

**COMMONWEALTH OF KENTUCKY**  
**BEFORE THE PUBLIC SERVICE COMMISSION**

**In the Matter of:**

<b>ELECTRONIC APPLICATION OF</b>	)	
<b>KENTUCKY UTILITIES COMPANY FOR AN</b>	)	
<b>ADJUSTMENT OF ITS ELECTRIC RATES, A</b>	)	<b>CASE NO. 2020-00349</b>
<b>CERTIFICATE OF PUBLIC CONVENIENCE</b>	)	
<b>AND NECESSITY TO DEPLOY ADVANCED</b>	)	
<b>METERING INFRASTRUCTURE,</b>	)	
<b>APPROVAL OF CERTAIN REGULATORY</b>	)	
<b>AND ACCOUNTING TREATMENTS, AND</b>	)	
<b>ESTABLISHMENT OF A ONE-YEAR</b>	)	
<b>SURCREDIT</b>	)	

**In the Matter of:**

<b>ELECTRONIC APPLICATION OF</b>	)	
<b>LOUISVILLE GAS AND ELECTRIC</b>	)	
<b>COMPANY FOR AN ADJUSTMENT OF ITS</b>	)	<b>CASE NO. 2020-00350</b>
<b>ELECTRIC AND GAS RATES, A</b>	)	
<b>CERTIFICATE OF PUBLIC CONVENIENCE</b>	)	
<b>AND NECESSITY TO DEPLOY ADVANCED</b>	)	
<b>METERING INFRASTRUCTURE,</b>	)	
<b>APPROVAL OF CERTAIN REGULATORY</b>	)	
<b>AND ACCOUNTING TREATMENTS, AND</b>	)	
<b>ESTABLISHMENT OF A ONE-YEAR</b>	)	
<b>SURCREDIT</b>	)	

**JOINT NOTICE OF  
FILING OF UNREDACTED DOCUMENTS**

By Order of December 7, 2021 in these matters, the Commission ruled on Kentucky Utilities Company’s and Louisville Gas and Electric Company’s (collectively, the “Companies”) November 25, 2020, December 15, 2020, January 22, 2021, and February 19, 2021 Petitions for Confidential Treatment. While the December 7, 2021 Order granted confidential treatment for most of the information for which confidential protection was sought, the Commission denied confidential treatment for certain documentation filed: (1) at Tab 60 of each Application; (2) in

response to Commission Staff Data Requests 1-6, 1-39, 1-40, and 1-41 in each case; and (3) as part of Kentucky Utilities' response to Sierra Club's Data Request 2-6.

Ordering Paragraph 17 of the Commission's December 7, 2021 Order directed the Companies to file publicly unredacted versions of the documentation for which confidential treatment was denied. That documentation is attached.

Dated: December 23, 2021

Respectfully submitted,

A handwritten signature in blue ink that reads "Kendrick R. Riggs". The signature is written in a cursive style and is positioned above a horizontal line.

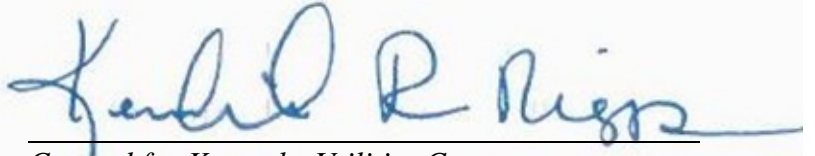
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*Counsel for Kentucky Utilities Company  
and Louisville Gas and Electric Company*

**CERTIFICATE OF COMPLIANCE**

In accordance with the Commission's Order of July 22, 2021 in Case No. 2020-00085 (Electronic Emergency Docket Related to the Novel Coronavirus COVID-19), this is to certify that the electronic filing has been transmitted to the Commission on December 23, 2021, and that there are currently no parties in this proceeding that the Commission has excused from participation by electronic means.

A handwritten signature in blue ink, reading "Gerald R. Nigro". The signature is written in a cursive style with a horizontal line extending to the right.

*Counsel for Kentucky Utilities Company  
and Louisville Gas and Electric Company*

**Louisville Gas & Electric Company**  
**Case No: 2020-00350**  
**Officer Compensation**  
**Base Period: Mar 1, 2020 - Feb 28, 2021 <sup>1</sup>**

<b>Job Title</b>	<b>Salary <sup>2</sup></b>	<b>Other Compensation <sup>3</sup></b>
Chief Financial Officer	\$397,425	\$446,231
Chief Information Officer	\$362,455	\$370,829
Chief Operating Officer	\$378,446	\$426,987
Controller	\$237,014	\$121,327
Gen Counsel/Compl/ Corp Sec	\$378,446	\$471,368
President and CEO	\$666,115	\$1,597,497
Treasurer	\$280,225	\$144,205
VP Communications&Corp Respon	\$245,190	\$188,615
VP Corporate Resp&Comm Affairs	\$179,790	\$92,383
VP Customer Services	\$226,091	\$115,996
VP Electric Distribution	\$266,085	\$204,579
VP Energy Supply and Analysis	\$320,292	\$262,648
VP External Affairs	\$212,360	\$110,284
VP Gas Operations	\$251,212	\$193,376
VP Human Resources	\$296,906	\$273,256
VP Power Production <sup>4</sup>	\$315,955	\$244,587
VP Project Engineering	\$255,841	\$131,769
VP State Regulation and Rates	\$234,530	\$120,900
VP Transmission	\$253,323	\$129,884
Average of All Officers	\$303,037	\$297,196

<sup>1</sup> Amounts pro-rated to reflect retirements as noted.

<sup>2</sup> The Company assumes an annual salary adjustment of 3%.

**Louisville Gas & Electric Company**  
**Case No: 2020-00350**  
**Officer Compensation**  
**Base Period: Mar 1, 2020 - Feb 28, 2021 <sup>1</sup>**

<b>Job Title</b>	<b>Salary</b>	<b>Other Compensation <sup>2</sup></b>
Chief Financial Officer	\$397,425	\$449,465
Chief Information Officer	\$362,455	\$376,850
Chief Operating Officer	\$378,446	\$435,053
Controller	\$237,014	\$125,999
Gen Counsel/Compl/ Corp Secur	\$378,446	\$484,827
President and CEO	\$666,115	\$1,606,750
Treasurer	\$280,225	\$149,844
VP Communications&Corp Respon	\$245,190	\$188,732
VP Corporate Resp&Comm Affairs	\$179,790	\$94,579
VP Customer Services	\$226,091	\$121,008
VP Electric Distribution	\$266,085	\$204,760
VP Energy Supply and Analysis	\$320,292	\$269,257
VP External Affairs	\$212,360	\$115,971
VP Gas Operations	\$251,212	\$198,609
VP Human Resources	\$296,906	\$279,108
VP Power Production <sup>3</sup>	\$315,955	\$244,960
VP Project Engineering	\$255,841	\$140,912
VP State Regulation and Rates	\$234,530	\$125,523
VP Transmission	\$253,323	\$141,760
Average of All Officers	\$303,037	\$302,840

<sup>1</sup> Amounts pro-rated to reflect retirements as noted.

<sup>2</sup> Other Compensation includes cash based short-term incentives and stock based long-term incentives at target. None of the incentive pay is included in the cost of service.

<sup>3</sup> Former VP Power Production retired 6/1/2020.

**Louisville Gas & Electric Company**  
**Case No: 2020-00350**  
**Officer Compensation**  
**Forecast Test Period: Jul 1, 2021 - June 30, 2022**

<b>Job Title</b>	<b>Salary <sup>1</sup></b>	<b>Other Compensation <sup>2</sup></b>
Chief Financial Officer	\$413,433	\$463,734
Chief Information Officer	\$377,054	\$385,067
Chief Operating Officer	\$393,690	\$442,222
Controller	\$246,560	\$126,196
Gen Counsel/Compl/ Corp Secur	\$393,690	\$442,222
President and CEO	\$692,945	\$1,653,960
Treasurer	\$291,512	\$149,961
VP Communications&Corp Respon	\$255,066	\$196,161
VP Corporate Resp&Comm Affairs	\$193,129	\$99,186
VP Customer Services	\$235,198	\$120,641
VP Electric Distribution	\$276,803	\$212,767
VP Energy Supply and Analysis	\$333,193	\$273,175
VP External Affairs	\$220,913	\$114,646
VP Gas Operations	\$261,331	\$200,947
VP Human Resources	\$308,865	\$284,210
VP Power Production	\$261,331	\$200,947
VP Project Engineering	\$266,146	\$137,024
VP State Regulation and Rates	\$243,976	\$125,718
VP Transmission	\$263,526	\$135,088
Average of All Officers	\$312,019	\$303,362

<sup>1</sup>The Company's forecast assumes an annual salary adjustment of 3%.

<sup>2</sup> Of the total salary and other compensation, 26.5% is allocated to the cost of providing service to LG&E rate payers. Other Compensation includes cash based short-term incentives and stock based long-term incentives calculated at target. None of the incentive pay is included in the cost of service.

## Salary Budgets

Using the WorldatWork Salary Budget Surveys from 2013 – 2020, Willis Towers Watson assessed the competitiveness of the base salary budgets at LG&E and KU. The WorldatWork Salary Budget Survey has been collecting data for over 40 years and is one of the most robust surveys of its kind for HR professionals, summarizing data from over 5,000 responses.

Willis Towers Watson was provided the actual average salary budgets provided to all employees at LG&E and KU from 2013 to 2020. In reviewing LG&E's and KU's historical base salary budgets, survey data for the utility industry by employee level was not readily available. The table shown below identifies the actual average base salary budget for all employee groups at LG&E and KU and compares this to the median total salary budget for all employee groups for utility and general industry companies from the WorldatWork Salary Budget Surveys.

### CONFIDENTIAL INFORMATION HIGHLIGHTED

Year	LG&E and KU Average Salary Budget	Median Actual Salary Budget	
		Utility Industry	General Industry
2020 (Actual)	3.0%	3.0%	3.0%
2019 (Actual)	3.0%	3.0%	3.0%
2018 (Actual)	3.0%	3.0%	3.0%
2017 (Actual)	3.0%	3.0%	3.0%
2016 (Actual)	2.75%	3.0%	3.0%
2015 (Actual)	3.0%	3.0%	3.0%
2014 (Actual)	3.0%	3.0%	3.0%
2013 (Actual)	2.9%	3.0%	3.0%

### Salary Budget Findings

Based on our assessment, we have determined that LG&E's and KU's actual base salary budgets generally align with the utility and general industry medians.

## Competitive Market Positioning

Willis Towers Watson assessed the competitiveness of LG&E's and KU's current compensation levels to its 50th percentile compensation philosophy. To conduct this analysis, we utilized published energy services and general industry compensation surveys available to Willis Towers Watson, including our proprietary 2020 Energy Services and General Industry Compensation surveys (with over 150 and 800 survey participants, respectively). Willis Towers Watson has been conducting the Energy Services and General Industry Compensation surveys for over 25 years.

In conducting the competitive assessment, Willis Towers Watson examined 259 positions, covering 2,029 employees or approximately 59% of the combined LG&E and KU workforce. When available, positions were benchmarked against general industry market data, except utility industry-specific positions representing 95 positions, which were benchmarked against utility industry data only (note: this approach is referred to as the "General Industry" in the table on the following page and throughout). For comparative purposes, all positions were additionally benchmarked solely to utility industry data, where data were available (note: this approach is referred to as the "Utility Industry" in the table on the following page and throughout). The table on the next page details in aggregate the competitive market positioning of the positions examined by Willis Towers Watson for various job levels at LG&E and KU as compared to national utility and general industry market compensation data.

