:

- (a) establish a method for determining the portion of such capital credited to each patron for each applicable fiscal year;
- (b) provide for separate identification on the Cooperative's books of such portions of capital credited to the Cooperative's patrons;
- (c) provide for appropriate notifications to patrons with respect to such portions of capital credited to their accounts; and
- (d) preclude a general retirement of such portions of capital credited to patrons for any fiscal year prior to the general retirement of other capital credited to patrons for the same year or of any capital credited to patrons for any prior fiscal year.

Capital credited to the account of each patron shall be assignable only on the books of the cooperative pursuant to written instructions from the assignor and only to successors in interest or successors in occupancy in all or a part of such patron's premises served by the Cooperative, unless the Board of Directors, acting under policies of general application, shall determine otherwise.

Notwithstanding any other provisions of these Bylaws, the Board of Directors shall at its discretion have the power at any time upon the death of any patron who was a natural person (or, if as so provided for in the preceding paragraph, upon the death of an assignee of the capital credits of a patron, which assignee was a natural person), if the legal representatives of his estate shall request in writing that the capital so credited or assigned, as the case may be, be retired prior to the time such capital would otherwise be retired under the provisions of the Bylaws, to retire such capital immediately upon such terms and conditions as the Board of Directors, acting under policies of general application to situations of like kind, and such legal representatives, shall agree upon; PROVIDED, however, that the financial condition of the Cooperative will not be impaired thereby; and FURTHER PROVIDED that no payment of capital credits to the estate of a deceased member shall be made except to the extent said credits represent margins earned by the Cooperative or other cooperatives of which this Cooperative is a member. This shall be construed to exclude capital credits assigned after 1982, but not paid in cash by such other cooperatives, except for capital credits of which this cooperative may be reasonably assured of collection within the next seven (7) years. Separate records shall be kept of Patronage Capital received and receivable.

The Cooperative, before retiring any capital credited to any patron's account, shall deduct therefrom any amount owing by such patron to the Cooperative.

The patrons of the Cooperative, by dealing with the Cooperative, acknowledge that the terms and provisions of the Articles of Incorporation and Bylaws shall constitute and be a contract between the Cooperative and each patron, and both the Cooperative and the patrons are bound by such contract, as fully as though each patron had individually signed a separate instrument containing such terms and provisions. The provisions of this Article of the Bylaws shall be called to the attention of each patron of the Cooperative by posting in a conspicuous place in the Cooperative's offices.

ARTICLE XII
DISPOSITION AND PLEDGING OF PROPERTY; DISTRIBUTION
OF SURPLUS ASSETS ON DISSOLUTION

SECTION 1. Disposition of Property. The Cooperative may not sell, mortgage, lease or otherwise dispose of or encumber all or any substantial portion of its property unless such sale, mortgage, lease or other disposition or encumbrance is authorized at a meeting of the members thereof by the affirmative vote of not less than two-thirds of all the members of the Cooperative, and unless the notice of such proposed sale, mortgage, lease or other disposition or encumbrance shall have been contained in the notice of the meeting; PROVIDED, however, that notwithstanding anything therein contained, the board of the Cooperative, without authorization by the members thereof shall have full power and authority to authorize the execution and delivery of a mortgage or mortgages or a deed or deeds of trust upon, or the pledging or encumbering of, any or all the property, assets, rights, privileges, licenses, franchises and permits of the Cooperative, whether acquired or to be acquired, and wherever situated, as well as the revenues and income therefrom, all upon such terms and conditions as the board shall determine, to secure any indebtedness of the Cooperative to the United States of America or any agency or instrumentality thereof, the National Rural Utilities Cooperative Finance Corporation, and any other agency, where mortgage arrangements can be accommodated and approved by the Rural Utilities Service. A substantial portion

as used in this Article shall be defined as at least ten per cent (10%) of the value of the property of the Cooperative other than merchandise and property acquired for resale during any one fiscal year.

SECTION 2. Distribution of Surplus Assets on Dissolution. Upon the Cooperative's dissolution, any assets remaining after all liabilities or obligations of the Cooperative have been satisfied and discharged shall, to the extent practicable as determined by the Board of Directors, not inconsistent with the provisions of the third paragraph of Section 2 of Article XI of these Bylaws be distributed without priority but on a patronage basis among all persons who are members of the Cooperative; PROVIDED, however, that if in the judgment of the board the amount of such surplus is too small to justify the expense of making such distribution, the board may, in lieu thereof, donate, or provide for the donation of, such surplus to one or more nonprofit charitable or educational organizations that are exempt from Federal income taxation.

ARTICLE XIII

PATRON'S DUTY TO SUPPLY ADDRESS, PROCEDURE IN GIVING NOTICE MAKING DISTRIBUTIONS TO PATRONS, ABANDONMENT AND RECOVERY OF UNCLAIMED PROPERTY

SECTION 1. Duty to Supply Address. It is the duty of each patron (including in the meaning of the word "patron" members, former members, non-members and successors in interest or successors in occupancy to all or part of a patron's premises served by the Cooperative) to keep the Cooperative informed of his/her current address. It is the duty of the legal representative of deceased patrons to inform the Cooperative promptly of their identity and qualification and current address. In giving notices, in making payments, refunds and other distributions to patrons the Cooperative may rely solely on the last addresses given by them, their successors or legal representatives. Failure to supply such information shall constitute the waiver of any notice.

SECTION 2. Giving Notice, Making Distributions. All notices given by the Cooperative, all refunds made by it, and distributions of capital credits, patronage refunds and book equities shall be deemed to have been given when the same, or a check, draft, or certificate therefor has been deposited in the United States mail with the postage thereon prepaid, addressed to the patron or his legal representative at his last known address as shown on the records of the Cooperative.

SECTION 3. Abandonment and Recovery of Unclaimed Property. The property in any capital credits, patronage refunds, or book equities sought to be distributed by the Cooperative to its patrons shall, be deemed to have been abandoned, and the amounts of money represented thereby may be treated as incidental income of the Cooperative for the appropriate year, either under a general

rule or special resolution of the board, when checks, drafts, certificates or other instruments of distribution and payment remain in the hands of the Cooperative for a period of five (5) years after the tender thereof to the patron in person, or the mailing thereof in the manner provided for in the Bylaws, and;

- (a) acceptance of delivery has been refused and legal action has not been taken by the owner; or
- (b) the owner cannot be found, and after having been mailed to him at his last known address as provided for in these Bylaws the checks, drafts, certificates or other instruments of distribution or payment have been returned by the United States mail unclaimed, and the amounts have not been called for; or
- (c) presentment for payment or surrender for capital has not been made, or action taken by the owner to claim the right.

**ARTICLE XIV
SEAL**

The Corporate seal of the Cooperative shall be in the form of a circle and shall have inscribed thereon the name of the Cooperative and the words "Corporate Seal, Kentucky."

**ARTICLE XV
CHANGE IN RATES**

Written notice shall be given to the Administrator of the Rural Utilities Service of the United States of America not less than ninety (90) days prior to the date upon which any proposed change in rates charged by the Cooperative for electric energy becomes effective.

**ARTICLE XVI
FISCAL YEAR**

The fiscal year of the Cooperative shall begin on the first (1st) day of January of each year and shall end on the thirty-first (31st) day of December of the same year.

**ARTICLE XVII
AREA COVERAGE**

The board shall make diligent effort to see that electric energy service is extended to all unserved persons within the Cooperative service area who

- (a) desire such service, and
- (b) meet all reasonable requirements established by the Cooperative as a condition of such service.

INTER-COUNTY ENERGY COOPERATIVE CORPORATION

ARTICLES OF INCORPORATION

The incorporators whose names are hereunto signed, being natural persons and citizens of the Commonwealth of Kentucky, have executed these Articles of Incorporation for the purpose of forming a cooperative corporation not organized for pecuniary profit pursuant to the "Rural Electric Cooperative Corporation Act" which was passed by the General Assembly of Kentucky, at a Special Session, 1936, and approved on January 18, 1937, in accordance with the following provisions:

ARTICLE I

The name of the Corporation shall be, "Inter-County Energy Cooperative Corporation."

ARTICLE II

The purpose for which this corporation is formed is to engage in any and all lawful business and/or activity authorized pursuant to Kentucky law including but not limited to promote and encourage the fullest possible use of electric energy in the Commonwealth of Kentucky by making electric energy available by production, transmission or distribution, or both, to or by otherwise securing the same for the habitants of and persons in the Commonwealth of Kentucky at the lowest cost consistent with sound business methods and prudent management of the business of the Corporation and also by making available to the said inhabitants as foresaid electrical devices, equipment, wiring, appliances, fixtures and supplies and all kinds of tools, equipment and machinery, (including any fixture or property of both which may by its use be conducive to a more complete use of electricity or electric energy) operated by electricity or electric energy and, without limiting the generality of the foregoing:

(a) To generate, manufacture, purchase, acquire and accumulate electric energy for its members and non-members to the extent permitted by the Act under which the Corporation is formed, or otherwise authorized by law, and to transmit, distribute, furnish, sell and dispose of such electric energy to its members and non-members to the extent permitted by the Act under which the Corporation is formed, or otherwise permitted by law, and to construct, erect, purchase, lease as lessee and in any manner acquire, own, hold, maintain, operate, sell, dispose of, lease as lessor, exchange and mortgage plants, buildings, works, machinery, supplies, apparatus, equipment and electric transmission and distribution lines or systems necessary, convenient or useful for carrying out and accomplishing any or all of the foregoing purposes;

(b) To acquire, own, hold, use, exercise and, to the extent permitted by law, to sell, mortgage, pledge, hypothecate and in any manner dispose of franchises, rights, privileges, licenses, rights-of-way and easements necessary, useful or appropriate to accomplish any or all of the purposes of the Corporation;

(c) To purchase, receive, lease as lessee, or in any other manner acquire, own, hold, maintain, use, convey, sell, lease as lessor, exchange, mortgage, pledge or otherwise dispose of any and all real and personal property or any interest therein necessary, useful or appropriate to enable the Corporation to accomplish any or all of its purposes;

(d) To assist its members to wire their premises and install therein electrical and plumbing appliances, fixtures, machinery, supplies, apparatus and equipment of any and all kinds and character (including, without limiting the generality of the foregoing, such as are applicable to water supply and sewage disposal) and, in connection therewith and for such purposes, to purchase, acquire, lease, sell, distribute, install and repair, electrical and plumbing appliances, fixtures, machinery, supplies, apparatus and equipment of any and all kinds and character (including without limiting the generality of the foregoing, such as are applicable to water supply and sewage disposal) and to receive, acquire, endorse, pledge, guarantee, hypothecate, transfer or otherwise dispose of notes and other evidences of indebtedness and all security therefor;

(e) To borrow money, to make and issue bonds, notes and other evidences of indebtedness, secured or unsecured, for monies borrowed

or in payment for property acquired, or for any of the other objects, or purposes of the Corporation; to secure the payment of such bonds, notes, or other evidences of indebtedness by mortgage or mortgages, or deed or deeds, of trust upon, or by the pledge of our other lien upon any or all of the property, rights, privileges, or permits of the Corporation, wheresoever situated, acquired or to be acquired;

(f) To exercise the right of eminent domain in its corporate name, and in the manner provided by the condemnation laws for acquiring private property for public use;

(g) To do and perform either for itself or for its members any and all acts and things under, through or by means of its own officers, agents and employees or by contracts with any person, federal agency, corporation, cooperative association or municipality, and to have and exercise any and all powers as may be necessary or convenient to accomplish any or all of the foregoing purposes or as may be permitted by the act under which this corporation is formed or as may now or hereafter be authorized by law or which are not prohibited by law and to exercise any of its powers anywhere.

ARTICLE III

The principal office of the Corporation shall be located at Danville, in the County of Boyle, Commonwealth of Kentucky.

ARTICLE IV

The operations of the Corporation are to be conducted in the counties of Boyle, Mercer, Washington, Marion, Lincoln and Garrard, and in such other counties as such operations may from time to time become necessary or desirable in the interest of this corporation or its members.

ARTICLE V

The number of directors of the Corporation shall not be less than five (5) nor more than eleven (11). Unless otherwise provided in the Bylaws, the number of directors shall be seven (7).

ARTICLE VI

The names and post office addresses of the directors who are to manage and conduct the affairs of the Corporation until the first annual meeting of the members or until their successors shall have been elected and shall have qualified, are:

NAMES
William H. Rogers
Kearney Adams
P.E. Hughes
Beeler Whitlock
Robinson Cook

POST OFFICE ADDRESSES
Harrodsburg, Ky.
Lancaster, Ky.
Raywick, Ky.
Gravel Switch, Ky.
Harrodsburg, Ky.

ARTICLE VII

The duration of the Corporation is: Perpetual.

ARTICLE VIII

SECTION 1. The Corporation shall have no capital stock and the property rights and interests of each member shall be equal.

SECTION 2. Any person, firm, corporation or body politic may become a member in the Corporation by:

- (a) paying the membership fee specified by the Bylaws;
- (b) agreeing to purchase from the Corporation electric energy as specified in the Bylaws; and

(c) agreeing to comply with and be bound by these Articles of Incorporation and the Bylaws of the Corporation and any amendments thereto and such rules and regulations as may from time to time be adopted by the Board of Directors.

PROVIDED, however, that no person, firm, corporation or body politic shall become a member unless and until he or it has been accepted for membership by the Board of Directors or the members in the manner provided for in the Bylaws. No person, firm, corporation or body politic may own more than one (1) membership in the Corporation.

A husband and wife may jointly become a member and their application for a joint membership may be accepted in accordance with the foregoing provisions of this Section, provided the husband and wife comply jointly with the foregoing provisions of the above subdivisions (a), (b), and (c).

SECTION 3. Membership in the Corporation shall be terminated by death, cessation of existence, expulsion or withdrawal of the member as provided in the Bylaws of the Corporation. Termination of membership in any manner shall not release the member, or his estate from the debts or liabilities of such member to the Corporation.

SECTION 4. Each member shall be entitled to one (1) vote and no more upon each matter submitted to a vote at a meeting of the members. At all meetings of the members at which a quorum is present, all questions shall be decided by a vote of a majority of the members voting thereon in person or by any other method as provided in the Bylaws. Members sharing a joint membership shall jointly be entitled to one (1) vote and no more upon each matter submitted to a vote at a meeting of the members.

SECTION 5. The private property of the members of the Corporation shall be exempt from execution for the debts of the Corporation and no member or incorporator shall be individually liable or responsible for any debts or liabilities of the Corporation.

SECTION 6. The Bylaws of the Corporation may by other terms and conditions upon which persons shall be admitted to and retain membership in the Corporation not inconsistent with these Articles of Incorporation or the Act under which the Corporation is organized.

ARTICLE IX

SECTION 1. The Board of Directors shall have power to make and adopt such rules and regulations not inconsistent with these Articles of Incorporation or the Bylaws of the Corporation as it may deem advisable for the management, administration and regulation of the business and affairs of the Corporation.

SECTION 2. Directors of the Corporation shall be members thereof.

ARTICLE X

The Corporation may amend, alter, change or repeal any provision contained in these Articles of Incorporation in the manner now or hereafter prescribed by law.

IN WITNESS WHEREOF, We hereunto subscribe our names this 12th day of June, 1937.

(Signed) William H. Rogers
Kearney Adams
P. E. Hughes
Beeler Whitlock
Robinson Cook

STATEMENT OF NONDISCRIMINATION

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

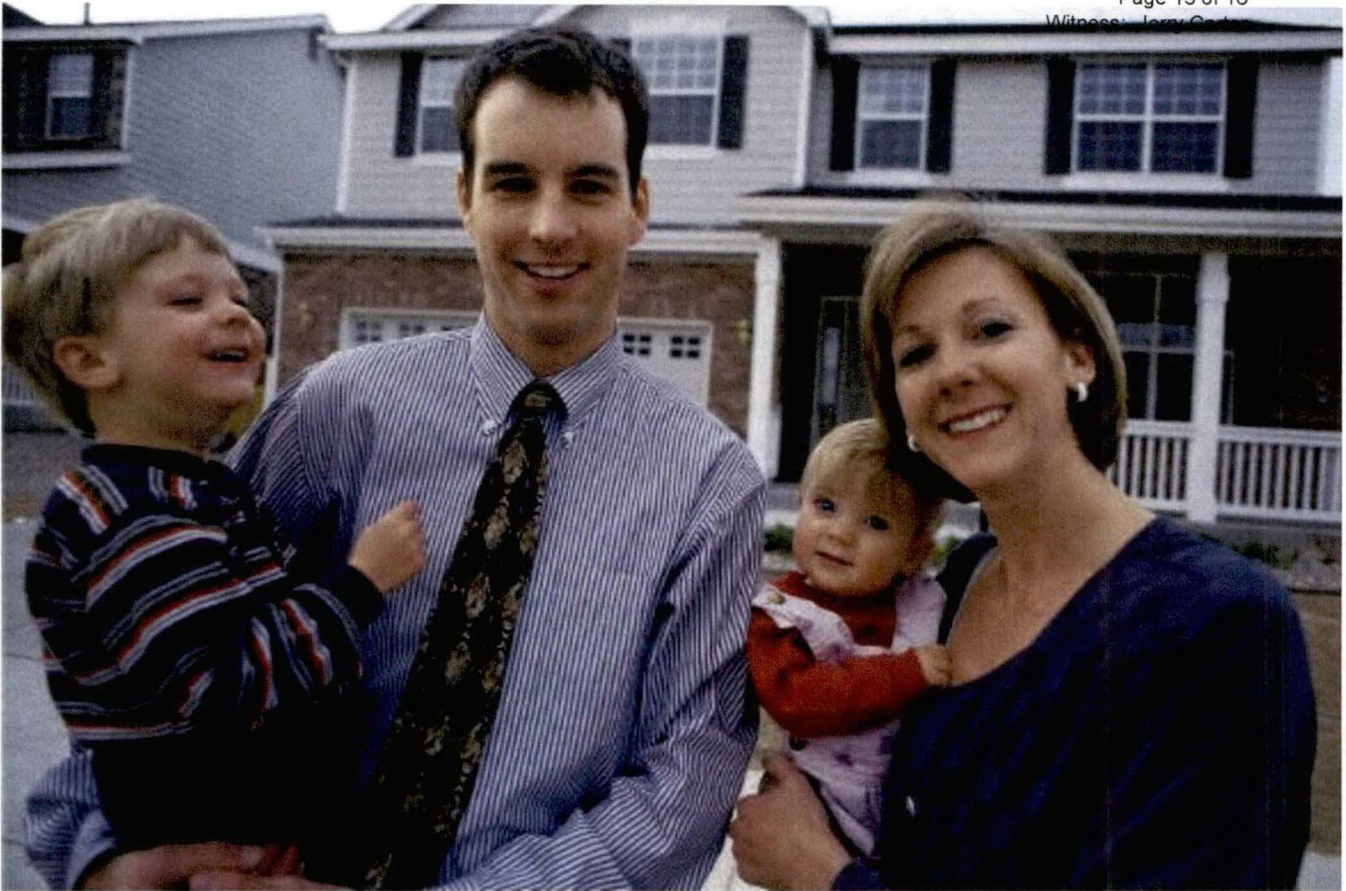
Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call

(866) 632-9992. Submit your completed form or letter to USDA by:

- (1) mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;
- (2) fax: (202) 690-7442; or
- (3) email: program.intake@usda.gov.

USDA is an equal opportunity provider, employer, and lender.




Protect yourself and your loved ones

Check for and eliminate electrical hazards in your home:

- Replace missing or broken wall plates.
- Check for loose-fitting plugs.
- Check for outlets overloaded with multiple adapters & plugs.
- Have an electrician check outlets or switch plates that are discolored or warm to the touch.
- Make sure light bulb wattage matches the fixture requirements.
- Replace electrical cords that have frays or broken casing.
- Make sure outlets have Ground Fault Circuit Interrupters (GFCIs) in the kitchen, bathroom, laundry and outside.

To learn more about electrical safety, please visit our web site at www.intercountyenergy.net.



A Touchstone Energy[®] Cooperative 

**ARTICLE V
MEETINGS OF BOARD OF DIRECTORS**

SECTION 3. Notice of Directors Meeting. Written notice of the date, time, place (or telephone conference call) and purpose or purposes of any special meeting of the board and, when the business to be transacted thereat shall require such, of any regular meeting of the board shall be delivered to each director not less than five (5) days prior thereto, *by one or more of the following methods:* either personally, ~~or~~ by mail, by *electronic mail* or at the direction of the Secretary, or upon a default in this duty by the Secretary, by him or those calling it in the case of a special meeting or by any director in the case of a meeting the date, time and place of which have already been fixed by board resolution. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the director at his address as it appears on the records of the Cooperative, with first class postage thereon prepaid, and postmarked at least five (5) days prior to the meeting date. The attendance of a director at any meeting of the board shall constitute a waiver of notice of such meeting unless such attendance shall be for the express purpose of objecting to the transaction of any business or of one or more items of business, on the ground that the meeting shall not have been lawfully called or convened.

MENTIONS OF PROXIES IN THE BYLAWS

SECTION 6. Proxies. ~~At the meetings of members, a member may vote by proxy executed in writing by the member. All proxies shall be received by 5:00 p.m. EST on the fourth (4th) day before the meeting for which it is proposed to be used. All proxies shall be filed on such forms as supplied by the Cooperative and shall be received by the Credentials and Elections Officer or his/her designated agent(s) at the Cooperative's headquarters building on Hustonville Road, Danville, Kentucky or placed in the night depository box at the headquarters. No proxy shall be voted at any meeting of the members unless it shall designate the particular meeting at which it is to be voted, and no proxy shall be voted at any meeting other than the one so designated or any adjournment or adjournments of such meeting. No member shall vote as proxy for more than three (3) members at any meeting of the members except where such person is exercising a proxy in connection with the borrowing of funds from the United States of America, the National Rural Utilities Cooperative Finance Corporation, and any other Agency where mortgage arrangements can be accommodated and approved by the Rural Utilities Service, or a sale, mortgage, lease or other disposition or encumbrance of property to United States of America or any agency or instrumentality thereof, the National Rural Utilities Cooperative Finance Corporation, and any other Agency, where mortgage arrangements can be accommodated and approved by the Rural Utilities Service, or in connection with the raising of the debt limit of the Cooperative or an amendment to the Articles of Incorporation thereof. Members shall date their signature to any proxy they execute as of the date they execute that proxy. No proxy shall be valid after sixty (60) days from the date of its execution. Any member wishing to revoke a proxy shall do so in person on or before the deadline for the filing of a proxy as described above. In the event a properly filed proxy is received and properly filed revocation of that proxy is received then the proxy shall be deemed to have been revoked. The presence of a member at a meeting of the members shall not revoke a proxy theretofore executed by him/her and such member shall not be entitled to vote at such meeting. Any proxy valid at any meeting shall be valid at any adjournment thereof unless the proxy itself specifies otherwise or is subsequently revoked by another proxy or by the presence in person of the member of such adjournment. A proxy may be unlimited as to the matters of which it may be voted or it may be restricted; a proxy containing no restriction shall be deemed to be unlimited. In the event a member executes two or more proxies for the same meeting or for any adjournment thereof, the most recently dated proxy shall revoke all others; if such proxies carry the same date and are held by different persons, none of them will be valid or recognized.~~

SECTION 6. Absentee Balloting. Prior to the meeting of members, a member may vote by absentee ballot. All absentee ballots shall be cast by 5:00 p.m. Eastern Standard Time no more than twenty-one (21) days and no less than seven (7) days before the meeting for which it is proposed to be used. All absentee ballots shall be cast in person on such ballots as supplied by the Cooperative and shall be received by the Credentials and Elections Officer or his/her designated agent(s) at the Cooperative's headquarters building on 1009 Hustonville Road, Danville, Kentucky or the Cooperative's district office located at 46 Old Kentucky 68, Lebanon, Kentucky. Absentee ballots can only be secured and voted at those office locations. Once an absentee ballot is cast, it cannot be revoked. The presence of a member at a meeting of the

members shall not revoke an absentee ballot theretofore executed by him/her and such member shall not be entitled to vote at such meeting.

SECTION 7. Members to Register With Credentials and Elections Officer. Credentials and Elections Committee.

(a) Not less than one hundred-five (105) nor more than one hundred-forty (140) days before the annual meeting of the members, the Board of Directors shall appoint a Credentials and Elections Officer who may be the secretary of the Board or any other person designated by the Board. It is the duty of each member attending a meeting of the members to make his/her presence known by registering with the Credentials and Elections Officer or person designated by the Board before or at the time the meeting is called to order.

(b) Not less than one hundred-five (105) nor more than one hundred-forty (140) days before the annual meeting of the members, the Board of Directors shall appoint a Credentials and Elections Committee "Committee" under the provisions of Article IV, Section 5 of these Bylaws nominating a member to serve as director. The Committee shall consist of four (4) Cooperative members in good standing, one (1) from each district other than in which a director's term expires who would qualify to be a Director under Article IV, Section 3, but must not be: existing Cooperative employees, agents, officers, directors or known candidates for director, and who are not close relatives or members of the same household thereof. The Committee shall:

- i. elect its own Chairman and Secretary;
- ii. establish or approve the manner of conducting member registration and any ballot or other voting, to pass upon all questions that may arise with respect to the registration of members in person, to count all ballots or other votes cast in any election or in any other matter
- iii. to rule upon the effect of any ballots or other vote irregularly or indecisively marked or cast, to rule upon all other questions that may arise relating to member voting and the election of directors (including but not limited to the validity of petitions of nomination, absentee ballots proxies, or the qualifications of candidates and the regularity of the nomination and election of directors) and;
- iv. to pass upon any protest or objection filed with respect to any election or affecting the results of any election. In the exercise of its responsibility, the Committee shall have available to it the advice of counsel provided by the Cooperative. In the event a protest or objection is filed concerning any election, such protest or objection must be filed during, or within three (3) business days following the adjournment of the meeting in which the voting is conducted. The Committee shall thereupon be reconvened, upon notice from its Chairman, not less than seven (7) days after such protest or objection is filed. The Committee shall hear such evidence as is presented by the protestor(s) or objector(s), who may be heard in person, by counsel, or both, any opposing evidence;

and the Committee, by a vote of a majority of those present and voting, shall, within a reasonable time but not later than thirty (30) days after such hearing, render its decision, the result of which may be to affirm the election, to change the outcome thereof, or to set it aside. The Committee may not affirmatively act on any matter unless a majority of the Committee is present. The Committee's decision (as reflected by a majority of those actually present and voting) on all matters covered by this Section shall be final. As determined by the Board, the Cooperative may reasonably compensate and/or reimburse the Credential and Elections Committee members for time and expenses incurred in serving on the Committee.

(c) The Credentials and Elections Officer's record of the names of members registered with him/her shall be prima facie evidence of the presence in person of such members at the meeting and with the list of absentee ballots proxies filed shall serve as the roll of members present at the meeting. Said roll, certified by the Secretary, shall be filed by him/her with the records of the corporation.

(d) On the day and prior to the hour for the meeting, the Credentials and Elections Officer shall be responsible for providing at the place of meeting conveniently located and clearly marked, tables or desks at which his/her agents shall be present to register members attending in person and to receive and file absentee ballots proxies; and sufficient opportunity shall be given for registering in person and the filing of absentee ballots proxies

SECTION 8. Order of Business. The order of business at the annual meeting of members, and so far as possible at all other meetings of members, shall be substantially as follows:

1. The call to order and report on the number of members present in person and by proxy absentee ballot in order to determine the existence of a quorum.
2. Reading of the notice of the meeting and proof of the due publication or mailing thereof, or the waiver or waivers of notice of the meeting, as the case may be.
3. Reading of unapproved minutes of previous meetings of the members and the taking of necessary action thereon.
4. Presentation and consideration of reports of Officers, Board members, and Committees.
5. Election of Board members.
6. Unfinished business.
7. New business.
8. Adjournment.

Notwithstanding the foregoing, the Board of Directors or the members themselves may from time to time establish a different order of business for the purpose of assuring the earlier consideration of and action upon any item of business the transaction of which is necessary or desirable in advance of any other item of business; PROVIDED, that no business other than adjournment of the meeting to another time and place may be transacted until and unless the existence of a quorum is first established and is present at the time of any vote.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

13. Provide Inter-County's equity management plan. Indicate when the plan was adopted and identify any changes made in the plan since the period used as the test year in Inter-County's most recent rate case. Provide a five-year analysis of the amount of capital credits refunded to members under the plan and indicate the amounts related to general retirements and special retirements (i.e., estates of deceased patrons).

Response: A copy of the equity management plan is attached to this response. The plan was adopted on October 14, 2005 and was revised on February 18, 2011. The plan has not been amended since the end of the test year. Please see the table below for the 5-year analysis of capital credits refunded to members.

Year	Estates	General	Total
2017	\$309,277.25	\$951,101.95	\$1,260,379.20
2016	\$260,423.34	\$963,628.15	\$1,224,051.49
2015	\$207,611.30	\$147,063.48	\$354,674.78
2014	\$301,102.74	\$1,721,846.98	\$2,022,949.72
2013	\$282,313.30	\$764,252.53	\$1,046,565.83
Total	\$1,360,727.93	\$4,547,893.09	\$5,908,621.02

BOARD POLICY NO. 413A

EQUITY MANAGEMENT

I. PURPOSE

To set forth policy relating to management of the cooperative's equity, including its role in the long-term financing of facilities, as well as possible periodic rotation of patronage capital returns.

II. POLICY

A. Equity Management Considerations

Development and implementation of this board's plan to manage the cooperative's equity will take into account any relevant economic, strategic, regulatory and other considerations including:

1. The cooperative's growth prospects and need for utility plant financing and its expected debt service earnings coverage capacity.
2. Its rate competitiveness, including factors such as the need to accumulate equity or reduce consumers' effective costs by returning their capital as patronage dividends.
3. Legal, tax and other regulations, and accounting principles.

B. Approval of Equity Management Plan

As directed by the board, cooperative management will prepare or update its equity management plan, including the following elements:

1. A range of forecasted growth rates in total capitalization of the cooperative, based upon expected increases in memberships and electricity sales.
2. Estimated debt financing requirements and their blended costs.
3. Goals for debt service coverage, from earnings and debt/equity ratio, over the forecast period.
4. Annual consideration of a capital credit rotation cycle.
5. Balance sheet equity goals.

C. Monitoring and Correction of Equity Management

Management shall be held accountable for achievement of the cooperative's equity management plan, as approved by the board, and will routinely report on progress toward its objectives, as well as opportunities to improve the cooperative's plans and this policy.

Effective: October 14, 2005
Revised: February 18, 2011
Reviewed: February 21, 2012

Reviewed: February 15, 2013
Reviewed: February 21, 2014
Reviewed: February 20, 2015

Reviewed: February 23, 2016
Reviewed: February 17, 2017
Reviewed: February 16, 2018

INTER-COUNTY ENERGY COOPERATIVE

EQUITY MANAGEMENT PLAN

In accordance with Inter-County Energy Policy #413A, the Cooperative shall develop and implement an equity management plan.

Purpose

The purpose of this equity management plan is to provide direction to the Cooperative's Board and CEO in the governance and management of equity capital provided by its members and debt capital provided by lenders.

Supporting Information

The equity management plan shall be developed and implemented as guided by the following documents and analyses:

1. IRS Code 501 (C) (12)
2. Inter-County Energy Bylaws
3. RUS, CFC and other mortgages and loan documents.
4. Inter-County Energy Policy #413A
5. 10-Year Financial Forecast
6. Other relevant information and analyses related to equity and debt capital.

Plan Components

1. **Target Equity:** The Cooperative shall seek to maintain an equity to assets ratio between 30%–35%.
2. **Times Interest Earned Ratio:** The Cooperative shall establish annual budgets that provide for a TIER that will provide for the achievement of the target equity ratio and shall meet minimum lender requirements.
3. **Debt Service Coverage:** The Cooperative shall establish annual budgets that provide for a DSC that will provide for the achievement of the target equity ratio and shall meet minimum lender requirements.
4. **Capital Credit Allocations:** The Cooperative shall allocate annual margins as capital credits using industry accepted method(s) that most appropriately allocates capital credits in proportion to the margins built into the rates and provided by each rate class. The most recent analysis supports the allocation of capital credits using the Patronage Method, except for large industrial members, for which margins are allocated based on a calculated return.
5. **Capital Credit Retirements – General:**
 - a. The Cooperative may retire approximately 4.5% - 5.5% of outstanding "Type 1 - patron" capital credits annually in accordance with Article XI, Section 2 of the Cooperative's Bylaws if the Board determines that the financial condition of the Cooperative will not be impaired and if the Cooperative's equity to assets ratio remains greater than 30% and the Cooperative met annual TIER (1.25) and DSC (1.35) requirements for the most recently completed fiscal year or subject to change of the lender's requirements.
 - b. The Cooperative shall not retire any "Type 2 – G & T" capital credits
6. **Capital Credit Retirements – Estates:** The Cooperative may retire capital credits to those deceased natural persons in as timely a manner as possible in the day-to-day operation of the Cooperative.
7. **Debt Portfolio:** The Cooperative shall optimize the use of its available sources of debt capital, maturity options and interest rate options.

Plan Review

This equity management plan shall be reviewed annually, or as circumstances dictate, and updated as required.

Effective: October 14, 2005
Reviewed: April 21, 2006
Reviewed: April 20, 2007
Reviewed: April 18, 2008
Reviewed: April 17, 2009
Reviewed: April 16, 2010
Reviewed: February 18, 2011

Reviewed: February 18, 2011
Reviewed: February 21, 2012
Revised: May 18, 2012
Reviewed: February 15, 2013
Reviewed: March 21, 2014
Reviewed: February 20, 2015
Reviewed: February 23, 2016

Reviewed: February 17, 2017
Reviewed: February 16, 2018

Witness: Jerry Carter/Sheree Gilliam

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

14. Provide Inter-County's written policies on the compensation of its attorneys, auditors, and all other professional service providers. Include a schedule of fees, per diems, and other compensation in effect during the test year. Include all agreements, contracts, memoranda of understanding, and any other documentation that explains the nature and type of reimbursement paid for professional services. If any changes occurred during the test year, indicate the effective date of these changes and the reason for these changes.

Response: Please see attached for the Board Policies 409 and 410 related to outside consultants and attorneys.

BOARD POLICY NO. 409
SERVICES OF CONSULTANTS

I. OBJECTIVE

- A. To establish the policy governing the selection, appointment and utilization of consultants.
- B. To define the relationship between consultants, the Board of Directors, and President/CEO and staff.

II. CONTENT

A. Employment and Use of Consultants

The annual budget will contain funds for the utilization of consultants who will provide services such as those described below:

1. Legal Counsel

In addition to the Corporate Counsel, legal counsel shall be composed of Special Counsel, who may be compensated on a retainer, hourly, or fee-for-services basis, or a combination thereof, and possible contract attorneys (on a non-recurring basis), who shall be compensated on an hourly or fee-for-services basis, and whose functions shall be as defined hereinafter and in the policy on Service of Legal Counsel.

2. Engineering

Engineers employed in areas such as load studies, work order inspection, construction of distribution facilities or the review of such proposed plans and designs.

3. Accounting

Certified Public Accountants employed in areas such as conducting the independent financial audit of the accounting records and related practices to meet the requirements of the Board of Directors and lending agencies, and for effective internal financial management and providing specialized accounting and tax advice and assistance.

4. Management

Management consultants engaged on a planned-when-required basis and upon acceptance of cost proposals, to study, analyze, and recommend improvements in management practices and the areas of policy formulation, planning, controls, administration of the wage and salary program, and other personnel areas.

5. Rate Consultants

Rate consultants engaged, upon acceptance of cost proposals, to undertake cost of service studies to develop proposed rates and related conditions of service.

6. Special Consultants

Consultants engaged for their specialized technical knowledge and capability on problems of a non-recurring nature.

B. Selection of Consultants

1. Principal consultants will be appointed by the Board of Directors when their services are essential to assist the board in carrying out their major functions in areas such as, but not limited to: the independent financial audit; providing legal entity, including legal advice on proposed policies and board actions and on board-manager relations; conducting load studies, cost of service, and rate studies; the independent management audit and development of board policies and advice and assistance on the board's carrying out of their major functions. However, the President/CEO will be responsible for recommending qualified persons or firms.
2. Authority is delegated to the President/CEO for the selection of specialized consultants when their services are needed to serve as an advisor to the President/CEO or staff on operating or technical problems, but the board is to be advised before such action is taken, except in cases of emergency.

C. Relationships

1. Special Counsel to the Board

- a. The Special Counsel will be hired by and will be primarily responsible to the Board of Directors and will have a direct reporting relationship to the board in areas relative to the legal entity and in providing legal advice and assistance to them where needed in carrying out their functions as board members. Counsel shall likewise be available to the President/CEO to provide legal advice and assistance when deemed advisable by the board and President/CEO.
- b. The Special Counsel shall be available to attend all board and committee meetings and perform such other legal services as may deemed necessary or desirable by the board or President/CEO.
- c. The Special Counsel shall understand that the duties will primarily involve them in those matters not otherwise normally assigned to the Corporate Counsel and staff, but that the Corporate Counsel, with the consent of the President/CEO, may utilize the services of the Special Counsel when deem it to be in the best interest of the cooperative.

- d. The Special Counsel shall serve as parliamentarian at all meetings at which he is in attendance. In counsel's absence, the Corporate Counsel will serve as parliamentarian.
- e. All bills for the services of the Special Counsel shall be submitted to the Corporate Counsel for review and comments, with final approval to be made by the President/CEO.

2. Engineer

The consulting engineer or engineering firm(s) will report to the President/CEO and to the board on reports and studies requiring board approval. All bills for engineering services shall be submitted to the President/CEO for approval and be based upon agreed fees or contracts for studies or services which have been approved by the board and which meet all requirements of lending and regulatory agencies.

3. Certified Public Accountants

The Certified Public Accountant or firm of accountants will have a direct reporting relationship to the board of directors when employed by the board to perform independent audits or records and accounts, but the President/CEO shall be kept informed and provide all possible assistance and advice in making records and accounts available. The board and/or President/CEO shall be responsible for requesting professional comments beyond the normal audit requirements and this should be included in the proposal for the audit. The basis of charges for the independent financial audit should be agreed to in advance and approved by the board. The President/CEO can request additional accounting advice and assistance beyond the scope of the audit, if required, and all bills for services of the auditors should be submitted to the President/CEO for review and approval.

4. Management Consultants

The management consultants will work with and through the President/CEO during the time devoted to studies and analysis. But, recommendations of a policy nature will be made directly to the board of directors. Also the report on the independent management audit will be made directly to the board. The board can request advice and assistance in specific areas with the report being made directly to them. Services of management consultants shall be based on agreed upon proposal approved by the board and all bills for their services should be reviewed and approved by the President/CEO.

5. Rate Consultants

The rate consultants will work with and through the President/CEO on their studies, but shall be asked to present their recommendations to the Inter-County board of directors. Services of rate consultants shall be based on agreed upon proposals approved by the board and all bills for their services should be reviewed and approved by the President/CEO.

III. **RESPONSIBILITY**

- A. The President/CEO shall recommend to the board the selection of the principal consultants, other than the independent financial auditor and the Special Counsel to the board. The board, after proper review and consideration of such recommendations, shall appoint these consultants.
- B. The President/CEO shall select and appoint other specialized consultants.
- C. The President/CEO, in consultation with the board, negotiates, within budget limitations and the requirements of lending and regulatory agencies, contracts or agreements for services of principal consultants to be recommended to the board for approval.
- D. The President/CEO negotiates contracts or agreement for services of consultants, within board policy and limitation of the budget, and advises the board before action is taken except in the case of an emergency.

EFFECTIVE DATE: AUGUST 29, 1980
REVIEWED: APRIL 15, 2011

BOARD POLICY NO. 410

SERVICES AND COMPENSATION OF LEGAL COUNSEL

I. OBJECTIVE

To recognize the value of continuing legal guidance and counsel in the ordinary and special activities of the cooperative to insure maximum protection of the legal rights of the cooperative and that operations are within the limitation prescribed by law. Legal Counsel represents the Cooperative – the entity – and not the Board or Management. Legal advice provided to the Board or Management is directed at protecting the interests of the Cooperative and not the individuals that govern it.

II. CONTENT

A. The General Counsel shall coordinate all legal services for the Cooperative and shall be responsible for the performance of all legal matters not otherwise assigned to any Special Counsel to the Cooperative. Said legal matters shall include, but not be limited to:

1. Attending, drafting and reviewing minutes of all meetings of the Board and all annual and special meetings of the Cooperative members;
2. A review of the Cooperative's Articles of Incorporation and By-laws and the rendering of opinions on current and potential legal matters that may relate to them.
3. Rendering oral or written legal opinions and advice on contemplated actions of the Board, President/CEO, or Staff.
4. Attending board meetings, unless requested otherwise by the Board President, and committee meetings, at the request of the committee Chairman, and to serve as legal advisor on matters for which responsible.
5. Serve as a legal liaison and advise the Cooperative on all substantive procedures that materially affect the Cooperative's legal status and relationship with RUS, CFC and other federal, state and local administrative or regulatory agencies.
6. Assist the Cooperative in the preparation of documents and rendering legal opinions and certificates in obtaining loan funds from RUS, CFC or other financial institutions.
7. Either represents or actively coordinate the legal representation of the Cooperative in all court proceedings in which the Cooperative may become involved, including the presentation or defense of all sort or contract claims for or against the Cooperative in federal or state courts.

8. Either represent or actively coordinate the legal representation of the Cooperative in all administrative or quasi-judicial hearings that shall specifically include all rate/loan application and certification hearings before the Public Service Commission of Kentucky or other state or federal agencies or commission, and any appeals there from.
 9. Represent the Cooperative in all aspects of the condemnation procedures involved in the acquisition of right-of-way and real property for distribution lines, substations and related facilities.
 10. Assist the Special Counsel as requested by the Board.
 11. Coordinate and administer all legal services performed on behalf of the Cooperative, except in those specific instances where the Special Counsel shall have the primary responsibility.
 12. On request, to provide or make available to the Board, President/CEO, certain designated committees or staff members and other interested persons or agencies, written summary reports on all major legal matters involving the Cooperative.
- B. A Special Counsel to the Cooperative may be retained to provide legal services which require competence in a particular field of law with the understanding that they are primarily responsible to the Cooperative although they may, as requested, provide advice to the President/CEO and coordinate their efforts with the General Counsel. The Special Counsel responsibilities include, but are not limited to:
1. Representing the Cooperative in state or federal court, or before a local, state, or federal agency; and
 2. Providing legal services regarding labor, employment, tax, antitrust, environmental or intellectual law. In providing special legal services to the Cooperative, a Special Counsel shall provide the General Counsel copies of all communications, memoranda, briefs, notices, motions and other documents prepared, filed, received or sent by the Special Counsel. As determined by the Board, the General Counsel may provide special legal services to the Cooperative.
- C. Compensation
1. The General Counsel shall be paid a reasonable fee and reasonable expenses. General Counsel shall provide legal services to the Cooperative in a cost-effective and efficient manner. The fees and expenses for General Counsel shall be specified in the Cooperative Attorney Engagement Agreement, which includes attending regular monthly board meetings and for performing services of an incidental nature and for all extra ordinary services, such as but not limited to, loans, rate applications and court proceedings.

2. The General Counsel shall be encouraged to attend those meetings concerning legal matters which are of concern to the cooperative and such other meetings which would benefit the cooperative and which are approved by the board. General Counsel shall receive the same per diem per day as directors and shall be reimbursed for all travel expense in the same manner as directors.
3. Insurance, which shall be provided for General Counsel at no cost to General Counsel, shall include:
 - a. 24-Hour Accident Insurance
 - b. Cooperative Business Travel Insurance
 - c. Managers, Officers and Directors Liability (MODL) Insurance

III. RESPONSIBILITY

- A. The Board of Directors is responsible for any changes in this policy.
- B. The Special Counsel to the Board shall, as appropriate, keep the President/CEO and the General Counsel advised of areas where legal advice is being provided the board.
- C. The Special Counsel to the Board and General Counsel shall be reasonably familiar with major matters pertaining to the cooperative.

Effective: January 1, 1983
Revised: October 14, 2005
Revised: May 31, 2011
Revised: January 25, 2016
Reviewed: January 20, 2017
Reviewed: January 22, 2018

Witness: Jerry Carter/Sheree Gilliam

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

15. Provide Inter-County's policies specifying the compensation of directors and a schedule of standard directors' fees, per diems, and other compensation in effect during the test year. If changes occurred during the test year, indicate the effective date and the reason for the changes.

Response: Please see the attached. A copy of the Inter-County policy for compensation of directors and a copy of the minutes of the Director's Compensation Committee meeting approving a change in the per diem fee paid per meeting from \$300 in 2016 to \$325 in 2017.

A schedule of the directors' fees, per diems and other compensation can be found attached to the Application filed on May 29, 2018 at Work Paper 13.

BOARD POLICY 408

DIRECTOR FEES, COMPENSATION AND EXPENSES

I. OBJECTIVE

- A. To assure fair and equitable compensation for time spent and reimbursement for expenses incurred by Directors and the Cooperative Attorney when attending regular and special board or committee meetings.
- B. To encourage adequate representation of the Cooperative by Directors at statewide, regional and national meetings, and training programs which will accrue to the benefit of the Cooperative.

II. CONTENT

A. Per Diem

- 1. Directors shall, as determined by resolution of the Board of Directors, receive on a per diem basis a fixed fee for attending meetings of the Board of Directors. If a Director is unable to attend a regularly scheduled meeting or a specially called meeting due to circumstances beyond his/her control which would include, but not be limited to, the following; jury duty, a family medical emergency or in the event the Cooperative cannot make contact with the Director. At any such meeting, the directors attending shall vote upon the reason for absence for purposes of paying a per diem for the absent Director(s). A Director absent from any regular or specially called meeting may only be compensated no more than two times per calendar year. If a Director chooses to be absent for any other reason, compensation will not be paid.
- 2. No fixed cash per diem shall be paid for attendance at the annual meeting held as directed by the cooperative.
- 3. Directors will receive a per diem for one (1) day each of travel time, both before and after the meeting (if necessary), a total of two (2) days per diem allowed for travel, regardless of the mode of transportation.
- 4. Attendance at meetings other than regular monthly board meetings requires the prior approval of the Board.
- 5. Directors shall observe the following guidelines when determining representation of the Cooperative at necessary functions.
 - a. All Directors are eligible to attend the EKPC Annual Meeting, the KAEC Annual Meeting, the NRECA Annual Meeting, the NRECA Region 2 & 3 Meetings, the NRECA National Director's Conference, the Annual CFC Forum, CoBank Energy Director Conference and all in-state meetings within the limits of approved budgets.

- b. Directors may choose an additional ten (10) optional days of meetings or classes per year that will strengthen their ability to serve the Cooperative in an effective manner. Travel to and from such meetings will count as optional days. Every effort will be made to insure that the Cooperative is represented at a wide variety of functions to utilize information and technologies available within the limits of approved budgets.
 - c. Directors seeking Board Certification are encouraged to complete the certification within five (5) years. Additional certification is also encouraged, but requires prior approval from the Board.
 - d. Directors may, from time to time, be called upon or appointed by the Chair to attend additional functions as a representative of the full Board.
6. Attendance is defined as the actual day(s) of a function at which a Director attends classes/meetings/conferences on behalf of the Cooperative.
 7. If a Director of this Cooperative serves on another affiliate Cooperative Board and receives a daily per diem less than the fee of this Cooperative Board, then this Cooperative shall reimburse that Director the difference between the affiliate Cooperative Board fee and this Cooperative's Board fee.

B. Travel and Out-of-Pocket Expenses

1. Directors shall also receive advancement or reimbursement of any travel and out-of-pocket expenses actually, necessarily and reasonably incurred in performing their duties.
2. If commercial air travel is available, then without regard to the mode actually used, reimbursement shall be for the expense actually incurred in an amount not to exceed the most direct-route round trip coach fare, plus cost of transportation to and from the airport, parking and other expenses attendant to air travel. In some cases, directors may choose to travel together in one vehicle. In this case, the reimbursable mileage expenses mentioned in the first sentence of this paragraph for the additional director(s) will be considered as available to the driving director, and is only reimbursable for the actual expenses incurred. Airfare selection shall be based on the selection of the airline offering the lowest fare rather than the participation in an airline's frequent flyer program.
4. If commercial air travel is not available, then the Director shall select the means of travel, which in their judgment is the most satisfactory under the circumstances, giving due consideration to factors of time and cost. In instances where directors travel with others, only the Director actually using their automobile shall receive mileage and tolls paid.

5. When traveling by personal automobile, a Director shall be reimbursed at the prevailing mileage rate approved by the Internal Revenue Service for Federal income tax purposes, plus any related out-of-pocket charges, such as tolls, parking (hotel and airport) charges, etc.
6. The Corporate Credit Card is to be used only for goods and services purchased by and for Inter-County Energy. Legible receipts, vouchers, and other forms of proof of purchase shall be provided in evidence of all purchases. Under no circumstances shall the Corporate Credit Card be used for the purchase of personal goods and services.
7. Long distance phone calls made by a Director during an overnight stay while on cooperative business shall not be billed directly to the room. Only the hotel's access fee for local calls, if applicable, shall be reimbursable if charged to the room.
8. Entertainment while on cooperative business will only be paid for the Director if the function is a part of the program the Director is attending. Spouses or guests of the Director will be the responsibility of the Director. If the Director attends a function that is not a part of the program, but a meal is a part of this entertainment, the cooperative will pay for the meal, but not the entertainment.
9. Lodging, meals and gratuities should reflect good judgment by the Director incurring such charges. A guideline for a daily meal allowance (breakfast, lunch and supper) is \$75.00 (including gratuities). In some cases, lodging and meals may be reimbursed for days with no meeting attendance due to early arrival to the conference location to accommodate reduced airfares or conference scheduling. Saturday night stays shall be used when the airfare saves at least \$150.00. Alcoholic beverages, in-room movies and other personal conveniences are not authorized for reimbursement.
10. If a Director, while traveling for business purposes, decides to take a vacation either before or after the business trip, those days are considered personal and will be charged to the Director at the full rate of the room plus tax, along with all other expenses (meals, transportation, etc.) related to that portion of the stay.
11. A Director bringing family members along on the trip will not be billed for any additional daily lodging charges, unless the guest is a non-family member. Only business expenses will be reimbursed.
12. Rental Cars will be permitted only if other forms of transportation (taxis, airport or hotel shuttles) are not satisfactory to meet travel needs or if a cost savings would result from the use of a rented vehicle instead of other forms of transportation. Directors are expected to rent intermediate-sized cars or smaller or an adequately sized vehicle to accommodate official Cooperative representatives.

If a Director prefers a full-sized, premium or luxury vehicle, the Cooperative will only reimburse based on the price of a mid-sized/intermediate cost. Insurance to cover the deductible portion of collision damage and personal accident coverage should not be purchased as Inter-County insures for these liabilities.

13. Cancellations resulting in charges to the cooperative shall be billed to the Director(s) associated with the cancellation unless Board approval is granted due to the cooperative initiating the cancellation or an emergency situation arose.
 14. Tips are reimbursable and should not exceed 18% of the total charges for individual meals and small groups. Large groups may incur a gratuity charge set by the restaurant, therefore that set amount is allowable under this policy. For routine airport check-in and/or baggage handling services, tips are allowable at \$2.00 per bag.
 15. Receipts for expenses must be presented for reimbursement and receipts for charges to Cooperative credit cards must be presented to verify charges as billed.
- C. The Board Chairman and Secretary-Treasurer, who traditionally perform services at the Cooperative's office in carrying out official duties of the office, shall receive one-half (1/2) of the fixed fee per diem per month when those duties are performed and both the Secretary-Treasurer and the President shall be entitled to the per diem when they are called in by management to perform any special duties on a date which is not a regular meeting date or at a time other than when the Secretary-Treasurer would ordinarily be present at the Cooperative office.
- D. A member of the Board of Directors who has served as an active board member for fifteen (15) consecutive years may retire when he or she reaches the age of sixty-five (65) years if he or she so desires. A retired member of the Board of Directors who has served as an active board member fifteen (15) consecutive years before retirement may be invited by the active board to attend regular or special meetings of the Board in order to share his or her expertise in board matters.

Such retired Director shall be paid the same per diem, including available insurance coverage as defined herein, as active board members receive plus travel from home and out-of-pocket expenses for meetings actually attended.

E. Insurance

1. Recognizing that Directors are a valuable resource, the Cooperative has a substantial interest in their welfare. Therefore, the Cooperative will secure and carry insurance plans as indicated in this policy for the benefit of its Directors and as part of their compensation specified in Paragraph II-A, supra. While the Cooperative intends that such benefit plans will remain in effect, the Cooperative reserves the right to amend any such plan to comply with federal and state law or to reflect changing economic conditions.

2. **Directors Serving on the Board prior to March 19, 2010**

Medical insurance premiums for active and retired Directors serving on the board prior to March 19, 2010 and their dependents will be paid by the Cooperative.

As of January 1, 2013, Medicare-eligible directors and their Medicare-eligible spouses will continue to have insurance coverage provided by the Cooperative; however, Medicare will become primary. For each Medicare-eligible director/spouse, the Cooperative will provide a Medicare supplemental policy, as well as a Medicare Part D (prescription drug) plan. These directors/spouses will have to be signed up through the Social Security Administration for both Medicare Part A and Medicare Part B. The Cooperative will also provide a monthly stipend (based on an annual evaluation of the Vice President of Finance and Accounting and the underwriter as approved by the Board) to each covered director/spouse. This stipend is for reimbursement of the Medicare Part B premiums and to aid with out-of-pocket expenses for prescription drugs.

When a Director ceases to be a member of the Board for any reason other than the reasons set out in sub-paragraph 5, *infra*, such Director, the surviving spouse and eligible dependents can continue his or her medical insurance, if he or she so decide, under the policies of the Cooperative and insurance carrier at the time of such action. The Cooperative will pay all of the premium if the Director has served 15 years or more, 50% if they have served from 5 to 15 years and none if they have served less than 5 years.

Upon the death of a Director, the surviving spouse and eligible dependents shall have the right to continue medical insurance through the Cooperative; however, said surviving spouse and eligible dependents shall be responsible for 100% of the premiums due. Upon the remarriage of the surviving spouse, continuation of the insurance coverage will be subject to the policies of the insurance carrier then in effect.

Directors have the option to leave the Cooperative-furnished health plan and receive the cash equivalent premium stipend payment option rather than continuing on the Cooperative-furnished health insurance plan. Once a Director leaves the Cooperative-furnished health plan under this option, there shall be no return to the Cooperative-furnished health plan.

3. **Directors Beginning Service on the Board after to March 19, 2010**

Director service which begins after March 19, 2010 will be provided with a cash value stipend equal to the premium paid by the Cooperative for an active Director based on the current premium amount and particular family/dependent conditions.

When a Director ceases to be a member of the Board for any reason other than the reasons set out in sub-paragraph 5, *infra*, the Cooperative will pay the cash equivalent medical insurance premium stipend if the Director has served 15 years or more, 50% if they have served from 5 to 15 years and none if they have served less than 5 years.

Upon the death of a Director, cash payments in lieu of insurance coverage will cease.

4. Other insurance, which shall be provided for each Director at no cost to the Director, shall include:
 - a. 24-Hour Accident Insurance
 - b. Cooperative Business Travel Insurance
 - c. Managers, Officers and Directors Liability (MODL) Insurance

The terms, limits and conditions for these insurance plans shall continue to be set by the Board from time to time and coverage shall be determined by the terms of the policies approved by the Board and applicable law.

5. When a Director leaves the Board after at least five (5) years of service, for any reason other than termination, a one-time payment will be made to the Director equal to the monthly fee in effect at the time of their leaving the Board times the number of years served.
6. A Director who resigns as a result of or whose service is terminated by the Board as the result of a breach of the Cooperative's by-laws, articles of incorporation or policies, shall not be eligible to continue the Cooperative's medical or life insurance.

III. RESPONSIBILITY

- A. It shall be the responsibility of each Director to submit an itemized expense report to include fees and all authorized reimbursement expenses, including travel.
- B. It shall be the responsibility of the Secretary-Treasurer to review and sign-off on all Director expense reports and to assure that all reimbursements are reasonable and in accordance with this policy. The Board Chair will review and sign-off on the Secretary-Treasurer's expense report.

Effective: October 15, 1986
Revised: February 4, 1994
Revised: January 13, 1995
Revised: August 9, 2002
Revised: August 8, 2003
Revised: May 19, 2006
Revised: April 17, 2009
Revised: October 16, 2009

Revised: March 19, 2010
Revised: April 15, 2011
Revised: December 21, 2012
Revised: July 18, 2014
Revised: May 15, 2015
Revised: September 16, 2016

Compensation Committee Meeting Minutes

August 31, 2016

Present: Louis Kerrick, Kevin Preston and Jason Todd.

Purpose: This committee was appointed to study and review the total compensation paid to the members of the Inter-County Energy Board of Directors. It is the committee's purpose to assure fair and equitable compensation for time spent and reimbursement for expenses recovered by the Directors as they serve and perform their duties with the cooperative.

Safety Moment: Summer is here and with it comes the heat and humidity. Be sure if working outside in the heat, to drink plenty of fluids and if you start to feel too hot or weak, seek a cooler place. If you can, get inside in the air conditioned environment.

Those on this committee were given a packet of information to study in advance and bring to the committee meeting. Included in the packet were the following documents requested by the committee members:

- NRECA Legal Reporting Service "What a Deal? Perils and Principles of Director Compensation."
- Board Policy No. 405 – Committees of the Board of Directors
- Board Policy No. 408 – Director Fees, Compensation and Expenses
- KAEC 2014 Director Compensation Survey
- KAEC 2015 Director Compensation Survey
- 2014 Form 990 Director Reportable Compensation
- Monthly Inflation Rate from 1913 to Present
- Consumer Price Index Data from 1913 to 2016
- Automatic Cost of Living Adjustments received since 1975
- Form 990 – 2015 for Inter-County Energy Cooperative
- 2015 NRECA National Directors Study Survey Results

Prior to any discussion on the materials, the committee elected Louis Kerrick its Chairman and also to record the minutes of the meeting. To perform its purpose, the committee began with a review of the seven best principles recommended by NRECA to cooperatives reviewing and studying its Director compensation. The committee felt it understood these principles and that Inter-County is already following them. No changes are currently needed to our co-op's Board Policies.

Next, the committee read and discussed the related Board Policies listed earlier in these minutes.

First: Board Policy 405 - the following changes will be recommended to the full Board:

- II Content, Paragraph C – this sentence should read, "*The President/CEO, or his/her designee, may be requested to attend each committee meeting*"

to provide staff advice and assistance, unless the committee decides otherwise.”

- III Responsibility, Paragraph A – this should read, *“It shall be the responsibility of...”*
- The committee raised the question...should all male pronouns in the Policy be changed to gender-neutral (i.e. Chairman to Chairperson)? This question will be presented to the full Board.

Board Policy 408 – The Committee discussed the issues of Directors traveling to meetings and/or returning home the same day as the meeting. The issue being, at what distance and time should the Director be paid for room reservations versus driving to the meeting on the day the meeting begins and a similar issue when they may drive home the day the meeting ended to avoid a hotel stay. The committee did not reach any new directions on this topic, feeling it was not a problem to date for our Board. We will review this with the full Board.

The following changes to Board Policy 408 will be recommended by the committee:

- II Content, Paragraph 5 (a) – add the word *“CoBank”* before the word *“Forum.”*
- In general, the committee recommended the section titled *Insurance* be rewritten and separated into two (2) sections titled: *Directors Serving on the Board Prior to March 19, 2010* and *Directors Beginning Board Service after March 19, 2010*. Within these two sections, list what benefits (mainly insurance coverage) each group of active and retired directors receive from the cooperative.
- Section E, Insurance, Paragraph 2, Delete the following words: *“...plus the Directors’ life insurance as part of the per diem specified in Paragraph II-A, supra.”* Also delete the last sentence in this paragraph, *“...plus the Directors’ life insurance as part of the per diem specified in Paragraph II-A, supra.”*
- Section E, Insurance, Paragraph 3, Delete *a. NRECA Director’s Permanent Life Plan.*

Finally, while reviewing the Insurance section, the question was raised in reference to those Directors on Medicare coverage:

- In addition to the co-op paying for Part A & B of the Directors’ insurance, does the co-op cover all additional expenses that Medicare does not pay?
- Does the cooperative pay the remaining balance on any bill for medicine, not paid in full by Part D of Medicare for prescriptions?

The remainder of the committee meeting discussion focused on the current Inter-County total compensation benefits and its \$300 regular meeting per diem to a Director versus per diems for similar services within the EKPC co-ops and per diems to other national co-ops. Analysis and comparisons were done such as:

- Review of both KAEC 2014 and 2015 Director Compensation Surveys
- Specific reviews of the six (6) co-ops nearest in size to Inter-County.
- Comparison to Form 990 Director Reportable Compensation with focus on those co-ops nearest in size.
 1. Compensation Average Member
 2. Compensation Average Director
- Comparison to compensation within the 2015 NRECA National Directors Study Survey Results.
- Form 990 (2015) Actual Compensation of Officers

- Surveys which showed Cost of Living Adjustments, Consumer Price Index and Monthly Inflation Rates.

