

NAME	Title	Reports To	Number of Reports	LAST HIRED T	SALARY TEST YEAR	INCENTIVE TEST YEAR	1/1/2014 Inc	SALARY 12/31/2013	INCENTIVE 2013	1/1/2013 Inc	9/30/2013 Inc	SALARY 12/31/2012	INCENTIVE 2012	1/1/2012 Inc	12/17/2011 2 Inc	SALARY 12/31/2011	INCENTIVE E 2011	1/1/2011 Inc	8/1/2011 Inc	10/1/2011 1 Inc	11/12/2011 1 Inc	
Akins, Nicholas K	Chairman, Chief Executive Board		18,619	6/1/1982	1,236,000	2,512,239	3.000%	1,200,000	1,593,233	33.333%	900,000	1,949,899	1,949,899	3.019%	900,000	660,986	46.313%					20.000%
Pauley, Gregory G	President - Chief Operatir	Patton, Charles R.	216	5/6/1974	220,420	161,609	3.000%	214,000	146,968	5.941%	202,000	98,313	98,313	3.019%	196,080	70,088	3.200%					
Barton, Lisa M	EVP - Transmission	Akins, Nicholas K.	2,411	12/4/2006	451,000	645,401	9.774%	410,000	367,300	10.000%	350,000	184,421	184,421	4.478%	335,000	147,406	19.643%					
Feinberg, David Me	EVP - General Counsel	Akins, Nicholas K.	92	5/2/2011	566,500	618,942	3.000%	550,000	450,000	22.222%	450,000	180,000	180,000	5.834%	425,000	-						
Hillebrand, Lana L	EVP, Chief External Offic	Akins, Nicholas K.	1,024	12/17/2012	488,800	480,000	4.000%	470,000	-		470,000	470,000	-	0.000%	-	-						
McCullough, Mark	(EVP - CFO	Powers, Robert P.	5,112	6/15/1981	428,400	771,599	2.000%	420,000	833,267	5.000%	400,000	678,950	678,950	12.676%	400,000	243,202	33.962%					
Powers, Robert P	EVP - Generator	Akins, Nicholas K.	14,555	7/31/1998	692,675	2,079,240	3.000%	672,500	2,621,227	3.462%	650,000	2,147,367	2,147,367	6.151%	650,000	1,076,448	15.075%					8.333%
Tierney, Brian X	SVP - Chief Admin Office	Akins, Nicholas K.	1,179	5/29/1998	692,675	2,161,615	3.000%	672,500	2,534,089	3.462%	650,000	1,649,899	1,649,899	3.000%	612,333	822,952	29.032%					2.056%
Welch, Dennis E	EVP - COO	Akins, Nicholas K.	377	8/1/2005	489,600	1,331,041	2.000%	480,000	1,692,501	3.560%	463,500	651,884	651,884	3.000%	450,000	317,416	3.370%					12.839%