

Louisville Gas and Electric and Kentucky Utilities

Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.046295739	E4216	SM	Director Rates						
0.075118082	E5700	SM	General Manager - Trimble						
0.082329441	E7055	SM	Dir Gas Ops Const & Eng						
0.091779023	E2644	SM	Dir IT Development & Support						
0.09416838	E9079	SM	Dir Acctg & Regulatory Rprtg						
0.156578434	E5295	SM	Dir Audit Services						
0.223711527	E7101	SM	General Manager - Mill Creek						
0.276722153	E3120	SM	VP State Regulation and Rates	\$219.4	\$212.8	3.1%	\$274.3	\$301.1	-8.9%
0.295301792	E7760	SM	Dir Project Engineering						
0.344880596	E7333	SM	Dir Transmission Operations						
0.370644181	E9995	SM	Dir Gas Control & Storage						
0.387544413	E1001	SM	VP Gas Distribution	\$214.8	\$212.2	1.2%	\$268.5	\$308.9	-13.1%
0.409415816	E9206	SM	Dir Supply Chain						
0.487901405	E4300	SM	Dir External Affairs						
0.489125471	E9704	SM	Director Media Relations						
0.512394197	E7373	SM	VP Electric Distribution	\$247.6	\$228.8	8.2%	\$309.5	\$306.8	0.9%
0.519353383	E5890	SM	Dir IT Infrastructure						
0.555117238	E7108	SM	General Manager - Green River						
0.570043232	E0294	SM	Chief Information Officer	\$293.2	\$270.4	8.4%	\$395.8	\$335.6	17.9%
0.63654924	E6244	SM	Dir Electric Distribution						
0.700302724	E7107	SM	Gen Mgr Cane Run & Comb Turb						
0.71712933	E7372	SM	Dir Human Resources						
0.767871617	OF2002	SM	VP Communications	\$181.2	\$186.2	-2.7%	\$226.6	\$264.6	-14.4%
0.802218365	OF306	SM	VP External Affairs	\$254.1	\$200.2	26.9%	\$343.0	\$251.1	36.6%
0.804269726	E5237	SM	Dir Generation Services						
0.84407439	OF263	SM	VP Customer Services	\$214.2	\$230.5	-7.1%	\$267.7	\$312.8	-14.4%
0.861464677	EK148	SM	Director Environmental Affairs						
0.878927583	E4410	SM	Dir IT Business Services						
0.924234141	E6023	SM	Treasurer	\$222.5	\$250.2	-11.1%	\$278.1	\$346.8	-19.8%
0.940756587	E5701	SM	General Manager - Ghent						

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				LKE	Market Median	Variance	LKE	Market Median	Variance
0.945738868	E9081	SM	Controller	\$222.5	\$182.2	22.1%	\$278.1	\$215.3	29.2%
0.993490685	E7112	SM	General Manager - Tyrone/Brown						
0.006043377	NK558	NE	Sr Customer Representative						
0.006258967	N2085	NE	Customer Care Rep I						
0.006739914	NK557	NE	Customer Representative II						
0.009931018	N2085	NE	Customer Care Rep I						
0.01115966	NK558	NE	Sr Customer Representative						
0.012746296	N2647	NE	Sr Distribution Ops Assistant						
0.014623276	N2085	NE	Customer Care Rep I						
0.015985681	NK556	NE	Customer Representative I						
0.01776075	N2085	NE	Customer Care Rep I						
0.019791821	NK556	NE	Customer Representative I						
0.020267462	NK558	NE	Sr Customer Representative						
0.020306476	NK558	NE	Sr Customer Representative						
0.023086144	N2085	NE	Customer Care Rep I						
0.029015406	N0009	NE	Sr Accounting Associate						
0.029109385	N2090	NE	Customer Care Rep II						
0.034413171	N2003	NE	Billing Analysis Assoc II						
0.036271884	N2085	NE	Customer Care Rep I						
0.037973606	N2085	NE	Customer Care Rep I						
0.039723805	N2075	NE	Customer Care Coach						
0.039833523	N2085	NE	Customer Care Rep I						
0.041081962	N0301	NE	Business Center Representative						
0.044146093	N2090	NE	Customer Care Rep II						
0.04537513	N0885	NE	Dept/Div Secretary						
0.047138263	NK556	NE	Customer Representative I						
0.051721495	NK122	NE	P.P. Shift Supervisor						
0.052058847	N0890	NE	Sr Secretary						
0.052635773	N2085	NE	Customer Care Rep I						
0.054976847	N2090	NE	Customer Care Rep II						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.055622213	N0890	NE	Sr Secretary						
0.056307465	N2085	NE	Customer Care Rep I						
0.056916121	N2647	NE	Sr Distribution Ops Assistant						
0.057303597	N2090	NE	Customer Care Rep II						
0.057385972	NK556	NE	Customer Representative I						
0.060899341	NK558	NE	Sr Customer Representative						
0.063822367	NK556	NE	Customer Representative I						
0.066624147	N2075	NE	Customer Care Coach						
0.067424016	N2085	NE	Customer Care Rep I						
0.069631628	N2090	NE	Customer Care Rep II						
0.070169095	NK556	NE	Customer Representative I						
0.079515513	N2090	NE	Customer Care Rep II						
0.080114398	N2090	NE	Customer Care Rep II						
0.081990549	N2085	NE	Customer Care Rep I						
0.084468028	N3028	NE	Revenue Collection Rep II						
0.085390186	N0890	NE	Sr Secretary						
0.087332326	N0890	NE	Sr Secretary						
0.090813144	N2085	NE	Customer Care Rep I						
0.094389199	N3028	NE	Revenue Collection Rep II						
0.095665052	N2006	NE	Sr Billing Analysis Assoc						
0.095770706	NK558	NE	Sr Customer Representative						
0.097199608	N2085	NE	Customer Care Rep I						
0.098987055	N2090	NE	Customer Care Rep II						
0.099034343	N0301	NE	Business Center Representative						
0.099756783	N2085	NE	Customer Care Rep I						
0.101705747	N0009	NE	Sr Accounting Associate						
0.103751622	N0009	NE	Sr Accounting Associate						
0.111007181	N2090	NE	Customer Care Rep II						
0.114138865	N2085	NE	Customer Care Rep I						
0.114930198	N2090	NE	Customer Care Rep II						

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				LKE	Market Median	Variance	LKE	Market Median	Variance
0.115593317	N2085	NE	Customer Care Rep I						
0.117848713	NK557	NE	Customer Representative II						
0.125655742	N2090	NE	Customer Care Rep II						
0.134823947	N2085	NE	Customer Care Rep I						
0.13630489	N2006	NE	Sr Billing Analysis Assoc						
0.138259205	N2075	NE	Customer Care Coach						
0.144355931	N0885	NE	Dept/Div Secretary						
0.145568417	N2085	NE	Customer Care Rep I						
0.147659775	NK557	NE	Customer Representative II						
0.149742712	NK122	NE	P.P. Shift Supervisor						
0.157870101	N0301	NE	Business Center Representative						
0.15804488	N2085	NE	Customer Care Rep I						
0.158345602	NK558	NE	Sr Customer Representative						
0.158486208	N2003	NE	Billing Analysis Assoc II						
0.162710786	N0009	NE	Sr Accounting Associate						
0.164164733	N2085	NE	Customer Care Rep I						
0.176087903	N2090	NE	Customer Care Rep II						
0.178300393	NK556	NE	Customer Representative I						
0.179220561	N2090	NE	Customer Care Rep II						
0.179866955	N3028	NE	Revenue Collection Rep II						
0.182963276	N0890	NE	Sr Secretary						
0.183379668	N2085	NE	Customer Care Rep I						
0.185215838	NK558	NE	Sr Customer Representative						
0.191262782	N2075	NE	Customer Care Coach						
0.191345065	N0890	NE	Sr Secretary						
0.194317405	N0890	NE	Sr Secretary						
0.194403749	N2085	NE	Customer Care Rep I						
0.195650196	NK556	NE	Customer Representative I						
0.196297758	N2085	NE	Customer Care Rep I						
0.198385791	N2085	NE	Customer Care Rep I						

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				LKE	Market Median	Variance	LKE	Market Median	Variance
0.204359894	N2075	NE	Customer Care Coach						
0.20530171	N0890	NE	Sr Secretary						
0.209326415	N2085	NE	Customer Care Rep I						
0.21247609	N2090	NE	Customer Care Rep II						
0.214197615	NK556	NE	Customer Representative I						
0.216157672	NK558	NE	Sr Customer Representative						
0.216653152	N2085	NE	Customer Care Rep I						
0.217964878	N2085	NE	Customer Care Rep I						
0.218602192	N2085	NE	Customer Care Rep I						
0.220220384	N2085	NE	Customer Care Rep I						
0.223644836	N2647	NE	Sr Distribution Ops Assistant						
0.228768496	NK558	NE	Sr Customer Representative						
0.230075011	NK556	NE	Customer Representative I						
0.230152216	N0890	NE	Sr Secretary						
0.239382555	N3028	NE	Revenue Collection Rep II						
0.241517615	N2090	NE	Customer Care Rep II						
0.242845186	N2004	NE	Billing Analysis Assoc III						
0.243023646	N2647	NE	Sr Distribution Ops Assistant						
0.247291599	NK556	NE	Customer Representative I						
0.250835483	NK558	NE	Sr Customer Representative						
0.252023514	N2003	NE	Billing Analysis Assoc II						
0.256174119	N2085	NE	Customer Care Rep I						
0.257114305	N2085	NE	Customer Care Rep I						
0.259108637	N2085	NE	Customer Care Rep I						
0.262171775	N0885	NE	Dept/Div Secretary						
0.265081508	NK558	NE	Sr Customer Representative						
0.268247723	N0890	NE	Sr Secretary						
0.271882845	N0890	NE	Sr Secretary						
0.27321086	NK558	NE	Sr Customer Representative						
0.274401569	N0885	NE	Dept/Div Secretary						

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				LKE	Market Median	Variance	LKE	Market Median	Variance
0.275758316	N2085	NE	Customer Care Rep I						
0.280281283	N0890	NE	Sr Secretary						
0.283343167	NK558	NE	Sr Customer Representative						
0.286598353	NK558	NE	Sr Customer Representative						
0.287530952	N0890	NE	Sr Secretary						
0.288428658	NK557	NE	Customer Representative II						
0.290700161	N2085	NE	Customer Care Rep I						
0.291243075	N0885	NE	Dept/Div Secretary						
0.292009734	NK122	NE	P.P. Shift Supervisor						
0.293462503	N2003	NE	Billing Analysis Assoc II						
0.295420329	N0890	NE	Sr Secretary						
0.297021196	N2085	NE	Customer Care Rep I						
0.297763831	N2006	NE	Sr Billing Analysis Assoc						
0.306662567	NK558	NE	Sr Customer Representative						
0.311331752	N0009	NE	Sr Accounting Associate						
0.311445973	N2085	NE	Customer Care Rep I						
0.312116933	N0301	NE	Business Center Representative						
0.312632991	N2085	NE	Customer Care Rep I						
0.316112055	N2085	NE	Customer Care Rep I						
0.317559075	N2085	NE	Customer Care Rep I						
0.319499165	NK122	NE	P.P. Shift Supervisor						
0.321219643	NK558	NE	Sr Customer Representative						
0.324833335	N2004	NE	Billing Analysis Assoc III						
0.32712267	NK122	NE	P.P. Shift Supervisor						
0.331862098	NK558	NE	Sr Customer Representative						
0.333849713	N2085	NE	Customer Care Rep I						
0.336999864	NK556	NE	Customer Representative I						
0.338594862	NK122	NE	P.P. Shift Supervisor						
0.340031486	N2085	NE	Customer Care Rep I						
0.340267583	NK122	NE	P.P. Shift Supervisor						

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				LKE	Market Median	Variance	LKE	Market Median	Variance
0.347035334	NK558	NE	Sr Customer Representative						
0.349274851	N0301	NE	Business Center Representative						
0.350441571	N2003	NE	Billing Analysis Assoc II						
0.356992463	NK558	NE	Sr Customer Representative						
0.364598762	N2085	NE	Customer Care Rep I						
0.366059493	NK558	NE	Sr Customer Representative						
0.370189831	N2085	NE	Customer Care Rep I						
0.370805278	N0885	NE	Dept/Div Secretary						
0.372954266	N2085	NE	Customer Care Rep I						
0.378228642	N0890	NE	Sr Secretary						
0.384550382	N2085	NE	Customer Care Rep I						
0.389006778	N0885	NE	Dept/Div Secretary						
0.391283843	N3028	NE	Revenue Collection Rep II						
0.394678995	NK558	NE	Sr Customer Representative						
0.399518901	N3028	NE	Revenue Collection Rep II						
0.401505582	N2085	NE	Customer Care Rep I						
0.406895231	N3028	NE	Revenue Collection Rep II						
0.408406067	NK558	NE	Sr Customer Representative						
0.414572733	NK557	NE	Customer Representative II						
0.418909564	N2085	NE	Customer Care Rep I						
0.419957968	N2004	NE	Billing Analysis Assoc III						
0.422073342	N2085	NE	Customer Care Rep I						
0.422649747	N3028	NE	Revenue Collection Rep II						
0.425018437	NK557	NE	Customer Representative II						
0.427289436	N0301	NE	Business Center Representative						
0.43084521	N2004	NE	Billing Analysis Assoc III						
0.433039408	N2085	NE	Customer Care Rep I						
0.435576532	N0885	NE	Dept/Div Secretary						
0.436060336	N2085	NE	Customer Care Rep I						
0.438892931	NK122	NE	P.P. Shift Supervisor						

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				LKE	Market Median	Variance	LKE	Market Median	Variance
0.439584829	N2085	NE	Customer Care Rep I						
0.439815378	N0009	NE	Sr Accounting Associate						
0.442403792	N0890	NE	Sr Secretary						
0.450037813	N0890	NE	Sr Secretary						
0.453587534	NK558	NE	Sr Customer Representative						
0.457203739	N2647	NE	Sr Distribution Ops Assistant						
0.457362703	N2085	NE	Customer Care Rep I						
0.459186381	N3028	NE	Revenue Collection Rep II						
0.459903302	N2085	NE	Customer Care Rep I						
0.462355663	N3028	NE	Revenue Collection Rep II						
0.464477076	NK122	NE	P.P. Shift Supervisor						
0.464883959	N2085	NE	Customer Care Rep I						
0.464976395	N2647	NE	Sr Distribution Ops Assistant						
0.472695997	NK122	NE	P.P. Shift Supervisor						
0.474189142	NK557	NE	Customer Representative II						
0.481783787	N0890	NE	Sr Secretary						
0.487226265	N2004	NE	Billing Analysis Assoc III						
0.489558897	N2085	NE	Customer Care Rep I						
0.491150845	N2090	NE	Customer Care Rep II						
0.491867364	NK122	NE	P.P. Shift Supervisor						
0.502138388	N2085	NE	Customer Care Rep I						
0.508093775	N2647	NE	Sr Distribution Ops Assistant						
0.510413557	N2085	NE	Customer Care Rep I						
0.512264781	NK122	NE	P.P. Shift Supervisor						
0.517239403	N3028	NE	Revenue Collection Rep II						
0.519748957	NK557	NE	Customer Representative II						
0.520401776	NK122	NE	P.P. Shift Supervisor						
0.525425855	N2090	NE	Customer Care Rep II						
0.527286801	NK556	NE	Customer Representative I						
0.529324566	NK556	NE	Customer Representative I						

