

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

Telephone: (502) 227-7270

[jnhughes@johnnhughespsc.com](mailto:jnhughes@johnnhughespsc.com)

October 5, 2021

Linda C. Bridwell  
Executive Director  
Public Service Commission  
211 Sower Blvd.  
Frankfort, KY 40601

Re: Atmos Energy Corporation  
Case No. 2021-00214

Dear Ms. Bridwell:

Atmos Energy Corporation submits its petition for rehearing of the Order of October 1, 2021.

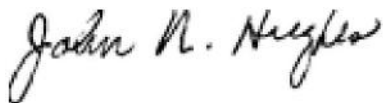
I certify that the electronic documents are true and correct copies of the original documents and that no party has been excused from electronic service.

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

Submitted By:

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

And



John N. Hughes  
124 West Todd St.  
Frankfort, KY 40601  
502 227 7270  
[jnhughes@johnnhughespsc.com](mailto:jnhughes@johnnhughespsc.com)

Attorneys for Atmos Energy Corporation

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

IN THE MATTER OF:

Application of Atmos Energy Corporation     )  
for an Adjustment of Rates                    ) Case No. 2021-00214  
and Tariff Modifications                        )

**PETITION FOR REHEARING FOR CONFIDENTIALITY  
TO PSC DR 1-55**

Atmos Energy Corporation (Atmos Energy), by counsel, petitions for rehearing of the Order dated October 1, 2021.

Item 1-55 of the initial data request states:

55. To the extent not already provided, provide all workpapers, calculations, and assumptions the utility used to develop its forecasted test period financial information in Excel spreadsheet format with all formulas, columns, and rows unprotected and fully accessible.

The Order of October 1 states:

To the extent that the subject material contains executive compensation information, the Commission finds that compensation for executive employees is included in base rate calculations and **public information required to be disclosed in regulatory filings**, and therefore, does not meet the standard confidentiality. Staff has reviewed the materials submitted and the executive compensation information is not entitled to confidential treatment and should not be exempted from public disclosure pursuant to KRS 61.878(1)(c) and 807 KAR 5:001, Section 13. (Emphasis added).

FR 16(8)(g) Schedule G-3 included in the response to DR 1-55 includes the names of executive employees and retirees and their compensation that are not included in public filings and are not disclosed in other public documents. A

revised version of that response with names removed is attached. Atmos Energy requests an order granting confidential protection of the original Schedule G-3, which includes the employees names and the filing of the redacted Schedule G-3. Because Atmos Energy requests confidential protection only for the named executive salary benefits not otherwise publicly disclosed, granting confidential protection to this limited information accords with KRS 61.878(1)(a). Similar non-public executive compensation information was held to be confidential until publicly disclosed. See Application of Kentucky Power Company, Case No. 2017-00179, August 23, 2017.

The Kentucky Open Records Act exempts from disclosure certain confidential or proprietary information.

**KRS 61.878 Certain public records exempted from inspection except on order of court -- Restriction of state employees to inspect personnel files prohibited.**

(1) The following public records are excluded from the application of KRS 61.870 to 61.884 and shall be subject to inspection only upon order of a court of competent jurisdiction, except that no court shall authorize the inspection by any party of any materials pertaining to civil litigation beyond that which is provided by the Rules of Civil Procedure governing pretrial discovery:

**(a) Public records containing information of a personal nature where the public disclosure thereof would constitute a clearly unwarranted invasion of personal privacy; (Emphasis added)**

The information sought in the data request is personal information that if disclosed could cause unwarranted invasion of personal privacy to the affected employees. The information is based on each employees' service with the Company and is based on the specific terms of that employment. This portion of Atmos Energy's Response contain proprietary information not publicly available and the employees have an expectation of privacy of the information.

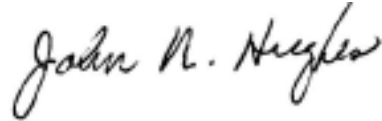
information. The Kentucky Court of Appeals has stated, “information such as . . . wage rate . . . [is] generally accepted by society as [a] detail in which an individual has at least some expectation of privacy.” The Kentucky Supreme Court has characterized “one’s income” as “intimate” information of a private nature. Disclosing the information would invade the privacy rights of the individuals.

