

Licking Valley Rural Electric Cooperative
Case No. 2016-00174
Commission Staff's Third Request for Data

8. Refer to Licking Valley's response to Staff's Second Request, Item 16.

a. The stated policy of Licking Valley's compensation policy is to "maintain pay structures that will attract competent personnel. ... "Provide a detailed explanation as to how Licking Valley developed its current pay structures.

b. For each of the calendar years 2005 through 2015, provide a list of the employees that have left Licking Valley and state the reason for their departure.

Response: Kerry K. Howard

a. The pay structure has been developed over time based on knowledge of employee's job responsibilities, duties, and abilities.

b.

<u>2005</u>	None	
<u>2006</u>	2201	Retired
<u>2007</u>	6602	Retired
	1106	Retired
	5510	Resigned
<u>2008</u>	2221	Disability
	5503	Resigned
	7712	Resigned
<u>2009</u>	7708	Disability
<u>2010</u>	5506	Retired
<u>2011</u>	6603	Retired
	2210	Retired
	2203	Retired
	5502	Retired
<u>2012</u>	5517	Resigned
<u>2013</u>	None	
<u>2014</u>	1108	Retired
<u>2015</u>	7736	Deceased

Employee #7736 deceased after the end of the test year.