Conclusions / Recommendations

1. Just as it has been in the past when we did a similar analysis, it is hard – if not impossible – to compare apples to apples or co-ops to co-ops. We tried cross-checking figures within & between the different charts and data reports we used.
2. Certain figures shown on the info sheets we had don't match each other (i.e. L. Kerrick's actual expenses recorded versus the total figure shown for him on the Form 990 (2015).
3. The Inter-County Directors "took a hit" in its total compensation package when it voted to eliminate their Life Insurance Policies.
4. The Compensation Committee is now recommending the per diem for the Board on all meetings for which they are now compensated for, be raised \$25, from \$300 to \$325. We recommend that this adjustment be made effective January 1, 2017.
5. Reasons for the proposed adjustment in meeting per diems include:
 - a) The average for all Kentucky co-ops surveyed is now \$424 versus Inter-County's \$300. Kentucky co-ops similar in membership size average \$460 per meeting.
 - b) The National average per NRECA is \$341.
 - c) Within the six (6) co-ops that are nearest in membership size to Inter-County, the single lowest was \$300 per meeting while the highest paid was \$800 – the others receive \$500 or \$800. Inter-County is listed among the lowest paid.
 - d) Since the Directors' last per diem adjustment, inflation has increased approximately 4%.
 - e) The Board has granted pay increases to the co-op employees, approximately 3% each year (totaling nearly 10% since the Directors' last adjustment).
 - f) For the total co-ops survey within Kentucky, Inter-County's current \$300/meeting ranks third from the bottom. Ten co-ops pay \$500 or more to their Directors. We feel to attract potential new directors, this \$25 increase will be helpful.
 - g) At this time, we are not suggesting any changes or additions be made to the Directors' total benefits package.

In conclusion, the committee discussed and wishes to make these comments. The committee recommends that Inter-County Directors conduct its Board Self-Assessment every two (2) years versus every year as it currently states.

Finally, while studying these issues, the committee wishes to call to the Board's attention, the fact that we do not have guidelines related to the number of cooperative Executives and/or Directors that are traveling together (i.e. car, plane). Our concern is that if a multi-number of these traveling were to be involved in a fatal accident, the on-going management of Inter-County could be in serious jeopardy. We recommend written guidelines be formulated and documented to possibly prevent such a case.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

16. Provide the date, time, and a general description of the activities at the most recent annual members' meeting. Indicate the number of new board members elected. For the most recent meeting and the five previous annual members' meetings, provide the number of members in attendance, the number of members voting for new board members, and the total cost of the meeting.

Response: The most recent Inter-County annual meeting was held May 4, 2018. There were no contested elections for the board members. A copy of the annual meeting minutes is attached to this response which summarizes the activities that took place at the annual meeting. Please see the table below for the information requested for the five previous annual members' meeting.

DATE	NUMBER OF MEMBERS ATTENDING	COST	BOARD MEMBERS ELECTED
5/4/18	386	Estimated Cost \$65,000	2 incumbents elected
5//5/17	382	\$64,294.55	2 incumbents elected
5/6/16	382	\$69,504.99	No election
5/8/15	464	\$84,575.54	2 incumbents elected - contested
5/9/14	434	\$82,864.98	2 incumbents elected
5/10/13	446	\$76,159.46	2 incumbents elected

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INTER-COUNTY ENERGY COOPERATIVE CORPORATION
ANNUAL MEETING OF THE MEMBERS

May 4, 2018

The regular annual meeting of the members of Inter-County Energy Cooperative (hereinafter called the Cooperative) was held at the Boyle County High School in Danville, Boyle County, Kentucky, on Friday, May 4, 2018. The official business meeting began at 7:00 p.m. pursuant to a written or printed notice thereof given by mail to all of the members of the Cooperative as provided by the Cooperative Bylaws.

The meeting was called to order by Master of Ceremonies Thom Whittinghill. Those present included all current members of the Board of Directors being Joseph H. Spalding, Chairman, James K. Preston, Jason E. Todd, William H. Peyton, Louis A. Kerrick, and Allen Goggin. Also present was H. Vincent Pennington from the law offices of Sheehan, Barnett, Dean, Pennington, Little & Dexter, PSC, who served as attorney for the Board.

Thom Whittinghill introduced Joseph H. Spalding, Annual Meeting Chairman, and serving Chairman of the Board of Directors. Chairman Spalding welcomed the members and introduced Brother Rick Naylor of the Green River Pentecostal Church in Lincoln County who gave the invocation. Marion County High School Junior ROTC presented the Colors. After the invocation, Chairman Spalding introduced all of the Directors individually and introduced President and CEO Jerry Carter. Mr. Carter recognized several special guests in the crowd.

Chairman Spalding called the official business session to order and subsequently appointed H. Vincent Pennington as the Parliamentarian for the annual meeting. Chairman Spalding determined that a quorum was established as of 5:45 p.m. at which time 368 members had registered.

Chairman Spalding introduced the Secretary and Treasurer of the Board, Mr. James

Kevin Preston, for the reading of the notice of proof of mailing for the election process. Mr. Preston read the same and did identify that the Annual Meeting notice was contained in the May 2018 issue of the Kentucky Living Magazine. Mr. Preston also presented the Affidavit of Mailing of Annual Meeting Notice that was sent by Kentucky Living Magazine to the Cooperative by U.S. Mail.

Chairman Spalding then called for action on the 2017 Annual Meeting Minutes. A motion and second was made to dispense with the reading of the minutes. The motion passed unanimously. Thereafter, there was a motion and a second made to approve the minutes of the annual meeting of the members dated May 5, 2017. The motion passed unanimously.

Chairman Spalding called on H. Vincent Pennington for the Credential and Election Committee Report and Board Member Election. Mr. Pennington reported that the Credentials and Election Committee met on Friday, February 23, 2018, and received two petitions of nomination for Board candidacy. After determining the candidates met all requirements pursuant to the Cooperative Bylaws, Mr. William H. Peyton, Casey County District, and Mr. Joseph H. Spalding, Marion County District, were placed in nomination by the Committee to be elected by the membership and to serve a four-year term. A motion and a second was made by the membership to approve the slate of Directors as presented by the Credentials and Elections Committee. The motion passed unanimously and Mr. Peyton, Casey District, and Mr. Spalding, Marion District, were announced as the newly elected Directors.

Chairman Spalding then called for any member speeches and there were none. Chairman Spalding then called for any unfinished business and there was none. Chairman Spalding called for any new business to be brought before the Board by the membership.

Chairman Spalding called Mr. Preston for the financial report. Mr. Preston discussed the financial condition of the Cooperative. Mr. Preston identified that the Annual Report was

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mailed out to the member owners in the May 2018 issue of the Kentucky Living magazine. Mr. Preston went on to point out that the Cooperative was in sound financial condition. Mr. Preston advised the membership that the Cooperative received a superlative 2017 Annual Audit with no deficiencies or adjustments. The 2017 Annual Audit was sent to the Federal Government and all financial lenders. Mr. Preston also advised the membership that the Cooperative performs several internal audits per year and that one or more internal audit was planned or underway at this time.

Chairman Spalding then introduced newly hired President and CEO of the Cooperative, Mr. Jerry Carter. Mr. Carter provided a brief introduction and followed with a report to the membership of the activities of the board with a highlight of the continued hard work of all the employees at the Cooperative. Mr. Carter recognized two employees who have retired since the last annual meeting and also honored two former members of the Cooperative's family, Ada Jordan and Paul Ballard who recently passed away.

Mr. Carter also provided notice to its members of the impending request with the Kentucky Public Service Commission to raise its rates. He stated this is just the third time in the past 32 years that the Cooperative has applied for a rate increase, noting the last request for an increase was made in 2007.

There being no further business and no other reports to be presented to the membership, a motion and second were made to adjourn the meeting, and the membership approved unanimously to adjourn the meeting.

SECRETARY, JAMES KEVIN PRESTON

APPROVED:

CHAIRMAN, JOSEPH H. SPALDING

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

17. Provide the following:
- a. A schedule showing, by customer class (e.g., residential, commercial, or industrial), the amount and percent of any proposed increase or decrease in revenue distributed to each class. Provide a detailed explanation of the methodology or basis used to allocate the requested increase or decrease in revenue to each of the respective customer classes.
 - b. A schedule showing how the increase or decrease in (a) above was further distributed to each rate charge (e.g., customer or facility charge, kilowatt-hour ("kWh") charge). Explain in detail the methodology or basis used to allocate the increase or decrease.
 - c. If the rate schedule contains a demand charge, describe in detail how the proposed demand charge was determined. Provide all calculations, assumptions, work papers, methodologies, etc., used in the development of the proposed demand charge.
 - d. If the rate schedule contains a monthly customer charge, describe in detail how the proposed customer charge was determined. Provide all calculations, assumptions, work papers, methodologies, etc., used in the development of the proposed customer charge.
 - e. A reconciliation of the Fuel Adjustment Clause ("FAC") revenue and expense for the test year. The net result of this adjustment should be to remove all FAC revenue and expense from test-year revenue and expense.
 - f. A reconciliation of the Environmental Surcharge ("ES") revenue and expense for the test year. The net result of this adjustment should remove all ES revenue and expense from test-year revenue and expense.

Response:

- a. For a schedule showing, by customer class, the amount and percentage of any proposed increase or decrease in revenue distributed to each class, please see Exhibit 12 attached to the Application filed on May 29, 2018. For a detailed explanation of the methodology or basis used to allocated the requested increase or decrease in revenue to each of the respective customer classes, please see Exhibit 10 attached to the Application filed on May 29, 2018.
- b. For schedules showing how the increase or decrease in Response (a) above was further distributed in each rate charge, please see Exhibits 13 and 14 attached to the Application filed on May 29, 2018. For an explanation of the methodology or basis used to allocate the increase of decrease, please see Exhibit 10 attached to the Application filed on May 29, 2018.
- c. For a description in detail of how the proposed demand charges were determined, please see Exhibit 10 attached to the Application filed on May 29, 2018.
- d. For a description in detail of how the proposed customer charges were determined, please see Exhibit 10 attached to the Application filed on May 29, 2018.
- e. For the reconciliation of the Fuel Adjustment Clause, please see Exhibit 7, pages 1 through 3, attached to the Application filed on May 29, 2018.
- f. For the reconciliation of the Environmental Surcharge, please see Exhibit 7, pages 1 through 3, attached to the Application filed on May 29, 2018.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

18. For each rate schedule (rate class), provide the following information for the test year:
- a. Number of customers;
 - b. KWh sales;
 - c. Rate schedule's percent of Inter-County's total kWh sales;
 - d. Monthly peak kilowatt ("kW") demands for the rate schedule;
 - e. Total revenue collected; and
 - f. Rate schedule's percent of Inter-County's total revenues.

Response:

- a-f. For the required information (a through f) please see Exhibit 7, page 2, attached to the Application filed on May 29, 2018.

Witness: Sheree Gilliam/Lance Schafer

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

19. Provide a schedule of purchased power costs for the test year and the 12-month period immediately preceding the test year, by vendor, separated into demand and energy components. Include kW and kWh purchased. Indicate any estimates used and explain their use in detail.

Response: For the Test-Year purchased power costs, please see Exhibit 7, pages 7 through 9, attached to the Application filed on May 29, 2018. For the purchased power expense for the 12-month period immediately preceding the test year, please see the information attached to this response.

Inter-County Energy Cooperative
Case No. 2018-00129
Purchased Power Costs for the 12 Months Immediately Preceding the Test Year

Line No	Month-Year	KWH	BILLING DEMAND	\$ COMPONENTS OF POWER BILL					TOTAL POWER COST
				DEMAND CHARGE	ENERGY CHARGE	OTHER CHARGES *	FUEL ADJUSTMENT	ENVIRO SURCHARGE	
1	Nov-15	34,898,199	98,357	605,359	1,664,332	44,878	(124,859)	406,560	2,596,270
2	Dec-15	39,266,201	93,265	576,099	1,877,824	44,832	(117,532)	449,175	2,830,398
3	Jan-16	58,382,384	127,027	779,011	2,796,843	44,856	(265,806)	618,538	3,973,442
4	Feb-16	47,991,954	116,629	717,412	2,292,506	45,009	(147,866)	466,183	3,373,244
5	Mar-16	36,098,601	90,562	560,184	1,720,177	45,307	(196,961)	233,137	2,361,844
6	Apr-16	31,323,171	79,079	487,877	1,489,870	45,112	(215,378)	259,397	2,066,878
7	May-16	31,379,406	69,295	433,514	1,515,782	44,931	(196,450)	317,398	2,115,175
8	Jun-16	39,071,896	86,482	537,270	1,906,059	44,923	(247,946)	426,699	2,667,005
9	Jul-16	42,727,473	93,092	571,382	2,093,154	44,937	(186,792)	495,747	3,018,428
10	Aug-16	43,458,258	89,239	552,935	2,119,956	45,113	(162,320)	422,758	2,978,442
11	Sep-16	35,859,365	86,321	537,050	1,750,031	45,239	(137,130)	314,598	2,509,788
12	Oct-16	29,763,650	66,357	413,986	1,413,883	45,212	(135,035)	257,476	1,995,522
13	Total	470,220,558	1,095,705	6,772,079	22,640,417	540,349	(2,134,075)	4,667,666	32,486,436

*Metering Point, Sub/Wheeling, DLC & Green Power

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

20. Describe how the test-year capitalization rate was determined. If differing rates were used for specific expenses (e.g., payroll, transportation clearing accounts, depreciation, etc.), indicate the rate and how it was determined. Indicate all proposed changes to the test-year capitalization rate and how they were determined.

Response: The capitalization rates used in the Application are the Test-Year historical capitalization rates. For the payroll capitalization rate, please see Exhibit 7, page 10, attached to the Application filed on May 29, 2018. For the transportation charged to clearing rate, please see Exhibit 7, page 14, attached to the Application filed on May 29, 2018.

Inter-County Energy Cooperative Corporation
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Commission Staff's First Request for Information

21. Provide the following:
- a. A schedule of salaries and wages for the test year and each of the three calendar years preceding the test year as shown in Format 21a. For each time period, provide the amount of overtime pay.
 - b. A schedule showing the percentage of increase in salaries and wages for both union and non-union employees for the test year and the five preceding calendar years.

Response:

- a. Please see attached.
- b. Please see Exhibit 7, Work Paper 2 attached to the application filed on May 29, 2018.

Analysis of Salaries and Wages
21a

Line No	Item (a)	3rd		1st		Test Year	
		Amount (b)	% (c)	Amount (d)	% (e)	Amount (f)	% (g)
1	Wages charged to expense:						
2	Distribution expense	1,061,739	8.1	1,096,753	3.3	1,088,498	-0.8
3	customer accounts expense	473,847	-1.6	491,530	3.7	529,871	7.8
4	Customer service expense	201,473	-12.1	201,021	-0.2	208,858	3.9
5	Administrative & general expense:						
6	(a) Administrative & general salaries	574,439	12.6	561,608	-2.2	559,443	-0.4
	(b) Office supplies & expense	32,867	4.6	29,946	-8.9	34,809	16.2
	(c) Maintenance of general plant	2,349	-13.3	5,022	113.8	1,078	-78.5
	(d) Other	276,564	17.1	199,366	-27.9	247,711	24.2
	(e) Miscellaneous general	11,493	136.3	10,896	-5.2	2,507	-77.0
	(f) Annual meeting expense	15,783	-6.7	18,891	19.7	15,341	-18.8
	(g) Employee pension & benefits	404,385	-0.1	427,231	5.6	449,653	5.2
	(h) Donations	613	-27.4	2,663	334.8	735	-72.4
7	Total administrative & general expenses L6(a) to L6(h)	1,318,493	9.1	1,255,623	-4.8	1,311,277	4.4
8	Total salaries & wages charged to expense (L2 through L4 +7b)	3,055,552	5.4	3,044,928	-0.3	3,138,503	3.1
9	Wages Capitalized	1,074,164	5.6	1,202,248	11.9	1,277,851	6.3
10	Total salaries and wages	4,129,716	2.3	4,247,176	2.8	4,416,354	4.0
11	Ratio of salaries & wages charged to expense to total wages	74%		72%		71%	
12	Ratio of salaries & wages capitalized to total wages	26%		28%		29%	
13	Overtime wages	246,655		214,009	-13.2	206,734	-3.4
14	Overtime hours	5,835		4,982	-14.6	4,560	-8.5
		42.28		42.96	1.6	45.33	5.5

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

22. Provide the following payroll information for each employee:
- a. The actual regular hours worked during the test year;
 - b. The actual overtime hours worked during the test year;
 - c. The test-year-end wage rate for each employee and the date of the last increase; and
 - d. A calculation of the percent of increase granted during the test year.
 - e. The annual percentage of increase granted for both salaried and hourly employees for 2013 to 2017. The information shall identify all the employees as either salaried or hourly, and also as either full-time, part-time, or temporary. Employee numbers or other identifiers should be used instead of employee names. Include an explanation of how the overtime pay rate is determined. All employees terminated during the test year shall be identified (along with the month in which the termination occurred), as well as those employees who replaced terminated employees or were otherwise added to the payroll during the test year. If Inter-County has more than 100 employees, the above information may be provided by employee classification.

Response:

- a-e. Please see Exhibit 7, Work Paper 2 attached to the Application filed on May 29, 2018. The overtime pay rate is calculated as overtime hours worked times 150% of the regularly hourly wage.

Inter-County Energy Cooperative Corporation
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Commission Staff's First Request for Information

23. Provide the following payroll tax information:
- a. The base wages and salaries used to calculate the taxes, with an explanation of how the base wages and salaries were determined; and
 - b. The tax rates in effect at test-year-end.

Response:

- a-b. Please see Exhibit 7, Work Paper 2 attached to the Application filed on May 29, 2018.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

24. Provide the following tax data for the test year:
- a. A schedule of franchise fees paid to cities, towns, or municipalities during the test year, including the basis of these fees; and
 - b. An analysis of operating taxes imposed by Kentucky as shown in Format 24b.

Response:

- a. Please see the attached.
- b. Please see the attached.

Request # 24a. Franchise Fees paid to cities, towns or municipalities for test year.

City of Danville	\$23,666.95
City of Harrodsburg	\$ 17,271.66
City of Junction City	\$ 3,466.81
City of Stanford	<u>\$ 28,165.14</u>
Total	\$ 72,570.56

listItem

ACCOUNT	SOURCE	R-ACCT	ITEM ID	DEPT	DATE	CHECK	VOUCHER	VENDOR	VENDOR NAME	DEBIT	CREDIT	MACHINE DATE	DESCRIPTION	INVOICE NBR
236.85	Accounts Payable	232.10	FRAN 03	13	11/03/16	225393		620	CITY OF HARRODSBURG	1,617.53	.00	11/03/16	FRANCHISE TAX	SA0000000015722
236.85	Journal Entries		FRAN 00	13	11/18/16		41018			.00	-594.38	11/21/16	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	11/30/16		41457			.00	-578.84	12/05/16	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	11/30/16		41711			.00	-3.58	12/12/16	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 03	13	11/30/16			JE3392		.00	.00	01/04/17	TO CORRECT KEYING ERROR	
236.85	Accounts Payable	232.10	FRAN 03	13	12/12/16	225654		620	CITY OF HARRODSBURG	1,309.18	.00	12/12/16	FRANCHISE TAX	SA00000000015912
236.85	Journal Entries		FRAN 00	13	12/18/16		41955			.00	-537.80	12/20/16	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	12/31/16		42353			.00	-634.45	01/06/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	12/31/16		42639			.00	-.25	01/12/17	FRANCHISE TAX - TOTAL	
236.85	Balance Forward	236.85	BFWD 00	1	01/01/17					.00	-2,256.16	03/27/17	BALANCE FORWARD - YEAR END CLOSE	
236.85	Accounts Payable	232.10	FRAN 03	13	01/03/17	225833		620	CITY OF HARRODSBURG	1,176.80	.00	01/03/17	FRANCHISE TAX	SA00000000015988
236.85	Journal Entries		FRAN 00	13	01/18/17		42837			.00	-576.69	01/20/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	01/26/17		43122			.00	-8.05	01/27/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	01/31/17		43353			.00	-757.19	02/07/17	FRANCHISE TAX - TOTAL	
236.85	Accounts Payable	232.10	FRAN 03	13	02/01/17	226083		620	CITY OF HARRODSBURG	1,172.50	.00	02/01/17	FRANCHISE TAX	SA00000000016153
236.85	Journal Entries		FRAN 00	13	02/06/17		43475			.30	.00	02/08/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	02/17/17		43907			.00	-587.18	02/23/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	02/18/17		43937			.00	-.40	02/23/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	02/26/17		44094			.00	-33.88	02/28/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	02/28/17		44369			.00	-663.47	03/08/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	02/28/17		44668			.00	-3.39	03/15/17	FRANCHISE TAX - TOTAL	
236.85	Accounts Payable	232.10	FRAN 03	13	03/01/17	226224		620	CITY OF HARRODSBURG	1,341.93	.00	03/01/17	FRANCHISE TAX	SA00000000016302
236.85	Journal Entries		FRAN 00	13	03/18/17		44918			.00	-493.06	03/20/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	03/26/17		45164			.00	-.02	03/27/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	03/31/17		45448			.00	-537.33	04/05/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	03/31/17		46152			.00	-.44	04/25/17	FRANCHISE TAX - TOTAL	
236.85	Accounts Payable	232.10	FRAN 03	13	04/13/17	226539		620	CITY OF HARRODSBURG	1,288.32	.00	04/13/17	FRANCHISE TAX	SA00000000016515
236.85	Journal Entries		FRAN 00	13	04/18/17		46002			.00	-514.26	04/20/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	04/26/17		46388			.00	-1.10	05/01/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	04/30/17		46591			.00	-547.98	05/04/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	04/30/17		46659			.00	-4.59	05/08/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	04/30/17		46926			.00	-2.19	05/16/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	05/03/17		46638			3.39	.00	05/04/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	05/04/17		46711			.59	.00	05/08/17	FRANCHISE TAX - TOTAL	
236.85	Accounts Payable	232.10	FRAN 03	13	05/05/17	226756		620	CITY OF HARRODSBURG	1,030.85	.00	05/05/17	FRANCHISE TAX	SA00000000016636
236.85	Journal Entries		FRAN 00	13	05/18/17		47179			.00	-598.96	05/19/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	05/26/17		47428			.00	-.03	05/30/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	05/31/17		47622			.00	-567.71	06/06/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	05/31/17		47863			.00	-4.10	06/13/17	FRANCHISE TAX - TOTAL	
236.85	Accounts Payable	232.10	FRAN 03	13	06/07/17	227035		620	CITY OF HARRODSBURG	1,070.12	.00	06/07/17	FRANCHISE TAX	SA00000000016793
236.85	Journal Entries		FRAN 00	13	06/18/17		48091			.00	-585.45	06/26/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	06/26/17		48307			.00	-.02	06/27/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	06/30/17		48544			.00	-652.06	07/05/17	FRANCHISE TAX - TOTAL	
236.85	Accounts Payable	232.10	FRAN 03	13	07/12/17	227281		620	CITY OF HARRODSBURG	1,170.80	.00	07/12/17	FRANCHISE TAX	SA00000000016992
236.85	Journal Entries		FRAN 00	13	07/18/17		49158			.00	-714.13	07/20/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	07/26/17		49427			.00	-1.26	07/27/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	07/31/17		49668			.00	-762.18	08/09/17	FRANCHISE TAX - TOTAL	
236.85	Accounts Payable	232.10	FRAN 03	13	08/02/17	227467		620	CITY OF HARRODSBURG	1,237.53	.00	08/02/17	FRANCHISE TAX	SA00000000017097
236.85	Journal Entries		FRAN 00	13	08/18/17		50210			.00	-763.19	08/21/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	08/26/17		50443			.00	-10.62	08/28/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	08/31/17		50684			.00	-755.17	09/11/17	FRANCHISE TAX - TOTAL	
236.85	Accounts Payable	232.10	FRAN 03	13	09/01/17	227742		620	CITY OF HARRODSBURG	1,477.57	.00	09/01/17	FRANCHISE TAX	SA00000000017242
236.85	Journal Entries		FRAN 00	13	09/18/17		51191			.00	-696.04	09/19/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	09/26/17		51490			.00	-.03	09/27/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	09/30/17		51764			.00	-654.01	10/11/17	FRANCHISE TAX - TOTAL	
236.85	Accounts Payable	232.10	FRAN 03	13	10/05/17	227992		620	CITY OF HARRODSBURG	1,528.98	.00	10/05/17	FRANCHISE TAX	SA00000000017395
236.85	Journal Entries		FRAN 00	13	10/18/17		52355			.00	-582.87	10/19/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	10/26/17		52625			.00	-.02	11/03/17	FRANCHISE TAX - TOTAL	
236.85	Journal Entries		FRAN 00	13	10/31/17		52868			.00	-587.13	11/07/17	FRANCHISE TAX - TOTAL	
										-17,271.66	-17,271.66			

Witness: Sheree Gilliam
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Item 24



listitem



TRAN MOYR

listItem

ACCOUNT	SOURCE	R-ACCT	ITEM ID	DEPT	DATE	CHECK	VOUCHER	VENDOR	VENDOR NAME	DEBIT	CREDIT	MACHINE DATE	DESCRIPTION
236.86	Accounts Payable	232.10	FRAN 04	13	11/03/16	225394		668	CITY OF JUNCTION CITY	334.55	.00	11/03/16	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	11/18/16		41019			.00	-190.59	11/21/16	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	11/26/16		41192			.00	-24.71	11/28/16	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	12/12/16	225655		668	CITY OF JUNCTION CITY	262.57	.00	12/12/16	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	12/18/16		41956			.00	-205.30	12/20/16	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	12/26/16		42126			.00	-30.38	12/28/16	FRANCHISE TAX - TOTAL
236.86	Balance Forward	236.86	BFWD 00	1	01/01/17					.00	-450.98	03/27/17	BALANCE FORWARD - YEAR END CLOSE
236.86	Accounts Payable	232.10	FRAN 04	13	01/03/17	225834		668	CITY OF JUNCTION CITY	215.30	.00	01/03/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	01/18/17		42838			.00	-288.70	01/20/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	01/26/17		43123			.00	-94.26	01/27/17	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	02/01/17	226084		668	CITY OF JUNCTION CITY	235.68	.00	02/01/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	02/17/17		43908			.00	-286.03	02/23/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	02/26/17		44095			.00	-94.05	02/28/17	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	03/01/17	226225		668	CITY OF JUNCTION CITY	382.96	.00	03/01/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	03/18/17		44919			.00	-209.12	03/20/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	03/26/17		45165			.00	-60.61	03/27/17	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	04/13/17	226540		668	CITY OF JUNCTION CITY	380.08	.00	04/13/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	04/18/17		46003			.00	-213.12	04/20/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	04/26/17		46389			.00	-66.29	05/01/17	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	05/05/17	226757		668	CITY OF JUNCTION CITY	269.73	.00	05/05/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	05/18/17		47180			.00	-187.24	05/19/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	05/26/17		47429			.00	-62.18	05/30/17	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	06/07/17	227036		668	CITY OF JUNCTION CITY	279.41	.00	06/07/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	06/18/17		48092			.00	-201.97	06/26/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	06/26/17		48308			.00	-58.76	06/27/17	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	07/12/17	227282		668	CITY OF JUNCTION CITY	249.42	.00	07/12/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	07/18/17		49159			.00	-228.57	07/20/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	07/26/17		49428			.00	-70.93	07/27/17	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	08/02/17	227468		668	CITY OF JUNCTION CITY	260.73	.00	08/02/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	08/18/17		50211			.00	-261.04	08/21/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	08/26/17		50444			.00	-35.84	08/28/17	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	09/01/17	227743		668	CITY OF JUNCTION CITY	299.50	.00	09/01/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	09/18/17		51192			.00	-232.73	09/19/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	09/26/17		51491			.00	-59.07	09/27/17	FRANCHISE TAX - TOTAL
236.86	Accounts Payable	232.10	FRAN 04	13	10/05/17	227993		668	CITY OF JUNCTION CITY	296.88	.00	10/05/17	FRANCHISE TAX
236.86	Journal Entries		FRAN 00	13	10/18/17		52356			.00	-191.97	10/19/17	FRANCHISE TAX - TOTAL
236.86	Journal Entries		FRAN 00	13	10/26/17		52626			.00	-47.22	11/03/17	FRANCHISE TAX - TOTAL

3,466.81 -3,851.66

ACCOUNT	SOURCE	R-ACCT	ITEM ID	DEPT	DATE	CHECK	VOUCHER	VENDOR	VENDOR NAME	DEBIT	CREDIT	DESCRIPTION	INVOICE NBR
236.92	Accounts Payable	232.10	FRAN 02	13	11/03/16	225395		114	CITY OF STANFORD	2,736.41	.00	FRANCHISE TAX	SA00000000015724
236.92	Journal Entries		FRAN 00	13	11/18/16		41022			.00	-460.26	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	11/26/16		41194			.00	-1,442.54	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	11/30/16		41460			.00	-1.39	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	11/30/16		41714			.00	-5.28	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	12/01/16		41374			.31	.00	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	12/12/16	225656		114	CITY OF STANFORD	2,145.84	.00	FRANCHISE TAX	SA00000000015914
236.92	Journal Entries		FRAN 00	13	12/18/16		41958			.00	-451.77	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	12/26/16		42128			.00	-1,895.47	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	12/31/16		42356			.00	-5.26	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	12/31/16		42642			.00	-7.56	FRANCHISE TAX - TOTAL	
236.92	Balance Forward	236.92	BFWD	00	01/01/17					.00	-4,269.22	BALANCE FORWARD - YEAR END CLOSE	
236.92	Accounts Payable	232.10	FRAN 02	13	01/03/17	225835		114	CITY OF STANFORD	1,909.47	.00	FRANCHISE TAX	SA00000000015990
236.92	Journal Entries		FRAN 00	13	01/18/17		42841			.00	-487.39	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	01/26/17		43126			.00	-2,666.34	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	01/31/17		43429			.00	-3.05	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	01/31/17		43701			.00	-4.21	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	02/01/17	226085		114	CITY OF STANFORD	2,360.06	.00	FRANCHISE TAX	SA00000000016155
236.92	Journal Entries		FRAN 00	13	02/17/17		43910			.00	-492.37	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	02/26/17		44097			.00	-2,225.41	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	02/28/17		44372			.00	-5.20	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	02/28/17		44671			.00	-2.80	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	03/01/17	226226		114	CITY OF STANFORD	3,160.99	.00	FRANCHISE TAX	SA00000000016299
236.92	Journal Entries		FRAN 00	13	03/18/17		44922			.00	-449.43	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	03/26/17		45167			.00	-1,596.41	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	03/31/17		45451			.00	-1.04	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	03/31/17		46155			.00	-3.61	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	04/13/17	226541		114	CITY OF STANFORD	2,725.78	.00	FRANCHISE TAX	SA00000000016517
236.92	Journal Entries		FRAN 00	13	04/18/17		46005			.00	-427.60	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	04/26/17		46391			.00	-1,722.26	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	04/30/17		46662			.00	-1.21	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	04/30/17		46929			.00	-.93	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	05/05/17	226758		114	CITY OF STANFORD	2,050.49	.00	FRANCHISE TAX	SA00000000016638
236.92	Journal Entries		FRAN 00	13	05/18/17		47183			.00	-463.03	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	05/26/17		47432			.00	-1,477.20	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	05/31/17		47625			.00	-1.44	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	05/31/17		47865			.00	-2.91	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	06/07/17	227037		114	CITY OF STANFORD	2,152.00	.00	FRANCHISE TAX	SA00000000016795
236.92	Journal Entries		FRAN 00	13	06/18/17		48094			.00	-435.93	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	06/26/17		48311			.00	-1,598.62	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	06/30/17		48547			.00	-5.22	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	06/30/17		48871			.00	-5.09	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	07/12/17	227283		114	CITY OF STANFORD	1,944.58	.00	FRANCHISE TAX	SA00000000016994
236.92	Journal Entries		FRAN 00	13	07/18/17		49162			.00	-491.86	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	07/26/17		49431			.00	-1,886.79	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	07/31/17		49671			.00	-3.37	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	07/31/17		49955			.00	-6.69	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	08/02/17	227469		114	CITY OF STANFORD	2,044.86	.00	FRANCHISE TAX	SA00000000017099
236.92	Journal Entries		FRAN 00	13	08/18/17		50214			.00	-512.94	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	08/23/17		50340			.00	-.16	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	08/26/17		50446			.00	-2,021.39	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	08/31/17		50687			.00	-7.54	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	08/31/17		50907			.00	-3.61	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	09/01/17	227744		114	CITY OF STANFORD	2,388.71	.00	FRANCHISE TAX	SA00000000017244
236.92	Journal Entries		FRAN 00	13	09/18/17		51194			.00	-489.12	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	09/26/17		51493			.00	-1,709.78	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	09/30/17		52056			.00	-5.89	FRANCHISE TAX - TOTAL	
236.92	Accounts Payable	232.10	FRAN 02	13	10/05/17	227994		114	CITY OF STANFORD	2,545.64	.00	FRANCHISE TAX	SA00000000017393
236.92	Journal Entries		FRAN 00	13	10/13/17		52206			.00	-2.51	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	10/18/17		52358			.00	-424.63	FRANCHISE TAX - TOTAL	
236.92	Journal Entries		FRAN 00	13	10/26/17		52628			.00	-1,459.42	FRANCHISE TAX - TOTAL	

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236.92	Journal Entries	FRAN 00 13	10/31/17	52871	.00	-30.86	FRANCHISE TAX - TOTAL
236.92	Journal Entries	FRAN 00 13	10/31/17	53160	.00	-4.80	FRANCHISE TAX - TOTAL
					28,165.14	-31,678.81	

INTER-COUNTY ENERGY COOPERATIVE CORPORATION

Case No. 2018-00129

Analysis of Other Operating Taxes
12 Months Ended 10/31/17
"000 Omitted"

Line No.	Item (a)	Charged Expense (b)	Charged To Construction (c)	Charged To Other Accounts ¹ (d)	Amounts Accrued (e)	Amount Paid (f)
1.	Kentucky Retail	364,217			364,217	364,217
	(a) State income	128,712	101,181		229,893	229,893
	(b) Franchise fees	72,571			72,571	72,571
	(c) Ad valorem	1,214,875			1,214,875	1,214,875
	(d) Payroll (employers portion)	255,875	21,265		277,140	277,140
	(e) Other taxes School Tax	1,651,998			1,651,998	1,651,998
2.	Total Retail (L1(a) through L1(e))					
3.	Other jurisdictions					
	Total per books (L2 and L3)	3,688,248	122,446		3,810,694	3,810,694

¹ Explain items in this Column.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

25. Provide a statement of electric plant in service, per company books, for the test year. This data shall be presented as shown in Format 25.

Response: Please see attached for a hard copy. An electronic copy of the excel spreadsheet is also being filed on CD.

Statement of Electric Plant in Service
12 months ended 10/31/17

Changes in electric plant:

Distribution Plant	Beginning Balance	Additions	Retirements	Ending Balance
360 Land and land rights	8859.8	0	0	8859.8
362 Station equipment	0	0	0	0
362.1 SCADA computer equipment				
362.2 SCADA controller/RTU/Substat				
362.3 SCADA communications equip				
364 Poles, towers and fixtures	32,764,565	2,317,817	351,651	34,730,731
365 Overhead conductors & devices	26,136,960	1,242,242	191,855	27,187,348
367 Underground conduit & devices	5,356,421	397,655	43,404	5,710,672
368 Line transformers	15,969,018	445,987	127,580	16,287,424
369 Services	18,354,207	655,073	128,913	18,880,368
370 Meters	4,725,908	487,046	256,396	4,956,559
370.01 Meters-AMI substat transformers	126,808	-	-	126,808
370.02 Meters-AMI base/software	83,262	-	-	83,262
371 Installations on customers premises	3,609,374	479,761	245,564	3,843,570
Total distribution plant	107,135,382	6,025,583	1,345,362	111,815,603
General Plant				
389 Land and land rights	53,591			53,591
390 Structures and improvements	8,058,561			8,058,561
391 Office furniture and equipment	1,381,188	51,434		1,432,622
392 Transportation equipment	3,193,923	259,534	33,611	3,419,846
393 Stores equipment	30,142			30,142
394 Tools, shop, and garage equipment	111,950	24,756		136,706
395 Laboratory equipment	120,188	3,799		123,987
396 Power operated equipment	41,945			41,945
397 Communication equipment	1,293,340			1,293,340
397.1 Truck radios-communications	167,996			167,996
397.2 Radio Softwr,hardwr-communications eq	50,602			50,602
397.3 Microwave eq-communications equipment	134,826			134,826
397.4 Hybrid control station-communication eq	32,860			32,860
398 Miscellaneous equipment	204,045			204,045
Total general plant	14,875,158	339,523	33,611	15,181,071
Total electric plant in service	122,010,541	6,365,106	1,378,973	126,996,674

Witness: Sheree Gilliam/Lance Schafer

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

26. Provide documentation and a schedule of all employee benefits available to Inter-County's employees. Include the number of employees at test-year-end covered under each benefit, the test-year-end actual cost of each benefit, the amount of the cost capitalized, the amount of the cost expensed, and the account numbers in which the capitalized or expensed costs were recorded. Include monthly premiums incurred for the coverages and plans provided and the amount of the company and employee contributions.

Response: For a schedule of employee benefits available to Inter-County's employees and Test Year end participation, please see Exhibit 7, pages 11 through 13, attached to the Application filed on May 29, 2018. For a list of the capitalized or expensed costs recorded by account number, please see the information attached to this response. For the monthly premiums incurred for the coverages and plans provided, please see Exhibit 7, Work Paper 3, attached to the Application filed on May 29, 2018. Also see the information attached to this response.

Inter-County Energy Cooperative
Case No. 2018-00129
Test-Year Allocation of Payroll

<u>Line No.</u>	<u>Acct No.</u>	<u>Description</u>	<u>Labor Distribution</u>	<u>Percent of Total (by category)</u>	<u>Percent of Total (by account)</u>
1	107.20	Construction WIP	402,978		9.0%
2	107.21	Const WIP - Indirect Labor	644,670		14.3%
3	107.23	Const WIP - Contractor Oversight	53,414		1.2%
4	108.80	Retirement WIP	98,896		2.2%
5	108.81	Retire WIP - OH	84,106		1.9%
6	108.83	Retire WIP - Contractor Oversight	6,464	28.7%	0.1%
9	242.51	Accrued Sick	236,557		5.3%
10	426.10	Donations	1,364	6.7%	0.0%
11	580.00	Operations, Supervision	108,071		2.4%
12	583.00	OH Line Exp	330,807		7.4%
13	583.20	OH Line Exp - PCB Test/Cleanup	7,507		0.2%
14	583.60	System Inspection	38,155		0.8%
15	584.00	Underground Line Exp	2,130		0.0%
16	584.10	Underground Location Exp	46,623		1.0%
18	587.00	Consumer Install	9,522		0.2%
20	588.00	Misc. Dist. Exp	103,834	17.6%	2.3%
22	593.00	Maint of OH Lines	216,205		4.8%
23	593.10	Maint of ROW	20,521		0.5%
24	594.00	Maint of Underground Lines	10,124		0.2%
25	595.00	Maint of Line Trans	4,108		0.1%
26	597.00	Maint of Meters	497		0.0%
27	598.00	Maint of Misc Distr	25,066	6.7%	0.6%
28	901.00	Supervision - Customer Accounts	86,212		1.9%
29	902.00	Meter Reading Exp	15,353		0.3%
30	903.00	Cust Records	426,858	11.8%	9.5%
32	908.00	Customer Assistance Exp	130,731		2.9%
33	908.60	Engy Conservation	0	5.0%	0.0%
38	930.60	Annual Meeting	15,092		0.3%
39	935.00	Maint of General Plant	906	23.5%	0.0%
40		TOTAL	4,496,269	100.0%	100.0%

**Inter-County Energy Cooperative
Case No. 2018-00129
Capitalization Policies - Test-Year Benefits Distribution**

<u>Line</u> <u>No.</u>	<u>Acct No.</u>	<u>Description</u>	<u>Benefits</u> <u>Distribution</u>
1	107.20	Construction WIP	182,353
2	107.21	Const WIP - Indirect Labor	291,722
3	107.23	Const WIP - Contractor Oversight	24,171
4	108.80	Retirement WIP	44,752
5	108.81	Retire WIP - OH	38,059
6	108.83	Retire WIP - Contractor Oversight	2,925
12	242.51	Accrued Sick	107,046
13	426.10	Donations	617
14	580.00	Operations, Supervision	48,903
15	583.00	OH Line Exp	149,695
16	583.20	OH Line Exp - PCB Test/Cleanup	3,397
17	583.60	System Inspection	17,266
18	584.00	Underground Line Exp	964
19	584.10	Underground Location Exp	21,097
21	587.00	Consumer Install	4,309
23	588.00	Misc. Dist. Exp	46,986
25	593.00	Maint of OH Lines	97,836
27	593.10	Maint of ROW	9,286
29	594.00	Maint of Underground Lines	4,581
30	595.00	Maint of Line Trans	1,859
31	597.00	Maint of Meters	225
32	598.00	Maint of Misc Distr	11,343
33	901.00	Supervision - Customer Accounts	39,012
34	902.00	Meter Reading Exp	6,947
35	903.00	Cust Records	193,159
37	908.00	Customer Assistance Exp	59,157
48	930.60	Annual Meeting	6,829
50	935.00	Maint of General Plant	410
51		TOTAL	<u>2,034,625</u>
52			
53		Benefits include the following:	
54		Medical insurance	1,033,956
55		Life and disability insurance	82,497
56		R & S retirement	714,713
57		Savings plan 401(k)	78,929
58		Workers Comp	122,190
59		Employee Assistance Program	<u>2,340</u>
60			
61			<u>2,034,625</u>
62			

63 Inter-County Energy Cooperative accumulates all benefits, then allocates these to accounts based on the
64 labor distribution for the month. The above is the actual allocation for the test year for
65 the above benefits.
66

Inter-County Energy Cooperative
Case No. 2018-00129
For the Normalized Test Year Ended October 31, 2017
Test-Year Healthcare Deductibles & Premiums

(a)	(b)	(c)	(d)	(e)
Line No.	Description	Deductible	Participant Premium	Inter-County's Cost per Employee
1	Single Plans	\$ 400	\$ -	\$ 1,411
2	Family Plans	\$ 1,200	\$ -	\$ 427
3	Employee/Spouse	\$ 800	\$ -	\$ 1,025
4	Employee/Children	\$ 1,200	\$ -	\$ 927
5	Medicare Retiree	\$ 400	\$ 145	\$ 290
6	Spouse	\$ 800	\$ 291	\$ 582
7	Medicare Retiree + Non-Medicare Spouse	\$ 800	\$ 445	\$ 889
8	Non-Medicare Retiree + Medicare Spouse	\$ 800	\$ -	\$ 720

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

27. Provide a schedule reflecting the salaries and other compensation of each executive officer for the test year and two preceding calendar years. Include the percentage annual increase and the effective date of each increase, the job title, duty and responsibility of each officer, the number of employees who report to each executive officer, and to whom each executive officer reports. Also, for employees elected to executive officer status during the test year, provide the salaries for the test year for those persons whom they replaced.

Response: Please see attached.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Compensation of Executive Officer

(a)	(b)	(c)	(d)	(e)	(f)	(g)
Line No.	Period of Time	Title of Executive Officer	Salary	Percent of Increase	Date of Increase	Employees Who Report to Executive Officer
1	Test Year	President & Ceo	\$200,453.45	3%	5/1/2017	All
2	First Preceding Year	President & Ceo	\$194,615.62	3%	5/1/2016	All
3	Second Preceding Year	President & Ceo	\$188,946.29	3%	5/1/2015	All

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

28. Provide a detailed analysis of advertising expenditures during the test year. Include a breakdown of Account No. 913, Advertising Expenses, as shown in Format 28, and show any advertising expenditures included in other expense accounts. Specify the purpose and expected benefit of each expenditure.

Response: Inter-County Energy's commitment to the local community can be seen and heard as we advertise, promote and stress the importance of energy efficiency, Cooperative Solar, direct load control and safety through ads that promote playing and working safely around electricity throughout the daily lives of our members. The different types of advertising and the purpose of each are as follows:

Newspaper

- Safety ads in four categories: Severe weather, Pool safety, Farm safety and Christmas lights.
- To make both our members and the public at large aware of the dangers of electricity throughout the year. Our safety ads run quarterly as it pertains to the season.
- The expected benefit is to educate our members/public of the dangers of electricity at home, at work and on the farm.
- We also do one week of annual meeting ads promoting our annual membership meeting. This ad encourages our members to be active and involved in the Cooperative's governance.

TV/Cinemas:

- We partner with other electric cooperatives in our area to promote programs and services like Energy Star Appliances, Button-Up and Cooperative Solar. This allows us to reach a broader audience with less investment.
- Running similar ads in our local cinemas allows us to reach a broader audience.
- We are currently promoting Cooperative Solar.
- The expected benefit is to educate our members of the many programs and services Inter-County offers and has available for participation.

Radio:

- Radio spots are used to promote safety, energy-efficiency programs and the annual meeting.

Witness: Sheree Gilliam

- Occasionally we use radio to advertise and promote our programs like Energy Star Appliances, Button-Up and Cooperative Solar.
- We use local radio as our annual meeting date approaches and switch out existing radio spots for annual meeting spots to further save dollars. We will then resume our regular radio spots after the annual meeting is over.
- The expected benefit of the radio ads is to make our membership and the public aware of the dangers of electricity at home, work and on the farm as well as to promote the many Commission approved programs and services Inter-County offers.

Magazines/Other:

- Our economic development involvement in our local communities can be seen in our continued promotion in local magazines, brochures and program books.
- Hopefully these efforts will aid in more businesses locating to our area and the expansion of existing businesses.
- The expected benefit is to promote our commitment to community to our members, potential new businesses as well as existing businesses. We also emphasize the value of cooperative membership and how Inter-County can assist its members in managing their energy bills.

For the additional requested information, please see the information attached to this response.

Advertising Expense
Accounts 909 & 908.10

Line No.	Item (a)	Sales or Promotional Advertising (b)	Institutional Advertising (c)	Conservation Advertising (d)	Rate Case (e)	Other (f)	Total (g)
1	Newspaper			1,527.38			1,527.38
2	Magazines and other		28,114.08	13,441.20		(11,532.49)	30,022.79
3	Television			19,666.00		(15,751.70)	3,914.30
4	Radio			2,119.00		(843.84)	1,275.16
5	Direct Mail						-
6	Sales Aids						=
7	Total						-
8	Amount assigned to KY retail			36,753.58		(28,128.03)	36,739.63

(credits in column (f) resulted from cost/share rebates from East Kentucky Power.)

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

29. Provide an analysis of Account No. 930, Miscellaneous General Expenses, for the test year. Include a complete breakdown of this account as shown in Format 29. Include all detailed work papers supporting this analysis. At a minimum, the work papers shall show the date, vendor, reference (e.g., voucher number), dollar amount, and a brief description of each expenditure. Detailed analysis is not required for amounts of less than \$100, provided the items are grouped by classes as shown in Format 29.

Response: Please see attached for hard copies. Electronic copies of the excel spreadsheets are also included on CD.

listitem

Account 930.40 Miscellaneous Exp. - Association Membership

ACCOUNT	SOURCE	R-ACCT	ITEMID	DEPT	DATE	CHECK	VOUCHER	VENDOR	VENDOR NAME	DEBIT	CREDIT	MACHINE DATE	DESCRIPTION	BALANCE	INVOICE NBR	PROJECT CODE
930.40	Journal Entries	165.20	DUES	00	1	11/30/16	FJ1003			9,067.58	.00	01/06/17	ORGANIZATIONAL DUES	9,067.58		
930.40	Accounts Payable	232.10	DUES	00	1	12/31/16	225790	1396	ELECTRIC COOP BAR ASSOCIATIO	290.00	.00	01/12/17	2017 MEMBERSHIP DUES (2YR)	9,357.58	1750401	1
930.40	Journal Entries	165.20	DUES	00	1	12/31/16	FJ1003			9,067.58	.00	02/01/17	ORGANIZATIONAL DUES	18,425.16		
930.40	Journal Entries	165.20	DUES	00	1	01/31/17	FJ1003			5,344.23	.00	03/02/17	ORGANIZATIONAL DUES	23,769.49		
930.40	Journal Entries	165.20	DUES	00	1	02/28/17	FJ1003			5,880.18	.00	03/31/17	ORGANIZATIONAL DUES	29,649.67		
930.40	Journal Entries	165.20	DUES	00	1	03/31/17	FJ1003			8,336.43	.00	05/02/17	ORGANIZATIONAL DUES	37,986.10		
930.40	Journal Entries	165.20	DUES	00	1	04/30/17	FJ1003			8,336.43	.00	06/02/17	ORGANIZATIONAL DUES	46,322.53		
930.40	Journal Entries	165.20	DUES	00	1	05/31/17	FJ1003			8,336.43	.00	06/30/17	ORGANIZATIONAL DUES	54,658.96		
930.40	Journal Entries	165.20	DUES	00	1	06/30/17	FJ1003			8,336.43	.00	07/28/17	ORGANIZATIONAL DUES	62,995.39		
930.40	Journal Entries	165.20	DUES	00	1	07/31/17	FJ1003			8,336.43	.00	08/25/17	ORGANIZATIONAL DUES	71,331.82		
930.40	Journal Entries	165.20	DUES	00	1	08/31/17	FJ1003			8,336.43	.00	10/02/17	ORGANIZATIONAL DUES	79,668.25		
930.40	Journal Entries	165.20	DUES	00	1	09/30/17	FJ1003			8,336.43	.00	10/30/17	ORGANIZATIONAL DUES	88,004.68		
930.40	Journal Entries	165.20	DUES	00	1	10/31/17	FJ1003			8,336.43	.00	11/29/17	ORGANIZATIONAL DUES	96,341.11		
										96,341.11						

Miscellaneous General Expenses
Account 930.20, 930.30, 930.40, 930.50, 930.60

Line No.	Item (a)	Amount (b)
1	Industry association dues - 930.40	96,341.11
2	Stockholder and debt-servicing expenses - 930.60	64,294.55 *
3	Institutional advertising - 930.20	159,121.27
4	Director's fees and expenses - 930.33-930.38	156,197.03 **
5	Capital Credit Misc Expenses - 930.50, contract labor	19,897.95
6	Miscellaneous - 930.50, liability insurance	13,297.37
7	Total	509,149.28
8	Amount assigned to KY retail	

* Annual Meeting data filed in application, Exhibit????

**Director's Fees data filed in application, Exhibit ?????

fishem

Account 930 20 - Miscellaneous General Expenses

ACCOUNT	SOURCE	R/ACCT	ITEM ID	DEPT	DATE	CHECK	VENDOR	VENDOR NAME	QUANTITY	DEBIT	CREDIT	MACHINE	DATE	DESCRIPTION	BALANCE	INVOICE NBR	TRAN	MOYR
930.20	Accounts Payable	232.10	KYLV 00 1		11/30/16	22550	39	KY ASSOC OF ELECTRIC COOP	00	12,431.40	00	12/14/16		KY LIVING MAGAZINE	12,431.40			
930.20	Accounts Payable	232.10	KYLV 00 1		12/31/16	22597	39	KY ASSOC OF ELECTRIC COOP	00	12,451.89	00	01/11/17		KY LIVING MAGAZINE	24,883.29			
930.20	Accounts Payable	232.10	KYLV 00 1		01/31/17	22607	39	KY ASSOC OF ELECTRIC COOP	00	14,048.35	00	02/09/17		KY LIVING MAGAZINE	38,932.44			
930.20	Accounts Payable	232.10	KYLV 00 1		02/28/17	22627	39	KY ASSOC OF ELECTRIC COOP	00	12,541.19	00	03/14/17		KY LIVING MAGAZINE	51,473.63			
930.20	Accounts Payable	232.10	KYLV 00 1		03/31/17	22646	39	KY ASSOC OF ELECTRIC COOP	00	12,551.92	00	04/11/17		KY LIVING MAGAZINE	64,025.55			
930.20	Payroll	131.03	LABR 01 1		04/27/17				2.00	95.60	00	04/27/17		LABOR - OVERTIME	64,119.15			
930.20	Accounts Payable	232.10	KYLV 00 1		04/30/17	22670	39	KY ASSOC OF ELECTRIC COOP	00	12,562.98	00	05/09/17		KY LIVING MAGAZINE	76,681.83			
930.20	Journal Entries	165.01	BENE 00 1		04/30/17				00	24.16	00	06/05/17		EMPLOYEE BENEFITS	76,706.99			
930.20	Journal Entries	165.11	BENE 00 1		04/30/17				00	20	00	06/05/17		EMPLOYEE BENEFITS	76,706.19			
930.20	Journal Entries	165.12	BENE 00 1		04/30/17				00	24.21	00	06/05/17		EMPLOYEE BENEFITS	76,730.40			
930.20	Journal Entries	165.13	BENE 00 1		04/30/17				00	1.13	00	06/05/17		EMPLOYEE BENEFITS	76,731.53			
930.20	Journal Entries	165.15	BENE 00 1		04/30/17				00	57	00	06/05/17		EMPLOYEE BENEFITS	76,732.10			
930.20	Journal Entries	165.16	BENE 00 1		04/30/17				00	3.34	00	06/05/17		EMPLOYEE BENEFITS	76,735.44			
930.20	Journal Entries	228.30	BENE 00 1		04/30/17				00	7.76	00	06/05/17		EMPLOYEE BENEFITS	76,743.20			
930.20	Journal Entries	242.60	BENE 00 1		04/30/17				00	93	00	06/05/17		EMPLOYEE BENEFITS	76,744.18			
930.20	Journal Entries	408.20	EMBF 01 1		04/30/17				00	01	00	06/05/17		FEDERAL UNEMPLOYMENT - EMPLOYER	76,744.19			
930.20	Journal Entries	408.30	EMBF 03 1		04/30/17				00	10.14	00	06/05/17		FICA TAX - EMPLOYER	76,754.33			
930.20	Journal Entries	408.40	EMBF 02 1		04/30/17				00	02	00	06/05/17		STATE UNEMPLOYMENT - EMPLOYER	76,754.35			
930.20	Journal Entries	926.01	BENE 00 1		04/30/17				00	16.24	00	06/05/17		EMPLOYEE BENEFITS	76,770.59			
930.20	Payroll	131.03	LABR 00 1		05/25/17				4.00	134.34	00	05/25/17		LABOR - REGULAR	76,904.93			
930.20	Accounts Payable	232.10	KYLV 00 1		05/31/17	22693	39	KY ASSOC OF ELECTRIC COOP	00	14,751.09	00	06/01/17		KY LIVING MAGAZINE	91,656.02			
930.20	Journal Entries	165.01	BENE 00 1		05/31/17				00	22.10	00	06/05/17		EMPLOYEE BENEFITS	91,678.12			
930.20	Journal Entries	165.11	BENE 00 1		05/31/17				00	35	00	06/05/17		EMPLOYEE BENEFITS	91,678.47			
930.20	Journal Entries	165.12	BENE 00 1		05/31/17				00	28.36	00	06/05/17		EMPLOYEE BENEFITS	91,706.83			
930.20	Journal Entries	165.13	BENE 00 1		05/31/17				00	1.34	00	06/05/17		EMPLOYEE BENEFITS	91,708.17			
930.20	Journal Entries	165.15	BENE 00 1		05/31/17				00	87	00	06/05/17		EMPLOYEE BENEFITS	91,708.84			
930.20	Journal Entries	165.16	BENE 00 1		05/31/17				00	4.04	00	06/05/17		EMPLOYEE BENEFITS	91,712.88			
930.20	Journal Entries	215.30	BENE 00 1		05/31/17				00	1.26	00	06/05/17		EMPLOYEE BENEFITS	91,714.14			
930.20	Journal Entries	228.30	BENE 00 1		05/31/17				00	9.37	00	06/05/17		EMPLOYEE BENEFITS	91,723.51			
930.20	Journal Entries	242.60	BENE 00 1		05/31/17				00	1.18	00	06/05/17		EMPLOYEE BENEFITS	91,724.69			
930.20	Journal Entries	408.30	EMBF 03 1		05/31/17				00	10.23	00	06/05/17		FICA TAX - EMPLOYER	91,734.92			
930.20	Journal Entries	408.40	EMBF 02 1		05/31/17				00	01	00	06/05/17		STATE UNEMPLOYMENT - EMPLOYER	91,734.93			
930.20	Journal Entries	926.01	BENE 00 1		05/31/17				00	23.99	00	06/05/17		EMPLOYEE BENEFITS	91,758.92			
930.20	Transportation	184.00	TREX 00 1		05/31/17				2.00	6.66	00	07/05/17		TRANSPORTATION EXP - DO NOT USE	91,765.58			
930.20	Accounts Payable	232.10	MISC 07 1		06/07/17	22703	975	KY STATE TREASURER	00	189.00	00	06/07/17		DRIVING RECORDS	91,954.58			
930.20	Accounts Payable	232.10	KYLV 00 1		06/30/17	22723	39	KY ASSOC OF ELECTRIC COOP	00	12,600.27	00	07/11/17		KY LIVING MAGAZINE	104,554.85			
930.20	Payroll	131.03	LABR 00 1		07/20/17				8.00	236.60	00	07/20/17		LABOR - REGULAR	104,793.45			
930.20	Accounts Payable	232.10	KYLV 00 1		07/31/17	22740	39	KY ASSOC OF ELECTRIC COOP	00	12,612.79	00	08/07/17		KY LIVING MAGAZINE	117,386.24			
930.20	Journal Entries	165.01	BENE 00 1		07/31/17				00	58.06	00	08/07/17		EMPLOYEE BENEFITS	117,454.20			
930.20	Journal Entries	165.11	BENE 00 1		07/31/17				00	43	00	08/07/17		EMPLOYEE BENEFITS	117,454.73			
930.20	Journal Entries	165.12	BENE 00 1		07/31/17				00	51.31	00	08/07/17		EMPLOYEE BENEFITS	117,506.04			
930.20	Journal Entries	165.13	BENE 00 1		07/31/17				00	2.30	00	08/07/17		EMPLOYEE BENEFITS	117,508.43			
930.20	Journal Entries	165.15	BENE 00 1		07/31/17				00	1.20	00	08/07/17		EMPLOYEE BENEFITS	117,506.63			
930.20	Journal Entries	165.16	BENE 00 1		07/31/17				00	6.90	00	08/07/17		EMPLOYEE BENEFITS	117,516.53			
930.20	Journal Entries	215.30	BENE 00 1		07/31/17				00	2.24	00	08/07/17		EMPLOYEE BENEFITS	117,518.77			
930.20	Journal Entries	228.30	BENE 00 1		07/31/17				00	16.65	00	08/07/17		EMPLOYEE BENEFITS	117,535.42			
930.20	Journal Entries	242.60	BENE 00 1		07/31/17				00	2.10	00	08/07/17		EMPLOYEE BENEFITS	117,537.52			
930.20	Journal Entries	408.20	EMBF 01 1		07/31/17				00	02	00	08/07/17		FEDERAL UNEMPLOYMENT - EMPLOYER	117,537.54			
930.20	Journal Entries	408.30	EMBF 03 1		07/31/17				00	18.92	00	08/07/17		FICA TAX - EMPLOYER	117,556.46			
930.20	Journal Entries	408.40	EMBF 02 1		07/31/17				00	02	00	08/07/17		STATE UNEMPLOYMENT - EMPLOYER	117,558.48			
930.20	Journal Entries	926.01	BENE 00 1		07/31/17				00	55.96	00	08/07/17		EMPLOYEE BENEFITS	117,612.44			
930.20	Transportation	184.00	TREX 00 1		07/31/17				6.00	156.22	00	08/11/17		TRANSPORTATION EXP - DO NOT USE	117,768.66			
930.20	Accounts Payable	232.10	KYLV 00 1		08/31/17	22765	39	KY ASSOC OF ELECTRIC COOP	00	12,846.23	00	09/05/17		KY LIVING MAGAZINE	130,414.89			
930.20	Accounts Payable	232.10	MISC 07 1		08/31/17	22765	102	VISA	00	31.80	00	09/07/17		HANDKERCHIEFS - HONOR FLIGHT	130,446.69			
930.20	Accounts Payable	232.10	KYLV 00 1		09/30/17	22783	39	KY ASSOC OF ELECTRIC COOP	00	12,884.41	00	10/11/17		KY LIVING MAGAZINE	143,131.10			
930.20	Accounts Payable	232.10	PROH 00 1		10/11/17	22818	2763	HALO BRANDED SOLUTIONS	00	3,154.00	00	10/11/17		ALUMINUM CALENDARS	146,285.90			
930.20	Accounts Payable	232.10	MISC 07 1		10/31/17	22816	102	VISA	00	39.69	00	11/07/17		POISON FOR SEWER FLIES IN BRTS	146,325.59			
930.20	Accounts Payable	232.10	MISC 07 1		10/31/17	22818	28	INDUSTRIAL PARK DISTRIBUTORS	00	82.67	00	11/13/17		CIGARETTE URNS FOR OUTSIDE	146,408.26			
930.20	Accounts Payable	232.10	KYLV 00 1		10/31/17	22818	39	KY ASSOC OF ELECTRIC COOP	00	12,713.01	00	11/21/17		KY LIVING MAGAZINE	159,121.27			

