

Executive Officer Job History

Anderson, Melissa H.

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	EVP, Administration&ChiefHROff	10.00%	\$509,850	80%	150%	515	Good,Lynn J
5/1/2016	EVP, Administration&ChiefHROff	3.00%	\$463,500	80%	150%	542	Good,Lynn J
3/1/2016	SVP&ChiefHumanResourcesOff	5.88%	\$450,000	80%	150%	252	Good,Lynn J
1/1/2016	SVP&ChiefHumanResourcesOff		\$425,000	80%	150%	260	Good,Lynn J
3/1/2015	SVP&ChiefHumanResourcesOff		\$425,000	70%	150%	259	Good,Lynn J

Bertone, Andrea E

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2016	President Duke Energy Intl	2.50%	\$367,921	55%	90%	839	Young,Steven K
3/1/2015	President Duke Energy Intl	2.25%	\$358,947	55%	90%	911	Manly,Marc E
3/1/2014	President Duke Energy Intl	3.00%	\$351,048	55%	90%	904	Manly,Marc E

Currens Jr, William E

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	SVP ChiefAcctingOff&Controller	10.00%	\$305,910	50%	90%	220	Young,Steven K
3/1/2017	SVP ChiefAcctingOff&Controller	3.00%	\$278,100	50%	90%	220	Young,Steven K
1/1/2017	SVP ChiefAcctingOff&Controller		\$270,000	50%	90%	223	Young,Steven K
5/16/2016	SVP ChiefAcctingOff&Controller	17.68%	\$270,000	50%	80%	317	Young,Steven K
3/1/2016	VP Investor Relations	3.00%	\$229,446	40%	60%	15	Young,Steven K
3/1/2015	VP Investor Relations	5.50%	\$222,763	40%	60%	16	Young,Steven K
3/1/2014	VP Investor Relations	3.00%	\$211,150	40%	60%	15	Young,Steven K

De May, Stephen G

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	SVP, Tax and Treasurer	4.00%	\$372,468	50%	80%	80	Young,Steven K
3/1/2016	SVP, Tax and Treasurer	5.00%	\$358,143	50%	80%	84	Young,Steven K
3/1/2016	SVP, Tax and Treasurer	3.00%	\$341,088	50%	80%	84	Young,Steven K
2/1/2016	SVP, Tax and Treasurer		\$331,154	50%	80%	21	Young,Steven K
3/1/2015	SVP Treasurer	3.00%	\$331,154	45%	75%	20	Young,Steven K
3/1/2014	VP Treasurer	4.00%	\$321,508	45%	75%	20	Young,Steven K

Esamann,Douglas F

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	EVP Energy Slns & Pres MW FL	17.00%	\$585,000	80%	225%	1,090	Good,Lynn J
1/1/2017	EVP Energy Slns & Pres MW FL		\$500,000	80%	225%	1,082	Good,Lynn J
3/1/2016	EVP & Pres, MW & FL Regions	11.11%	\$500,000	80%	200%	3,111	Good,Lynn J
1/1/2016	EVP & Pres, MW & FL Regions		\$450,000	80%	200%	3,111	Good,Lynn J
6/1/2015	EVP & Pres, MW & FL Regions	18.88%	\$450,000	70%	150%	2,791	Good,Lynn J
3/1/2015	State President-IN	3.00%	\$378,540	45%	75%	35	Trent,B Keith
3/1/2014	State President-IN	4.00%	\$367,514	45%	75%	21	Yates,Lloyd Marques

Good,Lynn J

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	Chairman, President & CEO	3.85%	\$1,350,000	155%	750%	28,925	
1/1/2017	Chairman, President & CEO		\$1,300,000	155%	750%	28,719	
3/1/2016	Chairman, President & CEO	4.00%	\$1,300,000	150%	700%	27,698	
1/1/2016	Chairman, President & CEO		\$1,250,000	150%	700%	27,750	
6/25/2015	Pres, CEO & Vice Chair of BOD	4.17%	\$1,250,000	140%	600%	27,607	
3/1/2015	Pres, CEO & Vice Chair of BOD		\$1,200,000	125%	450%	27,281	
3/1/2014	Pres, CEO & Vice Chair of BOD		\$1,200,000	125%	450%	26,954	

Henning,James P

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	State President-OH/KY	5.00%	\$295,348	45%	75%	22	Esamann,Douglas F
11/1/2016	State President-OH/KY	5.00%	\$281,284	45%	75%	22	Esamann,Douglas F
3/1/2016	State President-OH/KY	2.50%	\$267,890	45%	75%	24	Esamann,Douglas F
3/1/2015	State President-OH/KY	4.00%	\$261,356	45%	75%	25	Trent,B Keith
1/1/2015	State President-OH/KY		\$251,304	45%	75%	24	Trent,B Keith
3/1/2014	State President-OH/KY	4.00%	\$251,304	45%	65%	13	Yates,Lloyd Marques
3/1/2014	State President-OH/KY	2.00%	\$241,638	45%	65%	13	Yates,Lloyd Marques

Jamil,Dhiaa M

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	EVP & Chief Operating Officer	5.00%	\$787,500	80%	275%	14,627	Good,Lynn J

