COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

1. Refer to the Application generally.

a. Provide an organizational chart of Columbia Kentucky. Designate what city each position is located in within Kentucky, and indicate whether any position is vacant. If a position is based outside of Kentucky provide the city and state where it is located. Additionally, provide the number of full-time and part-time employees employed by Columbia Kentucky for the years 2014 – 2024, as well as the number of full-time and part-time employees projected for 2025.

b. Provide an organizational chart of Columbia Kentucky's parent company NiSource Gas Distribution Group, Inc. ("NiSource Gas Distribution Group"), and indicate whether any position is vacant. If a position is based outside of Kentucky provide the city and state where it is located. Additionally, provide the number of full-time and part-time employees employed by NiSource Gas Distribution Group for the years 2014 – 2024, as well as the number of full-time and part-time employees projected for 2025.

c. Provide an organizational chart of Columbia Kentucky's ultimate parent company NiSource, Inc. ("NiSource"), and indicate whether any position is vacant. If a position is based outside of Kentucky provide the city and state where it is located. Additionally, provide the number of full-time and part-time employees employed by NiSource for the years 2014 – 2024, as well as the number of full-time and part-time employees projected for 2025.

d. Provide an organization chart of NiSource Corporate Services Company ("NiSource Corporate Services"), and indicate whether any position is vacant. If a position is based outside of Kentucky provide the city and state where it is located. Additionally, provide the number of full-time and part-time employees employed by NiSource Corporate Services for the years 2014 – 2024, as well as the number of full-time and part-time employees projected for 2025.

e. Provide an organizational chart that includes all of the parent companies/holding companies/affiliated companies that are associated with Columbia Kentucky. Ensure to include the following NiSource gas distribution companies in the organizational chart: Northern Indiana Public Service Company ("NIPSCO"); Columbia Gas of Maryland, Inc.; Columbia Gas of Ohio, Inc.; Columbia Gas of Pennsylvania, Inc.; and, Columbia Gas of Virginia.

f. Provide a map of Columbia Kentucky's natural gas service area.

g. Provide a map of NiSource Gas Distribution Group's natural gas service area.

h. Provide a map of NiSource's natural gas service area.

Response:

a. Please refer to KY PSC Case No. 2024-00092 AG 1-1 Attachment A for an organizational chart (spreadsheet containing titles and reporting relationships) of the Company. All positions are located in Kentucky. Active employee payroll data, including full-time and part-time employment status, are provided in KY PSC Case No. 2024-00092 AG 1-4 Attachment A (Columbia Gas of Kentucky) and Attachments B-2021, B-2022, B-2023, and B-2024 (NiSource Corporate Services Company ("NCSC") allocated to Columbia). Please note, the information contained in those attachments present information provided by the NiSource Payroll Department reporting as of the date upon which the report was processed for each month. Additionally, please see Columbia's Response to the Attorney General's Data Request AG 1-10 for Columbia Gas of Kentucky and NCSC vacancy information.

b. NiSource Gas Distribution Group, Inc. does not have employees.

c. NiSource Inc. does not have employees.

d. See KY PSC Case No. 2024-00092 AG 1-1 Attachment B for an organizational chart (spreadsheet containing titles and reporting relationships) of NiSource Corporate

Services Company. Positions located in Kentucky are shown in bold font. Please see KY PSC Case No. 2024-00092 AG 1-4 Attachment A (Columbia Gas of Kentucky) and Attachments B-2021, B-2022, B-2023, and B-2024 for full-time and part-time counts as described above in response to Part a. Additionally, please see Columbia's Response to the Attorney General's Data Request 1-10 for Columbia Gas of Kentucky and NCSC vacancy information.

e. Objection: Columbia objects to this request as it seeks information about affiliates that are outside the scope of this case and are therefore irrelevant.

f. Please see KY PSC Case No. 2024-00092, AG 1-1 Attachment C.

g. NiSource Gas Distribution Group does not have a natural gas service area.

h. NiSource does not have a natural gas service area.

Job Title	Company - Name	Primary Addres	Primary Addr	Direct Leader Title	3 Level Up Title	4 Level Up Title	5 Level Up Title	6 Level Up Title	7 Level Up Title	8 Level Up Title
Administrative Assistant	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Operations Center			Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Assoc Field Eng 1	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Field Engineering		Mgr Field Engineering	Dir Field Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Assoc Field Eng 1	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Field Engineering		Mgr Field Engineering	Dir Field Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Assoc Field Eng 2	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Field Engineering		Mgr Field Engineering	Dir Field Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Coach On-The-Job Training 3	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Ldr Technical Training	Ldr Technical Training	Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Coach On-The-Job Training 3	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Ldr Technical Training	Ldr Technical Training	Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Coach On-The-Job Training Sr	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Ldr Technical Training	Ldr Technical Training	Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Coach On-The-Job Training Sr	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Ldr Technical Training		Ldr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Construction		Field Leader Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Construction		Field Leader Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Construction Technical Specialist		Construction Technical Specialist	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction		Mgr Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Construction Technical Specialist		Construction Technical Specialist	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Construction		Field Leader Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction		Mgr Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Construction Technical Specialist		Construction Technical Specialist	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Construction Technical Specialist		Construction Technical Specialist	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Construction		Field Leader Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Construction Technical Specialist		Construction Technical Specialist	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Construction Technical Specialist		Construction Technical Specialist	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Construction		Field Leader Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction		Mgr Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Construction Technical Specialist		Construction Technical Specialist	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Construction		Field Leader Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Construction		Field Leader Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction		Mgr Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Coordinator-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Construction		Field Leader Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Process Specialist	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction			Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Process Specialist	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction			Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Technical Specialist	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction			Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construction Technical Specialist	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction		Mgr Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construct-Regulator Oper-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction		Mgr Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construct-Regulator Oper-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction		Mgr Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Construct-Regulator Oper-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction		Mgr Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Conversion NonExempt	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration
Conversion NonExempt	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration
Corrosion Tech 2	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Corrosion & Leakage		Field Leader Corrosion & Leakage	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Corrosion Technician 4	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Corrosion & Leakage		Field Leader Corrosion & Leakage	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Cust & Emp Eng Specialist	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Customer Programs			Mgr Customer Programs	Dir Gov & Public Affairs	President & COO	EVP & Group President Utilities
Cust Programs Specialist 1	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Customer Programs			Mgr Customer Programs	Dir Gov & Public Affairs	President & COO	EVP & Group President Utilities
Cust Programs Specialist 2	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Customer Programs			Mgr Customer Programs	Dir Gov & Public Affairs	President & COO	EVP & Group President Utilities
Customer Service A-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service B-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service Sr-C11	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Leader Meter Operations		Leader Meter Operations	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Customer Service Sr-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Customer Service Sr-C11	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Field Leader Gas Operations		Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prev Specialist II	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Construction			Field Leader Construction	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Specialist I	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Construction			Field Leader Construction	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Dir Gov & Public Affairs	Columbia Gas of Kentucky Inc	Lexington	Kentucky	President & COO					President & COO	EVP & Group President Utilities
Dir Regulatory Affairs	Columbia Gas of Kentucky Inc	Lexington	Kentucky	President & COO					President & COO	EVP & Group President Utilities
Executive Admin Assistant	Columbia Gas of Kentucky Inc	Lexington	Kentucky	President & COO					President & COO	EVP & Group President Utilities
Field Engineer	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Field Engineering		Mgr Field Engineering	Dir Field Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Field Leader Construction	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction			Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Field Leader Construction	Columbia Gas of Kentucky Inc	Lexington	Kentucky	VP Gas Operations				VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Leader Corrosion & Leakage	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Manager Systems Operations			Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Leader Gas Operations	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Operations Center			Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Leader Gas Operations	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Mgr Operations Center			Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Leader Gas Operations	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Mgr Operations Center			Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Leader Gas Operations	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Mgr Operations Center			Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Leader Gas Operations	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Operations Center			Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Leader Gas Operations	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Mgr Operations Center			Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Leader Gas Operations	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Operations Center			Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Leader M&R	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Manager Systems Operations			Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer

Field Leader M&R	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Manager Systems Operations		Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Field Ops Specialist	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Operations Center		Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Surv & GPS Qlty Tech II	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Leader GPS Program Support	Leader GPS Program Support	Mgr GPS Program Mgmt	Sr Dir Asset Knowledge Manageme	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Survey & GPS Quality Tech	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Leader GPS Program Support	Leader GPS Program Support	Mgr GPS Program Mgmt	Sr Dir Asset Knowledge Manageme	SVP Operations Support	EVP Chief Operating & Safety Officer
Inspector A-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Corrosion & Leakage	Field Leader Corrosion & Leakage	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Inspector A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Corrosion & Leakage	Field Leader Corrosion & Leakage	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Inspector A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Corrosion & Leakage	Field Leader Corrosion & Leakage	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Leader GPS Program Support	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Sr Dir Asset Knowledge Management			Sr Dir Asset Knowledge Manageme	SVP Operations Support	EVP Chief Operating & Safety Officer
Leakage Technician	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Corrosion & Leakage	Field Leader Corrosion & Leakage	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Maysville	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
M&R Tech 1-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader M&R	Field Leader M&R	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Manager Systems Operations	Columbia Gas of Kentucky Inc	Lexington	Kentucky	VP Gas Operations			VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Mgr Construction	Columbia Gas of Kentucky Inc	Lexington	Kentucky	VP Gas Distribution Construction			VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Mgr Customer Programs	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Dir Gov & Public Affairs			Dir Gov & Public Affairs	President & COO	EVP & Group President Utilities
Mgr Field Engineering	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Dir Field Engineering		Dir Field Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Mgr Large Customer Relations	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Dir Gov & Public Affairs			Dir Gov & Public Affairs	President & COO	EVP & Group President Utilities
Mgr Operations Center	Columbia Gas of Kentucky Inc	Lexington	Kentucky	VP Gas Operations			VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Mgr Operations Compliance & Risk Man	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Director Standards and Compliance		Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Mgr Regulatory Affairs	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Dir Regulatory Affairs			Dir Regulatory Affairs	President & COO	EVP & Group President Utilities
Mgr Safety	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Director Operational Safety			Director Operational Safety	VP Health Safety & Environmental Execut	EVP Chief Operating & Safety Officer
P/S Combo Sr-C11	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Maysville	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Maysville	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Maysville	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Maysville	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Prestonsburg	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Plant/Service Combination-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
President & COO	Columbia Gas of Kentucky Inc	Lexington	Kentucky	EVP & Group President Utilities					EVP & Group President Utilities
Project Specialist 2	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Construction		Field Leader Construction	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Public Affairs Mgr	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Dir Gov & Public Affairs			Dir Gov & Public Affairs	President & COO	EVP & Group President Utilities
Safety & Health Coordinator 2	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Safety		Mgr Safety	Director Operational Safety	VP Health Safety & Environmental Execut	EVP Chief Operating & Safety Officer
Sr Corrosion Technician	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Field Leader Corrosion & Leakage	Field Leader Corrosion & Leakage	Manager Systems Operations	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Sr Field Engineer	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Field Engineering	Mgr Field Engineering	Dir Field Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Field Engineer	Columbia Gas of Kentucky Inc	Winchester	Kentucky	Mgr Field Engineering	Mgr Field Engineering	Dir Field Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Field Engineering Tech	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Field Engineering	Mgr Field Engineering	Dir Field Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Ops Compliance Specialist	Columbia Gas of Kentucky Inc	Georgetown	Kentucky	Mgr Operations Compliance & Risk Management	Mgr Operations Compliance & Risk	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Team Ldr Gas Operations	Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Team Ldr Gas Operations	Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr. Operations Support Specialist Non-D	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Construction		Field Leader Construction	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer

Street Service A-C11	Columbia Gas of Kentucky Inc	Ashland	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Frankfort	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Maysville	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Street Service A-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Utility B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Utility B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Utility B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Utility B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Utility B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Utility B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Utility B-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
Utility Clerk-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Field Leader Gas Operations	Field Leader Gas Operations	Mgr Operations Center	VP Gas Operations	SVP Gas Operations	EVP Chief Operating & Safety Officer
VP Gas Operations	Columbia Gas of Kentucky Inc	Lexington	Kentucky	SVP Gas Operations				SVP Gas Operations	EVP Chief Operating & Safety Officer
Welder AAA-C11	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Mgr Construction	Mgr Construction	Mgr Construction	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Work Coordinator	Columbia Gas of Kentucky Inc	Lexington	Kentucky	Team Ldr Gas Operations	Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer

Job Title	Comoanv - Name	Primarv Address	Primarv Addre	Direct Leader Title	2 Level Uo Title	3 Level Uo Title	4 Level Uo Title	5 Level Uo Title	6 Level Uo Title	7 Level Uo Title	8 Level Uo Title
Access Control Admin	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Security Systems				Mgr Security Systems	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Administrative Assistant	NiSource Corporate Services Co	Columbus	Ohio	Security Ops Manager				Security Ops Manager	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Administrative Assistant	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management					Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Administrative Assistant	NiSource Corporate Services Co	Connellsville	Pennsylvania	Dir Customer Contact Centers					Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Administrative Clerk	NiSource Corporate Services Co	Mt Vernon	Ohio	Mgr Fabrication Shop				Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
AP & Business Services Manager	NiSource Corporate Services Co	Columbus	Ohio	Dir Accounts Payable					Dir Accounts Payable	VP & Chief Accounting Officer	EVP & Chief Financial Officer
AP Team Leader	NiSource Corporate Services Co	Merrillville	Indiana	AP & Business Services Manager				AP & Business Services Manager	Dir Accounts Payable	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security				Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Architect	NiSource Corporate Services Co	Murfreesboro	Tennessee	Mgr IT Infrastructure			Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Architect	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Security				Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Architect	NiSource Corporate Services Co	Glenn Heights	Texas	Mgr IT Security				Mgr IT Security	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security				Mgr IT Security	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Architect	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Security				Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure			Mgr IT Infrastructure	VP IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure			Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Archive Coordinator	NiSource Corporate Services Co	Hammond	Indiana	Mgr Records & Info Mgmt			Mgr Records & Info Mgmt	Sr Counsel	Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary
Assembler 1	NiSource Corporate Services Co	Mt Vernon	Ohio	Shop Floor Leader			Shop Floor Leader	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Assembler 1	NiSource Corporate Services Co	Mt Vernon	Ohio	Shop Floor Leader			Shop Floor Leader	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Assembler 2

Business Relationship Mgr	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation Delivery				Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Business Relationship Mgr	NiSource Corporate Services Co	Columbus	Ohio	VP IT Customer & Corporate Systems				VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Business Relationship Mgr	NiSource Corporate Services Co	Ortonville	Michigan	Dir IT Infrastructure				Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
C&I Account Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr C&I Acct & Opt Serv		Team Ldr C&I Acct & Opt Serv	Mgr C&I Acct Mgmt & Gas Trans	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
C&I Account Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr C&I Acct & Opt Serv		Team Ldr C&I Acct & Opt Serv	Mgr C&I Acct Mgmt & Gas Trans	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
C&I Account Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr C&I Acct & Opt Serv		Team Ldr C&I Acct & Opt Serv	Mgr C&I Acct Mgmt & Gas Trans	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
C&I Account Specialist	NiSource Corporate Services Co	Alliance	Ohio	Team Ldr C&I Acct & Opt Serv		Team Ldr C&I Acct & Opt Serv	Mgr C&I Acct Mgmt & Gas Trans	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
CAP Prooram Lead	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Operational Excellence - Corrective Action Governance Supervisor**	**Operational Excellence - Corrective Action G**	**Mgr SMS Execution**		**Director Operational Excellence**	**VP Operational Excellence**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
CAP Program Lead	NiSource Corporate Services Co	Merrillville	Indiana	Operational Excellence - Corrective Action Governance Supervisor	Operational Excellence - Corrective Action Gov	Mgr SMS Execution		Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
CAP Program Lead	NiSource Corporate Services Co	Merrillville	Indiana	Operational Excellence - Corrective Action Governance Supervisor	Operational Excellence - Corrective Action Gov	Mgr SMS Execution		Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Captain	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Real Estate Services & Aviation						Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Cash Exception Processor	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Bill Exception & Pymt		Team Ldr Bill Exception & Pymt	Mgr Billing Exceptns&Payments	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
Cash Exception Processor	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Bill Exception & Pymt		Team Ldr Bill Exception & Pymt	Mgr Billing Exceptns&Payments	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
Category Lead	NiSource Corporate Services Co	Merrillville	Indiana	Manager Category Management				Manager Category Management	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Dublin	Ohio	Manager Category Management			Manager Category Management	Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Columbus	Ohio	Manager Category Management				Manager Category Management	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Perrysburg	Ohio	Manager Category Management				Manager Category Management	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Toledo	Ohio	Manager Category Management				Manager Category Management	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Manager Category Management		Mgr SMS Execution		Manager Category Management	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Canonsburg	Pennsylvania	VP Supply Chain				VP Supply Chain	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Howell	Michigan	Manager Category Management			Manager Category Management	Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Merrillville	Indiana	VP Supply Chain				VP Supply Chain	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Columbus	Ohio	Manager Category Management			Manager Category Management	Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Columbus	Ohio	Manager Category Management			Manager Category Management	Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Lowell	Indiana	Manager Category Management			Manager Category Management	Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Valparaiso	Indiana	Manager Category Management				Manager Category Management	VP Supply Chain	EVP & Chief Financial Officer	
Cateoory Lead	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Manaoer Cateoorv Manaoement**			**Manaoer Cateoorv Manaoement**	**Dir Indirect Cateoorv Mamt**	**VP Supolv Chain**	**EVP & Chief Financial Officer**	
Category Lead	NiSource Corporate Services Co	Merrillville	Indiana	VP Supply Chain				VP Supply Chain	VP Supply Chain	EVP & Chief Financial Officer	
Category Lead	NiSource Corporate Services Co	Columbus	Ohio	Manager Category Management			Manager Category Management	Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer	
Change Management Lead	NiSource Corporate Services Co	Arnold	Maryland	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Change Management Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Change Mgmt Delivery Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Change Mgmt Delivery Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Change Mgmt Delivery Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Change Mgmt Delivery Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Change Mgmt Delivery Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Change Mgmt Delivery Lead	NiSource Corporate Services Co	Logan	Ohio	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Change Mgmt Delivery Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Change Mgmt Delivery Lead Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Change Mgmt Delivery			Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Chief Pilot UAS Operations	NiSource Corporate Services Co	Riverview	Florida	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Choice Account Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Choice Prog Mgmt		Team Ldr Choice Prog Mgmt	Mgr Choice & Trans Supp Serv	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
Choice Account Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Choice Prog Mgmt		Team Ldr Choice Prog Mgmt	Mgr Choice & Trans Supp Serv	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
Choice Account Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Choice Prog Mgmt		Team Ldr Choice Prog Mgmt	Mgr Choice & Trans Supp Serv	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
CHRO & SVP Administration	NiSource Corporate Services Co	Columbus	Ohio	Pres & Chief Executive Officer							
CI Performance Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr CI Performance			Mgr CI Performance	Dir Cust Experience & Insights	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer	
CIS Lead Tester	NiSource Corporate Services Co	Hammond	Indiana	Mgr IT Applications		Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer	
Clearance Coordinator 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Clearance Coordinator		Ldr Clearance Coordinator	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Coordinator 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Clearance Coordinator		Ldr Clearance Coordinator	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Coordinator 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Clearance Coordinator		Ldr Clearance Coordinator	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Coordinator 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Clearance Coordinator		Ldr Clearance Coordinator	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Coordinator 2	NiSource Corporate Services Co	Columbus	Ohio	Ldr Clearance Coordinator		Ldr Clearance Coordinator	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Coordinator 2	NiSource Corporate Services Co	Columbus	Ohio	Ldr Clearance Coordinator		Ldr Clearance Coordinator	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Engineer 1	NiSource Corporate Services Co	Columbus	Ohio	Mgr Clearance Coord Center		Mgr Clearance Coord Center	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Engineer 1	NiSource Corporate Services Co	Columbus	Ohio	Mgr Clearance Coord Center		Mgr Clearance Coord Center	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Engineer 1	NiSource Corporate Services Co	Columbus	Ohio	Mgr Clearance Coord Center		Mgr Clearance Coord Center	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Engineer 1	NiSource Corporate Services Co	Columbus	Ohio	Mgr Clearance Coord Center		Mgr Clearance Coord Center	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Clearance Engineer 2	NiSource Corporate Services Co	Columbus	Ohio	Mgr Clearance Coord Center		Mgr Clearance Coord Center	Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Coach On-The-Job Training 2	NiSource Corporate Services Co	Toledo	Ohio	Ldr Technical Training	Ldr Technical Training	Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Coach On-The-Job Training Sr	NiSource Corporate Services Co	New Boston	Ohio	Ldr Technical Training		Ldr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Commissioning Lead	NiSource Corporate Services Co	Chester	Virginia	Environmental Inspector Sr				Environmental Inspector Sr	SVP Construction	EVP Chief Operating & Safety Officer	
Commissioning Lead	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Environmental Inspector Sr				Environmental Inspector Sr	SVP Construction	EVP Chief Operating & Safety Officer	
Commissioning Lead	NiSource Corporate Services Co	Monaca	Pennsylvania	Environmental Inspector Sr				Environmental Inspector Sr	SVP Construction	EVP Chief Operating & Safety Officer	
Commissioning Lead	NiSource Corporate Services Co	Middleburg Hgts	Ohio	Environmental Inspector Sr				Environmental Inspector Sr	SVP Construction	EVP Chief Operating & Safety Officer	
Commissioning Lead	NiSource Corporate Services Co	Valparaiso	Indiana	Environmental Inspector Sr				Environmental Inspector Sr	SVP Construction	EVP Chief Operating & Safety Officer	
Commissioning Lead	NiSource Corporate Services Co	Middleburg Hgts	Ohio	Environmental Inspector Sr				Environmental Inspector Sr	SVP Construction	EVP Chief Operating & Safety Officer	
Communications Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Director Corporate Social Responsibility					Director Corporate Social Responsibility	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Chester	Virginia	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Columbus	Ohio	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Merrillville	Indiana	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Columbus	Ohio	Dir Communications					Dir Communications	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Communications					Dir Communications	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Sewickley	Pennsylvania	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Strongsville	Ohio	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Merrillville	Indiana	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Columbus	Ohio	Dir Communications					Dir Communications	VP Communications	
Communications Mor	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Dir Communications**				**Dir Communications**	**VP State Communications**	**VP Communications**	
Communications Mgr	NiSource Corporate Services Co	Chester	Virginia	Dir Communications					Dir Communications	VP Communications	
Communications Mgr	NiSource Corporate Services Co	Toledo	Ohio	VP Communications						VP Communications	
Communications Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Communications Specialist	NiSource Corporate Services Co	Columbus	Ohio	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Communications Specialist	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Communications Specialist	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Communications				Dir Communications	VP State Communications	VP Communications	
Compensation Manager	NiSource Corporate Services Co	Granville	Ohio	Dir Compensation				Dir Compensation	VP Total Rewards	CHRO & SVP Administration	
Construction Supervisor	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Design & Construction				Mgr Design & Construction	Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Construction Technical Specialist	NiSource Corporate Services Co	Columbus	Ohio	Asset Program Owner		Asset Program Owner	Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Continuous Improvement Project Lead	NiSource Corporate Services Co	Columbus	Ohio	Director Project Management Center of Excellence				Director Project Management Center of Excellence	SVP Construction	EVP Chief Operating & Safety Officer	
Continuous Improvement Project Lead	NiSource Corporate Services Co	Columbus	Ohio	Director Project Management Center of Excellence				Director Project Management Center of Excellence	SVP Construction	EVP Chief Operating & Safety Officer	
Contract Mgr	NiSource Corporate Services Co	Valparaiso	Indiana	Director Commercial JV Assets				Director Commercial JV Assets	SVP Electric Operations	EVP Chief Operating & Safety Officer	
Contract Mgr	NiSource Corporate Services Co	Valparaiso	Indiana	Director Commercial JV Assets				Director Commercial JV Assets	SVP Electric Operations	EVP Chief Operating & Safety Officer	
Contractor Perform Mgr	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Director Operational Excellence - Contractor Performance			Director Operational Excellence - Contractor Performa	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer	
Controller	NiSource Corporate Services Co	Columbus	Ohio	VP & Chief Accounting Officer					VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Controller	NiSource Corporate Services Co	Columbus	Ohio	VP & Chief Accounting Officer					VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Conversion Exempt	NiSource Corporate Services Co	Andover	Massachusetts	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
Conversion Exempt	NiSource Corporate Services Co	Merrillville	Indiana	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
Conversion NonExempt	NiSource Corporate Services Co	Andover	Massachusetts	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
Conversion NonExempt	NiSource Corporate Services Co	Andover	Massachusetts	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
Conversion NonExempt	NiSource Corporate Services Co	Andover	Massachusetts	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
Conversion NonExempt	NiSource Corporate Services Co	Brockton	Massachusetts	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
Conversion NonExempt	NiSource Corporate Services Co	Brockton	Massachusetts	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
Conversion NonExempt	NiSource Corporate Services Co	Andover	Massachusetts	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
Counsel	NiSource Corporate Services Co	Merrillville	Indiana	Assistant General Counsel - Real Estate				Assistant General Counsel - Real Estate	VP & DGC Commercial	SVP General Counsel & Corporate Secretary	
Credit Relationship Mgr	NiSource Corporate Services Co	Columbus	Ohio	Manager Risk			Manager Risk	VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer	
Cross Funct Integration Spec	NiSource Corporate Services Co	Point Marion	Pennsylvania	Cross-Func Bus Process Lead			Cross-Func Bus Process Lead	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities	
Cross Funct Integration Spec	NiSource Corporate Services Co	Masontown	Pennsylvania	Cross-Func Bus Process Lead			Cross-Func Bus Process Lead	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities	
Cross Funct Integration Spec	NiSource Corporate Services Co	Dunbar	Pennsylvania	Cross-Func Bus Process Lead			Cross-Func Bus Process Lead	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities	
Cross-Func Bus Process Lead	NiSource Corporate Services Co	Adah	Pennsylvania	Director Operations Support				Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities	
Cust Insights Perf Lead	NiSource Corporate Services Co	New Stanton	Pennsylvania	Mgr CI Performance			Mgr CI Performance	Dir Cust Experience & Insights	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer	
Cust Insights Perf Lead	NiSource Corporate Services Co	Merrillville	Indiana	Mgr CI Performance			Mgr CI Performance	Dir Cust Experience & Insights	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer	
Cust Insights Perf Lead	NiSource Corporate Services Co	Merrillville	Indiana	Mgr CI Performance			Mgr CI Performance	Dir Cust Experience & Insights	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer	
Cust Insights Perf Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr CI Performance			Mgr CI Performance	Dir Cust Experience & Insights	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer	
Customer Care Advisor	NiSource Corporate Services Co	Columbus	Ohio	Mgr Customer Care Advisors				Mgr Customer Care Advisors	VP Customer Care Centers	EVP & Group President Utilities	
Customer Care Advisor	NiSource Corporate Services Co	Brownsville	Pennsylvania	Mgr Customer Care Advisors				Mgr Customer Care Advisors	VP Customer Care Centers	EVP & Group President Utilities	
Customer Care Engagement Lead	NiSource Corporate Services Co	Mount Holly	North Carolina	VP Customer Care Centers					VP Customer Care Centers	EVP & Group President Utilities	
Customer Experience Prodct Mgr	NiSource Corporate Services Co	Columbus	Ohio	Dir Cust Experience & Insights				Dir Cust Experience & Insights	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer	
Customer Experience Spec	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Customer Experience Spec	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Lancaster**	**Kentuckv**	**Team Leader CCC**		**Team Leader CCC**	**Mor CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**	
Customer Service Representative 1	NiSource Corporate Services Co	Hopewell	Virginia	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Monessen	Pennsylvania	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	East Liverpool	Ohio	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Richmond	Virginia	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Dunbar	Pennsylvania	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Jeannette	Pennsylvania	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Washington	Pennsylvania	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Greensburg	Pennsylvania	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Somerset	Pennsylvania	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Morgantown	West Virginia	Mgr CCC		Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**		**Team Leader CCC**	**Mor CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**	
Customer Service Representative 1	NiSource Corporate Services Co	Connellsville	Pennsylvania	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	
Customer Service Representative 1	NiSource Corporate Services Co	Bruceton Mills	West Virginia	Team Leader CCC		Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities	

Customer Service Representative 1	NiSource Corporate Services Co	Grove City	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Scottdale	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Scottdale	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Hopwood	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Olive**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Powhatan	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Fayette City	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Mcclellandtown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Allison	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Connellsville	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Stewartstown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Dickerson Run	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	North Huntingdon	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Greensburg	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Markleysburg	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Leckrone	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Washington	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Mavsville**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Red Lion	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Belle Vernon	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Mechanicsburg	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Allenport	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Petersburg	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Richmond	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Connellsville	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Fredericksburg	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Lemont Furnace	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Grove City	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	South Connellsvill	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Irwin	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Dunbar	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Dunbar	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Richmond**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Masontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Connellsville	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Pittsburgh	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Meyersdale	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Groveport	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Normalville	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Irvine**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Point Marion	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Hopwood	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Williamsburg	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Shermans Dale	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	North Chesterfield	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uledi	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Greensboro	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Hopewell	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Mcclellandtown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Jefferson	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Shelbyville**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Mcclellandtown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Mount Pleasant	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Bruceton Mills	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Fairchance	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Vanderbilt	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Fairchance	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Fairchance	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Lemont Furnace	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Brownsville	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Chesterfield	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Carmichaels	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Georgetown**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Cynthiana**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Richmond	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Fredericksburg	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Prince George	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Pickerington	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Allison	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Chester	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Fayette City	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	McClellandtown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Fairchance	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Daisytown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Bobtown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Bobtown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Smock	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Fredericksburg	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Dunbar	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Georgetown**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Lemont Furnace	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Waynesburg	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Scottdale	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Tarentum	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Portsmouth	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reoresentative 1	**NiSource Corporate Services Co**	**Wellington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Dallastown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Orient	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Richmond	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Hopwood	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Salisbury	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Point Marion	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Brownsville	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Republic	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Lancaster	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Donora	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities

Customer Service Reorsentative 1	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Greensboro	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Westerville	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Grantsville	Maryland	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Greensboro	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Masontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Connellsville	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Ronco	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Bruceton Mills	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Dover	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Perrypolis	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Dayton	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reorsentative 1	**NiSource Corporate Services Co**	**Mount Sterling**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1	NiSource Corporate Services Co	Newark	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Dilliner	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1	NiSource Corporate Services Co	Petersburg	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	North Chesterfield	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	Reynoldsburg	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	Columbus	Ohio	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	Grove City	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reorsentative 1 Bil	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Reorsentative 1 Bil	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	York	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	Canal Winchester	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	Richmond	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	Fredericksburg	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Reorsentative 1 Bil	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader CCC**	**Team Leader CCC**	**Mgr CCC**	**Dir Customer Contact Centers**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	Spring Grove	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	Westerville	Ohio	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 1 Billinc	NiSource Corporate Services Co	Sutherland	Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Greensboro	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Dilliner	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Dunbar	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Haydentown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Vanderbilt	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 2	NiSource Corporate Services Co	Markleysburg	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 3	NiSource Corporate Services Co	Pittsburgh	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 3	NiSource Corporate Services Co	Allison	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 3	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 3	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 3	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Fairbank	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Masontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Normalville	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Oliver	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Connellsville	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Brownsville	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Mcclellandtown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	West Leisenring	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Scottdale	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Smock	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Albright	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Masontown	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	New Salem	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Carmichaels	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Connellsville	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Morgantown	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Brownsville	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Connellsville	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Connellsville	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Brownsville	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Service Representative 4	NiSource Corporate Services Co	Point Marion	Pennsylvania	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Customer Tech Prog Specialist	NiSource Corporate Services Co	York	Pennsylvania	Dir Marketing New Business			Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Customer Technology Product Owner	NiSource Corporate Services Co	Merrillville	Indiana	Dir E Channels			Dir E Channels	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Cyber Assessment Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Cyber Assessments		Manager Cyber Assessments	Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Damage Prevention Screener	NiSource Corporate Services Co	Mansfield	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Oak Hill	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Grove City	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Damage Prevention Screener	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening		Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Data & Analytics Developer	NiSource Corporate Services Co	Columbus	Ohio	Manager Data & Analytics		Manager Data & Analytics	Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Data & Analytics Program Manager	NiSource Corporate Services Co	Columbus	Ohio	Director Data Science			Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Data and Perf Metr Analyst II	NiSource Corporate Services Co	Merrillville	Indiana	Dir Environmental Compliance			Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Data Governance Analyst Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Mapping & Records		Mgr Mapping & Records	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Data Governance Analyst Lead	NiSource Corporate Services Co	Pelham	Alabama	Mgr Data Governance		Mgr Data Governance	Director Data Governance	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Data Integ Reporting Analyst	NiSource Corporate Services Co	Smithfield	Pennsylvania	Mgr Wrkfce Plng & Data Integ		Mgr Wrkfce Plng & Data Integ	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Data Product Manager	NiSource Corporate Services Co	Des Moines	Iowa	VP Data & Analytics			VP Data & Analytics	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Data Scientist	NiSource Corporate Services Co	Columbus	Ohio	Manager of Data Science		Manager of Data Science	Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Dir & HR Business Partner	NiSource Corporate Services Co	Columbus	Ohio	VP Talent				VP Talent	CHRO & SVP Administration
Dir & HR Business Partner	NiSource Corporate Services Co	Columbus	Ohio	VP Talent				VP Talent	CHRO & SVP Administration
Dir Accounts Payable	NiSource Corporate Services Co	Columbus	Ohio	VP & Chief Accounting Officer				VP & Chief Accounting Officer	EVP & Chief Financial Officer
Dir Agile&Delivery Enablement	NiSource Corporate Services Co	Columbus	Ohio	Sr. Director Office of CIO			Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir Asset Class Owner	NiSource Corporate Services Co	Columbus	Ohio	Sr Dir Asset and Risk Management		Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Dir Asset Class Owner	NiSource Corporate Services Co	Merrillville	Indiana	Sr Dir Asset and Risk Management		Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Dir Asset Class Owner	NiSource Corporate Services Co	Columbus	Ohio	Sr Dir Asset and Risk Management		Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Dir Benefit Plan Investments	NiSource Corporate Services Co	Columbus	Ohio	VP Treasurer and Corporate Finance				VP Treasurer and Corporate Finance	EVP & Chief Financial Officer
Dir Billino Pavment and Customer Procrs	NiSource Corporate Services Co	Columbus	Ohio	EVP & Group President Utilities				EVP & Group President Utilities	EVP & Group President Utilities
Dir Change Management	NiSource Corporate Services Co	Columbus	Ohio	VP Business Transformation & Governance			VP Business Transformation & Governance	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Change Management	NiSource Corporate Services Co	Columbus	Ohio	VP Business Transformation & Governance				VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Communications	NiSource Corporate Services Co	Gumee	Illinois	VP Communications					VP Communications
Dir Communications	NiSource Corporate Services Co	York	Pennsylvania	VP Communications					VP Communications
Dir Communications	NiSource Corporate Services Co	Rock Hill	South Carolina	VP Communications					VP Communications
Dir Communications	NiSource Corporate Services Co	Columbus	Ohio	VP Communications					VP Communications
Dir Communications	NiSource Corporate Services Co	Merrillville	Indiana	VP Communications					VP Communications
Dir Compensation	NiSource Corporate Services Co	Columbus	Ohio	VP Total Rewards				VP Total Rewards	CHRO & SVP Administration
Dir Compliance	NiSource Corporate Services Co	Columbus	Ohio	VP Business Transformation & Governance				VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Cons Ext Rpt Tech Acct&SOX	NiSource Corporate Services Co	Columbus	Ohio	VP & Chief Accounting Officer				VP & Chief Accounting Officer	EVP & Chief Financial Officer
Dir Corp Compl Bus Continuity	NiSource Corporate Services Co	Merrillville	Indiana	VP & DGC Commercial				VP & DGC Commercial	SVP General Counsel & Corporate Secretary
Dir Corp Ethics	NiSource Corporate Services Co	Merrillville	Indiana	VP & DGC Litigation				VP & DGC Litigation	SVP General Counsel & Corporate Secretary
Dir Corporate Development	NiSource Corporate Services Co	Columbus	Ohio	VP Strategy & Risk				VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Dir Corporate Security	NiSource Corporate Services Co	Merrillville	Indiana	VP Security & Chief Information Security Officer				VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Dir Cust Experience & Insights	NiSource Corporate Services Co	Merrillville	Indiana	VP Customer Solutions Products & Services				VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer

Dir Customer Contact Centers	NiSource Corporate Services Co	Merrillville	Indiana	VP Customer Care Centers						VP Customer Care Centers	EVP & Group President Utilities
Dir Customer Contact Centers	NiSource Corporate Services Co	Merrillville	Indiana	VP Customer Care Centers						VP Customer Care Centers	EVP & Group President Utilities
Dir DP Strategy & Central Ops	NiSource Corporate Services Co	Columbus	Ohio	SVP Gas Operations						SVP Gas Operations	EVP Chief Operating & Safety Officer
Dir E Channels	NiSource Corporate Services Co	Merrillville	Indiana	VP Customer Solutions Products & Services						VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Dir Employee Relations	NiSource Corporate Services Co	Columbus	Ohio	VP HR Services & Solutions						VP HR Services & Solutions	CHRO & SVP Administration
Dir Enterprise Project Management Office	NiSource Corporate Services Co	Merrillville	Indiana	VP Business Transformation & Governance						VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Env Permitting	NiSource Corporate Services Co	Merrillville	Indiana	VP Health Safety & Environmental Execution						VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Dir Env Policy & Sustain	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director Environmental & Sustainability					Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities
Dir Environmental Compliance	NiSource Corporate Services Co	Valparaiso	Indiana	VP Health Safety & Environmental Execution						VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Dir Environmental Remediation	NiSource Corporate Services Co	Columbus	Ohio	VP Health Safety & Environmental Execution						VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Dir Field Engineering	NiSource Corporate Services Co	Columbus	Ohio	VP Engineering & Standards					VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Dir Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Financial Planning & Analysis					Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Dir Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	SVP Financial Planning & Analysis						SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Dir Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	SVP Financial Planning & Analysis						SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Dir Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation					Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Gas Control & Sys Planning	NiSource Corporate Services Co	Merrillville	Indiana	SVP Gas Operations						SVP Gas Operations	EVP Chief Operating & Safety Officer
Dir HR Operations Delivery	NiSource Corporate Services Co	Cardington	Ohio	VP HR Services & Solutions						VP HR Services & Solutions	CHRO & SVP Administration
Dir HR Optimization & Technology	NiSource Corporate Services Co	Columbus	Ohio	VP HR Services & Solutions						VP HR Services & Solutions	CHRO & SVP Administration
Dir Income Tax Operations	NiSource Corporate Services Co	Columbus	Ohio	VP Tax						VP Tax	EVP & Chief Financial Officer
Dir Income Tax Plannng&Contrvsy	NiSource Corporate Services Co	Chester	Virginia	VP Tax						VP Tax	EVP & Chief Financial Officer
Dir Indirect Category Mgmt	NiSource Corporate Services Co	Miromar Lakes	Florida	VP Supply Chain						VP Supply Chain	EVP & Chief Financial Officer
Dir Indirect Tax	NiSource Corporate Services Co	Maineville	Ohio	VP Tax						VP Tax	EVP & Chief Financial Officer
Dir Internal Audit	NiSource Corporate Services Co	Columbus	Ohio	VP Chief Audit Officer						VP Chief Audit Officer	EVP & Chief Financial Officer
Dir Internal Audit	NiSource Corporate Services Co	Columbus	Ohio	VP Chief Audit Officer						VP Chief Audit Officer	EVP & Chief Financial Officer
Dir IT Applications	NiSource Corporate Services Co	Merrillville	Indiana	VP IT Utilities Systems					VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir IT Business Management	NiSource Corporate Services Co	Columbus	Ohio	Sr. Director Office of CIO					Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir IT GRC	NiSource Corporate Services Co	Columbus	Ohio	VP Security & Chief Information Security Officer						VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Dir IT Infrastructure	NiSource Corporate Services Co	Columbus	Ohio	VP IT Infrastructure					VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir IT Infrastructure	NiSource Corporate Services Co	Columbus	Ohio	VP IT Infrastructure					VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir IT Infrastructure	NiSource Corporate Services Co	Columbus	Ohio	VP IT Infrastructure					VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir IT Security	NiSource Corporate Services Co	Columbus	Ohio	VP Security & Chief Information Security Officer						VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Dir IT Security	NiSource Corporate Services Co	Warren	Ohio	VP Security & Chief Information Security Officer						VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Dir Labor Relations	NiSource Corporate Services Co	Mason	Ohio	VP Labor Relations						VP Labor Relations	CHRO & SVP Administration
Dir Labor Relations	NiSource Corporate Services Co	Merrillville	Indiana	VP Labor Relations						VP Labor Relations	CHRO & SVP Administration
Dir Marketing New Business	NiSource Corporate Services Co	Chester	Virginia	VP Customer Solutions Products & Services						VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Dir Mtr Reading and Rev Rec	NiSource Corporate Services Co	Columbus	Ohio	EVP & Group President Utilities						EVP & Group President Utilities	EVP & Group President Utilities
Dir New Business	NiSource Corporate Services Co	Somersworth	New Hampshire	EVP & Group President Utilities						EVP & Group President Utilities	EVP & Group President Utilities
Dir Renewable Assets	NiSource Corporate Services Co	Wheatfield	Indiana	VP Electric Generation					VP Electric Generation	SVP Electric Operations	EVP Chief Operating & Safety Officer
Dir Safetv Svcs&Occup Safetv	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**VP Health Safetv & Environmental Execution**						**VP Health Safetv & Environmental Execution**	**EVP Chief Operatina & Safetv Officer**
Dir Strategy	NiSource Corporate Services Co	Merrillville	Indiana	VP Strategy & Risk						VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Dir Supply Chain Strat&Anlytcs	NiSource Corporate Services Co	New Freeport	Pennsylvania	VP Supply Chain						VP Supply Chain	EVP & Chief Financial Officer
Dir Supply Development	NiSource Corporate Services Co	Columbus	Ohio	VP Supply & Optimization						VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Dir Trainina Execution	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**VP Technical Trainina**					**VP Technical Trainina**	**SVP Operations Suoport**	**EVP Chief Operatina & Safetv Officer**
Dir Training Execution	NiSource Corporate Services Co	Columbus	Ohio	VP Technical Training					VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Dir Transformation	NiSource Corporate Services Co	Gary	Indiana	VP Operations Transformation					VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Transformation	NiSource Corporate Services Co	Merrillville	Indiana	VP Business Transformation & Governance						VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Transformation	NiSource Corporate Services Co	Columbus	Ohio	VP Operations Transformation					VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Transformation	NiSource Corporate Services Co	Columbus	Ohio	VP Business Transformation & Governance						VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Transformation	NiSource Corporate Services Co	Columbus	Ohio	VP Business Transformation & Governance						VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Transformation Delivery	NiSource Corporate Services Co	Merrillville	Indiana	VP IT Utilities Systems					VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir Transformation Delivery	NiSource Corporate Services Co	Columbus	Ohio	VP IT Utilities Systems					VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir Transformation Delivery	NiSource Corporate Services Co	Columbus	Ohio	VP IT Utilities Systems					VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir Transformation Delivery	NiSource Corporate Services Co	Columbus	Ohio	VP IT Customer & Corporate Systems					VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir Transformation Delivery	NiSource Corporate Services Co	Columbus	Ohio	VP IT Utilities Systems					VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Dir Work Management	NiSource Corporate Services Co	Columbus	Ohio	SVP Operations Support						SVP Operations Support	EVP Chief Operating & Safety Officer
Dir Work Management	NiSource Corporate Services Co	Columbus	Ohio	VP Operations Transformation					VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Dir Work Management	NiSource Corporate Services Co	Columbus	Ohio	SVP Operations Support						SVP Operations Support	EVP Chief Operating & Safety Officer
Dir Work Management	NiSource Corporate Services Co	Columbus	Ohio	SVP Operations Support						SVP Operations Support	EVP Chief Operating & Safety Officer
Dir Work Management	NiSource Corporate Services Co	Columbus	Ohio	SVP Operations Support						SVP Operations Support	EVP Chief Operating & Safety Officer
Director Benefits	NiSource Corporate Services Co	Merrillville	Indiana	VP Total Rewards						VP Total Rewards	CHRO & SVP Administration
Director CDC Capital Program & Sucpt S	NiSource Corporate Services Co	Columbus	Ohio	SVP Construction						SVP Construction	EVP Chief Operating & Safety Officer
Director Centralized Compliance	NiSource Corporate Services Co	Columbus	Ohio	VP & Deputy General Counsel - Chief Compliance Officer						VP & Deputy General Counsel - Chief Compliance Officer	SVP General Counsel & Corporate Secretary
Director Commercial JV Assets	NiSource Corporate Services Co	Valparaiso	Indiana	SVP Electric Operations						SVP Electric Operations	EVP Chief Operating & Safety Officer
Director Corporate Social Responsibility	NiSource Corporate Services Co	Columbus	Ohio	VP Communications							VP Communications
Director Data Governance	NiSource Corporate Services Co	Columbus	Ohio	VP Data & Analytics						VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Director Data Science	NiSource Corporate Services Co	Columbus	Ohio	VP Data & Analytics						VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Director Financial Systems & Continuous	NiSource Corporate Services Co	Columbus	Ohio	SVP Financial Planning & Analysis						SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Director Fleet	NiSource Corporate Services Co	Ostrander	Ohio	VP Health Safety & Environmental Execution						VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Director GIS Strategy	NiSource Corporate Services Co	Columbus	Ohio	Sr Dir Asset Knowledge Management					Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Director of Sustainability Strategy & Integ	NiSource Corporate Services Co	Columbus	Ohio	VP Strategy & Risk						VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Director Operational Excellence	NiSource Corporate Services Co	Columbus	Ohio	VP Operational Excellence					VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Director Operational Excellence - Contrac	NiSource Corporate Services Co	Columbus	Ohio	VP Gas Distribution Construction					VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Director Operational Excellence - Emergc	NiSource Corporate Services Co	Columbus	Ohio	VP Operational Excellence					VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Director Operational Excellence - Perform	NiSource Corporate Services Co	Columbus	Ohio	VP Operational Excellence					VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Director Operational Excellence - Proces	NiSource Corporate Services Co	Columbus	Ohio	VP Operational Excellence					VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Director Operational Safety	NiSource Corporate Services Co	Columbus	Ohio	VP Health Safety & Environmental Execution						VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Director Operations Support	NiSource Corporate Services Co	Columbus	Ohio	VP Customer Care Centers						VP Customer Care Centers	EVP & Group President Utilities
Director Project Management Center of E	NiSource Corporate Services Co	Columbus	Ohio	SVP Construction						SVP Construction	EVP Chief Operating & Safety Officer
Director Project Management Office	NiSource Corporate Services Co	Columbus	Ohio	Dir Enterprise Project Management Office					Dir Enterprise Project Management Office	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Director Project Management Office	NiSource Corporate Services Co	Columbus	Ohio	Sr. Director Office of CIO					Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Director Standards and Compliance	NiSource Corporate Services Co	Columbus	Ohio	VP Operational Excellence					VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Director Strategic Planning & Capital	NiSource Corporate Services Co	Columbus	Ohio	SVP Financial Planning & Analysis					SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Director Talent Acquisition	NiSource Corporate Services Co	Columbus	Ohio	VP HR Services & Solutions						VP HR Services & Solutions	CHRO & SVP Administration
Director Talent Strategy & Leadership De	NiSource Corporate Services Co	Chicago	Illinois	VP Talent						VP Talent	CHRO & SVP Administration
Director Training and Development	NiSource Corporate Services Co	Columbus	Ohio	VP Technical Training					VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Diversity Equity & Inclusion Manager	NiSource Corporate Services Co	Columbus	Ohio	VP Chief Diversity Equity & Inclusion Officer						VP Chief Diversity Equity & Inclusion Officer	CHRO & SVP Administration
Diversity Equity & Inclusion Manager	NiSource Corporate Services Co	Merrillville	Indiana	VP Chief Diversity Equity & Inclusion Officer						VP Chief Diversity Equity & Inclusion Officer	CHRO & SVP Administration
DP Screening Specialist	NiSource Corporate Services Co	Columbus	Ohio	Ldr Damage Prev Screening				Ldr Damage Prev Screening	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Emergency Manager	NiSource Corporate Services Co	Delphi	Indiana	Director Operational Excellence				Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Emergency Manager	NiSource Corporate Services Co	New Albany	Ohio	Director Operational Excellence				Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Emergency Manager	NiSource Corporate Services Co	Noblesville	Indiana	Director Operational Excellence				Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Emergency Mgmt Specialist	NiSource Corporate Services Co	Columbus	Ohio	Emergency Manager			Emergency Manager	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Employee Relations Consultant	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Employee Relations				Mgr Employee Relations	Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration
Employee Relations Consultant	NiSource Corporate Services Co	Dunbar	Pennsylvania	Mgr Employee Relations				Mgr Employee Relations	Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration
Employee Relations Consultant	NiSource Corporate Services Co	Cincinnati	Ohio	Mgr Employee Relations				Mgr Employee Relations	Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration
Employee Relations Consultant	NiSource Corporate Services Co	Columbus	Ohio	Mgr Employee Relations				Mgr Employee Relations	Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration
Engineer Level II	NiSource Corporate Services Co	Merrillville	Indiana	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Engineer Level III	NiSource Corporate Services Co	Merrillville	Indiana	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Engineer Level III	NiSource Corporate Services Co	Merrillville	Indiana	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Engineering Administrator	NiSource Corporate Services Co	Columbus	Ohio	Dir Field Engineering			Dir Field Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Enterprise Agile Coach	NiSource Corporate Services Co	Columbus	Ohio	Dir Agile&Delivery Enablement			Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Enterprise Agile Coach	NiSource Corporate Services Co	Columbus	Ohio	Dir Agile&Delivery Enablement			Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Enterprise Agile Coach	NiSource Corporate Services Co	Allen	Texas	Dir Agile&Delivery Enablement			Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Enterprise Agile Coach	NiSource Corporate Services Co	Columbus	Ohio	Dir Agile&Delivery Enablement			Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Environmental Coordinator 2	NiSource Corporate Services Co	York	Pennsylvania	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Warrenton	Virginia	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Chester	Virginia	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Chester	Virginia	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Monaca	Pennsylvania	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	York	Pennsylvania	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Merrillville	Indiana	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Gahanna	Ohio	Team Ldr Risk&Process Imprvmnt			Team Ldr Risk&Process Imprvmnt	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	South Bend	Indiana	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Middleburg Hgts	Ohio	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Chillicothe	Ohio	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Fort Wayne	Indiana	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Wheatfield	Indiana	Mgr Environmental Compliance			Mgr Environmental Compliance	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Merrillville	Indiana	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Columbus	Ohio	Mgr Env Policy & Sustain		Mgr Env Policy & Sustain	Dir Env Policy & Sustain	Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities	
Environmental Coordinator 2	NiSource Corporate Services Co	Merrillville	Indiana	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Portsmouth	Ohio	Mgr Env Policy & Sustain		Mgr Env Policy & Sustain	Dir Env Policy & Sustain	Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities	
Environmental Coordinator 2	NiSource Corporate Services Co	Dunbar	Pennsylvania	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Fort Wayne	Indiana	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 2	NiSource Corporate Services Co	Merrillville	Indiana	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 3	NiSource Corporate Services Co	Merrillville	Indiana	Dir Env Permitting				Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 3	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 3	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Environmental Compliance			Mgr Environmental Compliance	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 3	NiSource Corporate Services Co	South Bend	Indiana	Team Leader Environmental		Team Leader Environmental	Mgr Environmental Compliance	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 3	NiSource Corporate Services Co	Lewis Center	Ohio	Team Ldr Risk&Process Imprvmnt			Team Ldr Risk&Process Imprvmnt	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 3	NiSource Corporate Services Co	Greensburg	Pennsylvania	Mgr Environmental Compliance			Mgr Environmental Compliance	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Environmental Coordinator 3	NiSource Corporate Services Co	Columbus	Ohio	Manager Environmental Remediation			Manager Environmental Remediation	Dir Environmental Remediation	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	

Environmental Coordinator 3	NiSource Corporate Services Co	Cleveland	Ohio	Mgr Environmental Compliance			Mgr Environmental Compliance	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Greencastle	Pennsylvania	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Gary	Indiana	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Insoector 2	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Team Leader Environmental**	**Team Leader Environmental**		**Mor Nat Resource Permitting**	**Dir Env Permitting**	**VP Health Safetv & Environmental Execution**	**EVP Chief Operating & Safetv Officer**
Environmental Inspector 2	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Valparaiso	Indiana	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Salem	Ohio	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Goshen	Indiana	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Monaca	Pennsylvania	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Columbus	Ohio	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	York	Pennsylvania	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Angola	Indiana	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Valparaiso	Indiana	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Mansfield	Ohio	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector 2	NiSource Corporate Services Co	Plymouth	Indiana	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Lead	NiSource Corporate Services Co	Jackson	Ohio	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Lead	NiSource Corporate Services Co	Columbus	Ohio	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Lead	NiSource Corporate Services Co	Salem	Ohio	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Lead	NiSource Corporate Services Co	Fort Wayne	Indiana	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Lead	NiSource Corporate Services Co	Crown Point	Indiana	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Lead	NiSource Corporate Services Co	Dunbar	Pennsylvania	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Lead	NiSource Corporate Services Co	Cumberland	Maryland	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Sr	NiSource Corporate Services Co	Chester	Virginia	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Sr	NiSource Corporate Services Co	New Bethlehem	Pennsylvania	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Sr	NiSource Corporate Services Co	Staunton	Virginia	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Inspector Sr	NiSource Corporate Services Co	Athens	Ohio	Team Leader Environmental	Team Leader Environmental		Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Principal	NiSource Corporate Services Co	Monaca	Pennsylvania	Dir Environmental Compliance				Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Principal	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Environmental Mgmt Systs			Mgr Environmental Mgmt Systs	Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities
Environmental Principal	NiSource Corporate Services Co	Columbus	Ohio	Mgr Env Policy & Sustain	Mgr Env Policy & Sustain		Dir Env Policy & Sustain	Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities
Environmental Principal	NiSource Corporate Services Co	Merrillville	Indiana	Team Leader Environmental	Team Leader Environmental		Mgr Environmental Compliance	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Principal	NiSource Corporate Services Co	Mansfield	Ohio	Dir Environmental Compliance				Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Principal	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Environmental & Sustainability				Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities
Environmental Principal	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Env Policy & Sustain	Mgr Env Policy & Sustain		Dir Env Policy & Sustain	Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities
Environmental Principal	NiSource Corporate Services Co	New Boston	Ohio	Mgr Environmental Compliance			Mgr Environmental Compliance	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Principal	NiSource Corporate Services Co	Merrillville	Indiana	Dir Environmental Remediation				Dir Environmental Remediation	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Principal	NiSource Corporate Services Co	Indianapolis	Indiana	Manager Environmental Remediation			Manager Environmental Remediation	Dir Environmental Remediation	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Environmental Principal	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Env Policy & Sustain	Mgr Env Policy & Sustain		Dir Env Policy & Sustain	Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities
Equipment Technician	NiSource Corporate Services Co	Columbus	Ohio	Mgr Meter Shop				Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
EVP & Chief Financial Officer	NiSource Corporate Services Co	Dublin	Ohio	Pres & Chief Executive Officer						
EVP & Group President Utilities	NiSource Corporate Services Co	Columbus	Ohio	Pres & Chief Executive Officer						
EVP Chief Operating & Safety Officer	NiSource Corporate Services Co	Columbus	Ohio	Pres & Chief Executive Officer						
EVP Strategy Risk and Chief Commercia	NiSource Corporate Services Co	Columbus	Ohio	Pres & Chief Executive Officer						
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	SVP General Counsel & Corporate Secretary						SVP General Counsel & Corporate Secretary
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	EVP & Chief Financial Officer						EVP & Chief Financial Officer
Executive Admin Assistant	NiSource Corporate Services Co	Merrillville	Indiana	VP Supply & Optimization					VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	VP Chief Audit Officer					VP Chief Audit Officer	EVP & Chief Financial Officer
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	SVP Gas Operations					SVP Gas Operations	EVP Chief Operating & Safety Officer
Executive Admin Assistant	NiSource Corporate Services Co	Merrillville	Indiana	EVP & Group President Utilities						EVP & Group President Utilities
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	VP Customer Care Centers					VP Customer Care Centers	EVP & Group President Utilities
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	VP Business Transformation & Governance					VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	VP IT Customer & Corporate Systems				VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	SVP Construction					SVP Construction	EVP Chief Operating & Safety Officer
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	CHRO & SVP Administration						CHRO & SVP Administration
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	Pres & Chief Executive Officer						
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	EVP Strategy Risk and Chief Commercial Officer						EVP Strategy Risk and Chief Commercial Officer
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	EVP Chief Operating & Safety Officer						EVP Chief Operating & Safety Officer
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	SVP & Chief Information Officer					SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	VP & Chief Accounting Officer					VP & Chief Accounting Officer	EVP & Chief Financial Officer
Executive Admin Assistant	NiSource Corporate Services Co	Columbus	Ohio	VP Operational Excellence				VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Executive Admin Assistant	NiSource Corporate Services Co	Merrillville	Indiana	SVP Financial Planning & Analysis					SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Facilities Eng/Maint Supv	NiSource Corporate Services Co	Columbus	Ohio	Mgr Real Estate Services				Mgr Real Estate Services	Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Facilities Eng/Maint Supv	NiSource Corporate Services Co	Hammond	Indiana	Mgr Real Estate Services				Mgr Real Estate Services	Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Facilities Eng/Maint Supv	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Real Estate Services				Mgr Real Estate Services	Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Facilities Eng/Maint Supv	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Real Estate Services				Mgr Real Estate Services	Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Facility Damage Coordinator	NiSource Corporate Services Co	Lorain	Ohio	Leader Facility Damages			Leader Facility Damages	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Facility Damage Coordinator	NiSource Corporate Services Co	Lorain	Ohio	Leader Facility Damages			Leader Facility Damages	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Facility Damage Coordinator	NiSource Corporate Services Co	Lorain	Ohio	Leader Facility Damages			Leader Facility Damages	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Facility Damage Coordinator	NiSource Corporate Services Co	Lorain	Ohio	Leader Facility Damages			Leader Facility Damages	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Facility Damage Coordinator	NiSource Corporate Services Co	Lorain	Ohio	Leader Facility Damages			Leader Facility Damages	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Facility Damage Coordinator	NiSource Corporate Services Co	Lorain	Ohio	Leader Facility Damages			Leader Facility Damages	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Facility Damage Coordinator	NiSource Corporate Services Co	Lorain	Ohio	Leader Facility Damages			Leader Facility Damages	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Facility R&E Specialist	NiSource Corporate Services Co	Zanesville	Ohio	Ldr Facility Rec & Enhancement	Ldr Facility Rec & Enhancement		Mgr Mapping & Records	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Facility R&E Specialist	NiSource Corporate Services Co	Columbus	Ohio	Ldr Facility Rec & Enhancement	Ldr Facility Rec & Enhancement		Mgr Mapping & Records	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
FERC Compliance Manager	NiSource Corporate Services Co	Merrillville	Indiana	Assistant General Counsel				Assistant General Counsel	VP & DGC Secretary Compliance and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary
Field Experience Lead	NiSource Corporate Services Co	Columbus	Ohio	Asset Program Owner	Asset Program Owner		Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Field Leader Construction	NiSource Corporate Services Co	Gary	Indiana	Project Management Manager			Project Management Manager	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Field Leader Construction	NiSource Corporate Services Co	Fremont	Ohio	Mgr Construction Services	Mgr Construction Services		Dir Work Management	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Field Leader Gas Operations	NiSource Corporate Services Co	Chester	Virginia	Project Management Manager	Project Management Manager		Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Field Leader Gas Operations	NiSource Corporate Services Co	Fort Wayne	Indiana	Asset Program Owner	Asset Program Owner		Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Field Technician 2	NiSource Corporate Services Co	Columbus	Ohio	Mgr Records Mgmt	Mgr Records Mgmt		Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Strategic Financial Plng	Mgr Strategic Financial Plng		Director Strategic Planning & Capital	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Investor Relations					Sr Director Investor Relations	EVP & Chief Financial Officer
Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Fleet Analyst	NiSource Corporate Services Co	Columbus	Ohio	Fleet Program Manager			Fleet Program Manager	Director Fleet	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Fleet Program Manager	NiSource Corporate Services Co	Columbus	Ohio	Director Fleet				Director Fleet	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Flight Coordinator	NiSource Corporate Services Co	Gary	Indiana	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Flight Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Front Line Leader Skill Assessment	NiSource Corporate Services Co	Chester	Virginia	VP Technical Training	VP Technical Training		VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Front Line Leader Skill Assessment	NiSource Corporate Services Co	Monaca	Pennsylvania	VP Technical Training	VP Technical Training		VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Frontline Leader QA	NiSource Corporate Services Co	Merrillville	Indiana	Director Operational Excellence - Performance & Process Management	Director Operational Excellence - Performance &		Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Frontline Leader QA	NiSource Corporate Services Co	Greencastle	Pennsylvania	Director Operational Excellence - Performance & Process Management	Director Operational Excellence - Performance &		Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Frontline Leader QA	NiSource Corporate Services Co	Lorain	Ohio	Director Operational Excellence - Performance & Process Management	Director Operational Excellence - Performance &		Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Frontline Leader QA	NiSource Corporate Services Co	Chester	Virginia	Director Operational Excellence - Performance & Process Management	Director Operational Excellence - Performance &		Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Frontline Leader QA	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Director Operational Excellence - Performance & Process Management**	**Director Operational Excellence - Performanc**		**Director Operational Excellence - Performance & Pr**	**VP Operational Excellence**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
G I S Specialist	NiSource Corporate Services Co	Middleburg Hgts	Ohio	Ldr Capital Close Out	Ldr Capital Close Out		Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
G I S Specialist	NiSource Corporate Services Co	York	Pennsylvania	Mgr Capital Close Out	Mgr Capital Close Out		Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
G I S Specialist	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Ldr Capital Close Out	Ldr Capital Close Out		Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
G I S Specialist	NiSource Corporate Services Co	Lorain	Ohio	Ldr Capital Close Out	Ldr Capital Close Out		Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
G I S Specialist	NiSource Corporate Services Co	Pittsburgh	Pennsylvania	Ldr Capital Close Out	Ldr Capital Close Out		Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
G I S Specialist	NiSource Corporate Services Co	Greensburg	Pennsylvania	Ldr Capital Close Out	Ldr Capital Close Out		Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
G I S Specialist	**NiSource Corporate Services Co**	**Ashland**	**Kentuckv**	**Ldr Capital Close Out**	**Ldr Capital Close Out**		**Mor Capital Close Out**	**Sr Dir Asset Knowledae Management**	**SVP Operations Support**	**EVP Chief Operatina & Safetv Officer**
G I S Specialist	NiSource Corporate Services Co	York	Pennsylvania	Ldr Capital Close Out	Ldr Capital Close Out		Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Control Engineer	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Control Support & Trng			Mgr Gas Control Support & Trng	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Control Engineer	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Control Ops			Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Control Support Specialist	NiSource Corporate Services Co	Columbus	Ohio	Leader Gas Control Support	Leader Gas Control Support		Mgr Gas Control Support & Trng	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Control Support Specialist	NiSource Corporate Services Co	Columbus	Ohio	Leader Gas Control Support	Leader Gas Control Support		Mgr Gas Control Support & Trng	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Control Support Specialist	NiSource Corporate Services Co	Columbus	Ohio	Leader Gas Control Support	Leader Gas Control Support		Mgr Gas Control Support & Trng	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Control Support Specialist	NiSource Corporate Services Co	Columbus	Ohio	Leader Gas Control Support	Leader Gas Control Support		Mgr Gas Control Support & Trng	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Control Support Specialist	NiSource Corporate Services Co	Columbus	Ohio	Leader Gas Control Support	Leader Gas Control Support		Mgr Gas Control Support & Trng	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Control Support Specialist	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Control Support & Trng			Mgr Gas Control Support & Trng	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Marion	Ohio	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Columbus	Ohio	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Chester	Virginia	Front Line Leader Skill Assessment	Front Line Leader Skill Assessment	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Front Line Leader Skill Assessment	Front Line Leader Skill Assessment	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Gahanna	Ohio	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**VP Technical Training**	**VP Technical Training**	**VP Technical Training**	**VP Technical Training**	**VP Technical Training**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
Gas Qualification Specialist	NiSource Corporate Services Co	Fredericksburg	Virginia	Front Line Leader Skill Assessment	Front Line Leader Skill Assessment	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Monaca	Pennsylvania	Front Line Leader Skill Assessment	Front Line Leader Skill Assessment	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Chester	Virginia	Front Line Leader Skill Assessment	Front Line Leader Skill Assessment	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer

Gas Qualification Specialist	NiSource Corporate Services Co	Lorain	Ohio	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Columbus	Ohio	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Gahanna	Ohio	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Qualification Specialist	NiSource Corporate Services Co	Staunton	Virginia	Front Line Leader Skill Assessment	Front Line Leader Skill Assessment	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Standards Enolneer 2	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Leader Standards**	**Leader Standards**	**Manaoer Standards**	**Director Standards and Comoliance**	**VP Operational Excellence**	**SVP Operations Support**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
Gas Standards Engineer 2	NiSource Corporate Services Co	Gahanna	Ohio	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Standards Engineer 3	NiSource Corporate Services Co	Merrillville	Indiana	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Standards Engineer 3	NiSource Corporate Services Co	Chester	Virginia	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Standards Engineer 3	NiSource Corporate Services Co	Merrillville	Indiana	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	SVP Operations Support	EVP Chief Operating & Safety Officer
Gas Sys Design Eng	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Gas Sys Design Eng	NiSource Corporate Services Co	Cambridge	Ohio	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Gas Sys Design Eng	NiSource Corporate Services Co	Suffolk	Virginia	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Gas Sys Design Eng	NiSource Corporate Services Co	Columbus	Ohio	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Gas Sys Design Eng	NiSource Corporate Services Co	Lorain	Ohio	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Gas Sys Planning Eng	NiSource Corporate Services Co	Pittsburgh	Pennsylvania	Ldr Gas Systems Planning		Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations		EVP Chief Operating & Safety Officer
Gas Sys Planning Eng	NiSource Corporate Services Co	Cambridge	Ohio	Ldr Gas Systems Planning		Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations		EVP Chief Operating & Safety Officer
Gas Sys Planning Eng	NiSource Corporate Services Co	Athens	Ohio	Ldr Gas Systems Planning		Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations		EVP Chief Operating & Safety Officer
Gas Sys Planning Eng	NiSource Corporate Services Co	South Bend	Indiana	Ldr Gas Systems Planning		Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations		EVP Chief Operating & Safety Officer
Gas Sys Planning Technician	NiSource Corporate Services Co	Massillon	Ohio	Ldr Gas Systems Planning		Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations		EVP Chief Operating & Safety Officer
Gas Sys Planning Technician	NiSource Corporate Services Co	Chester	Virginia	Ldr Gas Systems Planning		Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations		EVP Chief Operating & Safety Officer
Gas Sys Planning Technician	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Ldr Gas Systems Planning**		**Ldr Gas Systems Planning**	**Mgr Gas Sys Planning**	**Dir Gas Control & Sys Planning**	**SVP Gas Operations**		**EVP Chief Operating & Safety Officer**
Gas Sys Planning Technician	NiSource Corporate Services Co	Mt Vernon	Ohio	Ldr Gas Systems Planning		Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations		EVP Chief Operating & Safety Officer
Gas Sys Planning Technician	NiSource Corporate Services Co	Crown Point	Indiana	Ldr Gas Systems Planning		Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations		EVP Chief Operating & Safety Officer
Gas Trader	NiSource Corporate Services Co	Columbus	Ohio	Dir Portfolio Optimization				Dir Portfolio Optimization	VP Supply & Optimization		EVP Strategy Risk and Chief Commercial Officer
Gas Trader 3	NiSource Corporate Services Co	Columbus	Ohio	Dir Portfolio Optimization				Dir Portfolio Optimization	VP Supply & Optimization		EVP Strategy Risk and Chief Commercial Officer
GIS Technician 1	NiSource Corporate Services Co	Lynchburg	Virginia	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Findlay	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Ldr Capital Close Out**		**Ldr Capital Close Out**	**Mgr Capital Close Out**	**Sr Dir Asset Knowledge Management**	**SVP Operations Support**		**EVP Chief Operating & Safety Officer**
GIS Technician 1	NiSource Corporate Services Co	Chester	Virginia	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Monaca	Pennsylvania	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Toledo	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Pittsburgh	Pennsylvania	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Toledo	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Bradford	Pennsylvania	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 1	NiSource Corporate Services Co	Chester	Virginia	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Ldr Capital Close Out**		**Ldr Capital Close Out**	**Mgr Capital Close Out**	**Sr Dir Asset Knowledge Management**	**SVP Operations Support**		**EVP Chief Operating & Safety Officer**
GIS Technician 2	NiSource Corporate Services Co	Washington	Pennsylvania	Mgr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Ldr Capital Close Out**		**Ldr Capital Close Out**	**Mgr Capital Close Out**	**Sr Dir Asset Knowledge Management**	**SVP Operations Support**		**EVP Chief Operating & Safety Officer**
GIS Technician 2	NiSource Corporate Services Co	Pataskala	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Staunton	Virginia	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Dunbar	Pennsylvania	Mgr Capital Close Out		Mgr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Dunbar	Pennsylvania	Mgr Capital Close Out		Mgr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Mgr Capital Close Out		Mgr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Plymouth	Indiana	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Toledo	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Toledo	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Crestline	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Grosse Pointe Wo	Michigan	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Toledo	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Fremont	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Cambridge	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Chester	Virginia	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Bidwell	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Wintersville	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	York	Pennsylvania	Mgr Capital Close Out		Mgr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Columbus	Ohio	Project Management Manager		Project Management Manager	Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance		EVP Strategy Risk and Chief Commercial Officer
GIS Technician 2	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Capital Close Out		Mgr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Zanesville	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Lorain	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 2	NiSource Corporate Services Co	New Castle	Pennsylvania	Mgr Capital Close Out		Mgr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	NiSource Corporate Services Co	Warrenton	Virginia	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	NiSource Corporate Services Co	Alliance	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	NiSource Corporate Services Co	Greencastle	Pennsylvania	Mgr Capital Close Out		Mgr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Mgr Capital Close Out		Mgr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Ldr Capital Close Out**		**Ldr Capital Close Out**	**Mgr Capital Close Out**	**Sr Dir Asset Knowledge Management**	**SVP Operations Support**		**EVP Chief Operating & Safety Officer**
GIS Technician 3	NiSource Corporate Services Co	Medina	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	NiSource Corporate Services Co	Toledo	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	NiSource Corporate Services Co	Chester	Virginia	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	NiSource Corporate Services Co	Fredericksburg	Virginia	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GIS Technician 3	NiSource Corporate Services Co	Springfield	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support		EVP Chief Operating & Safety Officer
Group Ldr Gas Ops Scheduling	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support		EVP Chief Operating & Safety Officer
Group Ldr Gas Ops Scheduling	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support		EVP Chief Operating & Safety Officer
GTS Account Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr GTS Program Mgmt		Team Ldr GTS Program Mgmt	Mgr C&I Acct Mgmt & Gas Trans	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	EVP & Group President Utilities

Integrity Mgmt Engineer 2	NiSource Corporate Services Co	Hammond	Indiana	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Integrity Mgmt Engineer 3	NiSource Corporate Services Co	Columbus	Ohio	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Intern Engineering	NiSource Corporate Services Co	Chester	Virginia	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Intern Engineering	NiSource Corporate Services Co	Columbus	Ohio	Project Management Manager		Project Management Manager	Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Intern Engineering	NiSource Corporate Services Co	Columbus	Ohio	Project Management Manager		Project Management Manager	Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Intern Engineering	NiSource Corporate Services Co	Columbus	Ohio	Asset Program Owner TIMP	Asset Program Owner TIMP	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Intern Engineering	NiSource Corporate Services Co	Columbus	Ohio	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Intern Engineering	NiSource Corporate Services Co	Columbus	Ohio	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Intern Finance	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Planning			Mgr Capital Planning	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Intern Finance	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Planning			Mgr Capital Planning	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Intern HR	NiSource Corporate Services Co	Merrillville	Indiana	Manager Labor Relations			Manager Labor Relations	Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Intern HR	NiSource Corporate Services Co	Columbus	Ohio	Dir Compensation				Dir Compensation	VP Total Rewards	CHRO & SVP Administration
Intern HR	NiSource Corporate Services Co	Columbus	Ohio	Manager Organization Effectiveness				Manager Organization Effectiveness	VP Talent	CHRO & SVP Administration
Intern IT	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure		Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Intern IT	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security			Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Intern IT	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure		Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Intern IT	NiSource Corporate Services Co	Columbus	Ohio	Business Relationship Mgr		Business Relationship Mgr	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Intern IT	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure		Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Intern Marketing	NiSource Corporate Services Co	Merrillville	Indiana	Web Product Owner			Web Product Owner	Dir E Channels	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Intern Marketing	NiSource Corporate Services Co	Columbus	Ohio	Ldr New Business Solutions			Ldr New Business Solutions	Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Intern Marketing	NiSource Corporate Services Co	Merrillville	Indiana	IVR Product Owner			IVR Product Owner	Dir E Channels	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Intern Operations	NiSource Corporate Services Co	Gahanna	Ohio	Dir Training Execution			Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Intern Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Intern Operations	NiSource Corporate Services Co	Columbus	Ohio	Mgr Contractor Quality		Mgr Contractor Quality	Director Operational Excellence - Contractor Performa	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Intern Operations	NiSource Corporate Services Co	Columbus	Ohio	Contractor Perform Mgr		Contractor Perform Mgr	Director Operational Excellence - Contractor Performa	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Intern Procurement	NiSource Corporate Services Co	Columbus	Ohio	Manager Category Management			Manager Category Management	Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer
Intern Procurement	NiSource Corporate Services Co	Columbus	Ohio	VP Supply Chain				VP Supply Chain	VP Supply Chain	EVP & Chief Financial Officer
Intern Real Estate	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Intern Risk Assessment	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Risk Assessment Analyst Lead		Risk Assessment Analyst Lead	Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Intern Risk Assessment	NiSource Corporate Services Co	Columbus	Ohio	Mgr Operational Excellence - Process Safety		Mgr Operational Excellence - Process Safety	Director Operational Excellence - Process Safety	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Intern Risk Assessment	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Risk Assessment Analyst Lead		Risk Assessment Analyst Lead	Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Investigation & Rec Specialist	NiSource Corporate Services Co	Lorain	Ohio	Leader Facility Damages			Leader Facility Damages	Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
IT Analyst I	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications		Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Hammond	Indiana	Mgr IT Applications		Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure		Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Infrastructure		Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications		Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications		Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Applications		Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Applications		Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications		Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Columbus	Ohio	Mgr Service Management		Mgr Service Management	Dir IT Business Management	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Analyst II	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Service Management		Mgr Service Management	Dir IT Business Management	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Planning Mgr	NiSource Corporate Services Co	Columbus	Ohio	Sr. Director Office of CIO				Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
IT Security Analyst	NiSource Corporate Services Co	Pittsburgh	Pennsylvania	Mgr IT Security			Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security			Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
IT Security Analyst Lead	NiSource Corporate Services Co	Country Club Hills	Illinois	Mgr IAM			Mgr IAM	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
IVR Product Owner	NiSource Corporate Services Co	Merrillville	Indiana	Dir E Channels				Dir E Channels	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Labor Relations Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Manager Labor Relations			Manager Labor Relations	Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Labor Relations Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Manager Labor Relations			Manager Labor Relations	Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Land Agent	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Ldr Survey and Land**		**Ldr Survey and Land**	**Mgr Survey & Land**	**Sr Dir Major Projects**	**SVP Construction**	**EVP Chief Operating & Safety Officer**
Land Agent	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Pataskala	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Chester	Virginia	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration
Land Agent	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Chester	Virginia	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent II	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent II	NiSource Corporate Services Co	Mansfield	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent II	NiSource Corporate Services Co	Powell	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Agent II	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Tech 2	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Tech 2	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Tech 2	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Tech 2	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Tech 2	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Ldr Survey and Land**		**Ldr Survey and Land**	**Mgr Survey & Land**	**Sr Dir Major Projects**	**SVP Construction**	**EVP Chief Operating & Safety Officer**
Land Technician	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Chester	Virginia	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Land Technician	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land		Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Ld Delivery Supprt Analyst R2R	NiSource Corporate Services Co	Columbus	Ohio	VP Customer Solutions Products & Services					VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Ld Delivery Supprt Analyst R2R	NiSource Corporate Services Co	Columbus	Ohio	Mgr Billing Exceptns&Payments			Mgr Billing Exceptns&Payments	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Ld Financial Planning Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Ldr Capital Close Out	NiSource Corporate Services Co	Toledo	Ohio	Mgr Capital Close Out			Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Ldr Capital Close Out	NiSource Corporate Services Co	Mansfield	Ohio	Mgr Capital Close Out			Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Ldr Capital Close Out	NiSource Corporate Services Co	Pittsburgh	Pennsylvania	Mgr Capital Close Out			Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Ldr Capital Close Out	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Close Out			Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Ldr Capital Close Out	NiSource Corporate Services Co	Staunton	Virginia	Mgr Capital Close Out			Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Ldr Clearance Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Mgr Clearance Coord Center			Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Ldr Clearance Engineer	NiSource Corporate Services Co	Columbus	Ohio	Mgr Clearance Coord Center			Mgr Clearance Coord Center	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Ldr Damage Prev Screening	NiSource Corporate Services Co	Galena	Ohio	Dir DP Strategy & Central Ops				Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Ldr Design Engineering	NiSource Corporate Services Co	Zanesville	Ohio	Mgr Design Engineering			Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Ldr Design Engineering	NiSource Corporate Services Co	LaPorte	Indiana	Mgr Design Engineering			Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Ldr Design Engineering	NiSource Corporate Services Co	Chester	Virginia	Mgr Design Engineering			Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Ldr Design Engineering	NiSource Corporate Services Co	Wintersville	Ohio	Mgr Design Engineering			Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Ldr Facility Rec & Enhancement	NiSource Corporate Services Co	Delaware	Ohio	Mgr Mapping & Records			Mgr Mapping & Records	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Ldr Field Engineering	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Ldr Field Engineering	NiSource Corporate Services Co	Fort Wayne	Indiana	Asset Program Owner TIMP	Asset Program Owner TIMP	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Ldr Gas Systems Planning	NiSource Corporate Services Co	Middleburg Hgts	Ohio	Mgr Gas Sys Planning			Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Ldr Gas Systems Planning	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Gas Sys Planning			Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Ldr Instr & Controls	NiSource Corporate Services Co	Chester	Virginia	Mgr Design Engineering			Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Ldr Instr & Controls	NiSource Corporate Services Co	Auburn	Indiana	Mgr Design Engineering			Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Ldr Meter to Cash	NiSource Corporate Services Co	Columbus	Ohio	Mgr Meter To Cash			Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Ldr Mobile Leak Detection	NiSource Corporate Services Co	Columbus	Ohio	Mgr Data Governance			Mgr Data Governance	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Ldr New Business Solutions	NiSource Corporate Services Co	Columbus	Ohio	Dir Marketing New Business				Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Ldr Survey and Land	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Mgr Survey & Land			Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Ldr Survey and Land	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Survey & Land			Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Ldr Survey and Land	NiSource Corporate Services Co	Chester	Virginia	Mgr Survey & Land			Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Ldr Survey and Land	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Mgr Survey & Land**			**Mgr Survey & Land**	**Sr Dir Major Projects**	**SVP Construction**	**EVP Chief Operating & Safety Officer**
Ldr Survey and Land	NiSource Corporate Services Co	Columbus	Ohio	Mgr Survey & Land			Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Ldr Technical Training	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Ldr Technical Training	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Ldr Technical Training	NiSource Corporate Services Co	Springfield	Ohio	Dir Training Execution			Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Ldr Technical Training	NiSource Corporate Services Co	York	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Architect	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Infrastructure		Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security			Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	East Hampton	Connecticut	VP IT Customer & Corporate Systems			VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Mgr IT Infrastructure**		**Mgr IT Infrastructure**	**Dir IT Infrastructure**	**VP IT Infrastructure**	**SVP & Chief Information Officer**	**EVP Strategy Risk and Chief Commercial Officer**
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	VP IT Customer & Corporate Systems			VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security			Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure		Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Durham	North Carolina	Mgr IT Security			Mgr IT Security	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Portfolio		Mgr IT Portfolio	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure		Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Clinton	North Carolina	Mgr IT Infrastructure		Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Cincinnati	Ohio	Mgr IT Security			Mgr IT Security	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Merrillville	Indiana	VP IT Customer & Corporate Systems			VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	**NiSource Corporate Services Co**	**Union**	**Kentucky**	**Mor IT Securitv**			**Mor IT Securitv**	**Sr Director Cvbersecuritv**	**VP Securitv & Chief Information Securitv Officer**	**EVP Strateov Risk and Chief Commercial Officer**
Lead Architect	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Mor IT Portfolio**		**Mor IT Portfolio**	**Dir IT Infrastructure**	**VP IT Infrastructure**	**SVP & Chief Information Officer**	**EVP Strategy Risk and Chief Commercial Officer**
Lead Architect	NiSource Corporate Services Co	Merrillville	Indiana	Dir Transformation Delivery			Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Yorkville	Illinois	VP IT Customer & Corporate Systems			VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer

Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security		Mgr IT Security	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	VP IT Customer & Corporate Systems		VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Portfolio	Mgr IT Portfolio	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Gwynn Oak	Maryland	Mgr IT Security		Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security		Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Architect	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Auditor	NiSource Corporate Services Co	Columbus	Ohio	Dir Internal Audit			Dir Internal Audit	VP Chief Audit Officer	EVP & Chief Financial Officer
Lead Auditor	NiSource Corporate Services Co	Merrillville	Indiana	Dir Internal Audit			Dir Internal Audit	VP Chief Audit Officer	EVP & Chief Financial Officer
Lead Auditor	NiSource Corporate Services Co	Columbus	Ohio	Dir Internal Audit			Dir Internal Audit	VP Chief Audit Officer	EVP & Chief Financial Officer
Lead Auditor	NiSource Corporate Services Co	Columbus	Ohio	Dir Internal Audit			Dir Internal Audit	VP Chief Audit Officer	EVP & Chief Financial Officer
Lead Benefits Analyst	NiSource Corporate Services Co	Orlando	Florida	Mgr H&W Benefits Admin		Mgr H&W Benefits Admin	Director Benefits	VP Total Rewards	CHRO & SVP Administration
Lead Benefits Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Retirement & Benefits Engagement		Mgr Retirement & Benefits Engagement	Director Benefits	VP Total Rewards	CHRO & SVP Administration
Lead Bus App Support Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Business Support		Mgr Business Support	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Claims Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Claims		Mgr Claims	VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Lead Claims Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Claims		Mgr Claims	VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Lead Compensation Analyst	NiSource Corporate Services Co	Columbus	Ohio	Dir Compensation			Dir Compensation	VP Total Rewards	CHRO & SVP Administration
Lead Compliance & Perf Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Compliance		Mgr IT Compliance	Dir Compliance	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Lead Compliance & Perf Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Compliance		Mgr IT Compliance	Dir Compliance	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Lead Compliance Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting Research		Mgr Accounting Research	Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Continuous Improvement Analyst	NiSource Corporate Services Co	Columbus	Ohio	Project Management Director		Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Counsel	NiSource Corporate Services Co	North Andover	Massachusetts	VP & DGC Commercial				VP & DGC Commercial	SVP General Counsel & Corporate Secretary
Lead Cross Functional Tech	NiSource Corporate Services Co	Connellsville	Pennsylvania	Dir Customer Contact Centers			Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Lead Cyber Assessment Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Cyber Assessments		Manager Cyber Assessments	Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Cyber Assessment Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Cyber Assessments		Manager Cyber Assessments	Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Cyber Assessment Analyst	NiSource Corporate Services Co	Boise	Idaho	Manager Cyber Assessments		Manager Cyber Assessments	Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Cyber Compliance Analyst	NiSource Corporate Services Co	Indian Trail	North Carolina	Manager Cyber Compliance		Manager Cyber Compliance	Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Cyber Compliance Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Cyber Compliance		Manager Cyber Compliance	Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Cyber Compliance Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Cyber Compliance		Manager Cyber Compliance	Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Cyber Compliance Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Cyber Compliance		Manager Cyber Compliance	Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Data & Analytics Developer	NiSource Corporate Services Co	Crown Point	Indiana	Manager Data & Analytics		Manager Data & Analytics	Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Lead Data Engineer	NiSource Corporate Services Co	West Des Moines	Iowa	Data Product Manager		Data Product Manager	VP Data & Analytics	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Lead Data Scientist	NiSource Corporate Services Co	Indian Lake	South Carolina	Director Data Science			Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Lead Data Scientist	NiSource Corporate Services Co	Charlotte	North Carolina	Director Data Science			Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Lead Electronic Discovery & Legal Hold S	NiSource Corporate Services Co	Columbus	Ohio	Sr Counsel		Sr Counsel	Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary
Lead Financial Analyst	NiSource Corporate Services Co	Chapmanville	West Virginia	Mgr Accounting		Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting		Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis	Mgr Financial Planning & Analysis	NIPSCO Finance Director	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	El Paso	Texas	Mgr Accounting		Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Planning		Mgr Capital Planning	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting		Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis	Mgr Financial Planning & Analysis	NIPSCO Finance Director	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting		Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Findlay	Ohio	Mgr Accounting		Mgr Accounting	Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Valparaiso	Indiana	Director Commercial JV Assets			Director Commercial JV Assets	SVP Electric Operations	EVP Chief Operating & Safety Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting		Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Corporate Finance			Manager Corporate Finance	VP Treasurer and Corporate Finance	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Gulfport	Florida	Mgr Financial Planning & Analysis	Mgr Financial Planning & Analysis	NIPSCO Finance Director	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting		Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting Research		Mgr Accounting Research	Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr SEC Fin Reporting		Mgr SEC Fin Reporting	Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Hilliard	Ohio	Mgr Treasury Operations			Mgr Treasury Operations	VP Treasurer and Corporate Finance	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Strategic Financial Plng	Mgr Strategic Financial Plng	Director Strategic Planning & Capital	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting		Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Treasury Operations			Mgr Treasury Operations	VP Treasurer and Corporate Finance	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Planning		Mgr Capital Planning	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Strategic Financial Plng	Mgr Strategic Financial Plng	Director Strategic Planning & Capital	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Accounting		Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting Research		Mgr Accounting Research	Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Lead Forecasting Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Lead Gas Accountant	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Scheduling & Confirmations		Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Lead Gas Accountant	NiSource Corporate Services Co	Hammond	Indiana	Mgr Gas Scheduling & Confirmations		Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Lead Gas Scheduling & Confirmations A	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Scheduling & Confirmations		Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Lead IC Business Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Forecasting and Modeling		Manager Work Forecasting and Modeling	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Portfolio	Mgr IT Portfolio	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Wesley Chapel	Florida	IT Planning Mgr		IT Planning Mgr	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Portfolio Mgmt	Mgr Portfolio Mgmt	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Business Relationship Mgr	Business Relationship Mgr	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Dublin	Ohio	Mgr Service Integration	Mgr Service Integration	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Portfolio	Mgr IT Portfolio	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Cardington	Ohio	Mgr IT Portfolio	Mgr IT Portfolio	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure	Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Resource Capacity	Manager Resource Capacity	Dir IT Business Management	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Infrastructure	Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Edgewater	Florida	Mgr Portfolio Mgmt	Mgr Portfolio Mgmt	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Service Management	Mgr Service Management	Dir IT Business Management	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Manager Risk and Policy**		**Manager Risk and Policy**	**Dir Compliance**	**VP Business Transformation & Governance**	**EVP Strategy Risk and Chief Commercial Officer**
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Hanna	Indiana	Mgr Service Management	Mgr Service Management	Dir IT Business Management	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Highland	Indiana	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure	Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Fairfax	Virginia	Mgr Delivery Methods&Practices	Mgr Delivery Methods&Practices	Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Parkland	Florida	Business Relationship Mgr	Business Relationship Mgr	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Portfolio Mgmt	Mgr Portfolio Mgmt	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Hammond	Indiana	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Delaware	Ohio	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Business Relationship Mgr	Business Relationship Mgr	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Portfolio	Mgr IT Portfolio	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Somerset	New Jersey	Mgr Delivery Methods&Practices	Mgr Delivery Methods&Practices	Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Delivery Methods&Practices	Mgr Delivery Methods&Practices	Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Westerville	Ohio	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Risk and Policy		Manager Risk and Policy	Dir Compliance	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Lead IT Analyst	NiSource Corporate Services Co	Liberty Township	Ohio	Mgr Portfolio Mgmt	Mgr Portfolio Mgmt	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security		Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security		Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Security Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Dir HR Operations Delivery			Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration
Lead IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security		Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security		Mgr IT Security	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Security Analyst	NiSource Corporate Services Co	Rochester	New York	Mgr IAM		Mgr IAM	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security		Mgr IT Security	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead IT Security Analyst	NiSource Corporate Services Co	Brunswick	Ohio	Mgr IT Security		Mgr IT Security	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Lead Learning Technologies Specialist	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Manager Learning Technologies and Governance	Manager Learning Technologies and Governanc	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Learning Technologies Specialist	NiSource Corporate Services Co	LaPorte	Indiana	Manager Learning Technologies and Governance	Manager Learning Technologies and Governanc	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead Op Ex - CAP Execution	NiSource Corporate Services Co	Chester	Virginia	Manager Operational Excellence	Manager Operational Excellence	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Op Ex - CAP Execution	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Manager Operational Excellence**	**Manager Operational Excellence**	**Director Operational Excellence**	**VP Operational Excellence**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
Lead Op Ex - CAP Execution	NiSource Corporate Services Co	LaPorte	Indiana	Manager Operational Excellence	Manager Operational Excellence	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Op Ex - CAP Execution	NiSource Corporate Services Co	Gary	Indiana	Manager Operational Excellence	Manager Operational Excellence	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Op Ex - CAP Execution	NiSource Corporate Services Co	Columbus	Ohio	Manager Operational Excellence	Manager Operational Excellence	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Op Ex - CAP Execution	NiSource Corporate Services Co	Somerset	Pennsylvania	Manager Operational Excellence	Manager Operational Excellence	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Op Ex - CAP Execution	NiSource Corporate Services Co	Merrillville	Indiana	Manager Operational Excellence	Manager Operational Excellence	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Operational Excellence Manageme	NiSource Corporate Services Co	Columbus	Ohio	Mgr Management of Change	Mgr Management of Change	Director Operational Excellence - Process Safety	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Process Safety Specialist	NiSource Corporate Services Co	Columbus	Ohio	Mgr Operational Excellence - Process Safety	Mgr Operational Excellence - Process Safety	Director Operational Excellence - Process Safety	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Process Safety Specialist	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Mgr Operational Excellence - Process Safety**	**Mgr Operational Excellence - Process Safety**	**Director Operational Excellence - Process Safety**	**VP Operational Excellence**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
Lead Project Manager New Business	NiSource Corporate Services Co	Toledo	Ohio	Manager New Business		Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities

Lead Project Manager New Business	NiSource Corporate Services Co	Fredericksburg	Virginia	Manager New Business		Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead QA Project Mgmt Spec	NiSource Corporate Services Co	Columbus	Ohio	Mgr QMS Strategy & Plg	Mgr QMS Strategy & Plg	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Quality Assurance	NiSource Corporate Services Co	Wheatfield	Indiana	Mgr Training & QA		Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Lead Quality Assurance	NiSource Corporate Services Co	Columbus	Ohio	Mgr New Business Reporting		Mgr New Business Reporting	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead Quality Assurance	NiSource Corporate Services Co	Columbus	Ohio	Mgr New Business Reporting		Mgr New Business Reporting	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Lead Regltry Studies Analyst	NiSource Corporate Services Co	Henrico	Virginia	Mgr Regulatory Studies		Mgr Regulatory Studies	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regltry Studies Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Regulatory Studies		Mgr Regulatory Studies	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regltry Studies Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Regulatory Studies		Mgr Regulatory Studies	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regltry Studies Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Regulatory Studies		Mgr Regulatory Studies	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Regulatory Studies		Mgr Regulatory Studies	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Regulatory		Manager Regulatory	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Regulatory		Manager Regulatory	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Flower Mound	Texas	Mgr Rate Case Execution		Mgr Rate Case Execution	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Huntsville	Alabama	Mgr Rate Case Execution		Mgr Rate Case Execution	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory Strategy		Manager Regulatory Strategy	Sr Director Regulatory Strategy	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Regulatory		Manager Regulatory	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Rate Case Execution		Mgr Rate Case Execution	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Regulatory		Manager Regulatory	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Regulatory		Manager Regulatory	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Richmond	Virginia	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Hinckley	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Regulatory		Manager Regulatory	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Rate Case Execution		Mgr Rate Case Execution	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Henrico	Virginia	Mgr Rate Case Execution		Mgr Rate Case Execution	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Rate Case Execution		Mgr Rate Case Execution	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Lead Risk Consultant	NiSource Corporate Services Co	Columbus	Ohio	Mgr Risk Assessment		Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Strategy & Planning Spec	NiSource Corporate Services Co	Merrillville	Indiana	Dir DP Strategy & Central Ops			Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Lead Strategy & Planning Spec	NiSource Corporate Services Co	Columbus	Ohio	Dir DP Strategy & Central Ops			Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Lead Strategy & Planning Spec	NiSource Corporate Services Co	Columbus	Ohio	Dir DP Strategy & Central Ops			Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Lead Sustainability Strategy Consultant	NiSource Corporate Services Co	Columbus	Ohio	Director of Sustainability Strategy & Integration			Director of Sustainability Strategy & Integration	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Lead Tax Analyst	NiSource Corporate Services Co	Cadiz	Ohio	Dir Income Tax Plannng&Contrvsy			Dir Income Tax Plannng&Contrvsy	VP Tax	EVP & Chief Financial Officer
Lead Tax Analyst	NiSource Corporate Services Co	Indianapolis	Indiana	Dir Income Tax Operations			Dir Income Tax Operations	VP Tax	EVP & Chief Financial Officer
Lead Tax Analyst	NiSource Corporate Services Co	Columbus	Ohio	Dir Income Tax Plannng&Contrvsy			Dir Income Tax Plannng&Contrvsy	VP Tax	EVP & Chief Financial Officer
Lead Tax Analyst	NiSource Corporate Services Co	Columbus	Ohio	Dir Income Tax Operations		Dir Income Tax Operations	Dir Income Tax Operations	VP Tax	EVP & Chief Financial Officer
Lead Training Coordinator	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training	Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Training Coordinator	NiSource Corporate Services Co	Chester	Virginia	Mgr Technical Training	Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Training Coordinator	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training	Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Training Coordinator	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training	Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Lead Transformation Consultant	NiSource Corporate Services Co	Columbus	Ohio	Transformation Mgr		Transformation Mgr	Dir Enterprise Project Management Office	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Leader Business Analytics	NiSource Corporate Services Co	Madeira Beach	Florida	Dir Bus Spt Mtrics & Data Gov		Dir Bus Spt Mtrics & Data Gov	VP Power Delivery	SVP Electric Operations	EVP Chief Operating & Safety Officer
Leader Facility Damages	NiSource Corporate Services Co	Merrillville	Indiana	Dir DP Strategy & Central Ops			Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Leader Facility Damages	NiSource Corporate Services Co	Lorain	Ohio	Dir DP Strategy & Central Ops			Dir DP Strategy & Central Ops	SVP Gas Operations	EVP Chief Operating & Safety Officer
Leader GPS Program Management	NiSource Corporate Services Co	Chester	Virginia	Sr Dir Asset Knowledge Management			Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Leader ISO TVC	NiSource Corporate Services Co	Mt Vernon	Ohio	Mgr Fabrication Shop		Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Leader Meter Operations	NiSource Corporate Services Co	Springfield	Ohio	Mgr Meter To Cash		Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Leader Meter Operations	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Meter To Cash		Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Leader Meter Operations	NiSource Corporate Services Co	Spring Grove	Pennsylvania	Mgr Meter To Cash		Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Leader of Materials	NiSource Corporate Services Co	Mt Vernon	Ohio	Mgr Fabrication Shop		Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Leader Project Mgmt	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Mgr Contractor Quality	Mgr Contractor Quality	Director Operational Excellence - Contractor Performa	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Leader Project Mgmt	NiSource Corporate Services Co	Columbus	Ohio	Mgr Contractor Quality	Mgr Contractor Quality	Director Operational Excellence - Contractor Performa	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Leader Project Mgmt	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Contractor Quality	Mgr Contractor Quality	Director Operational Excellence - Contractor Performa	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Leader Standards	NiSource Corporate Services Co	Columbus	Ohio	Manager Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Leader Standards	NiSource Corporate Services Co	Fredericksburg	Virginia	Manager Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Leak Analyst 1	NiSource Corporate Services Co	Columbus	Ohio	Principal Engineer	Principal Engineer	Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Leak Analyst 1	NiSource Corporate Services Co	Columbus	Ohio	Principal Engineer	Principal Engineer	Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Leak Analyst 2	NiSource Corporate Services Co	Merrillville	Indiana	Principal Engineer	Principal Engineer	Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Learning Technologies Specialist 1	NiSource Corporate Services Co	Columbus	Ohio	Manager Learning Technologies and Governance	Manager Learning Technologies and Governanc	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Learning Technologies Specialist 1	NiSource Corporate Services Co	Hammond	Indiana	Manager Learning Technologies and Governance	Manager Learning Technologies and Governanc	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Learning Technologies Specialist 2	NiSource Corporate Services Co	Merrillville	Indiana	Manager Learning Technologies and Governance	Manager Learning Technologies and Governanc	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Learning Technologies Specialist 2	NiSource Corporate Services Co	Nelsonville	Ohio	Manager Learning Technologies and Governance	Manager Learning Technologies and Governanc	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Learning Technologies Specialist 2	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Manager Learning Technologies and Governance	Manager Learning Technologies and Governanc	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Learning Technologies Specialist Sr	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Manager Learning Technologies and Governance	Manager Learning Technologies and Governanc	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Legal Assistant	NiSource Corporate Services Co	Merrillville	Indiana	VP & DGC Litigation				VP & DGC Litigation	SVP General Counsel & Corporate Secretary
Legal Assistant	NiSource Corporate Services Co	Merrillville	Indiana	VP & DGC Corporate				VP & DGC Corporate	SVP General Counsel & Corporate Secretary
Legal Operations & Technology Director	NiSource Corporate Services Co	Merrillville	Indiana	SVP General Counsel & Corporate Secretary					SVP General Counsel & Corporate Secretary
Legal Summer Clerk	NiSource Corporate Services Co	Columbus	Ohio	VP & DGC Commercial				VP & DGC Commercial	SVP General Counsel & Corporate Secretary
Local Fleet Supv	NiSource Corporate Services Co	Columbus	Ohio	Manager Fleet		Manager Fleet	Director Fleet	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Local Fleet Supv	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Manager Fleet		Manager Fleet	Director Fleet	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Local Fleet Supv	NiSource Corporate Services Co	Columbus	Ohio	Manager Fleet		Manager Fleet	Director Fleet	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Local Fleet Supv	NiSource Corporate Services Co	Chester	Virginia	Manager Fleet		Manager Fleet	Director Fleet	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
M&R Technician 3	NiSource Corporate Services Co	Columbus	Ohio	Project Management Manager	Project Management Manager	Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mailing Coordinator I	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Printing&Inserting	Team Ldr Printing&Inserting	Mgr Cust Billing Process Del	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Mailing Coordinator II	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Printing&Inserting	Team Ldr Printing&Inserting	Mgr Cust Billing Process Del	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Manager Aviation Maintenance	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Real Estate Services & Aviation				Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Manager Category Management	NiSource Corporate Services Co	Bowling Green	Ohio	VP Supply Chain				VP Supply Chain	EVP & Chief Financial Officer
Manager Category Management	NiSource Corporate Services Co	Columbus	Ohio	Dir Indirect Category Mgmt			Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer
Manager Category Management	NiSource Corporate Services Co	Wyoming	Ohio	Dir Indirect Category Mgmt			Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer
Manager Category Management	NiSource Corporate Services Co	Columbus	Ohio	VP Supply Chain				VP Supply Chain	EVP & Chief Financial Officer
Manager Category Management	NiSource Corporate Services Co	Columbus	Ohio	Dir Indirect Category Mgmt			Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer
Manager Category Management	NiSource Corporate Services Co	Spring	Texas	VP Supply Chain				VP Supply Chain	EVP & Chief Financial Officer
Manager Corporate Finance	NiSource Corporate Services Co	Columbus	Ohio	VP Treasurer and Corporate Finance				VP Treasurer and Corporate Finance	EVP & Chief Financial Officer
Manager Corporate Insurance	NiSource Corporate Services Co	Columbus	Ohio	VP Strategy & Risk			VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Manager Corporate Talent Acquisition	NiSource Corporate Services Co	Columbus	Ohio	Director Talent Acquisition			Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Manager Cyber Assessments	NiSource Corporate Services Co	Columbus	Ohio	Dir IT GRC			Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Manager Cyber Compliance	NiSource Corporate Services Co	Merrillville	Indiana	Dir IT GRC			Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Manager Data & Analytics	NiSource Corporate Services Co	Columbus	Ohio	Director Data Science			Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Manager Environmental Remediation	NiSource Corporate Services Co	Merrillville	Indiana	Dir Environmental Remediation			Dir Environmental Remediation	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Manager Financial Reporting and Visuali	NiSource Corporate Services Co	Columbus	Ohio	Dir Financial Planning & Analysis			Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Manager Fleet	NiSource Corporate Services Co	Columbus	Ohio	Director Fleet			Director Fleet	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Manager HR Compliance	NiSource Corporate Services Co	Columbus	Ohio	Dir Employee Relations			Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration
Manager HR Optimization	NiSource Corporate Services Co	Columbus	Ohio	Dir HR Optimization & Technology			Dir HR Optimization & Technology	VP HR Services & Solutions	CHRO & SVP Administration
Manager HR Shared Services	NiSource Corporate Services Co	Columbus	Ohio	Dir Employee Relations			Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration
Manager HR Technology	NiSource Corporate Services Co	Columbus	Ohio	Dir HR Optimization & Technology			Dir HR Optimization & Technology	VP HR Services & Solutions	CHRO & SVP Administration
Manager Labor Relations	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Labor Relations			Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Manager Labor Relations	NiSource Corporate Services Co	Merrillville	Indiana	Dir Labor Relations			Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Manager Learning Technoloaies and Gov	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Training Execution		Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager New Business	NiSource Corporate Services Co	Columbus	Ohio	Dir New Business			Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Manager New Business	NiSource Corporate Services Co	Columbus	Ohio	Dir New Business			Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Manager New Business	NiSource Corporate Services Co	Chester	Virginia	Dir New Business			Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Manager of Data Science	NiSource Corporate Services Co	Columbus	Ohio	Director Data Science			Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Manager of Ethics	NiSource Corporate Services Co	Merrillville	Indiana	Dir Corp Ethics			Dir Corp Ethics	VP & DGC Litigation	SVP General Counsel & Corporate Secretary
Manager of Process & Reporting	NiSource Corporate Services Co	Columbus	Ohio	Director Financial Systems & Continuous Improvement			Director Financial Systems & Continuous Improvement	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Manager of QMS Process Development	NiSource Corporate Services Co	Columbus	Ohio	Director Operational Excellence - Performance & Process Management		Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Operational Excellence	NiSource Corporate Services Co	LaPorte	Indiana	Director Operational Excellence		Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Operational Excellence Utility G	NiSource Corporate Services Co	Columbus	Ohio	Director Operational Excellence		Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Organization Effectiveness	NiSource Corporate Services Co	Columbus	Ohio	VP Talent				VP Talent	CHRO & SVP Administration
Manager Payroll	NiSource Corporate Services Co	Columbus	Ohio	Dir HR Operations Delivery			Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration
Manager People Analytics	NiSource Corporate Services Co	Columbus	Ohio	VP HR Services & Solutions				VP HR Services & Solutions	CHRO & SVP Administration
Manager Planning	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Planning	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Planning Commercial Support	NiSource Corporate Services Co	Columbus	Ohio	VP Supply & Optimization			VP Supply & Optimization	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Manager Regulatory	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director NIPSCO Rates and Regulatory			Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Manager Regulatory	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Columbia Rates & Regulatory			Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Manager Regulatory	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director NIPSCO Rates and Regulatory			Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Manager Regulatory	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Columbia Rates & Regulatory			Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Manager Regulatory	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Columbia Rates & Regulatory			Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Manager Regulatory Strategy	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Regulatory Strategy			Sr Director Regulatory Strategy	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Manager Renewable Assets	NiSource Corporate Services Co	Wheatfield	Indiana	Dir Renewable Assets		Dir Renewable Assets	VP Electric Generation	SVP Electric Operations	EVP Chief Operating & Safety Officer
Manager Resource Capacity	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Business Management		Dir IT Business Management	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Manager Risk	NiSource Corporate Services Co	Columbus	Ohio	VP Strategy & Risk			VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Manager Risk and Policy	NiSource Corporate Services Co	Columbus	Ohio	Dir Compliance			Dir Compliance	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Manager Standards	NiSource Corporate Services Co	Columbus	Ohio	Director Standards and Compliance		Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Strategy and Risk	NiSource Corporate Services Co	Merrillville	Indiana	VP Customer Solutions Products & Services				VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Manager Strategy and Risk	NiSource Corporate Services Co	Columbus	Ohio	Director of Sustainability Strategy & Integration			Director of Sustainability Strategy & Integration	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer

Manager Strategy and Risk	NiSource Corporate Services Co	Columbus	Ohio	Dir Strategy			Dir Strategy	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Manager Strategy and Risk	NiSource Corporate Services Co	Merrillville	Indiana	Director of Sustainability Strategy & Integration			Director of Sustainability Strategy & Integration	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Manager Sustainability Strategy	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Director of Sustainability Strategy & Integration			Director of Sustainability Strategy & Integration	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Manager Sustainability Strategy	NiSource Corporate Services Co	Columbus	Ohio	Director of Sustainability Strategy & Integration			Director of Sustainability Strategy & Integration	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Manager Talent Acquisition	NiSource Corporate Services Co	Columbus	Ohio	Director Talent Acquisition			Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Manager Talent Strategy	NiSource Corporate Services Co	Columbus	Ohio	Director Talent Strategy & Leadership Development			Director Talent Strategy & Leadership Development	VP Talent	CHRO & SVP Administration
Manager Talent Strategy	NiSource Corporate Services Co	Columbus	Ohio	Director Talent Strategy & Leadership Development			Director Talent Strategy & Leadership Development	VP Talent	CHRO & SVP Administration
Manager Talent Strategy	NiSource Corporate Services Co	Columbus	Ohio	Director Talent Strategy & Leadership Development			Director Talent Strategy & Leadership Development	VP Talent	CHRO & SVP Administration
Manager Training and Development	NiSource Corporate Services Co	Monaca	Pennsylvania	Director Training and Development		Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Training and Development	NiSource Corporate Services Co	LaPorte	Indiana	Director Training and Development		Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Work Forecastina and Modelinc	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Work Management	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Work Management	NiSource Corporate Services Co	Columbus	Ohio	Project Management Director		Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Work Management	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Work Management	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Work Management	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management		Dir Work Management	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Manager Work Management	NiSource Corporate Services Co	Merrillville	Indiana	Dir Transformation			Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Manager Work Management	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Work Management	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Manager Work Management	NiSource Corporate Services Co	Columbus	Ohio	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Market Research Ldr	NiSource Corporate Services Co	York	Pennsylvania	Mgr Marketing Communications		Mgr Marketing Communications	Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Market Research Ldr	NiSource Corporate Services Co	Columbus	Ohio	Dir Marketing New Business			Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Materials Specialist	NiSource Corporate Services Co	Mt Vernon	Ohio	Leader of Materials	Leader of Materials	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Materials Specialist	NiSource Corporate Services Co	Mt Vernon	Ohio	Leader of Materials	Leader of Materials	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Media and Content Design Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Marketing Communications		Mgr Marketing Communications	Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Meter Shop Floor Ldr	NiSource Corporate Services Co	Columbus	Ohio	Mgr Meter Shop			Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Meter Shop Office Admin	NiSource Corporate Services Co	Columbus	Ohio	Mgr Meter Shop			Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Meter Shop Specialist	NiSource Corporate Services Co	Columbus	Ohio	Mgr Meter Shop			Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Meter Technician	NiSource Corporate Services Co	Columbus	Ohio	Meter Shop Floor Ldr		Meter Shop Floor Ldr	Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Meter Technician	NiSource Corporate Services Co	Columbus	Ohio	Meter Shop Floor Ldr		Meter Shop Floor Ldr	Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Meter Technician	NiSource Corporate Services Co	Columbus	Ohio	Meter Shop Floor Ldr		Meter Shop Floor Ldr	Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Meter Technician	NiSource Corporate Services Co	Columbus	Ohio	Meter Shop Floor Ldr		Meter Shop Floor Ldr	Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Meter Technician	NiSource Corporate Services Co	Columbus	Ohio	Meter Shop Floor Ldr		Meter Shop Floor Ldr	Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Meter to Cash Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Meter To Cash		Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Mgr Accounting	NiSource Corporate Services Co	Columbus	Ohio	Controller			Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Mgr Accounting	NiSource Corporate Services Co	Columbus	Ohio	Dir Cons Ext Rpt Tech Acct&SOX			Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Mgr Accounting	NiSource Corporate Services Co	Columbus	Ohio	Controller			Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Mgr Accounting	NiSource Corporate Services Co	Frisco	Texas	Controller			Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Mgr Accounting	NiSource Corporate Services Co	Merrillville	Indiana	Controller			Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Mgr Accounting	NiSource Corporate Services Co	Columbus	Ohio	Controller			Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Mgr Accounting	NiSource Corporate Services Co	Columbus	Ohio	Dir Financial Planning & Analysis		Dir Financial Planning & Analysis	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mgr Accounting Research	NiSource Corporate Services Co	Columbus	Ohio	Dir Cons Ext Rpt Tech Acct&SOX			Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer
Mgr Billing Exceplns&Payments	NiSource Corporate Services Co	Columbus	Ohio	Dir Billing Payment and Customer Programs			Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Mgr Budgets	NiSource Corporate Services Co	Merrillville	Indiana	NIPSCO Finance Director		NIPSCO Finance Director	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Budgets	NiSource Corporate Services Co	Merrillville	Indiana	NIPSCO Finance Director		NIPSCO Finance Director	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Business Support	NiSource Corporate Services Co	Merrillville	Indiana	Dir Work Management			Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Mgr C&I Acct Mgmt & Gas Trans	NiSource Corporate Services Co	Columbus	Ohio	Dir Billing Payment and Customer Programs			Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Mgr Capital Close Out	NiSource Corporate Services Co	Brentwood	New Hampshire	Sr Dir Asset Knowledge Management			Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Mgr Capital Planning	NiSource Corporate Services Co	Columbus	Ohio	SVP Financial Planning & Analysis			SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Capital Planning	NiSource Corporate Services Co	Columbus	Ohio	Director CDC Capital Program & Suppt Services			Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Mgr Capital Planning	NiSource Corporate Services Co	Columbus	Ohio	Director CDC Capital Program & Suppt Services			Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Mgr CCC	NiSource Corporate Services Co	Griffith	Indiana	Dir Customer Contact Centers			Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Mgr CCC	NiSource Corporate Services Co	Cedar Lake	Indiana	Dir Customer Contact Centers			Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Mgr Change Mgmt Delivery	NiSource Corporate Services Co	Cave Creek	Arizona	Dir Change Management			Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mgr Change Mgmt Delivery	NiSource Corporate Services Co	Columbus	Ohio	Dir Change Management			Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mgr Change Mgmt Delivery	NiSource Corporate Services Co	Columbus	Ohio	Dir Change Management			Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mgr Choice & Trans Supp Serv	NiSource Corporate Services Co	Columbus	Ohio	Dir Billing Payment and Customer Programs			Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Mgr CI Performance	NiSource Corporate Services Co	Crown Point	Indiana	Dir Cust Experience & Insights			Dir Cust Experience & Insights	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Mgr CI Performance	NiSource Corporate Services Co	Columbus	Ohio	Dir Cust Experience & Insights			Dir Cust Experience & Insights	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Mgr Claims	NiSource Corporate Services Co	Columbus	Ohio	VP Strategy & Risk			VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Mgr Clearance Coord Center	NiSource Corporate Services Co	Columbus	Ohio	Dir Gas Control & Sys Planning			Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Mgr Construction Services	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Work Management		Dir Work Management	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mgr Contractor Perf Mgmt	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation			Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mgr Contractor Quality	NiSource Corporate Services Co	Columbus	Ohio	Director Operational Excellence - Contractor Performance		Director Operational Excellence - Contractor Performa	VP Gas Distribution Construction	SVP Construction	EVP Chief Operating & Safety Officer
Mgr Cust Billing Process Del	NiSource Corporate Services Co	Columbus	Ohio	Dir Billing Payment and Customer Programs			Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Mgr Customer Care Advisors	NiSource Corporate Services Co	Merrillville	Indiana	VP Customer Care Centers				VP Customer Care Centers	EVP & Group President Utilities
Mgr Data Governance	NiSource Corporate Services Co	Ledyard	Connecticut	Director Data Governance			Director Data Governance	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Mgr Data Governance	NiSource Corporate Services Co	Columbus	Ohio	Director Data Governance			Director Data Governance	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Mgr Data Governance	NiSource Corporate Services Co	Valparaiso	Indiana	Dir Transformation			Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mgr Data Governance	NiSource Corporate Services Co	New Cambria	Missouri	Director Data Governance			Director Data Governance	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Mgr Delivery Methods&Practices	NiSource Corporate Services Co	Columbus	Ohio	Dir Agile&Delivery Enablement		Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr Delivery Methods&Practices	NiSource Corporate Services Co	Columbus	Ohio	Dir Agile&Delivery Enablement		Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr Design & Construction	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director Real Estate Services & Aviation				Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Mgr Design Engineering	NiSource Corporate Services Co	York	Pennsylvania	VP Engineering & Standards			VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Mgr Employee Relations	NiSource Corporate Services Co	Columbus	Ohio	Dir Employee Relations			Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration
Mgr Employee Relations	NiSource Corporate Services Co	Newtown	Connecticut	Dir Employee Relations			Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration
Mgr Engr Servs/SUP	NiSource Corporate Services Co	Columbus	Ohio	Dir Supply Development			Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Mgr Env Policy & Sustain	NiSource Corporate Services Co	Columbus	Ohio	Dir Env Policy & Sustain		Dir Env Policy & Sustain	Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities
Mgr Env Policy & Sustain	NiSource Corporate Services Co	Merrillville	Indiana	Dir Env Policy & Sustain		Dir Env Policy & Sustain	Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities
Mgr Environmental Compliance	NiSource Corporate Services Co	Valparaiso	Indiana	Dir Environmental Compliance			Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Mgr Environmental Compliance	NiSource Corporate Services Co	Columbus	Ohio	Dir Environmental Compliance			Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Mgr Environmental Mgmt Systs	NiSource Corporate Services Co	Chester	Virginia	Sr Director Environmental & Sustainability			Sr Director Environmental & Sustainability	EVP & Group President Utilities	EVP & Group President Utilities
Mgr Fabrication Shop	NiSource Corporate Services Co	Mt Vernon	Ohio	Director CDC Capital Program & Suppt Services			Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Mgr Field Engineering	NiSource Corporate Services Co	Chester	Virginia	Project Management Director		Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Mgr Field Leadership Dev	NiSource Corporate Services Co	Valparaiso	Indiana	Dir Transformation		Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mgr Field Leadership Dev	NiSource Corporate Services Co	Gahanna	Ohio	Dir Training Execution		Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Mgr Field Leadership Dev	NiSource Corporate Services Co	Valparaiso	Indiana	Dir Training Execution		Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Mgr Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	Dir Financial Planning & Analysis			Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	Director Strategic Planning & Capital		Director Strategic Planning & Capital	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Financial Planning & Analysis	NiSource Corporate Services Co	Merrillville	Indiana	Dir Financial Planning & Analysis		Dir Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Financial Planning & Analysis			Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	Dir Financial Planning & Analysis		Dir Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	Dir Financial Planning & Analysis			Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	Dir Financial Planning & Analysis			Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	NIPSCO Finance Director		NIPSCO Finance Director	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer
Mgr Gas Control Ops	NiSource Corporate Services Co	Hammond	Indiana	Dir Gas Control & Sys Planning			Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Mgr Gas Scheduling & Confirmations	NiSource Corporate Services Co	Hammond	Indiana	Dir Supply Development			Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Mgr Gas Sys Planning	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Gas Control & Sys Planning			Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Mgr GPS Program Mgmt	NiSource Corporate Services Co	Monaca	Pennsylvania	Sr Dir Asset Knowledge Management			Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Mgr H&W Benefits Admin	NiSource Corporate Services Co	Merrillville	Indiana	Director Benefits			Director Benefits	VP Total Rewards	CHRO & SVP Administration
Mgr IAM	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Cybersecurity			Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr Industrial Hygiene	NiSource Corporate Services Co	Columbus	Ohio	Dir Safety Svcs&Occup Safety			Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Mgr Instructional Prog Design	NiSource Corporate Services Co	Columbus	Ohio	Director Training and Development		Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Mgr Instructional Prog Design	NiSource Corporate Services Co	Greensburg	Pennsylvania	Director Training and Development		Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Mgr IT Applications	NiSource Corporate Services Co	Jacksonville	Florida	VP IT Customer & Corporate Systems		VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Applications	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Applications		Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Applications	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Applications	NiSource Corporate Services Co	Columbus	Ohio	VP IT Customer & Corporate Systems		VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Applications	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Applications	NiSource Corporate Services Co	Merrillville	Indiana	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Applications	NiSource Corporate Services Co	Merrillville	Indiana	Dir IT Applications		Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Applications	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Applications	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Applications		Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Compliance	NiSource Corporate Services Co	Merrillville	Indiana	Dir Compliance			Dir Compliance	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Infrastructure	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Infrastructure		Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Infrastructure	NiSource Corporate Services Co	Merrillville	Indiana	Dir IT Infrastructure		Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Infrastructure	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Infrastructure		Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Infrastructure	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Infrastructure		Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Infrastructure	NiSource Corporate Services Co	Merrillville	Indiana	Dir IT Infrastructure		Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Infrastructure	NiSource Corporate Services Co	Merrillville	Indiana	Dir IT Infrastructure		Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Portfolio	NiSource Corporate Services Co	Merrillville	Indiana	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Portfolio	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Portfolio	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Portfolio	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Infrastructure		Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Portfolio	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Portfolio	NiSource Corporate Services Co	Merrillville	Indiana	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Portfolio	**NiSource Corporate Services Co**	**Alexandria**	**Kentucky**	**Dir Transformation Delivery**		**Dir Transformation Delivery**	**VP IT Utilities Systems**	**SVP & Chief Information Officer**	**EVP Strategy Risk and Chief Commercial Officer**
Mgr IT Security	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Security			Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Security	NiSource Corporate Services Co	Meadville	Pennsylvania	Dir IT Security			Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Security	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Cybersecurity			Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Security	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Cybersecurity			Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr IT Security	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Security			Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Mgr Major Projects	NiSource Corporate Services Co	Columbus	Ohio	Director CDC Capital Program & Suppt Services			Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Mgr Major Projects	NiSource Corporate Services Co	York	Pennsylvania	Sr Dir Major Projects			Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer

Mgr Major Projects	NiSource Corporate Services Co	Columbus	Ohio	Sr Dir Major Projects				Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer	
Mgr Management of Change	NiSource Corporate Services Co	Chester	Virginia	Director Operational Excellence - Process Safety			Director Operational Excellence - Process Safety	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Marketing Communications	NiSource Corporate Services Co	Merrillville	Indiana	Dir Marketing New Business				Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer	
Mgr Meter Shop	NiSource Corporate Services Co	Columbus	Ohio	VP Supply Chain					VP Supply Chain	EVP & Chief Financial Officer	
Mgr Meter To Cash	NiSource Corporate Services Co	Columbus	Ohio	Dir Mtr Reading and Rev Rec				Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities	
Mgr Meter To Cash	NiSource Corporate Services Co	Merrillville	Indiana	Dir Mtr Reading and Rev Rec				Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities	
Mgr Meter To Cash	NiSource Corporate Services Co	Columbus	Ohio	Dir Mtr Reading and Rev Rec				Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities	
Mgr Nat Resource Permitting	NiSource Corporate Services Co	Merrillville	Indiana	Dir Env Permitting				Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Mgr Nat Resource Permitting	NiSource Corporate Services Co	New Castle	Pennsylvania	Dir Env Permitting				Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Mgr Nat Resource Permitting	NiSource Corporate Services Co	Columbus	Ohio	Dir Env Permitting				Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Mgr New Business Reporting	NiSource Corporate Services Co	Columbus	Ohio	Dir New Business				Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
Mgr New Business Reporting	NiSource Corporate Services Co	Middleburg Hgts	Ohio	Dir Marketing New Business				Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer	
Mgr Operational Excellence - Process Sa	NiSource Corporate Services Co	Columbus	Ohio	Director Operational Excellence - Process Safety			Director Operational Excellence - Process Safety	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Operational Excellence - Process Sa	NiSource Corporate Services Co	Columbus	Ohio	Director Operational Excellence - Process Safety			Director Operational Excellence - Process Safety	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Operational Excellence - Safety Man	NiSource Corporate Services Co	Goshen	Indiana	Director Operational Excellence			Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Operations Center	NiSource Corporate Services Co	Andover	Massachusetts	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
Mgr Operations Programs	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Project Management Director**			**Project Management Director**	**Sr Dir Ops Excellence**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**	
Mgr Planning	NiSource Corporate Services Co	Columbus	Ohio	Dir Supply Development				Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Mgr Plng Bus Continuity	NiSource Corporate Services Co	Merrillville	Indiana	Dir Corp Compl Bus Continuity				Dir Corp Compl Bus Continuity	VP & DGC Commercial	SVP General Counsel & Corporate Secretary	
Mgr Portfolio Mgmt	NiSource Corporate Services Co	Columbus	Ohio	Director Project Management Office			Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer	
Mgr Portfolio Mgmt	NiSource Corporate Services Co	Columbus	Ohio	Director Project Management Office			Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer	
Mgr QMS Perf&Process Mgmt	NiSource Corporate Services Co	Merrillville	Indiana	Director Operational Excellence - Performance & Process Management			Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr QMS Strategy & Plg	NiSource Corporate Services Co	Columbus	Ohio	Director Operational Excellence - Performance & Process Management			Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Rate Case Execution	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director NIPSCO Rates and Regulatory				Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities	
Mgr Rate Case Execution	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Columbia Rates & Regulatory				Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities	
Mgr Real Estate Services	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Mgr Real Estate Services	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Mgr Real Estate Services	NiSource Corporate Services Co	Chesterton	Indiana	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Mgr Real Estate Services	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Mgr Records & Info Mgmt	NiSource Corporate Services Co	Merrillville	Indiana	Sr Counsel			Sr Counsel	Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary	
Mgr Records Mgmt	NiSource Corporate Services Co	Merrillville	Indiana	Dir Transformation			Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Mgr Regulatory Studies	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director NIPSCO Rates and Regulatory				Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities	
Mgr Regulatory Studies	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Columbia Rates & Regulatory				Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities	
Mgr Retirement & Benefits Engagement	NiSource Corporate Services Co	Sarasota	Florida	Director Benefits				Director Benefits	VP Total Rewards	CHRO & SVP Administration	
Mgr Risk Assessment	NiSource Corporate Services Co	Fort Wayne	Indiana	Sr Dir Asset Knowledge Management				Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Safe Adv Ply & Tch Prg Sup	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Safety Svcs&Occup Safety				Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Mgr Safety Advancement Constr	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Safety Svcs&Occup Safety				Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Mgr Safety Advancement Prog	NiSource Corporate Services Co	Merrillville	Indiana	Dir Safety Svcs&Occup Safety				Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Mgr SEC Fin Reporting	NiSource Corporate Services Co	Columbus	Ohio	Dir Cons Ext Rpt Tech Acct&SOX				Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Mgr Security Systems	NiSource Corporate Services Co	Merrillville	Indiana	Dir Corporate Security				Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer	
Mgr Service Integration	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Infrastructure			Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer	
Mgr Service Management	NiSource Corporate Services Co	Merrillville	Indiana	Dir IT Business Management			Dir IT Business Management	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer	
Mgr SMS Execution	NiSource Corporate Services Co	Columbus	Ohio	Director Operational Excellence			Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Strategic Financial Plng	NiSource Corporate Services Co	Columbus	Ohio	Director Strategic Planning & Capital			Director Strategic Planning & Capital	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Mgr Strategic Supplier Mgmt	NiSource Corporate Services Co	Columbus	Ohio	Dir Supply Chain Strat&Anlytcs				Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer	
Mgr Strategic Supplier Mgmt	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation				Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Mgr Survey & Land	NiSource Corporate Services Co	Columbus	Ohio	Sr Dir Major Projects				Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer	
Mgr Technical Training	NiSource Corporate Services Co	Columbus	Ohio	Dir Training Execution			Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Technical Training	NiSource Corporate Services Co	Gahanna	Ohio	Dir Training Execution			Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Technical Training	NiSource Corporate Services Co	Chester	Virginia	Dir Training Execution			Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Technical Training	NiSource Corporate Services Co	Monaca	Pennsylvania	Dir Training Execution			Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Mgr Training & QA	NiSource Corporate Services Co	Uniontown	Pennsylvania	Director Operations Support				Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities	
Mgr Treasury Operations	NiSource Corporate Services Co	Columbus	Ohio	VP Treasurer and Corporate Finance					VP Treasurer and Corporate Finance	EVP & Chief Financial Officer	
Mgr Warehouse Operations	NiSource Corporate Services Co	Valparaiso	Indiana	Mgr Strategic Supplier Mgmt			Mgr Strategic Supplier Mgmt	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Mgr Wrkfce Plng & Data Integ	NiSource Corporate Services Co	Columbus	Ohio	Director Operations Support				Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities	
Mobile Product Owner	NiSource Corporate Services Co	Benton Harbor	Michigan	Dir E Channels				Dir E Channels	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer	
New Business Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Dir HR Operations Delivery				Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration	
New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business		Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business		Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business		Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business		Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business		Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business		Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business		Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business		Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business		Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities	
NIPSCO Finance Director	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director Financial Planning & Analysis				Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
NRP Principal	NiSource Corporate Services Co	Chester	Virginia	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Office Administrator	NiSource Corporate Services Co	Mt Vernon	Ohio	Mgr Fabrication Shop			Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer	
Operational Excellence - Corrective Actio	NiSource Corporate Services Co	Columbus	Ohio	Mgr SMS Execution		Mgr SMS Execution	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence - Corrective Actio	NiSource Corporate Services Co	Columbus	Ohio	Mgr SMS Execution		Mgr SMS Execution	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist	NiSource Corporate Services Co	Columbus	Ohio	Manager Operational Excellence Utility Governance		Manager Operational Excellence Utility Governa	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Lead	NiSource Corporate Services Co	Merrillville	Indiana	Mgr QMS Perf&Process Mgmt		Mgr QMS Perf&Process Mgmt	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Lead	NiSource Corporate Services Co	Merrillville	Indiana	Manager of QMS Process Development		Manager of QMS Process Development	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Lead	NiSource Corporate Services Co	Columbus	Ohio	Manager of QMS Process Development		Manager of QMS Process Development	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Lead	NiSource Corporate Services Co	High Point	North Carolina	Mgr QMS Strategy & Plg		Mgr QMS Strategy & Plg	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Lead	NiSource Corporate Services Co	Merrillville	Indiana	Mgr QMS Perf&Process Mgmt		Mgr QMS Perf&Process Mgmt	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr QMS Perf&Process Mgmt		Mgr QMS Perf&Process Mgmt	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr QMS Perf&Process Mgmt		Mgr QMS Perf&Process Mgmt	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Manager of QMS Process Development		Manager of QMS Process Development	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	Columbus	Ohio	Manager of QMS Process Development		Manager of QMS Process Development	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	Waterville	Ohio	Mgr QMS Strategy & Plg		Mgr QMS Strategy & Plg	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	Columbus	Ohio	Manager of QMS Process Development		Manager of QMS Process Development	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	Columbus	Ohio	Mgr QMS Perf&Process Mgmt	Mgr QMS Perf&Process Mgmt	Mgr QMS Perf&Process Mgmt	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	Columbus	Ohio	Operational Excellence Specialist Lead	Operational Excellence Specialist Lead	Mgr QMS Perf&Process Mgmt	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	Merrillville	Indiana	Operational Excellence Specialist Lead	Operational Excellence Specialist Lead	Mgr QMS Perf&Process Mgmt	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	Baltimore	Ohio	Mgr QMS Strategy & Plg		Mgr QMS Strategy & Plg	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	York	Pennsylvania	Mgr QMS Strategy & Plg		Mgr QMS Strategy & Plg	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operational Excellence Specialist Senior	NiSource Corporate Services Co	Columbus	Ohio	Manager of QMS Process Development		Manager of QMS Process Development	Director Operational Excellence - Performance & Proce	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operations Analyst	NiSource Corporate Services Co	Hammond	Indiana	Mgr Planning			Mgr Planning	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Operator Qual Proj Spec 2	NiSource Corporate Services Co	Lorain	Ohio	VP Technical Training		VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operator Qual Proj Spec 2	NiSource Corporate Services Co	Lynchburg	Virginia	VP Technical Training		VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operator Qual Proj Spec 2	NiSource Corporate Services Co	Gahanna	Ohio	VP Technical Training		VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operator Qual Proj Spec 2	NiSource Corporate Services Co	York	Pennsylvania	VP Technical Training		VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operator Qual Proj Spec 2	NiSource Corporate Services Co	Valparaiso	Indiana	VP Technical Training		VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Operator Qual Proj Spec 2	NiSource Corporate Services Co	Merrillville	Indiana	VP Technical Training		VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Paralegal	NiSource Corporate Services Co	Chester	Virginia	Assistant General Counsel			Assistant General Counsel	Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary	
People Analytics Consultant	NiSource Corporate Services Co	Daytona Beach	Florida	Manager People Analytics				Manager People Analytics	VP HR Services & Solutions	CHRO & SVP Administration	
Pipeline Integrity Engineer 1	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Ldr Field Engineering**	**Ldr Field Engineering**	**Asset Program Owner TIMP**	**Dir Asset Class Owner**	**Sr Dir Asset and Risk Management**	**VP Engineering & Standards**	**EVP Chief Operating & Safety Officer**	**EVP Chief Operating & Safety Officer**
Pipeline Integrity Engineer 1	NiSource Corporate Services Co	Merrillville	Indiana	Asset Program Owner TIMP		Asset Program Owner TIMP	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Pipeline Integrity Engineer 1	NiSource Corporate Services Co	Columbus	Ohio	Asset Program Owner		Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Pipeline Integrity Engineer 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Field Engineering	Ldr Field Engineering	Asset Program Owner TIMP	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Pipeline Integrity Engineer 1	NiSource Corporate Services Co	Columbus	Ohio	Asset Program Owner TIMP		Asset Program Owner TIMP	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Pipeline Integrity Engineer 1	NiSource Corporate Services Co	Columbus	Ohio	Ldr Field Engineering	Ldr Field Engineering	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Pipeline Integrity Engineer 2	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Asset Program Owner**		**Asset Program Owner**	**Dir Asset Class Owner**	**Sr Dir Asset and Risk Management**	**VP Engineering & Standards**	**EVP Chief Operating & Safety Officer**	**EVP Chief Operating & Safety Officer**
Pipeline Integrity Engineer 2	NiSource Corporate Services Co	Fort Wayne	Indiana	Ldr Field Engineering	Ldr Field Engineering	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Pipeline Integrity Engineer 2	NiSource Corporate Services Co	Valparaiso	Indiana	Asset Program Owner		Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Pipeline Integrity Engineer 2	NiSource Corporate Services Co	Chester	Virginia	Ldr Field Engineering	Ldr Field Engineering	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Pipeline Integrity Engineer 3	NiSource Corporate Services Co	Valparaiso	Indiana	Asset Program Owner		Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Plasma Cutter CNC	NiSource Corporate Services Co	Mt Vernon	Ohio	Leader of Materials			Leader of Materials	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Plasma Cutter CNC	NiSource Corporate Services Co	Mt Vernon	Ohio	Leader of Materials			Leader of Materials	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
PM Major Projects	NiSource Corporate Services Co	Lynchburg	Virginia	Mgr Major Projects				Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
PM Major Projects	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Major Projects				Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
PM Major Projects	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Major Projects				Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
PM Major Projects	NiSource Corporate Services Co	Columbus	Ohio	Mgr Major Projects				Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Political Affairs Mgr	NiSource Corporate Services Co	Washington	District of Colu	Sr Dir Federal Govern Affairs					Sr Dir Federal Govern Affairs	EVP & Group President Utilities	EVP & Group President Utilities
Portfolio Owner	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Director Project Management Office			Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer	
Portfolio Owner	NiSource Corporate Services Co	Columbus	Ohio	Director Project Management Office			Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer	
Portfolio Owner	NiSource Corporate Services Co	Waynesville	Ohio	Director Project Management Office			Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer	
Pres & Chief Executive Officer	NiSource Corporate Services Co	Columbus	Ohio	Pres & Chief Executive Officer							
Principal Engineer	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Gas Sys Planning				Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Principal Engineer	NiSource Corporate Services Co	Columbus	Ohio	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	State College	Pennsylvania	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	Middleburg Hgts	Ohio	Mgr Gas Sys Planning			Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	Middleburg Hgts	Ohio	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	Alliance	Ohio	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	York	Pennsylvania	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	Cambridge	Ohio	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	Monaca	Pennsylvania	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	Columbus	Ohio	Manager Standards		Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	Columbus	Ohio	Mgr Risk Assessment			Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Principal Engineer	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	

Principal Engineer	NiSource Corporate Services Co	Monaca	Pennsylvania	Ldr Design Engineering			Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Principal Engineer	NiSource Corporate Services Co	Toledo	Ohio	Ldr Design Engineering			Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Principal Engineer	NiSource Corporate Services Co	Columbus	Ohio	Ldr Design Engineering			Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Principal Engineer	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Asset Program Owner TIMP**		**Asset Program Owner TIMP**	**Dir Asset Class Owner**	**Sr Dir Asset and Risk Management**	**VP Engineering & Standards**	**EVP Chief Operating & Safety Officer**	**EVP Chief Operating & Safety Officer**
Principal Engineer	NiSource Corporate Services Co	Dunbar	Pennsylvania	Ldr Design Engineering			Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Principal Engineer	NiSource Corporate Services Co	Chester	Virginia	Ldr Design Engineering			Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Principal Engineer	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Ldr Design Engineering**			**Ldr Design Engineering**	**Mgr Design Engineering**	**VP Engineering & Standards**	**EVP Chief Operating & Safety Officer**	**EVP Chief Operating & Safety Officer**
Principal Engineer	NiSource Corporate Services Co	Mt Vernon	Ohio	Ldr Design Engineering			Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Principal Engineer - Electric	NiSource Corporate Services Co	Merrillville	Indiana	Dir Asset Class Owner			Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Print Technician I	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Printing&Inserting			Team Ldr Printing&Inserting	Mgr Cust Billing Process Del	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Process Automation Specialist	NiSource Corporate Services Co	Highland	Indiana	Lead Cross Functional Tech				Lead Cross Functional Tech	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Product Owner	NiSource Corporate Services Co	Ostrander	Ohio	Mgr Records Mgmt			Mgr Records Mgmt	Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Product Owner	NiSource Corporate Services Co	Columbus	Ohio	Mgr Field Leadership Dev			Mgr Field Leadership Dev	Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Product Owner	NiSource Corporate Services Co	Ypsilanti	Michigan	Director GIS Strategy				Director GIS Strategy	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Product Owner	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation				Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Product Owner	NiSource Corporate Services Co	Columbus	Ohio	Director GIS Strategy				Director GIS Strategy	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Program Marketing Coms Mgr	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Marketing Communications				Mgr Marketing Communications	Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Project Consultant	NiSource Corporate Services Co	Chester	Virginia	Manager Strategy and Risk				Manager Strategy and Risk	VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Project Consultant Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Records Mgmt			Mgr Records Mgmt	Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Project Consultant Lead	NiSource Corporate Services Co	LaPorte	Indiana	Mgr Change Mgmt Delivery				Mgr Change Mgmt Delivery	Dir Change Management	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Project Documentation Specialist	NiSource Corporate Services Co	Mt Vernon	Ohio	Leader ISO TVC			Leader ISO TVC	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Project Documentation Specialist	NiSource Corporate Services Co	Mt Vernon	Ohio	Leader ISO TVC			Leader ISO TVC	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Project Documentation Specialist	NiSource Corporate Services Co	Mt Vernon	Ohio	Leader ISO TVC			Leader ISO TVC	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Project Leader	NiSource Corporate Services Co	Columbus	Ohio	Mgr Mapping & Records				Mgr Mapping & Records	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Leader	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Close Out				Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Leader	NiSource Corporate Services Co	Zanesville	Ohio	Mgr Mapping & Records				Mgr Mapping & Records	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Leader	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out			Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Leader	NiSource Corporate Services Co	State College	Pennsylvania	Sr Dir Asset Knowledge Management					Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Director	NiSource Corporate Services Co	Merrillville	Indiana	Sr Dir Ops Excellence					Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Director	NiSource Corporate Services Co	Columbus	Ohio	Sr Dir Ops Excellence					Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Director	NiSource Corporate Services Co	Columbus	Ohio	Sr Dir Ops Excellence					Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Director	NiSource Corporate Services Co	Gahanna	Ohio	VP Labor Relations						VP Labor Relations	CHRO & SVP Administration
Project Management Manager	NiSource Corporate Services Co	Merrillville	Indiana	Project Management Director				Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Manager	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation				Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Project Management Manager	NiSource Corporate Services Co	Columbus	Ohio	Business Relationship Mgr			Business Relationship Mgr	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Management Manager	NiSource Corporate Services Co	Merrillville	Indiana	Sr Dir Asset Knowledge Management					Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Manager	NiSource Corporate Services Co	South Bend	Indiana	Project Management Director				Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Manager	NiSource Corporate Services Co	Columbus	Ohio	Project Management Director				Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Manager	NiSource Corporate Services Co	Lorain	Ohio	Project Management Director				Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Manager	NiSource Corporate Services Co	Chester	Virginia	Project Management Director				Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Manager	NiSource Corporate Services Co	St Paris	Ohio	Project Management Director				Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Manager	NiSource Corporate Services Co	Crown Point	Indiana	Dir Transformation				Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Project Management Manager	NiSource Corporate Services Co	Columbus	Ohio	Mgr Strategic Supplier Mgmt				Mgr Strategic Supplier Mgmt	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Project Management Manager	NiSource Corporate Services Co	Columbus	Ohio	Project Management Director				Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Manager	NiSource Corporate Services Co	Columbus	Ohio	Dir Transformation					Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Project Management Manager	NiSource Corporate Services Co	Columbus	Ohio	Project Management Director				Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Management Manager	NiSource Corporate Services Co	Columbus	Ohio	Project Management Director				Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Security					Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Security					Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Dir IT Security					Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Sterling Heights	Michigan	Dir IT Security					Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Morrisville	North Carolina	Dir IT Security					Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager	NiSource Corporate Services Co	Columbus	Ohio	Portfolio Owner			Portfolio Owner	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Project Manager - Renewable Assets	NiSource Corporate Services Co	Valparaiso	Indiana	Director Commercial JV Assets					Director Commercial JV Assets	SVP Electric Operations	EVP Chief Operating & Safety Officer
Project Manager New Business	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business			Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Project Manager New Business	NiSource Corporate Services Co	Mansfield	Ohio	Team Leader New Business			Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Project Manager New Business	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Team Leader New Business			Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Project Manager New Business	NiSource Corporate Services Co	Mansfield	Ohio	Team Leader New Business			Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Project Manager New Business	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business			Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Project Manager New Business	NiSource Corporate Services Co	Staunton	Virginia	Team Leader New Business			Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Project Manager- Real Estate	NiSource Corporate Services Co	Columbus	Ohio	Mgr Design & Construction					Mgr Design & Construction	Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Project Mgr Integrity	NiSource Corporate Services Co	Columbus	Ohio	Ldr Field Engineering	Ldr Field Engineering	Asset Program Owner TIMP	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Project Specialist	NiSource Corporate Services Co	Columbus	Ohio	Mgr New Business Reporting				Mgr New Business Reporting	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Project Specialist	NiSource Corporate Services Co	Saint Johnsbury	Vermont	Mgr Meter To Cash				Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Project Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Mgr New Business Reporting				Mgr New Business Reporting	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Project Specialist 1	NiSource Corporate Services Co	York	Pennsylvania	Mgr Major Projects				Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Project Specialist 1	NiSource Corporate Services Co	Dunbar	Pennsylvania	Mgr Major Projects				Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Project Specialist 1	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Major Projects				Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Project Specialist 1	NiSource Corporate Services Co	Lynchburg	Virginia	Mgr Major Projects				Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Project Specialist 2	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Major Projects				Mgr Major Projects	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Project Specialist 2- Major Projects	NiSource Corporate Services Co	Columbus	Ohio	Mgr Major Projects				Mgr Major Projects	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Project Specialist 2- Major Projects	NiSource Corporate Services Co	Findlay	Ohio	Mgr Major Projects				Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Quality Assurance Specialist	NiSource Corporate Services Co	Fairchance	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Uniontown	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Masontown	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Fairchance	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Perrypolis	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Prince George	Virginia	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Uniontown	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Lake Lynn	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Lemont Furnace	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Connellsville	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Normalville	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Assurance Specialist	NiSource Corporate Services Co	Uniontown	Pennsylvania	Lead Quality Assurance			Lead Quality Assurance	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Quality Control Technician II	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Printing&Inserting			Team Ldr Printing&Inserting	Mgr Cust Billing Process Del	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Rates & Regulatory Manager	NiSource Corporate Services Co	Merrillville	Indiana	Sr Director NIPSCO Rates and Regulatory					Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Real Time Analyst	**NiSource Corporate Services Co**	**Nicholasville**	**Kentucky**	**Team Leader Data Integrity**			**Team Leader Data Integrity**	**Mgr Wrkfce Plng & Data Integ**	**Director Operations Support**	**VP Customer Care Centers**	**EVP & Group President Utilities**
Real Time Analyst	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader Data Integrity			Team Leader Data Integrity	Mgr Wrkfce Plng & Data Integ	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Real Time Analyst	NiSource Corporate Services Co	Oakdale	Pennsylvania	Team Leader Data Integrity			Team Leader Data Integrity	Mgr Wrkfce Plng & Data Integ	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Real Time Analyst	NiSource Corporate Services Co	Fairchance	Pennsylvania	Team Leader Data Integrity			Team Leader Data Integrity	Mgr Wrkfce Plng & Data Integ	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Recruiting Partner	NiSource Corporate Services Co	Conargo	Ohio	Manager Talent Acquisition				Manager Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Recruiting Partner	NiSource Corporate Services Co	Columbus	Ohio	Manager Talent Acquisition				Manager Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Recruiting Partner	NiSource Corporate Services Co	Columbus	Ohio	Manager Corporate Talent Acquisition				Manager Corporate Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Recruiting Partner	NiSource Corporate Services Co	Merrillville	Indiana	Manager Talent Acquisition				Manager Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Recruiting Partner	NiSource Corporate Services Co	Wabash	Indiana	Manager Corporate Talent Acquisition				Manager Corporate Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Recruiting Partner	NiSource Corporate Services Co	Columbus	Ohio	Manager Talent Acquisition				Manager Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Renew Assets Perf Eng III	NiSource Corporate Services Co	Valparaiso	Indiana	Manager Renewable Assets			Manager Renewable Assets	Dir Renewable Assets	VP Electric Generation	SVP Electric Operations	EVP Chief Operating & Safety Officer
Renew Assets Perf Eng Sr	NiSource Corporate Services Co	Valparaiso	Indiana	Manager Renewable Assets			Manager Renewable Assets	Dir Renewable Assets	VP Electric Generation	SVP Electric Operations	EVP Chief Operating & Safety Officer
Reporting & Analytics Lead	NiSource Corporate Services Co	Columbus	Ohio	Dir Supply Chain Strat&Anlytcs					Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer
Reporting & Analytics Lead	NiSource Corporate Services Co	Columbus	Ohio	Dir Supply Chain Strat&Anlytcs					Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer
Revenue Recovery Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Coordinator II	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Coordinator II	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Coordinator II	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Coordinator II	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Coordinator II	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Coordinator II	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Coordinator II	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Senior	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Senior	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Senior	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Revenue Recovery Senior	NiSource Corporate Services Co	Columbus	Ohio	Ldr Meter to Cash			Ldr Meter to Cash	Mgr Meter To Cash	Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities
Risk Assessment Analyst Lead	NiSource Corporate Services Co	Gary	Indiana	Mgr Risk Assessment				Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Risk Assessment Analyst Lead	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Risk Assessment				Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
RTO Policy Mgr	NiSource Corporate Services Co	Indianapolis	Indiana	Assistant General Counsel					Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary
Safety Construction Specialist	NiSource Corporate Services Co	Columbus	Ohio	Mgr Safety Advancement Constr				Mgr Safety Advancement Constr	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Specialist	NiSource Corporate Services Co	Dunbar	Pennsylvania	Safety Technology Lead			Safety Technology Lead	Mgr Safe Adv Ply & Tch Prg Sup	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Specialist	NiSource Corporate Services Co	Mansfield	Ohio	Mgr Safety Advancement Prog				Mgr Safety Advancement Prog	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Specialist	NiSource Corporate Services Co	Mansfield	Ohio	Safety Technology Lead			Safety Technology Lead	Mgr Safe Adv Ply & Tch Prg Sup	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer

Safety Specialist	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Mgr Safety Advancement Prog**			**Mgr Safety Advancement Prog**	**Dir Safety Svcs&Occup Safety**	**VP Health Safety & Environmental Execution**	**EVP Chief Operating & Safety Officer**
Safety Specialist	NiSource Corporate Services Co	Columbus	Ohio	Mgr Safe Adv Ply & Tch Prg Sup			Mgr Safe Adv Ply & Tch Prg Sup	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Specialist	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Safety Advancement Prog			Mgr Safety Advancement Prog	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Specialist	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Mgr Safe Adv Plv & Tch Pro Suo**			**Mgr Safe Adv Plv & Tch Pro Suo**	**Dir Safety Svcs&Occup Safety**	**VP Health Safety & Environmental Execution**	**EVP Chief Operating & Safety Officer**
Safety Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Safety Advancement Prog		Mgr Safety Advancement Prog	Mgr Safety Advancement Prog	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Safety Technology Lead		Safety Technology Lead	Mgr Safe Adv Ply & Tch Prg Sup	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Specialist	NiSource Corporate Services Co	Columbus	Ohio	Mgr Safety Advancement Constr			Mgr Safety Advancement Constr	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Specialist	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Mgr Safety Advancement Prog**			**Mgr Safety Advancement Prog**	**Dir Safety Svcs&Occup Safety**	**VP Health Safety & Environmental Execution**	**EVP Chief Operating & Safety Officer**
Safety Strategy Lead	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Safety Svcs&Occup Safety				Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Technology Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Safe Adv Ply & Tch Prg Sup			Mgr Safe Adv Ply & Tch Prg Sup	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Technology Mgr	NiSource Corporate Services Co	Merrillville	Indiana	VP Health Safety & Environmental Execution				VP Health Safety & Environmental Execution	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Safety Technologyv Mgr	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**VP Health Safety & Environmental Execution**				**VP Health Safety & Environmental Execution**	**VP Health Safety & Environmental Execution**	**EVP Chief Operating & Safety Officer**
Scheduler of Operator Quals	NiSource Corporate Services Co	Gahanna	Ohio	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduler of Operator Quals	NiSource Corporate Services Co	Chester	Virginia	Front Line Leader Skill Assessment	Front Line Leader Skill Assessment	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduler of Operator Quals	NiSource Corporate Services Co	Monaca	Pennsylvania	Front Line Leader Skill Assessment	Front Line Leader Skill Assessment	VP Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Galloway	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Asset Program Owner		Asset Program Owner	Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	South Bloomfield	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Asset Program Owner		Asset Program Owner	Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	South Bloomfield	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Schedulino Leader	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Manager Work Management**			**Manager Work Management**	**Dir Work Management**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Fredericksburg	Virginia	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Group Ldr Gas Ops Scheduling		Group Ldr Gas Ops Scheduling	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Project Management Manager		Project Management Manager	Dir Transformation	VP Operations Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Scheduling Leader	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Manager Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Scrum Master	NiSource Corporate Services Co	Frederick	Maryland	Mgr Delivery Methods&Practices		Mgr Delivery Methods&Practices	Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Scrum Master	NiSource Corporate Services Co	Oak Creek	Wisconsin	Mgr Delivery Methods&Practices		Mgr Delivery Methods&Practices	Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Scrum Master	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Delivery Methods&Practices		Mgr Delivery Methods&Practices	Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Scrum Master	NiSource Corporate Services Co	Columbus	Ohio	Mgr Delivery Methods&Practices		Mgr Delivery Methods&Practices	Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Security Compliance Mgr	NiSource Corporate Services Co	Columbus	Ohio	Dir Corporate Security			Dir Corporate Security	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Lead	NiSource Corporate Services Co	Hammond	Indiana	Security Operations Center Supervisor		Security Operations Center Supervisor	Security Compliance Mgr	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Lead	NiSource Corporate Services Co	Hammond	Indiana	Security Operations Center Supervisor		Security Operations Center Supervisor	Security Compliance Mgr	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Lead	NiSource Corporate Services Co	Columbus	Ohio	Security Ops Manager			Security Ops Manager	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Lead	NiSource Corporate Services Co	Hammond	Indiana	Security Operations Center Supervisor		Security Operations Center Supervisor	Security Compliance Mgr	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Lead	NiSource Corporate Services Co	Merrillville	Indiana	Security Ops Manager			Security Ops Manager	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Operations Center Supervisor	NiSource Corporate Services Co	Hammond	Indiana	Security Compliance Mgr			Security Compliance Mgr	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Ops Manager	NiSource Corporate Services Co	Columbus	Ohio	Dir Corporate Security				Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Ops Manager	NiSource Corporate Services Co	Merrillville	Indiana	Dir Corporate Security				Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Ops Manager	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Dir Corporate Security				Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Security Systems Specialist	NiSource Corporate Services Co	Columbus	Ohio	Mgr Security Systems			Mgr Security Systems	Dir Corporate Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior Benefits Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Retirement & Benefits Engagement			Mgr Retirement & Benefits Engagement	Director Benefits	VP Total Rewards	CHRO & SVP Administration
Senior Continuous Improvement Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Project Management Director			Project Management Director	Sr Dir Ops Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Senior Curriculum QAQC	NiSource Corporate Services Co	Greensburg	Pennsylvania	Manager Training and Development		Manager Training and Development	Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Senior Customer Service Representative	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	Ronco	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	Smithfield	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	New Salem	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	Lake Lynn	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	West Leisenring	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	Dunbar	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	Uniontown	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	Fairchance	Pennsylvania	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Customer Service Representative	NiSource Corporate Services Co	Bruceton Mills	West Virginia	Team Leader CCC	Team Leader CCC	Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Senior Cyber Assessment Analyst	NiSource Corporate Services Co	Winter Springs	Florida	Manager Cyber Assessments			Manager Cyber Assessments	Dir IT GRC	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior Data Scientist	NiSource Corporate Services Co	Columbus	Ohio	Manager of Data Science			Manager of Data Science	Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Senior Data Scientist	NiSource Corporate Services Co	Beechview	Pennsylvania	Director Data Science				Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer
Senior Gas Quality Engineer	NiSource Corporate Services Co	Bradford	Pennsylvania	Mgr Gas Sys Planning			Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Senior Graphic Designer	NiSource Corporate Services Co	Columbus	Ohio	Mgr Marketing Communications			Mgr Marketing Communications	Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Senior Graphic Designer	NiSource Corporate Services Co	Columbus	Ohio	Mgr Marketing Communications			Mgr Marketing Communications	Dir Marketing New Business	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Senior Instr & Control Spec	**NiSource Corporate Services Co**	**Winchester**	**Kentucky**	**Ldr Instr & Controls**		**Ldr Instr & Controls**	**Mgr Design Engineering**	**VP Engineering & Standards**	**EVP Chief Operating & Safety Officer**	**EVP Chief Operating & Safety Officer**
Senior Instr & Control Spec	NiSource Corporate Services Co	Chester	Virginia	Ldr Instr & Controls		Ldr Instr & Controls	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Senior Instr & Control Spec	NiSource Corporate Services Co	Lynchburg	Virginia	Ldr Instr & Controls		Ldr Instr & Controls	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Senior IT Security Analyst	NiSource Corporate Services Co	Valparaiso	Indiana	Mgr IT Security			Mgr IT Security	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IAM			Mgr IAM	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security			Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security			Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IAM			Mgr IAM	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior IT Security Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IAM			Mgr IAM	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IAM			Mgr IAM	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IAM			Mgr IAM	Sr Director Cybersecurity	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior IT Security Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Security			Mgr IT Security	Dir IT Security	VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer
Senior Leave of Absence Consultant	NiSource Corporate Services Co	Trussville	Alabama	Mgr Claims			Mgr Claims	VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Senior Operations Analyst	NiSource Corporate Services Co	Mountville	Pennsylvania	Mgr Planning			Mgr Planning	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Senior Operations Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Planning			Mgr Planning	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Senior Operations Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Planning Commercial Support			Manager Planning Commercial Support	VP Supply & Optimization	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Senior Operations Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Planning			Mgr Planning	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Senior Operations Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Planning			Mgr Planning	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Senior Operations Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Planning			Mgr Planning	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer
Senior Project Cost Analyst	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Team Ldr Project Cost Analyst	Team Ldr Project Cost Analyst	Mgr Project Cost	Director Project Controls	Sr Director Project Controls	SVP Construction	EVP Chief Operating & Safety Officer
Senior Supplier Diversity Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Supplier Diversity Manager			Supplier Diversity Manager	Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer
Shift Lead Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Supt Gas Control		Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Shift Lead Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Supt Gas Control		Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Shift Lead Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Supt Gas Control		Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Shift Lead Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Supt Gas Control		Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Shop Floor Leader	NiSource Corporate Services Co	Mt Vernon	Ohio	Mgr Fabrication Shop			Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
SMS Electric Mgr	NiSource Corporate Services Co	South Bend	Indiana	Mgr Operational Excellence - Safety Management System Strategy & Process		Mgr Operational Excellence - Safety Manageme	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
SMS Strategy Lead	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Operational Excellence - Safety Management System Strategy & Process		Mgr Operational Excellence - Safety Manageme	Director Operational Excellence	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Social Media Mgr	NiSource Corporate Services Co	Merrillville	Indiana	Dir Communications					Dir Communications	VP Communications
Space and Occupancy Planning Lead	NiSource Corporate Services Co	Columbus	Ohio	Mgr Design & Construction				Mgr Design & Construction	Sr Director Real Estate Services & Aviation	CHRO & SVP Administration
Specialist II	NiSource Corporate Services Co	Gary	Indiana	Project Management Manager			Project Management Manager	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Specialist III	NiSource Corporate Services Co	Merrillville	Indiana	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer

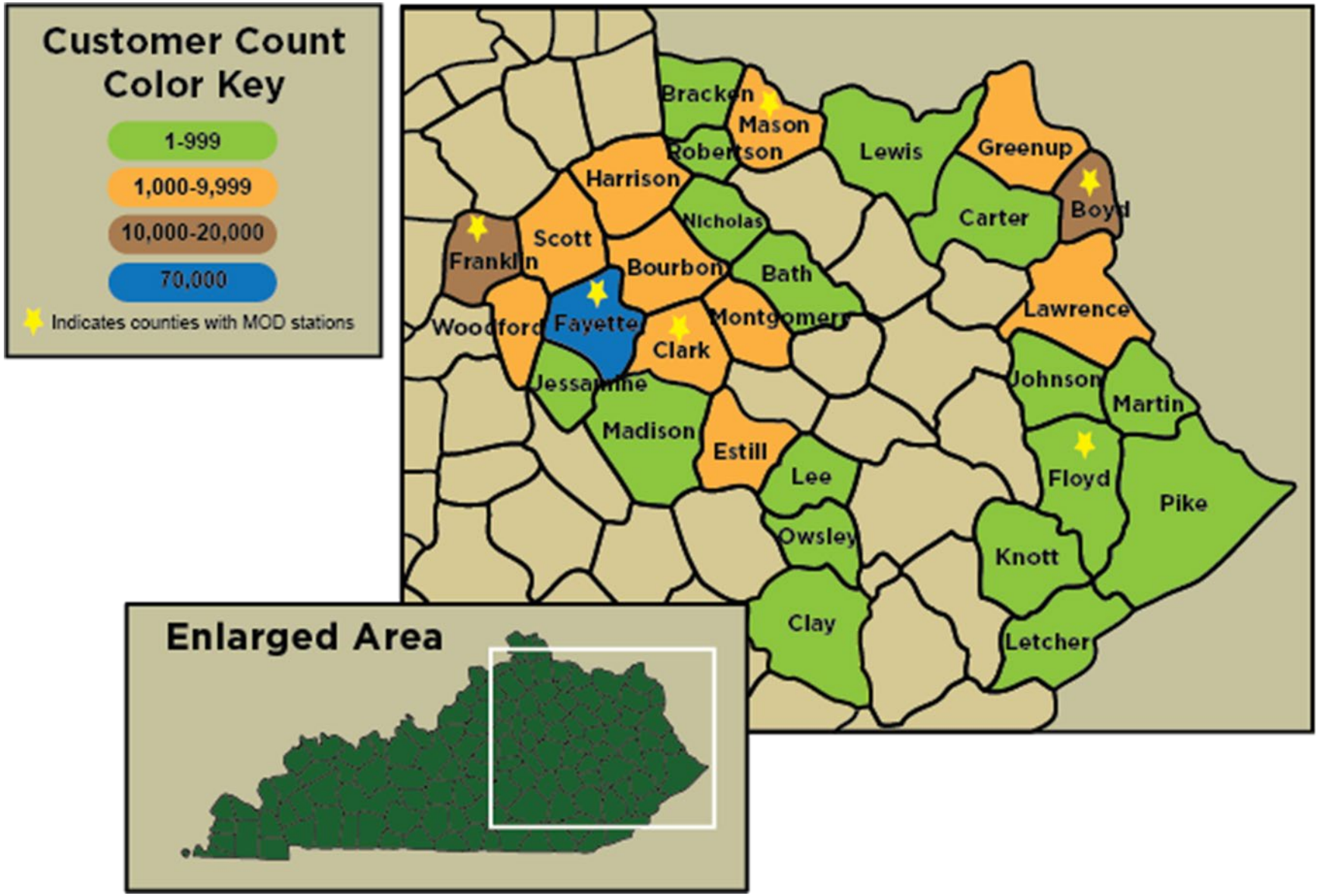
Sr Auditor	NiSource Corporate Services Co	Columbus	Ohio	Dir Internal Audit				Dir Internal Audit	VP Chief Audit Officer	EVP & Chief Financial Officer	
Sr Auditor	NiSource Corporate Services Co	Columbus	Ohio	Dir Internal Audit				Dir Internal Audit	VP Chief Audit Officer	EVP & Chief Financial Officer	
Sr Auditor	NiSource Corporate Services Co	Columbus	Ohio	Dir Internal Audit				Dir Internal Audit	VP Chief Audit Officer	EVP & Chief Financial Officer	
Sr Auditor	NiSource Corporate Services Co	Merrillville	Indiana	Dir Internal Audit				Dir Internal Audit	VP Chief Audit Officer	EVP & Chief Financial Officer	
Sr Billing Specialist	NiSource Corporate Services Co	Markleysburg	Pennsylvania	Team Ldr Bill Exception & Pymt	Team Ldr Bill Exception & Pymt	Mgr Billing Exceptns&Payments		Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
Sr Billing Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Bill Exception & Pymt	Team Ldr Bill Exception & Pymt	Mgr Billing Exceptns&Payments		Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities	
Sr Board Securities & Corporate Liaison	NiSource Corporate Services Co	Merrillville	Indiana	VP & DGC Securities and Assistant Corporate Secretary					VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary	
Sr Budget Analyst	NiSource Corporate Services Co	Prescott	Arizona	Mgr Budgets	Mgr Budgets	NIPSCO Finance Director		Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Bus App Support Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Business Support		Mgr Business Support		Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Bus App Support Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Business Support		Mgr Business Support		Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Bus App Support Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Business Support		Mgr Business Support		Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Bus App Support Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Business Support		Mgr Business Support		Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Bus Cont & Tech Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Dir Corp Compl Bus Continuity				Dir Corp Compl Bus Continuity	VP & DGC Commercial	SVP General Counsel & Corporate Secretary	
Sr Business Analyst SRI	NiSource Corporate Services Co	Columbus	Ohio	Manager Corporate Insurance		Manager Corporate Insurance		VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer	
Sr Captain	NiSource Corporate Services Co	Gary	Indiana	Sr Director Real Estate Services & Aviation				Sr Director Real Estate Services & Aviation	Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Sr Captain	NiSource Corporate Services Co	Gary	Indiana	Sr Director Real Estate Services & Aviation				Sr Director Real Estate Services & Aviation	Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Sr Captain	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Sr Captain	NiSource Corporate Services Co	Columbus	Ohio	Sr Director Real Estate Services & Aviation					Sr Director Real Estate Services & Aviation	CHRO & SVP Administration	
Sr Category Analyst	NiSource Corporate Services Co	Columbus	Ohio	VP Supply Chain				VP Supply Chain	VP Supply Chain	EVP & Chief Financial Officer	
Sr Category Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Category Management				Manager Category Management	VP Supply Chain	EVP & Chief Financial Officer	
Sr Category Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Category Management		Manager Category Management		Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer	
Sr Category Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Category Management		Manager Category Management		Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer	
Sr Category Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Category Management				Manager Category Management	VP Supply Chain	EVP & Chief Financial Officer	
Sr Category Analyst	NiSource Corporate Services Co	Morrow	Ohio	Manager Category Management		Manager Category Management		Dir Indirect Category Mgmt	VP Supply Chain	EVP & Chief Financial Officer	
Sr Categoory Analyst	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Manaqer Categoory Manaqement**				**Manaqer Categoory Manaqement**	**VP Supply Chain**	**EVP & Chief Financial Officer**	
Sr Communications Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Director Corporate Social Responsibility					Director Corporate Social Responsibility	VP Communications	
Sr Communications Specialist	NiSource Corporate Services Co	Columbus	Ohio	Dir Communications					Dir Communications	VP Communications	
Sr Communications Specialist	NiSource Corporate Services Co	Dunbar	Pennsylvania	Dir Communications					Dir Communications	VP Communications	
Sr Compliance & Perf Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Compliance		Mgr IT Compliance		Dir Compliance	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Sr Compliance & Perf Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Compliance		Mgr IT Compliance		Dir Compliance	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Sr Compliance Analyst	NiSource Corporate Services Co	Waynesburg	Pennsylvania	Mgr Accounting Research		Mgr Accounting Research		Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Compliance Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager of Ethics		Manager of Ethics		Dir Corp Ethics	VP & DGC Litigation	SVP General Counsel & Corporate Secretary	
Sr Construction Scheduling Ldr	NiSource Corporate Services Co	Plain City	Ohio	Manager Work Management		Manager Work Management		Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Consultant Employee Relations	NiSource Corporate Services Co	Valrico	Florida	Mgr Employee Relations		Mgr Employee Relations		Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration	
Sr Consultant Employee Relations	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Mgr Employee Relations		Mgr Employee Relations		Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration	
Sr Contract & Sourcing Analyst	NiSource Corporate Services Co	Columbus	Ohio	Supply Chain Enablement & Service Delivery Manage		Supply Chain Enablement & Service Delivery Manage		Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer	
Sr Counsel	NiSource Corporate Services Co	Columbus	Ohio	Assistant General Counsel - Real Estate				Assistant General Counsel - Real Estate	VP & DGC Commercial	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Indianapolis	Indiana	Assistant General Counsel				Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Indianapolis	Indiana	Assistant General Counsel		Assistant General Counsel		Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Sr Counsel		Sr Counsel		Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Chester	Virginia	Assistant General Counsel		Assistant General Counsel		Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Merrillville	Indiana	Assistant General Counsel				Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Indianapolis	Indiana	Assistant General Counsel		Assistant General Counsel		Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Columbus	Ohio	VP & DGC Corporate					VP & DGC Corporate	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Columbus	Ohio	VP & DGC Commercial					VP & DGC Commercial	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Columbus	Ohio	Assistant General Counsel				Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Columbus	Ohio	VP & DGC Securities and Assistant Corporate Secretary					VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Merrillville	Indiana	Assistant General Counsel				Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Merrillville	Indiana	VP & DGC Commercial					VP & DGC Commercial	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Harrisburg	Pennsylvania	Assistant General Counsel		Assistant General Counsel		Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary	
Sr Counsel	NiSource Corporate Services Co	Merrillville	Indiana	Assistant General Counsel				Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary	
Sr Data & Analytics Developer	**NiSource Corporate Services Co**	**Newport**	**Kentuckv**	**Manaqer Data & Analytics**		**Manaqer Data & Analytics**		**Director Data Science**	**VP Data & Analytics**	**EVP Strategy Risk and Chief Commercial Officer**	
Sr Data & Analytics Developer	NiSource Corporate Services Co	Lawrenceville	Georgia	Manager Data & Analytics		Manager Data & Analytics		Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer	
Sr Data & Analytics Developer	NiSource Corporate Services Co	Columbus	Ohio	Manager Data & Analytics		Manager Data & Analytics		Director Data Science	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer	
Sr Data Governance Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Data Governance		Mgr Data Governance		Director Data Governance	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer	
Sr Data Governance Consultant	NiSource Corporate Services Co	Clive	Iowa	Director Data Governance				Director Data Governance	VP Data & Analytics	EVP Strategy Risk and Chief Commercial Officer	
Sr Dir Asset and Risk Management	NiSource Corporate Services Co	Columbus	Ohio	VP Engineering & Standards				VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Sr Dir Asset Knowledge Management	NiSource Corporate Services Co	Columbus	Ohio	SVP Operations Support					SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Dir Federal Govern Affairs	NiSource Corporate Services Co	Washington	District of Colur	EVP & Group President Utilities					EVP & Group President Utilities	EVP & Group President Utilities	
Sr Dir Ops Excellence	NiSource Corporate Services Co	Columbus	Ohio	SVP Operations Support					SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Dir Site Start Up and Commissioning	NiSource Corporate Services Co	Columbus	Ohio	SVP Construction					SVP Construction	EVP Chief Operating & Safety Officer	
Sr Director Columbia Rates & Regulatory	NiSource Corporate Services Co	Columbus	Ohio	VP Rates & Regulatory Strategy					VP Rates & Regulatory Strategy	EVP & Group President Utilities	
Sr Director Cybersecurity	NiSource Corporate Services Co	Columbus	Ohio	VP Security & Chief Information Security Officer					VP Security & Chief Information Security Officer	EVP Strategy Risk and Chief Commercial Officer	
Sr Director Environmental & Sustainabilit	NiSource Corporate Services Co	Merrillville	Indiana	EVP & Group President Utilities					EVP & Group President Utilities	EVP & Group President Utilities	
Sr Director Financial Planning & Analysis	NiSource Corporate Services Co	Columbus	Ohio	SVP Financial Planning & Analysis					SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Director Investor Relations	NiSource Corporate Services Co	Columbus	Ohio	EVP & Chief Financial Officer						EVP & Chief Financial Officer	
Sr Director NIPSCO Rates and Regulator	NiSource Corporate Services Co	Merrillville	Indiana	VP Rates & Regulatory Strategy					VP Rates & Regulatory Strategy	EVP & Group President Utilities	
Sr Director Real Estate Services & Aviatic	NiSource Corporate Services Co	Merrillville	Indiana	CHRO & SVP Administration						CHRO & SVP Administration	
Sr Director Regulatory Strategy	NiSource Corporate Services Co	Harrisburg	Pennsylvania	VP Rates & Regulatory Strategy					VP Rates & Regulatory Strategy	EVP & Group President Utilities	
Sr Energy Assistance Prog Mgr	NiSource Corporate Services Co	Merrillville	Indiana	Dir Mtr Reading and Rev Rec				Dir Mtr Reading and Rev Rec	EVP & Group President Utilities	EVP & Group President Utilities	
Sr Engineer	NiSource Corporate Services Co	Merrillville	Indiana	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Sr Engineer	NiSource Corporate Services Co	Valparaiso	Indiana	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Sr Engineer	NiSource Corporate Services Co	Plymouth	Indiana	Asset Program Owner	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	
Sr Field Engineer	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Project Management Manager			Project Management Manager	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer	
Sr Field Leader Development Lead	NiSource Corporate Services Co	LaPorte	Indiana	Mgr Field Leadership Dev		Mgr Field Leadership Dev	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Field Leader Development Lead	NiSource Corporate Services Co	LaPorte	Indiana	Mgr Field Leadership Dev		Mgr Field Leadership Dev	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Field Leader Development Lead	NiSource Corporate Services Co	Chester	Virginia	Mgr Field Leadership Dev		Mgr Field Leadership Dev	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Field Leader Development Lead	NiSource Corporate Services Co	Coshocton	Ohio	Mgr Field Leadership Dev		Mgr Field Leadership Dev	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Field Leader Development Lead	**NiSource Corporate Services Co**	**Lexington**	**Kentuckv**	**Mgr Field Leadership Dev**		**Mgr Field Leadership Dev**	**Dir Training Execution**	**VP Technical Training**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**	
Sr Field Leader Development Lead	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Field Leadership Dev		Mgr Field Leadership Dev	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	AP & Business Services Manager			AP & Business Services Manager	Dir Accounts Payable	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting			Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Corporate Finance				Manager Corporate Finance	VP Treasurer and Corporate Finance	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr SEC Fin Reporting			Mgr SEC Fin Reporting	Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Director Strategic Planning & Capital	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting			Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting			Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Director Strategic Planning & Capital	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting			Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Director Strategic Planning & Capital	SVP Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	AP & Business Services Manager			AP & Business Services Manager	Dir Accounts Payable	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Lynchburg	Ohio	Mgr Accounting			Mgr Accounting	Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting			Mgr Accounting	Controller	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Treasury Operations				Mgr Treasury Operations	VP Treasurer and Corporate Finance	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Conroe	Texas	Mgr SEC Fin Reporting			Mgr SEC Fin Reporting	Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Accounting			Mgr Accounting	Dir Cons Ext Rpt Tech Acct&SOX	VP & Chief Accounting Officer	EVP & Chief Financial Officer	
Sr Financial Planning Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Planning Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Financial Planning Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis		Mgr Financial Planning & Analysis	Dir Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Fleet Spec Consultant	NiSource Corporate Services Co	Goshen	Indiana	Director Fleet				Director Fleet	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer	
Sr Forecast Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Financial Planning & Analysis			Mgr Financial Planning & Analysis	Sr Director Financial Planning & Analysis	SVP Financial Planning & Analysis	EVP & Chief Financial Officer	
Sr Gas Accountant	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Accountant	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Sr Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Sr Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Sr Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Supt Gas Control		Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Sr Gas Controller	NiSource Corporate Services Co	Columbus	Ohio	Shift Lead Gas Controller	Shift Lead Gas Controller	Supt Gas Control	Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer	
Sr Gas Scheduling & Confirmations Anal	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Scheduling & Confirmations Anal	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Scheduling & Confirmations Anal	NiSource Corporate Services Co	Lake Village	Indiana	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Scheduling & Confirmations Anal	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Scheduling & Confirmations Anal	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Scheduling & Confirmations Anal	NiSource Corporate Services Co	Hammond	Indiana	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Scheduling & Confirmations Anal	NiSource Corporate Services Co	Hammond	Indiana	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Scheduling & Confirmations Anal	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Scheduling & Confirmations			Mgr Gas Scheduling & Confirmations	Dir Supply Development	VP Supply & Optimization	EVP Strategy Risk and Chief Commercial Officer	
Sr Gas Standards Engineer	NiSource Corporate Services Co	Brockton	Massachusetts	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Gas Standards Engineer	NiSource Corporate Services Co	Gahanna	Ohio	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Gas Standards Engineer	NiSource Corporate Services Co	Columbus	Ohio	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Gas Standards Engineer	NiSource Corporate Services Co	LaPorte	Indiana	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Gas Standards Engineer	NiSource Corporate Services Co	Columbus	Ohio	Manager Standards		Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Gas Standards Engineer	NiSource Corporate Services Co	York	Pennsylvania	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Gas Standards Engineer	NiSource Corporate Services Co	Columbus	Ohio	Leader Standards	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer	
Sr Gas Sys Design Eng	NiSource Corporate Services Co	Washington	Pennsylvania	Ldr Design Engineering		Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer	

Sr Gas Sys Design Eng	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Design Engineering	Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Gas Sys Design Eng	NiSource Corporate Services Co	Medina	Ohio	Ldr Design Engineering	Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Gas Sys Design Eng	NiSource Corporate Services Co	Mansfield	Ohio	Ldr Design Engineering	Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Gas Sys Design Eng	NiSource Corporate Services Co	Columbus	Ohio	Ldr Design Engineering	Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Gas Sys Design Eng	NiSource Corporate Services Co	Cambridge	Ohio	Ldr Design Engineering	Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Gas Sys Design Eng	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Design Engineering	Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Gas Sys Design Eng	NiSource Corporate Services Co	Kokomo	Indiana	Ldr Design Engineering	Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Gas Sys Design Eng	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Ldr Design Engineering	Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Gas Sys Design Eng	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Design Engineering	Ldr Design Engineering	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Gas Sys Plan Specialist	NiSource Corporate Services Co	Chester	Virginia	Mgr Gas Sys Planning		Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Sr Gas Sys Planning Eng	NiSource Corporate Services Co	Chester	Virginia	Ldr Gas Systems Planning	Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Sr Gas Sys Planning Eng	NiSource Corporate Services Co	Wintersville	Ohio	Ldr Gas Systems Planning	Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Sr Gas Sys Planning Eng	NiSource Corporate Services Co	Findlay	Ohio	Ldr Gas Systems Planning	Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Sr Gas Sys Planning Eng	NiSource Corporate Services Co	York	Pennsylvania	Ldr Gas Systems Planning	Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Sr Gas Sys Planning Technician	NiSource Corporate Services Co	Westerville	Ohio	Ldr Gas Systems Planning	Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Sr Gas Sys Planning Technician	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Ldr Gas Systems Planning	Ldr Gas Systems Planning	Mgr Gas Sys Planning	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Sr HR Compliance Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager HR Compliance		Manager HR Compliance	Dir Employee Relations	VP HR Services & Solutions	CHRO & SVP Administration
Sr HR Payroll/Tax Compliance Analyst	NiSource Corporate Services Co	Worthington	Ohio	Manager Payroll		Manager Payroll	Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration
Sr HR Technology Consultant	NiSource Corporate Services Co	Columbus	Ohio	Manager HR Technology		Manager HR Technology	Dir HR Optimization & Technology	VP HR Services & Solutions	CHRO & SVP Administration
Sr Industrial Hygienist	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Industrial Hygiene		Mgr Industrial Hygiene	Dir Safety Svcs&Occup Safety	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Sr Instr & Control Eng	NiSource Corporate Services Co	Warrenton	Virginia	Ldr Instr & Controls	Ldr Instr & Controls	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Instr & Control Eng	NiSource Corporate Services Co	Gary	Indiana	Ldr Instr & Controls	Ldr Instr & Controls	Mgr Design Engineering	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr Instructional Designer	NiSource Corporate Services Co	LaPorte	Indiana	Mgr Instructional Prog Design	Mgr Instructional Prog Design	Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Instructional Designer	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Instructional Prog Design	Mgr Instructional Prog Design	Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Instructional Designer	NiSource Corporate Services Co	LaPorte	Indiana	Mgr Instructional Prog Design	Mgr Instructional Prog Design	Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Integrity Mgt Analyst	NiSource Corporate Services Co	Salem	Ohio	Asset Program Owner	Dir Asset Class Owner	Sr Dir Asset and Risk Management	VP Engineering & Standards	EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Resource Capacity	Asset Program Owner	Dir IT Business Management	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Lutherville	Maryland	Mgr IT Infrastructure	Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Delivery Methods&Practices	Mgr Delivery Methods&Practices	Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Business Relationship Mgr	Business Relationship Mgr	VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Fort Loramie	Ohio	Mgr IT Portfolio	Mgr IT Portfolio	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Service Management	Mgr Service Management	Dir IT Business Management	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Hammond	Indiana	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Dir Transformation Delivery		Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Business Relationship Mgr	Business Relationship Mgr	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Portfolio Mgmt	Mgr Portfolio Mgmt	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Applications	Mgr IT Applications	VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Portfolio Mgmt	Mgr Portfolio Mgmt	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Athens	Ohio	Mgr Portfolio Mgmt	Mgr Portfolio Mgmt	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Portfolio Mgmt	Mgr Portfolio Mgmt	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Charlotte	North Carolina	Business Relationship Mgr	Business Relationship Mgr	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Riverview	Florida	Mgr IT Portfolio	Mgr IT Portfolio	Dir Transformation Delivery	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	West Chester	Ohio	Mgr IT Applications	Mgr IT Applications	VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Miramar	Florida	Business Relationship Mgr	Business Relationship Mgr	VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Severn	Maryland	Mgr IT Portfolio	Mgr IT Portfolio	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Delivery Methods&Practices	Mgr Delivery Methods&Practices	Dir Agile&Delivery Enablement	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Portfolio	Mgr IT Portfolio	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Risk and Policy		Manager Risk and Policy	Dir Compliance	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Oakland Park	Florida	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Service Integration	Mgr Service Integration	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Business Relationship Mgr	Business Relationship Mgr	VP IT Customer & Corporate Systems	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Elkview	West Virginia	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr IT Infrastructure	Mgr IT Infrastructure	Dir IT Infrastructure	VP IT Infrastructure	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Hammond	Indiana	Mgr IT Applications	Mgr IT Applications	Dir IT Applications	VP IT Utilities Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Newman	Georgia	Mgr Portfolio Mgmt	Mgr Portfolio Mgmt	Director Project Management Office	Sr. Director Office of CIO	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr IT Applications	Mgr IT Applications	Dir Transformation Delivery	VP IT Customer & Corporate Systems	SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr IT Ops Analyst	NiSource Corporate Services Co	Crown Point	Indiana	Director GIS Strategy		Director GIS Strategy	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Labor Relations Consultant	NiSource Corporate Services Co	Merrillville	Indiana	Manager Labor Relations		Manager Labor Relations	Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Sr Labor Relations Consultant	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Manager Labor Relations		Manager Labor Relations	Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Sr Labor Relations Consultant	NiSource Corporate Services Co	Merrillville	Indiana	Manager Labor Relations		Manager Labor Relations	Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Sr Labor Relations Consultant	NiSource Corporate Services Co	York	Pennsylvania	Manager Labor Relations		Manager Labor Relations	Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Sr Labor Relations Consultant	NiSource Corporate Services Co	Merrillville	Indiana	Manager Labor Relations		Manager Labor Relations	Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Sr Land Agent	NiSource Corporate Services Co	Midway	Pennsylvania	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Land Agent	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Land Agent	NiSource Corporate Services Co	Youngstown	Ohio	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Land Agent	NiSource Corporate Services Co	Merrillville	Indiana	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Land Agent	NiSource Corporate Services Co	Columbus	Ohio	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Land Agent	NiSource Corporate Services Co	York	Pennsylvania	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Land Agent	NiSource Corporate Services Co	Chester	Virginia	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Land Agent	NiSource Corporate Services Co	Ellsworth	Pennsylvania	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Land Agent	NiSource Corporate Services Co	Fredericksburg	Virginia	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Land Agent	NiSource Corporate Services Co	Fredericksburg	Virginia	Ldr Survey and Land	Ldr Survey and Land	Mgr Survey & Land	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr Leak Analyst	NiSource Corporate Services Co	Columbus	Ohio	Principal Engineer	Principal Engineer	Mgr Risk Assessment	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Leave Compliance Coord	NiSource Corporate Services Co	Hobart	Indiana	Manager Labor Relations		Manager Labor Relations	Dir Labor Relations	VP Labor Relations	CHRO & SVP Administration
Sr Legal Analyst	NiSource Corporate Services Co	Indianapolis	Indiana	Assistant General Counsel		Assistant General Counsel	Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr New Business Specialist	NiSource Corporate Services Co	Canal Winchester	Ohio	Team Leader New Business		Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Paralegal	NiSource Corporate Services Co	Merrillville	Indiana	VP & DGC Securities and Assistant Corporate Secretary				VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary
Sr Paralegal	NiSource Corporate Services Co	Merrillville	Indiana	Assistant General Counsel			Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary
Sr Paralegal	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Assistant General Counsel		Assistant General Counsel	Assistant General Counsel	VP & DGC Securities and Assistant Corporate Secretary	SVP General Counsel & Corporate Secretary
Sr Paralegal	NiSource Corporate Services Co	Merrillville	Indiana	Assistant General Counsel			Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary
Sr PM Major Projects	NiSource Corporate Services Co	Columbus	Ohio	Mgr Major Projects		Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr PM Major Projects	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Major Projects		Mgr Major Projects	Sr Dir Major Projects	SVP Construction	EVP Chief Operating & Safety Officer
Sr PM Major Projects	NiSource Corporate Services Co	Columbus	Ohio	Mgr Major Projects		Mgr Major Projects	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Sr Project Cost Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Planning		Mgr Capital Planning	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Sr Project Cost Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Planning		Mgr Capital Planning	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Sr Project Cost Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Planning		Mgr Capital Planning	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Sr Project Manager New Business	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	York	Pennsylvania	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	Fredericksburg	Virginia	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	Chester	Virginia	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	State College	Pennsylvania	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	York	Pennsylvania	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	Lorain	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	Chester	Virginia	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	Columbus	Ohio	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Project Manager New Business	NiSource Corporate Services Co	Suffolk	Virginia	Team Leader New Business	Team Leader New Business	Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Sr Record Management Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Records & Info Mgmt	Mgr Records & Info Mgmt	Sr Counsel	Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary
Sr Record Management Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Records & Info Mgmt	Mgr Records & Info Mgmt	Sr Counsel	Assistant General Counsel	VP & DGC Litigation	SVP General Counsel & Corporate Secretary
Sr Recruiting Partner	NiSource Corporate Services Co	Chester	Virginia	Manager Corporate Talent Acquisition		Manager Corporate Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Sr Recruiting Partner	NiSource Corporate Services Co	Crown Point	Indiana	Manager Talent Acquisition		Manager Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Sr Recruiting Partner	NiSource Corporate Services Co	Columbus	Ohio	Manager Corporate Talent Acquisition		Manager Corporate Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Sr Recruiting Partner	NiSource Corporate Services Co	Fort Worth	Texas	Manager Corporate Talent Acquisition		Manager Corporate Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Sr Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Regulatory Strategy		Manager Regulatory Strategy	Sr Director Regulatory Strategy	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Sr Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Regulatory Studies		Mgr Regulatory Studies	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Sr Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Regulatory		Manager Regulatory	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Sr Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Manager Regulatory		Manager Regulatory	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Sr Regulatory Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Rate Case Execution		Mgr Rate Case Execution	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Sr Regulatory Analyst	NiSource Corporate Services Co	Loveland	Ohio	Manager Regulatory		Manager Regulatory	Sr Director Columbia Rates & Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Sr Regulatory Analyst	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Rate Case Execution		Mgr Rate Case Execution	Sr Director NIPSCO Rates and Regulatory	VP Rates & Regulatory Strategy	EVP & Group President Utilities
Sr Standards Specialist	NiSource Corporate Services Co	Suffolk	Virginia	Leader Standards	Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Strat Supplr Mgmt Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Strategic Supplier Mgmt		Mgr Strategic Supplier Mgmt	Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer
Sr Talent Sourcing & Engagement Consu	NiSource Corporate Services Co	Columbus	Ohio	Director Talent Acquisition		Director Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration

Sr Talent Sourcing & Engagement Consu	NiSource Corporate Services Co	Merrillville	Indiana	Director Talent Acquisition			Director Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Sr Tech Field Support Spec	NiSource Corporate Services Co	Fredericksburg	Virginia	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Tech Field Support Spec	NiSource Corporate Services Co	Pittsburgh	Pennsylvania	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Columbus	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Bridgeville	Pennsylvania	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Greencastle	Pennsylvania	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Fredericksburg	Virginia	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Lynchburg	Virginia	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Frontline Leader QA**	**Frontline Leader QA**	**Director Operational Excellence - Performanc**	**Director Operational Excellence - Performance & Pr**	**VP Operational Excellence**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Staunton	Virginia	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Fredericksburg	Virginia	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Lynchburg	Virginia	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	New Castle	Pennsylvania	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	York	Pennsylvania	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Greencastle	Pennsylvania	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Jackson	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Merrillville	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	New Castle	Pennsylvania	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Springfield	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Columbus	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Mt Vernon	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Suppt Specialist	NiSource Corporate Services Co	Marion	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Trainer	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Trainer	NiSource Corporate Services Co	Chester	Virginia	Manager Training and Development		Manager Training and Development	Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Trainer	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Technical Trainer	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Trans Support Services Spec	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Trans Support Serv		Team Ldr Trans Support Serv	Mgr Choice & Trans Supp Serv	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Sr. Director Office of CIO	NiSource Corporate Services Co	Columbus	Ohio	SVP & Chief Information Officer					SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
Sr. Operations Support Specialist Non-D	NiSource Corporate Services Co	Columbus	Ohio	Fleet Program Manager			Fleet Program Manager	Director Fleet	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Sr. Transformation Consultant	NiSource Corporate Services Co	Columbus	Ohio	Transformation Mgr			Transformation Mgr	Dir Enterprise Project Management Office	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Standards & Compliance Admin	NiSource Corporate Services Co	Columbus	Ohio	Manager Standards		Manager Standards	Director Standards and Compliance	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Strategy & Risk Consultant Sr	NiSource Corporate Services Co	Columbus	Ohio	Dir Strategy				Dir Strategy	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Strategy & Risk Consultant Sr	NiSource Corporate Services Co	Columbus	Ohio	Manager Risk			Manager Risk	VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Strategy&Risk Consultant Lead	NiSource Corporate Services Co	Merrillville	Indiana	Manager Strategy and Risk			Manager Strategy and Risk	VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Strategy&Risk Consultant Lead	NiSource Corporate Services Co	Merrillville	Indiana	Manager Risk			Manager Risk	VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Strategy&Risk Consultant Lead	NiSource Corporate Services Co	Columbus	Ohio	Manager Strategy and Risk			Manager Strategy and Risk	VP Strategy & Risk	VP Strategy & Risk	EVP Strategy Risk and Chief Commercial Officer
Supplier Diversity Manager	NiSource Corporate Services Co	Columbus	Ohio	Dir Supply Chain Strat&Anlytcs				Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer
Supplier Enablement Analyst	NiSource Corporate Services Co	Columbus	Ohio	Supply Chain Enablement & Service Delivery Manager			Supply Chain Enablement & Service Delivery Manage	Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer
Supply Chain Enablement & Service Deli	NiSource Corporate Services Co	Reedsville	West Virginia	Dir Supply Chain Strat&Anlytcs				Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer
Supply Chain Governance Analyst	NiSource Corporate Services Co	Columbus	Ohio	Supply Chain Enablement & Service Delivery Manager			Supply Chain Enablement & Service Delivery Manage	Dir Supply Chain Strat&Anlytcs	VP Supply Chain	EVP & Chief Financial Officer
Supt Gas Control	NiSource Corporate Services Co	Columbus	Ohio	Mgr Gas Control Ops			Mgr Gas Control Ops	Dir Gas Control & Sys Planning	SVP Gas Operations	EVP Chief Operating & Safety Officer
Sustainability Intern	NiSource Corporate Services Co	Valparaiso	Indiana	Mgr Environmental Compliance			Mgr Environmental Compliance	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Sustainability Intern	NiSource Corporate Services Co	Merrillville	Indiana	Team Leader Environmental		Team Leader Environmental	Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
SVP & Chief Information Officer	NiSource Corporate Services Co	Columbus	Ohio	EVP Strategy Risk and Chief Commercial Officer						EVP Strategy Risk and Chief Commercial Officer
SVP Construction	NiSource Corporate Services Co	Columbus	Ohio	EVP Chief Operating & Safety Officer						EVP Chief Operating & Safety Officer
SVP Financial Planning & Analysis	NiSource Corporate Services Co	Merrillville	Indiana	EVP & Chief Financial Officer						EVP & Chief Financial Officer
SVP Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	EVP Chief Operating & Safety Officer						EVP Chief Operating & Safety Officer
SVP General Counsel & Corporate Secre	NiSource Corporate Services Co	Columbus	Ohio	Pres & Chief Executive Officer						
SVP Operations Support	NiSource Corporate Services Co	Columbus	Ohio	EVP Chief Operating & Safety Officer						EVP Chief Operating & Safety Officer
Talent Acquisition Anlyst	NiSource Corporate Services Co	Milltown	New Jersey	Director Talent Acquisition				Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Talent Sourcing & Engagement Coordina	NiSource Corporate Services Co	Columbus	Ohio	Director Talent Acquisition			Director Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Talent Sourcing & Engagement Specialis	NiSource Corporate Services Co	Merrillville	Indiana	Director Talent Acquisition			Director Talent Acquisition	Director Talent Acquisition	VP HR Services & Solutions	CHRO & SVP Administration
Talent Strategy Consultant	NiSource Corporate Services Co	Columbus	Ohio	Director Talent Strategy & Leadership Development				Director Talent Strategy & Leadership Development	VP Talent	CHRO & SVP Administration
Talent Strategy Consultant	NiSource Corporate Services Co	Merrillville	Indiana	Manager Talent Strategy			Manager Talent Strategy	Director Talent Strategy & Leadership Development	VP Talent	CHRO & SVP Administration
Team Ldr Bill Exception & Pymt	NiSource Corporate Services Co	Columbus	Ohio	Mgr Billing Exceptns&Payments			Mgr Billing Exceptns&Payments	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Team Ldr C&I Acct & Opt Serv	NiSource Corporate Services Co	Fort Myers	Florida	Mgr C&I Acct Mgmt & Gas Trans			Mgr C&I Acct Mgmt & Gas Trans	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Team Ldr Choice Prog Mgmt	NiSource Corporate Services Co	Columbus	Ohio	Mgr Choice & Trans Supp Serv			Mgr Choice & Trans Supp Serv	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Grove City	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr Gas Operations	NiSource Corporate Services Co	Columbus	Ohio	Manager Work Management			Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Team Ldr GTS Program Mgmt	NiSource Corporate Services Co	Columbus	Ohio	Mgr C&I Acct Mgmt & Gas Trans			Mgr C&I Acct Mgmt & Gas Trans	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Team Ldr Printing&Inserting	NiSource Corporate Services Co	Columbus	Ohio	Mgr Cust Billing Process Del			Mgr Cust Billing Process Del	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Team Ldr Project Cost Analyst	NiSource Corporate Services Co	Columbus	Ohio	Mgr Capital Planning			Mgr Capital Planning	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Team Ldr Project Cost Analyst	NiSource Corporate Services Co	Fort Lauderdale	Florida	Mgr Capital Planning			Mgr Capital Planning	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Team Ldr Risk&Process Imprvmnt	NiSource Corporate Services Co	Chester	Virginia	Dir Environmental Compliance				Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Team Ldr Trans Support Serv	NiSource Corporate Services Co	Columbus	Ohio	Mgr Choice & Trans Supp Serv			Mgr Choice & Trans Supp Serv	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Fairchance	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Mcclellandtown	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Point Marion	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Smithfield	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Hopwood	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Charleroi	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Fairchance	Pennsylvania	Mgr CCC		Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Greensboro	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Uniontown	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Smithfield	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Lemont Furnace	Pennsylvania	Mgr CCC		Mgr CCC	Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Brownsville	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	Connellsville	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader CCC	NiSource Corporate Services Co	York	Pennsylvania	Mgr CCC			Mgr CCC	Dir Customer Contact Centers	VP Customer Care Centers	EVP & Group President Utilities
Team Leader Data Integrity	NiSource Corporate Services Co	Connellsville	Pennsylvania	Mgr Wrkfce Plng & Data Integ			Mgr Wrkfce Plng & Data Integ	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Team Leader Environmental	NiSource Corporate Services Co	Medina	Ohio	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Team Leader Environmental	NiSource Corporate Services Co	York	Pennsylvania	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Team Leader Environmental	NiSource Corporate Services Co	Columbus	Ohio	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Team Leader Environmental	NiSource Corporate Services Co	Goshen	Indiana	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Team Leader Environmental	NiSource Corporate Services Co	Michigan City	Indiana	Mgr Environmental Compliance			Mgr Environmental Compliance	Dir Environmental Compliance	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Team Leader Environmental	NiSource Corporate Services Co	Merrillville	Indiana	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Team Leader Environmental	NiSource Corporate Services Co	Dunbar	Pennsylvania	Mgr Nat Resource Permitting			Mgr Nat Resource Permitting	Dir Env Permitting	VP Health Safety & Environmental Execution	EVP Chief Operating & Safety Officer
Team Leader HR Technology	NiSource Corporate Services Co	Ostrander	Ohio	Manager HR Technology			Manager HR Technology	Dir HR Optimization & Technology	VP HR Services & Solutions	CHRO & SVP Administration
Team Leader New Business	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Manager New Business			Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Team Leader New Business	NiSource Corporate Services Co	Columbus	Ohio	Manager New Business			Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Team Leader New Business	NiSource Corporate Services Co	Warrenton	Virginia	Manager New Business			Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Team Leader New Business	NiSource Corporate Services Co	Columbus	Ohio	Manager New Business			Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Team Leader New Business	NiSource Corporate Services Co	Columbus	Ohio	Manager New Business			Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Team Leader New Business	NiSource Corporate Services Co	Columbus	Ohio	Manager New Business			Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Team Leader New Business	NiSource Corporate Services Co	Mt Vernon	Ohio	Manager New Business			Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Team Leader New Business	NiSource Corporate Services Co	Columbus	Ohio	Manager New Business			Manager New Business	Dir New Business	EVP & Group President Utilities	EVP & Group President Utilities
Team Leader Payroll	NiSource Corporate Services Co	Dayton	Ohio	Manager Payroll			Manager Payroll	Dir HR Operations Delivery	VP HR Services & Solutions	CHRO & SVP Administration
Tech Facility Rec Enhancement	NiSource Corporate Services Co	Columbus	Ohio	Ldr Facility Rec & Enhancement		Ldr Facility Rec & Enhancement	Mgr Mapping & Records	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Tech Facility Rec Enhancement	NiSource Corporate Services Co	Columbus	Ohio	Ldr Facility Rec & Enhancement		Ldr Facility Rec & Enhancement	Mgr Mapping & Records	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer

Tech Facility Rec Enhancement	NiSource Corporate Services Co	Columbus	Ohio	Ldr Facility Rec & Enhancement		Ldr Facility Rec & Enhancement	Mgr Mapping & Records	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 1	NiSource Corporate Services Co	Merrillville	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Merrillville	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Monticello	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Fort Wayne	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Cumberland	Maryland	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Merrillville	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Merrillville	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Frontline Leader QA**	**Frontline Leader QA**	**Director Operational Excellence - Performanc**	**Director Operational Excellence - Performance & Pr**	**VP Operational Excellence**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
Technical Support Specialist 2	NiSource Corporate Services Co	Valparaiso	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Columbus	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Merrillville	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	LaVale	Maryland	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Lorain	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Frontline Leader QA**	**Frontline Leader QA**	**Director Operational Excellence - Performanc**	**Director Operational Excellence - Performance & Pr**	**VP Operational Excellence**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
Technical Support Specialist 2	NiSource Corporate Services Co	Lorain	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	South Bend	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Elyria	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Charlerci	Pennsylvania	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	York	Pennsylvania	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Suffolk	Virginia	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	NiSource Corporate Services Co	Merrillville	Indiana	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Support Specialist 2	**NiSource Corporate Services Co**	**Lexington**	**Kentucky**	**Frontline Leader QA**	**Frontline Leader QA**	**Director Operational Excellence - Performanc**	**Director Operational Excellence - Performance & Pr**	**VP Operational Excellence**	**SVP Operations Support**	**EVP Chief Operating & Safety Officer**
Technical Support Specialist 2	NiSource Corporate Services Co	Galion	Ohio	Frontline Leader QA	Frontline Leader QA	Director Operational Excellence - Performance &	Director Operational Excellence - Performance & Proc	VP Operational Excellence	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 1	NiSource Corporate Services Co	Columbus	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 1	NiSource Corporate Services Co	Columbus	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 1	NiSource Corporate Services Co	Columbus	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 1	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 1	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Chester	Virginia	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Gahanna	Ohio	Ldr Technical Training	Ldr Technical Training	Mgr Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Columbus	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Mt Vernon	Ohio	Ldr Technical Training	Ldr Technical Training	Mgr Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Columbus	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Chester	Virginia	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Chester	Virginia	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Chester	Virginia	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 2	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Chester	Virginia	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Columbus	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Columbus	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Technical Trainer 3	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Trainer CCC	NiSource Corporate Services Co	Dunbar	Pennsylvania	Training Lead		Training Lead	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Trainer CCC	NiSource Corporate Services Co	Smithfield	Pennsylvania	Training Lead		Training Lead	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Trainer CCC	NiSource Corporate Services Co	Uniontown	Pennsylvania	Training Lead		Training Lead	Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Training Center Coordinator	NiSource Corporate Services Co	Gahanna	Ohio	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Training Center Coordinator	NiSource Corporate Services Co	Monaca	Pennsylvania	Mgr Technical Training		Mgr Technical Training	Dir Training Execution	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Training Lead	NiSource Corporate Services Co	Uniontown	Pennsylvania	Mgr Training & QA			Mgr Training & QA	Director Operations Support	VP Customer Care Centers	EVP & Group President Utilities
Training Senior Program Analyst	NiSource Corporate Services Co	Canonsburg	Pennsylvania	Manager Training and Development		Manager Training and Development	Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Training Senior Program Analyst	NiSource Corporate Services Co	Columbus	Ohio	Manager Training and Development		Manager Training and Development	Director Training and Development	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Trans Support Services Spec	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Trans Support Serv		Team Ldr Trans Support Serv	Mgr Choice & Trans Supp Serv	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Trans Support Services Spec	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Trans Support Serv		Team Ldr Trans Support Serv	Mgr Choice & Trans Supp Serv	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Trans Support Services Spec	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Trans Support Serv		Team Ldr Trans Support Serv	Mgr Choice & Trans Supp Serv	Dir Billing Payment and Customer Programs	EVP & Group President Utilities	EVP & Group President Utilities
Transformation Mgr	NiSource Corporate Services Co	Columbus	Ohio	Dir Enterprise Project Management Office				Dir Enterprise Project Management Office	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Transformation Mgr	NiSource Corporate Services Co	Columbus	Ohio	Dir Enterprise Project Management Office				Dir Enterprise Project Management Office	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Transformation Mgr	NiSource Corporate Services Co	Columbus	Ohio	Dir Financial Planning & Analysis			Dir Financial Planning & Analysis	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
Transformation Program Manager	NiSource Corporate Services Co	Columbus	Ohio	Director Project Management Office			Director Project Management Office	Dir Enterprise Project Management Office	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
TVC Analyst	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
TVC Analyst	NiSource Corporate Services Co	Monaca	Pennsylvania	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
TVC Analyst	NiSource Corporate Services Co	Monaca	Pennsylvania	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
TVC Analyst	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
TVC Analyst	NiSource Corporate Services Co	Monaca	Pennsylvania	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
TVC Analyst	NiSource Corporate Services Co	Columbus	Ohio	Ldr Capital Close Out		Ldr Capital Close Out	Mgr Capital Close Out	Sr Dir Asset Knowledge Management	SVP Operations Support	EVP Chief Operating & Safety Officer
User Experience (UX) Research and Des	NiSource Corporate Services Co	Columbus	Ohio	User Experience Manager			User Experience Manager	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
User Experience (UX) Research and Des	NiSource Corporate Services Co	LaPorte	Indiana	User Experience Manager			User Experience Manager	Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
User Experience Manager	NiSource Corporate Services Co	Columbus	Ohio	Dir Cust Experience & Insights				Dir Cust Experience & Insights	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
User Experience Manager	NiSource Corporate Services Co	LaPorte	Indiana	Dir Transformation				Dir Transformation	VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
VP & Chief Accounting Officer	NiSource Corporate Services Co	Columbus	Ohio	EVP & Chief Financial Officer						EVP & Chief Financial Officer
VP & Deputy General Counsel - Chief Co	NiSource Corporate Services Co	Columbus	Ohio	SVP General Counsel & Corporate Secretary						SVP General Counsel & Corporate Secretary
VP & DGC Commercial	NiSource Corporate Services Co	Merrillville	Indiana	SVP General Counsel & Corporate Secretary						SVP General Counsel & Corporate Secretary
VP & DGC Corporate	NiSource Corporate Services Co	Merrillville	Indiana	SVP General Counsel & Corporate Secretary						SVP General Counsel & Corporate Secretary
VP & DGC Litigation	NiSource Corporate Services Co	Merrillville	Indiana	SVP General Counsel & Corporate Secretary						SVP General Counsel & Corporate Secretary
VP & DGC Securities and Assistant Corp	NiSource Corporate Services Co	Columbus	Ohio	SVP General Counsel & Corporate Secretary						SVP General Counsel & Corporate Secretary
VP Business Transformation & Governan	NiSource Corporate Services Co	Columbus	Ohio	EVP Strategy Risk and Chief Commercial Officer						EVP Strategy Risk and Chief Commercial Officer
VP Chief Audit Officer	NiSource Corporate Services Co	Columbus	Ohio	EVP & Chief Financial Officer						EVP & Chief Financial Officer
VP Chief Diversity Equity & Inclusion Offi	NiSource Corporate Services Co	Merrillville	Indiana	CHRO & SVP Administration						CHRO & SVP Administration
VP Communications	NiSource Corporate Services Co	Wesley Chapel	Florida	Pres & Chief Executive Officer						
VP Customer Care Centers	NiSource Corporate Services Co	Hopwood	Pennsylvania	EVP & Group President Utilities						EVP & Group President Utilities
VP Customer Solutions Products & Servi	NiSource Corporate Services Co	Columbus	Ohio	EVP Strategy Risk and Chief Commercial Officer						EVP Strategy Risk and Chief Commercial Officer
VP Data & Analytics	NiSource Corporate Services Co	Columbus	Ohio	EVP Strategy Risk and Chief Commercial Officer						EVP Strategy Risk and Chief Commercial Officer
VP Engineering & Standards	NiSource Corporate Services Co	Columbus	Ohio	EVP Chief Operating & Safety Officer					EVP Chief Operating & Safety Officer	EVP Chief Operating & Safety Officer
VP Gas Distribution Construction	NiSource Corporate Services Co	Columbus	Ohio	SVP Construction					SVP Construction	EVP Chief Operating & Safety Officer
VP Health Safety & Environmental Execu	NiSource Corporate Services Co	Columbus	Ohio	EVP Chief Operating & Safety Officer						EVP Chief Operating & Safety Officer
VP HR Services & Solutions	NiSource Corporate Services Co	Columbus	Ohio	CHRO & SVP Administration						CHRO & SVP Administration
VP IT Customer & Corporate Systems	NiSource Corporate Services Co	Columbus	Ohio	SVP & Chief Information Officer					SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
VP IT Infrastructure	NiSource Corporate Services Co	Columbus	Ohio	SVP & Chief Information Officer					SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
VP IT Utilities Systems	NiSource Corporate Services Co	Columbus	Ohio	SVP & Chief Information Officer					SVP & Chief Information Officer	EVP Strategy Risk and Chief Commercial Officer
VP Labor Relations	NiSource Corporate Services Co	Columbus	Ohio	CHRO & SVP Administration						CHRO & SVP Administration
VP Operational Excellence	NiSource Corporate Services Co	Columbus	Ohio	SVP Operations Support					SVP Operations Support	EVP Chief Operating & Safety Officer
VP Operations Transformation	NiSource Corporate Services Co	Columbus	Ohio	VP Business Transformation & Governance					VP Business Transformation & Governance	EVP Strategy Risk and Chief Commercial Officer
VP Rates & Regulatory Strategy	NiSource Corporate Services Co	Merrillville	Indiana	EVP & Group President Utilities						EVP & Group President Utilities
VP Security & Chief Information Security	NiSource Corporate Services Co	Columbus	Ohio	EVP Strategy Risk and Chief Commercial Officer						EVP Strategy Risk and Chief Commercial Officer
VP State Communications	NiSource Corporate Services Co	Merrillville	Indiana	VP Communications						VP Communications
VP Strategy & Risk	NiSource Corporate Services Co	Columbus	Ohio	EVP Strategy Risk and Chief Commercial Officer						EVP Strategy Risk and Chief Commercial Officer
VP Supply & Optimization	NiSource Corporate Services Co	Merrillville	Indiana	EVP Strategy Risk and Chief Commercial Officer						EVP Strategy Risk and Chief Commercial Officer
VP Supply Chain	NiSource Corporate Services Co	Columbus	Ohio	EVP & Chief Financial Officer						EVP & Chief Financial Officer
VP Talent	NiSource Corporate Services Co	Columbus	Ohio	CHRO & SVP Administration						CHRO & SVP Administration
VP Tax	NiSource Corporate Services Co	Columbus	Ohio	EVP & Chief Financial Officer						EVP & Chief Financial Officer
VP Technical Training	NiSource Corporate Services Co	Columbus	Ohio	SVP Operations Support					SVP Operations Support	EVP Chief Operating & Safety Officer
VP Total Rewards	NiSource Corporate Services Co	Lorain	Ohio	CHRO & SVP Administration						CHRO & SVP Administration
VP Treasurer and Corporate Finance	NiSource Corporate Services Co	Chicago	Illinois	EVP & Chief Financial Officer						EVP & Chief Financial Officer
Warehouse Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Meter Shop Floor Ldr			Meter Shop Floor Ldr	Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Warehouse Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Meter Shop Floor Ldr			Meter Shop Floor Ldr	Mgr Meter Shop	VP Supply Chain	EVP & Chief Financial Officer
Web Product Owner	NiSource Corporate Services Co	Merrillville	Indiana	Dir E Channels				Dir E Channels	VP Customer Solutions Products & Services	EVP Strategy Risk and Chief Commercial Officer
Welder B Bangs	NiSource Corporate Services Co	Mt Vernon	Ohio	Shop Floor Leader		Shop Floor Leader	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Welder B Bangs	NiSource Corporate Services Co	Mt Vernon	Ohio	Shop Floor Leader		Shop Floor Leader	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Welder C Bangs	NiSource Corporate Services Co	Mt Vernon	Ohio	Shop Floor Leader		Shop Floor Leader	Mgr Fabrication Shop	Director CDC Capital Program & Suppt Services	SVP Construction	EVP Chief Operating & Safety Officer
Welding Tech Trainer	NiSource Corporate Services Co	Gahanna	Ohio	Ldr Technical Training	Ldr Technical Training	Mgr Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Welding Tech Trainer	NiSource Corporate Services Co	Gahanna	Ohio	Ldr Technical Training	Ldr Technical Training	Mgr Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Welding Tech Trainer	NiSource Corporate Services Co	Mansfield	Ohio	Ldr Technical Training	Ldr Technical Training	Mgr Technical Training	VP Technical Training	VP Technical Training	SVP Operations Support	EVP Chief Operating & Safety Officer
Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Work Coordinator	NiSource Corporate Services Co	Circleville	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer
Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations		Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer

Work Coordinator	NiSource Corporate Services Co	Columbus	Ohio	Team Ldr Gas Operations	Team Ldr Gas Operations	Manager Work Management	Dir Work Management	SVP Operations Support	EVP Chief Operating & Safety Officer


Customer Count Color Key
1-999
1,000-9,999
10,000-20,000
70,000
Indicates counties with MOD stations
Bracken
Mason
Robertson
Lewis
Greenup
Harrison
Nicholas
Carter
Boyd
Scott
Franklin
Bourbon
Bath
Lawrence
Woodford
Fayette
Montgomery
Clark
Jessamine
Johnson
Martin
Madison
Estill
Lee
Floyd
Pike
Owsley
Knott
Clay
Letcher
Enlarged Area

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

2. Refer to the Application, paragraph 1, in which Columbia Kentucky states that it provides natural gas to approximately 138,000 residential, commercial, and industrial customers in the following thirty counties in Kentucky: Bath, Bourbon, Boyd, Bracken, Carter, Clark, Clay, Estill, Fayette, Floyd, Franklin, Greenup, Harrison, Jessamine, Johnson, Knott, Lawrence, Lee, Letcher, Lewis, Madison, Martin, Mason, Montgomery, Nicholas, Owsley, Pike, Robertson, Scott, and Woodford Counties.

a. Provide a detailed account of all economic issues that the Company's customers in the above-referenced counties are combating at the present time.

b. Provide Columbia Kentucky's actual number of customers for 2014 – 2024, using the most updated data.

c. Explain in detail whether Columbia Kentucky projects a future gain or loss of natural gas customers, and provide copies of all projections concerning the same.

d. Provide Columbia Kentucky's total annual natural gas sales for the years 2014 – 2024, using the most updated data.

e. Explain whether Columbia Kentucky expects annual natural gas sales to increase or decrease, and provide copies of all projections concerning the same.

f. Based upon the most recent United States Census information, the poverty rates for Columbia Kentucky's natural gas service area are as follows:

Bath County – 20.6%, Bourbon County – 16.5%, Boyd County – 18.4%,
Bracken County – 15.2%, Carter County – 19.5%, Clark County – 15.4%,
Clay County – 35.1%, Estill County – 21.3%, Fayette County – 14.6%,
Floyd County – 14.9%, Franklin County – 14/1%, Greenup County – 16.1%,
Harrison County – 14.8%, Jessamine County – 12.3%, Johnson County – 26.0%,
Knott County – 29.2%, Lawrence County – 25.9%, Lee County – 36.4%,
Letcher County – 28.7%, Lewis County – 23.1%, Madison County – 15.5%,
Martin County – 36.2%, Mason County – 20.1%, Montgomery County – 15.3%,
Nicholas County – 17.7%, Owsley County – 32.9%, Pike County – 25.1%,
Robertson County – 19.3%, Scott County – 8.3%, and Woodford County – 10.1%.

Confirm that Columbia Kentucky is aware of the above percentages of its natural gas customers who live at or below the poverty line.

Response:

a. Objection: Columbia objects to this request as it is overly broad.

b. Please refer to KY PSC Case No. 2024-00092 AG 1-2 Attachment A, Page B

c. Columbia Gas of Kentucky ("Columbia") is projecting an increase of residential natural gas customers, consistent with recently observed history. This growth is also consistent with the population growth (provided by IHS Global Insight) experienced within Kentucky in recent years.

Columbia is projecting an increase in commercial natural gas customers as well. The commercial customer class has seen a slight decrease since 2021, but real income per capita outlooks (provided by IHS Global Insight) shows an increase in the forecast period, leading to the growth in the commercial customer count forecast.

Columbia projects a flat industrial customer count forecast, holding flat to recently experienced history in December 2023, the most recent data point available when the forecast was developed.

Please refer to KY PSC Case No. 2024-00092 AG 1-2 Attachment A, Page C for further details.

d. Please refer to KY PSC Case No. 2024-00092 AG 1-2 Attachment A, Page D.

e. Columbia has seen relatively stable residential gas volumes since 2021. The residential volume forecast carries this trend into the forecast horizon with a slight increase from 2024 to 2025. This is driven by the customer growth as described in Part B, paired with a flat usage per customer forecast over the same horizon.

Commercial customer class volumes have shown a slight increase in recent history, and the forecasted volumes are consistent with recently observed usage levels. Calendar year 2023 contains the highest usage in the past decade, and the forecasts for 2024 and 2025 are between 2022 and 2023 usage, appropriately capturing recent trends.

There is a single large industrial customer driving the increased usage in 2022 and 2023 when compared to history and our forecasted volumes for 2024 and 2025. Additional details can be found in Columbia's response to KY PSC DR Staff Set 2 No 48.

Please refer to KY PSC Case No. 2024-00092 AG 1-2 Attachment A, Page E for further details.

f. Objection: Columbia objects as this request seeks an admission without identifying a witness for said request for admission.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

3. Refer to the Application, paragraph 25, in which the Company states that it proposes to recover its rate case expense on an amortized basis over a period of one year.

a. Provide all justification for requesting the rate case expense to be amortized over a period of one year.

b. Explain whether Columbia Kentucky anticipates filing for another rate increase in one year.

c. Provide the total rate case expense that has been accrued thus far. Consider this a continuing request.

d. Provide a breakdown of the total rate case expense that has been accrued thus far by category. Consider this a continuing request.

e. Provide copies of invoices supporting the level of incurred rate case costs to date and supply such new invoices as they become available.

f. Provide the estimated total rate case expense.

g. Provide a breakdown of the estimated total rate case expense.

h. Explain whether Columbia Kentucky intends to include charges for its own employees to work on the rate case during regular business hours.

Response:

a. As demonstrated in Tab 79 FR 807 KAR 5:001 Section 16-(8)(a), Schedule A, Line 3, Columbia's earned rate of return for the Base Period and Forecasted Test Period of 6.29% and 4.59%, respectively, both periods are shown to be below the Company's current Commission approved rate of return of 6.89% from its last rate case, Case No. 2021-00183. Further, as evidenced in Columbia's standard filing requirement Tab 46, FR 807 KAR 5:001 Section 16-(7)(h)(4), Line 3, Columbia's projected earned rate of return for 2026 stands at 3.56% and 2.86% for 2027 absent determination of revenue outcomes from pending cases, including this proceeding. Accordingly, the Company has proposed a one-year amortization.

b. Objection: Columbia objects insomuch as future rate case filings are outside the scope of this case and are therefore irrelevant.

c. through g.

Please refer to Columbia's Response to Staff 1-14 and Staff 1-14-Supplemental June Update for the rate case expense (or costs incurred for this case) estimate (per Tab 84,

FR 807 KAR 5:001, Section 16-(8)(f), Page 24 of 24, Schedule F-9) and actuals to-date, by category, as well as supporting documentation (i.e. invoices, receipts, consultant contracts, etc.). Columbia will continue to provide monthly updates for actual costs incurred as they become available as Supplemental Updates to Staff 1-14.

h. Internal employee's labor and labor-related costs are ***not*** includable as deferred charges to Columbia's rate case expense regulatory asset account.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

4. Refer to the Application generally. Provide the following information for Columbia Kentucky employees, as well as all employees whose costs are allocated to Columbia Kentucky, and separate each response by company/utility.

a. Provide the position title and salary for each executive staff employee for the years 2014 – 2024.

b. Provide the average raise that the executive staff employees received for the years 2014 – 2024. Ensure to explain whether the annual raise is directly connected to a performance review.

c. Provide the average bonus that each executive staff employee received for the years 2014 - 2024.

d. Provide all awards given to the executive staff employees for the years 2014 – 2024.

e. Provide all vehicle allowances given to the executive staff employees for the years 2014 – 2024.

f. Provide all incentive compensation given to the executive staff employees for the years 2014 – 2024.

g. Provide the average raise, if any, which will be given to executive staff employees for 2024.

h. Provide the average raise, if any, which will be given to executive staff employees for 2025.

i. Provide a detailed explanation of the insurance benefits provided to the Company's executive staff employees, including but not limited to health, dental, vision, life insurance, etc. Ensure to include all premiums paid by the Company's executive staff employees, premiums paid by the Company or parent company on the executive staff employees' behalf, as well as all copays, deductibles, and maximum out of pocket amounts.

j. Provide a detailed explanation of the retirement benefits provided to the Company's executive staff employees, including but not limited to, whether there is a defined benefit plan, 401(k) matching, etc.

k. Explain whether any of the executive staff employees are members of a union.

Response:

a. Please refer to CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-4 Attachment A for the requested information for Columbia Gas of Kentucky's active employees, specifically the Columns titled "Job Title" and "Base Salary." Please see Columns "Executive / Non-Executive," and "Salaried / Non-Salaried" as well as "Pay Type" and "Union Code" for other position / role distinction.

Please see CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-4, Attachments B-2021, B-2022, B-2023, and B-2024 through year-to-date May, for the requested information for NiSource Corporate Services Company ("NCSC") active employees allocated to Columbia, specifically the Columns titled "Job Title" and "Base Salary." Please see Columns "Executive / Non-Executive," and "Salaried / Non-Salaried" as well as "Pay Type" for other position / role distinction.

The data contained in these attachments present information provided by the NiSource Payroll Department reporting as of the date upon which the report was processed for each month.

b. Please see CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-4 Attachment A. In referring to the "Base Salary," annual changes in base salary are inclusive of any merit / wage increase awarded to an employee in a year, however the awarded merit / wage increase percentage is not separately identifiable. As explained in the Direct

Testimony of Columbia Witness Owens at Page 37, the average merit / wage increase effective in March 2024 was 4% for all eligible employees, including executive employees. In 2023, the average merit / wage increase was 3%. In 2022, the average merit / wage increase was 3%. In 2021, the average merit increase was 3%. Please also refer to Columbia's Response to Attorney General Data Request 1-9, for description of the merit / wage increase process and how it is determined using the employee's performance rating.

c. and d.

Please see CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-4 Attachment A, specifically the following Earnings Codes / Earnings Code Descriptions: (1) 143-Union Contract Signing Bonus, (2) 327-RER Award (Emergency Response / Stand-By), (3) 330-Sign-on/Hire Bonus, (4) 332-Retention Award, and (5) 335-Spot Award.

e. The Company does not provide vehicle allowances.

f. Please see CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-4 Attachment A, specifically the following Earnings Code / Earnings Code Description: 334-Annual Incentive Pay for Short-Term Incentive ("STI") Compensation payments. See the table below for identification of Long-Term Incentive ("LTI") Compensation general ledger expense by executive and salaried employees for Columbia and NCSC allocated to Columbia. Allocation of the actual / forecasted LTI expense by executive / salaried was derived utilizing LTI reporting, by employee position, per Fidelity. Please also

see Columbia's Response to Attorney General's Data Request 1-99 for additional executive incentive compensation information.

Company	Executive / Salaried	2021	2022	2023	Actual Base Period	Forecasted Base Period (Budget)	Total Base Period	Forecasted Test Period (Budget)
Columbia	Executive	$ 316,686	$ 443,439	$ 481,093	$ 270,798	$ 367,445	$ 638,243	$ 761,590
	Salaried	$ 35,187	$ 43,857	$ 47,581	$ 30,089	$ 36,341	$ 66,429	$ 84,621
Columbia		**$ 351,873**	**$ 487,296**	**$ 528,674**	**$ 300,887**	**$ 403,786**	**$ 704,673**	**$ 846,211**
NCSC Allocated to Columbia	Executive	$ 301,275	$ 225,092	$ 396,966	$ 255,544	$ 223,752	$ 479,296	$ 532,404
	Salaried	$ 209,361	$ 323,913	$ 447,642	$ 226,615	$ 252,316	$ 478,931	$ 472,132
NCSC Allocated to Columbia		**$ 510,636**	**$ 549,005**	**$ 844,608**	**$ 482,159**	**$ 476,068**	**$ 958,227**	**$ 1,004,537**
Total Company LTI Expense		**$ 862,509**	**$ 1,036,301**	**$ 1,373,282**	**$ 783,046**	**$ 879,854**	**$ 1,662,900**	**$ 1,850,748**

g. Please refer to subpart b above.

h. The Company's projected average merit increase for the entire active employee population, including executives, is projected to be 3% in 2025. Please also refer to the Direct Testimony of Columbia Witness Owens, at Page 36.

i. As explained in the Direct Testimony of Columbia Witness Owens at Page 38-47, the Company provides health and welfare plans (health care coverage, dental coverage, vision care, term life insurance and disability insurance), retirement savings plans, and paid time off (vacation, holiday, and sick pay).

Please refer to KY PSC Case No. 2024-00092, KY PSC Staff data request 1-41, for amounts paid by the Company and by the Company's employees.

Please see Columbia's Response to Staff Data Request 1-43, for the medical, dental, and vision summary plan descriptions and contribution rates.

Please see Columbia's Response to Staff Data Request 1-44 for the medical insurance policies and copay, deductible, and maximum out of pocket information.

Please see Columbia's Response to Staff Data Request 1-45, for the life insurance rates.

j. As explained in the Direct Testimony of Columbia Witness Owens at Pages 38, and 46 to 47, the Company provides retirement savings plans.

Please also see Columbia's Response to Staff Data Request 1-46, for descriptions and contribution rates.

k. No executives are members of a union.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

ATTACHMENT FILED UNDER SEAL PURSUANT TO A MOTION FOR CONFIDENTIAL TREATMENT

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

5. Refer to the Application generally. Provide the following information for Columbia Kentucky employees, as well as all employees whose costs are allocated to Columbia Kentucky, and separate each response by company/utility.

a. Provide the position title and salary for each salaried employee for the years 2014 – 2024.

b. Provide the average raise that the salaried employees received for the years 2014 – 2024. Ensure to explain whether the annual raise is directly connected to a performance review.

c. Provide the average bonus that each salaried employee received for the years 2014 - 2024.

d. Provide all awards given to the salaried employees for the years 2014 – 2024.

e. Provide all vehicle allowances given to the salaried employees for the years 2014 – 2024.

f. Provide all incentive compensation given to the salaried employees for the years 2014 – 2024.

g. Provide the average raise, if any, which will be given to salaried employees for 2024.

h. Provide the average raise, if any, which will be given to salaried employees for 2025.

i. Provide a detailed explanation of the insurance benefits provided to the Company's salaried employees, including but not limited to health, dental, vision, life insurance, etc. Ensure to include all premiums paid by the Company's salaried employees, premiums paid by the Company or parent company on the salaried employees' behalf, as well as all copays, deductibles, and maximum out of pocket amounts.

j. Provide a detailed explanation of the retirement benefits provided to the Company's salaried employees, including but not limited to, whether there is a defined benefit plan, 401(k) matching, etc.

k. Explain whether any of the salaried employees are members of a union.

Response:

a. Please see Columbia's Response to Attorney General's Data Request 1-4.

b. Please refer to the Attachments to Columbia's Response to Attorney General's Data Request 1-4, subpart a. In referring to the "Base Salary," annual changes in base salary are inclusive of any merit / wage increase awarded to an employee in a year, however the awarded merit / wage increase percentage is not separately identifiable. As explained in the Direct Testimony of Columbia Witness Owens at Page 37, the average merit / wage increase effective in March 2024 was 4% for all eligible employees, including salaried employees. In 2023, the average merit / wage increase was 3%. In 2022, the average merit / wage increase was 3%. In 2021, the average merit increase was 3%. Please also refer to KY PSC Case No. 2024-00092, Attorney General data request 1-9, for description of the merit / wage increase process and how it is determined using the employee's performance rating.

c. and d.

Please refer to the Attachments to Columbia's Response to Attorney General's Data Request 1-4, subpart a, specifically the following Earnings Codes / Earnings Code Descriptions: (1) 143-Union Contract Signing Bonus, (2) 327-RER Award (Emergency Response / Stand-By), (3) 330-Sign-on/Hire Bonus, (4) 332-Retention Award, and (5) 335-Spot Award.

e. The Company does not provide vehicle allowances.

f. Please refer to the Attachments to Columbia's Response to Attorney General's Data Request 1-4, subpart a, specifically the following Earnings Code / Earnings Code Description: 334-Annual Incentive Pay. Please also see Columbia's Response to Attorney General's Data Request 1-99 for executive incentive compensation information.

g. Please refer to subpart b above.

h. The Company's projected average merit increase for the entire active employee population, including salaried employees, is projected to be 3% in 2025. Please also refer to the Direct Testimony of Columbia Witness Owens, at Page 36.

i. As explained in the Direct Testimony of Columbia Witness Owens at Page 38-47, the Company provides health and welfare plans (health care coverage, dental coverage, vision care, term life insurance and disability insurance), retirement savings plans, and paid time off (vacation, holiday, and sick pay).

Please refer to Columbia's Response to Staff Data Request 1-41, for amounts paid by the Company and by the Company's employees.

Please see Columbia's Response to Staff Data Request 1-43, for the medical, dental, and vision summary plan descriptions and contribution rates.

Please see Columbia's Response to Staff Data Request 1-44 for the medical insurance policies and copay, deductible, and maximum out of pocket information.

Please see Columbia's Response to Staff Data Request 1-45, for the life insurance rates.

j. As explained in the Direct Testimony of Columbia Witness Owens at Pages 38, and 46 to 47, the Company provides retirement savings plans. Please also see Columbia's Response to Staff Data Request 1-46, for descriptions and contribution rates.

k. No salaried employees are members of a union.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

6. Refer to the Application generally. Provide the following information for Columbia Kentucky employees, as well as all employees whose costs are allocated to Columbia Kentucky, and separate each response by company/utility.

a. Provide the position title and wages for each non-salaried employee for the years 2014 – 2024.

b. Provide the average raise provided to the non-salaried employees for the years 2014 – 2024. Ensure to explain whether the annual raise is directly connected to a performance review.

c. Provide the average bonus provided to the non-salaried employees for the years 2014 – 2024.

d. Provide all awards given to the non-salaried employees for the years 2014 – 2024.

e. Provide all vehicle allowances given to the non-salaried employees for the years 2014 – 2024.

f. Provide all incentive compensation given to the non-salaried employees for the years 2014 – 2024.

g. Provide the average raise, if any, which will be given to non-salaried employees for 2024.

h. Provide the average raise, if any, which will be given to non-salaried employees for 2025.

i. Provide a detailed explanation of the insurance benefits provided to the Company's non-salaried employees, including but not limited to health, dental, vision, life insurance, etc. Ensure to include all premiums paid by the Company's non-salaried employees, premiums paid by the Company or parent company on the non-salaried employees' behalf, as well as all copays, deductibles, and maximum out of pocket amounts.

j. Provide a detailed explanation of the retirement benefits provided to the Company's non-salaried employees, including but not limited to, whether there is a defined benefit plan, 401(k) matching, etc.

k. Explain whether any of the non-salaried employees are members of a union.

Response:

a. Please see Columbia's Response to Attorney General's Data Request 1-4.

b. Please see the referenced Attachments to Columbia's Response to Attorney General's Data Request 1-4. In referring to the "Base Salary," annual changes in base salary are inclusive of any merit / wage increase awarded to an employee in a year, however the awarded merit / wage increase percentage is not separately identifiable. As explained in the Direct Testimony of Columbia Witness Owens at Page 37, the average merit / wage increase effective in March 2024 was 4% for all eligible employees, including non-salaried employees. In 2023, the average merit / wage increase was 3%. In 2022, the average merit / wage increase was 3%. In 2021, the average merit increase was 3%. Please also refer to Columbia's Response to Attorney General's Data Request 1-9, for description of the merit / wage increase process and how it is determined using the employee's performance rating.

c. and d.

Please see the Attachments to Columbia's Response to Attorney General's Data Request 1-4, subpart a, specifically the following Earnings Codes / Earnings Code Descriptions: (1) 143-Union Contract Signing Bonus, (2) 327-RER Award (Emergency Response / Stand-By), (3) 330-Sign-on/Hire Bonus, (4) 332-Retention Award, and (5) 335-Spot Award.

f. Please see the Attachments to Columbia's Response to Attorney General's Data Request 1-4, subpart a, specifically the following Earnings Code / Earnings Code Description: 334-Annual Incentive Pay. Please also see Columbia's Response to Attorney General's Data Request 1-99 for executive incentive compensation information.

g. Please refer to part b above.

h. The Company's projected average merit increase for the entire active employee population, including non-salaried employees, is projected to be 3% in 2025. Please also refer to the Direct Testimony of Columbia Witness Owens, at Page 36.

i. As explained in the Direct Testimony of Columbia Witness Owens at Page 38-47, the Company provides health and welfare plans (health care coverage, dental coverage, vision care, term life insurance and disability insurance), retirement savings plans, and paid time off (vacation, holiday, and sick pay).

Please refer to Columbia's Response to Staff Data Request 1-41, for amounts paid by the Company and by the Company's employees.

Please see Columbia's Response to Staff Data Request 1-43, for the medical, dental, and vision summary plan descriptions and contribution rates.

Please see Columbia's Response to Staff Data Request 1-44 for the medical insurance policies and copay, deductible, and maximum out of pocket information.

Please see Columbia's Response to Staff Data Request 1-45, for the life insurance rates.

j. As explained in the Direct Testimony of Columbia Witness Owens at Pages 38, and 46 to 47, the Company provides retirement savings plans. Please also see Columbia's Response to Staff Data Request 1-46, for descriptions and contribution rates.

k. Certain non-salaried employees are members of a union. Please see Columbia's Response to Attorney General's Data Request 1-4, specifically Attachment A (Columbia Gas of Kentucky's active employees requested payroll information) and the Column titled "Salaried / Non-Salaried" with further distinction in the Column titled "Union Code."

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

7. Refer to the Application generally.

a. Provide a detailed explanation of all salary and benefits provided to the members of the Board of Directors during the years 2019 – 2024. Ensure to provide the salary amounts, and specific details regarding all benefit packages including but not limited to health, dental, vision, accidental death and disability, life insurance, bonuses, awards, vehicle allowances, and the like.

b. Provide the total amount of the Board of Directors' fees for the test year.

c. Provide a breakdown of the total amount of the Board of Directors' fees for the test year.

d. Discuss if there will be any changes to the Board of Directors' salaries and/or benefit packages for 2024 and/or 2025.

e. When setting the Board of Directors' fees and benefits did Columbia Kentucky review other similarly situated natural gas companies' fees and benefits? If so, explain in detail the findings. If not, explain in detail why not.

Response:

Objection: The requested information is not included in the calculation for the revenue requirement for this case, and is therefore irrelevant to the current proceeding. Notwithstanding and without waiving this objection, Columbia responds as follows:

Please refer to KY PSC Case No. 2024-00092 Staff 1-49 Attachment A for the NiSource 2024 Proxy document, pages 33-34, for the most recent publicly available information about Board of Director compensation.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

8. Refer to the Application generally. Provide the amount of Supplemental Executive Retirement Plan ("SERP") costs included in the test year O&M expenses. Provide the amounts broken down between Columbia Kentucky directly incurred costs and costs allocated separately from each other affiliate.

Response:

Please refer to Columbia's response to the Attorney General's data request 1-150, specifically Cost Element 9033-Pension SERP.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

9. Refer to the Application generally. Explain the current process of awarding wage/salary increases to executive staff versus salaried versus non-salaried, and union versus nonunion employees.

Response:

The process for awarding wage/salary increases to executive staff, all other exempt salaried, and non-exempt non-union employees is the same. As explained in the Direct Testimony of Columbia Witness Owens at Page 20, the employee's final performance rating is used to calculate the proposed amount of the merit increase for non-union employees. This proposed amount is based on guidance provided by Human Resources in the form of a Merit Matrix that reflects both the employee's performance rating and their current position in the pay range. Managers have discretion to adjust the final merit increase amount for the individual, as long as they do not overspend their team's allotted total merit budget. The Human Resources department processes all merit increases to be effective at the designated date.

The process for awarding wage/salary increases to union employees is driven by the labor contract. Please see KY PSC Case No. 2024-00092, Staff 1-37, Attachment A, Pages 35-39 for the current labor contract between Columbia Gas of Kentucky and the United Steel, Paper, Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, on behalf of Local Union 372. The contract details the annual "across the board" pay increases and the step rates to pay to each job title, beginning on each designated effective date. The Human Resources department processes all step rate increases to be effective at the designated date.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

10. Refer to the Application generally. Explain whether any vacant position costs are included in the proposed revenue requirement. If so, provide the job title, salary/wage/benefit amounts, necessity of the position, date the job was created and vacated, explanation as to why the position is currently vacant, and an estimated date as to when the position will be filled.

Response:

Costs for vacant positions are included in Columbia's proposed revenue requirement. Please see CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-10 Attachment A for a listing of vacant roles and requested details as of May 2023, utilized in the development of the FTP budget. Please note, employee labor and benefits are not planned based on headcount; meaning, there is not a direct link to information presented herein.

Information collected by the NiSource Human Resources Department for positions with an identification number at the time of budget creation has been included to provide an explanation as to why the position was vacant and the necessity of the position. From a

budgeting perspective, all roles included in the budget, whether active or vacant, represent the organizational structure required to operate the various functions within the company based on review with the various budget owners. Budgeting does not maintain a log of the necessity of the positions but rather relies on the expertise of functional leaders.

For more information regarding vacant positions and headcount for Columbia Gas of Kentucky employees/positions please refer to Columbia's Response to Staff Request Set 1, No. 38.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

ATTACHMENT FILED UNDER SEAL PURSUANT TO A MOTION FOR CONFIDENTIAL TREATMENT

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

11. Refer to the Application generally.

a. Provide the monetary amount that Columbia Kentucky included in the revenue requirement for payment processing fees, with a breakdown between each payment type.

b. If Columbia Kentucky included credit card fees in the revenue requirement then provide the Commission case number and Order that approved these specific fees to be included in rates.

c. Provide all payment processing fees that Columbia Kentucky has paid for in the years 2014 – 2024, and provide a breakdown for each type of payment processing fee.

d. Identify the type of payments Columbia Kentucky accepts from a customer without assessing a fee.

e. Identify the type of payments Columbia Kentucky accepts only with a fee assessment.

f. Explain in full detail whether Columbia Kentucky requires a convenience fee to be added to all credit card transactions in order for other customers to not subsidize the credit card payments. If not, explain in full detail why not.

g. Provide the type of credit cards that Columbia Kentucky accepts as payment (e.g. Visa, MasterCard, American Express, etc.), the fee that the Company pays to process each type of credit card, and the associated fee to the customer.

h. Provide all other forms of payment that Columbia Kentucky accepts from customers to pay the utility bill, the corresponding fees that the Company pays for each payment type, as well as all fees assessed to the customers for each payment type.

Response:

a. Payment processing fees are not forecasted by the type of fee, rather forecasts are developed based on actual historical experience trending for various Cost Categories including processing fees. Expenses for payment processing fees in the revenue requirement would be akin to the Company's 2022 actual experience as this was the most recent calendar year available at the time the budget was developed.
b. The Company does not incur any expense when customers make payments via a credit card. The fee involved in the transaction is paid by the customer. As such,

the annual expense for each period is $0 (zero). Additionally, Columbia did not include a credit card fee proposal in its Application.

c. Please refer to KY PSC 2024-00092 AG 1-11 Attachment A for a breakdown of payment processing fees that Columbia has paid / expensed in 2022, 2023 and year-to-date May 2024.

d. Columbia pays the processing fee for the following payment types (with reference to the Line numbers in KY PSC 2024-00092 AG 1-11 Attachment A)

- Lockbox (Lines 4-6),
- Lexington payment dropbox (Lines 7-9),
- Online Bank Bill Pay (E-Lockbox payments) (Lines 10-12),
- Registered Web/Mobile Apps using Checking/Savings one-time payments (partial in Lines 13-15),
- Autopay using Checking/Savings (partial in Lines 13 – 15),
- Authorized Walk-in Paystations (Lines 16-18).

e. Columbia accepts the following payment types that include a $2.00 fee to customers:

- Guest Web payments (checking/savings, credit/debit cards, PayPal, Venmo, and Amazon Pay)
- IVR payments (checking/savings, credit/debit cards).

The payment processing fee is paid by the customer and is not incurred by Columbia.

f. Columbia partners with a third-party payment vendor who assesses a $2.00 fee to the customer for credit/debit card, PayPal, Venmo, or Amazon Pay at the time of the transaction. As no costs are incurred by the Company there are no correlating expenses included in the revenue requirement; in other words, non-credit card payment customers are not subsidized for the costs of customers paying with credit cards.

g. Columbia accepts VISA, Mastercard, American Express, and Discover. The customer pays the processing fee of $2.00.

h. The other forms of payment that Columbia accepts from customers to pay their utility bill are identified in Part D and corresponding payment processing fees paid by the Company are detailed in KY PSC 2024-00092 AG 1-11 Attachment A. Please refer to Part F for payment processing fees paid by the customer.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

12. Refer to the Application generally. Has Columbia Kentucky obtained and/or is the Company seeking any funds/grants from federal, state, or local sources which have been or will be made available? If so, identify the source and amount of those funds/grants. If not, and funds/grants are available for which the Company is eligible, explain why the Company is foregoing those opportunities.

Response:

Objection: Columbia objects to this request as it is overly broad. As requested, Columbia is unable to ascertain which funding the request is referring to.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

13. Refer to the Application generally.

a. Explain whether Columbia Kentucky has any utility office in Kentucky open for a customer to pay bills, obtain customer service, etc.

b. If Columbia Kentucky does not have a utility office in Kentucky for a customer to pay bills, obtain customer service, etc. then explain whether the Commission granted Columbia Kentucky a deviation from the applicable regulations. If a deviation was granted then provide all of the corresponding case numbers regarding the same. If no deviation was granted, explain why a deviation from the regulations were not required.

Response:

a. Columbia's Headquarters is located at 2001 Mercer Road in Lexington, KY. As per 807 KAR 5:006 Section 14 Utility Customer Relations (b), a designated representative is available to answer customer questions, resolve disputes, and negotiate partial payment plans. Payments are accepted at this location.

b. No applicable

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

14. Refer to the Application generally. Provide a succinct list that identifies all proposed pro forma adjustments, the amount of each pro forma adjustment, along with a brief description of each adjustment.

Response:

Please refer to the Application, Tab 80, FR 807 KAR 5:001, Section 16(8)(b), Page 3 of 172, Schedule B-1, Column 4 for a summary listing of the SMRP-related adjustments to the calculated FTP 13-month average rate base as detailed in the referenced B Schedules and accompanying supporting workpapers.

Please refer to the Application, Tab 82, FR 807 KAR 5:001, Section 16(8)(d), Pages 5 through 7 of 32, Schedule D-1.B (Summary of Adjustments to Operating Income for the FTP), and Pages 19 and 20 of 32, Schedule D-2.6 for a listing of the ratemaking adjustments to the FTP with detailed descriptions.

Please refer to Columbia's response to Attorney General's data request 1-015 for references to the Direct Testimony of the company's witnesses who provide further explanation of the FTP ratemaking adjustments.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

15. Explain in detail whether any expenses have been removed from the proposed rates for ratemaking purposes. Provide a detailed list of the removed expenses, and explain why Columbia Kentucky removed each expense from the rate case.

Response:

Please refer to the Direct Testimony of Columbia Witness Shaeffer at Pages 12 through 16 which describes the FTP ratemaking adjustments included in Schedule D-2.6.

Please refer to the Direct Testimony of Columbia Witness Cooper at Pages 15 & 16, and the Direct Testimony of Columbia Witness Wozniak at Page 11, which describes the ratemaking adjustment to Account 487 Forfeited Discounts in Schedule M-2.2.

Please refer to the Direct Testimony of Columbia Witness Gore for discussion on the exclusion / removal of SMRP-related plant investments from the calculation of rate base in Schedule B, and depreciation expense in Schedule D-2.6. The Direct Testimony of Columbia Witness Harding describes the exclusion / removal of SMRP-related

Accumulated Deferred Income Taxes from rate base (Schedule B) and property taxes from Taxes Other Than Income in Schedule D-2.6.

Please refer to Columbia's response to Attorney General's data request 1-014 for references to the location of ratemaking adjustments listings to the FTP with detailed descriptions in the company's filing Application.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

16. Refer to the Application generally. Explain in detail whether Columbia Kentucky provides annual reports of any kind to the cities/counties that it operates in. Explain why or why not.

Response:

Columbia is not required to provide any kind of annual reports to the cities/counties that it operates in.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

17. Refer to the Application generally. Provide a list that identifies all miscellaneous costs for the test year, including but not limited to dinners (including all holiday dinners), gifts, donations, membership dues, annual meeting costs, etc. For each cost indicate whether it was removed from or included in the requested revenue requirement.

Response:

Please refer to Columbia's response to the Attorney General's data request 1-150, specifically Cost Categories (1) Employee Expenses – Activities & Business Expenses, (2) Employee Expenses – Gifts, (3) Dues & Donations, and (4) Miscellaneous & Other. As explained in the Direct Testimony of Columbia Witness Shaeffer at Page 14 in describing Schedule D-2.6, "Adjustments 7.1, 7.2, 8.1, and 8.2 remove a 2025 level of expense based on identified non-recoverable items using 2023 actual data, adjusted for inflation, to arrive at a representative proxy included in the FTP budget". The adjustment amounts to remove a representative level of above-the-line Dues and Donations, Employee Expenses, and Miscellaneous and Other expenses from the FTP O&M budget for Columbia direct

can be found in Workpapers D-2.6.G, and in Workpaper D-2.6.H for NiSource Corporate Services Company O&M allocated to Columbia.

In addition, please refer to Columbia's responses to the following Attorney General's data requests on Dues & Donations: AG 1-22, AG 1-23, AG 1-24, AG 1-25, AG 1-61, AG 1-74, AG 1-75, and AG 1-76. Please also refer to Columbia's response to AG 1-62 on the Cost Category separately identified in AG 1-150 as Charitable Contributions for explanation of the costs referred to by the AG as Charitable/Donations.

Please refer to Columbia's responses to the following Attorney General's data requests on Employee Expenses (inclusive of gifts): AG 1-65, 1-78, AG 1-82, AG 1-146, and AG 1-162.

Please refer to Columbia's response to KY PSC Staff data request 1-7, Part B, and Attorney General's data requests AG 1-116 on Miscellaneous & Other.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

18. Refer to the Application generally.

a. Explain in detail whether there are any direct charges, allocated costs, surcharges, pass-through charges, etc., from any entity to Columbia Kentucky. If so, provide a detailed list of the same with explanations for each allocated charge.

b. Explain in detail whether Columbia Kentucky has the ability to refuse to pay a direct charge, allocated cost, surcharge, pass-through charge from a parent company and/or affiliated entity. If so, explain the process that is implemented when refusing to make a payment. If not, explain why not.

c. Provide all examples of Columbia Kentucky refusing to pay a direct charge, allocated cost, surcharge, and pass-through charge from a parent company and/or affiliated entity. If there are no examples, explain in detail why not.

Response:

a. Please refer to the Direct Testimony of Columbia Witness Kristen King for explanation of the billings and relationship between NiSource Corporate Services Company ("NCSC") and Columbia. For a detailed description of the method and amounts billed / forecasted to be billed to Columbia from NCSC via Contract Billings, please see Tab 76, 807 FR 807 KAR 5:001, Section 16-(7)(u) in the Application. Please also refer to Columbia's Response to Staff Request 1-11, providing the most recent calendar year (2023) NCSC Contract Bill allocated charges billed to Columbia, identified by direct and allocated, as well as by amounts recorded to Capital and Operations and Maintenance Expenses. Note, the NCSC Contract Bill amounts provided in Staff 1-11 are per Columbia's book of record. Forecasted NCSC Contract Bill costs are not identifiable between direct and allocated in the Company's budget.

Please refer to Columbia's Response to Staff Request 1-12 for information on agreements between Columbia and all affiliates, as well as quantification of the most recent calendar year (2023) intercompany accounts payable and accounts receivable information, by affiliate.

b. and c.

Generally, Columbia pays its intercompany billings as they are incurred. As Columbia Witness King explains in Direct Testimony at Page 7 regarding the NCSC Contract Bill specifically, "There are system controls in place that allow certain departments, or groups of departments, to only use billing pools that allocate to companies

benefitting from the services being provided. Essentially, a department that supports only the operating affiliates would only be allowed to use billing pools that include the operating affiliates. If an individual would attempt to use a different billing pool, the related accounting systems would prompt an immediate error and not allow data to be input." Notwithstanding, Columbia recognizes that misclassification of costs billed to / from affiliates can and do occur, whether that be below-the-line costs (generally Account 426) that are erroneously charged to above-the-line accounts (as utility operating income) or charges that are improperly allocated to Columbia by an affiliate.

Regarding FTP ratemaking in Columbia's filing Application, as explained in the Direct Testimony of Columbia Witness Shaeffer at Page 14 in describing costs removed in Schedule D-2.6, "Adjustments 7.1, 7.2, 8.1, and 8.2 remove a 2025 level of expense based on identified non-recoverable items using 2023 actual data, adjusted for inflation, to arrive at a representative proxy included in the FTP budget". Consistent with Columbia's detailed review of the most recent calendar year 2020 general ledger transactions in the Company's prior base rate case, Case No. 2021-00183, Columbia utilized calendar 2023 to perform similar evaluations of the Company's general ledger transactions in determining its FTY ratemaking adjustments presented in this case, including any misclassification of costs billed to / from affiliates on Columbia's book of record. These adjustment amounts remove a

representative level of non-recoverable below-the-line charges mis-coded to above-the line accounts and / or mis-allocated expenses from the FTP O&M budget as detailed in Workpaper D-2.6.G (Columbia Direct) and in Workpaper D-2.6.H (NSCC allocated to Columbia). It is important to note that Columbia only reviewed and evaluated the calendar 2023 expenses recorded to Company's the book of record; meaning Columbia has not included any expenses that were erroneously charged to another affiliate in its ratemaking adjustment when arriving at the Pro Forma / Adjusted Forecasted Test Period used to determine the revenue requirement.

Additionally, please refer to the Direct Testimony of Columbia Witness Cole, Pages 16-18 for discussion on development of the budgets for Columbia utilized in the preparation of this case.

Lastly, the Company does not track occurrences in which a Columbia Gas of Kentucky or NCSC employee has rejected or cancelled payment of an invoice, which may occur for a variety of reasons.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

19. Refer to the Application generally. Explain in detail whether Columbia Kentucky provides any assistance program(s) for customers experiencing difficulty paying their natural gas bills.

Response:

Columbia's Wintercare and Home Energy Assistance Program are available to provide assistance to customers experiencing difficulty paying their natural gas bills.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

20. Refer to the Application generally.

a. Confirm that in Case No. 2021-00183, the Commission granted Columbia Kentucky an $18,311,404 rate increase. If not confirmed, explain why not in detail.

b. Confirm that in Case No. 2021-00183, the Commission granted Columbia Kentucky an increase in the monthly residential customer charge from $16.00 to $19.75.

Response:

Objection: Columbia objects to this request as it is a request for an admission without identifying a witness for said admission. Further, the Commission's Orders cited in this request speaks for itself.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

21. Refer to the Application, Tab 8. Columbia Kentucky is requesting an increase in the monthly residential customer charge from $19.75 to $27.00.

a. Explain how seeking to increase the monthly residential customer charge from $19.75 to $27.00, which is an increase of approximately 36.71%, is in line with the principle of gradualism.

b. Explain whether Columbia Kentucky contemplated proposing a lower increase to the monthly residential customer charge so as not to create rate shock for the customers.

c. Explain whether Columbia Kentucky contemplated implementing the proposed higher customer charge in two phases instead of a 36.71% increase at one time.

d. Provide a list of all natural gas utilities in Kentucky, with the corresponding monthly residential customer charge, residential volumetric charge, average bill, and rank the utilities from lowest to highest average bill. Ensure to include Columbia

Kentucky's proposed residential customer charge, residential volumetric charge, average bill, and rank based upon its proposed revenue requirement.

Response:

a. Gradualism is but one principle to consider when designing rates, as pointed out in Witness Amen's direct testimony. Further, based on the unit cost results contained in the COSS, the customer-related costs for the residential class total $45.74. If the customer-related cost of Mains is excluded, the unit customer-related cost is still $34.66. Columbia's proposed charge of $27.00 would only recover 59% or 78% of the respective customer-related costs. In the context of the large increase in customer charges needed to move the residential class to its fixed customer-related cost to serve, the increase is gradual. Gradualism should also be viewed at the total bill level and not solely on a single component of the rate structure, such as the customer charge. The same amount of proposed residential class revenue will be collected within the rate schedule, including an increased proportion collected in the customer charge, which better reflects the nature of the underlying costs.

b. Similar to gradualism, as explained in part a, rate shock is a concept historically attributed to large overall revenue requirement increases. Therefore, on a per customer basis it should be measured on the customer's total bill. As explained in Witness Amen's direct testimony, a rate design that is weighted too heavily towards volumetric rates will

not send appropriate economic price signals to customers. Witness Amen's testimony also details the mitigation applied to revenue apportionment, which otherwise would have resulted in an even larger increase for the residential class.

c. No. For the reasons set forth in parts a and b, Columbia did not consider implementing the customer charge in two phases.

d. Objection: Columbia objects to this request as it is unduly burdensome and requires Columbia to create documents that do not already exist. Furthermore, the request would require Columbia to review and compile information which is available in the public domain. Columbia is not required to complete research, create tables and summarize information on behalf of the Attorney General's Office of Rate Intervention. The Attorney General's Office of Rate Intervention can review the publicly available information and compile the data in the manner requested.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

22. Refer to the Application generally. Identify fully any and all organizations to which Columbia Kentucky pays dues and/or membership fees of any type or sort (hereinafter referred to as "Dues Requiring Organizations"), which engage in any one or more of the following activities (hereinafter "covered activities"):

i. legislative advocacy, regulatory advocacy, and/or public relations;

ii. advertising;

iii. marketing;

iv. legislative policy research; and/or,

v. regulatory policy research.

a. If so confirmed with regard to any one or more of these organizations, identify that organization and provide the amount of Columbia Kentucky dues which that

organization applies to covered activities, both in dollar terms and percentages of total dues.

b. Explain whether all or any portion of said dues are excluded from the pending rate case.

Response:

Objection: Columbia objects insomuch as responding to this request requires information and documentation that is not in the Company's possession. Notwithstanding and without waiving the objection, Columbia responds as follows:

a. Please refer to Tab 84 FR 807 KAR 5:001, Section 16(8)(f), Pages 2-4 of 24, for the BP and FTP (including pro forma FTP) Corporate Dues and Memberships as shown in Schedule F-1.A (Total Company Corporate Dues and Memberships), F-1.B (Company Direct Corporate Dues and Memberships), and F-1.C (NiSource Service Company Allocated Corporate Dues and Memberships). Please see the website of each organization for information on the mission, values, and services provided to the Company and its customers.
b. See response to Part a.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

23. Refer to the Application generally. Explain whether Columbia Kentucky pays any dues or membership fees to law firms or trade groups which maintain an affiliate engaged in any of the covered activities identified in the preceding question.

a. If so, identify fully the law firm or trade group by name, the name of the affiliate engaged in any such activities, and the amounts Columbia Kentucky paid to the law firm, trade group, or affiliate thereof for those activities.

b. Explain whether Columbia Kentucky is seeking recovery from ratepayers for any such sums identified in subpart (a) of this question.