It would be difficult or impossible for someone to discover this information from other sources. No public purpose is served by the disclosure of such information.

Atmos Energy requests that the information be held confidentially indefinitely. The statutes cited above do not allow for disclosure at any time. Given the competitive nature of the natural gas business and the efforts of non-regulated competitors to encroach upon traditional markets, it is imperative that regulated information remain protected and that the integrity of the employees’ compensation be maintained.

For these reasons, Atmos Energy requests that the items identified in this petition be treated as confidential in their entirety. Should the Commission determine that some or all of the material is not to be given confidential protection, Atmos Energy requests a hearing prior to any public release of the information to preserve its rights to notice of the grounds for the denial and to preserve its right of appeal of the decision.

Submitted by:



John N. Hughes  
124 West Todd St.  
Frankfort, KY 40601  
502 227 7270  
[inhughes@johnnhughespsc.com](mailto:inhughes@johnnhughespsc.com)

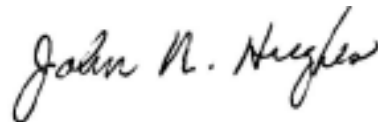
And

Mark R. Hutchinson  
Wilson, Hutchinson & Littlepage  
611 Frederica St.  
Owensboro, KY 42303  
270 926 5011  
Fax: 270-926-9394  
[randy@whplawfirm.com](mailto:randy@whplawfirm.com)

Attorneys for Atmos Energy Corporation

Certification:

I certify that is a true and accurate copy of the original documents; that the electronic filing was transmitted to the Commission on October 5, 2021; and that no party has been excused from participation by electronic means.



Atmos Energy Corporation, Kentucky/Mid-States Division  
Kentucky Jurisdiction Case No. 2021-00214  
Executive Compensation  
Base Period: Twelve Months Ending March 31, 2021  
Forecasted Test Period: Twelve Months Ended December 31, 2022

Data:  Base Period  Forecasted Period  
Type of Filing:  Original  Updated  
Workpaper Reference No(s): \_\_\_\_\_

FR 16(13)(g)  
Schedule G-3  
Witness: Christian

Line No.	Description	% of Labor	Base Period Company Unallocated	Adjustments	Forecasted Period Company Unallocated
1	<u>Includes 7 Senior Executive Officers</u>				
2	<u>Gross Payroll</u>				
3	Salary		\$ 3,266,811	\$ 130,672	\$ 3,397,483
4	Other Allowances and Compensation		9,307,885	372,315	9,680,200
5	Total Salary and Compensation		<u>\$ 12,574,695</u>	<u>\$ 502,988</u>	<u>\$ 13,077,683</u>
6	<u>Employee Benefits</u>				
		FY19	FY20	Wtd Avg	
7	Pensions	3.11%	3.78%	3.45%	\$ 112,542
8	SERP				\$ 3,063,427
9	Other Benefits	29.73%	30.76%	30.25%	\$ 988,047
10	Total Employee Benefits				<u>\$ 4,164,016</u>
					<u>\$ 166,561</u>
11	<u>Payroll Taxes</u>				
12	FICA/FUTA/SUTA		\$ 538,018	\$ 21,521	\$ 559,539
16	Total Compensation		<u>\$ 17,276,729</u>	<u>\$ 691,069</u>	<u>\$ 17,967,798</u>

NOTE: This schedule contains confidential information, detail of these numbers are available upon request.

Positions included on this schedule are:

- Executive Chairman
- SVP, Utility Operations (created in January 2017)
- SVP, General Counsel & Corporate Secretary (vacant from Mar17-Jul17, filled in Aug-17)
- President and CEO
- SVP, CFO
- SVP, Human Resources (created in January 2017)

These costs are total costs for Atmos Energy Corporation, a portion of which are allocated to Kentucky.

