

Grayson Rural Electric Cooperative Corporation

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Telephone 606-474-5136 • 1-800-562-3532 • Fax 606-474-5862

October 12, 2018

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

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COMMISSION

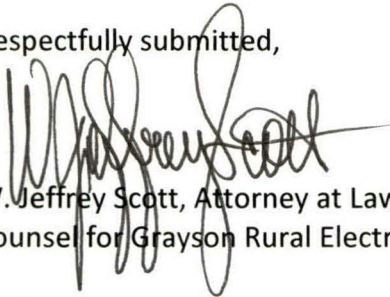
Re: In the Matter of Application of Grayson Rural Electric Cooperative
Corporation for an Adjustment of Rates Case No. 2018-00272

Dear Ms. Pinson:

Please find enclosed the original responses and ten (10) copies to the Commission's Order "Commission Staff's First Request for Information to Grayson Rural Electric Cooperative Corporation" dated September 5, 2018.

Should you have any questions, or need additional information, please let me know.

Respectfully submitted,



W. Jeffrey Scott, Attorney at Law
Counsel for Grayson Rural Electric Cooperative Corporation

Enclosure

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

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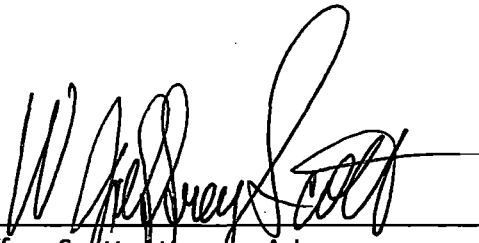
In the Matter of:

APPLICATION OF GRAYSON RURAL ELECTRIC)
COOPERATIVE CORPORATION FOR AN) CASE NO.
ADJUSTMENT OF RATES) 2018-00272

APPLICANT'S RESPONSES TO
COMMISSION STAFF'S FIRST REQUEST FOR INFORMATION

The applicant, Grayson Rural Electric Cooperative Corporation, makes the following responses to the "Commission Staff's First Request for Information", as follows:

1. The witnesses who are prepared to answer questions concerning each request are Carol Fraley, Bradley Cherry, and James R. Adkins.
2. Carol Fraley, President & CEO of Grayson Rural Electric Cooperative Corporation is the person supervising the preparation of the responses on behalf of the applicant.
3. The responses and Exhibits are attached hereto and incorporated by reference herein.



W. Jeffrey Scott, Attorney-A-Law
P.O. Box 608
Grayson, Kentucky 41143
Attorney for Grayson Rural Electric Cooperative
Corporation
wjscott@windstream.net

The undersigned, Carol Fraley as President & CEO of Grayson Rural Electric Cooperative Corporation, being duly sworn, states that the responses herein are true and accurate to the best of my knowledge and belief formed after reasonable inquiry.

Dated: October 10, 2018

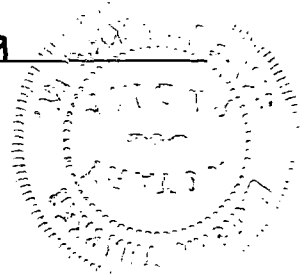
GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION

Carol Hill Fraley
CAROL FRALEY, PRESIDENT & CEO

Subscribed, sworn to, and acknowledged before me by Carol Fraley, as President & CEO for Grayson Rural Electric Cooperative Corporation on behalf of said Corporation this 10th day of October, 2018.

Marsha A. Chacker
Notary Public, Kentucky State At Large ID# 524210

My Commission Expires: 1-9-2019



The undersigned, Bradley Cherry, as Manager of Finance & Accounting of Grayson Rural Electric Cooperative Corporation, being duly sworn, states that the responses herein are true and accurate to the best of my knowledge and belief formed after reasonable inquiry.

Dated: October 10, 2018

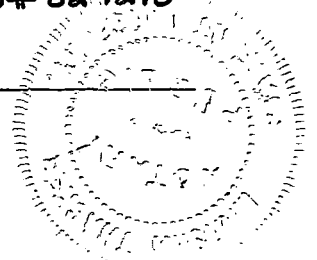
GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION

Bradley Cherry
BRADLEY CHERRY, MANAGER OF FINANCE & ACCOUNTING

Subscribed, sworn to, and acknowledged before me by Bradley Cherry, as Manager of Finance & Accounting for Grayson Rural Electric Cooperative Corporation on behalf of said Corporation this 10th day of October, 2018.

Marsha A. Shaker
Notary Public, Kentucky State At Large ID# 524210

My Commission Expires: 1-9-2019



COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

IN THE MATTER OF:

APPLICATION OF GRAYSON RURAL)	
ELECTRIC COOPERATIVE CORPORATION)	CASE NO.
FOR AN ADJUSTMENT IN RATES)	2018-00272

VERIFICATION

STATE OF KENTUCKY
COUNTY OF CARTER

James Adkins, being duly sworn, states that he has supervised the preparation of the Responses of Grayson RECC in the above-referenced case dated October 9, 2018, and that the matters and things set forth therein are true and accurate to the best of his knowledge, information and belief, formed after reasonable inquiry.

James R. Adkins

Subscribed and sworn before me on the 10th day of October, 2018.

Maisha A. Shacker ID# 524210
Notary Public, Kentucky State At Large

My commission expires 1-9-2019.



Grayson Rural Electric Cooperative
Case No. 2018-00272
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:

See Exhibit V of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

2. Provide Grayson's rate of return on net investment rate base for the test year and 5 preceding calendar years. Include the date used to calculate each return.

Response:

See Exhibit K of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

3. Provide Grayson's times interest earned ratio and debt service coverage ratio, as calculated by the Rural Utilities Service ("RUS"), for the test year and the 5 preceding calendar years. Include the data used to calculate each ratio.

Response:

See Exhibit K of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

4. Provide Kentucky's Electric Cooperatives Operating Expense and Statistical Comparisons for the most recent 2 years available.

Response:

See Exhibit 18 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

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

Response:

See Exhibit Z of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

6. 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.

Response:

See Exhibit 5 of the Application.

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:

See Exhibit 5 of the Application

Grayson Rural Electric Cooperative
Case No. 2018-00272
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 Grayson. 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:

See Exhibit Y of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

8. Provide the following:

a. Provide a schedule as shown in Format 8, comparing the balances for each balance sheet account or subaccount included in Grayson'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.

Response:

See Exhibit W of the Application.

b. Provide a schedule as shown in Format 8, comparing the balances for each income statement account or subaccount included in Grayson'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 for each month, rather than the cumulative balances as of the particular month.

Response:

See Exhibit X of the Application.

c. A listing, with descriptions, of all activities, initiatives, or programs undertaken or continued by Grayson since its last general rate case for the purpose of minimizing cost or improving the efficiency of its operations or maintenance activities.

Response:

- Reduction of full-time employees – Through attrition, Grayson has reduced its full-time employees from 45 to 44, and will absorb another position in November of 2018 to bring Grayson's full-time employees to 43.
- Technology for Maintenance (IPADS/Meters) – Grayson has deployed IPADS to its maintenance men, who utilize the mobile workforce technology to assist in their day to day activities. The transition to mobile workforce has allowed them to save time and increase efficiency through a better planning of daily routes and reaching members in a more efficient time frame.

- **Vehicle Replacement Schedule** – Grayson continues to utilize its Vehicle Replacement Schedule, to aid in spreading out the replacement of its fleet vehicles. Grayson has also been able to stretch out its replacement schedule on select vehicle, increasing the time in-between replacement.
- **Pole Top Covers** – Grayson has begun installing pole top covers on its poles, which should increase the lifespan of poles and reduce costs associated with pole changes.

Grayson Rural Electric Cooperative
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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.
- g. Current status of each project.

Response:

Grayson does not have property held for future use.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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:

Grayson does not have non-utility property.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

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

Response:

See Exhibit U of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

13. Provide Grayson's equity management plan. Indicate when the current plan was adopted and identify any changes made in the plan since the year utilized as the test year in Grayson's last rate case. Provide a 5-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:

See Exhibit 20 of the Application.

Grayson Rural Electric Cooperative
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Commission Staff's First Request for Information

14. Provide Grayson'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, the effective date of these changes, and the reason for these changes.

Response:

See Exhibit 9 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

15. Provide Grayson'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:

See Exhibit 10 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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 5 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 annual meeting.

Response:

See Exhibit P of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

17. Provide the following:

a. A schedule showing, by customer class (i.e., residential, commercial, industrial, etc.) 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 (i.e., customer or facility charge, kWh charge, etc.). 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, workpapers, 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 workpapers, 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 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:

See Exhibit G and J of the Application.

Grayson Rural Electric Cooperative
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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. Kilowatt-hour sales.
- c. Rate schedule's percent of Grayson's total kilowatt-hour sales.
- d. Monthly peak KW demands for the rate schedule.
- e. Total revenue collected.
- f. Rate schedule's percent of Grayson's total revenues.

Response:

See Exhibit J of the Application.

Grayson Rural Electric Cooperative
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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:

See Exhibit 15 of the Application.

Grayson Rural Electric Cooperative
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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 (i.e., payroll, transportation clearing accounts, depreciation, etc.), indicate the rate and how it was determined. Indicate all proposed charges to the test-year capitalization rate and how they were determined.

Response:

See Exhibit 21 of the Application.

No changes are proposed to the test year allocations.

Grayson Rural Electric Cooperative
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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 3 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 5 preceding calendar years.

Response:

See Exhibit 1 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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.
 - 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 2010 to 2015. 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 may 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 Grayson has more than 100 employees, the above information may be provided by employee classification.

Response:

See Exhibit 1 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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.
 - b. The tax rates in effect at test-year-end.

Response:

See Exhibit 2 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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.
 - b. An analysis of operating taxes imposed by Kentucky as shown in Format 24b.

Response:

See Exhibit 4 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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:

See Exhibit 3 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

26. Provide a schedule of all employee benefits available to Grayson'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.

Response:

See Exhibit 21 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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 2 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:

See Exhibit 1 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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:

See Exhibit 12 of the Application.

Grayson Rural Electric Cooperative
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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 30. Include all detailed workpapers supporting this analysis. At a minimum, the workpapers shall show the date, vendor, reference (i.e., voucher no., etc.), dollar amount, and a brief description of each expenditure. Detailed analysis is not required for amounts less than \$100 provided the items are grouped by classes as shown in Format 29.

Response:

See Exhibit 10 of the Application.

Grayson Rural Electric Cooperative
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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 31, and further provide all detailed supporting workpapers. At a minimum, the workpapers should show the date, vendor, reference (i.e., voucher no., etc.), 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:

See Exhibit 7 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

31. Provide the name and personal mailing address of each member of Grayson'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, during the course of these proceedings, any changes occur in board membership, update your response to this request.

Response:

Refer to Exhibit 9 of the application.

Grayson has also had a director retire, William T. Rice, during the 2018 year.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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 to Grayson's board of directors for serving on EKPC's board of directors. Do any of the listed expenses in this analysis include the costs for a director's spouse? If yes, list expenses for the director's spouses separately.

Response:

See Exhibit 9 of the Application. No expenses for Director's spouses are included.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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 workpapers supporting this analysis which show the payee, dollar amount, reference (i.e., voucher no. etc.), 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:

See Exhibit 8 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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 workpapers and calculations.

c. Monthly updates of the actual costs incurred during the course of this proceeding, in the manner prescribed above.

Response:

See Exhibit 11 of the Application. Grayson will provide updates as each months activity is available. The estimated expense does not include internal costs as these would be incurred anyway.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

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

Response:

- Grayson expects to advance \$5 million towards the end of this year.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

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

Response:

See Exhibit 3 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

37. Are the depreciation rates reflected in this filing identical to those most recently approved by the Commission?

- a. If yes, identify the case in which they were approved.
- b. If no, provide the depreciation study that supports the rates reflected in this filing.

Response:

- a. Yes, in Case No. 2008-00254. The study was performed as of December 31, 2007.
- b. N/A.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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:

See Exhibit 3 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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:

Refer to Exhibit 7 of the Application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

40. Describe Grayson's lobbying activities and provide a schedule showing the name and salary of each lobbyist; all company-paid or reimbursed expenses or allowances; and the account charged for all personnel for whom a principal function is lobbying, on the local, state, or national level. 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:

Grayson does not engage in lobbying activities.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

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

Response:

Grayson has a defined benefit and 401(k) pension plan. The treatment is the same for financial reporting as rate-making purposes.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

42. Provide complete details of Grayson's financial reporting and rate-making treatment of Statement of Financial Accounting Standard ("SFAS") No. 106, including;

- a. The date Grayson adopted or plans to adopt SFAS No. 106.
- 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. 106 cost recorded or to be recorded by Grayson.

Response:

a. Grayson adopted SFAS No. 106 in January, 1995.

b. Employee benefits	926.00	\$476,000
Accum postretirement benefits	228.30	\$476,000
Initially record adoption of SFAS No. 106.		

c. A copy of the latest study is attached.

W. DUDLEY SHRYOCK, CPA, PSC

CERTIFIED PUBLIC ACCOUNTANTS

P.O. BOX 542

LAWRENCEBURG, KENTUCKY 40342

(502) 839-8112

MEMBER AICPA

Question 42

Page 2 of 8

Witness: James Adkins

MEMBER KY SOCIETY
OF CPAs

September 20, 2017

Bradley Cherry, Manager Finance and Accounting
Grayson Rural Electric Cooperative Corporation
109 Bagby Park
Grayson, Kentucky 41143

Dear Bradley:

Please find enclosed the actuarial valuation results as of May 31, 2017 for Financial Accounting Standards Boards' Accounting Standards Codification ("ASC") 715 - *Compensation - Retirement Plans*.

The annual accrual should be \$279,924 as follows:

	<u>Debit</u>	<u>Credit</u>
<i>Monthly entry for 2017-18</i>		
926 Employee benefits	\$ 23,327	
214.00 Accum other comprehensive income		\$ 1,943
228.30 Postretirement benefits other than pensions		\$ 21,384

Record postretirement benefits.

The adjustment for postretirement benefits as of June 1, 2017 is as follows:

228.30 Postretirement benefits other than pensions	\$ 394,994	
214.00 Accum other comprehensive income		\$ 394,994

Record SFAS No. 158 adjustments

If you have any questions or would like to discuss these results, please give me a call.

Sincerely,

Dudley Shryock

W. Dudley Shryock, CPA

Exhibit 1

Grayson Rural Electric Cooperative
SFAS No. 106/158 Financial Statement Disclosures
May 31, 2017

Net Periodic Benefit Cost

1.	Service cost	\$ 184,812
2.	Interest cost	142,946
3.	Expected return on plan assets	-
4.	Amortization of transition obligation	-
5.	Amortization gain / (loss)	85,087
6.	Net periodic benefit cost	<u>\$ 412,845</u>

Change in Accumulated Benefit Obligation

1.	Accumulated benefit obligation, beginning	\$ 3,234,435
2.	Service cost	184,812
3.	Interest cost	142,946
4.	Expected return on plan assets	
5.	Amortization of transition obligation	
6.	Amortization gain / (loss)	
7.	Plan amendments	
8.	Disbursements	(157,802)
9.	Accumulated other comprehensive income, initial	-
10.	Accumulated other comprehensive income	(394,994)
11.	Accumulated benefit obligation, ending	<u>\$ 3,009,397</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
 Grayson Rural Electric Cooperative
 SFAS No. 106/158 Financial Statement Disclosures
 May 31, 2017

Benefit obligations at end of year

1.	Accumulated benefit obligation (APBO)	\$ 3,009,397
2.	Expected benefit obligation (EPBO)	\$6,947,472

Statement of funded status

1.	Accumulated benefit obligation (APBO)	\$ (3,009,397)
2.	Fair value of plan assets	-
3.	Funded status of plan	<u>\$ (3,009,397)</u>

Amounts recognized in the statement of financial position

1.	Noncurrent assets	\$ -
2.	Current liabilities	-
3.	Noncurrent liabilities	<u>3,009,397</u>
4.	Funded status	<u>\$ 3,009,397</u>

Amounts recognized in accumulated other comprehensive income

1.	Net loss (gain)	\$ 466,252
2.	Transition obligation	-
3.	Total	<u>\$ 466,252</u>

**Other changes in plan assets and benefit obligations
 recognized in other comprehensive income**

1.	Beginning of year	<u>\$ 946,333</u>
2.	Net loss (gain)	(394,994)
3.	Amortization of net loss (gain)	(85,087)
4.	Amortization of transition obligation	-
5.	Total recognized in other comprehensive income	<u>(480,081)</u>
6.	End of year	<u>\$ 466,252</u>

**Grayson Rural Electric Cooperative
 Medical Insurance Premiums
 SFAS 106 Obligation as of May 31, 2017**

	<u>Total</u>
A. Accumulated Postretirement Benefit Obligation (APBO) as of May 31, 2017	
1. Actives not yet eligible	\$ 1,329,663
2. Actives fully eligible	344,980
3. Retirees and dependents	<u>1,334,754</u>
4. Total APBO	3,009,397
B. Future accruals	<u>3,938,075</u>
C. Total Expected Postretirement Benefit Obligation (EPBO) (A4 + B)	<u>\$ 6,947,472</u>
D. Accrued Postretirement Benefit Cost	
Balance June 1, 2016	3,234,435
Accrual	327,758
Payout	<u>(157,802)</u>
Balance May 31, 2017	3,404,391
Accumulated comprehensive income	<u>(394,994)</u>
Adjusted balance May 31, 2017	3,009,397
Accrual for 2018	256,611
Estimated payout	<u>(172,980)</u>
Estimated balance May 31, 2018	<u><u>3,093,028</u></u>

Grayson Rural Electric Cooperative
Medical Insurance Premiums
SFAS 106 Obligation as of May 31, 2017

FAS 106 Expense Components

1. Service cost	\$ 111,679
2. Interest cost	144,933
3. Expected return on assets	-
4. Amortization of transition obligation	-
5. Amortization of actuarial (gain) / loss	<u>23,313</u>
6. Total FAS 106 expense	<u><u>\$ 279,924</u></u>
7. Expected pay-as-you-go expense	<u><u>\$ 172,980</u></u>

Alternate assumptions:

Impact on obligations and expense of a health care cost trend increase of 1%

	Current <u>Plan</u>	Alternate <u>Assumptions</u>	<u>% Change</u>
APBO	3,009,397	3,205,000	6.5%
EPBO	6,947,472	7,400,000	6.5%
SFAS 106 Expense	279,924	298,000	6.5%

Payments for the next five (5) years are as follows:

2018	172,980
2019	152,222
2020	160,595
2021	169,427
2022	178,746

Grayson Rural Electric Cooperative**Actuarial Assumptions and Methods
Retiree Health Plan**

Covered Groups All eligible employees.