Response:

a. and b.

Columbia does not pay dues or membership fees to law firms. Payments made to law firms are for contracted services rendered. Please see Columbia's response to Attorney General's data request 1-74 and 1-75 regarding trade groups, or Industry Associations.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

24. Refer to the Application generally. If any affiliate of Columbia Kentucky pays dues to one or more Dues Requiring Organizations, and a jurisdictional portion of those dues are charged back to Columbia Kentucky, explain whether the dues are being recovered in rates, the amounts thereof, and precisely where they can be found in the Application.

Response:

Please refer to Tab 84 FR 807 KAR 5:001, Section 16(8)(f), Page 4 of 24, Schedule F-1.C for the NiSource Corporate Services Company ("NCSC") Dues & Donations expenses, and Page 8 of 24, Schedule F-3.C for the Charitable Contributions, referred to by the AG as Charitable/Donations. As shown on Page 4 of 24, Schedule F-1.C and Page 8 of 24, Schedule F-3.C, there are no NCSC allocated Dues & Donations, or Charitable Contributions included in Columbia's revenue requirement.

Please also refer to Columbia's responses to the following AG's data requests on Dues & Donations, inclusive of NCSC Dues & Donations allocated to Columbia: AG 1-22, AG 1-

23, AG 1-25, AG 1-61, AG 1-74, AG 1-75, and AG 1-76. Please also refer to Columbia's response to AG 1-62 for additional information on Charitable/Donations.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

25. Refer to the Application generally. For all expenses associated in any manner with any Dues Requiring Organization and for which the Company seeks reimbursement from ratepayers:

a. Provide a complete copy of all invoices received from each such Dues Requiring Organization since the conclusion of the Company's last natural gas rate case.

b. Provide any and all documents in the Company's possession that depict how each such Dues Requiring Organization spends the dues it collects from the Company, including the percentage that applies to all covered activities.

c. Provide a detailed description of the services and benefits each Dues Requiring Organization provided to the Company since the conclusion of its most recent natural gas rate case. Of these services and benefits, identify which ones accrue directly to ratepayers, and explain fully how.

d. Explain whether any Company personnel actively participate on committees and/or perform any other work for any Dues Requiring Organizations or any other industry organization to which the Company belongs. If so:

i. State specifically which employees participate, how they are compensated for their time (amount and source of compensation), and the purpose and accomplishments of any such association related work; and,

ii. List any and all reimbursements received from industry associations, for work performed for such organizations by the Company's employees.

Response:

a. Please refer to KY PSC Case No. 2024-00092 AG 1-25 Attachment A for a listing of Columbia Direct Dues & Donations expenses, by vendor, and identification of the Company's FTP ratemaking adjustment separately identifiable as lobbying or as a non-lobbying-related exclusion / non-recoverable. Note, in preparation of this response, Columbia identified that the ratemaking adjustment for NCSL Bluegrass Social, McBrayer, McGinnis, Leslie and Kirkland should have been identified as lobbying in Columbia's FTP; this presentation change has no impact on Columbia's revenue requirement.

   Please refer to KY PSC Case No. 2024-00092 AG 1-25 Attachment B for copies of invoices for Columbia Direct Dues & Donations expense vendors for which the

Company seeks recovery. Further, please see Application Tab 84 FR 807 KAR 5:001 Section 16(8)(f), Pages 2 through 4 for Schedules F-1.A, F-2, and F-3.A (Total Company Corporate Dues and Memberships, Country Club Dues, and Charitable, respectively, for the BP and FTP), Schedule F-1.B and F-3.A (Columbia Direct Corporate Dues and Memberships and Charitable for the BP and FTP), and Schedule F-1.C and F-3.C (NiSource Corporate Services Company ("NCSC") Corporate Dues and Memberships and Charitable Allocated to Columbia for the BP and FTP). As evidenced in Schedule F-1.C, the Company is not seeking recovery of any Dues & Donations or Charitable/Donations expenses allocated to Columbia from NiSource Corporate Services Company.

b. Objection: Columbia objects in that this request seeks information that is not in the Company's possession.

c. Please see the websites below for the vendors for which Columbia seeks recovery. Note, Columbia has removed identified lobbying expenses for any of the vendors listed below as shown in KY PSC Case No. 2024-00092 AG 1-25 Attachment A per the lobbying percentage provided to Columbia on the vendor's invoice, also shown in the F Schedules references in Part A.

American Gas Association ("AGA")

Please see KY PSC Case No. 2024-00092 AG 1-25 Attachment C providing a copy of the AGA's 2024 Playbook.

The AGA's Vision and Mission Statements can also be viewed under the "About Us" section of the American Gas Association web site (https://www.aga.org/about/). Please see the AGA's web site (https://www.aga.org/) for further information on Research & Insights, Safety & Operations, Events & Community, News & Publications, Policy, Industry Job Openings, and resources on Learn About Natural Gas.

As a member of the AGA, NiSource, including Columbia, is a provider and recipient of various gas utility industry resources, trainings, and communications in the following functional areas:

Communications develops informational material for AGA member companies and consumers, and coordinates media activity. Educates the public on the safety and benefits of natural gas.

Corporate Affairs provides opportunities for interaction between member companies and the financial community. The focus is to promote interest in the investment opportunities in the industry.

Energy Markets, Analysis, and Standards includes:

1. Energy Markets provides insight and analysis on emerging policies and actions that have the potential of impacting natural gas distribution companies and their customers;
2. Energy Analysis provides analytical support to key areas of focus including natural gas market fundamentals, local gas utility operations and financial performance, general industry data, critical gas supply/demand developments, winter heating season planning, energy efficiency, greenhouse gas emissions, and other environmental issues; and
3. Standards support the development of building energy codes and standards that help enhance natural gas safety.

General and Administrative includes:

1. Office of the President provides senior management guidance for all AGA activities;
2. Human Resources develops and administers employee programs and provides office and personnel services; and
3. Finance and Administration develops and administers financial accounting and treasury services and maintains computer services capability.

General Counsel and Regulatory Affairs includes:

1. General Counsel provides legal counsel to the Association; and
2. Regulatory Affairs provides members with information on FERC and regulatory developments; prepares testimony, comments, and filings regarding regulatory activities.

Government Affairs and Public Policy provides members with information on legislative developments; prepares testimony, comments, and filings regarding legislative activities, lobbies on behalf of the industry and its customers to achieve the Association's advocacy priorities.
Industry Finance and Administration develops and implements programs in such areas as accounting, human resources, and risk management for member companies.
Operations and Engineering develops and implements programs and practices to meet the operational, safety, and engineering needs of the industry.

City of Georgetown (Scott County) and City of Paris (Bourbon County) – Chambers of Commerce

Please see the websites of City of Georgetown (Scott County) / City of Paris (Bourbon County) Chambers of Commerce at (https://www.georgetownky.gov/), (https://scottky.gov/), (https://paris.ky.gov/), and (https://www.kentucky.gov/),respectively.

Chambers of Commerce are associations of businesses that provide leadership for improvement of the economic prosperity and quality of life in the City of Georgetown – Scott County / City of Paris - Bourbon County areas, a service territory of Columbia Gas of Kentucky, Inc. and surrounding community.

Columbia partners with the Chambers of Commerce to provide a number of services important to community awareness and preparedness to protect lives, property, and the environment of City of Georgetown – Scott County / City of Paris - Bourbon County, Kentucky. In addition, Columbia coordinates with the state and local agencies in mitigation, preparedness, response, and recovery efforts pertaining to major emergencies or disasters arising from natural or man-made causes. This is in accordance with State Statutes and Federal Laws.

Kentucky Gas Association ("KGA")

The KGA's membership benefits and committees best practices and solutions tailored to Kentucky's natural gas industry can be viewed at the following web sites (https://kygas.org/kga-member-benefits/) and (https://kygas.org/kga-committees/).

Please see the KGA's web site (https://kygas.org/) for further information on Resources, information on the various committees (Corrosion, Damage Prevention and Safety – instrumental in working with Kentucky 811, Education on natural gas for employees and customers, Gas Compression and Processing, Gas Supply and Control, Measurement and Regulation, and Operations and Engineering.

Kentucky Oil and Gas Association ("KOGA")

Per the KOGA's website, "The Kentucky Oil & Gas Association is dedicated to the responsible production and conservation of Kentucky's natural resources, while ensuring that its members are provided fair regulations, are educated on oil and gas issues, while protecting individual property rights, health, safety, and the environment." The KOGA's Vision and Mission Statements can also be viewed under the "About Us" section of the Kentucky Oil and Gas web site (https://www.kyoilgas.org/about/).

Please see the KOGA's web site (https://www.kyoilgas.org/) for further information on News, Events, and Natural Gas Education, including danger signs.

Lexington Forum, Inc

Lexington Forum, Inc. is an organization that brings community members together utilizing a bi-partisan approach for "community conversations that matter" on various topics that impact the greater Lexington area. Columbia's membership allows us to stay connected, informed, and aware of various challenges and issues facing the greater Lexington area that have impact on the Company's customers and stakeholders. Examples include educating our customer service and operations employees on religious and / or cultural beliefs awareness, and safety awareness with local police and social workers on the prevalence of drug use and what to look for when entering a customer premise. Being part of the conversation aids Columbia to better prepare our employees and know if they should take additional precautions for the safety of themselves and our customers. Please see the Lexington Forum, Inc.'s web site (https://www.lexingtonforum.org/) for more information on membership benefits and events.

Southern Gas Association ("SGA")

The SGA's Vision and Mission Statements can also be viewed under the "About Us" section of the Southern Gas Association web site (https://southerngas.org/about/). The SGA's membership benefits and committees best practices and solutions tailored to Kentucky's natural gas industry can be viewed at the following web sites (https://southerngas.org/membership/) and (https://southerngas.org/committees/).

Please see the SGA's web site (https://southerngas.org/) for further information on Training, Events, and information on the various committees (Asset Management, Associate Members – Supply Chain, Customer Growth and Development, Innovative Opportunities, Leadership, Environmental Social Governance & Corporate Services, and Safety & Employee Development).

d. Objection: Columbia objects insomuch as this request seeks information which is in the public domain. Notwithstanding and without waiving this objection, Columbia responds as follows: Please refer to the vendor's websites listed above in Part C.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

Invoice for Membership Dues

American Gas Association

Date	Invoice Number
FEB 23, 2023	140546

MS. JAYNE METCALF
EXECUTIVE ADMINISTRATION ASSISTANT
NISOURCE INC.
290 W. NATIONWIDE BOULEVARD
COLUMBUS, OH 43215

Jayne Metcalf
U462901

Description	Total
First Quarterly Payment	$307,516.25

IMPORTANT IRS REQUIRED NOTICE

Dues payments, contributions or gifts to the American Gas Association are not tax deductible as charitable contributions for federal income tax purposes. However, they may be deductible as ordinary and necessary business expenses subject to restrictions imposed as a result of AGA's lobbying activities as defined by the Budget Reconciliation Act of 1993. AGA estimates that the nondeductible portion of your 2023 dues -- **the portion that is allocable to lobbying is 3.4%**.

PLEASE REMIT PAYMENT WITH COPY OF INVOICE TO:

Send payments by check to:

AMERICAN GAS ASSOCIATION
Post Office Box 79226
Baltimore, MD 21279-0226

Send payments electronically by ACH to:

[redacted]

Please refer any questions to Joseph Pierce at (202) 824-7256 or dues@aga.org.

Invoice for Membership Dues

Jayne Metcalf
U462901

American Gas Association

Date	Invoice Number
APR 13, 2023	140546A

MS. JAYNE METCALF
EXECUTIVE ADMINISTRATION ASSISTANT
NISOURCE INC.
290 W. NATIONWIDE BOULEVARD
COLUMBUS, OH 43215

Description	Total
Second Quarterly Payment	**$307,516.25**

IMPORTANT IRS REQUIRED NOTICE

Dues payments, contributions or gifts to the American Gas Association are not tax deductible as charitable contributions for federal income tax purposes. However, they may be deductible as ordinary and necessary business expenses subject to restrictions imposed as a result of AGA's lobbying activities as defined by the Budget Reconciliation Act of 1993. AGA estimates that the nondeductible portion of your 2023 dues -- **the portion that is allocable to lobbying is 3.4%**.

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AMERICAN GAS ASSOCIATION
Post Office Box 79226
Baltimore, MD 21279-0226

Send payments electronically by ACH to:

[redacted]

Please refer any questions to Joseph Pierce at (202) 824-7256 or dues@aga.org.

Invoice for Membership Dues

American Gas Association

Date	Invoice Number
JUL 13, 2023	140546B

MS. JAYNE METCALF
EXECUTIVE ADMINISTRATION ASSISTANT
NISOURCE INC.
290 W. NATIONWIDE BOULEVARD
COLUMBUS, OH 43215

Jayne Metcalf
U 62901

Description	Total
Third Quarterly Payment	$307,516.25
Total Amount Due	**$307,516.25**

IMPORTANT IRS REQUIRED NOTICE

Dues payments, contributions or gifts to the American Gas Association are not tax deductible as charitable contributions for federal income tax purposes. However, they may be deductible as ordinary and necessary business expenses subject to restrictions imposed as a result of AGA's lobbying activities as defined by the Budget Reconciliation Act of 1993. AGA estimates that the nondeductible portion of your 2023 dues -- **the portion that is allocable to lobbying is 3.4%**.

PLEASE REMIT PAYMENT WITH COPY OF INVOICE TO:

Send payments by check to:

AMERICAN GAS ASSOCIATION
Post Office Box 79226
Baltimore, MD 21279-0226

Send payments electronically by ACH to:

[redacted]

Please refer any questions to Joseph Pierce at (202) 824-7256 or dues@aga.org.

Jayne Metcalf
U462901

Invoice for Membership Dues

AGA
American Gas Association

Date	Invoice Number
OCT 20, 2023	140546-4

MS. JAYNE METCALF
EXECUTIVE ADMINISTRATION ASSISTANT
NISOURCE INC.
290 W. NATIONWIDE BOULEVARD
COLUMBUS, OH 43215

Description	Total
Fourth Quarterly Payment Due:	**$307,516.25**

IMPORTANT IRS REQUIRED NOTICE

Dues payments, contributions or gifts to the American Gas Association are not tax deductible as charitable contributions for federal income tax purposes. However, they may be deductible as ordinary and necessary business expenses subject to restrictions imposed as a result of AGA's lobbying activities as defined by the Budget Reconciliation Act of 1993. AGA estimates that the nondeductible portion of your 2023 dues -- **the portion that is allocable to lobbying is 3.4%**.

PLEASE REMIT PAYMENT WITH COPY OF INVOICE TO:

Send payments by check to:

AMERICAN GAS ASSOCIATION
Post Office Box 79226
Baltimore, MD 21279-0226

Send payments electronically by ACH to:

[redacted]

Please refer any questions to Joseph Pierce at (202) 824-7256 or dues@aga.org.

Date	Number
12/04/2023	35566

Georgetown - Scott County Chamber of
160 E Main St
Georgetown KY 40324-1758

INVOICE

Date Due: 01/01/2024

Account Number: 1236

Crawford
U128858

Josie Crawford
Columbia Gas of Kentucky
PO Box 14241
Lexington KY 40512

Total Amount Due: $781.00

1	Membership Investment for 01/01/2024 to 01/01/2025	$781.00	$781.00

Thank you for supporting your
Georgetown/Scott County Chamber of Commerce

"Creating Opportunities for Community Success!"

Josie Crawford
Columbia Gas of Kentucky
PO Box 14241
Lexington KY 40512

Date of invoice: 11/27/2023
Invoice Number: 35566
Account Number: 1236

Total Amount Due: $781.00

Amount Enclosed: _____

Date Due: 01/01/2024

Kentucky Gas Association
2896 Butterworth Road
P.O. Box 29
Murray, KY 42071

Phone # 800.455.9427 n.morton@kygas.org
Fax # 270.489.0061 www.kygas.org

Crawford
U128858

Invoice

Date	Invoice #
10/10/2023	626

Bill To
Josephine E Crawford Columbia Gas of Kentucky, Inc. 2100 Mercer Road Lexington, KY 40511

P.O. No.	Terms	Project

Description	Qty	Rate	Amount
Corporate Membership Dues Renewal for Fiscal Year 2023 - 2024 for Columbia Gas of Kentucky (Kim Austin)		10,000.00	10,000.00

Total	$10,000.00
Payments/Credits	$0.00
Balance Due	$10,000.00

KENTUCKY OIL AND GAS ASSOCIATION, INC.
306 W. MAIN STREET
SUITE 406

Phone: (502) 226-1955
Fax: (502) 226-3626

Invoice

Date	Invoice #
1/2/2023	6779B

Bill To
COLUMBIA GAS OF KENTUCKY Linda Rumpke 2001 MERCER ROAD LEXINGTON, KY 40511 Crawford U128858

Terms
Net 90

Quantity	Description	Rate	Amount
	Annual Dues 2023 - basic dues portion	255.00	255.00

Sales Tax (6.0%)	$0.00
Total	$255.00
Payments/Credits	$0.00
Balance Due	$255.00

Crawford
U 128858

Lexington Forum
PO Box 887
Lexington, KY 40588
859-333-7996

LEXINGTON FORUM
Community conversations that matter

INV NO. 000010 7/30/2021

BILL TO	INSTRUCTIONS
Columbia Gas 2001 Mercer Road Lexington KY 40511	Please remit payment to Lexington Forum PO Box 887 Lexington KY 40588

QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
1	Patron Membership 2021-2022		$1250

SUBTOTAL	$1250
SALES TAX	0
SHIPPING & HANDLING	0
TOTAL DUE	$1250

Thank you for your business!

You received a new invoice (#000019)The Lexington Forum to: esmith1 12/22/2021 10:38 AM
From: The Lexington Forum <messenger@messaging.squareup.com>
To: <esmith1@nisource.com>
Please respond to "messenger@messaging.squareup.com"
<CAESQhIoNTczX2MwZjRmMjNjLTk3NjUtNDc0ZC05YjY5LTZlOTYwZjAxOWQ1NBoLYzoxODc5MjM0ODEiCW1lc3NlbmdlciIgYOcUlSmyCinWVMJL

USE CAUTION: This email was sent from an external source. Think before you click links or open attachments. If suspicious, please forward to security@nisource.com for review.

The Lexington Forum

New Invoice

$240.00

Due on December 22, 2021

Pay Invoice

2022 State of the City County Address
Invoice #000019
December 22, 2021

Customer
Lisa Smith
Columbia Gas
esmith1@nisource.com
859-288-0245
2001 Mercer Road
Lexington, KY 40511

Message
We look forward to seeing you at the 2022 State of the City County Address.

Invoice summary

Patron Table SOC 2022	**$240.00**
Subtotal	$240.00
Total Due	**$240.00**

The Lexington Forum
lexingtonforum@gmail.com
859-806-7526

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Square Privacy Policy | Security

The Lexington Forum
lexingtonforum@gmail.com | 859-806-7526

Invoice #000082

Issue date
Aug 16, 2023

Patron Membership

Thank you for being a patron member of the Lexington Forum.
Checks can be mailed to the following address:
Lexington Forum
PO Box 23917
Lexington, KY 40523

Customer
Lisa Smith
Columbia Gas
esmith1@nisource.com
859-288-0245
2001 Mercer Road
Lexington, KY 40511

Crawford
U128858

Invoice Details
PDF created August 23, 2023
$1,250.00

Payment
Due August 31, 2023
$1,250.00

Items	Quantity	Price	Amount
Patron Membership Patron Membership	1	$1,250.00	$1,250.00
Subtotal			$1,250.00

Total Due $1,250.00

Pay online

To pay your invoice go to https://squareup.com/u/NUgABvZK
Or open the camera on your mobile device and place the QR code in the camera's view.

The Lexington Forum
info@lexingtonforum.org | 859-333-7996

Crawford
U128858

Invoice #000093

Issue date
Jan 5, 2024

State of the City County Address

We look forward to seeing you at the 2024 State of the City Address & Luncheon.
Payments can be mailed to the following address:
Lexington Forum
PO Box 23917
Lexington KY 40523

Customer
Lisa Smith
Columbia Gas
esmith1@nisource.com
859-288-0245
2001 Mercer Road
Lexington, KY 40511

Invoice Details
PDF created January 5, 2024
$260.00

Payment
Due January 12, 2024
$260.00

Items	Quantity	Price	Amount
Patron Table	1	$260.00	$260.00
Subtotal			$260.00

Total Due $260.00

Pay online

To pay your invoice go to https://squareup.com/u/AcMrbmjQ
Or open the camera on your mobile device and place the QR code in the camera's view.

Paris-Bourbon County Chamber of Commerce
806 Main Street
Paris, Kentucky 40361

Crawford
U128858

PARIS-BOURBON COUNTY CHAMBER OF COMMERCE

INVOICE 787 PO NUMBER	5/30/2023

BILL TO	MESSAGE
Colombia Gas of Kentucky 2001 Mercer Road. Lexington, KY 40511	Thank you for helping us continue to promote and champion the economic, cultural, social, and educational aspects of Paris & Bourbon County !

QUANTITY	DESCRIPTION		UNIT PRICE	TOTAL
1	Membership Billing	Annual	650.00	650.00

SUBTOTAL	650.00
SALES TAX	0.00
SHIPPING & HANDLING	0.00
TOTAL	**650.00**
PAYMENT/CREDIT/WRITE OFF/DISCOUNTS APPLIED	(0.00)
TOTAL DUE BY 7/1/2023	**650.00**

Thank you for your business!

CURRENT	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	TOTAL OPEN INVOICE
650.00	0.00	0.00	0.00	650.00

Submit payment online here

Jessica Morris
U124834
CO 00012

REMINDER NOTICE

INVOICE

Due Upon Receipt

INVOICE for
Member ID #: 61

NiSource, Inc.
290 W. Nationwide Blvd.
Columbus, OH 43215

Phone: (614) 460-6000
Email: cshafer@nisource.com
Date: 02/22/2023

Renewal Period	Description	Price	Invoice #
12/31/2023	Membership Renewal	46,400.00	715595

Mail to: 3030 LBJ Freeway, Suite 1500, Dallas, TX 75234
Member Services: 972.620.4012 or email: MemberServices@southerngas.org

Dear Members,

2022 reflects the pivotal moment of change our industry is facing. There is a confident outlook among natural gas leaders that is fueling an evolution. Our members are embracing change. You are reimagining business models and ensuring strategy aligns with operations to move past barriers and reach new possibilities. This moment — an age of acceleration — requires thoughtful and intentional action from your company and your trade association. Southern Gas Association is proud to be your partner in acceleration.

SGA Distribution Membership (Southern Gas Association)

01/01/2023 - *Make your check payable to: Southern Gas Association*

Together, we are POWERFUL!

Southern Gas Association has proven that we are experts in linking people, ideas, and information. We can adapt to anything, and we will go above and beyond to meet the needs of our members. Natural gas is the lifeblood of our communities and enables a sustainable clean energy future. We deserve respect, and we deserve a seat at the table.

Southern Gas Association has been a steadfast advocate for lifting natural gas voices. We know the last decade has been challenging for our industry. However, we want to share that there are many hopeful signs ahead.

Our industry continues to define and embrace the "new normal" after more than two years of navigating the coronavirus outbreak. In late 2021, the economy started to show signs of life. Fueled by returns to offices and schools and economic growth in the third and fourth quarters, members realized that they could no longer afford to put plans on hold. Southern Gas Association was prepared to meet the re-engagement demand.

In 2022 we held six in-person conferences and 90 virtual and in-person training opportunities. At the same time, COVID-19 accelerated the pace of several significant trends, namely technological advances, online education, big data, generational differences in the workplace, and labor shortages. Our committees prepared and delivered valuable roundtables sharing best practices and innovative technology to help facilitate new ideas and knowledge transfer.

As our nation emerges from a prolonged time of uncertainty and into a period of optimism, Southern Gas Association is helping members shift from damage control to planning for bold, strategic moves. Together we are charting a new path forward. We have done so with the understanding that legacy business operations and member engagement models have been permanently disrupted. The world will not simply return to pre-pandemic norms, nor will Southern Gas Association.

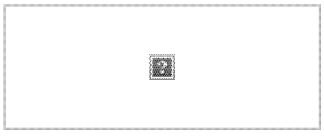
This year marks a time determination that is fueling innovation and change within our sector. It is an opportunity to reinvent our business to align with today's realities and tomorrow's needs. Southern Gas Association is taking strategic action in critical areas and will be strategically positioned for continued impact and success.

In 2022 Southern Gas Association provided you and your leadership team with data to support planning conversations, strategic insight for decision-making, and opportunities to leverage your assets to accomplish your goals. And we have enabled powerful knowledge transfer conversations for more than 7,000 of your employees.

We must also come together like never before. That is why it is more important than ever that every member invests in Southern Gas Association membership today. Your Southern Gas Association membership includes being part of the industry's largest regional trade association, which engages operators from the entire value chain, from exploration and production to distribution and export. As we move ahead into unknown territory, we must have a voice and a seat at the table as an essential energy source that enables the clean energy evolution.

Southern Gas Association provides that voice and is an essential incubator for attracting, empowering, and inspiring your workforce.

Again, we thank you for exemplifying all that is great about our industry as we wrap up the year. We wish you safety, rest, and rejuvenation. Southern Gas Association stands with you and for you.



Suzanne Ogle, APR, IRC, CSP, CAE

President and CEO

Southern Gas Association (SGA) is a non-profit 501(c)(6) whose mission is to SGA's mission is to link ideas, information, and people. The Association is dedicated to promoting community, conversation and connection that facilitates knowledge transfer, best practices, and innovation. SGA is a training organization that provides technical and leadership development training via workshops, webinars, roundtables, conferences, and committee work. SGA uses all dues for administration and execution of technical training and leadership development. SGA does not make political contributions. Additionally, SGA does not engage in lobbying.



U140407
Company 12

Membership INVOICE
Due Upon Receipt

Member ID #: 61

NiSource, Inc.
290 W. Nationwide Blvd.
Columbus, OH 43215

Phone: (614) 460-6000
Email: cshafer@nisource.com
Date: 11/15/2023

Renewal Period	Description	Price	Invoice #
01/01/2024 - 12/31/2024	SGA Distribution Membership (Southern Gas Association)	46,400.00	720076

Make your check payable to: Southern Gas Association
Mail to: 3030 LBJ Freeway, Suite 1500, Dallas, TX 75234
Questions: contact Member Services: 972.620.8505 or email:
MemberServices@southerngas.org



NATURAL GAS
ADVANCING AMERICA

2024 PLAYBOOK

1+ PER MINUTE

More than one new residential customer signs up for natural gas service every minute, and approximately 60 businesses begin new natural gas service every day.

REIMAGINED ENERGY FUTURE

Natural gas and its delivery systems will play a crucial role in helping the U.S. reach a cleaner energy future.

↓70%

Emissions from the natural gas distribution system have declined 70% since 1990.

$33B

America's natural gas utilities invest $33 billion each year in enhancing the safety of natural gas distribution and transmission systems.

$1,132

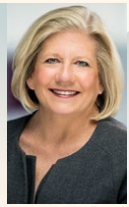
Households that use natural gas for heating, cooking and clothes drying save an average of $1,132 per year compared to homes using electricity for those applications.



More than 189 million Americans and 5.6 million businesses use natural gas because it is **affordable, reliable, safe** and essential to improving our environment.

The American Gas Association is committed to reducing greenhouse gas emissions through smart **innovation,** new and modernized infrastructure, and advanced technologies that maintain reliable, resilient and affordable energy service choices for consumers.





A MESSAGE FROM THE AGA
Chair of the Board

Natural gas is an essential cornerstone of America's energy portfolio and will continue to play a vital role in meeting our nation's energy needs and environmental goals. Natural gas and the critical infrastructure used to deliver it also play an important part in ensuring a safe, reliable, affordable and increasingly cleaner energy mix for consumers across the country. The natural gas we deliver brings value to customers big and small — fueling the kitchens that prepare food to nourish friends, families and neighbors; keeping our homes safe and warm in the winter and cool in the summer; and energizing an advanced manufacturing revolution. We are proud of our industry's and employees' commitment to providing dependable energy that meets customers' needs and advancing community progress by contributing to our nation's economic and environmental ambitions.

Jerry Norcia

CHAIR, AMERICAN GAS ASSOCIATION,
CHAIRMAN AND CEO, DTE ENERGY

A MESSAGE FROM THE
Chief Executive Officer

Amidst changing global demands, natural gas remains a steadfast and integral building block of America's and the world's economic and national security and our environmental progress. We have been there for our customers on the coldest and the hottest days when they need us most and have proven to be an invaluable ally to our friends in Europe.

We are growing and innovating — delivering energy 24/7/365 while investing in a bold vision for a clean energy future. We are proud to add nearly 2,000 new gas customers daily, demonstrating that natural gas is affordable and reliable for all Americans. Our commitment to delivering safe and resilient energy to our customers is proven in the statistics in this Playbook, including reducing emissions by 70%. Natural gas is advancing America today, tomorrow and well into the future.

Karen A. Harbert

PRESIDENT AND CEO,
AMERICAN GAS ASSOCIATION

THE BENEFITS OF THE GAS SYSTEM

AFFORDABLE

American Families Use Natural Gas Because it is Affordable

Households that use natural gas for heating, cooking and clothes drying save an average of $1,132 per year compared to homes using electricity for those applications.

RELIABLE

Natural Gas is There When You Need it Most

Through natural disasters and extreme weather events, the industry's underground delivery system provides reliable energy Americans can count on.

ENVIRONMENT

Proven Emissions Reduction Track Record

Natural gas utilities are cutting emissions from their operations, helping customers shrink their carbon footprints and working with other industries to reduce their environmental impact.

SAFE

Safety is Our Top Priority

America's natural gas utilities invest $33 billion each year in enhancing the safety of natural gas distribution and transmission systems.

INNOVATIVE

Ambitious Innovation Agenda

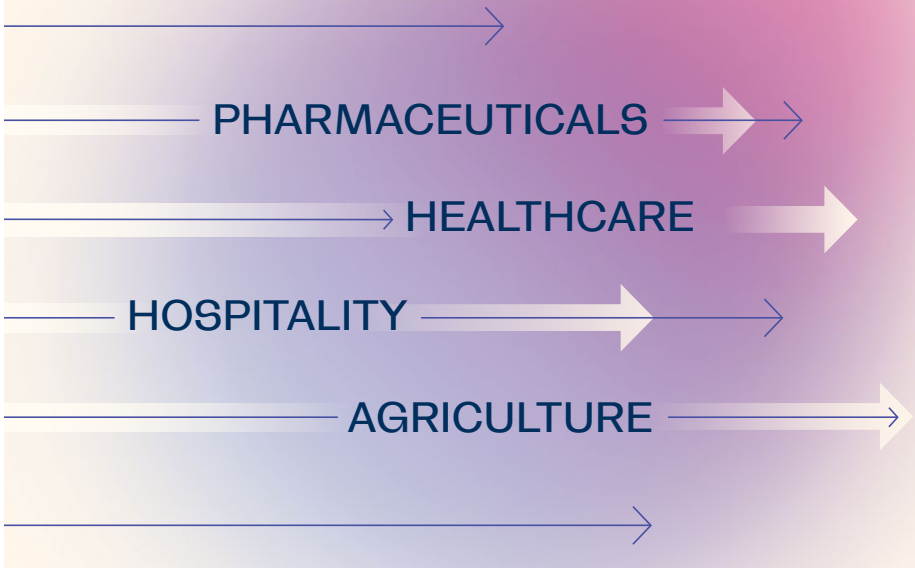
The gas system's ability to integrate high-value energy sources, such as renewable natural gas and hydrogen, is a critical component of our nation's ability to reach ambitious greenhouse gas reduction goals.

ESSENTIAL

ENERGY

Natural gas is an essential foundation for our economy.

In a series of studies, AGA examines how eliminating natural gas would impact businesses, customers' communities and our economy.



NATURAL GAS

Lowering the Cost of Medicine

At one-third the cost of electricity, natural gas helps keep America's drug costs more affordable, ensuring that necessary prescriptions and products are accessible to those who need them most.

CRITICAL FEEDSTOCK

Natural gas is a critical feedstock for producing active pharmaceutical ingredients as well as plastic packaging and bottles for final products.

FUELING MANUFACTURING

Pharmaceutical manufacturing facilities use natural gas to maintain stable heating and temperature control, a critical factor in storing pharmaceuticals.

The pharmaceutical manufacturing supply chain consumes approximately the same amount of natural gas delivered to the state of Missouri with a population of more than **6.1 million.**



NATURAL GAS FUELS

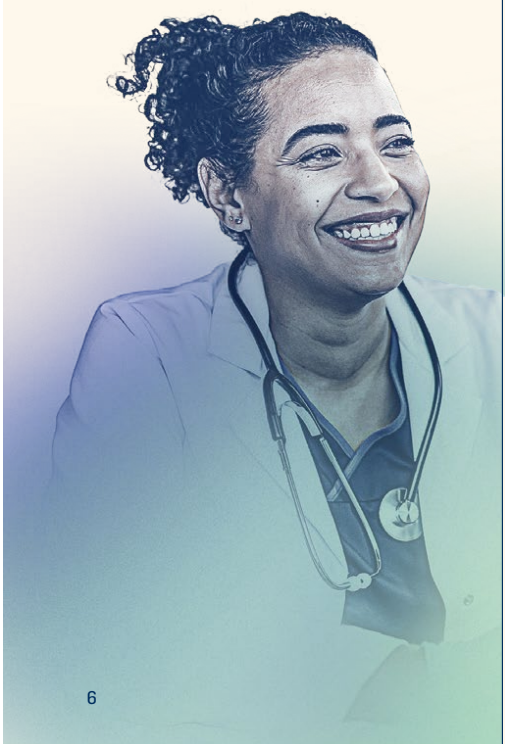
America's Healthcare

» The U.S. healthcare sector consumes more than 271 billion cubic feet of natural gas, more than the annual consumption of 14 individual states.

RELIABLE ENERGY

74%

74% of U.S. hospitals use natural gas for space heating and water heating.



THE HEALTHCARE SECTOR IN THE U.S. SUPPORTS

17.5M
DIRECT JOBS

7M
INDIRECT JOBS

12.4M
INDUCED JOBS

HEALTH

Without Natural Gas?
HIGHER COSTS FOR PATIENTS

↑$16.3B

The cost of mandated electrification for the healthcare sector would total $16.3 billion through 2050.

AMERICAN GAS ASSOCIATION

America's Hospitality Sector

DEPENDS ON NATURAL GAS

Natural gas supports restaurants, lodging and amusement parks nationwide. The U.S. hospitality sector and its supply chain consume 387 Bcf of natural gas per year.

NATURAL GAS CONSUMPTION

Texas, California and New York consume the most natural gas for the hospitality industry.

Without Natural Gas?

HIGHER COSTS FOR BUSINESSES

↑$23.2B

Mandated electrification in the hospitality sector would result in increased fuel expenditures of $23.2 billion through 2050, threatening an industry that supports nearly 17% of all U.S. jobs.



NATURAL GAS

Growing, Fertilizing, Feeding

The availability of affordable natural gas — an important feedstock for many key agricultural inputs — has directly benefited the U.S. agriculture sector. Those benefits extend to farms, ranches and beyond through jobs and tax revenue.

BENEFITS THROUGH JOBS

5M

DIRECT U.S. AGRICULTURE JOBS

BENEFITS THROUGH TAX REVENUE

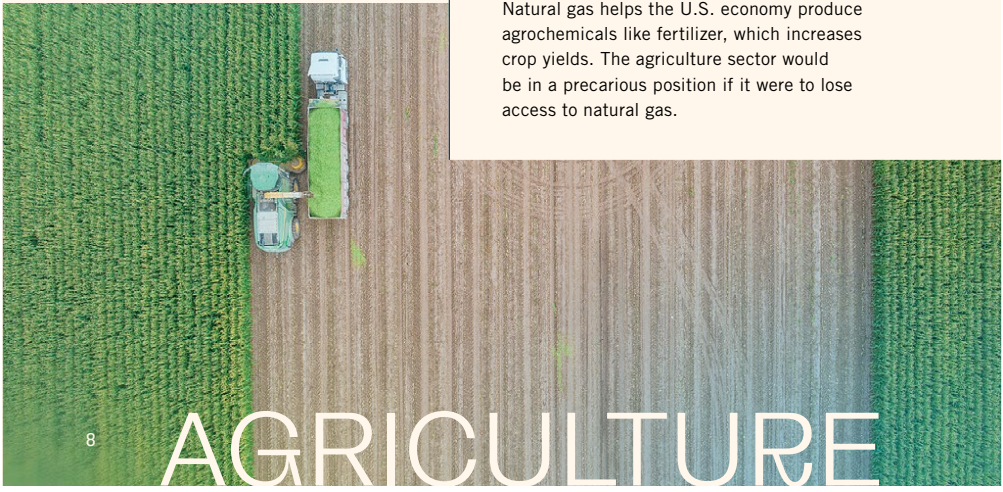
$225B

IN FEDERAL, STATE AND LOCAL TAX REVENUES

The U.S. agriculture sector and its suppliers make up almost 15% of all U.S. commercial and industrial consumption, making it one of the largest consumers of natural gas.

Without Natural Gas?

Natural gas helps the U.S. economy produce agrochemicals like fertilizer, which increases crop yields. The agriculture sector would be in a precarious position if it were to lose access to natural gas.



NATURAL GAS IS

AFFORDABLE

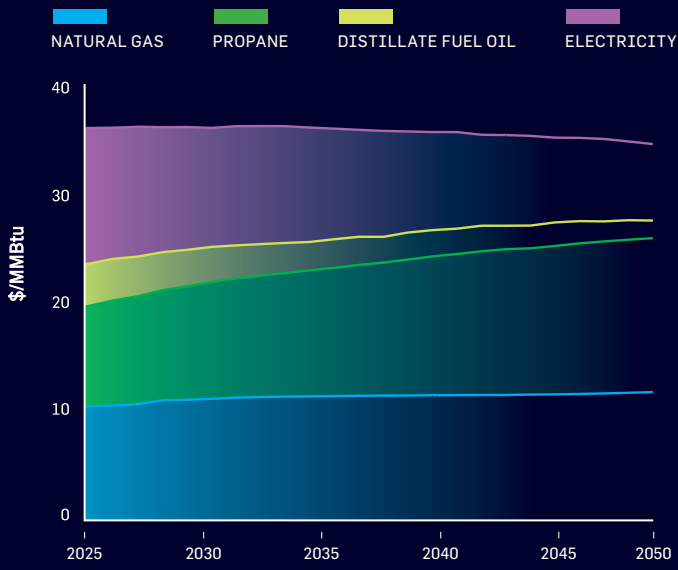
America's abundance of natural gas resources and our extensive infrastructure base are able to satisfy current and future domestic energy demand while keeping prices affordable and stable for decades into the future.

NATURAL GAS IS

STABLE

Natural gas is projected to be 30–50% less than the price of other fuels through 2050.

Residential Prices by Fuel (2023 – 2050)



3.3x More Affordable Than Electricity

Natural gas is 3.3 times more affordable than electricity and significantly more affordable than several other residential energy sources for the same amount of energy delivered.

PROJECTED COST

Natural gas will cost significantly less than electricity for the next 25 years.

NATURAL GAS

SAVINGS

Households that use natural gas for heating, cooking and clothes drying save an average of $1,132 per year compared to homes using electricity for those applications.

BUSINESSES SAVE

$500B+

Commercial and industrial customers have saved more than half a trillion dollars over the last decade by using natural gas.



FAMILIES SAVE

$125B OVER TEN YEARS

The low cost of natural gas has saved families a total of $125 billion over 10 years.



RIGHT NOW

Right now, somewhere in the U.S., a home or business is signing up for natural gas service.

THOUSANDS OF BUSINESSES

22,000

More than 22,000 businesses sign up to use natural gas each year.



↑20%

A GROWING INDUSTRY

Direct employment at natural gas utilities has grown 20% over the last 10 years.

NATURAL GAS IS

RELIABLE

A resilient energy system is essential to the operation of nearly every critical function and sector of the U.S. economy.

ENERGY SYSTEM STAB

The natural gas system's physical characteristics provide stability to the energy system.



Pipeline infrastructure is underground, looped and shielded from many major disruptive events.



Much of the natural gas delivery system runs on its own supply.



The ability to store more gas further strengthens the self-reliant attributes of the gas system.

On the coldest day of the year, the natural gas system delivers 3X more energy than the electric system delivers on the hottest day of the year.



During Winter Storm Heather in January 2024, U.S. natural gas consumption set a two-day record from January 14 through 15.

WHEN THEY NEED IT MOST

Delivery of natural gas continued to provide safe and reliable service to customers with few interruptions.

ENERGY YOU CAN DEPEND ON

Only 1 in 650 customers are expected to experience a planned or unplanned natural gas outage in any given year.

INDUSTRY COMING TOGETHER

Third-party excavation damage caused the unplanned outage of 37,000 customers of Avista Utilities in eastern Washington. Through the support of the AGA Mutual Assistance Program, all customers had their gas service restored within one week.







Electric distribution systems have an average of one outage per year per customer.

AMERICAN GAS ASSOCIATION

A RELIABLE

INVESTMENT

"We think most utilities deserve premium valuations compared with historical averages, given their better growth prospects, improving rate regulation and less volatile earnings."

» MORNINGSTAR, 7/6/2023

A report by the American Gas Association and the Canadian Gas Association shows that the value of natural gas local distribution companies to investors is based on the consistency of their return on investment and return on equity.

SEE THE STUDY

www.aga.org/investment

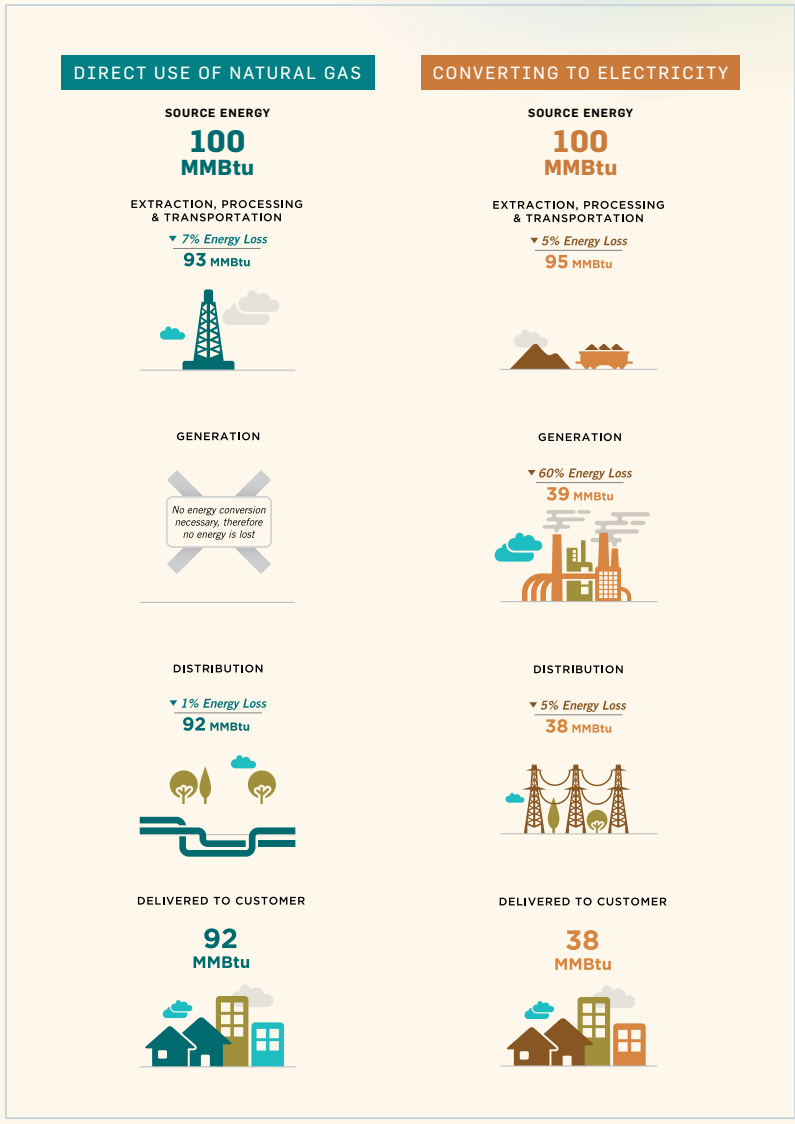
"Investors receive stability and consistency in their portfolios from natural gas utilities.

Investment in natural gas utilities allows investors to earn **a dependable return** while managing the risk level of their portfolios."

Juan Alvarado

MANAGING DIRECTOR, ENERGY ANALYSIS, AGA

The natural gas delivery system is **92% efficient from production to customer.**

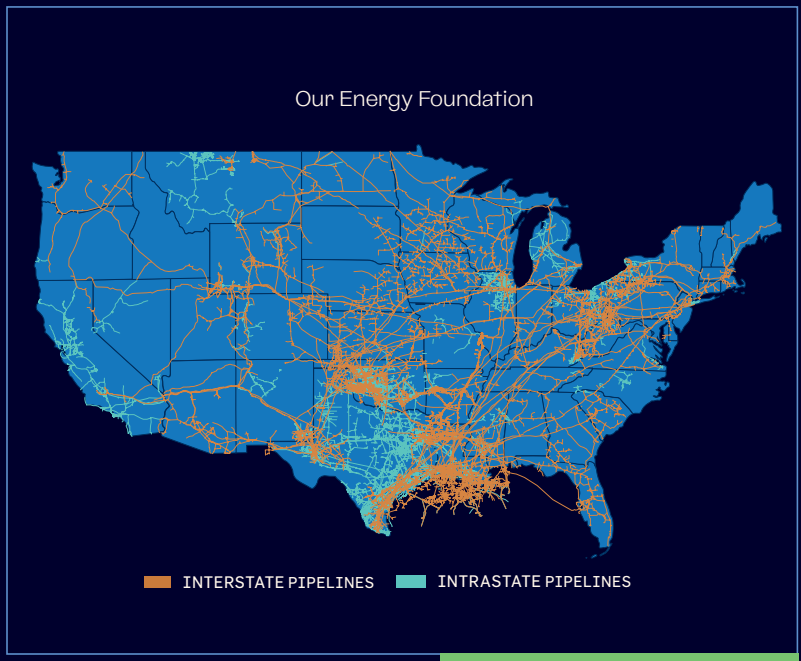



NATURAL GAS IS
SAFE

THE SAFEST WAY TO DELIVER

ENERGY

» Natural gas is delivered to customers through a **2.7-million-mile** underground pipeline system. This includes approximately 2.3 million miles of local utility distribution pipelines and 300,000 miles of transmission pipelines that stretch across the country.



$33B

America's natural gas utilities invest $33 billion each year in enhancing the safety of natural gas distribution and transmission systems.

IMPROVING PIPELINE

SAFETY

Pipeline Safety Management Systems (PSMS) includes the identification, prevention and remediation of safety hazards.



At the heart of PSMS is a safety culture promoting non-punitive reporting and consistent self-evaluation to help identify top-priority risks, taking steps to reduce these risks in an effort to prevent incidents from occurring. PSMS manages pipeline safety through continuous monitoring and improvement and its "Plan-Do-Check-Act" cycle.

AGA's PSMS Workshop has been held annually since 2015.

THE ENHANCED

Peer Review Program

- Operational Controls, Procedures, System Controls and Management of Change (MOC)
- Safety Assurance: Audits, Evaluations, Audit and Evaluation Review/Closure, and Performance Measurement
- Management Review and Continuous Improvement, Documentation and Record Keeping

135 PEER REVIEWS

Since the national program began in 2015, AGA has administered **135** peer reviews and virtual assessments for member companies on nearly **322** different topics and spoke with more than **1,600** subject matter experts.



ACHIEVING EXCELLENCE

The AGA Peer Review Program is a voluntary safety and operational practices program that allows participating companies to be reviewed by their peers, share leading practices, and identify opportunities to better serve customers and communities.

Each review features a panel of fellow gas utility professionals from North America who provide the company with feedback to help enhance its safety and efficiency.

AGA'S

COMMITMENT

TO CYBER AND PHYSICAL SECURITY

Our commitment to cyber and physical security was developed and adopted to demonstrate dedication to ensuring that natural gas pipeline infrastructure remains resilient to growing and dynamic cyber and physical security threats.



SECURITY THROUGH THREAT SHARING AND ANALYSIS

The Downstream Natural Gas Information Sharing and Analysis Center LLC (DNG-ISAC) is the premiere cyber and physical threat sharing and analysis organization for the natural gas industry in the U.S. and Canada facilitating situational awareness and threat communication between operators and with the federal government.

DNG-ISAC
Downstream Natural Gas
Information Sharing and Analysis Center

CONTINUOUS IMPROVEMENT

The Peer Cyber Review Program and Physical Security Focus Group allow AGA member utilities to consult with peer utility security subject matter experts and walk through comprehensive, AGA-developed assessments that align with the TSA Pipeline Security Directives and Guidelines.



NATURAL GAS EXERCISE (NGX)

In 2024, AGA will host the second Natural Gas Exercise (NGX), a nationwide tabletop drill focused on natural gas distribution and transmission cybersecurity, physical security and business continuity.

Nearly 300 industry and government professionals representing 50 natural gas utilities, transmission companies and municipalities participated in the inaugural event in 2022.

INCIDENT PREPAREDNESS

The goal of the exercise is to plan and prepare for a cyber or physical event.

WORKING TOGETHER

Participants represent all parts of the natural gas value chain and the federal government.




NATURAL GAS IS
ESSENTIAL FOR IMPROVING OUR
ENVIRONMENT

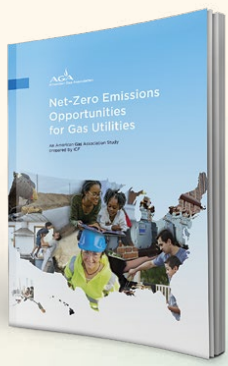
EMISSIONS

REDUCTION OPPORTUNITIES

AGA's comprehensive and detailed analysis demonstrates that incorporating natural gas, advanced gas technologies and infrastructure to achieve **economy-wide net-zero emissions** by 2050 is not just a choice but an essential part of getting there.

The Path Forward

- Energy Efficiency and Improved Energy Management
- Advanced Gas End-use Technologies
- Renewable Gases
- Methane Mitigation Technologies and Strategies
- Negative Emissions Technologies
- Infrastructure Modernization
- Workforce Development



SEE THE STUDY
www.aga.org/netzero

Upgrading our nation's pipeline network to enhance safety has contributed significantly to a declining trend in emissions.

70%

Emissions from the natural gas distribution system have declined 70% since 1990.

AS LITTLE AS

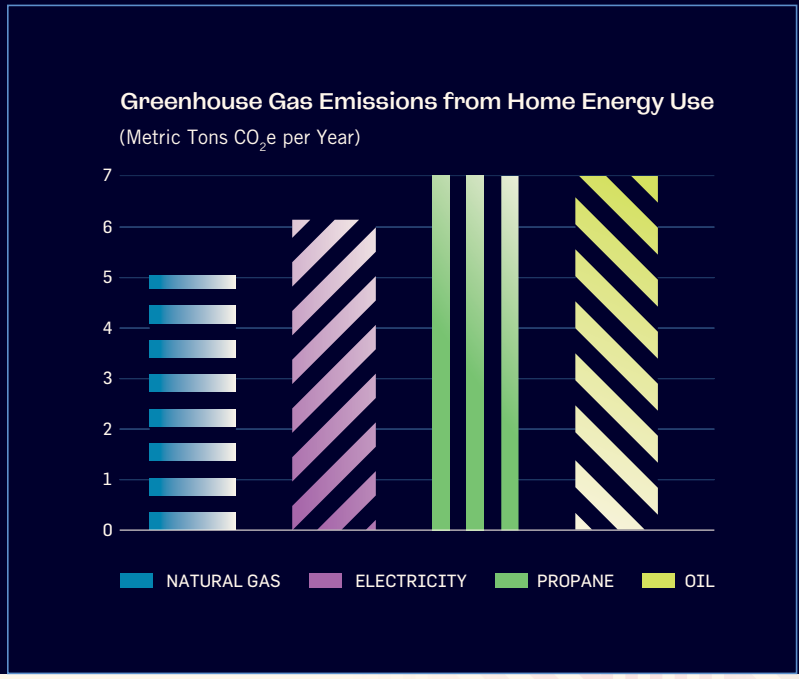
0.1%

Local distribution systems release as little as 0.1% of the natural gas they deliver.



3.5X INCREASE SINCE 1990

Since 1990, the miles of natural gas mains made of more modern materials has more than tripled.



WARMER AND CLEANER

28% LOWER EMISSIONS

An Energy Star natural gas household could have a carbon footprint that is 16% lower than an Energy Star heat pump and 28% lower emissions compared to an electrical resistance furnace.

18% LOWER EMISSIONS

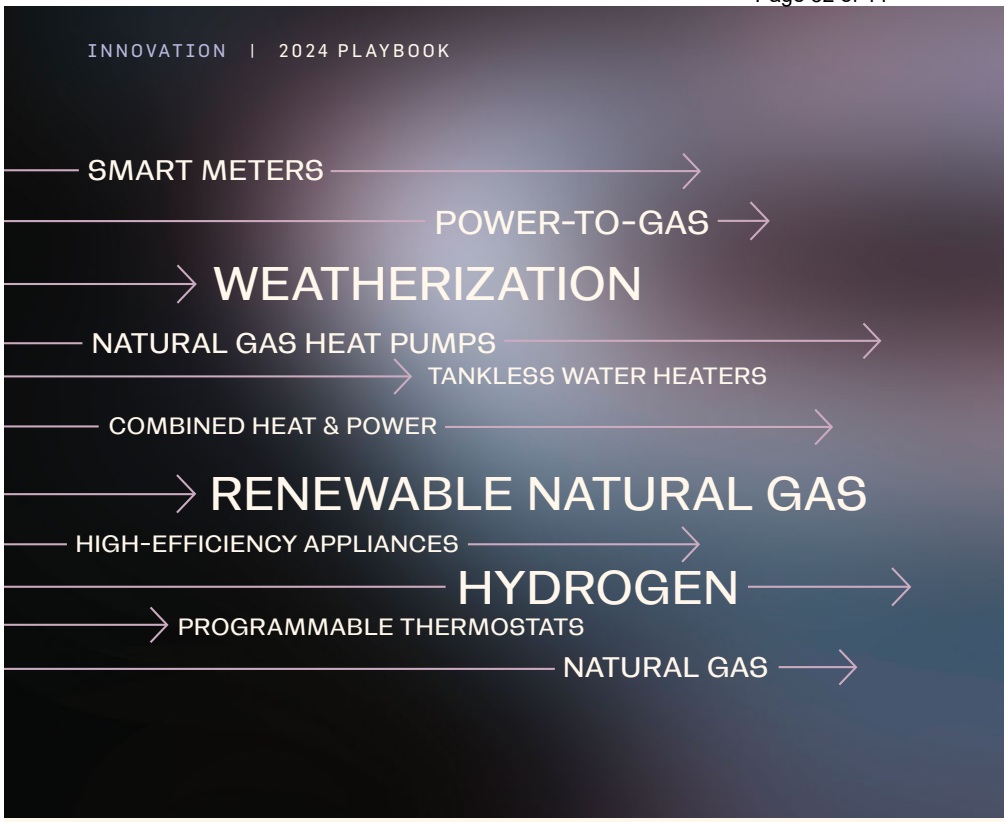
Carbon dioxide emissions from residences using natural gas for space heating, water heating, cooking and clothes drying are about 18% lower than those attributable to an all-electric home.

MORE FAMILIES HEAT WITH NATURAL GAS

For the last five years, more than 500,000 families have signed up for natural gas space heating, rather than electric heat pumps.

NATURAL GAS IS
ADVANCING THROUGH SMART

INNOVATION



America's natural gas utilities are committed to reducing greenhouse gas emissions through smart innovation.

REDUCTION

61% EMISSIONS REDUCTION

Carbon dioxide emissions from electricity generation have declined 61% due to increased use of natural gas.

EFFICIENCY

40 YEAR LOWS

Natural gas efficiency and the growth of renewable energy have led to energy-related carbon dioxide emissions hitting **40-year lows.**



INVESTING IN EFFICIENCY

$4.3M PER DAY

Natural gas utilities invest up to $4.3 million per day in energy efficiency programs to help customers reduce their residential energy use.

Natural gas utilities saved 1.7 million metric tons of greenhouse gas emissions through energy efficiency programs in 2020.

REDUCING THE CARBON FOOTPRINT

1.3% DECLINE IN CARBON EMISSIONS

Carbon emissions from the average natural gas home decline 1.3% per year.



AGA'S CLIMATE CHANGE

POSITION STATEMENT

The American Gas Association is committed to **reducing greenhouse gas emissions** through smart innovation, new and modernized infrastructure, and advanced technologies that maintain reliable, resilient and affordable energy service choices for customers.

VISIT
www.aga.org/climate



COMMITMENT

10 COMMITMENTS TO REDUCE EMISSIONS

AGA members have made 10 commitments to further reduce methane emissions from natural gas utility systems.

PRINCIPLED POLICY

8 PRINCIPLES FOR EFFECTIVE NATIONAL POLICY

We proposed eight principles for an effective national policy approach to reducing greenhouse gas emissions and addressing climate change.

RENEWABLE

NATURAL GAS

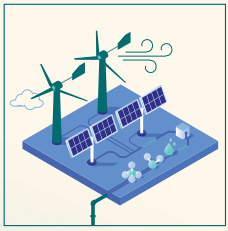
Renewable Natural Gas (RNG) is pipeline compatible gaseous fuel derived from biogenic or other renewable sources that have lower lifecycle carbon dioxide equivalent emissions than geological natural gas.

RNG can be produced from various waste streams including farms, landfills and water resource recovery facilities or from renewable electricity.

RNG is carbon neutral, versatile and fully compatible with the U.S. pipeline system, so it can lower emissions in homes, businesses and heavy industries, such as manufacturing.

Utilities throughout the country are starting to offer RNG to their customers as another option to lower household emissions.





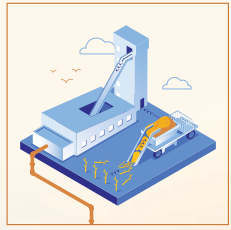
POWER TO GAS

Renewable electricity is used to split water into hydrogen and oxygen through a process called electrolysis. This renewable hydrogen can be blended into the pipeline or combined with CO_2 to create RNG.



ANAEROBIC DIGESTION

The most common way to produce RNG today, organic material such as animal or plant waste is broken down by microorganisms creating methane.



THERMAL GASIFICATION

Low moisture biomass such as forestry waste or crop residue is converted into RNG through a high-pressure chemical process.

OUR CLEAN

HYDROGEN FUTURE

The U.S. possesses the most extensive gas pipeline delivery network in the world, and extensive research and testing is underway now to make leveraging this infrastructure to deliver **clean hydrogen** in the future a reality. Gas utilities are connecting hydrogen production to end users nationwide.

Natural gas infrastructure can play a key role in connecting H_2 production and supply to demand centers and customers. Continued utilization of gas infrastructure, existing and purpose-built, can increase the likelihood of successfully reaching decarbonization goals.



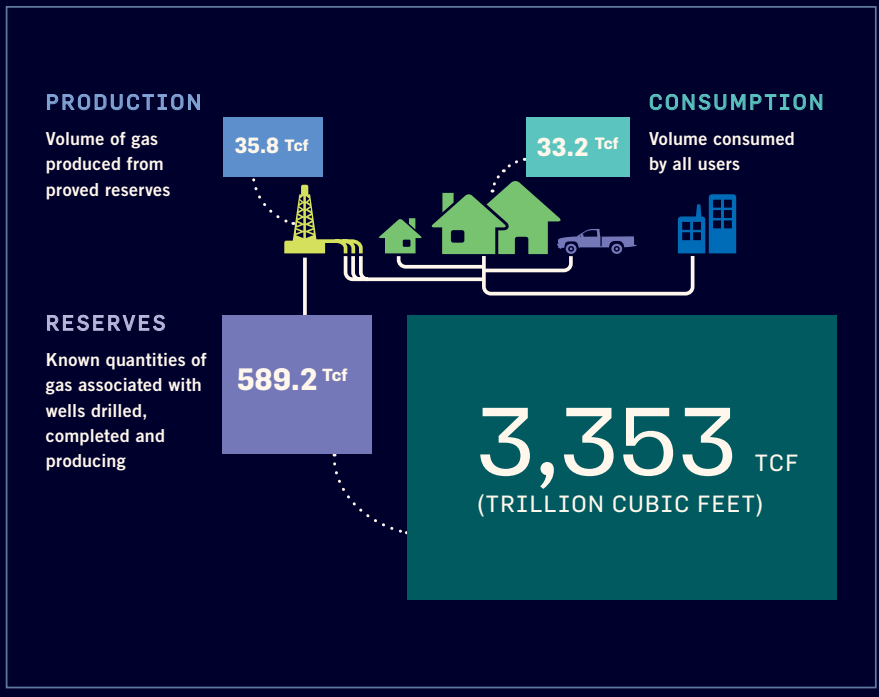
0

CARBON EMISSIONS

Hydrogen does not create any carbon emissions when it's used for energy. The only byproduct is water vapor.


NATURAL GAS
DATA

MORE THAN
100 YEARS
OF SUPPLY



ABUNDANT SUPPLY AND VAST INFRASTRUCTURE

3,353 TRILLION CUBIC FEET

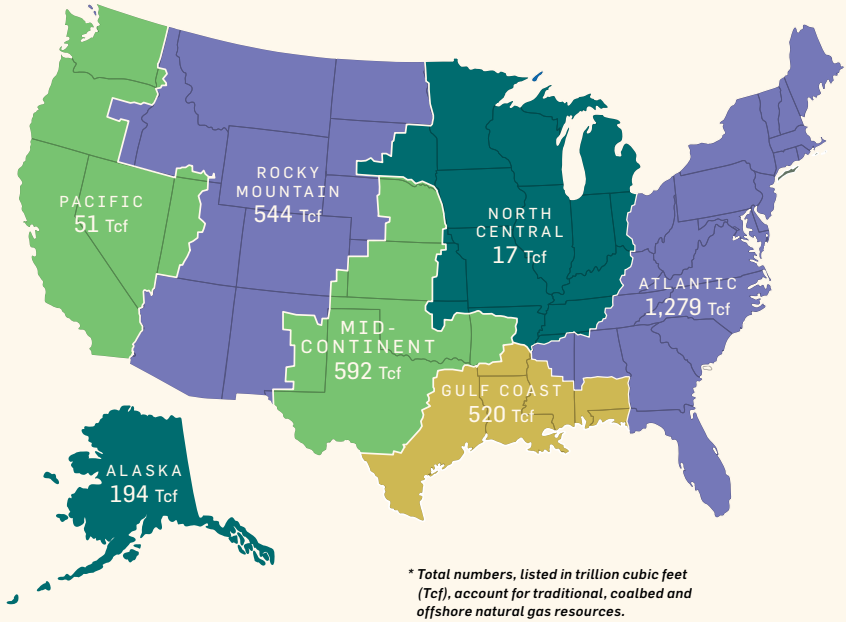
With 3,353 trillion cubic feet of natural gas and 2.7 million miles of pipelines, natural gas is available where you need it, when you need it.