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				LKE	Market Median	Variance	LKE	Market Median	Variance
0.531325002	NK122	NE	P.P. Shift Supervisor						
0.537649604	N2085	NE	Customer Care Rep I						
0.540407036	N3028	NE	Revenue Collection Rep II						
0.542692122	N2085	NE	Customer Care Rep I						
0.544468588	N2006	NE	Sr Billing Analysis Assoc						
0.54644458	N2006	NE	Sr Billing Analysis Assoc						
0.547749566	N2090	NE	Customer Care Rep II						
0.548284175	NK557	NE	Customer Representative II						
0.54889406	N2006	NE	Sr Billing Analysis Assoc						
0.558241269	N2003	NE	Billing Analysis Assoc II						
0.559990695	N2085	NE	Customer Care Rep I						
0.565816832	NK122	NE	P.P. Shift Supervisor						
0.57322417	N2075	NE	Customer Care Coach						
0.576051201	N2075	NE	Customer Care Coach						
0.576946167	N3028	NE	Revenue Collection Rep II						
0.577819231	NK122	NE	P.P. Shift Supervisor						
0.580437309	N2090	NE	Customer Care Rep II						
0.580958975	NK122	NE	P.P. Shift Supervisor						
0.581755407	NK556	NE	Customer Representative I						
0.582911555	N0301	NE	Business Center Representative						
0.584433936	NK556	NE	Customer Representative I						
0.584746706	N2006	NE	Sr Billing Analysis Assoc						
0.58562937	N2003	NE	Billing Analysis Assoc II						
0.586499381	N2647	NE	Sr Distribution Ops Assistant						
0.587443127	NK556	NE	Customer Representative I						
0.587491509	N2075	NE	Customer Care Coach						
0.588820459	NK557	NE	Customer Representative II						
0.590196186	NK558	NE	Sr Customer Representative						
0.593880165	N0009	NE	Sr Accounting Associate						
0.596031096	NK556	NE	Customer Representative I						

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				LKE	Market Median	Variance	LKE	Market Median	Variance
0.596150335	NK558	NE	Sr Customer Representative						
0.596990023	NK122	NE	P.P. Shift Supervisor						
0.598282876	N2004	NE	Billing Analysis Assoc III						
0.600972404	N0301	NE	Business Center Representative						
0.607290798	N2647	NE	Sr Distribution Ops Assistant						
0.607497203	N2647	NE	Sr Distribution Ops Assistant						
0.609104307	NK122	NE	P.P. Shift Supervisor						
0.60964531	NK556	NE	Customer Representative I						
0.613538577	NK122	NE	P.P. Shift Supervisor						
0.614541586	NK556	NE	Customer Representative I						
0.61664655	N2090	NE	Customer Care Rep II						
0.624033914	N0890	NE	Sr Secretary						
0.62562672	N2085	NE	Customer Care Rep I						
0.626298648	N2085	NE	Customer Care Rep I						
0.626689069	N3028	NE	Revenue Collection Rep II						
0.629273787	N0301	NE	Business Center Representative						
0.629817278	NK556	NE	Customer Representative I						
0.633096085	NK122	NE	P.P. Shift Supervisor						
0.63534125	N0301	NE	Business Center Representative						
0.635372458	N2085	NE	Customer Care Rep I						
0.640079042	NK558	NE	Sr Customer Representative						
0.641913679	N2004	NE	Billing Analysis Assoc III						
0.645200473	N2006	NE	Sr Billing Analysis Assoc						
0.649626258	NK558	NE	Sr Customer Representative						
0.649899569	N2085	NE	Customer Care Rep I						
0.65074206	N2085	NE	Customer Care Rep I						
0.654322459	N2085	NE	Customer Care Rep I						
0.664221734	N3028	NE	Revenue Collection Rep II						
0.665826001	N2090	NE	Customer Care Rep II						
0.667978527	N2004	NE	Billing Analysis Assoc III						

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0.668531025	N2004	NE	Billing Analysis Assoc III						
0.668940334	NK556	NE	Customer Representative I						
0.66932897	N2085	NE	Customer Care Rep I						
0.669854633	N0885	NE	Dept/Div Secretary						
0.672253361	NK122	NE	P.P. Shift Supervisor						
0.674514965	N2647	NE	Sr Distribution Ops Assistant						
0.676007398	N2085	NE	Customer Care Rep I						
0.683256142	N2085	NE	Customer Care Rep I						
0.687263781	N2085	NE	Customer Care Rep I						
0.688980916	N2085	NE	Customer Care Rep I						
0.689270076	N2085	NE	Customer Care Rep I						
0.692507942	N0301	NE	Business Center Representative						
0.692542957	N0885	NE	Dept/Div Secretary						
0.695275878	NK558	NE	Sr Customer Representative						
0.696850854	NK558	NE	Sr Customer Representative						
0.700304207	N0301	NE	Business Center Representative						
0.700815741	N2090	NE	Customer Care Rep II						
0.701680942	N0890	NE	Sr Secretary						
0.701995331	N2085	NE	Customer Care Rep I						
0.703761095	NK558	NE	Sr Customer Representative						
0.705303778	N2085	NE	Customer Care Rep I						
0.706999917	N2075	NE	Customer Care Coach						
0.711641017	NK556	NE	Customer Representative I						
0.714442421	N2085	NE	Customer Care Rep I						
0.71702701	N2085	NE	Customer Care Rep I						
0.718821047	N2085	NE	Customer Care Rep I						
0.722604722	NK556	NE	Customer Representative I						
0.724598546	NK556	NE	Customer Representative I						
0.729564259	N0890	NE	Sr Secretary						
0.731771575	NK556	NE	Customer Representative I						

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0.73529035	N2085	NE	Customer Care Rep I						
0.735865234	N2085	NE	Customer Care Rep I						
0.738161719	N2090	NE	Customer Care Rep II						
0.751694788	N2647	NE	Sr Distribution Ops Assistant						
0.753128157	N3028	NE	Revenue Collection Rep II						
0.757299515	N2085	NE	Customer Care Rep I						
0.759380326	NK556	NE	Customer Representative I						
0.760331273	N2085	NE	Customer Care Rep I						
0.760846219	N2085	NE	Customer Care Rep I						
0.764881381	N2085	NE	Customer Care Rep I						
0.769221332	NK122	NE	P.P. Shift Supervisor						
0.774552869	N2647	NE	Sr Distribution Ops Assistant						
0.77768408	N2003	NE	Billing Analysis Assoc II						
0.778003707	N2085	NE	Customer Care Rep I						
0.778877277	N0890	NE	Sr Secretary						
0.784422295	N2006	NE	Sr Billing Analysis Assoc						
0.784967302	N0301	NE	Business Center Representative						
0.786469169	NK558	NE	Sr Customer Representative						
0.787400089	NK556	NE	Customer Representative I						
0.789005486	N2085	NE	Customer Care Rep I						
0.790786676	N2085	NE	Customer Care Rep I						
0.792349501	NK557	NE	Customer Representative II						
0.796025708	N0890	NE	Sr Secretary						
0.796666328	N2085	NE	Customer Care Rep I						
0.797321861	N2647	NE	Sr Distribution Ops Assistant						
0.800049248	NK122	NE	P.P. Shift Supervisor						
0.803605876	NK557	NE	Customer Representative II						
0.805376724	N2006	NE	Sr Billing Analysis Assoc						
0.80561279	NK556	NE	Customer Representative I						
0.813969031	NK122	NE	P.P. Shift Supervisor						

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				LKE	Market Median	Variance	LKE	Market Median	Variance
0.817253578	N0301	NE	Business Center Representative						
0.817577087	N2085	NE	Customer Care Rep I						
0.821350164	N0890	NE	Sr Secretary						
0.823707051	NK122	NE	P.P. Shift Supervisor						
0.823902119	N2085	NE	Customer Care Rep I						
0.825675923	NK558	NE	Sr Customer Representative						
0.828760478	NK558	NE	Sr Customer Representative						
0.828776419	N2085	NE	Customer Care Rep I						
0.829484615	N2003	NE	Billing Analysis Assoc II						
0.831578617	N0301	NE	Business Center Representative						
0.831907794	NK556	NE	Customer Representative I						
0.833418441	N0301	NE	Business Center Representative						
0.837387541	NK557	NE	Customer Representative II						
0.837595104	N2085	NE	Customer Care Rep I						
0.838588732	N2090	NE	Customer Care Rep II						
0.83994121	N2085	NE	Customer Care Rep I						
0.840248674	N2085	NE	Customer Care Rep I						
0.844023313	N2085	NE	Customer Care Rep I						
0.846544692	NK122	NE	P.P. Shift Supervisor						
0.846725901	NK557	NE	Customer Representative II						
0.846902694	N2004	NE	Billing Analysis Assoc III						
0.846998165	N2090	NE	Customer Care Rep II						
0.852006133	NK558	NE	Sr Customer Representative						
0.852006812	NK556	NE	Customer Representative I						
0.853604258	NK556	NE	Customer Representative I						
0.855854997	N2085	NE	Customer Care Rep I						
0.859014433	NK122	NE	P.P. Shift Supervisor						
0.862578757	N2090	NE	Customer Care Rep II						
0.863091871	NK558	NE	Sr Customer Representative						
0.86398576	N3028	NE	Revenue Collection Rep II						