159,121.27

listItem

Account 930.30 - Miscellaneous Expense

ACCOUNT	SOURCE	ITEM ID	DEPT	DATE	CHECK	VOUCHER	VENDOR	VENDOR NAME	DEBIT	CREDIT	DESCRIPTION	BALANCE	INVOICE NBR
930.30	Journal Entries	INSX 01 13		11/30/16		FJ999			7,021.47	.00	FEDERATED - PROPERTY & LIABILITY	7,021.47	
930.30	Journal Entries	INSX 01 13		12/31/16		JE3408			.00	-6,003.27	TO CORRECT KEYING ERROR ON JE999	1,018.20	
930.30	Journal Entries	INSX 01 13		12/31/16		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	2,036.40	
930.30	Journal Entries	INSX 01 13		01/31/17		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	3,054.60	
930.30	Journal Entries	INSX 01 13		02/28/17		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	4,072.80	
930.30	Journal Entries	INSX 01 13		03/31/17		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	5,091.00	
930.30	Journal Entries	INSX 01 13		04/30/17		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	6,109.20	
930.30	Journal Entries	INSX 01 13		05/31/17		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	7,127.40	
930.30	Journal Entries	INSX 01 13		06/30/17		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	8,145.60	
930.30	Journal Entries	INSX 01 13		07/31/17		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	9,163.80	
930.30	Accounts Payable	DIRX 10 1		08/31/17	227662		102 VISA		300.00	.00	ROOM RENTAL FOR AUG BRD MTG	9,463.80	SA00000000017282
930.30	Journal Entries	INSX 01 13		08/31/17		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	10,482.00	
930.30	Journal Entries	INSX 01 13		09/30/17		FJ999			1,018.20	.00	FEDERATED - PROPERTY & LIABILITY	11,500.20	
930.30	Journal Entries	INSX 01 13		10/31/17		FJ999			1,797.17	.00	FEDERATED - PROPERTY & LIABILITY	13,297.37	
									19,300.64	-6,003.27			

listitem

Account 930.50 Miscellaneous Expense Capital Credits

ACCOUNT	SOURCE	ITEM ID	DEPT	DATE	CHECK	VENDOR	VENDOR NAME	DEBIT	CREDIT DESCRIPTION	BALANCE	PO NBR	INVOICE NBR	TRAN MOYR
930.50	Accounts Payable	CTLB	00	13	11/30/16	225560	1771 NESCO SERVICE COMPANY	464.04	.00 CONTRACT LABOR - ROSS	464.04		717124	
930.50	Accounts Payable	CTLB	00	13	11/30/16	225560	1771 NESCO SERVICE COMPANY	386.70	.00 CONTRACT LABOR - ROSS	850.74		719695	
930.50	Accounts Payable	CTLB	00	13	11/30/16	225560	1771 NESCO SERVICE COMPANY	206.24	.00 CONTRACT LABOR - ROSS	1,056.98		722623	
930.50	Accounts Payable	COMP	00	2	11/30/16	225567	863 SOUTHEASTERN DATA CO-OP	124.91	.00 SEDC SUPPORT	1,181.89		17412	
930.50	Accounts Payable	CTLB	00	13	12/31/16	225810	1771 NESCO SERVICE COMPANY	283.58	.00 CONTRACT LABOR - ROSS	1,465.47		727983	
930.50	Accounts Payable	CTLB	00	13	12/31/16	225810	1771 NESCO SERVICE COMPANY	464.04	.00 CONTRACT LABOR - ROSS	1,929.51		731014	
930.50	Accounts Payable	CTLB	00	13	12/31/16	225810	1771 NESCO SERVICE COMPANY	425.38	.00 CONTRACT LABOR - ROSS	2,354.89		732481	
930.50	Accounts Payable	CTLB	00	13	12/31/16	225810	1771 NESCO SERVICE COMPANY	180.46	.00 CONTRACT LABOR - ROSS	2,535.35		736395	
930.50	Accounts Payable	COMP	00	2	12/31/16	225913	863 SOUTHEASTERN DATA CO-OP	124.91	.00 SEDC SUPPORT	2,660.26		17697	
930.50	Accounts Payable	CTLB	00	13	01/31/17	226043	1771 NESCO SERVICE COMPANY	309.35	.00 CONTRACT LABOR - ROSS	2,969.62		743443	
930.50	Accounts Payable	CTLB	00	13	01/31/17	226043	1771 NESCO SERVICE COMPANY	350.92	.00 CONTRACT LABOR - ROSS	3,330.54		746593	
930.50	Accounts Payable	CTLB	00	13	01/31/17	226043	1771 NESCO SERVICE COMPANY	154.68	.00 CONTRACT LABOR - ROSS	3,485.22		748378	
930.50	Accounts Payable	COMP	00	2	01/31/17	226060	863 SOUTHEASTERN DATA CO-OP	320.55	.00 SEDC SUPPORT	3,805.77		17981	
930.50	Accounts Payable	COMP	00	2	01/31/17	226060	863 SOUTHEASTERN DATA CO-OP	1,304.86	.00 CAPITAL CREDIT REFUND LASER	5,110.63		17981	
930.50	Journal Entries	MISC	07	13	01/31/17			131.00	.00 FEES FOR NSF CKS IN CAP CR ACCT	5,241.63			
930.50	Accounts Payable	COMP	00	2	02/28/17	226263	863 SOUTHEASTERN DATA CO-OP	125.48	.00 SEDC SUPPORT	5,367.11		18267	
930.50	Accounts Payable	CTLB	00	13	02/28/17	226278	1771 NESCO SERVICE COMPANY	309.36	.00 CONTRACT LABOR - ROSS	5,676.47		751944	
930.50	Accounts Payable	CTLB	00	13	02/28/17	226278	1771 NESCO SERVICE COMPANY	193.36	.00 CONTRACT LABOR - ROSS	5,869.83		753866	
930.50	Accounts Payable	CTLB	00	13	02/28/17	226278	1771 NESCO SERVICE COMPANY	206.24	.00 CONTRACT LABOR - ROSS	6,076.07		756041	
930.50	Accounts Payable	CTLB	00	13	02/28/17	226278	1771 NESCO SERVICE COMPANY	283.58	.00 CONTRACT LABOR - ROSS	6,359.65		759728	
930.50	Accounts Payable	CTLB	00	13	03/31/17	226484	1771 NESCO SERVICE COMPANY	206.24	.00 CONTRACT LABOR - ROSS	6,565.89		760975	
930.50	Accounts Payable	CTLB	00	13	03/31/17	226484	1771 NESCO SERVICE COMPANY	283.58	.00 CONTRACT LABOR - ROSS	6,849.47		765095	
930.50	Accounts Payable	CTLB	00	13	03/31/17	226484	1771 NESCO SERVICE COMPANY	360.92	.00 CONTRACT LABOR - ROSS	7,210.39		767517	
930.50	Accounts Payable	CTLB	00	13	03/31/17	226484	1771 NESCO SERVICE COMPANY	283.58	.00 CONTRACT LABOR - ROSS	7,493.97		769946	
930.50	Accounts Payable	COMP	00	2	03/31/17	226493	863 SOUTHEASTERN DATA CO-OP	185.90	.00 SEDC SUPPORT	7,679.87		18551	
930.50	Accounts Payable	CTLB	00	13	04/30/17	226705	1771 NESCO SERVICE COMPANY	206.24	.00 CONTRACT LABOR - ROSS	7,886.11		771700	
930.50	Accounts Payable	CTLB	00	13	04/30/17	226705	1771 NESCO SERVICE COMPANY	360.92	.00 CONTRACT LABOR - ROSS	8,247.03		774535	
930.50	Accounts Payable	CTLB	00	13	04/30/17	226705	1771 NESCO SERVICE COMPANY	206.24	.00 CONTRACT LABOR - ROSS	8,453.27		776903	
930.50	Accounts Payable	COMP	00	2	04/30/17	226737	863 SOUTHEASTERN DATA CO-OP	180.60	.00 SEDC SUPPORT	8,633.87		18839	
930.50	Accounts Payable	CTLB	00	13	05/31/17	226970	1771 NESCO SERVICE COMPANY	335.14	.00 CONTRACT LABOR - ROSS	8,969.01		782880	
930.50	Accounts Payable	CTLB	00	13	05/31/17	226970	1771 NESCO SERVICE COMPANY	309.36	.00 CONTRACT LABOR - ROSS	9,278.37		784516	
930.50	Accounts Payable	CTLB	00	13	05/31/17	226970	1771 NESCO SERVICE COMPANY	309.36	.00 CONTRACT LABOR - ROSS	9,587.73		787311	
930.50	Accounts Payable	CTLB	00	13	05/31/17	226970	1771 NESCO SERVICE COMPANY	206.24	.00 CONTRACT LABOR - ROSS	10,064.67		790233	
930.50	Accounts Payable	CTLB	00	13	05/31/17	226970	1771 NESCO SERVICE COMPANY	335.14	.00 CONTRACT LABOR - ROSS	10,399.81		793212	
930.50	Accounts Payable	COMP	00	2	05/31/17	226997	863 SOUTHEASTERN DATA CO-OP	231.48	.00 SEDC SUPPORT	10,631.29		19132	
930.50	Accounts Payable	CTLB	00	13	06/30/17	227239	1771 NESCO SERVICE COMPANY	335.14	.00 CONTRACT LABOR - ROSS	10,966.43		798101	
930.50	Accounts Payable	CTLB	00	13	06/30/17	227239	1771 NESCO SERVICE COMPANY	154.68	.00 CONTRACT LABOR - ROSS	11,121.11		803802	
930.50	Accounts Payable	CTLB	00	13	06/30/17	227239	1771 NESCO SERVICE COMPANY	283.58	.00 CONTRACT LABOR - ROSS	11,404.69		803803	
930.50	Accounts Payable	CTLB	00	13	06/30/17	227239	1771 NESCO SERVICE COMPANY	360.92	.00 CONTRACT LABOR - ROSS	11,765.61		805851	
930.50	Accounts Payable	COMP	00	2	06/30/17	227242	863 SOUTHEASTERN DATA CO-OP	223.00	.00 SEDC SUPPORT	11,988.61		19420	
930.50	Payroll	LABR	00	13	07/20/17			468.48	.00 LABOR - REGULAR	12,457.09			
930.50	Payroll	ACLB	01	13	07/20/17			546.56	.00 ACCRUED LABOR - REGULAR	13,003.65			
930.50	Accounts Payable	COMP	00	2	07/31/17	227452	863 SOUTHEASTERN DATA CO-OP	180.60	.00 SEDC SUPPORT	13,184.25		19711	
930.50	Journal Entries	BENE	00	13	07/31/17			257.84	.00 EMPLOYEE BENEFITS	13,442.09			
930.50	Journal Entries	BENE	00	13	07/31/17			1.92	.00 EMPLOYEE BENEFITS	13,444.01			
930.50	Journal Entries	BENE	00	13	07/31/17			227.78	.00 EMPLOYEE BENEFITS	13,671.79			
930.50	Journal Entries	BENE	00	13	07/31/17			10.45	.00 EMPLOYEE BENEFITS	13,682.24			
930.50	Journal Entries	BENE	00	13	07/31/17			5.35	.00 EMPLOYEE BENEFITS	13,687.59			
930.50	Journal Entries	BENE	00	13	07/31/17			30.61	.00 EMPLOYEE BENEFITS	13,718.20			
930.50	Journal Entries	BENE	00	13	07/31/17			10.00	.00 EMPLOYEE BENEFITS	13,728.20			
930.50	Journal Entries	BENE	00	13	07/31/17			73.89	.00 EMPLOYEE BENEFITS	13,802.09			
930.50	Journal Entries	BENE	00	13	07/31/17			9.32	.00 EMPLOYEE BENEFITS	13,811.41			
930.50	Journal Entries	EMBF	01	13	07/31/17			.15	.00 FEDERAL UNEMPLOYMENT - EMPLOYER	13,811.56			
930.50	Journal Entries	EMBF	03	13	07/31/17			84.03	.00 FICA TAX - EMPLOYER	13,895.59			
930.50	Journal Entries	EMBF	02	13	07/31/17			.15	.00 STATE UNEMPLOYMENT - EMPLOYER	13,895.74			
930.50	Journal Entries	BENE	00	13	07/31/17			248.56	.00 EMPLOYEE BENEFITS	14,144.30			

listitem

930.50	Payroll	LABR 00 13	08/17/17			546.56	.00 LABOR - REGULAR	14,690.86	
930.50	Payroll	LABR 00 13	08/31/17			292.80	.00 LABOR - REGULAR	14,983.66	
930.50	Payroll	ACLB 01 13	08/31/17			292.80	.00 ACCRUED LABOR - REGULAR	15,276.46	
930.50	Accounts Payable	COMP 00 2	08/31/17	863	SOUTHEASTERN DATA CO-OP	180.60	.00 SEDC SUPPORT	15,457.06	20001V
930.50	Accounts Payable	COMP 00 2	08/31/17	863	SOUTHEASTERN DATA CO-OP	.00	-180.60 SEDC SUPPORT	15,276.46	20001V
930.50	Accounts Payable	COMP 00 2	08/31/17	227709 863	SOUTHEASTERN DATA CO-OP	180.60	.00 SEDC SUPPORT	15,457.06	20001
930.50	Journal Entries	BENE 00 13	08/31/17			291.45	.00 EMPLOYEE BENEFITS	15,748.51	
930.50	Journal Entries	BENE 00 13	08/31/17			3.93	.00 EMPLOYEE BENEFITS	15,752.44	
930.50	Journal Entries	BENE 00 13	08/31/17			254.87	.00 EMPLOYEE BENEFITS	16,007.31	
930.50	Journal Entries	BENE 00 13	08/31/17			11.93	.00 EMPLOYEE BENEFITS	16,019.24	
930.50	Journal Entries	BENE 00 13	08/31/17			6.21	.00 EMPLOYEE BENEFITS	16,026.45	
930.50	Journal Entries	BENE 00 13	08/31/17			34.55	.00 EMPLOYEE BENEFITS	16,060.00	
930.50	Journal Entries	BENE 00 13	08/31/17			11.20	.00 EMPLOYEE BENEFITS	16,071.20	
930.50	Journal Entries	BENE 00 13	08/31/17			82.96	.00 EMPLOYEE BENEFITS	16,154.16	
930.50	Journal Entries	BENE 00 13	08/31/17			10.33	.00 EMPLOYEE BENEFITS	16,164.49	
930.50	Journal Entries	EMBF 01 13	08/31/17			.36	.00 FEDERAL UNEMPLOYMENT - EMPLOYER	16,164.85	
930.50	Journal Entries	EMBF 03 13	08/31/17			129.75	.00 FICA TAX - EMPLOYER	16,294.61	
930.50	Journal Entries	EMBF 02 13	08/31/17			.42	.00 STATE UNEMPLOYMENT - EMPLOYER	16,295.03	
930.50	Journal Entries	BENE 00 13	08/31/17			124.43	.00 EMPLOYEE BENEFITS	16,419.46	
930.50	Payroll	LABR 00 13	09/14/17			292.80	.00 LABOR - REGULAR	16,712.26	
930.50	Payroll	LABR 00 13	09/28/17			468.48	.00 LABOR - REGULAR	17,180.74	
930.50	Accounts Payable	COMP 00 2	09/30/17	227928 863	SOUTHEASTERN DATA CO-OP	202.70	.00 SEDC SUPPORT	17,383.44	20290
930.50	Journal Entries	BENE 00 13	09/30/17			208.26	.00 EMPLOYEE BENEFITS	17,591.70	
930.50	Journal Entries	BENE 00 13	09/30/17			.46	.00 EMPLOYEE BENEFITS	17,592.16	
930.50	Journal Entries	BENE 00 13	09/30/17			356.81	.00 EMPLOYEE BENEFITS	17,948.97	
930.50	Journal Entries	BENE 00 13	09/30/17			7.95	.00 EMPLOYEE BENEFITS	17,956.92	
930.50	Journal Entries	BENE 00 13	09/30/17			4.28	.00 EMPLOYEE BENEFITS	17,961.10	
930.50	Journal Entries	BENE 00 13	09/30/17			24.73	.00 EMPLOYEE BENEFITS	17,985.83	
930.50	Journal Entries	BENE 00 13	09/30/17			8.12	.00 EMPLOYEE BENEFITS	17,993.95	
930.50	Journal Entries	BENE 00 13	09/30/17			59.89	.00 EMPLOYEE BENEFITS	18,053.84	
930.50	Journal Entries	BENE 00 13	09/30/17			7.65	.00 EMPLOYEE BENEFITS	18,061.49	
930.50	Journal Entries	EMBF 01 13	09/30/17			.90	.00 FEDERAL UNEMPLOYMENT - EMPLOYER	18,061.89	
930.50	Journal Entries	EMBF 03 13	09/30/17			65.25	.00 FICA TAX - EMPLOYER	18,127.14	
930.50	Journal Entries	EMBF 02 13	09/30/17			.31	.00 STATE UNEMPLOYMENT - EMPLOYER	18,127.45	
930.50	Journal Entries	BENE 00 13	09/30/17			134.67	.00 EMPLOYEE BENEFITS	18,262.12	
930.50	Payroll	LABR 00 13	10/26/17			380.64	.00 LABOR - REGULAR	18,642.76	
930.50	Payroll	ACLB 01 13	10/31/17			390.40	.00 ACCRUED LABOR - REGULAR	19,033.16	
930.50	Accounts Payable	COMP 00 2	10/31/17	228203 863	SOUTHEASTERN DATA CO-OP	191.65	.00 SEDC SUPPORT	19,224.81	20587
930.50	Journal Entries	BENE 00 13	10/31/17			194.53	.00 EMPLOYEE BENEFITS	19,419.34	
930.50	Journal Entries	BENE 00 13	10/31/17			1.00	.00 EMPLOYEE BENEFITS	19,420.34	
930.50	Journal Entries	BENE 00 13	10/31/17			170.19	.00 EMPLOYEE BENEFITS	19,590.53	
930.50	Journal Entries	BENE 00 13	10/31/17			7.83	.00 EMPLOYEE BENEFITS	19,598.36	
930.50	Journal Entries	BENE 00 13	10/31/17			3.99	.00 EMPLOYEE BENEFITS	19,602.34	
930.50	Journal Entries	BENE 00 13	10/31/17			23.07	.00 EMPLOYEE BENEFITS	19,626.41	
930.50	Journal Entries	BENE 00 13	10/31/17			7.52	.00 EMPLOYEE BENEFITS	19,632.93	
930.50	Journal Entries	BENE 00 13	10/31/17			55.83	.00 EMPLOYEE BENEFITS	19,688.76	
930.50	Journal Entries	BENE 00 13	10/31/17			7.03	.00 EMPLOYEE BENEFITS	19,695.79	
930.50	Journal Entries	EMBF 01 13	10/31/17			.06	.00 FEDERAL UNEMPLOYMENT - EMPLOYER	19,695.85	
930.50	Journal Entries	EMBF 03 13	10/31/17			57.55	.00 FICA TAX - EMPLOYER	19,753.40	
930.50	Journal Entries	EMBF 02 13	10/31/17			.09	.00 STATE UNEMPLOYMENT - EMPLOYER	19,753.49	
930.50	Journal Entries	BENE 00 13	10/31/17			144.46	.00 EMPLOYEE BENEFITS	19,897.95	
						20,078.55	-180.60		

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

30. Provide an analysis of Account No. 426, Other Income Deductions, for the test period. This analysis shall show a complete breakdown of this account as shown in Format 30, and shall further provide all detailed supporting work papers. At a minimum, the work papers should show the date, vendor, reference (e.g., voucher number), dollar amount, and brief description of each expenditure. Detailed analysis is not required for amounts of less than \$250, provided the items are grouped by classes as shown in Format 30.

Response: Please see Exhibit 7, page 16 and Exhibit 7, Work Paper 8 attached to the Application filed on May 29, 2018 and the attached information.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

31. Provide the name and personal mailing address of each member of Inter-County's board of directors. Identify the members who represent the cooperative on the board of directors of East Kentucky Power Cooperative, Inc. ("EKPC"). Also identify the board members who are representatives to the Kentucky Association of Electric Cooperatives and/or the National Rural Electric Cooperative Association. If any changes occur in board membership during the course of this proceeding, update the response to this request.

Response: Please see attached.

INTER-COUNTY ENERGY BOARD OF DIRECTORS

Name	Address
Joe Spalding Chairman	99 Lakeview Drive Lebanon, KY 40033
Jason Todd Vice Chairman	166 Logan Creek Drive Stanford, KY 40484
Kevin Preston Secretary/Treasurer	1606 Bethel Road Lancaster, KY 40444
Bill Peyton	4435 Ky. Hwy. 906 Hustonville, KY 40437
Lou Kerrick	175 Mercer Avenue Harrodsburg, KY 40330
Allen Goggin	1273 Caldwell Lane Danville, KY 40422

East Kentucky Power Board Representative – Joe Spalding

Kentucky Association of Electric Cooperatives Board Representative – Jason Todd

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

32. Provide a detailed analysis of the total compensation paid to each member of the board of directors during the test year, including all fees, fringe benefits, and expenses, with a description of the type of meetings, seminars, etc., attended by each member. Identify any compensation paid to Inter-County's board members for serving on EKPC's board of directors. If any of the listed expenses in this analysis include the costs for a director's spouse, list the expenses for the directors' spouses separately.

Response: Please see Exhibit 7, page 17 and Exhibit 7, Work Paper 13 attached to the Application filed on May 29, 2018.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

33. Provide a detailed analysis of expenses incurred during the test year for professional services, as shown in Format 33. Include detailed work papers supporting this analysis which show the payee, dollar amount, reference (e.g., voucher number), account charged, hourly rates and time charged to the utility according to each invoice, and a brief description of the service provided. Identify all rate case work by case number.

Response: Please see Exhibit 7, page 16 and Exhibit 7, Work Paper 10 attached to the application filed on May 29, 2018.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

34. Provide the following information concerning the costs for the preparation of this case:
- a. A detailed schedule of costs incurred to date. Include the date of the transaction, check number or other document reference, the vendor, amount, a description of the services performed, and the account number in which the expenditure was recorded. Indicate any costs incurred for this case during the test year. Include copies of invoices received from the vendors.
 - b. An itemized estimate of the total cost to be incurred, detailed explanation of how the estimate was determined, and all supporting work papers and calculations.
 - c. Monthly updates of the actual costs incurred during the course of this proceeding, in the manner prescribed above.

Response:

- a. Please see attached. For the invoices for Inter-County's Board Attorney, descriptions for time entries for matters unrelated to the rate case have been redacted.
- b. Please see Exhibit 7, Schedule H which was attached to the Application filed on May 29, 2018.
- c. Inter-County will update this response monthly with the actual costs incurred during the course of this proceeding.

INTER-COUNTY ENERGY COOP
PRG. ACCTANAL (ANLR)

ACCOUNT ANALYSIS
FOR ACCT: 923.00 OUTSIDE SERVICES EMPLOYED
DATE RANGE FROM 11/01/16 TO 05/31/18

PAGE 1
RUN DATE 06/05/18 08:45 AM

SO	TR	RACCT	ITEM ID	DEPT	WH	BH	DATE	CK/JOB/REC/TSK PJ/VHR/VND/VER	QTY	DEBIT	CREDIT	DESCRIPTION
AP	1	232.10	CPAX 00	01			2093 10/20/17 VN	2794	.00	1,781.25	.00	CONSULTING FEES FOR RATE APPLICA
AP	1	232.10	CPAX 00	01			2093 10/20/17 VN	2794	.00	2,432.50	.00	CONSULTING FEES FOR RATE APPLICA
AP	1	232.10	CPAX 00	01			2093 02/15/18 VN	2794	.00	10,015.00	.00	CONSULTING FEES FOR RATE APPLICA
AP	1	232.10	CPAX 00	01			2093 02/20/18 VN	2794	.00	3,312.50	.00	CONSULTING FEES FOR RATE APPLICA
AP	1	232.10	CPAX 00	01			2093 02/20/18 VN	2794	.00	1,141.25	.00	CONSULTING FEES FOR RATE APPLICA
AP	1	232.10	CPAX 00	01			2093 02/20/18 VN	2794	.00	3,490.00	.00	CONSULTING FEES FOR RATE APPLICA
AP	1	232.10	CPAX 00	01			2093 03/13/18 VN	2794	.00	13,450.00	.00	CONSULTING FEES FOR RATE APPLICA
AP	1	232.10	CPAX 00	01			2093 04/19/18 VN	2794	.00	17,569.37	.00	CONSULTING FEES FOR RATE APPLICA
AP	1	232.10	CPAX 00	01			2093 05/14/18 VN	2794	.00	3,845.00	.00	CONSULTING FEES FOR RATE APPLICA

NUMBER OF RECORDS FOUND - 9

TOTAL QTY	.00
TOTAL DEBIT	57,036.87
TOTAL CREDIT	.00
NET BALANCE	57,036.87

INTER-COUNTY ENERGY COOP
 PRG. ACCTANAL (ANLA)

ACCOUNT ANALYSIS
 FOR ACCT: 923.00 OUTSIDE SERVICES EMPLOYED
 DATE RANGE FROM 11/01/16 TO 05/31/18

PAGE 1
 RUN DATE 06/05/18 08:45 AM

SO	TR	RACCT	ITEM	ID	DEPT	WH	BH	DATE	CK/JOB/REC/TSK PJ/VHR/VND/VEH	QTY	DEBIT	CREDIT	DESCRIPTION
AP	1	232.10	ATTY	11	01			2093 08/10/17 VN	2136	.00	422.50	.00	LEGAL SVCS - RATE ADJUSMENT
AP	1	232.10	ATTY	11	01			2093 10/31/17 VN	2136	.00	350.00	.00	LEGAL SVCS - REGULATION TRAINING
AP	1	232.10	ATTY	11	01			2093 10/31/17 VN	2136	.00	457.50	.00	LEGAL SVCS - RATE CASE
AP	1	232.10	ATTY	11	01			2093 10/31/17 VN	2136	.00	.00	350.00	LEGAL SVCS - REGULATION TRAINING
AP	1	232.10	ATTY	11	01			2093 11/30/17 VN	2136	.00	712.50	.00	LEGAL SVCS - RATE CASE
AP	1	232.10	ATTY	11	01			2093 12/29/17 VN	2136	.00	427.50	.00	LEGAL SVCS - RATE CASE
AP	1	232.10	ATTY	11	01			2093 02/15/18 VN	2136	.00	11,423.16	.00	LEGAL SVCS - RATE CASE
AP	1	232.10	ATTY	11	01			2093 02/28/18 VN	2136	.00	5,282.50	.00	LEGAL SVCS - RATE CASE
AP	1	232.10	ATTY	11	01			2093 04/13/18 VN	2136	.00	5,817.70	.00	LEGAL SVCS - RATE CASE
AP	1	232.10	ATTY	11	01			2093 05/09/18 VN	2136	.00	11,685.30	.00	LEGAL SVCS - RATE CASE

NUMBER OF RECORDS FOUND - 10

TOTAL QTY .00

TOTAL DEBIT 36,578.66
 TOTAL CREDIT 350.00-

NET BALANCE 36,228.66

DEPT EMPLOYEE EMPLOYEE NAME

2205 OLIVA, FRANK J

920.00 ADMINISTRATION & GENERAL SALARIE

	REGULAR	OVERTIME	SICK	VACATION	SICK FAM	FMLA LV	U W DAY	EXTRA SL	STORM OT
HRS	95.50	.00	.00	.00	.00	.00	.00	.00	.00
%	100.00	.00	.00	.00	.00	.00	.00	.00	.00
%	100.00	.00	.00	.00	.00	.00	.00	.00	.00
PAY	9550.00	.00	.00	.00	.00	.00	.00	.00	.00

	HOLIDAY	W/COMP	COMM	SVC
HRS	.00	.00	.00	.00
%	.00	.00	.00	.00
%	.00	.00	.00	.00
PAY	.00	.00	.00	.00

MISC EARN	TOTALS
	95.50
	100.00
	100.00
	9550.00

EMPLOYEE TOTALS FOR OLIVA, FRANK J

	REGULAR	OVERTIME	SICK	VACATION	SICK FAM	FMLA LV	U W DAY	EXTRA SL	STORM OT
HRS	95.50	.00	.00	.00	.00	.00	.00	.00	.00
%	100.00	.00	.00	.00	.00	.00	.00	.00	.00
%	100.00	.00	.00	.00	.00	.00	.00	.00	.00
PAY	9550.00	.00	.00	.00	.00	.00	.00	.00	.00

	HOLIDAY	W/COMP	COMM	SVC
HRS	.00	.00	.00	.00
%	.00	.00	.00	.00
%	.00	.00	.00	.00
PAY	.00	.00	.00	.00

MISC EARN	TOTALS
	95.50
	100.00
	100.00
	9550.00

GRAND TOTALS

	REGULAR	OVERTIME	SICK	VACATION	SICK FAM	FMLA LV	U W DAY	EXTRA SL	STORM OT
HRS	95.50	.00	.00	.00	.00	.00	.00	.00	.00
%	100.00	.00	.00	.00	.00	.00	.00	.00	.00
%	100.00	.00	.00	.00	.00	.00	.00	.00	.00
PAY	9550.00	.00	.00	.00	.00	.00	.00	.00	.00

	HOLIDAY	W/COMP	COMM	SVC
HRS	.00	.00	.00	.00
%	.00	.00	.00	.00
%	.00	.00	.00	.00
PAY	.00	.00	.00	.00

MISC EARN	TOTALS
	95.50
	100.00
	100.00
	9550.00

INTER-COUNTY ENERGY COOP
PRG. LABORDST

LABOR DISTRIBUTION REPORT
FROM 01/01/17 TO 05/31/18
ACCOUNT

PAYED ALL

PAGE 3
RUN DATE 06/05/18 09:17 AM

GRAND TOTALS BY ACCOUNT

ACCT	AMOUNT
920.00	9550.00
TOTAL	9550.00

Sheehan, Barnett, Dean, Pennington, Little & Dexter, P.S.C.
Attorneys At Law
114 South Fourth Street
Danville, KY 40422
Phone (859) 236-2641

Inter-County Energy Corporation
P.O. Box 87
Danville KY 40423-0087

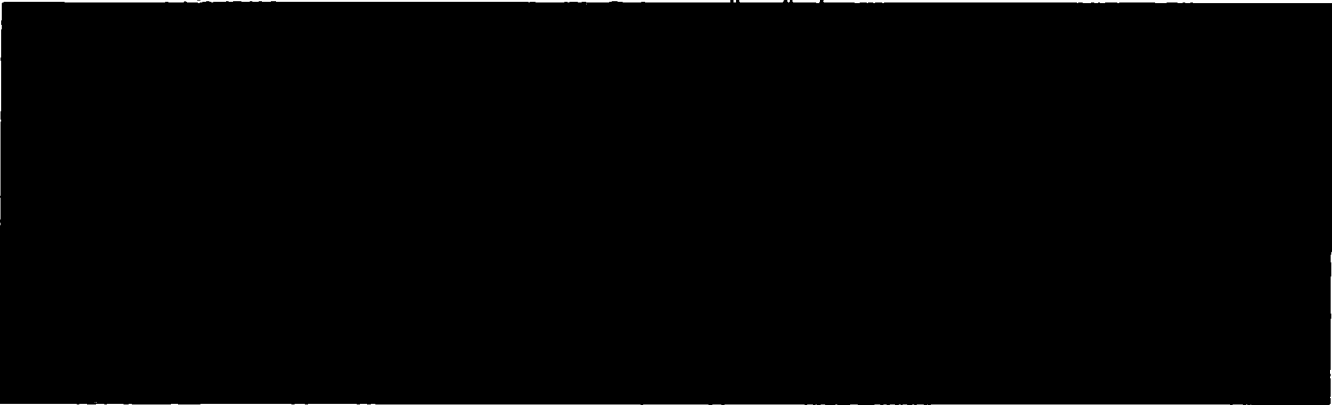


Page: 1
02/01/2018
Account No: 7452-000M
Statement No: 149

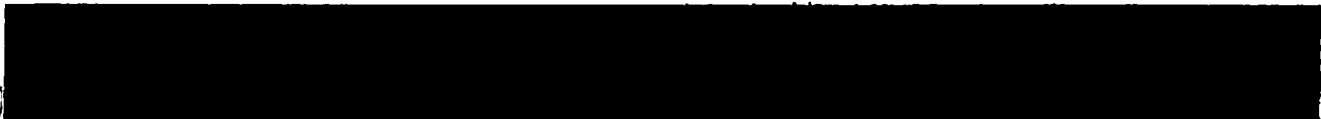
General Civil

Fees Through 02/01/2018

Rate Hours



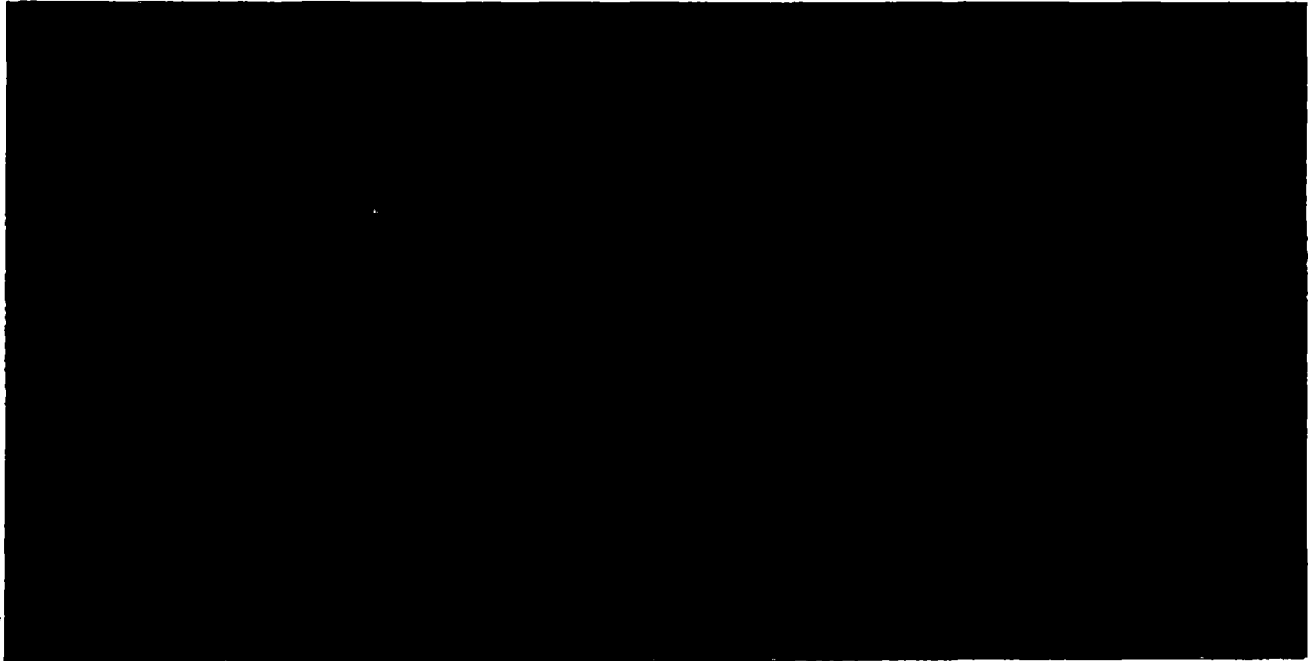
01/26/2018	Participate in ICE rate case phone conference.	175.00	0.08	14.00
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Inter-County Energy Corporation

General Civil

Page: 2
02/01/2018
Account No: 7452-000M
Statement No: 149



**PAYMENT IS DUE TEN DAYS FROM RECEIPT OF THIS STATEMENT. TO
INSURE PROPER CREDIT TO YOUR ACCOUNT, RETURN ONE COPY WITH
YOUR PAYMENT.**

IF YOU HAVE QUESTIONS, PLEASE CALL 859-236-2641. THANK YOU!

+ 685

Sheehan, Barnett, Dean, Fennington, Little & Dexter, P.S.C.
Attorneys At Law
114 South Fourth Street
Danville, KY 40422
Phone (859) 236-2841

Inter-County Energy Corporation
P.O. Box 87
Danville KY 40423-0087

Page: 1
03/01/2018

Account No: 7452-000M
Statement No: 150

ATTY 02

#1 923.00

General Civil



Fees Through 03/01/2018

Rate Hours

[Redacted]

[Redacted]

[Redacted]

Date	Description	Rate	Hours	Total
02/14/2018	Phone conference regarding rate case.	175.00	0.60	105.00
	Phone conference regarding rate case prep with Allison Honaker.	175.00	0.80	140.00
	Prepare for and participate in phone conference with rate case.	175.00	0.60	105.00
	Phone conference with Jerry Carter and discuss balance of the rate case discussion after noon.	175.00	0.50	87.50
	Draft minutes from special called board meeting and review of notes and materials circulated at the special called meeting.	175.00	0.80	140.00

[Redacted]

Date	Description	Rate	Hours	Total
02/16/2018	[Redacted]			
	Phone conference with Jerry Carter and David Samford.	175.00	0.50	87.50
	Phone conference with Jerry Carter post conference with David Samford; advise of issues discussed with Jim Crawford as well.	175.00	0.80	157.50

[Redacted]

Inter-County Energy Corporation

General Civil

Page: 2
03/01/2018
Account No: 7452-000M
Statement No: 150

Rate Hours



Inter-County Energy Corporation

General Civil

Page: 3
03/01/2018
Account No: 7452-000M
Statement No: 150



**PAYMENT IS DUE TEN DAYS FROM RECEIPT OF THIS STATEMENT. TO
INSURE PROPER CREDIT TO YOUR ACCOUNT, RETURN ONE COPY WITH
YOUR PAYMENT.**

IF YOU HAVE QUESTIONS, PLEASE CALL 869-236-2641. THANK YOU!

#1685

Sheehan, Barnett, Dean, Pennington, Little & Dexter, P.S.C.
Attorneys At Law
114 South Fourth Street
Danville, KY 40422
Phone (859) 236-2641

INTER-COUNTY ENERGY
RECEIVED

APR 09 2018

OFFICE OF PRESIDENT/CEO

Inter-County Energy Corporation
P.O. Box 87
Danville KY 40423-0087

Page: 1
04/02/2018
Account No: 7452-000M
Statement No: 151

ATTY 02
#1 923.00

General Civil



Fees Through 04/02/2018

		Rate	Hours	
03/02/2018	Participate in rate case telephone conference.	175.00	0.50	87.50



03/07/2018	Draft email to David Samford.	175.00	0.70	122.50
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03/09/2018	Phone conference regarding rate case.	175.00	1.30	227.50
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	Review of email from Jerry Carter with the rate design proposals attached; review of attachments.	175.00	0.40	70.00
	Review of option letter from David Samford.	175.00	0.60	105.00

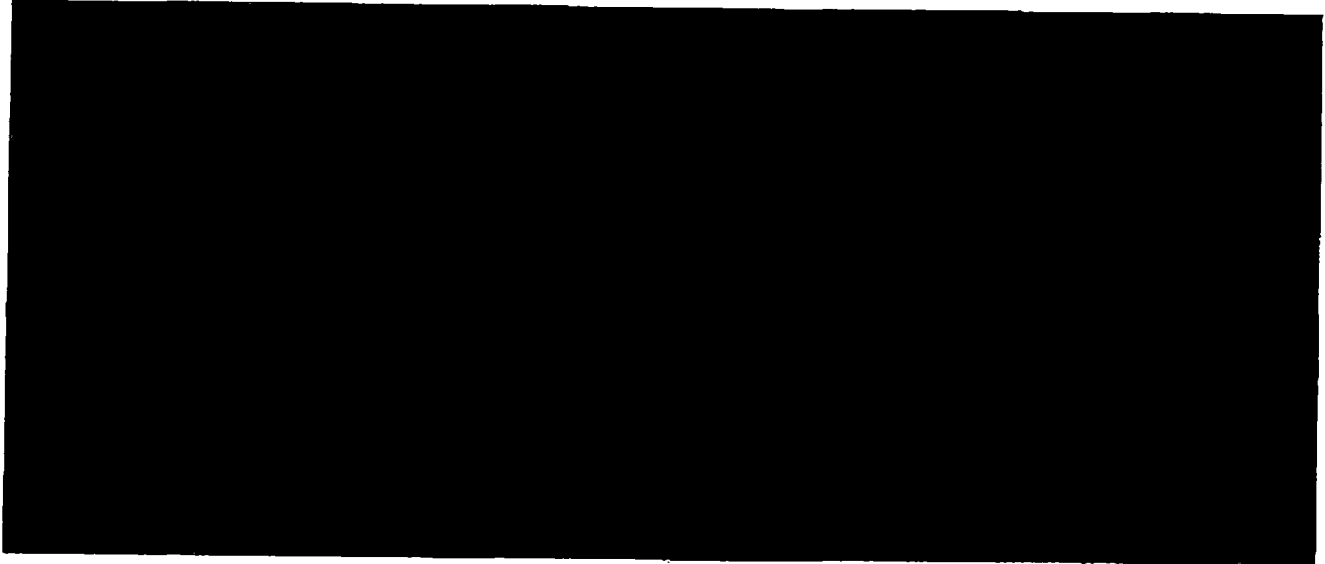


03/15/2018	Review of email with amended rate case attachment, review of recent - emails and correspondence; conference regarding issues on claim on C. Curtsinger with staff.	175.00	0.70	122.50
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Inter-County Energy Corporation

General Civil

Page: 3
04/02/2018
Account No: 7452-000M
Statement No: 151



**PAYMENT IS DUE TEN DAYS FROM RECEIPT OF THIS STATEMENT. TO
INSURE PROPER CREDIT TO YOUR ACCOUNT, RETURN ONE COPY WITH
YOUR PAYMENT.**

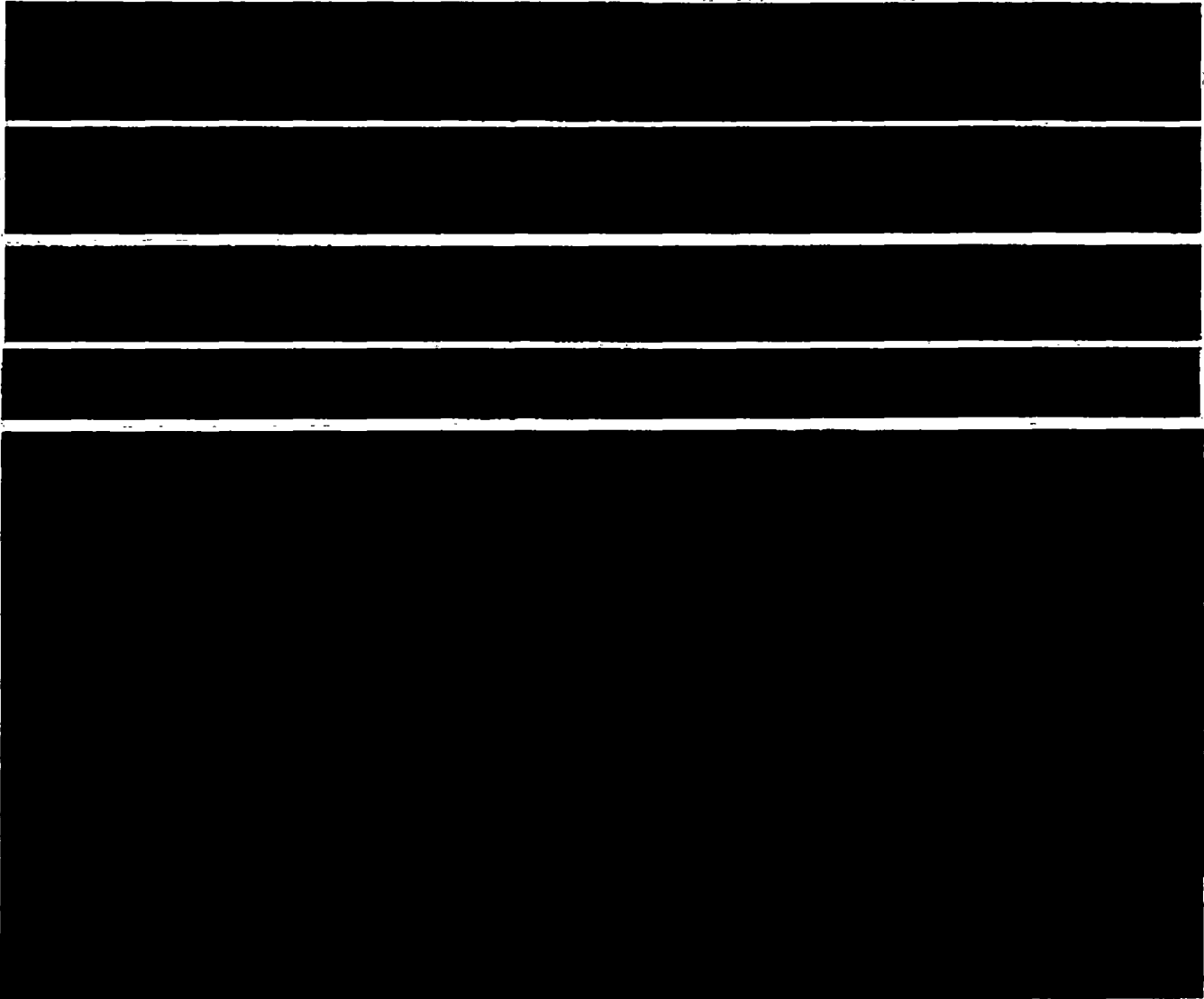
IF YOU HAVE QUESTIONS, PLEASE CALL 859-236-2641. THANK YOU!

Inter-County Energy Corporation

General Civil

Page: 2
05/01/2018
Account No: 7452-000M
Statement No: 152

Rate Hours



**PAYMENT IS DUE TEN DAYS FROM RECEIPT OF THIS STATEMENT. TO
INSURE PROPER CREDIT TO YOUR ACCOUNT, RETURN ONE COPY WITH
YOUR PAYMENT.**

IF YOU HAVE QUESTIONS, PLEASE CALL 859-236-2641. THANK YOU!

#2794



Consultants

Please remit payment to: 1532 W. Broadway
Madison, WI 53713
886-825-8895
www.powersystem.org

INVOICE

INTER COUNTY ENERGY COOPERATIVE
ATTN: SHEREE GILLIAM
EMAIL INVOICES TO:
SHEREEG@INTERCOUNTYENERGY.NET
1009 HUSTONVILLE RD.
DANVILLE, KY 40422

August 15, 2017
Work Order: KY0611706
Invoice No: 9024169

SUBJECT: Inter County 2017 Rate Application

The following charges are for consulting services rendered in July 2017 related to the rate application. This included preparation of the data request and the kick-off meeting held on July 28, 2017.

Professional Consulting Labor	14.00 hrs.	\$2,432.50
-------------------------------	------------	------------

AMOUNT DUE THIS INVOICE ~~\$2,432.50 USD~~

CPA X 00
#1 923.00

36.49
36.49

pay → 2,565.48

pay
10/19/17



Purchaser is responsible for all sales, use or excise taxes. Any such taxes not included in this invoice may be invoiced at a later date. Payment due upon receipt, a 1.5% per month charge will be applied to amounts not paid within 30 days.

#2794



Consultants

Please remit payment to: 1532 W. Broadway
Madison, WI 53713
888-825-8885
www.powersystem.org

INVOICE

INTER COUNTY ENERGY COOPERATIVE
ATTN: SHEREE GILLIAM
EMAIL INVOICES TO:
SHEREEG@INTERCOUNTYENERGY.NET
1009 HUSTONVILLE RD.
DANVILLE, KY 40422

October 12, 2017
Work Order: KY0611706
Invoice No: 9024800

SUBJECT: Inter County 2017 Rate Application

The following charges are for consulting services rendered in September 2017 related to the rate application. This included processing data received and work on the proof of revenue and revenue requirements models.

Professional Consulting Labor 14.25 hrs. *pay* → \$1,781.25

CPAX 00

AMOUNT DUE THIS INVOICE ~~\$1,781.25 USD~~

#1 923.00

Prior Invoices Due for Payment

Invoice No.	Invoice Date	Days Old	Invoice Amount	Received	Balance
9024169	8/15/2017	58	\$2,432.50	\$0.00	\$2,432.50
					<u>\$2,432.50</u>

pay
10/19/17



Purchaser is responsible for all sales, use or excise taxes. Any such taxes not included in this invoice may be invoiced at a later date. Payment due upon receipt, a 1.5% per month charge will be applied to amounts not paid within 30 days.



Engineering Consultants

2794
C PAX 00

Please remit payment to: 1532 W. Broadway
Madison, WI 53713
866-825-8895
www.powersystem.org

INVOICE

INTER COUNTY ENERGY COOPERATIVE
ATTN: SHEREE GILLIAM
EMAIL INVOICES TO:
SHEREEG@INTERCOUNTYENERGY.NET
1009 HUSTONVILLE RD.
DANVILLE, KY 40422

February 08, 2018
Work Order: KY0611706
Invoice No: 9025855

SUBJECT: Inter County 2017 Rate Application

The following charges are for consulting services rendered in January 2018 related to the rate application. This included ongoing work on the revenue requirements, data processing, and various project communications.

Professional Consulting Labor 72.50 hrs. \$10,015.00

AMOUNT DUE THIS INVOICE ~~\$10,015.00 USD~~

Prior Invoices Due for Payment

Invoice No.	Invoice Date	Days Old	Invoice Amount	Received	Balance
9025038	11/9/2017	91	\$3,312.50	\$0.00	\$3,312.50
9025247	12/9/2017	61	\$1,141.25	\$0.00	\$1,141.25
9025549	1/10/2018	29	\$3,490.00	\$0.00	\$3,490.00
					\$7,943.75



Sheree Gilliam
2/8/18

Purchaser is responsible for all sales, use or excise taxes. Any such taxes not included in this invoice may be invoiced at a later date. Payment due upon receipt, a 1.5% per month charge will be applied to amounts not paid within 30 days.

#2794



Service Consultants

Please remit payment to: 1532 W. Broadway
Madison, WI 53713
866-825-8895
www.powersystem.org

INVOICE

INTER COUNTY ENERGY COOPERATIVE
ATTN: SHEREE GILLIAM
EMAIL INVOICES TO:
SHEREEG@INTERCOUNTYENERGY.NET
1009 HUSTONVILLE RD.
DANVILLE, KY 40422

November 09, 2017
Work Order: KY0611706
Invoice No: 9025038

SUBJECT: Inter County 2017 Rate Application

The following charges are for consulting services rendered in October 2017 related to the rate application. This included processing data received, work on the proof of revenue model, and purchased power expense history.

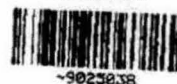
Professional Consulting Labor	26.50 hrs.	\$3,312.50
-------------------------------	------------	------------

AMOUNT DUE THIS INVOICE



*pkgy
2/16/18*

CPAX 00
#1 923.00



Purchaser is responsible for all sales, use or excise taxes. Any such taxes not included in this invoice may be invoiced at a later date. Payment due upon receipt, a 1.5% per month charge will be applied to amounts not paid within 30 days.

2794



Service Consultants

Please remit payment to: 1532 W. Broadway
Madison, WI 53713
866-825-8895
www.powersystem.org

INVOICE

INTER COUNTY ENERGY COOPERATIVE
ATTN: SHEREE GILLIAM
EMAIL INVOICES TO:
SHEREEG@INTERCOUNTYENERGY.NET
1009 HUSTONVILLE RD.
DANVILLE, KY 40422

January 10, 2018
Work Order: KY0611706
Invoice No: 9025549

CPAX 00
#1 923.00

SUBJECT: Inter County 2017 Rate Application

The following charges are for consulting services rendered in December 2017 related to the rate application. This included ongoing work on the revenue requirements, data processing, and various project communications.

Professional Consulting Labor 25.50 hrs. \$3,490.00

AMOUNT DUE THIS INVOICE

Prior Invoices Due for Payment

Invoice No.	Invoice Date	Days Old	Invoice Amount	Received	Balance
9025038	11/9/2017	62	\$3,312.50	\$0.00	\$3,312.50
9025247	12/9/2017	32	\$1,141.25	\$0.00	\$1,141.25
					\$4,453.75

phy 2/14/18



Purchaser is responsible for all sales, use or excise taxes. Any such taxes not included in this invoice may be invoiced at a later date. Payment due upon receipt, a 1.5% per month charge will be applied to amounts not paid within 30 days.

#2794



Professional Consultants

Please remit payment to: 1532 W. Broadway
Madison, WI 53713
866-825-8895
www.powersystem.org

INVOICE

INTER COUNTY ENERGY COOPERATIVE
ATTN: SHEREE GILLIAM
EMAIL INVOICES TO:
SHEREEG@INTERCOUNTYENERGY.NET
1009 HUSTONVILLE RD.
DANVILLE, KY 40422

March 07, 2018
Work Order: KY0611706
Invoice No: 9026138

CPAX 00
#1 923.00

SUBJECT: Inter County 2017 Rate Application

The following charges are for consulting services rendered in February 2018 related to the rate application. This included ongoing work on the revenue requirements, data processing/corrections, class cost of service study, drafting of initial testimony, and ongoing internal team meetings.

Professional Consulting Labor 100.50 hrs. \$13,450.00

AMOUNT DUE THIS INVOICE \$13,450.00 USD

Sheree Gilliam
3/7/18 Rate Case



Purchaser is responsible for all sales, use or excise taxes. Any such taxes not included in this invoice may be invoiced at a later date. Payment due upon receipt, a 1.5% per month charge will be applied to amounts not paid within 30 days.

#2794



Consultants

Please remit payment to: 1532 W. Broadway
Madison, WI 53713
888-825-8895
www.powersystem.org

INVOICE

INTER COUNTY ENERGY COOPERATIVE
ATTN: SHEREE GILLIAM
EMAIL INVOICES TO:
SHEREEG@INTERCOUNTYENERGY.NET
1009 HUSTONVILLE RD.
DANVILLE, KY 40422

April 17, 2018
Work Order: KY0611706
Invoice No: 9026497

SUBJECT: Inter County 2017 Rate Application

The following charges are for consulting services rendered in March 2018 related to the rate application. This included ongoing work to finalize the revenue requirements, d class cost of service study, and rate design. Also included on going discussion of the filing, attending the Board Meeting and expenses related thereto.

Professional Consulting Labor	94.06 hrs.	\$15,967.80
Travel Expense		\$1,601.57
Reimbursable Expenses		\$1,601.57

AMOUNT DUE THIS INVOICE \$17,569.37 USD

[Signature]
4/18/18

CPAX 00
#1 923.00



Purchaser is responsible for all sales, use or excise taxes. Any such taxes not included in this invoice may be invoiced at a later date. Payment due upon receipt, a 1.5% per month charge will be applied to amounts not paid within 30 days.

#2794



Int. Service Consultants

Please remit payment to: 1532 W. Broadway
Medison, WI 53713
866-825-8885
www.powersystem.org

INVOICE

INTER COUNTY ENERGY COOPERATIVE
ATTN: SHEREE GILLIAM
EMAIL INVOICES TO:
SHEREEG@INTERCOUNTYENERGY.NET
1009 HUSTONVILLE RD.
DANVILLE, KY 40422

May 09, 2018
Work Order: KY0611706
Invoice No: 9026722

SUBJECT: Inter County 2017 Rate Application

The following charges are for consulting services rendered in April 2018 related to the rate application. This included on-going discussions, board meeting attendance, and on-going work related to the application, exhibits, testimony, and DR prep.

Professional Consulting Labor	26.50 hrs.	\$3,845.00
-------------------------------	------------	------------

AMOUNT DUE THIS INVOICE ~~\$3,845.00 USD~~

[Handwritten Signature]
5/10/18

CPAX 00
#1 923.00



Purchaser is responsible for all sales, use or excise taxes. Any such taxes not included in this invoice may be invoiced at a later date. Payment due upon receipt, a 1.5% per month charge will be applied to amounts not paid within 30 days.

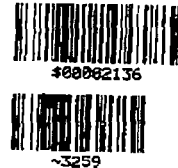
#2136
Goss ■ Samford PLLC
Attorneys at Law

ATTY 11
#1 923.00

Mark David Goss
mdgoss@gosssamfordlaw.com
(859) 368-7740

August 7, 2017

Mr. Jim Jacobus
President and CEO
Inter-County Energy Cooperative
1009 Houstonville Road
Danville, KY 40422



Re: Invoice for July 1, 2017 to July 31, 2017

Dear Mr. Jacobus: *Jim* :

Please find enclosed the invoice for legal services performed by Goss Samford, PLLC on behalf of Inter-County Energy Cooperative for the period from July 1, 2017 to July 31, 2017. Please remit payment for the amount due within thirty days of today's date. A summary of the amount due and owing, by matter, is as follows:

<u>Matter Description</u>	<u>Amount</u>
New General Rate Adjustment	\$422.50
TOTAL:	\$422.50

J. Jacobus
8/9/17
RATE CASE
EXPENSE

Should you have any questions, please contact me at your convenience. Once again, it is a privilege to represent Inter-County Energy Cooperative and we thank you for allowing us the opportunity to work with you.

Sincerely,
Mark David Goss
Mark David Goss

Enclosure

Goss Samford, PLLC
Suite B-325
2365 Harrodsburg Road
Lexington, KY 40504
Telephone: 859-368-7740

August 04, 2017

Invoice No. 3259

Inter-County Energy Cooperative
ATTN: Jim Jacobus, President & CEO
1009 Houstonville Road
Danville, KY 40422

Client Number: 4800 Inter-County Energy Cooperative
Matter Number: 4800 Inter-County Energy - New General Rate Adjustment
For Services Rendered Through 7/31/2017.

Fees				
<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
7/21/2017	LAH	Review emails from J. Jacobus and D. Samford re rescheduling conference call.	0.10	\$22.50
7/26/2017	DSS	Prepare for and participate in telephone conference with J. Jacobus, et al. re the upcoming rate case filing.	0.80	\$220.00
7/26/2017	LAH	Prepare for and participate in telephone conference with J. Jacobus, et. al. re rate case.	0.80	\$180.00
Billable Hours / Fees:			1.70	\$422.50

Timekeeper Summary

Timekeeper DSS worked 0.80 hours at \$275.00 per hour, totaling \$220.00.

Timekeeper LAH worked 0.90 hours at \$225.00 per hour, totaling \$202.50.

Continued On Next Page

Client Number: 4800
Matter Number: 4800

8/4/2017
Page: 2

Current Invoice Summary

Prior Balance:	\$0.00
Payments Received:	\$0.00
Unpaid Prior Balance:	<u>\$0.00</u>
Current Fees:	\$422.50
Advanced Costs:	<u>\$0.00</u>
TOTAL AMOUNT DUE:	<u><u>\$422.50</u></u>

Witness: Sheree Gilliam

#2136
Goss Samford, PLLC
Suite B-325
2365 Harrodsburg Road
Lexington, KY 40504
Telephone: 859-368-7740

INTER-COUNTY ENERGY
RECEIVED

NOV 10 2017

2

OFFICE OF PUBLIC UTILITIES

November 07, 2017

Invoice No. 3435

Inter-County Energy Cooperative
ATTN: Jim Jacobus, President & CEO
1009 Houstonville Road
Danville, KY 40422

J. Jacobus
11/10/17
RATE CASE
COSTS

Client Number: 4800 Inter-County Energy Cooperative
Matter Number: 4800 Inter-County Energy - New General Rate Adjustment
For Services Rendered Through 10/31/2017.

ATTY II
#1 923.00

Fees

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
10/27/2017	DSS	Telephone conference with A. Honaker re developments in the timeline for filing the rate application.	0.10	\$27.50
10/27/2017	LAH	Conference with J. Jacobus re rate case filing timeline; telephone conference with D. Samford re same.	0.40	\$90.00
10/28/2017	DSS	Email J. Jacobus re the status of the rate case filing and upcoming deadlines.	0.10	\$27.50
10/28/2017	LAH	Review emails from D. Samford and J. Jacobus re telephone conference scheduling to discuss rate case.	0.30	\$67.50
10/30/2017	DSS	Email exchange with J. Jacobus, et al re scheduling a conference call.	0.20	\$55.00
10/30/2017	LAH	Review multiple emails re telephone conference scheduling.	0.30	\$67.50
10/31/2017	DSS	Email exchange with J. Jacobus, et al re conference call to discuss rate application status and strategy.	0.20	\$55.00
10/31/2017	LAH	Review multiple emails re scheduling of conference call; review meeting invite and accept same.	0.30	\$67.50

Billable Hours / Fees: 1.90 \$457.50

1



490002136



3435

Continued On Next Page

Client Number: 4800
Matter Number: 4800

11/7/2017
Page: 2

Timekeeper Summary

Timekeeper DSS worked 0.60 hours at \$275.00 per hour, totaling \$165.00.
Timekeeper LAH worked 1.30 hours at \$225.00 per hour, totaling \$292.50.