NATURAL GAS

REGIONAL RESOURCE ASSESSMENT

3,353 TRILLION CUBIC FEET

The United States has 3,353 trillion cubic feet of technically recoverable natural gas resources.



** Total numbers, listed in trillion cubic feet (Tcf), account for traditional, coalbed and offshore natural gas resources.*



GLOBAL ABUNDANCE

Liquefied natural gas (LNG) has become the bedrock for European gas supplies, and the U.S. is playing an outsized role in serving that demand.

GROWING EXPORT CAPACITY

21B **CUBIC FT PER DAY**

The U.S. will reach peak export capacity of 21 billion cubic feet of natural gas per day by 2027*.

**U.S. European price differential for the year and/or future*



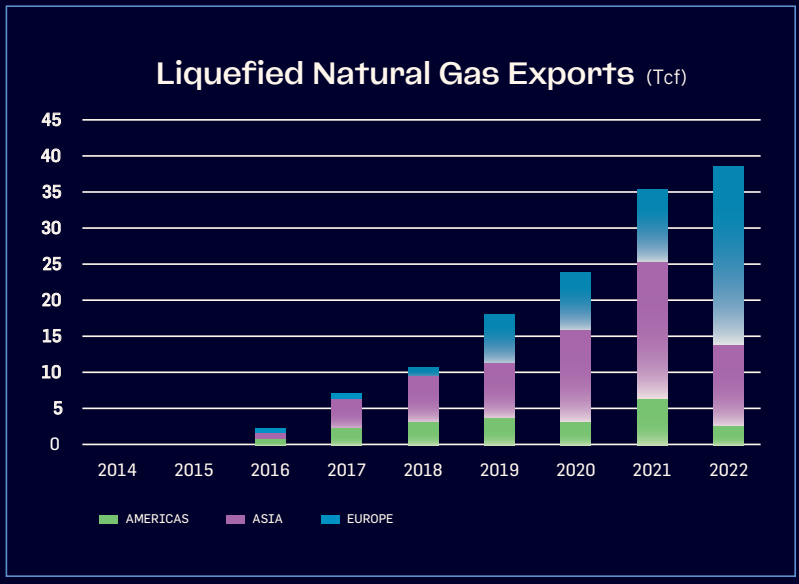


AMERICA'S

STRENGTH

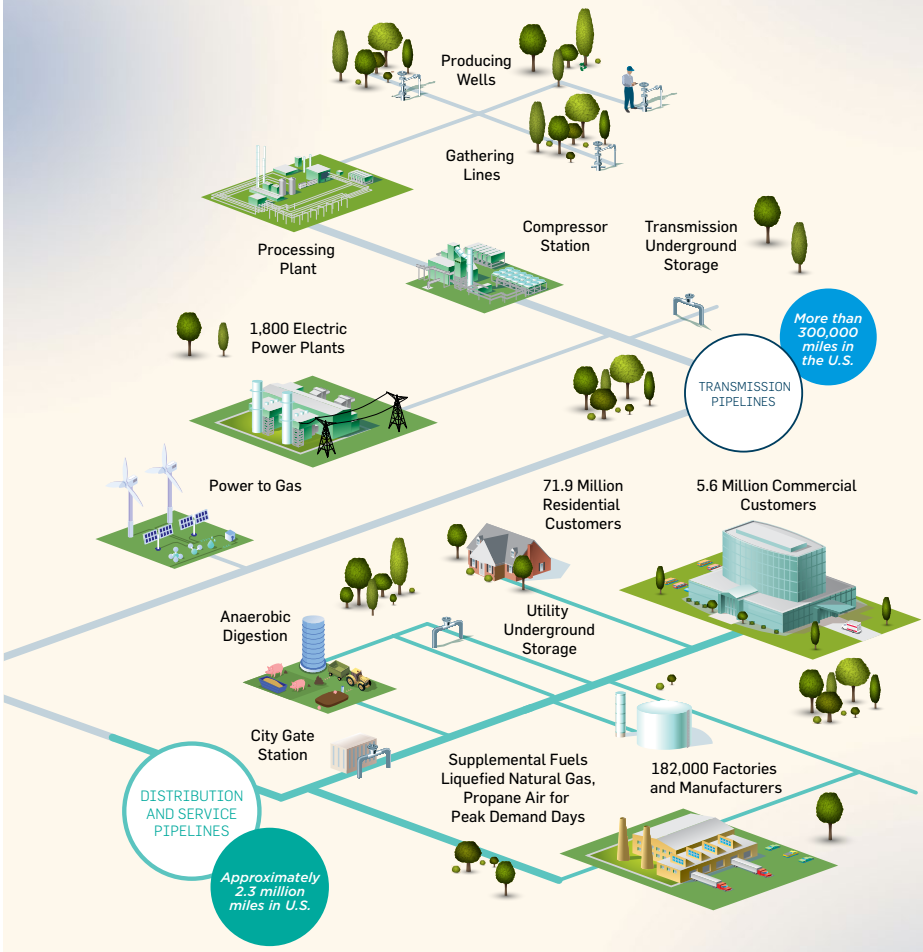
» The U.S. more than doubled its LNG exports to Europe from 2021 to 2022 as European storage supplies dipped and spot market prices increased.

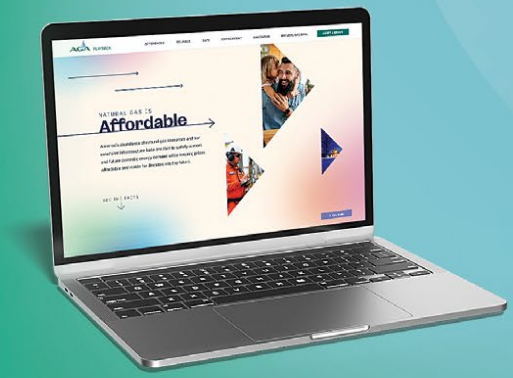
The U.S. leads the world in LNG exports, ensuring America and the world's energy security.



NATURAL GAS

DELIVERY SYSTEM





VIEW, SHARE AND DOWNLOAD

The AGA Playbook is digital.

playbook.aga.org


AGA
American Gas Association
The American Gas Association, founded in 1918, represents more than 200 local energy companies that deliver clean natural gas throughout the United States. There are more than 77 million residential, commercial and industrial natural gas customers in the U.S., of which 96 percent — more than 74 million customers — receive their gas from AGA members. Today, natural gas meets nearly one-third of the United States' energy needs.
www.aga.org
AGA_NATGAS
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COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

26. Refer to the Direct Testimony of Kimra H. Cole ("Cole Testimony"), pages 7 – 8. Ms. Cole states that Columbia Kentucky's need for a rate increase is in part because of the substantial capital investment made since the 2021 rate case, and the large capital investments that will be made through the end of 2025.

a. Provide a detailed list of each substantial capital investment made by Columbia Kentucky since the 2021 rate case, and include the amount of the project as well as a brief description of the same.

b. Provide a detailed list of each substantial capital investment to be made by Columbia Kentucky through the end of 2025, and include the amount of the project as well as a brief description of the same.

Response:

a. and b. As used in the testimony of Witness Cole, "substantial capital investment" does not refer to any individual capital investments. This sentence was in reference to the total capital investment made by Columbia since the last rate case.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

27. Refer to the Cole Testimony, page 9. Provide a detailed list and explanation of all the operational efficiencies that have allegedly offset the inflationary pressures on Operations and Maintenance ("O&M") expenditures.

Response:

Please refer to Columbia's Response to Commission Staff's First Request for Information No. 1.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

28. Refer to the Cole Testimony, pages 9 – 10. Ms. Cole asserts that the Company educates and provides support for customers struggling with their monthly utility payments through the following assistance programs: LIHEAP Subsidy and LIHEAP Crisis programs; WinterCare program; Columbia Kentucky's Home Energy Assistance Program, administered by the Community Action Council of Kentucky; CARES ACT programs such as Kentucky's Healthy at Home; and American Recovery Act.

a. For each assistance program previously listed, provide the source of funding, the amount of funding, and whether Columbia Kentucky and/or any affiliated companies contribute to the assistance program.

b. If known, provide the number of customers who utilize an assistance program to pay the Columbia Kentucky natural gas bill each year.

Response:

a.

LIHEAP Subsidy and LIHEAP Crisis programs-Federal Funds-funding allocated at State Level. Community Action Kentucky oversees allocation of funds in Columbia's service territory.

CARES ACT programs such as Kentucky's Healthy at Home; and American Recovery Act. -Federal Funds made available to customers impacted as a result of COVID-19.

WinterCare Program-Funded by Columbia Gas of Kentucky's customer contributions. Funding level based on contribution amounts.

Columbia Kentucky's Home Energy Assistance Program-Funded by Commission approved Energy Assistance Rider. Funding level based on Rider applied to customer bills.

b.

	2019	2020	2021	2022	2023	2024 To Date
LIHEAP-Subsidy	1444	1431	1859	955	944	219
LIHEAP-Emergency	1250	1063	977	1188	1325	954
WinterCare	435	547	450	646	1085	381
Home Energy Assistance Program	1546	1464	1235	1426	1201	919
Total Customers Receiving Assistance From Funds Per Year	4675	4505	4521	4215	4555	2473

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

29. Refer to the Cole Testimony, pages 10 – 11. Ms. Cole states that rather than rolling the capital tracker investments from the Safety Modification and Replacement Program ("SMRP") rider into rate base as previously done, the Company is requesting to maintain a separation between the SMRP rider and base rates in order to allow for transparency to the customers.

a. Provide the SMRP rider rate for the end of 2021, 2022, 2023, and the most current SMRP rider rate for 2024.

b. Provide the number of miles of pipe that has been replaced each year since the establishment of Columbia Kentucky's pipeline replacement program.

c. Provide the number of miles of pipe that Columbia Kentucky projects still needs to be replaced through Columbia Kentucky's SMRP rider.

d. Explain in detail when Columbia Kentucky anticipates the SMRP to be completed.

Response:

a. The table below identifies the SMRP rider rates by rate schedule for calendar year 2021. Note the billing rates were on a per customer basis.

		Fixed Rates			
Annual Filing	Rate Schedule	Jan 21 - Apr 21	May-21	Jun-21	Jul 21 - Dec 21
	GSR GTR	5.44	6.61	6.61	7.44
	GDS GSO GTO	20.44	24.24	24.24	27.11
	IUS	170.33	207.17	207.17	231.75
	DS IS SAS	1070.53	1217.24	1217.24	1355.22
	Case Number	2020-00099	2020-00327	2021-00151	2020-00327
		Fixed Rates			
BA Filing	Rate Schedule	Jan 21 - Apr 21	May-21	Jun-21	Jul 21 - Dec 21
	GSR GTR	0.02	0.02	0.25	0.23
	GDS GSO GTO	0.07	0.07	0.91	0.84
	IUS	0.63	0.63	7.88	7.25
	DS IS SAS	3.97	3.97	46.69	42.72
	Case Number	2020-00099	2020-00327	2021-00151	2020-00327
		Fixed Rates			
Total Company	Rate Schedule	Jan 21 - Apr 21	May-21	Jun-21	Jul 21 - Dec 21
	GSR GTR Total Ra	5.46	6.63	6.86	7.67
	GDS GSO GTO To	20.51	24.31	25.15	27.95
	IUS Total Rate	170.96	207.8	215.05	239
	DS IS SAS Total R	1074.50	1221.21	1263.93	1397.94
	Case Number	2020-00099	2020-00327	2021-00151	2020-00327

As part of the 2021 rate case, all SMRP capital was rolled into base rates and the SMRP rider rates were set to zero ($0). The following table reflects the SMRP rider rates for calendar years 2022 and 2023 and the monthly amounts for 2024. Note the SMRP billing

rates subsequent to January 2022 were volumetric rates based on the 2021 Rate Case Order.

		Volumetric Rates							
Annual Filing	Rate Schedule	Jan 22 - Dec 22	Jan 23 - Dec 23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24
	GSR GTR	0.00	0.1224	0.5301	0.5301	0.5301	0.5301	0.5301	0.5301
	GDS GSO GTO	0.00	0.0732	0.3210	0.3210	0.3210	0.3210	0.3210	0.3210
	IUS	0.00	0.0447	0.2011	0.2011	0.2011	0.2011	0.2011	0.2011
	DS IS SAS	0.00	0.0139	0.0587	0.0587	0.0587	0.0587	0.0587	0.0587
	Case Number								
		Volumetric Rates							
BA Filing	Rate Schedule	Jan 22 - Dec 22	Jan 23 - Dec 23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24
	GSR GTR	0.00	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0432
	GDS GSO GTO	0.00	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0262
	IUS	0.00	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0164
	DS IS SAS	0.00	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0047
	Case Number								
		Volumetric Rates							
Total Company	Rate Schedule	Jan 22 - Dec 22	Jan 23 - Dec 23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24
	GSR GTR Total Ra	0	0.1224	0.5301	0.5301	0.5301	0.5301	0.5301	0.5733
	GDS GSO GTO To	0	0.0732	0.3210	0.3210	0.3210	0.3210	0.3210	0.3472
	IUS Total Rate	0	0.0447	0.2011	0.2011	0.2011	0.2011	0.2011	0.2175
	DS IS SAS Total R	0.00	0.0139	0.0587	0.0587	0.0587	0.0587	0.0587	0.0634
	Case Number	2021-00183	2022-00342	2023-00335					2024-00074

b.

	CI/WI	Bare Steel
2008	0.25	12.72
2009	1.10	18.42
2010	0.14	4.55
2011	0.56	7.85
2012	0.33	17.06
2013	1.74	13.81
2014	2.83	13.23
2015	0.90	13.72

2016	2.96	12.13
2017	2.00	14.12
2018	1.67	16.83
2019	1.59	16.73
2020	2.44	17.70
2021	0.93	11.83
2022	2.81	13.53
2023	0.00	16.84
TOTAL	22.25	221.08

TOTAL CI/WI/BARE STEEL	**243.33**

c. Columbia has 282.6 miles of bare steel pipeline

d. Please refer to the Direct Testimony of Columbia Witness Roy

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

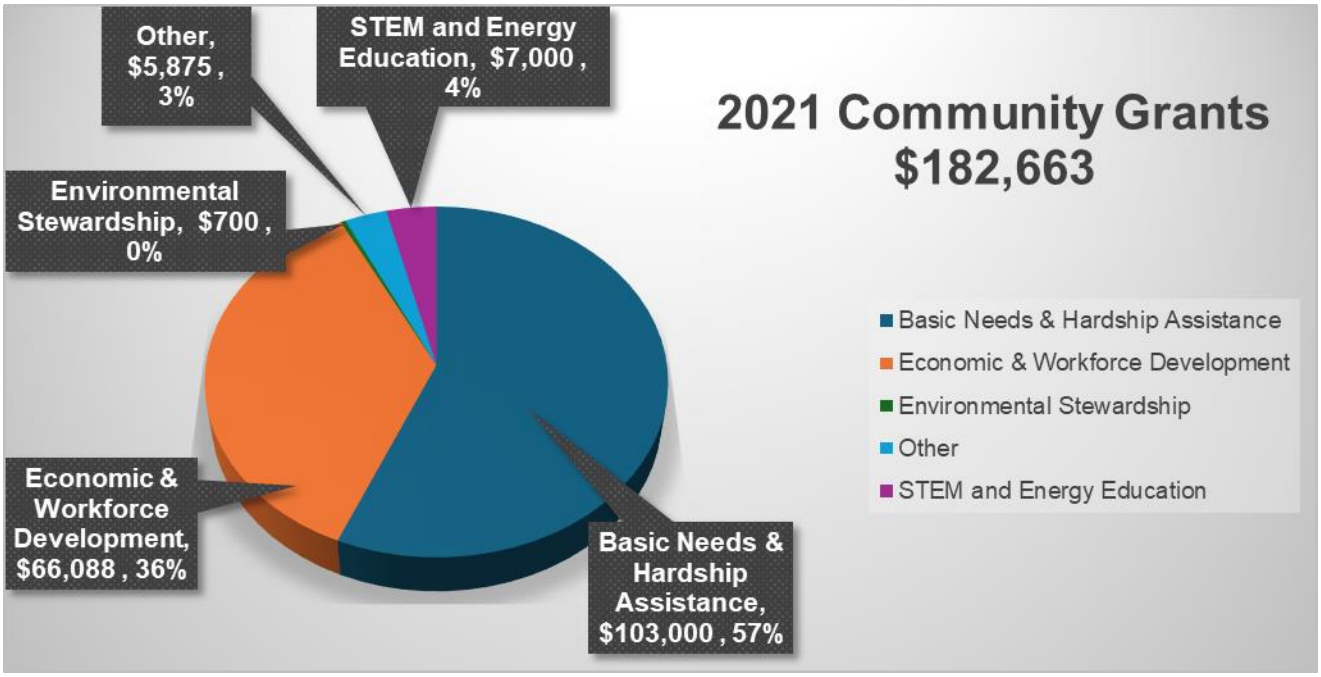
30. Refer to the Cole Testimony, pages 13 – 14. Ms. Cole states that the Company has contributed shareholder dollar donations to the following: Science, Technology, Engineering, Arts, and Math ("STEAM"), energy education, Diversity, Equity, and Inclusion ("DEI"), environmental stewardship; and economic and workforce development. Provide a brief description of each program, the location of the program, as well as the amount of each donation.

Response:

Refer to KY PSC Case No. 2024-00092, AG 1-30 Attachment A

Community grants made by Columbia Gas of Kentucky through the NiSource Charitable Foundation are categorized as Basic Needs & Hardship Assistance, Economic & Workforce Development, Environmental Stewardship, STEM & Energy Education and Other. Diversity, Equity & Inclusion (DEI) is applicable to many of the grants within the aforementioned categories so is not identified separately. The information included specifies the organizations that received community grants and amounts donated within each category for 2021-2023.

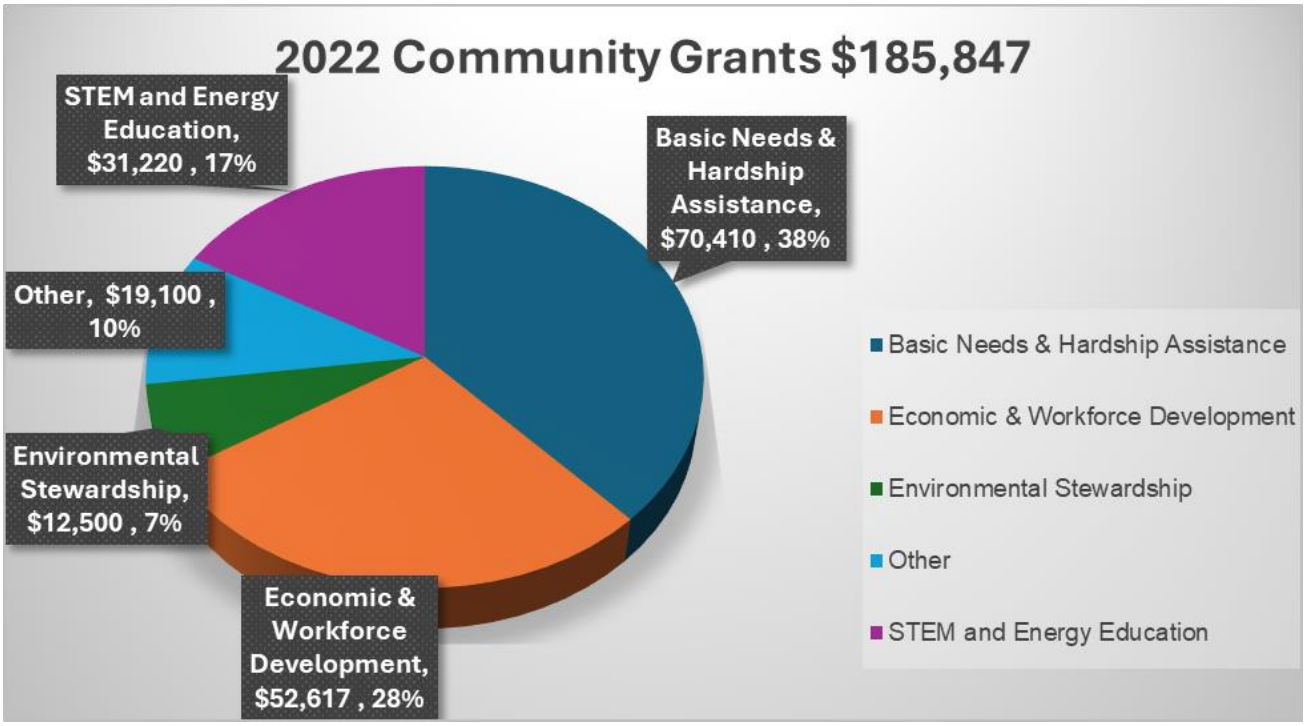
In addition to community grants, the NiSource Charitable Foundation also provided Dollars for Doers grants in recognition of employee volunteer hours totaling $17,460 from 2021-2023 and Leadership Board Service grants in recognition of community Board service by company leaders totaling $77,500 for the same period.



2021 Community Grants by Category	Grant Total
Basic Needs & Hardship Assistance	**$ 103,000**
Alzeimer's Association	$ 3,000
America Heart Association	$ 1,650
American Red Cross - Bluegrass Chapter	$ 25,000
Arbor Youth Services	$ 1,000
Ashland Community Kitchen	$ 2,000
Blue Grass Community Foundation	$ 500
Buffalo Trace CASA Program Inc.	$ 500

Capital City Activity Center	$	500
CASA of Lexington	$	2,500
Center for Women, Children and Families	$	4,580
Child Development Center of the Bluegrass	$	1,000
Children's Advocacy Center of the Bluegrass	$	1,080
Crabbe Elementary School/Ashland Independent Schools/Ashland Board of Education	$	2,000
Divine Providence, Inc.	$	1,500
DuBois Community Center	$	500
Feeding Kentucky	$	1,500
FoodChain, Inc.	$	5,000
Freestore Foodbank, Inc.	$	2,500
Friends of Lexington Fisher House	$	1,000
Friends of the Lexington Senior Center	$	1,000
God's Outreach Madison County Food Bank	$	2,500
God's Pantry Food Bank	$	11,000
Greenhouse 17	$	500
Group Cares (aka Winchester Community Work Group)	$	500
Lexington Challenger Tennis Charity, Inc.	$	310
Martin County Senior Citizens Center	$	500
River Cities Harvest	$	5,000
Salvation Army	$	4,400
Sheriff's Community Impact Program	$	500
Shriners Hospitals for Children Medical Center	$	2,740
Shriners Medical Center Lexington	$	4,740
Step By Step, Inc.	$	1,000
The Gathering Place Mission, Inc.	$	1,000
United Appeal of Mason County	$	500
United Way of Eastern Kentucky	$	1,000
United Way of Northeast Kentucky	$	1,500
United Way of the Bluegrass	$	6,000
YMCA of Central Kentucky	$	1,000
Economic & Workforce Development	**$**	**66,088**
Ashland Alliance Foundation Inc.	$	4,000
Bluegrass Tomorrow	$	5,528
Business & Education Network	$	10,000
Business and Education Network	$	10,000
Commonwealth Fund for KET, Inc.	$	4,360
Downtown Lexington Partnership	$	1,200
Kentucky Chamber Foundation, Inc.	$	20,000

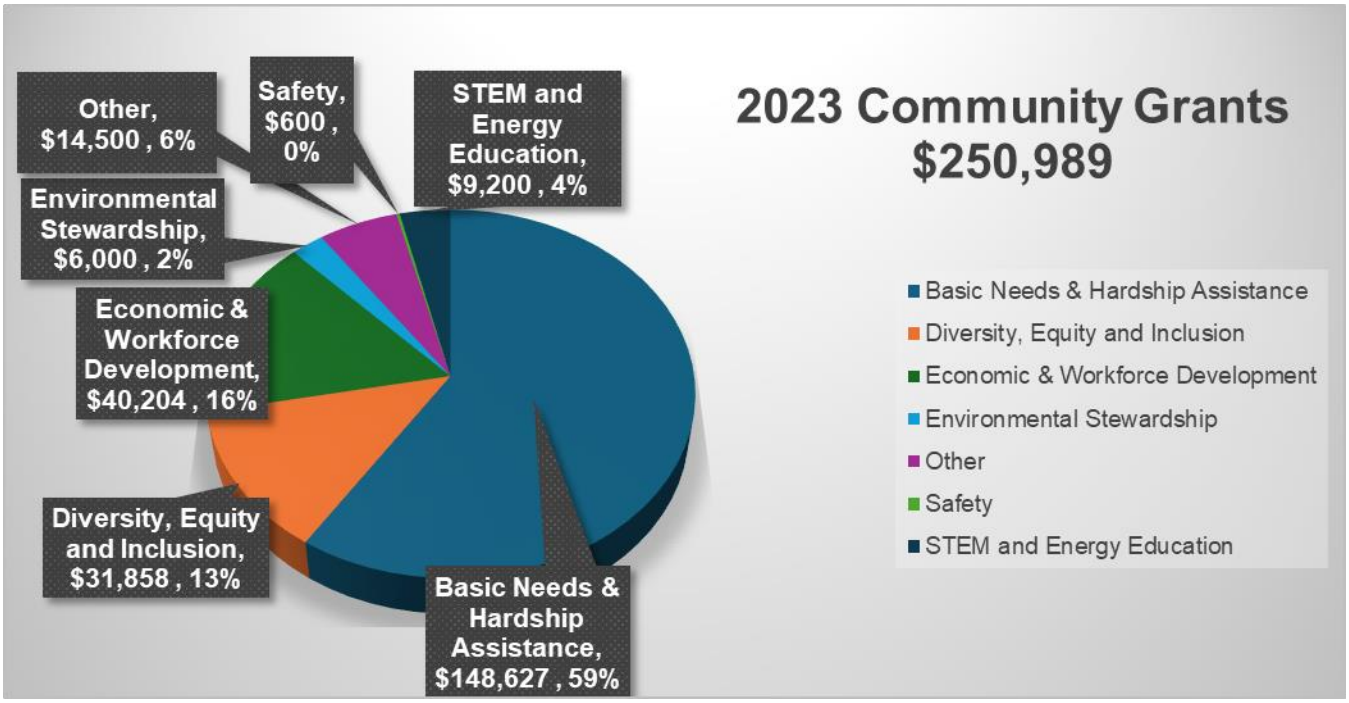
Kentucky Industrial Development Council, Inc.	$	7,000
One East Kentucky	$	1,500
OWL - Opportunity for Work & Learning	$	1,000
Urban League of Lexington-Fayette County	$	1,500
Environmental Stewardship	**$**	**700**
Kentucky Fish & Wildlife Foundation	$	700
Other	**$**	**5,875**
Alpha Beta Lambda	$	875
LexArts	$	5,000
STEM and Energy Education	**$**	**7,000**
American Heart Association	$	2,500
Jobs for America's Graduates	$	2,500
Prichard Committee for Academic Excellence	$	2,000
Grand Total	**$**	**182,663**



2022 Community Grants by Category	Grant Total
Basic Needs & Hardship Assistance	**$ 70,410**
Alzheimer's Association	$ 3,000
American Red Cross - Bluegrass Chapter	$ 10,000
Ashland Area YMCA	$ 2,500
BIA Cares	$ 1,000
Blue Grass Community Foundation	$ 500
Boyd County Center on Aging, Inc.	$ 1,000
Center for Women, Children and Families	$ 1,000
Child Development Center of the Bluegrass	$ 1,000
Children's Advocacy Center of the Bluegrass	$ 900
Divine Providence, Inc.	$ 1,500
FoodChain, Inc.	$ 2,000
Friends of Lexington Fisher House	$ 1,000
God's Pantry Food Bank	$ 3,400
Greenhouse 17	$ 2,500
Just Fund Education Project Inc.	$ 1,000
Lady Veterans Connect, Inc.	$ 1,000
Lexington Challenger Tennis Charity, Inc.	$ 560
Lighthouse Ministries	$ 5,000

Limestone Family YMCA	$	2,500
Paris-Bourbon County YMCA	$	2,500
Pikeville Area Family YMCA, Inc.	$	2,500
Salvation Army	$	4,800
Shriners Medical Center Lexington	$	2,500
Step By Step, Inc.	$	3,000
United Appeal of Mason County	$	500
United Way of Eastern Kentucky	$	1,000
United Way of Northeast Kentucky	$	1,500
United Way of the Bluegrass	$	7,500
Woodford County Humane Society	$	750
YMCA of Central Kentucky	$	2,500
Economic & Workforce Development	**$**	**52,617**
Ashland Alliance Foundation Inc.	$	3,500
Bluegrass Tomorrow	$	5,882
Business and Education Network	$	10,000
Carnegie Center for Literacy and Learning	$	2,500
Downtown Lexington Partnership	$	3,700
Foundation for Appalachian Kentucky	$	10,000
Kentucky Chamber Foundation, Inc.	$	10,000
Lexington Forum	$	1,250
Maysville Rotary Club Foundation, Inc.	$	1,500
Sneakers With Everything Project, Inc.	$	650
Urban League of Lexington-Fayette County	$	2,185
Women Leading Kentucky	$	1,450
Environmental Stewardship	**$**	**12,500**
Red River Gorge Climbers' Coalition	$	2,500
Town Branch Park, Inc.	$	10,000
Other	**$**	**19,100**
Alpha Beta Lambda Education Foundation Inc.	$	1,000
Gateway Regional Arts Center	$	2,000
LexArts	$	6,100
National Veterans Memorial and Museum Operating Corporation	$	10,000
STEM and Energy Education	**$**	**31,220**
American Heart Association	$	6,020
Blue Grass Community Foundation	$	15,000
Bluegrass Community & Technical College	$	5,000
Commonwealth Fund for KET, Inc.	$	4,200
Explorium of Lexington	$	1,000

Grand Total	**$ 185,847**



*2023 Includes a new DEI giving pillar

2023 Community Grants by Category	Grant Total
Basic Needs & Hardship Assistance	**$ 148,627**
Alzheimer's Association	$ 3,500
Alzheimer's Association	$ 3,500
Amen House, Inc.	$ 500
American Heart Association	$ 1,760
American Red Cross - Bluegrass Chapter	$ 8,500
Ashland Area YMCA	$ 2,500
Association of the U.S. Army	$ 2,500
Baptist Health Foundation Lexington Inc.	$ 25,000
Blue Grass Farms Charities	$ 5,000
Boyd County Center on Aging, Inc.	$ 1,000
Capital City Activity Center	$ 500
CASA of Lexington	$ 2,500
Center for Women, Children and Families	$ 1,800

Children's Advocacy Center of the Bluegrass	$	1,200
Christian Appalachian Project	$	2,500
Divine Providence, Inc.	$	5,000
Feeding Kentucky	$	1,000
FoodChain, Inc.	$	1,250
Friends of Lexington Fisher House	$	2,500
Friends of the Lexington Senior Center	$	1,000
God's Pantry Food Bank	$	6,725
Greenhouse 17	$	2,500
Kentucky Center for Grieving Children & Families	$	1,000
Lex Project Prom Inc.	$	1,000
Lexington Rescue Mission	$	25,000
Limestone Family YMCA	$	2,500
Military Missions, Inc.	$	5,000
Paris-Bourbon County YMCA	$	2,500
Pig Out in Maysville, Inc.	$	500
Pikeville Area Family YMCA, Inc.	$	2,500
River Cities Harvest	$	1,500
Salvation Army	$	4,552
Shriners Hospital for Children Medical Center	$	3,590
Step By Step	$	3,000
Step By Step, Inc.	$	750
United Appeal of Mason County	$	500
United Way of Eastern Kentucky	$	1,000
United Way of Northeast Kentucky	$	1,500
United Way of the Bluegrass	$	7,500
YMCA of Central Kentucky	$	2,500
Diversity, Equity and Inclusion	**$**	**31,858**
Alpha Beta Lambda Education Foundation Inc.	$	1,150
Blue Grass Community Foundation	$	25,000
Bluegrass Community Foundation	$	500
Sneakers With Everything Project, Inc.	$	650
Urban League of Lexington-Fayette County	$	4,558
Economic & Workforce Development	**$**	**40,204**
Ashland Alliance Foundation Inc.	$	3,500
Ashland Alliance Foundation, Inc.	$	3,500
Business and Education Network	$	10,000
Downtown Lexington Partnership	$	6,200
Kentucky Chamber Foundation, Inc.	$	1,904

Kentucky Industrial Development Council, Inc.	$	7,000
Maysville Rotary Club Foundation, Inc.	$	1,500
One East Kentucky	$	4,000
Shaping Our Appalachian Region Inc.	$	1,500
Women Leading Kentucky	$	1,100
Environmental Stewardship	**$**	**6,000**
Bluegrass Land Conservancy	$	1,000
Friends of the Parks in Fayette County Inc.	$	5,000
Other	**$**	**14,500**
Gateway Regional Arts Center	$	2,000
LexArts	$	2,500
National Veterans Memorial and Museum Operating Corporation	$	10,000
Safety	**$**	**600**
Lexington Citizen Police Academy Alumni Association Inc.	$	600
STEM and Energy Education	**$**	**9,200**
American Heart Association	$	2,500
Commonwealth Fund for KET, Inc.	$	4,200
Explorium of Lexington	$	2,500
Grand Total	**$**	**250,989***

*Earlier reporting did not account for a previous-year $10,000 credit

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

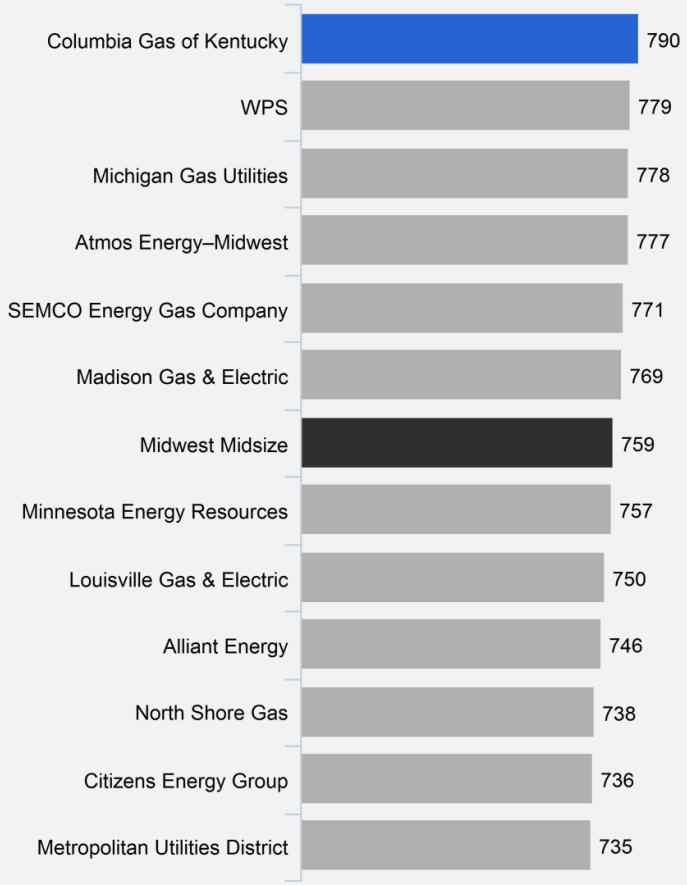
31. Refer to the Cole Testimony, page 14. Provide a copy of each customer satisfaction survey that Columbia Kentucky and/or its parent companies, have been included in, such as the referenced J.D. Power Customer Satisfaction Study, from 2021 – 2024.

Response:

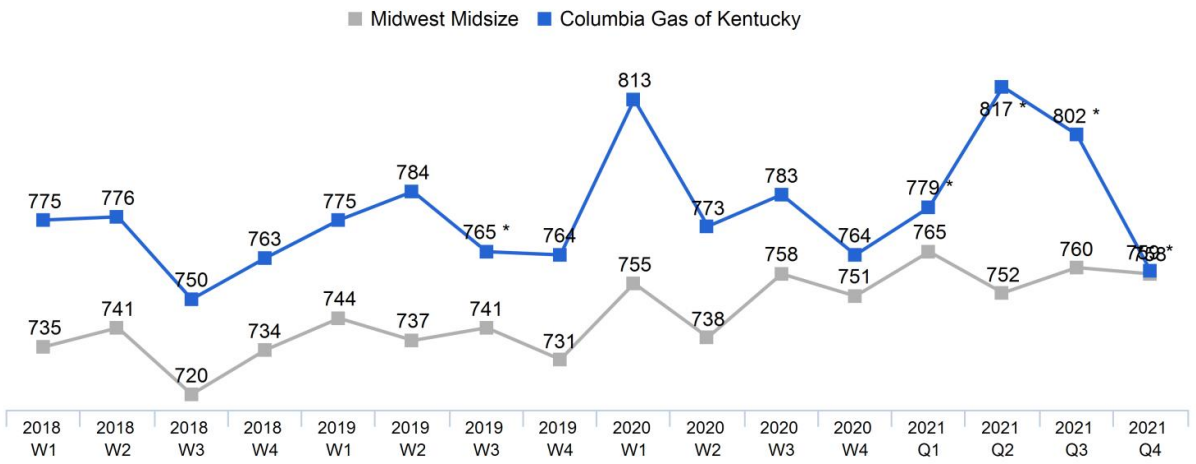
Please refer to KY PSC Case No. 2024-00092 AG 1-31 Attachment A.

Columbia Gas of Kentucky

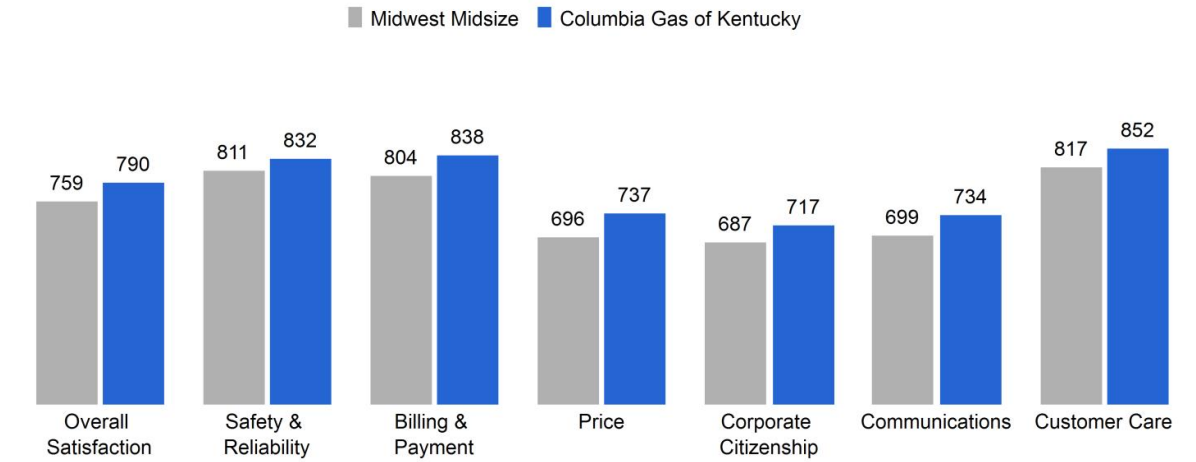
Overall Satisfaction



Overall Satisfaction Trend



Factor Breakdown



Filters Applied: Columbia Gas of Kentucky 2021

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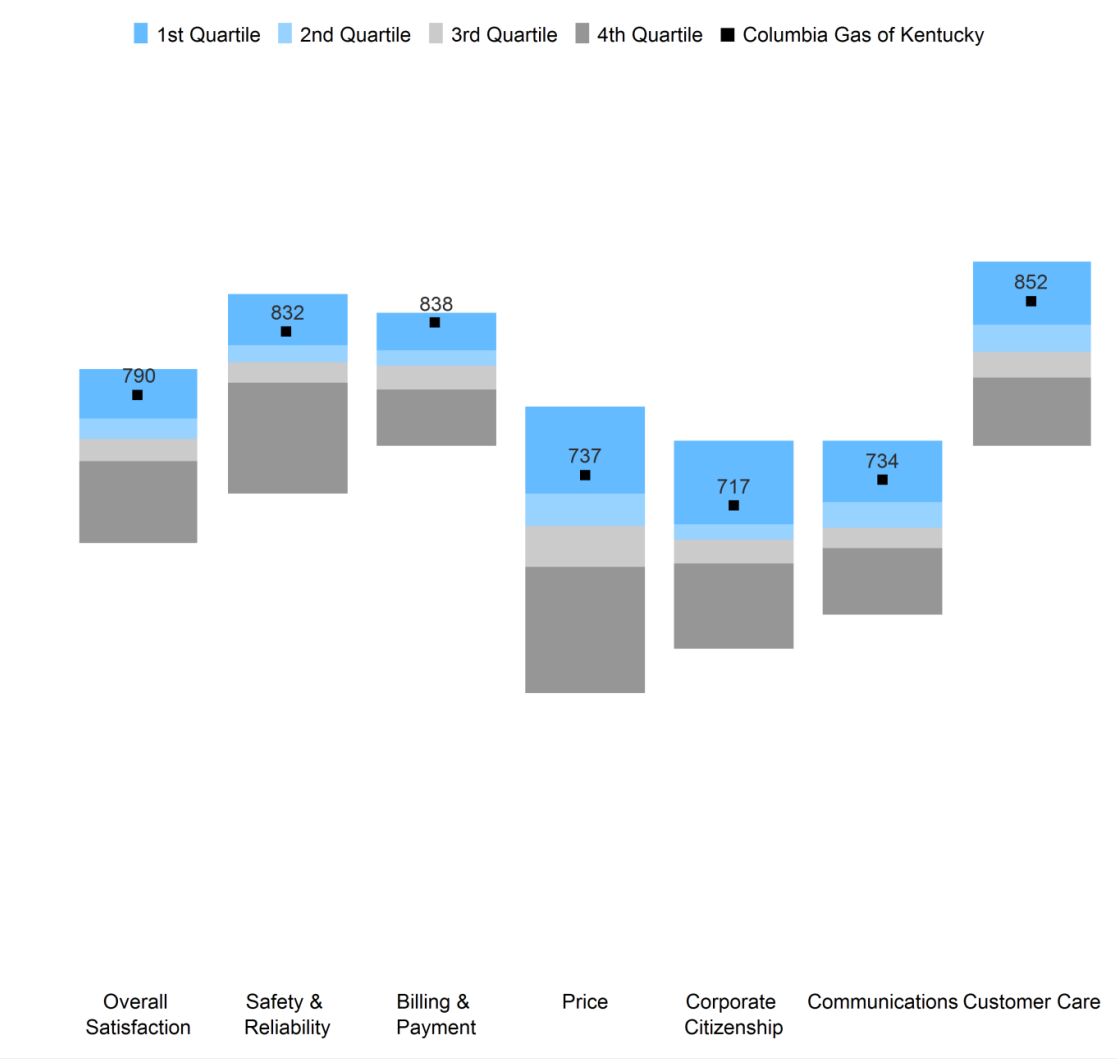
Industry Quartiles



Region Size Segment Ranking Trend

	Columbia Gas of Kentucky				
	2017	2018	2019	2020	2021
Overall Satisfaction	1 of 12	1 of 12	1 of 12	1 of 12	1 of 12
Safety & Reliability	4 of 12	1 of 12	2 of 12	2 of 12	1 of 12
Billing & Payment	1 of 12	1 of 12	1 of 12	1 of 12	1 of 12
Price	1 of 12	1 of 12	1 of 12	1 of 12	1 of 12
Corporate Citizenship	4 of 12	1 of 12	2 of 12	1 of 12	1 of 12
Communications	1 of 12	1 of 12	1 of 12	1 of 12	1 of 12
Customer Care	3 of 12	4 of 12	1 of 11 *	3 of 12	2 of 12

Industry Ranking Trend

	Columbia Gas of Kentucky			
	2018	2019	2020	2021
Overall Satisfaction	6 of 87	5 of 86	5 of 86	6 of 85
Safety & Reliability	6 of 87	14 of 86	9 of 86	6 of 85
Billing & Payment	5 of 87	5 of 86	2 of 86	5 of 85
Price	14 of 87	6 of 86	7 of 86	9 of 85
Corporate Citizenship	4 of 87	14 of 86	17 of 86	10 of 85
Communications	5 of 87	10 of 86	3 of 86	5 of 85
Customer Care	35 of 87	4 of 85 *	21 of 85	6 of 85

Filters Applied: Columbia Gas of Kentucky 2021

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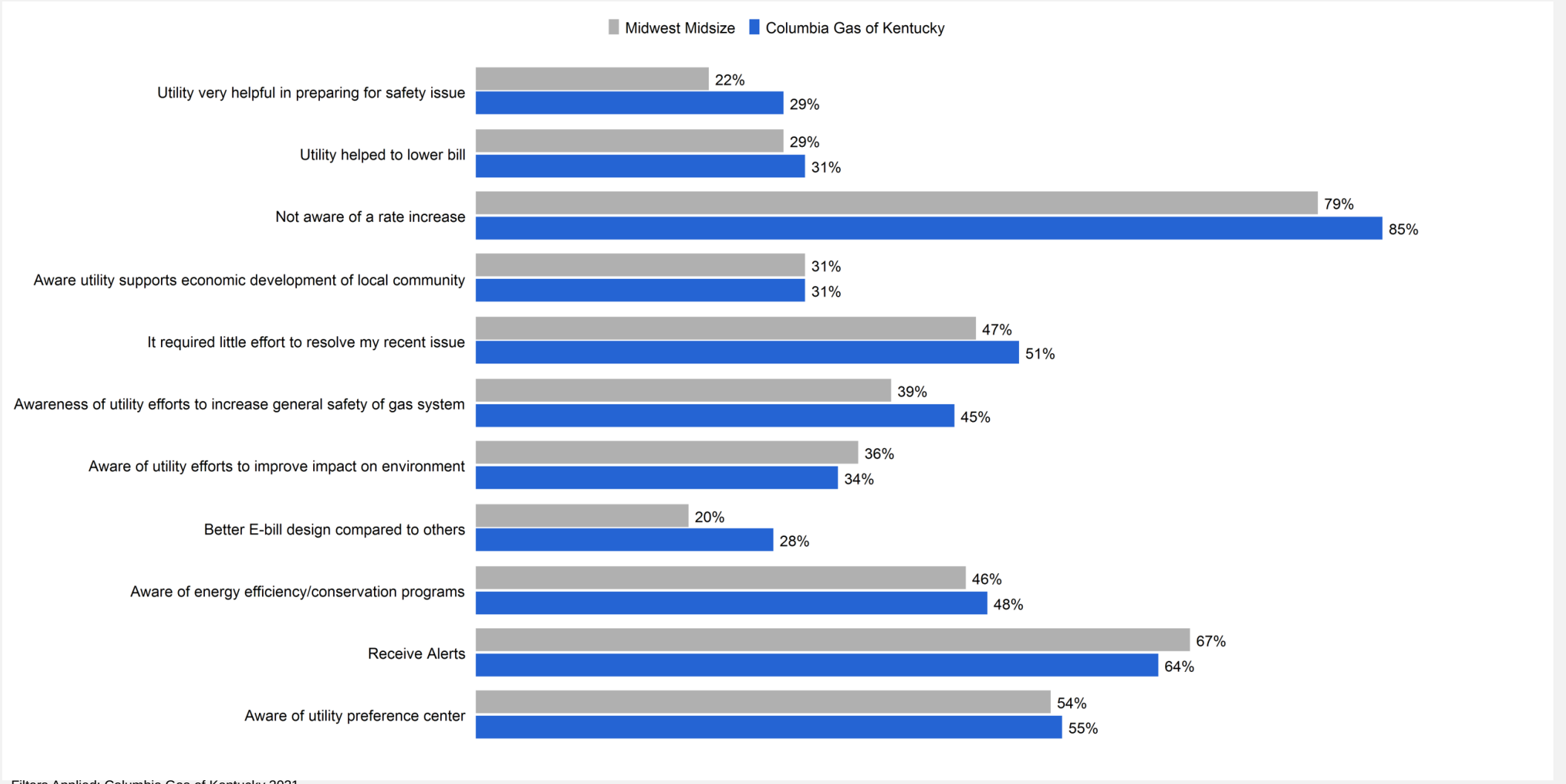
Key Performance Indicators - % Met



Filters Applied: Columbia Gas of Kentucky 2021

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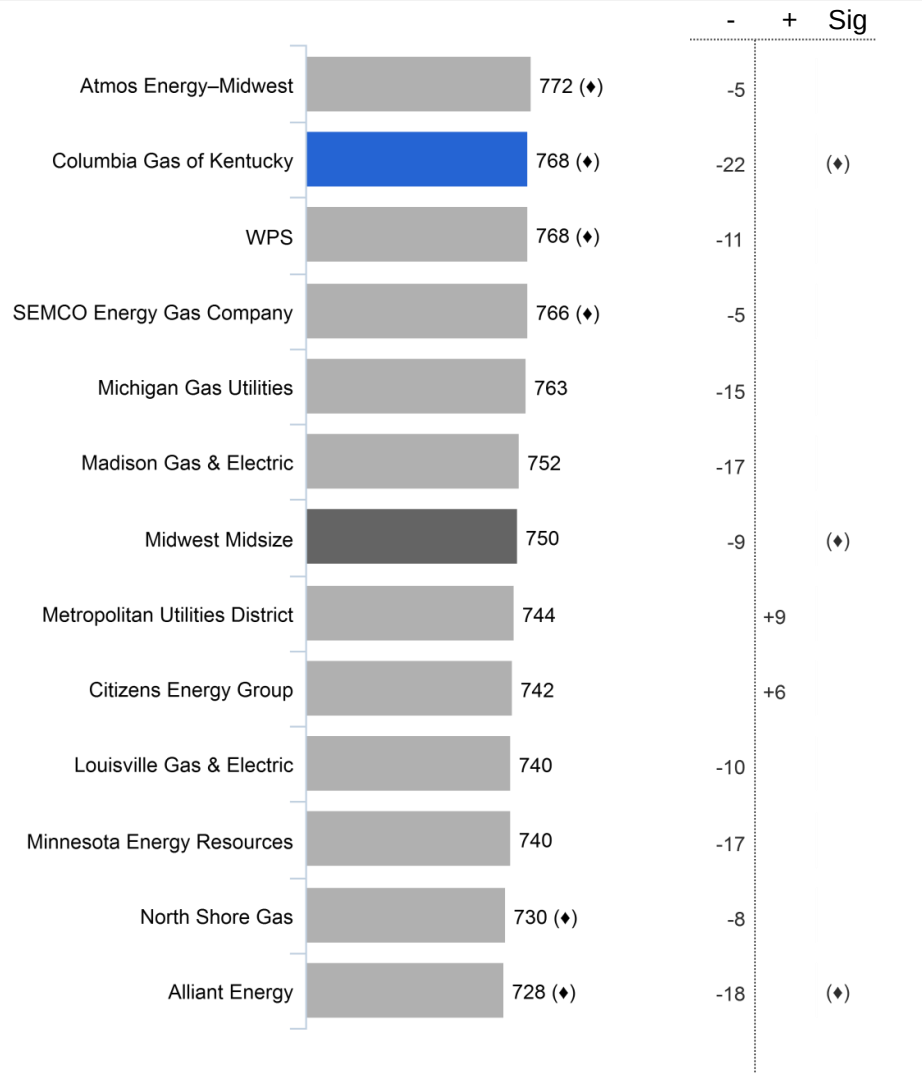
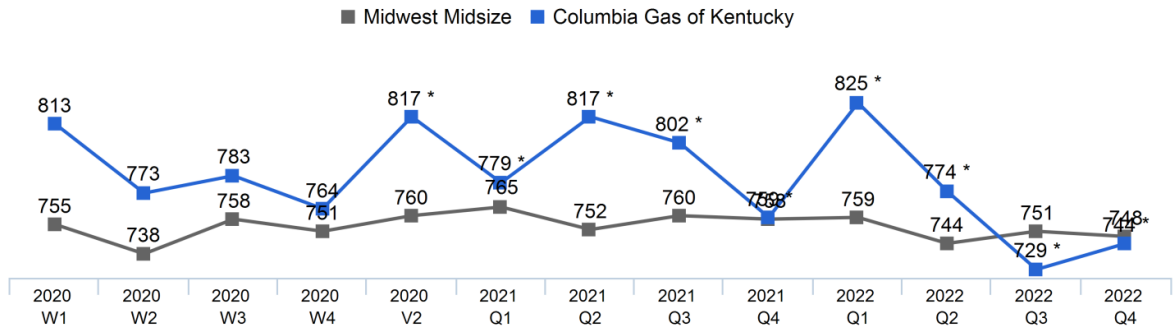
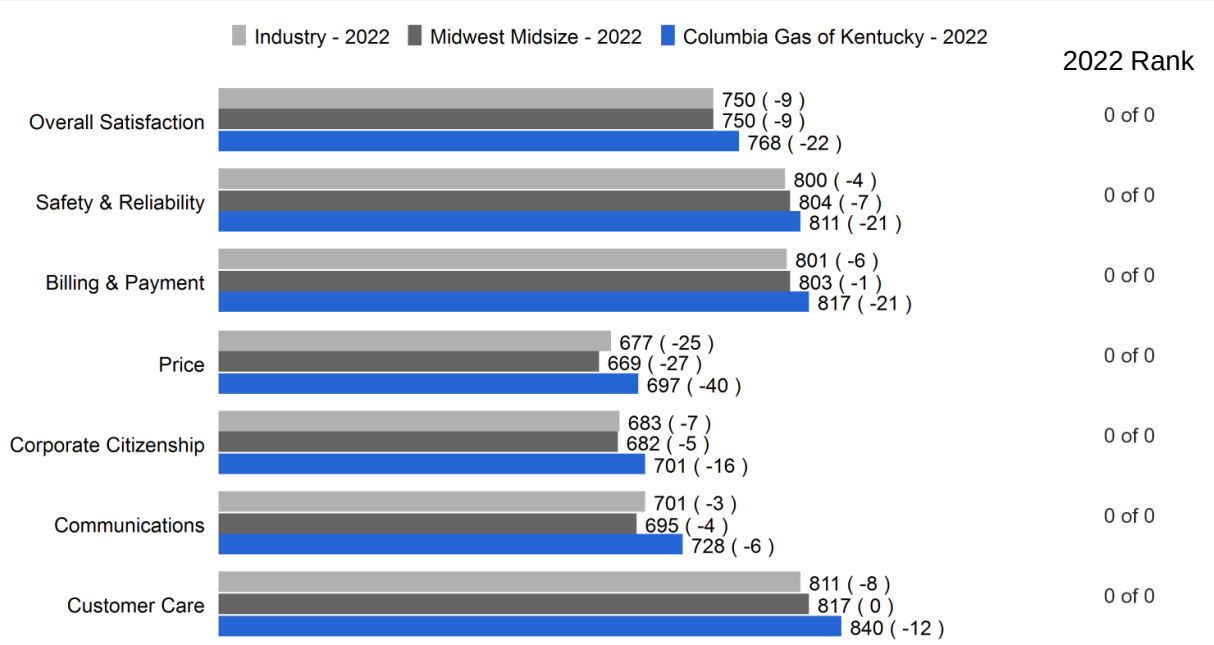
Overall Satisfaction



Overall Satisfaction Trend





Filters Applied: Columbia Gas of Kentucky 2022

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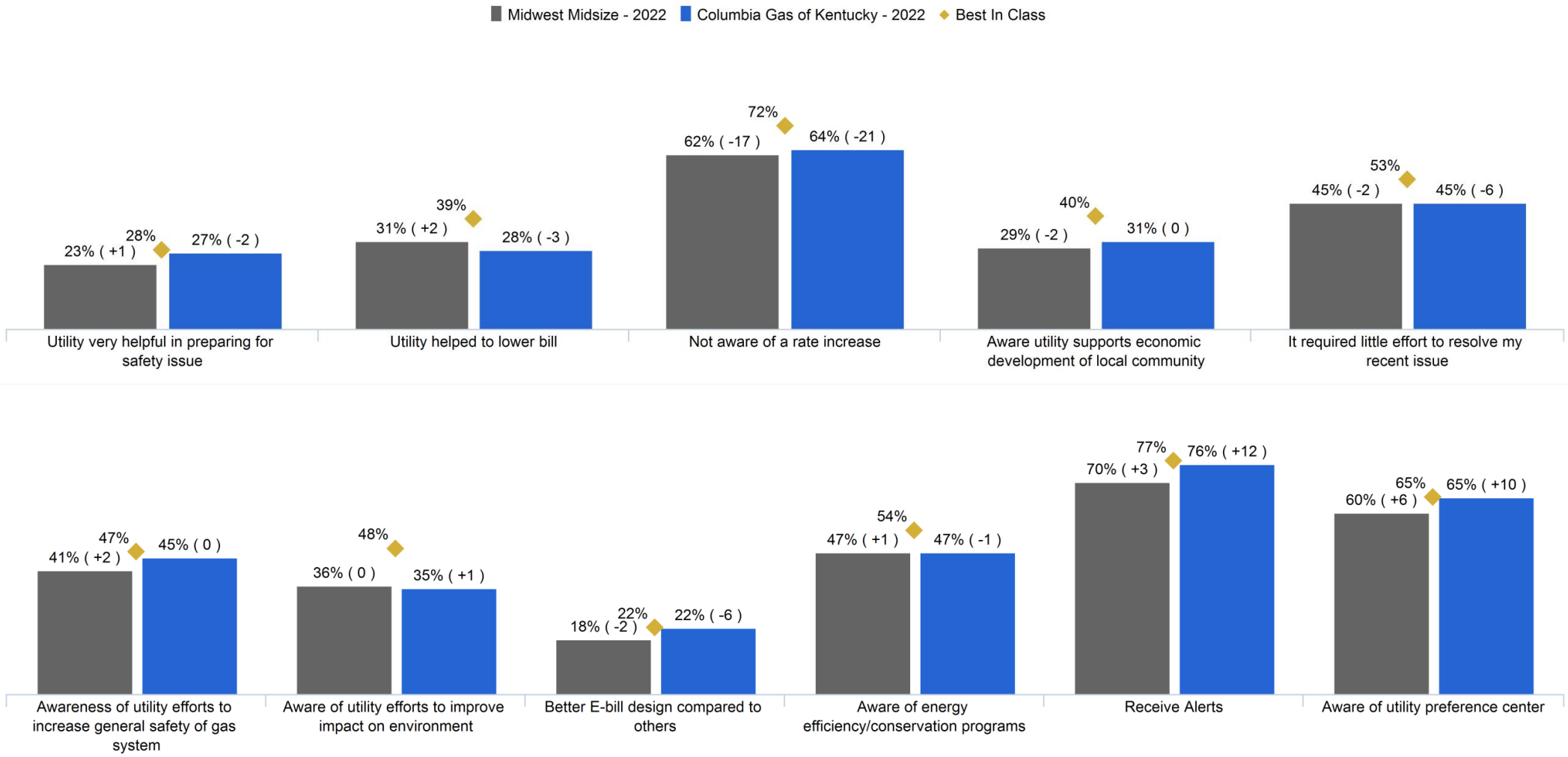
Key Performance Indicators - % Met



Filters Applied: Columbia Gas of Kentucky 2022

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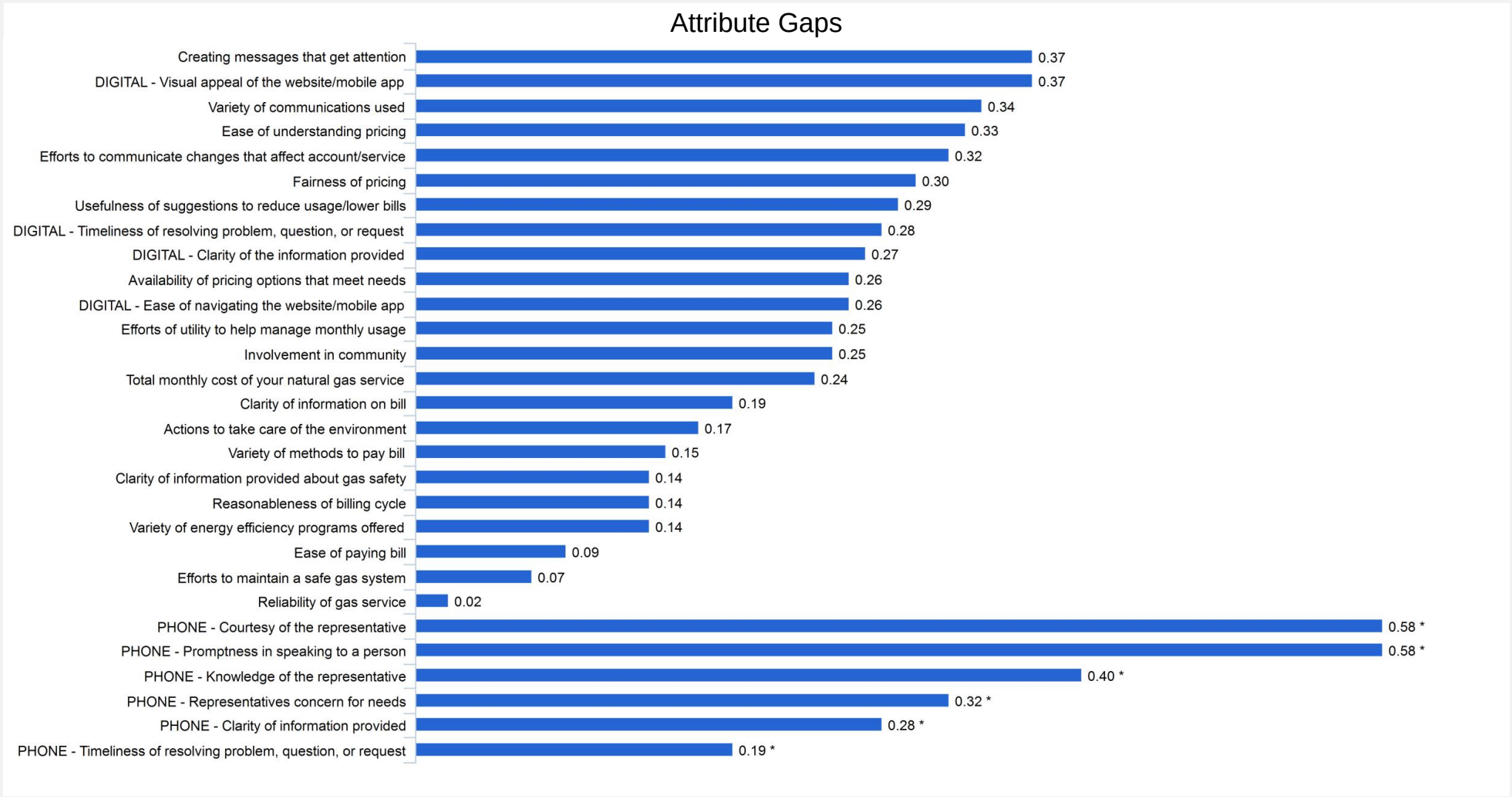

Notes: Only attributes with sufficient sample(n>30) are shown.