Firm	Timekeeper	2020 Rate	Title	2020 Rate Increase Date
Baker Botts	Mayo, Kent	\$ 880.00	Partner	10/1/2020
Baker Botts	McDonald, Derek	\$ 895.00	Partner	10/1/2020
Baker Botts	Berge, Megan	\$ 820.00	Partner	10/1/2020
Baker Botts	Thomsen, Martha	\$ 740.00	Sr Associate	10/1/2020
Baker Botts	Wigginton, Jared	\$ 690.00	Associate	10/1/2020
Baker Botts	Wood, Jeff	\$ 840.00	Partner	10/1/2020
Baker Botts	Cheung, Tiffany	\$ 415.00	Associate	10/1/2020
Baker Botts	Lee, Joshua	\$ 515.00	Associate	10/1/2020
Baker Botts	Dec, Adam	\$ 615.00	Associate	10/1/2020
Baker Botts	Marchand, Sterling	\$ 760.00	Associate	10/1/2020
Dentons Bingham Greenebaum	Evans, Benjamin J.	\$ 385.00	Partner	2020 Rate increase was not requested
Dentons Bingham Greenebaum	Habein, Laura A.	\$ 245.00	Associate	2020 Rate increase was not requested
Dinsmore	Edelman, Barbara B.	\$ 565.00	Partner	10/1/2020
Dinsmore	Brown, Carolyn	\$ 425.00	Partner	10/1/2020
Dinsmore	Morgan, Graham N.	\$ 425.00	Partner	10/1/2020
Dinsmore	Bender, Jack	\$ 380.00	Partner	10/1/2020
Dinsmore	Thomerson, Robin	\$ 385.00	Of Counsel	10/1/2020
Dinsmore	Skinner, Anna Claire	\$ 300.00	Assoc.	10/1/2020
Dinsmore	Strong, Adrienne C	\$ 330.00	Partner	10/1/2020
Dinsmore	Mayo, Lynette	\$ 215.00	Paralegal	10/1/2020
Hunton	Aldridge, Elizabeth E.	\$ 760.00	Counsel	2020 Rate increase was not requested
Hunton	Andrews, Tae	\$ 610.00	Associate	2020 Rate increase was not requested
Hunton	Bracken, Lawrence	\$ 950.00	Partner	2020 Rate increase was not requested
Hunton	Brownell, F. W.	\$ 1,050.00	Partner	2020 Rate increase was not requested
Hunton	Bulleit, Kristy	\$ 995.00	Partner	2020 Rate increase was not requested
Hunton	Collins, Cassandra	\$ 940.00	Partner	2020 Rate increase was not requested
Hunton	Dimascia, Anna Marie	\$ 170.00	Staff	2020 Rate increase was not requested
Hunton	Estes, Margaret	\$ 295.00	Paralegal	2020 Rate increase was not requested
Hunton	Evers, Barbara	\$ 310.00	Paralegal	2020 Rate increase was not requested
Hunton	Fisher, Sherry	\$ 460.00	Staff	2020 Rate increase was not requested
Hunton	Hastie, Rocerrick	\$ 735.00	Staff	2020 Rate increase was not requested
Hunton	Jackson, Paula	\$ 290.00	Paralegal	2020 Rate increase was not requested
Hunton	Levey, Brian	\$ 565.00	Associate	2020 Rate increase was not requested
Hunton	Lin, Elbert	\$ 940.00	Partner	2020 Rate increase was not requested
Hunton	Long, Nash	\$ 830.00	Partner	2020 Rate increase was not requested
Hunton	Meharg, Stephanie	\$ 310.00	Paralegal	2020 Rate increase was not requested
Hunton	Merritt, Emma	\$ 565.00	Associate	2020 Rate increase was not requested
Hunton	Mrudock, Eric	\$ 995.00	Partner	2020 Rate increase was not requested
Hunton	Oehninger, Sergio	\$ 820.00	Counsel	2020 Rate increase was not requested
Hunton	Perkins, Kathleen	\$ 415.00	Associate	2020 Rate increase was not requested
Hunton	Podolny, Meghan	\$ 655.00	Counsel	2020 Rate increase was not requested
Hunton	Rolfe, Robert	\$ 995.00	Partner	2020 Rate increase was not requested
Hunton	Rosser, Brent	\$ 825.00	Partner	2020 Rate increase was not requested
Hunton	Russo, Alexander	\$ 450.00	Associate	2020 Rate increase was not requested
Hunton	Shebelski, Michael	\$ 930.00	Partner	2020 Rate increase was not requested

Case No. 2020-00350

Attachment to Response to PSC-1 Question No. 6

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Garrett



Firm	Timekeeper	2020 Rate	Title	2020 Rate Increase Date
Hunton	Stefany, Daniel	\$ 450.00	Associate	2020 Rate increase was not requested
Hunton	Trees, Linda	\$ 360.00	Counsel	2020 Rate increase was not requested
Hunton	Allison, Wood	\$ 885.00	Partner	2020 Rate increase was not requested
Jones Day	Joseph, Robert	\$ 902.50	Partner	2020 Rate increase was not requested
Fisher Phillips	Birchfield, Tom	\$ 355.00	Partner	2020 Rate increase was not requested
Fisher Phillips	Adams, George	\$ 340.00	Partner	2020 Rate increase was not requested
Fisher Phillips	Logsdon, Todd	\$ 340.00	Partner	2020 Rate increase was not requested
Fisher Phillips	Other Associates	\$ 240.00	Associate	2020 Rate increase was not requested
Fisher Phillips	Goatley, Paul	\$ 220.00	Associate	2020 Rate increase was not requested
Fisher Phillips	Paralegals	\$ 175.00	Paralegals	2020 Rate increase was not requested
Frost Brown Todd	Abner, Sara	\$ 350.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Blickensderfer, Matthew	\$ 450.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Byrne, Jeremiah	\$ 315.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Canaday, Theresa	\$ 385.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Connally, Georgia	\$ 230.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Langdon, Douglas	\$ 360.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Brammer, Joseph	\$ 250.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Bryant, Olivia	\$ 215.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Bryant, Shelby	\$ 130.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Conniff, Dennis	\$ 380.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Crawford, Steven	\$ 360.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Dibert, Robert	\$ 430.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Eichert, Jeanie	\$ 130.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Ennis, J.	\$ 100.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Fisher, Judy	\$ 100.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Flanigan, Joanna	\$ 135.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Fowler, Kevin Nathaniel	\$ 215.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Gardner, Laura	\$ 75.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Hagerty, Timothy	\$ 425.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Hamilton, Jeffries	\$ 370.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Hardison, Kendal	\$ 275.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Harrison, Miles	\$ 220.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Hensley, Casey	\$ 260.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Hoyer, Angela	\$ 150.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Katz, Benjamin	\$ 215.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Kutz Duncan, Karen	\$ 150.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Langdon, Douglas	\$ 360.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Mauer, Kimberly	\$ 535.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Nafziger, Ryan	\$ 215.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	O'Grady, Melanie	\$ 165.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Palmer, Andrew	\$ 260.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Papalia, Bridget	\$ 405.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Platt, Mark	\$ 350.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Porter, Jacinta	\$ 235.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Powell, M	\$ 360.00	Partner	2020 Rate increase was not requested

Firm	Timekeeper	2020 Rate	Title	2020 Rate Increase Date
Frost Brown Todd	Reiss Hardesty,Debbie	\$ 575.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Renzelmann,Jason	\$ 350.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Robinson,D	\$ 300.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Rogers Perrin,Courtney	\$ 215.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Snider,Olivia	\$ 215.00	Associate	2020 Rate increase was not requested
Frost Brown Todd	Snyder,Sheryl	\$ 550.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Sparks,John	\$ 75.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Stemler,Alison	\$ 525.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Terry,Griffin	\$ 330.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Weyand,Allison E	\$ 235.00	Partner	2020 Rate increase was not requested
Frost Brown Todd	Whirles,Janie	\$ 375.00	Other Timekeeper	2020 Rate increase was not requested
Frost Brown Todd	Wilson,Jonas	\$ 375.00	Other Timekeeper	2020 Rate increase was not requested
Fulton, Devlin & Powers	Partners	\$ 160.00	Partners	10/1/2020
Fulton, Devlin & Powers	Associates	\$ 145.00	Associates	10/1/2020
Fulton, Devlin & Powers	Paralegals	\$ 80.00	Paralegals	10/1/2020
Keller & Heckman	Jarrett, Doug	\$ 715.00	Partner	2020 Rate increase was not requested
Keller & Heckman	Fitch, Mike	\$ 620.00	Sr. Counsel	2020 Rate increase was not requested
Keller & Heckman	Magee, Tom	\$ 625.00	Partner	2020 Rate increase was not requested
Keller & Heckman	Kunkle, Greg	\$ 595.00	Partner	2020 Rate increase was not requested
Keller & Heckman	Marshall, Tracy	\$ 595.00	Partner	2020 Rate increase was not requested
Keller & Heckman	Catalano, Al	\$ 510.00	Counsel	2020 Rate increase was not requested
Keller & Heckman	Wright, Wes	\$ 545.00	Partner	2020 Rate increase was not requested
Keller & Heckman	Doughty, Tim	\$ 335.00	Associate	2020 Rate increase was not requested
Keller & Heckman	Slattery, Kathleen	\$ 350.00	Associate	2020 Rate increase was not requested
Keller & Heckman	Peelman, Devin	\$ 190.00	Specialist	2020 Rate increase was not requested
Keller & Heckman	Gill, Natalie	\$ 185.00	Law Clerk	2020 Rate increase was not requested
King & Spalding	Bowe, Jim	\$ 998.00	Partner	10/1/2020
King & Spalding	Rice, Bill	\$ 865.00	Counsel	10/1/2020
Kirkland & Ellis	Paul D Clement, P.C	\$ 1,745.00	Partner	2020 Rate increase was not requested
Kirkland & Ellis	Erin E Murphy	\$ 1,345.00	Partner	2020 Rate increase was not requested
Kirkland & Ellis	Kasdin Miller Mitchell	\$ 1,000.00	Associate	2020 Rate increase was not requested
Kirkland & Ellis	Benjamin R Montague	\$ 575.00	Associate	2020 Rate increase was not requested
Langley & Bromberg	Langley, Eric	\$ 390.00	Partner	2020 Rate increase was not requested
Langley & Bromberg	Bromberg, Robin	\$ 300.00	Partner	2020 Rate increase was not requested
Langley & Bromberg	Vann, Richard	\$ 250.00	Associate	2020 Rate increase was not requested
Middelton	O'Bryan, P. Shane	\$ 250.00	Partner	2020 Rate increase was not requested
Middelton	Haering, Nicholas M	\$ 220.00	Associate	2020 Rate increase was not requested
Middelton	Reisz, Katherine T	\$ 220.00	Associate	2020 Rate increase was not requested
Middelton	Lambert, Bradley S	\$ 135.00	Legal Assistant	2020 Rate increase was not requested
Middelton	Thompson, Amanda M.	\$ 135.00	Legal Assistant	2020 Rate increase was not requested
Vaughn Petitt	Partners	\$ 200.00	Partners	10/1/2020