Louisville Gas and Electric and Kentucky Utilities

Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.867829218	N2085	NE	Customer Care Rep I						
0.871943372	NK122	NE	P.P. Shift Supervisor						
0.88263981	N2085	NE	Customer Care Rep I						
0.884242854	NK556	NE	Customer Representative I						
0.884260599	N0890	NE	Sr Secretary						
0.885025271	N2085	NE	Customer Care Rep I						
0.887759331	N2003	NE	Billing Analysis Assoc II						
0.890106016	N0009	NE	Sr Accounting Associate						
0.892617699	N2085	NE	Customer Care Rep I						
0.893464478	N2075	NE	Customer Care Coach						
0.896252582	N2085	NE	Customer Care Rep I						
0.89744515	N0890	NE	Sr Secretary						
0.898389991	NK122	NE	P.P. Shift Supervisor						
0.910188794	N2004	NE	Billing Analysis Assoc III						
0.912471144	N0885	NE	Dept/Div Secretary						
0.913517256	N2085	NE	Customer Care Rep I						
0.914897279	N2003	NE	Billing Analysis Assoc II						
0.91558587	N2085	NE	Customer Care Rep I						
0.916805374	N2085	NE	Customer Care Rep I						
0.919792167	N0301	NE	Business Center Representative						
0.920529383	NK122	NE	P.P. Shift Supervisor						
0.923446917	N2090	NE	Customer Care Rep II						
0.925563908	N2006	NE	Sr Billing Analysis Assoc						
0.926128899	N2085	NE	Customer Care Rep I						
0.927000319	N2085	NE	Customer Care Rep I						
0.929186994	NK558	NE	Sr Customer Representative						
0.931559791	N0301	NE	Business Center Representative						
0.931892068	N2085	NE	Customer Care Rep I						
0.932334548	N0009	NE	Sr Accounting Associate						
0.934710627	N2085	NE	Customer Care Rep I						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.93722734	N2085	NE	Customer Care Rep I						
0.938920202	N2085	NE	Customer Care Rep I						
0.94072548	N2085	NE	Customer Care Rep I						
0.944086628	N2085	NE	Customer Care Rep I						
0.945812728	N0009	NE	Sr Accounting Associate						
0.951972332	N0890	NE	Sr Secretary						
0.955092195	NK556	NE	Customer Representative I						
0.958906032	NK557	NE	Customer Representative II						
0.959226964	NK556	NE	Customer Representative I						
0.959327032	N2085	NE	Customer Care Rep I						
0.965392096	NK556	NE	Customer Representative I						
0.965934137	N2090	NE	Customer Care Rep II						
0.966064788	N0890	NE	Sr Secretary						
0.966930915	N0301	NE	Business Center Representative						
0.967787955	N0890	NE	Sr Secretary						
0.971963881	N0009	NE	Sr Accounting Associate						
0.973196463	N0890	NE	Sr Secretary						
0.979167754	N2085	NE	Customer Care Rep I						
0.979589806	NK557	NE	Customer Representative II						
0.980246883	N2075	NE	Customer Care Coach						
0.989099638	NK558	NE	Sr Customer Representative						
0.98928017	NK558	NE	Sr Customer Representative						
0.990366251	N2085	NE	Customer Care Rep I						
0.991272137	N2003	NE	Billing Analysis Assoc II						
0.995869124	N2085	NE	Customer Care Rep I						
0.022405485	E6227	MG	Manager Compliance						
0.023291991	E3446	MG	Mgr Operations Center						
0.023483746	E1970	MG	Mgr Infrastructure Services						
0.026864848	E1485	MG	Mgr Gas Control						
0.029534355	E2659	MG	Mgr Commercial Operations						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.030129911	E9023	MG	Mgr Marketing						
0.043624857	E3446	MG	Mgr Operations Center						
0.056027094	E7785	MG	Mgr Internal Communications						
0.058898192	E7240	MG	Mgr Maint - Pwr Gen						
0.074228781	E2659	MG	Mgr Commercial Operations						
0.079069725	E2659	MG	Mgr Commercial Operations						
0.083292692	E3220	MG	Mgr Design						
0.112747642	E5858	MG	Mgr Forecast & Budgeting Corp						
0.116464908	E7814	MG	Mgr Supply Chain - Corporate						
0.122042922	E1505	MG	Mgr Gas Storage Operations						
0.134610476	E2069	MG	Mgr IT Business Relationships						
0.139970526	E7240	MG	Mgr Maint - Pwr Gen						
0.143594114	E7240	MG	Mgr Maint - Pwr Gen						
0.146730742	E4565	MG	Sr Corporate Attorney						
0.152600188	E0078	MG	Mgr Residential Service						
0.158444704	E0185	MG	Mgr Trans Sub Eng/Const & Mntc						
0.161289239	E4565	MG	Sr Corporate Attorney						
0.164787844	E4565	MG	Sr Corporate Attorney						
0.175766655	E2150	MG	Mgr Real Estate & Right Of Way						
0.176008794	E9826	MG	Manager Staffing Services						
0.179440934	E7817	MG	Mgr Material Svcs & Logistics						
0.185069565	E4095	MG	Mgr Benefits Services						
0.188473469	E9823	MG	Human Resources Manager						
0.189751851	E9958	MG	Mgr Major Capital Projects						
0.195633192	E8045	MG	Mgr Facilities Service						
0.218183334	E5400	MG	Manager Community Relations						
0.22133099	E2658	MG	Mgr Contracts/Mjr Capital Proj						
0.22761112	E7245	MG	Manager - Production						
0.229314983	E4252	MG	Mgr Labor Relations & HRIS						
0.236987087	E7245	MG	Manager - Production						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.272690548	E4565	MG	Sr Corporate Attorney						
0.295729005	E1775	MG	Mgr Transportation						
0.296985704	E5075	MG	Mgr Property Accounting						
0.297588107	E7524	MG	Mgr Revenue Assurance						
0.301704355	E3975	MG	Mgr Payroll						
0.308649052	E7232	MG	Mgr Tyrone Operations						
0.309735055	E7240	MG	Mgr Maint - Pwr Gen						
0.315322815	E6270	MG	Mgr Electrical Engineering/Pln						
0.318528767	E7813	MG	Mgr Supply Chain Engy Delivery						
0.324304388	E9823	MG	Human Resources Manager						
0.331678993	E2069	MG	Mgr IT Business Relationships						
0.338695139	E4565	MG	Sr Corporate Attorney						
0.34223269	E8004	MG	Mgr Corporate Accounting						
0.354882083	EK154	MG	Mgr Trans Reliability & Compl						
0.355567179	E0077	MG	Mgr Business Offices						
0.356059795	E5239	MG	Mgr Trans Strategy & Planning						
0.372370895	E2071	MG	Mgr IT Development & Support						
0.390413629	E9958	MG	Mgr Major Capital Projects						
0.408554221	E6296	MG	Mgr Gas Engineering and Planng						
0.430690038	E5344	MG	Mgr Environmental Programs						
0.436118733	E2069	MG	Mgr IT Business Relationships						
0.441519207	E5349	MG	Mgr Environmental Air Section						
0.464870174	E0080	MG	Mgr Remittance & Collection						
0.48784877	E2069	MG	Mgr IT Business Relationships						
0.493128126	E9958	MG	Mgr Major Capital Projects						
0.499682709	EK173	MG	Mgr System Control Center						
0.517626521	E5603	MG	Mgr Business Info Platforms						
0.520463649	E7245	MG	Manager - Production						
0.554016407	E9823	MG	Human Resources Manager						
0.563983865	E3446	MG	Mgr Operations Center						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.572297477	E3446	MG	Mgr Operations Center						
0.578389435	EK153	MG	Mgr Transmission Line Svcs						
0.594702107	E9958	MG	Mgr Major Capital Projects						
0.597597865	E9823	MG	Human Resources Manager						
0.618999341	E1155	MG	Mgr Corp Finance						
0.620298231	E8300	MG	Mgr Financial Reporting						
0.628546401	E2071	MG	Mgr IT Development & Support						
0.639017939	E9106	MG	Mgr IT Security Compliance						
0.639425698	E3446	MG	Mgr Operations Center						
0.640985562	E4960	MG	Mgr Budgt & Forecast - Gen Ops						
0.655049423	E6359	MG	Mgr IT & Operational Auditing						
0.67595251	E9105	MG	Mgr IT Security Operations						
0.678381499	E5625	MG	Mgr Tax Accounting						
0.686099987	E8301	MG	Mgr Financial Acct & Analysis						
0.692672749	E9823	MG	Human Resources Manager						
0.699639114	E7240	MG	Mgr Maint - Pwr Gen						
0.703657721	E7245	MG	Manager - Production						
0.705780207	E2635	MG	Mgr Meter Reading Process						
0.711178925	E6222	MG	Mgr Generation Planning						
0.724933567	E7245	MG	Manager - Production						
0.753133853	E1505	MG	Mgr Gas Storage Operations						
0.761105658	E2659	MG	Mgr Commercial Operations						
0.782150238	E9823	MG	Human Resources Manager						
0.782412045	E4690	MG	Mgr Financial & Contract Audit						
0.787908143	E2069	MG	Mgr IT Business Relationships						
0.807884662	E2069	MG	Mgr IT Business Relationships						
0.834863458	E5861	MG	Mgr LG&E And KU Fuels						
0.84283516	E5857	MG	Mgr Financial Planning						
0.845235959	E2071	MG	Mgr IT Development & Support						
0.866900557	E7812	MG	Mgr Supply Chain Support						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.867594293	E7245	MG	Manager - Production						
0.88102826	E9957	MG	Mgr IT Business Analysis						
0.906300557	E5551	MG	Mgr Budget & Forecast Trans ES						
0.920783188	E2659	MG	Mgr Commercial Operations						
0.933961208	E8803	MG	Mgr Safety Tech Train - GD						
0.941143936	E2636	MG	Mgr Meter Design Stratgy & Ops						
0.949679348	E9958	MG	Mgr Major Capital Projects						
0.954303576	E7240	MG	Mgr Maint - Pwr Gen						
0.955211278	E9823	MG	Human Resources Manager						
0.958952083	E2964	MG	Mgr Turbine-Generator Maint						
0.982961732	E4565	MG	Sr Corporate Attorney						
0.983863865	E7011	MG	Mgr Gas Construction						
0.985402736	E2071	MG	Mgr IT Development & Support						
0.004136456	H0651	HR	Maintenance Technician A (M)						
0.004916243	H0651	HR	Maintenance Technician A (M)						
0.006892105	H0651	HR	Maintenance Technician A (M)						
0.014786385	H0655	HR	Line Technician A						
0.015072115	H0651	HR	Maintenance Technician A (M)						
0.015455327	H0651	HR	Maintenance Technician A (M)						
0.032159306	H0651	HR	Maintenance Technician A (M)						
0.039525594	H0655	HR	Line Technician A						
0.043182533	H0655	HR	Line Technician A						
0.057364271	H0655	HR	Line Technician A						
0.064794502	H0655	HR	Line Technician A						
0.067364459	H0651	HR	Maintenance Technician A (M)						
0.07909912	H0650	HR	Maintenance Technician A (I)						
0.079743968	H0651	HR	Maintenance Technician A (M)						
0.082541257	H0650	HR	Maintenance Technician A (I)						
0.088500829	H0655	HR	Line Technician A						
0.099907114	H0651	HR	Maintenance Technician A (M)						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.102385979	H0655	HR	Line Technician A						
0.133193557	H0655	HR	Line Technician A						
0.15432762	H0655	HR	Line Technician A						
0.177838504	H0655	HR	Line Technician A						
0.183405296	H0655	HR	Line Technician A						
0.183487824	H0665	HR	Meter Technician A						
0.184142054	H0705	HR	Line Technician C						
0.192641546	H0655	HR	Line Technician A						
0.199707745	H0655	HR	Line Technician A						
0.206297124	H0651	HR	Maintenance Technician A (M)						
0.213559463	H0655	HR	Line Technician A						
0.222274238	H0760	HR	Line Technician B						
0.232290018	H0655	HR	Line Technician A						
0.235319742	H0655	HR	Line Technician A						
0.239888214	H0655	HR	Line Technician A						
0.249293252	H0655	HR	Line Technician A						
0.249868082	H0705	HR	Line Technician C						
0.256536595	H0655	HR	Line Technician A						
0.266599602	H0655	HR	Line Technician A						
0.287345693	H0655	HR	Line Technician A						
0.291573348	H0650	HR	Maintenance Technician A (I)						
0.299257787	H0651	HR	Maintenance Technician A (M)						
0.300080791	H0655	HR	Line Technician A						
0.308398819	H0655	HR	Line Technician A						
0.317372327	H0651	HR	Maintenance Technician A (M)						
0.337244085	H0665	HR	Meter Technician A						
0.342244945	H0650	HR	Maintenance Technician A (I)						
0.347779507	H0650	HR	Maintenance Technician A (I)						
0.365123876	H0655	HR	Line Technician A						
0.38521492	H0651	HR	Maintenance Technician A (M)						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.390617005	H0655	HR	Line Technician A						
0.395502404	H0655	HR	Line Technician A						
0.397635159	H0651	HR	Maintenance Technician A (M)						
0.400775218	H0760	HR	Line Technician B						
0.400868068	H0655	HR	Line Technician A						
0.411198794	H0651	HR	Maintenance Technician A (M)						
0.413282382	H0655	HR	Line Technician A						
0.419556287	H0655	HR	Line Technician A						
0.425122605	H0655	HR	Line Technician A						
0.42576379	H0760	HR	Line Technician B						
0.427391869	H0655	HR	Line Technician A						
0.430037616	H0760	HR	Line Technician B						
0.430673431	H0655	HR	Line Technician A						
0.43595176	H0655	HR	Line Technician A						
0.448438041	H0655	HR	Line Technician A						
0.462241428	H0650	HR	Maintenance Technician A (I)						
0.480865253	H0655	HR	Line Technician A						
0.484065987	H0655	HR	Line Technician A						
0.493094279	H0651	HR	Maintenance Technician A (M)						
0.539579237	H0655	HR	Line Technician A						
0.542709591	H0655	HR	Line Technician A						
0.546683777	H0655	HR	Line Technician A						
0.560811058	H0651	HR	Maintenance Technician A (M)						
0.581080721	H0665	HR	Meter Technician A						
0.585722027	H0655	HR	Line Technician A						
0.599088494	H0655	HR	Line Technician A						
0.60577408	H0651	HR	Maintenance Technician A (M)						
0.609908182	H0655	HR	Line Technician A						
0.610216339	H0655	HR	Line Technician A						
0.61711083	H0655	HR	Line Technician A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.61954351	H0655	HR	Line Technician A						
0.627080424	H0651	HR	Maintenance Technician A (M)						
0.628882261	H0651	HR	Maintenance Technician A (M)						
0.630962199	H0651	HR	Maintenance Technician A (M)						
0.644385626	H0655	HR	Line Technician A						
0.653500769	H0650	HR	Maintenance Technician A (I)						
0.654345065	H0650	HR	Maintenance Technician A (I)						
0.676989543	H0655	HR	Line Technician A						
0.694078517	H0651	HR	Maintenance Technician A (M)						
0.701531561	H0650	HR	Maintenance Technician A (I)						
0.709245953	H0655	HR	Line Technician A						
0.709899475	H0650	HR	Maintenance Technician A (I)						
0.711154171	H0651	HR	Maintenance Technician A (M)						
0.714471003	H0655	HR	Line Technician A						
0.720487468	H0650	HR	Maintenance Technician A (I)						
0.725103975	H0655	HR	Line Technician A						
0.727552186	H0655	HR	Line Technician A						
0.731662802	H0651	HR	Maintenance Technician A (M)						
0.733212112	H0650	HR	Maintenance Technician A (I)						
0.736274717	H0651	HR	Maintenance Technician A (M)						
0.738489134	H0655	HR	Line Technician A						
0.740948488	H0651	HR	Maintenance Technician A (M)						
0.74107832	H0650	HR	Maintenance Technician A (I)						
0.754170506	H0650	HR	Maintenance Technician A (I)						
0.75941802	H0705	HR	Line Technician C						
0.762090696	H0655	HR	Line Technician A						
0.768002683	H0655	HR	Line Technician A						
0.777921267	H0655	HR	Line Technician A						
0.785995452	H0650	HR	Maintenance Technician A (I)						
0.796438747	H0705	HR	Line Technician C						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.799514975	H0665	HR	Meter Technician A						
0.810844417	H0651	HR	Maintenance Technician A (M)						
0.825072559	H0651	HR	Maintenance Technician A (M)						
0.829236392	H0655	HR	Line Technician A						
0.831861253	H0651	HR	Maintenance Technician A (M)						
0.832718429	H0650	HR	Maintenance Technician A (I)						
0.834643862	H0655	HR	Line Technician A						
0.838432676	H0655	HR	Line Technician A						
0.846687368	H0650	HR	Maintenance Technician A (I)						
0.855721367	H0651	HR	Maintenance Technician A (M)						
0.875487812	H0651	HR	Maintenance Technician A (M)						
0.876325845	H0651	HR	Maintenance Technician A (M)						
0.87863216	H0655	HR	Line Technician A						
0.87882885	H0651	HR	Maintenance Technician A (M)						
0.881033272	H0655	HR	Line Technician A						
0.886950536	H0655	HR	Line Technician A						
0.888796063	H0655	HR	Line Technician A						
0.895885517	H0655	HR	Line Technician A						
0.89699871	H0655	HR	Line Technician A						
0.90254089	H0651	HR	Maintenance Technician A (M)						
0.905199355	H0651	HR	Maintenance Technician A (M)						
0.908098411	H0655	HR	Line Technician A						
0.935884697	H0655	HR	Line Technician A						
0.942523502	H0760	HR	Line Technician B						
0.943809954	H0651	HR	Maintenance Technician A (M)						
0.950082325	H0650	HR	Maintenance Technician A (I)						
0.950117025	H0655	HR	Line Technician A						
0.951167215	H0651	HR	Maintenance Technician A (M)						
0.962073341	H0651	HR	Maintenance Technician A (M)						
0.965069922	H0760	HR	Line Technician B						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.965916367	H0655	HR	Line Technician A						
0.970145134	H0651	HR	Maintenance Technician A (M)						
0.973394931	H0651	HR	Maintenance Technician A (M)						
0.976253412	H0650	HR	Maintenance Technician A (I)						
0.980409135	H0655	HR	Line Technician A						
0.987437509	H0651	HR	Maintenance Technician A (M)						
0.989302998	H0655	HR	Line Technician A						
0.00027778	E1110	EX	Accounting Analyst III						
0.000737533	E2270	EX	Right Of Way Agent II						
0.001023796	E5680	EX	Support Analyst III-Supp Chain						
0.001244564	E2760	EX	Team Ldr - Gas Distribution						
0.002789886	E1635	EX	Electrical Engineer I						
0.003205272	E7225	EX	Production Leader						
0.005696873	E0026	EX	Programmer/Analyst - Intern						
0.00651578	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.00768118	E1520	EX	Civil Engineer II						
0.012229881	E4241	EX	Sr IT Training Analyst						
0.012517612	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.013028002	E3882	EX	Project Coord-Major Cap Project						
0.013151044	E2105	EX	Mechanical Engineer I						
0.013200942	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.013503394	E7220	EX	Maintenance Leader						
0.019136166	E4115	EX	Sr Financial Analyst						
0.021146904	EK623	EX	Maintenance Planner						
0.021858289	E7261	EX	Call Center Operations Manager						
0.022657822	E1635	EX	Electrical Engineer I						
0.023573301	E1110	EX	Accounting Analyst III						
0.023825517	E0105	EX	UC Engineer Specialist						
0.025249887	E6210	EX	Lead Engineer						
0.025341935	E4325	EX	Sr Budget Analyst						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.02616551	E9386	EX	Safety Specialist						
0.02702918	E1640	EX	Electrical Engineer II						
0.027589246	E1430	EX	Chemical Engineer I						
0.027705375	E4080	EX	Budget Analyst II						
0.027866521	E6820	EX	IT Business Sys Analyst Lead						
0.028173169	E6810	EX	IT Business Sys Analyst Sr						
0.029361485	E0026	EX	Programmer/Analyst - Intern						
0.029495529	E6240	EX	Account Mgr III-Major Accounts						
0.030998179	E3430	EX	Team Ldr -Line Const & Maint						
0.033463172	E7225	EX	Production Leader						
0.034326152	E1110	EX	Accounting Analyst III						
0.035654277	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.038039199	E1515	EX	Civil Engineer I						
0.038551999	E7660	EX	Sr Communication Spec-Internal						