Atmos Energy Corporation  
Executive Compensation  
Apr20 - Mar21

Sum of Net Labor/Taxes	Sub Account	Job	Employee Name	Calendar Year		
				2020	2021	Grand Total
<b>Labor</b>	<b>01000</b>	Executive Chairman	Cocklin, Kim R	712,900.50		712,900.50
		President & CEO	Akers, John K (Kevin)	653,846.20	211,230.79	865,076.99
		Sr VP & CFO	Forsythe, Christopher T (Chris)	370,384.59	114,346.14	484,730.73
		Sr VP General Counsel & Corporate Secretary	Hartsfield, Karen E	323,076.93	101,230.79	424,307.72
		Sr VP Human Resources	Sr VP Human Resources	245,615.40	76,435.51	322,050.91
		Sr VP Utility Operations	Park, David J	349,807.71	107,936.15	457,743.86
	<b>01000 Total</b>			<u>2,655,631.33</u>	<u>611,179.38</u>	<u>3,266,810.71</u>
<b>Labor Total</b>				<u>2,655,631.33</u>	<u>611,179.38</u>	<u>3,266,810.71</u>
<b>Other</b>	<b>21177</b>	Executive Chairman	Cocklin, Kim R	110,666.25		110,666.25
		President & CEO	Akers, John K (Kevin)	25,211.25		25,211.25
		Sr VP & CFO	Forsythe, Christopher T (Chris)	25,211.25		25,211.25
		Sr VP General Counsel & Corporate Secretary	Hartsfield, Karen E	25,211.25		25,211.25
		Sr VP Human Resources	Sr VP Human Resources	25,211.25		25,211.25
		Sr VP Utility Operations	Park, David J	25,211.25		25,211.25
	<b>21177 Total</b>			<u>236,722.50</u>		<u>236,722.50</u>
	<b>27307</b>	Executive Chairman	Cocklin, Kim R	846,538.52		846,538.52
		President & CEO	Akers, John K (Kevin)	841,346.20		841,346.20
		Sr VP & CFO	Forsythe, Christopher T (Chris)	307,304.99		307,304.99
		Sr VP General Counsel & Corporate Secretary	Hartsfield, Karen E	244,523.10		244,523.10
		Sr VP Human Resources	Sr VP Human Resources	190,034.78		190,034.78
		Sr VP Utility Operations	Park, David J	267,906.93		267,906.93
	<b>27307 Total</b>			<u>2,697,654.52</u>		<u>2,697,654.52</u>
	<b>30164</b>	Executive Chairman	Cocklin, Kim R	82,914.60	27,480.00	110,394.60
		President & CEO	Akers, John K (Kevin)	32,917.39	11,590.63	44,508.02
		Sr VP & CFO	Forsythe, Christopher T (Chris)	18,673.00	6,575.00	25,248.00
		Sr VP General Counsel & Corporate Secretary	Hartsfield, Karen E	16,958.31	5,309.38	22,267.69
		Sr VP Human Resources	Sr VP Human Resources	15,524.26	5,309.38	20,833.64
		Sr VP Utility Operations	Park, David J	16,807.08	5,309.38	22,116.46
	<b>30164 Total</b>			<u>183,794.64</u>	<u>61,573.77</u>	<u>245,368.41</u>
<b>Other Total</b>				<u>3,118,171.66</u>	<u>61,573.77</u>	<u>3,179,745.43</u>
<b>Other Taxes</b>	<b>13810</b>	Executive Chairman	Cocklin, Kim R	15,081.73	2,102.22	17,183.95
		President & CEO	Akers, John K (Kevin)	13,042.39	362.39	13,404.78
		Sr VP & CFO	Forsythe, Christopher T (Chris)	5,092.24	502.99	5,595.23
		Sr VP General Counsel & Corporate Secretary	Hartsfield, Karen E	4,157.04	406.17	4,563.21
		Sr VP Human Resources	Sr VP Human Resources	3,346.17	406.17	3,752.34
		Sr VP Utility Operations	Park, David J	4,493.92	406.17	4,900.09
	<b>13810 Total</b>			<u>45,213.49</u>	<u>4,186.11</u>	<u>49,399.60</u>
	<b>13811</b>	Executive Chairman	Cocklin, Kim R		42.00	42.00
	<b>13811 Total</b>				<u>42.00</u>	<u>42.00</u>
	<b>13812</b>	Executive Chairman	Cocklin, Kim R		81.90	81.90
	<b>13812 Total</b>				<u>81.90</u>	<u>81.90</u>
<b>Other Taxes Total</b>				<u>45,213.49</u>	<u>4,310.01</u>	<u>49,523.50</u>
<b>Taxes</b>	<b>13810</b>	Executive Chairman	Cocklin, Kim R	351,158.74		351,158.74
		President & CEO	Akers, John K (Kevin)	31,315.23	11,704.81	43,020.04
		Sr VP & CFO	Forsythe, Christopher T (Chris)	14,764.15	8,629.95	23,394.10
		Sr VP General Counsel & Corporate Secretary	Hartsfield, Karen E	16,052.34	7,591.07	23,643.41
		Sr VP Human Resources	Sr VP Human Resources	15,695.59	5,742.43	21,438.02
		Sr VP Utility Operations	Park, David J	17,036.50	8,184.15	25,220.65
	<b>13810 Total</b>			<u>446,022.55</u>	<u>41,852.41</u>	<u>487,874.96</u>
	<b>13811</b>	President & CEO	Akers, John K (Kevin)		42.00	42.00
		Sr VP & CFO	Forsythe, Christopher T (Chris)		42.00	42.00
		Sr VP General Counsel & Corporate Secretary	Hartsfield, Karen E		42.00	42.00
		Sr VP Human Resources	Sr VP Human Resources		42.00	42.00
		Sr VP Utility Operations	Park, David J		42.00	42.00
	<b>13811 Total</b>				<u>210.00</u>	<u>210.00</u>
	<b>13812</b>	President & CEO	Akers, John K (Kevin)		81.90	81.90
		Sr VP & CFO	Forsythe, Christopher T (Chris)		81.90	81.90
		Sr VP General Counsel & Corporate Secretary	Hartsfield, Karen E		81.90	81.90
		Sr VP Human Resources	Sr VP Human Resources		81.90	81.90
		Sr VP Utility Operations	Park, David J		81.90	81.90
	<b>13812 Total</b>				<u>409.50</u>	<u>409.50</u>
<b>Taxes Total</b>				<u>446,022.55</u>	<u>42,471.91</u>	<u>488,494.46</u>
<b>Grand Total</b>				<u>6,265,039.03</u>	<u>719,535.07</u>	<u>6,984,574.10</u>

