

**JOHN N. HUGHES**  
**Attorney at Law**  
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**124 West Todd Street**  
**Frankfort, Kentucky 40601**

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May 18, 2018

Gwen Pinson  
Executive Director  
Public Service Commission  
211 Sower Blvd.  
Frankfort, KY 40601

Re: Atmos Energy Corporation:  
Case No. 2017-00349

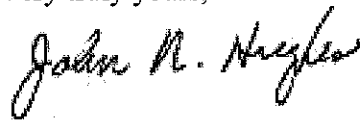
Dear Ms. Pinson:

Atmos Energy Corporation submits the unredacted copies of the information denied confidential treatment in the two orders issued on May 17, 2018. The responses provided are: Staff DR 1, Items 50, 51, 58 and 65, including amendments and Staff DR 2, Item 24, attachment 1.

I certify that the electronic filing is a complete and accurate copy of the original documents to be filed in this matter, which will be filed within two days of this submission and that there are currently no parties in this proceeding that the Commission has excused from participation by electronic means.

If you have any questions about this matter, please contact me.

Very truly yours,



John N. Hughes

And

Mark R. Hutchinson  
Wilson, Hutchinson and Littlepage  
611 Frederica St.  
Owensboro, KY 42301  
270 926 5011  
[randy@whplawfirm.com](mailto:randy@whplawfirm.com)

Attorneys for Atmos Energy  
Corporation

**INDEPENDENT CONTRACTOR AGREEMENT**

**THIS INDEPENDENT CONTRACTOR AGREEMENT** (“Agreement”) is made and entered into as of the 25th day of July, 2017 by and between ATMOS ENERGY CORPORATION, a Texas and Virginia corporation (“Company”), and ENERGY TOOLS, LLC, a Maryland limited liability company (“Contractor”).

**WITNESSETH:**

1. Engagement and Scope of Services. For and in consideration of the payment by Company to Contractor, Contractor covenants and agrees to do, provide and perform services in the form of providing expert testimony concerning class cost of service in connection with the Company’s anticipated utility rate case in the Commonwealth of Kentucky for the Company’s Kentucky/Mid-States Division. A description of the services to be provided (the “Services”) by Contractor to Company is more particularly set out in the attached Exhibit “A” which is incorporated herein by reference as if set out in full and at length. Contractor shall perform the Services in a good and workmanlike manner, with due diligence, to the satisfaction of Company, pursuant to the terms and conditions of this Agreement.

2. Term. This Agreement is for a term of six months commencing on the date hereof and shall continue thereafter from month-to-month unless and until terminated by either party upon at least thirty (30) days’ prior written notice to the other party. This Agreement is also subject to earlier termination as hereinafter provided.

3. Compensation. In consideration for Contractor’s performance of the Services during the term of this Agreement, Company agrees to pay to Contractor based upon the rates and terms set forth in Exhibit “A” attached hereto. If Company shall request additional services from Contractor that are not included within the Services, then Company shall pay Contractor for any such additional services at Contractor’s then effective standard rates for such work or as otherwise agreed upon in writing by Contractor and Company. Contractor understands, acknowledges and agrees that Contractor is not entitled to any benefits under any Company benefit plan and that the payments received pursuant to this Agreement are Contractor’s sole compensation regardless of what employment classification or reclassification Contractor may occupy in the future.

4. Independent Contractor. Contractor is customarily engaged in an independently established trade, occupation or business in the type or services performable hereunder. Contractor, in carrying out the terms of this Agreement, is acting independently and is an independent contractor.

5. Personnel. All personnel supplied or used by Contractor shall be deemed employees or subcontractors of Contractor and will not be considered employees, agents or subcontractors of Company for any purpose whatsoever. Contractor assumes full responsibility for the actions of all such personnel while performing services under this Agreement and for payment of their compensation, withholding of income taxes, payment and withholding of social security and other payroll taxes, worker's compensation, disability benefits and the like to the extent applicable to the personnel involved.

6. Taxes. Contractor shall be responsible for the withholding and/or payment as required by law, of any and all federal, state and local taxes imposed on it because of the performance of services hereunder. Further, Contractor shall comply with all federal, state and local benefit laws applicable to it, if any, including, but not limited to, the making of contributions and/or deductions for social security, worker's compensation, and unemployment tax. Contractor shall also obtain any necessary employer tax identification number from the Internal Revenue Service.

7. Indemnification.

(a) Contractor agrees to indemnify and hold harmless Company, its corporate affiliates, officers, directors and any employee or agent thereof (each of the foregoing being hereinafter referred to individually as "Indemnified Party") against all losses and liabilities arising out of or resulting from any injuries or death to persons or damage to property or theft of property negligently or intentionally occurring in connection with the performance of services under this Agreement.

(b) Contractor's obligation to indemnify any Indemnified Party will survive the expiration or termination of this Agreement by either party for any reason.

8. Insurance. While this Agreement is in effect and during any renewals Contractor shall, if required by Company, maintain comprehensive general liability insurance and, if the use of automobiles is required, comprehensive automobile liability insurance, with limits for bodily injury, including death, on account of any one occurrence, and for each occurrence of property damage in such amounts as Company may reasonably prescribe. If applicable, Contractor shall procure and maintain throughout the term of this Agreement worker's compensation insurance as prescribed by the State in which the Services are performed.

9. Termination of Agreement. This Agreement shall cease and terminate upon the earliest to occur of the following events: (i) the termination of this Agreement as set forth in Section 2 above; or (ii) Contractor's failure to perform any of its obligations hereunder and the continuation of such failure for a period of five (5) days after written notice of such failure is given to Contractor by Company. Any termination under this Section 9 shall not be deemed to be a waiver by Company of any of the Company's rights or remedies otherwise available to Company at law, in equity, or otherwise.

10. Miscellaneous.

(a) Any notice required or permitted by this Agreement shall be in writing and shall be sufficient if delivered by hand or mailed through the U.S. Postal System by registered or certified mail, return receipt requested, postage prepaid, to the following address:

If to Company:

Atmos Energy Corporation  
5430 LBJ Freeway, Suite 1800  
Dallas, Texas 75240  
Attn: Doug Walther

If to Contractor:

Energy Tools, LLC  
5313 Portsmouth Road  
Bethesda, Maryland 20816  
Attn: Paul Raab

Notice shall be deemed given upon actual receipt of hand delivery or within three days from the date notice is mailed by registered or certified mail pursuant to this section. Any notice may be waived in writing by the party entitled to receive it. A party may change the address to which notice is to be delivered by giving notice to the other party as provided therein.

(b) No waiver by any party hereto of any provision hereof shall be deemed to have been made unless expressed in writing and signed by such party. The waiver by either party hereto of a breach of any term or provision of this Agreement shall not operate or be construed as a waiver of a subsequent breach of the same provision by either party or of the breach of any other term or provision of this Agreement.

(c) THIS AGREEMENT IS ENTERED INTO PURSUANT TO AND SHALL BE GOVERNED BY THE LAWS OF THE STATE OF TEXAS.

(d) Should it become necessary for either party to enforce the terms of this Agreement by resorting to an action at law or equity, the prevailing party shall be entitled to recover all costs incurred in connection therewith, including a reasonable attorney's fees.

(e) The parties hereto may amend and supplement this Agreement only by an instrument in writing that is signed by both of the parties hereto.

(f) Contractor may not assign any of its rights or delegate any of its duties under this Agreement without the prior written consent of Company.

(g) This Agreement contains the entire understanding between the parties and supersedes any prior understandings or written or oral agreements between them respecting the subject matters contained therein.

(11) Workers Compensation. CONTRACTOR UNDERSTANDS AND ACKNOWLEDGES THAT CONTRACTOR IS NOT ENTITLED TO WORKERS COMPENSATION BENEFITS FROM COMPANY AND THAT CONTRACTOR IS OBLIGATED TO PAY FEDERAL AND STATE INCOME TAX ON ANY MONEYS EARNED PURSUANT TO THIS AGREEMENT.

IN WITNESS WHEREOF, the parties hereto have executed this Independent Contractor Agreement as of the date first written above.

ATMOS ENERGY CORPORATION

Energy Tools, LLC

By: [Signature]  
Director of Business Regulatory Affairs

By: [Signature]  
PARTNER

## EXHIBIT "A"

### Description of Services and Compensation

Contractor will review past rate case testimony and orders for Company, analyze the risks and prospects of the Company and provide analysis and expert testimony concerning class cost of service in connection with the Company's upcoming filing in the Commonwealth of Kentucky for the Company's Kentucky/Mid-States Division. This analysis will be presented to the Company in the form of testimony suitable for filing. The hourly rate for Paul Raab is \$325.

The amount of time set forth above is an estimate only and payment will be made for actual time billed. In the event Contractor is required to provide additional written testimony (rebuttal or otherwise), live testimony at depositions or hearings, or assist in responding to discovery, actual time will be billed at the hourly rate indicated above. In addition, Contractor will be reimbursed for reasonable out-of-pocket costs in connection with travel, meals, lodging, mileage and other customary expenses.

**INDEPENDENT CONTRACTOR AGREEMENT**

**THIS INDEPENDENT CONTRACTOR AGREEMENT** ("Agreement") is made and entered into as of the 25th day of July, 2017 by and between ATMOS ENERGY CORPORATION, a Texas and Virginia corporation ("Company"), and DR. JAMES VANDER WEIDE, PH.D ("Contractor").

**WITNESSETH:**

1. Engagement and Scope of Services. For and in consideration of the payment by Company to Contractor, Contractor covenants and agrees to do, provide and perform services in the form of providing expert testimony concerning cost of capital, an appropriate rate of return on equity and overall return in connection with the Company's anticipated utility rate case in the Commonwealth of Kentucky for the Company's Kentucky/Mid-States Division. A description of the services to be provided (the "Services") by Contractor to Company is more particularly set out in the attached Exhibit "A" which is incorporated herein by reference as if set out in full and at length. Contractor shall perform the Services in a good and workmanlike manner, with due diligence, to the satisfaction of Company, pursuant to the terms and conditions of this Agreement.

2. Term. This Agreement is for a term of six months commencing on the date hereof and shall continue thereafter from month-to-month unless and until terminated by either party upon at least thirty (30) days' prior written notice to the other party. This Agreement is also subject to earlier termination as hereinafter provided.

3. Compensation. In consideration for Contractor's performance of the Services during the term of this Agreement, Company agrees to pay to Contractor based upon the rates and terms set forth in Exhibit "A" attached hereto. If Company shall request additional services from Contractor that are not included within the Services, then Company shall pay Contractor for any such additional services at Contractor's then effective standard rates for such work or as otherwise agreed upon in writing by Contractor and Company. Contractor understands, acknowledges and agrees that Contractor is not entitled to any benefits under any Company benefit plan and that the payments received pursuant to this Agreement are Contractor's sole compensation regardless of what employment classification or reclassification Contractor may occupy in the future.

4. Independent Contractor. Contractor is customarily engaged in an independently established trade, occupation or business in the type or services performable hereunder. Contractor, in carrying out the terms of this Agreement, is acting independently and is an independent contractor.

5. Personnel. All personnel supplied or used by Contractor shall be deemed employees or subcontractors of Contractor and will not be considered employees, agents or subcontractors of Company for any purpose whatsoever. Contractor assumes full responsibility for the actions of all such personnel while performing services under this Agreement and for payment of their compensation, withholding of income taxes, payment and withholding of social security and other payroll taxes, worker's compensation, disability benefits and the like to the extent applicable to the personnel involved.

6. Taxes. Contractor shall be responsible for the withholding and/or payment as required by law, of any and all federal, state and local taxes imposed on it because of the performance of services hereunder. Further, Contractor shall comply with all federal, state and local benefit laws applicable to it, if any, including, but not limited to, the making of contributions and/or deductions for social security, worker's compensation, and unemployment tax. Contractor shall also obtain any necessary employer tax identification number from the Internal Revenue Service.

7. Indemnification.

(a) Contractor agrees to indemnify and hold harmless Company, its corporate affiliates, officers, directors and any employee or agent thereof (each of the foregoing being hereinafter referred to individually as "Indemnified Party") against all losses and liabilities arising out of or resulting from any injuries or death to persons or damage to property or theft of property negligently or intentionally occurring in connection with the performance of services under this Agreement.

(b) Contractor's obligation to indemnify any Indemnified Party will survive the expiration or termination of this Agreement by either party for any reason.

8. Insurance. While this Agreement is in effect and during any renewals Contractor shall, if required by Company, maintain comprehensive general liability insurance and, if the use of automobiles is required, comprehensive automobile liability insurance, with limits for bodily injury, including death, on account of any one occurrence, and for each occurrence of property damage in such amounts as Company may reasonably prescribe. If applicable, Contractor shall procure and maintain throughout the term of this Agreement worker's compensation insurance as prescribed by the State in which the Services are performed.

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10. Miscellaneous.

(a) Any notice required or permitted by this Agreement shall be in writing and shall be sufficient if delivered by hand or mailed through the U.S. Postal System by registered or certified mail, return receipt requested, postage prepaid, to the following address:

If to Company:

Atmos Energy Corporation  
5430 LBJ Freeway, Suite 1800  
Dallas, Texas 75240  
Attn: Doug Walther

If to Contractor:

Dr. James H. Vander Weide, Ph.D  
3606 Stoneybrook Drive  
Durham, North Carolina 27705

Notice shall be deemed given upon actual receipt of hand delivery or within three days from the date notice is mailed by registered or certified mail pursuant to this section. Any notice may be waived in writing by the party entitled to receive it. A party may change the address to which notice is to be delivered by giving notice to the other party as provided therein.

(b) No waiver by any party hereto of any provision hereof shall be deemed to have been made unless expressed in writing and signed by such party. The waiver by either party hereto of a breach of any term or provision of this Agreement shall not operate or be construed as a waiver of a subsequent breach of the same provision by either party or of the breach of any other term or provision of this Agreement.

(c) THIS AGREEMENT IS ENTERED INTO PURSUANT TO AND SHALL BE GOVERNED BY THE LAWS OF THE STATE OF TEXAS.

(d) Should it become necessary for either party to enforce the terms of this Agreement by resorting to an action at law or equity, the prevailing party shall be entitled to recover all costs incurred in connection therewith, including a reasonable attorney's fees.

(e) The parties hereto may amend and supplement this Agreement only by an instrument in writing that is signed by both of the parties hereto.

(f) Contractor may not assign any of its rights or delegate any of its duties under this Agreement without the prior written consent of Company.

(g) This Agreement contains the entire understanding between the parties and supersedes any prior understandings or written or oral agreements between them respecting the subject matters contained therein.

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IN WITNESS WHEREOF, the parties hereto have executed this Independent Contractor Agreement as of the date first written above.

ATMOS ENERGY CORPORATION

DR. JAMES VANDER WEIDE, PH.D

By: 

By: 

Director of Rates & Regulatory Affairs

James Vander Weide

**EXHIBIT "A"**

**Description of Services and Compensation**

<i>Description</i>	<i>Hours</i>
Review applicable prior rate case testimony, cross-examination and findings and orders	Total estimated hours – 35-36
Research and review information for Company and proxy group	
Perform DCF, CAPM and risk premium analyses	
Prepare direct written testimony on cost of capital, return on equity and overall return, together with supporting schedules, exhibits, etc.	
Consult with Company and redrafting of testimony as necessary	
Rate per hour - \$450	\$16,000

**The amount of time set forth above is an estimate only and payment will be made for actual time billed. In the event Contractor is required to provide additional written testimony (rebuttal or otherwise), live testimony at depositions or hearings, or assist in responding to discovery, actual time will be billed at the hourly rate indicated above. In addition, Contractor will be reimbursed for reasonable out-of-pocket costs in connection with travel, meals, lodging, mileage and other customary expenses.**





John N. Hughes, PSC  
Attorney at Law  
124 West Todd St.  
Frankfort, KY 40601

Atmos Energy Corporation  
%Douglas Walther  
5430 LBJ Freeway  
1800 Three Lincoln Centre  
Dallas, TX 75240

Invoice Number  
Account reference: 2017 Kentucky rate case 2017-00349

**STATEMENT OF ACCOUNT**

7/7/17	Review MFR filing requirements for EW	.75
7/24	Review proposed MFR docs	.75
7/25	Response various rate issues	.5
8/1	Rate case issues; response	.75
8/9	MM testimony issues; message MM, RH	.5
8/18	Response BT re: rate notice	.25
8/23	Response BT re: notice, MM testimony	.75
8/24	MM testimony; message RH; research annual rate filing legal issues	4.5
8/25	MM testimony review, revise; message GW re: electronic filing; Prepare and file electronic filing notice	2.5
8/28	MM testimony	1.25
9/8	Waller testimony review	1
9/11	Review Waller, Vander Weider, MM testimony; tele RH;	4.33
9/12	Review Waller testimony; tele RH re: testimony revisions; tele. GW, GS, MM re: PSC data responses; tele rate team re: rate case issues, testimony	3.75
9/13	Testimony review Gillham; tele. rate team re: rate issues	1.5
9/14	Tele. rate team re: rate application	.5
9/20	Testimony review, Waller, Martin, Raab	2.5
		4.5
9/21	Testimony review, revisions	
9/22	Tele. RH, review GW testimony, tariffs, tele. BT re: customer notice; draft notice	3.75
9/25	Draft rate petition, customer notice, R&D tariff issues; MFR review	6.5
9/25	Christian testimony; tele. KF re: petition; several messages/calls BT re: notice, R&D	2.75

9/26	MFR's, tariffs and petition revisions	1.33
11/20	Revisions to petition; messages to EW; several messages, calls	2.75
9/28	File PSC application	.5
10/4	Deficiency response; review revised notice, tariffs; several messages BT; draft corrected sheet 4	3.5
10/5	Tele BT re: revised sheet 4	.25
10/10	Confidentiality petition for PSC DR 1	2.5
10/11	Confidentiality issues – PSC DR 1	3.5
10/25	Tele. GW re: motion to change procedural schedule	.25
10/26	Draft motion to revise procedural schedule/hearing date	.5
10/30	Message BT re: PSC responses	.25
11/2	Tele. PSC re: rescheduling hearing; message GW, RH	.25
11/10	Review PSC/AG DR's	.75
11/13	Response PSC DR's; ARM issues	2.25
11/15	Response KF re: PSC DR 2-15	.25
11/20	Several messages, petition for confidentiality for supp. PSC DR 1; review responses	2.25
11/21	Tele. AG re: confidentiality issues; draft AG confidentiality agreement; several messages re: AG confid. Responses; draft confid. Pet. for AG responses; several calls, messages re: MFR corrections	4.5
11./21	Revisions of supp. MFR; confid. Docs; review draft PSC, AG DR responses	2.5
11/24	Review draft responses; revise confid. pet, tele. RH	1.75
11/27	PSC/AG DR review, confid. pet., several messages	1.25
12/13	Tele. rate team re: PSC/AG responses; response EW re: AG DR – depreciation exhibits	.75
12/15	Responses BT re: AG responses	.25
12/18	AG DR responses; tele. RH review MM draft responses	1.75
12/21	Conference call re: AG issues	.5
12/22	Draft confid. pet. For AG responses	.75
12/28	Confid. pet., AG response issues	.75
12/29	Review responses PSC/AG	1.5
1/1/18	PSC DR 3 responses	2.25
1/2	AG responses; revise AG confid. pet.	1.25
1/3	PSC responses; message EW; PSC supplemental responses	.75
1/4	Conference call rate/tax issues; review response tax issues; message re: options	1.75
1/18	Review AG testimony	2.5
1/19	Review PSC order for current ROE issues; Message GW re: KPC ROE issues; ARM issues	2.5
1/23	Review Kollen/ Baudino testimony in Duke rate case; review AG's DRs	1.75
1/24	AG testimony review; DR questions; rate issues; review	3.5

	Christian/Story testimony; tele. RH re: rate case issues	
1/25	Conf. call re: rebuttal testimony	.75
1/30	AG DR responses; questions for AG witnesses; messages re: rate issues; tele. GW, BT re: AG responses	2.25
1/31	Review PSC supp. DR	.5
2/5	Confer3ence call re: PSC DR's	.5
2/9	Review rate/tax testimony; prepare for PSC conference	1.33
2/10	Client conf; PSC/AG conf. rate/tax settlement; Response GW re: Depreciation issues	4.25
2/12	Rate/tax settlement issues; response AG; tele. BT; several messages	.91
2/13	Several messages GW, BT re: settlement; review PSC DR 4; tele. GW, BT re; responses; revise DR's;	1.25
2/15	Draft hearing notice; response EW re: base period update; tele. BT re; case issues; response RH re: AG DR responses; review AG testimony; DR responses; tele. RH re: AG responses	1.75
2/17	Review AG testimony; cross exam issues; depreciation issues	3.5
2/21	Draft rate/tax settlement	2.5
2/22	MM rebuttal testimony; revisions to rate/tax settlement agreement	2.25
2/23	Settlement issues; several messages; rebuttal testimony – GW, MM, JC	3.5
2/24	Rebuttal testimony, GW, MM, JS, JC	4
2/26	Revisions to rebuttal; tele. RH; review AG DR responses; witness prep.; GHS rebuttal; review AG settlement; JC testimony	5.25
2/27	Several messages; revisions settlement; witness prep	3.75
2/28	Tele. GW re: rebuttal	.25
3/1	Case prep	2.5
3/2	Witness/case prep	2
3/5	Witness prep	4
3/6	Witness meeting travel to Franklin TN	4
3/7	Witness meeting/prep	9.5
3/8	Witness meeting/prep travel from Franklin TN	10.5
	Mileage Franklin and return 468 @\$0.50	\$234.00
3/9	Letter hearing notice; rebuttal correction. Tele. BT	1.75
3/15	Hearing prep	5.25
3/16	Hearing prep	6
3/19	RH hearing prep	4
3/20	Witness meeting hearing prep	12
3/21	Witness meeting prep	11.5
3/22	PSC hearing	12
3/28	Brief	6
3/29	Brief	3.5



3/30	Brief	6
3/31	Brief	5.5
4/2	Brief	4.5
4/3	Brief	4
4/4	Meeting RH; brief; travel to Owensboro	12
4/5	Meeting RH; brief; travel from Owensboro	11.75
	Mileage Owensboro 334@\$.50	\$167.00
	Sub total	273.9hrs @ \$350.00= \$95,865.00
+	<b>Expenses - mileage travel</b>	<b>\$401.00</b>
	Prior balance	\$00
	<b>TOTAL DUE</b>	<b>\$96,266.00</b>

25

The Law Offices of

**WILSON, HUTCHINSON & LITTLEPAGE**

611 Frederica Street  
Owensboro, Kentucky 42301  
Telephone (270) 926-5011  
Facsimile (270) 926-9394

William L. Wilson, Jr.  
Mark R. Hutchinson  
T. Tommy Littlepage  
Sean S. Land

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[randy@whplawfirm.com](mailto:randy@whplawfirm.com)  
[ttommy@whplawfirm.com](mailto:ttommy@whplawfirm.com)  
[sean@whplawfirm.com](mailto:sean@whplawfirm.com)

April 11, 2018

Atmos Energy Corporation  
P.O. Box 650205  
Dallas, Texas 75265

RE: Rate Case

**STATEMENT**

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7/12/17	To review of prior rate order in preparation for kickoff conference call on new rate case; participation in conference call	1.0 hr.
8/26/17	Review and edit of Mark Martin's testimony; review of orders in prior two rates cases	1.5 hrs.
9/11/17	To review and edit of proposed direct testimony of Greg Waller; telephone conference with Jack Hughes concerning same	1.25 hrs.
9/12/17	To continued review and edit of testimony of Greg Waller's and Vander Weide; extensive telephone conference with Jack Hughes; participation in conference call	2.5 hrs.
9/13/17	To continued review and edit of Dr. Vander Weide; preparation of correspondence to Jack Hughes concerning same; receipt and review of correspondence from Greg Waller concerning issues on the ARM mechanism; review of mechanics of ARM in preparation for conference call	2.0 hrs.