Firm	Timekeeper	2020 Rate	Title	2020 Rate Increase Date
Vaughn Petitt	Associates	\$ 165.00	Associates	10/1/2020
Vaughn Petitt	Paralegal	\$ 95.00	Paralegal	10/1/2020
Stoll Keenon	1st Yr. Assoc	\$ 191.00	Assoc.	10/1/2020
Stoll Keenon	2nd Yr. Assoc	\$ 196.00	Assoc.	10/1/2020
Stoll Keenon	3rd Yr. Assoc	\$ 201.00	Assoc.	10/1/2020
Stoll Keenon	4th Yr. Assoc	\$ 205.00	Assoc.	10/1/2020
Stoll Keenon	5th Yr. Assoc	\$ 210.00	Assoc.	10/1/2020
Stoll Keenon	6th Yr. Assoc	\$ 214.00	Assoc.	10/1/2020
Stoll Keenon	7th Yr. Assoc	\$ 225.00	Assoc.	10/1/2020
Stoll Keenon	Bilby, John	\$ 448.00	Partner	10/1/2020
Stoll Keenon	Hatfield, Kent	\$ 448.00	Partner	10/1/2020
Stoll Keenon	Riggs, Kendrick	\$ 448.00	Partner	10/1/2020
Stoll Keenon	Goff, Lea	\$ 422.00	Partner	10/1/2020
Stoll Keenon	Sagan, Kenneth	\$ 422.00	Partner	10/1/2020
Stoll Keenon	Eifler, Tim	\$ 416.00	Partner	10/1/2020
Stoll Keenon	Nunnelley, Richard	\$ 416.00	Partner	10/1/2020
Stoll Keenon	Schnell, Anthony	\$ 385.00	Partner	10/1/2020
Stoll Keenon	Loy, Steven	\$ 378.00	Partner	10/1/2020
Stoll Keenon	Dilger, Craig	\$ 373.00	Partner	10/1/2020
Stoll Keenon	Ingram, Lindsey	\$ 359.00	Partner	10/1/2020
Stoll Keenon	Hurst, Mark	\$ 300.00	Partner	10/1/2020
Stoll Keenon	Wuetcher, Gerald	\$ 296.00	Counsel	10/1/2020
Stoll Keenon	Crosby, Duncan	\$ 285.00	Counsel	10/1/2020
Stoll Keenon	Pagorski, Emily	\$ 280.00	Partner	10/1/2020
Stoll Keenon	Back, Adam	\$ 273.00	Partner	10/1/2020
Stoll Keenon	Sherman, Stephen	\$ 251.00	Counsel	10/1/2020
Stoll Keenon	Braun, Monica	\$ 238.00	Member	10/1/2020
Stoll Keenon	Hopkins, Chapman	\$ 238.00	Member	10/1/2020
Stoll Keenon	Parsons, Matt	\$ 242.00	Partner	10/1/2020
Stoll Keenon	Schaefer, Chris	\$ 238.00	Member	10/1/2020
Stoll Keenon	Sagan, Katherine	\$ 205.00	Assoc.	10/1/2020
Stoll Keenon	Loy, Molly	\$ 185.00	Paralegal	10/1/2020
Stoll Keenon	McGee, Ann	\$ 160.00	Paralegal	10/1/2020
Stoll Keenon	Schafer, Mary	\$ 140.00	Paralegal	10/1/2020
Stoll Keenon	Wakefield, Jennifer	\$ 140.00	Paralegal	10/1/2020
Stoll Keenon	Hill, Tennia	\$ 119.00	Paralegal	10/1/2020
Stoll Keenon	Book, Jan	\$ 114.00	Paralegal	10/1/2020
Troutman	Coles, Todd R.	\$ 794.75	Partner	10/1/2020
Troutman	Crowley, Lisanne	\$ 777.75	Partner	10/1/2020
Troutman	Harms, Brian C.	\$ 799.90	Partner	10/1/2020
Troutman	Sikora, Cliff	\$ 845.75	Partner	10/1/2020
Troutman	Colby, Amie V.	\$ 760.75	Partner	10/1/2020
Troutman	Dailey, Anne K.	\$ 692.75	Partner	10/1/2020
Troutman	Jones, Christopher R.	\$ 726.75	Partner	10/1/2020
Troutman	Archuleta, Daniel P.	\$ 607.75	Partner	10/1/2020
Troutman	Thompson, Adrienne	\$ 484.50	Associate	10/1/2020

<b>Firm</b>	<b>Timekeeper</b>	<b>2020 Rate</b>	<b>Title</b>	<b>2020 Rate Increase Date</b>
Troutman	Kooistra, Russell	\$ 484.50	Associate	10/1/2020
Troutman	Derasmo, Bill	\$ 777.75	Partner	10/1/2020
Troutman	Lynch, Jessica	\$ 624.75	Counsel	10/1/2020
Troutman	Bagot, Kelsey	\$ 505.75	Associate	10/1/2020
Troutman	Kiger, Miles	\$ 505.75	Associate	10/1/2020
Troutman	O'Konski, Katherine	\$ 484.50	Associate	10/1/2020
Troutman	Villanueva, Sidney	\$ 484.50	Associate	10/1/2020

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Attachment to Response to PSC-1 Question No. 39

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## RESPONSE - LG&amp;E

Louisville Gas and Electric Company						
General Wage Increase		Executives and Senior Managers	Managers	Exempt	Non-Exempt	Union
2018 (Actual)	Effective Date	12/18/2017	2/12/2018			11/5/2018
	% Increase	3.1%	3.0%	3.0%	3.0%	2.5%
	\$ Amount	\$207,736	\$349,620	\$1,869,461	\$351,109	\$1,231,420

Louisville Gas and Electric Company						
General Wage Increase		Executives and Senior Managers	Managers	Exempt	Non-Exempt	Union
2019 (Actual)	Effective Date	12/17/2018	2/11/2019			11/4/2019
	% Increase	3.1%	3.0%	3.0%	3.0%	2.5%
	\$ Amount	\$219,731	\$340,046	\$1,969,230	\$378,359	\$1,229,818

Base Period: 3/1/20 -2/28/21						
General Wage Increase		Executives and Senior Managers	Managers	Exempt	Non-Exempt	Union
Base Period (Non Union Budgeted/Union Actual)	Effective Date	12/28/2020	2/22/2021			11/2/2020
	% Increase	3% Budgeted				2.5%
	\$ Amount	\$228,355	\$388,575	\$2,203,267	\$428,755	\$1,222,194

Forecasted Test Period: 7/1/21-6/30/22						
General Wage Increase		Executives and Senior Managers	Managers	Exempt	Non-Exempt	Union
Forecasted Test Period (Budget)	Effective Date	12/27/2021	2/21/2022			11/1/2021
	% Increase	3% Budgeted				
	\$ Amount	\$234,353	\$398,956	\$2,263,682	\$440,203	\$1,537,285

Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
0.00%	na	Chairman and CEO	Lead the Company to establish business objectives, policies, and strategic plans to implement world-class energy practices and provide reliable, low-cost energy services and superior customer satisfaction. Ensure effective implementation and execution of policies and plans to direct company growth and to achieve both long-range and short-range objectives. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior executive leadership.	2	Chairman, President and Chief Executive Officer of PPL Corporation	
6.00%	1/1/2017	Chief Financial Officer	Provide overall direction and leadership for all financial operations of the Company including the development and implementation of financial strategy, policies and plans, financial controls, preparation and interpretation of internal and external financial reports and arrangements for the safeguarding of business assets. Responsible for Sarbanes-Oxley compliance. Company representative before federal and state regulatory bodies including FERC, SEC, KPSC and IRS. Also responsible for oversight of Procurement policies, procedures and activities for the consolidated companies. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior finance personnel.	7	President and COO	
na	na	Chief Information Officer	Establish the company's technical vision and lead all aspects of the company's technology development. Work with other business unit leaders as an advisor of technologies that may improve efficiency and effectiveness. Oversees technology architecture and influences technical and architectural aspects of the company's business decisions. Sets IT strategic direction to meet the ongoing and future needs of the business. Responsible for the delivery of IT application systems, provide reliable operations of the IT infrastructure on a 24 hours a day, 365 days a year. Directs the establishment and execution of policies and processes for IT security, contract administration, financial management, training and IT research and development. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior information technology personnel.	4	Chief Financial Officer	
3.00%	12/19/2016	Controller	Manages the consolidated accounting activities of the Company which includes utility accounting, internal and external reporting (SEC, FERC, PSC, etc.), and all other aspects of utility accounting as managed directly through the Director, Utility Accounting. Supports internal and external financial accounting and reporting needs of the Company including PUHCA compliance, supporting the Rates and Regulatory function, and Financial Planning. The position is also responsible for Energy Marketing Accounting.	5	Chief Financial Officer	
3.00%	1/1/2017	General Counsel/Compliance/Corporate Secretary*	Serve as a member of executive management and participate in decisions regarding major issues impacting the company. Provide legal counsel and guidance in the ordinary and special activities of LG&E and KU to ensure maximum protection of its legal rights and to maintain its operations within the limits prescribed by the law. Also oversee the Regulatory, Environmental, External Affairs, Legal, Compliance and Communications functions.	6	President and COO	
0.00%	na	President and Chief Operating Officer	Lead the Company to establish business objectives, policies, and strategic plans to implement world-class energy practices and provide reliable, low-cost energy services and superior customer satisfaction. Ensure effective implementation and execution of policies and plans to direct company growth and to achieve both long-range and short-range objectives. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior executive leadership.	7	Chairman and CEO	
3.00%	12/19/2016	SVP Operations	Overall responsibility for the strategic and operational management of all LG&E and KU gas and electric operational assets. Lead the visioning and strategy development for the generation, transmission, gas and electric distribution, customer service and energy supply businesses. Lead the optimization of the company's energy-related integrated gross margin. Lead the construction of major projects within the businesses.	8	President and COO	

Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
3.00%	12/19/2016	Treasurer	Manages activities related to financial policy, long- and short-term financings, credit risk, and pension funds. Manages budgeting, financial planning, trading controls, cash management, credit, risk management, and other treasury activities.	6	Chief Financial Officer	
3.00%	12/19/2016	VP and Deputy General Counsel	Overall management of the Law Department and oversight of the corporate environmental function. Provides legal counsel and guidance in the ordinary and special activities of the corporation to insure maximum protection of its legal rights and to maintain its operations within the limits prescribed by international, federal, state, and local law. Coordinates the defense of the corporation against suits or claims, and coordinates the prosecution of the corporation's claims against others.	13	President and COO	
3.00%	12/19/2016	VP Communications	Lead the development, delivery and management of internal and external communications, community and media relations and brand strategy/management for the Company. Lead the brand management, image and advertising for the Company. Lead and provide recommendations on the strategic positioning of the Company with all stakeholders. Responsible for the corporate foundation and all company sponsorships. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior communications personnel.	7	President and COO	
3.00%	12/19/2016	VP Corporate Responsibility and Community Affairs*	Primarily responsible for safeguarding the Company's public image. Serves as Chief Corporate Responsibility advocate. Leads and directs corporate responsibility and community affairs initiatives by maintaining open communications with health and safety, environmental and community investment teams. Builds employee and stakeholder awareness of corporate responsibility as a core value.	0	General Counsel, Chief Compliance Officer and Corporate Secretary	
5.00%	12/19/2016	VP Customer Services	Provide strategic direction and operational control of the Company's Retail and Metering businesses to achieve strategic objectives and financial targets. Oversees the Customer Energy Efficiency/Smart Grid, Revenue Collection, Customer Service and Marketing and Operating Services areas.	5	SVP Operations	\$248,251
3.00%	12/19/2016	VP Electric Distribution	Provides leadership and direction of electric distribution operations involving the four core operating processes: Connect New Customers, Enhance the Network, Operate and Maintain the Network and Repair the Network. Responsibility for the direction of all Distribution Operations Centers throughout the service territory, the substation construction and maintenance functions and the statewide forestry services. Leads and directs the company gas distribution system and all related processes and regulations.	5	SVP Operations	
3.00%	1/1/2017	VP Energy Supply and Analysis	Establish the strategic direction and management of the energy marketing, fuel procurement and trading activities for the Company. Also directs the optimization of the corporation's energy-related integrated gross margin.	6	SVP Operations	
3.00%	12/29/2016	VP External Affairs	Represents the Company in legislative, regulatory and executive regulatory matters before federal, state and local governments by providing policy direction. Develop and coordinate operating unit relationships with government entities and their constituency groups to ensure consistency and uniformity on all matters affecting the Company's interests.	2	VP and Deputy General Counsel	\$274,300
3.00%	12/19/2016	VP Gas Distribution	This position provides strategic leadership and direction of all aspects of the company's transmission and distribution gas systems and operations including: Gas Management, Planning and Supply; Gas Control, Storage and Compliance; Gas Policy and Standards and Gas Construction and Maintenance. Leads and directs the company gas operations and all related processes and regulations.	5	SVP Operations	\$248,250

Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
3.00%	1/1/2017	VP Human Resources	Lead the Company's human resources function to provide effective, innovative and practical human resources strategies, policies and programs that serve the needs of management and employees, and facilitate bottom-line results to accomplish corporate objectives. Responsible for the full range of human resources activity, including participation in executive decision-making and advising the CEO and other Company executives on all matters pertaining to human resources. Ensure human resources policies and programs are developed, implemented and coordinated to comply with all legal regulations and ethical obligations in the areas of employment practice, health and safety, benefits, compensation and labor relations and to achieve best practices in the function (e.g., improved productivity, increased efficiency, "employer of choice" practices). Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior human resources personnel.	5	President and COO	
3.00%	1/1/2017	VP Power Production	Plan and direct the operation, service planning, delivery, maintenance, environmental compliance and operation of LG&E and Kentucky Utility generation facilities to achieve safe, efficient and reliable generation of electricity.	11	SVP Operations	
6.83%	12/19/2016	VP Project Engineering	This position is responsible for representing and managing the company's interests in the development, engineering, procurement, construction and commissioning of major capital projects that support the strategic financial and operational goals for Energy Services while ensuring compliance with all applicable safety and environmental regulations.	5	VP Energy Supply and Analysis	
4.92%	12/19/2016	VP State Regulation and Rates	Develop and implement the state regulatory strategy of the Company, and direct, plan and manage the Company's rates and regulatory function, which includes maintaining compliance with applicable statutes and regulations at the state and local levels.	3	Chief Financial Officer	
3.00%	12/19/2016	VP Transmission	This position provides strategic leadership and direction of all aspects of the company's transmission system, including: safety, lines construction and maintenance, substations and protection, system operations and balancing, energy management system, planning, compliance, and policies.	3	SVP Operations	
3.00%	1/1/2017	VP Transmission and Generation Services*	Plan and direct the centralized services that support the companies existing generation and transmission assets and development of new assets. This includes engineering centers of excellence, project and construction engineering and budget development and reporting. Develops and advocates the company's carbon strategy to meet the commercial, environmental and market unit objectives.	4	SVP Operations	



Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
0.00%	na	Chairman and CEO*	Lead the Company to establish business objectives, policies, and strategic plans to implement world-class energy practices and provide reliable, low-cost energy services and superior customer satisfaction. Ensure effective implementation and execution of policies and plans to direct company growth and to achieve both long-range and short-range objectives. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior executive leadership.	2	Chairman, President and Chief Executive Officer of PPL Corporation	
5.09%	1/1/2018	Chairman CEO and President	Lead the Company to establish business objectives, policies, and strategic plans to implement world-class energy practices and provide reliable, low-cost energy services and superior customer satisfaction. Ensure effective implementation and execution of policies and plans to direct company growth and to achieve both long-range and short-range objectives. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior executive leadership.	7	Chairman, President and Chief Executive Officer of PPL Corporation	\$811,220
5.00%	1/1/2018	Chief Financial Officer	Provide overall direction and leadership for all financial operations of the Company including the development and implementation of financial strategy, policies and plans, financial controls, preparation and interpretation of internal and external financial reports and arrangements for the safeguarding of business assets. Responsible for Sarbanes-Oxley compliance. Company representative before federal and state regulatory bodies including FERC, SEC, KPSC and IRS. Also responsible for oversight of Procurement policies, procedures and activities for the consolidated companies. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior finance personnel.	7	Chairman CEO and President	
0.00%	na	Chief Information Officer	Establish the company's technical vision and lead all aspects of the company's technology development. Work with other business unit leaders as an advisor of technologies that may improve efficiency and effectiveness. Oversees technology architecture and influences technical and architectural aspects of the company's business decisions. Sets IT strategic direction to meet the ongoing and future needs of the business. Responsible for the delivery of IT application systems, provide reliable operations of the IT infrastructure on a 24 hours a day, 365 days a year. Directs the establishment and execution of policies and processes for IT security, contract administration, financial management, training and IT research and development. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior information technology personnel.	5	Chief Financial Officer	
3.00%	1/1/2018	Chief Operating Officer	Overall responsibility for the strategic and operational management of all LG&E and KU gas and electric operational assets. Lead the visioning and strategy development for the generation, transmission, gas and electric distribution, customer service and energy supply businesses. Lead the optimization of the company's energy-related integrated gross margin. Lead the construction of major projects within the businesses.	9	Chairman CEO and President	
0.00%	na	Controller	Manages the consolidated accounting activities of the Company which includes utility accounting, internal and external reporting (SEC, FERC, PSC, etc.), and all other aspects of utility accounting as managed directly through the Director, Utility Accounting. Supports internal and external financial accounting and reporting needs of the Company including PUHCA compliance, supporting the Rates and Regulatory function, and Financial Planning. The position is also responsible for Energy Marketing Accounting.	5	Chief Financial Officer	\$255,200

Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
na	na	Gen Counsel/Compliance/Corporate Secretary	Serve as a member of executive management and participate in decisions regarding major issues impacting the company. Provide legal counsel and guidance in the ordinary and special activities of LG&E and KU to ensure maximum protection of its legal rights and to maintain its operations within the limits prescribed by the law. Also oversee the Regulatory, Environmental, External Affairs, Legal, Compliance and Communications functions.	6	Chairman CEO and President	\$342,110
3.00%	12/18/2017	Treasurer	Manages activities related to financial policy, long- and short-term financings, credit risk, and pension funds. Manages budgeting, financial planning, trading controls, cash management, credit, risk management, and other treasury activities.	5	Chief Financial Officer	
3.00%	12/18/2017	VP Corporate Responsibility and Community Affairs	Primarily responsible for safeguarding the Company's public image. Serves as Chief Corporate Responsibility advocate. Leads and directs corporate responsibility and community affairs initiatives by maintaining open communications with health and safety, environmental and community investment teams. Builds employee and stakeholder awareness of corporate responsibility as a core value.	5	VP Communications&Corp Responsibility	\$197,940
0.00%	na	VP Accounting*	Manages the consolidated accounting activities of the Company which includes utility accounting, internal and external reporting (SEC, FERC, PSC, etc.), and all other aspects of utility accounting as managed directly through the Director, Utility Accounting. Supports internal and external financial accounting and reporting needs of the Company including PUHCA compliance, supporting the Rates and Regulatory function, and Financial Planning. The position is also responsible for Energy Marketing Accounting.	0	Chief Financial Officer	
0.00%	na	VP and Deputy General Counsel*	Overall management of the Law Department and oversight of the corporate environmental function. Provides legal counsel and guidance in the ordinary and special activities of the corporation to insure maximum protection of its legal rights and to maintain its operations within the limits prescribed by international, federal, state, and local law. Coordinates the defense of the corporation against suits or claims, and coordinates the prosecution of the corporation's claims against others.	9	Gen Counsel/Compliance/Corporate Secretary	
3.00%	12/18/2017	VP Communications & Corporate Responsibility	Lead the development, delivery and management of internal and external communications, community and media relations and brand strategy/management for the Company. Lead the brand management, image and advertising for the Company. Lead and provide recommendations on the strategic positioning of the Company with all stakeholders. Responsible for the corporate foundation and all company sponsorships. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior communications personnel.	7	Chairman CEO and President	
3.00%	1/1/2018	VP Customer Services	Provide strategic direction and operational control of the Company's Retail and Metering businesses to achieve strategic objectives and financial targets. Oversees the Customer Energy Efficiency/Smart Grid, Revenue Collection, Customer Service and Marketing and Operating Services areas.	6	Chief Operating Officer	
4.00%	1/1/2018	VP Electric Distribution	Provides leadership and direction of electric distribution operations involving the four core operating processes: Connect New Customers, Enhance the Network, Operate and Maintain the Network and Repair the Network. Responsibility for the direction of all Distribution Operations Centers throughout the service territory, the substation construction and maintenance functions and the statewide forestry services. Leads and directs the company gas distribution system and all related processes and regulations.	5	Chief Operating Officer	

Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
3.00%	1/1/2018	VP Energy Supply and Analysis	Establish the strategic direction and management of the energy marketing, fuel procurement and trading activities for the Company. Also directs the optimization of the corporation's energy-related integrated gross margin.	8	Chief Operating Officer	
3.00%	12/18/2017	VP External Affairs	Represents the Company in legislative, regulatory and executive regulatory matters before federal, state and local governments by providing policy direction. Develop and coordinate operating unit relationships with government entities and their constituency groups to ensure consistency and uniformity on all matters affecting the Company's interests.	2	Gen Counsel/Compliance/ Corporate Secretary	
3.00%	12/18/2017	VP Gas Distribution	This position provides strategic leadership and direction of all aspects of the company's transmission and distribution gas systems and operations including: Gas Management, Planning and Supply; Gas Control, Storage and Compliance; Gas Policy and Standards and Gas Construction and Maintenance. Leads and directs the company gas operations and all related processes and regulations.	9	Chief Operating Officer	
4.00%	1/1/2018	VP Human Resources	Lead the Company's human resources function to provide effective, innovative and practical human resources strategies, policies and programs that serve the needs of management and employees, and facilitate bottom-line results to accomplish corporate objectives. Responsible for the full range of human resources activity, including participation in executive decision-making and advising the CEO and other Company executives on all matters pertaining to human resources. Ensure human resources policies and programs are developed, implemented and coordinated to comply with all legal regulations and ethical obligations in the areas of employment practice, health and safety, benefits, compensation and labor relations and to achieve best practices in the function (e.g., improved productivity, increased efficiency, "employer of choice" practices). Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior human resources personnel.	5	Chairman CEO and President	
3.00%	1/1/2018	VP Power Production	Plan and direct the operation, service planning, delivery, maintenance, environmental compliance and operation of LG&E and Kentucky Utility generation facilities to achieve safe, efficient and reliable generation of electricity.	10	Chief Operating Officer	
3.00%	12/18/2017	VP Project Engineering	This position is responsible for representing and managing the company's interests in the development, engineering, procurement, construction and commissioning of major capital projects that support the strategic financial and operational goals for Energy Services while ensuring compliance with all applicable safety and environmental regulations.	6	VP Energy Supply and Analysis	
6.43%	12/18/2017	VP State Regulation and Rates	Develop and implement the state regulatory strategy of the Company, and direct, plan and manage the Company's rates and regulatory function, which includes maintaining compliance with applicable statutes and regulations at the state and local levels.	4	Chief Financial Officer	
3.00%	12/18/2017	VP Transmission	This position provides strategic leadership and direction of all aspects of the company's transmission system, including: safety, lines construction and maintenance, substations and protection, system operations and balancing, energy management system, planning, compliance, and policies.	4	Chief Operating Officer	

Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
3.80%	1/1/2019	Chairman CEO and President	Lead the Company to establish business objectives, policies, and strategic plans to implement world-class energy practices and provide reliable, low-cost energy services and superior customer satisfaction. Ensure effective implementation and execution of policies and plans to direct company growth and to achieve both long-range and short-range objectives. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior executive leadership.	7	President and Chief Operating Officer of PPL Corporation	
3.00%	1/1/2019	Chief Financial Officer	Provide overall direction and leadership for all financial operations of the Company including the development and implementation of financial strategy, policies and plans, financial controls, preparation and interpretation of internal and external financial reports and arrangements for the safeguarding of business assets. Responsible for Sarbanes-Oxley compliance. Company representative before federal and state regulatory bodies including FERC, SEC, KPSC and IRS. Also responsible for oversight of Procurement policies, procedures and activities for the consolidated companies. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior finance personnel.	7	Chairman CEO and President	
3.00%	1/1/2019	Chief Information Officer	Establish the company's technical vision and lead all aspects of the company's technology development. Work with other business unit leaders as an advisor of technologies that may improve efficiency and effectiveness. Oversees technology architecture and influences technical and architectural aspects of the company's business decisions. Sets IT strategic direction to meet the ongoing and future needs of the business. Responsible for the delivery of IT application systems, provide reliable operations of the IT infrastructure on a 24 hours a day, 365 days a year. Directs the establishment and execution of policies and processes for IT security, contract administration, financial management, training and IT research and development. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior information technology personnel.	7	Chief Financial Officer	
3.00%	1/1/2019	Chief Operating Officer	Lead the Company to establish business objectives, policies, and strategic plans to implement world-class energy practices and provide reliable, low-cost energy services and superior customer satisfaction. Ensure effective implementation and execution of policies and plans to direct company growth and to achieve both long-range and short-range objectives. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior executive leadership.	9	Chairman CEO and President	
3.00%	12/17/2018	Controller	Manages the consolidated accounting activities of the Company which includes utility accounting, internal and external reporting (SEC, FERC, PSC, etc.), and all other aspects of utility accounting as managed directly through the Director, Utility Accounting. Supports internal and external financial accounting and reporting needs of the Company including PUHCA compliance, supporting the Rates and Regulatory function, and Financial Planning. The position is also responsible for Energy Marketing Accounting.	4	Chief Financial Officer	
3.00%	1/1/2019	General Counsel/Compliance/Corporate Secretary	Serve as a member of executive management and participate in decisions regarding major issues impacting the company. Provide legal counsel and guidance in the ordinary and special activities of LG&E and KU to ensure maximum protection of its legal rights and to maintain its operations within the limits prescribed by the law. Also oversee the Regulatory, Environmental, External Affairs, Legal, Compliance and Communications functions.	6	Chairman CEO and President	
3.00%	12/17/2018	Treasurer	Manages activities related to financial policy, long- and short-term financings, credit risk, and pension funds. Manages budgeting, financial planning, trading controls, cash management, credit, risk management, and other treasury activities.	5	Chief Financial Officer	

Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
3.00%	1/1/2019	VP Communications & Corp Responsibility	Lead the development, delivery and management of internal and external communications, community and media relations and brand strategy/management for the Company. Lead the brand management, image and advertising for the Company. Lead and provide recommendations on the strategic positioning of the Company with all stakeholders. Responsible for the corporate foundation and all company sponsorships. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior communications personnel.	6	Chairman CEO and President	
3.00%	12/17/2018	VP Corporate Resp&Comm Affairs	Primarily responsible for safeguarding the Company's public image. Serves as Chief Corporate Responsibility advocate. Leads and directs corporate responsibility and community affairs initiatives by maintaining open communications with health and safety, environmental and community investment teams. Builds employee and stakeholder awareness of corporate responsibility as a core value.	5	VP Communications & Corp Responsibility	
3.00%	12/17/2018	VP Customer Services	Provide strategic direction and operational control of the Company's Retail and Metering businesses to achieve strategic objectives and financial targets. Oversees the Customer Energy Efficiency/Smart Grid, Revenue Collection, Customer Service and Marketing and Operating Services areas.	6	Chief Operating Officer	
3.00%	1/1/2019	VP Electric Distribution	Provides leadership and direction of electric distribution operations involving the four core operating processes: Connect New Customers, Enhance the Network, Operate and Maintain the Network and Repair the Network. Responsibility for the direction of all Distribution Operations Centers throughout the service territory, the substation construction and maintenance functions and the statewide forestry services. Leads and directs the company gas distribution system and all related processes and regulations.	5	Chief Operating Officer	
3.00%	1/1/2019	VP Energy Supply and Analysis	Establish the strategic direction and management of the energy marketing, fuel procurement and trading activities for the Company. Also directs the optimization of the corporation's energy-related integrated gross margin.	6	Chief Operating Officer	
3.00%	12/17/2018	VP External Affairs	Represents the Company in legislative, regulatory and executive regulatory matters before federal, state and local governments by providing policy direction. Develop and coordinate operating unit relationships with government entities and their constituency groups to ensure consistency and uniformity on all matters affecting the Company's interests.	2	General Counsel/Compliance/Corporate Secretary	
3.00%	1/1/2019	VP Gas Distribution*	This position provides strategic leadership and direction of all aspects of the company's transmission and distribution gas systems and operations including: Gas Management, Planning and Supply; Gas Control, Storage and Compliance; Gas Policy and Standards and Gas Construction and Maintenance. Leads and directs the company gas operations and all related processes and regulations.	9	Chief Operating Officer	
3.00%	1/1/2019	VP Human Resources	Lead the Company's human resources function to provide effective, innovative and practical human resources strategies, policies and programs that serve the needs of management and employees, and facilitate bottom-line results to accomplish corporate objectives. Responsible for the full range of human resources activity, including participation in executive decision-making and advising the CEO and other Company executives on all matters pertaining to human resources. Ensure human resources policies and programs are developed, implemented and coordinated to comply with all legal regulations and ethical obligations in the areas of employment practice, health and safety, benefits, compensation and labor relations and to achieve best practices in the function (e.g., improved productivity, increased efficiency, "employer of choice" practices). Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior human resources personnel.	5	Chairman CEO and President	

Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
3.00%	1/1/2019	VP Power Production	Plan and direct the operation, service planning, delivery, maintenance, environmental compliance and operation of LG&E and Kentucky Utility generation facilities to achieve safe, efficient and reliable generation of electricity.	9	Chief Operating Officer	
3.00%	12/17/2018	VP Project Engineering	This position is responsible for representing and managing the company's interests in the development, engineering, procurement, construction and commissioning of major capital projects that support the strategic financial and operational goals for Energy Services while ensuring compliance with all applicable safety and environmental regulations.	5	VP Energy Supply and Analysis	
3.00%	12/17/2018	VP State Regulation and Rates	Develop and implement the state regulatory strategy of the Company, and direct, plan and manage the Company's rates and regulatory function, which includes maintaining compliance with applicable statutes and regulations at the state and local levels.	4	Chief Financial Officer	
3.00%	12/17/2018	VP Transmission	This position provides strategic leadership and direction of all aspects of the company's transmission system, including: safety, lines construction and maintenance, substations and protection, system operations and balancing, energy management system, planning, compliance, and policies.	4	Chief Operating Officer	

Budgeted Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
3.00%	1/1/2021	Chief Financial Officer	Provide overall direction and leadership for all financial operations of the Company including the development and implementation of financial strategy, policies and plans, financial controls, preparation and interpretation of internal and external financial reports and arrangements for the safeguarding of business assets. Responsible for Sarbanes-Oxley compliance. Company representative before federal and state regulatory bodies including FERC, SEC, KPSC and IRS. Also responsible for oversight of Procurement policies, procedures and activities for the consolidated companies. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior finance personnel.	7	President and CEO	
3.00%	1/1/2021	Chief Information Officer	Establish the company's technical vision and lead all aspects of the company's technology development. Work with other business unit leaders as an advisor of technologies that may improve efficiency and effectiveness. Oversees technology architecture and influences technical and architectural aspects of the company's business decisions. Sets IT strategic direction to meet the ongoing and future needs of the business. Responsible for the delivery of IT application systems, provide reliable operations of the IT infrastructure on a 24 hours a day, 365 days a year. Directs the establishment and execution of policies and processes for IT security, contract administration, financial management, training and IT research and development. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior information technology personnel.	7	Chief Financial Officer	
3.00%	1/1/2021	Chief Operating Officer	Lead the Company to establish business objectives, policies, and strategic plans to implement world-class energy practices and provide reliable, low-cost energy services and superior customer satisfaction. Ensure effective implementation and execution of policies and plans to direct company growth and to achieve both long-range and short-range objectives. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior executive leadership.	9	President and CEO	
3.00%	12/28/2020	Controller	Manages the consolidated accounting activities of the Company which includes utility accounting, internal and external reporting (SEC, FERC, PSC, etc.), and all other aspects of utility accounting as managed directly through the Director, Utility Accounting. Supports internal and external financial accounting and reporting needs of the Company including PUHCA compliance, supporting the Rates and Regulatory function, and Financial Planning. The position is also responsible for Energy Marketing Accounting.	5	Chief Financial Officer	
3.00%	1/1/2021	General Counsel/Compliance/Corporate Secretary	Serve as a member of executive management and participate in decisions regarding major issues impacting the company. Provide legal counsel and guidance in the ordinary and special activities of LG&E and KU to ensure maximum protection of its legal rights and to maintain its operations within the limits prescribed by the law. Also oversee the Regulatory, Environmental, External Affairs, Legal, Compliance and Communications functions.	6	President and CEO	
3.00%	1/1/2021	President and CEO	Lead the Company to establish business objectives, policies, and strategic plans to implement world-class energy practices and provide reliable, low-cost energy services and superior customer satisfaction. Ensure effective implementation and execution of policies and plans to direct company growth and to achieve both long-range and short-range objectives. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior executive leadership.	7	President and Chief Executive Officer of PPL Corporation	
3.00%	12/28/2020	Treasurer	Manages activities related to financial policy, long- and short-term financings, credit risk, and pension funds. Manages budgeting, financial planning, trading controls, cash management, credit, risk management, and other treasury activities.	5	Chief Financial Officer	

