

**COLUMBIA GAS OF KENTUCKY, INC.**  
**AMENDED RESPONSE TO ATTORNEY GENERAL'S INITIAL**  
**REQUEST FOR INFORMATION**  
**DATED JULY 8, 2016**

43. Reference the Columbia application generally. Provide a detailed list of each and every raise or bonus that an employee may be entitled to, and whether or not a performance evaluation is the basis for each.

**Amended Response:**

Please see the chart below for the list of each and every raise or bonus that an employee may be entitled to, and whether or not a performance evaluation is the basis for each. A "yes" in the column indicates that the increase/bonus is based upon individual employee performance. "No" means is it not based upon individual employee performance. "N/A" means not applicable. Please note that bargaining unit wages, increases, and bonuses are determined as part of the bargaining unit negotiating process.

<b>Raise/Bonus Item</b>	<b>Union</b>	<b>Non-union</b>
Corporate Incentive Plan	No*	Yes
Spot Awards	N/A	Yes
Merit increase	N/A	Yes
Bargaining unit contractual wage increases	No	N/A
Promotional/ Job Family Progression Pay Increase (non-union)	N/A	Yes
Union Step Progression	Yes	N/A

Long term incentive award	N/A	Yes
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\*However, employees who have received a last chance letter, final notice letter or equivalent during the Plan year are not eligible for an incentive