Eligibility Employees who reach normal retirement age.

Spouse/Dependent The Major Medical & Hospitalization Plan. At the death of a retired employee, coverage will be provided to the Spouse and eligible dependents at no cost, until other coverage is available to the Spouse/Dependents through an employer, remarriage, or until the Dependent child reaches the age where he/she is no longer eligible for coverage. When the individual becomes eligible for Medicare, it shall be primary and Grayson Rural Electric Cooperative Corporation's coverage shall be secondary.

Medicare At age 65 retirees will commence with Medicare coverage.

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%	3
30	7%	7
40	3%	13
50	1%	16
60	0%	<u>5</u>
		<u>44</u>

Discount Rate 4.75% per year.

Medical Inflation Rate 5.0% for the first year, then decreasing by 0.25% per year until level at 3% per year.

Grayson Rural Electric Cooperative

Question 42

Page 8 of 8

Witness: James Adkins

**Actuarial Assumptions and Methods
Retiree Health Plan**

Eligibility Classes Based on employees and retirees as of May 31, 2017, are as follows:

	<u>Employees</u>
Actives not fully eligible	40
Actives fully eligible	4
Retirees and dependents	<u>29</u>
Total	<u>73</u>

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

43. Provide complete details of Grayson's financial reporting and rate-making treatment of Statement of Financial Accounting Standard ("SFAS") No. 112, including;

- a. The date Grayson 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 or to be recorded by Grayson.

Response:

SFAS No. 112 does not apply to Grayson.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

44. Provide complete details of Grayson's financial reporting and ratemaking treatment of SFAS No. 143, "Accounting for Asset Retirement Obligations."

- a. The date Grayson 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 or to be recorded by Grayson.
- d. A schedule comparing the depreciation rates utilized by Grayson prior to and after adoption of SFAS No. 143. The schedule should identify the assets corresponding to the affected depreciation rates.

Response:

SFAS No. 143 does not apply to Grayson.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

45. Provide complete details of Grayson's financial reporting and ratemaking treatment of SFAS No. 158, "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans."

- a. The date Grayson adopted or plans to adopt SFAS No. 158.
- 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. 158 cost recorded or to be recorded by Grayson.

Response:

- a. Adopted December 31, 2007
- b. Debit Account 215.30, Accumulated Other Comp Income and Credit Account 228.30, Accumulated Provision for Pensions and Benefits in the amount of \$1,106,360.
- c. This amount is included with the calculations for FAS No. 106.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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:

None are known at this time.

Grayson Rural Electric Cooperative
Case No. 2018-00272
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:

Refer to Exhibit 19 of the application.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

48. Regarding demand-side management, conservation, and energy efficiency programs, provide the following:

- a. A list of all programs currently offered by Grayson;
- 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.

Response:

48a. Programs currently offered include:

Program
C&I Industrial Lighting
Appliance Recycling
Button Up-Level 1
CFL
Energy Audit
Energy Star Heat Pump
Energy Star Clothes Washer
Energy Star Dishwasher
Energy Star Freezer
Energy Star Refrigerator
Heat Pump Retrofit
LED Promotional
DLC AC
DLC WH
Touchstone Energy Home

48b. DSM Expense [all years presented are calendar years]

2017	\$28,311
2016	\$11,893
2015	\$11,410
2014	\$7,580

48c. Net Demand Reduction [all years presented are calendar years]

Program	Year 2017		Year 2016	
	Participants	Kwh Savings	Participants	Kwh Savings
C&I Industrial Lighting	12	91,124	11	501,900
Appliance Recycling	5	3,480	0	0
Button Up-Level 1	3	4,638	4	5,818
CFL	1,000	63,000	1,000	63,000
Energy Audit	23	12,029	0	0
Energy Star Heat Pump	1	804	0	0
Energy Star Clothes Washer	19	6,650	0	0
Energy Star Dishwasher	9	711	0	0
Energy Star Freezer	8	536	0	0
Energy Star Refrigerator	8	536	0	0
Heat Pump Retrofit	26	196,101	8	56,881
LED Promotional	22	528	0	0
DLC AC	109	545	7	35
DLC WH	93	930	7	70
Touchstone Energy Home	0	0	1	2,568

Program	Year 2015		Year 2014	
	Participants	Kwh Savings	Participants	Kwh Savings
C&I Industrial Lighting	1	150,195	0	0
Appliance Recycling	0	0	0	0
Button Up-Level 1	0	0	1	2,404
CFL	1,000	63,000	1,000	63,000
Energy Audit	0	0	0	0
Energy Star Heat Pump	5	35,870	0	0
Energy Star Clothes Washer	0	0	0	0
Energy Star Dishwasher	0	0	0	0
Energy Star Freezer	0	0	0	0
Energy Star Refrigerator	0	0	0	0
Heat Pump Retrofit	9	67,280	3	21,225
LED Promotional	0	0	0	0
DLC AC	123	615	38	190
DLC WH	116	1,160	40	400
Touchstone Energy Home	3	7,704	1	2,568

Grayson Rural Electric Cooperative
Case No. 2018-00272
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 Grayson'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 Grayson and the compensation received from Grayson.

Response:

None for each of the above.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

50. Provide separate schedules showing all dividends or income of any type received by Grayson from its subsidiaries or joint ventures for the test year and the 3 years preceding the test year. Indicate how this income is reflected in the reports filed with the Commission and any reports to Grayson's member customers.

Response:

There are none.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

51. Concerning non-regulated activities:

- a. Is Grayson engaged in any non-regulated activities? If yes, provide a detailed description of each non-regulated activity.
- b. Is Grayson engaged in any non-regulated activities through an affiliate? If yes, 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 Grayson loaned money or property to any affiliate? If yes, describe in detail what was loaned, the terms of the loan, and the name of the affiliate.

Response:

Grayson does not have non-regulated or affiliate activities.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

52. a. Identify any smart grid costs incurred by Grayson 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 Grayson has included in its most recently developed budget.

Response:

- A. Grayson purchased and installed \$391,050.40 in AMR equipment for 2017. The amounts were recorded in Account 370 and costs were capitalized.
- B. Grayson's initial budget for 2018 was \$571,728. However, due to Case 2017-00419 and Grayson's request for a CPCN to move to RF meters, Grayson has limited its purchases of metering equipment to a minimal amount until the transitioning from AMR to RF begins.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

53. Provide Grayson'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 Grayson's objectives for the policy.

Response:

The objective of Grayson's Wage and Salary Administration policy is to establish wages and salaries that will attract and retain qualified personnel and encourage their superior performance, growth and development.

To provide each employee with an awareness that his or her salary compares fairly with what is paid for other positions having similar duties and responsibilities both within the system and within the area where the system may recruit personnel.

To assure both Management and employees that performance will be appraised systematically, fairly and consistently, and that each employee will be provided with the advice, counsel, assistance and training needed to enable him or her to develop, improve, and advance through the organizations within demonstrated capabilities.

To enable Management to provide these things on a fair, systematic, and controlled or predetermined basis in order to avoid unnecessary salary and training expense and to permit the President and CEO to determine more accurately budget requirements and training needs.

A copy of Grayson Rural Electric Cooperative Corporations Board Policy No. 201 is hereto attached.

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.

Response: Grayson chose Mr. Dan Bruning, Sr. Principal, NRECA National Consulting Group to research and establish pay ranges for the purposes of determining internal and external pay equity and adjusting the current pay plan. Actual pay was compared to market rates within the local and Rural Electric community using a combination of local, State and regional market data.

A copy of the Wage and Salary Report, prepared by Mr. Bruning in consultation with Grayson's staff, is attached.

c. Explain when the compensation policy was last reviewed or given consideration by the Board of Directors.

Response: The current Wage and Salary Plan was completed and then approved by the Grayson Rural Electric Board of Directors in October of 2017.

GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION
GRAYSON, KENTUCKY

BOARD POLICY NO. 201

SUBJECT: WAGE AND SALARY ADMINISTRATION

I. OBJECTIVES

- A. To establish wages and salaries that will attract and retain qualified personnel and encourage their superior performance, growth, and development.
- B. To provide each employee with an awareness that his or her salary compares fairly with what is paid for other positions having similar duties and responsibilities both within the system and within the area where the system may recruit personnel.
- C. To assure both Management and employees that performance will be appraised systematically, fairly, and consistently, and that each employee will be provided with the advice, counsel, assistance, and training needed to enable him or her to develop, improve, and advance through the organization within demonstrated capabilities.
- D. To enable Management to provide these things on a fair, systematic, and controlled or predetermined basis in order to avoid unnecessary salary and training expense and to permit the President & CEO to determine more accurately budget requirements and training needs.

II. POLICY

It shall be the policy of Grayson RECC to maintain a Broad Band Wage and Salary Plan which shall:

- A. Enable employees to maintain a standard of living for themselves and their families that will encourage them to be productive employees for the system.
- B. Reward superior performance of employees in the fulfillment of their duties and responsibilities.
- C. Recognize continued, loyal service to the system.
- D. Provide the incentive for employees to increase productivity on the job and to become better skilled in the activities related to their job performance.

III. WAGE AND SALARY PLAN

In accordance with the above statement of objectives and policy, the system's Wage and Salary Plan shall be based upon the following provisions:

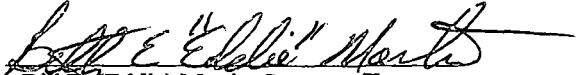
- A. Compensation shall be based on performance, attitude and value of the position to the Cooperative, within specific classifications. Every classification shall have an established entry level, mid point and maximum level, that shall be adjusted periodically based on the prevailing wage rate for a similar position. Each employee shall have an annual appraisal on his/her job service date, at which time they will be given a written evaluation by their Supervisor.

GRECC BOARD POLICY NO. 201
PAGE 2

- B. When the responsibilities of a position substantially change, a request should be made to the President & CEO, and if approved by him/her, the revised position description will be reevaluated to determine if there should be any change in grade level. Any reevaluation resulting in a grade level change requires the approval of the President & CEO.
- C. If an individual is promoted to a higher classification or pay grade, such individual will be brought to the minimum of the new pay grade or receive an increase commensurate with the responsibilities of the new classification, within the pay scale established for that position.
- D. New employees will start at the minimum of the salary range for their position, unless work experience indicates a level above the minimum requirements. Decisions to hire above the minimum of the range require the approval of the President & CEO. A non-bargaining unit employee, who is not fully trained to perform the responsibilities of the position satisfactorily without more than normal supervision, may be hired in a training status in a lower pay grade and, after ninety (90) days, can be promoted to the minimum of the pay grade for which the individual is being trained, or dismissed.
- E. Should it be necessary to transfer a non-bargaining unit employee to a lower grade when his or her salary or wage is more than the maximum of the lower grade, his or her salary or wage may be reduced according to the duties and responsibilities of that position and within the guidelines of the Wage & Salary Plan. When such a transfer is necessary, through no fault of the employee, at the convenience of the Cooperative, the employee's salary may be frozen until such time that the maximum for the lower pay grade shall exceed the employee's present salary through the course of normal schedule adjustments.
- F. All vacancies shall be filled on the basis of merit and in accordance with all state and federal equal opportunity and other legal requirements. Whenever there are employees within the system who qualify, they will be considered for such vacancies.
- G. All employees will be considered for merit wage and salary adjustments annually on his or her job service date in accordance with the Wage and Salary Plan approved by the Board for that fiscal year. Such adjustments, if approved, are to be effective the first pay period following their job service date.
- H. Each year, when the Board of Directors considers the budget requirements, the President & CEO may recommend any revisions necessary in the Wage and Salary plan. These recommendations will be based on wage and salary surveys, economic conditions, the rate of inflation, the financial condition of the Cooperative, and any other pertinent factors. If a wage adjustment is adopted by the Board, it shall commence September 1st of each year.
- I. Beginning September 1, 1985 and on September 1 of each succeeding year, if a salary adjustment is approved it will be incorporated into the Wage and Salary Plan. The minimum, mid point and maximum levels of the Wage and Salary Plan will be adjusted periodically, based on prevailing wage rates and the economic condition of the Cooperative within the guidelines of the Wage and Salary Plan for that year. Employees may receive increases based on individual merit.

GRECC BD POLICY 201
PAGE 3


Roger L. Trent, Chairman


Bill E. (Eddie) Martin, Secretary/Treasurer

Policy Adopted: 03/25/65
Amended: 07/06/84
Revised: 11/22/96 (Formerly Policy No. 10) Replaces & Supersedes
Policy Adopted 03/25/65
Date Revised: 03/27/98
Minute Book Page: 2985 - 2987
Date Reaffirmed: 10/28/04
Minute Book Page: 3667-3669
Date Reaffirmed: 04/19/10
Minute Book Page; 4313

Wage and Salary Report

Grayson Rural Electric Cooperative Corporation

Daniel Bruning, Sr. Principal
NRECA National Consulting Group
3606 N 156th Street
Ste 101-313
Omaha, NE 68116

(402) 266-1185

October 26, 2017

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Executive Summary

This report establishes the distribution of salaries across and within established pay ranges for Grayson RECC for the purposes of determining internal and external pay equity and adjusting the current pay plan. Actual pay was compared to market rates within the local and Rural Electric Cooperative community using a combination of local, State and regional market data. The point factors were updated in consultation with Staff at Grayson and the benchmark model was created and regression analysis used to establish the ranges.

Assumptions

This report is based on the following assumptions that were either explicitly stated by Grayson RECC or are based on standard business practices:

- Data for all positions is for base, cash compensation only; figures for benefits, bonuses and overtime have been excluded.
- Evaluations and point factor totals were based on job descriptions and evaluations conducted at Grayson RECC.
- No specific factors were assigned to account for years of service.
- The report does not estimate “internal value”; what the relative value of each job contribution is to the overall mission of the organization.
- Salary figures were used based on regional, State and local data for the Ashland, KY area.
- The position of General Manager is not included in the analysis due to the fact that this position falls outside the wage and salary plan, and consequently is beyond the scope of this project.
- Grayson RECC has identified the cooperative’s “market point” as the mid-point of the range.

Sources

Statistical data was obtained from the NRECA 2017 National Compensation System for electric distribution systems. This information is aggregate salary data obtained from over 800 rural electric cooperatives and public power districts throughout the country who participate in the NRECA I&FS benefit programs.

Data was also taken from the Economic Research Institute’s (ERI) Salary Survey, October 2017 update. ERI is the most used salary survey system in existence today with over 10,000 corporate and consulting subscribers affecting over 100,000 organizations pay practices.

Analysis

The wage and salary plan focuses on the following key issues:

- To ensure internal equity -- that jobs requiring the same levels of education, experience, knowledge and responsibility are compensated consistently throughout the organization.
- To ensure external equity -- that the Cooperative's jobs are compensated fairly in comparison with similar jobs in the appropriate job market.

The point factor system was used to evaluate all positions and to assign internal values. The five factors of knowledge, supervision, responsibility, complexity, and contacts were systematically applied to each position, resulting in an equitable internal ranking.

Using market data from the above sources, positions were matched to benchmark jobs described in the compensation surveys, consistent with job evaluations at Grayson RECC. This study used salary data taken from NRECA's National Compensation Survey that was the State of Kentucky mean for grades 1 through 9 and data from the KY, OH, IN and WV area for technical and professional positions grades 10 to 20. Salary data taken from the Economic Research Institute Survey (October 2017, update version) was mean, regional data from the Ashland, KY area.

The COMPensate™ model was created and polynomial regression analysis was used to integrate the external salary data with the internal point-factor rankings. The results of the regression analysis provide the equation coefficients from which the salary midpoint curve can be calculated. Inserting these values into the midpoint calculations resulted in the creation of the salary line for the model. This analysis results in minimum, lower third, mid-point, upper third, and maximum salary points within each salary grade to insure continuity of internal equity. A compa ratio, the most statistically meaningful number in the practice of compensation analysis that is a measure of current salary to the mid-point of the range, was also calculated for each incumbent.

Conclusions and Recommendations

Based on the results of the regression analysis, base pay salaries at Grayson RECC are within normal guidelines and few adjustments are needed to bring salaries in line with the new wage and salary plan. Management has maintained salaries with very good results and the average compa ratio for the entire organization is .99. When excluding the bargaining unit, the overall compa ratio remains at .90.

The compa ratio of .99 for the entire workforce can be helpful to the Board of Directors at Grayson RECC by providing a measurement tool to insure appropriate budget dollars are being allocated to salaries and remain competitive in the electric cooperative as well as the local and regional marketplace.

Overall, the compa ratios are consistent with Grayson's compensation philosophy of moving employees to the mid-point of the range once they are fully and adequately performing the functions of their position. Those with a compa ratio below .80 should be accelerated. For cases where the compa ratio exceeds 1.15, a bonus program should be implemented while base salaries remain constant. In all cases, incumbent positioning within the salary range should reflect the individual's experience, history at the co-op, and performance on the job.

Grayson should continue to review and update job descriptions for accuracy and clarity. Based on the philosophy of promoting from within, a suggestion would be made to include language in job descriptions that experience may substitute for educational requirements to accommodate this successful philosophy.

Please remember, a wage and salary plan is always secondary to acute market conditions and demand for labor in your geographic area and in all cases, incumbent positioning within the salary range should reflect the individual's experience, history at the co-op, and performance on the job.

A movement in salary structure does not require a lockstep movement in individual salaries for that particular grade. Individual salary movements should always be at the discretion of management based upon your cooperative's criteria of performance and merit.