0.038564365	E2365	EX	Sr Electrical Engineer						
0.039434503	E4320	EX	Budget Analyst III						
0.040139428	E4460	EX	Sr Accounting Analyst						
0.040844565	E3200	EX	Billing Integ T&R Analyst I						
0.041148067	E6240	EX	Account Mgr III-Major Accounts						
0.041508245	E0103	EX	UC Engineer Intermediate						
0.043438159	E0022	EX	Info Security Analyst - Senior						
0.045590082	E1635	EX	Electrical Engineer I						
0.045802874	E0097	EX	IT Systems Engineer Lead						
0.051461337	E9801	EX	Sr Transmission Project Coord						
0.051820008	E7225	EX	Production Leader						
0.051937023	E9231	EX	Area Retail Operations Mgr						
0.052096241	E3336	EX	P.P. Environ Coord III						
0.052423171	E3117	EX	Supervisor - Maintenance						
0.054805697	E2110	EX	Mechanical Engineer II						
0.057928392	E7225	EX	Production Leader						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.059460649	E4460	EX	Sr Accounting Analyst						
0.061393148	E1410	EX	Supervisor Facility Operations						
0.061664489	E3882	EX	Project Coord-Major Cap Project						
0.066058566	E3508	EX	Data Architect						
0.067061972	E2556	EX	Utility Arborist						
0.067806369	E5944	EX	Sys Optns Analyst - Specialist						
0.067815056	E4360	EX	Tax Coordinator						
0.068511835	E0026	EX	Programmer/Analyst - Intern						
0.068862693	E0025	EX	Programmer/Analyst - Assoc						
0.069247246	E7001	EX	Controls Specialist - Gen Svcs						
0.069476712	E6201	EX	Training Consultant-Senior						
0.070321305	E8340	EX	Sr Scientist						
0.070824896	E3660	EX	Sr Environmental Engineer						
0.071177688	E4325	EX	Sr Budget Analyst						
0.071529941	E4529	EX	Retail Services Trainer						
0.071873261	E1645	EX	Electrical Engineer III						
0.072234621	E1515	EX	Civil Engineer I						
0.072414468	E0029	EX	IT Technical Leader						
0.074569677	E9801	EX	Sr Transmission Project Coord						
0.077495491	E2565	EX	Team Ldr -Storage Operations						
0.077642571	E4460	EX	Sr Accounting Analyst						
0.080290026	E1110	EX	Accounting Analyst III						
0.084687377	E0027	EX	Programmer/Analyst - Senior						
0.084764855	E2365	EX	Sr Electrical Engineer						
0.085819966	E4320	EX	Budget Analyst III						
0.086592395	E4315	EX	Budget Analyst I						
0.088605348	E3365	EX	Team Ldr - Eng Design Svcs						
0.08870741	E2365	EX	Sr Electrical Engineer						
0.08962493	E4775	EX	Fire & Security Investigator						
0.091046651	E0010	EX	Workstation Sys Sppt - Assoc						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.091626803	E3265	EX	Billing Integrity Team Leader						
0.091826935	E7265	EX	Production Support Leader						
0.092727459	E0028	EX	IT Technical Specialist						
0.095724777	E7192	EX	Business Center Specialist II						
0.096183889	E2105	EX	Mechanical Engineer I						
0.096325605	E4325	EX	Sr Budget Analyst						
0.099606104	E1105	EX	Accounting Analyst II						
0.100452218	E2365	EX	Sr Electrical Engineer						
0.101569514	E2095	EX	Material Handling Leader						
0.107578819	EK657	EX	Inspector - Dist Ops						
0.108511056	E6704	EX	BC and DI Support Analyst I						
0.111857746	E1185	EX	Telecommunications Shop Supvr						
0.112067692	E2350	EX	Sr Civil Engineer						
0.112662535	E4670	EX	Econ Dvlpmnt Proj Mgr III						
0.112787939	E2365	EX	Sr Electrical Engineer						
0.113140151	E7695	EX	Grp Ldr-Elec System Coordtn						
0.116042771	EK072	EX	Supervisor Drafting Services						
0.116823885	E0012	EX	Workstation Sys Sppt - Senior						
0.116870944	E7220	EX	Maintenance Leader						
0.117748323	E6710	EX	Basis Infrastructure Sr						
0.118006011	E1110	EX	Accounting Analyst III						
0.118161035	EK658	EX	Inspector - Transmission						
0.11919396	E6201	EX	Training Consultant-Senior						
0.12173168	EK324	EX	Eng Design Tech Begin-Dist Ops						
0.125452051	E0103	EX	UC Engineer Intermediate						
0.125961685	E0094	EX	IT Systems Engineer Senior						
0.127988691	E1105	EX	Accounting Analyst II						
0.128861816	E2274	EX	Safety Specialist						
0.131659221	E4080	EX	Budget Analyst II						
0.131812843	E1105	EX	Accounting Analyst II						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.131856599	E9329	EX	Sr Org Development Specialist						
0.132527254	E1635	EX	Electrical Engineer I						
0.136179786	E7660	EX	Sr Communication Spec-Internal						
0.139381112	EK326	EX	Eng Design Tech Inter-Dist Ops						
0.140550532	E6820	EX	IT Business Sys Analyst Lead						
0.140555155	E4780	EX	Revenue Protection Investigtr						
0.140650309	E0069	EX	Buyer III						
0.142416455	E2115	EX	Mechanical Engineer III						
0.143031814	E4356	EX	Tax Analyst III						
0.14370768	E1100	EX	Accounting Analyst I						
0.143881439	E3882	EX	Project Coord-Major Cap Project						
0.144070949	E9224	EX	Supervisor - Production						
0.144506688	EK658	EX	Inspector - Transmission						
0.144768153	E7261	EX	Call Center Operations Manager						
0.144806233	E4325	EX	Sr Budget Analyst						
0.144870828	E1408	EX	Sourcing Leader III						
0.145088371	E2556	EX	Utility Arborist						
0.145305367	E1645	EX	Electrical Engineer III						
0.145917515	E3116	EX	Supervisor - Maintenance						
0.148508847	E0010	EX	Workstation Sys Sppt - Assoc						
0.148859297	EK326	EX	Eng Design Tech Inter-Dist Ops						
0.151500487	E4320	EX	Budget Analyst III						
0.152240252	EK623	EX	Maintenance Planner						
0.152639498	E8030	EX	Sr Benefits Specialist						
0.153557937	E2115	EX	Mechanical Engineer III						
0.156233712	E2760	EX	Team Ldr - Gas Distribution						
0.156700301	E6210	EX	Lead Engineer						
0.159411679	E7238	EX	Grp Ldr - Engineering						
0.160967724	E7225	EX	Production Leader						
0.161955563	E2556	EX	Utility Arborist						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.162006635	E3882	EX	Project Coord-Major Cap Project						
0.162490014	E0026	EX	Programmer/Analyst - Intern						
0.163550528	E7220	EX	Maintenance Leader						
0.163612913	E2110	EX	Mechanical Engineer II						
0.166468417	E5235	EX	Right Of Way Agent III						
0.16795859	E7225	EX	Production Leader						
0.168087408	E0028	EX	IT Technical Specialist						
0.168169576	E2285	EX	Safety Specialist III						
0.169179539	E4460	EX	Sr Accounting Analyst						
0.16969638	E2556	EX	Utility Arborist						
0.170286562	E0105	EX	UC Engineer Specialist						
0.171058087	E1645	EX	Electrical Engineer III						
0.172289122	E2365	EX	Sr Electrical Engineer						
0.172366793	E0104	EX	UC Engineer Sr						
0.172999926	E7238	EX	Grp Ldr - Engineering						
0.173709493	E0191	EX	Buyer II						
0.173806315	E0032	EX	Optns/Tech Support Analyst Int						
0.174762691	E6210	EX	Lead Engineer						
0.175233951	E2395	EX	Sr Mechanical Engineer						
0.175863612	E0027	EX	Programmer/Analyst - Senior						
0.176477909	E0093	EX	IT Sys Engineer Intermediate						
0.176878404	E2274	EX	Safety Specialist						
0.177058648	EK658	EX	Inspector - Transmission						
0.177232282	E1760	EX	Assoc Fin & Contract Auditor						
0.178466137	E7619	EX	Absence Management Coordinator						
0.178500354	E6027	EX	Storeroom Supervisor						
0.178615476	E4356	EX	Tax Analyst III						
0.180252065	E9386	EX	Safety Specialist						
0.180757613	E3882	EX	Project Coord-Major Cap Project						
0.181186615	E2350	EX	Sr Civil Engineer						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.181473132	EK269	EX	Team Ldr - Meter Assets						
0.181993268	E4325	EX	Sr Budget Analyst						
0.183428989	E2105	EX	Mechanical Engineer I						
0.183908284	E2180	EX	Staffing Specialist						
0.185084354	EK623	EX	Maintenance Planner						
0.186606807	E2365	EX	Sr Electrical Engineer						
0.186834442	E1110	EX	Accounting Analyst III						
0.187840154	E3430	EX	Team Ldr -Line Const & Maint						
0.188397683	E1635	EX	Electrical Engineer I						
0.188613164	E0103	EX	UC Engineer Intermediate						
0.188702521	E0069	EX	Buyer III						
0.192627634	E3117	EX	Supervisor - Maintenance						
0.19264958	E0025	EX	Programmer/Analyst - Assoc						
0.192671377	E2105	EX	Mechanical Engineer I						
0.192795839	E2365	EX	Sr Electrical Engineer						
0.193469094	E0028	EX	IT Technical Specialist						
0.194345746	E3117	EX	Supervisor - Maintenance						
0.195225113	E0094	EX	IT Systems Engineer Senior						
0.196419394	EK623	EX	Maintenance Planner						
0.196728879	EK657	EX	Inspector - Dist Ops						
0.197496863	E2274	EX	Safety Specialist						
0.199343428	E0023	EX	Info Security Analyst - Spclst						
0.199845442	E7220	EX	Maintenance Leader						
0.203852648	E0027	EX	Programmer/Analyst - Senior						
0.205433694	E1110	EX	Accounting Analyst III						
0.206502478	E1635	EX	Electrical Engineer I						
0.207232353	E2365	EX	Sr Electrical Engineer						
0.208906238	E0025	EX	Programmer/Analyst - Assoc						
0.211413608	E0028	EX	IT Technical Specialist						
0.21172425	EK658	EX	Inspector - Transmission						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.214210556	E0029	EX	IT Technical Leader						
0.215616829	E9946	EX	System Administrator Senior						
0.216092228	E0092	EX	IT Systems Engineer Associate						
0.218749278	E2565	EX	Team Ldr -Storage Operations						
0.219059752	E2365	EX	Sr Electrical Engineer						
0.219245355	E2365	EX	Sr Electrical Engineer						
0.220318169	EK658	EX	Inspector - Transmission						
0.221177613	E7275	EX	Fuels Coord II						
0.222686308	E0094	EX	IT Systems Engineer Senior						
0.223912124	E0104	EX	UC Engineer Sr						
0.224663282	E1645	EX	Electrical Engineer III						
0.224838975	E7220	EX	Maintenance Leader						
0.225000428	E1635	EX	Electrical Engineer I						
0.225761113	E1185	EX	Telecommunications Shop Supvr						
0.225878994	E6252	EX	Sr Contract Coordinator						
0.227021419	E3882	EX	Project Coord-Major Cap Project						
0.227593591	E3430	EX	Team Ldr -Line Const & Maint						
0.228341006	E4325	EX	Sr Budget Analyst						
0.229036328	E6240	EX	Account Mgr III-Major Accounts						
0.229734063	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.229952181	E0103	EX	UC Engineer Intermediate						
0.231858753	E2365	EX	Sr Electrical Engineer						
0.234476972	E0026	EX	Programmer/Analyst - Intern						
0.235249533	E0028	EX	IT Technical Specialist						
0.235697691	E7225	EX	Production Leader						
0.237614994	E0008	EX	Tech Support Analyst - Senior						
0.237691645	E1430	EX	Chemical Engineer I						
0.238393013	EK623	EX	Maintenance Planner						
0.242279134	E6210	EX	Lead Engineer						
0.24419573	E1640	EX	Electrical Engineer II						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.244377267	E6815	EX	IT Business Sys Analyst Spec						
0.24536588	E7220	EX	Maintenance Leader						
0.248772525	E7261	EX	Call Center Operations Manager						
0.249961209	E7571	EX	Sr Control Specialist						
0.250482241	E6201	EX	Training Consultant-Senior						
0.255103227	E2556	EX	Utility Arborist						
0.255325673	EK623	EX	Maintenance Planner						
0.260508235	E0094	EX	IT Systems Engineer Senior						
0.260767414	E2365	EX	Sr Electrical Engineer						
0.260788687	E1152	EX	Facility Project Manager III						
0.261093098	E3450	EX	Grp Ldr-Distr Control Center						
0.261373419	E3117	EX	Supervisor - Maintenance						
0.262419443	E5785	EX	Sr Rate & Regulatory Analyst						
0.263104031	E1515	EX	Civil Engineer I						
0.263183155	E2232	EX	Maintenance Coordinator						
0.267480722	E4026	EX	Business Process Analyst III						
0.269116197	E2365	EX	Sr Electrical Engineer						
0.269724788	E1408	EX	Sourcing Leader III						
0.269773368	E6204	EX	Engineer I						
0.270190137	E0028	EX	IT Technical Specialist						
0.270374822	E3430	EX	Team Ldr -Line Const & Maint						
0.273746204	E0095	EX	IT Systems Engineer Specialist						
0.274008482	E4325	EX	Sr Budget Analyst						
0.274216721	E3430	EX	Team Ldr -Line Const & Maint						
0.274755404	E0003	EX	Telecom Engineer Senior						
0.275998729	E3480	EX	Team Ldr Distrib Cntrl Center						
0.277077358	E4550	EX	Sr Paralegal						
0.278549407	E7225	EX	Production Leader						
0.280311192	E4315	EX	Budget Analyst I						
0.280362631	E6210	EX	Lead Engineer						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.281557829	E0038	EX	Database Admin - Specialist						
0.281845261	E4460	EX	Sr Accounting Analyst						
0.282671314	E0029	EX	IT Technical Leader						
0.28278113	E2365	EX	Sr Electrical Engineer						
0.285323087	EK351	EX	Trans Right-Of-Way Coordinator						
0.285912511	E3506	EX	Software Architect						
0.286229515	E0027	EX	Programmer/Analyst - Senior						
0.288681504	E3116	EX	Supervisor - Maintenance						
0.289789667	E0094	EX	IT Systems Engineer Senior						
0.290600834	E2231	EX	Outage Coordinator						
0.294574269	E8651	EX	Sr Comm Specialist - External						
0.295931839	E0103	EX	UC Engineer Intermediate						
0.296277661	EK623	EX	Maintenance Planner						
0.296357743	EK092	EX	Warehouse Supvr.						
0.299301663	E3061	EX	Mobile Device Supt Analy Inter						
0.299451043	E0191	EX	Buyer II						
0.299976503	E2232	EX	Maintenance Coordinator						
0.300338554	E0027	EX	Programmer/Analyst - Senior						
0.302049283	E5407	EX	Community Relations Specialist						
0.304255411	E4460	EX	Sr Accounting Analyst						
0.305798051	E6210	EX	Lead Engineer						
0.305802412	E0065	EX	IT Project Leader						
0.307430695	E7225	EX	Production Leader						
0.308911062	E1640	EX	Electrical Engineer II						
0.309577871	E0065	EX	IT Project Leader						
0.309783235	E9224	EX	Supervisor - Production						
0.312073903	E9227	EX	Production Supv/Compliance						
0.312651971	E1110	EX	Accounting Analyst III						
0.316949828	E7225	EX	Production Leader						
0.317284599	E4490	EX	Planning Analyst III						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.318268708	E3660	EX	Sr Environmental Engineer						
0.319039384	E7695	EX	Grp Ldr-Elec System Coordn						
0.319522532	E3430	EX	Team Ldr -Line Const & Maint						
0.320233308	E2110	EX	Mechanical Engineer II						
0.321484476	E0105	EX	UC Engineer Specialist						
0.321545186	E6800	EX	IT Business Sys Analyst Assoc						
0.321936327	E2105	EX	Mechanical Engineer I						
0.326256687	E5680	EX	Support Analyst III-Supp Chain						
0.327187704	E6204	EX	Engineer I						
0.32832334	E7225	EX	Production Leader						
0.331011983	E1100	EX	Accounting Analyst I						
0.33109686	E2395	EX	Sr Mechanical Engineer						
0.332587265	E4115	EX	Sr Financial Analyst						
0.33357098	E7261	EX	Call Center Operations Manager						
0.333770054	E6210	EX	Lead Engineer						
0.337226902	E7528	EX	Grp Ldr - Gas Constr & Maint						
0.337235102	E0094	EX	IT Systems Engineer Senior						
0.339796909	E7225	EX	Production Leader						
0.341114517	E2365	EX	Sr Electrical Engineer						
0.346585066	E6210	EX	Lead Engineer						
0.347038365	E6201	EX	Training Consultant-Senior						
0.348002449	E0092	EX	IT Systems Engineer Associate						
0.348482898	E7225	EX	Production Leader						
0.349157795	E0029	EX	IT Technical Leader						
0.349630012	E9386	EX	Safety Specialist						
0.350431422	E3882	EX	Project Coord-Major Cap Project						
0.350631678	E2285	EX	Safety Specialist III						
0.351319406	E6715	EX	Basis Infrastructure Spec						
0.356013071	E6210	EX	Lead Engineer						
0.359451067	E0032	EX	Optns/Tech Support Analyst Int						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.359709024	E7225	EX	Production Leader						
0.359978976	E2115	EX	Mechanical Engineer III						
0.360352785	E6800	EX	IT Business Sys Analyst Assoc						
0.361045959	E4670	EX	Econ Dvlpmnt Proj Mgr III						
0.362034209	E0010	EX	Workstation Sys Sppt - Assoc						
0.365024564	E7225	EX	Production Leader						
0.365521093	E0027	EX	Programmer/Analyst - Senior						
0.365706559	E7220	EX	Maintenance Leader						
0.366471337	E9335	EX	Safety/Tech Training Conslt						
0.368005753	E3585	EX	Control Specialist						
0.369730221	E1640	EX	Electrical Engineer II						
0.369775227	E6210	EX	Lead Engineer						
0.370039838	E2274	EX	Safety Specialist						
0.371789894	E2231	EX	Outage Coordinator						
0.372948688	E0093	EX	IT Sys Engineer Intermediate						
0.373724785	E7225	EX	Production Leader						
0.374848482	E6820	EX	IT Business Sys Analyst Lead						
0.375444392	E7225	EX	Production Leader						
0.376798051	E2110	EX	Mechanical Engineer II						
0.378771932	E9224	EX	Supervisor - Production						
0.379002518	E1635	EX	Electrical Engineer I						
0.379208619	E2963	EX	Turbine-Generator Specialist						
0.379511685	E0097	EX	IT Systems Engineer Lead						
0.380484316	EK324	EX	Eng Design Tech Begin-Dist Ops						
0.383180662	E3430	EX	Team Ldr -Line Const & Maint						
0.384104971	E1406	EX	Sourcing Leader I						
0.384401197	E3430	EX	Team Ldr -Line Const & Maint						
0.384657644	E7234	EX	Team Ldr Trans Lines Engineer						
0.385154033	E0093	EX	IT Sys Engineer Intermediate						
0.386901745	E9625	EX	Sr Treasury Analyst						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.38819086	E1110	EX	Accounting Analyst III						
0.389466456	E7225	EX	Production Leader						
0.390566096	E6259	EX	Energy Efficiency Program Mgr						
0.39305783	E3336	EX	P.P. Environ Coord III						
0.395235398	E1520	EX	Civil Engineer II						
0.395382042	E6210	EX	Lead Engineer						
0.395642829	E1635	EX	Electrical Engineer I						
0.395929088	E6210	EX	Lead Engineer						
0.396702984	E9945	EX	System Administrator Intermed						
0.39702917	E3430	EX	Team Ldr -Line Const & Maint						
0.398136999	E0029	EX	IT Technical Leader						
0.399050404	E4230	EX	R&D Engineer/Scientist - Ph.D.						
0.399730701	E0012	EX	Workstation Sys Sppt - Senior						
0.400537746	E6210	EX	Lead Engineer						
0.405027241	E0095	EX	IT Systems Engineer Specialist						
0.4054557	E2105	EX	Mechanical Engineer I						
0.405873797	E2365	EX	Sr Electrical Engineer						
0.406310579	E1645	EX	Electrical Engineer III						
0.406813272	EK658	EX	Inspector - Transmission						
0.40951178	E2232	EX	Maintenance Coordinator						
0.410721319	E3480	EX	Team Ldr Distrib Cntrl Center						
0.411015745	E5235	EX	Right Of Way Agent III						
0.411876043	E7545	EX	Gas Supply Specialist III						
0.411959401	EK657	EX	Inspector - Dist Ops						
0.412601114	E3882	EX	Project Coord-Major Cap Project						
0.414398788	E0022	EX	Info Security Analyst - Senior						
0.416256056	E1640	EX	Electrical Engineer II						
0.416839757	E0038	EX	Database Admin - Specialist						
0.417407271	E1520	EX	Civil Engineer II						
0.417714014	E0026	EX	Programmer/Analyst - Interm						