Payment Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>
8/15/2017	Check# 227507	(\$422.50)
Total Payments Received:		(\$422.50)

Current Invoice Summary

Prior Balance:	\$422.50	
Payments Received:	(\$422.50)	Last Payment: 8/15/2017
Unpaid Prior Balance:	\$0.00	
Current Fees:	\$457.50	
Advanced Costs:	\$0.00	
TOTAL AMOUNT DUE:	<u>\$457.50</u>	

Witness: Sheree Gilliam

INTER-COUNTY ENERGY
COOPERATIVE
10/2017

#2136
Goss • Samford PLLC
Attorneys at Law

PRESIDENT/CEO

Mark David Goss
mdgoss@gosssamfordlaw.com
(859) 368-7740

November 7, 2017

Mr. Jim Jacobus
President and CEO
Inter-County Energy Cooperative
1009 Houstonville Road
Danville, KY 40422

ATTY II
#1 923.00

Re: Invoice for October 1, 2017 to October 31, 2017

Dear Jim:

Please find enclosed the invoice for services performed by Goss Samford, PLLC on behalf of Inter-County Energy for the period from October 1, 2017 to October 31, 2017. Please remit payment for the amounts due within thirty days of today's date. A summary of the amounts due and owing, by matter, are as follows:

<u>Matter Description</u>	<u>Amount</u>
① Customer Service Regulation Training	\$350.00
② 2016 General Rate Case - current fees/costs	\$457.50
TOTAL:	\$807.50

J. Jacobus
11/10/17
SEE ATTACHED
DETAIL

Should you have any questions, please contact me at your convenience. Once again, it is a privilege to represent Inter-County Energy and we thank you for allowing us the opportunity to work with you.

Sincerely,

Mark David Goss

Enclosure

Goss ■ Samford PLLC

Attorneys at Law

2136

David S. Samford
david@gosssamfordlaw.com
(859) 368-7740

December 5, 2017

Mr. Jim Jacobus
President and CEO
Inter-County Energy Cooperative
1009 Houstonville Road
Danville, KY 40422

ATTY II
#1 923.00



Re: Invoice for November 1, 2017 to November 30, 2017

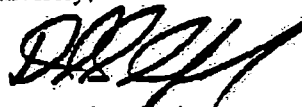
Dear Jim:

Please find enclosed the invoice for services performed by Goss Samford, PLLC on behalf of Inter-County Energy for the period from November 1, 2017 to November 30, 2017. Please remit payment for the amounts due within thirty days of today's date. A summary of the amounts due and owing, by matter, are as follows:

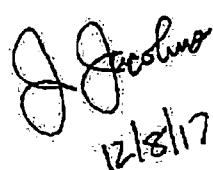
<u>Matter Description</u>	<u>Amount</u>
2016 General Rate Case – current fees/costs	\$712.50
TOTAL:	\$712.50

Should you have any questions, please contact me at your convenience. Once again, it is a privilege to represent Inter-County Energy and we thank you for allowing us the opportunity to work with you.

Sincerely,


David S. Samford


12/8/17


12/8/17

Enclosure

Goss Samford, PLLC
Suite B-325
2365 Harrodsburg Road
Lexington, KY 40504
Telephone: 859-368-7740

December 05, 2017

Invoice No. 3459

Inter-County Energy Cooperative
ATTN: Jim Jacobus, President & CEO
1009 Houstonville Road
Danville, KY 40422

Client Number: 4800 Inter-County Energy Cooperative
Matter Number: 4800 Inter-County Energy - New General Rate Adjustment
For Services Rendered Through 11/30/2017.

Fees				
<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
11/7/2017	DSS	Email exchange with L. Schafer re case status.	0.20	\$55.00
11/10/2017	LAH	Participate in telephone conference with J. Jacobus, et. al. re status of rate case preparation; research re test year; conference with D. Samford re same.	1.70	\$382.50
11/10/2017	DSS	Prepare for and participate in telephone conference re status of the rate filing; conference with A. Honaker re research needed as to the appropriate test year.	1.00	\$275.00
Billable Hours / Fees:			2.90	\$712.50

Timekeeper Summary

Timekeeper DSS worked 1.20 hours at \$275.00 per hour, totaling \$330.00.

Timekeeper LAH worked 1.70 hours at \$225.00 per hour, totaling \$382.50.

Payment Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>
11/17/2017	Check Number 228181	(\$457.50)
Total Payments Received:		(\$457.50)

Continued On Next Page

Client Number: 4800
Matter Number: 4800

12/5/2017
Page: 2

Current Invoice Summary

Prior Balance:	\$457.50	
Payments Received:	<u>(\$457.50)</u>	Last Payment: 11/17/2017
Unpaid Prior Balance:	\$0.00	
Current Fees:	\$712.50	
Advanced Costs:	<u>\$0.00</u>	
TOTAL AMOUNT DUE:	<u><u>\$712.50</u></u>	

#2136

Goss Samford, PLLC
Suite B-325
2365 Harrodsburg Road
Lexington, KY 40504
Telephone: 859-368-7740

January 04, 2018

Invoice No. 3498

Inter-County Energy Cooperative
ATTN: Jim Jacobus, President & CEO
1009 Houstonville Road
Danville, KY 40422

ATTY II
#1 923.00

Client Number: 4800 Inter-County Energy Cooperative
Matter Number: 4800 Inter-County Energy - New General Rate Adjustment
For Services Rendered Through 12/31/2017.

Fees

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
12/3/2017	DSS	Review emails from R. Macke, et al. re shift in test years.	0.20	\$55.00
12/3/2017	LAH	Review email forwarded by D. Samford re rate case test-year.	0.10	\$22.50
12/11/2017	DSS	Review notes on status; participate in telephone conference to discuss rate case; calendar date for next status call.	0.70	\$192.50
12/11/2017	LAH	Review notes on status; participate in telephone conference to discuss rate case; calendar date for next status call.	0.70	\$157.50

Billable Hours / Fees: 1.70 \$427.50

Timekeeper Summary

Timekeeper LAH worked 0.80 hours at \$225.00 per hour, totaling \$180.00.

Timekeeper DSS worked 0.90 hours at \$275.00 per hour, totaling \$247.50.

Sheree Gilliam
1/8/18
Rate Consultant
2017/2018 Rate Case

Continued On Next Page



Client Number: 4800
Matter Number: 4800

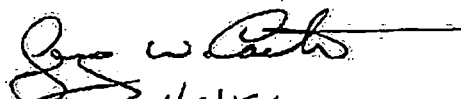
1/4/2018
Page: 2

Payment Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>
12/20/2017	Check Number 228446	(\$712.50)
Total Payments Received:		(\$712.50)

Current Invoice Summary

Prior Balance:	\$712.50	
Payments Received:	(\$712.50)	Last Payment: 12/20/2017
Unpaid Prior Balance:	\$0.00	
Current Fees:	\$427.50	
Advanced Costs:	\$0.00	
TOTAL AMOUNT DUE:	<u>\$427.50</u>	


1/8/18

Goss • Samford PLLC

 Attorneys at Law

David S. Samford
david@gosssamfordlaw.com
(859) 368-7740

January 4, 2018

Mr. Jim Jacobus
President and CEO
Inter-County Energy Cooperative
1009 Houstonville Road
Danville, KY 40422

Re: Invoice for December 1, 2017 to December 31, 2017

Dear Jim:

Please find enclosed the invoice for services performed by Goss Samford, PLLC on behalf of Inter-County Energy for the period from December 1, 2017 to December 31, 2017. Please remit payment for the amounts due within thirty days of today's date. A summary of the amounts due and owing, by matter, are as follows:

<u>Matter Description</u>	<u>Amount</u>
2016 General Rate Case – current fees/costs	\$427.50
TOTAL:	\$427.50

Should you have any questions, please contact me at your convenience. Once again, it is a privilege to represent Inter-County Energy and we thank you for allowing us the opportunity to work with you.

Sincerely,



David S. Samford

Enclosure

#2136
Goss • Samford PLLC
Attorneys at Law

ATTY II
#1 923.00
February 6, 2018

David S. Samford
david@gosssamfordlaw.com
(859) 368-7740

*80
2/13/18
ENTIS CASE*

Mr. Jerry Carter
President and CEO
Inter-County Energy Cooperative
1009 Houstonville Road
Danville, KY 40422

Re: Invoice for January 1, 2018 to January 31, 2018

Dear Jerry:

Please find enclosed the invoice for services performed by Goss Samford, PLLC on behalf of Inter-County Energy for the period from January 1, 2018 to January 31, 2018. Please remit payment for the amounts due within thirty days of today's date. A summary of the amounts due and owing, by matter, are as follows:

<u>Matter Description</u>	<u>Amount</u>
2016 General Rate Case -- current fees/costs	\$11,423.16
TOTAL:	\$11,423.16

Should you have any questions, please contact me at your convenience. Once again, it is a privilege to represent Inter-County Energy and we thank you for allowing us the opportunity to work with you.



Enclosure

Sincerely,

David S. Samford
David S. Samford

Goss Samford, PLLC
Suite B-325
2365 Harrodsburg Road
Lexington, KY 40504
Telephone: 859-368-7740

February 06, 2018

Invoice No. 3547

Inter-County Energy Cooperative
ATTN: Jerry Carter, President & CEO
1009 Houstonville Road
Danville, KY 40422

Client Number: 4800 Inter-County Energy Cooperative
Matter Number: 4800 Inter-County Energy - New General Rate Adjustment
For Services Rendered Through 1/31/2018.

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
1/5/2018	LAH	Exchange texts with D. Samford re conference call; prepare for and participate in conference call to discuss status and next steps.	1.00	\$225.00
1/5/2018	DSS	Conference with A. Honaker re developments from the conference call and next steps.	0.30	\$82.50
1/8/2018	LAH	Create meeting invitation for February 7 conference call and email to attendees; separate email to L. Schafer and R. Macke re conference call to discuss items needed for application and testimony preparation; conference with D. Samford re same.	0.20	\$45.00
1/8/2018	DSS	Email exchange with J. Carter re a meeting to discuss the application and case; conferences with A. Honaker re a call to discuss preparation of the application and testimony with R. Macke and L. Shafer.	0.30	\$82.50
1/8/2018	LAH	Review narrative from Farmers RECC rate case to review for outline of items to include in rate case application; review emails re meeting scheduling; conference with D. Samford re same; calendar same.	0.90	\$202.50
1/8/2018	LAH	Conference with D. Samford re next telephone conference scheduling; review email from J. Carter re narrative and possible meeting to discuss; conference with D. Samford re same.	0.30	\$67.50
1/10/2018	DSS	Email exchange with A. Honaker re cost savings issues; review draft outline pertaining to same.	0.30	\$82.50

Continued On Next Page

Client Number: 4800
Matter Number: 4800

2/6/2018
Page: 2

1/10/2018	LAH	Complete review of Farmers RECC's rate adjustment Application and subsequent narrative; complete draft of outline for information to include in Inter-County's narrative; email outline to D. Samford for review; exchange emails with D. Samford re same.	2.50	\$562.50
1/11/2018	LAH	Travel to and from Danville for meeting with J. Carter; prepare for and participate in meeting; separate conference with D. Samford and M. Goss re same.	4.00	\$900.00
1/11/2018	DSS	Prepare for and participate in office conference with J. Carter and A. Honaker in Danville re rate case status and strategy.	4.00	\$1,100.00
1/12/2018	LAH	Review notes from meeting to draft list of items needed for application; conference with D. Samford re same; review D. Samford's notes to add to list; draft notice of intent to file application; conference with D. Samford re timeline to have draft of application.	1.60	\$360.00
1/12/2018	LAH	Conference with D. Samford re additional items to include in list of items needed; amend list; email same to J. Carter, et. al. for review.	0.40	\$90.00
1/12/2018	DSS	Conference with A. Honaker re information need from Inter-County; review notes and add to list; review email from J. Carter re changes to customer deposits; review emails re items needed.	0.40	\$110.00
1/13/2018	DSS	Review email from J. Carter re tariff; exchange emails with A. Honaker re same.	0.20	\$55.00
1/13/2018	LAH	Review email from J. Carter re questions re deposit revisions; exchange emails with D. Samford re same; respond to J. Carter's email re deposit.	0.20	\$45.00
1/16/2018	LAH	Review notes from meeting with J. Carter and telephone conferences to begin draft of Application; begin outline for same.	1.40	\$315.00
1/18/2018	LAH	Continue drafting items for rate case application; conference with D. Samford re same.	1.30	\$292.50
1/18/2018	DSS	Email exchange with J. Carter re documents needed for review; conference with A. Honaker re case status.	0.30	\$82.50
1/19/2018	DSS	Telephone conference with A. Honaker and L. Shafer re the rate case filing; telephone conference with J. Carter re strategy and status.	0.90	\$247.50

Continued On Next Page

Client Number: 4800
Matter Number: 4800

2/6/2018
Page: 3

1/19/2018	LAH	Prepare for and participate in conference call with L. Schafer and D. Samford re status of rate case; separate conference with D. Samford re same.	0.90	\$202.50
1/22/2018	DSS	Conference with A. Honaker re case status; email S. Gilliam regarding status of gathering documents requested; review text of speech from R. Cicero re employee benefit allowances; forward same to J. Carter, et al.	0.70	\$192.50
1/22/2018	LAH	Conference with D. Samford re case status; review email to S. Gilliam regarding status of gathering documents requested; review emails re presentation of vice-chairman re employee benefits.	0.70	\$157.50
1/23/2018	DSS	Email exchange with J. Carter and R. Macke re PSC's position on employee benefits and document production; review emails from J. Carter re documents to review; conference with A. Honaker re same; develop strategy to accommodate likely adjustments to the test year.	0.70	\$192.50
1/23/2018	LAH	Review emails from J. Carter and R. Macke re PSC's position on employee benefits and document production; review emails re board meeting date change; prepare portions of Application, Exhibits and customer notice in preparation for conference call.	1.90	\$427.50
1/23/2018	LAH	Review multiple emails from J. Carter, et. al. re documents for rate case.	0.30	\$67.50
1/23/2018	LAH	Review multiple emails re board meeting date change; calendar same; conference with D. Samford re same.	0.20	\$45.00
1/24/2018	LAH	Print and copy documents forwarded by J. Carter; prepare notebooks; begin review of documents received; multiple conferences with D. Samford re same.	3.00	\$675.00
1/24/2018	DSS	Begin reviewing documents provided by J. Carter.	2.20	\$605.00
1/25/2018	DSS	Telephone conference with A. Honaker re document review and status of the rate application draft; continue reviewing documents.	1.90	\$522.50
1/25/2018	LAH	Telephone conference with D. Samford re document review and status of the rate application draft; continue reviewing documents; draft additional portions of rate application and exhibits.	3.50	\$787.50

Continued On Next Page

Client Number: 4800
Matter Number: 4800

2/6/2018
Page: 4

1/25/2018	LAH	Exchange emails with J. Carter re customer notice.	0.10	\$22.50
1/26/2018	LAH	Prepare for and participate in telephone conference with J. Carter, et. al. re status and strategy; review additional documents and create outline of notes re same; review regulations re customer notice and newspaper notice; conferences with D. Samford re same.	2.40	\$540.00
1/26/2018	DSS	Telephone conference with J. Carter, et al. re status and strategy; review emails and analysis from L. Schafer re potential adjustments; conference with A. Honaker re notice issues.	1.10	\$302.50
1/26/2018	LAH	Review emails from J. Carter and D. Samford re questions and issues for rate case; review emails from L. Schaffer, et. al. re impact of reducing health care to PSC's standard employee contribution amount.	0.40	\$90.00
1/29/2018	DSS	Review emails from J. Carter re the load data analyzed from EKPC; review questions from J. Carter and respond to same; review relevant PSC authority to develop responses; review responses from J. Carter.	2.10	\$577.50
1/29/2018	LAH	Exchange emails with H. Dean re two conference calls scheduled this week; conference with D. Samford re same; send out meeting cancellation for one conference call; draft additional portions of application; review multiple documents received.	2.00	\$450.00
1/29/2018	LAH	Multiple conferences with D. Samford re responses to J. Carter's questions; review draft response; review and edit residential customer charge chart with updated charges from recent cooperative rate proceedings; conference with D. Samford re same; review response email from J. Carter.	1.20	\$270.00
1/31/2018	LAH	Continue drafting portion of exhibits for rate case application; review checklist for application.	1.20	\$270.00

Billable Hours / Fees: 47.00 \$11,345.00

Timekeeper Summary

Timekeeper LAH worked 31.60 hours at \$225.00 per hour, totaling \$7,110.00.

Timekeeper DSS worked 15.40 hours at \$275.00 per hour, totaling \$4,235.00.

Continued On Next Page

Client Number: 4800
Matter Number: 4800

2/6/2018
Page: 5

Cost Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>	<u>Check No.</u>
1/11/2018	Mileage for roundtrip to Danville for meeting re rate case (DSS).	\$39.76	
1/24/2018	Photocopies - ICE documents sent by Jerry Carter for rate case (2 sets)	\$38.40	
Total Costs		\$78.16	

Payment Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>
1/17/2018	Check Number 228653 against Inv# 3498	(\$427.50)
Total Payments Received:		(\$427.50)

Current Invoice Summary

Prior Balance:	\$427.50	
Payments Received:	(\$427.50)	Last Payment: 1/17/2018
Unpaid Prior Balance:	\$0.00	
Current Fees:	\$11,345.00	
Advanced Costs:	\$78.16	
TOTAL AMOUNT DUE:	\$11,423.16	

2136
Goss ■ Samford PLLC
Attorneys at Law

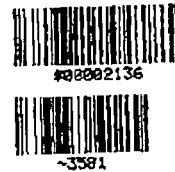
David S. Samford
david@gosssamfordlaw.com
(859) 368-7740

March 7, 2018

Mr. Jerry Carter
President and CEO
Inter-County Energy Cooperative
1009 Houstonville Road
Danville, KY 40422

ATTY II
#1 923.00

Re: Invoice for February 1, 2018 to February 28, 2018



Dear Jerry:

Please find enclosed the invoice for services performed by Goss Samford, PLLC on behalf of Inter-County Energy for the period from February 1, 2018 to February 28, 2018. Please remit payment for the amounts due within thirty days of today's date. A summary of the amounts due and owing, by matter, are as follows:

<u>Matter Description</u>	<u>Amount</u>
2016 General Rate Case – current fees/costs	\$5,282.50
TOTAL:	\$5,282.50

Should you have any questions, please contact me at your convenience. Once again, it is a privilege to represent Inter-County Energy and we thank you for allowing us the opportunity to work with you.

Sincerely,

Jerry Carter
3/9/18

David S. Samford
David S. Samford

Enclosure

Goss Samford, PLLC
Suite B-325
2365 Harrodsburg Road
Lexington, KY 40504
Telephone: 859-368-7740

March 06, 2018

Invoice No. 3581

Inter-County Energy Cooperative
ATTN: Jerry Carter, President & CEO
1009 Houstonville Road
Danville, KY 40422

Client Number: 4800 Inter-County Energy Cooperative
Matter 4800 Inter-County Energy - New General Rate Adjustment
For Services Rendered Through 2/28/2018.

Fees

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
2/2/2018	LAH	Prepare for and participate in telephone conference with J. Carter, et. al. re status of rate case information; review email and attachment from L. Schaffer re LIHEAP customer information; conference with D. Samford re items discussed during telephone conference; draft portions of Application and Exhibits.	3.50	\$787.50
2/2/2018	DSS	Telephone conference and office conferences with A. Honaker re case status, updates and strategy; review email from L. Schafer re updates.	0.70	\$192.50
2/7/2018	LAH	Draft additional portions of Application and Exhibits.	1.20	\$270.00
2/8/2018	DSS	Telephone conference with J. Carter and A. Honaker re case status and strategy.	1.20	\$330.00
2/8/2018	LAH	Review email from J. Carter re additional questions; conference with D. Samford re same; exchange emails with J. Carter re scheduling telephone conference; participate in telephone conference with J. Carter and D. Samford re case status and strategy; draft additional portions of application and exhibits; review portions of prior rate case.	4.00	\$900.00
2/8/2018	LAH	Review and exchange emails from H. Dean, J. Carter, et. al. re rescheduling conference call.	0.20	\$45.00

Continued On Next Page

Client Number: 4800
Matter Number: 4800

3/6/2018
Page: 3

Payment Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>
2/21/2018	Check Number 228988 against Inv# 3547	(\$11,345.00)
2/21/2018	Check Number 228988 against Inv# 3547	(\$78.16)
Total Payments Received:		(\$11,423.16)

Current Invoice Summary

Prior Balance:	\$11,423.16	
Payments Received:	(\$11,423.16)	Last Payment: 2/21/2018
Unpaid Prior Balance:	\$0.00	
Current Fees:	\$5,282.50	
Advanced Costs:	\$0.00	
TOTAL AMOUNT DUE:	\$5,282.50	

Goss • Samford PLLC



Attorneys at Law

2136

David S. Samford
david@gosssamfordlaw.com
(859) 368-7740

April 10, 2018

Mr. Jerry Carter
President and CEO
Inter-County Energy Cooperative
1009 Houstonville Road
Danville, KY 40422



Re: Invoice for March 1, 2018 to March 31, 2018

Dear Jerry:

Please find enclosed the invoice for services performed by Goss Samford, PLLC on behalf of Inter-County Energy for the period from March 1, 2018 to March 31, 2018. Please remit payment for the amounts due within thirty days of today's date. A summary of the amounts due and owing, by matter, are as follows:

<u>Matter Description</u>	<u>Amount</u>
2016 General Rate Case – current fees/costs	\$5,817.70
TOTAL:	\$5,817.70

923.00 #1
ATTY II
Legal soc
Rate case

Should you have any questions, please contact me at your convenience. Once again, it is a privilege to represent Inter-County Energy and we thank you for allowing us the opportunity to work with you.

[Handwritten signature]
4/12/18

Sincerely,
[Handwritten signature]
David S. Samford

Enclosure

Goss Samford, PLLC
Suite B-325
2365 Harrodsburg Road
Lexington, KY 40504
Telephone: 859-368-7740

April 10, 2018
Invoice No. 3667

Inter-County Energy Cooperative
ATTN: Jerry Carter, President & CEO
1009 Houstonville Road
Danville, KY 40422

Client Number: 4800 Inter-County Energy Cooperative
Matter Number: 4800 Inter-County Energy - New General Rate Adjustment
For Services Rendered Through 3/31/2018.

Fees				
<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
3/2/2018	DSS	Telephone conference with J. Carter, et al. re rate case status.	0.30	\$82.50
3/2/2018	LAH	Telephone conference with J. Carter, et. al. re rate case status and strategy.	0.30	\$67.50
3/5/2018	LAH	Review email from J. Carter re notice of intent.	0.10	\$22.50
3/7/2018	DSS	Review email from J. Carter; telephone conference re same; conference with A. Honaker re documents.	0.20	\$55.00
3/7/2018	LAH	Review email from J. Carter; conference with D. Samford re same.	0.10	\$22.50
3/7/2018	LAH	Review email and attached revenue requirement information from L. Schafer.	0.50	\$112.50
3/8/2018	LAH	Review email and attached documents from J. Carter.	0.80	\$180.00
3/9/2018	DSS	Telephone conference with J. Carter, et al. to review preliminary COSS and rate design studies; prepare draft of letter to J. Carter outlining procedural options for the rate filing.	2.40	\$660.00
3/9/2018	LAH	Telephone conference with J. Carter et. al. re rate case status and strategy.	1.00	\$225.00
3/9/2018	LAH	Review emails and attachments from L. Schafer and R. Macke.	0.80	\$180.00
3/12/2018	DSS	Review and edit draft letter; forward final copy to J. Carter; respond to questions re PSC inspection/show cause procedures.	0.50	\$137.50

Continued On Next Page

Client Number: 4800
Matter Number: 4800

4/10/2018
Page: 2

3/13/2018	LAH	Review and edit letter to J. Carter re options.	0.40	\$90.00
3/15/2018	DSS	Review emails and attachments from R. Macke and L. Schafer.	0.30	\$82.50
3/15/2018	LAH	Review emails and attachments from R. Macke and L. Schafer.	0.40	\$90.00
3/16/2018	DSS	Telephone conference with J. Carter, et al. re case status and strategy.	0.70	\$192.50
3/16/2018	ELD	Assist with updates to Exhibits 1-33 and edit draft testimony.	1.70	\$127.50
3/16/2018	LAH	Telephone conference with J. Carter, et al. re case status and strategy.	0.70	\$157.50
3/19/2018	ELD	Begin HR Specialist testimony draft.	0.80	\$60.00
3/21/2018	LAH	Review multiple emails and attachments from R. Macke re options.	0.30	\$67.50
3/23/2018	DSS	Review draft powerpoint from R. Macke; telephone conference with J. Carter, et al. re status and strategy.	1.10	\$302.50
3/23/2018	LAH	Review draft powerpoint from R. Macke; conference with D. Samford re conference call.	0.50	\$112.50
3/26/2018	DSS	Attend and participate in Board meeting in Danville to discuss the rate case.	5.20	\$1,430.00
3/26/2018	LAH	Attend and participate in Board meeting in Danville to discuss the rate case.	5.20	\$1,170.00
3/30/2018	DSS	Review segment of the Big Sandy rate hearing; email J. Carter, et al. re same.	0.30	\$82.50
3/30/2018	DSS	Review emails re question on weather normalization from Big Sandy rate hearing.	0.10	\$27.50
Billable Hours / Fees:			24.70	\$5,737.50

Timekeeper Summary

Timekeeper DSS worked 11.10 hours at \$275.00 per hour, totaling \$3,052.50.

Timekeeper ELD worked 2.50 hours at \$75.00 per hour, totaling \$187.50.

Timekeeper LAH worked 11.10 hours at \$225.00 per hour, totaling \$2,497.50.

Cost Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>	<u>Check No.</u>
3/13/2018	Postage - Letter re Rate Case Options	\$0.68	
3/26/2018	Mileage for roundtrip to Danville for Board meeting (DSS).	\$39.76	

Continued On Next Page

Client Number: 4800
Matter Number: 4800

4/10/2018
Page: 3

3/28/2018	Roundtrip mileage to Danville to attend Board meeting. (LAH)	\$39.76
Total Costs		\$80.20

Payment Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>
3/15/2018	Check Number 229103 against Inv# 3581	(\$5,282.50)
Total Payments Received:		(\$5,282.50)

Current Invoice Summary

Prior Balance:	\$5,282.50	
Payments Received:	(\$5,282.50)	Last Payment: 3/15/2018
Unpaid Prior Balance:	\$0.00	
Current Fees:	\$5,737.50	
Advanced Costs:	\$80.20	
TOTAL AMOUNT DUE:	\$5,817.70	

Goss ■ Samford PLLC

Attorneys at Law

#2136



David S. Samford
david@gosssamfordlaw.com
(859) 368-7740

May 3, 2018

Mr. Jerry Carter
President and CEO
Inter-County Energy Cooperative
1009 Houstonville Road
Danville, KY 40422

ATTY II
#1 923.00

Re: Invoice for April 1, 2018 to April 30, 2018

Dear Jerry:

Please find enclosed the invoice for services performed by Goss Samford, PLLC on behalf of Inter-County Energy for the period from April 1, 2018 to April 30, 2018. Please remit payment for the amounts due within thirty days of today's date. A summary of the amounts due and owing, by matter, are as follows:

<u>Matter Description</u>	<u>Amount</u>
2016 General Rate Case – current fees/costs	\$11,685.30
TOTAL:	\$11,685.30

Should you have any questions, please contact me at your convenience. Once again, it is a privilege to represent Inter-County Energy and we thank you for allowing us the opportunity to work with you.

Sincerely,

David S. Samford

Enclosure

Goss Samford, PLLC
Suite B-325
2365 Harrodsburg Road
Lexington, KY 40504
Telephone: 859-368-7740

S. W. Goss
5/7/18

May 03, 2018
Invoice No. 3673

Inter-County Energy Cooperative
ATTN: Jerry Carter, President & CEO
1009 Houstonville Road
Danville, KY 40422

Client Number: 4800 Inter-County Energy Cooperative
Matter 4800 Inter-County Energy - New General Rate Adjustment
For Services Rendered Through 4/30/2018.

Fees

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
4/3/2018	LAH	Telephone conference with D. Samford re status; forward a copy of the Duke Kentucky post-hearing brief to J. Carter and H. Dean for review of arguments on total compensation issue; complete a draft of testimony for J. Carter; review and update Notice of Intent; forward same to D. Samford for review.	1.20	\$270.00
4/3/2018	DSS	Telephone conference with A. Honaker re draft testimony.	0.30	\$82.50
4/4/2018	LAH	Draft complete testimony for S. Gilliam; email J. Carter for human resource employee responsible for testimony re benefits and compensation; draft testimony for same; forward testimony to D. Samford for review and conference re same.	3.70	\$832.50
4/4/2018	DSS	Conference with A. Honaker re draft testimony.	0.10	\$27.50
4/5/2018	LAH	Telephone conference with D. Samford re status of testimony, application and exhibits; review and edit drafts; exchange emails with J. Carter re witness needed to sponsor human resource testimony.	1.60	\$360.00
4/5/2018	DSS	Telephone conference with A. Honaker re status of testimony, application and exhibits.	0.20	\$55.00
4/6/2018	DSS	Telephone conferences with A. Honaker re case status and strategy.	0.60	\$165.00

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4/6/2018	DSS	Review the draft notice of intent to file a rate application.	0.10	\$27.50
4/6/2018	LAH	Telephone conferences with D. Samford re case status and strategy.	0.60	\$135.00
4/6/2018	LAH	Prepare for and participate in telephone conference with J. Carter, et. al. re rate case.	0.90	\$202.50
4/6/2018	LAH	Exchange emails with D. Samford re questions from conference call. Review notice of intent.	0.30	\$67.50
4/8/2018	LAH	Email draft notice of intent to J. Carter for review.	0.10	\$22.50
4/9/2018	LAH	Exchange emails with J. Carter re telephone conference and notice of intent; conference with D. Samford re same.	0.50	\$112.50
4/9/2018	DSS	Conference with A. Honaker re exchanged emails with J. Carter re telephone conference and notice of intent.	0.20	\$55.00
4/10/2018	DSS	Telephone conference with J. Carter, et al. re miscellaneous rate case issues.	0.50	\$137.50
4/10/2018	ELD	Travel to and from Frankfort, Kentucky for filing at the Kentucky Public Service Commission (split time with another client).	0.50	\$37.50
4/10/2018	LAH	Telephone conference with J. Carter, et al. re miscellaneous rate case issues.	0.50	\$112.50
4/10/2018	LAH	Exchange emails with L. Schafer re telephone conference: multiple conferences with D. Samford re items to discuss on telephone conference: prepare for and participate in telephone conference with J. Carter, et. al. re rate case issues; prepare notice of intent for filing; coordinate filing of same with E. Duncan; scan and email copy of notice of intent to AG; review response email from K. Chandler re same; review drafts of testimony for additional information needed.	1.50	\$337.50
4/11/2018	DSS	Review the filing acknowledgment letter from the Commission; email exchange with A. Honaker re the draft testimony and application.	0.20	\$55.00
4/11/2018	LAH	Exchange emails with D. Samford re status of draft testimony; review and update same; review the filing acknowledgment letter from the Commission.	1.00	\$225.00

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4/11/2018	LAH	Exchange emails with J. Carter re filed notice of intent; email copy of file-stamped notice of intent to J. Carter; review email from R. Goodman re filing; review email from D. Samford re letter of acknowledgment of filing from PSC; conference with D. Samford re service copies; update application with service list; complete draft of J. Carter's testimony; email same to D. Samford for review; edit portions of S. Gilliam's testimony.	2.60	\$585.00
4/11/2018	DSS	Conference with A. Honaker re service copies.	2.60	\$715.00
4/12/2018	LAH	Multiple conferences with D. Samford re testimony; review and edit application, exhibits and testimony; include case number in all drafts; review power point from Board Meeting and annual reports for testimony drafts; review additional rate case filings for additional information to include in rate case testimony and application.	3.00	\$675.00
4/12/2018	DSS	Multiple conferences with A. Honaker re testimony.	0.30	\$82.50
4/13/2018	DSS	Email exchange with L. Schafer re application; telephone conference with A. Honaker re draft testimony.	0.20	\$55.00
4/13/2018	LAH	Telephone conference with S. Gilliam re testimony and responses needed; edit S. Gilliam's testimony to include information from telephone conference; review and update J. Carter's testimony to be constants with information received from S. Gilliam; conference with D. Samford re status of same.	2.20	\$495.00
4/13/2018	LAH	Review emails from L. Schafer and D. Samford re rate case expense estimate.	0.20	\$45.00
4/15/2018	DSS	Review and edit draft testimony.	2.60	\$715.00
4/16/2018	LAH	Review D. Samford's edits to J. Carter's testimony and edit same; exchange emails with S. Gilliam re clarification of testimony issues; edit S. Gilliam's testimony and email to D. Samford for review.	1.00	\$225.00
4/17/2018	DSS	Review and edit draft testimony; conference with A. Honaker re same; prepare email to client explaining status of the draft testimony.	2.40	\$660.00

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4/17/2018	LAH	Exchange emails with S. Gilliam re additional clarifications for testimony; multiple conferences with D. Samford re testimony and additional information to include; revise draft testimony; email revised drafts of S. Gilliam and J. Carter's testimony to D. Samford for review.	1.00	\$225.00
4/18/2018	DSS	Review and respond to emails re the draft testimony; prepare Board Resolution and email same to J. Carter; telephone conference with A. Honaker re status.	0.40	\$110.00
4/18/2018	LAH	Review email from L. Schafer re testimony; exchange emails with J. Carter and D. Samford re testimony; review draft resolution emailed by D. Samford; review emails from J. Carter and D. Samford re resolution; telephone conference with D. Samford re same.	0.50	\$112.50
4/19/2018	LAH	Review information to prepare for Board Meeting.	0.80	\$180.00
4/20/2018	LAH	Travel to and from Danville and participate in Board Meeting; telephone conference with D. Samford re Board Meeting and resolution; review all drafts and edit same.	6.50	\$1,462.50
4/20/2018	DSS	Telephone conference with A. Honaker re Board Meeting and resolution.	0.20	\$55.00
4/23/2018	DSS	Email exchange with J. Carter re the status of draft testimony.	0.10	\$27.50
4/23/2018	LAH	Review email and attached draft testimony from J. Carter; edit portions of testimony.	0.80	\$180.00
4/24/2018	DSS	Conferences with A. Honaker re Board resolution; review emails re same.	0.30	\$82.50
4/24/2018	LAH	Multiple emails with L. Schafer re resolution; review resolution; multiple conferences with D. Samford re same; exchange multiple emails with J. Carter, L. Schafer and H. Dean re same.	0.50	\$112.50
4/25/2018	LAH	Review email from S. Gilliam re testimony.	0.10	\$22.50
4/26/2018	LAH	Review email from L. Schafer re draft exhibits.	0.10	\$22.50
4/26/2018	LAH	Review and edit draft testimony of S. Gilliam.	0.90	\$202.50
4/26/2018	LAH	Telephone conference with D. Samford re draft testimony.	0.20	\$45.00
4/26/2018	DSS	Review email from L. Schafer re testimony and exhibits from R. Macke; conference with A. Honaker re same.	0.30	\$82.50

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4/27/2018	LAH	Complete review and edits to S. Gilliam testimony; email same to D. Samford for review.	0.50	\$112.50
4/28/2018	LAH	Begin review of exhibits from L. Schafer.	1.00	\$225.00
4/30/2018	LAH	Review complete exhibits from L. Schafer; review draft testimony from L. Schafer and edit same; conference with D. Samford re determining information still needed for filing; review Commission's website for checklist for rate case; begin reviewing and comparing Application and testimony to checklist to determine items still needed.	3.20	\$720.00
4/30/2018	DSS	Conference with A. Honaker re review of draft testimony; review email from L. Schafer re same.	0.30	\$82.50

Billable Hours / Fees: 49.40 \$11,635.00

Timekeeper Summary

Timekeeper LAH worked 37.00 hours at \$225.00 per hour, totaling \$8,325.00.

Timekeeper DSS worked 11.90 hours at \$275.00 per hour, totaling \$3,272.50.

Timekeeper ELD worked 0.50 hours at \$75.00 per hour, totaling \$37.50.

Cost Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>	<u>Check No.</u>
4/10/2018	Roundtrip mileage to/from Frankfort, KY to complete filing for client at the Kentucky Public Service Commission (split with other clients)(ELD).	\$9.34	
4/10/2018	Photocopies - Notice of Intent	\$1.20	
4/20/2018	Round trip to Danville to attend Board Meeting. (LAH)	\$39.76	
	Total Costs	<u>\$50.30</u>	

Payment Detail

<u>Date</u>	<u>Description</u>	<u>Amount</u>
4/20/2018	Check Number 229403 against Inv# 3667	(\$5,737.50)
4/20/2018	Check Number 229403 against Inv# 3667	(\$80.20)
	Total Payments Received:	<u>(\$5,817.70)</u>

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Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

35. Provide the estimated dates for drawdowns of unadvanced loan funds at test-year-end and the proposed uses of these funds.

Response: Since the Test Year ending October 31, 2017 Inter-County drew down \$5,000,000 on December 22, 2017. Those funds were used to finance the construction work plan. Inter-County anticipates another draw in late summer or early fall of 2018. It is anticipated that the draw will be for approximately \$5,000,000 and will also be used to finance the construction work plan.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

36. Provide a list of depreciation expenses using Format 36.

Response: Please see Exhibit 7, page 14 and Exhibit 7, Work Paper 4 attached to the Application filed on May 29, 2018.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

37. Explain whether the depreciation rates reflected in this filing are identical to those most recently approved by the Commission.
- a. If identical, identify the case in which they were approved.
 - b. If not, provide the depreciation study that supports the rates reflected in this filing.

Response:

- a. The depreciation rates reflected in this filing are identical to those filed in case number 2006-00415, with the exception of accelerated rates used for accounts 370 and 370.01, which feature AMI meters. The accelerated rate for account 370 has been in use since the RUS audit conducted in January, 2017. The accelerated rate for 370.01 is being proposed in this filing.
- b. Inter-County has never had a depreciation study completed.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

38. Provide information for plotting the depreciation guideline curves in accordance with RUS Bulletin 183-1, as shown in Format 38.

Response: Please see attached.

Data for Depreciation Guideline Curve
RUS Bulletin 183.1

Year Ended	Distribution Plant in Service	Accumulated Depreciation for Distribution	Reserve Ratio	Ratio of Current Distribution Plant to Distribution Plant 10-Yrs Prior
2017	111,996,838	31,326,607	28.0	1.5
2016	108,135,161	29,259,362	27.1	1.5
2015	104,185,066	27,541,919	26.4	1.5
2014	100,854,960	25,914,082	25.7	1.6
2013	97,283,211	24,040,177	24.7	1.6
2012	93,863,366	22,024,694	23.5	
2011	90,695,652	20,455,320	22.6	
2010	87,934,546	19,277,838	21.9	
2009	82,340,802	18,893,725	22.9	
2008	78,908,769	17,971,788	22.8	
2007	75,199,173	16,200,373	21.5	
2006	71,694,822	14,514,887	20.2	
2005	68,315,017	13,091,424	19.2	
2004	64,377,390	11,700,079	18.2	
2003	60,699,832	10,441,991	17.2	

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

39. For each charitable and political contribution (in cash or services), provide the amount, recipient, and specific account charged.

Response: Inter-County made no political contributions. For charitable donations please see the response to Request 30 above.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

40. Describe Inter-County's lobbying activities and provide a schedule showing the name and salary of each lobbyist; all company-paid or reimbursed expenses or allowances; the account charged for all personnel for whom a principal function is lobbying, on the local, state, or national level; and indicate whether the lobbyist is an employee or an independent contractor. If any amounts are allocated, show a calculation of the factor used to allocate each amount.

Response: Inter-County does not engage in lobbying activities.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

41. Provide complete details of the financial reporting and rate-making treatment of Inter-County's pension costs.

Response: Inter-County has defined benefit and 401(k) pension plans. The treatment is the same for financial reporting as for ratemaking purposes. The costs are booked in Account 926 which is included in the determination of the revenue requirement for ratemaking purposes.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

42. Provide complete details of Inter-County's financial reporting and rate-making treatment of Statement of Financial Accounting Standard ("SFAS") No. 106, "Postretirement Benefits Other Than Pensions," including:
- a. The date Inter-County adopted or plans to adopt SFAS No. 106;
 - b. All accounting entries made or to be made at the date of adoption; and,
 - c. All actuarial studies and other documents used to determine the level of SFAS No. 106 cost recorded or to be recorded by Inter-County.

Response:

- a. Inter-County adopted SFAS No. 106 in 1994.
- b. Please see the attached for the accounting entries made at the date of adoption.
- c. Please see the attached for the latest study.

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Inter County Energy
Case No. 2006-00415
July 31, 2006

**Financial Accounting Standard No. 106
Employer's Accounting for Postretirement Benefits**

Inter County Rural Electric implemented Statement of Financial Accounting Standard No. 106 (SFAS 106) as of January 1, 1995.

The journal entry to record the expense for the initial year of 1994 is as follows:

	<u>Account</u>	<u>Debit</u>	<u>Credit</u>
Cumulative effect of change in			
accounting principle	435.10	602,933	
Accumulated provision for pensions			
and benefits	228.30		602,933

The updated study has been included with this response.

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Inter County Energy
Case No. 2006-00415
July 31, 2006

**Financial Accounting Standard No. 106
Employer's Accounting for Postretirement Benefits**

Inter County updated its study of SFAS No. 106. As a result, the annual accrual increased. Directors are not provided health insurance premiums when they retire, as a result, this study does not include amounts for Directors, or their spouses.

Proposed annual cost	275,000
Test year accrual	<u>271,000</u>
Proposed adjustment	<u><u>4,000</u></u>

The adjustment is allocated as follows:

		Percent	Amount
107	Capitalized	35.10%	1,404
163 - 416	Clearing and others	5.20%	208
580	Operations	19.28%	771
590	Maintenance	7.07%	283
901	Consumer accounts	15.70%	628
908	Customer service	5.77%	231
912	Sales	0.00%	0
920	Administrative and general	11.87%	475
		<u>100.00%</u>	<u>\$4,000</u>

W. DUDLEY SHRYOCK, CPA, PSC
CERTIFIED PUBLIC ACCOUNTANTS

P.O. BOX 542
145 COLLEGE STREET
LAWRENCEBURG, KENTUCKY 40342
(502) 839-8112

MEMBER AICPA

MEMBER KENTUCKY
SOCIETY OF CPAs

November 5, 2017

Sheree Gilliam, SR VP, Finance and Administration
Inter County Energy Cooperative
1009 Hustonville Road
Danville, Kentucky 40423

Dear Sheree:

Please find enclosed the actuarial valuations results as of December 31, 2017 for Financial Accounting Standards Board's *Accounting Standards Codification ("ASC") 715 - Compensation - Retirement Plans*.

The accrual for 2018 includes current service and interest costs and amortization of the comprehensive income.

One time entry to adjust the liability at December 31, 2017 is as follows:

215.30	Accum other comprehensive income	\$608,772	
228.30	Postretirement benefits other than pensions		\$608,772

The annual accrual for 2018 should be as follows:

926	Employee benefits	\$378,401	
214.30	Accum other comprehensive income		\$58,720
228.30	Postretirement benefits other than pensions		\$319,681

If you have any questions, or would like to discuss these results, please give me a call.

Sincerely,

W. Dudley Shryock
W. Dudley Shryock, CPA

Exhibit 1
Inter-County Energy Cooperative
ASC-715 Financial Statement Disclosures
December 31, 2017

Net Periodic Benefit Cost

1.	Service cost	\$	109,704
2.	Interest cost		201,076
3.	Expected return on plan assets		-
4.	Amortization of transition obligation		-
5.	Amortization gain / (loss)		38,500
6.	Net periodic benefit cost	\$	<u>349,280</u>

Change in Accumulated Benefit Obligation

1.	Accumulated benefit obligation, beginning	\$	3,997,405
2.	Service cost		109,704
3.	Interest cost		201,076
4.	Expected return on plan assets		-
5.	Amortization of transition obligation		-
6.	Amortization gain / (loss)		-
7.	Plan amendments		-
8.	Disbursements		(262,570)
9.	Accumulated other comprehensive income, initial		-
10.	Accumulated other comprehensive income		608,772
11.	Accumulated benefit obligation, ending	\$	<u>4,654,387</u>

Change in Fair Value of Plan Assets

1.	Fair value of plan assets, beginning		-
2.	Actual return on plan assets		-
3.	Employer contributions		-
4.	Benefits paid		-
5.	Administrative expenses		-
6.	Fair value of plan assets, ending	\$	<u>-</u>

Exhibit 2
Inter-County Energy Cooperative
ASC-715 Financial Statement Disclosures
December 31, 2017

Benefit obligations at end of year

1.	Accumulated benefit obligation (APBO)	\$ 4,654,387
2.	Expected benefit obligation (EPBO)	\$10,834,615

Statement of funded status

1.	Accumulated benefit obligation (APBO)	\$ (4,654,387)
2.	Fair value of plan assets	-
3.	Funded status of plan	<u>\$ (4,654,387)</u>

Amounts recognized in the statement of financial position

1.	Noncurrent assets	\$ -
2.	Current liabilities	-
3.	Noncurrent liabilities	4,654,387
4.	Funded status	<u>\$ 4,654,387</u>

Amounts recognized in accumulated other comprehensive income

1.	Net loss (gain)	\$ 1,174,407
2.	Transition obligation	-
3.	Total	<u>\$ 1,174,407</u>

**Other changes in plan assets and benefit obligations
recognized in other comprehensive income**

1.	Beginning of year	<u>\$ (642,635)</u>
2.	Net loss (gain)	(570,272)
3.	Amortization of net loss (gain)	38,500
4.	Amortization of transition obligation	-
5.	Total recognized in other comprehensive income	<u>(531,772)</u>
6.	End of year	<u>\$ (1,174,407)</u>

**Inter County Energy Cooperative
Medical Insurance Premiums
ASC-715 Obligation as of December 31, 2017**

A.	Accumulated Postretirement Benefit Obligation (APBO) as of January 1, 2018	
	1. Actives not yet eligible	\$ 1,995,025
	2. Actives fully eligible	402,513
	3. Retirees and dependents	<u>2,256,849</u>
	4. Total APBO	4,654,387
B.	Future accruals	<u>6,180,228</u>
C.	Total Expected Postretirement Benefit Obligation (EPBO) (A4 + B)	<u>\$ 10,834,615</u>
D.	Accrued Postretirement Benefit Cost	
	Balance January 1, 2017	3,997,405
	Accrual	310,780
	Payout	<u>(262,570)</u>
	Balance December 31, 2017	4,045,615
	Accum other comprehensive income	<u>608,772</u>
	Adjusted balance December 31, 2017	4,654,387
	Accrual for 2018	319,681
	Estimated payout	<u>(266,400)</u>
	Estimated balance December 31, 2018	<u>4,707,668</u>

Inter County Energy Cooperative
Medical Insurance Premiums
ASC-715 Obligation as of December 31, 2017

FAS 106 Expense Components

1. Service cost	\$ 108,949
2. Interest cost	210,732
3. Expected return on assets	-
4. Amortization of transition obligation	-
5. Amortization of actuarial (gain) / loss	58,720
6. Total FAS 106 expense	\$ 378,401
7. Expected pay-as-you-go expense	\$ 266,400

Alternate assumptions:

Impact on obligations and expense of a health care cost trend increase of 1%

	<u>Current</u> <u>Plan</u>	<u>Alternate</u> <u>Assumptions</u>	<u>% Change</u>
APBO	4,654,387	4,935,000	6.0%
EPBO	10,834,615	11,485,000	6.0%
SFAS 106 Expense	378,401	401,000	6.0%

Payments for the next five (5) years are as follows:

2018	266,400
2019	264,852
2020	279,419
2021	294,787
2022	311,000

Inter County Energy Cooperative

ASC-715 Assumptions

Covered Groups All eligible employees.

Eligibility Employees who have reached normal retirement age.

Spouse Inter County Energy pays the family rate for retirees and dependents.

Medicare Medical insurance premiums will be paid by Inter County until such time as the retired employee reaches age 65, or is eligible for Medicare Supplement benefits.

Contributions Inter County will pay 100% of the premiums for employees reaching normal retirement age or employees with a minimum of ten (10) years of employment and upon reaching the early retirement age of fifty-five (55). Inter County will continue to pay one-half (1/2) of the premium for employees who have retired prior to October 9, 1998.

Mortality - Used RP 2014 Blue Collar Mortality Tables, updated with Scale MP – 2016 Rates.

Retirement and Withdrawals Estimate that employees will retire at age 62 and will be replaced in the normal course of business.

Terminations Rates vary by attained age for employees. Sample rates are as follows:

<u>Age</u>	<u>Rate</u>	<u>No. of Employees</u>
20	15%	11
30	7%	11
40	3%	19
50	1%	19
60	0%	<u>5</u>
		<u>65</u>

Inter County Energy Cooperative

ASC-715 Assumptions

Discount Rate 4.50%

Medical Inflation Rate 0.0% for the first year, then increase of 5% then decreasing by 0.25% per year until level at 3% per year.

Eligibility Classes Based on employees and retirees as of December 31, 2017, are as follows:

	<u>Employees</u>
Actives not fully eligible	60
Actives fully eligible	5
Retirees and dependents	<u>42</u>
Total	<u>107</u>

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

43. Provide complete details of Inter-County's financial reporting and rate-making treatment of Statement of Financial Accounting Standard ("SFAS") No. 112, including;
- a. The date Inter-County adopted or plans to adopt SFAS No. 112.
 - b. All accounting entries made or to be made at the date of adoption.
 - c. All actuarial studies and other documents used to determine the level of SFAS No. 112 cost recorded by Inter-County.

Response:

- a-c. SFAS No. 112 does not apply to Inter-County.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

44. Provide complete details of Inter-County's financial reporting and ratemaking treatment of SFAS No. 143, "Accounting for Asset Retirement Obligations."
- a. The date Inter-County adopted or plans to adopt SFAS No. 143.
 - b. All accounting entries made or to be made at the date of adoption.
 - c. All actuarial studies and other documents used to determine the level of SFAS No. 143 cost recorded by Inter-County.
 - d. A schedule comparing the depreciation rates utilized by Inter-County prior to and after adoption of SFAS No. 143. The schedule should identify the assets corresponding to the affected depreciation rates.

Response:

- a-d. SFAS No. 143 does not apply to Inter-County.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

45. Provide complete details of Inter-County's financial reporting and ratemaking treatment of SFAS No. 158, "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans." Details should include the following:
- a. The date Inter-County adopted the SFAS;
 - b. All accounting entries made or to be made at the date of adoption; and
 - c. All studies and other documents used to determine the level of SFAS No. 158 cost recorded by Inter-County.

Response:

- a. Inter-County adopted SFAS No. 106 in 1994.
- b. Please see the attachment for Response 42 above.
- c. This amount is included in the calculations for FAS 106.

Witness: Jerry Carter/Sheree Gilliam

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

46. Provide any information, as soon as it is known, describing any events occurring after test year that would have a material effect on net operating income, rate base, and cost of capital that is not incorporated in the filed testimony and exhibits.

Response: Inter-County Energy is requesting to establish a regulatory asset for the expenses related to the March 2018 snow storm and to amortize those over a three year period. On March 12, 2018 Inter-County's service territory experienced heavy snow accumulations of up to ten inches. At one point during this massive snow storm, Inter-County had approximately 12,000 customers without electric service. Most of the outages were caused by trees that were weighted down because of the heavy snow accumulation and caused damage to the lines. As the temperatures began to rise, following the storm, the snow melted from the limbs, creating additional outages. These storms resulted in numerous conductor breaks, blown fuses, and protective devices opening. Seven poles were broken and 100 plus spans of wire were on the ground.

In order to restore electric service to the many Inter-County customers without electric service, Inter-County utilized twenty-six of its own employees along with thirty-five linemen from other Kentucky Cooperatives, and five crews consisting of four people in each crew, from Davis H. Elliott involved in the restoration. All power was able to be restored and all damages repaired by March 15, 2018 at approximately 6:00 p.m.

The following costs were incurred during the storm:

Company Labor	\$ 89,814.64
Contract Labor	\$ 197,505.60 (West KY RECC has not provided an invoice at this time. The invoice is expected to be between \$30,000 - \$40,000)
Material Costs	\$ 16,823.00
Miscellaneous	\$ 13,442.33 (Motels, Meals, fuel, and misc.)
Total Costs	\$ 317,585.57 (Including West KY RECC will make the total approximately \$357,000)

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

47. Provide all current labor contracts and the most recent contracts in effect prior to the current contracts.

Response: Inter-County does not have a unionized work force.

Witness: Jerry Carter/Sheree Gilliam

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

48. Regarding demand-side management ("DSM"), conservation, and energy efficiency programs, provide the following:
- a. A list of all programs currently offered by Inter-County;
 - b. The total cost incurred for these programs during the test year and in each of the three most recent calendar years; and
 - c. The total demand and energy reductions realized through these programs during the test year and in each of the three most recent calendar years.
 - d. Of the DSM programs offered by Inter-County, identify those programs that were proposed by Inter-County, and those that were proposed by EKPC.
 - e. Explain whether Inter-County plans to increase its DSM offerings in the future, independent of EKPC's DSM programs.
 - f. For each DSM program noted in Inter-County's response, describe the level of customer interest in each program. Provide the number of customers that are actually participating or have indicated a desire to participate by program.
 - g. Provide the 2017 budgeted or estimated total costs of Inter-County's DSM programs.

Response:

- a. Please see attached.
- b. Please see attached.
- c. Please see attached.
- d. Inter-County Energy and the other Member Systems of EKPC work collaboratively with EKPC to develop the DSM programs offered by EKPC. Each member system chooses the EKPC based DSM programs to offer. Inter-County Energy offers all EKPC based programs.
- e. There are no plans at this time to increase our DSM offerings.
- f. Please see attached.

g. Please see attached.

48a.

CURRENT DSM PROGRAMS

Residential

Touchstone Energy Home Program

Heat Pump Retrofit Program

Button Up Weatherization Program

HVAC Duct-Sealing Program

Billing Insights Program

Direct Load Control Program – Residential

Direct Load Control Program - Commercial

Energy Star Manufactured Home Program

CARES Efficiency Program (Community Assistance Resources for Energy Savings Program)

Electric Thermal Storage Program

Energy Star Appliances Program

Appliance Recycling Program

Commercial & Industrial

Commercial & Industrial Advanced Lighting Program

Industrial Compressed Air Program

PSC Data Request: #48

48b. Total cost incurred for DSM Programs

Year	Total cost Incurred
2015	\$13,542
2016	\$22,080
2017	\$29,262
11/2016-10/2017	\$27,862

**Please note that the test year includes only 10 months of member participation.

**

48c. Total demand and energy reductions for DSM programs

Year	Energy/kWh	Demand/kW
2015	964,140	448
2016	1,567,719	457
2017	1,040,837	455
11/2016-10/2017	1,018,443	418

48f. Participation totals for requested years

Year	Number of Participants
2015	553
2016	865
2017	855
11/2016-10/2017	906

Please see the attached for participation by program

48g. 2017 Budgeted/Estimated costs for DSM Programs

\$63,527

**This includes labor to administer the programs for our MS Department and advertising.

48f.

CURRENT DSM PROGRAMS

Residential

Touchstone Energy Home Program: Interest and strong participation from new home builders with emphasis on energy efficiency is increasing.

Heat Pump Retrofit Program: Strong interest and participation because of older central heating/cooling units along with baseboard/ceiling cable are starting to fail.

Button-Up Weatherization Program: Members are still changing out windows and adding insulation to older and newer homes older than 2 years old in order to live more comfortably.

HVAC Duct-Sealing Program: Not as much interest in this program but participation fluctuates throughout the year.

Billing Insights: This on-line audit tool allows the members to perform self-audits of their current residential energy usage. Members take advantage of the program.

Direct Load Control Program: Residential/Commercial: Participation and interest is starting to flatten out.

Energy Star Manufactured Home Program: Interest is good but with manufactured homes being purchased from the lot instead of ordering, members are buying those ready on the lot.

CARES Efficiency Program (Community Assistance Resources for Energy Savings Program): Level of interest is mid-range, member contacts Community Action and they contact us for verification.

Electric Thermal Storage Program: Interest and participation started decreasing a few years ago with the introduction of the mini-split heat pumps.

Energy Star Appliances Program: Participation and interest has increased since 2015.

Appliance Recycling Program: Interest in this program has been the same the last three years. Some members still like to have an extra refrigerator or freezer at home.

Commercial & Industrial

Commercial & Industrial Advanced Lighting Program: This program is mostly used by our large power and large industrial groups. Some interest is shown from our small commercial members.

Industrial Compressed Air Program: Our industrial members inquire and utilize this program when it is time to perform facility audits. This is another service that Inter-County Energy offers through EKPC.

2017	Customer participation in DSM programs
34	Touchstone Energy Home Program
31	Heat Pump Retrofit Program
47	Button-Up Weatherization Program
17	HVAC Duct-Sealing Program
43	Billing Insights Program
55	Direct Load Control Program - Residential
0	Direct Load Control Program - Commercial
0	Energy Star Manufactured Home Program
4	CARES Efficiency Program (Community Assistance Resources for Energy Savings)
71	Electric Thermal Storage Program
682	Energy Star Appliance Program
60	Appliance Recycling Program
13	Commercial & Industrial Advanced Lighting Program
0	Industrial Compressed Air Program
1057	Total for 2017

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

49. Provide separate schedules, for the test year and the 12-month period immediately preceding the test year, that show the following information regarding Inter-County's investments in subsidiaries and joint ventures:
- a. Name of subsidiary or joint venture;
 - b. Date of initial investment;
 - c. Amount and type of investment;
 - d. Balance sheet and income statement. Where only internal statements are prepared, furnish copies of these; and
 - e. Name of officers of each of the subsidiaries or joint ventures, officer's annual compensation, and portion of compensation charged to the subsidiary or joint venture. Indicate the position that each officer holds with Inter-County and the compensation received from Inter-County.

Response:

- a-e. Inter-County does not have investments in subsidiaries and joint ventures.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

50. Provide separate schedules showing all dividends or income of any type received by Inter-County from its subsidiaries or joint ventures for the test year and the three years preceding the test year. Indicate how this income is reflected in the reports filed with the Commission and any reports to Inter-County's member customers.

Response: Not applicable to Inter-County.

Witness: Jerry Carter/Sheree Gilliam

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

51. Concerning non-regulated activities:
- a. Is Inter-County engaged in any non-regulated activities? If yes, provide a detailed description of each non-regulated activity.
 - b. Is Inter-County engaged in any non-regulated activities through an affiliate? If so, provide the name of each affiliate and the non-regulated activity in which it is engaged.
 - c. Identify each service agreement with each affiliate and indicate whether the service agreement is on file with the Commission. Provide a copy of each service agreement not already on file with the Commission.
 - d. Has Inter-County loaned any money or property to an affiliate? If so, describe in detail what was loaned, the terms of the loan, and the name of the affiliate.

Response:

- a-d. Inter-County does not engage in non-regulated activities.

Witness: Jerry Carter/Sheree Gilliam

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

52. a. Identify any smart grid costs incurred by Inter-County in the test year. Identify the account(s) where they are recorded and if the costs were expensed or capitalized.
- b. Provide any smart grid costs that Inter-County has included in its most recently developed budget.

Response:

- a. Please see attached.
- b. Smart grid costs included in Inter-County's most recently developed budget includes \$474,624 for meters.

Data Request

Rate Case No 2018-00

Test Period

Nov 1 2016-Oct 31, 2017

Month Purchased And Capitalized	Meter Type	Meter Quantity	Meter Cost	Labor Cost	Capitalized Cost	Plant Account 370
November 2016	None					
December 2016	None					
Jan-17	AMR Three Phase Meters	8	\$ 1,929.98	\$ 592.00	\$ 2,521.98	99370005
Jan-17	AMR Single Phase Meters	14	\$ 3,356.82	\$ 1,036.00	\$ 4,392.82	99370010
Feb-17	AMR Single Phase Meters	500	\$ 60,287.35	\$ 37,000.00	\$ 97,287.50	99370010
March 2017	None					
April 2017	AMR Single Phase Meters	750	\$ 90,431.25	\$ 140,250.00	\$ 230,681.25	99370010
May 2017	AMR Single Phase Meters	50	\$ 1,660.00	\$ 9,350.00	\$ 21,010.00	99370010
June 2017	None					
July 2017	None					
August 2017	AMR Single Phase Meters	50	\$ 1,660.00	\$ 9,350.00	\$ 21,010.00	99370010
September 2017	None					
October 2017	AMR Single Phase Meters	12	\$ 3,001.92	\$ 2,244.00	\$ 5,245.92	99370010
TOTALS FOR TEST YEAR			\$ 1,384.00	\$ 182,327.27	\$ 199,822.00	\$ 382,149.42

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

53. Provide Inter-County's written compensation policy as approved by the Board of Directors.
- a. Provide a narrative description of the compensation policy, including the reasons for establishing the policy and Inter-County's objectives for the policy.
 - b. Explain whether the compensation policy was developed with the assistance of an outside consultant. If the compensation policy was developed or reviewed by a consultant, provide any study or report provided by the consultant.
 - c. Explain when the compensation policy was last reviewed or given consideration by the Board of Directors.