Grayson Rural Electric Proposed Salary Plan

Incumbent	Title	HOURLY	ANNUAL	COMPA RATIO	GRADE	Points	PROPOSED SALARY STRUCTURE								MAX	??
							MIN	??	LWR TD	??	MP	??	UPR TD	??		
620	Groundman 15 years service	\$ 32.80	\$ 68,224.00	1.61	5	538	34,872	0	39,855	0	42,346	0	44,837	0	49,820	0
257	Meterman 2nd Class	\$ 32.93	\$ 68,494.40	1.31	7	736	42,747	0	49,049	0	52,200	0	55,351	0	61,654	0
204	Apprentice/Third Year	\$ 31.82	\$ 66,185.60	1.16	8	786	46,732	0	53,729	0	57,228	0	60,726	0	67,723	1,538
201	Apprentice/Fourth Year	\$ 33.58	\$ 69,846.40	1.12	9	872	50,749	0	58,465	0	62,322	0	66,180	0	73,896	4,049
253	Mechanic	\$ 32.93	\$ 68,494.40	1.01	10	988	54,797	0	63,255	0	67,484	0	71,713	3,219	80,171	11,677
227	Meterman 1st Class	\$ 34.87	\$ 72,529.60	1.07	10	958	54,797	0	63,255	0	67,484	0	71,713	0	80,171	7,642
254	Lineman 1st Class	\$ 35.35	\$ 73,528.00	1.09	10	994	54,797	0	63,255	0	67,484	0	71,713	0	80,171	6,643
200	Lineman 1st Class	\$ 35.35	\$ 73,528.00	1.09	10	994	54,797	0	63,255	0	67,484	0	71,713	0	80,171	6,643
258	Lineman 1st Class	\$ 35.35	\$ 73,528.00	1.09	10	994	54,797	0	63,255	0	67,484	0	71,713	0	80,171	6,643
251	Lineman 1st Class	\$ 35.35	\$ 73,528.00	1.09	10	994	54,797	0	63,255	0	67,484	0	71,713	0	80,171	6,643
219	Warehouseman	\$ 36.61	\$ 76,148.80	1.13	10	948	54,797	0	63,255	0	67,484	0	71,713	0	80,171	4,022
217	Engineering Party Chief	\$ 35.64	\$ 74,131.20	1.02	11	1024	58,876	0	68,100	0	72,713	0	77,325	3,194	86,550	12,419
220	Engineering Party Chief	\$ 35.64	\$ 74,131.20	1.02	11	1024	58,876	0	68,100	0	72,713	0	77,325	3,194	86,550	12,419
223	Maintenance Leadman	\$ 36.47	\$ 75,857.60	1.04	11	1048	58,876	0	68,100	0	72,713	0	77,325	1,468	86,550	10,693
215	Maintenance Leadman	\$ 36.47	\$ 75,857.60	1.04	11	1048	58,876	0	68,100	0	72,713	0	77,325	1,468	86,550	10,693
221	Maintenance Leadman	\$ 36.47	\$ 75,857.60	1.04	11	1048	58,876	0	68,100	0	72,713	0	77,325	1,468	86,550	10,693
229	Maintenance Leadman	\$ 36.72	\$ 76,377.60	1.05	11	1048	58,876	0	68,100	0	72,713	0	77,325	948	86,550	10,173
210	Maintenance Leadman	\$ 36.72	\$ 76,377.60	1.05	11	1048	58,876	0	68,100	0	72,713	0	77,325	948	86,550	10,173
211	Maintenance Leadman	\$ 36.72	\$ 76,377.60	1.05	11	1048	58,876	0	68,100	0	72,713	0	77,325	948	86,550	10,173
237	Construction Leadman	\$ 37.47	\$ 77,937.60	1.07	11	1094	58,876	0	68,100	0	72,713	0	77,325	0	86,550	8,613
239	Construction Leadman	\$ 37.72	\$ 78,457.60	1.08	11	1094	58,876	0	68,100	0	72,713	0	77,325	0	86,550	8,093
634	CSR/Cashier	\$ 16.71	\$ 34,756.80	0.93	4	484	30,984	0	35,341	584	37,520	2,763	39,698	4,941	44,055	9,299
638	Member Service Representative	\$ 14.70	\$ 30,576.00	0.65	6	682	38,793	8,217	44,424	13,848	47,240	16,664	50,055	19,479	55,686	25,110
640	Division Assistant - Accounting & Fin	\$ 16.09	\$ 33,467.20	0.71	6	646	38,793	5,326	44,424	10,957	47,240	13,772	50,055	16,588	55,686	22,219
632	Division Assistant - Operations	\$ 17.13	\$ 35,630.40	0.75	6	664	38,793	3,163	44,424	8,794	47,240	11,609	50,055	14,425	55,686	20,056
617	Member Service Representative	\$ 17.65	\$ 36,712.00	0.78	6	682	38,793	2,081	44,424	7,712	47,240	10,528	50,055	13,343	55,686	18,974
619	Member Service Representative	\$ 18.14	\$ 37,731.20	0.80	6	682	38,793	1,062	44,424	6,693	47,240	9,508	50,055	12,324	55,686	17,955
611	Member Service Representative	\$ 20.07	\$ 41,745.60	0.88	6	682	38,793	0	44,424	2,678	47,240	5,494	50,055	8,309	55,686	13,940
605	Division Assistant - Member Services	\$ 20.95	\$ 43,576.00	0.92	6	682	38,793	0	44,424	848	47,240	3,664	50,055	6,479	55,686	12,110
616	Billing Administrator	\$ 20.07	\$ 41,745.60	0.80	7	718	42,747	1,001	49,049	7,303	52,200	10,455	55,351	13,606	61,654	19,908
615	AMI Administrator	\$ 21.80	\$ 45,344.00	0.79	8	808	46,732	1,388	53,729	8,385	57,228	11,884	60,726	15,382	67,723	22,379
609	Plant Accountant	\$ 29.24	\$ 60,819.20	1.06	8	844	46,732	0	53,729	0	57,228	0	60,726	0	67,723	6,904
225	Energy Advisor	\$ 29.58	\$ 61,526.40	1.08	8	826	46,732	0	53,729	0	57,228	0	60,726	0	67,723	6,197
618	Payroll Bookkeeper	\$ 30.35	\$ 63,128.00	1.10	8	808	46,732	0	53,729	0	57,228	0	60,726	0	67,723	4,595
205	Executive Assistant	\$ 6,055.50	\$ 72,666.00	1.17	9	862	50,749	0	58,465	0	62,322	0	66,180	0	73,896	1,230
622	Technical Services Supervisor	\$ 4,994.24	\$ 59,930.88	0.77	12	1154	62,984	3,053	73,000	13,070	78,009	18,078	83,017	23,086	93,033	33,102
249	GIS Technician	\$ 6,425.15	\$ 77,101.80	0.99	12	1114	62,984	0	73,000	0	78,009	907	83,017	5,915	93,033	15,931
100	Manager of Marketing & Member Se	\$ 6,123.15	\$ 73,477.80	0.83	14	1336	71,290	0	82,964	9,486	88,801	15,324	94,639	21,161	106,313	32,835
602	Manager of Accounting & Human Re	\$ 6,295.38	\$ 75,544.56	0.85	14	1276	71,290	0	82,964	7,420	88,801	13,257	94,639	19,094	106,313	30,768
643	Manager of Finance & Accounting	\$ 6,872.60	\$ 82,471.20	0.74	18	1636	88,241	5,770	103,541	21,070	111,191	28,720	118,841	36,370	134,141	51,670
232	Assistant Manager of Operations	\$ 8,089.92	\$ 97,079.04	0.87	18	1596	88,241	0	103,541	6,462	111,191	14,112	118,841	21,762	134,141	37,062
226	Manager of Technical Services	\$ 8,619.21	\$ 103,430.52	0.93	18	1636	88,241	0	103,541	111	111,191	7,761	118,841	15,411	134,141	30,710
212	Manager of Operations	\$ 8,479.74	\$ 101,756.88	0.87	19	1678	92,547	0	108,820	7,063	116,956	15,199	125,092	23,336	141,365	39,608

Grayson Rural Electric Cooperative
Case No. 2018-00272
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:

All expenses are compliant with the Board of Director's Compensation Policy during the test year with one exception.

After completion and approval of the 2017 Wage & Salary plan, there were nine employees that had a salary below the minimum for their position. No immediate action was taken on those positions and would be reviewed the following year.

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

55. Provide this response in Excel spreadsheet format with all formulas intact and unprotected and all columns and rows accessible. Provide the following information for each employee, identified by employee number and job title, for the years 2011 through 2016 and the test year:

- 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 Grayson;
 - (2) Amount paid by each individual employee.
- h. Dental Benefits cost for each employee:
 - (1) Amount paid by Grayson;
 - (2) Amount paid by each individual employee.
- i. Vision Benefits cost for each employee:
 - (1) Amount paid by Grayson;
 - (2) Amount paid by each individual employee.
- j. Life Insurance cost for each employee:
 - (1) Amount paid by Grayson;
 - (2) Amount paid by each individual employee.

k. Accidental Death and Disability Benefits for each employee:

- (1) Amount paid by Grayson;
- (2) Amount paid by each individual employee.

l. 401 (K) Plan cost for each employee:

- (1) Amount paid by Grayson;
- (2) Amount paid by each individual employee.

m. Defined Benefit Retirement cost for each employee:

- (1) Amount paid by Grayson;
- (2) Amount paid by each individual employee.

n. Cost of any other benefit available to an employee (specify).

Response: Please see attached document.

Employee Number	Title	Regular	Overtime	Vacation Payout	Standby	Bonus	Other	Sub-Total	Health Benefits Cost		Dental Benefits		Vision		Life Insurance		AD&D		401k		Deferred Benefit Retirement		Any Other	Totals		
									Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee		Grayson	Employee	Grayson
100	Mgr of Mktg/Mbr Svcs	\$ 64,094	\$ -	\$ 2,586	\$ 200	\$ 242	\$ 67,122	\$ 16,597	\$ -	\$ -	\$ -	\$ -	\$ 302	\$ 243	\$ -	\$ -	\$ 510	\$ -	\$ -	\$ -	\$ -	\$ 14,155	\$ -	\$ 3,250	\$ 101,937	\$ 243
200	1st Class Lineman	9,600	1,275	-	50	-	10,925	-	-	-	-	-	-	-	51	-	-	-	-	-	-	-	-	-	\$ 10,976	-
201	1st Class Lineman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
204	Apprentice Lineman-1st Yr	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
205	Executive Assistant	60,578	-	3,539	200	225	64,542	16,597	-	-	-	-	283	129	-	-	475	-	-	-	13,199	-	3,250	\$ 98,347	129	
210	Maintenance Leadman	68,255	14,906	1,440	150	262	85,012	16,597	-	-	-	-	317	402	-	-	531	-	-	-	13,866	-	3,250	\$ 119,574	402	
211	Maintenance Leadman	65,543	17,489	4,154	150	252	87,588	16,597	-	-	-	-	302	585	-	-	510	-	-	-	13,315	-	3,250	\$ 121,563	585	
212	Manager of Operations	88,798	-	3,753	200	335	93,086	16,597	-	-	-	-	422	123	-	-	707	-	-	-	19,646	-	3,250	\$ 133,709	123	
215	Maintenance Leadman	67,569	17,727	5,617	150	260	91,323	16,597	-	-	-	-	312	219	-	-	527	-	-	-	13,756	-	3,250	\$ 125,765	219	
217	Engineering Party Chief	63,811	-	-	150	245	64,206	16,597	-	-	-	-	298	106	-	-	496	-	-	-	12,950	-	3,250	\$ 97,796	106	
219	Warehouseman	62,284	2,694	986	150	239	66,353	16,597	-	-	-	-	288	186	-	-	483	-	-	-	12,610	-	3,250	\$ 99,582	186	
220	Engineering Party Chief	59,861	4,356	545	150	230	65,142	16,597	-	-	-	-	278	84	-	-	463	-	-	-	12,090	-	3,250	\$ 97,821	84	
221	Maintenance Leadman	59,671	7,498	1,269	150	231	68,819	16,597	-	-	-	-	264	76	-	-	442	-	-	-	11,540	-	3,250	\$ 100,912	76	
223	Maintenance Leadman	65,499	10,254	1,196	150	252	77,351	16,597	-	-	-	-	302	-	-	-	510	-	-	-	13,315	-	3,250	\$ 111,326	-	
225	Energy Advisor	53,173	77	-	150	203	53,603	3,250	-	-	-	-	254	105	-	-	426	-	-	-	11,832	-	-	\$ 69,365	105	
226	Mgr of Technical Services	88,177	-	5,375	200	330	94,082	16,597	-	-	-	-	413	40	-	-	695	-	-	-	19,307	-	3,250	\$ 134,344	40	
227	Meterman, 1st Class	62,274	1,748	239	150	239	64,650	16,597	-	-	-	-	288	-	-	-	483	-	-	-	12,610	-	3,250	\$ 97,879	-	
229	Maintenance Leadman	66,021	12,970	2,728	150	254	82,123	16,597	-	-	-	-	307	66	-	-	514	-	-	-	13,426	-	3,250	\$ 116,217	66	
232	Asst Mgr of Operations	81,317	-	4,632	200	307	86,456	16,597	-	-	-	-	384	221	-	-	647	-	-	-	17,983	-	3,250	\$ 125,318	221	
237	Construction Leadman	64,356	11,810	243	150	243	76,802	16,597	-	-	-	-	293	258	-	-	491	-	-	-	12,822	-	3,250	\$ 110,255	258	
239	Construction Leadman	65,485	15,330	4,028	150	252	85,245	16,597	-	-	-	-	302	27	-	-	510	-	-	-	13,315	-	3,250	\$ 119,220	27	
249	GIS Technician	63,179	15,693	-	150	243	79,265	16,597	-	-	-	-	293	-	-	-	491	-	-	-	12,822	-	3,250	\$ 112,718	-	
251	1st Class Lineman	63,166	13,063	1,093	150	243	77,715	16,597	-	-	-	-	293	12	-	-	491	-	-	-	12,822	-	3,250	\$ 111,168	12	
253	Mechanic	58,380	3,311	-	150	223	62,064	16,597	-	-	-	-	269	-	-	-	375	-	-	-	8,817	-	3,250	\$ 91,372	-	
254	1st Class Lineman	55,114	7,720	1,421	150	194	64,599	16,597	-	-	-	-	235	-	-	-	262	-	-	-	5,129	-	3,250	\$ 90,072	-	
257	Meterman, 2nd Class	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,250	\$ 3,250	-
258	1st Class Lineman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,250	\$ 3,250	-
602	MGR Acctg/Human Resources	60,524	-	1,006	200	228	61,958	33,182	-	-	-	-	288	30	-	-	481	-	-	-	13,361	-	-	\$ 109,270	30	
605	Div Asst-Mbr Services	37,972	513	297	150	142	39,073	16,597	-	-	-	-	182	251	-	-	300	-	-	-	8,349	-	3,250	\$ 67,752	251	
609	Plant Accountant	47,917	-	1,072	150	179	49,318	16,597	-	-	-	-	226	156	-	-	377	-	-	-	10,472	-	3,250	\$ 80,240	156	
610	Division Secretary	49,175	71	1,558	150	184	51,138	16,597	-	-	-	-	230	212	-	-	389	-	-	-	10,800	-	3,250	\$ 82,405	212	
611	Member Service Rep	35,906	410	447	150	132	37,046	8,365	-	-	-	-	168	352	-	-	278	-	-	-	7,721	-	3,250	\$ 56,828	352	
615	AMI Administrator	37,197	506	769	150	142	38,764	16,597	-	-	-	-	173	580	-	-	288	-	-	-	8,016	-	3,250	\$ 67,088	580	
616	Billing Administrator	34,617	426	130	150	130	35,453	16,597	-	-	-	-	163	233	-	-	275	-	-	-	7,646	-	3,250	\$ 63,384	233	
617	Customer Service Rep	31,630	361	60	150	116	32,317	16,597	-	-	-	-	149	658	-	-	244	-	-	-	6,778	-	3,250	\$ 59,335	658	
618	Payroll/Bookkeeper	53,489	-	3,007	150	200	56,846	16,597	-	-	-	-	254	81	-	-	423	-	-	-	11,742	-	3,250	\$ 89,113	81	
619	Customer Service Rep	32,859	377	478	150	123	33,987	16,597	-	-	-	-	158	162	-	-	260	-	-	-	7,214	-	3,250	\$ 61,467	162	
620	Groundman (15 Yr Svc)	55,037	2,090	3,172	150	211	60,660	16,597	-	-	-	-	254	-	-	-	425	-	-	-	11,095	-	3,250	\$ 92,281	-	
622	Technical Svc Supervisor	49,399	-	2,679	200	188	52,465	8,365	-	-	-	-	230	70	-	-	384	-	-	-	10,673	-	3,250	\$ 75,369	70	
632	DIVISION ASST - Operations	26,031	148	112	100	112	26,503	16,597	-	-	-	-	116	95	-	-	208	-	-	-	6,319	-	3,250	\$ 52,993	95	
634	Customer Service Rep	29,846	127	112	150	112	30,347	8,365	-	-	-	-	139	-	-	-	235	-	-	-	6,534	-	3,250	\$ 48,871	-	
638	Customer Service Rep	26,311	489	542	150	99	27,591	8,365	-	-	-	-	120	-	-	-	203	-	-	-	5,630	-	3,250	\$ 45,159	-	
640	Div Assist-Acctg/Finance	22,774	98	-	150	86	23,108	8,365	-	-	-	-	106	-	-	-	175	-	-	-	4,856	-	3,250	\$ 39,861	-	
643	Mgr of Finance & Acctg	54,591	-	104	200	209	55,104	8,365	-	-	-	-	250	-	-	-	414	-	-	-	11,513	-	3,250	\$ 78,896	-	
648	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
650	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
651	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
652	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
653	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
654	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
655	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
656	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
657	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
658	Summer/Part time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	-
900	President & CEO	131,994	-	4,463	200	481	137,137	16,597	-	-	-	-	600	519	-	-	1,014	-	-	-						