9/13/17	To review and edit of proposed direct testimony of Laura Gilham; preparation of correspondence concerning same	1.0 hrs.
9/14/17	To additional review of proposed ARM mechanism in preparation for conference call with Greg and Jack concerning same; legal research concerning Kentucky statutory and regulatory issues pertaining to ARM	1.75 hrs.
9/20/17 9/21/17	To review of revised testimony of Mark Martin and Greg Waller; review of testimony of Paul Rabb; telephone conference with Jack concerning suggested additional edits to testimony of Greg Waller and Mark Martin; preparation for conference call; participation in status call on rate case	3.5 hrs.
9/22/17	To review of proposed tariff pertaining to ARM; telephone conference with Jack Hughes concerning same	1.5 hrs.
9/24/17	To review of proposed public notice and comparison to regs; review of Jack's proposed changes	.75 hr.
9/25/17	To receipt and review of proposed application for adjustment of rates; review of prior testimony and prior proposed testimony and regs; telephone conference with Jack Hughes	1.25 hrs.
9/25/17	To review and edit of testimony of Joe Christian	1.0 hr.
10/4/17	To review of deficiency letter in rate case; work on proposed draft of response; double check citations of prior decisions and regs; preparation of correspondence to Jack Hughes	1.5 hrs.
10/6/17 10/7/17	Work on key points summary of direct testimony and application	2.5 hrs.
10/10/17	Work with Jack on petition for confidentiality relating to various of the initial data request of staff; review of LG&E and Duke recent rate cases to determine whether any PSC rulings on confidentiality issues raised; work	

	on revisions to initial draft of petition for confidentiality	2.0 hrs.
11/9/17	To initial review and consideration of staff's second request for information and the AG's initial data request and consideration of same	1.5 hrs.
11/13/17	To receipt of Order entered by Commission; receipt of proposed draft of response concerning Duke Energy; work on revisions;	1.0 hr.
11/21/17	To review of e-mail correspondence concerning Confidentiality Agreement with AG; review of Confidentiality Agreement; correspondence with Jack Hughes concerning same; telephone conference with Gary Smith and Jack Hughes regarding confidential information that had been erroneously filed in the record; telephone conference with Mark Martin concerning rate case issue; research of ex parte issue	2.5 hrs.
11/22/17	Initial review of responses to AG's data request and staff data request 2; work on proposed comments and edits; telephone conference with Jack Hughes concerning noted changes	3.0 hrs.
11/27/17 11/28/17	To work on revisions to petition for confidentiality; preparation of edits for forwarding to Jack, etc.	.50 hrs.
11/28/17	Additional work on petition for confidentiality; telephone conference with Jack Hughes; additional work on revised drafts of responses to DR's	1.5 hrs.
12/9/17	Continued work on preparation of rate case key point summary for hearing purposes	1.5 hrs.
12/13/17	To initial review of additional round of discovery from AG and staff; initial work on same; telephone conference concerning PRP questions; review of regs and prior orders	2.5 hrs.
12/16/17	To work on rate case, including work on response to Kent Chandler concerning recovery of rate case expenses; consideration of needed response; work	

	on response concerning internal memorandum related to expansion of PRP program; work on expanded response to data request relating to authority for recovery of various assets and costs under PRP	2.0 hrs.
12/17/17	Work on motion for deviation concerning Watson work papers from prior rate case concerning depreciation	.5 hrs.
12/17/17	Additional work on response to AG's data request 2-15 (c) and 2-19; preparation of correspondence to Jack and telephone conference with Jack and other general work	1.0 hr.
12/18/17	Telephone conferences with Jack Hughes and Kevin Frank; work on additional discovery matters	1.0 hr.
12/19/17	Telephone conference with Kent Chandler and with Larry Cook; telephone conference with Greg Waller; preparation of correspondence; work on responses to data requests relating to PRP, including consideration of needed revisions; telephone conference with Jack Hughes; correspondence with Greg Waller, et al	1.5 hrs.
12/19/17	To telephone conference with Greg Waller and Gary Smith concerning recovery of rate case expenses in prior rate case; work on correspondence; telephone conference with Kent Chandler	.50 hrs.
12/21/17	To review of issues relating to PRP responses in preparation for conference call; conference call concerning PRP responses	1.5 hrs.
12/28/17	To work on petition for confidentiality concerning various supplemental responses to data request; miscellaneous work on various responses to data requests	1.20 hrs.
12/29/17	Review of proposed responses to AG's second set of data request; preparation of correspondence to Jack concerning proposed edits	1.0 hrs.
1/2/18	Review of proposed responses to staff's data request no. 3; review of prior responses; work	

	on correspondence to Jack concerning same	1.5 hrs.
1/7/18	Review of prior data request responses and work on summary of key points re: responses to data requests	2.5 hrs.
1/8/18	To continued work on review of prior responses to data request and work on key points summary	2.0 hrs.
1/17/18	Continued work on review of data request responses and hearing summaries; initial review of testimony of Lane Kollen	2.5 hrs.
1/20/18 1/21/18	Extensive work and analysis of direct testimony of AG expert witnesses; review of recent rate cases; additional review and summarization of key point summary of AG experts testimony	4.5 hrs.
1/24/18	Continued work on rate case including review of testimony relating to effect of income tax reduction; work on proposed data requests to AGs expert witnesses; continued work on summary for hearing and brief purposes	4.0 hrs.
1/24/18	Preparation for conference call; conference call concerning rate case; work on review of prior testimony of Kollen and Baudino in Duke case; consideration of proposed data request, etc.	2.0 hrs.
1/28/18	Work on potential DRs and cross examination questions for Lane Kollen concerning private letter ruling and NOL matter including review of prior testimony responses to data request; review of other testimony provided by Lane Kollen	2.25 hrs.
1/30/18	Work on data requests to AG's witnesses; review of LG&E tax settlement	2.75 hrs.
2/11/18 2/12/18	Work on review and revisions to proposed responses to Staff's 4 <sup>th</sup> data request; telephone conference with Jack concerning same	1.0 hr.
2/12/18	Review of proposed responses to Staff data request 4; review of material being submitted to AG and	

	staff concerning reduction of rates due to reduction of federal tax; preparation of correspondence concerning data request; telephone conference with Jack Hughes	1.0 hr.
2/13/18	Continued work responses to data request	1.5 hrs.
2/14/18	Initial review of data request responses from AG witnesses	1.25 hrs.
2/15/18	To review of rebuttal testimony filed in Duke Energy rate case; work on potential cross examination questions for Kollen and Baudino	2.25 hrs.
2/17/18 2/18/18	Work on preparation of cross examination questions for company witnesses and additional work on cross examination for AG witnesses	6.0 hrs.
2/19/18	Continued work on rate case including specifically company witness cross examination preparation	2.5 hrs.
2/20/18	Continued work on rate case including additional review of testimony and continued work on cross examination; various telephone and e-mail correspondence with Jack Hughes and others	4.0 hrs.
2/21/18	Continued work on witness cross examination; conference call concerning tax reform; conference with Jack Hughes	2.0 hrs.
2/24/18 2/25/18	Continued work on rate case including review of rebuttal testimony and preparation of various revisions; additional work on NOLC issue	7.0 hrs.
2/26/18	Various work on rate case, including additional review of rebuttal testimony; various email and telephone conferences with Mark Martin, Greg Waller, etc. concerning NOLC issue	2.75 hrs.
2/27/18	Additional work on rebuttal, including review of Vanderweide and Watson rebuttal; review of proposed changes to testimony of Joe Christian	1.75 hrs.
3/3/18 3/4/18	Additional work on cross examination preparation based on rebuttal testimony and additional review of discovery	5.0 hrs.

3/5/18	To continued rate case hearing preparation, including additional work on proposed cross examination of company witnesses; various telephone conferences with Mark Martin and AG's office concerning settlement procedure	6.0 hrs.
3/6/18 3/8/18	To work on rate case including various telephone and e-mail correspondence with staff and AG concerning settlement conferences; travel to and from Nashville and two day work on witness prep	20.0 hrs.
3/9/18	Review of settlement material in preparation for conference call; telephone conference with Jack; conference at Atmos with Mark Martin and Kevin Dobbs in connection with settlement telephone call with AG's office	3.0 hrs.
3/13/18	Various e-mail and telephone conferences with Jack Hughes, Kevin Frank and Mark Martin concerning various rate case issues	1.0 hr.
3/14/18 3/15/18	Continued work on rate case hearing preparation including continued review of Duke hearing	8.0 hrs.
3/17/18 3/18/18	Continued work on rate case hearing preparation including continued work on cross examination	12.0 hrs.
3/19/18- 3/22/18	Travel to Frankfort and work on rate case and rate case hearing	36.0 hrs.
3/23/18	To work on post hearing data request listing; telephone conferences with Kevin Frank and Jack Hughes concerning briefing and other matters; work on correspondence to Atmos' witness matters	1.0 hr.
3/24/18- 4/3/18	Work on brief	28.0 hrs.
4/4/18- 4/5/18	Work with Jack on brief	14.0 hrs.
4/6/18	Final cleaning up of brief and forwarding to Brannan and Kevin	2.0 hrs.



242.20 hrs. x \$275.00 = \$ 66,605.00

OUT-OF-POCKET EXPENSES:

2/9/18	Hotel-Frankfort.. .....	\$ 166.85
2/15/18	Copies of testimonies.....	\$ 300.00
3/8/18	Hotel - Franklin, TN	\$ 562.26
3/19/18	Travel to Frankfort, Ky.....	\$ 170.50
3/19/18	Staples in Frankfort(copies)...	\$ 67.32
4/4/18	Copies (Brief).....	\$ 33.75
4/2/18	Paid PSC for DVD.....	\$ 11.87

TOTAL EXPENSES: \$ 1,312.55

**TOTAL LEGAL FEE AND EXPENSES: \$ 67,917.55**

Atmos Energy Corporation  
Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
CY 2013 (Available Data)

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2013 Medical (Employee)	2013 Medical (Atmos)	2013 Dental (Employee)	2013 Dental (Atmos)	2013 Vision (Employee)	2013 Pension Account Plan (Atmos)
<b>Shared Services (Division 002)</b>													
Executive 0148	174,272.65	-	-	-	394,298.84	875.75	589,447.24	22,098.57	105,470.91	1,379.19	6,545.38	-	34,878.57
Executive 0823	673,481.60	-	-	-	3,376,322.45	-	4,049,784.05	24,372.57	103,212.84	1,379.19	6,545.38	252.20	22,955.04
Executive 1388	182,230.88	-	-	-	382,879.19	-	545,110.05	22,098.57	105,470.91	1,379.19	6,545.38	-	18,107.44
Executive 1570	250,913.00	-	-	-	745,317.20	-	986,230.20	46,041.84	145,904.28	2,069.88	9,818.04	-	23,630.79
Executive 1663	272,716.20	-	-	-	1,026,003.15	-	1,298,719.35	32,473.80	149,437.38	2,069.88	9,818.04	345.80	32,270.23
Executive 1691	235,116.20	-	-	-	639,737.70	-	874,853.90	32,473.80	149,437.38	2,069.88	9,818.04	-	42,031.59
Executive 1721	253,025.40	-	-	-	984,567.67	-	1,237,593.27	32,473.80	149,437.38	2,069.88	9,818.04	-	22,616.90
Executive 2231	151,325.40	-	-	-	288,403.45	-	419,728.85	22,098.57	105,470.91	1,379.19	6,545.38	-	19,924.55
Executive 2639	180,720.80	-	-	-	405,952.98	207.96	586,881.74	18,604.95	90,169.72	1,379.19	6,545.38	-	20,075.78
Executive 2792	142,615.40	-	-	-	135,915.67	-	278,531.07	32,679.84	149,374.38	-	-	-	23,330.45
Executive 2794	149,613.00	-	-	-	164,731.18	-	314,244.18	25,584.00	134,508.09	2,069.88	9,818.04	-	17,268.66
Executive 2926	142,813.80	-	-	-	195,038.27	-	337,852.07	18,479.65	90,207.00	1,379.19	6,545.38	117.00	13,465.88
Executive 4258	281,461.60	-	-	-	262,948.31	-	524,409.91	32,473.80	149,437.38	2,069.88	9,818.04	-	24,372.19
Executive 5764	296,153.80	-	-	-	352,486.28	-	648,640.08	32,473.80	149,437.38	2,069.88	9,818.04	342.20	-
Director	4,068,011.07	-	-	-	3,304,729.66	4,714.28	7,378,455.01	1,055,412.88	4,302,702.92	62,398.11	294,023.78	6,634.87	477,598.94
Exempt (Salaried)	15,015,714.50	3,697.99	-	-	2,641,821.80	118,073.82	17,769,585.00	6,889,732.57	25,120,137.45	370,099.13	1,495,053.77	34,110.96	1,198,778.38
Manager	4,855,655.11	1,168.13	-	-	1,585,874.66	13,799.01	6,200,189.19	1,481,799.57	5,707,960.56	81,816.19	344,484.22	6,776.84	430,622.61
Non-Exempt (Hourly)	2,943,000.76	174,628.85	-	-	169,469.19	212,773.15	3,399,871.95	2,130,905.80	8,009,260.18	121,345.74	484,155.53	12,115.78	253,636.83
Supervisor	361,806.29	-	-	-	45,337.06	1,021.44	408,164.79	183,196.89	818,264.86	10,416.99	41,584.11	1,500.10	17,201.79
<b>Customer Service Organization (Division 012)</b>													
Executive 0704	138,846.20	-	-	-	198,628.89	-	337,475.09	34,750.05	147,161.07	2,069.88	9,818.04	-	13,393.57
Director	836,124.17	-	-	-	580,690.31	2,469.35	1,219,283.83	146,658.11	595,248.80	8,277.33	39,272.22	504.40	81,295.43
Exempt (Salaried)	2,119,489.00	11,344.40	-	-	183,013.61	34,443.05	2,345,116.97	1,305,823.58	4,679,016.95	70,102.11	280,613.94	6,809.15	150,565.71
Manager	1,842,016.76	-	-	-	465,832.73	3,847.05	2,331,696.56	617,376.12	2,268,798.40	35,070.44	144,530.11	4,493.26	149,891.91
Non-Exempt (Hourly)	12,678,837.91	1,096,898.83	-	1,184.28	1,113,852.80	464,512.81	15,177,995.57	14,707,594.50	52,371,239.65	781,809.10	3,124,137.97	77,487.07	947,585.67
Supervisor	2,924,474.58	74,248.87	-	-	249,675.38	94,513.76	3,342,910.57	2,462,431.51	8,677,879.60	128,812.17	514,030.21	12,678.64	227,898.50
<b>Kentucky/Mid-States Service Area 009</b>													
Exempt (Salaried)	205,806.77	-	-	-	10,599.19	3,464.07	219,870.03	174,284.78	617,928.13	9,506.11	38,008.18	1,037.40	43,356.00
Manager	336,088.92	-	-	-	48,944.67	7,206.73	392,240.52	120,046.33	571,365.84	8,026.31	32,107.03	462.80	61,346.74
Non-Exempt (Hourly)	5,558,628.20	259,583.68	-	128,252.52	334,888.17	385,288.60	6,639,905.63	5,926,212.50	21,359,975.69	301,502.87	1,205,470.72	22,345.48	1,000,436.57
Supervisor	960,358.76	10,867.20	-	8,983.81	109,147.36	33,933.87	1,123,311.00	606,262.04	2,275,279.93	30,541.64	125,993.56	2,163.20	162,829.42
<b>Kentucky/Mid-States Service Area 091</b>													
Executive 0032	185,488.40	-	-	-	344,283.26	-	529,771.66	34,750.05	147,161.07	2,069.88	9,818.04	-	34,742.83
Executive 0769	112,914.96	-	-	-	76,721.22	-	189,636.18	22,098.57	105,470.91	1,379.19	6,545.38	-	34,076.02
Executive 1092	80,516.56	-	-	-	32,709.18	-	113,225.74	32,679.84	149,374.38	2,069.88	9,818.04	117.00	3,865.80
Executive 1128	107,452.36	-	-	-	75,065.48	-	182,517.84	24,899.56	145,915.84	2,204.26	10,430.18	337.82	18,859.87
Executive 1242	117,670.79	-	-	-	145,017.63	-	262,688.42	32,473.80	149,437.38	2,069.88	9,818.04	252.20	29,714.09
Executive 1660	104,765.46	-	-	-	73,574.33	-	178,339.78	34,605.00	159,178.82	2,204.26	10,430.18	345.80	18,689.52
Executive 2585	121,439.42	-	-	-	84,585.62	223.12	206,248.16	33,683.30	109,811.25	1,468.72	6,953.47	252.20	33,129.10
Executive 2688	102,521.84	-	-	-	86,527.03	214.93	189,263.80	34,605.00	159,178.82	2,204.26	10,430.18	-	9,403.99
Executive 3127	113,927.88	-	-	-	95,065.60	-	206,993.48	32,679.84	149,374.38	2,069.88	9,818.04	345.80	27,749.02
Executive 3818	111,693.82	-	-	-	45,488.14	-	157,181.96	23,597.46	136,962.90	2,069.88	9,818.04	345.80	21,110.92
Exempt (Salaried)	1,809,616.08	-	-	-	192,925.76	38,433.09	1,840,974.93	836,909.44	3,307,868.03	47,000.93	188,089.78	3,821.28	223,523.85
Manager	675,785.67	-	-	-	95,457.40	1,866.29	773,109.36	236,091.41	1,168,386.51	16,567.80	67,038.34	925.60	135,453.87
Non-Exempt (Hourly)	772,069.31	13,554.91	-	-	44,627.65	11,093.85	841,345.72	488,266.59	2,138,827.47	28,988.80	115,738.37	943.07	148,345.55
Supervisor	77,513.98	-	-	-	9,977.23	-	87,491.21	46,316.84	143,684.82	2,069.88	8,275.20	345.80	19,602.67

Note: Full calendar year 2013 data is not readily available.

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-St  
 CY 2013 (Available Data)

	2013 Retirement Savings Plan (Employee)	2013 Retirement Savings Plan (Atmos)	2013 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)		2013 AD&D (Employee Cost)	2013 Group Variable Universal Life (GVUL) (Employee Cost)	2013 Basic Life (Atmos Cost)	Available 2013 Atmos Cost	Available 2013 Employee Cost
<b>Shared Services (Division 002)</b>									
Executive 0148	23,000.00	9,101.60	-	-	95.94	2,843.76	1,206.66	157,003.12	49,417.46
Executive 0823	23,000.00	10,000.00	-	-	-	-	1,856.40	144,569.66	49,003.96
Executive 1388	17,500.00	9,476.01	-	-	-	-	1,257.05	140,856.79	40,977.76
Executive 1570	20,400.12	10,000.00	-	-	-	-	1,729.10	191,082.21	68,511.84
Executive 1863	23,000.00	10,000.00	-	-	-	-	1,856.40	203,382.05	57,889.48
Executive 1891	10,200.06	10,000.00	-	-	239.98	-	1,620.37	212,907.38	44,983.72
Executive 1721	23,000.00	10,000.00	-	-	-	-	1,745.02	193,616.93	57,543.66
Executive 2261	23,000.00	7,868.92	-	-	-	-	1,042.24	140,852.00	46,477.76
Executive 2639	17,500.00	9,397.48	-	-	105.04	-	1,246.44	127,433.80	37,589.18
Executive 2792	7,411.00	7,411.00	-	-	-	-	983.89	181,099.72	40,090.84
Executive 2794	17,481.30	7,769.45	-	-	144.04	801.84	1,031.63	170,385.87	46,081.06
Executive 2926	23,000.00	7,421.33	-	-	-	-	983.89	118,623.46	42,974.84
Executive 4258	23,000.00	10,000.00	-	-	-	1,205.49	1,803.36	195,430.97	58,749.17
Executive 5764	10,200.06	5,492.31	8,292.34	479.96	-	-	1,856.40	174,896.47	45,565.90
Director	436,718.01	199,403.47	33,319.06	3,306.62	3,306.62	33,692.56	29,235.65	5,336,283.82	1,598,163.05
Exempt (Salaried)	1,606,736.01	698,288.15	153,727.91	13,467.83	13,467.83	117,980.09	109,355.22	28,775,340.86	8,832,126.59
Manager	591,336.89	236,012.98	31,208.98	4,122.32	4,122.32	33,750.26	34,351.36	6,783,940.11	2,199,602.07
Non-Exempt (Hourly)	244,482.23	152,115.94	35,852.26	2,590.00	2,590.00	18,282.98	22,340.45	8,957,361.18	2,529,712.53
Supervisor	38,833.69	11,617.06	1,508.87	90.22	90.22	865.68	2,569.79	892,746.48	232,903.57
<b>Customer Service Organization (Division 012)</b>									
Executive 0704	17,500.00	7,210.31	-	-	479.96	-	957.37	178,540.36	54,799.89
Director	62,836.19	33,055.81	-	-	1,122.42	5,080.67	4,513.70	753,383.96	224,277.12
Exempt (Salaried)	154,161.93	96,912.09	10,688.57	2,023.73	2,023.73	22,144.21	15,949.13	5,233,746.39	1,561,064.71
Manager	226,717.23	91,301.26	17,153.54	1,873.56	1,873.56	25,122.79	12,966.84	2,684,662.08	910,653.40
Non-Exempt (Hourly)	890,433.05	654,417.58	105,156.06	27,637.22	27,637.22	143,256.63	97,148.06	57,299,664.99	16,628,217.57
Supervisor	206,005.27	150,077.53	17,388.83	5,680.32	5,680.32	50,815.81	21,552.80	9,608,827.28	2,966,221.72
<b>Kentucky/Mid-States Service Area 009</b>									
Exempt (Salaried)	28,601.21	10,680.99	-	-	696.02	5,374.66	1,447.99	711,422.29	219,500.18
Manager	44,169.22	17,428.67	-	-	231.07	3,504.24	2,381.50	684,629.78	176,439.97
Non-Exempt (Hourly)	553,154.28	305,812.88	14,239.65	8,265.09	8,265.09	92,980.31	40,822.24	23,926,757.75	6,904,460.53
Supervisor	125,354.95	51,612.17	-	-	686.44	14,917.72	6,776.51	2,622,493.80	780,125.99
<b>Kentucky/Mid-States Service Area 091</b>									
Executive 0032	14,458.49	9,638.91	-	-	48.10	-	1,278.26	202,639.12	51,326.52
Executive 0769	20,508.93	5,859.69	-	-	-	2,779.40	795.60	152,747.60	46,766.09
Executive 1092	10,679.44	4,171.43	-	-	-	-	575.48	167,805.13	45,546.16
Executive 1128	23,000.00	5,572.48	-	-	48.10	-	761.12	181,539.49	50,489.74
Executive 1242	23,000.00	6,110.60	-	-	48.10	-	822.12	195,902.23	57,843.98
Executive 1660	23,000.00	5,436.78	-	-	-	-	737.26	194,472.56	60,155.06
Executive 2595	23,000.00	6,441.15	-	-	479.96	4,056.48	838.03	157,173.00	62,940.66
Executive 2688	17,500.00	5,316.79	-	-	-	924.64	726.65	185,056.42	55,233.90
Executive 3127	23,000.00	5,908.31	-	-	239.98	3,004.32	806.21	193,655.95	61,338.82
Executive 3618	20,971.03	5,796.32	-	-	-	-	784.99	174,473.17	46,984.17
Exempt (Salaried)	202,759.51	77,633.64	10,530.66	1,321.43	1,321.43	12,230.68	11,536.20	3,819,182.36	1,104,043.27
Manager	101,658.80	35,161.44	5,002.29	700.44	700.44	11,448.86	4,757.69	1,415,800.14	367,290.93
Non-Exempt (Hourly)	111,903.74	42,604.07	2,440.09	633.96	633.96	10,026.26	5,558.59	2,454,514.14	638,780.42
Supervisor	4,022.62	4,022.57	-	-	419.90	-	546.31	176,131.57	55,174.04

