

	Non-exempt Salaried (Industry) ¹	Non-exempt Salaried (Company)	Exempt (Industry) ¹	Exempt (Company)	Executive (Industry) ¹	Executive (Company)
2009	2.750%	0.000%	2.500%	0.000%	2.000%	0.000%
2010	2.700%	2.000%	3.000%	2.000%	2.950%	0.000%
2011	3.000%	3.200%	2.900%	3.200%	3.000%	3.200%
2012	2.750%	2.675%	3.000%	2.675%	3.000%	2.675%
2013	3.000%	3.000%	3.000%	3.000%	3.000%	3.000%
2014 ²	3.000%	3.350%	3.000%	3.350%	3.000%	3.350%
2015 ³	3.000%	3.500%	3.000%	3.500%	3.000%	3.500%
2016 ³	3.000%	3.500%	3.000%	3.500%	3.000%	3.500%
2017 ³	3.000%	3.500%	3.000%	3.500%	3.000%	3.500%
2018 ⁴						
Total Difference						

Hourly/Craft Employees		
Year	Utility Industry Market Median ¹	The Company
2009	2.500%	0.000%
2010	2.850%	2.000%
2011	2.900%	3.000%
2012	3.000%	2.000%
2013	3.000%	2.500%
2014	3.000%	2.500%
2015	3.000%	3.500% ⁵
2016	3.000%	3.500% ⁵
2017 ³	3.000%	5.000% ⁶
2018 ⁷		
Total Pay Increase		
Company Employee Pay Increases Compared to Market		

¹ The Conference Board Research Report, U.S. Salary Increase Budgets for 2010-2018, actual budgets for 2010-2017 and projected for 2018.

² The Company's wage increase budgets consisted of a 3.00% merit budget and a 0.35% Promotional & Equity Adjustment budget.

³ The Company's wage increase budgets consisted of a 3.00% merit budget and a 0.5% promotional and equity adjustment budget.

⁴ [Redacted]

The Company's wage increase budgets consisted of a combination of a 2.5% general increase, a 0.75% market equity adjustment for certain journey level positions and a 0.25% geographic wage equalization adjustment for certain journey level positions

⁶ The Company's wage increase budgets consisted of a 3.0% general increase, a 1.00% market equity adjustment for certain journey level positions and a 1.00% geographic wage equalization adjustment for certain journey level positions

⁷ Subject to collective bargaining for union represented employees