Budgeted Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
3.00%	1/1/2021	VP Communications & Corp Responsibility	Lead the development, delivery and management of internal and external communications, community and media relations and brand strategy/management for the Company. Lead the brand management, image and advertising for the Company. Lead and provide recommendations on the strategic positioning of the Company with all stakeholders. Responsible for the corporate foundation and all company sponsorships. Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior communications personnel.	6	President and CEO	
3.00%	12/28/2020	VP Corporate Resp&Comm Affairs	Primarily responsible for safeguarding the Company's public image. Serves as Chief Corporate Responsibility advocate. Leads and directs corporate responsibility and community affairs initiatives by maintaining open communications with health and safety, environmental and community investment teams. Builds employee and stakeholder awareness of corporate responsibility as a core value.	5	VP Communications & Corp Responsibility	
3.00%	12/28/2020	VP Customer Services	Provide strategic direction and operational control of the Company's Retail and Metering businesses to achieve strategic objectives and financial targets. Oversees the Customer Energy Efficiency/Smart Grid, Revenue Collection, Customer Service and Marketing and Operating Services areas.	6	Chief Operating Officer	\$233,400
3.00%	1/1/2021	VP Electric Distribution	Provides leadership and direction of electric distribution operations involving the four core operating processes: Connect New Customers, Enhance the Network, Operate and Maintain the Network and Repair the Network. Responsibility for the direction of all Distribution Operations Centers throughout the service territory, the substation construction and maintenance functions and the statewide forestry services. Leads and directs the company gas distribution system and all related processes and regulations.	5	Chief Operating Officer	
3.00%	1/1/2021	VP Energy Supply and Analysis	Establish the strategic direction and management of the energy marketing, fuel procurement and trading activities for the Company. Also directs the optimization of the corporation's energy-related integrated gross margin.	6	Chief Operating Officer	
3.00%	12/28/2020	VP External Affairs	Represents the Company in legislative, regulatory and executive regulatory matters before federal, state and local governments by providing policy direction. Develop and coordinate operating unit relationships with government entities and their constituency groups to ensure consistency and uniformity on all matters affecting the Company's interests.	2	General Counsel/Compliance/Corporate Secretary	
3.00%	1/1/2021	VP Gas Operations	This position provides strategic leadership and direction of all aspects of the company's transmission and distribution gas systems and operations including: Gas Management, Planning and Supply; Gas Control, Storage and Compliance; Gas Policy and Standards and Gas Construction and Maintenance. Leads and directs the company gas operations and all related processes and regulations.	6	Chief Operating Officer	\$263,369



Budgeted Annual Increase %	Effective Date of Annual Increase	Job Title	Duty and Responsibility	Number of Direct Reports	Reports To	Salary for Whom Officer Replaced
3.00%	1/1/2021	VP Human Resources	Lead the Company's human resources function to provide effective, innovative and practical human resources strategies, policies and programs that serve the needs of management and employees, and facilitate bottom-line results to accomplish corporate objectives. Responsible for the full range of human resources activity, including participation in executive decision-making and advising the CEO and other Company executives on all matters pertaining to human resources. Ensure human resources policies and programs are developed, implemented and coordinated to comply with all legal regulations and ethical obligations in the areas of employment practice, health and safety, benefits, compensation and labor relations and to achieve best practices in the function (e.g., improved productivity, increased efficiency, "employer of choice" practices). Serve as the key interface between the Company and PPL to develop and maintain strong working relationships with senior human resources personnel.	5	President and CEO	
3.00%	1/1/2021	VP Power Production	Plan and direct the operation, service planning, delivery, maintenance, environmental compliance and operation of LG&E and Kentucky Utility generation facilities to achieve safe, efficient and reliable generation of electricity.	9	Chief Operating Officer	\$319,359
na	na	VP Power Production*	Plan and direct the operation, service planning, delivery, maintenance, environmental compliance and operation of LG&E and Kentucky Utility generation facilities to achieve safe, efficient and reliable generation of electricity.	9	Chief Operating Officer	
3.00%	12/28/2020	VP Project Engineering	This position is responsible for representing and managing the company's interests in the development, engineering, procurement, construction and commissioning of major capital projects that support the strategic financial and operational goals for Energy Services while ensuring compliance with all applicable safety and environmental regulations.	5	VP Energy Supply and Analysis	
3.00%	12/28/2020	VP State Regulation and Rates	Develop and implement the state regulatory strategy of the Company, and direct, plan and manage the Company's rates and regulatory function, which includes maintaining compliance with applicable statutes and regulations at the state and local levels.	4	Chief Financial Officer	
3.00%	12/28/2020	VP Transmission	This position provides strategic leadership and direction of all aspects of the company's transmission system, including: safety, lines construction and maintenance, substations and protection, system operations and balancing, energy management system, planning, compliance, and policies.	4	Chief Operating Officer	\$231,390

CONFIDENTIAL INFORMATION HIGHLIGHTED

LG&E AND KU SERVICES COMPANY  
OFFICER WAGES

Year	Title	Regular	Vacation Payout	Bonus	Other	Grand Total
2017	Chairman and CEO	811,220	-	2,801,151	10,192	3,622,563
2017	Chief Financial Officer	354,277	6,828	443,097	1,115	805,317
2017	Chief Information Officer	156,923	-	5,139	908	162,970
2017	Controller	255,200	4,908	107,461	2,308	369,876
2017	General Counsel/Compliance/Corporate Secretary**	271,462	17,681	387,013	728,686	1,404,843
2017	President and Chief Operating Officer	585,996	-	1,005,967	2,080	1,594,043
2017	SVP Operations	296,019	5,769	107,390	1,434	410,613
2017	Treasurer	255,200	3,926	108,081	1,440	368,647
2017	VP and Deputy General Counsel	264,350	-	110,505	1,980	376,835
2017	VP Communications	213,420	-	89,811	8,531	311,762
2017	VP Corporate Responsibility and Community Affairs**	19,033	22,078	137,218	2,640	180,969
2017	VP Customer Services	217,410	3,385	80,450	6,650	307,894
2017	VP Electric Distribution	238,335	3,692	95,761	4,174	341,962
2017	VP Energy Supply and Analysis	291,371	5,610	299,317	182,048	778,345
2017	VP External Affairs	192,173	3,719	79,917	3,378	279,187
2017	VP External Affairs**	29,065	36,925	857,553	4,655	928,198
2017	VP Gas Distribution	248,251	955	107,037	10,894	367,137
2017	VP Human Resources	267,500	5,150	160,112	1,615	434,377
2017	VP Power Production	291,931	-	279,964	1,980	573,875
2017	VP Project Engineering	233,000	4,481	97,207	1,290	335,978
2017	VP State Regulation and Rates	206,700	3,180	89,621	790	300,291
2017	VP Transmission	211,740	1,629	92,936	7,732	314,037
2017	VP Transmission and Generation Services**	83,978	28,102	520,156	5,842	638,078
<b>2017 Total</b>		<b>5,994,555</b>	<b>158,017</b>	<b>8,062,864</b>	<b>992,362</b>	<b>15,207,798</b>

CONFIDENTIAL INFORMATION HIGHLIGHTED

Year	Title	Regular	Vacation Payout	Bonus	Other	Grand Total
2018	Chairman and CEO**	168,484	78,002	3,922,492	11,792	4,180,770
2018	Chairman CEO and President	596,154	7,154	794,411	12,332	1,410,051
2018	Chief Financial Officer	358,464	7,169	370,772	1,490	737,896
2018	Chief Information Officer	326,923	6,538	398,475	2,740	734,677
2018	Chief Operating Officer	311,269	5,942	169,680	1,015	487,907
2018	Controller	206,731	4,135	82,748	547	294,160
2018	Gen Counsel/Compliance/Corporate Secretary	341,346	-	226,625	3,134	571,105
2018	Treasurer	252,750	4,044	94,895	1,290	352,979
2018	VP Corporate Responsibility and Community Affairs	148,040	2,407	46,902	665	198,014
2018	VP Accounting**	35,335	4,908	135,235	945	176,423
2018	VP and Deputy General Counsel**	77,272	4,575	165,683	1,370	248,900
2018	VP Communications & Corporate Responsibility	214,504	-	108,486	8,411	331,401
2018	VP Customer Services	217,885	4,358	83,697	6,553	312,492
2018	VP Electric Distribution	240,000	3,840	121,231	740	365,811
2018	VP Energy Supply and Analysis	288,893	5,778	234,629	1,290	530,590
2018	VP External Affairs	191,538	766	73,626	2,229	268,160
2018	VP Gas Distribution	245,864	-	124,038	13,440	383,342
2018	VP Human Resources	267,800	5,356	152,261	5,565	430,982
2018	VP Power Production	289,448	-	216,561	3,180	509,189
2018	VP Project Engineering	230,758	4,615	90,668	79,051	405,093
2018	VP State Regulation and Rates	211,538	2,538	79,696	1,365	295,137
2018	VP Transmission	209,712	2,517	81,275	5,858	299,361
<b>2018 Total</b>		<b>5,430,709</b>	<b>154,642</b>	<b>7,774,086</b>	<b>165,002</b>	<b>13,524,439</b>

CONFIDENTIAL INFORMATION HIGHLIGHTED

Year	Title	Regular	Vacation Payout	Bonus	Other	Grand Total
2019	Chairman CEO and President	642,563	-	1,178,973	4,759	1,826,296
2019	Chief Financial Officer	383,514	10,338	419,797	1,215	814,863
2019	Chief Information Officer	349,768	6,735	328,728	3,154	688,384
2019	Chief Operating Officer	365,199	7,032	274,325	1,715	648,271
2019	Controller	223,773	4,259	104,632	610	333,273
2019	General Counsel/Compliance/Corporate Secretary	365,199	7,032	296,852	8,790	677,873
2019	Treasurer	270,750	3,645	124,338	1,290	400,023
2019	VP Communications & Corp Responsibility	236,608	-	120,654	565	357,827
2019	VP Corporate Resp&Comm Affairs	167,640	645	61,556	675	230,516
2019	VP Customer Services	233,400	8,079	109,408	6,008	356,895
2019	VP Electric Distribution	256,771	6,922	162,130	690	426,513
2019	VP Energy Supply and Analysis	309,081	7,141	260,713	1,290	578,225
2019	VP External Affairs	205,180	3,157	97,130	3,083	308,551
2019	VP Gas Distribution**	237,721	17,220	164,575	6,929	426,446
2019	VP Human Resources	286,514	7,723	202,555	1,315	498,108
2019	VP Power Production	309,675	1,193	237,560	2,730	551,158
2019	VP Project Engineering	247,190	4,754	115,522	17,817	385,282
2019	VP State Regulation and Rates	226,600	4,358	106,690	1,768	339,416
2019	VP Transmission	226,724	4,320	130,909	8,513	370,466
<b>2019 Total</b>		<b>5,543,870</b>	<b>104,551</b>	<b>4,497,047</b>	<b>72,917</b>	<b>10,218,385</b>

CONFIDENTIAL INFORMATION HIGHLIGHTED

Year	Title	Regular	Vacation Payout	Bonus	Other	Grand Total
2020	Chief Financial Officer	197,754	-	327,920	770	526,443
2020	Chief Information Officer	180,353	-	234,323	1,585	416,261
2020	Chief Operating Officer	188,310	-	313,950	645	502,905
2020	Controller	117,935	-	96,419	225	214,579
2020	General Counsel/Compliance/Corporate Secretary	188,310	-	312,314	2,145	502,769
2020	President and CEO	331,450	-	985,249	8,490	1,325,189
2020	Treasurer	139,437	-	116,286	645	256,367
2020	VP Communications & Corp Responsibility	122,003	-	140,040	645	262,688
2020	VP Corporate Resp&Comm Affairs	86,335	-	71,909	345	158,588
2020	VP Customer Services	112,500	-	63,857	1,728	178,085
2020	VP Electric Distribution	132,401	-	152,715	645	285,760
2020	VP Energy Supply and Analysis	159,373	-	209,829	645	369,847
2020	VP External Affairs	105,668	-	87,819	1,887	195,373
2020	VP Gas Operations	125,000	-	96,714	805	222,519
2020	VP Human Resources	147,737	-	196,076	645	344,458
2020	VP Power Production	122,030	-	65,839	20	187,888
2020	VP Power Production**	85,981	12,283	185,268	1,995	285,528
2020	VP Project Engineering	127,303	-	106,859	2,126	236,289
2020	VP State Regulation and Rates	116,699	-	97,463	645	214,807
2020	VP Transmission	126,050	-	100,430	3,242	229,722
<b>2020 Total (Mar-Aug)*</b>		<b>2,912,626</b>	<b>12,283</b>	<b>3,961,279</b>	<b>29,877</b>	<b>6,916,065</b>