Note: Full calendar year 2013 data is not readily avail

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
 CY 2014 (at December)

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2014 Medical (Employee)	2014 Medical (Atmos)	2014 Dental (Employee)	2014 Dental (Atmos)	2014 Vision (Employee)	2014 Pension Account Plan (Atmos)
<b>Shared Services (Division 002)</b>													
Executive 0148	234,339.99	-	-	-	461,017.62	-	695,357.61	2,944.27	11,454.83	161.04	640.89	-	40,350.70
Executive 0823	918,096.68	-	-	-	5,636,608.10	-	6,554,704.78	2,951.27	11,447.88	161.04	640.89	221.59	28,322.48
Executive 1388	244,007.15	-	-	-	510,687.46	-	754,694.61	2,691.27	11,700.75	161.04	640.89	-	20,786.93
Executive 1570	335,709.07	-	-	-	1,126,702.45	-	1,462,411.52	4,082.84	16,930.16	241.58	961.47	-	26,560.69
Executive 1663	364,880.54	-	-	-	1,209,387.95	-	1,574,268.49	4,041.71	16,940.84	241.58	961.47	304.31	35,362.16
Executive 1691	314,573.62	-	-	-	770,425.30	-	1,084,998.92	4,041.71	16,940.84	241.58	961.47	-	45,212.22
Executive 1721	338,535.39	-	-	-	1,173,127.53	-	1,511,662.92	4,041.71	16,940.84	241.58	961.47	-	20,204.89
Executive 2261	201,845.47	-	-	-	307,767.21	779.33	510,392.01	2,691.27	11,700.75	161.04	640.89	-	22,751.46
Executive 2639	241,795.37	-	-	-	469,392.03	-	711,187.40	2,320.71	10,257.21	161.04	640.89	-	22,636.43
Executive 2792	203,940.11	-	-	-	231,900.50	-	435,840.61	4,041.71	16,940.84	-	-	-	27,544.40
Executive 2794	200,040.94	-	-	-	241,868.75	-	441,909.69	3,013.55	16,734.17	241.58	961.47	214.80	18,921.10
Executive 2926	203,723.92	-	-	-	270,178.40	-	473,902.32	2,320.71	10,257.21	161.04	640.89	103.34	15,503.05
Executive 4258	349,822.49	-	-	-	778,952.65	-	1,128,775.14	4,041.71	16,940.84	241.58	961.47	-	27,223.04
Executive 5764	413,097.64	-	-	-	1,093,246.43	-	1,506,344.07	4,041.71	16,940.84	241.58	961.47	304.31	-
Director	5,205,383.47	-	-	-	4,315,884.54	34,329.61	9,555,597.62	117,086.59	451,170.39	6,748.10	26,845.92	6,141.08	492,052.09
Exempt (Salaried)	19,800,025.57	8,389.97	-	-	3,475,136.01	75,010.35	23,158,561.90	704,854.07	2,496,094.03	37,354.32	149,074.78	30,948.65	1,254,854.88
Manager	6,609,072.26	-	-	-	2,021,840.99	12,105.86	8,643,019.11	173,265.79	631,575.25	9,862.99	39,195.82	6,155.28	493,160.30
Non-Exempt (Hourly)	3,795,264.87	233,786.20	-	-	217,957.58	262,057.91	4,509,066.56	207,045.02	709,833.94	11,429.29	45,589.17	10,327.95	286,458.15
Supervisor	426,172.08	-	-	-	53,524.55	13,397.96	493,094.59	10,366.83	43,327.27	644.16	2,568.87	817.14	21,396.59
<b>Customer Service Organization (Division 012)</b>													
Executive 0704	203,333.31	-	-	-	366,231.31	-	569,564.62	4,301.46	16,684.63	241.58	961.47	-	15,593.28
Director	861,766.81	-	-	-	783,508.79	-	1,645,275.60	17,974.13	66,827.17	968.24	3,845.61	443.18	92,457.18
Exempt (Salaried)	3,221,323.42	3,947.50	-	-	295,661.22	23,219.71	3,544,151.85	141,702.65	478,289.71	6,925.80	27,617.16	6,849.64	168,448.29
Manager	2,068,534.37	-	-	-	485,919.07	109,564.94	2,664,018.38	60,451.49	216,405.67	3,532.88	14,077.11	2,802.77	135,576.24
Non-Exempt (Hourly)	16,212,987.92	1,094,986.25	-	907.08	1,185,322.01	504,457.03	18,998,680.29	1,190,078.65	3,932,550.96	61,114.35	244,047.36	64,507.18	989,156.83
Supervisor	3,521,258.94	92,148.19	-	-	246,504.35	60,391.07	3,920,302.55	210,758.43	688,366.88	10,786.43	43,290.44	11,447.95	229,455.26
<b>Kentucky/Mid-States Service Area 009</b>													
Exempt (Salaried)	1,035,962.63	-	-	-	71,907.33	7,284.63	1,115,164.59	48,175.47	171,199.58	2,601.36	10,353.51	2,428.53	162,688.62
Manager	572,245.47	-	-	-	81,602.62	839.90	654,687.99	14,973.34	63,354.17	921.37	3,671.25	563.09	85,356.01
Non-Exempt (Hourly)	7,916,743.18	428,384.71	-	167,325.08	460,733.09	666,169.60	9,639,355.66	559,706.53	1,893,390.39	27,563.88	109,779.59	21,025.38	1,092,271.02
Supervisor	997,504.87	-	-	-	126,672.46	12,218.48	1,136,395.81	47,341.65	156,334.82	2,174.04	8,659.00	1,376.73	138,099.28
<b>Kentucky/Mid-States Service Area 091</b>													
Executive 0032	247,218.87	-	-	-	418,019.54	955.27	664,193.68	4,048.71	16,933.83	241.58	961.47	-	38,203.97
Executive 0769	150,869.80	-	-	-	42,370.28	-	193,240.08	2,691.27	11,700.75	161.04	640.89	-	37,282.54
Executive 1092	112,309.29	-	-	-	38,048.27	-	150,357.56	4,041.71	16,940.84	241.58	961.47	217.95	4,720.53
Executive 1128	144,862.53	-	-	-	120,391.44	-	265,253.97	2,753.55	16,995.23	241.58	961.47	304.31	20,811.19
Executive 1242	155,806.32	-	-	-	110,992.18	-	266,800.50	4,294.45	16,691.63	241.58	961.47	221.59	31,688.61
Executive 1680	139,376.49	-	-	-	89,143.77	1,604.43	229,124.69	4,041.71	16,940.84	241.58	961.47	304.31	20,539.21
Executive 2585	157,871.22	-	-	-	99,832.06	714.39	258,417.67	3,785.00	11,344.14	161.04	640.89	221.59	32,188.72
Executive 2688	137,909.77	-	-	-	130,998.56	-	268,908.33	4,041.71	16,940.84	241.58	961.47	-	10,517.28
Executive 3127	153,592.61	-	-	-	128,867.00	13.60	282,493.21	4,041.71	16,940.84	241.58	961.47	304.31	29,799.89
Executive 3818	149,238.11	-	-	-	126,569.24	373.58	276,200.93	2,753.55	16,995.23	241.58	961.47	304.31	23,274.55
Exempt (Salaried)	2,058,417.57	-	-	-	267,570.17	13,801.85	2,339,589.59	78,053.21	295,243.22	4,440.38	17,677.91	2,629.63	241,114.46
Manager	893,884.99	-	-	-	126,599.22	3,575.19	1,030,059.40	23,627.13	111,836.93	1,588.70	6,325.85	793.11	144,960.87
Non-Exempt (Hourly)	1,211,561.39	33,844.15	-	910.75	68,052.27	9,965.63	1,324,334.19	52,543.82	220,989.29	3,128.56	12,485.52	1,626.11	185,011.65
Supervisor	167,948.27	-	-	-	18,393.17	-	186,341.44	6,866.02	21,203.44	322.08	1,264.57	407.65	19,686.76

Atmos Energy Corporation  
Shared Services (002 and 012) and Kentucky/Mid-Sts  
CY 2014 (at December)

	2014 Retirement Savings							
	2014 Retirement Savings Plan (Employee)	2014 Retirement Savings Plan (Atmos)	2014 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)	2014 AD&D (Employee Cost)	2014 Group Variable Universal Life (GVUL) (Employee Cost)	2014 Basic Life (Atmos Cost)	Total 2014 Atmos Cost	Total 2014 Employee Cost
<b>Shared Services (Division 002)</b>								
Executive 0148	23,000.00	9,373.80	-	95.94	2,949.14	1,243.79	63,063.81	29,150.39
Executive 0823	23,000.00	10,400.00	-	-	-	1,856.40	52,667.65	26,333.90
Executive 1388	17,500.00	9,760.29	-	-	-	1,294.18	44,183.04	20,352.31
Executive 1570	20,800.00	10,400.00	-	-	-	1,782.14	56,634.46	25,124.40
Executive 1663	23,000.00	10,400.00	-	-	-	1,866.40	65,640.87	27,587.58
Executive 1691	10,400.00	10,400.00	-	239.98	-	1,670.76	75,185.29	14,923.25
Executive 1721	23,000.00	10,400.00	-	-	-	1,798.08	50,305.26	27,283.27
Executive 2261	23,000.00	8,104.99	-	-	-	1,074.06	44,272.15	25,852.31
Executive 2639	17,500.00	9,671.81	-	105.04	-	1,283.57	44,489.91	20,086.79
Executive 2792	8,314.38	8,157.60	-	-	-	1,082.02	53,724.86	12,356.09
Executive 2794	17,500.00	8,001.84	-	144.04	835.28	1,060.80	45,679.18	21,949.23
Executive 2926	23,000.00	8,148.98	-	-	-	1,082.02	35,632.13	25,685.09
Executive 4258	23,000.00	10,400.00	-	-	2,266.98	1,856.40	57,381.75	29,550.25
Executive 5764	10,400.00	10,400.00	10,400.00	479.98	-	1,856.40	40,558.71	15,467.54
Director	487,921.09	206,123.31	46,241.38	3,498.86	37,899.90	28,458.72	1,250,891.81	659,295.62
Exempt (Salaried)	1,708,674.45	726,070.59	191,588.50	14,335.35	122,212.47	105,261.10	4,922,944.88	2,619,279.31
Manager	636,334.31	254,208.44	41,012.06	4,173.01	37,109.96	35,928.28	1,495,100.15	870,901.34
Non-Exempt (Hourly)	265,384.50	147,463.23	37,291.41	3,125.39	16,281.63	21,706.59	1,228,342.49	513,593.98
Supervisor	59,555.37	17,060.66	3,204.99	90.22	924.92	2,264.33	89,822.71	72,398.64
<b>Customer Service Organization (Division 012)</b>								
Executive 0704	17,500.00	8,133.33	-	479.98	-	1,082.02	42,454.73	22,522.98
Director	66,455.45	34,470.67	-	1,122.42	5,984.36	4,572.73	202,173.36	92,945.78
Exempt (Salaried)	186,155.65	122,074.34	23,088.89	2,200.32	24,536.09	17,256.51	834,772.89	368,370.15
Manager	163,975.95	77,993.47	21,387.91	2,238.85	24,108.95	11,650.39	477,092.79	257,110.89
Non-Exempt (Hourly)	820,279.91	628,310.73	145,094.50	27,125.69	145,833.55	88,850.10	8,028,010.48	2,308,939.33
Supervisor	203,005.14	141,672.16	19,296.33	5,051.22	48,112.71	19,475.01	1,141,556.08	487,161.88
<b>Kentucky/Mid-States Service Area 009</b>								
Exempt (Salaried)	119,743.32	41,967.08	3,232.53	1,026.22	11,005.02	5,534.03	394,875.30	184,980.92
Manager	67,822.76	22,823.42	-	232.18	4,025.44	3,042.72	178,349.57	88,536.18
Non-Exempt (Hourly)	814,093.18	347,897.53	32,883.34	8,310.89	97,222.43	43,130.96	3,519,152.83	1,327,927.29
Supervisor	113,180.97	40,112.92	-	838.98	13,762.21	6,307.11	348,512.16	178,474.56
<b>Kentucky/Mid-States Service Area 091</b>								
Executive 0032	14,890.47	9,926.97	-	48.10	-	1,318.04	67,344.28	19,228.84
Executive 0769	21,121.84	6,034.79	-	-	2,827.20	801.11	58,460.08	26,801.35
Executive 1092	16,177.72	4,492.37	-	-	-	595.60	27,710.81	20,678.94
Executive 1128	23,000.00	5,794.50	-	48.10	-	788.39	45,330.78	26,347.52
Executive 1242	23,000.00	6,232.33	-	48.10	-	825.79	58,399.83	27,805.70
Executive 1660	23,000.00	5,599.24	-	-	-	741.01	44,781.77	27,587.58
Executive 2585	23,000.00	6,441.15	-	479.96	4,056.48	837.98	51,452.88	31,704.07
Executive 2688	17,500.00	5,516.39	-	-	955.16	731.58	34,667.56	22,738.43
Executive 3127	23,000.00	6,143.70	-	239.98	1,901.34	814.16	54,660.06	29,728.90
Executive 3618	23,000.00	5,969.52	-	-	-	780.46	47,991.23	26,299.42
Exempt (Salaried)	212,464.11	80,740.25	11,204.36	1,346.81	11,986.24	10,991.43	656,971.63	310,920.36
Manager	102,550.79	36,179.61	5,170.95	712.08	9,004.06	4,767.32	309,281.53	138,275.87
Non-Exempt (Hourly)	133,265.07	49,746.31	3,340.80	598.21	10,958.14	6,252.20	457,785.97	202,113.71
Supervisor	10,053.61	6,800.23	2,602.75	440.96	224.20	891.95	52,471.70	18,314.52

Atmos Energy Corporation  
Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
CY 2015 (at December)

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2015 Medical (Employee)	2015 Medical (Atmos)	2015 Dental (Employee)	2015 Dental (Atmos)	2015 Vision (Employee)
<b>Shared Services (Division 002)</b>												
Executive 0148	238,555.79	-	-	-	563,647.48	2,787.23	804,990.50	31,819.16	132,757.35	1,878.60	7,475.01	-
Executive 0823	946,004.88	-	-	-	6,416,933.89	593.25	7,363,532.02	34,457.16	129,998.91	1,878.60	7,475.01	220.74
Executive 1368	273,238.32	-	-	-	472,286.36	-	745,524.68	36,405.72	153,987.47	2,176.20	8,659.17	-
Executive 1570	345,741.56	-	-	-	1,280,192.30	-	1,625,933.86	43,482.15	177,323.37	2,594.70	10,325.79	-
Executive 1663	375,784.90	-	-	-	1,489,463.85	224.37	1,865,473.12	47,222.55	192,563.49	2,817.90	11,214.03	303.16
Executive 1891	323,974.89	-	-	-	883,253.02	-	1,207,227.91	50,057.78	189,770.85	2,817.90	11,214.03	-
Executive 1721	473,098.28	-	-	-	1,454,704.57	51.95	1,927,854.80	47,222.55	192,563.49	2,817.90	11,214.03	-
Executive 2281	208,516.52	-	-	-	373,241.17	-	581,757.69	31,427.16	132,944.07	1,878.60	7,475.01	-
Executive 2639	249,021.22	-	-	-	571,493.82	38.99	820,561.83	31,418.01	135,090.54	2,176.20	8,659.17	-
Executive 2683	152,927.82	-	-	-	118,463.55	56.04	271,487.41	36,405.72	153,987.47	2,176.20	8,659.17	220.74
Executive 2792	209,870.20	-	-	-	312,460.19	-	522,330.39	54,703.35	223,043.73	-	-	-
Executive 2794	206,019.12	-	-	-	310,181.03	-	518,200.15	37,428.04	224,377.01	3,264.30	12,990.51	220.74
Executive 2926	210,162.14	-	-	-	312,650.12	154,504.08	677,316.34	27,032.02	118,245.24	1,872.40	-	-
Executive 4258	360,276.82	-	-	-	1,444,756.37	-	1,805,033.19	54,703.35	223,043.73	3,264.30	12,990.51	-
Executive 5764	425,909.28	-	-	-	1,737,097.83	-	2,163,006.91	30,758.35	118,412.11	1,729.80	8,883.86	303.16
Executive 6083	198,999.06	-	-	-	178,322.44	-	375,221.50	20,926.62	136,014.32	3,264.30	12,990.51	-
Director	5,322,197.71	-	-	-	4,349,110.29	18,432.82	9,689,740.82	1,602,125.38	5,802,020.57	85,912.78	342,375.23	5,949.99
Exempt (Salaried) Manager	23,960,531.83 6,276,039.96	10,807.37	-	-	4,277,721.43 2,128,735.84	214,390.22 13,612.85	28,463,450.85 8,418,388.57	10,594,127.77 2,194,037.19	37,314,776.86 7,915,287.01	576,628.21 119,307.22	2,306,268.51 475,148.31	39,419.27 7,471.58
Non-Exempt (Hourly) Supervisor	3,740,814.35 358,735.69	181,977.27	-	-	289,244.36 50,731.63	242,047.79	4,454,083.77 409,467.32	2,633,809.57 105,208.74	8,895,677.23 438,588.02	142,698.58 6,528.80	568,312.54 26,051.22	9,846.82 647.40
<b>Customer Service Organization (Division 012)</b>												
Executive D704	209,895.63	-	-	-	599,252.01	-	809,147.64	58,209.84	219,589.83	3,264.30	12,990.51	-
Director	510,736.12	-	-	-	463,312.34	90,812.63	1,064,861.09	156,403.96	561,593.71	8,258.40	32,663.71	382.27
Exempt (Salaried) Manager	1,204,140.50 1,781,762.01	1,661.74	-	-	122,749.05 251,199.23	4,753.12 8,651.72	1,333,304.41 2,021,612.96	690,622.42 714,816.12	2,510,264.24 2,458,027.33	42,113.50 39,156.10	167,807.64 155,997.29	2,647.28 2,249.68
Non-Exempt (Hourly) Supervisor	16,851,442.39 3,907,268.37	717,480.75 44,282.47	-	680.88	1,588,822.97 357,077.04	498,434.40 69,777.68	19,426,861.39 4,378,405.76	15,650,556.52 2,832,014.39	51,651,025.48 9,167,233.61	830,822.46 150,772.84	3,325,615.10 805,414.87	65,838.28 12,386.20
<b>Kentucky/Mid-States Service Area 009</b>												
Exempt (Salaried) Manager	577,794.24 104,216.60	-	-	-	82,844.89 21,538.03	3,654.93 1,211.61	664,393.86 126,966.24	315,199.10 54,703.35	1,117,029.04 223,043.73	17,846.70 3,264.30	71,056.47 12,990.51	1,453.92 293.83
Non-Exempt (Hourly) Supervisor	8,180,287.24 967,702.51	491,596.66	-	184,088.26	681,250.11 145,698.57	551,232.78 35,666.01	10,068,455.05 1,149,067.09	6,259,517.90 565,502.06	21,595,433.77 1,951,363.78	313,338.08 26,712.70	1,248,085.17 106,335.17	20,658.73 1,286.37
<b>Kentucky/Mid-States Service Area 091</b>												
Executive 0032	255,590.72	-	-	-	463,002.14	-	718,592.86	58,002.10	219,794.51	3,264.30	12,990.51	-
Executive 0769	155,378.06	-	-	-	102,257.93	1,122.83	258,758.82	31,427.16	132,944.07	1,878.60	7,475.01	-
Executive 1092	130,957.77	-	-	-	75,362.94	108.60	206,429.31	54,703.35	223,043.73	3,264.30	12,990.51	108.58
Executive 1128	150,633.97	-	-	-	96,730.23	2,049.18	249,413.38	37,220.04	224,588.05	3,264.30	12,990.51	-
Executive 1242	158,218.58	-	-	-	137,958.64	789.11	296,966.33	47,414.31	192,374.37	2,817.90	11,214.03	220.74
Executive 2688	142,030.83	-	-	-	94,400.39	616.37	237,047.59	38,256.14	224,509.87	3,264.30	12,990.51	-
Executive 3127	159,364.91	-	-	-	101,581.73	-	260,946.64	47,222.55	192,563.49	2,817.90	11,214.03	303.16
Executive 3818	150,761.13	-	-	-	103,807.36	2,951.26	257,519.75	26,845.61	163,452.19	2,604.00	10,362.80	303.16
Exempt (Salaried) Manager	1,669,650.82 802,906.69	-	-	-	232,669.65 129,057.20	13,116.66 62,425.33	1,915,437.13 994,388.22	743,888.43 242,055.06	3,062,264.50 1,271,993.97	47,609.80 18,497.70	189,488.39 73,846.82	1,815.69 626.86
Non-Exempt (Hourly) Supervisor	1,225,703.43 176,636.02	29,678.93	-	-	93,918.09 27,875.49	17,161.85 634.60	1,366,460.30 205,146.11	700,253.37 96,183.36	2,946,123.95 275,698.72	43,408.82 4,352.40	173,065.05 17,358.95	1,608.17 408.12

Atmos Energy Corporation  
Shared Services (002 and 012) and Kentucky/Mid-Stat  
CY 2015 (at December)