Filters Applied: Columbia Gas of Kentucky 2022

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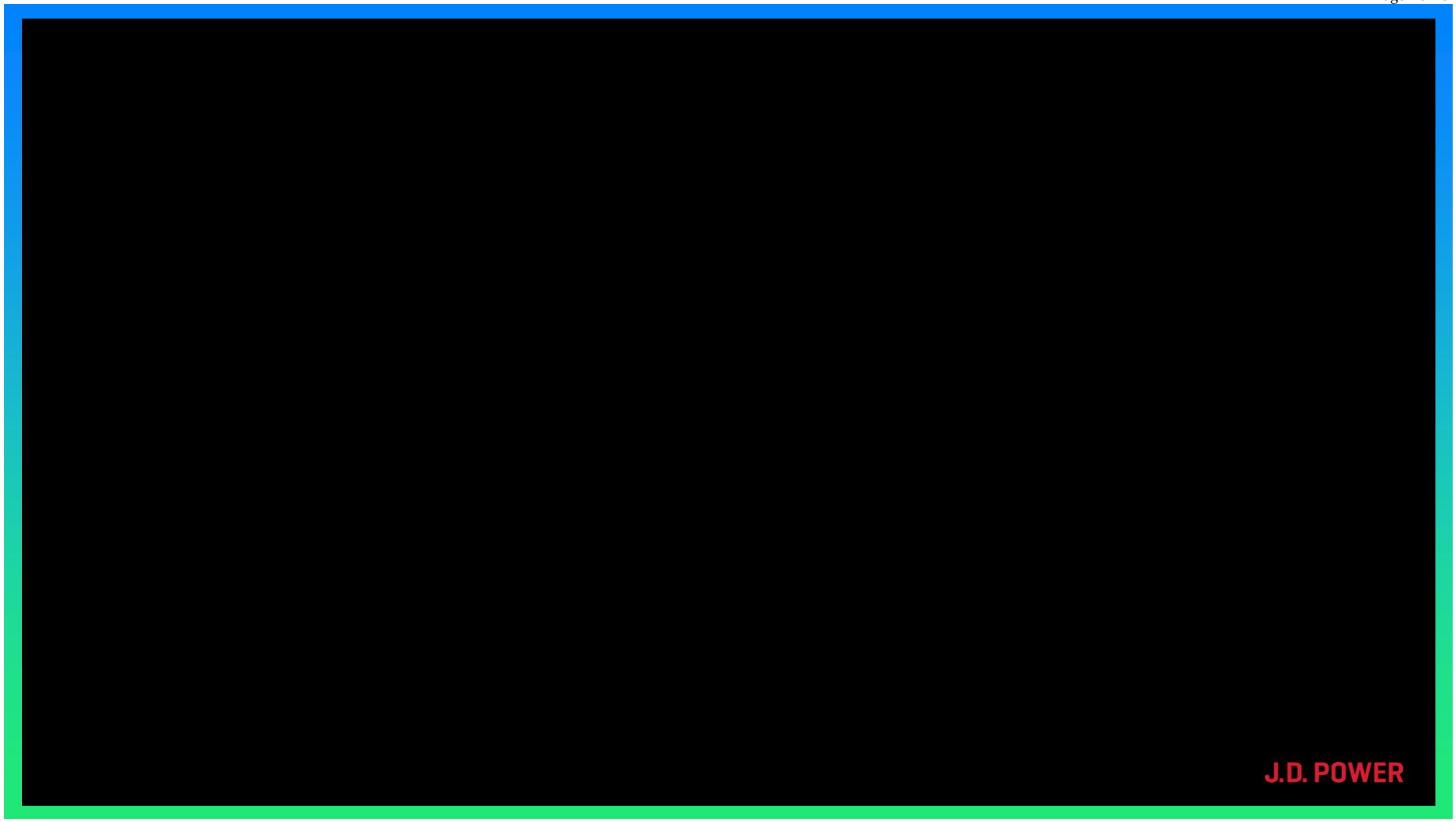
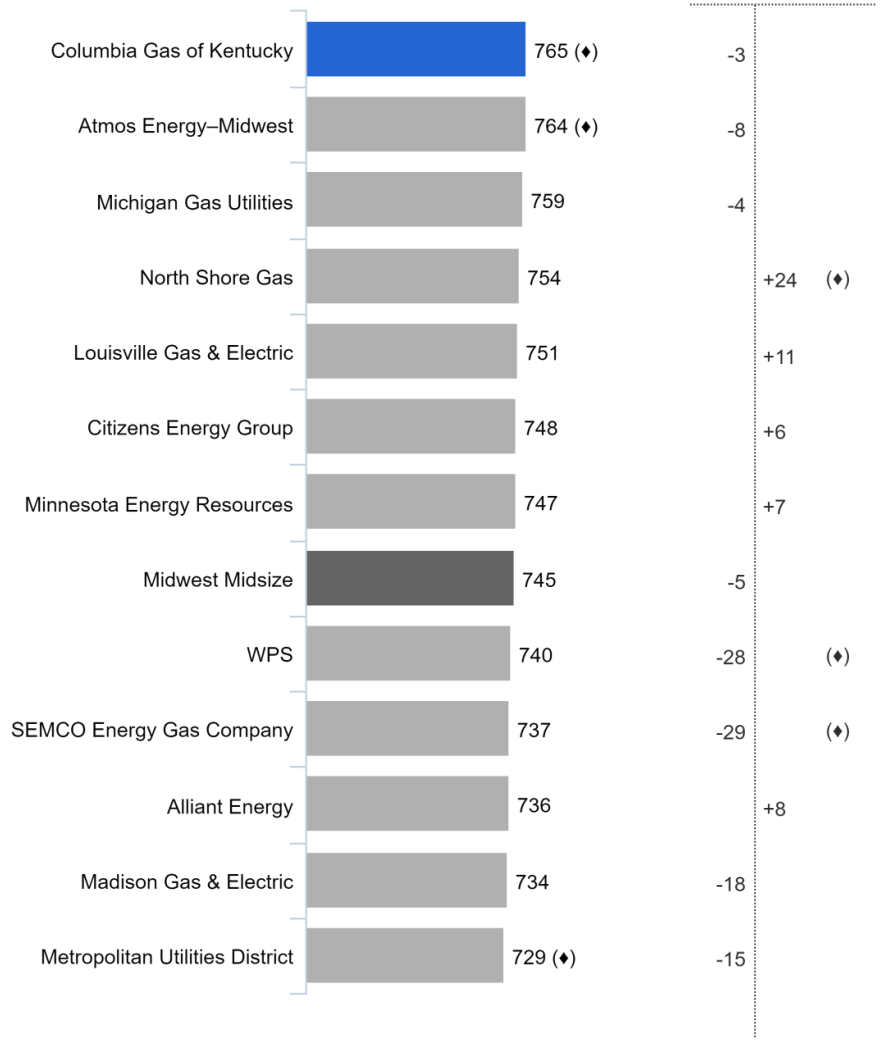
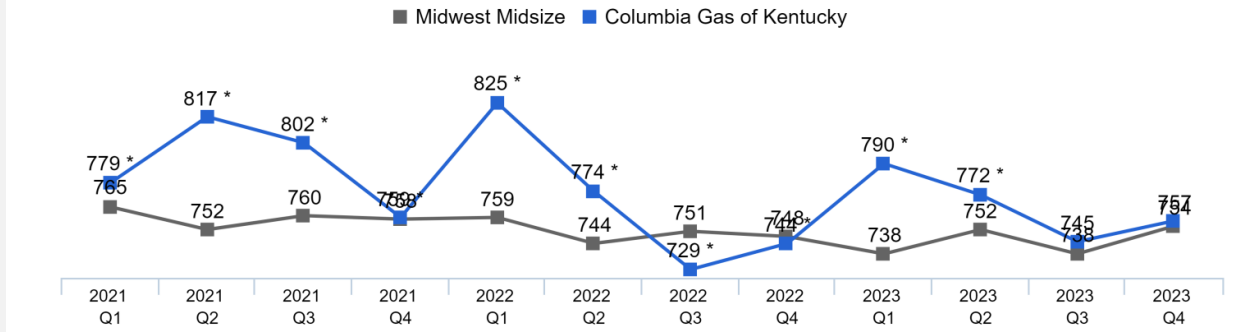
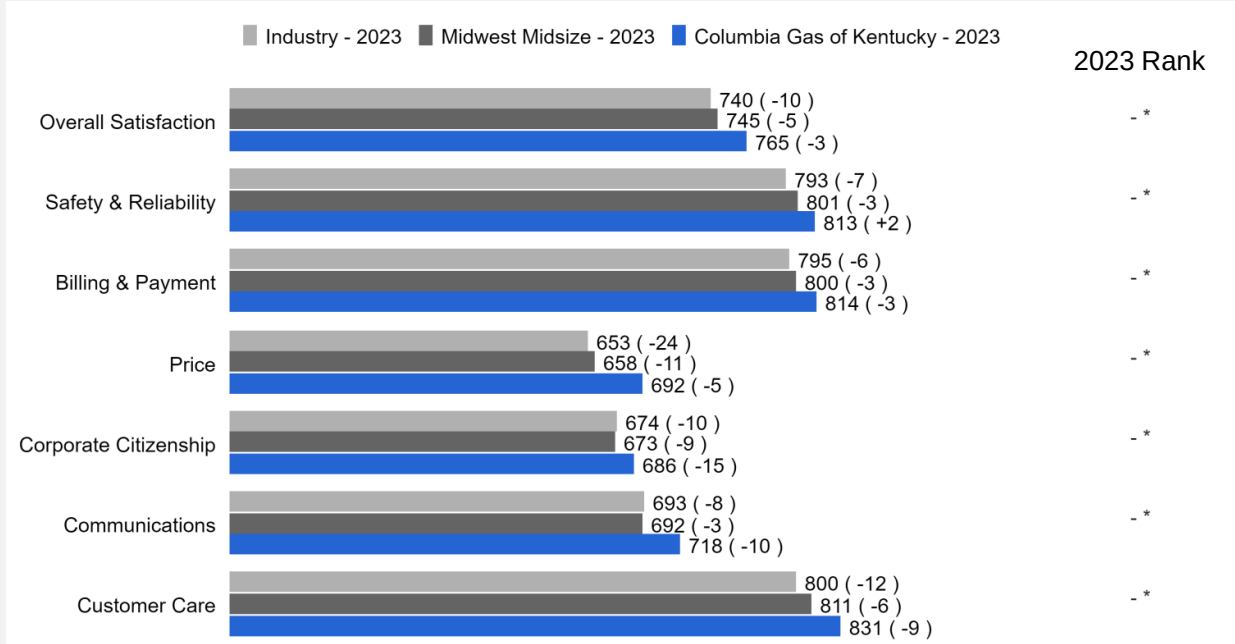

J.D. POWER

Overall Satisfaction



Overall Satisfaction Trend





Filters Applied: Columbia Gas of Kentucky 2023

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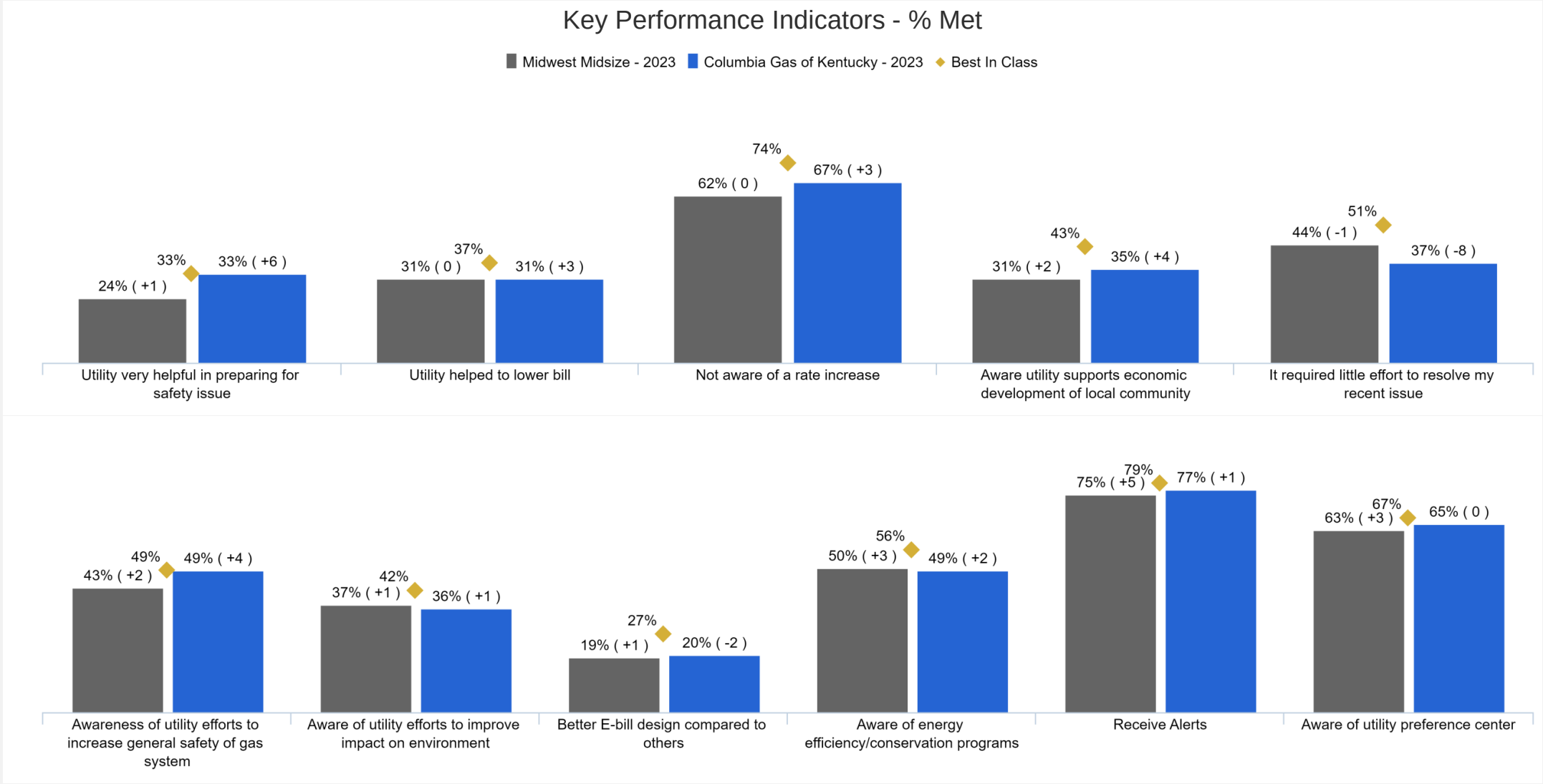

Filters Applied: Columbia Gas of Kentucky 2023

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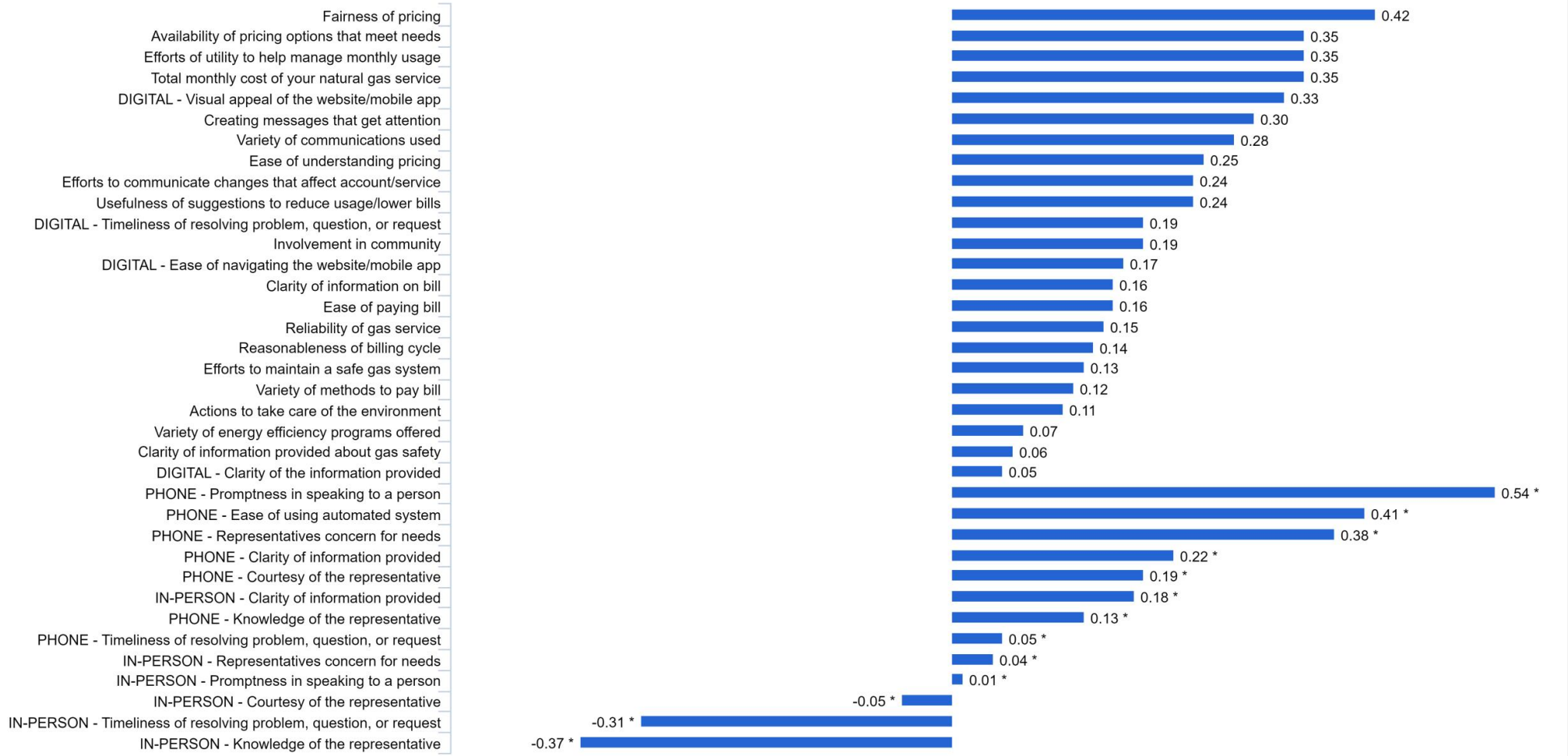
Attribute Gaps



Notes: Only attributes with sufficient sample(n>30) are shown.

Filters Applied: Columbia Gas of Kentucky 2023

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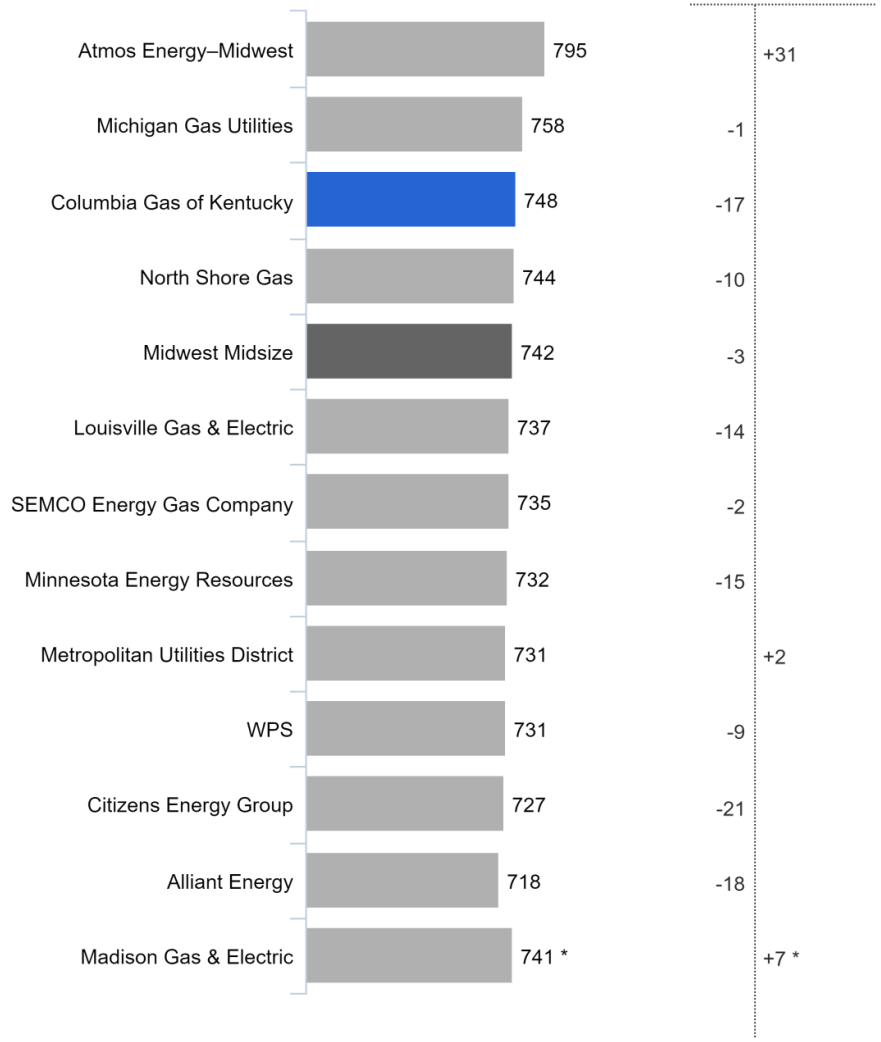
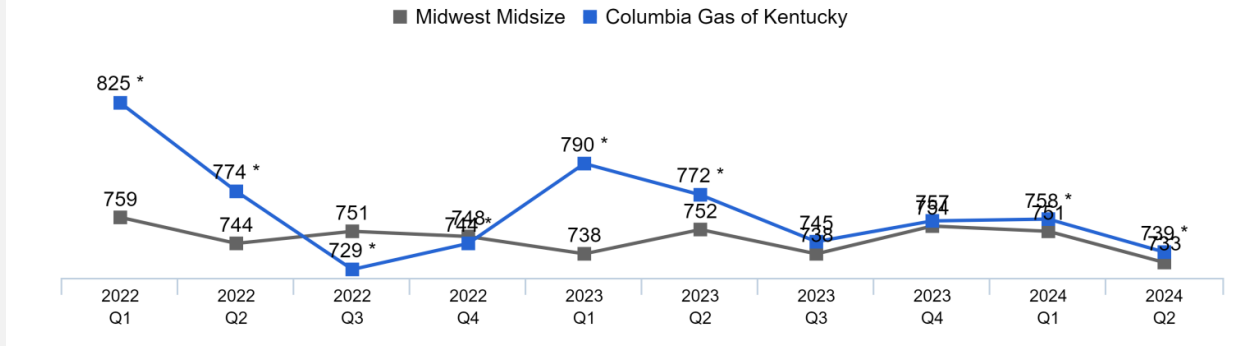
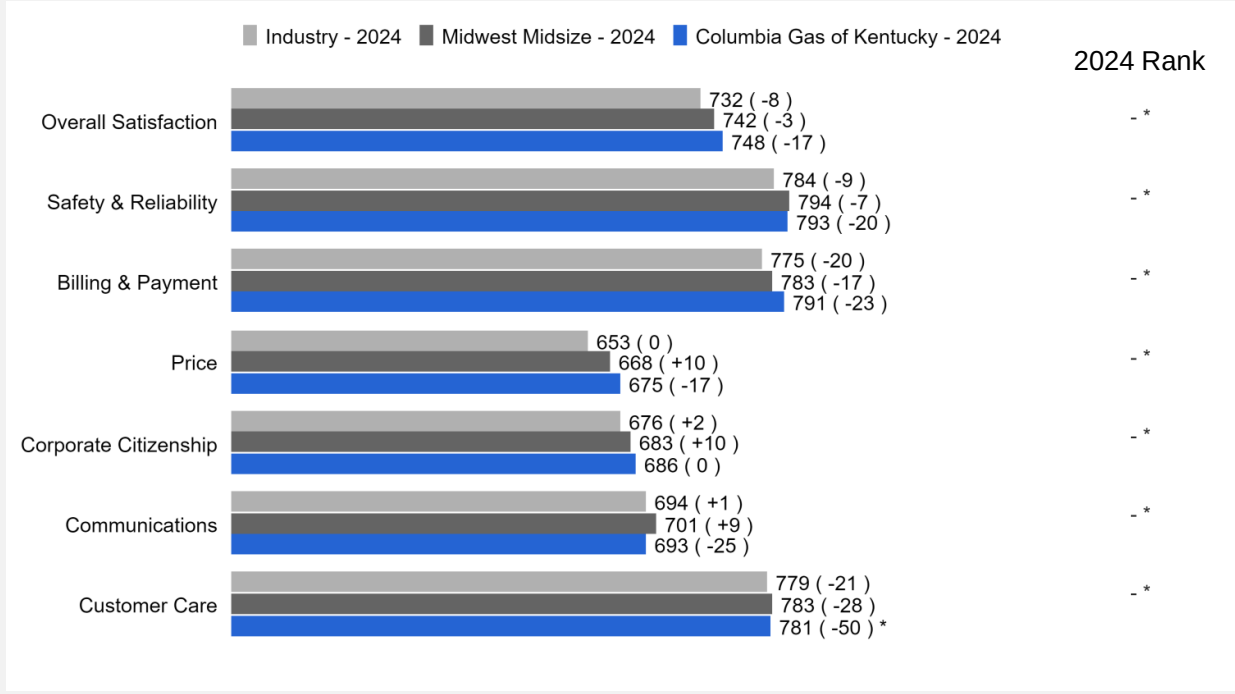
Overall Satisfaction



Overall Satisfaction Trend





Filters Applied: Columbia Gas of Kentucky 2024

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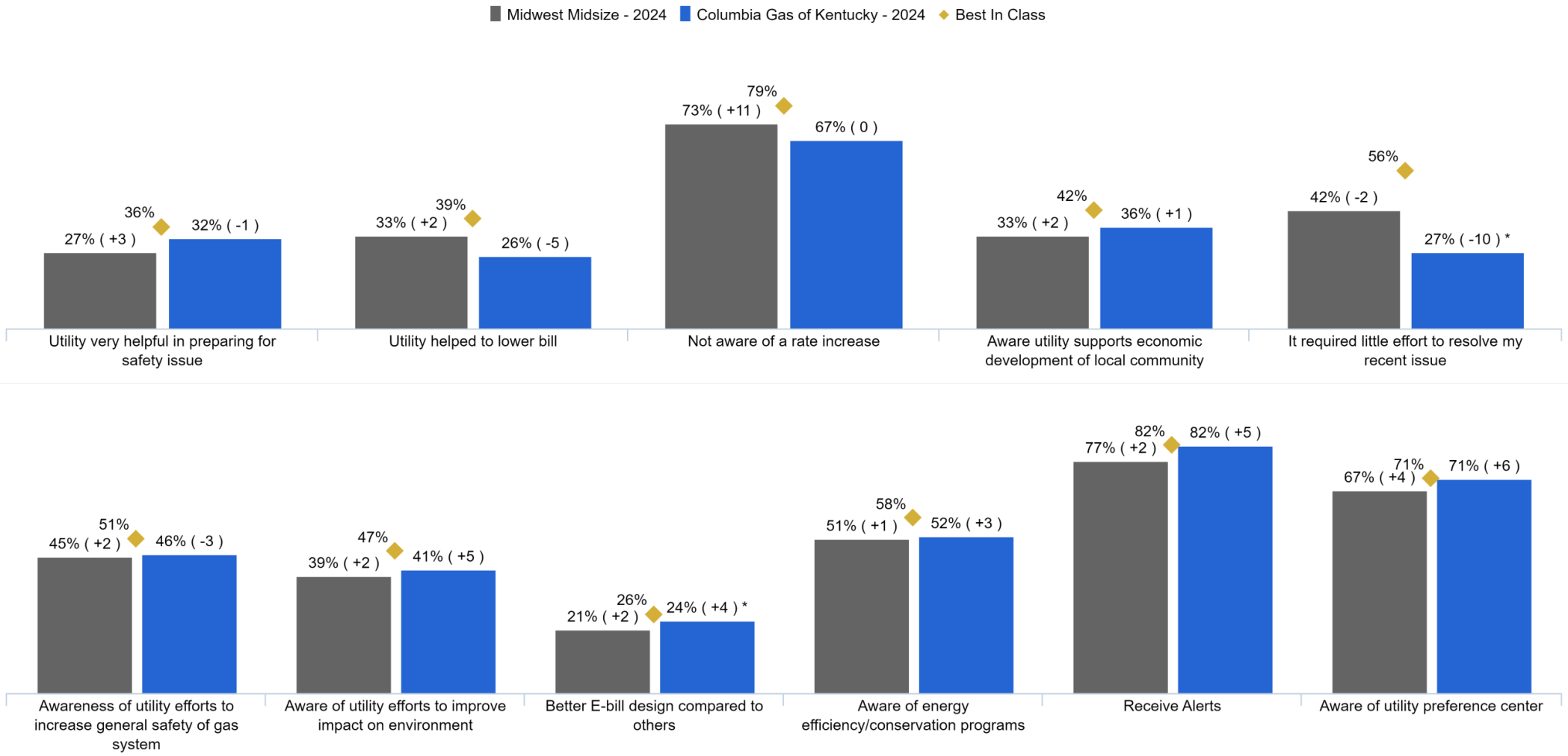
Top 10 Key Diagnostics - % Met



Filters Applied: Columbia Gas of Kentucky 2024

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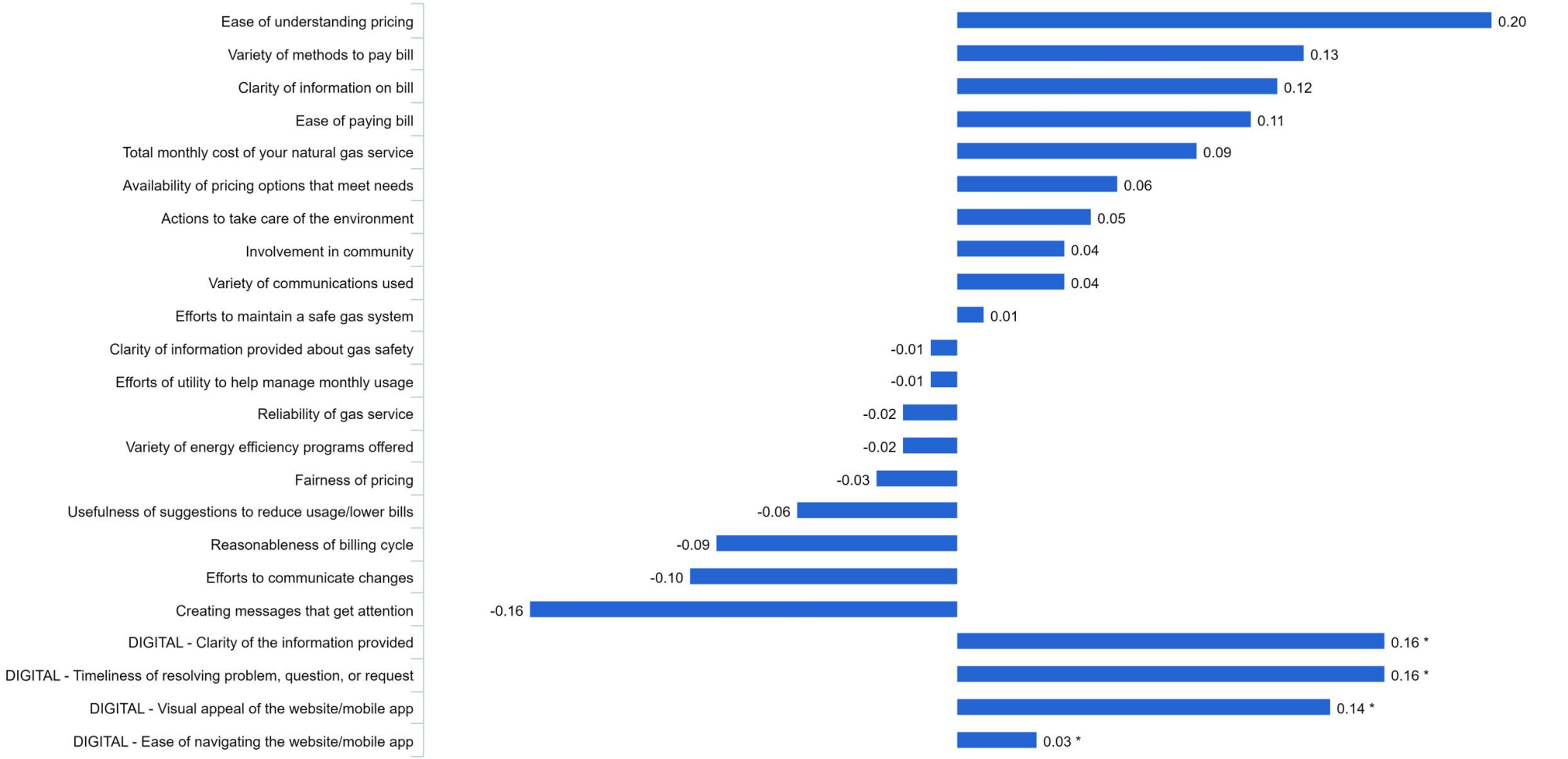
Attribute Gaps - Columbia Gas of Kentucky vs Segment Average



Notes: Only attributes with sufficient sample(n>30) are shown.

Filters Applied: Columbia Gas of Kentucky 2024

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COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

32. Refer to the Direct Testimony of Jeffery T. Gore ("Gore Testimony"), page 8. Mr. Gore asserts that in the pending case Columbia Kentucky is requesting to include an uncollectible expense factor in the SMRP revenue requirement. Explain in detail whether the Commission has ever allowed a utility to include an uncollectible expense factor in a pipeline replacement program, and if so, provide all specific case citations regarding the same.

Response:

Objection: Columbia objects to this request as it would require Columbia to review and compile information which is available in the public domain. Columbia is not required to complete research on behalf of the Attorney General's Office of Rate Intervention. The Attorney General's Office of Rate Intervention can review the publicly available information and compile the data in the manner requested.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

33. Refer to the Direct Testimony of Judy Cooper ("Cooper Testimony"), pages 16 – 17. Ms. Cooper asserts that Columbia Kentucky does not maintain a cost allocation manual pursuant to exemption provisions of KRS 278.2203 and KRS 278.2205. Ms. Cooper further states that the only nonregulated activity that Columbia Kentucky engages in is the provision of incidental billing services for two entities that were previously affiliates, but were sold in 2003 and are no longer affiliates. Ms. Cooper concludes that Columbia Kentucky's rendering of billing services are "incidental" as defined in KRS 278.2203(4), and the Company is not required to file a cost allocation manual.

a. Explain whether the Commission has ever ruled that Columbia Kentucky was exempt from filing a cost allocation manual, and if so, provide the case citation to the same.

b. Identify the two entities that Columbia Kentucky provides billing services for, as well as the amount of revenue received by Columbia Kentucky for these services.

c. Explain how Columbia Kentucky uses the revenues acquired from the billing services.

d. Explain in detail whether the revenues acquired for the aforementioned billing services are included in the pending application in order to partially offset the requested rate increase. If not, explain in detail why not.

Response:

a. Objection: Columbia cannot be compelled to perform legal research on behalf of the Attorney General's Office of Rate Intervention. Notwithstanding and without waiving the objection, Columbia responds as follows: Kentucky law does not require a Commission order for exemption.

b. Billing services are provided for NICOR-AGL and for Columbia Service Partners ("Service Partners"). Total revenues in 2023 from NICOR-AGL were $18,080.60, and $24,451.61 from Service Partners.

c. Revenues are recorded to Account 49500000 Other Gas Revenue.

d. The revenues from the billing services are included in Columbia's pending application in order to partially offset the requested rate increase.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

34. Refer to the Direct Testimony of Donald Ayers ("Ayers Testimony"), page 2. Provie a copy of Columbia Kentucky's Distribution Integrity Management Program ("DIMP").

Response:

Please refer to CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-34 Attachments A and B.

ATTACHMENT FILED UNDER SEAL PURSUANT TO A MOTION FOR CONFIDENTIAL TREATMENT

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

35. Refer to the Ayers Testimony, pages 5 – 6. Explain in detail whether Columbia Kentucky requires all entities/people who damage the Company's natural gas pipeline/equipment to pay for the cost of repairs.

Response:

Generally speaking, Columbia bills excavators who are at fault for damages.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

36. Refer to the Ayers Testimony, page 8. Mr. Ayers asserts that Columbia Kentucky has, "experienced a fairly consistent level of leakage over the last ten years." Provide the total level of natural gas leakage for the years 2014 – 2024.

Response:

Please refer to the Testimony of Columbia Witness Ayers, page 9.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

37. Refer to the Ayers Testimony, page 14. Mr. Ayers states that the Pipeline and Hazardous Materials Safety Administration ("PHMSA") is considering enhancements to the Leak Detection and Repair Rule ("LDAR"), but the details will not be known until the final rule is released. Provide a copy of the referenced final rule if released during the pendency of this case. Consider this a continuing request.

Response:

Objection: Columbia objects insomuch as this request seeks information which is in the public domain and cannot be required to complete research for the Attorney General's Office of Rate Intervention. Notwithstanding and without waiving this objection, Columbia responds:

Please refer to *Notice of Proposed Rulemaking: Gas Pipeline Leak Detection and Repair*, 88 Fed. Reg. 31890 (May 18, 2023).

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

38. Refer to the Direct Testimony of John J. Spanos ("Spanos Testimony"), page 4. Mr. Spanos states that the depreciation study results establish an increase of approximately $3.5 million in depreciation expense as of December 31, 2023, and that the increase is primarily the result of changes in some life parameters and net salvage accruals as well as the complete recovery of general plant assets.

a. Provide a breakdown of the $3.5 million increase in depreciation expense, including the categories the had depreciation expense increases and the associated increases.

b. Explain in detail why some of the life parameters changed.

c. Explain in detail why the net salvage accruals changed.

d. Explain in detail whether the prior depreciation studies included the complete recovery of general plant assets, and if so, why would that be listed as reason for an increase in depreciation rates in the pending case.

e. Explain in full detail whether the proposed depreciation rates are based on the Equal Life Group ("ELG") procedure or the Average Life Group ("ALG") procedure.

f. Identify whether Columbia Kentucky has used the ELG or ALG procedure to calculate the depreciation rates for the years 2000 – present date.

Response:

a. Please refer to KY PSC Case No. 2024-00092 AG 1-38 Attachment A, providing the $3.5 million dollar increase in depreciation expense between those currently utilized and those proposed.

b. The service life estimates were based on informed judgment which considered a number of factors. The primary factors were the statistical analyses of data, current Company policies and outlook as determined during conversations with management, and the survivor curve estimates from previous studies of this company and other gas utilities. There have been changes to plant investment since the last study which alone will create different statistical life characteristics.

c. The net salvage estimates were based on informed judgment which incorporated analyses of historical cost of removal and gross salvage data, expectations with respect to future removal requirements and markets for retired equipment and materials. Statistical results since the last study as well as markets can contribute

to different estimates.

d. The prior depreciation study did include an adjustment to the accumulated depreciation to be amortized over a period of 3 years. The adjustment and proposed amortized were calculated in the prior study as of December 31, 2020. Given the depreciation study and proposed depreciation rates were not approved and implement until almost one year later, the plant and reserve activity recorded during the three years ending December 31, 2023 did not get fully applied through December 31, 2023. Therefore, a lesser adjustment was required in the current depreciation study.

e. The proposed depreciation rates are based on the Average Life Group ("ALG") procedure which is also known as the Average Service Life("ASL") procedure.

f. Columbia Gas of Kentucky has used the Average Life Group ("ALG") procedure to calculate the depreciation rates for the years 2000 to present date.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

39. Refer to the Spanos Testimony, page 15. Explain whether Columbia Kentucky has included amortization accounting in prior depreciation studies and rates. If not, explain why Columbia Kentucky is requesting amortization accounting to be included in the depreciation study and rates in the pending case.

Response:

Columbia Gas of Kentucky, Inc. has included amortization accounting in prior depreciation studies and rates. The rates that have been approved in the past have be based on the same amortization periods in place for many years.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

40. Refer to the Direct Testimony of Gregory Skinner ("Skinner Testimony"), page 2.

a. Provide the full name for the new Information Technology system referred to as the WAM program.

b. Provide the year that the WAM program was placed into service and used and useful for Columbia Kentucky's customers.

c. Provide the total monetary cost that NiSource paid for the WAM program.

d. Provide the total monetary amount that Columbia Kentucky has been allocated to pay for the WAM program.

Response:

a. The Work and Asset Management "WAM" program is detailed in Section IV of Witness Skinner testimony. This testimony describes the three separate components and how they work together.

b. The WAM program is capital investment is detailed in Section VI of Witness Gore testimony. The multi-year investment is planned to be in-service and included in rate base in calendar year 2025 as described in the testimony and attachments.

c. The planned total NiSource Capital Investment for WAM is $221.3 million.

d. The planned capital allocated to Columbia Gas of Kentucky is detailed in Section VI of Witness Gore testimony.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

41. Refer to the Direct Testimony of Kevin Johnson ("Johnson Testimony"), page 4. Explain whether the proposed lead/lag study and the associated cash working capital included in rates is in full compliance with the Commission's precedent requiring the exclusion of all noncash items and balance sheet adjustments.

Response:

Objection: Columbia objects insomuch as the request seeks a legal conclusion. Notwithstanding and without waiving the objection, Columbia responds as follows:

As noted on pages 5 and 6 of Witness Johnson's Direct Testimony, Columbia has prepared a full Lead Lag study consistent with the Commission's request from the 2021 Rate Case to perform a Lead Lag study and exclude all non-cash items and balance sheet adjustments. The results of the Lead Lag study are presented in Rate Base Schedule B-5.2A with the supporting calculations included in Attachment KLJ-CWC-1 to Witness Johnson's Direct Testimony. The Company did not make an adjustment for CWC.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

42. Refer to the Direct Testimony of Kevin Johnson ("Johnson Testimony"), page 17. According to the lead/lag study there should be either an $8,251,273 reduction adjustment or a $9,746,343 reduction adjustment, both of which would decrease the rate increase request. Explain in detail why Columbia Kentucky has not incorporated the results of the lead/lag study and reflected a negative cash working capital amount in rate base.

Response:

There are several methods for computing cash working capital ("CWC"). The Company provided two of the methods, the Lead Lag study (see Rate Base Schedule 5.2A) and the 1/8 O&M Expense (formula approach) (see Rate Base Schedule 5.2B) in its filing. For the Forecasted Test Period, the Company's Lead Lag study resulted in a calculated CWC of $(9,746,343). The 1/8 O&M Expense (formula approach) calculation produced a result of $6,608,321. On page 243 in his book, *Principles of Public Utility Rates, Second Edition*, James C. Bonbright states, "None of the methods for calculating the working capital allowance produce a result that is precisely correct." As noted above, the results of the calculated

CWC requirement varies significantly depending on the method used to determine CWC. Since the 1/8 O&M Expense (formula approach) was accepted by the Commission in the Company's rate proceedings prior to the 2021 Rate Case, and with the results of the two CWC methods varying significantly ($(9,746,343) vs. $6,608,321), the Company did not incorporate the results of either method and is not making a CWC adjustment.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

43. Refer to the Direct Testimony of Jennifer Harding ("Harding Testimony"), page 14. Ms. Harding states that Columbia Kentucky proposes a State Tax Adjustment Factor tariff to apply tax charge or tax credit for the recovery or pass back of the impact of a future increase or decrease in state tax rates.

a. If there are future changes to the state tax rate, explain why Columbia Kentucky does not find it reasonable to file a case in order to allow the Commission and interveners the opportunity to perform a review to ensure Columbia Kentucky proceeds with the updated tax rates appropriately.

b. Explain how the proposed State Tax Adjustment Factor tariff does not usurp the Commission's authority to set fair, just, and reasonable rates.

Response:

Objection: Columbia objects as this request calls for a legal conclusion. Notwithstanding and without waiving the objection, Columbia responds as follows:

The existing temporary legislation for the classification of real property enacted by the Kentucky General Assembly in early 2024 is for a 2-year period, but could be changed by an act of the Kentucky General Assembly in early 2025. A tariff is the mechanism to track the status of the temporary legislation to ensure rates are just and reasonable. The tariff requires a filing with the Commission to be reviewed and approved before any rate change is implemented.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

44. Refer to the Direct Testimony of Beth Owens ("Owens Testimony"), page 10.

a. Provide a copy of the current union contract, including all amendments.

b. Provide the date that the current union contract will expire.

c. Identify when the Company plans to begin negotiations for the new union contract.

d. Provide updates, if applicable, as to negotiations concerning a new union contract during the pendency of this case. Consider this a continuing request.

Response:

a. Please see KY PSC Case No. 2024-00092, Staff 1-37, Attachment A for the current labor contract between Columbia Gas of Kentucky and the United Steel, Paper, Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, on behalf of Local Union 372.

b. As explained in the Direct Testimony of Columbia Witness Owens at Page 11, the current union contract will expire November 30, 2026.

c. As referenced in KY PSC Case No. 2024-00092, Attorney General Discovery Request 1-133, item "b", the current union contract will be negotiated in October & November 2026.

d. There are no negotiations about the new union contract during this case.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

45. Refer to the Owens Testimony, pages 14 – 19.

a. Confirm that based upon extensive precedent, the Commission has, "consistently disallowed recovery of the cost of employee incentive compensation plans that are tied to financial measures because such plans benefit shareholders while ratepayers receive little benefit."

b. Provide the monetary amount that is associated with incentive compensation tied to financial measures that Columbia Kentucky included in the revenue requirement.

Response:

a. Objection: Columbia objects as this request seeks a legal conclusion from Columbia and is overly broad.
b. The 2025 incentive compensation measures will not be established and formally approved until January 2025, therefore the monetary amount that is associated with incentive compensation tied to financial measures is unknown at this time.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

46. Refer to the Owens Testimony, pages 28 – 37.

a. Provide copies of all the salary studies cited to in the above-referenced section of the Owens Testimony.

b. Confirm that the salary studies indicated that Columbia Kentucky's union wages, including incentives, are 9.8% higher than what national employers pay, and 20.2% higher than in the Southeast. If not confirmed, explain the response in full detail.

c. Explain in detail what industries each salary study used to compare Columbia Kentucky's compensation packages. For example, were Columbia Kentucky's salaries benchmarked only against other utility companies, or were they benchmarked against the general labor market?

d. Provide a copy of all formal studies conducted that compare Columbia Kentucky's wage and benefit information to the local wage and benefit information for the geographic area in which Columbia Kentucky operates. If no study exists, explain why not.

Response:

a. Please refer to Columbia's Response to KY PSC Case No. 2024-00092, Staff 1-50.

b. As described in the Direct Testimony of Columbia Witness Owens, Attachment BO-1, when looking at combined salary and incentives, the Company's union wages are 9.8 percent higher than what national employers pay and 20.2 percent higher than in the Southeast. Attachment BO-1 provides the detail comparing Columbia rates against total sample and Southeast Region rates paid by other employers with similar jobs.

c. As described in the Direct Testimony of Columbia Witness Owens, Pages 28-34 and Attachments BO-1 (union), BO-2 (non-union), and BO-3 (NCSC), the salary analyses were performed using surveys reflecting both utility and non-utility industries. We compared the Company's positions to survey data from other employers that have positions similar to the Company's positions. We did not compare the Company's positions to non-utility or general labor market positions that are not comparable to the Company's positions (retail, fast food, or local factory jobs, for example).

d. To the extent that the data was available, we compared the Company's Annual Base Salary and Annual Total Cash Compensation to survey data reflecting the Southeast Region which includes Kentucky. Survey vendors have a duty to keep the participating companies' data confidential, so they will only publish data if a specified minimum number of employers submit data for any given job. For this reason, as reflected in the

Direct Testimony of Columbia Witness Owens, Attachments BO-1, BO-2, and BO-3, some jobs in this analysis are shown as "Not Available" in the Southeast Region. See also Columbia's Response to KY PSC Case No. 2024-00092, Staff 1-50.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

47. Refer to the Owens Testimony, pages 38 – 44. Ms. Owens asserts that Columbia Kentucky offers health care coverage, dental coverage, vision care, term life insurance, disability insurance, retirement savings plans, and paid time off (vacation, holiday, and sick pay) to its employees.

a. Confirm that according to the most recent data from the Bureau of Labor Statistics, the average share of premiums paid by the employer for single coverage in private industry is 79%.

b. Confirm that according to the most recent data from the Bureau of Labor Statistics, the average share of premiums paid by the employer for family coverage in private industry is 67%.

c. Provide Columbia Kentucky's contribution percentage share of the premiums for the single coverage health insurance policy offered to its employees. In the response,

ensure to provide a breakdown of the contribution percentage share rates for different sets of employees (i.e. union versus nonunion, exempt versus nonexempt, and the like).

d. Provide Columbia Kentucky's contribution percentage share of the premiums for the family coverage health insurance policy offered to its employees. In the response, ensure to provide a breakdown of the contribution percentage share rates for different sets of employees (i.e. union versus nonunion, exempt versus nonexempt, and the like).

e. Did Columbia Kentucky make any adjustments to Health Benefits Expense based on health insurance benefit contributions in excess of the Bureau of Labor Statistics' average for single and family coverage? If not, explain why not and update the adjusted test year expense based on the most recent report available. Provide all supporting calculations and documents.

f. Explain in detail whether Columbia Kentucky provides health savings account contributions for its employees, and if so, provide the monetary amount regarding the same. Ensure to discuss the specific details as to whether employees are also required to contribute to the health savings accounts.

g. Provide the contribution amounts to insurance costs that are paid by Columbia Kentucky and the retirees.

more as 80% and 20%, respectively.

b. As referenced in the Direct Testimony of Columbia Witness Owens, page 38, NCSC provides health care coverage for the Company. According to the Bureau of Labor Statistics, Employee Benefits, Publications, Fact Sheets, Medical care premiums in the United States March 2023, Table 4. provides the employer and employee share of premiums for family coverage by establishment size, private industry for 500 workers or more as 74% and 26%, respectively.

c. Refer to Columbia's Response to Staff Request 1-42.

d. Refer to Columbia's Response to Staff Request 1-42.

e. Refer to Direct Testimony of Columbia Witness Owens at Page 38, for description of Columbia Kentucky's employee health plan cost sharing. Also, Columbia Kentucky's company contribution toward employee medical premiums did not exceed the Bureau of Labor Statistics' average referred to in responses a. and b. above. Also refer to Columbia's Response to Staff Request 1-42.

f. Employees enrolled in the High Deductible PPO 1 plan are provided a company contribution in the amount of $1,200 annually. Employees enrolled in the High Deductible PPO 2 plan are provided a company contribution in the amount of $700 annually. Employees are not required to contribute.

g. – k. Please refer to KY PSC Case No. 2024-00092 AG 1-47 Attachment A.

Active Medical Premiums & Contributions

Applies to CKY, NCSC, NiSource and NiSource Gas Distribution Group Employees

Active Full Time Exempt Employees

	2024 Annual Premium			
Option Description	**EE**	**SP**	**CH**	**FM**
Non-Union PPO	17,137.20	34,276.20	33,418.32	55,698.48
High Deductible PPO 1	8,280.84	18,218.04	16,147.68	26,912.76
High Deductible PPO 2	7,435.08	16,358.16	14,500.44	24,167.88

	2024 Annual Employee Contribution			
Option Description	**EE**	**SP**	**CH**	**FM**
Non-Union PPO	5,141.16	10,282.92	10,025.52	16,709.52
High Deductible PPO 1	2,484.24	5,465.40	4,844.28	8,073.84
High Deductible PPO 2	1,115.28	2,453.76	2,175.12	3,625.20

Active Full Time Union and Non Union Non Exempt Employees

	2024 Annual Premium			
Option Description	**EE**	**SP**	**CH**	**FM**
PPO	17,241.24	34,481.88	33,619.92	56,033.28
Non-Union PPO	17,137.20	34,276.20	33,418.32	55,698.48
High Deductible PPO 1	8,280.84	18,218.04	16,147.68	26,912.76
High Deductible PPO 2	7,435.08	16,358.16	14,500.44	24,167.88

	2024 Annual Employee Contribution			
Option Description	**EE**	**SP**	**CH**	**FM**
PPO	4,310.28	8,620.44	8,405.04	14,008.32
Non-Union PPO	4,284.36	8,569.08	8,354.64	13,924.68
High Deductible PPO 1	2,070.24	4,554.48	4,036.92	6,728.16
High Deductible PPO 2	1,115.28	2,453.76	2,175.12	3,625.20

Active Dental Premiums & Contributions

Applies to CKY, NCSC, NiSource and NiSource Gas Distribution Group Employees

Active Full Time Exempt Employees

	2024 Annual Premium			
Option Description	**EE**	**SP**	**CH**	**FM**
Preventative Dental	262.92	526.32	513.00	855.00
Dental	491.76	983.88	959.04	1,598.76
Dental Plus	574.92	1,149.84	1,121.16	1,868.64

	2024 Annual Employee Contribution			
Option Description	**EE**	**SP**	**CH**	**FM**
Preventative Dental	12.00	24.00	24.00	36.00
Dental	147.48	295.20	287.76	479.64
Dental Plus	230.64	461.16	449.88	749.52

Active Full Time Union and Non Union Non Exempt Employees

	2024 Annual Premium			
Option Description	**EE**	**SP**	**CH**	**FM**
Preventative Dental	262.92	526.32	513.00	855.00
Dental	491.76	983.88	959.04	1,598.76
Dental Plus	574.92	1,149.84	1,121.16	1,868.64

	2024 Annual Employee Contribution			
Option Description	**EE**	**SP**	**CH**	**FM**
Preventative Dental	12.00	24.00	24.00	36.00
Dental	123.00	246.00	239.76	399.72
Dental Plus	206.16	411.96	401.88	669.60

Active Vision Premiums & Contributions

Applies to CKY, NCSC, NiSource and NiSource Gas Distribution Group Employees

Active Full Time Exempt Employees

Option Description	2024 Annual Premium EE	SP	CH	FM
Basic Vision	16.08	27.48	27.36	44.40
Vision Plan	94.80	185.16	203.04	268.68

Option Description	2024 Annual Employee Contribution EE	SP	CH	FM
Basic Vision	0.00	0.00	0.00	0.00
Vision Plan	28.44	55.56	60.96	80.64

Active Full Time Union and Non Union Non Exempt Employees

Option Description	2024 Annual Premium EE	SP	CH	FM
Basic Vision	16.08	27.48	27.36	44.40
Vision Plan	94.80	185.16	203.04	268.68

Option Description	2024 Annual Employee Contribution EE	SP	CH	FM
Basic Vision	0.00	0.00	0.00	0.00
Vision Plan	23.76	46.32	50.76	67.20

Active Employee Life & LTD Insurance Premiums & Contributions

Applies to CKY, NCSC, NiSource and NiSource Gas Distribution Group Employees

Plan Name	Option Availability	Rate Per 1000 per month (Premium)	Participant Paid Rate Per 1000 per month (Price Tag)		Comments
Employee Life (Basic Coverage)	2 x pay or $20,000	0.1560	N/A		2 x pay is company paid
Employee Life (Optional Coverage)	3 – 7 x pay	*premium matches price	Age	Rate	Optional Coverage is 100% participant paid
			Under 25	0.0630	
			25 – 29	0.0630	
			30 – 34	0.0840	
			35 – 39	0.0940	
			40 – 44	0.1050	
			45 – 49	0.1570	
			50 – 54	0.2410	
			55 – 59	0.4510	
			60 – 64	0.6930	
			65 – 69	1.3330	
			70 & Over	2.1620	
Spouse Life	$10,000 $25,000 $50,000	*premium matches price	Age	Rate	Spouse Life is 100% paid by employee.
			Under 25	0.0630	
			25 – 29	0.0630	
			30 – 34	0.0840	
			35 – 39	0.0940	
			40 – 44	0.1050	
			45 – 49	0.1570	
			50 – 54	0.2410	
			55 – 59	0.4510	
			60 – 64	0.6930	
			65 – 69	1.3330	
			70 & Over	2.1620	
Child Life	$5,000 $10,000	*premium matches price	$0.938/$5000 $1.874/$10,000		Child life is 100% paid by employee.
LTD	50% Option	0.5800	N/A		This is 100% subsidized by NiSource
LTD	60% Option	0.7100	0.1300		Optional Coverage - employee pays 0.13 or difference between the 60% buy up premium and 50% premium.

Defined Dollar Subsidy Amounts

NiSource's subsidy is a flat annual amount multiplied by an employees years of service and whether they are enrolled in retiree only or retiree and spouse coverage (no additional subsidy if enrolled in family coverage). Based on the plan and coverage tier chosen, retiree cost is variable.

	EE	SP	Combined
Pre 65	245.00	190.00	435.00
Post 65	65.00	45.00	110.00

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

48. Refer to the Owens Testimony, page 45.

a. Provide a copy of the referenced January 2024 Aon study.

b. Ms. Owens states that the January 2024 Aon study compared Columbia Kentucky's benefit offerings to other energy companies and against general industry companies. Ms. Owens then states that the study showed that the Company's benefit plans were 3.9% below the median of the selected energy industry cohort, and thus the Company concludes that the benefit plan is reasonable. Explain in detail how Columbia Kentucky's benefit offerings compared against the general industry companies, and provide copies of all pertinent documentation regarding the same.

c. Provide a copy of all formal studies conducted that compare Columbia Kentucky's health insurance premium and health savings account contributions to those of local employers for the geographic area in which the Company operates. If no formal study exists explain why not.

d. Discuss any informal studies that compare Columbia Kentucky's health insurance premium and health savings account contributions to those of local employers for the geographic area in which the Company operates. If no informal study exists explain why not.

Response:

a. Please refer to CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-48 Attachment A for a copy of the Aon Study.

b. Please refer to CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-48 Attachment A, page 250, for the Utility and Fortune 500 results.

c. As referenced in the Direct Testimony of Columbia Witness Owens, page 40, "the Company enjoys some purchasing power due to its affiliation with NiSource in order to ensure competitive rates from its carriers. In addition, corporate-wide programs offer a larger pool of covered participants, which provides for a larger spread of risk. The larger risk pool helps contain increases in health and dental care costs." As a result, benchmarking is performed at the NCSC level.

d. No informal studies are performed, as the data necessary to compare NCSC benefits is included in the Aon study.

ATTACHMENT FILED UNDER SEAL PURSUANT TO A MOTION FOR CONFIDENTIAL TREATMENT

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

49. Refer to the Owens Testimony, pages 46 – 47.

a. Provide a detailed description of Columbia Kentucky's pension program and 401(k) matching offerings for exempt employees hired before 2010 and nonexempt employees hired before 2013. Ensure to include the contribution rates that Columbia Kentucky pays toward each retirement plan, as well as the contribution rates, if any, that the employees are required to pay.

b. Explain in detail whether Columbia Kentucky removed either the pension or 401(k) amounts from the revenue requirement for those employees who participate in both retirement plans. If so, provide the citation to where the removal is made in the application. If not, explain in detail why not.

c. Provide a detailed description of Columbia Kentucky's retirement program offerings for exempt employees hired after 2010 and nonexempt employees hired after 2013. Ensure to include the contribution rates that Columbia Kentucky pays toward each

retirement plan, as well as the contribution rates, if any, that the employees are required to pay.

d. Provide a copy of all formal studies that Columbia Kentucky conducted and/or relied upon concerning its retirement plan contribution rates, including the pension plans and 401(k) program. If no study exists, explain why not.

e. Provide a copy of all formal studies conducted that compare Columbia Kentucky's pension plan and 401(k) contribution rates to that of local employers for the geographic area in which the Company operates. If no formal study exists, explain why not.

f. Discuss any informal studies that compare Columbia Kentucky's pension plan and 401(k) contribution rates to that of local employers for the geographic area in which the Company operates. If no informal study exists, explain why not.

Response:

a. Refer to Columbia's Response to KY PSC Case No. 2024-00092, Staff 1-46.

b. Refer to the Direct Testimony of Columbia Witness Owens, page 46.

c. Refer to Columbia's Response to KY PSC Case No. 2024-00092, Staff 1-46.

d. Refer to Columbia's Response to KY PSC Case No. 2024-00092, AG 1-48, subpart a.

h. Provide the contribution amounts to dental insurance costs that are paid by Columbia Kentucky and the employees.

i. Provide the contribution amounts to vision insurance costs that are paid by Columbia Kentucky and the employees.

j. Provide the contribution amounts to term life insurance that are paid by Columbia Kentucky and the employees.

k. Provide the contribution amounts to disability insurance that are paid by Columbia Kentucky and the employees.

Response:

Objection: Columbia objects insomuch as this request seeks information which is in the public domain and can by researched by Counsel for the Attorney General's Office of Rate Intervention. Notwithstanding and without waiving the objection, Columbia responds as follows:

a. As referenced in the Direct Testimony of Columbia Witness Owens, page 38, NCSC provides health care coverage for the Company. According to the Bureau of Labor Statistics, Employee Benefits, Publications, Fact Sheets, Medical care premiums in the United States March 2023, Table 3. provides the employer and employee share of premiums for single coverage by establishment size, private industry for 500 workers or

e. The Company participates in NCSC benefit programs which are benchmarked in the Aon study. Please see also Columbia's Response to KY PSC Case No. 2024-00092, AG 1-48.

f. No informal studies are performed, as the data necessary to compare NCSC benefits is included in the Aon study.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

50. Refer to the Direct Testimony of David Roy ("Roy Testimony"), page 3. Mr. Roy asserts that Columbia Kentucky owns, operates, and maintains 2,636 miles of distribution mains that are comprised of approximately 1,571 miles of plastic (polyethylene), 779 miles of coated and cathodically protected steel, and 3.4 miles of "other." Mr. Roy further states that Columbia Kentucky has 56.81 miles of coated and cathodically protected steel transmission lines. Further, Columbia Kentucky has 134,826 service lines that deliver natural gas to its customers, and of those service lines, 114,536 are plastic, 14,888 are coated and cathodically protected steel, and 5,402 are unprotected steel.

a. Provide the estimated installation date for each type of pipe, and the average expected life of each type of pipe.

b. Explain what is meant by "other" pipe.

c. Explain in detail which type of pipe Columbia Kentucky is replacing through its SMRP rider program.

d. Explain in detail whether Columbia Kentucky is replacing any of the pipe outside of the SMRP rider program.

e. Confirm that all cast iron pipe has been removed and replaced in Columbia Kentucky's natural gas system.