Louisville Gas and Electric and Kentucky Utilities

Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.418158452	E2380	EX	Sr Fin & Contract Auditor						
0.41969266	E3882	EX	Project Coord-Major Cap Project						
0.419885045	E4230	EX	R&D Engineer/Scientist - Ph.D.						
0.421379393	E3660	EX	Sr Environmental Engineer						
0.422356139	E8095	EX	Principal Engineer						
0.423005021	E3117	EX	Supervisor - Maintenance						
0.425654394	EK623	EX	Maintenance Planner						
0.425681814	E1440	EX	Chemical Engineer III						
0.426012655	E6204	EX	Engineer I						
0.426806683	E0013	EX	Workstation Sys Sppt - Spec						
0.427028568	E6810	EX	IT Business Sys Analyst Sr						
0.427234476	EK658	EX	Inspector - Transmission						
0.427695027	E7192	EX	Business Center Specialist II						
0.428343546	E4325	EX	Sr Budget Analyst						
0.42886992	E0027	EX	Programmer/Analyst - Senior						
0.430494444	EK623	EX	Maintenance Planner						
0.43126578	E5785	EX	Sr Rate & Regulatory Analyst						
0.4315012	E2365	EX	Sr Electrical Engineer						
0.431803737	E1645	EX	Electrical Engineer III						
0.431912093	E0065	EX	IT Project Leader						
0.434115273	E4460	EX	Sr Accounting Analyst						
0.434384121	E0028	EX	IT Technical Specialist						
0.437269058	E8095	EX	Principal Engineer						
0.437613171	E2115	EX	Mechanical Engineer III						
0.437795885	E4550	EX	Sr Paralegal						
0.439042812	E2350	EX	Sr Civil Engineer						
0.439407774	E1962	EX	Team Ldr Subst Constr & Main						
0.442265784	E6704	EX	BC and DI Support Analyst I						
0.442811183	E1525	EX	Civil Engineer III						
0.445432529	E0012	EX	Workstation Sys Sppt - Senior						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.446311376	E7528	EX	Grp Ldr - Gas Constr & Maint						
0.447702384	E1645	EX	Electrical Engineer III						
0.448419949	E2395	EX	Sr Mechanical Engineer						
0.448474069	E7265	EX	Production Support Leader						
0.451778488	E1110	EX	Accounting Analyst III						
0.452137561	E6027	EX	Storeroom Supervisor						
0.453773966	E0029	EX	IT Technical Leader						
0.454251446	E2180	EX	Staffing Specialist						
0.455284052	E5776	EX	Sr Operations Auditor						
0.455343329	E1635	EX	Electrical Engineer I						
0.458196406	E2365	EX	Sr Electrical Engineer						
0.461781545	E0029	EX	IT Technical Leader						
0.462899843	E1408	EX	Sourcing Leader III						
0.463992315	E9227	EX	Production Supv/Compliance						
0.464389661	E1515	EX	Civil Engineer I						
0.464588499	E0003	EX	Telecom Engineer Senior						
0.466452008	E0029	EX	IT Technical Leader						
0.46823288	E0025	EX	Programmer/Analyst - Assoc						
0.469857126	E1110	EX	Accounting Analyst III						
0.471279748	E7191	EX	Business Center Specialist I						
0.473520586	E5944	EX	Sys Optns Analyst - Specialist						
0.473980022	E7261	EX	Call Center Operations Manager						
0.474643626	E1100	EX	Accounting Analyst I						
0.474855789	E2365	EX	Sr Electrical Engineer						
0.479362644	E6510	EX	Sr Energy Efficiency Analyst						
0.479550172	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.481071357	E0027	EX	Programmer/Analyst - Senior						
0.482387942	E4320	EX	Budget Analyst III						
0.485101951	E4026	EX	Business Process Analyst III						
0.486897907	E4460	EX	Sr Accounting Analyst						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.487569594	E4320	EX	Budget Analyst III						
0.48828475	E3430	EX	Team Ldr -Line Const & Maint						
0.488472537	E8340	EX	Sr Scientist						
0.491967183	EK092	EX	Warehouse Supvr.						
0.492669898	E1105	EX	Accounting Analyst II						
0.494015243	E7275	EX	Fuels Coord II						
0.494016601	E2669	EX	IT Contract Administrator-Int						
0.49407465	E0105	EX	UC Engineer Specialist						
0.494178553	E0010	EX	Workstation Sys Sppt - Assoc						
0.495306546	E5785	EX	Sr Rate & Regulatory Analyst						
0.496394826	E0065	EX	IT Project Leader						
0.496493119	E1635	EX	Electrical Engineer I						
0.500293907	E4356	EX	Tax Analyst III						
0.501167572	E6240	EX	Account Mgr III-Major Accounts						
0.501898741	E9231	EX	Area Retail Operations Mgr						
0.503061416	E1110	EX	Accounting Analyst III						
0.504982733	E1408	EX	Sourcing Leader III						
0.506313065	E7220	EX	Maintenance Leader						
0.506342459	E7238	EX	Grp Ldr - Engineering						
0.507228496	E5340	EX	Sr Environmental Scientist						
0.50830579	E0006	EX	Techn Support Analyst - Assoc						
0.508347198	E7208	EX	Sr Oracle Bus Support Analyst						
0.508594419	E0021	EX	Info Security Analyst - Intern						
0.509565529	E9945	EX	System Administrator Intermed						
0.510068283	E0191	EX	Buyer II						
0.51129709	E7220	EX	Maintenance Leader						
0.512463343	E4315	EX	Budget Analyst I						
0.515288198	E9386	EX	Safety Specialist						
0.515475052	E1525	EX	Civil Engineer III						
0.515480779	E6033	EX	Web Specialist						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.51778633	E0092	EX	IT Systems Engineer Associate						
0.518479005	E0027	EX	Programmer/Analyst - Senior						
0.519970952	E4320	EX	Budget Analyst III						
0.520527355	E7220	EX	Maintenance Leader						
0.521221058	E1408	EX	Sourcing Leader III						
0.522314253	EK092	EX	Warehouse Supvr.						
0.52612831	E6556	EX	Sr HRIS Analyst						
0.526925906	E7265	EX	Production Support Leader						
0.52819573	E0007	EX	Tech Support Analyst - Inter						
0.529728424	E2231	EX	Outage Coordinator						
0.532920339	E2365	EX	Sr Electrical Engineer						
0.533654249	E0065	EX	IT Project Leader						
0.536332665	E1661	EX	Compensation Analyst						
0.536697045	E4325	EX	Sr Budget Analyst						
0.53677433	E4325	EX	Sr Budget Analyst						
0.536815358	E3430	EX	Team Ldr -Line Const & Maint						
0.538126666	E2365	EX	Sr Electrical Engineer						
0.538158238	E0012	EX	Workstation Sys Sppt - Senior						
0.538655134	E1645	EX	Electrical Engineer III						
0.538770374	E2105	EX	Mechanical Engineer I						
0.539462107	E0064	EX	IT Project Specialist						
0.539743001	E2365	EX	Sr Electrical Engineer						
0.540559239	E7262	EX	Call Center Business Analyst						
0.540695196	E6240	EX	Account Mgr III-Major Accounts						
0.54191363	EK658	EX	Inspector - Transmission						
0.542775912	E0097	EX	IT Systems Engineer Lead						
0.545459804	E0029	EX	IT Technical Leader						
0.546123817	E0007	EX	Tech Support Analyst - Inter						
0.546420953	E3116	EX	Supervisor - Maintenance						
0.548151168	E7655	EX	Communications Spec - Internal						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.550991016	E9227	EX	Production Supv/Compliance						
0.55294177	E6210	EX	Lead Engineer						
0.554826077	E1435	EX	Chemical Engineer II						
0.55520474	E0028	EX	IT Technical Specialist						
0.555712247	E4027	EX	Sr. Business Process Analyst						
0.560175717	E6210	EX	Lead Engineer						
0.56032027	E7225	EX	Production Leader						
0.56053023	E0191	EX	Buyer II						
0.560595162	E9224	EX	Supervisor - Production						
0.561463758	E9224	EX	Supervisor - Production						
0.564796231	E7545	EX	Gas Supply Specialist III						
0.565380742	EK623	EX	Maintenance Planner						
0.566222828	E2110	EX	Mechanical Engineer II						
0.569187054	E7220	EX	Maintenance Leader						
0.569713943	E7523	EX	Grp Ldr - Energy Mgmt System						
0.570521817	E4485	EX	Planning Analyst II						
0.571513427	E1640	EX	Electrical Engineer II						
0.573367883	E1110	EX	Accounting Analyst III						
0.57430521	E1635	EX	Electrical Engineer I						
0.575553848	E9227	EX	Production Supv/Compliance						
0.576076974	E0038	EX	Database Admin - Specialist						
0.577683266	E0093	EX	IT Sys Engineer Intermediate						
0.578861918	E6820	EX	IT Business Sys Analyst Lead						
0.580087711	E0006	EX	Techn Support Analyst - Assoc						
0.580519322	E9625	EX	Sr Treasury Analyst						
0.581893223	E7571	EX	Sr Control Specialist						
0.584107559	E4529	EX	Retail Services Trainer						
0.585874082	E2365	EX	Sr Electrical Engineer						
0.5859897	E0095	EX	IT Systems Engineer Specialist						
0.586198918	E0029	EX	IT Technical Leader						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.588264741	E4325	EX	Sr Budget Analyst						
0.588499951	E7220	EX	Maintenance Leader						
0.590126072	E0011	EX	Workstation Sys Sppt - Int						
0.594014403	E6210	EX	Lead Engineer						
0.594157353	E6715	EX	Basis Infrastructure Spec						
0.595223199	E2350	EX	Sr Civil Engineer						
0.595728639	E3116	EX	Supervisor - Maintenance						
0.598585846	E2556	EX	Utility Arborist						
0.599037232	E1408	EX	Sourcing Leader III						
0.599566641	E6556	EX	Sr HRIS Analyst						
0.600178238	E2350	EX	Sr Civil Engineer						
0.601337223	E3200	EX	Billing Integ T&R Analyst I						
0.602256046	E3265	EX	Billing Integrity Team Leader						
0.604220597	E4900	EX	Rate & Regulatory Analyst III						
0.604569191	E6510	EX	Sr Energy Efficiency Analyst						
0.605308571	E7265	EX	Production Support Leader						
0.605477275	E6240	EX	Account Mgr III-Major Accounts						
0.605719817	E1640	EX	Electrical Engineer II						
0.60670784	E1640	EX	Electrical Engineer II						
0.607915029	E0028	EX	IT Technical Specialist						
0.608685405	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.608811779	E2760	EX	Team Ldr - Gas Distribution						
0.608848679	E4027	EX	Sr. Business Process Analyst						
0.609173574	E7220	EX	Maintenance Leader						
0.610273787	E6815	EX	IT Business Sys Analyst Spec						
0.611631675	E2350	EX	Sr Civil Engineer						
0.612280409	E6241	EX	Account Mgr I Major Accounts						
0.612648895	E1515	EX	Civil Engineer I						
0.614107006	E7220	EX	Maintenance Leader						
0.615423639	E0093	EX	IT Sys Engineer Intermediate						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.617464703	E6241	EX	Account Mgr I Major Accounts						
0.617816059	EK351	EX	Trans Right-Of-Way Coordinator						
0.617939255	E9224	EX	Supervisor - Production						
0.618238818	E7415	EX	HR Generalist						
0.618768482	E7220	EX	Maintenance Leader						
0.619354049	E2395	EX	Sr Mechanical Engineer						
0.621413759	E3268	EX	Contract Administrator III						
0.621695658	E1410	EX	Supervisor Facility Operations						
0.621735483	E2556	EX	Utility Arborist						
0.621955999	E0103	EX	UC Engineer Intermediate						
0.622248804	EK623	EX	Maintenance Planner						
0.622962538	E4460	EX	Sr Accounting Analyst						
0.623118207	E3585	EX	Control Specialist						
0.624440877	E7265	EX	Production Support Leader						
0.626227406	E4529	EX	Retail Services Trainer						
0.62766192	E6810	EX	IT Business Sys Analyst Sr						
0.628248782	E2285	EX	Safety Specialist III						
0.628457546	E7220	EX	Maintenance Leader						
0.629061176	E1640	EX	Electrical Engineer II						
0.629184699	E1110	EX	Accounting Analyst III						
0.629466355	E3268	EX	Contract Administrator III						
0.630182709	E1406	EX	Sourcing Leader I						
0.631109041	E2395	EX	Sr Mechanical Engineer						
0.632196178	E4560	EX	Corporate Attorney						
0.634910814	E7230	EX	Resource Planner						
0.635636425	E8564	EX	Public Relations Specialist						
0.636314987	E2669	EX	IT Contract Administrator-Int						
0.636351379	E7661	EX	Sr Customer Communications Spc						
0.637758889	E3882	EX	Project Coord-Major Cap Project						
0.638323897	E1962	EX	Team Ldr Subst Constr & Main						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.638566349	E4320	EX	Budget Analyst III						
0.640621823	E1105	EX	Accounting Analyst II						
0.644909959	E2105	EX	Mechanical Engineer I						
0.645173796	E3264	EX	Contract Administrator II						
0.645779082	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.646875823	E7234	EX	Team Ldr Trans Lines Engineer						
0.647161682	E2395	EX	Sr Mechanical Engineer						
0.648025535	E4490	EX	Planning Analyst III						
0.648111761	E7220	EX	Maintenance Leader						
0.648311919	E0027	EX	Programmer/Analyst - Senior						
0.649316906	E3450	EX	Grp Ldr-Distr Control Center						
0.649777554	E3116	EX	Supervisor - Maintenance						
0.65025884	E3882	EX	Project Coord-Major Cap Project						
0.652075445	E7265	EX	Production Support Leader						
0.652163459	E7265	EX	Production Support Leader						
0.655333283	E0069	EX	Buyer III						
0.656478415	E1430	EX	Chemical Engineer I						
0.657881	E0027	EX	Programmer/Analyst - Senior						
0.658114589	E7225	EX	Production Leader						
0.661256925	E7192	EX	Business Center Specialist II						
0.663398457	E4115	EX	Sr Financial Analyst						
0.663777978	E5944	EX	Sys Optns Analyst - Specialist						
0.665434044	E0097	EX	IT Systems Engineer Lead						
0.665495977	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.665650303	E9946	EX	System Administrator Senior						
0.667039207	EK623	EX	Maintenance Planner						
0.667789765	E0069	EX	Buyer III						
0.667968818	E0029	EX	IT Technical Leader						
0.668060146	E2760	EX	Team Ldr - Gas Distribution						
0.668571057	EK657	EX	Inspector - Dist Ops						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.66866676	E3882	EX	Project Coord-Major Cap Project						
0.66874346	E1110	EX	Accounting Analyst III						
0.67039053	E0028	EX	IT Technical Specialist						
0.670531302	E7662	EX	Social Media Specialist						
0.674580832	E6805	EX	IT Business Sys Analyst Inter						
0.676579728	E8655	EX	Corporate Events Specialist						
0.677358163	E0090	EX	Buyer I						
0.67939295	E3430	EX	Team Ldr -Line Const & Maint						
0.679949126	E5944	EX	Sys Optns Analyst - Specialist						
0.680150664	E0095	EX	IT Systems Engineer Specialist						
0.680316267	E2365	EX	Sr Electrical Engineer						
0.680737838	E0029	EX	IT Technical Leader						
0.6811651	E0069	EX	Buyer III						
0.681631156	E3171	EX	Sr Distribution Planner						
0.683008445	E7238	EX	Grp Ldr - Engineering						
0.684219102	E3430	EX	Team Ldr -Line Const & Maint						
0.684453009	E3430	EX	Team Ldr -Line Const & Maint						
0.686279834	EK658	EX	Inspector - Transmission						
0.686465621	E0029	EX	IT Technical Leader						
0.686889497	E1113	EX	Fuels Accounting Analyst III						
0.687487123	E2115	EX	Mechanical Engineer III						
0.68778237	E3430	EX	Team Ldr -Line Const & Maint						
0.687870556	E7191	EX	Business Center Specialist I						
0.688901423	EK657	EX	Inspector - Dist Ops						
0.691643159	E0026	EX	Programmer/Analyst - Intern						
0.69338438	E7220	EX	Maintenance Leader						
0.693491971	E7652	EX	Brand and Advertising Spec						
0.694435084	E0065	EX	IT Project Leader						
0.696215591	E7225	EX	Production Leader						
0.696751766	E0093	EX	IT Sys Engineer Intermediate						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.697859773	E6510	EX	Sr Energy Efficiency Analyst						
0.698150416	E7225	EX	Production Leader						
0.69911554	E9327	EX	Org Development Representative						
0.699312628	E0090	EX	Buyer I						
0.699439967	E4490	EX	Planning Analyst III						
0.700073161	E4550	EX	Sr Paralegal						
0.700405724	E0005	EX	Telecom Engineer - Lead						
0.700605118	EK657	EX	Inspector - Dist Ops						
0.701001585	E6210	EX	Lead Engineer						
0.703735466	E3430	EX	Team Ldr -Line Const & Maint						
0.703769274	E9335	EX	Safety/Tech Training Conslt						
0.704035945	E6252	EX	Sr Contract Coordinator						
0.704068353	E0029	EX	IT Technical Leader						
0.705842421	E4900	EX	Rate & Regulatory Analyst III						
0.706408423	E0104	EX	UC Engineer Sr						
0.706915149	E1152	EX	Facility Project Manager III						
0.706976784	E3882	EX	Project Coord-Major Cap Project						
0.707503692	E3061	EX	Mobile Device Supt Analy Inter						
0.709052441	E0007	EX	Tech Support Analyst - Inter						
0.709157869	E7571	EX	Sr Control Specialist						
0.709459964	E4021	EX	Grp Ldr-Line Construct & Maint						
0.709844666	E0092	EX	IT Systems Engineer Associate						
0.71090934	E3365	EX	Team Ldr - Eng Design Svcs						
0.711062482	EK072	EX	Supervisor Drafting Services						
0.711981123	E0021	EX	Info Security Analyst - Intern						
0.712516683	EK092	EX	Warehouse Supvr.						
0.71312893	E2274	EX	Safety Specialist						
0.714502243	E3480	EX	Team Ldr Distrib Cntrl Center						
0.714799983	E7192	EX	Business Center Specialist II						
0.715258145	E3585	EX	Control Specialist						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.716389136	E2365	EX	Sr Electrical Engineer						
0.71641993	E0097	EX	IT Systems Engineer Lead						
0.71954442	E0023	EX	Info Security Analyst - Spclst						
0.719810131	E6210	EX	Lead Engineer						
0.720088357	E6259	EX	Energy Efficiency Program Mgr						
0.72015765	E2669	EX	IT Contract Administrator-Int						
0.721481209	E2395	EX	Sr Mechanical Engineer						
0.723610142	E1635	EX	Electrical Engineer I						
0.725108143	E1408	EX	Sourcing Leader III						
0.725305193	E0094	EX	IT Systems Engineer Senior						
0.725536367	E3171	EX	Sr Distribution Planner						
0.726297493	E3430	EX	Team Ldr -Line Const & Maint						
0.72804269	E7220	EX	Maintenance Leader						
0.729811465	E0095	EX	IT Systems Engineer Specialist						
0.731867967	E0008	EX	Tech Support Analyst - Senior						
0.732765453	E7225	EX	Production Leader						
0.734328122	E1152	EX	Facility Project Manager III						
0.734399896	E2760	EX	Team Ldr - Gas Distribution						
0.737007896	E7225	EX	Production Leader						
0.737912254	E6240	EX	Account Mgr III-Major Accounts						
0.738280799	E1525	EX	Civil Engineer III						
0.738911416	E8340	EX	Sr Scientist						
0.740463581	EK351	EX	Trans Right-Of-Way Coordinator						
0.740576415	E4241	EX	Sr IT Training Analyst						
0.74194483	E0012	EX	Workstation Sys Sppt - Senior						
0.743639107	E0029	EX	IT Technical Leader						
0.743844678	E0008	EX	Tech Support Analyst - Senior						
0.744047576	E2110	EX	Mechanical Engineer II						
0.745442714	E4900	EX	Rate & Regulatory Analyst III						
0.746828577	E4550	EX	Sr Paralegal						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.747398541	E6810	EX	IT Business Sys Analyst Sr						
0.751667996	E2105	EX	Mechanical Engineer I						
0.752115361	E3882	EX	Project Coord-Major Cap Project						
0.752788191	E2110	EX	Mechanical Engineer II						
0.75370252	E9801	EX	Sr Transmission Project Coord						
0.754123052	EK326	EX	Eng Design Tech Inter-Dist Ops						
0.7552017	E0027	EX	Programmer/Analyst - Senior						
0.757399789	E0005	EX	Telecom Engineer - Lead						
0.758145861	E0065	EX	IT Project Leader						
0.759916493	E1105	EX	Accounting Analyst II						
0.759931977	E3430	EX	Team Ldr -Line Const & Maint						
0.760092363	E1110	EX	Accounting Analyst III						
0.760647806	E6240	EX	Account Mgr III-Major Accounts						
0.762273944	E0064	EX	IT Project Specialist						
0.763044129	E0093	EX	IT Sys Engineer Intermediate						
0.763532063	E7571	EX	Sr Control Specialist						
0.763821035	E6259	EX	Energy Efficiency Program Mgr						
0.765302237	E5135	EX	Payroll Specialist						
0.766988222	E1635	EX	Electrical Engineer I						
0.768760426	E4525	EX	Business Planning Analyst						
0.769506504	E7220	EX	Maintenance Leader						
0.770913906	E7265	EX	Production Support Leader						
0.771139385	E6805	EX	IT Business Sys Analyst Inter						
0.771276337	E4670	EX	Econ Dvlpmnt Proj Mgr III						
0.771450569	E7405	EX	Market Research Analyst III						
0.771460804	E7523	EX	Grp Ldr - Energy Mgmt System						
0.771640332	E4460	EX	Sr Accounting Analyst						
0.772964501	E2095	EX	Material Handling Leader						
0.777275473	E1962	EX	Team Ldr Subst Constr & Main						
0.780403676	E0029	EX	IT Technical Leader						