	2015 Pension Account Plan (Atmos)	2015 Retirement Savings Plan (Employee)	2015 Retirement Savings Plan (Atmos)	2015 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)	2015 AD&D (Employee Cost)	2015 Group Variable Universal Life (GVUL) (Employee Cost)	2015 Basic Life (Atmos Cost)	Total 2015 Atmos Cost	Total 2015 Employee Cost
<b>Shared Services (Division 002)</b>									
Executive 0148	43,284.31	24,000.00	9,853.72	-	95.94	3,029.54	1,280.92	194,451.31	60,623.24
Executive 0823	30,589.50	24,000.00	10,600.00	-	-	-	1,856.40	180,519.82	60,556.50
Executive 1388	26,068.34	18,000.00	10,527.89	-	-	-	1,451.17	200,694.04	56,581.92
Executive 1570	29,028.58	21,199.88	10,600.00	-	-	-	1,835.18	229,112.92	67,276.73
Executive 1683	37,899.64	24,000.00	10,600.00	-	-	-	1,856.40	254,133.58	74,343.61
Executive 1691	48,127.49	10,599.94	10,599.94	-	239.98	-	1,721.15	261,433.48	63,715.58
Executive 1721	28,314.78	24,000.00	10,600.00	-	-	-	1,855.90	244,548.20	74,040.45
Executive 2251	24,963.80	24,000.00	8,340.66	-	-	-	1,105.88	174,829.42	57,305.76
Executive 2639	27,475.22	18,000.00	9,950.85	-	105.04	-	1,320.70	182,506.48	51,699.25
Executive 2663	164.30	18,000.00	6,117.11	6,117.14	95.94	-	815.49	175,860.68	56,898.60
Executive 2792	32,709.83	23,499.14	8,394.81	-	-	-	1,113.84	265,262.21	78,202.49
Executive 2794	23,496.56	18,000.00	8,240.76	-	144.04	1,424.06	1,082.62	270,197.46	80,481.18
Executive 2926	19,405.86	24,000.00	8,406.49	-	-	-	1,116.49	152,624.42	52,904.42
Executive 4256	31,480.34	24,000.00	10,600.00	-	-	2,331.10	1,856.40	279,970.98	84,296.75
Executive 5764	-	10,599.94	10,599.94	10,600.00	479.96	-	1,856.40	146,352.31	43,871.21
Executive 6083	-	18,000.00	7,955.98	-	239.98	-	1,056.12	165,972.77	42,430.90
Director	551,906.74	490,668.45	211,102.16	32,839.18	4,238.59	42,085.00	28,390.66	6,978,634.54	2,230,960.19
Exempt (Salaried)	1,459,471.28	1,987,858.98	875,112.67	282,818.41	18,320.03	129,135.70	128,158.83	42,366,606.56	13,345,499.96
Manager	511,201.84	595,140.23	239,287.39	49,092.85	3,391.18	36,870.70	33,364.09	9,223,381.49	2,946,218.10
Non-Exempt (Hourly)	260,641.24	276,985.39	142,714.58	39,930.60	2,613.95	12,973.15	21,314.77	9,928,790.96	3,078,827.46
Supervisor	20,122.32	60,308.69	14,349.43	3,380.74	142.38	833.64	1,904.47	504,396.20	173,669.35
<b>Customer Service Organization (Division 012)</b>									
Executive 0704	21,850.16	18,000.00	8,395.83	-	479.96	-	1,113.84	263,939.97	79,954.10
Director	64,328.08	42,431.43	20,429.45	-	222.56	3,213.16	2,709.16	681,924.11	210,911.78
Exempt (Salaried)	76,230.33	83,598.52	45,555.41	11,156.08	561.34	8,794.22	6,299.42	2,817,313.12	828,337.28
Manager	131,812.17	130,081.33	70,855.02	12,090.45	1,458.24	24,048.36	9,385.51	2,838,167.77	911,809.83
Non-Exempt (Hourly)	1,050,496.96	813,415.69	606,261.20	166,673.09	26,576.42	149,837.37	91,749.04	56,891,820.87	17,537,046.74
Supervisor	260,978.22	221,694.92	152,762.49	33,482.31	5,271.16	39,044.34	21,303.81	10,241,175.31	3,261,183.85
<b>Kentucky/Mid-States Service Area 009</b>									
Exempt (Salaried)	104,154.76	66,289.79	22,596.98	580.64	640.12	6,402.72	3,323.87	1,318,741.78	407,832.35
Manager	18.70	8,745.14	4,217.13	4,217.18	95.94	-	559.68	245,046.93	67,102.56
Non-Exempt (Hourly)	1,114,992.07	630,414.06	362,921.00	54,751.82	8,525.96	101,486.46	44,581.59	24,420,645.42	7,333,941.19
Supervisor	145,172.76	129,583.83	41,008.73	-	777.66	10,328.06	5,442.09	2,249,322.53	734,187.68
<b>Kentucky/Mid-States Service Area 091</b>									
Executive 0032	42,861.80	15,335.35	10,223.63	-	48.10	-	1,357.82	287,228.27	76,649.85
Executive 0769	39,385.98	21,752.85	6,215.12	-	-	2,862.88	825.02	188,845.20	57,941.49
Executive 1092	6,796.29	18,000.00	5,238.31	-	-	-	694.84	248,763.68	76,074.23
Executive 1128	23,357.69	24,000.00	6,025.36	-	48.10	-	800.34	267,759.95	84,532.44
Executive 1242	33,412.80	24,000.00	6,455.32	-	48.10	-	837.98	244,294.50	74,501.05
Executive 2688	13,379.55	18,000.00	5,681.23	-	-	982.28	753.29	257,314.45	60,502.72
Executive 3127	32,666.12	24,000.00	6,374.60	-	239.98	-	846.11	243,664.35	74,583.59
Executive 3818	25,520.67	24,000.00	6,147.90	-	-	-	814.98	206,298.54	53,752.77
Exempt (Salaried)	215,030.02	163,910.03	61,084.24	6,437.11	1,032.46	5,952.08	8,921.07	3,543,225.33	964,008.49
Manager	130,405.46	94,836.88	32,350.02	-	502.32	9,299.04	4,268.17	1,512,664.44	365,819.86
Non-Exempt (Hourly)	182,227.87	114,028.31	49,672.70	2,355.32	559.78	12,505.24	6,592.36	3,362,037.25	872,381.89
Supervisor	21,603.06	9,408.33	7,168.32	2,950.20	440.98	301.08	937.70	325,712.95	111,092.25

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
 CY 2016 (at December)

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2016 Medical (Employee)	2016 Medical (Atmos)	2016 Dental (Employee)	2016 Dental (Atmos)	2016 Vision (Employee)	2016 Pension Account Plan (Atmos)
<b>Shared Services (Division 002)</b>													
Executive 0148	248,558.13	-	-	-	580,377.35	603.31	829,536.79	12,182.76	55,612.21	669.60	2,534.89	-	43,956.62
Executive 0623	974,275.70	-	-	-	6,623,259.56	1,592.81	7,599,128.07	11,144.56	51,138.66	607.60	2,289.49	223.25	31,589.91
Executive 1368	284,466.98	-	-	-	582,842.99	-	867,309.97	27,278.36	138,222.85	1,630.60	6,167.23	-	31,288.75
Executive 1570	356,074.62	-	-	-	1,271,043.81	-	1,627,118.43	16,831.80	82,039.53	1,004.40	3,801.85	296.18	31,034.21
Executive 1663	387,015.13	-	-	-	1,510,081.43	869.95	1,897,966.51	16,185.38	79,068.87	965.96	3,657.15	293.83	39,813.86
Executive 1691	333,657.17	-	-	-	829,035.74	-	1,162,692.91	43,615.92	197,748.58	2,445.90	9,249.64	-	50,041.36
Executive 1721	518,900.00	-	-	-	1,968,937.65	3,488.67	2,488,426.32	25,147.18	129,002.55	1,503.19	5,662.99	-	31,206.33
Executive 2261	214,748.15	-	-	-	389,837.02	-	604,585.17	27,278.36	138,222.65	1,630.60	6,167.23	-	26,200.91
Executive 2639	251,526.37	-	-	-	589,419.24	25,027.87	865,973.48	23,541.13	121,270.30	1,630.60	6,167.23	162.65	27,241.43
Executive 2683	200,000.06	-	-	-	139,788.62	-	339,788.68	27,278.36	138,222.85	1,630.60	6,167.23	223.25	162.81
Executive 2792	216,141.93	-	-	-	290,216.59	-	506,358.52	40,905.14	199,991.97	-	-	-	36,548.60
Executive 2794	212,175.97	-	-	-	286,837.97	-	499,013.94	27,888.62	193,203.65	2,445.90	9,249.64	223.25	27,614.65
Executive 2926	215,810.37	-	-	-	289,003.55	37,764.93	542,378.85	7,404.92	58,928.50	876.68	3,326.61	-	21,428.65
Executive 4258	371,043.59	-	-	-	1,485,448.24	869.93	1,857,362.76	40,988.55	200,375.28	2,445.90	9,249.64	-	34,441.29
Executive 5764	438,637.26	-	-	-	1,841,805.99	869.93	2,081,313.18	54,937.09	287,607.88	3,264.30	12,338.56	306.67	-
Executive 6063	210,937.28	-	-	-	193,480.29	-	404,417.57	20,926.62	151,251.88	3,264.30	12,338.56	-	-
Director	5,134,469.81	-	-	-	3,971,322.16	59,064.04	9,164,876.01	1,331,437.17	6,178,558.10	80,944.10	306,046.14	6,634.79	571,212.98
Exempt (Salaried)	24,567,331.64	838.96	-	-	4,298,527.54	186,074.79	29,052,772.93	10,779,128.11	44,787,443.31	594,899.61	2,249,323.02	41,406.68	1,520,021.33
Manager	7,158,719.86	-	-	-	2,174,458.43	81,025.30	9,414,203.39	2,413,892.31	10,181,267.23	132,282.89	501,004.16	9,529.57	611,264.69
Non-Exempt (Hourly)	3,875,601.75	246,345.05	-	-	283,100.38	350,929.62	4,755,976.80	2,502,780.01	10,422,140.89	144,268.42	547,037.23	9,581.69	254,488.90
Supervisor	235,171.37	-	-	-	26,660.82	-	261,832.19	80,786.16	412,560.33	4,110.60	15,527.72	480.61	16,028.65
<b>Customer Service Organization (Division 012)</b>													
Executive 0704	216,168.90	-	-	-	409,291.29	-	625,460.19	58,209.84	264,331.86	3,264.30	12,338.56	-	26,203.73
Director	524,871.35	-	-	-	515,889.47	5,681.44	1,046,442.26	79,621.71	492,637.39	5,768.48	21,629.30	223.25	71,527.91
Exempt (Salaried)	1,896,286.23	11,791.24	-	476.18	172,554.05	40,918.00	2,122,025.68	1,159,141.82	4,504,737.56	65,372.80	246,973.15	4,377.56	124,230.74
Manager	1,926,797.04	-	-	-	315,981.66	18,896.92	2,261,375.62	699,897.92	2,905,284.25	41,828.30	158,063.21	2,483.93	149,751.80
Non-Exempt (Hourly)	16,946,395.15	715,636.23	-	3,533.43	1,278,386.50	517,820.57	19,461,773.88	15,291,261.15	59,252,594.93	822,023.59	3,110,782.48	66,206.88	1,080,814.36
Supervisor	3,253,409.84	17,013.85	-	-	264,467.92	81,224.69	3,616,116.10	2,339,259.13	8,640,717.17	121,358.77	458,885.34	10,643.17	213,984.01
<b>Kentucky/Mid-States Service Area 009</b>													
Exempt (Salaried)	675,514.13	-	-	-	75,467.40	3,385.13	754,366.66	296,354.50	1,336,840.83	18,497.70	69,921.93	1,366.51	108,775.70
Manager	111,952.52	-	-	-	20,863.79	-	132,816.31	54,703.35	267,937.96	3,264.30	12,338.56	-	19.73
Non-Exempt (Hourly)	8,200,227.40	624,284.02	-	201,734.14	598,157.47	671,631.42	10,298,034.45	6,789,463.52	27,040,410.21	332,531.42	1,257,865.85	20,403.00	1,097,255.33
Supervisor	1,051,570.34	-	-	-	131,937.50	8,810.59	1,192,318.43	559,605.24	2,242,512.45	27,071.37	102,335.44	1,108.97	156,574.23
<b>Kentucky/Mid-States Service Area 091</b>													
Executive 0032	268,168.48	-	-	-	434,629.72	-	702,798.20	54,937.09	267,607.88	3,264.30	12,338.56	-	46,777.44
Executive 1092	138,978.33	-	-	-	86,348.73	37.11	225,364.17	40,988.55	200,375.28	2,445.90	9,249.64	166.21	10,325.35
Executive 1128	154,655.36	-	-	-	90,323.18	1,791.90	246,770.44	12,406.68	85,930.07	1,089.10	4,115.24	-	25,434.70
Executive 1242	159,055.31	-	-	-	87,443.57	-	256,498.88	40,988.55	200,375.28	2,445.90	9,249.64	223.25	35,775.14
Executive 2688	146,258.24	-	-	-	87,836.50	296.87	234,391.61	22,056.32	152,371.10	1,934.40	7,323.54	-	15,650.03
Executive 3127	163,935.70	-	-	-	84,394.91	-	258,330.61	40,988.55	200,375.28	2,445.90	9,249.64	306.67	34,649.90
Executive 3818	158,105.77	-	-	-	155,850.38	40.10	313,996.25	15,680.06	113,224.32	2,445.90	9,249.64	306.67	27,255.20
Exempt (Salaried)	1,736,215.64	-	-	-	203,822.48	19,289.59	1,959,327.71	678,453.43	3,378,263.53	47,223.85	178,480.36	2,133.99	230,760.32
Manager	836,006.56	-	-	-	114,197.81	18,151.28	968,355.45	241,634.14	1,489,564.93	18,613.95	70,359.68	983.16	138,682.23
Non-Exempt (Hourly)	1,143,938.83	61,590.03	-	-	77,902.23	17,742.67	1,301,173.56	619,056.82	3,227,572.79	39,171.60	148,075.85	1,826.47	169,010.05
Supervisor	174,060.89	-	-	-	22,848.36	8,331.13	203,240.38	69,718.48	249,794.87	3,336.84	12,629.50	330.06	21,311.27



Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States  
 CY 2016 (at December)

	2016 Retirement Savings Plan (Employee)	2016 Retirement Savings Plan (Atmos)	2016 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)	2016 AD&D (Employee Cost)	2016 Group Variable Universal Life (GVUL) (Employee Cost)	2016 Supplemental Term Life (Employee)	2016 Basic Life (Atmos Cost)	Total 2016 Atmos Cost	Total 2016 Employee Cost
<b>Shared Services (Division 002)</b>									
Executive 0148	24,000.00	9,942.25	-	95.94	2,344.32	-	851.58	112,897.53	39,292.62
Executive 0823	24,000.00	10,600.00	-	-	-	-	1,197.16	96,815.22	35,975.41
Executive 1388	18,000.00	10,600.00	-	-	-	-	974.83	187,253.66	46,908.96
Executive 1570	21,199.88	10,600.00	-	-	-	-	1,197.16	128,872.75	39,332.26
Executive 1663	24,000.00	10,600.00	-	-	-	-	1,197.16	134,337.04	41,445.17
Executive 1691	10,599.94	10,599.94	-	239.98	-	-	1,142.41	288,781.93	58,901.74
Executive 1721	24,000.00	10,600.00	-	-	-	-	1,197.16	177,671.03	50,850.35
Executive 2261	24,000.00	8,589.93	-	-	-	-	735.40	179,916.32	52,908.96
Executive 2639	18,000.00	10,259.53	-	105.04	-	-	877.55	165,815.04	43,439.42
Executive 2683	24,000.00	8,000.00	7,999.94	95.94	-	-	684.09	181,236.92	53,228.15
Executive 2792	23,775.83	8,645.68	-	-	-	-	740.63	245,926.88	64,680.77
Executive 2794	18,000.00	8,487.04	-	144.04	1,116.72	-	726.84	239,281.82	49,818.43
Executive 2926	24,000.00	8,657.75	-	-	-	-	740.62	93,082.13	32,281.60
Executive 4258	24,000.00	10,600.00	-	-	1,449.83	-	1,197.16	255,863.37	68,884.26
Executive 5764	10,599.94	10,599.94	10,600.00	479.98	-	-	1,197.16	302,343.52	69,587.98
Executive 6083	18,000.00	8,437.49	8,437.58	239.98	-	-	721.62	181,187.13	42,430.90
Director	557,013.79	230,775.12	50,062.44	4,275.95	40,536.98	746.98	19,723.88	7,358,378.66	2,021,589.74
Exempt (Salaried)	2,242,549.09	932,784.33	375,669.61	18,325.62	102,181.54	9,525.83	87,702.08	49,952,963.68	13,788,016.48
Manager	752,153.30	277,593.95	57,834.89	3,837.00	27,972.16	6,279.18	25,313.16	11,654,278.08	3,345,946.41
Non-Exempt (Hourly)	278,486.94	151,266.71	52,695.04	2,686.18	10,222.72	1,654.27	14,499.21	11,442,127.98	2,949,690.23
Supervisor	31,924.38	7,600.42	-	95.94	-	801.00	806.04	452,523.16	118,198.69
<b>Customer Service Organization (Division 012)</b>									
Executive 0704	18,000.00	8,646.76	-	479.98	-	-	740.62	312,261.53	79,954.10
Director	45,233.96	21,103.80	-	222.56	2,510.74	945.07	1,804.40	578,901.80	134,525.77
Exempt (Salaried)	129,930.95	76,304.62	18,944.10	601.64	7,054.34	101.40	6,568.84	4,977,757.21	1,366,580.51
Manager	164,577.10	77,797.78	14,346.57	1,857.18	17,817.56	1,027.07	6,671.95	3,311,915.56	929,499.06
Non-Exempt (Hourly)	866,950.88	635,195.07	215,615.33	24,880.54	111,837.35	2,957.90	61,197.14	64,356,199.31	17,185,618.29
Supervisor	179,761.24	127,255.23	37,997.64	3,788.39	19,136.06	873.28	11,324.78	9,490,164.17	2,674,820.02
<b>Kentucky/Mid-States Service Area 009</b>									
Exempt (Salaried)	70,828.95	23,222.32	3,798.14	640.12	3,895.18	1,770.80	2,313.49	1,544,872.41	393,353.76
Manager	9,135.10	4,478.10	4,478.04	95.94	-	531.27	364.08	289,536.47	67,729.96
Non-Exempt (Hourly)	664,725.94	377,551.36	80,150.18	8,584.89	62,043.33	6,534.87	29,115.15	29,882,348.08	7,884,286.97
Supervisor	132,255.81	42,245.97	-	783.38	3,823.22	3,781.31	3,614.50	2,547,282.59	728,429.30
<b>Kentucky/Mid-States Service Area 091</b>									
Executive 0032	15,881.81	10,587.85	-	48.10	-	1,797.04	918.52	338,230.23	75,928.34
Executive 1092	18,000.00	5,559.13	-	-	-	150.39	478.51	225,985.91	61,751.05
Executive 1128	24,000.00	6,257.89	-	48.10	-	-	535.74	122,273.64	37,542.88
Executive 1242	24,000.00	6,362.21	-	48.10	-	-	543.46	252,905.73	67,705.80
Executive 2688	18,000.00	5,850.33	-	-	836.30	-	500.87	181,695.87	42,827.02
Executive 3127	24,000.00	6,557.43	-	239.98	-	-	560.81	251,393.06	67,981.10
Executive 3818	24,000.00	6,324.23	-	-	-	-	541.48	158,594.87	42,432.63
Exempt (Salaried)	173,574.76	65,960.33	10,670.49	1,032.46	3,449.30	313.56	6,007.18	3,870,122.21	908,181.35
Manager	116,824.95	32,943.28	-	507.09	4,289.68	2,051.31	2,865.84	1,734,415.96	384,904.26
Non-Exempt (Hourly)	107,820.76	48,857.58	1,956.64	517.66	7,380.54	1,850.28	4,033.69	3,597,506.58	777,623.93
Supervisor	7,215.73	7,215.68	3,076.72	440.98	368.40	-	618.45	284,648.49	81,410.47