Employee Number	Title	Regular	Overtime	Vacation Payout	Standby	Bonus	Other	Sub-Total	Health Benefits Cost		Dental Benefits		Vision		Life Insurance		AD&D		401k		Defined Benefit Retirement		Any Other	Totals		
									Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee		Grayson	Employee	Grayson
100	Mgr of Mktg/Mbr Svcs	\$ 66,220	\$ -	\$ 3,314		\$ 200	\$ 252	\$ 69,986	\$ 16,587	\$ -	\$ -	\$ -	\$ 301	\$ 353			\$ 654	\$ -	\$ 14,861	\$ -	\$ 3,250	\$ 105,639	\$ 353			
200	1st Class Lineman	65,057	20,106	885		150	253	86,451	15,205				292	5			89					3,250	105,286	5		
201	1st Class Lineman	11,810	417	-		-	-	12,227	-				40	-			-					-	12,267	-		
204	Apprentice Lineman-4th Yr	-	-	-		-	-	-	-				-	-			-					-	-	-		
205	Executive Assistant	62,209	-	3,519		200	235	66,163	16,587				283	129			611		13,882		3,250	100,775	129			
210	Maintenance Leadman	70,524	17,188	1,087		150	272	89,221	16,587				315	416			681		14,154		3,250	124,207	416			
211	Maintenance Leadman	68,225	23,125	4,057		150	262	95,819	16,587				301	604			655		13,613		3,250	130,224	604			
212	Manager of Operations	91,707	-	2,162		200	348	94,417	16,587				415	126			906		20,581		3,250	136,155	126			
215	Maintenance Leadman	70,068	24,138	9,711		150	270	104,337	16,587				310	228			675		14,046		3,250	139,205	228			
217	Engineering Party Chief	66,261	4,880	-		150	255	71,546	16,587				292	145			637		13,254		3,250	105,566	145			
219	Warehouseman	64,660	4,231	124		150	249	69,414	16,587				287	192			621		12,921		3,250	103,080	192			
220	Engineering Party Chief	62,439	6,843	1,018		150	240	70,690	16,587				274	86			597		12,410		3,250	103,808	86			
221	Maintenance Leadman	64,882	16,231	1,296		150	240	82,799	16,587				274	383			600		12,471		3,250	115,980	383			
223	Maintenance Leadman	67,988	15,011	1,505		150	262	84,916	16,587				301	-			655		13,613		3,250	119,321	-			
225	Energy Advisor	55,192	2,342	-		150	211	57,895	3,250				251	161			548		12,442		-	74,385	161			
226	Mgr of Technical Services	90,749	-	5,001		200	343	96,293	16,587				410	40			891		20,253		3,250	137,684	40			
227	Meterman, 1st Class	64,660	4,972	436		150	249	70,467	16,587				287	-			621		12,921		3,250	104,133	-			
229	Maintenance Leadman	68,350	19,157	1,583		150	264	89,504	16,587				301	68			660		13,721		3,250	124,023	68			
232	Asst Mgr of Operations	85,096	-	4,125		200	319	89,740	16,587				378	229			829		18,849		3,250	129,634	229			
237	Construction Leadman	64,409	13,616	-		150	253	78,428	16,587				292	269			631		13,128		3,250	112,316	269			
239	Construction Leadman	68,228	25,754	3,946		150	262	98,340	16,587				301	27			655		13,613		3,250	132,745	27			
249	GIS Technician	65,846	20,969	1,011		150	253	88,229	16,587				292	-			631		13,128		3,250	122,117	-			
251	1st Class Lineman	65,657	15,620	790		150	253	82,470	16,587				292	12			631		13,128		3,250	116,358	12			
253	Mechanic	60,981	7,350	1,605		150	233	70,319	16,587				269	-			581		12,082		3,250	103,087	-			
254	1st Class Lineman	61,468	14,012	1,381		150	228	77,239	16,587				260	-			568		11,818		3,250	109,722	-			
257	Meterman, 2nd Class	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
258	1st Class Lineman	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
602	Mgr Acctg/Human Resources	62,978	-	238		200	238	63,654	28,167				283	30			618		14,035		-	106,756	30			
605	Div Asst-Mbr Services	39,770	4,273	988		150	149	45,330	16,587				178	355			388		8,811		3,250	74,544	355			
609	Plant Accountant	49,461	-	386		150	187	50,184	16,587				223	161			486		11,038		3,250	81,768	161			
610	Division Secretary	50,658	1,515	2,857		150	192	55,372	16,587				233	222			500		11,369		3,250	87,310	222			
611	Member Service Rep	36,863	873	553		150	138	38,577	8,415				164	362			359		8,168		3,250	58,934	362			
615	AMI Administrator	38,352	1,092	1,037		150	143	40,774	16,587				173	596			373		8,476		3,250	69,633	596			
616	Billing Administrator	35,939	719	205		150	137	37,150	16,587				164	241			356		8,079		3,250	65,585	241			
617	Customer Service Rep	32,479	1,017	63		150	122	33,831	28,167				146	667			316		7,185		-	69,646	667			
618	Payroll/Bookkeepr	55,115	-	3,396		150	209	58,870	16,587				251	81			544		12,362		3,250	91,863	81			
619	Customer Service Rep	33,867	608	280		150	129	35,034	16,587				155	163			336		7,630		3,250	62,991	163			
620	Groundman (15 Yr Svc)	57,505	6,698	886		150	221	65,460	16,587				251	-			550		11,433		3,250	97,530	-			
622	Technical Svc Supervisor	50,967	-	1,966		200	197	53,330	8,415				228	80			495		11,247		3,250	76,965	80			
632	Division Asst - Operations	30,424	1,187	117		150	117	31,995	28,167				137	104			295		6,703		-	67,297	104			
634	Customer Service Rep	30,636	44	117		150	117	31,064	8,415				141	-			305		6,925		3,250	50,100	-			
638	Customer Service Rep	27,180	1,040	471		150	105	28,946	8,415				123	-			263		5,985		3,250	46,982	-			
640	Div Asst-Acctg/Finance	23,836	596	-		150	91	24,673	8,415				105	-			228		5,181		3,250	41,852	-			
643	Mgr of Finance & Acctg	58,762	-	226		200	226	59,414	8,415				251	-			547		12,441		3,250	84,318	-			
648	Summer/Part time	1,871	-	-		-	-	1,871	-				-	-			-		-		-	-	1,871	-		
650	Summer/Part time	2,168	44	-		-	-	2,212	-				-	-			-		-		-	-	2,212	-		
651	Summer/Part time	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
652	Summer/Part time	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
653	Summer/Part time	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
654	Summer/Part time	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
655	Summer/Part time	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
656	Summer/Part time	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
657	Summer/Part time	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
658	Summer/Part time	-	-	-		-	-	-	-				-	-			-		-		-	-	-	-		
900	President & CEO	133,022	-	5,632		200	497	139,351	28,167				593	534			1,293		29,374		-	198,778	-			
Totals		\$ 2,434,539	\$ 275,668	\$ 67,974	\$ -	\$ 6,600	\$ 9,221	\$ 2,794,002	\$ 662,629	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,816	\$ 7,068	\$ -	\$ -	\$ 22,877	\$ -	\$ 497,330	\$ 117,000	\$ 4,104,654	\$ 6,534

Employee Number	Title	Regular	Overtime	Vacation Payout	Standby	Bonus	Other	Sub-Total	Health Benefits Cost		Dental Benefits		Vision		Life Insurance		AD&D		401k		Defined Benefit Retirement		Any Other	Totals		
									Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee		Grayson	Employee	Grayson
100	Mgr of Mktg/Mbr Svcs	\$ 68,904	\$ -	\$ 3,521		\$ 150	\$ 262	\$ 72,837	\$ 16,767	\$ -					\$ 320	\$ 360			\$ 252	\$ -	\$ 15,582	\$ -	\$ 3,250	\$ 109,008	\$ 360	
200	1st Class Lineman	68,249	24,225	788		100	263	93,625	16,767						306	12			522	-	14,160	-	3,250	128,630	\$ 12	
201	1st Class Lineman	56,019	7,524	237		100	210	64,090	15,370						246	5			70	-	-	-	3,250	83,025	\$ 5	
204	Apprentice Lineman-Mbr	43,331	8,094	-		50	-	51,475	9,781						201	-			-	-	-	-	3,250	64,706	\$ -	
205	Executive Assistant	65,941	-	3,755		150	249	70,095	16,767						296	129			214	-	14,439	-	3,250	105,062	\$ 129	
210	Maintenance Leadman	72,124	21,080	3,011		100	274	96,589	16,767						329	426			259	-	15,222	-	3,250	132,416	\$ 426	
211	Maintenance Leadman	70,577	25,348	3,397		100	272	99,694	16,767						320	874			221	-	14,662	-	3,250	134,913	\$ 874	
212	Manager of Operations	95,423	-	5,961		150	363	101,897	16,767						440	130			348	-	21,580	-	3,250	144,282	\$ 130	
215	Maintenance Leadman	76,218	29,304	4,936		100	280	110,838	16,767						329	263			215	-	15,110	-	3,250	146,509	\$ 263	
217	Engineering Party Chief	66,800	5,170	-		100	265	72,335	16,767						310	150			213	-	14,290	-	3,250	107,165	\$ 150	
219	Warehouseman	67,562	4,876	1,174		100	259	73,971	16,767						301	347			240	-	13,945	-	3,250	108,474	\$ 347	
220	Engineering Party Chief	65,539	5,968	2,183		100	250	74,040	16,767						292	89			233	-	13,416	-	3,250	107,998	\$ 89	
221	Maintenance Leadman	72,658	19,511	979		100	280	93,528	16,767						306	136			233	-	14,160	-	3,250	128,244	\$ 136	
223	Maintenance Leadman	70,577	15,080	1,563		100	272	87,592	16,767						320	-			251	-	14,662	-	3,250	122,841	\$ -	
225	Energy Advisor	57,593	1,379	114		100	219	59,405	3,250						264	165			236	-	13,044	-	-	76,199	\$ 165	
226	Mgr of Technical Services	94,162	-	6,174		150	354	100,840	16,767						431	40			313	-	21,066	-	3,250	142,667	\$ 40	
227	Meterman, 1st Class	67,250	5,633	1,003		100	259	74,245	16,767						301	-			247	-	13,945	-	3,250	108,755	\$ -	
229	Maintenance Leadman	71,097	16,220	1,643		100	274	89,334	16,767						320	95			238	-	14,774	-	3,250	124,682	\$ 95	
232	Asst Mgr of Operations	91,036	-	4,068		150	346	95,600	16,767						417	248			335	-	20,588	-	3,250	136,956	\$ 248	
237	Construction Leadman	68,687	20,730	526		100	263	90,306	16,767						306	276			239	-	14,160	-	3,250	125,028	\$ 276	
239	Construction Leadman	71,097	29,553	4,312		100	274	105,336	16,767						320	27			227	-	14,774	-	3,250	140,673	\$ 27	
249	GIS Technician	72,820	1,526	1,615		150	269	76,380	16,767						306	-			253	-	14,712	-	3,250	111,668	\$ -	
251	1st Class Lineman	68,257	17,633	1,971		100	263	88,224	16,767						306	12			242	-	14,160	-	3,250	122,949	\$ 12	
253	Mechanic	66,123	9,084	1,461		100	243	77,011	16,767						283	-			366	-	13,076	-	3,250	110,752	\$ -	
254	1st Class Lineman	67,442	19,651	1,577		100	250	89,020	16,767						292	4			383	-	13,452	-	3,250	123,164	\$ 4	
257	Meterman, 2nd Class	-	-	-		-	-	-	-						-	-			-	-	-	-	-	-	\$ -	
258	1st Class Lineman	-	-	-		-	-	-	-						-	-			-	-	-	-	-	-	\$ -	
602	Mgr Acctg/Human Resources	69,406	-	67		150	269	69,892	26,943						306	30			262	-	15,010	-	-	112,412	\$ 30	
605	Div Asst-Mbr Services	40,860	1,593	40		100	155	42,748	16,767						190	518			160	-	9,240	-	3,250	72,355	\$ 518	
609	Plant Accountant	51,318	-	176		100	193	51,787	16,767						236	216			187	-	11,482	-	3,250	83,709	\$ 216	
610	Division Secretary	52,709	2,629	1,770		100	200	57,408	26,943						246	342			195	-	11,920	-	-	96,712	\$ 342	
611	Member Service Rep	38,327	916	651		100	143	40,137	8,679						176	565			137	-	8,497	-	3,250	60,877	\$ 565	
615	AMI Administrator	39,916	897	1,620		100	154	42,687	16,767						181	604			139	-	8,816	-	3,250	71,840	\$ 604	
616	Billing Administrator	37,390	508	370		100	142	38,510	16,767						176	249			149	-	8,469	-	3,250	67,321	\$ 249	
617	Customer Service Rep	33,752	538	65		100	126	34,581	26,943						153	676			124	-	7,474	-	3,250	72,525	\$ 676	
618	Payroll/Bookkeeper	57,121	-	3,584		100	216	61,021	16,767						264	81			195	-	12,858	-	3,250	94,355	\$ 81	
619	Customer Service Rep	35,288	484	349		100	134	36,355	16,767						162	165			135	-	7,998	-	3,250	64,666	\$ 165	
620	Groundman (15 Yr Svc)	60,094	6,293	2,199		100	231	68,917	16,767						269	-			189	-	12,403	-	3,250	101,795	\$ -	
622	Technical Svc Supervisor	53,020	-	3,455		150	205	56,830	8,679						241	83			169	-	11,699	-	3,250	80,868	\$ 83	
632	Division Asst - Gasoline	31,672	595	122		100	122	32,611	26,943						144	105			149	-	6,974	-	-	66,821	\$ 105	
634	Customer Service Rep	32,229	233	129		100	122	32,813	8,679						148	-			126	-	7,260	-	3,250	52,276	\$ -	
638	Customer Service Rep	28,286	939	504		100	109	29,938	8,679						130	-			96	-	6,227	-	3,250	48,320	\$ -	
640	Div Asst-Acctg/Finance	29,866	812	427		100	118	31,323	8,679						116	-			94	-	5,598	-	3,250	49,060	\$ -	
643	Mgr of Finance & Acctg	74,325	-	294		150	294	75,063	8,679						278	-			231	-	13,690	-	3,250	101,191	\$ -	
648	Summer/Part time	3,270	-	-		-	-	3,270	-						-	-			-	-	-	-	-	-	3,270	\$ -
650	Summer/Part time	4,539	141	-		-	-	4,680	-						-	-			-	-	-	-	-	-	4,680	\$ -
651	Summer/Part time	870	-	-		-	-	870	-						-	-			-	-	-	-	-	-	870	\$ -
652	Summer/Part time	508	-	-		-	-	508	-						-	-			-	-	-	-	-	-	508	\$ -
653	Summer/Part time	-	-	-		-	-	-	-						-	-			-	-	-	-	-	-	-	\$ -
654	Summer/Part time	-	-	-		-	-	-	-						-	-			-	-	-	-	-	-	-	\$ -
655	Summer/Part time	-	-	-		-	-	-	-						-	-			-	-	-	-	-	-	-	\$ -
656	Summer/Part time	-	-	-		-	-	-	-						-	-			-	-	-	-	-	-	-	\$ -
657	Summer/Part time	-	-	-		-	-	-	-						-	-			-	-	-	-	-	-	-	\$ -
658	Summer/Part time	-	-	-		-	-	-	-						-	-			-	-	-	-	-	-	-	\$ -
900	President & CEO	137,035	-	3,165		150	512	140,862	26,943						621	546			472	-	30,469	-	-	199,366	\$ 546	
Totals		\$ 2,667,287	\$ 304,167	\$ 74,956	\$ -	\$ 4,750	\$ 9,958	\$ 3,061,118	\$ 701,428	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,892	\$ 7,968										