Response: The compensation policy is attached to this response.

- a. Inter-County's Wage and Salary Policy was established in 2002. The reason for the policy is to assist in ensuring that a fair and reasonable process is in place for administering the wage and salary of all employees. To establish a wage and salary plan that will attract and retain qualified personnel and encourage their performance, growth, and development. To provide fair comparison of wages and salaries to other similar positions within organizations utilizing local, state and/or regional markets. To provide a basis for compensating employees based on performance through individual effort. To permit the Board of Directors and management to determine budget requirements more accurately.

To carry out the Wage and Salary policy, all jobs have position descriptions that define duties and responsibilities, physical requirements to reasonably perform the job, and educational/training requirements. All positions are ranked according to several criteria and with each level assigned a pay range with a minimum, midpoint (market value), and maximum wage amount. A periodic market study or survey is performed to establish and maintain appropriate pay range levels for the plan.

- b. Inter-County's Wage and Salary Plan was developed in consultation with Steve McClure in 2002. The Wage and Salary Policy was reviewed by W. Dudley Shyrock, CPA in 2009 without any recommendations or changes to the current structure. Please see the attached.
- c. The Wage and Salary Policy was formally reviewed and revised by the Board of Directors in 2015.

POLICY NO. 201

WORKWEEK, WORKDAY, ON-CALL, CALL-OUTS AND OVERTIME COMPENSATION

I. OBJECTIVE

The Fair Labor Standards Act, as amended, and interpretive bulletins issued by the U.S. Department of Labor establish rules and regulations that are used by the Department of Labor to determine what constitutes working time. The purpose of this policy is to set forth the application of these rules and regulations to the Cooperative's employees.

II. POLICY CONTENT

The Cooperative shall comply fully with the Fair Labor Standards Act, as amended, and Department of Labor rules and regulations pertaining to payment for overtime worked. This policy shall apply only to employees covered by the overtime provisions of the Fair Labor Standards Act, as amended (non-exempt employees).

III. PROVISIONS

- A. The normal working hours and workweek for all employees not exempt from the overtime provisions of the Fair Labor Standards Act, as amended, are as follows:
1. Employees working the normal business day schedule shall normally work 8 a.m. to 5 p.m. with one hour unpaid for lunch break, Monday through Friday. However, when in the best interest of the Cooperative, employees may be required to work an alternate schedule.
 2. The standard workweek is defined as seven consecutive calendar days beginning at midnight Sunday to midnight the following Sunday. The standard workweek normally consists of 40 hours worked; however, the Cooperative does not guarantee that 40 hours will always be scheduled. For all hours worked in excess of 40 hours actually worked in a workweek, non-exempt employees shall be paid at the rate of one and one-half times their regular rate of pay. Authorized sick leave, annual leave, and holiday leave shall be counted as hours worked for purposes of overtime. Hours worked can be earned in quarter-hour (15-minute) increments.
 3. Unless otherwise agreed to between the Cooperative and the employee, the Cooperative will schedule lunch breaks so they are taken not sooner than three hours or more than five hours from the time the work shift commences.
 4. Employees are allowed to take a 15-minute rest period during each 4 hours worked in addition to regularly-scheduled lunch periods. The 15-minute rest periods shall be counted as time worked.

B. Call-Out

1. All employees are subject to call-out in the event of an emergency or other requirement of Inter-County Energy. Employees called out to work after they have been released from their normal workday shall be credited with a minimum of two hours at their respective overtime rate. Should the actual time worked exceed two hours, the employee shall be credited for the actual time worked at his/her overtime rate.
2. If the employee completes the work required in the initial call-out and is subsequently called out within the same initial two-hour guarantee, he/she shall be paid for the actual time worked, at his/her applicable overtime rate, or the minimum two-hour guarantee, whichever is greater. A second call-out within the initial two-hour guarantee period does not commence a second two-hour guarantee.
3. If, after the expiration of an initial two-hour guarantee period, the employee receives another call-out, the other call-out shall commence an additional two-hour guarantee.
4. If an employee is called out before his/her normal work period begins and works up to and through his/her normal work period, then he/she shall receive overtime compensation only for the time actually worked up to the beginning of his/her normal work period.
5. Employees called out for emergency work on a day they are not scheduled to work shall be guaranteed a minimum of two hours pay at the time and one-half rate. Section III.B.2. of this policy pertaining to additional call-outs during a two-hour period also applies to work performed on a day off. If such work extends beyond the two-hour period, the employee shall be compensated at his/her overtime rate for all such work performed up until the normal starting time of the employee's next regularly scheduled working day.
6. An employee who is required to work a schedule other than his/her normal schedule on a short-term notification (less than twenty-four hours) will be paid according to the call-out provisions of this policy. An employee who is required to work a schedule other than his/her normal schedule on a long-term notification (greater than twenty-four hours) will be considered to have his/her schedule altered and will be paid his/her regular hourly wage.

C. On-Call

1. Certain employees of the Cooperative are required to be on-call for various periods of time. Employees who are on-call are not required to restrict their movement during such time to their homes or any other location, but are required to be accessible and respond to the cooperative's dispatcher. Employees on-call shall arrange for calls to be received by an alternate employee if circumstances preclude the on-call employee from responding to a call.

2. Employees assigned to construction and maintenance departments shall be required as a condition of their employment to be available for on-call duties.
 3. The Maintenance Superintendent will assign personnel to be on-call at all times other than normal working hours.
 4. An individual on-call shall report to the Cooperative or other assigned location for the performance of emergency repair services within one-half hour after the dispatcher calls the individual.
 5. In the event an employee desires to be relieved of his/her on-call responsibility, he/she shall secure a replacement and notify the responsible supervisor or dispatcher of that replacement. Employees on-call are expected to be ready and capable of responding to a call-out. Any employee who is impaired for any reason, including sickness, should notify his/her immediate supervisor and request to be relieved of the on-call assignment.
- D. Attendance at meetings, seminars, or training programs shall be counted as working time unless the following four criteria are met:
1. Attendance is outside the employee's regular working hours;
 2. Attendance is in fact voluntary;
 3. The course, lecture, or meeting is not directly related to the employee's job; and
 4. The employee does not perform any productive work during such attendance.
- E. Time spent by an employee attending an independent school, college, or trade school after hours and on his/her own initiative is not included in the calculation of hours worked, even if courses are related to his/her job.
- F. Travel Time
1. Ordinary Home To Work

Travel time from home to work before the regular workday and from work to home at the end of the workday is ordinary home to work travel and is not considered hours worked; therefore, no compensation, either straight time or overtime, is due.
 2. Travel That Is All In The Day's Work

Time spent by an employee in travel as a part of his/her job, such as travel from job site to job site during the workday, must be counted as hours worked. When an employee is required to report to a designated location to receive instructions, or to pick up tools, equipment or materials, the travel time from the designated location to the workplace is part of the day's work and must be counted as hours worked. Travel time to return to the Cooperative's office from a worksite at the end of the day must also be counted as hours worked. However, if an employee goes home from a worksite rather than returning to the Cooperative's office, the travel time is not counted as hours worked.

3. Home To Work In Emergency Situations

When an employee who has gone home after completing his/her day's work is called out after hours, all travel time resulting from the call-out must be counted as hours worked, including any travel from home to the Cooperative's office or to a worksite and any return travel from the worksite or the Cooperative's office.

4. Home To Work On Special One-Day Assignments To Another Town (Not Overnight)

Travel time from an employee's home on a special assignment to a location other than the employee's regular workplace (such as to another district or to attend a meeting or training program) that does not involve an overnight stay is considered time worked. Such travel cannot be regarded as ordinary home to work travel occasioned merely by the fact of employment. Such time is equivalent to travel involved in an emergency call or travel that is all in a day's work. Not all the time involved, however, need be counted. Since, except for the special assignment, the employee would have had to report to his/her regular work site, the travel time he/she would normally have spent between his/her home and his/her regular workplace may be deducted.

5. Travel Away From The Home Community (Overnight Only)

Travel that keeps an employee away from home overnight is working time for the purposes of overtime. The employee is simply substituting travel for other duties. A non-exempt employee shall be compensated for overtime for any hours in excess of a 40-hour workweek while traveling or attending a meeting, regardless of whether it occurs on a one-day assignment or as a part of an overnight stay. Unless the travel time is "voluntary", overtime compensation will be required.

G. Overtime Compensation

Non-exempt employees will be paid overtime at one and one-half the employee's regular rate of pay for all hours worked in excess of 40 hours actually worked in a workweek.

IV. RESPONSIBILITY

- A. Each supervisor shall be responsible for seeing that the provisions of this policy are followed in carrying out day-to-day job activities and in reporting time for payroll purposes.
- B. The President/CEO shall be responsible for the administration of this policy.

Effective: June 11, 1993
Revised: August 13, 1999
Revised: October 8, 2010
Revised: January 16, 2015

POLICY NO. 202

WAGE AND SALARY POLICY

I. OBJECTIVE

- A. To establish a wage and salary plan that will attract and retain qualified personnel and encourage their performance, growth, and development;
- B. To provide fair comparison of wages and salaries to other similar positions within organizations utilizing local, state and/or regional markets;
- C. To provide a basis for compensating employees based on performance through individual effort;
- D. To permit the Board of Directors and management to determine budget requirements more accurately;
- E. To reflect the cooperative's ability to pay; and
- F. To insure conformance, both in spirit and in letter, with established regulations or guidelines by appropriate authorities having jurisdiction over wage and salary matters.

II. RESPONSIBILITIES FOR ADMINISTRATION

- A. The Board of Directors is responsible for revision of this plan necessitated by changes in economic conditions or unforeseen events, and reserves final decisions on total wage and salary expenditures.
- B. The President/CEO is responsible for the administration of this plan and will provide information to the Board to ensure the plan is responsive to the current and long-range personnel needs of the cooperative. The President/CEO will provide for (1) monitoring compliance with the plan by all departments; (2) maintenance of accurate and current job descriptions; (3) a market analysis process; and (4) implementation and records of performance appraisals.
- C. Management staff will provide policy input and suggestions regarding the plan's operation to the President/CEO. They will implement the plan in their respective areas and will determine individual salaries within the policies of the plan in those circumstances specified elsewhere as requiring the approval of the President/CEO.

III. POSITION EVALUATION PROCESS

All positions will be evaluated annually to establish a market value based on prevailing average market values as determined by published or special surveys. In the event that sufficient market data is unavailable, the market value will be established through the application of forced job ranking. Job ranking is only used in the absence of market value data. In these instances, positions will be ranked by comparison of comparable internal positions and their known values in the market place.

IV. GENERAL PROVISIONS

- A. This plan shall apply only to full-time employees.
- B. Each cooperative employee (excluding the President/CEO, an employee of the Board of Directors) included in this plan is assigned to a specific position.
- C. Each salary range includes a minimum amount in which employees normally are placed during orientation and while acquiring experience needed to assume full responsibilities of the position; a maximum amount establishes the cooperative's maximum amount they intend to pay for the position, based upon market analysis.

Definition of the Areas of a Wage or Salary Range Are:

- 1. Minimum to Maximum Amount – The minimum salary range is the minimum that the cooperative intends to pay for the position evaluated in that salary range. Each employee put at, or slightly above, the minimum of the salary range will possess at least minimum qualifications for the positions. The lower part of the salary range normally will be used for the following employees: (1) the newly hired; (2) less experienced employees; and (3) individuals whose performance is below expectations and who are, therefore, considered marginal employees.
 - 2. Market Value – Market values will be established by a comparison of wages and salaries paid for by similar organizations and positions within the labor market areas from which the cooperative generally would recruit persons to fill various positions. It is the objective of the cooperative to pay competitive wages to those individuals that fully meet the requirements of their positions and are producing acceptable performance. These individuals' annual wages will be relatively close to the market value established, based on their contribution.
 - 3. Market Adjustments – A market adjustment is intended to move an employee's salary to the market value within a reasonable period of time. Market adjustments are determined by the annual increase to individual market values of each position. Employees with salaries below the market value and performance levels that meet or exceed effective performance, as indicated by their latest performance review may receive a market adjustment, equal to the amount their assigned position increased in the market, not to exceed 5%. Adjustments will not be used to advance an employee's base salary above the market value.
 - 4. Maximum Amount – The maximum amount of the wage or salary range provides flexibility for management to reward those high-performing individuals. Pay above the market value of a position will depend upon experience, education, individual performance above effective performance, specialized training, skill development, etc.
- D. The wage and salary plan will be reviewed by October 1 of each year to determine the desirability or necessity for adjustments within the plan. This review will focus upon:

1. Changed duties and responsibilities in positions;
 2. Changes in economic conditions which affect the ability of the cooperative to pay;
 3. Percent change in the aggregate base labor market value of all positions.
- E. If there have been substantial changes in the duties of a position, the Department Manager will develop a new position description and submit it to the President/CEO. After this review, it will be placed at a more appropriate market value within the structure of the plan.

V. OPERATING PROVISIONS

- A. By September of each year, the organization will gather data on key benchmark positions. This data will include the National Compensation Survey Regional and State of Distribution Systems, sponsored by NRECA, and the Kentucky Association of Electric Cooperatives as well as other local and regional data. This data will provide the basis for any adjustment to the wage and salary plan. The President/CEO will present these findings to the Board of Directors for their review at their September meeting. Upon approval by the Board, an adjustment, if appropriate, will be made to all market values and to the individual rates for all employees with satisfactory performance. All organizational cost of living adjustments will be effective on November 1. Market adjustments, based on performance, will be applied following an appraisal of the employee on the specific anniversary date in their current position. Those individuals that are above the maximum of their range will not receive a plan adjustment until their wage is within the salary range.
- B. The salary rate at which an employee is currently paid will be the basis for subsequent adjustment for that employee.
- C. Each employee will be given full information concerning the market value and salary range of his or her position. Job description and specifications for each position is available for employee review.
- D. A new employee will, generally, be placed or compensated near the minimum salary for their new position unless previous work experience indicated that the person is capable of performing the duties of the position above its minimum requirements. A supervisor may request to hire a new employee between the minimum and market value of a position. A decision to hire above the market value will be made by the President/CEO upon recommendation of the Department Manager.
- E. An employee who is being considered for appointment, either by promotion or as a new employee, to a position for which the person has not acquired or demonstrated sufficient experience, skill or background (job specifications) to meet the minimum salary requirements of the position being considered may be paid at a rate below the minimum for that position during his/her training or probationary period for a specified time. However, all employees placed in a training grade will be reviewed at six-month intervals. A decision must be made at that review either to place the person in the considered position at the minimum salary amount or place the employee in a lower more appropriate grade and position.

F. Changes in Grade

1. Promotions. All employees who are promoted will receive a 1 to 5 percent increase, or may be placed at the minimum of the new grade. If the increase is more than 5 percent, the employee may be placed in a training grade or the President/CEO may grant approval of more than 5 percent to move the employee to the minimum of that grade.
2. Lateral Movement. Lateral movement will result in no payroll adjustment.
3. Downward Movement. If, for some reasons deemed appropriate, an employee is demoted, transferred to a lower grade, their pay will be set appropriately by the President/CEO after consultation with the Department Manager.

VI. PERFORMANCE REVIEWS

- A. A performance review is a periodic interview between an employee and supervisor for the purpose of evaluating all aspects of the responsibilities and duties of both parties in accomplishing the mutually agreed upon goals and objectives of the position, and assessing the degree of effectiveness of the employee in meeting the objectives and expectations.
- B. Performance reviews will be conducted annually for all employees.
 1. The Evaluation Committee, consisting of the Vice Presidents, Lebanon District Manager, and President/CEO, may be called upon to periodically review performance and salary adjustments prior to discussions with the employees.
 2. All new employees will be reviewed after six months. Such review may not necessarily result in a pay change.
- C. Employees rated as "less than satisfactory" will be counseled and notified in writing that all adjustments to compensation will be denied until performance improves to an effective level. When an employee receives a rating of this nature, the immediate supervisor and the department head must be present for the review process. An employee so rated will be automatically placed on probation for ninety (90) days with reviews scheduled at appropriate intervals. After the initial ninety-(90)-day probation period, the supervisor may recommend an extension of probation in thirty-(30)-day increments. Employees placed on probation are not eligible for performance increases or general adjustments during the entire ensuing review period. Employees who do not successfully complete probation may be terminated.
- D. Employees rated as "satisfactory" will be paid relatively close to the market value of their positions, but will not receive an adjustment that increases their salary above the market value.
- E. The cooperative will maintain an appeal process for performance appraisals. An employee can request a review of his/her performance appraisal with his department manager and/or the President/CEO and in some cases, the Evaluation Committee. The appeal process does not in any way guarantee an adjustment to the individual performance rating.

- F. It shall be understood that annual payroll adjustments are evaluated on a year-to-year basis. Economic conditions of the organization may not allow for annual wage or cost of living adjustments. Therefore, the cooperative does not guarantee annual payroll adjustments every year.

VII. FILLING OF JOB VACANCIES

- A. All job vacancies in non-supervisory and non-management jobs, which the Cooperative decides to fill, will be posted for bid for three (3) full working days at all Cooperative office locations.
- B. The Cooperative will consider all employees who sign the job posting and may, in addition, consider applicants who are not currently employees of the Cooperative. Any applicants not currently employed by the Cooperative will be sought through the local Kentucky Career Centers.
- C. In filling vacancies and promoting employees, the Cooperative will consider all factors relating to the position, including education, experience, job knowledge, abilities and skill, and working conditions.

VIII. RESPONSIBILITY

The President/CEO shall be responsible for the administration of this policy. The President/CEO shall have the final approval on all salary changes.

Effective: February 15, 2002

Revised: May 18, 2012

Revised: January 16, 2015

This policy does not represent a contract between the employer and the employee or former employee and shall not be construed as such. This policy may be changed by the employer alone and without notice.

POLICY NO. 203

**SUPPLEMENTAL COMPENSATION FOR SALARIED EMPLOYEES
(DISASTER AND/OR SPECIFIC SITUATIONS)**

I. OBJECTIVE

To define the conditions under which salaried employees may receive supplemental compensation for exceptional service during times of extreme emergency, disaster or certain situations.

II. POLICY CONTENT

Salaried employees may receive supplemental compensation for exceptional service during times of extreme emergency, disaster or certain situations.

III. PROVISIONS

- A. Cooperative employees who are exempt from wage and hour laws pertaining to overtime wages are paid a salary. Nevertheless, in certain situations salaried employees may receive supplemental payments for service beyond normal duties and job responsibilities. Such supplemental payments may occur when the employee is required by the nature of his/her duties and responsibilities, or is requested by appropriate authority, to work more than a normal workweek in extreme emergency, disaster and certain situations.
- B. Supplemental compensation paid under this policy shall be based upon an employee's exceptional service and will be paid only at regular rate of pay at the time the work is performed.

IV. RESPONSIBILITY

The President/CEO shall be responsible for the administration of this policy.

EFFECTIVE DATE: 01/14/00

Reviewed: February 16, 2018

2017-2018 WAGE AND SALARY PRESENTATION

September 15, 2017

2.5% Cost of Living Increase

Excerpt from the minutes of the Board of Directors Meeting on September 15, 2017:

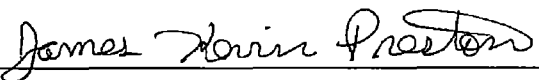
Mr. Jacobus distributed the Wage and Salary Study. Mr. Jacobus and Ms. Gilliam both commented on the statistics. Those stats revealed range in both cost of living and "step" increases. These points were generated by Courtney Goodpasture from EKPC and Ms. Gilliam explained some of the intricacies EKPC is dealing regarding long tenured employees, cost of living and step increases. The goal is to make sure there is equity among the employees with similar job descriptions, while also allowing for costs of living and step increases. After a lengthy discussion, Mr. Preston made a motion to approve the following resolution:

RESOLUTION

In September of 2016 the Board discussed and approved a 2.5% cost of living increase for all Inter-County employees and market adjustments to positions below market value based on performance, which resulted in an overall payroll increase of approximately 4.72%. (\$183,103 increase in payroll) This year, the recommendation is a 2.5% cost of living increase for all Inter-County employees and market adjustments to positions below market value based on performance. The overall payroll increase will be approximately 3.51%. (an approximate \$134,106 increase in payroll) These COL adjustments will take effect on November 1, 2017, with the market adjustments occurring on the individual's anniversary date if applicable.

These COL adjustments will take effect on November 1, 2017, with the market adjustments occurring on the individual's anniversary date if applicable.

I, James Kevin Preston, Secretary/Treasurer of Inter-County Energy Cooperative Corporation Board of Directors, do hereby certify that the above is a true and correct excerpt from the regular board meeting held September 15, 2017.


James Kevin Preston, Secretary/Treasurer

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

54. Explain whether the expenses for wages, salaries, benefits and other compensation during the test year, and any adjustments to the test year, are compliant with the Board of Director's compensation policy.

Response: The wages, salaries, benefits, and other compensation are in compliance with the Board of Directors' compensation policy.

**Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information**

55. Provide the information requested in Format 55 for yearly salary and benefit information in Excel spreadsheet format with all formulas intact and unprotected and all columns and rows accessible. Commission Staff will provide Schedule 55 in Excel format by electronic mail to Counsel for all parties. Provide the following information for each employee number and job title, for the years 2011 through 2016 and the test year (in gross dollars – not hourly or monthly rates):
- a. Regular salary or pay.
 - b. Overtime pay.
 - c. Vacation pay.
 - d. Standby dispatch pay.
 - e. Bonus pay.
 - f. Any other amounts paid (specify).
 - g. Health Benefit cost for each employee:
 - (1) Amount paid by Inter-County;
 - (2) Amount paid by each individual employee.
 - h. Dental Benefits cost for each employee:
 - (1) Amount paid by Inter-County;
 - (2) Amount paid by each individual employee.
 - i. Vision Benefits cost for each employee:
 - (1) Amount paid by Inter-County;
 - (2) Amount paid by each individual employee.
 - j. Life Insurance cost for each employee:
 - (1) Amount paid by Inter-County;
 - (2) Amount paid by each individual employee.

Witness: Jerry Carter/Sheree Gilliam

k. Accidental Death and Disability Benefits for each employee:

- (1) Amount paid by Inter-County;
- (2) Amount paid by each individual employee.

l. 401(K) Plan cost for each employee:

- (1) Amount paid by Inter-County;
- (2) Amount paid by each individual employee.

m. Defined Benefit Retirement cost for each employee:

- (1) Amount paid by Inter-County;
- (2) Amount paid by each individual employee.

n. Cost of any other benefit available to an employee (specify).

Response:

a-n. Please see the attached redacted pdf version of this information. An Excel spreadsheet is being filed on the attached CD marked confidential.

Inter-County Energy Cooperative
Case No. 2018-00129
Analysis of Salaries and Benefits
For the Test Year Ending October 31, 2017

Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit	
								Coop	Employee
1			\$70,599.02	5,110.60	5,666.64	0.00	81,376.26	10,666.92	\$0.00
2			\$46,672.36	246.65	3,844.08	0.00	50,763.09	11,791.92	\$0.00
3			\$66,965.52	0.00	5,253.36	0.00	72,218.88	0.00	\$0.00
4			\$52,384.78	2,959.47	4,455.36	0.00	59,799.61	16,196.76	\$0.00
5			\$24,637.60	438.84	1,560.00	0.00	26,636.44	9,448.11	\$0.00
6			\$51,522.75	7,928.61	2,534.48	0.00	61,985.84	4,950.00	\$0.00
7			\$20,595.72	934.88	1,951.20	0.00	23,481.80	4,049.19	\$0.00
8			\$39,323.96	55.80	1,934.40	0.00	41,314.16	4,950.00	\$0.00
9			\$39,318.03	341.44	1,898.00	0.00	41,557.47	4,950.00	\$0.00
10			\$61,402.44	0.00	3,765.76	0.00	65,168.20	16,196.76	\$0.00
11			\$56,192.78	203.28	3,358.72	0.00	59,754.78	16,196.76	\$0.00
12			\$78,401.20	458.24	6,037.92	0.00	84,897.36	16,196.76	\$0.00
13			\$71,772.35	8,955.59	5,666.64	0.00	86,394.58	16,196.76	\$0.00
14			\$64,150.92	5,995.64	3,042.00	0.00	73,188.56	16,196.76	\$0.00
15			\$64,547.26	287.24	4,477.92	0.00	69,312.42	11,791.92	\$0.00
16			\$49,227.57	70.98	2,839.20	0.00	52,137.75	10,666.92	\$0.00
17			\$90,032.11	111.46	6,241.20	0.00	96,384.77	4,950.00	\$0.00
18			\$57,480.57	82.96	3,318.00	0.00	60,881.53	11,791.92	\$0.00
19			\$69,473.29	19,093.71	4,204.80	0.00	92,771.80	16,196.76	\$0.00
20			\$78,675.76	269.55	6,037.92	0.00	84,983.23	16,196.76	\$0.00
21			\$113,120.42	0.00	8,803.20	0.00	121,923.62	11,791.92	\$0.00
22			\$32,603.72	104.82	1,599.52	0.00	34,308.06	2,699.46	\$0.00
23			\$86,940.22	0.00	6,805.68	0.00	93,745.90	16,196.76	\$0.00
24			\$68,693.28	13,266.96	5,518.80	0.00	87,479.04	16,196.76	\$0.00
25			\$75,309.13	51.65	5,784.24	0.00	81,145.02	16,196.76	\$0.00
26			\$30,156.41	84.06	1,656.72	0.00	31,897.19	11,791.92	\$0.00
27			\$47,123.37	3,830.45	2,281.76	0.00	53,235.58	1,237.50	\$0.00
28			\$38,632.88	229.19	1,926.08	0.00	40,788.15	16,196.76	\$0.00

Inter-County Energy Cooperative
Case No. 2018-00129
Analysis of Salaries and Benefits
For the Test Year Ending October 31, 2017

Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standby Bonus	Sub-total	Health Benefit	
								Coop	Employee
29			\$106,140.89	0.00	8,221.92	0.00	114,362.81	16,196.76	\$0.00
30			\$214,182.06	0.00	15,719.76	0.00	229,901.82	11,791.92	\$0.00
31			\$61,645.49	11,152.23	3,276.00	0.00	76,073.72	4,950.00	\$0.00
32			\$46,360.52	7,499.73	2,565.60	0.00	56,425.85	16,196.76	\$0.00
33			\$11,042.89	458.37	1,103.76	0.00	12,605.02	16,196.76	\$0.00
34			\$31,350.81	93.05	1,599.52	0.00	33,043.38	2,699.46	\$0.00
35			\$68,991.24	4,364.05	4,207.36	0.00	77,562.65	16,196.76	\$0.00
36			\$66,448.79	16,082.00	3,454.88	0.00	85,985.67	4,950.00	\$0.00
37			\$72,766.43	14,875.17	4,857.12	0.00	92,498.72	16,196.76	\$0.00
38			\$48,934.61	0.00	2,927.36	0.00	51,861.97	16,196.76	\$0.00
39			\$36,235.64	79.80	1,725.36	0.00	38,040.80	16,196.76	\$0.00
40			\$54,385.21	0.00	1,684.32	0.00	56,069.53	16,196.76	\$0.00
41			\$39,337.90	148.48	1,905.28	0.00	41,391.66	10,666.92	\$0.00
42			\$77,590.20	6,910.67	6,241.20	0.00	90,742.07	16,196.76	\$0.00
43			\$73,087.78	5,891.53	4,604.96	0.00	83,584.27	10,666.92	\$0.00
44			\$57,543.21	876.16	3,315.20	0.00	61,734.57	16,196.76	\$0.00
45			\$23,302.49	0.00	6,071.52	0.00	29,374.01	11,791.92	\$0.00
46			\$75,074.54	458.24	6,037.92	0.00	81,570.70	10,666.92	\$0.00
47			\$68,295.87	3,495.82	4,204.80	0.00	75,996.49	16,196.76	\$0.00
48			\$68,121.48	6,302.97	3,210.48	0.00	77,634.93	16,196.76	\$0.00
49			\$34,642.55	62.68	1,600.56	0.00	36,305.79	16,196.76	\$0.00
50			\$130,860.50	0.00	10,123.68	0.00	140,984.18	16,196.76	\$0.00
51			\$53,289.46	6,598.58	2,534.48	0.00	62,422.52	2,062.50	\$0.00
52			\$62,925.92	189.72	3,809.28	0.00	66,924.92	11,791.92	\$0.00
53			\$68,369.68	5,639.20	3,416.40	0.00	77,425.28	10,666.92	\$0.00
54			\$49,186.00	6,490.45	2,232.00	0.00	57,908.45	16,196.76	\$0.00
55			\$3,289.12	0.00	0.00	0.00	3,289.12	0.00	\$0.00
56			\$2,366.92	0.00	473.04	0.00	2,839.96	3,712.50	\$0.00

Inter-County Energy Cooperative
Case No. 2018-00129
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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit	
								Coop	Employee
57			\$56,554.73	203.65	3,475.20	0.00	60,233.58	16,196.76	\$0.00
58			\$100,974.99	0.00	7,491.12	0.00	108,466.11	11,791.92	\$0.00
59			\$5,119.95	0.00	0.00	0.00	5,119.95	0.00	\$0.00
60			\$59,450.08	88.26	3,502.08	0.00	63,040.42	16,196.76	\$0.00
61			\$70,407.83	8,378.90	5,110.24	0.00	83,896.97	16,196.76	\$0.00
62			\$49,335.60	1,771.37	2,281.76	0.00	53,388.73	4,950.00	\$0.00
63			\$49,340.54	2,334.29	2,281.76	0.00	53,956.59	4,950.00	\$0.00
64			\$77,651.13	1,740.54	5,831.28	0.00	85,222.95	16,196.76	\$0.00
65			\$42,606.80	61.44	2,129.92	0.00	44,798.16	16,196.76	\$0.00
66			\$89,110.84	0.00	4,519.84	0.00	93,630.68	16,196.76	\$0.00
67			\$67,404.97	6,826.07	5,522.16	0.00	79,753.20	10,666.92	\$0.00
68			\$90,421.78	0.00	7,400.40	0.00	97,822.18	11,791.92	\$0.00
69			\$74,146.61	9,108.00	5,666.64	0.00	88,921.25	11,791.92	\$0.00
70			\$60,204.44	1,089.84	2,845.44	0.00	64,139.72	11,791.92	\$0.00
71			\$51,053.93	277.54	2,482.48	0.00	53,813.95	16,196.76	\$0.00
72		Totals	\$4,295,507.84	\$200,660.87	\$284,127.68	\$0.00	\$4,780,296.39	\$832,370.04	\$0.00

Inter-County Energy Cooperative
Case No. 2018-00129
Analysis of Salaries and Benefits
For the Test Year Ending October 31, 2017

Line No.	Employee Number	Job Title	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1			0.00	243.72	0.00	0.00	369.00	242.04	0.00	35.76	1,402.43	2,600.00
2			0.00	0.00	0.00	0.00	277.00	418.32	0.00	26.76	975.00	5,825.32
3			0.00	273.36	0.00	0.00	342.00	12.00	0.00	0.00	1,300.05	1,315.08
4			0.00	243.72	0.00	264.00	290.00	67.92	0.00	0.00	1,090.12	2,180.19
5			0.00	0.00	0.00	0.00	164.00	0.00	0.00	0.00	0.00	0.00
6			0.00	552.48	0.00	170.64	297.00	0.00	0.00	0.00	1,029.75	1,029.75
7			0.00	243.72	0.00	89.88	324.00	0.00	0.00	0.00	279.86	139.93
8			0.00	243.72	0.00	89.88	218.00	0.00	0.00	0.00	786.12	393.08
9			0.00	243.72	0.00	0.00	214.00	47.88	0.00	0.00	784.36	910.00
10			0.00	0.00	0.00	0.00	299.00	157.32	0.00	93.72	1,223.00	4,280.61
11			0.00	0.00	0.00	0.00	394.00	108.96	0.00	27.72	1,120.11	780.00
12			0.00	0.00	0.00	0.00	369.00	486.00	0.00	0.00	1,494.16	2,275.97
13			0.00	0.00	0.00	0.00	342.00	184.08	0.00	0.00	1,402.44	4,937.00
14			0.00	924.72	0.00	264.00	323.00	21.60	0.00	0.00	1,281.64	5,084.78
15			0.00	552.48	0.00	0.00	259.00	772.32	0.00	31.20	1,224.94	10,400.00
16			0.00	243.72	0.00	89.88	259.00	0.00	0.00	0.00	982.89	3,931.05
17			0.00	0.00	0.00	0.00	407.00	0.00	0.00	25.32	1,330.59	2,013.71
18			0.00	243.72	0.00	89.88	303.00	0.00	0.00	0.00	1,148.75	574.38
19			0.00	0.00	0.00	0.00	360.00	194.64	0.00	0.00	1,365.62	18,000.00
20			0.00	0.00	0.00	0.00	394.00	0.00	0.00	0.00	1,494.16	758.60
21			0.00	552.48	0.00	0.00	574.00	198.00	0.00	0.00	2,178.61	11,700.00
22			0.00	924.72	0.00	264.00	183.00	124.56	0.00	0.00	106.88	106.88
23			0.00	0.00	0.00	0.00	444.00	218.76	0.00	42.84	1,684.37	2,526.30
24			0.00	552.48	0.00	89.88	360.00	140.76	0.00	22.32	1,365.55	682.74
25			0.00	0.00	0.00	0.00	377.00	285.12	0.00	0.00	1,431.49	1,453.53
26			0.00	552.48	0.00	170.64	193.00	496.32	0.00	0.00	588.45	480.00
27			0.00	243.72	0.00	0.00	270.00	0.00	0.00	0.00	236.46	1,182.30
28			0.00	552.48	0.00	170.64	212.00	174.00	0.00	0.00	770.08	385.16

Inter-County Energy Cooperative
Case No. 2018-00129
Analysis of Salaries and Benefits
For the Test Year Ending October 31, 2017

Line No.	Employee Number	Job Title	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29			0.00	694.32	0.00	179.64	565.00	317.40	0.00	51.36	2,106.06	1,300.00
30			0.00	552.48	0.00	0.00	1,030.00	2,004.48	0.00	0.00	3,948.46	1,974.36
31			0.00	924.72	0.00	264.00	342.00	158.16	0.00	0.00	1,225.48	3,475.00
32			0.00	924.72	0.00	264.00	234.00	141.00	0.00	0.00	888.96	780.00
33			0.00	243.72	0.00	0.00	216.00	0.00	0.00	0.00	0.00	0.00
34			0.00	618.24	0.00	179.64	179.00	0.00	0.00	0.00	104.84	104.84
35			0.00	924.72	0.00	264.00	360.00	286.32	0.00	0.00	1,366.77	683.41
36			0.00	243.72	0.00	0.00	355.00	0.00	0.00	0.00	1,327.88	4,980.02
37			0.00	0.00	0.00	0.00	369.00	343.68	0.00	35.76	1,402.43	5,663.72
38			0.00	924.72	0.00	264.00	260.00	36.00	0.00	0.00	975.47	487.70
39			0.00	924.72	0.00	0.00	197.00	57.00	0.00	0.00	723.10	1,084.59
40			0.00	0.00	0.00	0.00	152.90	487.44	0.00	0.00	616.72	3,300.00
41			0.00	618.24	0.00	179.64	212.00	94.80	0.00	0.00	783.80	391.96
42			0.00	0.00	0.00	0.00	407.00	39.60	0.00	39.36	1,544.57	2,600.00
43			0.00	618.24	0.00	179.64	383.00	127.08	0.00	0.00	1,415.42	1,425.98
44			0.00	0.00	0.00	0.00	329.00	178.44	0.00	27.24	1,146.95	1,153.30
45			0.00	0.00	0.00	0.00	407.00	198.00	0.00	0.00	346.08	519.17
46			0.00	0.00	0.00	0.00	394.00	158.40	0.00	24.36	1,494.16	2,241.49
47			0.00	924.72	0.00	0.00	367.00	113.88	0.00	0.00	1,382.54	2,600.00
48			0.00	924.72	0.00	364.00	360.00	60.00	0.00	0.00	1,310.05	3,800.00
49			0.00	0.00	0.00	179.64	183.00	58.68	0.00	0.00	641.76	641.76
50			0.00	924.72	0.00	264.00	660.00	57.00	0.00	0.00	2,505.50	13,779.78
51			0.00	0.00	0.00	0.00	297.00	0.00	0.00	0.00	433.60	1,084.00
52			0.00	552.48	0.00	170.64	326.00	0.00	0.00	0.00	1,237.42	5,200.00
53			0.00	243.72	0.00	89.88	360.00	12.00	0.00	0.00	1,365.49	1,560.00
54			0.00	0.00	0.00	0.00	360.00	0.00	0.00	0.00	950.69	475.42
55			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56			0.00	0.00	0.00	0.00	211.00	0.00	0.00	0.00	0.00	0.00

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Line No.	Employee Number	Job Title	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57			0.00	0.00	0.00	0.00	297.00	12.00	0.00	28.68	1,128.81	564.40
58			0.00	552.48	0.00	170.64	509.00	691.44	0.00	0.00	1,905.48	952.74
59			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	92.65	46.33
60			0.00	618.24	0.00	89.88	323.00	39.00	0.00	0.00	1,187.31	593.73
61			0.00	924.72	0.00	0.00	376.00	73.56	0.00	22.68	1,404.60	702.42
62			0.00	924.72	0.00	264.00	270.00	0.00	0.00	0.00	986.22	4,339.05
63			0.00	0.00	0.00	0.00	270.00	0.00	0.00	0.00	986.23	4,397.62
64			0.00	924.72	0.00	170.64	403.00	134.04	0.00	0.00	1,492.74	2,238.92
65			0.00	552.48	0.00	0.00	224.00	0.00	0.00	0.00	850.91	425.33
66			0.00	552.48	0.00	170.64	476.00	210.60	0.00	0.00	1,806.51	6,879.41
67			0.00	552.48	0.00	170.64	360.00	180.84	0.00	22.32	1,366.68	4,030.00
68			0.00	0.00	0.00	0.00	369.00	444.00	0.00	46.32	774.25	6,050.00
69			0.00	552.48	0.00	0.00	328.00	198.00	0.00	71.52	1,402.43	712.09
70			0.00	0.00	0.00	0.00	289.00	24.00	0.00	0.00	1,202.57	601.22
71			0.00	618.24	0.00	179.64	289.00	0.00	0.00	0.00	1,019.11	509.68
72		Totals	\$0.00	\$25,943.40	\$0.00	\$5,812.12	\$23,115.90	\$11,287.44	\$0.00	\$675.24	\$78,928.58	\$180,295.80

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Analysis of Salaries and Benefits
For the Test Year Ending October 31, 2017

Line No.	Employee Number	Job Title	Defined Benefit		Short-term		Long-Term		TOTALS	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1			\$12,510.24	\$0.00	\$281.87	\$0.00	\$446.68	\$446.68	\$107,053.40	\$3,568.20
2			\$9,377.84	\$0.00	\$211.34	\$0.00	\$334.91	\$334.91	\$73,184.85	\$6,605.31
3			\$11,597.92	\$0.00	\$261.32	\$0.00	\$414.12	\$414.12	\$85,458.85	\$2,014.56
4			\$9,366.48	\$0.00	\$221.61	\$0.00	\$351.19	\$351.19	\$86,742.97	\$3,107.02
5			\$0.00	\$0.00	\$125.40	\$0.00	\$198.72	\$198.72	\$36,248.55	\$198.72
6			\$9,039.60	\$0.00	\$226.51	\$0.00	\$258.94	\$258.94	\$77,302.19	\$2,011.81
7			\$2,512.60	\$0.00	\$247.05	\$0.00	\$321.51	\$321.51	\$30,647.45	\$795.04
8			\$6,899.52	\$0.00	\$166.09	\$0.00	\$263.20	\$263.20	\$54,167.80	\$989.88
9			\$6,766.48	\$0.00	\$163.56	\$0.00	\$259.19	\$259.19	\$54,272.31	\$1,460.79
10			\$10,910.88	\$0.00	\$389.70	\$0.00	\$389.70	\$389.70	\$93,797.84	\$4,921.35
11			\$9,731.44	\$0.00	\$228.30	\$0.00	\$476.01	\$476.01	\$87,197.09	\$1,392.69
12			\$13,327.60	\$0.00	\$300.38	\$0.00	\$361.79	\$361.79	\$116,284.88	\$3,123.76
13			\$12,510.24	\$0.00	\$281.87	\$0.00	\$446.68	\$446.68	\$116,846.02	\$5,567.76
14			\$10,849.04	\$0.00	\$260.75	\$0.00	\$413.00	\$413.00	\$101,839.00	\$6,708.10
15			\$10,925.12	\$0.00	\$246.24	\$0.00	\$413.21	\$413.21	\$93,513.40	\$12,169.21
16			\$8,773.44	\$0.00	\$197.72	\$0.00	\$313.33	\$313.33	\$72,820.00	\$4,577.98
17			\$10,172.81	\$0.00	\$232.83	\$0.00	\$332.91	\$332.91	\$113,245.17	\$2,371.94
18			\$10,255.44	\$0.00	\$231.07	\$0.00	\$366.18	\$366.18	\$84,380.64	\$1,274.16
19			\$12,181.60	\$0.00	\$274.53	\$0.00	\$485.05	\$485.05	\$122,875.78	\$18,679.69
20			\$13,327.60	\$0.00	\$300.38	\$0.00	\$476.01	\$476.01	\$116,395.75	\$1,234.61
21			\$19,432.56	\$0.00	\$437.93	\$0.00	\$693.98	\$693.98	\$155,900.71	\$13,144.46
22			\$1,900.68	\$0.00	\$139.59	\$0.00	\$221.21	\$221.21	\$39,198.08	\$1,641.37
23			\$15,023.04	\$0.00	\$338.54	\$0.00	\$338.54	\$338.54	\$127,094.07	\$3,126.44
24			\$12,181.60	\$0.00	\$274.53	\$0.00	\$435.05	\$435.05	\$117,582.95	\$1,923.23
25			\$12,768.80	\$0.00	\$288.07	\$0.00	\$456.50	\$456.50	\$111,919.07	\$2,195.15
26			\$5,907.28	\$0.00	\$147.34	\$0.00	\$233.48	\$233.48	\$50,377.84	\$1,932.92
27			\$2,372.69	\$0.00	\$205.88	\$0.00	\$326.25	\$326.25	\$57,352.23	\$1,752.27
28			\$6,869.04	\$0.00	\$260.75	\$0.00	\$256.09	\$256.09	\$64,836.03	\$1,538.37

Inter-County Energy Cooperative
Case No. 2018-00129
Analysis of Salaries and Benefits
For the Test Year Ending October 31, 2017

Line No.	Employee Number	Job Title	Defined Benefit		Short-term		Long-Term		TOTALS	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29			\$18,151.44	\$0.00	\$431.00	\$0.00	\$683.00	\$683.00	\$151,382.07	\$3,225.72
30			\$34,701.84	\$0.00	\$785.76	\$0.00	\$1,245.19	\$1,245.19	\$281,374.04	\$5,776.51
31			\$10,849.04	\$0.00	\$260.75	\$0.00	\$413.21	\$413.21	\$93,440.24	\$5,235.09
32			\$7,929.68	\$0.00	\$178.65	\$0.00	\$283.10	\$283.10	\$81,675.25	\$2,392.82
33			\$0.00	\$0.00	\$164.70	\$0.00	\$261.00	\$261.00	\$29,017.78	\$504.72
34			\$1,900.68	\$0.00	\$136.90	\$0.00	\$136.90	\$136.90	\$37,927.36	\$1,039.62
35			\$12,190.88	\$0.00	\$274.69	\$0.00	\$435.31	\$435.31	\$107,677.06	\$2,593.76
36			\$11,449.68	\$0.00	\$270.86	\$0.00	\$429.23	\$429.23	\$104,068.23	\$5,652.97
37			\$12,510.24	\$0.00	\$281.87	\$0.00	\$446.68	\$446.68	\$122,977.15	\$6,489.84
38			\$8,480.80	\$0.00	\$198.78	\$0.00	\$315.07	\$315.07	\$77,775.00	\$2,027.49
39			\$6,154.40	\$0.00	\$150.11	\$0.00	\$237.87	\$237.87	\$61,312.06	\$2,304.18
40			\$17,381.05	\$0.00	\$116.70	\$0.00	\$295.92	\$295.92	\$90,416.96	\$4,083.36
41			\$6,793.04	\$0.00	\$161.60	\$0.00	\$256.09	\$256.09	\$59,847.42	\$1,540.73
42			\$13,776.16	\$0.00	\$310.49	\$0.00	\$492.03	\$492.03	\$122,666.56	\$3,170.99
43			\$12,555.92	\$0.00	\$292.63	\$0.00	\$463.73	\$463.73	\$108,605.53	\$2,814.67
44			\$9,606.08	\$0.00	\$250.89	\$0.00	\$397.58	\$397.58	\$89,013.36	\$1,756.56
45			\$3,754.46	\$0.00	\$70.02	\$0.00	\$110.97	\$110.97	\$45,673.47	\$828.14
46			\$13,173.78	\$0.00	\$300.38	\$0.00	\$476.01	\$476.01	\$107,299.56	\$2,900.26
47			\$12,181.60	\$0.00	\$280.08	\$0.00	\$443.83	\$443.83	\$106,124.39	\$4,082.43
48			\$11,449.68	\$0.00	\$274.53	\$0.00	\$435.05	\$435.05	\$106,951.42	\$5,583.77
49			\$5,705.76	\$0.00	\$139.67	\$0.00	\$221.34	\$221.34	\$59,033.07	\$1,101.42
50			\$22,348.16	\$0.00	\$503.65	\$0.00	\$798.13	\$798.13	\$182,694.60	\$15,823.63
51			\$3,389.85	\$0.00	\$226.51	\$0.00	\$358.94	\$358.94	\$68,605.47	\$1,442.94
52			\$11,035.36	\$0.00	\$248.68	\$0.00	\$394.09	\$394.09	\$91,315.62	\$6,317.21
53			\$12,181.60	\$0.00	\$274.53	\$0.00	\$435.05	\$435.05	\$101,999.29	\$2,340.65
54			\$8,363.22	\$0.00	\$205.92	\$0.00	\$326.25	\$326.25	\$83,779.12	\$801.67
55			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,289.12	\$0.00
56			\$0.00	\$0.00	\$160.71	\$0.00	\$254.67	\$254.67	\$6,763.46	\$254.67

Inter-County Energy Cooperative
Case No. 2018-00129
Analysis of Salaries and Benefits
For the Test Year Ending October 31, 2017

Line No.	Employee Number	Job Title	Defined Benefit		Short-term		Long-Term		TOTALS	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57			\$10,069.84	\$0.00	\$226.91	\$0.00	\$359.59	\$359.59	\$87,925.99	\$964.67
58			\$16,535.92	\$0.00	\$388.52	\$0.00	\$615.68	\$615.68	\$139,208.43	\$2,982.98
59			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,212.60	\$46.33
60			\$10,145.84	\$0.00	\$246.24	\$0.00	\$390.21	\$390.21	\$90,893.33	\$1,731.06
61			\$12,468.48	\$0.00	\$286.84	\$0.00	\$454.56	\$454.56	\$114,342.81	\$2,177.94
62			\$8,134.96	\$0.00	\$205.88	\$0.00	\$326.25	\$326.25	\$67,729.91	\$5,854.02
63			\$8,134.96	\$0.00	\$205.88	\$0.00	\$326.25	\$326.25	\$68,297.78	\$4,723.87
64			\$12,871.44	\$0.00	\$307.23	\$0.00	\$486.86	\$486.86	\$116,186.89	\$3,955.18
65			\$7,596.64	\$0.00	\$171.14	\$0.00	\$271.21	\$271.21	\$69,666.47	\$1,249.02
66			\$16,116.16	\$0.00	\$363.24	\$0.00	\$575.63	\$575.63	\$128,226.11	\$8,388.76
67			\$12,190.88	\$0.00	\$274.69	\$0.00	\$435.31	\$435.31	\$104,337.68	\$5,391.59
68			\$7,980.58	\$0.00	\$169.26	\$0.00	\$268.26	\$268.26	\$118,737.93	\$6,808.58
69			\$12,510.24	\$0.00	\$281.87	\$0.00	\$446.68	\$446.68	\$114,953.84	\$1,980.77
70			\$10,145.84	\$0.00	\$250.56	\$0.00	\$397.06	\$397.06	\$87,569.05	\$1,022.28
71			\$8,852.56	\$0.00	\$220.39	\$0.00	\$349.25	\$349.25	\$80,171.38	\$1,656.81
72		Totals	\$709,260.32	\$0.00	\$17,490.86	\$0.00	\$27,032.47	\$27,032.47	\$6,424,699.78	\$251,046.47

Inter-County Energy Cooperative
Case No. 2018-00129
Analysis of Salaries and Benefits
For the Calendar Year 2016

Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit	
								Coop	Employee
1			\$68,452.80	\$7,386.48	\$ 5,528.88	\$0.00	\$81,368.16	\$ 10,666.92	\$0.00
2			\$51,313.60	\$296.08	\$ 3,749.84	\$0.00	\$55,359.52	\$ 11,791.92	\$0.00
3			\$63,460.80	\$0.00	\$ 4,881.60	\$0.00	\$68,342.40	\$ -	\$0.00
4			\$51,251.20	\$2,073.96	\$ 4,139.52	\$0.00	\$57,464.68	\$ 16,196.76	\$0.00
5			\$49,462.40	\$4,587.76	\$ 2,663.36	\$0.00	\$56,713.52	\$ 4,950.00	\$0.00
6			\$37,752.00	\$53.62	\$ 2,032.80	\$0.00	\$39,838.42	\$ 4,950.00	\$0.00
7			\$37,024.00	\$172.23	\$ 1,993.60	\$0.00	\$39,189.83	\$ 4,950.00	\$0.00
8			\$59,404.80	\$0.00	\$ 4,112.64	\$0.00	\$63,517.44	\$ 16,196.76	\$0.00
9			\$53,248.00	\$150.68	\$ 3,686.40	\$0.00	\$57,085.08	\$ 16,196.76	\$0.00
10			\$72,924.80	\$447.02	\$ 5,890.08	\$0.00	\$79,261.90	\$ 16,196.76	\$0.00
11			\$68,452.80	\$8,131.32	\$ 5,528.88	\$0.00	\$82,113.00	\$ 16,196.76	\$0.00
12			\$59,363.20	\$6,356.32	\$ 2,968.16	\$0.00	\$68,687.68	\$ 16,196.76	\$0.00
13			\$59,779.20	\$258.66	\$ 4,368.48	\$0.00	\$64,406.34	\$ 11,791.92	\$0.00
14			\$46,030.40	\$66.40	\$ 2,655.60	\$0.00	\$48,752.40	\$ 10,666.92	\$0.00
15			\$75,379.20	\$271.80	\$ 6,088.32	\$0.00	\$81,739.32	\$ 4,950.00	\$0.00
16			\$54,288.00	\$293.64	\$ 3,132.00	\$0.00	\$57,713.64	\$ 11,791.92	\$0.00
17			\$66,206.40	\$12,945.47	\$ 4,074.24	\$0.00	\$83,226.11	\$ 16,196.76	\$0.00
18			\$72,924.80	\$315.54	\$ 5,890.08	\$0.00	\$79,130.42	\$ 16,196.76	\$0.00
19			\$106,329.60	\$0.00	\$ 8,588.16	\$0.00	\$114,917.76	\$ 11,791.92	\$0.00
20			\$31,200.00	\$16.88	\$ 720.00	\$0.00	\$31,936.88	\$ 2,699.46	\$0.00
21			\$29,962.10	\$70.36	\$ 3,189.20	\$0.00	\$33,221.66	\$ 11,791.92	\$0.00
22			\$82,201.60	\$0.00	\$ 6,639.36	\$0.00	\$88,840.96	\$ 16,196.76	\$0.00
23			\$65,998.40	\$3,094.56	\$ 5,330.64	\$0.00	\$74,423.60	\$ 16,196.76	\$0.00
24			\$69,784.00	\$251.65	\$ 5,636.40	\$0.00	\$75,672.05	\$ 16,196.76	\$0.00
25			\$32,323.20	\$87.72	\$ 1,616.16	\$0.00	\$34,027.08	\$ 11,791.92	\$0.00
26			\$44,512.00	\$683.04	\$ 856.00	\$0.00	\$46,051.04	\$ 1,237.50	\$0.00
27			\$34,944.00	\$166.53	\$ 1,747.20	\$0.00	\$36,857.73	\$ 16,196.76	\$0.00
28			\$99,320.00	\$0.00	\$ 8,022.00	\$0.00	\$107,342.00	\$ 16,196.76	\$0.00

Inter-County Energy Cooperative
Case No. 2018-00129
Analysis of Salaries and Benefits
For the Calendar Year 2016

Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit	
								Coop	Employee
29			\$194,625.60	\$0.00	\$ 15,719.76	\$0.00	\$210,345.36	\$ 11,791.92	\$0.00
30			\$59,363.20	\$5,974.17	\$ 3,196.48	\$0.00	\$68,533.85	\$ 4,950.00	\$0.00
31			\$43,388.80	\$7,799.92	\$ 2,503.20	\$0.00	\$53,691.92	\$ 16,196.76	\$0.00
32			\$31,200.00	\$39.96	\$ 720.00	\$0.00	\$31,959.96	\$ 2,699.46	\$0.00
33			\$66,705.60	\$5,142.42	\$ 4,104.96	\$0.00	\$75,952.98	\$ 16,196.76	\$0.00
34			\$62,649.60	\$12,719.85	\$ 3,132.48	\$0.00	\$78,501.93	\$ 4,950.00	\$0.00
35			\$68,452.80	\$18,203.52	\$ 4,475.76	\$0.00	\$91,132.08	\$ 16,196.76	\$0.00
36			\$46,404.80	\$620.76	\$ 2,855.68	\$0.00	\$49,881.24	\$ 16,196.76	\$0.00
37			\$33,675.20	\$61.03	\$ 1,683.76	\$0.00	\$35,419.99	\$ 16,196.76	\$0.00
38			\$71,198.40	\$0.00	\$ 5,750.64	\$0.00	\$76,949.04	\$ 16,196.76	\$0.00
39			\$37,169.60	\$67.36	\$ 1,858.48	\$0.00	\$39,095.44	\$ 10,666.92	\$0.00
40			\$36,593.48	\$2,911.15	\$ 2,722.72	\$0.00	\$42,227.35	\$ 4,950.00	\$0.00
41			\$75,379.20	\$8,686.87	\$ 6,088.32	\$0.00	\$90,154.39	\$ 16,196.76	\$0.00
42			\$37,534.00	\$138.60	\$ 4,188.80	\$0.00	\$41,861.40	\$ 2,062.50	\$0.00
43			\$68,702.40	\$7,541.19	\$ 4,492.08	\$0.00	\$80,735.67	\$ 10,666.92	\$0.00
44			\$52,561.60	\$713.11	\$ 3,234.56	\$0.00	\$56,509.27	\$ 16,196.76	\$0.00
45			\$73,340.80	\$0.00	\$ 5,923.68	\$0.00	\$79,264.48	\$ 11,791.92	\$0.00
46			\$72,924.80	\$552.20	\$ 5,890.08	\$0.00	\$79,367.08	\$ 10,666.92	\$0.00
47			\$66,206.40	\$10,041.47	\$ 4,328.88	\$0.00	\$80,576.75	\$ 16,196.76	\$0.00
48			\$62,649.60	\$8,539.38	\$ 3,132.48	\$0.00	\$74,321.46	\$ 16,196.76	\$0.00
49			\$31,220.80	\$56.30	\$ 1,561.04	\$0.00	\$32,838.14	\$ 16,196.76	\$0.00
50			\$122,283.20	\$0.00	\$ 9,876.72	\$0.00	\$132,159.92	\$ 16,196.76	\$0.00
51			\$49,462.40	\$1,867.87	\$ 1,521.92	\$0.00	\$52,852.19	\$ 2,062.50	\$0.00
52			\$60,382.40	\$130.65	\$ 3,715.84	\$0.00	\$64,228.89	\$ 11,791.92	\$0.00
53			\$65,998.40	\$6,604.36	\$ 3,299.92	\$0.00	\$75,902.68	\$ 10,666.92	\$0.00
54			\$29,033.56	\$0.00	\$ 5,436.48	\$0.00	\$34,470.04	\$ 882.05	\$0.00
55			\$62,649.60	\$11,043.91	\$ 3,132.48	\$0.00	\$76,825.99	\$ 16,196.76	\$0.00
56			\$55,099.20	\$198.70	\$ 3,390.72	\$0.00	\$58,688.62	\$ 16,196.76	\$0.00

Inter-County Energy Cooperative
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Analysis of Salaries and Benefits
For the Calendar Year 2016

Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standby Bonus	Sub-total	Health Benefit	
								Coop	Employee
57			\$90,480.00	\$0.00	\$ 7,308.00	\$0.00	\$97,788.00	\$ 11,791.92	\$0.00
58			\$55,515.20	\$240.24	\$ 3,416.32	\$0.00	\$59,171.76	\$ 16,196.76	\$0.00
59			\$68,224.00	\$8,096.61	\$ 4,985.60	\$0.00	\$81,306.21	\$ 16,196.76	\$0.00
60			\$44,512.00	\$1,780.69	\$ 2,225.60	\$0.00	\$48,518.29	\$ 4,950.00	\$0.00
61			\$44,512.00	\$1,735.44	\$ 2,225.60	\$0.00	\$48,473.04	\$ 4,950.00	\$0.00
62			\$70,428.80	\$10,962.05	\$ 5,688.48	\$0.00	\$87,079.33	\$ 16,196.76	\$0.00
63			\$40,206.40	\$130.50	\$ 2,010.32	\$0.00	\$42,347.22	\$ 16,196.76	\$0.00
64			\$87,089.60	\$0.00	\$ 4,354.48	\$0.00	\$91,444.08	\$ 16,196.76	\$0.00
65			\$66,705.60	\$10,201.36	\$ 5,387.76	\$0.00	\$82,294.72	\$ 10,666.92	\$0.00
66			\$89,398.40	\$0.00	\$ 7,220.64	\$0.00	\$96,619.04	\$ 11,791.92	\$0.00
67			\$68,452.80	\$13,084.37	\$ 5,528.88	\$0.00	\$87,066.05	\$ 11,791.92	\$0.00
68			\$16,344.15	\$145.64	\$ 847.20	\$0.00	\$17,336.99	\$ 5,518.10	\$0.00
69			\$55,515.20	\$640.31	\$ 2,775.76	\$0.00	\$58,931.27	\$ 11,791.92	\$0.00
70			\$43,014.40	\$193.88	\$ 2,150.72	\$0.00	\$45,359.00	\$ 16,196.76	\$0.00
71		Total	\$4,220,547.29	\$205,043.56	\$289,792.88	\$0.00	\$4,715,383.73	\$824,168.05	\$0.00

Inter-County Energy Cooperative
Case No. 2018-00129
Analysis of Salaries and Benefits
For the Calendar Year 2016