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
 January - August 2017

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2017 Medical (Employee)	2017 Medical (Atmos)	2017 Dental (Employee)	2017 Dental (Atmos)	Jan-Aug'17 Vision (Employee)	Jan-Aug'17 Pension Account Plan (Atmos)
<b>Shared Services (Division 002)</b>													
Executive 0032	228,523.57	-	-	-	109,829.00	40,872.13	379,024.70	10,894.82	50,659.28	576.60	2,371.93	-	46,302.71
Executive 0300	191,131.33	-	-	-	235,899.00	96,192.85	525,223.18	13,900.99	47,288.00	576.60	2,371.93	-	29,970.10
Executive 0823	655,674.12	-	-	-	1,895,085.45	145.66	2,550,905.23	9,899.95	32,046.27	384.40	1,581.29	154.62	32,191.26
Executive 1388	235,249.44	-	-	-	109,629.00	130.79	345,009.23	4,628.70	29,607.73	384.40	1,581.29	-	31,843.60
Executive 1570	239,833.32	-	-	-	228,663.00	-	468,296.32	10,084.82	51,269.28	576.60	2,371.93	11.80	33,224.14
Executive 1691	224,548.72	-	-	-	228,663.00	-	453,209.72	10,094.81	51,259.28	576.60	2,371.93	-	57,919.31
Executive 1721	401,538.58	-	-	-	350,809.40	145.64	752,293.62	6,712.46	35,358.81	384.40	1,581.29	-	33,888.33
Executive 2261	146,300.07	-	-	-	70,825.95	888.13	217,994.15	6,712.46	35,358.81	384.40	1,581.29	-	28,877.77
Executive 2639	164,198.57	-	-	-	116,460.90	-	280,657.47	5,830.83	30,981.39	384.40	1,581.29	6.48	30,028.55
Executive 2683	134,481.62	-	-	-	21,849.75	-	156,331.37	6,712.46	35,358.81	384.40	1,581.29	154.62	169.97
Executive 2792	145,480.58	-	-	-	64,811.25	1,269.48	211,541.31	6,712.46	35,358.81	-	-	-	40,700.77
Executive 2794	142,791.57	-	-	-	64,811.25	-	207,602.82	6,996.60	42,852.54	576.60	2,371.93	154.62	26,502.78
Executive 2926	145,663.56	-	-	-	64,811.25	-	210,474.81	1,576.22	12,658.07	192.20	790.64	68.00	28,796.91
Executive 3281	221,538.56	-	-	-	67,585.05	43,120.20	332,243.81	10,094.81	51,259.28	576.60	2,371.93	-	30,364.33
Executive 4258	242,850.27	-	-	-	343,918.35	-	586,768.62	13,940.11	84,575.85	1,097.40	4,464.65	-	38,669.63
Executive 5406	98,711.66	-	-	-	378.00	-	97,089.66	10,894.82	50,659.28	576.60	2,371.93	207.08	-
Executive 6083	177,352.04	-	-	-	33,106.50	143.42	210,601.96	3,978.26	25,915.59	576.60	2,371.93	-	-
Executive 6112	122,699.92	-	-	-	18,807.75	-	141,507.07	6,996.60	42,852.54	576.60	2,371.93	154.62	-
Executive 6764	130,323.12	-	-	-	1,522.80	-	131,845.92	6,890.58	42,110.13	576.60	2,371.93	-	212.40
Director	3,511,469.12	-	-	-	828,846.00	8,510.53	4,348,825.65	238,684.09	1,191,946.68	14,946.65	61,486.13	4,757.98	584,646.43
Exempt (Salaried)	15,849,123.78	2,717.56	-	-	287,972.10	89,545.96	16,229,359.42	2,492,002.93	11,324,228.60	140,226.62	575,929.46	29,143.92	1,498,782.37
Manager	4,929,195.67	-	-	-	282,770.10	22,608.19	5,234,573.96	520,284.91	2,398,791.79	28,995.54	119,452.78	7,019.27	625,886.00
Non-Exempt (Hourly)	2,797,058.02	140,271.48	-	506.59	-	209,177.22	3,147,013.31	722,259.66	3,418,440.11	43,660.09	178,974.20	7,948.38	255,511.54
Supervisor	335,903.81	-	-	-	-	-	335,903.81	74,995.03	358,291.53	4,101.30	16,825.62	785.50	23,881.98
<b>Customer Service Organization (Division 012)</b>													
Executive 0704	148,141.94	-	-	-	108,888.50	172.79	257,183.23	10,704.81	50,649.28	576.60	2,371.93	-	26,107.21
Director	353,956.49	-	-	-	98,855.10	-	452,811.59	18,313.61	107,776.52	1,345.40	5,534.51	264.78	78,112.57
Exempt (Salaried)	1,273,506.41	37.13	-	-	-	5,176.32	1,278,719.86	236,750.08	1,121,311.08	14,560.70	59,875.48	3,650.58	124,401.15
Manager	1,302,385.44	-	-	-	18,495.00	5,708.44	1,326,586.88	160,317.07	711,224.00	9,580.40	39,337.72	2,128.49	156,609.82
Non-Exempt (Hourly)	11,512,104.98	527,976.84	-	25,859.66	-	249,547.41	12,315,488.89	4,012,727.07	17,460,640.61	222,509.75	914,262.57	46,398.24	1,033,064.10
Supervisor	2,164,866.27	29,257.61	-	-	-	25,825.18	2,219,949.06	557,250.69	2,269,396.75	29,057.23	119,522.37	7,022.35	200,907.26
<b>Kentucky/Mid-States Service Area 009</b>													
Exempt (Salaried)	450,784.05	-	-	-	-	972.54	451,756.59	66,518.31	290,325.07	3,794.40	15,611.84	1,014.44	116,641.26
Manager	75,520.53	-	-	-	-	1,103.98	76,624.51	10,826.34	37,890.12	448.40	1,836.69	-	16,804.94
Non-Exempt (Hourly)	5,366,851.44	340,252.87	-	140,398.60	-	494,952.02	6,342,454.83	1,534,823.15	6,769,023.15	76,003.75	320,378.82	14,424.73	1,057,521.99
Supervisor	682,368.18	78.61	-	157.22	-	5,266.87	687,868.88	116,593.80	511,507.96	5,133.60	21,121.92	696.06	147,299.87
<b>Kentucky/Mid-States Service Area 091</b>													
Executive 0157	79,166.94	-	-	-	63.00	-	79,249.94	11,712.52	59,547.48	669.60	2,755.03	-	20.52
Executive 1044	5,970.55	-	-	-	-	-	5,970.55	4,594.55	29,576.17	384.40	1,581.29	-	20,758.66
Executive 1092	93,712.33	-	-	-	18,495.00	-	112,207.33	10,084.82	51,269.28	576.60	2,371.93	6.48	9,290.69
Executive 1126	119,442.17	-	-	-	18,807.75	-	138,249.92	6,996.60	42,852.54	576.60	2,371.93	-	28,195.69
Executive 1242	106,038.82	-	-	-	20,331.00	-	126,369.82	6,764.59	35,599.38	367.50	1,592.96	154.62	38,403.24
Executive 2688	97,876.18	-	-	-	18,495.00	-	116,373.18	6,996.60	42,852.54	576.60	2,371.93	-	15,024.02
Executive 3127	109,290.45	-	-	-	18,495.00	-	127,785.45	7,046.41	42,692.39	576.60	2,371.93	212.40	34,789.72
Executive 3818	105,403.91	-	-	-	19,053.90	-	124,457.81	3,978.26	25,915.59	576.60	2,371.93	212.40	29,867.02
Exempt (Salaried)	1,050,685.99	-	-	-	-	5,151.78	1,055,837.77	126,839.05	647,453.90	8,515.70	35,018.84	1,473.06	216,560.54
Manager	526,896.72	-	-	-	-	7,883.43	534,780.15	66,388.57	390,730.43	4,994.10	20,499.00	591.22	120,484.73
Non-Exempt (Hourly)	864,242.21	34,086.02	-	-	-	1,311.88	699,640.11	108,070.83	582,101.19	6,931.80	28,660.18	1,198.09	140,715.95
Supervisor	78,437.15	-	-	-	-	-	78,437.15	6,470.09	39,594.82	520.80	2,144.30	172.30	-

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States  
 January - August 2017

	Jan-Aug'17 Retirement Savings Plan (Employee)	Jan-Aug'17 Retirement Savings Plan (Atmos)	Jan-Aug'17 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)	Jan-Aug'17 AD&D (Employee Cost)	Jan-Aug'17 Group Variable Universal Life (GVUL) (Employee Cost)	Jan-Aug'17 Supplemental Term Life (Employee)	Jan-Aug'17 Basic Life (Atmos Cost)	Total Jan-Aug'17 Atmos Cost	Total Jan-Aug'17 Employee Cost
<b>Shared Services (Division 002)</b>									
Executive 0032	11,212.23	7,474.79	-	33.30	-	1,642.34	848.14	107,856.85	24,159.29
Executive 0300	14,953.86	7,476.92	-	83.16	-	-	758.80	87,845.75	29,514.61
Executive 0823	18,692.28	7,476.92	-	-	-	-	858.98	74,154.72	29,131.25
Executive 1388	12,461.49	7,476.92	-	-	-	-	837.14	71,346.68	17,474.59
Executive 1670	14,953.86	7,476.92	-	-	-	-	858.98	95,201.25	25,627.08
Executive 1891	7,476.84	7,476.84	-	166.14	-	-	842.83	119,670.19	18,314.39
Executive 1721	18,892.28	7,476.92	-	-	-	-	858.98	79,164.33	25,789.14
Executive 2261	23,377.41	6,233.98	-	-	-	-	551.97	72,603.82	30,474.27
Executive 2639	22,470.54	6,914.02	-	72.72	-	-	612.25	70,117.50	28,764.97
Executive 2683	22,781.51	5,695.39	5,695.33	66.42	-	-	504.76	49,005.55	30,099.41
Executive 2792	16,943.48	6,161.27	-	-	-	-	546.35	82,787.20	23,655.94
Executive 2794	13,608.45	6,048.22	-	99.72	816.20	-	536.57	78,312.04	22,252.19
Executive 2926	20,052.08	6,169.87	-	-	-	-	546.35	46,981.84	21,888.50
Executive 3281	16,637.48	7,394.40	-	16.56	2,591.29	-	841.30	92,231.24	29,916.74
Executive 4258	18,692.28	7,476.92	-	-	-	-	858.74	136,045.99	33,729.79
Executive 5406	16,593.11	4,176.16	4,176.20	-	-	-	370.88	61,754.45	28,071.81
Executive 8083	18,000.00	7,386.38	7,517.21	166.14	-	-	666.43	43,857.54	22,721.00
Executive 8112	12,950.93	5,215.67	5,215.63	323.05	-	-	466.06	56,123.83	21,001.80
Executive 8764	14,070.74	5,828.31	5,674.48	-	-	-	510.59	56,295.44	21,750.30
Director	414,535.05	147,708.50	24,062.40	2,521.33	26,264.33	208.25	13,231.28	2,023,081.42	701,917.88
Exempt (Salaried)	1,575,603.44	836,320.11	269,727.25	13,062.19	72,135.23	6,641.65	60,650.88	14,365,636.87	4,328,815.98
Manager	578,787.80	204,673.80	54,350.92	2,659.21	20,416.54	4,645.46	18,702.26	3,422,957.55	1,162,808.73
Non-Exempt (Hourly)	228,073.83	116,981.68	48,445.33	2,225.24	7,530.56	1,298.08	11,380.10	4,029,732.96	1,012,993.84
Supervisor	29,824.56	11,289.08	2,854.44	601.33	2,533.22	578.68	1,265.47	414,408.12	112,420.62
<b>Customer Service Organization (Division 012)</b>									
Executive 0704	18,000.00	6,275.23	-	332.28	-	-	555.69	85,959.34	29,813.69
Director	33,647.76	14,991.10	-	263.90	1,825.97	720.97	1,327.61	207,742.31	58,382.39
Exempt (Salaried)	90,536.89	55,121.09	14,570.51	983.32	6,032.36	72.93	5,132.61	1,380,411.92	352,586.86
Manager	135,120.66	55,352.40	10,172.52	1,348.47	15,737.37	753.44	4,914.29	977,610.75	324,985.89
Non-Exempt (Hourly)	642,840.35	440,451.03	157,104.24	18,247.69	72,431.27	3,445.27	44,930.52	20,050,453.07	5,018,599.64
Supervisor	139,528.20	90,521.82	29,549.06	2,441.10	14,405.83	409.53	8,234.35	2,718,131.81	750,114.93
<b>Kentucky/Mid-States Service Area 009</b>									
Exempt (Salaried)	53,630.86	19,130.70	2,691.36	454.21	2,332.91	2,673.59	1,695.82	446,096.05	130,418.72
Manager	10,898.70	3,223.18	-	46.44	1,652.06	-	279.84	60,034.77	23,869.94
Non-Exempt (Hourly)	492,048.58	262,642.27	85,131.56	7,112.03	45,410.83	5,624.38	20,645.69	8,495,549.28	2,177,447.45
Supervisor	89,814.66	29,068.36	-	736.22	2,807.04	2,776.81	2,567.06	711,583.17	218,557.99
<b>Kentucky/Mid-States Service Area 091</b>									
Executive 0157	7,569.78	3,364.33	3,364.30	66.42	-	404.13	298.37	69,350.03	20,422.45
Executive 1044	7,970.87	3,965.47	-	99.72	1,610.07	-	353.50	56,254.09	14,659.81
Executive 1092	17,474.59	3,966.99	-	-	-	110.16	352.19	67,253.08	28,252.85
Executive 1128	21,612.87	5,085.38	-	33.30	-	-	453.19	78,958.93	29,219.37
Executive 1242	24,000.00	4,490.97	-	33.30	-	-	397.56	80,483.11	31,340.01
Executive 2688	18,000.00	4,145.43	-	-	912.56	-	368.91	64,760.83	26,485.76
Executive 3127	18,515.16	4,626.77	-	166.14	-	-	409.86	85,082.67	26,516.71
Executive 3818	17,856.72	4,464.17	-	-	-	-	394.99	63,013.70	22,623.98
Exempt (Salaried)	108,194.10	42,590.85	8,840.89	695.88	907.12	226.95	3,967.97	954,432.98	246,851.86
Manager	76,212.71	19,999.31	-	322.02	2,386.29	1,480.87	1,989.90	553,703.37	152,375.78
Non-Exempt (Hourly)	82,075.75	29,479.21	1,417.25	317.44	4,840.07	969.34	2,512.61	784,886.38	184,403.12
Supervisor	6,886.24	2,196.06	2,197.98	14.58	270.30	-	308.21	46,443.37	14,334.31

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
 CY 2013 (Available Data)

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2013 Medical (Employee)	2013 Medical (Atmos)	2013 Dental (Employee)	2013 Dental (Atmos)	2013 Vision (Employee)	2013 Pension Account Plan (Atmos)
<b>Shared Services (Division 002)</b>													
Executive 0148	174,272.65	-	-	-	394,298.84	875.75	569,447.24	2,483.97	11,863.36	155.24	668.31	-	34,678.57
Executive 0623	673,461.60	-	-	-	3,376,322.45	-	4,049,784.05	2,737.97	11,611.14	155.24	668.31	252.20	22,955.04
Executive 1388	182,230.86	-	-	-	382,879.19	-	545,110.05	2,483.97	11,863.36	155.24	668.31	-	18,107.44
Executive 1570	250,913.00	-	-	-	745,317.20	-	996,230.20	5,176.64	16,412.88	232.98	1,002.46	-	23,630.79
Executive 1663	272,716.20	-	-	-	1,026,003.15	-	1,298,719.35	3,649.80	16,810.98	232.98	1,002.46	345.80	32,270.23
Executive 1691	235,116.20	-	-	-	639,737.70	-	874,853.90	3,649.80	16,810.98	232.98	1,002.46	-	42,031.59
Executive 1721	253,026.40	-	-	-	984,567.87	-	1,237,593.27	3,649.80	16,810.98	232.98	1,002.46	-	22,616.50
Executive 2261	151,325.40	-	-	-	288,403.45	-	419,728.85	2,463.97	11,863.36	155.24	668.31	-	19,924.55
Executive 2639	180,720.80	-	-	-	405,952.98	207.96	586,881.74	2,098.95	10,142.87	155.24	668.31	-	20,075.78
Executive 2792	142,615.40	-	-	-	135,915.87	-	278,531.07	3,684.14	16,800.48	-	-	-	23,330.45
Executive 2794	149,513.00	-	-	-	164,731.18	-	314,244.18	2,875.75	15,130.89	232.98	1,002.46	-	17,268.66
Executive 2926	142,813.80	-	-	-	195,038.27	-	337,852.07	2,077.90	10,149.25	155.24	668.31	117.00	13,465.88
Executive 4258	261,461.60	-	-	-	262,948.31	-	524,409.91	3,649.80	16,810.98	232.98	1,002.46	-	24,372.19
Executive 5764	296,153.80	-	-	-	352,486.28	-	648,640.08	3,649.80	16,810.98	232.98	1,002.46	342.20	-
Director	4,069,011.07	-	-	-	3,304,729.66	4,714.28	7,378,455.01	114,091.10	460,502.00	6,895.20	28,764.07	6,634.87	477,588.94
Exempt (Salaried)	15,015,714.50	3,697.99	-	-	2,641,821.80	116,073.82	17,769,585.00	656,166.37	2,442,580.05	36,005.99	144,557.96	34,110.96	1,196,778.36
Manager	4,655,655.11	1,168.13	-	-	1,565,874.66	13,799.01	6,200,189.19	151,492.75	582,143.09	8,322.45	34,036.09	6,776.84	430,522.61
Non-Exempt (Hourly)	2,843,000.76	174,628.85	-	-	169,469.19	212,773.15	3,399,871.95	185,784.83	698,560.50	10,559.08	42,166.97	12,115.78	253,636.83
Supervisor	361,806.29	-	-	-	45,337.06	1,021.44	408,164.79	16,142.64	71,702.36	929.89	3,716.11	1,500.10	17,201.79
<b>Customer Service Organization (Division 012)</b>													
Executive 0704	138,846.20	-	-	-	198,628.89	-	337,475.09	3,904.05	16,556.72	232.98	1,002.46	-	13,393.57
Director	836,124.17	-	-	-	580,690.31	2,469.35	1,219,283.83	16,487.08	66,959.55	931.88	4,009.85	504.40	81,295.43
Exempt (Salaried)	2,119,489.00	11,344.40	-	-	183,013.61	34,443.05	2,345,116.97	123,734.61	444,850.24	6,687.52	26,748.83	6,809.15	150,565.71
Manager	1,842,016.78	-	-	-	465,832.73	3,647.05	2,331,696.56	68,943.77	252,521.80	3,906.53	15,807.46	4,493.26	149,891.91
Non-Exempt (Hourly)	12,678,837.91	1,086,896.83	-	1,184.28	1,113,952.80	464,512.81	15,177,995.57	1,173,450.42	4,181,018.50	62,226.58	248,781.14	77,487.07	947,585.67
Supervisor	2,924,474.56	74,248.87	-	-	249,675.38	94,513.76	3,342,910.57	214,741.25	752,259.03	11,246.14	44,962.69	12,676.64	227,898.50
<b>Kentucky/Mid-States Service Area 009</b>													
Exempt (Salaried)	205,806.77	-	-	-	10,599.19	3,464.07	219,870.03	15,410.80	54,869.99	854.18	3,412.57	1,037.40	43,356.00
Manager	336,088.92	-	-	-	48,944.87	7,206.73	392,240.52	11,603.32	55,208.84	776.69	3,102.08	462.80	61,346.74
Non-Exempt (Hourly)	5,558,628.20	259,583.58	-	128,252.52	334,988.17	385,288.60	6,639,905.63	497,457.01	1,791,034.14	25,428.15	101,629.83	22,345.48	1,000,436.57
Supervisor	960,358.76	10,867.20	-	8,963.81	109,147.36	33,933.87	1,123,311.00	56,121.31	213,460.68	2,873.04	11,621.67	2,163.20	162,829.42
<b>Kentucky/Mid-States Service Area 091</b>													
Executive 0032	185,488.40	-	-	-	344,283.26	-	529,771.66	3,904.05	16,556.72	232.98	1,002.46	-	34,742.83
Executive 0769	112,914.96	-	-	-	76,721.22	-	189,636.18	2,483.97	11,863.36	155.24	668.31	-	34,076.02
Executive 1092	80,516.56	-	-	-	32,709.18	-	113,225.74	3,684.14	16,800.48	232.98	1,002.46	117.00	3,865.80
Executive 1128	107,452.38	-	-	-	75,065.48	-	182,517.84	2,635.32	15,424.64	232.98	1,002.46	337.82	18,859.87
Executive 1242	117,670.79	-	-	-	145,017.63	-	262,688.42	3,649.80	16,810.98	232.98	1,002.46	252.20	29,714.09
Executive 1660	104,765.45	-	-	-	73,574.33	-	178,339.78	3,649.80	16,810.98	232.98	1,002.46	345.80	18,689.52
Executive 2585	121,439.42	-	-	-	84,585.62	223.12	206,248.16	3,554.78	11,594.17	155.24	668.31	252.20	33,129.10
Executive 2688	102,521.84	-	-	-	86,527.03	214.93	189,263.80	3,649.80	16,810.98	232.98	1,002.46	-	9,403.99
Executive 3127	113,927.88	-	-	-	95,065.60	-	208,993.48	3,684.14	16,800.48	232.98	1,002.46	345.80	27,749.02
Executive 3818	111,693.82	-	-	-	45,488.14	-	157,181.96	2,689.66	15,414.15	232.98	1,002.46	345.80	21,110.92
Exempt (Salaried)	1,809,616.08	-	-	-	192,925.76	38,433.09	1,840,974.95	79,051.16	312,161.27	4,427.99	17,700.47	3,821.28	223,523.85
Manager	675,785.67	-	-	-	95,457.40	1,866.29	773,109.36	22,368.65	109,945.81	1,553.13	6,240.30	925.60	135,453.67
Non-Exempt (Hourly)	772,069.31	13,554.91	-	-	44,627.65	11,093.85	841,345.72	43,245.29	191,048.82	2,639.94	10,544.60	943.07	148,345.55
Supervisor	77,513.98	-	-	-	9,977.23	-	87,491.21	5,430.64	16,164.97	232.98	930.70	345.80	19,602.67

Note: Full calendar year 2013 data is not readily available.

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-St  
 CY 2013 (Available Data)

	2013 Retirement Savings Plan (Employee)	2013 Retirement Savings Plan (Atmos)	2013 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)		2013 Group Variable Universal Life (GVUL) (Employee Cost)	2013 Basic Life (Atmos Cost)	Available 2013 Atmos Cost	Available 2013 Employee Cost
<b>Shared Services (Division 002)</b>								
Executive 0148	23,000.00	9,101.60	-	95.94	2,843.76	1,206.66	157,003.12	49,417.46
Executive 0823	23,000.00	10,000.00	-	-	-	1,856.40	144,569.66	49,003.96
Executive 1388	17,500.00	9,476.01	-	-	-	1,257.05	140,856.79	40,977.76
Executive 1570	20,400.12	10,000.00	-	-	-	1,729.10	191,082.21	58,511.84
Executive 1663	23,000.00	10,000.00	-	-	-	1,856.40	203,382.05	57,889.48
Executive 1691	10,200.06	10,000.00	-	239.98	-	1,620.37	212,907.38	44,983.72
Executive 1721	23,000.00	10,000.00	-	-	-	1,745.02	193,616.93	57,543.68
Executive 2261	23,000.00	7,889.92	-	-	-	1,042.24	140,852.00	46,477.76
Executive 2639	17,500.00	9,397.48	-	105.04	-	1,246.44	127,433.80	37,589.18
Executive 2792	7,411.00	7,411.00	-	-	-	983.89	181,099.72	40,090.84
Executive 2794	17,481.30	7,769.45	-	144.04	801.84	1,031.63	170,395.87	46,061.06
Executive 2926	23,000.00	7,421.33	-	-	-	983.89	118,623.48	42,974.84
Executive 4258	23,000.00	10,000.00	-	-	1,205.49	1,803.36	195,430.97	58,749.17
Executive 5764	10,200.06	5,492.31	8,292.34	479.96	-	1,856.40	174,896.47	45,585.90
Director	436,718.01	199,403.47	33,319.06	3,306.62	33,692.56	29,235.65	5,336,283.82	1,598,163.05
Exempt (Salaried)	1,606,738.01	696,288.15	153,727.91	13,467.83	117,980.09	109,355.22	28,775,340.86	8,832,126.59
Manager	591,336.89	238,012.98	31,208.39	4,122.32	33,750.26	34,351.36	6,783,940.11	2,199,602.07
Non-Exempt (Hourly)	244,482.23	152,115.94	35,852.26	2,580.00	19,282.98	22,340.45	6,957,361.18	2,529,712.53
Supervisor	36,833.69	11,617.06	1,508.87	90.22	865.68	2,569.79	892,746.48	232,903.57
<b>Customer Service Organization (Division 012)</b>								
Executive 0704	17,500.00	7,210.31	-	479.96	-	957.37	178,540.36	54,799.89
Director	62,636.19	33,055.81	-	1,122.42	5,080.67	4,513.70	753,383.96	224,277.12
Exempt (Salaried)	154,161.93	96,912.09	10,688.57	2,023.73	22,144.21	15,949.13	5,233,745.39	1,581,084.71
Manager	226,717.23	91,301.26	17,153.54	1,873.56	25,122.79	12,986.84	2,684,662.08	910,653.40
Non-Exempt (Hourly)	890,433.05	654,417.58	105,156.06	27,637.22	143,256.63	97,148.06	57,299,684.89	18,628,217.57
Supervisor	206,005.27	150,077.53	17,388.63	5,680.32	50,815.81	21,552.80	9,608,827.28	2,866,221.72
<b>Kentucky/Mid-States Service Area 009</b>								
Exempt (Salaried)	28,601.21	10,680.99	-	696.02	5,374.66	1,447.99	711,422.29	219,500.18
Manager	44,169.22	17,428.67	-	231.07	3,504.24	2,381.50	684,629.78	176,439.97
Non-Exempt (Hourly)	553,154.28	305,812.88	14,239.65	8,265.09	92,980.31	40,822.24	23,926,757.75	6,904,480.53
Supervisor	125,354.95	51,612.17	-	686.44	14,917.72	6,776.51	2,622,493.60	780,125.99
<b>Kentucky/Mid-States Service Area 091</b>								
Executive 0032	14,458.49	9,638.91	-	48.10	-	1,278.26	202,639.12	51,326.52
Executive 0769	20,608.93	5,859.69	-	-	2,779.40	795.60	152,747.60	46,766.09
Executive 1092	10,679.44	4,171.43	-	-	-	576.48	167,805.13	45,546.16
Executive 1128	23,000.00	5,572.48	-	48.10	-	761.12	181,539.49	50,489.74
Executive 1242	23,000.00	6,110.60	-	48.10	-	822.12	195,902.23	57,843.98
Executive 1660	23,000.00	5,436.78	-	-	-	737.26	194,472.56	60,155.06
Executive 2585	23,000.00	6,441.15	-	479.96	4,056.48	836.03	157,173.00	62,940.66
Executive 2688	17,500.00	5,316.79	-	-	924.64	726.65	165,056.42	55,233.90
Executive 3127	23,000.00	5,908.31	-	239.98	3,004.32	806.21	193,655.95	61,339.82
Executive 3818	20,971.03	5,796.32	-	-	-	784.99	174,473.17	46,984.17
Exempt (Salaried)	202,759.51	77,633.64	10,530.88	1,321.43	12,230.68	11,536.20	3,819,182.36	1,104,043.27
Manager	101,556.80	35,161.44	5,002.29	700.44	11,448.88	4,757.68	1,415,800.14	367,290.93
Non-Exempt (Hourly)	111,903.74	42,604.07	2,440.09	633.96	10,026.26	5,558.59	2,454,514.14	638,760.42
Supervisor	4,022.82	4,022.57	-	419.90	-	546.31	176,131.57	55,174.04

Note: Full calendar year 2013 data is not readily avail.