Employee Number	Title	Regular	Overtime	Vacation Payout	Standby	Bonus	Other	Sub-Total	Health Benefits Cost		Dental Benefits		Vision		Life Insurance		AD&D		401k		Defined Benefit Retirement		Any Other	Totals	
									Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee		Grayson	Employee
100	Mgr of Mktg/Mbr Svcs	\$ 73,168	\$ -	\$ 1,413		\$ 200	\$ 272	\$ 75,053	\$ 17,139	\$ -	\$ -	\$ -	\$ -	\$ 341	\$ 365	\$ -	\$ -	\$ 552	\$ -	\$ 16,280	\$ -	\$ 3,250	\$ 112,614	\$ 365	
200	1st Class Lineman	72,317	20,756	716		150	273	94,212	17,139	\$ -	\$ -	\$ -	\$ -	331	\$ 12	\$ -	\$ -	533	\$ -	14,527	\$ -	3,250	129,992	12	
201	1st Class Lineman	65,822	8,463	-		150	246	74,681	17,139	\$ -	\$ -	\$ -	\$ -	298	\$ 12	\$ -	\$ -	480	\$ -	13,076	\$ -	3,250	108,923	12	
204	Apprentice Lineman-4th Yr	57,250	8,338	218		100	218	66,124	17,139	\$ -	\$ -	\$ -	\$ -	250	\$ -	\$ -	\$ -	333	\$ -	8,172	\$ -	3,250	95,268	-	
205	Executive Assistant	70,878	-	3,433		200	259	74,770	17,139	\$ -	\$ -	\$ -	\$ -	326	\$ 129	\$ -	\$ -	525	\$ -	15,487	\$ -	3,250	111,497	129	
210	Maintenance Leadman	75,375	15,311	1,703		150	284	92,823	17,139	\$ -	\$ -	\$ -	\$ -	346	\$ 431	\$ -	\$ -	555	\$ -	15,132	\$ -	3,250	129,245	431	
211	Maintenance Leadman	74,842	24,351	4,121		150	282	103,746	17,139	\$ -	\$ -	\$ -	\$ -	341	\$ 891	\$ -	\$ -	551	\$ -	15,022	\$ -	3,250	140,049	891	
212	Manager of Operations	101,510	-	3,718		200	377	105,805	17,139	\$ -	\$ -	\$ -	\$ -	475	\$ 135	\$ -	\$ -	765	\$ -	22,546	\$ -	3,250	149,979	135	
215	Maintenance Leadman	75,700	25,776	2,958		150	290	104,874	17,139	\$ -	\$ -	\$ -	\$ -	350	\$ 270	\$ -	\$ -	567	\$ -	15,464	\$ -	3,250	141,645	270	
217	Engineering Party Chief	70,370	2,992	-		150	275	73,787	17,139	\$ -	\$ -	\$ -	\$ -	331	\$ 152	\$ -	\$ -	538	\$ -	14,655	\$ -	3,250	109,700	152	
219	Warehouseman	74,969	6,524	1,167		150	283	83,093	17,139	\$ -	\$ -	\$ -	\$ -	326	\$ 357	\$ -	\$ -	529	\$ -	14,425	\$ -	3,250	118,762	357	
220	Engineering Party Chief	70,520	3,255	1,066		150	260	75,251	17,139	\$ -	\$ -	\$ -	\$ -	312	\$ 91	\$ -	\$ -	506	\$ -	13,792	\$ -	3,250	110,250	91	
221	Maintenance Leadman	75,771	14,971	1,197		150	290	92,379	17,139	\$ -	\$ -	\$ -	\$ -	350	\$ 418	\$ -	\$ -	567	\$ -	15,464	\$ -	3,250	129,150	418	
223	Maintenance Leadman	74,692	12,245	1,550		150	282	88,919	17,139	\$ -	\$ -	\$ -	\$ -	341	\$ -	\$ -	\$ -	551	\$ -	15,022	\$ -	3,250	125,222	-	
225	Energy Advisor	61,042	1,259	-		150	228	62,679	3,250	\$ -	\$ -	\$ -	\$ -	288	\$ 172	\$ -	\$ -	462	\$ -	13,630	\$ -	-	80,309	172	
226	Mgr of Technical Services	100,627	-	5,461		200	369	106,657	17,139	\$ -	\$ -	\$ -	\$ -	461	\$ 40	\$ -	\$ -	748	\$ -	22,043	\$ -	3,250	150,297	40	
227	Meterman, 1st Class	71,648	4,438	2,387		150	269	78,892	17,139	\$ -	\$ -	\$ -	\$ -	326	\$ -	\$ -	\$ -	525	\$ -	14,314	\$ -	3,250	114,447	-	
229	Maintenance Leadman	75,282	16,864	3,121		150	284	95,701	17,139	\$ -	\$ -	\$ -	\$ -	345	\$ 99	\$ -	\$ -	555	\$ -	15,132	\$ -	3,250	132,123	99	
232	Asst Mgr of Operations	96,836	-	5,905		200	360	103,301	17,139	\$ -	\$ -	\$ -	\$ -	451	\$ 366	\$ -	\$ -	729	\$ -	21,509	\$ -	3,250	146,380	366	
237	Construction Leadman	75,262	18,053	1,014		150	273	94,752	17,139	\$ -	\$ -	\$ -	\$ -	331	\$ 286	\$ -	\$ -	533	\$ -	14,527	\$ -	3,250	130,532	286	
239	Construction Leadman	76,341	20,710	4,336		150	284	101,821	17,139	\$ -	\$ -	\$ -	\$ -	346	\$ 30	\$ -	\$ -	555	\$ -	15,132	\$ -	3,250	138,244	30	
249	GIS Technician	75,325	-	1,214		200	286	77,025	17,139	\$ -	\$ -	\$ -	\$ -	336	\$ -	\$ -	\$ -	546	\$ -	16,100	\$ -	3,250	114,396	-	
251	1st Class Lineman	72,602	14,837	989		150	273	88,851	17,139	\$ -	\$ -	\$ -	\$ -	331	\$ 12	\$ -	\$ -	533	\$ -	14,527	\$ -	3,250	124,630	12	
253	Mechanic	68,611	9,076	1,204		150	253	79,294	17,139	\$ -	\$ -	\$ -	\$ -	307	\$ -	\$ -	\$ -	494	\$ -	13,456	\$ -	3,250	113,940	-	
254	1st Class Lineman	72,384	19,340	887		150	273	93,034	17,139	\$ -	\$ -	\$ -	\$ -	331	\$ 12	\$ -	\$ -	533	\$ -	14,527	\$ -	3,250	128,813	12	
257	Meterman, 2nd Class	52,913	3,576	-		50	-	56,539	9,998	\$ -	\$ -	\$ -	\$ -	243	\$ -	\$ -	\$ -	-	\$ -	-	\$ -	3,250	70,029	-	
258	1st Class Lineman	40,686	10,281	-		50	-	51,017	2,986	\$ -	\$ -	\$ -	\$ -	199	\$ -	\$ -	\$ -	-	\$ -	-	\$ -	3,250	57,452	-	
602	Mgr Acctg/Human Resources	74,052	-	1,399		200	280	75,931	26,243	\$ -	\$ -	\$ -	\$ -	336	\$ 30	\$ -	\$ -	546	\$ -	16,100	\$ -	-	119,157	30	
605	Div Asst-Mbr Services	43,353	1,664	63		150	161	45,391	17,139	\$ -	\$ -	\$ -	\$ -	202	\$ 456	\$ -	\$ -	327	\$ -	9,654	\$ -	3,250	75,963	456	
609	Plant Accountant	54,511	-	-		150	201	54,862	17,139	\$ -	\$ -	\$ -	\$ -	254	\$ 222	\$ -	\$ -	407	\$ -	12,013	\$ -	3,250	87,925	222	
610	Division Secretary	56,327	201	8,283		150	208	65,169	26,243	\$ -	\$ -	\$ -	\$ -	264	\$ 352	\$ -	\$ -	422	\$ -	12,453	\$ -	-	104,551	352	
611	Member Service Rep	40,858	348	-		150	149	41,505	8,957	\$ -	\$ -	\$ -	\$ -	187	\$ 580	\$ -	\$ -	276	\$ -	8,893	\$ -	3,250	63,069	580	
615	AMI Administrator	42,346	421	1,703		150	160	44,780	17,139	\$ -	\$ -	\$ -	\$ -	197	\$ 620	\$ -	\$ -	313	\$ -	9,223	\$ -	3,250	74,902	620	
616	Billing Administrator	39,637	452	154		150	148	40,541	17,139	\$ -	\$ -	\$ -	\$ -	187	\$ 253	\$ -	\$ -	300	\$ -	8,846	\$ -	3,250	70,262	253	
617	Customer Service Rep	36,096	459	-		150	131	36,836	26,243	\$ -	\$ -	\$ -	\$ -	168	\$ 693	\$ -	\$ -	265	\$ -	7,822	\$ -	-	71,335	693	
618	Payroll/Bookkeeper	60,965	-	3,318		150	225	64,658	17,139	\$ -	\$ -	\$ -	\$ -	283	\$ 141	\$ -	\$ -	456	\$ -	13,457	\$ -	3,250	99,244	141	
619	Customer Service Rep	37,441	157	399		150	140	38,287	17,139	\$ -	\$ -	\$ -	\$ -	178	\$ 167	\$ -	\$ -	283	\$ -	8,358	\$ -	3,250	67,495	167	
620	Groundman (15 Yr Svc)	64,048	4,346	1,086		150	241	69,871	17,139	\$ -	\$ -	\$ -	\$ -	293	\$ -	\$ -	\$ -	469	\$ -	12,793	\$ -	3,250	103,815	-	
622	Technical Svc Supervisor	57,233	-	3,423		700	213	61,569	8,957	\$ -	\$ -	\$ -	\$ -	259	\$ 86	\$ -	\$ -	415	\$ -	12,242	\$ -	3,250	86,693	86	
632	Division Asst - Operations	33,583	380	-		150	127	34,240	26,243	\$ -	\$ -	\$ -	\$ -	154	\$ 107	\$ -	\$ -	247	\$ -	7,296	\$ -	-	68,180	107	
634	Customer Service Rep	34,655	98	-		150	129	35,032	8,957	\$ -	\$ -	\$ -	\$ -	163	\$ -	\$ -	\$ -	261	\$ -	7,702	\$ -	3,250	55,366	-	
638	Customer Service Rep	30,015	382	269		150	113	30,929	8,957	\$ -	\$ -	\$ -	\$ -	139	\$ -	\$ -	\$ -	221	\$ -	6,516	\$ -	3,250	50,012	-	
640	Div Asst-Acctg/Finance	32,685	209	-		150	124	33,168	8,957	\$ -	\$ -	\$ -	\$ -	149	\$ -	\$ -	\$ -	239	\$ -	7,037	\$ -	3,250	52,800	-	
643	Mgr of Finance & Acctg	80,658	-	-		200	305	81,163	8,957	\$ -	\$ -	\$ -	\$ -	370	\$ -	\$ -	\$ -	596	\$ -	17,576	\$ -	3,250	111,912	-	
648	Summer/Part time	3,567	-	-		-	-	3,567	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	3,567	-	
650	Summer/Part time	5,009	44	-		-	-	5,053	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	5,053	-	
651	Summer/Part time	-	-	-		-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-
652	Summer/Part time	3,697	44	-		-	-	3,741	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	3,741	-	
653	Summer/Part time	3,016	-	-		-	-	3,016	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	3,016	-	
654	Summer/Part time	2,487	-	-		-	-	2,487	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	2,487	-	
655	Summer/Part time	449	-	-		-	-	449	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	449	-	
656	Summer/Part time	-	-	-		-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-
657	Summer/Part time	-	-	-		-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-
658	Summer/Part time	-	-	-		-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-
900	President & CEO	148,765	-	2,742		200	548	151,515	26,243	\$ -	\$ -	\$ -	\$ -	662	\$ 562	\$ -	\$ -	1,070	\$ -	31,539	\$ -	-	183,054	562	
Totals		\$ 2,958,196	\$ 270,621	\$ 72,618	\$ -	\$ 7,500	\$ 10,646	\$ 3,167,326	\$ 732,499	\$ -	\$ -	\$ -	\$ -	\$ 18,458	\$ 8,550	\$ -	\$ -	\$ 20,882	\$ -	\$ 593,479	\$ -	\$ 126,750	\$ 4,594,879	\$ 7,987	

	A		C	D	E	F	G	H	I	J	K		M	N	O	P	Q	R	S	T	U	V	W		Y	Z	
1																										Question 55	
2	Grayson Rural Ele	Corp.																								Page 7 of 7	
3	Case No. 2018-00272			2017																						Witness: James Adkins	
6	Employee Number	Title	Regular	Overtime	Vacation Payout	Standby	Bonus	Other	Sub-Total	Health Benefits Cost		Dental Benefits		Vision		Life Insurance		AD&D		401k		Defined Benefit Retirement		Any Other	Totals		
7										Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee	Grayson	Employee		Grayson	Employee	
8	100	Mgr of Mktg/Mbr Svcs	\$ 75,835	\$ -	\$ 1,413		\$ 100	\$ 283	\$ 77,631	\$ 17,403	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 352	\$ 372	\$ -	\$ -	\$ 545	\$ -	\$ 18,152	\$ -	\$ 3,250	\$ 117,333	\$ 372	
9	200	1st Class Lineman	73,546	19,197	1,697		100	283	94,823	17,403	-	-	-	-	-	337	12	-	-	526	-	15,926	-	3,250	132,265	12	
10	201	1st Class Lineman	69,847	8,261	-		100	269	78,477	17,403	-	-	-	-	-	323	12	-	-	500	-	15,132	-	3,250	115,085	-	
11	204	Apprentice Lineman-4th Yr	63,858	16,366	1,273		100	255	81,852	17,403	-	-	-	-	-	271	-	-	-	421	-	13,648	-	3,250	116,845	-	
12	205	Executive Assistant	72,937	-	1,711		150	269	75,067	17,403	-	-	-	-	-	333	198	-	-	519	-	17,292	-	3,250	113,864	198	
13	210	Maintenance Leadman	76,378	15,918	4,112		100	294	96,802	17,403	-	-	-	-	-	352	441	-	-	547	-	16,566	-	3,250	134,920	441	
14	211	Maintenance Leadman	76,340	25,380	1,322		100	294	103,436	17,403	-	-	-	-	-	352	917	-	-	543	-	16,449	-	3,250	141,433	917	
15	212	Manager of Operations	102,116	-	6,196		150	391	108,853	17,403	-	-	-	-	-	485	205	-	-	755	-	25,137	-	3,250	155,884	205	
16	215	Maintenance Leadman	75,858	28,394	4,595		100	292	109,239	17,403	-	-	-	-	-	352	274	-	-	543	-	16,449	-	3,250	147,236	274	
17	217	Engineering Party Chief	74,131	535	-		100	285	75,051	17,403	-	-	-	-	-	342	156	-	-	531	-	16,061	-	3,250	112,638	156	
18	219	Warehouseman	76,149	5,657	988		100	293	83,187	17,403	-	-	-	-	-	352	377	-	-	545	-	16,514	-	3,250	121,252	377	
19	220	Engineering Party Chief	73,845	2,352	2,424		100	285	79,006	17,403	-	-	-	-	-	342	129	-	-	531	-	16,061	-	3,250	116,593	129	
20	221	Maintenance Leadman	75,858	14,279	1,021		100	292	91,550	17,403	-	-	-	-	-	352	420	-	-	543	-	16,449	-	3,250	129,547	420	
21	223	Maintenance Leadman	75,657	10,942	1,386		100	292	88,377	17,403	-	-	-	-	-	352	-	-	-	543	-	16,449	-	3,250	126,374	-	
22	225	Energy Advisor	61,744	764	-		100	237	62,845	3,250	-	-	-	-	-	295	176	-	-	456	-	15,199	-	-	82,045	176	
23	226	Mgr of Technical Services	103,858	-	4,376		150	383	108,767	17,403	-	-	-	-	-	475	64	-	-	739	-	24,613	-	3,250	155,248	64	
24	227	Meterman, 1st Class	72,531	1,465	2,789		100	279	77,164	17,403	-	-	-	-	-	333	-	-	-	519	-	15,702	-	3,250	114,371	-	
25	229	Maintenance Leadman	76,378	15,257	2,644		100	294	94,673	17,403	-	-	-	-	-	352	102	-	-	547	-	16,566	-	3,250	132,791	102	
26	232	Asst Mgr of Operations	97,521	-	3,734		150	373	101,778	17,403	-	-	-	-	-	466	381	-	-	720	-	23,982	-	3,250	147,599	381	
27	237	Construction Leadman	74,903	27,898	-		100	300	103,201	17,403	-	-	-	-	-	361	458	-	-	512	-	16,916	-	3,250	141,643	458	
28	239	Construction Leadman	78,459	18,615	3,922		100	302	101,998	17,403	-	-	-	-	-	361	30	-	-	563	-	17,033	-	3,250	140,008	30	
29	249	GIS Technician	76,830	-	1,594		150	297	78,871	17,403	-	-	-	-	-	356	-	-	-	551	-	18,348	-	3,250	118,779	-	
30	251	1st Class Lineman	74,376	18,410	1,308		100	283	94,477	17,403	-	-	-	-	-	337	12	-	-	526	-	15,926	-	3,250	131,919	12	
31	253	Mechanic	69,354	5,681	1,120		100	263	76,518	17,403	-	-	-	-	-	314	-	-	-	489	-	14,795	-	3,250	112,770	-	
32	254	1st Class Lineman	72,778	25,054	1,131		100	283	99,346	17,403	-	-	-	-	-	337	12	-	-	526	-	15,926	-	3,250	136,788	12	
33	257	Meterman, 2nd Class	66,875	1,913	1,251		100	251	70,990	17,403	-	-	-	-	-	299	-	-	-	388	-	10,571	-	3,250	102,302	-	
34	258	1st Class Lineman	72,538	27,805	1,273		100	283	101,999	9,051	-	-	-	-	-	337	-	-	-	307	-	5,972	-	3,250	120,916	-	
35	602	Mgr Acctg/Human Resources	75,224	-	-		150	291	75,665	24,939	-	-	-	-	-	347	40	-	-	540	-	17,977	-	-	119,468	40	
36	605	Div Asst-Mbr Services	43,647	1,202	-		100	168	45,117	17,403	-	-	-	-	-	209	463	-	-	323	-	10,765	-	3,250	77,067	463	
37	609	Plant Accountant	55,491	-	1,084		100	209	56,884	17,403	-	-	-	-	-	261	229	-	-	403	-	13,411	-	3,250	91,612	229	
38	610	Division Secretary	865	-	13,917		-	-	14,782	2,078	-	-	-	-	-	23	-	-	-	35	-	1,735	-	-	18,653	-	
39	611	Member Service Rep	41,512	387	-		100	155	42,154	9,051	-	-	-	-	-	195	610	-	-	298	-	9,932	-	3,250	64,880	610	
40	615	AMI Administrator	43,487	62	2,358		100	166	46,173	17,403	-	-	-	-	-	200	628	-	-	309	-	10,297	-	3,250	77,632	628	
41	616	Billing Administrator	40,426	115	341		100	154	41,136	17,403	-	-	-	-	-	190	257	-	-	296	-	9,860	-	3,250	72,136	257	
42	617	Customer Service Rep	36,504	447	-		100	141	37,192	24,939	-	-	-	-	-	171	702	-	-	262	-	8,735	-	-	71,299	702	
43	618	Payroll/Bookkeeper	60,818	-	3,656		100	234	64,808	17,403	-	-	-	-	-	290	141	-	-	451	-	15,024	-	3,250	101,227	141	
44	619	Customer Service Rep	38,114	218	18		100	145	38,595	17,403	-	-	-	-	-	181	168	-	-	280	-	9,321	-	3,250	69,030	168	
45	620	Groundman (15 Yr Svc)	66,345	4,289	656		100	251	71,641	17,403	-	-	-	-	-	299	-	-	-	465	-	14,095	-	3,250	107,153	-	
46	622	Technical Svc Supervisor	59,795	-	2,420		150	230	62,595	9,051	-	-	-	-	-	276	93	-	-	428	-	14,261	-	3,250	89,862	93	
47	632	Division Asst - Operations	35,599	77	-		100	137	35,913	24,939	-	-	-	-	-	157	108	-	-	244	-	8,144	-	-	69,397	108	
48	634	Customer Service Rep	35,162	227	-		100	134	35,623	9,051	-	-	-	-	-	166	-	-	-	258	-	8,586	-	3,250	56,934	-	
49	638	Customer Service Rep	30,571	353	676		100	118	31,818	9,051	-	-	-	-	-	143	-	-	-	218	-	7,276	-	3,250	51,756	-	
50	640	Div Asstt-Acctg/Finance	33,335	143	-		100	129	33,707	9,051	-	-	-	-	-	157	-	-	-	239	-	7,964	-	3,250	54,369	-	
51	643	Mgr of Finance & Acctg	82,145	-	-		150	317	82,612	9,051	-	-	-	-	-	380	8	-	-	589	-	19,626	-	3,250	115,508	8	
52	648	Summer/Part time	305	-	-		-	-	305	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	305	-
53	650	Summer/Part time	3,299	-	-		-	-	3,299	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,299	-
54	651	Summer/Part time	14	-	-		-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	-
55	652	Summer/Part time	5,075	-	-		-	-	5,075	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,075	-
56	653	Summer/Part time	2,146	-	-		-	-	2,146	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,146	-
57	654	Summer/Part time	4,720	-	-		-	-	4,720	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,720	-
58	655	Summer/Part time	5,053	-	-		-	-	5,053	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,053	-
59	656	Summer/Part time	3,205	43	-		-	-	3,248	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,248	-
60	657	Summer/Part time	3,139	43	-		-	-	3,182	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,182	-
61	658	Summer/Part time	3,516	11	-		-	-	3,527	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
62	900	President & CEO	143,473	1,500	1,645		150	548	147,316	24,939	-	-	-	-	-	680	868	-	-	1,057	-	35,217	-	-	209,209	868	
63	2017		\$ 3,013,465	\$ 299,260	\$ 80,051		\$ 4,850	\$ 11,432	\$ 3,409,078	\$ 725,351	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,845	\$ 9,062	\$ -	\$ -	\$ 21,130	\$ -	\$ 670,058	\$ -	\$ 126,750	\$ 4,962,685	\$ 9,062	

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

56. For each level of health insurance coverage available to Grayson's employees (i.e., single, family, etc.), provide the number of employees covered by Grayson'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:

High Deductible PPO Plan - Single

Number of Employees:	7
Employee Contribution Rate:	\$0
Premium:	\$754.27
Deductible:	\$3,000

High Deductible PPO Plan - Family

Number of Employees:	33
Employee Contribution Rate:	\$0
Premium:	\$1,450.28
Deductible:	\$6,000

PPO Plan

Number of Employees:	5
Employee Contribution Rate:	\$0
Premium:	\$2,078.26
Deductible:	\$600

Grayson Rural Electric Cooperative
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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, Grayson, 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.