3/1/2016	EVP & Pres, Generation&Transm	11.11%	\$750,000	80%	275%	14,216	Good,Lynn J
1/1/2016	EVP&Pres,Regulated Generation		\$675,000	80%	275%	14,292	Good,Lynn J
3/1/2015	EVP&Pres,Regulated Generation	3.85%	\$675,000	80%	250%	11,767	Good,Lynn J
1/1/2015	EVP&Pres,Regulated Generation		\$650,000	80%	250%	11,689	Good,Lynn J
8/1/2014	EVP&Pres,Regulated Generation		\$650,000	80%	225%	11,581	Good,Lynn J
3/1/2014	EVP&Pres,Regulated Generation		\$650,000	80%	200%	6,805	Good,Lynn J

Janson,Julia Smoot

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
5/1/2017	EVP Ext Affairs,CLO & Corp Sec		\$625,000	80%	225%	330	Good,Lynn J
3/1/2017	EVP & Chief Legal Officer	19.05%	\$625,000	80%	225%	326	Good,Lynn J
3/1/2016	EVP & Chief Legal Officer	5.00%	\$525,000	80%	225%	364	Good,Lynn J
1/1/2016	EVP & Chief Legal Officer		\$500,000	80%	225%	170	Good,Lynn J
3/1/2015	EVP & Chief Legal Officer		\$500,000	80%	200%	243	Good,Lynn J
1/1/2015	EVP & Chief Legal Officer		\$500,000	80%	200%	242	Good,Lynn J
8/1/2014	EVP & Chief Legal Officer	8.70%	\$500,000	80%	175%	246	Good,Lynn J
3/1/2014	EVP & Chief Legal Officer		\$460,000	70%	150%	237	Good,Lynn J

Mullinax,Alva Ray

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2016	EVP, Strategic Services		\$450,000	70%	150%	3,078	Good,Lynn J
3/1/2015	EVP, Strategic Services		\$450,000	70%	150%	2,996	Good,Lynn J
8/1/2014	EVP, Strategic Services	7.80%	\$450,000	70%	150%	3,026	Good,Lynn J
3/1/2014	VP Chief Information Officer	2.50%	\$417,460	55%	110%	1,667	Good,Lynn J

Savoy,Brian D

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	SVP, Bus Transformation & Tech	5.00%	\$367,500	50%	95%	1,594	Young,Steven K
3/1/2016	SVP ChiefAcctingOff&Controller	25.00%	\$350,000	50%	95%	323	Young,Steven K
1/1/2016	SVP ChiefAcctingOff&Controller		\$280,000	50%	95%	319	Young,Steven K
3/1/2015	SVP ChiefAcctingOff&Controller	2.51%	\$280,000	50%	90%	328	Young,Steven K
3/1/2015	SVP ChiefAcctingOff&Controller	2.00%	\$273,156	50%	90%	328	Young,Steven K
1/1/2015	SVP ChiefAcctingOff&Controller		\$267,800	50%	90%	332	Young,Steven K
3/1/2014	VP ChiefAcctingOff&Controller	3.00%	\$267,800	50%	80%	367	Young,Steven K

Weber, Jennifer L

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2015	EVP, Ext Affrs & Strtgc Policy		\$505,000	80%	175%	158	Good, Lynn J
8/1/2014	EVP, Ext Affrs & Strtgc Policy		\$505,000	80%	175%	164	Good, Lynn J
3/1/2014	Exec VP & Chief Human Resources Off		\$505,000	70%	175%	750	Good, Lynn J

Wolf, Gregory C

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2016	President Commercial Portfolio	3.00%	\$370,882	50%	95%	364	Good, Lynn J
6/1/2015	President Commercial Portfolio	5.00%	\$360,080	50%	95%	309	Good, Lynn J
3/1/2015	President DE Renewables	4.00%	\$342,933	45%	75%	264	Manly, Marc E
3/1/2014	President DE Renewables	3.00%	\$329,744	45%	75%	231	Manly, Marc E

Yates, Lloyd Marques

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	EVP Cust & Delivery Ops & Pres Car	3.00%	\$686,753	80%	225%	8,078	Good, Lynn J
3/1/2016	EVP Mkt Sol & Pres, Carolinas	5.00%	\$666,750	80%	225%	5,814	Good, Lynn J
3/1/2015	EVP Mkt Sol & Pres, Carolinas	3.25%	\$635,000	80%	225%	4,914	Good, Lynn J
8/1/2014	EVP Mkt Sol & Pres, Carolinas	8.85%	\$615,000	80%	225%	5,036	Good, Lynn J
3/1/2014	Exec VP Regulated Utilities		\$565,000	80%	200%	354	Good, Lynn J

Yoho, Frank

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
10/3/2016	EVP & President, Natural Gas	4.88%	\$490,000	65%	150%	1,922	Good, Lynn J
10/2/2016	SVP, Chief Commercial Officer		\$467,180	61%	75%	1,922	Good, Lynn J

Young, Steven K

Effective Date	Job Title	Change Percent	Annual Rate	STI Target %	LTI Target %	# Direct Reports	Reports To
3/1/2017	EVP & CFO	10.00%	\$693,000	80%	225%	2,395	Good, Lynn J
3/1/2016	EVP & CFO	5.00%	\$630,000	80%	225%	824	Good, Lynn J
3/1/2015	EVP & CFO	9.09%	\$600,000	80%	225%	787	Good, Lynn J
8/1/2014	EVP & CFO	4.76%	\$550,000	80%	225%	784	Good, Lynn J

3/1/2014	EVP & CFO		\$525,003	70%	150%	799	Good, Lynn J
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