Louisville Gas and Electric and Kentucky Utilities

Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.782906104	E4021	EX	Grp Ldr-Line Construct & Maint						
0.785556912	E2110	EX	Mechanical Engineer II						
0.787475966	E1645	EX	Electrical Engineer III						
0.78830813	E7238	EX	Grp Ldr - Engineering						
0.788652312	E0029	EX	IT Technical Leader						
0.789170977	EK623	EX	Maintenance Planner						
0.789459692	E7619	EX	Absence Management Coordinator						
0.790842001	E0094	EX	IT Systems Engineer Senior						
0.791347562	E2110	EX	Mechanical Engineer II						
0.792080465	E9224	EX	Supervisor - Production						
0.792283174	E8095	EX	Principal Engineer						
0.795379515	EK220	EX	Sr Chemist						
0.795406081	E0011	EX	Workstation Sys Sppt - Int						
0.795765608	E1640	EX	Electrical Engineer II						
0.795918216	E2365	EX	Sr Electrical Engineer						
0.796824052	E9625	EX	Sr Treasury Analyst						
0.797573187	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.799445687	E0065	EX	IT Project Leader						
0.80019811	E2232	EX	Maintenance Coordinator						
0.80023191	E9231	EX	Area Retail Operations Mgr						
0.801785325	E3268	EX	Contract Administrator III						
0.80253397	E0105	EX	UC Engineer Specialist						
0.804691749	E2180	EX	Staffing Specialist						
0.805565688	E1410	EX	Supervisor Facility Operations						
0.806504593	EK092	EX	Warehouse Supvr.						
0.806730833	E1105	EX	Accounting Analyst II						
0.807264303	E0093	EX	IT Sys Engineer Intermediate						
0.80981477	E4460	EX	Sr Accounting Analyst						
0.810201519	E6210	EX	Lead Engineer						
0.810207425	E7225	EX	Production Leader						