Response:

Please see Response and Attached Documents in Question 53

b. If comparisons were not made, explain why such comparisons were not performed.

Response: N/A

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

58. Provide Grayson's current nepotism policy and indicate when it was most recently changed.

Response:

Please see attached for a copy of the policy, which was most recently revised on 07/23/2014.

GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION

BOARD POLICY NO. 109

SUBJECT: ANTI-NEPOTISM

I. OBJECTIVE

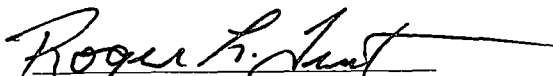
To set forth a policy with regard to the employment of close relatives of the Board of Directors and employees of GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION. To prohibit the possible undesirable influences of family relationships and to make employment available to as many different families as possible in view of the public nature of the COOPERATIVE'S business.


II. POLICY

- A. The usual practice of GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION is not to hire an employee's or Director's immediate family either on a temporary or full time basis. The term "immediate family" shall include, but is not limited to children, foster children, grandchildren, brother or sister, husband, wife, parents, foster parents, grandparents, aunts, uncles, nieces, nephews, in-laws, or any relative living in the employee's or Director's household. However, exception can be made, pending management or Board approval.
- B. When any two employees become "immediate family" by marriage or otherwise, one of them will be required to terminate his/her employment with the COOPERATIVE. The determination as to which employee shall terminate will be made by the affected employees.
- C. When a Director and another Director or employee become "immediate family" as defined in paragraph A, the provisions outlined in The Cooperative Bylaws, Article IV, Section 3, shall prevail.

III. RESPONSIBILITY

- A. This policy shall be enforced by the President and CEO.
- B. The President and CEO shall be responsible for making Directors and employees aware of this policy.


Roger L. Trent, Chairman


Billy E. "Eddie" Martin, Secretary/Treasurer

Board Approved: 09/27/79
Formerly Board Policy No. 14
Policy Revised: 07/25/86
Minute Book Page: 1578-1579
Policy Revised: 10/25/96
Minute Book Page: 2788 - 2789
Date Reaffirmed: 04/24/03
Minute Book Page: 3495

BOARD POLICY 109
PAGE 2

Policy Revised:	07/22/11
Minute Book Page:	4456-4457
Policy Rescinded:	07/22/11
Minutes Book Page:	4457
Policy Adopted:	02/24/12
Minute Book Page:	4524-4525
Date Reaffirmed:	07/23/14
Minute Book Page:	4848-4850

Grayson Rural Electric Cooperative
Case No. 2018-00272
Commission Staff's First Request for Information

59. Provide a copy of all exhibits and schedules that were prepared in Excel format included in Grayson's rate application in Excel spreadsheet format with all formulae intact and unprotected and with all columns and rows accessible.

Response: Please see attached files.

Breakdown of the Costs to Serve Each Rate Class

Witness: James Adkins

Purchased Power		Distribution Costs	
Demand Cost kWh	Energy Cost kWh	Demand Cost kWh	Consumer Cost Month

1 - Domestic - Farm & Home Service	\$ 0.01854	\$ 0.05005	\$ 0.02224	\$ 41.93
2 - Commercial and Small Power	\$ 0.01028	\$ 0.05005	\$ 0.01958	\$ 40.34
4 - Large Power Service-Single and Three-Phase	\$ 0.01451	\$ 0.05005	\$ 0.02313	\$ 53.56
5 - Street Lighting Service				
6 - Outdoor Lighting Service	\$ 0.00615	\$ 0.05005	\$ 0.01856	\$ 4.26
7 - All Electric Schools	\$ 0.01778	\$ 0.05005	\$ 0.02780	\$ 56.37
10 - Residential Time of Day	\$ 0.01945	\$ 0.05005	\$ 0.02760	\$ 45.54
14(a) - Large Industrial Service	\$ 0.01497	\$ 0.04050	\$ 0.00397	\$ 54.73
16 - Small Commercial Demand & Energy Rate				
17 - Water Pumping Service	\$ 0.02691	\$ 0.05005	\$ 0.05440	\$ 41.00
18 - General Service Rate	\$ 0.02225	\$ 0.05005	\$ 0.03100	\$ 40.84
19 - Temporary Service Rate	\$ 0.01449	\$ 0.05005	\$ 0.01820	\$ 42.75
20 - Inclining Block Rate	\$ 0.07323	\$ 0.05005	\$ 0.08766	\$ 45.05
21 - Prepay Metering Program (Residential)	\$ 0.14974	\$ 0.05005	\$ 0.01833	\$ 47.09
22 - Prepay Metering Program (General Service)	\$ 0.09979	\$ 0.05005	\$ 0.10013	\$ 49.29
NM - Residential	\$ 0.04659	\$ 0.05005	\$ 0.05680	\$ 43.70
NM - General Service Rate	\$ 0.45324	\$ 0.05005	\$ 1.07545	\$ 49.29

Employee Number	Position	Hours				Test Year Wages						January 1, 2018 Wage Rate	Normalized			Total		Increase/ (Decrease)		
		Regular	Overtime	Vacation Payout	Safety Incentive	Total	Regular	Overtime	Vacation Payout	Safety Incentive	Christmas/ n Lieu Of		Total	Regular Wages	Overtime	Vacation Payout	Safety Incentive			Normalized Wages
100	Mgr of Mktg/Mbr Svcs	2,080.0		80.0	8.0	2,168.0	75,835		1,413	283	100	77,631	\$36.62	76,170	-	2,930	293	79,392	1,762	2.27%
205	Executive Assistant	2,080.0		89.0	8.0	2,177.0	72,937		1,711	269	150	75,067	\$34.94	72,675	-	3,110	280	76,064	997	1.33%
212	Manager of Operations	2,080.0		125.0	8.0	2,213.0	102,116		6,196	391	150	108,853	\$50.72	105,498	-	6,340	406	112,243	3,390	3.11%
226	Mgr of Technical Services	2,080.0		128.0	8.0	2,216.0	103,858		4,376	383	150	108,767	\$49.73	103,438	-	6,365	398	110,202	1,435	1.32%
232	Asst Mgr of Operations	2,080.0		80.0	8.0	2,168.0	97,521		3,734	373	150	101,778	\$48.39	100,642	-	3,871	387	104,900	3,122	3.07%
249	GIS Technician	2,080.0		43.0	8.0	2,131.0	76,830		1,594	297	150	78,871	\$38.43	79,934	-	1,652	307	81,894	3,023	3.83%
602	Mgr Acctg/Human Resources	2,080.0		-	8.0	2,088.0	75,224		-	291	150	75,665	\$37.65	78,312	-	-	301	78,613	2,948	3.90%
622	Technical Svc Supervisor	2,080.0		84.0	8.0	2,172.0	59,795		2,420	230	150	62,595	\$29.87	62,130	-	2,509	239	64,878	2,283	3.65%
643	Mgr of Finance & Acctg	2,080.0			8.0	2,088.0	82,145	Bonus		317	150	82,612	\$41.10	85,488	-	-	329	85,817	3,205	3.88%
900	President & CEO	2,048.0		24.0	8.0	2,080.0	143,473	1,500	1,645	548	150	147,316	\$69.22	143,978	-	1,661	554	146,193	(1,123)	-0.76%
Subtotal Salary		20,768.0	-	653.0	80.0	21,501.0	889,734	1,500	23,089	3,382	1,450	919,155		908,264	-	28,438	3,493	940,196	21,041	
225	Energy Advisor	2,080.0	17.0		8.0	2,105.0	61,744	764		237	100	62,845	\$30.67	63,794	782	-	245	64,821	1,976	3.14%
605	Div Asst-Mbr Services	2,080.0	38.0		8.0	2,126.0	43,647	1,202		168	100	45,117	\$21.72	45,178	1,238	-	174	46,589	1,472	3.26%
609	Plant Accountant	2,080.0		40.0	8.0	2,128.0	55,491		1,084	209	100	56,884	\$27.09	56,347	-	1,084	217	57,648	764	1.34%
611	Member Service Rep	2,080.0	13.0		8.0	2,101.0	41,512	387		155	100	42,154	\$20.81	43,285	406	-	166	43,857	1,703	4.04%
615	Admin Assistant	2,080.0	2.0	110.0	8.0	2,200.0	43,487	62	2,358	166	100	46,173	\$21.80	45,344	65	2,398	174	47,982	1,809	3.92%
616	Billing Administration	2,080.0	4.0	17.0	8.0	2,109.0	40,426	115	341	154	100	41,136	\$20.07	41,746	120	341	161	42,368	1,232	2.99%
617	Customer Service Rep	2,080.0	17.0		8.0	2,105.0	36,504	447		141	100	37,192	\$18.30	38,064	467	-	146	38,677	1,485	3.99%
618	Payroll/Bookkeepr	2,080.0		125.0	8.0	2,213.0	60,818		3,656	234	100	64,808	\$29.24	60,819	-	3,655	234	64,708	(100)	-0.15%
619	Customer Service Rep	2,080.0	8.0	1.0	8.0	2,097.0	38,114	218		145	100	38,595	\$18.81	39,125	226	19	150	39,520	925	2.40%
632	Division Asst - Operations	2,080.0	3.0		8.0	2,091.0	35,599	77		137	100	35,913	\$17.76	36,941	80	-	142	37,163	1,250	3.48%
634	Customer Service Rep	2,080.0	9.0		8.0	2,097.0	35,162	227		134	100	35,623	\$17.32	36,026	234	-	139	36,398	775	2.18%
638	Customer Service Rep	2,080.0	16.0	46.0	8.0	2,150.0	30,571	353	676	118	100	31,818	\$15.24	31,699	366	701	122	32,888	1,070	3.36%
640	Div Assist-Acctg/Finance	2,080.0	6.0		8.0	2,094.0	33,335	143		129	100	33,707	\$16.68	34,694	150	-	133	34,978	1,271	3.77%
Subtotal Hourly/Non-Bargaining		27,040.0	133.0	339.0	104.0	27,616.0	556,410	3,995	8,133	2,127	1,300	571,965		573,061	4,134	8,198	2,204	587,596	15,631	
200	1st Class Lineman	2,080.0	362.0	48.0	8.0	2,498.0	73,546	19,197	1,697	283	100	94,823	\$35.85	74,568	19,467	1,721	287	96,042	1,219	1.29%
201	1st Class Lineman	2,080.0	164.0	16.0	8.0	2,268.0	69,847	8,261		269	100	78,477	\$35.85	74,568	8,819	574	287	84,248	5,771	7.35%
204	Apprentice Lineman-4th Yr	2,053.0	345.0	39.0	8.0	2,445.0	63,858	16,366	1,273	255	100	81,852	\$34.06	69,925	17,626	1,328	272	89,152	7,300	8.92%
210	Maintenance Leadman	2,080.0	289.0	112.0	8.0	2,489.0	76,378	15,918	4,112	294	100	96,802	\$37.22	77,418	16,135	4,169	298	98,019	1,217	1.26%
211	Maintenance Leadman	2,080.0	461.0	36.0	8.0	2,585.0	76,340	25,380	1,322	294	100	103,436	\$37.22	77,418	25,738	1,340	298	104,793	1,357	1.31%
215	Maintenance Leadman	2,080.0	519.0	126.0	8.0	2,733.0	75,858	28,394	4,595	292	100	109,239	\$36.97	76,898	28,781	4,658	296	110,633	1,394	1.28%
217	Engineering Party Chief	2,080.0	10.0		8.0	2,098.0	74,131	535		285	100	75,051	\$36.14	75,171	542	-	289	76,002	951	1.27%
219	Warehouseman	2,080.0	103.0	27.0	8.0	2,218.0	76,149	5,657	988	293	100	83,187	\$37.11	77,189	5,733	1,002	297	84,221	1,034	1.24%
220	Engineering Party Chief	2,080.0	44.0	68.0	8.0	2,200.0	73,845	2,352	2,424	285	100	79,006	\$36.14	75,171	2,385	2,458	289	80,303	1,297	1.64%
221	Maintenance Leadman	2,080.0	261.0	28.0	8.0	2,377.0	75,858	14,279	1,021	292	100	91,550	\$36.97	76,898	14,474	1,035	296	92,702	1,152	1.26%
223	Maintenance Leadman	2,080.0	200.0	38.0	8.0	2,326.0	75,657	10,942	1,386	292	100	88,377	\$36.97	76,898	11,091	1,405	296	89,689	1,312	1.48%
227	Meterman, 1st Class	2,080.0	28.0	80.0	8.0	2,196.0	72,531	1,465	2,789	279	100	77,164	\$35.37	73,570	1,486	2,830	283	78,168	1,004	1.30%
229	Maintenance Leadman	2,080.0	277.0	72.0	8.0	2,437.0	76,378	15,257	2,644	294	100	94,673	\$37.22	77,418	15,465	2,680	298	95,860	1,187	1.25%
237	Construction Leadman	1,973.0	496.0		8.0	2,477.0	74,903	27,898		300	100	103,201	\$37.97	74,915	28,250	-	304	103,468	267	0.26%
239	Construction Leadman	2,080.0	329.0	104.0	8.0	2,521.0	78,459	18,615	3,922	302	100	101,398	\$38.22	79,498	18,862	3,975	306	102,640	1,242	1.22%
251	1st Class Lineman	2,080.0	345.0	37.0	8.0	2,470.0	74,376	18,410	1,308	283	100	94,477	\$35.85	74,568	18,552	1,326	287	94,734	257	0.27%
253	Mechanic	2,080.0	115.0	34.0	8.0	2,237.0	69,354	5,681	1,120	263	100	76,518	\$34.43	71,614	5,939	1,171	275	79,000	2,482	3.24%
254	1st Class Lineman	2,052.0	472.0	32.0	8.0	2,564.0	72,778	25,054	1,131	283	100	99,346	\$35.85	73,564	25,382	1,147	287	100,380	1,034	1.04%
257	Meterman, 2nd Class	2,080.0	40.0	38.0	8.0	2,166.0	66,875	1,913	1,251	251	100	70,390	\$33.43	69,534	2,006	1,270	267	73,078	2,688	3.82%
258	1st Class Lineman	2,052.0	524.0	36.0	8.0	2,620.0	72,538	27,805	1,273	283	100	101,999	\$35.85	73,564	28,178	1,291	287	103,320	1,321	1.29%
620	Groundman (15 Yr Svc)	2,080.0	90.0	20.0	8.0	2,198.0	66,345	4,289	656	251	100	71,641	\$33.30	69,264	4,496	666	266	74,692	3,051	4.26%
Subtotal Bargaining		43,490.0	5,474.0	991.0	168.0	50,123.0	1,536,004	293,668	34,911	5,923	2,100	1,872,606		1,569,629	299,405	36,045	6,064	1,911,143	38,537	
648	Summer/Part time	42.0				42.0	305					305	\$7.25	305	-	-	-	305	(1)	-0.16%
650	Summer/Part time	455.0				455.0	3,299					3,299	\$7.25	3,299	-	-	-	3,299	(0)	-0.01%
651	Summer/Part time	2.0				2.0	14					14	\$7.25	15	-	-	-	15	1	3.57%
652	Summer/Part time	700.0				700.0	5,075					5,075	\$7.25	5,075	-	-	-	5,075	-	0.00%
653	Summer/Part time	296.0				296.0	2,146					2,146	\$7.25	2,146	-	-	-	2,146	-	0.00%
654	Summer/Part time	651.0				651.0	4,720					4,720	\$7.25	4,720	-	-	-	4,720	(0)	-0.01%
655	Summer/Part time	697.0				697.0	5,053					5,053	\$7.25	5,053	-	-	-	5,053	0	0.00%
656	Summer/Part time	442.0	4.0			446.0	3,205	43				3,248	\$7.25	3,205	44	-	-	3,248	-	0.00%
657	Summer/Part time	433.0	4.0																	