Atmos Energy Corporation  
 Restricted Stock  
 April 2020 to March 2021

Summary

Sum of Net Entered Amt		
GCC#COST_CENTER	Combined Employee Name	Total
1101	ForsytheChristopher	831,953.05
1201	AkersJohn	2,157,075.73
1201	HaefnerMichael	208,465.40
1403	Sr VP Human Resources	642,950.84
1501	HartsfieldKaren	656,363.86
1001	CocklinKim	1,970,552.41
1102	ParkDavid	641,689.85
<b>Grand Total</b>		<b>7,109,051.14</b>

By Period and by Sub Account

Sum of Net Entered Amt			Period Name												
GCC#SUB_ACCOUNT	GCC#COST_CENTER	Combined Employee Name	APR-20	MAY-20	JUN-20	JUL-20	AUG-20	SEP-20	OCT-20	NOV-20	DEC-20	JAN-21	FEB-21	MAR-21	Grand Total
07458	1101	ForsytheChristopher	22,688.21	103,166.97	32,450.16	107,064.04	39,248.35	(71,103.60)	24,587.42	84,043.13	26,942.67	26,942.67	24,335.32	77,126.60	497,491.94
	1201	AkersJohn	22,688.21	282,375.05	54,394.00	174,358.50	64,294.39	(71,103.60)	49,378.34	108,034.34	51,733.58	51,733.59	46,727.11	139,424.37	974,037.88
	1201	HaefnerMichael				401,585.35	50,242.64	(243,362.59)							208,465.40
	1403	Sr VP Human Resources	19,298.61	78,226.40	26,435.47	88,619.07	32,635.46	(71,103.60)	17,966.02	61,391.00	19,686.24	19,686.25	17,781.12	56,351.45	366,973.49
07458	1501	HartsfieldKaren	19,298.61	78,226.40	26,435.47	88,619.07	32,635.46	(71,103.60)	17,966.02	61,391.00	19,686.24	19,686.25	17,781.12	56,351.45	366,973.49
	1001	CocklinKim	85,297.09	347,070.88	117,002.87	392,004.69	144,338.39	(312,900.84)	79,843.05	272,885.55	(338,027.12)				787,514.56
	1102	ParkDavid	19,298.61	78,226.40	26,435.47	88,619.07	32,635.46	(71,103.60)	17,966.02	61,391.00	19,686.24	19,686.25	17,781.12	56,351.45	366,973.49
	<b>07458 Total</b>		<b>188,569.34</b>	<b>967,292.10</b>	<b>283,153.44</b>	<b>1,340,869.79</b>	<b>396,030.15</b>	<b>-911,781.43</b>	<b>207,706.87</b>	<b>649,136.02</b>	<b>-200,292.15</b>	<b>137,735.01</b>	<b>124,405.79</b>	<b>385,605.32</b>	<b>3,568,430.25</b>
07460	1101	ForsytheChristopher	23,292.49	31,655.42	27,583.54	84,589.52			28,502.99	27,583.54	28,502.98	28,503.00	25,744.64	28,502.99	334,461.11
	1201	AkersJohn		1,183,037.85											1,183,037.85