Louisville Gas and Electric and Kentucky Utilities

Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.811105238	EK220	EX	Sr Chemist						
0.811270644	E0022	EX	Info Security Analyst - Senior						
0.811355492	E0027	EX	Programmer/Analyst - Senior						
0.812626261	E2556	EX	Utility Arborist						
0.814541415	E7220	EX	Maintenance Leader						
0.815941439	E1105	EX	Accounting Analyst II						
0.816524871	E2095	EX	Material Handling Leader						
0.817963909	E9386	EX	Safety Specialist						
0.818248262	E0027	EX	Programmer/Analyst - Senior						
0.820834123	E0027	EX	Programmer/Analyst - Senior						
0.821514919	E6302	EX	Sr Training Coordinator						
0.822525054	E0027	EX	Programmer/Analyst - Senior						
0.823929755	E0028	EX	IT Technical Specialist						
0.824088866	E9231	EX	Area Retail Operations Mgr						
0.824250789	E4021	EX	Grp Ldr-Line Construct & Maint						
0.824423023	E7225	EX	Production Leader						
0.825101498	E3430	EX	Team Ldr -Line Const & Maint						
0.825287608	E1962	EX	Team Ldr Subst Constr & Main						
0.82560365	E1440	EX	Chemical Engineer III						
0.825908336	E4115	EX	Sr Financial Analyst						
0.828338091	E6302	EX	Sr Training Coordinator						
0.828545704	E2365	EX	Sr Electrical Engineer						
0.830124954	E2274	EX	Safety Specialist						
0.830285403	E6210	EX	Lead Engineer						
0.833893418	E9947	EX	System Administrator Lead						
0.835116821	E2380	EX	Sr Fin & Contract Auditor						
0.835675331	E1635	EX	Electrical Engineer I						
0.836661635	E7208	EX	Sr Oracle Bus Support Analyst						
0.836885382	E1525	EX	Civil Engineer III						
0.837107979	E2760	EX	Team Ldr - Gas Distribution						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.83970691	E6240	EX	Account Mgr III-Major Accounts						
0.840509497	EK326	EX	Eng Design Tech Inter-Dist Ops						
0.842127218	E7225	EX	Production Leader						
0.843903693	E7237	EX	Grp Ldr - SC&M						
0.845520138	E0021	EX	Info Security Analyst - Intern						
0.852180061	E4460	EX	Sr Accounting Analyst						
0.852255782	E0065	EX	IT Project Leader						
0.852682177	E8030	EX	Sr Benefits Specialist						
0.853166346	E3264	EX	Contract Administrator II						
0.853545539	E4775	EX	Fire & Security Investigator						
0.854521215	E6820	EX	IT Business Sys Analyst Lead						
0.85472114	E3116	EX	Supervisor - Maintenance						
0.855862614	E4325	EX	Sr Budget Analyst						
0.862035785	E1440	EX	Chemical Engineer III						
0.86222187	E7220	EX	Maintenance Leader						
0.862686713	E5785	EX	Sr Rate & Regulatory Analyst						
0.864134773	E0064	EX	IT Project Specialist						
0.864854669	E2365	EX	Sr Electrical Engineer						
0.866684441	EK623	EX	Maintenance Planner						
0.867078142	E7225	EX	Production Leader						
0.86723134	E2105	EX	Mechanical Engineer I						
0.868324732	E1635	EX	Electrical Engineer I						
0.868358316	E9231	EX	Area Retail Operations Mgr						
0.868853113	E1962	EX	Team Ldr Subst Constr & Main						
0.869211597	E2365	EX	Sr Electrical Engineer						
0.870278894	E1100	EX	Accounting Analyst I						
0.870459502	EK623	EX	Maintenance Planner						
0.871087775	E0013	EX	Workstation Sys Sppt - Spec						
0.871469811	E0029	EX	IT Technical Leader						
0.873740425	E5340	EX	Sr Environmental Scientist						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.874344732	E3117	EX	Supervisor - Maintenance						
0.875251478	E6210	EX	Lead Engineer						
0.876361309	E3262	EX	Contract Administrator I						
0.879291201	E7262	EX	Call Center Business Analyst						
0.879969199	E3882	EX	Project Coord-Major Cap Project						
0.880296244	E1406	EX	Sourcing Leader I						
0.882128538	E0097	EX	IT Systems Engineer Lead						
0.883335272	EK658	EX	Inspector - Transmission						
0.883618279	E0026	EX	Programmer/Analyst - Intern						
0.883999905	E2231	EX	Outage Coordinator						
0.885044532	E2725	EX	Team Ldr - Meter Assets						
0.887410843	E2760	EX	Team Ldr - Gas Distribution						
0.887472946	E0065	EX	IT Project Leader						
0.888151993	E7225	EX	Production Leader						
0.888771198	E7405	EX	Market Research Analyst III						
0.889659401	E2095	EX	Material Handling Leader						
0.89170871	E0094	EX	IT Systems Engineer Senior						
0.89237549	E3200	EX	Billing Integ T&R Analyst I						
0.892411912	E1640	EX	Electrical Engineer II						
0.89296312	E0027	EX	Programmer/Analyst - Senior						
0.894791492	E1110	EX	Accounting Analyst III						
0.895974101	E1640	EX	Electrical Engineer II						
0.896915158	E4780	EX	Revenue Protection Investigtr						
0.898461766	E7220	EX	Maintenance Leader						
0.8986064	EK269	EX	Team Ldr - Meter Assets						
0.901372928	E1645	EX	Electrical Engineer III						
0.901414537	E9231	EX	Area Retail Operations Mgr						
0.902775798	EK657	EX	Inspector - Dist Ops						
0.902777142	E4026	EX	Business Process Analyst III						
0.903475165	E1520	EX	Civil Engineer II						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.903649772	E2963	EX	Turbine-Generator Specialist						
0.903727922	E0029	EX	IT Technical Leader						
0.90419234	E3268	EX	Contract Administrator III						
0.904197148	E2760	EX	Team Ldr - Gas Distribution						
0.905037784	E6240	EX	Account Mgr III-Major Accounts						
0.909887662	E0028	EX	IT Technical Specialist						
0.910908525	E5235	EX	Right Of Way Agent III						
0.911805957	E7545	EX	Gas Supply Specialist III						
0.911820482	E0095	EX	IT Systems Engineer Specialist						
0.912431594	E3430	EX	Team Ldr -Line Const & Maint						
0.91423196	E0094	EX	IT Systems Engineer Senior						
0.914759136	E0028	EX	IT Technical Specialist						
0.916861721	E3430	EX	Team Ldr -Line Const & Maint						
0.917390124	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.918577822	E3430	EX	Team Ldr -Line Const & Maint						
0.922108015	E0027	EX	Programmer/Analyst - Senior						
0.924212199	E7528	EX	Grp Ldr - Gas Constr & Maint						
0.925481166	E4360	EX	Tax Coordinator						
0.925761857	E1410	EX	Supervisor Facility Operations						
0.925906877	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.926500795	EK269	EX	Team Ldr - Meter Assets						
0.927054317	E1113	EX	Fuels Accounting Analyst III						
0.927093804	E7237	EX	Grp Ldr - SC&M						
0.92803242	E7220	EX	Maintenance Leader						
0.928193889	E1410	EX	Supervisor Facility Operations						
0.928677081	E2365	EX	Sr Electrical Engineer						
0.928751037	E7220	EX	Maintenance Leader						
0.929513551	E1435	EX	Chemical Engineer II						
0.929992033	E6259	EX	Energy Efficiency Program Mgr						
0.930480798	E7230	EX	Resource Planner						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.932244649	E2365	EX	Sr Electrical Engineer						
0.932906174	E3882	EX	Project Coor-Major Cap Project						
0.933145141	E7225	EX	Production Leader						
0.933489626	E3265	EX	Billing Integrity Team Leader						
0.933523367	E2365	EX	Sr Electrical Engineer						
0.934275898	E6034	EX	Sr Web Specialist						
0.935029712	E1645	EX	Electrical Engineer III						
0.93647709	E7695	EX	Grp Ldr-Elec System Coordtn						
0.941519209	E7225	EX	Production Leader						
0.94331761	E2380	EX	Sr Fin & Contract Auditor						
0.945240386	E1105	EX	Accounting Analyst II						
0.946759316	E4320	EX	Budget Analyst III						
0.947664378	E7225	EX	Production Leader						
0.947736955	E5235	EX	Right Of Way Agent III						
0.948303294	E3882	EX	Project Coor-Major Cap Project						
0.948584904	E7571	EX	Sr Control Specialist						
0.951661298	E7238	EX	Grp Ldr - Engineering						
0.954041072	E0027	EX	Programmer/Analyst - Senior						
0.954644109	E1645	EX	Electrical Engineer III						
0.954976326	E2365	EX	Sr Electrical Engineer						
0.955253909	E0027	EX	Programmer/Analyst - Senior						
0.95577123	E7220	EX	Maintenance Leader						
0.959072749	E0038	EX	Database Admin - Specialist						
0.960922148	E0065	EX	IT Project Leader						
0.961038021	E8095	EX	Principal Engineer						
0.964323727	E1110	EX	Accounting Analyst III						
0.965157161	E3268	EX	Contract Administrator III						
0.967351872	E4890	EX	Rate & Regulatory Analyst I						
0.967540977	E1515	EX	Civil Engineer I						
0.96811101	E4325	EX	Sr Budget Analyst						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.969066856	E4529	EX	Retail Services Trainer						
0.969595587	E6259	EX	Energy Efficiency Program Mgr						
0.971557908	E7208	EX	Sr Oracle Bus Support Analyst						
0.971574153	E6710	EX	Basis Infrastructure Sr						
0.97201718	E4895	EX	Rate & Regulatory Analyst II						
0.972388444	E2365	EX	Sr Electrical Engineer						
0.97278148	E4900	EX	Rate & Regulatory Analyst III						
0.972835714	E0029	EX	IT Technical Leader						
0.976397468	E3116	EX	Supervisor - Maintenance						
0.976672349	EK623	EX	Maintenance Planner						
0.977433318	E7261	EX	Call Center Operations Manager						
0.977690833	E6210	EX	Lead Engineer						
0.978191659	E4529	EX	Retail Services Trainer						
0.978636367	E1640	EX	Electrical Engineer II						
0.979700326	E7415	EX	HR Generalist						
0.981887142	E9224	EX	Supervisor - Production						
0.982155281	E9947	EX	System Administrator Lead						
0.984745124	E3660	EX	Sr Environmental Engineer						
0.986525264	E9224	EX	Supervisor - Production						
0.987088688	EK327	EX	Eng Design Tech Sr - Dist Ops						
0.989056408	EK623	EX	Maintenance Planner						
0.989996537	E2365	EX	Sr Electrical Engineer						
0.991205667	E0094	EX	IT Systems Engineer Senior						
0.991395007	E3430	EX	Team Ldr -Line Const & Maint						
0.99411351	E0025	EX	Programmer/Analyst - Assoc						
0.994487345	E0012	EX	Workstation Sys Sppt - Senior						
0.997379042	E0092	EX	IT Systems Engineer Associate						
0.99855185	E2095	EX	Material Handling Leader						
0.999239465	E7001	EX	Controls Specialist - Gen Srvs						
0.999413073	E2232	EX	Maintenance Coordinator						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.999760813	E0064	EX	IT Project Specialist						
0.999987467	E6201	EX	Training Consultant-Senior						
0.00229347	B4720	BU	Distribution Mechanic B						
0.003423221	B3510	BU	Line Technician A						
0.003701712	B4782	BU	Gas Trouble Technician						
0.011817823	B2884	BU	Eng Design Tech A - Dist Optns						
0.012360922	B3510	BU	Line Technician A						
0.012478124	BK670	BU	Service Technician A						
0.014772289	BK655	BU	Line Technician A						
0.015074613	B0051	BU	Operator - Trimble County						
0.015385842	B3510	BU	Line Technician A						
0.016971521	B4705	BU	Distribution Crew Leader						
0.018746461	B1705	BU	I&E Technician A						
0.019716051	B1705	BU	I&E Technician A						
0.021136441	B2106	BU	Operator - Plant MC						
0.023186656	B1125	BU	Sys Regulation & Optns Tech A						
0.025164926	B4782	BU	Gas Trouble Technician						
0.026318187	B9232	BU	Storage Operator A						
0.029188746	B0053	BU	Auxiliary Operator-Trimble Co						
0.031598508	B1125	BU	Sys Regulation & Optns Tech A						
0.036498579	BK670	BU	Service Technician A						
0.042232952	B4705	BU	Distribution Crew Leader						
0.043087289	B4730	BU	Pipeline Inspector						
0.045104171	B3505	BU	Lead Line Technician						
0.046209105	B1745	BU	Mech Repair Technician A						
0.047188748	B2884	BU	Eng Design Tech A - Dist Optns						
0.048527255	B1705	BU	I&E Technician A						
0.051834013	BK670	BU	Service Technician A						
0.053370487	B2884	BU	Eng Design Tech A - Dist Optns						
0.054132277	B0655	BU	Line Technician A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.059530311	B2106	BU	Operator - Plant MC						
0.063366598	B6205	BU	Sr Service Technician						
0.063603201	B3510	BU	Line Technician A						
0.065887108	B2884	BU	Eng Design Tech A - Dist Optns						
0.066186944	B1705	BU	I&E Technician A						
0.068375029	B0051	BU	Operator - Trimble County						
0.069789607	B3510	BU	Line Technician A						
0.073994603	B2106	BU	Operator - Plant MC						
0.074086184	B2170	BU	Laboratory Technician						
0.074704549	B2120	BU	Operator - Cane Run						
0.07496365	B2120	BU	Operator - Cane Run						
0.077461695	B2106	BU	Operator - Plant MC						
0.078083705	B2170	BU	Laboratory Technician						
0.082014544	BK607	BU	Unit Operator						
0.083625043	B1705	BU	I&E Technician A						
0.083830169	B0051	BU	Operator - Trimble County						
0.084015253	B1705	BU	I&E Technician A						
0.087671746	B2151	BU	Lead Mat Handling Operator						
0.088006853	B2106	BU	Operator - Plant MC						
0.094689359	B4705	BU	Distribution Crew Leader						
0.096413372	B0051	BU	Operator - Trimble County						
0.100567231	B4782	BU	Gas Trouble Technician						
0.104569797	B0655	BU	Line Technician A						
0.105791807	B3505	BU	Lead Line Technician						
0.105879938	B0655	BU	Line Technician A						
0.106785414	B1745	BU	Mech Repair Technician A						
0.107777288	B2151	BU	Lead Mat Handling Operator						
0.108963803	B2130	BU	Operator - Yard						
0.109766198	B4782	BU	Gas Trouble Technician						
0.110565722	B1745	BU	Mech Repair Technician A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.11096319	B0051	BU	Operator - Trimble County						
0.114490449	B2120	BU	Operator - Cane Run						
0.114933427	B0655	BU	Line Technician A						
0.115461512	B2106	BU	Operator - Plant MC						
0.117083345	B3510	BU	Line Technician A						
0.126268583	B2106	BU	Operator - Plant MC						
0.127123247	B4730	BU	Pipeline Inspector						
0.127982366	B3510	BU	Line Technician A						
0.12954738	B4782	BU	Gas Trouble Technician						
0.137855398	B9232	BU	Storage Operator A						
0.138606269	B0051	BU	Operator - Trimble County						
0.140008809	BK670	BU	Service Technician A						
0.142539708	B0053	BU	Auxiliary Operator-Trimble Co						
0.143108882	B3510	BU	Line Technician A						
0.143287248	B2884	BU	Eng Design Tech A - Dist Optns						
0.143725281	B4705	BU	Distribution Crew Leader						
0.144299629	B1705	BU	I&E Technician A						
0.15027624	B4730	BU	Pipeline Inspector						
0.150609559	B2151	BU	Lead Mat Handling Operator						
0.152719165	B2120	BU	Operator - Cane Run						
0.153334719	B3510	BU	Line Technician A						
0.155078913	B2151	BU	Lead Mat Handling Operator						
0.155391	B2151	BU	Lead Mat Handling Operator						
0.155891184	B1705	BU	I&E Technician A						
0.156751877	B0051	BU	Operator - Trimble County						
0.158888819	BK607	BU	Unit Operator						
0.160039947	B1125	BU	Sys Regulation & Optns Tech A						
0.165809964	B1745	BU	Mech Repair Technician A						
0.166199288	B2120	BU	Operator - Cane Run						
0.168151202	B4782	BU	Gas Trouble Technician						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.169817311	B1745	BU	Mech Repair Technician A						
0.172186043	B2884	BU	Eng Design Tech A - Dist Optns						
0.176854637	B2130	BU	Operator - Yard						
0.177711408	B2106	BU	Operator - Plant MC						
0.178871397	BK607	BU	Unit Operator						
0.178889603	B2151	BU	Lead Mat Handling Operator						
0.179775969	B1705	BU	I&E Technician A						
0.180688796	B0655	BU	Line Technician A						
0.181164885	B1705	BU	I&E Technician A						
0.184721266	B9232	BU	Storage Operator A						
0.18756082	B3510	BU	Line Technician A						
0.187712697	B1745	BU	Mech Repair Technician A						
0.190420666	BK670	BU	Service Technician A						
0.192844197	B6205	BU	Sr Service Technician						
0.193920109	B2170	BU	Laboratory Technician						
0.195608501	B6205	BU	Sr Service Technician						
0.207039803	B4705	BU	Distribution Crew Leader						
0.208568768	B3510	BU	Line Technician A						
0.209045526	B2884	BU	Eng Design Tech A - Dist Optns						
0.210199369	B0051	BU	Operator - Trimble County						
0.212347647	B2120	BU	Operator - Cane Run						
0.214761891	B3510	BU	Line Technician A						
0.215322451	B1745	BU	Mech Repair Technician A						
0.217728732	B2130	BU	Operator - Yard						
0.219981343	B9232	BU	Storage Operator A						
0.226676795	B3510	BU	Line Technician A						
0.226709116	B1705	BU	I&E Technician A						
0.228342726	B2106	BU	Operator - Plant MC						
0.229056802	B3510	BU	Line Technician A						
0.229249687	B4720	BU	Distribution Mechanic B						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.229681557	B3510	BU	Line Technician A						
0.233250314	B2106	BU	Operator - Plant MC						
0.23561471	B2884	BU	Eng Design Tech A - Dist Optns						
0.236901666	B4720	BU	Distribution Mechanic B						
0.237793337	BK655	BU	Line Technician A						
0.241934232	B3510	BU	Line Technician A						
0.243847061	B4730	BU	Pipeline Inspector						
0.245202688	B2120	BU	Operator - Cane Run						
0.245908809	B6205	BU	Sr Service Technician						
0.24769319	BK670	BU	Service Technician A						
0.24858505	B1705	BU	I&E Technician A						
0.249996116	B1745	BU	Mech Repair Technician A						
0.252415671	B1745	BU	Mech Repair Technician A						
0.255057748	B2106	BU	Operator - Plant MC						
0.256035575	B2170	BU	Laboratory Technician						
0.25727155	B1705	BU	I&E Technician A						
0.258419799	B3505	BU	Lead Line Technician						
0.259127781	B2120	BU	Operator - Cane Run						
0.265149376	B2884	BU	Eng Design Tech A - Dist Optns						
0.26692918	B2130	BU	Operator - Yard						
0.26751681	B1705	BU	I&E Technician A						
0.267758622	B1705	BU	I&E Technician A						
0.27447768	B3510	BU	Line Technician A						
0.27528242	B4720	BU	Distribution Mechanic B						
0.275885053	B2106	BU	Operator - Plant MC						
0.278858556	B3510	BU	Line Technician A						
0.278982463	B2120	BU	Operator - Cane Run						
0.280848074	B3505	BU	Lead Line Technician						
0.281492442	B2120	BU	Operator - Cane Run						
0.281706432	B0051	BU	Operator - Trimble County						