Employee Number	Position	Total Normalized Wages	Medicare		Social Security		FUTA		SUTA	
			Limit	Rate	Limit	Rate	Limit	Rate	Limit	Rate
			All	1.45%	\$ 128,400	6.20%	\$ 7,000	0.80%	\$ 10,200	0.50%
100	Mgr of Mktg/Mbr Svcs	79,392	79,392	1,151	79,392	4,922	7,000	56	10,200	51
205	Executive Assistant	76,064	76,064	1,103	76,064	4,716	7,000	56	10,200	51
212	Manager of Operations	112,243	112,243	1,628	112,243	6,959	7,000	56	10,200	51
226	Mgr of Technical Services	110,202	110,202	1,598	110,202	6,833	7,000	56	10,200	51
232	Asst Mgr of Operations	104,900	104,900	1,521	104,900	6,504	7,000	56	10,200	51
249	GIS Technician	81,894	81,894	1,187	81,894	5,077	7,000	56	10,200	51
602	Mgr Acctg/Human Resources	78,613	78,613	1,140	78,613	4,874	7,000	56	10,200	51
622	Technical Svc Supervisor	64,878	64,878	941	64,878	4,022	7,000	56	10,200	51
643	Mgr of Finance & Acctg	85,817	85,817	1,244	85,817	5,321	7,000	56	10,200	51
900	President & CEO	146,193	146,193	2,120	128,400	7,961	7,000	56	10,200	51
Subtotal Salary		940,196		13,633		57,189		560		510
225	Energy Advisor	64,821	64,821	940	64,821	4,019	7,000	56	10,200	51
605	Div Asst-Mbr Services	46,589	46,589	676	46,589	2,889	7,000	56	10,200	51
609	Plant Accountant	57,648	57,648	836	57,648	3,574	7,000	56	10,200	51
611	Member Service Rep	43,857	43,857	636	43,857	2,719	7,000	56	10,200	51
615	Admin Assistant	47,982	47,982	696	47,982	2,975	7,000	56	10,200	51
616	Billing Administration	42,368	42,368	614	42,368	2,627	7,000	56	10,200	51
617	Customer Service Rep	38,677	38,677	561	38,677	2,398	7,000	56	10,200	51
618	Payroll/Bookkeepr	64,708	64,708	938	64,708	4,012	7,000	56	10,200	51
619	Customer Service Rep	39,520	39,520	573	39,520	2,450	7,000	56	10,200	51
632	Division Asst - Operations	37,163	37,163	539	37,163	2,304	7,000	56	10,200	51
634	Customer Service Rep	36,398	36,398	528	36,398	2,257	7,000	56	10,200	51
638	Customer Service Rep	32,888	32,888	477	32,888	2,039	7,000	56	10,200	51
640	Div Assist-Acctg/Finance	34,978	34,978	507	34,978	2,169	7,000	56	10,200	51
Subtotal Hourly/Non-Bargaining		587,596		8,520		36,431		728		663
200	1st Class Lineman	96,042	96,042	1,393	96,042	5,955	7,000	56	10,200	51
201	1st Class Lineman	84,248	84,248	1,222	84,248	5,223	7,000	56	10,200	51
204	Apprentice Lineman-4th Yr	89,152	89,152	1,293	89,152	5,527	7,000	56	10,200	51
210	Maintenance Leadman	98,019	98,019	1,421	98,019	6,077	7,000	56	10,200	51
211	Maintenance Leadman	104,793	104,793	1,519	104,793	6,497	7,000	56	10,200	51
215	Maintenance Leadman	110,633	110,633	1,604	110,633	6,859	7,000	56	10,200	51
217	Engineering Party Chief	76,002	76,002	1,102	76,002	4,712	7,000	56	10,200	51
219	Warehouseman	84,221	84,221	1,221	84,221	5,222	7,000	56	10,200	51
220	Engineering Party Chief	80,303	80,303	1,164	80,303	4,979	7,000	56	10,200	51
221	Maintenance Leadman	92,702	92,702	1,344	92,702	5,748	7,000	56	10,200	51
223	Maintenance Leadman	89,689	89,689	1,300	89,689	5,561	7,000	56	10,200	51
227	Meterman, 1st Class	78,168	78,168	1,133	78,168	4,846	7,000	56	10,200	51
229	Maintenance Leadman	95,860	95,860	1,390	95,860	5,943	7,000	56	10,200	51
237	Construction Leadman	103,468	103,468	1,500	103,468	6,415	7,000	56	10,200	51
239	Construction Leadman	102,640	102,640	1,488	102,640	6,364	7,000	56	10,200	51
251	1st Class Lineman	94,734	94,734	1,374	94,734	5,873	7,000	56	10,200	51
253	Mechanic	79,000	79,000	1,145	79,000	4,898	7,000	56	10,200	51
254	1st Class Lineman	100,380	100,380	1,456	100,380	6,224	7,000	56	10,200	51
257	Meterman, 2nd Class	73,078	73,078	1,060	73,078	4,531	7,000	56	10,200	51
258	1st Class Lineman	103,320	103,320	1,498	103,320	6,406	7,000	56	10,200	51
620	Groundman (15 Yr Svc)	74,692	74,692	1,083	74,692	4,631	7,000	56	10,200	51
Subtotal Bargaining		1,911,143		27,712		118,491		1,176		1,071
648	Summer/Part time	305	305	4	305	19	305	2	305	2
650	Summer/Part time	3,299	3,299	48	3,299	205	3,299	26	3,299	16
651	Summer/Part time	15	15	0	15	1	15	0	15	0
652	Summer/Part time	5,075	5,075	74	5,075	315	5,075	41	5,075	25
653	Summer/Part time	2,146	2,146	31	2,146	133	2,146	17	2,146	11
654	Summer/Part time	4,720	4,720	68	4,720	293	4,720	38	4,720	24
655	Summer/Part time	5,053	5,053	73	5,053	313	5,053	40	5,053	25
656	Summer/Part time	3,248	3,248	47	3,248	201	3,248	26	3,248	16
657	Summer/Part time	3,183	3,183	46	3,183	197	3,183	25	3,183	16
658	Summer/Part time	3,527	3,527	51	3,527	219	3,527	28	3,527	18
Subtotal Summer/Part-time		30,570		443		1,895		245		153
Retired										
610		#REF!								
Total		#REF!		50,308		214,006		2,709		2,397

Grayson Rural Electric Cooperative

Case No. 2018-00272
December 31, 2017

Depreciation Expense

Depreciation is computed on a composite basis. The ending plant balance is multiplied by rates that are within RUS approved guidelines. Depreciation rates and procedures follow RUS Bulletin 183-1. Big Sandy had a depreciation study performed as of December 31, 2007.

Depreciation on transportation equipment is charged to a clearing account. Transportation costs are then cleared to various accounts based on time used for each vehicle from the daily time sheets of employees driving the vehicles.

Items of general plant that are fully-depreciated have been removed from the calculation in order to determine the normalized depreciation cost. These amounts have been separated on the right had column of the normalized calculation.

R&S Pension

Employee Number	Position	Normalized Regular Wages	Rate	Amount
100	Mgr of Mktg/Mbr Svcs	76,170	25.62%	19,515
205	Executive Assistant	72,675	25.62%	18,619
212	Manager of Operations	105,498	25.62%	27,028
226	Mgr of Technical Services	103,438	25.62%	26,501
232	Asst Mgr of Operations	100,642	25.62%	25,784
249	GIS Technician	79,934	25.62%	20,479
602	Mgr Acctg/Human Resources	78,312	25.62%	20,064
622	Technical Svc Supervisor	62,130	25.62%	15,918
643	Mgr of Finance & Acctg	85,488	25.62%	21,902
900	President & CEO	143,978	25.62%	36,887
Subtotal Salary		908,264		232,697
225	Energy Advisor	63,794	25.62%	16,344
605	Div Asst-Mbr Services	45,178	25.62%	11,575
609	Plant Accountant	56,347	25.62%	14,436
611	Member Service Rep	43,285	25.62%	11,090
615	Admin Assistant	45,344	25.62%	11,617
616	Billing Administration	41,746	25.62%	10,695
617	Customer Service Rep	38,064	25.62%	9,752
618	Payroll/Bookkeepr	60,819	25.62%	15,582
619	Customer Service Rep	39,125	25.62%	10,024
632	Division Asst - Operations	36,941	25.62%	9,464
634	Customer Service Rep	36,026	25.62%	9,230
638	Customer Service Rep	31,699	25.62%	8,121
640	Div Assist-Acctg/Finance	34,694	25.62%	8,889
Subtotal Hourly/Non-Bargaining		573,061		146,818
200	1st Class Lineman	74,568	22.86%	17,046
201	1st Class Lineman	74,568	22.86%	17,046
204	Apprentice Lineman-4th Yr	69,925	22.86%	15,985
210	Maintenance Leadman	77,418	22.86%	17,698
211	Maintenance Leadman	77,418	22.86%	17,698
215	Maintenance Leadman	76,898	22.86%	17,579
217	Engineering Party Chief	75,171	22.86%	17,184
219	Warehouseman	77,189	22.86%	17,645
220	Engineering Party Chief	75,171	22.86%	17,184
221	Maintenance Leadman	76,898	22.86%	17,579
223	Maintenance Leadman	76,898	22.86%	17,579
227	Meterman, 1st Class	73,570	22.86%	16,818
229	Maintenance Leadman	77,418	22.86%	17,698
237	Construction Leadman	74,915	22.86%	17,126
239	Construction Leadman	79,498	22.86%	18,173
251	1st Class Lineman	74,568	22.86%	17,046
253	Mechanic	71,614	22.86%	16,371
254	1st Class Lineman	73,564	22.86%	16,817
257	Meterman, 2nd Class	69,534	22.86%	15,896
258	1st Class Lineman	73,564	22.86%	16,817
620	Groundman (15 Yr Svc)	69,264	22.86%	15,834
Subtotal Bargaining		1,569,629		358,817
648	Summer/Part time	305		
650	Summer/Part time	3,299		
651	Summer/Part time	15		
652	Summer/Part time	5,075		
653	Summer/Part time	2,146		
654	Summer/Part time	4,720		
655	Summer/Part time	5,053		
656	Summer/Part time	3,205		
657	Summer/Part time	3,139		
658	Summer/Part time	3,516		
Subtotal Summer/Part-time		30,472		
Retired				
610		-		
Total		3,081,426		738,333

Rate Schedule	KWH Usage		Test Year Revenue	% of Total	Normalized Case No. 2017-00013		Proposed Revenue	% of Total	Increase	
	Test Year	Proposed			Total	Total			Amount	Percent
1 - Domestic - Farm & Home Service	142,343,499	142,343,499	\$ 17,419,799	64%	\$ 17,145,343	64%	\$ 18,127,902	64%	\$ 982,559	5.7%
2 - Commercial and Small Power	15,322,451	15,546,553	1,988,490	7%	1,961,059	7%	2,019,344	7%	58,285	3.0%
4 - Large Power Service-Single and Three-Phase	22,947,105	22,947,105	2,241,141	8%	2,199,471	8%	2,203,001	8%	3,530	0.2%
5 - Street Lighting Service	-	-	5,859	0%	5,780	0%	-	0%	(5,780)	0.0%
6 - Outdoor Lighting Service	3,713,787	3,713,787	561,082	2%	559,431	2%	684,162	2%	124,732	22.3%
7 - All Electric Schools	4,920,047	4,920,047	479,167	2%	470,417	2%	481,046	2%	10,630	2.3%
10 - Residential Time of Day	45,888	45,888	4,819	0%	5,108	0%	5,361	0%	253	4.9%
14(a) - Large Industrial Service	31,050,000	31,050,000	1,926,119	7%	1,873,737	7%	1,873,737	7%	-	0.0%
16 - Small Commercial Demand & Energy Rate	224,102	-	18,957	0%	18,538	0%	-	0%	(18,538)	-100.0%
17 - Water Pumping Service	5,710	5,710	1,144	0%	1,133	0%	1,211	0%	77	6.8%
18 - General Service Rate	5,503,290	5,503,290	1,293,882	5%	1,284,013	5%	1,480,573	5%	196,560	15.3%
19 - Temporary Service Rate	665,686	665,686	108,089	0%	106,953	0%	109,514	0%	2,560	2.4%
20 - Inclining Block Rate	131,477	131,477	17,962	0%	17,750	0%	22,030	0%	4,280	24.1%
21 - Prepay Metering Program (Residential)	8,930,587	8,930,587	1,166,993	4%	1,153,340	4%	1,215,673	4%	62,333	5.4%
22 - Prepay Metering Program (General Service)	64,302	64,302	12,251	0%	12,159	0%	13,599	0%	1,440	11.8%
NM - Residential	41,614	41,614	3,824	0%	3,782	0%	4,151	0%	369	9.7%
NM - General Service Rate	113	113	113	0%	113	0%	138	0%	25	22.2%
Envirowatts			1,568	0%	1,568	0%	1,568	0%	-	0.0%
Rounding							764		764	
	<u>235,909,658</u>	<u>235,909,658</u>	<u>27,251,259</u>	100%	<u>\$ 26,819,694</u>	100%	<u>\$ 28,243,772</u>	100%	<u>\$ 1,424,078</u>	5.3%
Fuel Adjustment Billed			(1,341,554)							
Environmental Surcharge Billed			2,248,780							
Net Fuel/Environmental			907,226							
Total Revenue			28,158,485		\$ (431,565)		\$ 1,424,078			
					-1.6%		5.3%			
Test year revenues			<u>26,471,422</u>							
Adjust for billing			<u>\$ 1,687,063</u>							

Schedule 1 - Domestic - Farm & Home Service

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	133,664	\$ 2,004,960	\$ 15.00	2,004,960	\$ 22.50	\$ 3,007,440
Energy Charge Per KWH	142,100,290	15,418,719	\$ 0.10658	15,145,049		
Energy Charge Per KWH - Off-Peak	243,209	15,313	\$ 0.05973	14,527		
Total KWH	<u>142,343,499</u>				\$ 0.10636	15,139,655
Prorate Customer Charge		(19,193)		(19,193)		(19,193)
Total from base rates		<u>17,419,799</u>		<u>\$ 17,145,343</u>		<u>\$ 18,127,902</u>
Fuel Adjustment		(806,420)				
Environmental Surcharge		<u>1,479,469</u>				
Total Revenues		<u>\$ 18,092,848</u>				
Change:						
Amount				\$ (274,456)		\$ 982,559
Percent				-1.6%		5.7%
Average monthly usage		1,063				
Average monthly bill		\$ 130.33		\$ 128.27		\$ 135.62
Amount of change				\$ (2.05)		\$ 7.35
Percent of change				-1.6%		5.7%

(Schedule 16 Combined for Proposed)

Schedule 2 - Commercial and Small Power

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	13,197	\$ 362,917	\$ 27.50	362,918		
Customer Charge	13,257				\$ 30.00	\$ 397,710
Energy Charge Per KWH	15,310,066	1,626,379	\$ 0.10444	1,598,983		
Energy Charge Per KWH - Off-Peak	12,385	776	\$ 0.05973	740		
Total KWH	<u>15,322,451</u>					
Total KWH	<u>15,546,553</u>				\$ 0.10441	1,623,216
Prorate Customer Charge		(1,582)		(1,582)		(1,582)
Total from base rates		<u>1,988,490</u>		<u>\$ 1,961,059</u>		<u>\$ 2,019,344</u>
Fuel Adjustment		(89,051)				
Environmental Surcharge		<u>168,946</u>				
Total Revenues		<u>\$ 2,068,385</u>				
Change:						
Amount				\$ (27,431)		\$ 58,285
Percent				-1.4%		3.0%
Average monthly usage		1,160				
Average monthly bill		\$ 150.68		\$ 148.60		\$ 153.02
Amount of change				\$ (2.08)		\$ 4.42
Percent of change				-1.4%		3.0%

Schedule 4 - Large Power Service-Single and Three-Phase

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	788	\$ 49,659	\$ 63.02	49,660	\$ 67.50	\$ 53,190
Demand Charge per KW	89,717	766,187	\$ 8.54	766,183	\$ 8.54	766,183
Primary Meter Credit per KW	19,453	(2,918)	\$ (0.15)	(2,918)	\$ (0.15)	(2,918)
Energy Charge Per KWH	22,947,105	1,404,551	\$ 0.05968	1,369,483	\$ 0.05968	1,369,483
Difference to Contract Minimum		23,662		17,063		17,063
Total from base rates		<u>2,241,141</u>		<u>\$ 2,199,471</u>		<u>\$ 2,203,001</u>
Fuel Adjustment		(132,764)				
Environmental Surcharge		<u>181,692</u>				
Total Revenues		<u>\$ 2,290,069</u>				
Change:						
Amount				\$ (41,670)		\$ 3,530
Percent				-1.9%		0.2%
Average monthly usage		29,121				
Average monthly bill		\$ 2,844.09		\$ 2,791.21		\$ 2,795.69
Amount of change				\$ (52.88)		\$ 4.48
Percent of change				-1.9%		0.2%

(Combined with Outdoor Lighting)

Schedule 5 - Street Lighting Service

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
7,000 Lumens	551	\$ 5,859	\$ 10.49	5,780	\$	-
KWH usage						
Total from base rates		<u>5,859</u>		<u>\$ 5,780</u>		<u>\$ -</u>
Fuel Adjustment Environmental Surcharge						
Total Revenues		<u>\$ 5,859</u>				
Change:						
Amount				\$ (79)		\$ (5,780)
Percent						
Average monthly usage						
Average monthly bill						
Amount of change						
Percent of change						