	1403	Sr VP Human Resources	20,495.40	26,770.92	23,840.91	71,206.61			22,766.86	22,032.45	22,766.86	22,766.86	20,563.62	22,766.86	275,977.35
	1501	HartsfieldKaren	20,741.84	27,747.66	27,364.50	78,299.60			22,766.86	22,032.45	22,766.86	22,766.86	20,563.62	22,766.86	287,817.11
	1001	CocklinKim		1,183,037.85											1,183,037.85
	1102	ParkDavid	20,368.90	26,269.63	22,032.44	67,566.17			22,766.86	22,032.45	22,766.86	22,766.86	20,563.62	22,766.86	269,900.65
<b>07460 Total</b>		<b>84,898.63</b>	<b>2,478,519.33</b>	<b>100,821.39</b>	<b>301,661.90</b>			<b>96,803.57</b>	<b>93,680.89</b>	<b>96,803.56</b>	<b>96,803.58</b>	<b>87,435.50</b>	<b>96,803.57</b>	<b>3,534,231.92</b>	
07463	1501	HartsfieldKaren	193.92	200.38	193.92	594.68			200.38	189.98					1,573.26
	1102	ParkDavid	593.58	613.36	593.58	1,820.31			613.37	581.51					4,815.71
<b>07463 Total</b>		<b>787.50</b>	<b>813.74</b>	<b>787.50</b>	<b>2,414.99</b>			<b>813.75</b>	<b>771.49</b>					<b>6,388.97</b>	
<b>Grand Total</b>		<b>274,255.47</b>	<b>3,446,625.17</b>	<b>384,762.33</b>	<b>1,644,946.68</b>	<b>396,030.15</b>	<b>-911,781.43</b>	<b>305,324.19</b>	<b>743,588.40</b>	<b>-103,488.59</b>	<b>234,538.59</b>	<b>211,841.29</b>	<b>482,408.89</b>	<b>7,109,051.14</b>	
<u>Database</u>			274,255.47	3,446,625.17	384,762.33	1,644,946.68	396,030.15	(856,080.07)	249,622.83	743,588.40	(103,488.59)	234,538.59	211,841.29	482,408.89	7,109,051.14
<u>Gl vs. Database</u>			-	-	-	-	-	55,701.36	(55,701.36)	-	-	-	-	-	-

\* Accrual entry made in Sep20, reversed in Oct20



Load Rates

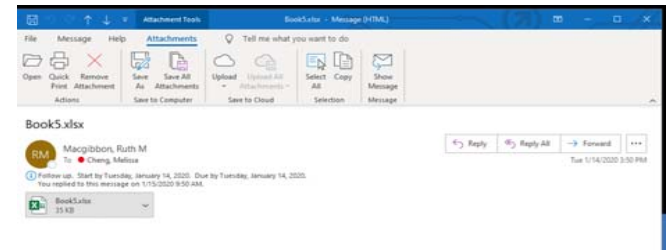
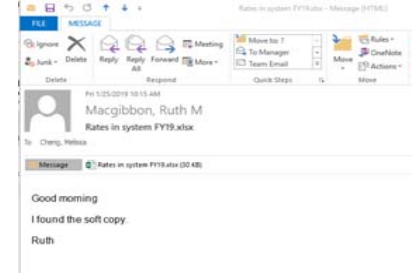
	FY20	FY21	Weighted Average for Apr20-Mar21
	SSDI Shared Services w/Blueflame 10	SSDI Shared Services w/Blueflame 10	SSDI Shared Services w/Blueflame 10
Workers' Comp	0.10%	0.10%	0.10%
Basic Life	0.20%	0.20%	0.20%
FAS 106 SC	3.12%	4.39%	3.76%
FAS 106 NSC	0.51%	0.87%	0.69%
Medical and Dental	20.50%	19.50%	20.00%
LTD STD FMLA	0.50%	0.70%	0.60%
ESOP	3.50%	3.60%	3.55%
FAS 87 SC	3.81%	3.97%	3.89%
FAS 87 NSC	-0.70%	-0.19%	-0.45%
RSP	1.30%	1.40%	1.35%
HSA / Other	0.00%	0.00%	0.00%
<b>Total</b>	<b>32.94%</b>	<b>34.54%</b>	<b>33.69%</b>
Pension (FAS 87 SC and NSC)	3.11%	3.78%	3.45%
Other	29.73%	30.76%	30.26%