\*2020 amounts include compensation paid from March through August

\*\*No longer with the company

OFFICER WAGES (OTHER EARNINGS)

<b>Other Category</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020*</b>
Awards	\$ 9,205	\$ 2,729	\$ 1,800	\$ 700
Group Term Life Insurance	25,082	23,143	22,774	11,175
Relocation		77,761	13,792	
Severance	728,168			
Tuition Reimbursements	8,730	9,000	5,250	
Vehicle Allowance	26,675	18,248	15,504	6,662
Wellness Reimbursments	1,313	1,810	1,592	246
Management Perks:				
Executive Physical		3,177		
Financial Planning & Tax Prep	12,432	28,160	12,204	11,095
Non-Qualified Stock Options	180,758			
Personal Travel		972		
<b>Total</b>	<b>992,362</b>	<b>165,002</b>	<b>72,917</b>	<b>29,877</b>

\*2020 amounts include compensation from March through August

2020 - Enrollments as of Aug 31, 2020 used for Base Period  
 Each Corporate Officer's Benefit Enrollment, EE Cost and Co Cost

Title	Medical				Dental				Vision				Life Insurance						LTD	401k Co Match	Retirements Income Account (RIA)
	Medical Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Dental Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Vision Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Basic Life Code	Co Basic Life Monthly Cost	EE Supp Life Code	EE Supp Life Monthly Cost	Depn Life Code	EE Depn Life Monthly Cost	Co Monthly Cost	Total Match 1/1/2020 - 8/31/2020	
Treasurer	PPOLOW	4	1354	353	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80			\$122.01	\$ 6,661.00	
Chief Operating Officer	HMOHFL	4	1354	456	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90					\$131.25	\$ 6,871.00	
Chief Financial Officer	PPOHFL	4	1354	301	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90	LIFE - 2X	\$ 75.60			\$131.25	\$ 6,915.00	
VP Power Production*	PPOLOW	2	976	244	DD-H	2	38	23	VSP	2	0	12.93	LIFSAL	\$ 60.90	LIFE-3X	\$ 180.90	DEPN 25K	\$ 9.40	\$131.25	\$ 5,941.67	
VP State Regulation and Rates	HMOHFL	4	1354	456	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90					\$102.11	\$ 6,039.96	
General Counsel/Compliance/Corporate Secretary	HDHPHL	9	1354	385	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90					\$131.25	\$ 3,092.12	\$ 8,400.00
VP Corporate Resp&Comm Affairs	PPOLOW	4	1354	353	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90	LIFE-3X	\$ 75.60	DEPN 25K	\$ 9.40	\$80.83	\$ 8,082.53	\$ 6,830.11
VP External Affairs	PPOLOW	4	1354	353	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90	LIFE-3X	\$ 118.80	DEPN 50K	\$ 23.50	\$92.46	\$ 3,670.01	
Controller	PPOHFL	3	886	160	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90					\$103.19	\$ 5,864.47	
VP Gas Operations	PPOLOW	2	976	244	DD-H	2	38	23	VSP	2	0	12.93	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80	DEPN 10K	\$ 2.95	\$109.38	\$ 6,295.80	
VP Transmission	HMOHFL	3	886	258	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90					\$110.29	\$ 3,271.51	
VP Human Resources	PPOHFL	3	886	160	DD-H	3	38	23	VSP	3	0	13.2	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80			\$129.27	\$ 6,197.72	
VP Customer Services	HMOHFL	3	886	258	DD-H	3	38	23	VSP	3	0	13.2	LIFSAL	\$ 60.90	LIFE - 2X	\$ 75.60	DEPN 10K	\$ 2.95	\$98.44	\$ 4,888.73	
VP Energy Supply and Analysis	PPOLOW	1	508	83	DD-H	1	19	11	VSP	1	0	7.42	LIFSAL	\$ 60.90					\$131.25	\$ 6,734.87	
Chief Information Officer	PPOLOW	2	976	244	DD-H	2	38	23	VSP	2	0	12.93	LIFSAL	\$ 60.90	LIFE-3X	\$ 180.90	DEPN 50K	\$ 23.50	\$131.25	\$ 3,126.11	\$ 11,200.00
VP Project Engineering	PPOLOW	1	508	83	DD-H	2	38	23	VSP	2	0	12.93	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80	DEPN 25K	\$ 9.40	\$111.39	\$ 6,375.62	
President and CEO	PPOHFL	3	886	160	DD-H	4	59	34	VSP	4	0	21.28	LIFSAL	\$ 60.90	Life - 1X	\$ 180.90			\$131.25	\$ 7,202.85	
VP Power Production	PPOHFL	2	976	207	DD-H	2	38	23	VSP	2	0	12.93	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80	DEPN 10K	\$ 2.95	\$109.38	\$ 4,731.58	
VP Communications & Corp Responsibility	HMOHFL	1	508	119	DD-H	1	19	11	VSP	1	0	7.42	LIFSAL	\$ 60.90		\$ 118.80			\$106.75	\$ 6,665.80	
VP Electric Distribution	HDHPHL	1	508	25	DD-H	2	38	23	VSP	1	0	7.42	LIFSAL	\$ 60.90	LIFE-3X	\$ 118.80			\$115.85	\$ 6,556.00	

\* VP Power Production retired 6/1/2020

2019  
Each Corporate Officer's Benefit Enrollment, EE Cost and Co Cost

Title	Medical				Dental				Vision				Life Insurance					LTD	401k Co Match	Retirements Income Account (RIA)	
	Medical Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Dental Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Vision Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Basic Life Code	Co Basic Life Monthly Cost	EE Supp Life Code	EE Supp Life Monthly Cost	Depn Life Code	EE Depn Life Monthly Cost	Co Monthly Cost		Total Match 1/1/2019 - 12/31/2019
Treasurer	PPOLOW	4	1375	353	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80			\$118.45	\$ 11,760.00	
Chief Operating Officer	HMOHFL	4	1375	456	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$131.25	\$ 11,760.00	
Chief Financial Officer	PPOHFL	4	1375	301	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90	LIFE - 2X	\$ 75.60			\$131.25	\$ 11,760.00	
VP Power Production	PPOLOW	2	991	244	DD-H	2	41	20	VSP	2	\$ -	\$ 12.93	LIFSAL	\$ 60.90	LIFE-3X	\$ 180.90	DEPN 25K	\$ 9.40	\$131.25	\$ 10,088.17	
VP State Regulation and Rates	HMOHFL	4	1375	456	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$99.14	\$ 11,759.87	
General Counsel/Compliance/Corporate Secretary	HDHPL	9	1375	385	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$131.25	\$ 3,229.74	\$ 8,250.00
VP Corporate Resp&Comm Affairs	PPOLOW	4	1375	353	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90	LIFE-3X	\$ 40.50	DEPN 25K	\$ 9.40	\$73.34	\$ 9,562.08	\$ 6,062.19
VP External Affairs	PPOLOW	4	1375	353	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90	LIFE-3X	\$ 118.80	DEPN 25K	\$ 9.40	\$89.77	\$ 8,418.58	
Controller	PPOHFL	3	899	160	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$96.88	\$ 10,970.81	
VP Transmission	PPOLOW	2	991	244	DD-H	2	41	20	VSP	2	\$ -	\$ 12.93	LIFSAL	\$ 60.90	LIFE - 2X	\$ 75.60	DEP 5K	\$ 1.48	\$98.28	\$ 11,715.75	
VP Gas Distribution*	HMOHFL	3	899	258	DD-H	3	41	20	VSP	3	\$ -	\$ 13.20	LIFSAL	\$ 60.90					\$115.22	\$ 11,760.00	
VP Customer Services	HMOHFL	3	899	258	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$102.11	\$ 5,415.95	
VP Human Resources	PPOHFL	3	899	160	DD-H	3	41	20	VSP	3	\$ -	\$ 13.20	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80			\$125.50	\$ 10,659.99	
VP Energy Supply and Analysis	HMOHFL	1	515	119	DD-H	1	20	10	VSP	1	\$ -	\$ 7.42	LIFSAL	\$ 60.90					\$131.25	\$ 2,123.89	
Chief Information Officer	PPOLOW	2	991	244	DD-H	2	41	20	VSP	2	\$ -	\$ 12.93	LIFSAL	\$ 60.90	LIFE-3X	\$ 180.90	DEPN 25K	\$ 9.40	\$131.25	\$ 6,487.53	\$ 11,000.00
VP Project Engineering	HMOHFL	1	515	119	DD-H	2	41	20	VSP	2	\$ -	\$ 12.93	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80	DEPN 10K	\$ 2.96	\$108.15	\$ 11,760.00	
Chairman CEO and President	PPOHFL	3	899	160	DD-H	4	63	30	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90	Life - 1X	\$ 180.90			\$131.25	\$ 10,877.42	
VP Communications & Corp Responsibility	HMOHFL	1	515	119	DD-H	1	20	10	VSP	1	\$ -	\$ 7.42	LIFSAL	\$ 60.90					\$103.64	\$ 11,759.97	
VP Electric Distribution	HDHPL	1	515	25	DD-H	2	41	20	VSP	1	\$ -	\$ 7.42	LIFSAL	\$ 60.90	LIFE-3X	\$ 75.60			\$112.48	\$ 11,760.00	