Louisville Gas and Electric and Kentucky Utilities

Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.284953616	B2170	BU	Laboratory Technician						
0.285911904	B0053	BU	Auxiliary Operator-Trimble Co						
0.286860801	B2106	BU	Operator - Plant MC						
0.292361657	B1705	BU	I&E Technician A						
0.293136473	B2130	BU	Operator - Yard						
0.299383404	B2170	BU	Laboratory Technician						
0.302677079	BK607	BU	Unit Operator						
0.303412403	B2106	BU	Operator - Plant MC						
0.3046688	B1745	BU	Mech Repair Technician A						
0.308269121	B3505	BU	Lead Line Technician						
0.308871051	B4782	BU	Gas Trouble Technician						
0.309134964	B3510	BU	Line Technician A						
0.309288567	B1705	BU	I&E Technician A						
0.312806551	B1745	BU	Mech Repair Technician A						
0.31517381	B0655	BU	Line Technician A						
0.317510943	B2130	BU	Operator - Yard						
0.318109921	B1705	BU	I&E Technician A						
0.319301227	B2884	BU	Eng Design Tech A - Dist Optns						
0.319658221	B2130	BU	Operator - Yard						
0.320712654	B2106	BU	Operator - Plant MC						
0.320952968	B9232	BU	Storage Operator A						
0.324020597	B4730	BU	Pipeline Inspector						
0.325919384	B0051	BU	Operator - Trimble County						
0.329542416	B4730	BU	Pipeline Inspector						
0.330416698	B3505	BU	Lead Line Technician						
0.332343996	B0655	BU	Line Technician A						
0.333652166	B2151	BU	Lead Mat Handling Operator						
0.335099319	B0051	BU	Operator - Trimble County						
0.340128984	B6205	BU	Sr Service Technician						
0.340352486	B1745	BU	Mech Repair Technician A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.340779396	B4730	BU	Pipeline Inspector						
0.341030027	B1705	BU	I&E Technician A						
0.343463931	B1705	BU	I&E Technician A						
0.343549568	B0051	BU	Operator - Trimble County						
0.344074001	B0655	BU	Line Technician A						
0.344824585	B4730	BU	Pipeline Inspector						
0.345052066	B2151	BU	Lead Mat Handling Operator						
0.34825489	B3505	BU	Lead Line Technician						
0.349259389	B1745	BU	Mech Repair Technician A						
0.356491429	B4720	BU	Distribution Mechanic B						
0.357655457	B2151	BU	Lead Mat Handling Operator						
0.359514921	BK670	BU	Service Technician A						
0.361934489	B2106	BU	Operator - Plant MC						
0.363577444	B4730	BU	Pipeline Inspector						
0.365771589	B0655	BU	Line Technician A						
0.367396352	B2120	BU	Operator - Cane Run						
0.36965288	B3510	BU	Line Technician A						
0.370051717	BK670	BU	Service Technician A						
0.370097527	B1705	BU	I&E Technician A						
0.371970365	B1705	BU	I&E Technician A						
0.373704169	B3505	BU	Lead Line Technician						
0.375268351	B2106	BU	Operator - Plant MC						
0.375764908	B3510	BU	Line Technician A						
0.377721155	B1745	BU	Mech Repair Technician A						
0.386279056	BK670	BU	Service Technician A						
0.392545608	B2120	BU	Operator - Cane Run						
0.39696067	B3510	BU	Line Technician A						
0.402121682	B1745	BU	Mech Repair Technician A						
0.40423025	B2130	BU	Operator - Yard						
0.405380821	B0655	BU	Line Technician A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.406866163	B1705	BU	I&E Technician A						
0.412509673	B2120	BU	Operator - Cane Run						
0.414154298	B1705	BU	I&E Technician A						
0.414322546	B1745	BU	Mech Repair Technician A						
0.41491345	B0051	BU	Operator - Trimble County						
0.416767272	B4720	BU	Distribution Mechanic B						
0.418145718	B2106	BU	Operator - Plant MC						
0.423309357	B2106	BU	Operator - Plant MC						
0.424609634	B2170	BU	Laboratory Technician						
0.425861163	B3510	BU	Line Technician A						
0.425905834	B2170	BU	Laboratory Technician						
0.428096997	B3510	BU	Line Technician A						
0.431101515	B2106	BU	Operator - Plant MC						
0.431344498	BK607	BU	Unit Operator						
0.431403788	B0051	BU	Operator - Trimble County						
0.432385848	B1705	BU	I&E Technician A						
0.435398979	B1745	BU	Mech Repair Technician A						
0.439890538	B0053	BU	Auxiliary Operator-Trimble Co						
0.441213924	B2170	BU	Laboratory Technician						
0.44535735	B3510	BU	Line Technician A						
0.448030153	B1745	BU	Mech Repair Technician A						
0.451104163	B1745	BU	Mech Repair Technician A						
0.455547279	B2170	BU	Laboratory Technician						
0.456451521	B1705	BU	I&E Technician A						
0.457827824	B2120	BU	Operator - Cane Run						
0.459334559	BK655	BU	Line Technician A						
0.462115206	B0051	BU	Operator - Trimble County						
0.463247174	B2120	BU	Operator - Cane Run						
0.468337483	B0655	BU	Line Technician A						
0.470397744	B1125	BU	Sys Regulation & Optns Tech A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.471475258	B2120	BU	Operator - Cane Run						
0.476155426	B2120	BU	Operator - Cane Run						
0.480497767	B4730	BU	Pipeline Inspector						
0.481465661	B1745	BU	Mech Repair Technician A						
0.484231521	B4705	BU	Distribution Crew Leader						
0.487740972	B3510	BU	Line Technician A						
0.493084313	BK670	BU	Service Technician A						
0.493319755	B4705	BU	Distribution Crew Leader						
0.497961421	B1705	BU	I&E Technician A						
0.49805007	B1745	BU	Mech Repair Technician A						
0.499329359	B4720	BU	Distribution Mechanic B						
0.499671644	B0053	BU	Auxiliary Operator-Trimble Co						
0.500600673	B4782	BU	Gas Trouble Technician						
0.501971925	B1745	BU	Mech Repair Technician A						
0.502780494	B6205	BU	Sr Service Technician						
0.502927166	B1705	BU	I&E Technician A						
0.507731198	B1705	BU	I&E Technician A						
0.509033559	BK655	BU	Line Technician A						
0.512060872	B1705	BU	I&E Technician A						
0.512900648	B3510	BU	Line Technician A						
0.514214774	B1745	BU	Mech Repair Technician A						
0.517626129	B1745	BU	Mech Repair Technician A						
0.522169655	B2120	BU	Operator - Cane Run						
0.522191452	B3510	BU	Line Technician A						
0.524061178	B2120	BU	Operator - Cane Run						
0.524090162	B1705	BU	I&E Technician A						
0.524319207	B4782	BU	Gas Trouble Technician						
0.525534448	B2884	BU	Eng Design Tech A - Dist Optns						
0.526513828	B1125	BU	Sys Regulation & Optns Tech A						
0.529585968	B2884	BU	Eng Design Tech A - Dist Optns						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.530903401	B4705	BU	Distribution Crew Leader						
0.532093781	B9232	BU	Storage Operator A						
0.533008153	B2130	BU	Operator - Yard						
0.534281319	B1705	BU	I&E Technician A						
0.534934709	B3510	BU	Line Technician A						
0.542743192	B4782	BU	Gas Trouble Technician						
0.543127194	B0655	BU	Line Technician A						
0.543154387	B4705	BU	Distribution Crew Leader						
0.543438439	B4720	BU	Distribution Mechanic B						
0.54421942	B3510	BU	Line Technician A						
0.544242678	B1745	BU	Mech Repair Technician A						
0.545810697	B0655	BU	Line Technician A						
0.547102248	B1705	BU	I&E Technician A						
0.548172486	B2120	BU	Operator - Cane Run						
0.549324031	B3510	BU	Line Technician A						
0.550671945	B1745	BU	Mech Repair Technician A						
0.551889695	B6205	BU	Sr Service Technician						
0.55308749	B6205	BU	Sr Service Technician						
0.554171755	B6205	BU	Sr Service Technician						
0.556018756	B3510	BU	Line Technician A						
0.557490811	B9232	BU	Storage Operator A						
0.557718453	B4705	BU	Distribution Crew Leader						
0.562448935	B4782	BU	Gas Trouble Technician						
0.562997364	B4782	BU	Gas Trouble Technician						
0.56667899	B1705	BU	I&E Technician A						
0.569145812	B2884	BU	Eng Design Tech A - Dist Optns						
0.573960423	B2884	BU	Eng Design Tech A - Dist Optns						
0.574607762	BK670	BU	Service Technician A						
0.580234182	B2884	BU	Eng Design Tech A - Dist Optns						
0.58194243	B2884	BU	Eng Design Tech A - Dist Optns						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.58216706	B2120	BU	Operator - Cane Run						
0.582265271	B3510	BU	Line Technician A						
0.584729644	B4705	BU	Distribution Crew Leader						
0.585828722	B3505	BU	Lead Line Technician						
0.587308382	B1745	BU	Mech Repair Technician A						
0.5915345	B0655	BU	Line Technician A						
0.592998946	B1125	BU	Sys Regulation & Optns Tech A						
0.594163951	B9232	BU	Storage Operator A						
0.600924189	B1705	BU	I&E Technician A						
0.602275071	B2120	BU	Operator - Cane Run						
0.604969912	B2130	BU	Operator - Yard						
0.609689589	B1705	BU	I&E Technician A						
0.609915013	B2120	BU	Operator - Cane Run						
0.614290698	B0053	BU	Auxiliary Operator-Trimble Co						
0.614395445	B2151	BU	Lead Mat Handling Operator						
0.621789255	B2120	BU	Operator - Cane Run						
0.623919943	B3505	BU	Lead Line Technician						
0.625030303	B2130	BU	Operator - Yard						
0.627320866	B9232	BU	Storage Operator A						
0.628235997	B2120	BU	Operator - Cane Run						
0.637196621	B0655	BU	Line Technician A						
0.638328094	B1705	BU	I&E Technician A						
0.639037399	B0655	BU	Line Technician A						
0.644413337	BK655	BU	Line Technician A						
0.644456974	B4782	BU	Gas Trouble Technician						
0.64454734	B6205	BU	Sr Service Technician						
0.644616782	B1125	BU	Sys Regulation & Optns Tech A						
0.645776296	B2120	BU	Operator - Cane Run						
0.648515166	B2170	BU	Laboratory Technician						
0.648572606	B1745	BU	Mech Repair Technician A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.64976398	B1125	BU	Sys Regulation & Optns Tech A						
0.65193676	B4720	BU	Distribution Mechanic B						
0.654165419	B1125	BU	Sys Regulation & Optns Tech A						
0.657543562	B1705	BU	I&E Technician A						
0.658725569	B2170	BU	Laboratory Technician						
0.659353454	B3510	BU	Line Technician A						
0.659683764	B4782	BU	Gas Trouble Technician						
0.661844619	B3510	BU	Line Technician A						
0.663367321	B2130	BU	Operator - Yard						
0.665118166	B1125	BU	Sys Regulation & Optns Tech A						
0.665844551	B2106	BU	Operator - Plant MC						
0.666507375	B2170	BU	Laboratory Technician						
0.667244735	B0053	BU	Auxiliary Operator-Trimble Co						
0.670340117	B1705	BU	I&E Technician A						
0.683628046	B2170	BU	Laboratory Technician						
0.685328084	B3510	BU	Line Technician A						
0.690075688	B1705	BU	I&E Technician A						
0.692082277	BK655	BU	Line Technician A						
0.694695605	B0051	BU	Operator - Trimble County						
0.697403478	B1705	BU	I&E Technician A						
0.69749629	B6205	BU	Sr Service Technician						
0.697903279	B1705	BU	I&E Technician A						
0.698447327	B6205	BU	Sr Service Technician						
0.698741392	B1705	BU	I&E Technician A						
0.705690475	B2106	BU	Operator - Plant MC						
0.70668095	B2120	BU	Operator - Cane Run						
0.707127052	B1705	BU	I&E Technician A						
0.707467873	B2120	BU	Operator - Cane Run						
0.710084898	B3510	BU	Line Technician A						
0.711413933	B1705	BU	I&E Technician A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.712256748	B3510	BU	Line Technician A						
0.713337273	B3510	BU	Line Technician A						
0.713412789	B0655	BU	Line Technician A						
0.714105291	B1705	BU	I&E Technician A						
0.714244007	B6205	BU	Sr Service Technician						
0.715664599	B0053	BU	Auxiliary Operator-Trimble Co						
0.716113546	B3510	BU	Line Technician A						
0.718132875	B4720	BU	Distribution Mechanic B						
0.718687961	B2884	BU	Eng Design Tech A - Dist Optns						
0.720529162	B3505	BU	Lead Line Technician						
0.721559103	B4730	BU	Pipeline Inspector						
0.721883241	B1745	BU	Mech Repair Technician A						
0.722024909	BK607	BU	Unit Operator						
0.723525157	B1705	BU	I&E Technician A						
0.72665746	B1125	BU	Sys Regulation & Optns Tech A						
0.728231977	B4705	BU	Distribution Crew Leader						
0.729967191	BK655	BU	Line Technician A						
0.730519168	B3505	BU	Lead Line Technician						
0.732877693	B2884	BU	Eng Design Tech A - Dist Optns						
0.733376604	B6205	BU	Sr Service Technician						
0.733509446	B2170	BU	Laboratory Technician						
0.73399027	B4705	BU	Distribution Crew Leader						
0.736344625	B3510	BU	Line Technician A						
0.739057699	B2884	BU	Eng Design Tech A - Dist Optns						
0.741413317	B1705	BU	I&E Technician A						
0.741809886	B4782	BU	Gas Trouble Technician						
0.749189229	BK670	BU	Service Technician A						
0.750294458	BK655	BU	Line Technician A						
0.75477326	B4705	BU	Distribution Crew Leader						
0.75878236	B3510	BU	Line Technician A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.759904248	B4730	BU	Pipeline Inspector						
0.759988386	B2106	BU	Operator - Plant MC						
0.763551	B2151	BU	Lead Mat Handling Operator						
0.76830824	B2130	BU	Operator - Yard						
0.768518025	B4720	BU	Distribution Mechanic B						
0.769380446	B3510	BU	Line Technician A						
0.772010342	B2106	BU	Operator - Plant MC						
0.772304981	B1705	BU	I&E Technician A						
0.772997296	BK670	BU	Service Technician A						
0.774221841	B2151	BU	Lead Mat Handling Operator						
0.776337924	B2130	BU	Operator - Yard						
0.776870088	B1705	BU	I&E Technician A						
0.778776477	B1745	BU	Mech Repair Technician A						
0.780066397	B6205	BU	Sr Service Technician						
0.78204324	B2106	BU	Operator - Plant MC						
0.783347079	B2106	BU	Operator - Plant MC						
0.787635622	BK607	BU	Unit Operator						
0.788061515	B1705	BU	I&E Technician A						
0.788176442	B4705	BU	Distribution Crew Leader						
0.788524135	B1745	BU	Mech Repair Technician A						
0.789725081	B1745	BU	Mech Repair Technician A						
0.791116797	BK655	BU	Line Technician A						
0.79361208	B2120	BU	Operator - Cane Run						
0.798321692	B0051	BU	Operator - Trimble County						
0.804427442	B4705	BU	Distribution Crew Leader						
0.807524082	B2170	BU	Laboratory Technician						
0.807992383	B6205	BU	Sr Service Technician						
0.808483136	B2106	BU	Operator - Plant MC						
0.80885175	B2120	BU	Operator - Cane Run						
0.809377352	B4720	BU	Distribution Mechanic B						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.810231919	B0053	BU	Auxiliary Operator-Trimble Co						
0.81108722	B1745	BU	Mech Repair Technician A						
0.813991624	B9232	BU	Storage Operator A						
0.814614496	B1705	BU	I&E Technician A						
0.81569302	B2130	BU	Operator - Yard						
0.816220831	B1745	BU	Mech Repair Technician A						
0.816979429	B1705	BU	I&E Technician A						
0.817403226	BK670	BU	Service Technician A						
0.817817201	B0051	BU	Operator - Trimble County						
0.818720188	BK607	BU	Unit Operator						
0.823727021	B0051	BU	Operator - Trimble County						
0.828233256	B4705	BU	Distribution Crew Leader						
0.828492881	B2120	BU	Operator - Cane Run						
0.831751607	B0053	BU	Auxiliary Operator-Trimble Co						
0.846088267	B6205	BU	Sr Service Technician						
0.847751958	B1705	BU	I&E Technician A						
0.853412274	B1745	BU	Mech Repair Technician A						
0.853475566	B2120	BU	Operator - Cane Run						
0.856374641	B2130	BU	Operator - Yard						
0.86022842	B3510	BU	Line Technician A						
0.862474868	B2106	BU	Operator - Plant MC						
0.864498867	B2130	BU	Operator - Yard						
0.866933948	B3510	BU	Line Technician A						
0.867388674	B2151	BU	Lead Mat Handling Operator						
0.871693392	BK655	BU	Line Technician A						
0.877927947	BK607	BU	Unit Operator						
0.878084496	B1745	BU	Mech Repair Technician A						
0.879631412	B0053	BU	Auxiliary Operator-Trimble Co						
0.884462845	B4705	BU	Distribution Crew Leader						
0.884511146	B4730	BU	Pipeline Inspector						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.884677516	BK607	BU	Unit Operator						
0.888818545	BK670	BU	Service Technician A						
0.890075224	B0655	BU	Line Technician A						
0.890427912	B2120	BU	Operator - Cane Run						
0.895709316	B9232	BU	Storage Operator A						
0.89811491	B0051	BU	Operator - Trimble County						
0.903583045	B6205	BU	Sr Service Technician						
0.904126462	B2120	BU	Operator - Cane Run						
0.907345621	B2170	BU	Laboratory Technician						
0.908736094	B2170	BU	Laboratory Technician						
0.910677597	B2106	BU	Operator - Plant MC						
0.911166	BK670	BU	Service Technician A						
0.914149604	B2151	BU	Lead Mat Handling Operator						
0.916817248	B2130	BU	Operator - Yard						
0.923518115	B2170	BU	Laboratory Technician						
0.92715711	B3510	BU	Line Technician A						
0.929326051	B2151	BU	Lead Mat Handling Operator						
0.930277931	B0051	BU	Operator - Trimble County						
0.93283105	B2120	BU	Operator - Cane Run						
0.933367998	B2106	BU	Operator - Plant MC						
0.934361416	B2151	BU	Lead Mat Handling Operator						
0.936282847	B1705	BU	I&E Technician A						
0.94348511	B1745	BU	Mech Repair Technician A						
0.944500358	B4730	BU	Pipeline Inspector						
0.947332421	B2106	BU	Operator - Plant MC						
0.947424559	B2151	BU	Lead Mat Handling Operator						
0.952907767	B0655	BU	Line Technician A						
0.954750863	B0051	BU	Operator - Trimble County						
0.961481002	B2106	BU	Operator - Plant MC						
0.969838561	BK655	BU	Line Technician A						

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Random	Job Code	Salary Plan	Job Title	Base Salary (\$000s)			Total Cash Compensation (\$000s)		
				LKE	Market Median	Variance	LKE	Market Median	Variance
0.971486211	B4730	BU	Pipeline Inspector						
0.97290447	B4782	BU	Gas Trouble Technician						
0.974579627	B4705	BU	Distribution Crew Leader						
0.976130155	B3510	BU	Line Technician A						
0.976513877	B2151	BU	Lead Mat Handling Operator						
0.978003824	B2120	BU	Operator - Cane Run						
0.981724508	B4782	BU	Gas Trouble Technician						
0.98376711	B1705	BU	I&E Technician A						
0.989010492	B2120	BU	Operator - Cane Run						
0.989343896	B2884	BU	Eng Design Tech A - Dist Optns						
0.993289714	B1745	BU	Mech Repair Technician A						
0.993317767	B4730	BU	Pipeline Inspector						
0.995418853	BK607	BU	Unit Operator						
0.995617943	B1705	BU	I&E Technician A						
0.998595189	BK670	BU	Service Technician A						

Average Summary Statistics:

Senior Manager	5.7%	3.3%
Non-Exempt	2.7%	5.0%
Management	3.9%	4.0%
Hourly	0.4%	4.4%
Exempt	1.0%	2.8%
Bargaining Unit	2.2%	4.4%
Total	1.8%	3.7%