FY21

	SSDI Shared Services w/Blueflame 010	KMCA KY/Med. States CC 050
Workers' Comp	0.1%	1.2%
Basic Life	0.2%	0.2%
FAS 106 SC	4.39%	4.74%
FAS 106 NSC	0.87%	-5.86%
Medical and Dental	19.5%	20.4%
LTD STD FMLA	0.7%	0.7%
ESOP	3.6%	4.1%
FAS 87 SC	3.97%	3.32%
FAS 87 NSC	-0.19%	-0.27%
RSP	1.4%	1.0%
HSA / Other	0.0%	0.0%
	<b>34.54%</b>	<b>31.53%</b>

FY20

	SSDI Shared Services w/Blueflame 010	KMCA KY/Med. States CC 050
Workers' Comp	0.1%	1.3%
Basic Life	0.2%	0.2%
FAS 106 SC	3.12%	3.57%
FAS 106 NSC	0.51%	-7.88%
Medical and Dental	20.5%	21.6%
LTD STD FMLA	0.5%	0.5%
ESOP	3.5%	4.0%
FAS 87 SC	3.81%	3.02%
FAS 87 NSC	-0.70%	-0.92%
RSP	1.3%	0.8%
HSA / Other	0.0%	0.0%
	<b>32.94%</b>	<b>28.19%</b>



Source: Tower Watson

FY 2021

<b>Name</b>		<b>Cost Group</b>	<b>Status</b>	<b>SSU Gross (Test period)</b>
Akers, Kevin J.	President & CEO (Sr VP Safety and Enterprise Svcs - SS)	Shared Services		903,396
Cocklin, Kim R.	Executive Chairman	Shared Services		1,149,438
Forsythe, Christopher T.	Sr VP & CFO	Shared Services		312,479
Haefner, Mike	President and CEO SS	Shared Services		-
Hartsfield, Karen E.	Sr VP General Counsel and Corp. Secretary	Shared Services		233,343
Park, David J.	Sr VP Utility Operations	Shared Services		276,386
Sr VP Human Resources	Sr VP Human Resources	Shared Services		188,385
				<b>3,063,427</b>

**MIP Accrual for Management Committee - Apr20-Mar21**

Cost Center	EMP ID	Name	Employee Type	Title	Plan	Target
ATM-Dal-SS Dallas President & CEO [1201]	11145	Akers, John K	Grade 14	President & CEO	MIP	500,786
ATM-Dal-Chief Fin Officer [1101]	14237	Forsythe, Christopher T (Chris)	Grade 12	Sr VP & CFO	MIP	305,922
ATM-Dal-SS Utility Operation [1102]	15365	Park, David J	Grade 11	Sr VP Utility Operations	MIP	275,530
ATM-Dal-SS Dallas Executive Chairman [1001]	17279	Cocklin, Kim R	Grade 14	Executive Chairman	MIP	480,405
ATM-Dal-SS Dallas SVP Human Resources [1403]	24451	Sr VP Human Resources	Grade 11	Sr VP Human Resources	MIP	196,592
ATM-Dal-Legal [1501]	26049	Hartsfield, Karen E	Grade 11	Sr VP General Counsel & Corporate Secretary	MIP	249,743
ATM-Dal-SS Dallas SVP Safety & Enterprise Services [1205]	11145	Akers, John K (Kevin)	Grade 11	Executive VP	MIP	128,281
						2,137,260