VP Gas Distribution Retired 12/1/19



2018

Each Corporate Officer's Benefit Enrollment, EE Cost and Co Cost

Title	Medical				Dental				Vision				Life Insurance						LTD	401k Co Match	Retirements Income Account (RIA)
	Medical Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Dental Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Vision Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Basic Life Code	Co Basic Life Monthly Cost	EE Supp Life Code	EE Supp Life Monthly Cost	Depn Life Code	EE Depn Life Monthly Cost	Co Monthly Cost	Total Match 1/1/2018 - 12/31/2018	
Treasurer	PPOLOW	4	\$ 1,354	\$ 353	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80			\$115.00	\$ 11,550.00	
Chief Operating Officer	HMOHFL	4	\$ 1,354	\$ 456	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$131.25	\$ 11,550.05	
Chief Financial Officer	PPOHFL	4	\$ 1,354	\$ 301	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90	LIFE - 2X	\$ 75.60			\$131.25	\$ 11,550.00	
VP Power Production	PPOLOW	2	\$ 976	\$ 244	DD-H	2	\$ 44	\$ 17	VSP	2	\$ -	\$ 12.93	LIFSAL	\$ 60.90	LIFE-3X	\$ 180.90	DEPN 25K	\$ 9.40	\$131.25	\$ 11,550.07	
VP State Regulation and Rates	HMOHFL	4	\$ 1,354	\$ 456	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$96.25	\$ 11,549.89	
Gen Counsel/Compliance/Corporate Secretary	HDHPHL	9	\$ 1,354	\$ 385	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$131.25	\$ 9,829.59	
VP Corporate Responsibility and Community Affairs	PPOLOW	4	\$ 1,354	\$ 353	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90	LIFE-3X	\$ 40.50	DEPN 25K	\$ 9.40	\$60.83	\$ 8,487.08	\$ 4,691.04
VP External Affairs	PPOLOW	4	\$ 1,354	\$ 353	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90	LIFE-3X	\$ 118.80	DEPN 25K	\$ 9.40	\$87.15	\$ 8,398.46	
Controller	PPOHFL	3	\$ 885	\$ 160	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$94.06	\$ 10,460.98	
VP Transmission	PPOLOW	2	\$ 976	\$ 244	DD-H	2	\$ 44	\$ 17	VSP	2	\$ -	\$ 12.93	LIFSAL	\$ 60.90	LIFE - 2X	\$ 75.60	DEP 5K	\$ 1.47	\$95.42	\$ 11,486.69	
VP Gas Distribution	HMOHFL	3	\$ 885	\$ 258	DD-H	3	\$ 44	\$ 17	VSP	3	\$ -	\$ 13.20	LIFSAL	\$ 60.90					\$111.87	\$ 11,549.99	
VP Customer Services	HMOHFL	3	\$ 885	\$ 258	DD-H	3	\$ 44	\$ 17	VSP	3	\$ -	\$ 13.20	LIFSAL	\$ 60.90					\$99.14	\$ 5,331.59	
VP Human Resources	PPOHFL	3	\$ 885	\$ 160	DD-H	3	\$ 44	\$ 17	VSP	3	\$ -	\$ 13.20	LIFSAL	\$ 60.90	LIFE - 2X	\$ 118.80			\$121.85	\$ 10,415.02	
VP and Deputy General Counsel*	HMOHFL	2	\$ 976	\$ 318	DD-H	2	\$ 44	\$ 17	VSP	2	\$ -	\$ 12.93	LIFSAL	\$ 60.90	LIFE-3X	\$ 180.90	DEPN 10K	\$ 2.95	\$115.65	\$ 3,864.61	
VP Accounting*	PPOHFL	1	\$ 507	\$ 65	DD-H	1	\$ 23	\$ 7	VSP	1	\$ -	\$ 7.42	LIFSAL	\$ 60.90					\$111.65	\$ 2,935.49	
VP Energy Supply and Analysis	HMOHFL	2	\$ 976	\$ 318	DD-H	2	\$ 44	\$ 17	VSP	2	\$ -	\$ 12.93	LIFSAL	\$ 60.90					\$131.25	\$ 9,817.23	
Chief Information Officer	PPOLOW	2	\$ 976	\$ 244	DD-H	2	\$ 44	\$ 17	VSP	2	\$ -	\$ 12.93	LIFSAL	\$ 60.90	LIFE-3X	\$ 180.90	DEPN 25K	\$ 9.40	\$131.25	\$ 3,509.53	\$ 6,276.92
Chairman and CEO*	HMOHFL	4	\$ 1,354	\$ 456	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90					\$131.25	\$ 11,550.00	
VP Project Engineering	HMOHFL	3	\$ 885	\$ 258	DD-H	4	\$ 66	\$ 27	VSP	4	\$ -	\$ 21.28	LIFSAL	\$ 60.90		\$ 118.80	DEPN 10K	\$ 2.95	\$105.00	\$ 11,520.32	
Chairman CEO and President	PPOHFL	3	\$ 885	\$ 160	DD-H	3	\$ 44	\$ 17	VSP	3	\$ -	\$ 13.20	LIFSAL	\$ 60.90	Life - 1X	\$ 180.90			\$131.25	\$ 11,550.00	
VP Communications & Corporate Responsibility	HMOHFL	1	\$ 507	\$ 119	DD-H	1	\$ 23	\$ 7	VSP	1	\$ -	\$ 7.42	LIFSAL	\$ 60.90					\$96.18	\$ 11,430.30	
VP Electric Distribution	HMOHFL	1	\$ 507	\$ 119	DD-H	2	\$ 44	\$ 17	VSP	1	\$ -	\$ 7.42	LIFSAL	\$ 60.90	LIFE-3X	\$ 75.60			\$109.20	\$ 11,295.06	

VP Accounting retired 3/1/18  
 Chairman and CEO retired 4/1/18  
 VP and Deputy General Counsel retired 5/1/18

2017

Each Corporate Officer's Benefit Enrollment, EE Cost and Co Cost

Title	Medical				Dental				Vision				Life Insurance						LTD	401k Co Match	Retirements Income Account (RIA)
	Medical Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Dental Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Vision Code	Coverage Level	Co Monthly Cost	EE Monthly Cost	Basic Life Code	Co Basic Life Monthly Cost	EE Supp Life Code	EE Supp Life Monthly Cost	Depn Life Code	EE Depn Life Monthly Cost	Co Monthly Cost	Total Match 1/1/2017 - 12/31/2017	
Treasurer	PPOLOH	4	\$ 1,292	\$ 353	DD-H	4	\$ 66	\$ 27	VSP	4		\$ 21.28	LIFSAL	\$ 60.90	LIF-2X	\$ 118.80			\$111.65	\$ 11,204.36	
SVP Operations	HMOHFL	4	\$ 1,292	\$ 456	DD-H	4	\$ 66	\$ 27	VSP	4		\$ 21.28	LIFSAL	\$ 60.90					\$108.61	\$ 11,340.00	
Chief Financial Officer	PPOHFL	4	\$ 1,292	\$ 301	DD-H	4	\$ 66	\$ 27	VSP	4		\$ 21.28	LIFSAL	\$ 60.90	LIF-2X	\$ 75.60			\$131.25	\$ 11,339.99	
VP Power Production	PPOLOH	2	\$ 931	\$ 244	DD-H	2	\$ 44	\$ 17	VSP	2		\$ 12.93	LIFSAL	\$ 60.90	LIF-3X	\$ 118.80	DEP25K	\$ 9.40	\$127.86	\$ 10,932.21	
VP State Regulation and Rates	HMOHFL	4	\$ 1,292	\$ 456	DD-H	4	\$ 66	\$ 27	VSP	4		\$ 21.28	LIFSAL	\$ 60.90					\$90.43	\$ 11,340.00	
VP Corporate Responsibility and Community Affairs*	HMOEHL	2	\$ 931	\$ 443	DD-H	2	\$ 44	\$ 17	VSP	2		\$ 12.93	LIFSAL	\$ 60.90	LIF-3X	\$ 351.00	DEP25K	\$ 9.40	\$86.60	\$ 1,726.65	
VP External Affairs	PPOLOH	4	\$ 1,292	\$ 353	DD-H	4	\$ 66	\$ 27	VSP	4		\$ 21.28	LIFSAL	\$ 60.90	LIF-3X	\$ 118.80	DEP25K	\$ 9.40	\$79.07	\$ 8,227.48	
VP Transmission	PPOHFL	2	\$ 931	\$ 207	DD-H	2	\$ 44	\$ 17	VSP	2		\$ 12.93	LIFSAL	\$ 60.90	LIF-2X	\$ 75.60	DEP5K	\$ 1.47	\$92.64	\$ 10,894.76	
VP Gas Distribution	HMOHFL	3	\$ 845	\$ 258	DD-H	3	\$ 44	\$ 17	VSP	3		\$ 13.20	LIFSAL	\$ 60.90					\$108.61	\$ 11,340.00	
VP Customer Services	HMOEHL	1	\$ 484	\$ 119	DD-H	3	\$ 44	\$ 17	VSP	3		\$ 13.20	LIFSAL	\$ 60.90					\$81.52	\$ 5,089.28	
VP Human Resources	PPOEHL	3	\$ 845	\$ 160	DD-H	3	\$ 44	\$ 17	VSP	3		\$ 13.20	LIFSAL	\$ 60.90	LIF-2X	\$ 75.60			\$117.16	\$ 10,223.13	
VP and Deputy General Counsel	HMOHFL	2	\$ 931	\$ 318	DD-H	2	\$ 44	\$ 17	VSP	2		\$ 12.93	LIFSAL	\$ 60.90	LIF-2X	\$ 180.90	DEP10K	\$ 2.95	\$115.65	\$ 8,113.57	
General Counsel/Compliance/Corporate Secretary*	PPOLOH	4	\$ 1,292	\$ 353	DD-H	4	\$ 66	\$ 27	VSP	4		\$ 21.28	LIFSAL	\$ 60.90	LIF-3X	\$ 75.60	DEP25K	\$ 9.40	\$131.25	\$ 7,286.39	
Controller	PPOHFL	1	\$ 484	\$ 65	DD-H	1	\$ 23	\$ 7	W			\$ -	LIFSAL	\$ 60.90					\$111.65	\$ 2,679.57	
VP External Affairs*	HMOHFL	2	\$ 931	\$ 318	DD-H	2	\$ 44	\$ 17	VSP	2		\$ 12.93	LIFSAL	\$ 60.90					\$120.01	\$ 2,078.69	
VP Energy Supply and Analysis	HMOHFL	1	\$ 484	\$ 119	DD-H	1	\$ 23	\$ 7	VSP	1		\$ 7.42	LIFSAL	\$ 60.90					\$127.62	\$ 9,346.41	
Chief Information Officer	PPOLOH	2	\$ 931	\$ 244	DD-H	2	\$ 44	\$ 17	VSP	2		\$ 12.93	LIFSAL	\$ 60.90	LIF-3X	\$ 180.90	DEP25K	\$ 9.40	\$131.25	\$ -	
Chairman and CEO	HMOHFL	4	\$ 1,292	\$ 456	DD-H	4	\$ 66	\$ 27	VSP	4		\$ 21.28	LIFSAL	\$ 60.90					\$131.25	\$ 11,340.00	
VP Project Engineering	HMOEHL	3	\$ 845	\$ 258	DD-H	4	\$ 66	\$ 27	VSP	4		\$ 21.28	LIFSAL	\$ 60.90	LIF-2X	\$ 118.80	DEP10K	\$ 2.95	\$101.94	\$ 11,280.93	
President and Chief Operating Officer	PPOHFL	3	\$ 845	\$ 160	DD-H	3	\$ 44	\$ 17	VSP	3		\$ 13.20	LIFSAL	\$ 60.90	LIF-1X	\$ 118.80			\$131.25	\$ 11,340.00	
VP Transmission and Generation Services*	PPOHFL	4	\$ 1,292	\$ 301	DD-H	4	\$ 66	\$ 27	VSP	4		\$ 21.28	LIFSAL	\$ 60.90			DEP10K	\$ 2.95	\$127.86	\$ 6,131.62	
VP Communications	HMOHFL	1	\$ 484	\$ 119	DD-H	1	\$ 23	\$ 7	VSP	1		\$ 7.42	LIFSAL	\$ 60.90					\$93.37	\$ 11,283.96	
VP Electric Distribution	HMOEHL	3	\$ 845	\$ 258	DD-H	4	\$ 66	\$ 27	VSP	3		\$ 13.20	LIFSAL	\$ 60.90	LIF-3X	\$ 75.60			\$95.53	\$ 10,507.08	

VP Corporate Responsibility and Community Affairs retired 2/1/17  
 VP External Affairs retired 2/1/2017  
 VP Transmission and Generation Services retired 4/1/2017  
 General Counsel/Compliance/Corporate Secretary terminated 9/21/2017