Line No.	Employee Number	Job Title	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1			\$0.00	\$243.72	\$0.00	\$0.00	\$314.28	\$235.56	\$0.00	\$34.80	\$1,373.61	\$2,600.00
2			\$0.00	\$0.00	\$0.00	\$0.00	\$236.76	\$415.20	\$0.00	\$26.16	\$1,029.59	\$6,692.75
3			\$0.00	\$273.36	\$0.00	\$0.00	\$291.48	\$12.00	\$0.00	\$0.00	\$1,273.43	\$1,273.43
4			\$0.00	\$243.72	\$0.00	\$264.00	\$236.76	\$66.96	\$0.00	\$0.00	\$1,028.32	\$2,056.83
5			\$0.00	\$243.72	\$0.00	\$170.64	\$204.96	\$0.00	\$0.00	\$0.00	\$919.45	\$919.45
6			\$0.00	\$243.72	\$0.00	\$89.88	\$159.36	\$0.00	\$0.00	\$0.00	\$734.04	\$367.01
7			\$0.00	\$243.73	\$0.00	\$0.00	\$150.24	\$41.64	\$0.00	\$0.00	\$682.60	\$590.00
8			\$0.00	\$0.00	\$0.00	\$0.00	\$273.24	\$153.48	\$0.00	\$90.72	\$1,192.86	\$4,174.79
9			\$0.00	\$0.00	\$0.00	\$0.00	\$241.32	\$106.44	\$0.00	\$26.76	\$1,055.95	\$780.00
10			\$0.00	\$0.00	\$0.00	\$0.00	\$332.40	\$473.04	\$0.00	\$0.00	\$1,463.36	\$2,194.85
11			\$0.00	\$0.00	\$0.00	\$0.00	\$314.28	\$192.84	\$0.00	\$0.00	\$1,373.62	\$4,807.66
12			\$0.00	\$924.72	\$0.00	\$264.00	\$250.44	\$21.60	\$0.00	\$0.00	\$1,188.02	\$4,025.84
13			\$0.00	\$552.48	\$0.00	\$0.00	\$273.24	\$753.84	\$0.00	\$30.24	\$1,199.42	\$10,400.00
14			\$0.00	\$243.72	\$0.00	\$89.88	\$214.08	\$0.00	\$0.00	\$0.00	\$928.99	\$2,936.67
15			\$0.00	\$0.00	\$0.00	\$0.00	\$346.08	\$0.00	\$0.00	\$24.60	\$1,512.45	\$2,268.89
16			\$0.00	\$243.72	\$0.00	\$89.88	\$250.44	\$0.00	\$0.00	\$0.00	\$1,094.19	\$547.10
17			\$0.00	\$0.00	\$0.00	\$0.00	\$305.16	\$189.00	\$0.00	\$0.00	\$1,329.73	\$18,000.00
18			\$0.00	\$924.72	\$0.00	\$0.00	\$332.40	\$0.00	\$0.00	\$0.00	\$1,463.36	\$731.68
19			\$0.00	\$552.48	\$0.00	\$0.00	\$473.64	\$129.00	\$0.00	\$0.00	\$2,124.25	\$11,700.00
20			\$0.00	\$924.72	\$0.00	\$22.00	\$60.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
21			\$0.00	\$0.00	\$0.00	\$0.00	\$140.77	\$129.00	\$0.00	\$24.72	\$581.56	\$872.34
22			\$0.00	\$0.00	\$0.00	\$0.00	\$373.44	\$143.64	\$0.00	\$41.28	\$1,648.90	\$2,473.43
23			\$0.00	\$552.48	\$0.00	\$89.88	\$305.16	\$137.40	\$0.00	\$21.72	\$1,054.49	\$527.22
24			\$0.00	\$0.00	\$0.00	\$0.00	\$318.72	\$278.76	\$0.00	\$0.00	\$1,400.47	\$1,400.47
25			\$0.00	\$552.48	\$0.00	\$170.64	\$132.12	\$463.92	\$0.00	\$0.00	\$474.48	\$380.00
26			\$0.00	\$243.72	\$0.00	\$0.00	\$102.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
27			\$0.00	\$552.48	\$0.00	\$170.64	\$159.36	\$36.00	\$0.00	\$0.00	\$709.86	\$354.94
28			\$0.00	\$694.32	\$0.00	\$179.64	\$428.04	\$201.24	\$0.00	\$47.40	\$1,972.84	\$1,300.00

Inter-County Energy Cooperative
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Analysis of Salaries and Benefits
For the Calendar Year 2016

Line No.	Employee Number	Job Title	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29			\$0.00	\$552.48	\$0.00	\$170.64	\$860.76	\$1,272.12	\$0.00	\$0.00	\$3,850.95	\$1,925.55
30			\$0.00	\$924.72	\$0.00	\$0.00	\$250.44	\$133.56	\$0.00	\$0.00	\$1,121.30	\$2,705.00
31			\$0.00	\$924.72	\$0.00	\$264.00	\$200.40	\$141.00	\$0.00	\$0.00	\$870.70	\$780.00
32			\$0.00	\$618.24	\$0.00	\$14.97	\$60.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
33			\$0.00	\$924.72	\$0.00	\$264.00	\$305.16	\$89.40	\$0.00	\$0.00	\$1,260.93	\$630.52
34			\$0.00	\$243.72	\$0.00	\$0.00	\$273.24	\$0.00	\$0.00	\$0.00	\$1,231.67	\$1,231.37
35			\$0.00	\$0.00	\$0.00	\$0.00	\$314.28	\$192.84	\$0.00	\$34.80	\$1,373.61	\$5,494.32
36			\$0.00	\$924.72	\$0.00	\$264.00	\$305.16	\$36.00	\$0.00	\$0.00	\$988.35	\$494.23
37			\$0.00	\$924.72	\$0.00	\$264.00	\$141.12	\$57.00	\$0.00	\$0.00	\$494.28	\$741.60
38			\$0.00	\$0.00	\$0.00	\$264.00	\$327.84	\$482.16	\$0.00	\$0.00	\$1,428.68	\$6,100.00
39			\$0.00	\$618.24	\$0.00	\$179.64	\$154.92	\$76.92	\$0.00	\$0.00	\$724.79	\$362.48
40			\$0.00	\$142.17	\$0.00	\$0.00	\$305.16	\$38.28	\$0.00	\$0.00	\$623.03	\$2,492.26
41			\$0.00	\$0.00	\$0.00	\$0.00	\$346.08	\$39.60	\$0.00	\$38.28	\$1,441.43	\$2,600.00
42			\$0.00	\$0.00	\$0.00	\$0.00	\$20.11	\$301.08	\$0.00	\$21.12	\$492.80	\$739.20
43			\$0.00	\$618.24	\$0.00	\$179.64	\$314.28	\$123.84	\$0.00	\$0.00	\$1,370.61	\$1,370.61
44			\$0.00	\$0.00	\$0.00	\$0.00	\$204.96	\$165.72	\$0.00	\$22.68	\$1,012.53	\$506.34
45			\$0.00	\$273.36	\$0.00	\$0.00	\$337.08	\$198.00	\$0.00	\$0.00	\$1,471.68	\$2,207.33
46			\$0.00	\$0.00	\$0.00	\$0.00	\$332.40	\$154.20	\$0.00	\$23.64	\$1,407.26	\$2,110.73
47			\$0.00	\$924.72	\$0.00	\$0.00	\$305.16	\$111.60	\$0.00	\$0.00	\$1,329.72	\$2,600.00
48			\$0.00	\$924.72	\$0.00	\$264.00	\$273.24	\$60.00	\$0.00	\$0.00	\$1,223.40	\$2,600.00
49			\$0.00	\$0.00	\$0.00	\$179.64	\$145.80	\$52.68	\$0.00	\$0.00	\$53.48	\$53.48
50			\$0.00	\$618.24	\$0.00	\$89.88	\$519.12	\$57.00	\$0.00	\$0.00	\$2,434.50	\$10,813.63
51			\$0.00	\$0.00	\$0.00	\$0.00	\$151.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
52			\$0.00	\$552.48	\$0.00	\$170.64	\$277.68	\$0.00	\$0.00	\$0.00	\$1,211.68	\$5,200.00
53			\$0.00	\$243.72	\$0.00	\$89.88	\$305.16	\$12.00	\$0.00	\$0.00	\$1,326.11	\$1,560.00
54			\$0.00	\$0.00	\$0.00	\$0.00	\$20.11	\$33.00	\$0.00	\$0.00	\$113.92	\$150.00
55			\$0.00	\$924.72	\$0.00	\$264.00	\$273.24	\$0.00	\$0.00	\$0.00	\$1,230.13	\$615.14
56			\$0.00	\$0.00	\$0.00	\$89.88	\$255.00	\$12.00	\$0.00	\$0.00	\$1,105.49	\$552.74

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Line No.	Employee Number	Job Title	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57			\$0.00	\$552.48	\$0.00	\$170.64	\$373.44	\$624.96	\$0.00	\$28.20	\$1,757.41	\$878.71
58			\$0.00	\$618.24	\$0.00	\$0.00	\$232.20	\$39.00	\$0.00	\$0.00	\$1,086.26	\$543.14
59			\$0.00	\$924.72	\$0.00	\$170.64	\$309.60	\$72.12	\$0.00	\$22.08	\$1,368.01	\$684.02
60			\$0.00	\$243.72	\$0.00	\$0.00	\$182.16	\$0.00	\$0.00	\$0.00	\$721.97	\$2,785.20
61			\$0.00	\$243.72	\$0.00	\$0.00	\$182.16	\$0.00	\$0.00	\$0.00	\$721.97	\$2,526.92
62			\$0.00	\$924.72	\$0.00	\$0.00	\$323.28	\$132.00	\$0.00	\$0.00	\$1,413.30	\$2,119.73
63			\$0.00	\$552.48	\$0.00	\$0.00	\$186.72	\$0.00	\$0.00	\$0.00	\$810.43	\$405.09
64			\$0.00	\$552.48	\$0.00	\$170.64	\$400.68	\$207.24	\$0.00	\$0.00	\$1,750.41	\$5,251.42
65			\$0.00	\$243.72	\$0.00	\$89.88	\$305.16	\$108.60	\$0.00	\$21.72	\$1,338.56	\$4,030.00
66			\$0.00	\$552.48	\$0.00	\$0.00	\$409.80	\$401.16	\$0.00	\$45.36	\$1,635.65	\$14,300.00
67			\$0.00	\$552.48	\$0.00	\$0.00	\$314.28	\$129.00	\$0.00	\$69.60	\$1,373.61	\$686.82
68			\$0.00	\$0.00	\$0.00	\$0.00	\$90.37	\$59.04	\$0.00	\$18.60	\$325.82	\$162.91
69			\$0.00	\$0.00	\$0.00	\$0.00	\$227.64	\$24.00	\$0.00	\$0.00	\$1,084.62	\$542.29
70			\$0.00	\$618.24	\$0.00	\$179.64	\$200.40	\$0.00	\$0.00	\$0.00	\$878.54	\$439.19
71		Total	\$0.00	\$26,912.14	\$0.00	\$5,395.33	\$18,539.70	\$9,817.68	\$0.00	\$714.48	\$78,269.43	\$176,367.32

Inter-County Energy Cooperative
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Line No.	Employee Number	Job Title	Defined Benefit		Short-term		Long-Term		TOTALS	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1			\$11,643.36	\$0.00	\$302.64	\$0.00	\$570.84	\$570.84	\$106,239.81	\$3,684.92
2			\$8,727.84	\$0.00	\$248.88	\$0.00	\$427.80	\$427.80	\$77,145.63	\$7,561.91
3			\$10,794.24	\$0.00	\$302.64	\$0.00	\$529.20	\$529.20	\$80,701.55	\$2,087.99
4			\$8,716.96	\$0.00	\$248.64	\$0.00	\$427.32	\$427.32	\$83,643.48	\$3,058.83
5			\$7,580.00	\$0.00	\$216.12	\$0.00	\$371.52	\$371.52	\$70,367.93	\$1,705.33
6			\$5,885.44	\$0.00	\$167.88	\$0.00	\$288.48	\$288.48	\$51,567.26	\$989.09
7			\$5,466.32	\$0.00	\$155.88	\$0.00	\$267.96	\$267.96	\$50,438.99	\$1,143.33
8			\$10,104.80	\$0.00	\$288.12	\$0.00	\$495.36	\$495.36	\$91,285.10	\$4,914.35
9			\$8,884.64	\$0.00	\$253.44	\$0.00	\$435.60	\$435.60	\$83,463.75	\$1,348.80
10			\$12,404.88	\$0.00	\$302.64	\$0.00	\$608.16	\$608.16	\$109,659.30	\$3,276.05
11			\$11,643.36	\$0.00	\$302.64	\$0.00	\$570.84	\$570.84	\$111,641.02	\$5,571.34
12			\$9,263.68	\$0.00	\$264.12	\$0.00	\$454.20	\$454.20	\$95,586.58	\$5,690.36
13			\$10,167.36	\$0.00	\$289.92	\$0.00	\$498.48	\$498.48	\$87,838.28	\$12,235.04
14			\$7,828.16	\$0.00	\$223.20	\$0.00	\$383.76	\$383.76	\$68,390.55	\$3,654.03
15			\$12,820.40	\$0.00	\$302.64	\$0.00	\$628.56	\$628.56	\$101,368.25	\$2,922.05
16			\$9,232.88	\$0.00	\$263.28	\$0.00	\$452.64	\$452.64	\$80,083.07	\$1,333.34
17			\$11,260.64	\$0.00	\$302.64	\$0.00	\$552.00	\$552.00	\$112,318.40	\$18,741.00
18			\$12,404.88	\$0.00	\$302.64	\$0.00	\$608.16	\$608.16	\$109,527.82	\$2,264.56
19			\$17,652.64	\$0.00	\$302.64	\$0.00	\$865.44	\$865.44	\$146,960.21	\$13,246.92
20			\$0.00	\$0.00	\$25.22	\$0.00	\$43.36	\$43.36	\$34,697.09	\$990.08
21			\$7,260.61	\$0.00	\$130.20	\$0.00	\$191.88	\$191.88	\$52,996.52	\$1,217.94
22			\$13,917.28	\$0.00	\$302.64	\$0.00	\$682.32	\$682.32	\$120,977.34	\$3,340.67
23			\$11,227.76	\$0.00	\$302.64	\$0.00	\$550.56	\$550.56	\$103,207.77	\$1,879.26
24			\$11,870.24	\$0.00	\$302.64	\$0.00	\$582.00	\$582.00	\$105,458.24	\$2,261.23
25			\$0.00	\$0.00	\$139.68	\$0.00	\$240.36	\$240.36	\$46,425.60	\$1,807.40
26			\$0.00	\$0.00	\$53.97	\$0.00	\$92.82	\$92.82	\$47,391.02	\$336.54
27			\$5,944.00	\$0.00	\$169.56	\$0.00	\$291.48	\$291.48	\$59,867.71	\$1,405.54
28			\$15,954.32	\$0.00	\$302.64	\$0.00	\$782.28	\$782.28	\$141,893.96	\$3,204.88

Inter-County Energy Cooperative
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Line No.	Employee Number	Job Title	Defined Benefit		Short-term		Long-Term		TOTALS	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29			\$32,139.92	\$0.00	\$302.64	\$0.00	\$1,575.72	\$1,575.72	\$258,988.91	\$5,496.51
30			\$9,263.68	\$0.00	\$264.12	\$0.00	\$454.20	\$454.20	\$84,119.27	\$4,217.48
31			\$7,379.60	\$0.00	\$210.48	\$0.00	\$361.92	\$361.92	\$78,339.38	\$2,471.64
32			\$0.00	\$0.00	\$25.22	\$0.00	\$43.36	\$43.36	\$34,720.17	\$676.57
33			\$11,348.08	\$0.00	\$302.64	\$0.00	\$556.44	\$556.44	\$105,063.91	\$2,465.08
34			\$10,105.44	\$0.00	\$288.12	\$0.00	\$495.48	\$495.48	\$95,062.28	\$1,970.57
35			\$11,643.36	\$0.00	\$302.64	\$0.00	\$570.84	\$570.84	\$120,660.09	\$6,292.80
36			\$11,260.64	\$0.00	\$302.64	\$0.00	\$552.00	\$552.00	\$78,632.15	\$2,270.95
37			\$5,247.76	\$0.00	\$149.64	\$0.00	\$257.28	\$257.28	\$57,499.91	\$2,244.60
38			\$12,109.76	\$0.00	\$302.64	\$0.00	\$593.76	\$593.76	\$107,012.08	\$7,439.92
39			\$5,765.20	\$0.00	\$164.40	\$0.00	\$282.72	\$282.72	\$56,407.27	\$1,520.00
40			\$9,263.68	\$0.00	\$151.32	\$0.00	\$264.95	\$264.95	\$57,369.22	\$2,937.66
41			\$12,820.40	\$0.00	\$302.64	\$0.00	\$628.56	\$628.56	\$120,959.06	\$3,306.44
42			\$6,810.15	\$0.00	\$109.70	\$0.00	\$188.60	\$188.60	\$51,246.96	\$1,250.00
43			\$11,588.56	\$0.00	\$302.64	\$0.00	\$568.20	\$568.20	\$104,676.04	\$2,860.53
44			\$7,572.72	\$0.00	\$215.88	\$0.00	\$371.28	\$371.28	\$81,496.24	\$1,066.02
			\$12,474.08	\$0.00	\$302.64	\$0.00	\$611.64	\$611.64	\$105,339.24	\$3,290.33
46			\$12,404.88	\$0.00	\$302.64	\$0.00	\$608.28	\$608.28	\$104,178.54	\$2,896.85
47			\$11,260.64	\$0.00	\$302.64	\$0.00	\$552.00	\$552.00	\$109,669.03	\$4,188.32
48			\$10,105.44	\$0.00	\$288.12	\$0.00	\$495.36	\$495.36	\$102,120.30	\$4,344.08
49			\$0.00	\$0.00	\$151.44	\$0.00	\$260.40	\$260.40	\$49,234.18	\$546.20
50			\$19,391.44	\$0.00	\$302.64	\$0.00	\$950.64	\$950.64	\$170,701.74	\$12,529.39
51			\$0.00	\$0.00	\$99.95	\$0.00	\$171.85	\$171.85	\$55,066.45	\$171.85
52			\$10,269.44	\$0.00	\$292.80	\$0.00	\$503.52	\$503.52	\$87,779.61	\$6,426.64
53			\$11,227.76	\$0.00	\$302.64	\$0.00	\$550.44	\$550.44	\$99,428.63	\$2,456.04
54			\$1,431.26	\$0.00	\$21.94	\$0.00	\$37.72	\$37.72	\$36,917.38	\$220.72
55			\$10,105.44	\$0.00	\$288.12	\$0.00	\$495.36	\$495.36	\$104,631.56	\$2,299.22
56			\$9,373.04	\$0.00	\$267.36	\$0.00	\$459.48	\$459.48	\$85,618.91	\$1,114.10

Inter-County Energy Cooperative
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Analysis of Salaries and Benefits
For the Calendar Year 2016

Line No.	Employee Number	Job Title	Defined Benefit		Short-term		Long-Term		TOTALS	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57			\$13,837.12	\$0.00	\$302.64	\$0.00	\$678.36	\$678.36	\$125,547.89	\$2,933.35
58			\$8,545.68	\$0.00	\$243.72	\$0.00	\$418.92	\$418.92	\$85,232.66	\$1,619.30
59			\$11,512.00	\$0.00	\$302.64	\$0.00	\$564.36	\$564.36	\$110,692.58	\$2,437.94
60			\$6,734.56	\$0.00	\$192.00	\$0.00	\$330.12	\$330.12	\$61,106.98	\$3,359.04
61			\$6,734.56	\$0.00	\$192.00	\$0.00	\$330.12	\$330.12	\$61,061.73	\$3,100.76
62			\$11,978.64	\$0.00	\$302.64	\$0.00	\$587.28	\$587.28	\$116,991.31	\$3,763.73
63			\$6,839.04	\$0.00	\$195.00	\$0.00	\$335.28	\$335.28	\$66,380.17	\$1,292.85
64			\$14,799.20	\$0.00	\$302.64	\$0.00	\$725.52	\$725.52	\$124,591.13	\$6,907.30
65			\$11,348.08	\$0.00	\$302.64	\$0.00	\$556.32	\$556.32	\$105,953.44	\$5,050.24
66			\$15,207.28	\$0.00	\$302.64	\$0.00	\$745.56	\$745.56	\$125,663.69	\$16,044.56
67			\$11,643.36	\$0.00	\$302.64	\$0.00	\$570.84	\$570.84	\$112,189.22	\$2,008.74
68			\$5,465.46	\$0.00	\$74.82	\$0.00	\$338.68	\$338.68	\$28,736.74	\$579.23
69			\$8,432.72	\$0.00	\$240.48	\$0.00	\$413.40	\$413.40	\$80,468.17	\$979.69
70			\$7,317.52	\$0.00	\$208.68	\$0.00	\$358.68	\$358.68	\$69,952.22	\$1,595.75
71		Total	\$671,414.28	\$0.00	\$16,855.26	\$0.00	\$33,308.82	\$33,308.82	\$6,308,648.67	\$252,515.77

Inter-County Energy Cooperative
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Analysis of Salaries and Benefits
For the Calendar Year 2015

Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standby Bonus	Sub-total	Health Benefit Coop
1			\$ 67,180.99	\$4,204.77	\$4,856.40	\$0.00	\$ 76,242.16	\$10,666.92
2			\$ 50,401.30	\$476.07	\$3,448.80	\$0.00	\$ 54,326.17	\$11,791.92
3			\$ 63,990.68	\$0.00	\$4,502.24	\$0.00	\$ 68,492.92	\$0.00
4			\$ 47,786.36	\$2,280.00	\$4,209.92	\$0.00	\$ 54,276.28	\$16,196.76
5			\$ 43,460.60	\$3,454.13	\$2,329.60	\$0.00	\$ 49,244.33	\$4,950.00
6			\$ 32,843.93	\$244.79	\$1,679.60	\$0.00	\$ 34,768.32	\$4,950.00
7			\$ 30,695.89	\$279.75	\$1,680.00	\$0.00	\$ 32,655.64	\$4,950.00
8			\$ 55,926.70	\$0.00	\$3,589.04	\$0.00	\$ 59,515.74	\$16,196.76
9			\$ 9,732.89	\$29.93	\$2,713.20	\$0.00	\$ 12,476.02	\$882.05
10			\$ 49,714.52	\$0.00	\$3,315.68	\$0.00	\$ 53,030.20	\$16,196.76
11			\$ 74,573.12	\$842.49	\$5,718.72	\$0.00	\$ 81,134.33	\$16,196.76
12			\$ 69,881.36	\$10,756.03	\$5,367.60	\$0.00	\$ 86,004.99	\$16,196.76
13			\$ 53,140.81	\$3,703.24	\$2,847.04	\$0.00	\$ 59,691.09	\$16,196.76
14			\$ 58,240.80	\$313.88	\$4,240.80	\$0.00	\$ 62,795.48	\$11,791.92
15			\$ 44,693.20	\$64.08	\$2,563.20	\$0.00	\$ 47,320.48	\$10,666.92
16			\$ 76,836.67	\$1,187.33	\$6,191.68	\$0.00	\$ 84,215.68	\$4,950.00
17			\$ 51,532.36	\$671.81	\$3,009.60	\$0.00	\$ 55,213.77	\$11,791.92
18			\$ 67,023.13	\$15,148.56	\$4,202.40	\$0.00	\$ 86,374.09	\$16,196.76
19			\$ 74,851.12	\$872.61	\$5,991.04	\$0.00	\$ 81,714.77	\$16,196.76
20			\$ 104,060.84	\$0.00	\$8,137.92	\$0.00	\$ 112,198.76	\$11,791.92
21			\$ 47,860.16	\$102.48	\$3,461.04	\$0.00	\$ 51,423.68	\$11,791.92
22			\$ 83,346.74	\$0.00	\$5,804.88	\$0.00	\$ 89,151.62	\$16,196.76
23			\$ 62,052.33	\$11,173.87	\$5,422.56	\$0.00	\$ 78,648.76	\$16,196.76
24			\$ 71,507.57	\$390.40	\$5,725.28	\$0.00	\$ 77,623.25	\$16,196.76
25			\$ 21,912.42	\$486.64	\$1,076.00	\$0.00	\$ 23,475.06	\$6,174.35
26			\$ 31,818.40	\$409.83	\$1,560.00	\$0.00	\$ 33,788.23	\$16,196.76
27			\$ 90,652.82	\$0.00	\$7,705.28	\$0.00	\$ 98,358.10	\$16,196.76
28			\$ 8,917.63	\$29.93	\$2,713.20	\$0.00	\$ 11,660.76	\$882.05
29			\$ 195,664.83	\$0.00	\$15,987.84	\$0.00	\$ 211,652.67	\$11,791.92
30			\$ 49,963.26	\$4,553.80	\$2,847.04	\$0.00	\$ 57,364.10	\$4,950.00
31			\$ 43,672.06	\$7,539.24	\$2,430.00	\$0.00	\$ 53,641.30	\$16,196.64

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standby Bonus	Sub-total	Health Benefit Coop
32			\$ 65,292.46	\$6,850.83	\$3,985.92	\$0.00	\$ 76,129.21	\$16,196.76
33			\$ 57,951.82	\$10,527.56	\$3,105.76	\$0.00	\$ 71,585.14	\$4,950.00
34			\$ 66,473.11	\$16,527.50	\$4,345.20	\$0.00	\$ 87,345.81	\$16,196.76
35			\$ 63,435.84	\$8,918.70	\$3,708.00	\$0.00	\$ 76,062.54	\$16,196.76
36			\$ 22,598.50	\$259.53	\$1,036.80	\$0.00	\$ 23,894.83	\$16,196.76
37			\$ 31,848.70	\$301.98	\$1,771.84	\$0.00	\$ 33,922.52	\$10,666.92
38			\$ 73,351.68	\$0.00	\$5,848.48	\$0.00	\$ 79,200.16	\$16,196.76
39			\$ 53,198.77	\$5,481.52	\$2,847.04	\$0.00	\$ 61,527.33	\$4,950.00
40			\$ 70,144.08	\$2,849.63	\$5,910.24	\$0.00	\$ 78,903.95	\$16,196.76
41			\$ 63,303.86	\$406.35	\$3,827.20	\$0.00	\$ 67,537.41	\$4,950.00
42			\$ 68,556.98	\$7,756.87	\$4,324.80	\$0.00	\$ 80,638.65	\$10,666.92
43			\$ 43,223.36	\$1,352.59	\$2,826.08	\$0.00	\$ 47,402.03	\$16,196.76
44			\$ 68,773.52	\$0.00	\$6,024.48	\$0.00	\$ 74,798.00	\$11,791.92
45			\$ 71,430.88	\$816.96	\$5,991.04	\$0.00	\$ 78,238.88	\$10,666.92
46			\$ 64,081.04	\$9,381.84	\$4,202.40	\$0.00	\$ 77,665.28	\$16,196.76
47			\$ 55,475.66	\$6,628.01	\$3,105.76	\$0.00	\$ 65,209.43	\$16,196.76
48			\$ 4,100.00	\$0.00	\$0.00	\$0.00	\$ 4,100.00	\$0.00
49			\$ 3,008.19	\$16.89	\$0.00	\$0.00	\$ 3,025.08	\$0.00
50			\$ 108,731.52	\$0.00	\$7,077.60	\$0.00	\$ 115,809.12	\$16,196.76
51			\$ 60,490.60	\$126.81	\$3,607.04	\$0.00	\$ 64,224.45	\$11,791.92
52			\$ 64,430.00	\$7,659.77	\$3,450.72	\$0.00	\$ 75,540.49	\$10,666.92
53			\$ 69,315.38	\$117.83	\$5,276.56	\$0.00	\$ 74,709.77	\$11,791.92
54			\$ 55,985.16	\$8,201.26	\$3,105.76	\$0.00	\$ 67,292.18	\$16,196.76
55			\$ 53,789.60	\$520.83	\$3,292.16	\$0.00	\$ 57,602.59	\$16,196.76
56			\$ 82,682.64	\$0.00	\$6,378.96	\$0.00	\$ 89,061.60	\$11,791.92
57			\$ 47,482.70	\$156.12	\$3,001.60	\$0.00	\$ 50,640.42	\$16,196.76
58			\$ 66,064.02	\$8,609.60	\$4,801.68	\$0.00	\$ 79,475.30	\$16,196.76
59			\$ 31,953.88	\$1,236.86	\$1,626.24	\$0.00	\$ 34,816.98	\$2,887.50
60			\$ 31,954.04	\$1,734.99	\$1,626.24	\$0.00	\$ 35,315.27	\$2,887.50
61			\$ 71,350.83	\$10,763.25	\$5,522.16	\$0.00	\$ 87,636.24	\$16,196.76
62			\$ 38,584.81	\$320.51	\$2,080.96	\$0.00	\$ 40,986.28	\$16,196.76

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit Coop
63			\$ 81,285.11	\$0.00	\$4,380.32	\$0.00	\$ 85,665.43	\$16,196.76
64			\$ 63,915.75	\$7,884.84	\$5,231.52	\$0.00	\$ 77,032.11	\$10,666.92
65			\$ 92,661.45	\$0.00	\$7,344.48	\$0.00	\$ 100,005.93	\$11,791.92
66			\$ 70,248.27	\$14,130.19	\$5,623.20	\$0.00	\$ 90,001.66	\$11,791.92
67			\$ 33,534.72	\$272.09	\$1,919.68	\$0.00	\$ 35,726.49	\$10,666.92
68			\$ 47,234.25	\$4,161.68	\$2,591.68	\$0.00	\$ 53,987.61	\$11,791.92
69			\$ 40,242.46	\$229.44	\$2,088.32	\$0.00	\$ 42,560.22	\$16,196.76
70		Total	\$ 3,992,121.13	\$ 213,418.49	\$ 278,215.52	\$ -	\$ 4,483,755.14	\$ 810,239.97

Inter-County Energy Cooperative
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Analysis of Salaries and Benefits
For the Calendar Year 2015

Line No.	Employee Number	Job Title	Dental		Vision		Life Insurance		AD&D Ins		401K		
			Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1			\$0.00	\$0.00	243.72	\$0.00	\$0.00	\$323.16	\$229.08	\$0.00	\$33.72	\$ 1,334.51	\$2,600.00
2			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$241.20	\$409.20	\$0.00	\$25.20	\$ 1,000.35	\$6,502.29
3			\$0.00	\$0.00	\$273.36	\$0.00	\$0.00	\$299.04	\$12.00	\$0.00	\$0.00	\$ 1,237.14	\$1,237.14
4			\$0.00	\$0.00	\$243.72	\$0.00	\$264.00	\$241.20	\$64.80	\$0.00	\$0.00	\$ 999.05	\$1,998.13
5			\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$212.28	\$0.00	\$0.00	\$0.00	\$ 502.67	\$502.67
6			\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$149.52	\$0.00	\$0.00	\$0.00	\$ 441.97	\$220.97
7			\$0.00	\$0.00	\$243.72	\$0.00	\$0.00	\$139.92	\$30.24	\$0.00	\$0.00	\$ 410.52	\$255.00
8			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$265.32	\$129.12	\$0.00	\$83.16	\$ 1,109.90	\$3,884.84
9			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$33.76	\$762.00	\$0.00	\$21.12	\$ 111.72	\$800.00
10			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$236.40	\$101.28	\$0.00	\$24.72	\$ 989.39	\$780.00
11			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$342.48	\$487.68	\$0.00	\$0.00	\$ 1,421.70	\$2,132.74
12			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$323.16	\$189.60	\$0.00	\$0.00	\$ 1,334.52	\$3,597.48
13			\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$255.72	\$21.60	\$0.00	\$0.00	\$ 1,061.69	\$2,448.82
14			\$0.00	\$0.00	\$552.48	\$0.00	\$0.00	\$284.64	\$744.60	\$0.00	\$29.76	\$ 1,165.33	\$10,400.00
15			\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$217.08	\$0.00	\$0.00	\$0.00	\$ 892.98	\$2,678.70
16			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$357.00	\$0.00	\$0.00	\$24.00	\$ 1,469.46	\$2,204.10
17			\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$241.20	\$0.00	\$0.00	\$0.00	\$ 1,031.22	\$515.54
18			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$313.56	\$183.36	\$0.00	\$0.00	\$ 1,290.66	\$18,000.00
19			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$342.48	\$0.00	\$0.00	\$0.00	\$ 1,421.70	\$710.85
20			\$0.00	\$0.00	\$552.48	\$0.00	\$0.00	\$472.80	\$129.00	\$0.00	\$0.00	\$ 2,011.35	\$11,700.00
21			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$231.60	\$129.00	\$0.00	\$24.24	\$ 951.00	\$1,426.60
22			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$381.12	\$140.40	\$0.00	\$39.84	\$ 1,593.36	\$1,047.56
23			\$0.00	\$0.00	\$552.48	\$0.00	\$89.88	\$313.56	\$99.96	\$0.00	\$21.12	\$ 1,235.54	\$617.78
24			\$0.00	\$0.00	\$273.36	\$0.00	\$0.00	\$323.08	\$272.40	\$0.00	\$0.00	\$ 1,359.00	\$1,359.00
25			\$0.00	\$0.00	\$322.28	\$0.00	\$170.64	\$135.12	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
26			\$0.00	\$0.00	\$552.48	\$0.00	\$170.64	\$154.32	\$30.00	\$0.00	\$0.00	\$ 107.13	\$53.56
27			\$0.00	\$0.00	\$694.32	\$0.00	\$179.64	\$410.04	\$191.76	\$0.00	\$0.00	\$ 1,805.94	\$1,300.00
28			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$33.76	\$587.04	\$0.00	\$13.56	\$ 111.72	\$81.89
29			\$0.00	\$0.00	\$552.48	\$0.00	\$170.64	\$887.64	\$1,241.88	\$0.00	\$0.00	\$ 3,739.08	\$1,869.58
30			\$0.00	\$0.00	\$273.36	\$0.00	\$0.00	\$236.40	\$100.32	\$0.00	\$0.00	\$ 994.21	\$3,350.00
31			\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$207.48	\$141.00	\$0.00	\$0.00	\$ 845.83	\$780.00

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Line No.	Employee Number	Job Title	Dental		Vision		Life Insurance		AD&D Ins		401K		
			Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
32			\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$313.56	\$88.08	\$0.00	\$0.00	\$ 1,300.54	\$650.28
33			\$0.00	\$0.00	\$243.72	\$0.00	\$0.00	\$279.84	\$0.00	\$0.00	\$0.00	\$ 670.20	\$670.20
34			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$323.16	\$189.60	\$0.00	\$33.72	\$ 1,334.51	\$5,338.24
35			\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$313.56	\$36.00	\$0.00	\$0.00	\$ 1,267.16	\$663.57
36			\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$144.72	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
37			\$0.00	\$0.00	\$618.24	\$0.00	\$179.64	\$139.92	\$67.32	\$0.00	\$0.00	\$ 432.90	\$216.51
38			\$0.00	\$0.00	\$0.00	\$0.00	\$264.00	\$337.68	\$319.80	\$0.00	\$0.00	\$ 1,388.02	\$5,200.00
39			\$0.00	\$0.00	\$243.72	\$0.00	\$0.00	\$255.72	\$36.84	\$0.00	\$0.00	\$ 1,061.69	\$4,246.95
40			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$357.00	\$39.60	\$0.00	\$37.32	\$ 1,393.46	\$2,600.00
41			\$0.00	\$0.00	\$273.36	\$0.00	\$89.88	\$303.96	\$291.84	\$0.00	\$20.40	\$ 1,248.88	\$1,873.32
42			\$0.00	\$0.00	\$618.24	\$0.00	\$179.64	\$318.36	\$118.92	\$0.00	\$0.00	\$ 1,318.35	\$1,318.35
43			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$207.48	\$147.72	\$0.00	\$21.72	\$ 861.95	\$430.90
44			\$0.00	\$0.00	\$273.36	\$0.00	\$89.88	\$347.28	\$198.00	\$0.00	\$0.00	\$ 1,396.93	\$2,095.26
45			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$342.48	\$150.00	\$0.00	\$23.04	\$ 1,421.70	\$2,132.74
46			\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$313.56	\$109.30	\$0.00	\$0.00	\$ 1,290.66	\$2,600.00
47			\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$255.72	\$60.00	\$0.00	\$0.00	\$ 1,108.32	\$2,600.00
48			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 82.00	\$41.00
49			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$482.40	\$0.00	\$0.00	\$0.00	\$ 60.16	\$0.00
50			\$0.00	\$0.00	\$618.24	\$0.00	\$0.00	\$284.64	\$57.00	\$0.00	\$0.00	\$ 2,069.70	\$4,627.01
51			\$0.00	\$0.00	\$552.48	\$0.00	\$0.00	\$313.56	\$0.00	\$0.00	\$0.00	\$ 1,177.10	\$5,200.00
52			\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$255.72	\$12.00	\$0.00	\$0.00	\$ 1,286.94	\$1,560.00
53			\$0.00	\$0.00	\$620.64	\$0.00	\$0.00	\$318.36	\$396.00	\$0.00	\$0.00	\$ 1,312.30	\$1,300.00
54			\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$255.72	\$0.00	\$0.00	\$0.00	\$ 1,118.50	\$559.28
55			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$260.52	\$12.00	\$0.00	\$27.24	\$ 1,074.21	\$537.21
56			\$0.00	\$0.00	\$552.48	\$0.00	\$170.64	\$352.20	\$570.48	\$0.00	\$0.00	\$ 1,561.56	\$780.87
57			\$0.00	\$0.00	\$618.24	\$0.00	\$0.00	\$207.48	\$39.00	\$0.00	\$0.00	\$ 948.62	\$474.28
58			\$0.00	\$0.00	\$924.72	\$0.00	\$0.00	\$313.56	\$70.08	\$0.00	\$21.12	\$ 1,318.04	\$658.93
59			\$0.00	\$0.00	\$142.17	\$0.00	\$89.88	\$188.16	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
60			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.16	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
61			\$0.00	\$0.00	\$924.72	\$0.00	\$0.00	\$328.08	\$128.76	\$0.00	\$0.00	\$ 1,371.26	\$2,056.99
62			\$0.00	\$0.00	\$552.48	\$0.00	\$170.64	\$183.36	\$0.00	\$0.00	\$0.00	\$ 769.74	\$384.74

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Line No.	Employee Number	Job Title	Dental		Vision		Life Insurance		AD&D Ins		401K		
			Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
63			\$0.00	\$0.00	\$552.48	\$0.00	\$170.64	\$395.52	\$152.88	\$0.00	\$0.00	\$ 1,642.51	\$4,927.35
64			\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$313.56	\$80.64	\$0.00	\$32.76	\$ 1,300.54	\$2,030.00
65			\$0.00	\$0.00	\$552.48	\$0.00	\$0.00	\$419.64	\$392.04	\$0.00	\$43.80	\$ 1,743.02	\$14,300.00
66			\$0.00	\$0.00	\$552.48	\$0.00	\$0.00	\$323.16	\$129.00	\$0.00	\$67.56	\$ 1,334.51	\$667.26
67			\$0.00	\$0.00	\$273.36	\$0.00	\$89.88	\$159.24	\$54.00	\$0.00	\$16.68	\$ 668.22	\$334.20
68			\$0.00	\$0.00	\$0.00	\$0.00	\$89.88	\$212.28	\$24.00	\$0.00	\$0.00	\$ 942.05	\$470.98
69			\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$192.96	\$0.00	\$0.00	\$0.00	\$ 804.21	\$402.19
70		Total	\$ -	\$ -	\$ 24,822.65	\$ -	\$ 5,545.32	\$ 19,108.32	\$ 10,398.22	\$ -	\$ 685.80	\$ 74,061.10	\$ 159,003.85

Inter-County Energy Cooperative
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Line No.	Employee Number	Job Title	Defined Benefit		Short-term		Long-Term		TOTALS	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1			\$11,370.80	\$0.00	\$367.68	\$0.00	\$554.16	\$554.16	\$ 100,859.39	\$3,652.16
2			\$8,522.64	\$0.00	\$293.52	\$0.00	\$415.44	\$415.44	\$ 76,591.24	\$6,911.49
3			\$10,542.32	\$0.00	\$363.00	\$0.00	\$513.84	\$513.84	\$ 81,448.26	\$1,522.50
4			\$8,511.68	\$0.00	\$293.16	\$0.00	\$414.84	\$414.84	\$ 80,932.97	\$2,570.65
5			\$7,401.28	\$0.00	\$254.88	\$0.00	\$360.72	\$360.72	\$ 62,926.16	\$836.27
6			\$5,256.56	\$0.00	\$180.96	\$0.00	\$256.20	\$256.20	\$ 46,003.53	\$554.57
7			\$4,904.56	\$0.00	\$168.84	\$0.00	\$239.04	\$239.04	\$ 43,468.52	\$612.12
8			\$9,392.56	\$0.00	\$323.40	\$0.00	\$457.80	\$457.80	\$ 87,261.48	\$4,035.08
9			\$1,775.08	\$0.00	\$40.76	\$0.00	\$57.68	\$57.68	\$ 15,724.99	\$1,586.72
10			\$8,320.96	\$0.00	\$286.56	\$0.00	\$405.60	\$405.60	\$ 79,650.67	\$881.28
11			\$12,114.88	\$0.00	\$367.68	\$0.00	\$590.40	\$590.40	\$ 112,131.99	\$2,620.42
12			\$11,370.80	\$0.00	\$367.68	\$0.00	\$554.16	\$554.16	\$ 116,038.79	\$3,787.08
13			\$9,046.08	\$0.00	\$311.52	\$0.00	\$440.88	\$440.88	\$ 87,046.82	\$3,688.90
14			\$9,930.32	\$0.00	\$342.00	\$0.00	\$483.96	\$483.96	\$ 86,680.13	\$11,697.08
15			\$7,602.32	\$0.00	\$261.84	\$0.00	\$370.44	\$370.44	\$ 67,571.94	\$3,036.30
16			\$12,521.76	\$0.00	\$367.68	\$0.00	\$610.32	\$610.32	\$ 104,291.86	\$2,204.10
17			\$701.48	\$0.00	\$289.92	\$0.00	\$410.28	\$410.28	\$ 69,805.43	\$849.14
18			\$10,996.96	\$0.00	\$367.68	\$0.00	\$535.92	\$535.92	\$ 116,130.11	\$18,183.36
19			\$12,114.88	\$0.00	\$367.68	\$0.00	\$590.40	\$590.40	\$ 112,748.67	\$710.85
20			\$16,671.28	\$0.00	\$367.68	\$0.00	\$812.52	\$812.52	\$ 144,326.31	\$12,405.72
21			\$8,104.64	\$0.00	\$279.12	\$0.00	\$395.04	\$395.04	\$ 73,177.00	\$1,595.44
22			\$13,357.60	\$0.00	\$367.68	\$0.00	\$651.00	\$651.00	\$ 121,699.14	\$1,209.08
23			\$10,964.96	\$0.00	\$367.68	\$0.00	\$534.36	\$534.36	\$ 108,261.62	\$1,360.10
24			\$11,561.36	\$0.00	\$367.68	\$0.00	\$563.52	\$563.52	\$ 107,994.65	\$1,904.76
25			\$0.00	\$0.00	\$164.88	\$0.00	\$233.40	\$233.40	\$ 30,182.81	\$492.92
26			\$0.00	\$0.00	\$183.84	\$0.00	\$260.16	\$260.16	\$ 50,690.44	\$806.68
27			\$14,482.96	\$0.00	\$367.68	\$0.00	\$705.96	\$705.96	\$ 132,327.44	\$2,379.28
28			\$1,775.08	\$0.00	\$40.76	\$0.00	\$57.68	\$57.68	\$ 14,561.81	\$668.93
29			\$31,387.12	\$0.00	\$367.68	\$0.00	\$1,529.88	\$1,529.88	\$ 261,355.99	\$3,834.58
30			\$8,223.76	\$0.00	\$283.20	\$0.00	\$400.80	\$400.80	\$ 72,452.47	\$3,723.68
31			\$7,206.72	\$0.00	\$248.16	\$0.00	\$35,124.00	\$35,124.00	\$ 113,470.13	\$2,109.72

Inter-County Energy Cooperative
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Line No.	Employee Number	Job Title	Defined Benefit		Short-term		Long-Term		TOTALS	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
32			\$11,081.28	\$0.00	\$367.68	\$0.00	\$540.12	\$540.12	\$ 105,929.15	\$1,927.08
33			\$9,868.40	\$0.00	\$339.84	\$0.00	\$481.08	\$481.08	\$ 88,174.50	\$947.64
34			\$11,370.80	\$0.00	\$367.68	\$0.00	\$554.28	\$554.28	\$ 117,493.00	\$5,527.84
35			\$10,996.96	\$0.00	\$367.68	\$0.00	\$536.04	\$536.04	\$ 105,740.70	\$1,888.29
36			\$0.00	\$0.00	\$176.52	\$0.00	\$249.84	\$249.84	\$ 40,662.67	\$1,188.72
37			\$408.71	\$0.00	\$168.84	\$0.00	\$239.16	\$239.16	\$ 45,978.97	\$1,081.71
38			\$4,904.56	\$0.00	\$367.68	\$0.00	\$576.36	\$576.36	\$ 102,971.22	\$5,783.80
39			\$9,046.08	\$0.00	\$311.52	\$0.00	\$441.00	\$441.00	\$ 77,593.34	\$4,564.83
40			\$12,521.76	\$0.00	\$367.68	\$0.00	\$610.32	\$610.32	\$ 110,350.93	\$2,660.00
41			\$10,641.36	\$0.00	\$366.48	\$0.00	\$518.76	\$518.76	\$ 85,566.85	\$2,528.40
42			\$11,191.12	\$0.00	\$367.68	\$0.00	\$545.52	\$545.52	\$ 105,046.60	\$2,256.87
43			\$7,194.08	\$0.00	\$247.68	\$0.00	\$350.64	\$350.64	\$ 72,460.62	\$578.62
44			\$12,180.96	\$0.00	\$367.68	\$0.00	\$593.76	\$593.76	\$ 101,476.53	\$2,679.54
45			\$12,114.88	\$0.00	\$367.68	\$0.00	\$590.52	\$590.52	\$ 103,743.06	\$2,282.74
46			\$10,996.96	\$0.00	\$367.68	\$0.00	\$536.04	\$536.04	\$ 107,366.94	\$3,898.02
47			\$9,046.08	\$0.00	\$311.52	\$0.00	\$441.00	\$441.00	\$ 92,568.83	\$3,848.72
48			\$1,069.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 5,251.38	\$41.00
49			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 3,567.64	\$0.00
50			\$16,997.04	\$0.00	\$367.68	\$0.00	\$828.48	\$828.48	\$ 152,553.42	\$5,302.25
51			\$10,029.20	\$0.00	\$345.36	\$0.00	\$488.88	\$488.88	\$ 88,370.47	\$5,752.48
52			\$10,964.96	\$0.00	\$367.68	\$0.00	\$534.48	\$534.48	\$ 99,617.19	\$1,905.60
53			\$11,180.88	\$0.00	\$305.16	\$0.00	\$544.92	\$544.92	\$ 100,163.31	\$2,316.64
54			\$8,991.84	\$0.00	\$309.60	\$0.00	\$438.24	\$438.24	\$ 94,602.84	\$1,775.24
55			\$9,153.20	\$0.00	\$315.24	\$0.00	\$446.16	\$446.16	\$ 85,048.68	\$549.21
56			\$12,334.96	\$0.00	\$367.68	\$0.00	\$601.20	\$601.20	\$ 116,071.12	\$2,074.47
57			\$7,305.60	\$0.00	\$251.52	\$0.00	\$356.16	\$356.16	\$ 75,906.56	\$1,152.64
58			\$11,081.28	\$0.00	\$367.68	\$0.00	\$540.12	\$540.12	\$ 109,292.74	\$1,653.73
59			\$0.00	\$0.00	\$226.44	\$0.00	\$320.52	\$320.52	\$ 38,439.60	\$232.05
60			\$0.00	\$0.00	\$226.44	\$0.00	\$320.52	\$320.52	\$ 38,937.89	\$0.00
61			\$11,579.68	\$0.00	\$367.68	\$0.00	\$564.36	\$564.36	\$ 118,044.06	\$3,110.47
62			\$6,434.56	\$0.00	\$221.64	\$0.00	\$313.68	\$313.68	\$ 65,106.02	\$1,107.86

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Line No.	Employee Number	Job Title	Defined Benefit		Short-term		Long-Term		TOTALS	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
63			\$13,918.80	\$0.00	\$367.68	\$0.00	\$678.48	\$678.48	\$ 118,865.18	\$5,836.11
64			\$11,081.28	\$0.00	\$367.68	\$0.00	\$540.12	\$540.12	\$ 101,302.21	\$2,488.04
65			\$14,849.60	\$0.00	\$367.68	\$0.00	\$723.84	\$723.84	\$ 129,901.63	\$15,312.08
66			\$11,370.80	\$0.00	\$367.68	\$0.00	\$554.28	\$554.28	\$ 115,744.01	\$1,365.42
67			\$5,612.08	\$0.00	\$193.20	\$0.00	\$273.60	\$273.60	\$ 53,299.75	\$751.44
68			\$7,360.56	\$0.00	\$253.44	\$0.00	\$358.80	\$358.80	\$ 74,906.66	\$584.86
69			\$6,803.28	\$0.00	\$234.24	\$0.00	\$331.68	\$331.68	\$ 67,123.35	\$2,276.71
70		Total	\$ 617,816.37	\$ -	\$ 20,445.40	\$ -	\$ 67,093.36	\$ 67,093.36	\$ 6,093,052.38	\$ 201,662.08

Inter-County Energy Cooperative
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Analysis of Salaries and Benefits
For the Calendar Year 2014

Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit Coop
1			\$ 49,886.13	\$6,190.54	\$4,357.44	\$0.00	\$ 60,434.11	\$10,666.92
2			\$ 495.32	\$244.16	\$2,903.04	\$0.00	\$ 3,642.52	\$11,791.92
3			\$ 61,359.16	\$0.00	\$4,006.08	\$0.00	\$ 65,365.24	\$0.00
4			\$ 46,063.30	\$2,858.30	\$3,805.20	\$0.00	\$ 52,726.80	\$16,196.76
5			\$ 23,674.30	\$1,538.52	\$1,284.48	\$0.00	\$ 26,497.30	\$4,950.00
6			\$ 62,304.79	\$7,818.12	\$2,128.32	\$0.00	\$ 72,251.23	\$10,797.84
7			\$ 20,774.20	\$443.05	\$1,147.20	\$0.00	\$ 22,364.45	\$4,950.00
8			\$ 20,195.88	\$392.41	\$1,070.40	\$0.00	\$ 21,658.69	\$4,950.00
9			\$ 49,563.22	\$0.00	\$2,727.60	\$0.00	\$ 52,290.82	\$16,196.76
10			\$ 41,468.77	\$497.10	\$2,268.00	\$0.00	\$ 44,233.87	\$11,791.92
11			\$ 47,253.16	\$2,832.48	\$2,631.60	\$0.00	\$ 52,717.24	\$16,196.76
12			\$ 72,802.16	\$1,784.88	\$5,416.32	\$0.00	\$ 80,003.36	\$16,196.76
13			\$ 68,041.77	\$10,703.32	\$5,083.68	\$0.00	\$ 83,828.77	\$16,196.76
14			\$ 47,301.76	\$3,503.60	\$2,042.56	\$0.00	\$ 52,847.92	\$16,196.76
15			\$ 56,656.37	\$1,036.32	\$3,214.08	\$0.00	\$ 60,906.77	\$11,791.92
16			\$ 43,237.80	\$588.83	\$2,042.56	\$0.00	\$ 45,869.19	\$10,666.92
17			\$ 52,099.48	\$128.10	\$5,599.44	\$0.00	\$ 57,827.02	\$4,950.00
18			\$ 45,186.00	\$760.71	\$2,010.32	\$0.00	\$ 47,957.03	\$11,791.92
19			\$ 64,708.28	\$18,509.72	\$3,746.56	\$0.00	\$ 86,964.56	\$16,196.76
20			\$ 72,667.48	\$1,363.45	\$5,416.32	\$0.00	\$ 79,447.25	\$16,196.76
21			\$ 97,688.24	\$0.00	\$7,024.08	\$0.00	\$ 104,712.32	\$11,791.92
22			\$ 46,612.80	\$82.93	\$2,760.96	\$0.00	\$ 49,456.69	\$11,791.92
23			\$ 78,259.11	\$512.40	\$5,599.44	\$0.00	\$ 84,370.95	\$16,196.76
24			\$ 62,344.17	\$12,113.33	\$2,874.56	\$0.00	\$ 77,332.06	\$16,196.76
25			\$ 69,342.60	\$1,233.05	\$5,162.64	\$0.00	\$ 75,738.29	\$16,196.76
26			\$ 5,401.68	\$270.00	\$0.00	\$0.00	\$ 5,671.68	\$0.00
27			\$ 81,668.95	\$0.00	\$5,626.32	\$0.00	\$ 87,295.27	\$16,196.76
28			\$ 41,019.95	\$101.71	\$2,268.00	\$0.00	\$ 43,389.66	\$11,791.92

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit Coop
29			\$ 186,368.62	\$0.00	\$13,739.04	\$0.00	\$ 200,107.66	\$11,791.92
30			\$ 42,779.63	\$3,823.64	\$2,087.28	\$0.00	\$ 48,690.55	\$4,950.00
31			\$ 41,276.56	\$8,505.77	\$1,994.72	\$0.00	\$ 51,777.05	\$16,196.64
32			\$ 63,289.43	\$10,623.09	\$3,538.80	\$0.00	\$ 77,451.32	\$16,196.76
33			\$ 32,315.14	\$4,569.60	\$1,569.92	\$0.00	\$ 38,454.66	\$4,950.00
34			\$ 64,563.26	\$13,922.52	\$3,873.28	\$0.00	\$ 82,359.06	\$16,196.76
35			\$ 62,725.60	\$15,860.27	\$3,044.08	\$0.00	\$ 81,629.95	\$16,196.76
36			\$ 19,432.10	\$161.18	\$4,687.68	\$0.00	\$ 24,280.96	\$16,196.76
37			\$ 71,048.28	\$0.00	\$1,070.40	\$0.00	\$ 72,118.68	\$10,666.92
38			\$ 47,356.12	\$5,084.55	\$5,332.80	\$0.00	\$ 57,773.47	\$16,196.76
39			\$ 71,599.68	\$9,868.30	\$2,042.56	\$0.00	\$ 83,510.54	\$4,950.00
40			\$ 61,607.42	\$1,090.72	\$3,624.96	\$0.00	\$ 66,323.10	\$4,950.00
41			\$ 65,765.80	\$10,405.52	\$3,774.72	\$0.00	\$ 79,946.04	\$10,666.92
42			\$ 38,040.75	\$838.31	\$2,703.68	\$0.00	\$ 41,582.74	\$16,196.76
43			\$ 60,585.93	\$0.00	\$5,446.56	\$0.00	\$ 66,032.49	\$11,791.92
44			\$ 69,351.47	\$1,611.35	\$5,416.32	\$0.00	\$ 76,379.14	\$10,666.92
45			\$ 62,292.96	\$12,631.97	\$3,746.56	\$0.00	\$ 78,671.49	\$16,196.76
46			\$ 47,301.76	\$4,050.18	\$2,042.56	\$0.00	\$ 53,394.50	\$16,196.76
47			\$ 45,100.00	\$0.00	\$0.00	\$0.00	\$ 45,100.00	\$0.00
48			\$ 99,412.28	\$0.00	\$5,278.72	\$0.00	\$ 104,691.00	\$16,196.76
49			\$ 58,265.96	\$270.46	\$3,251.20	\$0.00	\$ 61,787.62	\$11,791.92
50			\$ 35,343.76	\$0.00	\$0.00	\$0.00	\$ 35,343.76	\$982.66
51			\$ 59,534.60	\$9,346.47	\$2,936.96	\$0.00	\$ 71,818.03	\$10,666.92
52			\$ 66,227.36	\$2,899.00	\$4,872.00	\$0.00	\$ 73,998.36	\$11,791.92
53			\$ 30,655.79	\$3,900.17	\$1,569.92	\$0.00	\$ 36,125.88	\$16,196.76
54			\$ 52,219.20	\$1,105.07	\$2,501.20	\$0.00	\$ 55,825.47	\$16,196.76
55			\$ 41,229.78	\$0.00	\$1,864.08	\$0.00	\$ 43,093.86	\$10,797.84
56			\$ 72,604.29	\$323.83	\$4,717.44	\$0.00	\$ 77,645.56	\$11,791.92

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit Coop
57			\$ 38,979.22	\$252.89	\$1,965.60	\$0.00	\$ 41,197.71	\$16,196.76
58			\$ 63,442.87	\$7,813.35	\$3,774.72	\$0.00	\$ 75,030.94	\$16,196.76
59			\$ 67,509.36	\$13,442.78	\$3,873.28	\$0.00	\$ 84,825.42	\$16,196.76
60			\$ 35,761.60	\$421.74	\$1,649.44	\$0.00	\$ 37,832.78	\$16,196.76
61			\$ 69,636.85	\$0.00	\$3,369.60	\$0.00	\$ 73,006.45	\$16,196.76
62			\$ 61,945.03	\$11,756.07	\$4,246.56	\$0.00	\$ 77,947.66	\$10,666.92
63			\$ 91,254.49	\$0.00	\$6,639.36	\$0.00	\$ 97,893.85	\$11,791.92
64			\$ 68,441.47	\$13,202.23	\$5,083.68	\$0.00	\$ 86,727.38	\$11,791.92
65			\$ 30,486.36	\$174.30	\$1,478.88	\$0.00	\$ 32,139.54	\$10,666.92
66			\$ 29,574.85	\$1,257.08	\$4,541.04	\$0.00	\$ 35,372.97	\$3,930.64
67			\$ 41,513.52	\$2,499.66	\$1,784.64	\$0.00	\$ 45,797.82	\$11,791.92
68			\$ 37,090.26	\$133.50	\$1,641.12	\$0.00	\$ 38,864.88	\$16,196.76
69		Total	\$ 3,732,006.24	\$ 247,352.60	\$ 230,992.56	\$ -	\$ 4,210,351.40	\$ 814,225.82

Total

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Line No.	Employee Number	Employee	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1		\$0.00	\$0.00	243.72	\$0.00	\$0.00	\$290.40	\$222.60	\$0.00	\$32.76	\$ 984.48	\$2,000.00
2		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$218.88	\$296.76	\$0.00	\$24.72	\$ 971.12	\$5,493.88
3		\$0.00	\$0.00	\$273.36	\$0.00	\$0.00	\$268.08	\$12.00	\$0.00	\$0.00	\$ 1,201.31	\$1,201.31
4		\$0.00	\$0.00	\$243.72	\$0.00	\$264.00	\$218.88	\$46.88	\$0.00	\$0.00	\$ 969.82	\$1,939.64
5		\$0.00	\$0.00	\$0.00	\$0.00	\$89.88	\$169.80	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
6		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.52	\$162.88	\$0.00	\$0.00	\$ 823.52	\$800.00
7		\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$134.04	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
8		\$0.00	\$0.00	\$243.72	\$0.00	\$0.00	\$125.16	\$12.20	\$0.00	\$0.00	\$ -	\$0.00
9		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$218.88	\$118.92	\$0.00	\$74.04	\$ 986.57	\$3,453.24
10		\$0.00	\$0.00	\$552.48	\$0.00	\$170.64	\$183.24	\$762.00	\$0.00	\$20.64	\$ 809.00	\$5,200.00
11		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$210.00	\$98.76	\$0.00	\$23.64	\$ 941.87	\$780.00
12		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$308.28	\$309.48	\$0.00	\$0.00	\$ 1,380.41	\$2,070.65
13		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$290.40	\$125.64	\$0.00	\$0.00	\$ 1,295.60	\$3,239.13
14		\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$210.00	\$19.20	\$0.00	\$0.00	\$ 909.47	\$2,728.43
15		\$0.00	\$0.00	\$552.48	\$0.00	\$0.00	\$254.64	\$726.00	\$0.00	\$28.68	\$ 1,131.39	\$21,650.00
16		\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$192.12	\$0.00	\$0.00	\$0.00	\$ 863.48	\$1,294.96
17		\$0.00	\$0.00	\$243.73	\$0.00	\$0.00	\$321.72	\$0.00	\$0.00	\$23.28	\$ 992.65	\$1,020.79
18		\$0.00	\$0.00	\$0.00	\$0.00	\$89.88	\$201.00	\$0.00	\$0.00	\$0.00	\$ 909.36	\$454.57
19		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$281.52	\$177.72	\$0.00	\$0.00	\$ 1,253.04	\$17,500.00
20		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$308.28	\$0.00	\$0.00	\$0.00	\$ 1,380.41	\$690.21
21		\$0.00	\$0.00	\$552.48	\$0.00	\$0.00	\$402.12	\$129.00	\$0.00	\$0.00	\$ 1,880.70	\$11,700.00
22		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$205.56	\$129.00	\$0.00	\$23.16	\$ 923.55	\$1,385.13
23		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$321.72	\$133.08	\$0.00	\$36.24	\$ 1,516.47	\$758.22
24		\$0.00	\$0.00	\$552.48	\$0.00	\$89.88	\$276.96	\$96.12	\$0.00	\$20.04	\$ 1,242.88	\$621.39
25		\$0.00	\$0.00	\$273.36	\$0.00	\$0.00	\$294.96	\$266.04	\$0.00	\$0.00	\$ 1,317.53	\$1,317.53
26		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.92	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
27		\$0.00	\$0.00	\$694.32	\$0.00	\$179.64	\$321.72	\$88.08	\$0.00	\$36.24	\$ 1,613.18	\$1,300.00
28		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.24	\$577.80	\$0.00	\$13.32	\$ 809.00	\$404.61