Gross				8.00%	7.20%	7.20%	21.30%	0.00%	0.00%	7.10%	8.30%	10.80%	11.40%	10.30%	9.30%	CY19
Name	Employee Type	Title		4/1/2020	5/1/2020	6/1/2020	7/1/2020	8/1/2020	9/1/2020	10/1/2020	11/1/2020	12/1/2020	1/1/2021	2/1/2021	3/1/2021	
1 Akers, John K	Grade 14	President & CEO		-	-	-	-	-	-	62,161	72,667	94,554	99,807	90,177	81,422	500,786
2 Forsythe, Christopher T (Chris)	Grade 12	Sr VP & CFO		22,248	20,023	20,023	59,235	-	-	22,888	26,756	34,815	36,750	33,204	29,980	305,922
3 Park, David J	Grade 11	Sr VP Utility Operations		21,012	18,911	18,911	55,944	-	-	19,954	23,326	30,352	32,038	28,947	26,136	275,530
4 Cocklin, Kim R	Grade 14	Executive Chairman		57,680	51,912	51,912	153,573	-	-	62,161	72,667	30,501	-	-	-	480,405
5 Sr VP Human Resources	Grade 11	Sr VP Human Resources		15,326	13,794	13,794	40,807	-	-	14,010	16,378	21,311	22,495	20,325	18,351	196,592
6 Hartsfield, Karen E	Grade 11	Sr VP General Counsel & Corporate Secretary		18,540	16,686	16,686	49,363	-	-	18,429	21,543	28,032	29,590	26,735	24,139	249,743
7 Akers, John K (Kevin)	Grade 11	Sr VP Safety & Enterprise Services		23,484	21,136	21,136	62,526	-	-	-	-	-	-	-	-	128,281
				158,290	142,461	142,461	421,448	-	-	199,601	233,337	239,566	220,680	199,386	180,028	2,137,260 Gross

The VPP/MIP accrual is based on information received from Budget. The Budget department does an analysis by employee to determine the total budgeted accrual which Accounting uses to record the monthly JE's.

Oct - Mar FY21	1,272,599
Apr - Sep FY20	864,661
<b>Total CY19</b>	<b>2,137,260</b>

**MIP Accrual for Management Committee - FY19**

Cost Center	EMP ID	Name	Employee Type	Title	Plan	Target
ATM-Dal-SS Dallas President & CEO [1201]	11145	Akers, John K	Grade 14	President & CEO	MIP	875,500
ATM-Dal-Chief Fin Officer [1101]	14237	Forsythe, Christopher T (Chris)	Grade 12	Sr VP & CFO	MIP	322,364
ATM-Dal-SS Utility Operation [1102]	15365	Park, David J	Grade 11	Sr VP Utility Operations	MIP	281,036
ATM-Dal-SS Dallas Executive Chairman [1001]	17279	Cocklin, Kim R	Grade 14	Executive Chairman	MIP	165,328
ATM-Dal-SS Dallas SVP Human Resources [1403]	24451	Sr VP Human Resources	Grade 11	Sr VP Human Resources	MIP	197,327
ATM-Dal-Legal [1501]	26049	Hartsfield, Karen E	Grade 11	Sr VP General Counsel & Corporate Secretary	MIP	259,560

2,101,115

Gross	Name	Employee Type	Title	7.10%	8.30%	10.80%	11.40%	10.30%	9.30%	7.60%	7.20%	7.00%	21.00%	0.00%	0.00%	FY19
				10/1/2020	11/1/2020	12/1/2020	1/1/2021	2/1/2021	3/1/2021	4/1/2021	5/1/2021	6/1/2021	7/1/2021	8/1/2021	9/1/2021	
	Akers, John K	Grade 14	President & CEO	62,161	72,667	94,554	99,807	90,177	81,422	66,538	63,036	61,285	183,855	-	-	875,500
	Forsythe, Christopher T (Chris)	Grade 12	Sr VP & CFO	22,888	26,756	34,815	36,750	33,204	29,980	24,500	23,210	22,565	67,696	-	-	322,364
	Park, David J	Grade 11	Sr VP Utility Operations	19,954	23,326	30,352	32,038	28,947	26,136	21,359	20,235	19,672	59,017	-	-	281,036
	Cocklin, Kim R	Grade 14	Executive Chairman	62,161	72,667	30,501	-	-	-	-	-	-	-	-	-	165,328
	Sr VP Human Resources	Grade 11	Sr VP Human Resources	14,010	16,378	21,311	22,495	20,325	18,351	14,997	14,208	13,813	41,439	-	-	197,327
	Hartsfield, Karen E	Grade 11	Sr VP General Counsel & Corporate Secretary	18,429	21,543	28,032	29,590	26,735	24,139	19,727	18,688	18,169	54,508	-	-	259,560
				199,601	233,337	239,566	220,680	199,386	180,028	147,120	139,377	135,505	406,515	-	-	2,101,115 Gross