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
 CY 2014 (at December)

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2014 Medical (Employee)	2014 Medical (Atmos)	2014 Dental (Employee)	2014 Dental (Atmos)	2014 Vision (Employee)	2014 Pension Account Plan (Atmos)
<b>Shared Services (Division 002)</b>													
Executive 0148	234,339.99	-	-	-	461,017.62	-	695,357.61	2,944.27	11,454.83	161.04	640.89	-	40,350.70
Executive 0823	918,096.68	-	-	-	5,636,608.10	-	6,554,704.78	2,951.27	11,447.88	161.04	640.89	221.59	28,322.48
Executive 1388	244,007.15	-	-	-	510,687.46	-	754,694.61	2,691.27	11,700.75	161.04	640.89	-	20,786.93
Executive 1570	335,709.07	-	-	-	1,126,702.45	-	1,462,411.52	4,082.84	16,930.16	241.56	961.47	-	26,560.69
Executive 1663	364,880.54	-	-	-	1,209,387.95	-	1,574,268.49	4,041.71	16,940.84	241.56	961.47	304.31	35,382.16
Executive 1691	314,573.62	-	-	-	770,425.30	-	1,084,998.92	4,041.71	16,940.84	241.56	961.47	-	45,212.22
Executive 1721	338,535.39	-	-	-	1,173,127.53	-	1,511,662.92	4,041.71	16,940.84	241.56	961.47	-	20,204.89
Executive 2261	201,845.47	-	-	-	307,787.21	779.33	510,392.01	2,691.27	11,700.75	161.04	640.89	-	22,751.46
Executive 2639	241,795.37	-	-	-	469,392.03	-	711,187.40	2,320.71	10,257.21	161.04	640.89	-	22,636.43
Executive 2792	203,940.11	-	-	-	231,900.50	-	435,840.61	4,041.71	16,940.84	-	-	-	27,544.40
Executive 2794	200,040.94	-	-	-	241,868.75	-	441,909.69	3,013.55	16,734.17	241.56	961.47	214.80	18,921.10
Executive 2926	203,723.92	-	-	-	270,179.40	-	473,902.32	2,320.71	10,257.21	161.04	640.89	103.34	15,503.05
Executive 4258	349,822.49	-	-	-	778,952.65	-	1,128,775.14	4,041.71	16,940.84	241.56	961.47	-	27,223.04
Executive 5764	413,097.64	-	-	-	1,093,246.43	-	1,506,344.07	4,041.71	16,940.84	241.56	961.47	304.31	-
Director	5,205,383.47	-	-	-	4,315,884.54	34,329.61	9,555,597.62	117,086.59	451,170.39	6,748.10	26,845.92	6,141.08	492,052.09
Exempt (Salaried)	19,800,025.57	8,369.97	-	-	3,475,138.01	75,010.35	23,158,561.90	704,854.07	2,498,094.03	37,354.32	149,074.78	30,948.65	1,254,854.88
Manager	8,609,072.26	-	-	-	2,021,840.99	12,105.86	8,643,019.11	173,265.79	631,575.25	9,862.99	39,195.82	6,155.28	493,160.30
Non-Exempt (Hourly)	3,795,264.87	233,786.20	-	-	217,957.58	262,057.91	4,509,065.56	207,045.02	709,833.94	11,429.29	45,889.17	10,327.95	286,458.15
Supervisor	426,172.08	-	-	-	53,524.55	13,397.98	493,094.59	10,366.83	43,327.27	644.16	2,568.87	817.14	21,396.59
<b>Customer Service Organization (Division 012)</b>													
Executive 0704	203,333.31	-	-	-	366,231.31	-	569,564.62	4,301.46	16,684.63	241.56	961.47	-	15,593.28
Director	861,766.81	-	-	-	783,508.79	-	1,645,275.60	17,974.13	66,827.17	966.24	3,845.61	443.18	52,457.18
Exempt (Salaried)	3,221,323.42	3,947.50	-	-	295,661.22	23,219.71	3,544,151.85	141,702.65	478,289.71	6,925.80	27,817.16	6,849.64	168,448.29
Manager	2,068,534.37	-	-	-	485,919.07	109,564.94	2,664,018.38	60,451.49	216,405.67	3,532.68	14,077.11	2,802.77	135,578.24
Non-Exempt (Hourly)	16,212,987.92	1,094,966.25	-	907.08	1,185,322.01	504,457.03	18,998,660.29	1,190,078.65	3,932,550.96	61,114.35	244,047.36	64,507.18	989,156.83
Supervisor	3,521,256.94	92,148.19	-	-	246,504.35	60,391.07	3,920,302.55	210,758.43	688,366.88	10,766.43	43,290.44	11,447.95	229,455.26
<b>Kentucky/Mid-States Service Area 009</b>													
Exempt (Salaried)	1,035,962.63	-	-	-	71,907.33	7,294.63	1,115,164.59	48,175.47	171,199.58	2,601.36	10,353.51	2,429.53	162,688.62
Manager	572,245.47	-	-	-	81,802.62	839.90	654,887.99	14,973.34	63,354.17	921.37	3,671.25	583.09	85,358.01
Non-Exempt (Hourly)	7,918,743.18	428,364.71	-	167,325.08	480,733.09	666,169.60	9,639,355.66	559,706.53	1,893,380.39	27,593.88	109,779.59	21,025.38	1,062,271.02
Supervisor	997,504.87	-	-	-	128,672.46	12,216.48	1,138,395.81	47,341.65	156,334.82	2,174.04	8,658.00	1,376.73	138,099.28
<b>Kentucky/Mid-States Service Area 091</b>													
Executive 0032	247,218.87	-	-	-	416,019.54	955.27	664,193.68	4,048.71	16,933.83	241.56	961.47	-	38,203.97
Executive 0769	150,869.80	-	-	-	42,370.28	-	193,240.08	2,691.27	11,700.75	161.04	640.89	-	37,282.54
Executive 1092	112,309.29	-	-	-	38,048.27	-	150,357.56	4,041.71	16,940.84	241.56	961.47	217.95	4,720.53
Executive 1128	144,862.53	-	-	-	120,391.44	-	265,253.97	2,753.55	16,995.23	241.56	961.47	304.31	20,811.19
Executive 1242	156,808.32	-	-	-	110,992.18	-	268,800.50	4,294.45	16,691.63	241.56	961.47	221.59	31,688.61
Executive 1660	138,376.49	-	-	-	89,143.77	1,604.43	229,124.69	4,041.71	16,940.84	241.56	961.47	304.31	20,539.21
Executive 2585	157,871.22	-	-	-	99,832.06	714.39	258,417.67	3,785.00	11,344.14	161.04	640.89	221.59	32,188.72
Executive 2688	137,909.77	-	-	-	130,998.66	-	268,908.33	4,041.71	16,940.84	241.56	961.47	-	10,517.28
Executive 3127	153,592.61	-	-	-	128,887.00	13.60	282,493.21	4,041.71	16,940.84	241.56	961.47	304.31	29,799.89
Executive 3818	149,238.11	-	-	-	126,589.24	373.58	276,200.93	2,753.55	16,995.23	241.56	961.47	304.31	23,274.55
Exempt (Salaried)	2,058,417.57	-	-	-	267,570.17	13,801.85	2,338,589.59	78,053.21	295,243.22	4,440.38	17,677.91	2,629.63	241,114.46
Manager	899,884.99	-	-	-	128,599.22	3,575.19	1,030,059.40	23,627.13	111,836.93	1,588.70	6,325.85	793.11	144,960.87
Non-Exempt (Hourly)	1,211,561.39	33,844.15	-	910.75	68,052.27	9,965.63	1,324,334.19	52,543.62	220,965.29	3,126.56	12,485.52	1,628.11	165,011.85
Supervisor	167,948.27	-	-	-	18,383.17	-	186,341.44	6,866.02	21,203.44	322.08	1,284.57	407.65	19,688.76

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States  
 CY 2014 (at December)

	2014 Retirement Savings Plan (Employee)	2014 Retirement Savings Plan (Atmos)	2014 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)	2014 AD&D (Employee Cost)	2014 Group Variable Universal Life (GVUL) (Employee Cost)	2014 Basic Life (Atmos Cost)	Total 2014 Atmos Cost	Total 2014 Employee Cost
<b>Shared Services (Division 002)</b>								
Executive 0148	23,000.00	9,373.80	-	95.94	2,949.14	1,243.79	63,083.81	29,150.39
Executive 0823	23,000.00	10,400.00	-	-	-	1,856.40	52,867.65	26,333.90
Executive 1388	17,500.00	9,760.29	-	-	-	1,294.16	44,183.04	20,352.31
Executive 1570	20,800.00	10,400.00	-	-	-	1,782.14	56,834.46	25,124.40
Executive 1683	23,000.00	10,400.00	-	-	-	1,856.40	65,540.87	27,587.58
Executive 1691	10,400.00	10,400.00	-	239.98	-	1,670.76	75,185.29	14,923.25
Executive 1721	23,000.00	10,400.00	-	-	-	1,798.06	50,305.26	27,283.27
Executive 2281	23,000.00	8,104.99	-	-	-	1,074.06	44,272.15	25,852.31
Executive 2639	17,500.00	9,671.81	-	105.04	-	1,283.57	44,489.91	20,086.79
Executive 2792	8,314.38	8,157.60	-	-	-	1,082.02	53,724.86	12,356.06
Executive 2794	17,500.00	8,001.64	-	144.04	835.28	1,080.80	45,679.18	21,949.23
Executive 2926	23,000.00	8,148.96	-	-	-	1,082.02	35,632.13	25,885.09
Executive 4258	23,000.00	10,400.00	-	-	2,266.98	1,856.40	57,381.75	29,550.25
Executive 5764	10,400.00	10,400.00	10,400.00	479.96	-	1,856.40	40,558.71	15,467.54
Director	487,921.09	208,123.31	48,241.38	3,498.86	37,899.90	28,458.72	1,250,891.81	659,295.62
Exempt (Salaried)	1,709,574.45	726,070.59	191,589.50	14,335.35	122,212.47	105,281.10	4,922,944.88	2,619,279.31
Manager	838,334.31	254,208.44	41,012.08	4,173.01	37,108.96	35,928.28	1,495,100.15	870,901.34
Non-Exempt (Hourly)	265,384.50	147,463.23	37,291.41	3,125.39	16,281.83	21,706.59	1,228,342.49	513,593.96
Supervisor	59,555.37	17,060.66	3,204.99	90.22	924.92	2,284.33	89,822.71	72,398.64
<b>Customer Service Organization (Division 012)</b>								
Executive 0704	17,500.00	8,133.33	-	479.96	-	1,062.02	42,454.73	22,522.98
Director	66,455.45	34,470.67	-	1,122.42	5,964.36	4,572.73	202,173.36	92,945.78
Exempt (Salaried)	186,155.65	122,074.34	23,088.88	2,200.32	24,536.09	17,256.51	834,772.89	368,370.15
Manager	163,975.95	77,993.47	21,387.91	2,238.85	24,108.95	11,650.39	477,092.79	257,110.89
Non-Exempt (Hourly)	820,279.91	628,310.73	145,094.50	27,125.69	145,833.55	88,850.10	6,028,010.48	2,306,839.33
Supervisor	203,005.14	141,872.16	19,296.33	5,051.22	46,112.71	19,475.01	1,141,556.08	487,161.88
<b>Kentucky/Mid-States Service Area 009</b>								
Exempt (Salaried)	119,743.32	41,967.06	3,232.53	1,026.22	11,005.02	5,534.03	394,975.30	184,980.92
Manager	67,822.76	22,923.42	-	232.18	4,025.44	3,042.72	178,349.57	88,538.18
Non-Exempt (Hourly)	614,098.18	347,897.53	32,883.34	8,310.89	97,222.43	43,130.96	3,519,152.83	1,327,927.29
Supervisor	113,180.97	40,112.92	-	638.96	13,762.21	5,307.11	348,512.16	178,474.66
<b>Kentucky/Mid-States Service Area 091</b>								
Executive 0032	14,890.47	9,926.97	-	48.10	-	1,318.04	67,344.28	19,228.84
Executive 0789	21,121.84	6,034.79	-	-	2,827.20	801.11	56,480.08	26,801.35
Executive 1092	16,177.72	4,492.37	-	-	-	595.80	27,710.81	20,678.94
Executive 1128	23,000.00	5,794.50	-	48.10	-	788.39	45,330.78	26,347.52
Executive 1242	23,000.00	6,232.33	-	48.10	-	825.79	56,399.83	27,805.70
Executive 1660	23,000.00	5,599.24	-	-	-	741.01	44,781.77	27,587.58
Executive 2585	23,000.00	6,441.15	-	479.96	4,056.48	837.98	51,452.88	31,704.07
Executive 2698	17,500.00	5,516.39	-	-	955.16	731.58	34,667.56	22,738.43
Executive 3127	23,000.00	6,143.70	-	239.98	1,901.34	814.16	54,660.06	29,728.90
Executive 3818	23,000.00	5,969.52	-	-	-	790.48	47,991.23	26,299.42
Exempt (Salaried)	212,464.11	80,740.25	11,204.36	1,346.81	11,986.24	10,991.43	658,971.63	310,920.38
Manager	102,550.79	36,179.61	5,170.95	712.08	9,004.06	4,787.32	309,261.53	138,275.87
Non-Exempt (Hourly)	133,265.07	49,746.31	3,340.80	596.21	10,958.14	6,252.20	457,785.97	202,113.71
Supervisor	10,053.61	6,800.23	2,602.75	440.96	224.20	891.95	52,471.70	18,314.52

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
 CY 2015 (at December)

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2015 Medical (Employee)	2015 Medical (Atmos)	2015 Dental (Employee)	2015 Dental (Atmos)	2015 Vision (Employee)
<b>Shared Services (Division 002)</b>												
Executive 0148	238,555.79	-	-	-	563,647.48	2,787.23	804,990.50	2,704.72	11,389.94	161.20	641.42	-
Executive 0623	946,004.88	-	-	-	6,416,933.89	593.25	7,363,532.02	2,956.72	11,145.00	161.20	641.42	220.74
Executive 1388	273,238.32	-	-	-	472,286.36	-	745,524.68	2,696.72	11,397.72	161.20	641.42	-
Executive 1570	345,741.56	-	-	-	1,280,192.30	-	1,625,933.86	4,052.10	16,508.98	241.80	962.26	-
Executive 1663	375,784.90	-	-	-	1,489,463.85	224.37	1,865,473.12	4,052.10	16,508.98	241.80	962.26	303.16
Executive 1691	323,974.89	-	-	-	883,253.02	-	1,207,227.91	4,303.85	16,261.01	241.80	962.26	-
Executive 1721	473,098.28	-	-	-	1,454,704.57	51.95	1,927,854.80	4,052.10	16,508.98	241.80	962.26	-
Executive 2261	208,516.52	-	-	-	373,241.17	-	581,757.69	2,696.72	11,397.72	161.20	641.42	-
Executive 2639	249,021.22	-	-	-	571,493.62	36.99	820,551.83	2,327.26	9,999.04	161.20	641.42	-
Executive 2683	152,927.82	-	-	-	118,493.55	56.04	271,467.41	2,696.72	11,397.72	161.20	641.42	220.74
Executive 2792	209,870.20	-	-	-	312,460.19	-	522,330.39	4,052.10	16,508.98	-	-	-
Executive 2794	206,019.12	-	-	-	310,181.03	-	516,200.15	2,765.04	16,815.76	241.80	962.26	220.74
Executive 2926	210,162.14	-	-	-	312,650.12	154,504.08	677,316.34	2,327.26	9,999.04	161.20	641.42	-
Executive 4258	360,276.82	-	-	-	1,444,756.37	-	1,805,033.19	4,052.10	16,508.98	241.80	962.26	-
Executive 5764	425,909.28	-	-	-	1,737,097.83	-	2,163,006.91	4,303.85	16,261.01	241.80	962.26	303.16
Executive 6083	198,859.06	-	-	-	176,322.44	-	375,221.50	1,550.12	10,067.82	241.80	962.26	-
Director	5,322,197.71	-	-	-	4,349,110.29	16,432.62	9,669,740.82	123,394.14	446,595.40	6,614.78	26,330.84	5,949.99
Exempt (Salaried)	23,960,531.83	10,607.37	-	-	4,277,721.43	214,390.22	28,463,450.85	805,898.48	2,837,842.32	44,047.28	175,779.27	39,419.27
Manager	6,276,039.98	-	-	-	2,128,735.84	13,612.85	8,418,388.67	166,182.46	599,310.96	9,036.50	35,986.96	7,471.58
Non-Exempt (Hourly)	3,740,814.35	181,977.27	-	-	299,244.36	242,047.79	4,454,083.77	199,886.15	675,905.78	10,800.40	43,024.74	9,846.82
Supervisor	358,735.69	-	-	-	50,731.63	-	409,467.32	7,793.24	32,463.27	483.60	1,929.72	647.40
<b>Customer Service Organization (Division 012)</b>												
Executive 0704	209,895.83	-	-	-	599,252.01	-	809,147.84	4,311.84	16,253.13	241.80	962.26	-
Director	510,736.12	-	-	-	463,312.34	90,812.63	1,064,861.09	12,147.01	43,815.95	644.80	2,595.94	382.27
Exempt (Salaried)	1,204,140.50	1,661.74	-	-	122,749.05	4,753.12	1,333,304.41	51,089.70	185,556.38	3,131.00	12,475.89	2,847.28
Manager	1,781,762.01	-	-	-	251,199.23	8,651.72	2,021,612.96	53,091.87	182,425.58	2,901.60	11,560.04	2,249.68
Non-Exempt (Hourly)	16,651,442.39	717,480.75	-	680.88	1,586,822.97	468,434.40	19,428,861.39	1,188,580.26	3,930,864.36	63,457.62	253,522.43	65,838.28
Supervisor	3,907,268.37	44,282.47	-	-	357,077.04	69,777.88	4,378,405.76	210,508.76	679,948.01	11,219.83	44,968.98	12,386.20
<b>Kentucky/Mid-States Service Area 009</b>												
Exempt (Salaried)	577,794.24	-	-	-	82,944.69	3,654.93	664,393.86	24,142.95	86,098.49	1,370.20	5,455.32	1,453.92
Manager	104,216.80	-	-	-	21,538.03	1,211.61	126,966.24	4,052.10	16,508.98	241.80	962.26	293.83
Non-Exempt (Hourly)	8,180,287.24	491,596.66	-	184,088.26	681,250.11	551,232.78	10,068,465.05	535,278.94	1,840,991.21	26,698.75	106,294.82	20,658.73
Supervisor	967,702.51	-	-	-	145,698.57	35,666.01	1,149,067.09	42,547.04	148,014.54	2,030.50	8,082.70	1,265.37
<b>Kentucky/Mid-States Service Area 091</b>												
Executive 0032	255,590.72	-	-	-	463,002.14	-	718,592.86	4,303.85	16,261.01	241.80	962.26	-
Executive 0769	155,378.06	-	-	-	102,257.93	1,122.83	258,758.82	2,696.72	11,397.72	161.20	641.42	-
Executive 1062	130,957.77	-	-	-	75,362.94	108.60	206,429.31	4,052.10	16,508.98	241.80	962.26	106.58
Executive 1128	150,633.97	-	-	-	96,730.23	2,049.18	249,413.38	2,767.04	16,623.80	241.80	962.26	-
Executive 1242	158,218.58	-	-	-	137,958.64	789.11	296,966.33	4,060.09	16,501.10	241.80	962.26	220.74
Executive 2668	142,030.83	-	-	-	94,400.39	616.37	237,047.59	2,796.89	16,620.87	241.80	962.26	-
Executive 3127	159,364.91	-	-	-	101,581.73	-	260,946.64	4,052.10	16,508.98	241.80	962.26	303.16
Executive 3818	150,761.13	-	-	-	103,807.36	2,951.26	257,519.75	2,186.07	13,524.81	241.80	962.26	303.16
Exempt (Salaried)	1,689,650.82	-	-	-	232,669.65	13,116.66	1,915,437.13	54,958.46	227,065.77	3,630.90	14,053.52	1,815.69
Manager	802,906.69	-	-	-	129,057.20	62,425.33	994,389.22	17,887.81	94,155.97	1,370.20	5,455.32	626.86
Non-Exempt (Hourly)	1,225,703.43	29,678.93	-	-	83,916.09	17,161.85	1,366,460.30	51,546.84	217,159.12	3,198.58	12,753.59	1,608.17
Supervisor	176,636.02	-	-	-	27,875.49	634.60	205,146.11	7,132.11	20,398.47	322.40	1,285.70	406.12