Schedule 6 - Outdoor Lighting Service
Street Lighting included

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Mercury Vapor Lighting						
7,000 Lumens HPS	41,320	\$ 425,370	\$ 10.15	419,398	\$ 12.50	\$ 516,500
10,000 Lumens HPS			\$ 12.83	-	\$ 15.00	\$ -
Flood Lighting	3,253	\$ 61,582	\$ 18.79	61,124	\$ 21.50	\$ 69,940
LED Lighting						
3,600 LED Yard Light	7,703	\$ 79,726	\$ 10.22	78,725	\$ 12.50	\$ 96,288
19,176 LED Flood Light	2	\$ 46	\$ 23.00	46	\$ 26.00	\$ 52
Street Lighting						
7,000 Lumens HPS	551		\$ 10.49	5,780	\$ 12.75	\$ 7,025
KWH Usage	<u>3,713,787</u>					
Prorate monthly lighting		(5,642)		(5,642)		(5,642)
Total from base rates		<u>561,082</u>		<u>\$ 559,431</u>		<u>\$ 684,162</u>
Fuel Adjustment		(1,013)				
Environmental Surcharge		<u>2,150</u>				
Total Revenues		<u>\$ 562,219</u>				
Change:						
Amount				\$ (1,651)		\$ 124,732
Percent				-0.3%		22.3%
Average monthly bill		\$ 10.73		\$ 10.70		\$ 13.09
Amount of change				\$ (0.03)		\$ 2.39
Percent of change				-0.3%		22.3%

Schedule 7 - All Electric Schools

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	108	\$ 3,352	\$ 31.04	3,352	\$ 35.00	\$ 3,780
Demand Charge per KW	18,094	117,250	\$ 6.48	117,249	\$ 6.50	117,611
Energy Charge Per KWH	4,920,047	358,565	\$ 0.07110	349,815	\$ 0.07310	359,655
				-		-
Total from base rates		<u>479,167</u>		<u>\$ 470,417</u>		<u>\$ 481,046</u>
Fuel Adjustment		(28,289)				
Environmental Surcharge		<u>38,980</u>				
Total Revenues		<u>\$ 489,858</u>				
Change:						
Amount				\$ (8,750)		\$ 10,630
Percent				-1.8%		2.3%
Average monthly usage		45,556				
Average monthly bill		\$ 4,436.73		\$ 4,355.71		\$ 4,454.13
Amount of change				\$ (81.02)		\$ 98.42
Percent of change				-1.8%		2.3%

Schedule 10 - Residential Time of Day

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	24	\$ 456	\$ 19.00	456	\$ 22.50	\$ 540
Energy Charge Per KWH - On-Peak	13,875	2,763	\$ 0.19748	2,740	\$ 0.19748	2,740
Energy Charge Per KWH - Off-Peak	32,013	1,973	\$ 0.05973	1,912	\$ 0.06500	2,081
Total KWH	<u>45,888</u>					
Billing adjustment, prior to test year		(373)		-		-
Total from base rates		<u>4,819</u>		<u>\$ 5,108</u>		<u>\$ 5,361</u>
Fuel Adjustment		(260)				
Environmental Surcharge		<u>394</u>				
Total Revenues		<u>\$ 4,953</u>				
Change:						
Amount				\$ 289		\$ 253
Percent				6.0%		4.9%
Average monthly usage		1,912				
Average monthly bill		\$ 200.79		\$ 212.84		\$ 223.37
Amount of change				\$ 12.05		\$ 10.53
Percent of change				6.0%		4.9%

Schedule 14(a) - Large Industrial Service

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	24	\$ 13,587	\$ 566.12	13,587	\$ 566.12	\$ 13,587
Demand Charge per KW of Contract	55,650	402,350	\$ 7.23	402,350	\$ 7.23	402,350
Demand Charge per KW of Excess	1,331	13,976	\$ 10.50	13,976	\$ 10.50	13,976
Energy Charge Per KWH	31,050,000	1,496,206	\$ 0.04650	1,443,825	\$ 0.04650	1,443,825
Total from base rates		<u>1,926,119</u>		<u>\$ 1,873,737</u>		<u>\$ 1,873,737</u>
Fuel Adjustment		(191,656)				
Environmental Surcharge		<u>161,410</u>				
Total Revenues		<u>\$ 1,895,873</u>				
Change:						
Amount				\$ (52,382)		\$ -
Percent				-2.7%		0.0%
Average monthly usage		1,293,750				
Average monthly bill		\$ 80,254.96		\$ 78,072.37		\$ 78,072.37
Amount of change				\$ (2,182.59)		\$ -
Percent of change				-2.7%		0.0%

(Combining with Schedule 2)

Schedule 16 - Small Commercial Demand & Energy Rate

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	60	\$ 1,650	\$ 27.50	1,650	\$ -	-
Demand Charge per KW	461	2,812	\$ 6.10	2,812	-	-
Energy Charge Per KWH	224,102	14,495	\$ 0.06281	14,076	-	-
				-		-
Total from base rates		<u>18,957</u>		<u>\$ 18,538</u>	<u>\$ -</u>	<u>-</u>
Fuel Adjustment		(1,302)				
Environmental Surcharge		<u>1,511</u>				
Total Revenues		<u>\$ 19,166</u>				
Change:						
Amount				\$ (419)	\$ (18,538)	
Percent				-2.2%	-100.0%	
Average monthly usage		3,735				
Average monthly bill		\$ 315.95		\$ 308.97	\$ -	
Amount of change				\$ (6.98)	\$ (308.97)	
Percent of change				-2.2%	-100.0%	

Schedule 17 - Water Pumping Service

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	12	\$ 497	\$ 41.39	497	\$ 45.00	\$ 540
Energy Charge Per KWH - On-Peak	3,870	518	\$ 0.13241	512	\$ 0.14000	542
Energy Charge Per KWH - Off-Peak	1,840	129	\$ 0.06748	124	\$ 0.07000	129
Total KWH	<u>5,710</u>			-		-
Total from base rates		<u>1,144</u>		<u>\$ 1,133</u>		<u>\$ 1,211</u>
Fuel Adjustment		(34)				
Environmental Surcharge		<u>95</u>				
Total Revenues		<u>\$ 1,205</u>				
Change:						
Amount				\$ (11)		\$ 77
Percent				-0.9%		6.8%
Average monthly usage		476				
Average monthly bill		\$ 95.33		\$ 94.44		\$ 100.88
Amount of change				\$ (0.89)		\$ 6.44
Percent of change				-0.9%		6.8%

Schedule 18 - General Service Rate

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	25,959	\$ 584,078	\$ 22.50	584,078	\$ 27.50	\$ 713,873
Energy Charge Per KWH - On-Peak	5,496,694	713,148	\$ 0.12795	703,302		
Energy Charge Per KWH - Off-Peak	6,596	416	\$ 0.05973	394		
Total KWH	<u>5,503,290</u>				\$ 0.14000	770,461
Prorate Customer Charge		(3,760)		(3,760)		(3,760)
Total from base rates		<u>1,293,882</u>		<u>\$ 1,284,013</u>		<u>\$ 1,480,573</u>
Fuel Adjustment		(32,337)				
Environmental Surcharge		<u>111,354</u>				
Total Revenues		<u>\$ 1,372,899</u>				
Change:						
Amount				\$ (9,869)		\$ 196,560
Percent				-0.8%		15.3%
Average monthly usage		212				
Average monthly bill		\$ 49.84		\$ 49.46		\$ 57.04
Amount of change				\$ (0.38)		\$ 7.57
Percent of change				-0.8%		15.3%

Schedule 19 - Temporary Service Rate

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	783	\$ 40,505	\$ 51.73	40,505	\$ 55.00	\$ 43,065
Energy Charge Per KWH	665,686	68,869	\$ 0.10175	67,734	\$ 0.10175	67,734
Prorate Customer Charge		(1,285)		(1,285)		(1,285)
Total from base rates		<u>108,089</u>		<u>\$ 106,953</u>		<u>\$ 109,514</u>
Fuel Adjustment		(3,788)				
Environmental Surcharge		<u>9,255</u>				
Total Revenues		<u>\$ 113,556</u>				
Change:						
Amount				\$ (1,136)		\$ 2,560
Percent				-1.1%		2.4%
Average monthly usage		850				
Average monthly bill		\$ 138.04		\$ 136.59		\$ 139.86
Amount of change				\$ (1.45)		\$ 3.27
Percent of change				-1.1%		2.4%

Schedule 20 - Inclining Block Rate

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	472	\$ 7,080	\$ 15.00	7,080	\$ 22.50	\$ 10,620
Energy Charge Per KWH - First 300	93,020	6,835	\$ 0.07180	6,679	\$ 0.07700	7,163
Energy Charge Per KWH - Next 200	25,246	2,250	\$ 0.08754	2,210	\$ 0.09500	2,398
Energy Charge Per KWH - All Over 500	13,211	1,797	\$ 0.13482	1,781	\$ 0.14000	1,850
Total KWH	<u>131,477</u>					
Total from base rates		<u>17,962</u>		<u>\$ 17,750</u>		<u>\$ 22,030</u>
Fuel Adjustment		(842)				
Environmental Surcharge		<u>1,653</u>				
Total Revenues		<u>\$ 18,773</u>				
Change:						
Amount				\$ (212)		\$ 4,280
Percent				-1.2%		24.1%
Average monthly usage		225				
Average monthly bill		\$ 38.06		\$ 37.61		\$ 46.67
Amount of change				\$ (0.45)		\$ 9.07
Percent of change				-1.2%		24.1%

Schedule 21 - Prepay Metering Program (Residential)

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	8,573	\$ 128,595	\$ 15.00	128,595	\$ 22.50	\$ 192,893
Energy Charge Per KWH	8,930,587	965,475	\$ 0.10658	951,822	\$ 0.10636	949,857
Monthly Program Fee		74,208	\$ 10.00	74,208	\$ 10.00	74,208
Prorate Customer Charge		(1,285)		(1,285)		(1,285)
Total from base rates		<u>1,166,993</u>		<u>\$ 1,153,340</u>		<u>\$ 1,215,673</u>
Fuel Adjustment		(53,161)				
Environmental Surcharge		<u>90,570</u>				
Total Revenues		<u>\$ 1,204,402</u>				
Change:						
Amount				\$ (13,653)		\$ 62,333
Percent				-1.2%		5.4%
Average monthly usage		1,042				
Average monthly bill		\$ 136.12		\$ 134.53		\$ 141.80
Amount of change				\$ (1.59)		\$ 7.27
Percent of change				-1.2%		5.4%

Schedule 21 - Prepay Metering Program (General Service)

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	133	\$ 2,993	\$ 22.50	2,993	\$ 27.50	\$ 3,658
Energy Charge Per KWH	64,302	8,319	\$ 0.12795	8,227	\$ 0.14000	9,002
Monthly Program Fee		1,122	\$ 10.00	1,122	\$ 10.00	1,122
Prorate Customer Charge		(183)		(183)		(183)
Total from base rates		<u>12,251</u>		<u>\$ 12,159</u>		<u>\$ 13,599</u>
Fuel Adjustment		(406)				
Environmental Surcharge		<u>961</u>				
Total Revenues		<u>\$ 12,806</u>				
Change:						
Amount				\$ (92)		\$ 1,440
Percent				-0.8%		11.8%
Average monthly usage		483				
Average monthly bill		\$ 92.11		\$ 91.42		\$ 102.25
Amount of change				\$ (0.69)		\$ 10.83
Percent of change				-0.8%		11.8%

Schedule NM - Residential

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	50	\$ 750	\$ 15.00	750	\$ 22.50	\$ 1,125
Energy Charge Per KWH	41,614	4,503	\$ 0.10658	4,435	\$ 0.10636	4,426
Received KWH	13,163	(1,429)	\$ 0.10658	(1,403)	\$ 0.10636	(1,400)
Total from base rates		<u>3,824</u>		<u>\$ 3,782</u>		<u>\$ 4,151</u>
Fuel Adjustment		(229)				
Environmental Surcharge		<u>331</u>				
Total Revenues		<u>\$ 3,926</u>				
Change:						
Amount				\$ (42)		\$ 369
Percent				-1.1%		9.7%
Average monthly usage		832				
Average monthly bill		\$ 76.48		\$ 75.65		\$ 83.02
Amount of change				\$ (0.83)		\$ 7.37
Percent of change				-1.1%		9.7%

Schedule NM - General Service Rate

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Customer Charge	5	\$ 113	\$ 22.50	113	\$ 27.50	\$ 138
Energy Charge Per KWH	113	12	\$ 0.10658	12	\$ 0.14000	16
Received KWH	113	(12)	\$ 0.10658	(12)	\$ 0.14000	(16)
Total from base rates		<u>113</u>		<u>\$ 113</u>		<u>\$ 138</u>
Fuel Adjustment		(1)				
Environmental Surcharge		<u>9</u>				
Total Revenues		<u>\$ 121</u>				
Change:						
Amount				\$ (1)		\$ 25
Percent				-0.4%		22.2%
Average monthly usage		23				
Average monthly bill		\$ 22.60		\$ 22.50		\$ 27.50
Amount of change				\$ (0.10)		\$ 5.00
Percent of change				-0.4%		22.2%

Envirowatts

Description	Billing Determinants	Test Year Revenue	Normalized Case No. 2017-00013		Proposed	
			Rates	Revenues	Rates	Revenues
Energy Charge Per KWH	57,000	\$ 1,568	\$ 0.02750	1,568	\$ 0.02750	\$ 1,568
Total from base rates		<u>1,568</u>		<u>\$ 1,568</u>		<u>\$ 1,568</u>
Fuel Adjustment		-				
Environmental Surcharge		-				
Total Revenues		<u>\$ 1,568</u>				
Change:						
Amount				\$ (1)		\$ -
Percent				0.0%		0.0%

Grayson Rural Electric Cooperative
Case No. 2018-00272
Statement of Operations, Adjusted

Exhibit S
page 1 of 4
Witness: James Adkins

	<u>Actual Test Year</u>	<u>Normalized Adjustments</u>	<u>Normalized Test Year</u>	<u>Proposed Increase</u>	<u>Proposed Test Year</u>
Operating Revenues:					
Base rates	\$ 25,564,196	\$ 1,249,718	\$ 26,813,914	\$ 1,424,078	\$ 28,237,992
Fuel and surcharge	907,226	(907,226)	-		-
Other electric revenue	989,720	(22,894)	966,826		966,826
	<u>27,461,142</u>	<u>319,598</u>	<u>27,780,740</u>	<u>1,424,078</u>	<u>29,204,818</u>
Operating Expenses:					
Cost of power:					
Base rates	15,900,076	(393,645)	15,506,431		15,506,431
Fuel and surcharge	1,251,527	(1,251,527)	-		-
Distribution - operations	1,299,965	27,436	1,327,401		1,327,401
Distribution - maintenance	3,424,805	27,601	3,452,406		3,452,406
Consumer accounts	1,070,977	14,252	1,085,229		1,085,229
Customer service	260,150	2,744	262,894		262,894
Sales	22,103	(410)	21,693		21,693
Administrative and general	1,955,130	(91,714)	1,863,416		1,863,416
	<u>25,184,733</u>	<u>(1,665,263)</u>	<u>23,519,470</u>	<u>-</u>	<u>23,519,470</u>
Depreciation	3,477,092	83,099	3,560,191		3,560,191
Taxes - other	41,074	-	41,074		41,074
Interest on long-term debt	980,167	166,168	1,146,335		1,146,335
Interest expense - other	7,941	-	7,941		7,941
Other deductions	35,148	(35,148)	-		-
	<u>29,726,155</u>	<u>(1,451,144)</u>	<u>28,275,011</u>	<u>-</u>	<u>28,275,011</u>
Utility operating margins	<u>(2,265,013)</u>	<u>1,770,742</u>	<u>(494,271)</u>	<u>1,424,078</u>	<u>929,807</u>
Nonoperating margins, interest	33,944	-	33,944		33,944
Nonoperating margins, other	94,790	-	94,790		94,790
G&T capital credits	504,926	(504,926)	-		-
Other capital credits	87,794	-	87,794		87,794
	<u>\$ (1,543,559)</u>	<u>\$ 1,265,816</u>	<u>\$ (277,743)</u>	<u>\$ 1,424,078</u>	<u>\$ 1,146,335</u>
TIER	(0.57)		0.76		2.00
excluding G&T	(1.09)				
OTIER	(1.23)		0.64		1.88
(+Operating margins + Cash receipts from lenders + Interest on long-term debt) / Interest on long-term debt					

								PSC-1
								Question 28
								Witness: Carol Fraley
Grayson Rural Electric Cooperative								
Case No. 2018-00272								
Account 913, Advertising Expenses								
		Sales or Promotional	Institutional Advertising	Conservation Advertising	Rate Case	Other	Total	
1	Newspaper		504	296		256	1,056	
2	Magazine and others	750					750	
3	Television						-	
4	Radio						-	
5	Direct mail					33	33	
6	Sales aids						-	
7	Total	750	504	296	-	289	1,839	
8	Amount assigned to KY retail						-	

		PSC-1	
		Question 29	
		Witness: James Adkins	
Grayson Rural Electric Cooperative			
Case No. 2018-00272			
Account 930, Miscellaneous Expenses			
1	Industry association dues	48,727	
2	Stockholders and debt-service expenses	-	
3	Institutional advertising	-	
4	Conservation advertising	-	
5	Rate department load studies	-	
6	Director fees and expenses	158,827	
7	Dues and subscriptions	-	
8	Miscellaneous expenses	34,063	
9	Employee training expenses	35,280	
10	Annual meeting expenses	69,925	
11	Total	346,822	
12	Amount assigned to Kentucky Retail		
General Ledger Expenses:			
	930.20, Annual Meeting Expenses	69,925	
	930.30, Miscellaneous General Expenses	34,063	
	930.40, Miscellaneous Field Training	35,280	
	930.60, Board of Directors' Expenses	158,827	
	930.70, Dues - Associated Organizations	48,727	
		346,822	

		PSC-1	
		Question 30	
		Witness: Carol Fraley	
Grayson Rural Electric Cooperative			
Case No. 2018-00272			
Account 426, Miscellaneous Income Deductions			
1	Donations	14,805	
2	Civic Activities		
3	Political Activities		
4	Others		
5			
6	Total	14,805	
7			

Grayson Rural Electric Cooperative

Case No. 2018-00272

Account 923, Professional Services

		Rate Case	Annual Audit	Other	Total	
1	Legal			47,134	47,134	
2	Engineering				-	
3	Accounting		10,000	5,625	15,625	
4	Wage & Salary Study			8,105	8,105	
5	Total	-	10,000	60,864	70,864	