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Line No.	Employee Number	Employee	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29		\$0.00	\$0.00	\$552.48	\$0.00	\$170.64	\$816.70	\$1,211.64	\$0.00	\$0.00	\$ 3,630.64	\$1,815.40
30		\$0.00	\$0.00	\$273.36	\$0.00	\$0.00	\$187.68	\$73.08	\$0.00	\$0.00	\$ 209.71	\$900.00
31		\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$183.24	\$81.00	\$0.00	\$0.00	\$ 821.25	\$780.00
32		\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$281.52	\$74.64	\$0.00	\$0.00	\$ 1,262.70	\$631.37
33		\$0.00	\$0.00	\$243.72	\$0.00	\$0.00	\$232.32	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
34		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$290.40	\$186.36	\$0.00	\$32.76	\$ 1,295.60	\$5,182.63
35		\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$281.52	\$36.00	\$0.00	\$0.00	\$ 1,253.04	\$626.52
36		\$0.00	\$0.00	\$618.24	\$0.00	\$0.00	\$303.84	\$27.25	\$0.00	\$0.00	\$ -	\$0.00
37		\$0.00	\$0.00	\$0.00	\$0.00	\$264.00	\$125.16	\$312.72	\$0.00	\$0.00	\$ 1,347.54	\$4,328.08
38		\$0.00	\$0.00	\$243.72	\$0.00	\$0.00	\$321.72	\$32.76	\$0.00	\$0.00	\$ 766.75	\$3,067.01
39		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$210.00	\$39.60	\$0.00	\$36.24	\$ 1,426.86	\$2,600.00
40		\$0.00	\$0.00	\$273.36	\$0.00	\$89.88	\$272.64	\$184.44	\$0.00	\$19.80	\$ 1,212.56	\$1,818.74
41		\$0.00	\$0.00	\$618.24	\$0.00	\$179.64	\$281.52	\$114.12	\$0.00	\$0.00	\$ 1,266.85	\$1,266.85
42		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.92	\$138.84	\$0.00	\$18.12	\$ 758.78	\$379.34
43		\$0.00	\$0.00	\$273.36	\$0.00	\$89.88	\$312.72	\$198.00	\$0.00	\$0.00	\$ 1,233.75	\$1,850.63
44		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$308.28	\$145.68	\$0.00	\$22.32	\$ 1,380.41	\$2,070.65
45		\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$281.52	\$107.04	\$0.00	\$0.00	\$ 1,253.04	\$2,600.00
46		\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$210.00	\$60.00	\$0.00	\$0.00	\$ 945.15	\$2,228.16
47		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 902.00	\$451.00
48		\$0.00	\$0.00	\$243.72	\$0.00	\$0.00	\$419.88	\$57.00	\$0.00	\$0.00	\$ 1,888.35	\$3,776.68
49		\$0.00	\$0.00	\$552.48	\$0.00	\$170.64	\$254.64	\$0.00	\$0.00	\$0.00	\$ 1,142.86	\$5,200.00
50		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$26.81	\$6.60	\$0.00	\$3.02	\$ 109.32	\$700.00
51		\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$263.52	\$12.00	\$0.00	\$0.00	\$ 692.12	\$900.00
52		\$0.00	\$0.00	\$620.64	\$0.00	\$0.00	\$276.96	\$258.00	\$0.00	\$0.00	\$ 1,246.27	\$1,300.00
53		\$0.00	\$0.00	\$924.72	\$0.00	\$264.00	\$232.32	\$0.00	\$0.00	\$0.00	\$ 612.51	\$306.21
54		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$232.32	\$12.00	\$0.00	\$26.16	\$ 1,042.90	\$521.58
55		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.80	\$175.44	\$0.00	\$0.00	\$ 662.87	\$331.51
56		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$268.08	\$263.40	\$0.00	\$19.44	\$ 1,370.62	\$685.20

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Line No.	Employee Number	Employee	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57		\$0.00	\$0.00	\$924.72	\$0.00	\$179.64	\$183.24	\$39.00	\$0.00	\$0.00	\$ 778.81	\$389.35
58		\$0.00	\$0.00	\$924.72	\$0.00	\$0.00	\$281.52	\$62.88	\$0.00	\$20.40	\$ 1,262.70	\$631.28
59		\$0.00	\$0.00	\$924.72	\$0.00	\$0.00	\$290.40	\$88.08	\$0.00	\$0.00	\$ 1,316.81	\$1,975.19
60		\$0.00	\$0.00	\$552.48	\$0.00	\$0.00	\$160.92	\$0.00	\$0.00	\$0.00	\$ 714.61	\$357.29
61		\$0.00	\$0.00	\$552.48	\$0.00	\$170.64	\$303.84	\$141.12	\$0.00	\$0.00	\$ 125.16	\$375.46
62		\$0.00	\$0.00	\$243.72	\$0.00	\$89.88	\$281.52	\$78.48	\$0.00	\$31.80	\$ 1,262.70	\$1,452.56
63		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$379.80	\$386.04	\$0.00	\$42.84	\$ 1,692.14	\$14,300.00
64		\$0.00	\$0.00	\$552.48	\$0.00	\$0.00	\$290.40	\$129.00	\$0.00	\$65.52	\$ 1,295.60	\$647.91
65		\$0.00	\$0.00	\$273.36	\$0.00	\$89.88	\$134.04	\$50.16	\$0.00	\$15.12	\$ 608.04	\$304.10
66		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$84.88	\$49.50	\$0.00	\$9.56	\$ 346.00	\$400.00
67		\$0.00	\$0.00	\$0.00	\$0.00	\$89.88	\$178.68	\$22.80	\$0.00	\$0.00	\$ 829.34	\$414.61
68		\$0.00	\$0.00	\$924.72	\$0.00	\$170.64	\$165.24	\$0.00	\$0.00	\$0.00	\$ 741.32	\$370.67
69		\$ -	\$ -	\$ 22,016.77	\$ -	\$ 4,756.80	\$ 16,685.55	\$ 9,364.83	\$ -	\$ 719.86	\$ 67,814.49	\$ 156,939.67

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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1		\$11,471.94	\$0.00	\$332.16	\$0.00	\$538.08	\$538.08	\$ 84,718.09	\$3,029.12
2		\$8,598.41	\$0.00	\$257.40	\$0.00	\$403.20	\$403.20	\$ 25,883.45	\$6,193.84
3		\$10,636.14	\$0.00	\$318.36	\$0.00	\$498.84	\$498.84	\$ 78,287.97	\$1,985.51
4		\$8,587.31	\$0.00	\$257.04	\$0.00	\$402.72	\$402.72	\$ 79,359.33	\$2,896.96
5		\$0.00	\$0.00	\$197.52	\$0.00	\$309.48	\$309.48	\$ 32,124.10	\$399.36
6		\$11,897.28	\$0.00	\$221.44	\$0.00	\$372.08	\$372.08	\$ 96,562.91	\$1,334.96
7		\$0.00	\$0.00	\$158.76	\$0.00	\$248.76	\$248.76	\$ 27,856.01	\$582.36
8		\$0.00	\$0.00	\$148.20	\$0.00	\$232.08	\$232.08	\$ 27,114.13	\$562.04
9		\$8,617.56	\$0.00	\$258.00	\$0.00	\$404.16	\$404.16	\$ 78,904.59	\$3,996.96
10		\$7,163.49	\$0.00	\$214.44	\$0.00	\$336.00	\$336.00	\$ 64,785.84	\$7,044.76
11		\$8,395.00	\$0.00	\$248.88	\$0.00	\$389.88	\$389.88	\$ 79,282.99	\$1,268.64
12		\$12,222.68	\$0.00	\$332.16	\$0.00	\$573.24	\$573.24	\$ 110,981.73	\$2,953.37
13		\$11,471.94	\$0.00	\$332.16	\$0.00	\$538.08	\$538.08	\$ 113,802.39	\$3,902.85
14		\$0.00	\$0.00	\$246.84	\$0.00	\$386.76	\$386.76	\$ 70,880.91	\$4,351.79
15		\$10,018.53	\$0.00	\$299.88	\$0.00	\$469.92	\$469.92	\$ 84,761.45	\$23,398.40
16		\$7,640.56	\$0.00	\$228.72	\$0.00	\$358.32	\$358.32	\$ 66,053.55	\$2,010.16
17		\$12,633.19	\$0.00	\$332.16	\$0.00	\$592.56	\$592.56	\$ 77,431.02	\$1,857.08
18		\$7,980.80	\$0.00	\$238.92	\$0.00	\$374.28	\$374.28	\$ 69,599.35	\$918.73
19		\$11,094.72	\$0.00	\$332.16	\$0.00	\$520.32	\$520.32	\$ 116,643.08	\$18,198.04
20		\$12,222.68	\$0.00	\$332.16	\$0.00	\$573.24	\$573.24	\$ 110,460.78	\$1,263.45
21		\$16,819.60	\$0.00	\$332.16	\$0.00	\$743.28	\$743.28	\$ 136,682.10	\$13,147.92
22		\$8,176.81	\$0.00	\$244.80	\$0.00	\$383.52	\$383.52	\$ 71,182.85	\$1,933.89
23		\$13,476.39	\$0.00	\$332.16	\$0.00	\$592.56	\$592.56	\$ 116,807.01	\$1,503.90
24		\$10,994.87	\$0.00	\$329.16	\$0.00	\$515.64	\$515.64	\$ 106,888.33	\$1,875.51
25		\$11,664.25	\$0.00	\$332.16	\$0.00	\$547.08	\$547.08	\$ 106,091.03	\$2,404.01
26		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 5,814.60	\$36.24
27		\$14,611.75	\$0.00	\$332.16	\$0.00	\$595.32	\$595.32	\$ 120,966.16	\$2,870.68
28		\$7,163.49	\$0.00	\$214.44	\$0.00	\$336.00	\$336.00	\$ 63,887.75	\$1,318.41

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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29		\$32,614.78	\$0.00	\$373.68	\$0.00	\$1,751.52	\$1,751.52	\$ 251,086.89	\$5,501.68
30		\$7,422.37	\$0.00	\$222.24	\$0.00	\$348.12	\$348.12	\$ 62,030.67	\$1,594.56
31		\$7,270.74	\$0.00	\$217.68	\$0.00	\$341.04	\$341.04	\$ 76,807.64	\$2,390.76
32		\$11,179.78	\$0.00	\$332.16	\$0.00	\$524.40	\$524.40	\$ 107,228.64	\$2,419.13
33		\$0.00	\$0.00	\$271.56	\$0.00	\$425.52	\$425.52	\$ 44,334.06	\$702.00
34		\$11,471.94	\$0.00	\$332.16	\$0.00	\$538.08	\$538.08	\$ 112,484.00	\$5,907.07
35		\$11,094.72	\$0.00	\$332.16	\$0.00	\$520.32	\$520.32	\$ 111,308.47	\$2,371.56
36		\$11,930.52	\$0.00	\$332.16	\$0.00	\$559.68	\$559.68	\$ 53,603.92	\$1,205.17
37		\$0.00	\$0.00	\$148.20	\$0.00	\$232.08	\$232.08	\$ 84,638.58	\$5,136.88
38		\$12,633.19	\$0.00	\$332.16	\$0.00	\$592.56	\$592.56	\$ 88,616.61	\$3,972.29
39		\$0.00	\$0.00	\$246.84	\$0.00	\$386.76	\$386.76	\$ 90,731.00	\$3,046.16
40		\$10,735.99	\$0.00	\$321.36	\$0.00	\$503.52	\$503.52	\$ 84,319.17	\$2,869.94
41		\$11,290.73	\$0.00	\$332.16	\$0.00	\$524.40	\$524.40	\$ 104,308.62	\$2,721.37
42		\$6,741.89	\$0.00	\$190.44	\$0.00	\$298.32	\$298.32	\$ 65,929.85	\$816.50
43		\$12,289.25	\$0.00	\$332.16	\$0.00	\$576.36	\$576.36	\$ 92,568.65	\$3,010.55
44		\$12,222.68	\$0.00	\$332.16	\$0.00	\$573.24	\$573.24	\$ 101,862.83	\$2,789.57
45		\$11,094.72	\$0.00	\$332.16	\$0.00	\$520.32	\$520.32	\$ 108,350.01	\$4,416.08
46		\$8,247.08	\$0.00	\$246.84	\$0.00	\$386.76	\$386.76	\$ 79,627.09	\$3,863.64
47		\$14,792.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 60,794.96	\$451.00
48		\$16,649.48	\$0.00	\$332.16	\$0.00	\$780.96	\$780.96	\$ 140,958.59	\$4,858.36
49		\$10,118.38	\$0.00	\$302.88	\$0.00	\$474.60	\$474.60	\$ 85,872.90	\$6,400.74
50		\$1,540.77	\$0.00	\$27.68	\$0.00	\$49.38	\$49.38	\$ 38,080.38	\$755.98
51		\$9,138.29	\$0.00	\$312.60	\$0.00	\$489.84	\$489.84	\$ 93,381.32	\$1,735.44
52		\$10,994.87	\$0.00	\$329.16	\$0.00	\$515.64	\$515.64	\$ 99,153.18	\$2,694.28
53		\$6,803.76	\$0.00	\$271.56	\$0.00	\$425.52	\$425.52	\$ 60,668.31	\$1,946.61
54		\$9,234.51	\$0.00	\$276.48	\$0.00	\$433.08	\$433.08	\$ 83,241.52	\$966.66
55		\$14,364.72	\$0.00	\$191.12	\$0.00	\$299.52	\$299.52	\$ 69,570.73	\$825.91
56		\$12,444.58	\$0.00	\$318.60	\$0.00	\$499.20	\$499.20	\$ 104,338.56	\$1,447.80

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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57		\$7,370.59	\$0.00	\$214.44	\$0.00	\$336.00	\$336.00	\$ 66,277.55	\$1,889.11
58		\$11,179.78	\$0.00	\$332.16	\$0.00	\$524.40	\$524.40	\$ 104,808.26	\$2,143.28
59		\$11,682.74	\$0.00	\$332.16	\$0.00	\$538.08	\$538.08	\$ 115,182.37	\$3,526.07
60		\$6,301.80	\$0.00	\$188.64	\$0.00	\$295.56	\$295.56	\$ 61,691.07	\$1,205.33
61		\$998.52	\$0.00	\$332.16	\$0.00	\$561.96	\$561.96	\$ 91,524.85	\$1,833.46
62		\$11,179.78	\$0.00	\$332.16	\$0.00	\$524.40	\$524.40	\$ 102,195.14	\$2,431.88
63		\$14,981.59	\$0.00	\$332.16	\$0.00	\$702.72	\$702.72	\$ 127,774.18	\$15,454.28
64		\$11,471.94	\$0.00	\$332.16	\$0.00	\$538.08	\$538.08	\$ 112,447.48	\$1,882.59
65		\$5,662.01	\$0.00	\$157.44	\$0.00	\$246.60	\$246.60	\$ 49,614.59	\$973.66
66		\$4,998.92	\$0.00	\$99.76	\$0.00	\$156.28	\$156.28	\$ 44,989.45	\$605.78
67		\$7,426.07	\$0.00	\$211.68	\$0.00	\$331.68	\$331.68	\$ 66,567.19	\$858.97
68		\$6,527.39	\$0.00	\$195.36	\$0.00	\$306.12	\$306.12	\$ 62,997.07	\$2,492.01
69		\$ 627,663.21	\$ -	\$ 18,055.20	\$ -	\$ 30,868.02	\$ 30,868.02	\$ 5,785,779.84	\$ 225,353.05

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standby Bonus	Sub-total	Health Benefit	
								Coop	Employee
1			\$ 63,644.60	\$6,817.97	\$4,841.60	\$0.00	\$ 75,304.17	\$10,666.92	\$0.00
2			\$ 48,891.14	\$306.18	\$2,903.04	\$0.00	\$ 52,100.36	\$11,791.92	\$0.00
3			\$ 16,012.75	\$0.00	\$33.32	\$0.00	\$ 16,046.07	\$412.50	\$0.00
4			\$ 60,008.78	\$83.46	\$3,783.52	\$0.00	\$ 63,875.76	\$0.00	\$0.00
5			\$ 44,847.15	\$3,029.32	\$3,805.20	\$0.00	\$ 51,681.67	\$16,196.76	\$0.00
6			\$ 67,611.67	\$9,793.32	\$3,933.44	\$0.00	\$ 81,338.43	\$16,196.76	\$0.00
7			\$ 64,066.60	\$11,109.19	\$5,083.68	\$0.00	\$ 80,259.47	\$16,196.76	\$0.00
8			\$ 47,619.42	\$0.00	\$2,545.76	\$0.00	\$ 50,165.18	\$11,791.92	\$0.00
9			\$ 40,744.56	\$314.03	\$2,116.80	\$0.00	\$ 43,175.39	\$16,196.76	\$0.00
10			\$ 45,903.12	\$312.55	\$2,456.16	\$0.00	\$ 48,671.83	\$16,196.76	\$0.00
11			\$ 70,368.31	\$315.56	\$5,416.32	\$0.00	\$ 76,100.19	\$16,196.76	\$0.00
12			\$ 65,723.74	\$9,877.93	\$5,083.68	\$0.00	\$ 80,685.35	\$16,196.76	\$0.00
13			\$ 40,854.72	\$2,523.46	\$2,042.56	\$0.00	\$ 45,420.74	\$11,791.92	\$0.00
14			\$ 52,601.92	\$395.54	\$3,214.08	\$0.00	\$ 56,211.54	\$11,791.92	\$0.00
15			\$ 21,923.80	\$72.75	\$2,481.92	\$0.00	\$ 24,478.47	\$10,666.92	\$0.00
16			\$ 41,233.36	\$162.03	\$2,042.56	\$0.00	\$ 43,437.95	\$16,196.76	\$0.00
17			\$ 70,709.39	\$10,481.62	\$5,599.44	\$0.00	\$ 86,790.45	\$11,791.92	\$0.00
18			\$ 40,576.73	\$532.78	\$2,010.32	\$0.00	\$ 43,119.83	\$16,196.76	\$0.00
19			\$ 62,642.95	\$10,903.10	\$3,512.40	\$0.00	\$ 77,058.45	\$16,196.76	\$0.00
20			\$ 70,844.26	\$265.98	\$5,416.32	\$0.00	\$ 76,526.56	\$11,791.92	\$0.00
21			\$ 88,140.03	\$0.00	\$7,024.08	\$0.00	\$ 95,164.11	\$11,791.92	\$0.00
22			\$ 45,136.58	\$64.72	\$2,588.40	\$0.00	\$ 47,789.70	\$16,196.76	\$0.00
23			\$ 70,925.07	\$6,159.10	\$5,599.44	\$0.00	\$ 82,683.61	\$16,196.76	\$0.00
24			\$ 58,276.53	\$10,728.66	\$2,874.56	\$0.00	\$ 71,879.75	\$16,196.76	\$0.00
25			\$ 67,822.31	\$348.17	\$5,162.64	\$0.00	\$ 73,333.12	\$16,196.76	\$0.00
26			\$ 70,138.13	\$0.00	\$5,358.40	\$0.00	\$ 75,496.53	\$4,950.00	\$0.00
27			\$ 39,986.41	\$128.64	\$2,116.80	\$0.00	\$ 42,231.85	\$11,791.92	\$0.00
28			\$ 181,347.73	\$0.00	\$13,739.04	\$0.00	\$ 195,086.77	\$11,791.92	\$0.00

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standby Bonus	Sub-total	Health Benefit	
								Coop	Employee
29			\$ 11,813.73	\$346.28	\$0.00	\$0.00	\$ 12,160.01	\$16,196.64	\$0.00
30			\$ 40,165.44	\$7,157.59	\$1,994.72	\$0.00	\$ 49,317.75	\$16,196.76	\$0.00
31			\$ 61,465.86	\$8,643.65	\$3,302.88	\$0.00	\$ 73,412.39	\$16,196.76	\$0.00
32			\$ 62,873.44	\$13,127.37	\$3,873.28	\$0.00	\$ 79,874.09	\$16,196.76	\$0.00
33			\$ 10,494.00	\$0.00	\$0.00	\$0.00	\$ 10,494.00	\$16,196.76	\$0.00
34			\$ 61,161.58	\$12,520.53	\$2,692.84	\$0.00	\$ 76,374.95	\$11,791.92	\$0.00
35			\$ 95,448.90	\$0.00	\$7,489.44	\$0.00	\$ 102,938.34	\$16,196.76	\$0.00
36			\$ 65,705.96	\$0.00	\$4,440.96	\$0.00	\$ 70,146.92	\$4,950.00	\$0.00
37			\$ 35,398.48	\$3,221.01	\$1,728.32	\$0.00	\$ 40,347.81	\$16,196.76	\$0.00
38			\$ 70,723.88	\$8,100.84	\$5,066.16	\$0.00	\$ 83,890.88	\$4,950.00	\$0.00
39			\$ 59,715.31	\$831.04	\$3,624.96	\$0.00	\$ 64,171.31	\$10,666.92	\$0.00
40			\$ 63,815.88	\$6,966.87	\$3,774.72	\$0.00	\$ 74,557.47	\$16,196.76	\$0.00
41			\$ 36,731.83	\$435.81	\$2,510.56	\$0.00	\$ 39,678.20	\$16,196.76	\$0.00
42			\$ 63,332.96	\$7,239.92	\$5,083.68	\$0.00	\$ 75,656.56	\$16,196.76	\$0.00
43			\$ 66,237.15	\$0.00	\$4,927.84	\$0.00	\$ 71,164.99	\$10,666.92	\$0.00
44			\$ 67,861.13	\$737.60	\$5,416.32	\$0.00	\$ 74,015.05	\$16,196.76	\$0.00
45			\$ 60,643.38	\$8,617.07	\$3,512.40	\$0.00	\$ 72,772.85	\$16,196.76	\$0.00
46			\$ 41,648.00	\$2,951.86	\$2,042.56	\$0.00	\$ 46,642.42	\$10,666.92	\$0.00
47			\$ 87,148.88	\$0.00	\$5,278.72	\$0.00	\$ 92,427.60	\$16,196.76	\$0.00
48			\$ 21,766.23	\$1,492.56	\$3,537.92	\$0.00	\$ 26,796.71	\$11,791.92	\$0.00
49			\$ 51,850.02	\$171.45	\$3,251.20	\$0.00	\$ 55,272.67	\$11,791.92	\$0.00
50			\$ 72,705.56	\$300.00	\$5,599.44	\$0.00	\$ 78,605.00	\$982.66	\$0.00
51			\$ 31,846.87	\$2,900.48	\$1,584.44	\$0.00	\$ 36,331.79	\$11,791.92	\$0.00
52			\$ 63,835.44	\$719.95	\$4,872.00	\$0.00	\$ 69,427.39	\$16,196.76	\$0.00
53			\$ 50,357.37	\$629.92	\$2,501.20	\$0.00	\$ 53,488.49	\$16,196.76	\$0.00
54			\$ 52,273.60	\$0.00	\$3,031.20	\$0.00	\$ 55,304.80	\$11,791.92	\$0.00
55			\$ 61,343.20	\$1,411.02	\$4,717.44	\$0.00	\$ 67,471.66	\$16,196.76	\$0.00
56			\$ 39,485.76	\$85.78	\$1,965.60	\$0.00	\$ 41,537.14	\$16,196.76	\$0.00

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit	
								Coop	Employee
57			\$ 61,203.43	\$7,269.34	\$3,774.72	\$0.00	\$ 72,247.49	\$16,196.76	\$0.00
58			\$ 65,579.20	\$12,926.46	\$4,115.36	\$0.00	\$ 82,621.02	\$16,196.76	\$0.00
59			\$ 32,827.84	\$47.58	\$1,649.44	\$0.00	\$ 34,524.86	\$16,196.76	\$0.00
60			\$ 9,085.07	\$0.00	\$0.00	\$0.00	\$ 9,085.07	\$0.00	\$0.00
61			\$ 59,762.31	\$10,772.72	\$4,010.64	\$0.00	\$ 74,545.67	\$10,666.92	\$0.00
62			\$ 4,670.24	\$0.00	\$4,723.20	\$0.00	\$ 9,393.44	\$982.66	\$0.00
63			\$ 87,234.67	\$0.00	\$6,639.36	\$0.00	\$ 93,874.03	\$11,791.92	\$0.00
64			\$ 66,468.96	\$12,772.58	\$5,083.68	\$0.00	\$ 84,325.22	\$16,196.76	\$0.00
65			\$ 22,846.07	\$170.69	\$1,478.88	\$0.00	\$ 24,495.64	\$16,196.76	\$0.00
66			\$ 54,709.00	\$39.56	\$4,219.20	\$0.00	\$ 58,967.76	\$11,791.92	\$0.00
67			\$ 36,288.24	\$105.90	\$1,784.64	\$0.00	\$ 38,178.78	\$11,791.92	\$0.00
68			\$ 27,214.23	\$110.74	\$1,641.12	\$0.00	\$ 28,966.09	\$16,196.76	\$0.00
69			\$ 86,898.76	\$0.00	\$6,639.36	\$0.00	\$ 93,538.12	\$16,196.76	\$0.00
70		Total	\$ 3,781,239.62	\$ 217,550.23	\$ 256,365.88	\$	\$ 4,255,155.73	\$ 897,168.74	\$

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Line No.	Employee Number	Dental		Vision		Life Insurance		AD&D Ins		401K	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1		\$0.00	737.76	\$0.00	\$114.00	\$300.89	\$145.08	\$0.00	\$31.80	\$ 1,263.28	\$2,600.00
2		\$0.00	\$0.00	\$0.00	\$0.00	\$229.25	\$305.52	\$0.00	\$24.24	\$ 946.82	\$4,953.19
3		\$0.00	\$0.00	\$0.00	\$0.00	\$27.40	\$88.20	\$0.00	\$22.68	\$ 319.87	\$319.87
4		\$0.00	\$0.00	\$0.00	\$0.00	\$277.01	\$0.00	\$0.00	\$0.00	\$ 1,162.69	\$1,162.69
5		\$0.00	\$290.88	\$0.00	\$309.36	\$229.25	\$45.96	\$0.00	\$0.00	\$ 945.52	\$1,891.04
6		\$0.00	\$0.00	\$0.00	\$0.00	\$305.66	\$215.16	\$0.00	\$0.00	\$ 1,286.70	\$1,300.00
7		\$0.00	\$0.00	\$0.00	\$0.00	\$300.89	\$254.16	\$0.00	\$31.80	\$ 1,263.28	\$631.65
8		\$0.00	\$0.00	\$0.00	\$0.00	\$229.25	\$117.24	\$0.00	\$72.60	\$ 948.90	\$3,321.49
9		\$0.00	\$659.04	\$0.00	\$191.64	\$191.04	\$396.00	\$0.00	\$20.16	\$ 788.94	\$5,200.00
10		\$0.00	\$0.00	\$0.00	\$0.00	\$219.70	\$97.56	\$0.00	\$23.16	\$ 915.51	\$780.00
11		\$0.00	\$0.00	\$0.00	\$0.00	\$324.77	\$305.28	\$0.00	\$0.00	\$ 1,345.76	\$2,018.86
12		\$0.00	\$0.00	\$0.00	\$0.00	\$300.89	\$123.48	\$0.00	\$0.00	\$ 1,263.28	\$3,157.98
13		\$0.00	\$1,106.52	\$0.00	\$309.36	\$195.82	\$7.20	\$0.00	\$0.00	\$ -	\$0.00
14		\$0.00	-\$659.04	\$0.00	\$0.00	-\$253.13	-\$689.04	\$0.00	-\$26.76	\$ 1,056.06	-\$18,130.00
15		\$0.00	\$0.00	\$0.00	\$0.00	\$195.82	\$79.20	\$0.00	\$20.64	\$ 201.63	\$100.82
16		\$0.00	\$290.88	\$0.00	\$114.00	\$195.82	\$0.00	\$0.00	\$0.00	\$ 822.82	\$1,234.42
17		\$0.00	\$0.00	\$0.00	\$0.00	\$334.32	\$63.60	\$0.00	\$22.68	\$ 1,349.35	\$1,349.35
18		\$0.00	\$290.88	\$0.00	\$114.00	\$195.82	\$0.00	\$0.00	\$0.00	\$ 817.14	\$408.44
19		\$0.00	\$0.00	\$0.00	\$0.00	\$291.34	\$128.16	\$0.00	\$0.00	\$ 1,221.79	\$17,500.00
20		\$0.00	\$0.00	\$0.00	\$0.00	\$324.77	\$0.00	\$0.00	\$0.00	\$ 1,345.76	\$672.88
21		\$0.00	\$659.04	\$0.00	\$191.64	\$415.51	\$129.00	\$0.00	\$0.00	\$ 1,745.18	\$9,150.00
22		\$0.00	\$0.00	\$0.00	\$0.00	\$214.92	\$69.00	\$0.00	\$22.68	\$ 897.37	\$1,346.14
23		\$0.00	\$0.00	\$0.00	\$0.00	\$334.32	\$130.92	\$0.00	\$35.28	\$ 1,391.37	\$695.58
24		\$0.00	\$659.04	\$0.00	\$114.00	\$277.01	\$91.08	\$0.00	\$18.84	\$ 1,161.78	\$580.88
25		\$0.00	\$0.00	\$0.00	\$191.64	\$305.66	\$177.96	\$0.00	\$0.00	\$ 1,283.07	\$1,283.07
26		\$0.00	\$1,181.52	\$0.00	\$195.48	\$334.32	\$85.92	\$0.00	\$35.28	\$ 1,397.90	\$1,300.00
27		\$0.00	\$0.00	\$0.00	\$0.00	\$191.04	\$370.56	\$0.00	\$12.96	\$ 788.94	\$394.49
28		\$0.00	\$659.04	\$0.00	\$191.64	\$816.70	\$1,163.16	\$0.00	\$0.00	\$ 3,505.43	\$1,752.67

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Line No.	Employee Number	Dental		Vision		Life Insurance		AD&D Ins		401K	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29		\$0.00	\$0.00	\$0.00	\$0.00	\$52.72	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
30		\$0.00	\$1,160.52	\$0.00	\$309.36	\$191.04	\$81.00	\$0.00	\$0.00	\$ 800.71	\$780.00
31		\$0.00	\$1,106.52	\$0.00	\$309.36	\$296.11	\$73.92	\$0.00	\$0.00	\$ 1,226.25	\$613.11
32		\$0.00	\$0.00	\$0.00	\$0.00	\$300.89	\$183.12	\$0.00	\$31.80	\$ 1,263.28	\$5,052.69
33		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
34		\$0.00	\$1,106.52	\$0.00	\$309.36	\$291.34	\$36.00	\$0.00	\$0.00	\$ 1,221.79	\$611.01
35		\$0.00	\$290.88	\$0.00	\$0.00	\$444.17	\$129.00	\$0.00	\$0.00	\$ 1,861.02	\$23,000.00
36		\$0.00	\$0.00	\$0.00	\$309.36	\$310.44	\$302.16	\$0.00	\$0.00	\$ 1,291.27	\$4,255.42
37		\$0.00	\$290.88	\$0.00	\$0.00	\$195.82	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
38		\$0.00	\$0.00	\$0.00	\$0.00	\$334.32	\$30.00	\$0.00	\$35.28	\$ 1,391.36	\$2,600.00
39		\$0.00	\$467.28	\$0.00	\$0.00	\$281.78	\$178.44	\$0.00	\$19.08	\$ 1,182.16	\$1,773.34
40		\$0.00	\$737.76	\$0.00	\$0.00	\$296.11	\$112.44	\$0.00	\$0.00	\$ 1,231.14	\$1,231.14
41		\$0.00	\$0.00	\$0.00	\$191.64	\$243.58	\$157.92	\$0.00	\$25.68	\$ 733.08	\$443.86
42		\$0.00	\$0.00	\$0.00	\$0.00	\$300.89	\$141.00	\$0.00	\$31.80	\$ 1,258.92	\$780.00
43		\$0.00	\$290.88	\$0.00	\$114.00	\$324.77	\$141.00	\$0.00	\$0.00	\$ 1,353.27	\$2,029.82
44		\$0.00	\$0.00	\$0.00	\$0.00	\$324.77	\$96.24	\$0.00	\$22.08	\$ 1,345.76	\$2,018.86
45		\$0.00	\$1,106.52	\$0.00	\$0.00	\$291.34	\$81.24	\$0.00	\$0.00	\$ 1,221.80	\$2,600.00
46		\$0.00	\$0.00	\$0.00	\$191.64	\$195.82	\$0.00	\$0.00	\$0.00	\$ 832.26	\$1,248.61
47		\$0.00	\$737.76	\$0.00	\$114.00	\$410.74	\$12.00	\$0.00	\$0.00	\$ 1,737.29	\$3,474.59
48		\$0.00	\$0.00	\$0.00	\$0.00	\$277.01	\$92.76	\$0.00	\$0.00	\$ 420.09	\$840.27
49		\$0.00	\$0.00	\$0.00	\$0.00	\$253.13	\$0.00	\$0.00	\$0.00	\$ 1,067.94	\$5,200.00
50		\$0.00	\$0.00	\$0.00	\$0.00	\$334.32	\$79.20	\$0.00	\$35.28	\$ 1,391.23	\$9,100.00
51		\$0.00	\$0.00	\$0.00	\$0.00	\$137.13	\$9.00	\$0.00	\$0.00	\$ -	\$0.00
52		\$0.00	\$467.28	\$0.00	\$0.00	\$291.34	\$258.00	\$0.00	\$0.00	\$ 1,210.61	\$1,300.00
53		\$0.00	\$0.00	\$0.00	\$0.00	\$243.58	\$12.00	\$0.00	\$25.68	\$ 1,005.77	\$502.90
54		\$0.00	\$0.00	\$0.00	\$0.00	\$253.13	\$259.68	\$0.00	\$0.00	\$ 1,054.55	\$527.29
55		\$0.00	\$0.00	\$0.00	\$0.00	\$281.78	\$260.16	\$0.00	\$19.08	\$ 1,172.21	\$585.98
56		\$0.00	\$737.76	\$0.00	\$0.00	\$191.04	\$36.00	\$0.00	\$0.00	\$ 788.94	\$394.49

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Line No.	Employee Number	Dental		Vision		Life Insurance		AD&D Ins		401K	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57		\$0.00	\$1,106.52	\$0.00	\$0.00	\$296.11	\$62.28	\$0.00	\$20.04	\$ 1,221.27	\$610.60
58		\$0.00	\$1,106.52	\$0.00	\$0.00	\$300.89	\$86.64	\$0.00	\$0.00	\$ 1,263.28	\$1,894.71
59		\$0.00	\$0.00	\$0.00	\$0.00	\$157.61	\$0.00	\$0.00	\$0.00	\$ 666.65	\$333.32
60		\$0.00	\$0.00	\$0.00	\$0.00	\$24.22	\$3.50	\$0.00	\$0.00	\$ -	\$0.00
61		\$0.00	\$290.88	\$0.00	\$114.00	\$296.11	\$77.52	\$0.00	\$31.20	\$ 1,231.17	\$615.50
62		\$0.00	\$0.00	\$0.00	\$0.00	\$296.11	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
63		\$0.00	\$0.00	\$0.00	\$0.00	\$396.41	\$380.04	\$0.00	\$41.88	\$ 1,649.92	\$12,239.25
64		\$0.00	\$659.04	\$0.00	\$0.00	\$300.89	\$129.00	\$0.00	\$63.48	\$ 1,263.28	\$631.65
65		\$0.00	\$0.00	\$0.00	\$114.00	\$143.28	\$0.00	\$0.00	\$15.12	\$ 159.40	\$79.72
66		\$0.00	\$659.04	\$0.00	\$0.00	\$262.68	\$198.00	\$0.00	\$27.72	\$ 1,100.76	\$1,300.00
67		\$0.00	\$0.00	\$0.00	\$0.00	\$171.94	\$22.80	\$0.00	\$0.00	\$ 725.23	\$362.63
68		\$0.00	\$0.00	\$0.00	\$114.00	\$157.61	\$0.00	\$0.00	\$0.00	\$ 544.00	\$271.93
69		\$0.00	\$0.00	\$0.00	\$0.00	396.408	\$63.60	\$0.00	\$0.00	\$ 1,649.92	\$824.96
70		\$ -	\$ 19,516.20	\$ -	\$ 4,227.48	\$ 9,064.10	\$9,064.10	\$ -	\$ 866.76	\$ 70,973.72	\$ 173,363.16

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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1		\$15,269.44	\$0.00	\$373.68	\$0.00	\$648.12	\$648.12	\$ 103,670.69	\$4,276.76
2		\$11,444.51	\$0.00	\$282.48	\$0.00	\$485.76	\$485.76	\$ 77,357.37	\$5,768.71
3		\$2,048.92	\$0.00	\$27.40	\$0.00	\$48.17	\$48.17	\$ 18,991.13	\$478.92
4		\$14,038.19	\$0.00	\$346.56	\$0.00	\$595.92	\$595.92	\$ 80,019.12	\$1,758.61
5		\$11,429.37	\$0.00	\$282.12	\$0.00	\$485.04	\$485.04	\$ 81,066.44	\$3,022.28
6		\$15,506.60	\$0.00	\$373.68	\$0.00	\$658.08	\$658.08	\$ 115,575.41	\$2,173.24
7		\$15,269.44	\$0.00	\$373.68	\$0.00	\$648.12	\$648.12	\$ 114,264.91	\$1,565.73
8		\$11,471.48	\$0.00	\$283.20	\$0.00	\$486.96	\$486.96	\$ 75,264.88	\$3,998.29
9		\$9,537.09	\$0.00	\$235.44	\$0.00	\$404.76	\$404.76	\$ 70,734.38	\$6,871.60
10		\$11,066.05	\$0.00	\$273.12	\$0.00	\$469.68	\$469.68	\$ 77,690.51	\$1,370.40
11		\$16,268.56	\$0.00	\$373.68	\$0.00	\$690.48	\$690.48	\$ 111,280.71	\$3,014.62
12		\$15,269.44	\$0.00	\$373.68	\$0.00	\$648.12	\$648.12	\$ 114,560.11	\$3,929.58
13		\$0.00	\$0.00	\$244.56	\$0.00	\$420.60	\$420.60	\$ 57,885.02	\$1,843.68
14		\$12,670.71	\$0.00	\$312.72	\$0.00	\$537.84	\$537.84	\$ 83,269.83	\$20,042.68
15		\$9,784.35	\$0.00	\$241.56	\$0.00	\$415.32	\$415.32	\$ 45,867.45	\$615.98
16		\$9,910.50	\$0.00	\$244.56	\$0.00	\$420.60	\$420.60	\$ 71,033.19	\$2,059.90
17		\$16,818.58	\$0.00	\$373.68	\$0.00	\$713.76	\$713.76	\$ 117,901.34	\$2,149.39
18		\$9,754.07	\$0.00	\$240.72	\$0.00	\$414.00	\$414.00	\$ 70,542.52	\$1,227.32
19		\$14,769.88	\$0.00	\$364.56	\$0.00	\$626.88	\$626.88	\$ 110,366.48	\$18,255.04
20		\$16,268.56	\$0.00	\$373.68	\$0.00	\$690.48	\$690.48	\$ 106,996.96	\$1,363.36
21		\$21,096.98	\$0.00	\$373.68	\$0.00	\$895.44	\$895.44	\$ 131,196.31	\$11,025.12
22		\$10,884.39	\$0.00	\$268.68	\$0.00	\$462.00	\$462.00	\$ 76,567.90	\$1,899.82
23		\$16,818.58	\$0.00	\$373.68	\$0.00	\$713.76	\$713.76	\$ 118,308.68	\$1,575.54
24		\$13,947.37	\$0.00	\$344.28	\$0.00	\$591.96	\$591.96	\$ 104,212.98	\$2,055.80
25		\$15,506.60	\$0.00	\$373.68	\$0.00	\$658.08	\$658.08	\$ 107,529.27	\$2,310.75
26		\$16,896.94	\$0.00	\$373.68	\$0.00	\$717.12	\$717.12	\$ 99,918.09	\$3,515.32
27		\$9,537.09	\$0.00	\$235.44	\$0.00	\$404.76	\$404.76	\$ 65,360.56	\$1,182.77
28		\$41,266.26	\$0.00	\$373.68	\$0.00	\$1,751.52	\$1,751.52	\$ 254,938.74	\$5,518.03

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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 28,356.65	\$0.00
30		\$9,678.38	\$0.00	\$238.92	\$0.00	\$410.88	\$410.88	\$ 76,724.40	\$2,741.76
31		\$14,880.89	\$0.00	\$367.32	\$0.00	\$631.56	\$631.56	\$ 106,789.09	\$2,734.47
32		\$15,269.44	\$0.00	\$373.68	\$0.00	\$648.12	\$648.12	\$ 113,808.49	\$5,915.73
33		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 26,690.76	\$0.00
34		\$14,769.88	\$0.00	\$364.56	\$0.00	\$626.88	\$626.88	\$ 105,185.98	\$2,689.77
35		\$22,497.03	\$0.00	\$373.68	\$0.00	\$954.84	\$954.84	\$ 144,950.67	\$24,374.72
36		\$15,563.64	\$0.00	\$373.68	\$0.00	\$660.60	\$660.60	\$ 93,288.27	\$5,527.54
37		\$0.00	\$0.00	\$143.44	\$0.00	\$227.12	\$227.12	\$ 56,915.13	\$518.00
38		\$16,818.58	\$0.00	\$373.68	\$0.00	\$713.76	\$713.76	\$ 108,168.26	\$3,379.04
39		\$14,290.50	\$0.00	\$352.68	\$0.00	\$606.60	\$606.60	\$ 91,448.61	\$3,044.74
40		\$14,880.89	\$0.00	\$367.32	\$0.00	\$631.56	\$631.56	\$ 107,977.58	\$2,712.90
41		\$8,109.05	\$0.00	\$300.72	\$0.00	\$517.08	\$517.08	\$ 65,692.81	\$1,336.18
42		\$15,269.44	\$0.00	\$373.68	\$0.00	\$648.12	\$648.12	\$ 109,544.48	\$1,600.92
43		\$16,358.09	\$0.00	\$373.68	\$0.00	\$694.32	\$694.32	\$ 100,752.27	\$3,270.02
44		\$16,268.56	\$0.00	\$373.68	\$0.00	\$690.48	\$690.48	\$ 108,986.53	\$2,827.66
45		\$14,769.88	\$0.00	\$364.56	\$0.00	\$626.88	\$626.88	\$ 106,033.97	\$4,414.64
46		\$9,910.50	\$0.00	\$244.56	\$0.00	\$420.60	\$420.60	\$ 68,717.26	\$1,860.85
47		\$20,808.62	\$0.00	\$373.68	\$0.00	\$883.20	\$883.20	\$ 132,439.15	\$5,221.55
48		\$13,947.37	\$0.00	\$344.28	\$0.00	\$591.96	\$591.96	\$ 53,985.09	\$1,524.99
49		\$12,817.04	\$0.00	\$316.32	\$0.00	\$544.08	\$544.08	\$ 81,809.97	\$5,744.08
50		\$16,818.58	\$0.00	\$373.68	\$0.00	\$713.76	\$713.76	\$ 98,964.11	\$9,928.24
51		\$0.00	\$0.00	\$95.68	\$0.00	\$151.44	\$151.44	\$ 48,379.83	\$160.44
52		\$14,633.63	\$0.00	\$361.20	\$0.00	\$621.12	\$621.12	\$ 102,708.71	\$2,646.40
53		\$12,135.82	\$0.00	\$299.52	\$0.00	\$515.16	\$515.16	\$ 83,653.52	\$1,055.74
54		\$12,747.99	\$0.00	\$314.64	\$0.00	\$541.08	\$541.08	\$ 82,014.66	\$1,328.05
55		\$14,169.39	\$0.00	\$349.68	\$0.00	\$601.32	\$601.32	\$ 100,221.18	\$1,466.54
56		\$9,537.09	\$0.00	\$235.44	\$0.00	\$404.76	\$404.76	\$ 68,736.13	\$1,573.01

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Analysis of Salaries and Benefits
For the Calendar Year 2013

Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57		\$14,880.89	\$0.00	\$367.32	\$0.00	\$631.56	\$631.56	\$ 105,607.57	\$2,431.00
58		\$15,269.44	\$0.00	\$373.68	\$0.00	\$648.12	\$648.12	\$ 116,458.94	\$3,735.99
59		\$8,003.08	\$0.00	\$197.52	\$0.00	\$339.72	\$339.72	\$ 59,928.59	\$673.04
60		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 9,088.57	\$3.50
61		\$14,880.89	\$0.00	\$367.32	\$0.00	\$631.56	\$631.56	\$ 102,401.05	\$1,760.66
62		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 10,376.10	\$0.00
63		\$19,943.12	\$0.00	\$373.68	\$0.00	\$846.48	\$846.48	\$ 128,859.19	\$13,507.65
64		\$15,269.44	\$0.00	\$373.68	\$0.00	\$648.12	\$648.12	\$ 118,205.50	\$2,131.29
65		\$7,175.53	\$0.00	\$177.12	\$0.00	\$304.56	\$304.56	\$ 48,509.01	\$513.40
66		\$13,306.51	\$0.00	\$328.44	\$0.00	\$564.72	\$564.72	\$ 86,258.11	\$2,749.48
67		\$8,659.07	\$0.00	\$213.72	\$0.00	\$367.56	\$367.56	\$ 59,959.08	\$752.99
68		\$7,962.71	\$0.00	\$196.56	\$0.00	\$337.92	\$337.92	\$ 54,204.04	\$723.85
69		\$19,943.12	\$0.00	\$373.68	\$0.00	\$846.48	\$846.48	\$ 132,611.68	\$1,735.04
70		\$ 876,794.06	\$ - -	\$ 20,478.24	\$ - -	\$ 38,147.41	\$ 38,147.41	\$ 6,167,782.00	\$ 245,185.11

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit Coop
1			\$ 61,788.16	\$6,402.90	\$4,487.04	\$0.00	\$ 72,678.10	\$11,626.68
2			\$ 48,228.56	\$829.50	\$2,831.36	\$0.00	\$ 51,889.42	\$17,709.48
3			\$ 64,437.13	\$0.00	\$3,148.08	\$0.00	\$ 67,585.21	\$5,338.08
4			\$ 54,342.00	\$630.72	\$3,363.84	\$0.00	\$ 58,336.56	\$0.00
5			\$ 43,030.00	\$3,802.09	\$3,711.12	\$0.00	\$ 50,543.21	\$17,709.48
6			\$ 62,604.59	\$8,898.07	\$3,756.80	\$0.00	\$ 75,259.46	\$17,709.48
7			\$ 62,253.44	\$11,798.57	\$4,959.36	\$0.00	\$ 79,011.37	\$17,709.48
8			\$ 44,789.22	\$0.00	\$2,210.00	\$0.00	\$ 46,999.22	\$11,626.68
9			\$ 39,413.04	\$275.40	\$1,909.44	\$0.00	\$ 41,597.88	\$12,864.12
10			\$ 44,787.26	\$240.68	\$2,224.56	\$0.00	\$ 47,252.50	\$17,709.48
11			\$ 68,374.68	\$235.90	\$5,283.60	\$0.00	\$ 73,894.18	\$17,709.48
12			\$ 64,439.88	\$8,424.87	\$4,959.36	\$0.00	\$ 77,824.11	\$17,709.48
13			\$ 48,770.37	\$518.29	\$2,910.72	\$0.00	\$ 52,199.38	\$12,864.12
14			\$ 39,788.34	\$582.12	\$2,269.20	\$0.00	\$ 42,639.66	\$12,864.12
15			\$ 41,647.30	\$2,734.29	\$2,217.28	\$0.00	\$ 46,598.87	\$5,338.08
16			\$ 38,937.52	\$69.45	\$1,881.36	\$0.00	\$ 40,888.33	\$11,626.68
17			\$ 70,275.00	\$11,225.44	\$5,461.68	\$0.00	\$ 86,962.12	\$17,709.48
18			\$ 36,870.23	\$741.23	\$1,752.40	\$0.00	\$ 39,363.86	\$12,864.12
19			\$ 61,159.35	\$11,801.13	\$3,197.60	\$0.00	\$ 76,158.08	\$17,709.48
20			\$ 69,160.25	\$401.03	\$5,283.60	\$0.00	\$ 74,844.88	\$17,709.48
21			\$ 84,952.27	\$0.00	\$6,704.88	\$0.00	\$ 91,657.15	\$12,864.12
22			\$ 22,445.92	\$0.00	\$0.00	\$0.00	\$ 22,445.92	\$0.00
23			\$ 41,832.21	\$0.00	\$6,204.32	\$0.00	\$ 48,036.53	\$1,072.01
24			\$ 44,085.88	\$78.90	\$2,693.12	\$0.00	\$ 46,857.90	\$12,864.12
25			\$ 69,805.95	\$7,007.19	\$5,201.60	\$0.00	\$ 82,014.74	\$17,709.48
26			\$ 54,056.73	\$9,464.55	\$2,660.32	\$0.00	\$ 66,181.60	\$17,709.48
27			\$ 65,677.27	\$269.46	\$5,029.92	\$0.00	\$ 70,976.65	\$17,709.48
28			\$ 68,455.69	\$0.00	\$4,965.84	\$0.00	\$ 73,421.53	\$17,709.48

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standby Bonus	Sub-total	Health Benefit Coop
29			\$ 38,866.92	\$151.47	\$1,909.44	\$0.00	\$ 40,927.83	\$5,338.08
30			\$ 177,816.80	\$0.00	\$13,083.84	\$0.00	\$ 190,900.64	\$12,864.12
31			\$ 38,614.17	\$7,800.73	\$1,945.84	\$0.00	\$ 48,360.74	\$17,709.48
32			\$ 60,203.20	\$6,838.18	\$2,761.92	\$0.00	\$ 69,803.30	\$17,709.48
33			\$ 50,701.04	\$5,582.14	\$3,778.56	\$0.00	\$ 60,061.74	\$17,709.48
34			\$ 59,740.64	\$9,759.08	\$2,969.20	\$0.00	\$ 72,468.92	\$17,709.48
35			\$ 90,575.29	\$0.00	\$7,044.24	\$0.00	\$ 97,619.53	\$12,864.12
36			\$ 63,040.65	\$0.00	\$3,998.40	\$0.00	\$ 67,039.05	\$17,709.48
37			\$ 68,670.86	\$8,035.12	\$4,681.44	\$0.00	\$ 81,387.42	\$17,709.48
38			\$ 58,168.66	\$978.73	\$3,315.60	\$0.00	\$ 62,462.99	\$5,338.08
39			\$ 62,487.60	\$7,010.82	\$3,682.56	\$0.00	\$ 73,180.98	\$11,626.68
40			\$ 30,579.80	\$638.59	\$2,449.20	\$0.00	\$ 33,667.59	\$17,709.48
41		man	\$ 63,893.48	\$7,561.96	\$4,959.36	\$0.00	\$ 76,414.80	\$17,709.48
42			\$ 43,065.60	\$0.00	\$4,935.84	\$0.00	\$ 48,001.44	\$12,864.12
43			\$ 65,144.45	\$0.00	\$5,313.84	\$0.00	\$ 70,458.29	\$17,709.48
44			\$ 65,877.44	\$471.80	\$5,032.00	\$0.00	\$ 71,381.24	\$11,626.68
45			\$ 59,099.24	\$12,832.90	\$3,197.60	\$0.00	\$ 75,129.74	\$17,709.48
46			\$ 35,878.72	\$2,304.93	\$1,751.36	\$0.00	\$ 39,935.01	\$17,709.48
47			\$ 81,339.78	\$0.00	\$4,994.56	\$0.00	\$ 86,334.34	\$11,626.68
48			\$ 51,275.56	\$4,545.64	\$3,274.24	\$0.00	\$ 59,095.44	\$17,709.48
49			\$ 49,077.65	\$176.05	\$2,816.40	\$0.00	\$ 52,070.10	\$12,864.12
50			\$ 70,900.21	\$1,146.11	\$5,461.68	\$0.00	\$ 77,508.00	\$12,864.12
51			\$ 62,272.93	\$1,145.88	\$4,752.72	\$0.00	\$ 68,171.53	\$12,864.12
52			\$ 49,085.84	\$299.12	\$2,439.84	\$0.00	\$ 51,824.80	\$17,709.48
53			\$ 50,977.53	\$0.00	\$2,760.80	\$0.00	\$ 53,738.33	\$17,709.48
54			\$ 59,348.92	\$1,687.55	\$4,382.40	\$0.00	\$ 65,418.87	\$12,864.12
55			\$ 15,900.80	\$0.00	\$2,224.56	\$0.00	\$ 18,125.36	\$1,072.01
56			\$ 37,948.65	\$108.56	\$1,881.36	\$0.00	\$ 39,938.57	\$17,709.48

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit Coop
57			\$ 60,128.34	\$4,275.54	\$3,682.56	\$0.00	\$ 68,086.44	\$17,709.48
58			\$ 62,682.02	\$12,538.54	\$3,778.56	\$0.00	\$ 78,999.12	\$17,709.48
59			\$ 31,202.17	\$111.40	\$1,544.40	\$0.00	\$ 32,857.97	\$17,709.48
60			\$ 58,428.97	\$8,328.82	\$3,682.56	\$0.00	\$ 70,440.35	\$11,626.68
61			\$ 23,566.61	\$0.00	\$4,959.36	\$0.00	\$ 28,525.97	\$12,864.12
62			\$ 85,469.78	\$0.00	\$6,478.08	\$0.00	\$ 91,947.86	\$17,709.48
63			\$ 64,849.96	\$12,712.31	\$4,959.36	\$0.00	\$ 82,521.63	\$12,864.12
64			\$ 16,226.54	\$83.26	\$116.64	\$0.00	\$ 16,426.44	\$4,427.37
65			\$ 53,242.00	\$0.00	\$3,909.44	\$0.00	\$ 57,151.44	\$12,864.12
66			\$ 31,933.28	\$252.93	\$1,564.16	\$0.00	\$ 33,750.37	\$12,864.12
67			\$ 29,421.75	\$157.56	\$1,442.48	\$0.00	\$ 31,021.79	\$17,709.48
68			\$ 84,784.22	\$0.00	\$6,478.08	\$0.00	\$ 91,262.30	\$17,709.48
69		Total	\$ 3,778,896.31	\$ 203,967.50	\$ 255,672.88	\$ -	\$ 4,238,536.69	\$ 947,832.31

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Line No.	Employee Number	Employee	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1		\$0.00	\$0.00	\$696.00	\$0.00	\$109.56	\$310.99	\$142.92	\$0.00	\$31.20	\$ 1,230.02	\$2,600.00
2		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$235.75	\$226.20	\$0.00	\$23.64	\$ 923.47	\$4,617.54
3		\$0.00	\$0.00	\$274.44	\$0.00	\$0.00	\$316.01	\$26.52	\$0.00	\$20.40	\$ 1,284.81	\$1,284.81
4		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$275.88	\$0.00	\$0.00	\$0.00	\$ 1,102.40	\$1,102.40
5		\$0.00	\$0.00	\$0.00	\$0.00	\$297.48	\$230.74	\$44.52	\$0.00	\$0.00	\$ 922.39	\$1,844.57
6		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$310.99	\$78.48	\$0.00	\$0.00	\$ 1,229.14	\$1,300.00
7		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$310.99	\$140.04	\$0.00	\$31.20	\$ 1,232.38	\$616.30
8		\$0.00	\$0.00	\$0.00	\$0.00	\$187.92	\$225.72	\$88.20	\$0.00	\$68.04	\$ 892.55	\$3,124.29
9		\$0.00	\$0.00	\$621.72	\$0.00	\$184.32	\$195.62	\$396.00	\$0.00	\$19.68	\$ 767.06	\$4,300.00
10		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$225.72	\$86.76	\$0.00	\$22.68	\$ 892.94	\$780.00
11		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$331.06	\$296.76	\$0.00	\$0.00	\$ 1,312.99	\$1,969.51
12		\$0.00	\$0.00	\$0.00	\$0.00	\$184.32	\$310.99	\$122.52	\$0.00	\$0.00	\$ 1,232.38	\$3,081.03
13		\$0.00	\$0.00	\$621.72	\$0.00	\$0.00	\$240.77	\$274.20	\$0.00	\$24.24	\$ 977.15	\$17,120.00
14		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.64	\$79.20	\$0.00	\$20.16	\$ 789.57	\$394.79
15		\$0.00	\$0.00	\$274.44	\$0.00	\$0.00	\$225.72	\$0.00	\$0.00	\$0.00	\$ 832.50	\$1,248.86
16		\$0.00	\$0.00	\$274.44	\$0.00	\$109.56	\$190.61	\$0.00	\$0.00	\$0.00	\$ 777.01	\$1,165.65
17		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$341.09	\$63.60	\$0.00	\$22.08	\$ 1,357.37	\$732.01
18		\$0.00	\$0.00	\$274.44	\$0.00	\$109.56	\$180.58	\$0.00	\$0.00	\$0.00	\$ 735.48	\$367.73
19		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$300.96	\$0.00	\$0.00	\$0.00	\$ 1,191.94	\$17,000.00
20		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$331.06	\$0.00	\$0.00	\$0.00	\$ 1,312.98	\$656.49
21		\$0.00	\$0.00	\$621.72	\$0.00	\$184.32	\$421.34	\$129.00	\$0.00	\$0.00	\$ 1,671.35	\$7,800.00
22		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$51.60	\$0.00	\$0.00	\$ -	\$0.00
23		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$28.47	\$0.00	\$0.00	\$0.00	\$ 145.98	\$1,692.30
24		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$220.70	\$69.00	\$0.00	\$22.20	\$ 878.31	\$1,317.70
25		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$341.09	\$128.76	\$0.00	\$34.32	\$ 1,357.37	\$678.67
26		\$0.00	\$0.00	\$621.72	\$0.00	\$109.56	\$270.86	\$45.36	\$0.00	\$17.52	\$ 1,076.36	\$580.88
27		\$0.00	\$0.00	\$0.00	\$0.00	\$184.32	\$316.01	\$175.80	\$0.00	\$0.00	\$ 1,250.10	\$1,250.10
28		\$0.00	\$0.00	\$1,114.68	\$0.00	\$187.92	\$341.09	\$60.12	\$0.00	\$34.32	\$ 1,363.87	\$1,300.00

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Line No.	Employee Number	Employee	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$195.62	\$63.60	\$0.00	\$12.60	\$ 767.06	\$383.53
30		\$0.00	\$0.00	\$621.72	\$0.00	\$0.00	\$812.59	\$1,108.80	\$0.00	\$0.00	\$ 3,345.40	\$1,672.62
31		\$0.00	\$0.00	\$1,043.88	\$0.00	\$297.48	\$195.62	\$81.00	\$0.00	\$0.00	\$ 781.21	\$780.00
32		\$0.00	\$0.00	\$1,043.88	\$0.00	\$297.48	\$300.96	\$65.16	\$0.00	\$0.00	\$ 1,201.05	\$600.63
33		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$310.99	\$181.44	\$0.00	\$31.20	\$ 1,019.85	\$4,079.49
34		\$0.00	\$0.00	\$1,043.88	\$0.00	\$297.48	\$300.96	\$30.00	\$0.00	\$0.00	\$ 1,191.94	\$595.98
35		\$0.00	\$0.00	\$274.44	\$0.00	\$0.00	\$441.41	\$129.00	\$0.00	\$0.00	\$ 1,760.03	\$14,545.01
36		\$0.00	\$0.00	\$0.00	\$0.00	\$297.48	\$310.99	\$291.48	\$0.00	\$0.00	\$ 1,253.04	\$4,255.42
37		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$341.09	\$30.00	\$0.00	\$34.32	\$ 1,357.36	\$2,600.00
38		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$290.93	\$0.00	\$0.00	\$18.84	\$ 1,153.53	\$1,730.20
39		\$0.00	\$0.00	\$696.00	\$0.00	\$0.00	\$300.96	\$75.36	\$0.00	\$0.00	\$ 1,201.07	\$1,201.07
40		\$0.00	\$0.00	\$0.00	\$0.00	\$184.32	\$245.78	\$155.28	\$0.00	\$24.72	\$ 608.72	\$608.72
41		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$310.99	\$81.00	\$0.00	\$31.20	\$ 1,232.38	\$780.00
42		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$103.68	\$152.40	\$0.00	\$0.00	\$ 423.09	\$3,309.35
43		\$0.00	\$0.00	\$0.00	\$0.00	\$184.32	\$331.06	\$141.00	\$0.00	\$0.00	\$ 1,320.30	\$1,980.44
44		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$331.06	\$93.48	\$0.00	\$21.36	\$ 1,312.98	\$1,969.51
45		\$0.00	\$0.00	\$1,043.88	\$0.00	\$0.00	\$300.96	\$80.40	\$0.00	\$0.00	\$ 1,191.94	\$2,600.00
46		\$0.00	\$0.00	\$0.00	\$0.00	\$184.32	\$180.58	\$0.00	\$0.00	\$0.00	\$ 366.80	\$550.32
47		\$0.00	\$0.00	\$696.00	\$0.00	\$109.56	\$411.31	\$12.00	\$0.00	\$0.00	\$ 1,632.41	\$3,264.64
48		\$0.00	\$0.00	\$1,043.88	\$0.00	\$187.92	\$270.86	\$0.00	\$0.00	\$0.00	\$ 1,035.43	\$1,661.48
49		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$245.78	\$0.00	\$0.00	\$0.00	\$ 987.73	\$5,200.00
50		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$341.09	\$79.20	\$0.00	\$34.32	\$ 1,357.27	\$9,100.00
51		\$0.00	\$0.00	\$440.88	\$0.00	\$0.00	\$295.94	\$258.00	\$0.00	\$0.00	\$ 1,180.98	\$1,300.00
52		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$245.78	\$12.00	\$0.00	\$24.72	\$ 979.52	\$489.76
53		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$260.83	\$152.40	\$0.00	\$0.00	\$ 1,029.06	\$514.53
54		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$285.91	\$253.68	\$0.00	\$18.48	\$ 1,143.43	\$571.70
55		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24.66	\$0.00	\$0.00	\$0.00	\$ 308.02	\$154.01
56		\$0.00	\$0.00	\$1,043.88	\$0.00	\$0.00	\$190.61	\$36.00	\$0.00	\$0.00	\$ 757.25	\$378.63