Atmos Energy Corporation  
Shared Services (002 and 012) and Kentucky/Mid-Stat  
CY 2015 (at December)

	2015 Pension Account Plan (Atmos)	2015 Retirement Savings Plan (Employee)	2015 Retirement Savings Plan (Atmos)	2015 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)	2015 AD&D (Employee Cost)	2015 Group Variable Universal Life (GVUL) (Employee Cost)	2015 Basic Life (Atmos Cost)	Total 2015 Atmos Cost	Total 2015 Employee Cost
<b>Shared Services (Division 002)</b>									
Executive 0148	43,284.31	24,000.00	9,653.72	-	95.94	3,029.54	1,280.92	194,451.31	60,623.24
Executive 0823	30,589.50	24,000.00	10,600.00	-	-	-	1,856.40	180,519.82	60,556.50
Executive 1388	26,068.34	18,000.00	10,527.89	-	-	-	1,451.17	200,694.04	56,581.92
Executive 1570	29,028.58	21,199.88	10,600.00	-	-	-	1,835.18	229,112.92	67,276.73
Executive 1683	37,899.64	24,000.00	10,600.00	-	-	-	1,856.40	254,133.56	74,343.81
Executive 1691	48,127.49	10,599.94	10,599.94	-	239.98	-	1,721.15	261,433.46	63,715.58
Executive 1721	28,314.78	24,000.00	10,600.00	-	-	-	1,855.90	244,548.20	74,040.45
Executive 2261	24,963.80	24,000.00	8,340.66	-	-	-	1,105.88	174,829.42	57,305.76
Executive 2639	27,475.22	18,000.00	9,960.85	-	105.04	-	1,320.70	182,506.48	51,699.25
Executive 2683	164.30	18,000.00	6,117.11	6,117.14	95.94	-	815.49	175,860.68	56,898.60
Executive 2792	32,709.83	23,499.14	8,394.81	-	-	-	1,113.84	265,262.21	78,202.49
Executive 2794	23,496.56	18,000.00	8,240.76	-	144.04	1,424.06	1,092.62	270,197.46	60,481.18
Executive 2926	19,405.86	24,000.00	8,406.49	-	-	-	1,116.49	152,624.42	52,904.42
Executive 4258	31,480.34	24,000.00	10,600.00	-	-	2,331.10	1,856.40	279,970.88	84,298.75
Executive 5764	-	10,599.94	10,599.94	10,600.00	478.96	-	1,856.40	146,352.31	43,871.21
Executive 6083	-	18,000.00	7,955.96	-	239.98	-	1,058.12	165,972.77	42,430.90
Director	561,906.74	490,666.45	211,102.16	32,839.18	4,238.59	42,065.00	29,390.66	6,978,634.54	2,230,960.19
Exempt (Salaried)	1,459,471.28	1,967,858.99	875,112.67	282,816.41	18,320.03	129,135.70	128,158.83	42,366,606.56	13,345,489.96
Manager	511,201.84	585,140.23	239,287.39	49,092.85	3,391.18	36,670.70	33,364.09	9,223,381.49	2,946,218.10
Non-Exempt (Hourly)	260,641.24	276,985.39	142,714.58	36,930.60	2,613.95	12,973.15	21,314.77	9,928,790.96	3,078,927.46
Supervisor	20,122.32	60,306.69	14,349.43	3,380.74	142.38	833.54	1,904.47	504,396.20	173,669.35
<b>Customer Service Organization (Division 012)</b>									
Executive 0704	21,650.16	18,000.00	8,395.83	-	478.96	-	1,113.84	263,939.97	79,954.10
Director	64,328.08	42,431.43	20,429.45	-	222.56	3,213.16	2,709.16	681,924.11	210,911.78
Exempt (Salaried)	76,230.33	83,598.52	45,555.41	11,156.08	561.34	8,794.22	6,299.42	2,817,313.12	828,337.28
Manager	131,812.17	130,081.33	70,855.02	12,090.45	1,458.24	24,048.36	9,385.51	2,838,167.77	911,809.83
Non-Exempt (Hourly)	1,050,496.96	813,415.69	608,261.20	166,673.09	26,576.42	149,837.37	91,749.04	56,891,820.87	17,537,046.74
Supervisor	260,978.22	221,694.92	152,782.49	33,482.31	5,271.16	39,044.34	21,303.81	10,241,175.31	3,261,183.85
<b>Kentucky/Mid-States Service Area 009</b>									
Exempt (Salaried)	104,154.76	66,289.79	22,596.98	580.64	640.12	6,402.72	3,323.87	1,318,741.76	407,832.35
Manager	18.70	8,745.14	4,217.13	4,217.18	95.94	-	559.68	245,046.93	67,102.56
Non-Exempt (Hourly)	1,114,862.07	630,414.06	362,921.00	54,751.82	8,525.96	101,486.46	44,581.59	24,420,845.42	7,333,941.19
Supervisor	145,172.76	129,583.83	41,008.73	-	777.66	10,326.06	5,442.09	2,249,322.53	734,187.68
<b>Kentucky/Mid-States Service Area 091</b>									
Executive 0032	42,661.80	15,335.35	10,223.63	-	48.10	-	1,367.82	267,226.27	76,649.85
Executive 0769	39,385.98	21,752.85	6,215.12	-	-	2,882.88	825.02	186,845.20	57,941.49
Executive 1092	6,796.29	18,000.00	5,238.31	-	-	-	694.84	248,763.68	76,074.23
Executive 1126	23,357.69	24,000.00	6,025.36	-	48.10	-	800.34	267,759.95	64,532.44
Executive 1242	33,412.80	24,000.00	6,455.32	-	48.10	-	837.98	244,294.50	74,501.05
Executive 2688	13,379.55	18,000.00	5,661.23	-	-	982.28	753.29	257,314.45	60,502.72
Executive 3127	32,666.12	24,000.00	6,374.60	-	239.98	-	846.11	243,664.35	74,583.59
Executive 3818	25,520.67	24,000.00	6,147.90	-	-	-	814.98	206,298.54	53,752.77
Exempt (Salaried)	215,030.02	163,910.03	61,084.24	6,437.11	1,032.46	5,952.08	8,821.07	3,543,225.33	964,008.49
Manager	130,406.46	94,838.86	32,350.02	-	502.32	9,299.04	4,268.17	1,512,664.44	365,819.86
Non-Exempt (Hourly)	182,227.87	114,028.31	49,672.70	2,355.32	559.78	12,505.24	6,582.36	3,362,037.25	872,361.69
Supervisor	21,603.06	9,408.33	7,168.32	2,950.20	440.96	301.08	937.70	325,712.95	111,092.25

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
 CY 2018 (at December)

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2016 Medical (Employee)	2016 Medical (Atmos)	2016 Dental (Employee)	2016 Dental (Atmos)	2016 Vision (Employee)	2016 Pension Account Plan (Atmos)
<b>Shared Services (Division 002)</b>													
Executive 0148	248,556.13	-	-	-	590,377.35	603.31	829,536.79	3,791.08	12,649.41	161.20	608.29	-	43,956.62
Executive 0823	974,275.70	-	-	-	6,823,259.56	1,592.81	7,599,128.07	5,647.98	18,328.29	241.80	912.31	223.25	31,589.91
Executive 1388	284,466.98	-	-	-	582,842.99	-	867,309.97	3,791.08	12,649.41	161.20	608.29	-	31,286.75
Executive 1570	356,074.62	-	-	-	1,271,043.81	-	1,627,118.43	3,284.84	11,101.25	241.80	912.31	296.18	31,034.21
Executive 1663	387,015.13	-	-	-	1,510,081.43	869.95	1,897,966.51	3,284.84	11,101.25	-	-	293.83	39,813.86
Executive 1691	333,657.17	-	-	-	829,035.74	-	1,162,692.91	3,709.26	12,431.80	80.60	304.11	-	50,041.36
Executive 1721	518,000.00	-	-	-	1,966,937.65	3,488.67	2,488,426.32	4,052.10	19,954.71	241.80	912.31	-	31,208.33
Executive 2261	214,748.15	-	-	-	389,837.02	-	604,585.17	4,052.10	19,954.71	-	-	-	26,200.91
Executive 2639	251,526.37	-	-	-	589,419.24	25,027.87	865,973.48	3,800.07	12,640.58	161.20	608.29	162.65	27,241.43
Executive 2683	200,000.06	-	-	-	139,788.62	-	339,788.68	-	-	-	-	223.25	162.81
Executive 2792	216,141.93	-	-	-	290,216.59	-	506,358.52	1,427.92	5,422.13	80.60	304.11	-	38,548.60
Executive 2794	212,175.97	-	-	-	286,837.97	-	499,013.94	-	-	64.48	242.74	223.25	27,614.65
Executive 2926	215,610.37	-	-	-	289,003.55	37,764.93	542,378.85	3,284.84	11,101.25	241.80	912.31	-	21,428.65
Executive 4258	371,043.69	-	-	-	1,485,449.24	869.93	1,857,362.76	971.88	5,887.48	80.60	304.11	-	34,441.29
Executive 5764	438,637.28	-	-	-	1,641,806.99	869.93	2,081,313.18	2,280.34	11,900.69	80.60	304.11	306.67	-
Executive 6083	210,937.28	-	-	-	193,480.29	-	404,417.57	1,427.92	5,422.13	80.60	304.11	-	-
Director	5,134,469.81	-	-	-	3,971,322.18	59,064.04	9,164,676.01	94,872.98	380,942.79	5,185.68	19,598.89	6,634.79	571,212.98
Exempt (Salaried)	24,567,331.64	836.96	-	-	4,298,527.54	186,074.79	29,052,772.93	738,227.45	2,979,622.25	40,316.12	152,155.53	41,406.66	1,520,021.33
Manager	7,158,719.86	-	-	-	2,174,458.43	81,025.30	9,414,203.39	188,904.51	733,096.32	9,052.00	34,132.03	9,529.57	611,264.69
Non-Exempt (Hourly)	3,675,601.75	246,345.05	-	-	283,100.38	350,929.62	4,755,978.80	231,866.46	981,283.20	12,046.91	45,451.23	9,581.69	254,486.90
Supervisor	235,171.37	-	-	-	26,660.82	-	261,832.19	12,287.34	50,100.01	644.80	2,432.91	480.61	16,028.65
<b>Customer Service Organization (Division 012)</b>													
Executive 0704	216,168.80	-	-	-	409,291.29	-	625,460.19	-	-	163.99	619.39	-	26,203.73
Director	524,871.35	-	-	-	515,889.47	5,681.44	1,046,442.26	5,453.76	32,974.20	483.60	1,824.62	223.25	71,527.91
Exempt (Salaried)	1,896,266.23	11,791.24	-	476.16	172,554.05	40,918.00	2,122,025.68	53,751.32	212,089.21	2,886.42	10,913.13	4,377.56	124,230.74
Manager	1,926,797.04	-	-	-	315,681.66	18,896.92	2,261,375.62	42,114.59	163,321.57	2,229.83	8,413.82	2,493.93	149,751.60
Non-Exempt (Hourly)	16,946,395.15	715,638.23	-	3,533.43	1,278,366.50	517,820.57	19,461,773.88	1,399,781.74	5,712,789.48	76,390.20	286,259.19	66,206.88	1,080,814.36
Supervisor	3,253,409.64	17,013.85	-	-	264,467.92	81,224.69	3,616,116.10	161,097.89	679,875.82	8,598.47	32,442.42	10,643.17	213,984.01
<b>Kentucky/Mid-States Service Area 009</b>													
Exempt (Salaried)	675,514.13	-	-	-	75,467.40	3,385.13	754,366.66	16,275.80	76,705.21	987.20	3,649.35	1,366.51	108,775.70
Manager	111,952.52	-	-	-	20,863.79	-	132,816.31	1,427.92	5,422.13	80.60	304.11	-	19.73
Non-Exempt (Hourly)	8,200,227.40	624,284.02	-	201,734.14	598,157.47	671,631.30	10,296,034.45	390,967.46	1,703,131.76	23,651.14	89,238.10	20,403.00	1,097,255.33
Supervisor	1,051,570.34	-	-	-	131,937.50	8,810.59	1,192,318.43	39,969.85	162,621.63	2,092.81	7,896.07	1,108.97	156,574.23
<b>Kentucky/Mid-States Service Area 091</b>													
Executive 0032	288,168.48	-	-	-	434,629.72	-	702,798.20	2,686.72	13,764.73	161.20	608.29	-	46,777.44
Executive 1092	138,978.33	-	-	-	86,348.73	37.11	225,364.17	602.16	5,467.44	241.80	912.31	166.21	10,325.35
Executive 1128	154,655.36	-	-	-	90,323.18	1,791.90	246,770.44	1,412.13	5,427.65	80.60	304.11	-	25,434.70
Executive 1242	159,055.31	-	-	-	97,443.57	-	256,498.88	1,808.82	12,949.95	161.20	608.29	223.25	35,775.14
Executive 2688	146,258.24	-	-	-	87,838.50	296.87	234,391.61	3,284.84	11,101.25	241.80	912.31	-	15,650.03
Executive 3127	163,935.70	-	-	-	94,394.91	-	258,330.61	3,800.45	18,786.95	226.30	853.36	306.67	34,649.90
Executive 3818	158,105.77	-	-	-	155,850.38	40.10	313,996.25	4,042.31	12,398.41	161.20	608.29	306.67	27,255.20
Exempt (Salaried)	1,736,215.64	-	-	-	203,822.48	19,289.59	1,959,327.71	58,808.92	247,239.18	3,319.79	12,526.81	2,133.99	230,760.32
Manager	836,006.66	-	-	-	114,197.61	18,151.28	968,355.45	21,846.71	91,936.18	1,237.21	4,666.74	983.16	138,682.23
Non-Exempt (Hourly)	1,143,938.63	61,590.03	-	-	77,902.23	17,742.67	1,301,173.56	68,901.80	285,215.92	3,637.85	13,724.12	1,626.47	169,010.05
Supervisor	174,060.89	-	-	-	22,848.36	6,331.13	203,240.36	5,479.24	17,811.71	241.80	912.40	330.06	21,311.27

Atmos Energy Corporation  
 Shared Services (002 and 012) and Kentucky/Mid-States  
 CY 2016 (at December)

	2016 Retirement Savings Plan (Employee)	2016 Retirement Savings Plan (Atmos)	2016 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)	2016 AD&D (Employee Cost)	2016 Group Variable Universal Life (GVUL) (Employee Cost)	2016 Supplemental Term Life (Employee)	2016 Basic Life (Atmos Cost)	Total 2016 Atmos Cost	Total 2016 Employee Cost
<b>Shared Services (Division 002)</b>									
Executive 0148	24,000.00	9,942.25	-	95.94	2,344.32	-	851.56	112,897.53	39,292.62
Executive 0823	24,000.00	10,600.00	-	-	-	-	1,197.16	96,815.22	35,975.41
Executive 1388	18,000.00	10,600.00	-	-	-	-	974.83	187,263.66	46,908.96
Executive 1570	21,199.88	10,600.00	-	-	-	-	1,197.16	128,672.75	39,332.26
Executive 1663	24,000.00	10,600.00	-	-	-	-	1,197.16	134,337.04	41,445.17
Executive 1691	10,599.94	10,599.94	-	239.98	-	-	1,142.41	288,781.93	56,901.74
Executive 1721	24,000.00	10,600.00	-	-	-	-	1,197.16	177,671.03	50,650.35
Executive 2261	24,000.00	8,589.93	-	-	-	-	735.40	179,916.32	52,908.96
Executive 2639	18,000.00	10,258.53	-	105.04	-	-	877.55	165,815.04	43,439.42
Executive 2683	24,000.00	8,000.00	7,999.94	95.94	-	-	834.09	161,236.92	53,228.15
Executive 2792	23,775.63	8,645.68	-	-	-	-	740.63	245,926.88	64,680.77
Executive 2794	18,000.00	8,487.04	-	144.04	1,116.72	-	726.84	239,281.82	49,818.43
Executive 2926	24,000.00	8,657.75	-	-	-	-	740.62	93,082.13	32,281.60
Executive 4258	24,000.00	10,600.00	-	-	1,449.83	-	1,197.16	255,863.37	68,864.28
Executive 5764	10,599.94	10,599.94	10,600.00	479.96	-	-	1,197.16	302,343.52	69,587.96
Executive 6083	18,000.00	8,437.49	8,437.58	239.98	-	-	721.62	181,167.13	42,430.90
Director	557,013.79	230,775.12	50,082.44	4,275.95	40,536.98	746.96	19,723.88	7,356,376.66	2,021,589.74
Exempt (Salaried) Manager	2,242,549.09	932,784.33	375,689.61	18,325.62	102,161.54	9,525.83	87,702.08	49,952,963.68	13,768,016.48
Non-Exempt (Hourly) Supervisor	752,153.30	277,593.95	57,834.89	3,837.00	27,972.16	6,279.18	25,313.16	11,654,276.08	3,345,946.41
	278,486.94	151,266.71	52,685.04	2,686.18	10,222.72	1,654.27	14,499.21	11,442,127.98	2,949,690.23
	31,924.38	7,600.42	-	95.94	-	801.00	806.04	482,523.16	118,198.69
<b>Customer Service Organization (Division 012)</b>									
Executive 0704	18,000.00	8,646.76	-	479.96	-	-	740.62	312,261.53	79,954.10
Director	45,233.96	21,103.80	-	222.56	2,510.74	945.07	1,804.40	578,901.80	134,525.77
Exempt (Salaried) Manager	128,930.95	76,304.62	18,944.10	601.64	7,054.34	101.40	6,566.84	4,977,757.21	1,365,580.51
Non-Exempt (Hourly) Supervisor	164,577.10	77,797.78	14,346.57	1,857.18	17,817.56	1,027.07	6,671.95	3,311,915.56	929,499.06
	866,850.88	635,195.07	215,615.33	24,680.54	111,837.35	2,957.90	61,197.14	64,356,199.31	17,185,818.29
	179,761.24	127,255.23	37,997.64	3,788.39	19,136.06	873.26	11,324.78	9,490,164.17	2,674,820.02
<b>Kentucky/Mid-States Service Area 009</b>									
Exempt (Salaried) Manager	70,828.95	23,222.32	3,798.14	640.12	3,895.18	1,770.80	2,313.49	1,544,872.41	393,353.76
Non-Exempt (Hourly) Supervisor	9,135.10	4,478.10	4,478.04	95.94	-	531.27	384.08	269,536.47	67,729.96
	664,725.94	377,551.36	80,150.18	8,584.89	62,043.33	6,534.87	29,115.15	29,882,348.08	7,884,286.97
	132,255.81	42,245.97	-	783.38	3,823.22	3,781.31	3,614.50	2,547,282.59	728,429.30
<b>Kentucky/Mid-States Service Area 091</b>									
Executive 0032	15,861.81	10,587.85	-	48.10	-	1,797.04	918.52	338,230.23	75,928.34
Executive 1092	18,000.00	5,559.13	-	-	-	150.39	476.51	225,985.91	61,751.05
Executive 1128	24,000.00	6,257.89	-	48.10	-	-	535.74	122,273.64	37,542.88
Executive 1242	24,000.00	6,362.21	-	48.10	-	-	543.46	252,305.73	67,705.80
Executive 2688	18,000.00	5,850.33	-	-	836.30	-	500.87	181,695.87	42,827.02
Executive 3127	24,000.00	6,557.43	-	239.98	-	-	560.81	251,393.06	67,981.10
Executive 3818	24,000.00	6,324.23	-	-	-	-	541.48	156,594.87	42,432.63
Exempt (Salaried) Manager	173,574.76	65,960.33	10,670.49	1,032.46	3,449.30	313.56	6,007.18	3,870,122.21	906,181.35
Non-Exempt (Hourly) Supervisor	116,824.95	32,943.28	-	507.09	4,289.66	2,051.31	2,865.84	1,734,415.96	384,904.26
	107,820.76	46,857.58	1,956.64	517.68	7,380.54	1,850.28	4,033.69	3,597,506.58	777,623.93
	7,215.73	7,215.68	3,078.72	440.98	368.40	-	618.45	294,648.49	81,410.47

Almos Energy Corporation  
Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Pay and Benefits  
January - August 2017