The VPP/MIP accrual is based on information received from Budget. The Budget department does an analysis by employee to determine the total budgeted accrual which Accounting uses to record the monthly JE's.

MIP Accrual for Management Committee - FY20

Cost Center	EMP ID	Name	Employee Type	Title	Plan	Target
ATM-Dal-SS Dallas President & CEO [1201]	18246	Haefner, Michael E (Mike)	Grade 14	President & CEO	MIP	-
ATM-Dal-Chief Fin Officer [1101]	14237	Forsythe, Christopher T (Chris)	Grade 11	Sr VP & CFO	MIP	278,100
ATM-Dal-SS Utility Operation [1102]	15365	Park, David J	Grade 11	Sr VP Utility Operations	MIP	262,650
ATM-Dal-SS Dallas Executive Chairman [1001]	17279	Cocklin, Kim R	Grade 14	Executive Chairman	MIP	721,000
ATM-Dal-SS Dallas SVP Safety & Enterprise Services [1205]	11145	Akers, John K (Kevin)	Grade 11	Executive VP	MIP	293,550
ATM-Dal-SS Dallas SVP Human Resources [1403]	24451	Sr VP Human Resources	Grade 11	Sr VP Human Resources	MIP	191,580
ATM-Dal-Legal [1501]	26049	Hartsfield, Karen E	Grade 11	Sr VP General Counsel & Corporate Secretary	MIP	231,750
						1,978,630

Gross	Employee Name	Employee Type	Title	7.00%	8.20%	10.50%	11.30%	10.30%	9.00%	8.00%	7.20%	7.20%	21.30%	0.00%	0.00%	FY20
				10/1/2019	11/1/2019	12/1/2019	1/1/2020	2/1/2020	3/1/2020	4/1/2020	5/1/2020	6/1/2020	7/1/2020	8/1/2020	9/1/2020	
	Haefner, Michael E (Mike)	Grade 14	President & CEO	-	-	-	-	-	-	-	-	-	-	-	-	-
	Forsythe, Christopher T (Chris)	Grade 11	Sr VP & CFO	19,467	22,804	29,201	31,425	28,644	25,029	22,248	20,023	20,023	59,235	-	-	278,100
	Park, David J	Grade 11	Sr VP Utility Operations	18,386	21,537	27,578	29,679	27,053	23,639	21,012	18,911	18,911	55,944	-	-	262,650
	Cocklin, Kim R	Grade 14	Executive Chairman	50,470	59,122	75,705	81,473	74,263	64,890	57,680	51,912	51,912	153,573	-	-	721,000
	Akers, John K (Kevin)	Grade 11	Sr VP Safety & Enterprise Services	20,549	24,071	30,823	33,171	30,236	26,420	23,484	21,136	21,136	62,526	-	-	293,550
	Sr VP Human Resources	Grade 11	Sr VP Human Resources	13,411	15,710	20,116	21,649	19,733	17,242	15,326	13,794	13,794	40,807	-	-	191,580
	Hartsfield, Karen E	Grade 11	Sr VP General Counsel & Corporate Secretary	16,223	19,004	24,334	26,188	23,870	20,858	18,540	16,686	16,686	49,363	-	-	231,750
				138,504	162,248	207,756	223,585	203,799	178,077	158,290	142,461	142,461	421,448	-	-	1,978,630 Gross

The VPP/MIP accrual is based on information received from Budget. The Budget department does an analysis by employee to determine the total budgeted accrual which Accounting uses to record the monthly JE's.

Mike Haefner retired 9/30/19