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Line No.	Employee Number	Employee	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57		\$0.00	\$0.00	\$1,043.88	\$0.00	\$0.00	\$300.96	\$60.96	\$0.00	\$19.44	\$ 1,199.87	\$600.04
58		\$0.00	\$0.00	\$1,043.88	\$0.00	\$0.00	\$310.99	\$42.00	\$0.00	\$0.00	\$ 1,232.38	\$2,935.77
59		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.50	\$0.00	\$0.00	\$0.00	\$ 623.75	\$311.88
60		\$0.00	\$0.00	\$274.44	\$0.00	\$109.56	\$300.96	\$75.36	\$0.00	\$30.24	\$ 1,201.04	\$600.63
61		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$310.99	\$129.00	\$0.00	\$0.00	\$ 487.36	\$2,436.88
62		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$406.30	\$200.28	\$0.00	\$40.80	\$ 1,609.67	\$12,156.82
63		\$0.00	\$0.00	\$621.72	\$0.00	\$0.00	\$310.99	\$129.00	\$0.00	\$62.52	\$ 1,232.38	\$616.30
64		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$36.36	\$0.00	\$0.00	\$15.12	\$ -	\$0.00
65		\$0.00	\$0.00	\$621.72	\$0.00	\$0.00	\$270.86	\$198.00	\$0.00	\$27.24	\$ 1,073.75	\$1,300.00
66		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.51	\$22.80	\$0.00	\$0.00	\$ 638.14	\$319.07
67		\$0.00	\$0.00	\$0.00	\$0.00	\$109.56	\$145.46	\$0.00	\$0.00	\$0.00	\$ -	\$0.00
68		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	406.3	\$63.60	\$0.00	\$0.00	\$ 1,609.67	\$804.95
69		\$ -	\$ -	\$ 17,993.28	\$ -	\$ 4,108.32	\$18,526.63	\$7,209.24	\$ -	\$ 838.80	\$ 71,546.73	\$ 168,885.01

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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1		\$13,791.96	\$0.00	\$374.34	\$0.00	\$632.28	\$632.28	\$ 100,476.30	\$4,211.96
2		\$10,335.57	\$0.00	\$280.53	\$0.00	\$473.76	\$473.76	\$ 81,838.42	\$5,341.14
3		\$14,142.59	\$0.00	\$383.85	\$0.00	\$648.36	\$648.36	\$ 89,409.42	\$2,254.53
4		\$12,277.97	\$0.00	\$333.24	\$0.00	\$562.80	\$562.80	\$ 72,612.97	\$1,665.20
5		\$10,319.24	\$0.00	\$280.08	\$0.00	\$473.04	\$473.04	\$ 80,291.96	\$2,659.61
6		\$13,709.23	\$0.00	\$372.09	\$0.00	\$628.44	\$628.44	\$ 108,986.32	\$2,006.92
7		\$13,791.96	\$0.00	\$374.34	\$0.00	\$632.28	\$632.28	\$ 112,891.85	\$1,419.82
8		\$9,925.38	\$0.00	\$269.39	\$0.00	\$455.04	\$455.04	\$ 70,256.46	\$3,923.49
9		\$8,575.72	\$0.00	\$232.76	\$0.00	\$393.12	\$393.12	\$ 64,826.66	\$5,914.84
10		\$9,992.37	\$0.00	\$271.21	\$0.00	\$458.04	\$458.04	\$ 76,663.30	\$1,347.48
11		\$14,692.68	\$0.00	\$398.78	\$0.00	\$673.56	\$673.56	\$ 108,978.43	\$2,939.83
12		\$13,791.96	\$0.00	\$374.34	\$0.00	\$632.28	\$632.28	\$ 111,687.07	\$4,020.15
13		\$10,625.33	\$0.00	\$288.39	\$0.00	\$487.08	\$487.08	\$ 77,715.65	\$18,527.24
14		\$8,835.39	\$0.00	\$239.80	\$0.00	\$405.00	\$405.00	\$ 65,852.75	\$899.15
15		\$9,957.69	\$0.00	\$270.27	\$0.00	\$456.48	\$456.48	\$ 63,453.88	\$1,979.78
16		\$8,450.45	\$0.00	\$229.36	\$0.00	\$387.36	\$387.36	\$ 62,359.18	\$1,937.01
17		\$15,186.23	\$0.00	\$412.18	\$0.00	\$696.24	\$696.24	\$ 122,387.22	\$1,513.93
18		\$7,870.61	\$0.00	\$213.62	\$0.00	\$360.72	\$360.72	\$ 61,408.42	\$1,112.45
19		\$13,337.55	\$0.00	\$362.00	\$0.00	\$611.40	\$611.40	\$ 109,370.46	\$17,611.40
20		\$14,692.68	\$0.00	\$398.78	\$0.00	\$673.56	\$673.56	\$ 109,632.36	\$1,330.05
21		\$18,642.91	\$0.00	\$506.00	\$0.00	\$854.64	\$854.64	\$ 126,325.17	\$9,589.68
22		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 22,497.52	\$51.60
23		\$2,584.32	\$0.00	\$30.17	\$0.00	\$854.64	\$854.64	\$ 52,723.65	\$2,546.94
24		\$9,830.57	\$0.00	\$266.82	\$0.00	\$450.60	\$450.60	\$ 71,217.31	\$1,859.50
25		\$15,186.23	\$0.00	\$412.18	\$0.00	\$696.24	\$696.24	\$ 117,505.00	\$1,537.99
26		\$11,949.22	\$0.00	\$324.32	\$0.00	\$547.85	\$547.85	\$ 97,834.19	\$1,922.89
27		\$13,987.01	\$0.00	\$379.63	\$0.00	\$641.16	\$641.16	\$ 105,119.83	\$2,251.38
28		\$15,261.70	\$0.00	\$414.23	\$0.00	\$699.60	\$699.60	\$ 108,930.53	\$3,396.64

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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29		\$8,575.72	\$0.00	\$232.76	\$0.00	\$393.12	\$393.12	\$ 56,298.17	\$852.85
30		\$36,385.20	\$0.00	\$987.55	\$0.00	\$1,668.00	\$1,668.00	\$ 247,259.71	\$5,071.14
31		\$8,742.27	\$0.00	\$237.28	\$0.00	\$400.80	\$400.80	\$ 76,312.78	\$2,603.16
32		\$13,439.05	\$0.00	\$364.75	\$0.00	\$616.08	\$616.08	\$ 103,198.87	\$2,623.23
33		\$13,791.96	\$0.00	\$374.34	\$0.00	\$632.28	\$632.28	\$ 93,771.09	\$4,924.41
34		\$13,337.55	\$0.00	\$362.00	\$0.00	\$611.40	\$611.40	\$ 105,711.30	\$2,578.74
35		\$19,587.89	\$0.00	\$531.64	\$0.00	\$897.96	\$897.96	\$ 133,390.17	\$15,846.41
36		\$13,733.97	\$0.00	\$372.76	\$0.00	\$629.52	\$629.52	\$ 101,029.30	\$5,473.90
37		\$15,186.23	\$0.00	\$412.18	\$0.00	\$696.24	\$696.24	\$ 116,778.91	\$3,360.56
38		\$12,909.31	\$0.00	\$350.38	\$0.00	\$591.72	\$591.72	\$ 82,806.01	\$2,340.76
39		\$13,439.05	\$0.00	\$364.75	\$0.00	\$616.08	\$616.08	\$ 100,503.97	\$2,588.51
40		\$11,003.48	\$0.00	\$298.65	\$0.00	\$504.36	\$504.36	\$ 63,947.56	\$1,477.40
41		\$13,791.96	\$0.00	\$374.34	\$0.00	\$632.28	\$632.28	\$ 110,236.24	\$1,524.48
42		\$13,724.60	\$0.00	\$372.51	\$0.00	\$209.72	\$209.72	\$ 75,747.88	\$3,671.47
43		\$14,775.00	\$0.00	\$401.02	\$0.00	\$677.28	\$677.28	\$ 105,482.37	\$2,983.04
44		\$14,692.68	\$0.00	\$398.78	\$0.00	\$673.56	\$673.56	\$ 100,179.40	\$2,757.91
45		\$13,337.55	\$0.00	\$362.00	\$0.00	\$611.40	\$611.40	\$ 108,422.52	\$4,335.68
46		\$7,867.20	\$0.00	\$213.53	\$0.00	\$360.60	\$360.60	\$ 66,452.62	\$1,095.24
47		\$18,230.41	\$0.00	\$494.80	\$0.00	\$815.28	\$815.28	\$ 119,145.92	\$4,897.48
48		\$11,950.16	\$0.00	\$324.34	\$0.00	\$547.80	\$547.80	\$ 90,662.65	\$3,441.08
49		\$10,966.56	\$0.00	\$297.65	\$0.00	\$502.68	\$502.68	\$ 77,688.83	\$5,702.68
50		\$15,186.23	\$0.00	\$412.18	\$0.00	\$696.24	\$696.24	\$ 108,103.24	\$9,909.76
51		\$13,215.72	\$0.00	\$358.69	\$0.00	\$605.76	\$605.76	\$ 96,654.81	\$2,604.64
52		\$10,957.90	\$0.00	\$297.42	\$0.00	\$502.32	\$502.32	\$ 82,283.44	\$1,028.80
53		\$11,514.28	\$0.00	\$312.52	\$0.00	\$527.88	\$527.88	\$ 84,983.95	\$1,194.81
54		\$12,795.69	\$0.00	\$347.30	\$0.00	\$564.60	\$564.60	\$ 93,387.68	\$1,408.46
55		\$1,211.52	\$0.00	\$22.45	\$0.00	\$24.75	\$24.75	\$ 20,764.11	\$178.76
56		\$8,450.45	\$0.00	\$229.36	\$0.00	\$387.36	\$387.36	\$ 67,508.46	\$1,845.87

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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57		\$13,439.05	\$0.00	\$364.75	\$0.00	\$616.08	\$616.08	\$ 101,476.63	\$2,340.40
58		\$13,791.96	\$0.00	\$374.34	\$0.00	\$632.28	\$632.28	\$ 112,781.56	\$4,653.93
59		\$6,937.29	\$0.00	\$188.29	\$0.00	\$318.00	\$318.00	\$ 58,634.78	\$629.88
60		\$13,439.05	\$0.00	\$364.75	\$0.00	\$616.08	\$616.08	\$ 97,763.31	\$1,706.31
61		\$13,791.96	\$0.00	\$374.34	\$0.00	\$632.28	\$632.28	\$ 56,805.03	\$3,198.16
62		\$18,013.09	\$0.00	\$488.91	\$0.00	\$825.72	\$825.72	\$ 130,795.00	\$13,223.62
63		\$13,791.96	\$0.00	\$374.34	\$0.00	\$632.28	\$632.28	\$ 111,545.71	\$2,061.82
64		\$0.00	\$0.00	\$43.98	\$0.00	\$74.25	\$74.25	\$ 20,972.04	\$89.37
65		\$12,016.55	\$0.00	\$326.15	\$0.00	\$550.80	\$550.80	\$ 84,180.81	\$2,697.76
66		\$7,026.00	\$0.00	\$190.70	\$0.00	\$322.08	\$322.08	\$ 54,814.21	\$663.95
67		\$0.00	\$0.00	\$175.87	\$0.00	\$297.00	\$297.00	\$ 49,204.14	\$406.56
68		\$18,013.09	\$0.00	\$488.91	\$0.00	\$825.72	\$825.72	\$ 129,972.76	\$1,694.27
69		\$ 824,804.11	\$ -	\$ 22,555.95	\$ -	\$ 38,425.21	\$ 38,425.21	\$ 6,150,910.23	\$ 237,459.86

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit Coop
1			\$ 60,559.04	5,567.48	4,167.36	0.00	70,293.88	10,666.92
2			\$ 47,093.16	129.49	2,762.24	0.00	49,984.89	16,196.76
3			\$ 60,229.24	0.00	2,982.72	0.00	63,211.96	4,950.00
4			\$ 51,828.36	618.08	3,296.00	0.00	55,742.44	0.00
5			\$ 41,935.46	3,205.35	3,464.00	0.00	48,604.81	16,196.76
6			\$ 59,716.58	9,628.09	3,609.60	0.00	72,954.27	16,196.76
7			\$ 61,758.24	7,623.54	4,861.92	0.00	74,243.70	16,196.76
8			\$ 41,406.50	0.00	2,041.52	0.00	43,448.02	10,666.92
9			\$ 38,590.08	54.00	1,872.00	0.00	40,516.08	11,791.92
10			\$ 43,825.53	267.41	2,180.88	0.00	46,273.82	16,196.76
11			\$ 66,792.84	254.38	5,179.44	0.00	72,226.66	16,196.76
12			\$ 63,087.02	9,936.84	4,861.92	0.00	77,885.78	16,196.76
13			\$ 44,290.78	798.24	2,837.76	0.00	47,926.78	11,791.92
14			\$ 38,903.04	1,142.26	2,076.48	0.00	42,121.78	11,791.92
15			\$ 40,069.94	2,449.33	1,964.56	0.00	44,483.83	4,950.00
16			\$ 35,848.64	76.59	1,770.08	0.00	37,695.31	10,666.92
17			\$ 67,210.93	7,490.10	5,354.16	0.00	80,055.19	16,196.76
18			\$ 33,228.16	402.40	1,641.12	0.00	35,271.68	11,791.92
19			\$ 55,631.04	10,667.81	2,910.96	0.00	69,209.81	11,791.92
20			\$ 67,511.44	254.38	5,179.44	0.00	72,945.26	16,196.76
21			\$ 77,912.30	0.00	6,335.28	0.00	84,247.58	11,791.92
22			\$ 11,997.17	0.00	5,496.96	0.00	17,494.13	11,791.92
23			\$ 91,933.13	0.00	5,724.16	0.00	97,657.29	11,791.92
24			\$ 43,196.88	61.90	2,640.64	0.00	45,899.42	11,791.92
25			\$ 66,780.08	8,044.74	4,844.24	0.00	79,669.06	16,196.76
26			\$ 48,884.90	6,148.35	2,401.36	0.00	57,434.61	16,196.76
27			\$ 64,291.16	263.88	4,925.76	0.00	69,480.80	16,196.76
28			\$ 66,949.20	0.00	4,612.32	0.00	71,561.52	16,196.76

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit Coop.
29			\$ 37,996.20	149.85	1,872.00	0.00	40,018.05	4,950.00
30			\$ 163,104.67	0.00	12,438.72	0.00	175,543.39	11,791.92
31			\$ 36,360.96	7,542.35	1,822.08	0.00	45,725.39	16,196.76
32			\$ 54,294.99	6,370.02	2,932.80	0.00	63,597.81	16,196.76
33			\$ 60,185.56	9,869.52	3,704.32	0.00	73,759.40	16,196.76
34			\$ 57,772.00	6,535.88	2,910.96	0.00	67,218.84	16,196.76
35			\$ 84,595.13	0.00	6,641.04	0.00	91,236.17	11,791.92
36			\$ 58,682.83	0.00	3,562.24	0.00	62,245.07	16,196.76
37			\$ 68,107.68	8,790.13	4,334.32	0.00	81,232.13	16,196.76
38			\$ 56,847.70	287.72	3,034.08	0.00	60,169.50	11,791.92
39			\$ 61,160.69	7,667.05	3,609.60	0.00	72,437.34	10,666.92
40			\$ 30,484.18	1,835.92	2,401.36	0.00	34,721.46	16,196.76
41			\$ 63,363.32	10,211.70	4,861.92	0.00	78,436.94	16,196.76
42			\$ 62,784.00	345.60	4,838.40	0.00	67,968.00	11,791.92
43			\$ 64,062.04	0.00	5,209.68	0.00	69,271.72	16,196.76
44			\$ 64,499.17	231.25	4,686.16	0.00	69,416.58	10,666.92
45			\$ 57,852.92	9,539.94	2,910.96	0.00	70,303.82	16,196.76
46			\$ 17,281.53	933.79	0.00	0.00	18,215.32	2,699.46
47			\$ 77,580.84	0.00	4,778.24	0.00	82,359.08	10,666.92
48			\$ 47,381.33	258.90	2,577.12	0.00	50,217.35	11,791.92
49			\$ 69,747.09	1,126.92	5,354.16	0.00	76,228.17	11,791.92
50			\$ 22,969.73	21.71	3,704.32	0.00	26,695.76	16,196.76
51			\$ 59,978.08	0.00	4,658.64	0.00	64,636.72	11,791.92
52			\$ 48,033.56	172.50	2,392.00	0.00	50,598.06	16,196.76
53			\$ 49,762.28	0.00	2,512.64	0.00	52,274.92	16,196.76
54			\$ 57,915.00	2,217.36	4,006.72	0.00	64,139.08	11,791.92
55			\$ 46,229.52	78.65	2,684.16	0.00	48,992.33	11,791.92
56			\$ 35,974.76	104.28	1,782.56	0.00	37,861.60	16,196.76

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Line No.	Employee Number	Job Title	Regular Pay	Overtime Pay	Vacation Pay	Standy Bonus	Sub-total	Health Benefit Coop
57			\$ 58,508.15	5,721.68	3,609.60	0.00	67,839.43	16,196.76
58			\$ 60,518.82	9,851.69	3,704.32	0.00	74,074.83	16,196.76
59			\$ 28,511.60	632.03	1,404.00	0.00	30,547.63	16,196.76
60			\$ 5,680.33	8,628.26	3,609.60	0.00	17,918.19	10,666.92
61			\$ 56,062.86	3,279.28	4,861.92	0.00	64,204.06	11,791.20
62			\$ 80,621.78	0.00	6,142.08	0.00	86,763.86	16,196.76
63			\$ 63,645.12	16,334.96	4,861.92	0.00	84,842.00	11,791.92
64			\$ 52,215.16	94.58	3,631.68	0.00	55,941.42	11,791.92
65			\$ 28,132.10	337.40	1,378.00	0.00	29,847.50	16,196.76
66			\$ 554.80	0.00	0.00	0.00	554.80	0.00
67			\$ 80,759.94	0.00	6,142.08	0.00	86,902.02	16,196.76
68		Total	\$ 3,621,679.26	\$ 194,255.56	\$ 247,561.28	\$ -	\$ 4,063,496.10	\$ 874,340.58

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Line No.	Employee Number	Employee	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1		0.00	0.00	650.52	0.00	106.32	291.34	237.48	0.00	34.44	1,112.97	2,400.00
2		0.00	0.00	0.00	0.00	0.00	214.92	210.24	0.00	25.44	830.36	4,151.57
3		0.00	0.00	256.44	0.00	0.00	286.56	44.64	0.00	21.60	1,106.20	1,106.20
4		0.00	0.00	0.00	0.00	288.84	257.90	0.00	0.00	0.00	990.41	990.41
5		0.00	0.00	0.00	0.00	0.00	219.70	68.88	0.00	0.00	833.15	1,666.06
6		0.00	0.00	0.00	0.00	0.00	281.78	105.84	0.00	0.00	1,098.31	1,200.00
7		0.00	0.00	0.00	0.00	0.00	291.34	213.12	0.00	34.44	112.97	556.49
8		0.00	0.00	0.00	0.00	182.40	195.82	92.64	0.00	46.20	758.75	2,655.75
9		0.00	0.00	581.04	0.00	178.92	181.49	406.80	0.00	21.48	692.30	5,300.00
10		0.00	0.00	0.00	0.00	0.00	210.14	123.24	0.00	24.84	806.48	620.00
11		0.00	0.00	0.00	0.00	0.00	310.44	498.96	0.00	0.00	1,185.80	1,778.60
12		0.00	0.00	0.00	0.00	288.84	291.34	170.88	0.00	0.00	1,112.97	2,782.65
13		0.00	0.00	581.04	0.00	0.00	224.47	381.84	0.00	26.52	853.01	16,008.00
14		0.00	0.00	0.00	0.00	0.00	186.26	81.36	0.00	21.96	712.98	356.49
15		0.00	0.00	256.44	0.00	0.00	191.04	0.00	0.00	0.00	732.86	1,099.24
16		0.00	0.00	256.44	0.00	106.32	171.94	0.00	0.00	0.00	657.12	985.79
17		0.00	0.00	0.00	0.00	0.00	319.99	65.04	0.00	24.12	1,225.71	612.97
18		0.00	0.00	256.44	0.00	106.32	157.61	0.00	0.00	0.00	609.25	304.51
19		0.00	0.00	0.00	0.00	0.00	281.78	0.00	0.00	0.00	984.42	11,000.00
20		0.00	0.00	0.00	0.00	0.00	310.44	0.00	0.00	0.00	1,185.80	592.79
21		0.00	0.00	581.04	0.00	178.92	377.30	70.80	0.00	0.00	1,454.61	7,200.00
22		0.00	0.00	0.00	0.00	0.00	329.54	53.04	0.00	0.00	52.35	26.18
23		0.00	0.00	0.00	0.00	0.00	448.94	0.00	0.00	0.00	1,719.94	20,307.70
24		0.00	0.00	0.00	0.00	0.00	205.37	70.80	0.00	24.24	793.48	1,190.12
25		0.00	0.00	0.00	0.00	0.00	319.99	125.76	0.00	37.80	1,225.71	612.97
26		0.00	0.00	581.04	0.00	106.32	234.02	72.96	0.00	17.64	894.17	447.06
27		0.00	0.00	0.00	0.00	0.00	291.34	269.16	0.00	0.00	1,127.72	1,127.72
28		0.00	0.00	1,041.72	0.00	182.40	319.99	94.80	0.00	37.80	1,231.72	1,200.00

Inter-County Energy Cooperative
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Line No.	Employee Number	Employee	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29		0.00	0.00	0.00	0.00	0.00	181.49	403.08	0.00	13.68	692.30	346.15
30		0.00	0.00	581.04	0.00	0.00	735.50	943.08	0.00	0.00	2,923.12	1,461.56
31		0.00	0.00	975.60	0.00	288.84	176.71	82.80	0.00	0.00	676.35	720.00
32		0.00	0.00	975.60	0.00	288.84	281.78	93.84	0.00	0.00	991.83	495.92
33		0.00	0.00	0.00	0.00	0.00	291.34	170.88	0.00	34.44	1,112.97	4,452.33
34		0.00	0.00	975.60	0.00	288.84	281.78	30.60	0.00	0.00	1,063.02	531.50
35		0.00	0.00	256.44	0.00	0.00	396.41	70.80	0.00	0.00	1,525.07	3,251.40
36		0.00	0.00	0.00	0.00	0.00	277.01	258.00	0.00	0.00	1,073.49	3,077.34
37		0.00	0.00	0.00	0.00	0.00	319.99	30.48	0.00	37.80	1,225.71	2,400.00
38		0.00	0.00	0.00	0.00	0.00	272.23	132.60	0.00	32.16	1,041.81	1,519.58
39		0.00	0.00	650.52	0.00	0.00	281.78	121.08	0.00	0.00	1,084.61	1,084.61
40		0.00	0.00	0.00	0.00	178.92	234.02	149.28	0.00	27.60	606.74	606.74
41		0.00	0.00	0.00	0.00	0.00	291.34	82.80	0.00	34.44	1,112.97	2,280.00
42		0.00	0.00	0.00	0.00	0.00	286.56	156.72	0.00	0.00	1,107.69	4,430.73
43		0.00	0.00	0.00	0.00	178.92	310.44	144.60	0.00	0.00	1,192.53	1,788.90
44		0.00	0.00	0.00	0.00	0.00	310.44	160.68	0.00	23.40	1,185.80	1,778.59
45		0.00	0.00	975.60	0.00	0.00	281.78	118.44	0.00	0.00	1,076.46	2,400.00
46		0.00	0.00	0.00	0.00	44.73	74.82	0.00	0.00	0.00	0.00	0.00
47		0.00	0.00	650.52	0.00	106.32	372.53	12.00	0.00	0.00	1,435.54	2,871.10
48		0.00	0.00	0.00	0.00	0.00	229.25	0.00	0.00	0.00	885.07	4,800.00
49		0.00	0.00	0.00	0.00	0.00	319.99	81.36	0.00	37.80	1,225.69	8,400.00
50		0.00	0.00	975.60	0.00	288.84	291.34	170.88	0.00	34.44	416.70	1,041.84
51		0.00	0.00	412.08	0.00	0.00	277.01	132.60	0.00	0.00	1,066.57	1,200.00
52		0.00	0.00	0.00	0.00	0.00	229.25	12.00	0.00	27.12	884.60	442.30
53		0.00	0.00	0.00	0.00	0.00	243.58	232.08	0.00	0.00	929.32	4,646.81
54		0.00	0.00	0.00	0.00	0.00	262.68	382.32	0.00	19.80	1,015.44	507.72
55		0.00	0.00	930.60	0.00	178.92	210.14	366.00	0.00	49.68	806.48	403.35
56		0.00	0.00	975.60	0.00	0.00	171.94	36.60	0.00	0.00	660.97	330.49

Inter-County Energy Cooperative
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Line No.	Employee Number	Employee	Dental		Vision		Life Insurance		AD&D Ins		401K	
			Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57		0.00	0.00	975.60	0.00	0.00	281.78	89.04	0.00	21.24	1,076.10	538.05
58		0.00	0.00	975.60	0.00	0.00	291.34	42.96	0.00	0.00	1,112.97	2,782.65
59		0.00	0.00	0.00	0.00	0.00	138.50	0.00	0.00	0.00	0.00	0.00
60		0.00	0.00	650.52	0.00	182.40	281.78	121.08	0.00	33.24	1,084.61	542.31
61		0.00	0.00	0.00	0.00	0.00	291.34	132.60	0.00	0.00	1,078.31	5,392.00
62		0.00	0.00	0.00	0.00	0.00	367.75	288.84	0.00	43.44	1,410.07	11,221.68
63		0.00	0.00	581.04	0.00	0.00	291.34	70.80	0.00	68.76	1,112.97	556.49
64		0.00	0.00	581.04	0.00	0.00	253.13	132.60	0.00	29.88	969.92	1,200.00
65		0.00	0.00	0.00	0.00	0.00	133.73	23.16	0.00	0.00	365.84	18,292.00
66		0.00	0.00	0.00	0.00	0.00	11.14	0.00	0.00	0.00	0.00	0.00
67		0.00	0.00	0.00	0.00	0.00	367.75	40.32	0.00	0.00	1,410.07	1,816.54
68		\$0.00	\$0.00	\$ 18,140.76	\$ -	\$ 3,751.17	\$18,005.51	\$8,975.28	\$ -	\$ 967.44	\$ 64,741.23	\$ 187,889.95

Inter-County Energy Cooperative
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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
1		13,521.53	0.00	362.66	0.00	619.92	619.92	96,815.36	4,048.68
2		10,080.85	0.00	270.38	0.00	462.12	462.12	78,035.61	4,849.37
3		13,398.24	0.00	359.36	0.00	614.28	614.28	83,684.68	2,043.16
4		12,031.04	0.00	322.69	0.00	551.52	551.52	69,638.10	1,830.77
5		10,116.90	0.00	271.35	0.00	463.80	463.80	76,555.65	2,198.74
6		13,175.54	0.00	353.38	0.00	604.08	604.08	104,488.18	1,909.92
7		13,521.53	0.00	362.66	0.00	619.92	619.92	105,270.66	1,423.97
8		9,171.07	0.00	245.98	0.00	420.48	420.48	64,803.86	3,397.47
9		8,407.57	0.00	225.50	0.00	385.44	385.44	62,425.61	6,873.68
10		9,796.44	0.00	262.75	0.00	449.16	449.16	73,908.65	1,217.24
11		14,404.59	0.00	386.34	0.00	660.36	660.36	105,559.47	2,937.92
12		13,521.53	0.00	362.66	0.00	619.92	619.92	109,870.50	3,862.29
13		10,357.29	0.00	277.79	0.00	474.84	474.84	72,063.47	17,472.24
14		8,662.15	0.00	232.33	0.00	397.08	397.08	63,999.60	856.89
15		8,826.32	0.00	236.73	0.00	404.64	404.64	59,634.38	1,760.32
16		7,950.00	0.00	213.23	0.00	364.44	364.44	57,547.02	1,712.99
17		14,888.46	0.00	399.32	0.00	682.56	682.56	113,513.04	1,384.69
18		7,371.72	0.00	197.72	0.00	337.92	337.92	55,580.21	1,005.19
19		13,076.03	0.00	350.71	0.00	599.40	599.40	96,012.29	11,599.40
20		14,404.59	0.00	386.34	0.00	660.36	660.36	105,779.11	1,253.15
21		17,615.57	0.00	472.47	0.00	807.60	807.60	116,460.55	8,838.36
22		15,287.65	0.00	410.03	0.00	700.92	700.92	45,790.04	780.14
23		20,892.48	0.00	560.36	0.00	957.84	957.84	133,579.83	21,265.54
24		9,637.81	0.00	258.50	0.00	441.84	441.84	68,893.77	1,727.00
25		14,888.46	0.00	399.32	0.00	682.56	682.56	113,187.63	1,459.09
26		10,787.73	0.00	289.34	0.00	494.52	494.52	86,170.09	1,719.54
27		13,697.37	0.00	367.38	0.00	627.48	627.48	101,766.67	2,024.36
28		14,962.46	0.00	401.31	0.00	685.92	685.92	105,134.48	3,242.64

Inter-County Energy Cooperative
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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
29		8,407.57	0.00	225.50	0.00	385.44	385.44	55,081.94	1,148.35
30		34,588.40	0.00	927.70	0.00	1,585.68	1,585.68	228,303.29	4,571.36
31		8,183.49	0.00	219.49	0.00	375.24	375.24	71,459.52	2,442.48
32		13,175.54	0.00	353.38	0.00	604.08	604.08	95,013.24	2,458.28
33		13,521.53	0.00	362.66	0.00	619.92	619.92	105,744.12	5,277.57
34		13,076.03	0.00	350.71	0.00	599.40	599.40	98,535.36	2,425.94
35		18,465.49	0.00	495.26	0.00	846.60	846.60	124,431.31	4,425.24
36		13,001.00	0.00	348.70	0.00	596.04	596.04	93,719.06	3,931.38
37		14,888.46	0.00	399.32	0.00	682.56	682.56	114,655.42	3,150.84
38		12,656.19	0.00	339.45	0.00	580.20	580.20	86,711.67	2,264.54
39		13,175.54	0.00	353.38	0.00	604.08	604.08	98,442.95	2,460.29
40		10,787.73	0.00	289.34	0.00	494.52	494.52	63,245.83	1,457.06
41		13,521.53	0.00	362.66	0.00	619.92	619.92	110,333.58	3,017.16
42		13,455.49	0.00	360.89	0.00	616.92	616.92	95,457.63	5,204.37
43		14,485.30	0.00	388.51	0.00	664.08	664.08	102,343.50	2,776.50
44		14,404.59	0.00	386.34	0.00	660.36	660.36	96,881.27	2,623.03
45		13,076.03	0.00	350.71	0.00	599.40	599.40	101,721.62	4,093.44
46		0.00	0.00	45.51	0.00	71.58	71.58	21,031.87	116.31
47		17,437.05	0.00	467.68	0.00	799.44	799.44	113,177.70	4,439.38
48		10,751.53	0.00	288.37	0.00	492.96	492.96	74,427.19	5,292.96
49		14,888.46	0.00	399.32	0.00	682.56	682.56	105,297.48	9,201.72
50		13,521.53	0.00	362.66	0.00	619.92	619.92	57,984.21	3,131.52
51		12,956.59	0.00	347.51	0.00	594.00	594.00	91,525.91	2,338.68
52		10,743.04	0.00	288.14	0.00	492.48	492.48	79,215.08	973.90
53		11,288.51	0.00	302.77	0.00	517.56	517.56	81,741.92	5,396.45
54		12,316.25	0.00	330.33	0.00	564.60	564.60	90,539.94	1,474.44
55		9,796.90	0.00	262.76	0.00	449.16	449.16	72,465.55	2,377.71
56		8,006.46	0.00	214.74	0.00	367.08	367.08	63,344.22	1,709.77

Inter-County Energy Cooperative
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Analysis of Salaries and Benefits
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Line No.	Employee Number	Defined Benefit		Short-term		Long-Term		TOTALS	
		Coop	Employee	Coop	Employee	Coop	Employee	Coop	Employee
57		13,175.54	0.00	353.38	0.00	604.08	604.08	99,334.33	2,228.01
58		13,521.53	0.00	362.66	0.00	619.92	619.92	105,931.63	4,421.13
59		0.00	0.00	148.92	0.00	234.12	234.12	47,127.43	234.12
60		13,175.54	0.00	353.38	0.00	604.08	604.08	43,923.80	2,133.63
61		13,521.53	0.00	362.66	0.00	619.92	619.92	91,710.28	6,144.52
62		17,081.28	0.00	458.14	0.00	783.12	783.12	122,982.07	12,337.08
63		13,521.53	0.00	362.66	0.00	619.92	619.92	112,321.80	1,897.01
64		11,780.93	0.00	315.98	0.00	540.12	540.12	81,472.89	2,483.64
65		6,189.98	0.00	166.02	0.00	283.80	283.80	53,073.06	18,598.96
66		0.00	0.00	0.00	0.00	0.00	0.00	554.80	0.00
67		17,081.28	0.00	458.14	0.00	783.12	783.12	122,871.71	2,639.98
68		\$ 828,078.27	\$ -	\$ 22,404.35	\$ -	\$ 38,268.90	\$ 38,268.90	\$ 5,900,304.71	\$ 257,993.50

Witness: Sheree Gilliam/Lance Shafer

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

56. For each level of health insurance coverage available to Inter-County's employees (i.e., single, family, etc.), provide the number of employees covered by Inter-County's health insurance plan, any applicable employee contribution rate, the associated premiums for the test year, and each of the plans' deductible(s) amounts.

Response: For the number of participants at the end of the Test Year, please see the information attached to this response.

For the plan deductibles, premiums, and amounts paid by Inter-County and the participants, please see Response 26 above which states as follows: For a schedule of employee benefits available to Inter-County's employees and Test Year end participation, please see Exhibit 7, pages 11 through 13, attached to the Application filed on May 29, 2018. For a list of the capitalized or expensed costs recorded by account number, please see the information attached to this response. For the monthly premiums incurred for the coverages and plans provided, please see Exhibit 7, Work Paper 3, attached to the Application filed on May 29, 2018.

Inter-County Energy Cooperative
Case No. 2018-00129
For the Normalized Test Year Ended October 31, 2017
End-of-Test-Year Healthcare Participation

(a)	(b)	(c)	(d)	(e)	(f)
Line No.	Description	Plan Type/Participants	Plan Type/Participants	Plan Type/Participants	Plan Type/Participants
1	Test-Year End Level of Participants				
2					
3	Active/Retired/Disabled	Employee + family	Employee + spouse	Employee + children	Single only
4	No. of Participants	35	22	8	7
5					
6	Retirees - Medicare	Medicare Retiree	Med. Retiree + Med Spouse	Med. Retiree + Non-Med. Spouse	Non-Med Retiree +Med. Spouse
7	No. of Participants	13	23	1	2

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

57. Explain whether, prior to making any adjustments to wages, salaries, benefits and other compensation in the base rate case, Inter-County, through an outside consultant or otherwise, performed a study or survey to compare its wages, salaries, benefits and other compensation to those of other utilities in the region, or to other local or regional enterprises.
- a. If comparisons were made, provide and discuss the results of such comparisons. Include the results of the study or survey with your response, including all work papers.
 - b. If comparisons were not made, explain why such comparisons were not performed.

Response:

- a. Inter-County annually performs a survey using national, state and regional data to compare utility wages and salaries but does not perform a benefit or other compensation study. Inter-County will be contracting in the near future with an outside consultant to perform a thorough wage and compensation study comparing Inter-County data to other utilities as well as other local or regional industries. The study will be completed and reviewed by staff and the Board of Directors in early fall of 2018. Please see the attached work papers from the latest survey.
- b. Since becoming CEO of Inter-County, I have not participated in the comparison of results of the wage and salary surveys.

August 25, 2017

Market Research Accountant

Survey/Data Source: EKPC

EKPC Accountant (job code 02000) – To ensure proper, accurate, and timely completion of various accounting applications, taxes, records, and financial reports within the established policies and requirements of generally accepted accounting principles (GAAP), various regulatory agencies (RUS, IRS, KY Revenue Dept., etc.) and East Kentucky Power Cooperative.

Market Position Utilized: 2016 Minimum 56,388

Survey/Data Source: NRECA Distribution Survey

Accountant 2 (job code 12L) – Keeps a complete and systematic set of subsidiary records and ledger accounts recording financial transactions and showing financial status of the system. Prepares reports and financial statements. Does not supervise. Requires a Bachelor's degree and more than three years of experience.

Market Position Utilized: 2016 Median 60,008

2016 58,198
Average:

2016 Market Position: 58,198
2017 Market Position: 59,362
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation	41,553
Market Level Compensation	59,362
Maximum Compensation	77,171

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Payroll Specialist

Survey/Data Source: EKPC

EKPC Payroll Specialist (job code 02080) – To assist in coordinating the accurate, timely and confidential completion of biweekly payroll in accordance with GAAP, IRS, RUS and EKPC policies and procedures. To also prepare and balance various financial information, maintain financial databases, and provide other entities the necessary information needed for statistical or financial reporting. To serve as a backup to the Payroll Specialist - Lead as related to payroll processing.

Market Position Utilized: 2016 Median 47,811

Survey/Data Source: NRECA Distribution Survey

Payroll Specialist (job code 12N) – Computes employee wages, enters necessary data on payroll sheets, prepares paychecks and tax reports as necessary.

Market Position Utilized: 2016 Median 50,606

2016 49,209
Average:

2016 Market Position: 49,209
2017 Market Position: 50,193
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 35,135
Market Level Compensation 50,193
Maximum Compensation 65,251

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Communication / Public Information Specialist**

Survey/Data Source: NRECA Distribution Survey

Communication/Public Information Specialist (job code 14G) – Develops communication materials such as co-op magazine and newsletter articles, ads, brochures and the Annual Report, work on co-op website and supports programs such as Operation Round-Up and the Rural Electric Youth Tour.

*Market Position Utilized: 2015 KY Average, Aged 3% 46,201

2016 Average: 46,201

2016 Market Position: 46,201

2017 Market Position: 47,125

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 32,987

Market Level Compensation 47,125

Maximum Compensation 61,262

*Note: 2016 Kentucky median data not available. Used Kentucky 2015 average and aged by 3.0%.

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2015 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Computer System Administrator

Survey/Data Source: EKPC

EKPC LAN/PC Support Specialist (job code 02557) – Provides a wide variety of Network & PC Support Activities to all areas of EKPC.

Market Position Utilized: 2016 Median 65,047

Survey/Data Source: NRECA Distribution Survey

PC Support Analyst/PC Specialist (job code 18F) – Provides desktop PC support to IT users by installing software, solving hardware and software problems and aiding internal and external computer systems use.

Market Position Utilized: 2016 Median 59,862

2016 Average: 62,455

2016 Market Position: 62,455

2017 Market Position: 63,704

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 44,593

Market Level Compensation 63,704

Maximum Compensation 82,815

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Construction and Maintenance Superintendent**

Survey/Data Source: NRECA Distribution Survey

Line Superintendent (job code 15A) – Supervises activities required for constructing and maintaining power transmission and distribution systems. Assists engineering by designing construction layout. Supervises three or more line supervisors.

Market Position Utilized: 2016 Median 81,818

2016 Average: 81,818

2016 Market Position: 81,818

2017 Market Position: 83,454

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 58,418

Market Level Compensation 83,454

Maximum Compensation 108,491

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Crew Leader

Survey/Data Source: NRECA Distribution Survey
Foreman/Line Foreman (job code 15E) – Supervises electric distribution line construction and maintenance – Non-Exempt

Market Position Utilized: 2016 Median 73,050

Survey/Data Source: NRECA Distribution Survey
Lead Lineman/Crew Chief/Working Forman (job code 15K) – Coordinates and directs the line crew activities in constructing distribution facilities. Performs diverse work erecting and repairing transmission and distribution lines of all voltage classes. Works on energized lines, structures and equipment involving electricity distribution.

Market Position Utilized: 2016 Median 72,592

2016 Average: 72,821

2016 Market Position: 72,821
2017 Market Position: 74,277
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation	51,994
Market Level Compensation	74,277
Maximum Compensation	96,560

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Member Account Representative

Survey/Data Source: NRECA Distribution Survey

Cashier (job code 17G) – Receives and prepares receipts for cash payments from member-consumers over the counter; greets visitors, answers inquiries or complaints and/or directs to proper department. Balances and prepares cash and checks for deposits. May also receive mail payments, resolve conflicts and make payment arrangements with members. Does not supervise. May have receptionist duties.

Market Position Utilized: 2016 Median 37,482

Survey/Data Source: NRECA Distribution Survey

Customer Service Representative (job code 17T) – Serves as primary contact in the provision of services, disconnects/connects, problem resolution, payment arrangements, general inquiries and account maintenance. May serve in call center.

Market Position Utilized: 2016 Median 42,973

2016 40,227
Average:

2016 Market Position: 40,227
2017 Market Position: 41,032
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 28,722
Market Level Compensation 41,032
Maximum Compensation 53,341

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Member Services Advisor**

Survey/Data Source: NRECA Distribution Survey

Marketing/Member Services Representative (job code 07E) – Advises and assists commercial, industrial and residential member consumers, dealers and contractors in efficiently using electricity. Implements programs improving load factor and system efficiency. May assist market-diversified services such as telecommunications. May develop, organize and conduct consumer education.

Market Position Utilized:	2016 Median	61,194
		2016 Average:
		61,194

2016 Market Position:	61,194
2017 Market Position:	62,418
Change in Market Position:	2.0%

The salary range for this position based on performance:

Entry Level Compensation	43,693
Market Level Compensation	62,418
Maximum Compensation	81,143

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Supervisor of District Office Services**

Survey/Data Source: NRECA Distribution Survey
Supervisor of District Office Services (job code 10I) – Supervises and directs customer service personnel for daily operations in the cooperative’s district office.

Market Position Utilized: 2016 Median 61,588

2016 Average: 61,588

2016 Market Position: 61,588

2017 Market Position: 62,820

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 43,974

Market Level Compensation 62,820

Maximum Compensation 81,666

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Engineering Services Coordinator

Survey/Data Source: NRECA Distribution Survey

Member Services Representative/Clerk (job code 07G) – Assists new members in completing applications for service. Responds to questions regarding customer accounts, service transfers, and work order status.

*Market Position Utilized: 2015 KY Median, Aged 3% 44,218

Survey/Data Source: NRECA Distribution Survey

Membership Clerk (job code 07V) – Keeps records of all service orders. Maintains member consumer records including service, location, deposits and membership fees.

Market Position Utilized: 2016 Median 49,067

2016 46,643
Average:

2016 Market Position: 46,643

2017 Market Position: 47,576

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 33,303

Market Level Compensation 47,576

Maximum Compensation 61,849

*Note: 2016 Kentucky median data not available. Used Kentucky 2015 median and aged by 3.0%.

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Engineering Technician

Survey/Data Source: EKPC

EKPC Engineering Technician (job code 02125) – To provide technical expertise ranging from analysis and design to contract administration and completion of project construction while also acting as a technical expert and programmer related to all engineering related software applications.

Market Position Utilized: 2016 Median 65,047

Survey/Data Source: NRECA Distribution Survey

Staking/Field Engineering Technician (job code 16M) – Investigates, surveys and stakes electric distribution lines according to construction specifications and prepares staking sheets.

Market Position Utilized: 2016 Median 62,296

2016 63,672
Average:

2016 Market Position: 63,672

2017 Market Position: 64,945

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 45,461

Market Level Compensation 64,945

Maximum Compensation 84,428

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Executive Assistant

Survey/Data Source: EKPC

EKPC Executive Assistant (job code 02027) – Provides administrative support to the President/CEO in order to ensure the organized and efficient flow of information through the executive office.

Market Position Utilized: 2016 33rd Percentile 60,826

Survey/Data Source: NRECA Distribution Survey

Staff/Executive Assistant (job code 111) – In coordination with department heads and manager, develops and evaluates programs, policies, methods and procedures. Coordinates budgets, reports and administrative functions that need not be brought to the attention of the executive. May supervise a secretary.

Market Position Utilized: 2016 Median 58,698

Survey/Data Source: NRECA Distribution Survey

Executive Assistant/Administrative Assistant (job code 17A) – Provides confidential and other secretarial services for the General Manager. Provides services and information for the Board of Directors and its committees in specially assigned areas. May supervise or direct the work of others.

Market Position Utilized: 2016 Median 57,720

2016
Average: 59,081

2016 Market Position: 59,081

2017 Market Position: 60,263

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation	42,184
Market Level Compensation	60,263
Maximum Compensation	78,342

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Facilities Maintenance Coordinator**

Survey/Data Source: NRECA Distribution Survey

Utility Person/Custodian 2 (job code 20N) – Cleans and keeps assigned areas in an orderly condition. Also responsible for minor maintenance.

Market Position Utilized: 2016 Median 43,389

2016
Average: 43,389

2016 Market Position: 43,389

2017 Market Position: 44,257

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 30,980

Market Level Compensation 44,257

Maximum Compensation 57,534

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Human Resource Administrator**

Survey/Data Source: NRECA Distribution Survey

Human Resources/Personnel Specialist (job code 11J) – Administers all aspects of employee benefit programs. May assist in writing policies and job descriptions, administering wage and salary programs and may also perform other duties related to personnel matters.

Market Position Utilized: 2016 Median 61,198

2016 61,198
Average:

2016 Market Position: 61,198

2017 Market Position: 62,820

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 43,974

Market Level Compensation 62,820

Maximum Compensation 81,666

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Line/Maintenance Technician

Survey/Data Source: EKPC

Line Technician Level 3 (job code 10018) – To perform all duties necessary to provide efficient service in the construction, maintenance, upgrading and relocation of EKPC transmission lines.

Market Position Utilized: 2016 Minimum 74,526

Survey/Data Source: NRECA Distribution Survey

Lineman First Class/Journeyman Lineman (job code 15N) – Performs diverse work erecting, repairing and operating distribution and transmission facilities. Works on energized lines, structures and equipment involving electricity distribution.

Market Position Utilized: 2016 Median 67,080

Survey/Data Source: NRECA Distribution Survey

Serviceman/Service Lineman (job code 15O) – A fully qualified lineman familiar with all circuits and switching points. Also builds service drops and extensions. Locates sources of service interruptions and other troubles. Performs necessary construction maintenance and/or repair restoring services. Sets meters, connections and disconnections. May also collect delinquent bills.

Market Position Utilized: 2016 Median 63,357

2016 68,321
Average:

2016 Market Position: 68,321

2017 Market Position: 69,687

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 48,781

Market Level Compensation 69,687

Maximum Compensation 90,594

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Manager Member Accounts

Survey/Data Source: NRECA Distribution Survey

Billing Supervisor (job code 121) – Directs member-consumer bill preparation, applies rate schedules and/or verifies calculations, applies discounts and penalties, payments and balances accounts, answers inquiries and complaints and adjusts bills as needed. Is responsible for employee supervision.

Market Position Utilized: 2016 Median 67,742

Survey/Data Source: NRECA Distribution Survey

Chief or Head Cashier (17F) – Receives and prepares receipts for cash payments from member-consumers over the counter; greets visitors, answers inquiries or complaints and/or directs to proper department. Balances and prepares cash and checks for deposits. May also receive mail payments, resolve conflicts and make payment arrangements with members.

Market Position Utilized: 2016 Median 56,971

2016 Average: 62,357

2016 Market Position: 62,357
2017 Market Position: 63,604
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 44,523
Market Level Compensation 63,604
Maximum Compensation 82,685

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Mapping Technician

Survey/Data Source: NRECA Distribution Survey
Drafter/CAD Operator (job code 16S) – Prepares maps, drawings and charts. Keeps system maps current. Operates computer-assisted mapping system.

Market Position Utilized: 2016 Median 55,099

2016 55,099
Average:

2016 Market Position: 55,099

2017 Market Position: 56,201

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 39,341

Market Level Compensation 56,201

Maximum Compensation 73,062

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Operations Assistant

Survey/Data Source: EKPC

EKPC Administrative Assistant (job code 02770) – To provide various administrative support functions with significant responsibility for coordination and follow-through, contact with internal/external customers, and preparation and development of a wide variety of resources for those supported

Market Position Utilized: 2016 Median 44,270

Survey/Data Source: NRECA Distribution Survey

Secretary (job code 17B) – Provides complete secretarial duties. Functions include: preparing and analyzing reports based on recommended actions. Requires proficiency in all secretarial skills and may direct the activities of other clerical staff.

Market Position Utilized: 2016 Median 54,142

2016 49,206
Average:

2016 Market Position: 49,206
2017 Market Position: 50,190
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation	35,133
Market Level Compensation	50,190
Maximum Compensation	65,247

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Plant Accountant

Survey/Data Source: NRECA Distribution Survey

Accountant 2 (job code 12L) – Keeps a complete and systematic set of subsidiary records and ledger accounts recording financial transactions and showing financial status of the system. Prepares reports and financial statements. Does not supervise. Requires a Bachelor's degree.

Market Position Utilized: 2016 Median 60,008

Survey/Data Source: NRECA Distribution Survey

Work Order Clerk (job code 17N) – Assembles, tabulates and processes cost data for construction and retirement work orders. Posts labor, materials, overhead and other costs accumulating totals on work orders. Prepares inventory for work orders and balances work order summaries.

Market Position Utilized: 2016 Median 46,280

2016 53,144
Average:

2016 Market Position: 53,144

2017 Market Position: 54,207

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 37,945

Market Level Compensation 54,207

Maximum Compensation 70,469

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Safety/Loss Control Coordinator**

Survey/Data Source: NRECA Distribution Survey

Job Training/Safety & Loss Coordinator (job code 11F) – Plans, coordinates and presents job training, safety and loss control programs. Recommends safety operating rules and procedures, assists in evaluating public liability hazards and provides the general public with safety knowledge.

Market Position Utilized: 2016 Median 71,192

2016 71,192
Average:

2016 Market Position: 71,192
2017 Market Position: 72,616
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 50,831
Market Level Compensation 72,616
Maximum Compensation 94,401

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Service Records Clerk

Survey/Data Source: NRECA Distribution Survey
Data Entry Clerk (job code 17W) – Enters, verifies, and corrects information on computer terminal. May edit, interpret, and code data. Works under general supervision.

*Market Position Utilized: 2015 KY Average, Aged 3% 42,227

Survey/Data Source: NRECA Distribution Survey
General Clerk (job code 17X) – Performs keyboard functions, maintains files, keeps simple records, and performs other clerical tasks.

Market Position Utilized: 2016 Median 43,617

Survey/Data Source: NRECA Distribution Survey
Dispatcher/Radio Operator (job code 20W) – Maintains radio communication with field personnel regarding routine activities as well as emergency power outages during both day and evening shifts. May work rotating shifts.

Market Position Utilized: 2016 25th Percentile 41,974

2016 Average: 42,606

2016 Market Position: 42,606
2017 Market Position: 43,458
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 30,421
Market Level Compensation 43,458
Maximum Compensation 56,496

*Note: 2016 Kentucky median data not available. Used Kentucky 2015 average and aged by 3.0%.

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research Service Records Supervisor

Survey/Data Source: NRECA Distribution Survey

Data Entry Clerk (job code 17W) – Enters, verifies, and corrects information on computer terminal. May edit, interpret, and code data. Works under general supervision.

*Market Position Utilized: 2015 KY Average, Aged 3% 42,227

Survey/Data Source: NRECA Distribution Survey

General Clerk (job code 17X) – Performs keyboard functions, maintains files, keeps simple records, and performs other clerical tasks.

Market Position Utilized: 2016 Median 43,617

Survey/Data Source: NRECA Distribution Survey

Dispatcher/Radio Operator (job code 20W) – Maintains radio communication with field personnel regarding routine activities as well as emergency power outages during both day and evening shifts. May work rotating shifts.

Market Position Utilized: 2016 25th Percentile 41,974

2016 **57,518
Average:

2016 Market Position: 57,518

2017 Market Position: 58,669

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 41,068

Market Level Compensation 58,669

Maximum Compensation 76,269

*Note: 2016 Kentucky median data not available. Used Kentucky 2015 average and aged by 3.0%.

**Note: Service Records Supervisor is slotted to the Service Records Clerk with a 35% premium applied.

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research System Engineer

Survey/Data Source: NRECA Distribution Survey

Supervisor/Coordinator of Engineering Services/Construction (job code 16I) – Supervises engineering and field services as well as consulting engineering activities and long-term planning. Positions usually found in smaller systems. May supervise engineering personnel. This position does not require a degree in Electrical Engineering.

*Market Position Utilized: 2016 Region III Median 87,003

2016 87,003
Average:

2016 Market Position: 87,003
2017 Market Position: 88,743
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 62,120
Market Level Compensation 88,743
Maximum Compensation 115,366

*Note: 2016 KY Median data not available. Utilized Region III Median data.

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research VP, Operations

Survey/Data Source: NRECA Distribution Survey

Vice President/Manager/Director of Engineering & Operations (job code 16A) – Manages and/or controls long and short-range system planning design and electrical distribution facility construction and inspection. This position typically requires a degree in Electrical Engineering.

Market Position Utilized: 2016 Median 119,693

2016 119,693
Average:

2016 Market Position: 119,693

2017 Market Position: 122,087

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 85,461

Market Level Compensation 122,087

Maximum Compensation 158,713

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Senior VP, Finance & Administration**

Survey/Data Source: NRECA Distribution Survey

Vice President/Manager/Director of Finance & Administration (job code 12A) – Manages/controls the financial activities for consumer and general accounting, financial planning, banking, insurance, and taxes. Often develops the management information system as well as data processing, purchasing, and human resources. Is responsible for both financial and administrative activities.

Market Position Utilized: 2016 Median. 108,066

2016 108,066
Average:

2016 Market Position: 108,066

2017 Market Position: 110,227

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 77,159
Market Level Compensation 110,227
Maximum Compensation 143,296

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

Market Research
VP, Member Services/Marketing/Public Relations

Survey/Data Source: NRECA Distribution Survey

Vice President Member Services/Public Relations (07A) – Manages and coordinates the activities of member education, community relations, member service, promotion of power use and economic and community development.

Market Position Utilized: 2016 Average 107,256

2016 Average: 107,256

2016 Market Position: 107,256
2017 Market Position: 109,401
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 76,581
Market Level Compensation 109,401
Maximum Compensation 142,221

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
VP, Office Services**

Survey/Data Source: NRECA Distribution Survey

Manager, Office Services/Office Manager (job code 11C) – Oversees consumer, general and plant accounting. Supervises and coordinates office activities of professional and support personnel. Supervises customer services activities such as billing, payments, service orders and front counter activities.

Market Position Utilized: 2016 Average 88,450

2016
Average: 88,450

2016 Market Position: 88,450

2017 Market Position: 90,219

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation	63,153
Market Level Compensation	90,219
Maximum Compensation	117,285

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Field Technician**

Survey/Data Source: NRECA Distribution Survey

Meter Technician (job code 20C) – Installs or oversees installation, tests, calibrates and repairs all types of watt-hour and demand meters, including poly-phase meters and current transformers. Keeps inventory stock of meters/parts. Makes voltage check on the system and assists with or makes load surveys. May read demand and substation meters. Also, may make service calls on high bill complaints.

Market Position Utilized: 2016 Median 30.02

2016 Average: 30.02

2016 Market Position: 30.02

2017 Market Position: 30.62

Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 21.43

Market Level Compensation 30.62

Maximum Compensation 39.81

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Coordinator Purchase/Warehouse**

Survey/Data Source: NRECA Distribution Survey
Warehouse Materials Handler (job code 19E) – Receives, stores and issues line materials, equipment, merchandise for resale, tools and safety equipment in a stockroom/storeroom. Performs all aspects of coordination for a full-service warehouse.

Market Position Utilized: 2016 Median 50,627

Survey/Data Source: NRECA Distribution Survey
Purchasing Agent (job code 19A) – Purchases materials and services consistent with quality, quantity, and specification and requirements of user departments.

Market Position Utilized: 2016 Median 67,752

2016 Average: 59,190

2016 Market Position: 59,190
2017 Market Position: 60,373
Change in Market Position: 2.0%

The salary range for this position based on performance:

Entry Level Compensation 42,261
Market Level Compensation 60,373
Maximum Compensation 78,485

Note – market data matches reassessed September 2016.

-Moved salary range data by 2% for entry, market, and maximum compensation. Maintained 2016 market pricing data – did not remarket price positions for 2017.

August 25, 2017

**Market Research
Data Entry Clerk**

Survey/Data Source: NRECA Distribution Survey
Data Entry Clerk (job code 17 W) – Enters, verifies and corrects information on computer. May edit interpret and code data. Works under general supervision.

*Market Position Utilized: Region III Median 43,722

Average: 43,722

2017 Market Position: 43,722

The salary range for this position based on performance:

Entry Level Compensation 30,605

Market Level Compensation 43,722

Maximum Compensation 56,838

*Note: 2017 KY Median data not available. Utilized Region III Median data.

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

58. Provide Inter-County's current nepotism policy and indicate when it was most recently changed.

Response: Please see attached.

POLICY 111

NEPOTISM

I. OBJECTIVE

To set forth the policy of the Cooperative with regard to hiring and employment of relatives of Board members and employees of the Cooperative.

II. POLICY CONTENT

The Board has determined that certain relatives (as defined in this policy) of employees and Board members shall not be hired or retained by the Cooperative.

III. PROVISIONS

- A. Relative is defined as a spouse, parent (including step or in-law), child (including step or in-law), brother, sister (including step or in-law), grandparent, grandchild, aunt, uncle, nephew, niece, half-brother and half-sister.
- B. No relative of a Cooperative employee or Cooperative Board member shall be hired by the Cooperative.
- C. When a Board of Director and employee becomes a relative, one of them shall be required to terminate his/her employment/service with the Cooperative. If the two cannot mutually agree as to who will terminate, the one with the shortest tenure with the Cooperative shall terminate. Such termination must occur within thirty (30) days of the date of "relative status". However, no employee shall lose employment if he/she becomes a close relative of a Director because of a marriage to which he/she was not a party.
- D. When any two (2) employees become related as defined above and work in the same department or a conflict of interest is created, one of the employees may transfer or be re-assigned by management to a position that does not create a conflict of interest.
- E. Job vacancies are filled on the basis of relevant criteria believed essential to the selection of the best qualified candidate. However, an otherwise qualified candidate is excluded from consideration for a vacancy if a potential conflict of interest involving a relative would be created. The Company will remedy situations in which relationships between related employees create actual or potential conflict of interests.
- F. Candidates are ineligible for employment, promotion, or transfer to a job where an employee who is a relative would recommend or approve hiring, termination, performance appraisals, pay changes, disciplinary actions, promotions, etc., for the candidate.
- G. Non-supervisory restrictions on the continued employment of relatives are as follows:

1. Relatives may not report to the same immediate supervisor or have a direct reporting relationship. This includes work assignments in which employees are rotated.
 2. Relatives may not be permanently assigned to work in locations where they are physically close to or in view of each other if such location does or is believed to create a conflict of interest.
 3. Relatives are not permitted to work in sensitive jobs or on critical assignments that are interrelated.
- H. Supervisors shall establish safeguards to prevent situations in which an employee processes or has access to sensitive paperwork or other communications regarding a relative.
- I. Should a conflict of interest arise between relatives or close personal relationships of employees employed by the Cooperative that are not specifically covered by this policy, the conflict will be resolved by management in the best interest of the Cooperative. If a transfer or re-assignment by management is instituted to a position in order to eliminate a conflict of interest, a vacancy must exist for which the employee is qualified. If no such vacancy exists, one of the employees shall terminate his/her employment. The employees shall choose which employee will transfer or terminate his/her employment. If the affected employees cannot reach an agreement, the employee with the least total service shall transfer or terminate his/her employment within thirty (30) days from the date of the beginning of the "relative status".

IV. RESPONSIBILITY

The President/CEO shall be responsible for the administration of this policy.

Effective: August 29, 1980
Revised: March 2, 2002
Revised: May 18, 2012
Reviewed: March 24, 2017
Reviewed: March 26, 2018

Witness: Sheree Gilliam/Lance Schafer

Inter-County Energy Cooperative Corporation
Case No. 2018-00129
Commission Staff's First Request for Information

59. Provide a copy of all exhibits and schedules that were prepared in Inter-County's rate application in Excel spreadsheet format with all formulas intact and unprotected and with all columns and rows accessible.

Response: Please see the confidential excel spreadsheets included on the attached on CD.