	Regular Pay	Overtime Pay	Excess Vacation Payout	Standby Pay	Incentive Compensation Payout	Other Pay	Sub-Total	2017 Medical (Employee)	2017 Medical (Atmos)	2017 Dental (Employee)	2017 Dental (Atmos)	Jan-Aug'17 Vision (Employee)	Jan-Aug'17 Pension Account Plan (Atmos)
<b>Shared Services (Division 002)</b>													
Executive 0032	228,523.57	-	-	-	109,629.00	40,872.13	379,024.70	2,920.17	13,857.38	158.10	647.98	-	46,302.71
Executive 0300	191,131.33	-	-	-	235,899.00	98,192.85	525,223.18	3,813.79	12,913.20	158.10	647.98	-	29,970.10
Executive 0823	655,674.12	-	-	-	1,895,085.45	145.66	2,550,905.23	2,680.60	8,791.17	105.40	431.99	154.62	32,191.26
Executive 1388	235,249.44	-	-	-	109,629.00	130.79	345,009.23	1,290.60	8,158.93	105.40	431.99	-	31,843.60
Executive 1570	239,833.32	-	-	-	228,663.00	-	468,296.32	2,760.17	14,017.38	158.10	647.98	11.80	33,224.14
Executive 1691	224,546.72	-	-	-	228,663.00	-	453,209.72	2,770.16	14,007.38	158.10	647.98	-	57,919.31
Executive 1721	401,538.58	-	-	-	350,609.40	145.84	752,293.62	1,837.16	9,667.41	105.40	431.99	-	33,888.33
Executive 2261	146,300.07	-	-	-	70,825.95	888.13	217,994.15	1,837.16	9,667.41	105.40	431.99	-	28,377.77
Executive 2639	164,198.57	-	-	-	116,460.90	-	280,657.47	1,595.43	8,471.04	105.40	431.99	6.48	30,028.55
Executive 2683	134,461.62	-	-	-	21,849.75	-	156,311.37	1,837.16	9,667.41	105.40	431.99	154.62	169.97
Executive 2792	145,460.58	-	-	-	64,811.25	1,269.48	211,541.31	1,837.16	9,667.41	-	-	-	40,700.77
Executive 2794	142,791.57	-	-	-	64,811.25	-	207,602.82	1,913.40	11,787.69	158.10	647.98	154.62	26,502.78
Executive 2926	145,663.56	-	-	-	64,811.25	-	210,474.81	430.52	3,475.82	52.70	215.99	68.00	26,796.91
Executive 3281	221,538.56	-	-	-	67,585.05	43,120.20	332,243.81	2,770.16	14,007.38	158.10	647.98	-	30,364.33
Executive 4258	242,850.27	-	-	-	343,918.35	-	586,768.62	1,420.29	6,825.68	114.70	469.20	-	38,669.83
Executive 5406	96,711.66	-	-	-	378.00	-	97,089.66	2,920.17	13,857.38	158.10	647.98	207.08	-
Executive 6083	177,352.04	-	-	-	33,106.50	143.42	210,601.96	1,087.46	7,117.74	158.10	647.98	-	-
Executive 6112	122,699.32	-	-	-	18,807.75	-	141,507.07	1,913.40	11,787.69	158.10	647.98	154.62	-
Executive 6764	130,323.12	-	-	-	1,522.80	-	131,845.92	1,807.36	11,045.28	158.10	647.98	-	212.40
Director	3,511,469.12	-	-	-	828,846.00	8,510.53	4,348,825.65	65,737.28	326,956.79	4,107.19	16,834.66	4,757.98	584,646.43
Exempt (Salaried)	15,849,123.78	2,717.56	-	-	287,972.10	89,545.98	16,229,359.42	505,670.13	2,255,430.59	27,996.41	114,751.30	29,143.92	1,498,782.37
Manager	4,929,195.67	-	-	-	282,770.10	22,608.19	5,234,573.96	120,836.96	558,177.48	6,788.07	27,847.68	7,019.27	626,988.00
Non-Exempt (Hourly)	2,797,058.02	140,271.48	-	506.59	-	209,177.22	3,147,013.31	133,773.20	604,714.33	7,727.99	31,678.33	7,948.38	255,511.54
Supervisor	335,903.81	-	-	-	-	-	335,903.81	14,593.88	68,763.82	790.50	3,239.90	786.50	23,881.98
<b>Customer Service Organization (Division 012)</b>													
Executive 0704	148,141.94	-	-	-	108,868.50	172.79	257,183.23	2,930.16	13,847.38	158.10	647.98	-	26,107.21
Director	353,956.49	-	-	-	98,856.10	-	452,811.59	5,017.01	29,571.47	368.80	1,511.96	284.78	78,112.57
Exempt (Salaried)	1,273,608.41	37.13	-	-	-	5,176.32	1,278,719.86	53,127.06	248,808.26	3,354.20	13,746.97	3,850.56	124,401.15
Manager	1,302,365.44	-	-	-	18,495.00	5,706.44	1,326,566.88	37,859.52	167,671.65	2,259.90	9,264.37	2,123.48	156,609.82
Non-Exempt (Hourly)	11,512,104.98	527,976.84	-	25,859.66	-	249,547.41	12,315,488.89	765,667.80	3,202,149.20	40,696.66	166,998.57	46,398.24	1,033,064.10
Supervisor	2,164,866.27	29,257.61	-	-	-	25,825.18	2,219,949.06	115,735.09	462,970.23	5,996.33	24,590.39	7,022.35	200,907.26
<b>Kentucky/Mid-States Service Area 009</b>													
Exempt (Salaried)	450,784.05	-	-	-	-	972.54	451,756.59	15,639.46	68,403.37	895.90	3,671.89	1,014.44	116,641.26
Manager	75,520.53	-	-	-	-	1,103.98	76,624.51	2,552.69	8,917.22	105.40	431.99	-	16,804.94
Non-Exempt (Hourly)	5,366,851.44	340,252.87	-	140,398.60	-	494,952.02	6,342,454.83	316,565.98	1,375,697.26	16,071.33	65,880.09	14,424.73	1,057,521.99
Supervisor	682,366.18	78.61	-	157.22	-	5,266.67	687,868.88	27,610.95	120,565.21	1,212.10	4,967.67	696.06	147,299.87
<b>Kentucky/Mid-States Service Area 091</b>													
Executive 0157	79,186.94	-	-	-	63.00	-	79,249.94	2,760.17	14,017.38	158.10	647.98	-	20.52
Executive 1044	5,970.55	-	-	-	-	-	5,970.55	1,256.45	8,128.37	105.40	431.99	-	20,758.66
Executive 1092	93,712.33	-	-	-	18,495.00	-	112,207.33	2,760.17	14,017.38	158.10	647.98	6.48	9,290.89
Executive 1128	119,442.17	-	-	-	18,807.75	-	138,249.92	1,913.40	11,787.69	158.10	647.98	-	28,165.89
Executive 1242	106,036.82	-	-	-	20,331.00	-	126,367.82	1,889.29	9,908.98	108.50	443.86	154.62	38,403.24
Executive 2688	97,878.18	-	-	-	18,495.00	-	116,373.18	1,913.40	11,787.69	158.10	647.98	-	15,024.02
Executive 3127	109,290.45	-	-	-	18,495.00	-	127,785.45	1,983.21	11,817.54	158.10	647.98	212.40	34,789.72
Executive 3818	105,403.91	-	-	-	19,053.90	-	124,457.81	1,087.46	7,117.74	158.10	647.98	212.40	29,867.02
Exempt (Salaried)	1,050,685.99	-	-	-	-	5,151.78	1,055,837.77	29,430.94	148,919.18	1,956.10	8,015.12	1,473.06	216,560.54
Manager	526,896.72	-	-	-	-	7,883.43	534,780.15	13,507.38	78,961.92	1,001.30	4,103.88	591.22	120,484.73
Non-Exempt (Hourly)	664,242.21	34,086.02	-	-	-	1,311.88	699,640.11	25,652.48	137,929.34	1,646.10	6,759.83	1,198.09	140,715.95
Supervisor	78,437.15	-	-	-	-	-	78,437.15	1,519.62	9,296.55	122.45	503.32	172.30	-

Atmos Energy Corporation  
Shared Services (002 and 012) and Kentucky/Mid-States  
January - August 2017

	Jan-Aug'17 Retirement Savings Plan (Employee)	Jan-Aug'17 Retirement Savings Plan (Atmos)	Jan-Aug'17 Retirement Savings Plan Fixed Annual Company Contribution (Atmos)	Jan-Aug'17 AD&D (Employee Cost)	Jan-Aug'17 Group Variable Universal Life (GVUL) (Employee Cost)	Jan-Aug'17 Supplemental Term Life (Employee)	Jan-Aug'17 Basic Life (Atmos Cost)	Total Jan-Aug'17 Atmos Cost	Total Jan-Aug'17 Employee Cost
<b>Shared Services (Division 002)</b>									
Executive 0032	11,212.23	7,474.79	-	33.30	-	1,642.34	848.14	107,656.85	24,159.29
Executive 0300	14,953.86	7,476.92	-	83.16	-	-	758.80	87,845.75	29,514.61
Executive 0823	18,692.28	7,476.92	-	-	-	-	858.98	74,154.72	29,131.25
Executive 1388	12,461.49	7,476.92	-	-	-	-	837.14	71,348.88	17,474.59
Executive 1570	14,953.86	7,476.92	-	-	-	-	858.98	95,201.25	25,627.08
Executive 1691	7,476.84	7,476.84	-	166.14	-	-	842.83	119,870.19	18,314.38
Executive 1721	18,692.28	7,476.92	-	-	-	-	858.98	79,164.33	25,789.14
Executive 2261	23,377.41	6,233.98	-	-	-	-	551.97	72,603.82	30,474.27
Executive 2639	22,470.54	6,914.02	-	72.72	-	-	612.25	70,117.50	28,764.97
Executive 2683	22,781.51	5,695.39	5,695.33	66.42	-	-	504.76	49,005.65	30,099.41
Executive 2792	16,943.48	8,161.27	-	-	-	-	546.35	82,787.20	23,655.94
Executive 2794	13,608.45	6,048.22	-	99.72	816.20	-	536.57	78,312.04	22,252.19
Executive 2928	20,052.08	6,169.87	-	-	-	-	546.35	46,961.84	21,888.50
Executive 3281	16,837.48	7,394.40	-	16.56	2,591.29	-	841.30	92,231.24	29,916.74
Executive 4259	18,692.28	7,476.92	-	-	-	-	858.74	136,045.99	33,729.79
Executive 5406	16,593.11	4,176.16	4,176.20	-	-	-	370.88	61,754.45	28,071.61
Executive 6083	18,000.00	7,386.38	7,517.21	166.14	-	-	666.43	43,867.54	22,721.00
Executive 8112	12,950.93	5,215.67	5,215.63	323.05	-	-	488.06	56,123.83	21,001.80
Executive 8764	14,070.74	5,628.31	5,674.48	-	-	-	510.59	56,285.44	21,750.30
Director	414,535.05	147,708.50	24,062.40	2,521.33	26,264.33	208.25	13,231.28	2,023,081.42	701,917.88
Exempt (Salaried)	1,575,603.44	636,320.11	289,727.25	13,062.19	72,135.23	6,641.65	60,850.88	14,385,636.67	4,328,815.98
Manager	578,787.80	204,673.80	54,350.92	2,859.21	20,416.54	4,645.46	18,702.26	3,422,957.55	1,162,808.73
Non-Exempt (Hourly)	228,073.83	118,981.68	48,445.33	2,225.24	7,530.56	1,298.08	11,380.10	4,029,732.96	1,012,993.84
Supervisor	28,824.56	11,289.08	2,854.44	601.33	2,533.22	578.88	1,265.47	414,408.12	112,420.62
<b>Customer Service Organization (Division 012)</b>									
Executive 0704	18,000.00	6,275.23	-	332.28	-	-	555.69	85,959.34	29,613.69
Director	33,647.76	14,991.10	-	263.90	1,825.97	720.97	1,327.61	207,742.31	58,382.39
Exempt (Salaried)	90,536.89	55,121.09	14,570.51	983.32	6,032.36	72.93	5,132.61	1,380,411.92	352,586.86
Manager	135,120.66	55,352.40	10,172.52	1,348.47	15,737.37	753.44	4,914.29	977,610.75	324,965.89
Non-Exempt (Hourly)	642,840.35	440,451.03	157,104.24	18,247.69	72,431.27	3,445.27	44,930.52	20,050,453.07	5,018,599.64
Supervisor	139,529.20	90,521.82	29,549.06	2,441.10	14,405.83	409.53	8,234.35	2,718,131.61	750,114.93
<b>Kentucky/Mid-States Service Area 009</b>									
Exempt (Salaried)	53,630.86	19,130.70	2,691.36	454.21	2,332.91	2,673.59	1,695.82	446,096.05	130,418.72
Manager	10,898.70	3,223.18	-	46.44	1,652.06	-	279.84	60,034.77	23,869.94
Non-Exempt (Hourly)	492,048.58	262,642.27	65,131.56	7,112.03	45,410.83	5,624.38	20,845.69	8,495,549.28	2,177,447.45
Supervisor	89,814.66	29,066.36	-	736.22	2,807.04	2,776.61	2,567.06	711,563.17	218,557.99
<b>Kentucky/Mid-States Service Area 091</b>									
Executive 0157	7,569.78	3,364.33	3,364.30	66.42	-	404.13	298.37	69,350.03	20,422.45
Executive 1044	3,985.47	3,985.47	-	99.72	1,610.07	-	353.50	56,254.09	14,659.61
Executive 1092	17,474.59	3,968.99	-	-	-	110.16	352.19	67,253.08	28,252.65
Executive 1128	21,612.87	5,085.38	-	33.30	-	-	453.19	78,958.93	29,219.37
Executive 1242	24,000.00	4,490.97	-	33.30	-	-	397.56	80,483.11	31,340.01
Executive 2688	18,000.00	4,145.43	-	-	912.56	-	368.91	64,760.83	26,465.76
Executive 3127	18,515.16	4,628.77	-	166.14	-	-	409.86	65,082.67	26,516.71
Executive 3818	17,858.72	4,464.17	-	-	-	-	394.99	63,013.70	22,623.98
Exempt (Salaried)	108,194.10	42,590.85	8,840.89	695.88	907.12	226.95	3,967.97	954,432.99	246,851.86
Manager	76,212.71	19,999.31	-	322.02	2,386.29	1,480.87	1,989.90	553,703.37	152,375.78
Non-Exempt (Hourly)	62,075.75	29,479.21	1,417.25	317.44	4,840.07	989.34	2,512.61	784,886.39	184,403.12
Supervisor	6,886.24	2,198.06	2,197.98	14.58	270.30	-	308.21	46,443.37	14,334.31

Atmos Energy Corporation  
Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Benefits  
CY 2016 (at December)

	Staff 2-24(a)	Staff 2-24(a)	Staff 2-24(b)	Staff 2-24(b)	Staff 2-24(c)	Staff 2-24(d)	Staff 2-24(e)
	2016 Medical Split (Employee)	2016 Medical Split (Atmos)	2016 Dental Split (Employee)	2016 Dental Split (Atmos)	2016 Long-Term Disability (Atmos)	2016 Imputed Income - Life Insurance (Atmos)	2016 Retirement Savings Plan (Atmos)
<b>Shared Services (Division 002)</b>							
Executive 0148	5,425.36	11,015.11	461.69	307.80	552.00	6,827.52	9,942.25
Executive 0823	7,912.17	16,064.10	692.47	461.64	552.00	9,906.00	10,600.00
Executive 1388	5,425.36	11,015.11	461.69	307.80	552.00	936.00	10,600.00
Executive 1570	4,747.41	9,638.68	692.47	461.64	552.00	5,148.00	10,600.00
Executive 1683	4,747.41	9,638.68	-	-	552.00	5,148.00	10,600.00
Executive 1691	5,326.55	10,814.51	230.83	153.88	552.00	3,188.88	10,599.94
Executive 1721	7,922.25	16,084.56	692.47	461.64	552.00	3,354.00	10,600.00
Executive 2281	7,922.25	16,084.56	-	-	552.00	3,009.60	8,589.93
Executive 2639	5,425.41	11,015.24	461.69	307.80	552.00	833.40	10,258.53
Executive 2683	-	-	-	-	552.00	966.00	8,000.00
Executive 2792	2,260.52	4,589.53	230.83	153.88	552.00	1,057.08	8,645.68
Executive 2794	-	-	184.33	122.89	552.00	675.00	8,487.04
Executive 2926	3,284.84	11,101.25	692.47	461.64	552.00	1,976.28	8,657.75
Executive 4258	2,263.59	4,595.77	230.83	153.88	552.00	1,794.00	10,600.00
Executive 5764	4,679.74	9,501.29	230.83	153.88	552.00	1,794.00	-
Executive 6083	2,260.52	4,589.53	230.83	153.88	552.00	669.60	-
Director	154,663.87	331,151.31	14,870.74	9,913.82	19,320.00	33,927.76	186,388.66
Exempt (Salaried)	1,054,808.13	2,663,041.57	115,482.99	76,988.66	118,897.95	129,877.89	635,621.52
Manager	280,940.31	641,060.52	25,910.42	17,273.61	32,360.19	39,718.02	237,184.35
Non-Exempt (Hourly)	327,627.25	885,522.41	34,498.88	22,999.26	21,371.91	18,612.05	111,081.67
Supervisor	20,587.83	41,799.52	1,846.63	1,231.08	1,312.42	718.67	7,600.42
<b>Customer Service Organization (Division 012)</b>							
Director	12,681.23	25,746.73	1,384.93	923.29	1,656.00	2,920.02	21,103.80
Executive 0704	-	-	470.03	313.35	552.00	442.58	8,646.76
Exempt (Salaried)	79,615.32	186,225.21	8,279.73	5,519.82	9,277.37	5,812.62	60,798.25
Manager	65,666.87	159,769.29	6,386.19	4,257.46	8,926.22	8,072.64	74,221.60
Non-Exempt (Hourly)	1,896,209.25	5,216,341.97	218,789.63	145,859.76	90,740.26	45,554.78	441,951.29
Supervisor	250,195.51	590,776.20	24,624.53	16,416.36	16,031.63	11,893.96	93,637.45
<b>Kentucky/Mid-States Service Area 009</b>							
Exempt (Salaried)	28,717.92	64,263.09	2,769.93	1,846.62	3,149.06	5,886.28	23,222.32
Manager	2,260.52	4,589.53	230.83	153.88	534.86	188.41	4,478.10
Non-Exempt (Hourly)	606,890.96	1,487,208.26	67,733.54	45,155.70	40,382.00	36,667.67	303,088.21
Supervisor	64,600.90	138,020.58	5,993.33	3,995.55	4,968.99	6,487.83	42,245.97
<b>Kentucky/Mid-States Service Area 091</b>							
Executive 0032	5,432.28	11,029.17	461.69	307.80	552.00	1,344.12	10,587.85
Executive 1092	2,002.97	4,066.63	692.47	461.64	552.00	246.87	5,559.13
Executive 1128	4,582.65	2,257.13	230.83	153.88	552.00	726.81	6,257.89
Executive 1242	4,870.39	9,888.38	461.69	307.80	552.00	1,382.09	6,362.21
Executive 2688	4,747.41	9,638.68	692.47	461.64	552.00	420.91	5,850.33
Executive 3127	7,453.84	15,133.56	647.80	431.86	552.00	1,433.78	6,557.43
Executive 3818	5,425.44	11,015.28	461.69	307.80	552.00	1,375.69	6,324.23
Exempt (Salaried)	92,776.67	213,271.43	9,507.96	6,338.64	8,266.81	11,060.69	55,289.89
Manager	35,851.73	77,931.16	3,542.37	2,361.58	4,100.13	6,838.85	32,843.28
Non-Exempt (Hourly)	92,979.85	261,137.87	10,417.18	6,944.79	5,542.68	7,439.04	44,900.96
Supervisor	6,853.42	16,437.53	692.52	461.68	849.90	1,357.43	4,136.99

Atmos Energy Corporation  
Shared Services (002 and 012) and Kentucky/Mid-States (009 and 091) Employee Benefits  
January - August 2017

	Staff 2-24(a)	Staff 2-24(a)	Staff 2-24(b)	Staff 2-24(b)	Staff 2-24(c)	Staff 2-24(d)	Staff 2-24(e)
	2017 Medical Split (Employee)	2017 Medical Split (Atmos)	2017 Dental Split (Employee)	2017 Dental Split (Atmos)	Jan-Aug'17 Long-Term Disability (Atmos)	Jan-Aug'17 Imputed Income - Life Insurance (Atmos)	Jan-Aug'17 Retirement Savings Plan (Atmos)
<b>Shared Services (Division 002)</b>							
Executive 0032	5,536.59	11,240.96	483.65	322.43	552.00	1,222.78	7,474.79
Executive 0300	5,519.91	11,207.08	483.65	322.43	552.00	1,083.89	7,476.92
Executive 0823	3,785.68	7,686.09	322.43	214.96	552.00	6,843.89	7,476.92
Executive 1388	3,116.34	6,331.19	322.43	214.96	552.00	786.47	7,476.92
Executive 1570	5,536.59	11,240.96	483.65	322.43	552.00	3,558.67	7,476.92
Executive 1691	5,536.59	11,240.96	483.65	322.43	552.00	2,270.61	7,476.84
Executive 1721	3,796.51	7,708.06	322.43	214.96	552.00	2,317.22	7,476.92
Executive 2261	3,796.51	7,708.06	322.43	214.96	552.00	2,188.04	6,233.98
Executive 2639	3,321.94	6,744.53	322.43	214.96	552.00	839.66	6,914.02
Executive 2683	3,796.51	7,708.06	322.43	214.96	552.00	889.03	5,695.39
Executive 2792	3,796.51	7,708.06	-	-	552.00	753.75	6,161.27
Executive 2794	4,521.36	9,179.73	483.65	322.43	552.00	481.66	6,048.22
Executive 2926	430.52	3,475.82	161.21	107.48	552.00	1,409.25	6,169.87
Executive 3281	5,536.59	11,240.96	483.65	322.43	552.00	790.53	7,394.40
Executive 4258	3,381.24	6,864.93	350.34	233.56	552.00	1,239.44	7,476.92
Executive 5406	5,536.59	11,240.96	483.65	322.43	552.00	480.95	-
Executive 6083	2,707.72	5,497.48	483.65	322.43	552.00	613.22	-
Executive 6112	4,521.36	9,179.73	483.65	322.43	552.00	247.34	-
Executive 6764	4,241.37	8,611.27	483.65	322.43	552.00	455.18	-
Director	127,770.18	264,923.89	12,565.05	8,376.70	17,664.00	21,490.19	123,646.32
Exempt (Salaried) Manager	856,590.13 214,913.00	1,904,510.59 464,101.44	85,648.63 20,781.45	57,099.08 13,854.30	113,945.20 32,558.53	92,886.31 29,973.45	417,489.21 162,780.90
Non-Exempt (Hourly) Supervisor	219,371.92 26,598.61	519,115.61 56,759.09	23,642.59 2,418.24	15,761.73 1,612.16	21,545.12 2,512.22	16,305.00 950.75	77,132.29 8,434.64
<b>Customer Service Organization (Division 012)</b>							
Executive 0704	5,536.59	11,240.96	483.65	322.43	552.00	333.97	6,275.23
Director	11,414.20	23,174.28	1,128.52	752.34	1,656.00	2,828.89	14,991.10
Exempt (Salaried) Manager	93,821.30 64,844.27	208,114.02 140,686.90	10,260.70 6,914.66	6,840.47 4,609.71	9,745.62 8,939.91	4,261.79 6,649.40	42,621.32 52,823.22
Non-Exempt (Hourly) Supervisor	1,177,063.59 184,105.21	2,790,753.41 394,600.11	124,617.14 18,346.03	83,078.09 12,230.69	91,952.42 15,516.93	33,321.44 8,695.99	298,574.56 64,158.51
<b>Kentucky/Mid-States Service Area 009</b>							
Exempt (Salaried) Manager	26,875.56 3,785.07	57,167.27 7,684.84	2,740.67 322.43	1,827.12 214.96	3,149.06 552.00	4,182.05 619.76	19,130.70 3,223.18
Non-Exempt (Hourly) Supervisor	529,511.31 48,898.13	1,162,751.93 99,278.03	49,170.85 3,707.98	32,780.57 2,471.99	39,668.56 4,830.25	26,238.31 3,977.73	201,943.14 29,066.36
<b>Kentucky/Mid-States Service Area 091</b>							
Executive 0157	5,536.59	11,240.96	483.65	322.43	552.00	144.19	3,364.33
Executive 1044	3,096.33	6,266.49	322.43	214.96	552.00	827.98	3,985.47
Executive 1092	5,536.59	11,240.96	483.65	322.43	552.00	176.88	3,968.99
Executive 1128	4,521.36	9,179.73	483.65	322.43	552.00	1,114.55	5,085.38
Executive 1242	3,892.77	7,903.50	331.30	220.86	368.00	1,471.30	4,490.97
Executive 2688	4,521.36	9,179.73	483.65	322.43	552.00	309.64	4,145.43
Executive 3127	4,547.65	9,233.10	483.65	322.43	552.00	1,012.48	4,628.77
Executive 3818	2,707.72	5,497.48	483.65	322.43	552.00	989.68	4,464.17
Exempt (Salaried) Manager	55,319.53 30,514.87	123,030.59 61,954.43	5,982.73 3,063.11	3,988.49 2,042.07	7,623.88 3,813.38	6,977.66 4,001.22	33,750.00 19,999.31
Non-Exempt (Hourly) Supervisor	49,325.48 2,660.56	114,256.34 8,157.61	5,043.44 375.46	3,362.29 250.31	4,895.50 788.01	3,893.60 131.37	28,061.93 -