Response:

a. Please refer to pages IX-13 through IX-18 of Attachment JJS-2 for the surviving balances by installation date for each type of pipe and the average service life and remaining life of each type of pipe..

b. For purposes of the Depreciation Study prepared by Columbia Witness Spanos, the "other" pipe type referenced on page 3 of Mr. Roy's testimony referred to installed mains that had not yet been unitized within the accounting system. The 3.4 miles of mains referenced as "other" have been reflected as part of the "plastic" mains within the depreciation calculation.

c. Columbia is SMRP is focused on the replacement of bare steel pipeline.

d. Columbia does replace main that is not bare steel outside of SMRP e.g. mandatory relocations, capacity.

e. All Columbia pipeline identified as cast iron has been removed, retired and replaced.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

51. Refer to the Roy Testimony, page 5. Mr. Roy states that an odorant known as mercaptan is "often" added to the natural gas at the city gate or upstream by the natural gas supplier before it is delivered into Columbia's distribution system.

a. Explain Columbia Kentucky's process to determine whether mercaptan should be added to the natural gas at the city gate or not.

b. When Columbia Kentucky does not add mercaptan to the natural gas, explain whether there is already an existing odor in the natural gas that can alert its customers to a potential natural gas leak.

Response:

a. For new points of delivery, engineering will gather information from the upstream provider verifying if they will be delivering odorized gas and if the level of odorant being supplied will be sufficient quantities to meet the code requirement. If the upstream provider does not meet the odorant requirements, engineering will design the point of delivery to include an odorizer. In situations

where there is an existing point of delivery and Columbia stops receiving odorized gas, engineering will design a station upgrade for the installation of an odorizer. Columbia verifies sufficient odorant levels monthly through random odorant reads.

b. If Columbia is not adding mercaptan to natural gas, the natural gas is already being odorized by the upstream provider. In some cases where local production gas is purchased, mercaptan may not be added if there is a strong petroleum smell. That petroleum smell must be strong enough so that the natural gas is reliably detectable at 20% of the lower explosive limit.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

52. Advertising Expense. Refer to the Application generally. Provide the total (direct & allocated) amount of advertising expense by program for each of the years 2019, 2020, 2021, 2022, 2023, the base period ("BP") and included for recovery in the forecasted test period ("FTP").

Response:

Please see KY PSC Case No. 2024-00092, Attorney General's Data Request 1-52 A and B, for the Company's advertising expenses for 2021, 2022, 2023, the BP, and FTP, by program, in Attachment A for Columbia Direct and Attachment B for NiSource Corporate Services Company ("NCSC") advertising expenses allocated to Columbia.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

53. Board of Director ("BOD") Fees and Meeting Costs. Refer to the Application generally. Provide the total amount of fees paid (direct and allocated) to the BOD and total costs incurred for BOD meetings for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP. Break these expenses out by category (including but not limited to per diems, medical benefits, retainers, travel, etc.)

Response:

Please refer to Columbia's response to the Attorney General's data request 1-150, specifically Cost Category / Cost Element for Miscellaneous & Other / 3636 – Board of Directors Expenses.

Board of Directors Expenses are generally recorded to the NiSource, Inc. book of record and are not allocated to NiSource's operating companies. Columbia recognizes that misclassification of Board of Directors Expenses can and do occur as evidenced in Attorney General's data request 1-150. As explained in the Direct Testimony of Columbia Witness Shaeffer at Page 14 in describing Schedule D-2.6, "Adjustments 7.1, 7.2, 8.1, and

8.2 remove a 2025 level of expense based on identified non-recoverable items using 2023 actual data, adjusted for inflation, to arrive at a representative proxy included in the FTP budget". The adjustment amounts to remove a representative level of BOD Expenses from the FTP O&M budget for Columbia direct can be found ***within*** Workpaper D-2.6.H, Line 12 – Miscellaneous & Other for NiSource Corporate Services Company O&M allocated to Columbia. To be specific, the amount of BOD Expense removed from Columbia's FTP is $3,394.31 ($3,239.25 BOD Expense for 2023 multiplied by the 1.04787% Gross Domestic Product Implicit Price Deflator for 2023 to 2025 as of March 2024).

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

54. Board of Director Meeting minutes. Refer to the Application generally. Provide copies of the BOD meeting minutes for each of the years 2022, 2023 and 2024 year-to-date.

Response:

The Columbia Gas of Kentucky Board of Directors transacts through unanimous written consents in lieu of conducting meetings.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

55. Board of Director Meetings. Refer to the Application generally. State whether the 2023 and 2024 BOD meetings were held in person or virtual or a blend of both. Also state whether the BOD meetings in the FTP are expected to be held in person or virtual or both.

Response:

Please refer to Columbia's Response to the Attorney General's Request 1-54.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

56. Contingencies. Refer to the Application, Tab 80, FR 807 KAR 5:001, Section 16(8)(b), page 129 of 172, Schedule B-2.3. Do the plant additions in the FTP contain amounts for contingencies? If so, provide an explanation of the Company's use of contingencies, (including supporting calculations and documents) and identify the total dollar amount of contingencies included in the FTP.

Response:

Individual capital project budgets have contingencies included in total cost. There are no unallocated contingencies and the company will manage the capital program based upon budgeted dollars and dollars spent, not individual projects. When estimating the cost for a project there is uncertainty as to the precise content of all items in the estimate, how work will be performed, what work conditions will be like when the project is executed, etc. Allocated contingencies are used to identify the cost associated with risks that may occur during the life of the project that may impact construction activities related to installation of the project assets or other project activities. The exclusion of contingency

in the budget would be unreasonable and would not establish the best cost estimates for the capital program.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

57. Capital Expenditures. Refer to the Application generally.

a. Provide the total amount of capital expenditures authorized by the Commission for each of the following years: 2017, 2018, 2019, 2020, 2021, 2022 and 2023.

b. Provide the actual amount of capital expenditures for each of the following years: 2017, 2018, 2019, 2020, 2021, 2022 and 2023.

Response:

a. The Commission does not authorize the amount of capital expenditures made by the Company. Planned capital expenditures are provided to the Commission in the following instances:

- SMRP Annual Filing – the SMRP planned capital expenditure project list is provided as part of the October filings.
- Rate Case – the planned total company capital expenditures for the current year, forecasted test period (next calendar year) and two subsequent years are provided in Standard Filing Requirements.

b. The capital expenditures (which reflect spend or debits to Construction Work in Progress) since 2021 were as follows:

Year	**Amount $000**
2023	$76,624
2022	$77,212
2021	$74,221

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY
GENERAL'S FIRST REQUEST FOR
INFORMATION DATED JUNE 21, 2024

58. Capital Expenditures. Refer to the Application generally.

a. Provide the total budgeted capital expenditures for each of the following years: 2017, 2018, 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

b. Provide the actual amount of capital expenditures for each of the following years: 2017, 2018, 2019, 2020, 2021, 2022 and 2023.

Response:

a. The total budgeted capital expenditures for 2021 – 2023 are as follows:

Year	Budget $000
2023	$68,985
2022	$68,134
2021	$70,858

The total budgeted capital expenditures ($000) for the BP and FTP are:

- BP – $72,760
- FTP - $65,168

b. Please refer to Columbia's Response to AG Set 1 No. 57, subpart b.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

59. Capital Expenditures. Refer to the Application, Tab 80, FR 807 KAR 5:001, Section 16(8)(b), page 129 of 172, Schedule B-2.3. Provide a list of all capital projects included in the FTP over $5 million, including a brief description of the project, the forecasted cost, the actual start date (or estimated), the estimated in service date, the current percentage completion, and documentation supporting the project cost (work order, contracts, invoices, quotes, etc.)

Response:

The WAM program as described in Witness Skinner testimony is the only capital project that is planned to go into service in the FTP.

The WAM program costs and in-service timing are described in Witness Gore testimony. Included in the Attachment JTG-1, Page 1 of 73, Lines 9 and 12 are the in-service amounts and timing.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

60. Caregiver Expenses. Refer to the Application generally.

a. Does the Company provide any day care, elder care, or pet care subsidy or reimbursement benefit to its employees? If so, describe the benefit offered and identify which employees are eligible for the benefit.

b. Provide the total amount (direct & allocated) for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Columbia does not offer such programming to employees.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

61. Club Dues and Fees. Refer to the Application generally. Provide the total amount (direct & allocated) of club membership dues and fees (country club, golf club, etc.) by vendor amount for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Club Dues and Fees are recorded and budgeted below-the-line to FERC Account 426.1, Other Income and Deductions. Costs recorded to FERC Account 426 are not included in the calculation of the company's revenue requirement.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

62. Contributions/Donations. Refer to the Application generally. Provide the total annual expense for contributions/donations for the each of the years for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Please refer to Columbia's response to the Attorney General's data request 1-150.

Contributions/Donations Expenses are generally recorded below-the-line to FERC Account 426.1, Other Income and Deductions, or Account 426.4, Other Income and Deductions-Political Contributions (Lobbying). Columbia recognizes that misclassification of Contributions/Donations to above-the-line accounts (as utility operating income) can and do occur as evidenced in Attorney General's data request 1-150. As explained in the Direct Testimony of Columbia Witness Shaeffer at Page 14 in describing Schedule D-2.6, "Adjustments 7.1, 7.2, 8.1, and 8.2 remove a 2025 level of expense based on identified non-recoverable items using 2023 actual data, adjusted for inflation, to arrive at a representative proxy included in the FTP budget". The adjustment

amounts to remove a representative level of above-the-line Contributions/Donations from the FTP O&M budget for Columbia direct can be found in Workpaper D-2.6.G, Line 2 – Corporate Dues & Memberships – Charitable Contributions-Lobbying, Line 7 – Corporate Dues & Memberships – Charitable Contributions, and Line 8 – Charitable Contributions, and in Workpaper D-2.6.H, Line 2 – Charitable Contributions-Lobbying, and Line 6 – Charitable Contributions for NiSource Corporate Services Company O&M allocated to Columbia.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

63. Corporate Service Charges (Management Fees Adjustment 11). Refer to the Application, Tab 82, FR 807 5:001, Section 16(8)(d), page 14 of 32, Schedule D-2.4.

a. Provide the amount allocated to Columbia Kentucky from NiSource Corporate Services by category for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

b. Explain any changes in allocation in the BP and FTP over the prior years.

c. Provide the amount approved by the Commission for each of the years 2019, 2020, 2021, 2022, and 2023.

d. Provide NiSource Corporate Services' total expenses by category for each of the years 2019, 2020, 2021, 2022, 2023.

Response:

a. Please refer to KY PSC Case No. 2024-00092 AG 1-150 Attachment A, specifically the Operation and Maintenance ("O&M") Expenses titled Cost Category for Corporate

Service Bill (also referred to as the NiSource Corporate Services Company ("NCSC") Contract Billings to Columbia), as well as KY PSC Case No. 2024-00092 AG 1-150 Attachment B providing Columbia's NCSC Contract Billings by Cost Category, and Cost Element, for 2021, 2022, 2023, the Unadjusted BP and Unadjusted and Adjusted FTP.

b. Please refer to KY PSC Case No. 2024-00092 AG 1-63 Attachment A. NCSC allocation to Columbia has remained consistent in terms of allocation at approximately 4.2% of total NCSC costs. Dollar variances are identified by drivers impacting each year which are explained below:

- Short Term Incentive Compensation, Long Term Incentive Compensation, and Profit Sharing are based on the items described in Section VI. of the Direct Testimony of Columbia Witness Owens and will fluctuate year-to-year. The BP and FTP are planned at target.
- Severance & Moving are not planned but are incurred in historical periods.
- Employee Benefits is planned by a third-party actuarial firm.
- Payroll Expense
    i. Impact from Merit represents a 3% pay increase in 2022, 3% pay increase in 2023, 4% pay increase in 2024, and 3% pay increase in 2025.
    ii. Labor Vacancy Offset represents planning adjustments necessary to offset the inherent variance created when bridging from periods with

active headcount (actual results) to authorized headcount (budget starting point). The adjustments are necessary to more accurately reflect labor expense expected to be incurred.

iii. Variance from authorized headcount and non-merit pay increases is mathematically the remaining variance within payroll not explained by merit increases or the labor vacancy offset. It's primarily the inherent variance when bridging from periods with active headcount (actual results) to authorized headcount (budget starting point).

- Data & Analytics is a new functional area added by NCSC in 2023 to add expertise in NiSource's use of modern techniques to collect, organize, govern, and analyze data.
- Inflationary pressure on outside services and other non-labor costs represents 7.06% inflation in 2022, 3.65% inflation in 2023, 2.4% inflation in 2024, and 2.33% inflation in 2025. Inflation rates are consistent with values utilized elsewhere in the filing and represent GDP Price Deflator. The inflation rates were applied to departmental budget non-payroll costs.
- Other, negative value is the product of "Flat" O&M Targets represents broad reductions to budgets to achieve managements publicly stated objective to maintain Flat O&M at the NiSource Inc. consolidated level. Specific initiatives

and actions to achieve these budget reductions to hit budget targets are not specifically identified.

c. NCSC Contract Bill expense is only reviewed and approved by the Kentucky Commission in a base rate case proceeding. In the Company's most recent rate case, Case No. 2021-00183, which was based on a calendar 2022 Forecasted Test Year, the pro forma level of NCSC Contract Bill expense allocated to Columbia was not defined in the Stipulation, nor in the Commission's Final Order in the case.

d. Refer to KY PSC Case No. 2024-00092 AG 1-63 Attachment B for the NCSC Contract Bill expenses, by Service Category, for years 2021, 2022, and 2023. Please note, this Attachment presents the NCSC Contract Bill expense classification as it resides on the book of record of NCSC as opposed to Columbia's book of record.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

64. Corporate Aircraft. Refer to the Application generally.

a. Identify the total amount (direct & allocated) of corporate aircraft costs included in rate base and operating expenses for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

b. Provide the year and model of each corporate aircraft.

c. Provide copies of the flight logs supporting the 2023 and 2024 year to date expenses.

d. For each of the trips in 2023 and 2024, identify the purpose of the travel.

e. Does the company compare costs of commercial flights before utilizing the corporate aircraft? If so, describe the process. If not, explain why not.

f. Provide a description of the Company's policy regarding spousal/non-employee companion travel.

g. Explain how use of the corporate aircraft benefits ratepayers. Also, provide all supporting documentation.

Response:

a) There are no amounts in Columbia's rate base related to corporate aircraft. However, please refer to subpart b below. Nisource Corporate Services Company ("NCSC") allocated costs to Columbia for corporate aircraft are presented in KY PSC Case No. 2024-00092 AG 1-64 Attachment A. Please note, the budget as is not maintained at the same level of detail as actuals.

b) NCSC currently owns one airplane that is a Bombardier Inc. model BD-100-1A10, and two helicopters; a Bell model 206L-3 and a Bell model 429. However, as shown in KY PSC Case No. 2024-00092 AG 1-64 Attachment A, almost all costs associated with helicopters have been withdrawn from the revenue requirement in this case. Columbia incidentally included $45 (based on Calendar Year 2023 actual) of fuel costs specifically dedicated to the helicopter.

c) Please refer to CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-64 Attachment B.

d) Please refer to part c above.

e) NCSC owns one aircraft to assist with transporting employees for business purposes. Airport hubs at many of NiSource's operating locations are limited, often requiring

employees to make multiple connections to get to their final destinations. Corporate aircraft is an effective and efficient way to transport employees for business purposes.

f) Spousal/non-employee companion travel is only permitted in limited circumstances and after a case-by-case review and approval. In general, it is only permitted when accompanying a board member or executive officer of the company and such travel is ancillary to a business purpose. Non-business use by a guest of an eligible board member or executive generally results in income being imputed to the eligible board member or executive at the Standard Industry Fare Level ("SIFL") rate value, for which taxes will be withheld by the Payroll Department.

g) Access to corporate aircraft provides efficiencies and time savings for company personnel. The use of this form of travel cuts down on time waiting for flights in commercial airports, provides a secure environment for discussion of sensitive business matters, and allows a reliable and secured source of internet access to perform job functions while in transit. This provides customers with additional, and more services from these individuals. Further, the Commission has previously recognized that "[w]hile private jet travel may appear to be an extravagance, legitimate travel expenses would have been incurred through commercial airlines."[1]

[1] See Case No. 2017-00179, *In the Matter of Electronic Application of Kentucky Power Company for (1) a General Adjustment of its Rates for Electric Service; (2) an Order Approving its 2017 Environmental Compliance Plan; (3) an Order Approving its Tariffs and Riders; (4) an Order Approving Accounting Practices to Establish Regulatory Assets and Liabilities; and (5) an Order Granting all Other Required Approvals and Relief*, Order (Ky. PSC Jan. 18, 2018) at 17.

It would be impractical to attempt to quantify an exact savings created by the use of corporate aircraft compared to flights using commercial airlines, those costs would be incurred no matter the type of transportation. These are prudently incurred, reasonable costs of doing business.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

ATTACHMENT FILED UNDER SEAL PURSUANT TO A MOTION FOR CONFIDENTIAL TREATMENT

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

65. Company Events Expense. Refer to the Application generally. Identify the total amount (direct & allocated) of events (e.g., picnics/barbeques, fairs, 5-k's, etc.) for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Please refer to Columbia's response to the Attorney General's data request 1-150.

Company Events recorded to Employee Expenses - Entertainment or to Employee Expenses – Activities & Business Expenses are generally recorded below-the-line to FERC Account 426.1, Other Income and Deductions. Columbia recognizes that misclassification of Company Events to above-the-line accounts (as utility operating income) can and do occur as evidenced in Attorney General's data request 1-150. As explained in the Direct Testimony of Columbia Witness Shaeffer at Page 14 in describing Schedule D-2.6, "Adjustments 7.1, 7.2, 8.1, and 8.2 remove a 2025 level of expense based on identified non-recoverable items using 2023 actual data, adjusted for inflation, to arrive at a representative proxy included in the FTP budget". The adjustment amounts to remove a

representative level of above-the-line Employee Expenses - Entertainment and Employee Expenses – Activities & Business Expenses from the FTP O&M budget for Columbia direct can be found in Workpaper D-2.6.G, Line 10 – Entertainment and Line 12 – Activities & Business Expenses, and in Workpaper D-2.6.H, Line 8 – Entertainment and Line 10 - Activities & Business Expenses, for NiSource Corporate Services Company O&M allocated to Columbia.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

66. Cross-bore program. Provide the actual annual capital and expense amounts for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Please see the table below for the Operations and Maintenance Expense for Cross Bores for 2021, 2022, 2023, the Base Period, and included for recovery in the Future Test Period. Note, the Base Period and Future Test Period represent the current 12-month budget for Cross Bores Expense.

	Cross Bores O&M Expense Amount
2021	$586,349
2022	$641,637
2023	$387,968
BP-Actual (Sept. 2023 – May 2024)	$181,714
BP & FTP Annual Budget	$350,000

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

67. Customer Deposits. Refer to the Application generally.

a. Provide the monthly customer deposit balances for 2019, 2020, 2021, 2022, 2023, the BP and included in the FTP rate base. If customer deposits are not reflected in the FTP rate base, explain why not.

b. Provide the interest rate applicable to customer deposit balances in the FTP.

Response:

a. The actual monthly customer deposit balances for 2021, 2022, 2023 and YTD 2024 are listed in the below table:

Month	2021	2022	2023	2024
January	(2,097,432.02)	(1,738,942.02)	(2,070,391.02)	(2,038,873.02)
February	(2,035,282.02)	(1,762,250.02)	(2,074,879.02)	(2,064,722.02)
March	(1,820,587.02)	(1,791,270.02)	(2,064,635.02)	(2,022,677.02)
April	(1,651,599.02)	(1,782,352.02)	(2,052,049.02)	(1,947,425.02)
May	(1,612,890.02)	(1,747,991.02)	(2,014,570.02)	(1,847,533.02)
June	(1,589,351.02)	(1,710,179.02)	(1,969,434.02)	
July	(1,557,552.02)	(1,697,804.02)	(1,902,443.02)	
August	(1,549,430.02)	(1,703,993.02)	(1,932,214.02)	
September	(1,545,652.02)	(1,713,225.02)	(1,917,099.02)	
October	(1,571,334.02)	(1,797,684.02)	(1,930,445.02)	
November	(1,640,512.02)	(1,908,481.02)	(1,981,181.02)	
December	(1,684,401.02)	(1,987,587.02)	(1,998,338.02)	

The customer deposit balances are not included in rate base pursuant to Commission precedent. In Case No. 1999-00176, the Commission found that the interest expense associated with customer deposits should be excluded from pro forma operating expenses.[1] In doing so, the Commission determined that customer deposits represent a liability to be repaid to the customer with interest, and the deposits are not readily available to the utility as cost-free capital. Additionally, in Case No. 1999-00176, the Commission found that 'Customer deposit balance and interest must both be included in determining the revenue requirement or both excluded".[2]

b. The interest rate applicable to customer deposits for calendar year 2024 is 5.38%.

[1] Case No. 1999-00176, *An Adjustment of the Rates of Delta Natural Gas Company, Inc.* (Ky. PSC December 27, 1999), Order at 9

[2] *Id.*

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

68. Customer giveaways. Refer to the Application generally. Provide the total annual expense for customer giveaways (e.g., cups, pens, hats, keychains, stickers, etc.) for the each of the years for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Objection: Columbia objects insomuch as this request would require Columbia to review voluminous Company financial information in order to create a record does not currently exist. Such is a request is unduly burdensome. Notwithstanding this objection, and without waiving it, Columbia responses as follows:

Please refer to Columbia's response to the Attorney General's data request 1-150, specifically Cost Categories (1) Advertising, (2) Employee Expenses – Activities & Business Expenses, and (3) Miscellaneous & Other. Actual incurred customer giveaways expenses recorded to the listed O&M Cost Categories not readily identifiable in the

company's Accounts Payable or Expense Reimbursement System reporting and would require review of individual invoices, transactions and receipts. Additionally, the company's budgets for Advertising, Employee Expenses, and Miscellaneous & Other are not maintained at a level of detail requested to identify costs related specific to Customer Giveaways. Generally non-recoverable, non-recurring, or out-of-period Customer Giveaways expenses are recorded below-the-line to FERC Account 426.1, Other Income and Deductions. Columbia recognizes that misclassification of non-recoverable, non-recurring, or out-of-period Customer Giveaways expenses to above-the-line accounts (as utility operating income) can and do occur. As explained in the Direct Testimony of Columbia Witness Shaeffer at Page 14 in describing Schedule D-2.6, "Adjustments 7.1, 7.2, 8.1, and 8.2 remove a 2025 level of expense based on identified non-recoverable items using 2023 actual data, adjusted for inflation, to arrive at a representative proxy included in the FTP budget". The adjustment amounts to remove a representative level of above-the-line Customer Giveaway expenses from the FTP O&M budget for Columbia direct can be found ***within*** Workpaper D-2.6.G, Line 9 – Advertising, Line 12 Employee Expenses – Activities & Business Expenses, and Line 13 – Miscellaneous & Other, and in Workpaper D-2.6.H, Line 7 – Advertising, Line 10 – Employee Expenses - Activities & Business Expenses, and Line 12 – Miscellaneous & Other for NiSource Corporate Services Company O&M allocated to Columbia. To reiterate, identification of any Customer Giveaways expenses removed from the revenue requirement ***within*** the listed

adjustments are not readily identifiable as it would require review of individual invoices, transactions and receipts.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

69. Credit Card Payment Fees. Refer to the Application generally. Provide the annual expense for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Please refer to Columbia's Response to Attorney General Request 1-11. The Company does not incur any expense when customers make payments via a credit card. The fee involved in the transaction is paid by the customer. As such, the annual expense for each period is $0 (zero).

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

70. Clearing Accounts (Adj 15). Refer to the Application, Tab 82, FR 807 5:001 Section 16(8)(d), page 15 of 32, Schedule D-2.4. Identify the total amount (direct & allocated) of clearing accounts for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Please refer to Columbia's response to the Attorney General's data request 1-150.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

71. Deferred Environmental Remediation Costs. Refer to the Application generally.

a. Provide the total amount of deferred environmental remediation costs included for recovery in the FTP.

b. Provide a breakdown of the deferred costs by category and amount.

Response:

Columbia does not have deferred environmental remediation costs in the FTP.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

72. Directors & Officers Liability Insurance ("D&O"). Refer to the Application generally. Identify the total amount (direct & allocated) for D&O for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Please see the table below for the D&O Liability Insurance for premiums recorded to Operations and Maintenance Expense Account 925, and Cost Element - 4016 Insurance Premiums-Other Expense. Columbia was not allocated D&O Liability Insurance premium expense beyond 2021 from NiSource Corporate Services Company ("NCSC").

Year	Columbia	NCSC Allocated to Columbia
2021	$136,064	$2,657
2022	$152,923	$0
2023	$142,750	$0
Base Period (9/23-8/24)	$138,727	$0
Forecasted Test Period (2025)	$141,379	$0

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

73. Deviations. Refer to the Application generally.

a. Identify all aspects of the Company's revenue requirement request that represent a conscious deviation from the principles and policies established in prior Commission decisions.

b. Identify each area of deviation, and for each deviation explain the Company's perception of the principle established in the prior Commission decisions, and the dollar impact on the BP and FTP resulting from such deviation.

Response:

Objection: Columbia objects to this request as it seeks a legal determination. Whether something constitutes a deviation from "principles and policies established in prior Commission decisions" is the exclusive purview of the Kentucky Public Service Commission, which speaks through its Orders. Columbia is not required to complete research on behalf of the Attorney General's Office of Rate Intervention. The Attorney

General's Office of Rate Intervention can review the publicly available information requested.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

74. American Gas Association ("AGA") Dues. Refer to the Application generally.

a. Provide the amount of AGA dues for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

b. Identify the amount removed from the FTP related to lobbying including legislative advocacy, regulatory advocacy, government relations and public relations costs. Provide calculations supporting this adjustment.

c. Provide a copy of the most recent AGA invoice received.

d. Provide a copy of the AGA's most recent budget by category of how it spends its membership dues.

e. Identify all employees that are board members of the AGA.

Response:

a., b., and c.

Please refer to Columbia's Response to AG's Data Request 1-25, as well as Application Tab 84 FR 807 KAR 5:001 Section 16(8)(f), Pages 2 through 4 for Schedule F-1.A (Total Company Corporate Dues and Memberships for the BP and FTP), Schedule F-1.B (Columbia Direct Corporate Dues and Memberships for the BP and FTP), and Schedule F-1.C. (NiSource Corporate Services Company Corporate Dues and Memberships Allocated to Columbia for the BP and FTP). Please note, AGA Dues can be found in Schedule F-1.A and Schedule F-1.B.

d. Columbia is not in possession of the items requested.

e. Objection: Columbia objects insomuch as this request seeks information which is in the public domain. Notwithstanding and without waiving this objection, Columbia responds as follows: Please refer to the AGA website: https://www.aga.org/about/.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

75. Dues - Industry Associations. Refer to the Application generally.

a. Provide the amount of membership payments to industry associations by vendor for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

b. State the purpose and objective of each organization listed.

c. Provide documentation supporting how ratepayers are benefitted by the Company's membership in these associations.

d. Identify each organization that engages in lobbying or advocacy activities, attempts to influence public opinion, institutional or image-building advertising.

e. For those that engage in such activities, state whether the Company has included the portions of dues related to such activities in the FTP and identify the amount relating to such activities.

Response:

Please refer to Columbia's Response to AG's Data Request 1-25, as well as Application Tab 84 FR 807 KAR 5:001 Section 16(8)(f), Pages 2 through 4 for Schedule F-1.A (Total Company Corporate Dues and Memberships for the BP and FTP), Schedule F-1.B (Columbia Direct Corporate Dues and Memberships for the BP and FTP), and Schedule F-1.C. (NiSource Corporate Services Company Corporate Dues and Memberships Allocated to Columbia for the BP and FTP).

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

76. Dues Non-Industry. Refer to the Application generally.

a. Provide the amount of membership payments to non-industry associations by vendor for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

b. State the purpose and objective of each organization listed.

c. Provide documentation supporting how ratepayers are benefitted by the Company's membership in these associations.

d. Identify each organization that engages in lobbying or advocacy activities, attempts to influence public opinion, institutional or image-building advertising.

e. For those that engage in such activities, state if the Company has included the portions of dues related to such activities in the BP and FTP and identify the amount relating to such activities.

Response:

Please refer to Columbia's Response to AG's Data Request 1-25, as well as Application Tab 84 FR 807 KAR 5:001 Section 16(8)(f), Pages 2 through 4 for Schedule F-1.A (Total Company Corporate Dues and Memberships for the BP and FTP), Schedule F-1.B (Columbia Direct Corporate Dues and Memberships for the BP and FTP), and Schedule F-1.C. (NiSource Corporate Services Company Corporate Dues and Memberships Allocated to Columbia for the BP and FTP).

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

77. Executive Vehicles. Refer to the Application generally.

a. Provide the total rate base and O&M expense amounts (direct & allocated) associated with vehicles provided to executives for each of the years for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

b. Also provide a list of each executive vehicle including, year, make and model.

Response:

Columbia does not have an executive vehicle program.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

78. Employee Expenses (Adj 9). Refer to the Application, Tab 82, FR 807 5:001 Section 16(8)(d), page 14 of 32, Schedule D-2.4. Identify the total amount (direct & allocated) of employee expenses for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Please refer to Columbia's response to the Attorney General's data request 1-150.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

79. Employee Cafeteria. Refer to the Application generally.

a. Provide the total revenues (direct & allocated) received for all employee cafeterias for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

b. Provide the total expenses (direct & allocated) for all employee cafeterias each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

c. Provide a description of the types of employee cafeteria expenses.

Response:

a., b., and c.

Employee cafeterias in NiSource facilities were closed in 2020. The former cafeteria spaces are now utilized as meeting places and break rooms that provide seating and vending machine services for employees. Employees pay for items selected from the vending machines; therefore, no revenue is collected.

Columbia is allocated expense from the vending machine vendors Sheehan Brothers Vending Services (Arena). Vending machine services for the Southlake facility are provided by CL Vending, however Columbia is not / has not been allocated any costs for this vendor. Please see the table below for the Outside Services vending machine vendor expenses allocated to Columbia by NCSC for the Arena and Southlake Cafeterias.

Table – Vending Machine Expense

Facility	2021	2022	2023	Base Period Actual [1]	FTP [1]
Arena - 240 &290 W. Nationwide Blvd. (Sheehan Brothers Vending Services)	$0	$99	$443	$155	N/A
Southlake – 801 E. 86th Avenue (CL Vending) [2]	N/A	N/A	N/A	N/A	N/A
Total Vending Machine Expense	$0	$99	$443	$155	N/A

[1] Base Period amounts represent actuals for September 2023 to February 2024. Base Period and Forecasted Test Period budgets are not developed at a vendor level, and therefore not available.
[2] No costs are allocated to Columbia for CL Vending for the Southlake facility.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

80. Employee Benefits. Refer to the Application generally. Provide a detailed listing of all employee benefits for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP, by benefit type and amount (direct & allocated).

Response:

Please refer to Columbia's response to the Attorney General's data request 1-150, specifically Cost Categories labeled Employees' Insurance Plans, Pension Expenses (Service and Non-Service), OPEB Expenses (Service and Non-Service), Post-Employment Benefits – FAS112, 401K (or Thrift Plan), and Profit Sharing.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

81. 401(k) Plan. Refer to the Application generally. Provide the total 401(k) expense (direct & allocated) for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP for employees who are also covered under a defined benefit plan.

Response:

As explained in the Direct Testimony of Columbia Witness Owens, at Page 27, "defined benefit plans, are no longer offered to exempt new hires on or after January 1, 2010, and non-exempt new hires on or after January 1, 2013."

In the Tables described and provided below, the 401(k) Plan information from Fidelity has been identified as "Next Generation" in referring to the portion representing the employees for who are no longer offered defined benefit plans and "Grandfathered" for those who pre-date. The general ledger 401(k) Plan Expense is not identifiable by Next Generation and Grandfathered.

Please refer to Tables 1-A and 1-B below for the 401(k) Plan information from Fidelity, and the general ledger 401(k) Plan Expense for Columbia Direct.

Table 1-A – Columbia Direct, 401(k) Plans and Expense

	2021	2022	2023	BP	FTP
Next Generation	$605,630	$713,433	$919,511	See 1-B	Budget N/A
Grandfathered	$325,155	$311,802	$289,133	See 1-B	Budget N/A
Total per 401(k) Plan per Fidelity	**$930,784**	**$1,025,234**	**$1,208,644**	**See 1-B**	**Budget N/A**
Columbia Direct 401K per GL (AG 1-150, Attachment A)	**$559,159**	**$520,923**	**$683,012**	**$719,419**	**$740,884**

Table 1-B – Columbia Direct, 401(k) Plans and Expense – Base Period Actual

	BP-9/23	BP-10/23	BP-11/23	BP-12/23	BP-1/24	BP-2/24
Next Generation	$71,267	$71,096	$71,299	$117,524	$53,273	$76,993
Grandfathered	$21,573	$22,333	$22,436	$37,721	$14,542	$27,233
Total per 401(k) Plan per Fidelity	**$92,840**	**$93,429**	**$93,735**	**$155,246**	**$67,815**	**$104,227**
Columbia Direct 401K per GL (AG 1-150, Attachment A)	**$49,531**	**$47,757**	**$49,373**	**$84,239**	**$39,813**	**$58,514**

Please refer to Table 2-A and 2-B below for the 401(k) Plan information for NiSource Corporate Services Company ("NCSC") from Fidelity, and the general ledger 401(k) Plans Expense for Total NCSC and the portion allocated to Columbia.

Table 2-A – NCSC, 401(k) Plan and Expense

	2021	2022	2023	BP	FTP
Next Generation	$7,101,033	$8,093,081	$11,726,710	See 2-B	Budget N/A
Grandfathered	$3,382,258	$3,003,057	$3,097,718	See 2-B	Budget N/A
Total per 401(k) Plan per Fidelity	**$10,483,291**	**$11,096,138**	**$14,824,428**	**See 2-B**	**Budget N/A**
Total NCSC 401K per GL	$7,731,992	$9,979,270	$9,588,042	$10,118,669	$9,796,701
NCSC allocated 401K to Columbia per GL (AG 1-150, Att. B)	**$385,874**	**$357,065**	**$443,319**	**$470,329**	**$448,971**
Columbia's % Allocation per GL	**4.99%**	**3.58%**	**4.62%**	**4.65%**	**4.58%**

Table 1-B – NCSC, 401(k) Plans and Expense – Base Period Actual

	BP-9/23	**BP-10/23**	**BP-11/23**	**BP-12/23**	**BP-1/24**	**BP-2/24**
Next Generation	$957,043	$968,089	$970,758	$1,802,530	$320,328	$1,168,872
Grandfathered	$239,820	$234,493	$231,227	$397,119	$75,003	$327,038
Total per 401(k) Plan per Fidelity	**$1,196,862**	**$1,202,582**	**$1,201,984**	**$2,199,649**	**$395,331**	**$1,495,910**
Total NCSC 401K per GL	$753,578	$742,737	$768,467	$978,573	$814,834	$1,004,688
NCSC allocated 401K to Columbia per General Ledger	**$34,009**	**$34,464**	**$35,399**	**$45,113**	**$41,037**	**$48,745**
Columbia's % Allocation per GL	**4.51%**	**4.64%**	**4.61%**	**4.61%**	**5.04%**	**4.85%**

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

82. Employee Recognition/Awards Expense. Refer to the Application generally.

a. Identify the total amount of employee recognition expense (direct & allocated) for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP (e.g., longevity awards, dinners, luncheons, parties, gifts, etc.).

b. Provide a description of the Company's employee recognition program.

Response:

Objection: Columbia objects insomuch as the request seeks information that is not maintained in the manner described by the request. In order to collect this information, Columbia would be required to review vast numbers of individual transactions. To be required to do so would be unreasonable and unduly burdensome. Notwithstanding and without waiving this objection, Columbia responds as follows:

a. Please refer to Columbia's response to the Attorney General's data request 1-150, specifically Cost Categories labeled Employee Expenses - Activities & Business

Expenses and Employee Expenses - Gifts. Actual incurred employee recognition expenses recorded within Employee Expenses - Activities & Business Expenses are not readily identifiable in the company's Expense Reimbursement System reporting and would require review of individual transactions and receipts. Additionally, the company's budget for Employee Expenses is not maintained at a level of detail requested to identify costs related specific to Employee Recognition/Awards Expense. Employee Expenses – Gifts are generally recorded below-the-line to FERC Account 426.4, Other Income and Deductions. Columbia recognizes that misclassification of Employee Expenses - Gifts to above-the-line accounts (as utility operating income) can and do occur as evidenced in Attorney General's data request 1-150. In regard to Employee Expenses – Gifts specifically, as explained in the Direct Testimony of Columbia Witness Shaeffer at Page 14 in describing Schedule D-2.6, "Adjustments 7.1, 7.2, 8.1, and 8.2 remove a 2025 level of expense based on identified non-recoverable items using 2023 actual data, adjusted for inflation, to arrive at a representative proxy included in the FTP budget". The adjustment amounts to remove a representative level of above-the-line Employee Expenses - Gifts from the FTP O&M budget for Columbia direct can be found in Workpaper D-2.6.G, Line 11, and in Workpaper D-2.6.H, Line 9, for NiSource Corporate Services Company O&M allocated to Columbia.

b. Each leader has the discretion to recognize their employees locally. This recognition typically involves a verbal "thank you" in front of the team or bringing in lunch for

the group. As referenced in KY PSC Case No. 2024-00092, Attorney General Discovery Request 1-88, managers also have the ability to give a cash Spot Award. A centralized formal company-wide recognition program did not exist prior to 2024. In early 2024, a new Mission Medallion Awards program was announced to recognize NiSource employees who are "Exceptional at the Essentials" of Safety, People & Culture, Operational Excellence, Sustainability, Customer Experience, Financial Stewardship, Policy & Regulatory, and Innovation & Technology. Eligibility rules were established to include non-union employees at the Director level and below, and union-represented employees subject to the approval of each respective union (Kentucky Steelworkers 372 agreed to participate in this program). A selection committee was formed. The winners have not been announced at the time of writing this response.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

83. Entertainment/Sponsorships. Refer to the Application generally. Provide the total amount (direct & allocated) of sporting/entertainment event tickets, season tickets, suites, sponsorships, etc. for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Please refer to Columbia's response to the Attorney General's data request 1-150.

Entertainment/Sponsorships are generally recorded below-the-line to FERC Account 426.1, Other Income and Deductions. Columbia recognizes that misclassification of Entertainment/Sponsorships to above-the-line accounts (as utility operating income) can and do occur as evidenced in Attorney General's data request 1-150. As explained in the Direct Testimony of Columbia Witness Shaeffer at Page 14 in describing Schedule D-2.6, "Adjustments 7.1, 7.2, 8.1, and 8.2 remove a 2025 level of expense based on identified non-recoverable items using 2023 actual data, adjusted for inflation, to arrive at a representative proxy included in the FTP budget". The adjustment amounts to remove a

representative level of above-the-line Entertainment/Sponsorships expenses from the FTP O&M budget for Columbia direct can be found in Workpaper D-2.6.G, Line 10 - Entertainment and within Line 12 for Sponsorships, and in Workpaper D-2.6.H, Lines 8 – Entertainment and within Line 10 for Sponsorships, for NiSource Corporate Services Company O&M allocated to Columbia.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

84. Environmental Remediation Expense. Refer to the Application generally. Provide the total amount (direct & allocated) of environmental remediation expense for each of the years 2018, 2019, 2020, 2021, 2022, 2023, the test year, included in the FTP.

Response:

Columbia does not have environmental remediation expense in prior years, nor in the base period or the FTP test year.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

85. Gains and losses on sale of utility property. Refer to the Application generally.

a. Identify all gains and losses on sale of utility property (direct & allocated) for each year 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023 and year-to-date 2024.

b. Provide the following details regarding each transaction listed in subpart (a): date of purchase, amount of purchase, description of property, use of property, date of sale, amount of sale, and the years the property was included in rate base.

c. Identify the amount of gains/losses that have been reflected in the revenue requirement in the current case and identify the schedule where they are reflected.

d. Also, identify the amounts of gains/losses reflected in the revenue requirement in the last two rate cases and identify the schedule where they were reflected.

e. If there were gains on sales of utility property during 2014-2023 but none were reflected in the revenue requirements in prior cases or the current case explain why not.

f. Identify all planned and pending sales in 2024 and 2025, including a description of the property, anticipated sales price, original cost of property and expected closing date.

Response:

a. No gain or loss on sale of the Company's utility property were recorded in the income statement since January 1, 2021. The Company records normal depreciable utility property retirements and salvage to Account 108 – Accumulated Reserve in accordance with FERC Uniform System of Accounts.

b. Nothing to report.

c. Nothing to report.

d and e. Objection: Columbia objects as the information from compiled for Columbia's previous rate case applications are outside the scope of this proceeding. Further, the request would require Columbia to review and compile information which is available in the public domain. Columbia is not required to complete research and summarize information on behalf of the Attorney General's Office of Rate Intervention. The Attorney General's Office of Rate Intervention can review the publicly available information and compile the data in the manner requested. Notwithstanding and without waiving this objection, please refer to PSC Case Nos. 2021-00183 and 2016-00162.

f. There are no pending sales.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

86. Gas Stored Underground. Refer to the Application, Tab 80, FR 807 KAR 5:001, Section 16(8)(b), pages 152 -153 of 172, Schedule B-5.1. Provide the monthly gas storage balances for the each of the years for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

The actual monthly value of gas storage on the Company's balance sheet from December 2020 to April 2024 is as follows:

		($ millions)			
	2020	2021	2022	2023	2024
January		$ 33.5	$ 31.0	$ 27.2	$ 36.2
February		$ 29.2	$ 20.6	$ 29.4	$ 33.0
March		$ 25.6	$ 14.6	$ 25.5	$ 31.0
April		$ 28.0	$ 10.5	$ 29.0	$ 32.4
May		$ 31.7	$ 14.7	$ 34.0	
June		$ 36.0	$ 26.6	$ 37.0	
July		$ 39.3	$ 37.3	$ 40.1	
August		$ 43.2	$ 47.0	$ 42.3	
September		$ 46.9	$ 56.0	$ 44.3	
October		$ 48.9	$ 57.7	$ 45.3	
November		$ 46.0	$ 50.8	$ 43.5	
December	$ 39.8	$ 41.9	$ 40.0	$ 40.8	

The monthly value of gas storage on the Company's balance sheet in the BP is as follows:

	($ Millions)		
August	2023	Actual	$ 42.3
September	2023	Actual	$ 44.3
October	2023	Actual	$ 45.3
November	2023	Actual	$ 43.5
December	2023	Actual	$ 40.8
January	2024	Estimate	$ 36.1
February	2024	Estimate	$ 32.1
March	2024	Estimate	$ 28.8
April	2024	Estimate	$ 30.6
May	2024	Estimate	$ 33.7
June	2024	Estimate	$ 36.8
July	2024	Estimate	$ 39.8
August	2024	Estimate	$ 42.9

The monthly value of gas storage on the Company's balance sheet in the FTP is as follows:

	($ Millions)		
December	2024	Estimate	$ 40.8
January	2025	Estimate	$ 33.9
February	2025	Estimate	$ 28.0
March	2025	Estimate	$ 23.2
April	2025	Estimate	$ 25.8
May	2025	Estimate	$ 30.4
June	2025	Estimate	$ 34.9
July	2025	Estimate	$ 39.5
August	2025	Estimate	$ 44.0
September	2025	Estimate	$ 48.4
October	2025	Estimate	$ 50.3
November	2025	Estimate	$ 46.1
December	2025	Estimate	$ 40.8

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

87. Health/Fitness Expenses. Refer to the Application generally. Provide the total amount (direct & allocated) of health/fitness expenses (including but not limited to: fitness/gym memberships, exercise classes, cost of maintaining employee exercise rooms/equipment, etc.) for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP.

Response:

Columbia Gas of Kentucky
The Lexington, Kentucky headquarters located at 2001 Mercer Rd. is an owned facility. Costs for the facility are incurred direct by Columbia. The Lexington HQ facility has a small fitness room available for employee use. Please see Table 1 below for the total Lexington HQ facility cost and Fitness Center based upon a square footage ratio of the fitness center to the total building square footage.

Table 1 – Lexington Fitness Center

Lexington – 2001 Mercer Rd.	2021	2022	2023	Base Period [1]	FTP [1]
Total Sq. Ft. of Lexington Building	66,000	66,000	66,000	66,000	66,000
Sq. Ft. of Lexington Fitness Center	319	319	319	319	319
Percentage (%) of Lexington Fitness Center	0.48%	0.48%	0.48%	0.48%	0.48%
Columbia Direct Costs for Lexington	$792,198	$791,846	$1,070,724	$1,070,724	$1,070,724
Costs for Lexington Fitness Center	$3,803	$3,801	$5,139	$5,139	$5,139

[1] Amounts for the Base Period and Forecasted Test Period represent the most recent known actual 2024 Lexington HQ building allocation survey for calendar year 2023 costs.

No other expenses were incurred during 2021 – February 2024, or are anticipated to occur in the projected BP or FTP for the Lexington HQ Fitness Center.

NiSource Corporate Services Company ("NCSC") Allocated to Columbia

Rents and leases expenses for facilities, 240 & 290 W. Nationwide Blvd. ("Arena"), and 801 E. 86th Avenue Merrillville, Indiana ("Southlake") are allocated to Columbia by NCSC via Contract Billing based on monthly allocation of labor overhead for employees who perform work on behalf of the Company in each of the facilities. Both the Arena and Southlake facilitates provide employees fitness centers, which include fitness equipment rooms, locker rooms, and a workout lounge. Please see Tables 2 & 3 below for the Rents and Leases Expense allocated to Columbia by NCSC for the Arena and Southlake Fitness Centers, respectively, based upon a square footage ratio of the fitness centers to the total building square footage for each facility.

Table 2 – Arena Fitness Center, Rents & Leases Allocated Expense

Arena - 240 &290 W. Nationwide Blvd.	2021	2022	2023	Base Period	FTP

Total Sq. Ft. of Arena Building	283,000	283,000	283,000	283,000	283,000
Sq. Ft. of Arena Fitness Center	3,542	3,542	3,542	3,542	3,542
Percentage (%) of Arena Fitness Center	1.25%	1.25%	1.25%	1.25%	1.25%
NCSC R&L Exp. Alloc. to Columbia for Arena	$561,009	$614,659	$570,596	$588,045	$588,045
NCSC Rents & Leases Expense Allocated to Columbia of Arena Fitness Center	$7,022	$7,693	$7,142	$7,360	$7,360

Table 3 – Southlake Fitness Center, Rents & Leases Allocated Expense

Southlake – 801 E. 86th Avenue	2021	2022	2023	Base Period	FTP
Total Sq. Ft. of Southlake Building	315,000	315,000	315,000	315,000	315,000
Sq. Ft. of Southlake Fitness Center	4,360	4,360	4,360	4,360	4,360
Percentage (%) of Southlake Fitness Center	1.38%	1.38%	1.38%	1.38%	1.38%
NCSC R&L Exp. Alloc. to Columbia for Southlake	$117,261	$95,327	$113,789	$121,637	$121,637
NCSC Rents & Leases Expense Allocated to Columbia of Southlake Fitness Center	$1,623	$1,319	$1,575	$1,684	$1,684

In addition to the allocated Rents and Leases Expenses for the Arena and Southlake cafeteria's, Columbia is also allocated expense from vendors Martin Carpet for weekly washing of towels and Foxfire Enterprises for quarterly equipment maintenance for the Arena Fitness Center, and Franciscan Group which manages the Southlake Fitness Center. Please see Table 4 below for the Outside Services for the vendors expenses allocated to Columbia by NCSC for the Arena and Southlake Fitness Centers.

Table 4 – Fitness Center Outside Services Expenses

Facility	2021	2022	2023	Base Period Actual [1]	FTP [1]

Arena - 240 &290 W. Nationwide Blvd. (Martin Carpet)	$0	$144	$637	$468	N/A
Arena - 240 &290 W. Nationwide Blvd. (Foxfire Enterprises)	$32	$140	$416	$65	N/A
Southlake – 801 E. 86th Avenue (Franciscan Group)	$704	$513	$2,861	$652	N/A
Total Fitness Center Outside Services Expenses	$736	$797	$3,914	$1,185	N/A

[1] Base Period amounts represent actuals for September 2023 to February 2024. Base Period and Forecasted Test Period budgets are not developed at a vendor level, and therefore not available.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

88. Hire Spot Discretionary Bonus. Refer to the Application generally.

a. Provide the total hire spot bonus expense for the each of the years for 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP. State whether this is included in incentive compensation expense.

b. Provide a description of this program and how the bonuses are determined.

Response:

a. Please refer to Columbia's response to the Attorney General's data request 1-150. Spot Award / Discretionary Bonus and Hire Bonus are separate and independent of incentive compensation expense defined by Columbia as Short- and Long-Term Incentive compensation, or "STI" and "LTI" respectively.

b. Spot Award / Discretionary Bonus and Hire Bonus are issued to individual employees on an ad hoc basis based on their contributions to the organization as determined by their direct leader, or leader of a project team. A level of Spot Award / Discretionary Bonus, and Hire Bonus are representative of an on-going

labor-related expense that Columbia will incur when the proposed rates from this case become effective. As shown in Attorney General's data request 1-150, Columbia has paid a level of Spot Award / Discretionary Bonus, and Hire Bonus to employees in each of the past three years.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

89. Internal Audit Reports. Refer to the Application generally. Provide a list of all internal audits conducted in 2022, 2023 and 2024 YTD.

Response:

Columbia objects insomuch as some of the information requested is subject to Attorney-Client Privilege. Notwithstanding and without waiving the objection, Columbia responds as follows:

Please refer to KY PSC Case No. 2024-00092 AG 1-89 Attachment A.

Audit	Company
2022 Audits	
Bangs Fabrication Shop	NiSource
Security Baselines	NiSource
Environmental Function General Controls	NiSource
Identify and Access Management Execution	NiSource
Integration Center General Controls	NiSource
NiSource Next Digital Field Enablement	NiSource
Critical Process Disaster Recovery and Business Continuity	NiSource
Sensitive Customer Data Protection	NiSource
Capital Accounting	NiSource
Distributive Information System Customer Billing General Controls	Columbia LDCs
Operator Qualification Management	NiSource
Management of Change Advisory Review	NiSource
Environmental Data Quality and Reporting Controls	NiSource
Manual Billing Processes	Columbia LDCs
Gas Standards Management Advisory Revew	NiSource
2023 Audits	
PHMSA Megal Rule Compliance Activities	NiSource
Treasury Operations General Controls	NiSource
Gas Supply General Controls	NiSource
Customer Credit and Collections Processes	NiSource
GIS IT General Controls	NiSource
Source to Pay General Controls	NiSource
Cybersecurity Cloud Computing Controls	NiSource
Corrective Action Program Processes	NiSource
Gas Engineering Materials Quality Processes	NiSource
Data Center Operations	NiSource
Customer Connect Processes	Columbia LDCs
Technology Capital Accounting	NiSource
Technology Project Management Office Processes	NiSource
Customer Contact Center Technology Controls	NiSource
Key Vendor Governance	NiSource
Remote Access & Firewall Security Controls	NiSource
Operations General Controls	CKY
Payroll General Controls	NiSource
Inventory Management General Controls	NiSource
Equipment and Tools and Safeguarding	NiSource
2024 Audits	
Executive and BOD Travel & Entertainment Expense Review	NiSource
Patch & Vulnerability Management Controls	NiSource
Gas Pipeline In-line Inspection Processes	NiSource
AntiBribery & AntiCorruption Compliance Programs	NiSource
Gas Distribution Companies -Major Project Processes	NiSource
Human Resource Compliance Activities	NiSource
Technology Vendor Security Review Process	NiSource
Operations and Regulatory Compliance Reporting Framework	NiSource
Gas Control Processes	NiSource
Occupational Health and Safety Program	NiSource

Other physical and electronic cybersecurity-related internal audits were conducted under attorney client privilege on a corporate basis

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

90. Incentive Compensation. Refer to the Application generally. Provide complete copies of all incentive compensation plans, bonus programs or other incentive award programs in effect at the Company for each of the years 2022, 2023, 2024 and the FTP.

Response:

Please refer to CONFIDENTIAL KY PSC Case No. 2024-00092 AG 1-90 Attachment A for the short-term incentive compensation plans for 2022, 2023, and 2024. Please refer to KY PSC Case No. 2024-00092 AG 1-90 Attachment B for the award agreements that govern the terms and conditions of LTI awards for 2022, 2023, and 2024. The incentive compensation plans for the FTP will be established and formally approved in January 2025.

2024 CASH-BASED AWARDS PROGRAM
TERMS AND CONDITIONS

a/k/a "Short Term Incentive Plan"

NiSource Inc.
2020 Omnibus Incentive Plan

1. Background

Under Article XI of the NiSource Inc. 2020 Omnibus Incentive Plan (the "Plan"), and subject to its terms, the Compensation and Human Capital Committee (the "Committee") of the Board of Directors of NiSource Inc. (the "Corporation") may grant Cash-Based Awards to Employees subject to such terms and conditions as determined by the Committee. This document describes the terms and conditions under which Cash-Based Awards may be paid for performance beginning January 1, 2024 and ending December 31, 2024 (the "Performance Period"), to the Eligible Employees (as defined below). Any capitalized term that is not defined in this document shall have the meaning assigned to it in the Plan.

2. Eligibility for Participation

All exempt and non-exempt Employees of the Corporation and its Affiliates are eligible to participate in this 2024 Cash-Based Awards Program (the "Program') under the Plan, other than:

A. Participants who are eligible under any other 2024 Cash-Based Award program;

B. Employees who have received a last chance letter, final notice letter or equivalent during the Performance Period;

C. Certain exempt Employees who participate in other specialized functional incentive plans; and

D. Interns;

provided, however, that the Committee or its delegate may add additional Employees and remove Employees in its discretion ("Eligible Employees"). The Committee or the Corporation's Chief Executive Officer may determine which Eligible Employees or groups of Eligible Employees shall participate in the Program. The Committee and the Chief Executive Officer generally shall make this determination each calendar year. Eligible Employees chosen to participate in the Program are "Participants." Designation by the Committee or Chief Executive Officer as a Participant in the Performance Period shall not confer on such Participant the right to be a Participant in any other performance period and designation as a participant in any other performance period shall not confer on any Employee the right to be a Participant in this Program.

Except as provided below, a Participant whose employment with the Corporation and its Affiliates terminates prior to the end of the Performance Period will cease to be a Participant and will not be eligible to receive a payment under this Program. A Participant who terminates

his or her employment after the end of the Performance Period but before the distribution of the incentive payment will be eligible to receive a payment due under this Program, unless terminated "for cause" in which case he or she will not be eligible to receive a payment under the Program. Notwithstanding the foregoing, any Participant who terminates employment with the Corporation and its Affiliates during the Performance Period due to death, disability or retirement will be eligible to receive a payment due under this Program on a pro-rated basis to reflect Service from the beginning of the Performance Period through the date of termination of employment. For purposes of this Program, (i) "retirement" means the Employee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service, measured from the most recent date of hire with the Corporation or an Affiliate and (ii)"disability" means the Employee's disability as defined in the long-term disability plan of the Corporation or one of its Affiliates that is applicable to the Employee.

Notwithstanding the previous paragraphs, an Eligible Employee described above shall be a "Limited Participant" if he or she has received one or more suspensions without pay totaling five days or more during the Performance Period. Each Limited Participant will have his or her individual incentive opportunity reduced by at least fifty percent (50%). A Participant not described under the preceding sentences is a "Full Participant."

3. Cash-Based Award Performance Measures, Weightings and Target Opportunities will be as follows:

[redacted]

A. NOEPS Financial Measure - based on the Corporation's achievement of net operating earnings per share, after accounting for the cost of payments under the Program ("NOEPS"). The Corporation shall have full discretion and authority to determine whether this measure has been achieved and whether any adjustments shall be made in the calculation of NOEPS to reflect unusual or non-recurring events.

B. Operational Excellence **-** number of significant injuries or fatalities (SIF) or PHMSA reportable incidents due to operations or process failures (employees)
C. Occupational Health and Safety
   i. DART- Days Away, Restricted or Transferred (DART) incident rate for all injuries meeting OSHA reportability that require an employee to not report to work, to restrict their duties or transfer to another role as a result of the injury
   ii. PVC - Preventable Vehicle Collisions (PVC) rate for all vehicle crashes deemed to be the responsibility of the company-employed driver
D. Customer Satisfaction - Post-transactional/ customer relationship satisfaction survey; score comprises five post-transactional customer channels (CSR, Field Service, IVR, Online, and Project Work/Site Restoration) and one customer relationship measure

4. Incentive Pool Creation:

At the end of the performance period, results of all STI metrics will be determined through an STI scorecard using the measures shown in Part 3 above.

The individual incentive opportunity for a Participant is calculated as follows:

- Weighted percentage of STI scorecard results x individual payout target percentage x participant eligible earnings

Eligible Earnings consist of the Participant's base earnings for the Performance Period, unless otherwise determined by the Committee. Additionally, Eligible Earnings for Participants who are non-exempt Employees shall include all shift premiums and overtime pay for the Performance Period. Reimbursements for educational assistance, relocation, meals, and mileage, as well as incentive payments, stock option gains, the value of equity awards vesting, and long-term disability payments are not included in Eligible Earnings.

5. Calculation of Incentive

The individual incentive opportunity for each Employee will be added together, and the sum will equal the Incentive Pool. Awards will be distributed as follows.

i. **Non-Exempt Employees:** In general, Participants who are non-exempt Employees will receive one hundred percent (100%) of their individual incentive opportunity as calculated under the Program.

ii. **Exempt Employees:** The payout opportunity of individual incentive for Participants who are exempt is 100% discretionary and is based upon individual performance. Notwithstanding anything herein to the contrary, the Committee reserves the right to reduce the payouts for any other factors it deems relevant, including an assessment of individual performance.

6. Extraordinary Events

For purposes of calculating the amount of Cash-Based Awards, the Committee may adjust the performance results or the Cash-Based Awards to reflect the following extraordinary events and other similar items:

1. Equity issuances;
2. Debt issuances;
3. Discontinued operations;
4. Mergers, acquisitions, and divestitures;
5. Capital expenditures;
6. Asset write-downs;
7. Litigation or claim judgments or settlements;
8. The effect of changes in tax laws, accounting principles, or other laws or provisions affecting reported results;
9. Any reorganization or restructuring programs;
10. Foreign exchange gains and losses;
11. Extraordinary, unusual, or other nonrecurring items as described in U.S. Generally Accepted Accounting Principles or as described in management's discussion and analysis of financial condition and results of operations appearing in the Corporation's consolidated report to the investment community or investor letters;
12. Significant movements in gas prices; and
13. Significant changes in the law.

7. General Timing of Payment

If payable, the Participant's incentive will be distributed to the Participant, or the Participant's estate in the event of the Participant's death before payment, in cash in a single sum, as soon after the end of the applicable Performance Period as practicable, but no later than March 15 after the end of the Performance Period in accordance with the Corporation's payroll practices.

8. Notices

Any notice required or permitted to be given by the Corporation or the Committee pursuant to the Plan shall be deemed given when personally delivered or deposited in the United States mail, registered or certified, postage prepaid, addressed to the Participant, his or her beneficiary, executors, administrators, successors, assigns or transferees, at the last address shown for the Participant on the records of the Corporation or subsequently provided in writing to the Corporation.

9. Miscellaneous Provisions

A. Nothing contained herein will confer upon any Participant the right to be retained in the service of the Corporation or any Affiliate thereof nor limit or interfere with, in any way, the right of the Corporation or any Affiliate thereof to discharge any Participant at

any time for any reasons whatsoever, with or without cause, or to modify an Participant's position, duties or other terms of employment.

B. The provisions of the Plan shall be construed and interpreted according to the laws of the State of Indiana, except as preempted by federal law.

C. The Committee retains all discretion conferred under the Plan to determine any amount payable under the Program.

2023 CASH-BASED AWARDS PROGRAM
TERMS AND CONDITIONS

a/k/a "Short Term Incentive Plan"

NiSource Inc.
2020 Omnibus Incentive Plan

1. Background

Under Article XI of the NiSource Inc. 2020 Omnibus Incentive Plan (the "Plan"), and subject to its terms, the Compensation Committee (the "Committee") of the Board of Directors of NiSource Inc. (the "Corporation") may grant Cash-Based Awards to Employees subject to such terms and conditions as determined by the Committee. This document describes the terms and conditions under which Cash-Based Awards may be paid for performance beginning January 1, 2023 and ending December 31, 2023 (the "Performance Period"), to the Eligible Employees (as defined below). Any capitalized term that is not defined in this document shall have the meaning assigned to it in the Plan.

2. Eligibility for Participation

All exempt and non-exempt Employees of the Corporation and its Affiliates are eligible to participate in this 2023 Cash-Based Awards Program (the "Program') under the Plan, other than:

A. Participants who are eligible under any other 2023 Cash-Based Award program;

B. Employees who have received a last chance letter, final notice letter or equivalent during the Performance Period;

C. Certain exempt Employees who participate in other specialized functional incentive plans; and

D. Interns;

provided, however, that the Committee or its delegate may add additional Employees and remove Employees in its discretion ("Eligible Employees"). The Committee or the Corporation's Chief Executive Officer may determine which Eligible Employees or groups of Eligible Employees shall actually participate in the Program. The Committee and the Chief Executive Officer generally shall make this determination each calendar year. Eligible Employees chosen to participate in the Program are "Participants." Designation by the Committee or Chief Executive Officer as a Participant in the Performance Period shall not confer on such Participant the right to be a Participant in any other performance period and designation as a participant in any other performance period shall not confer on any Employee the right to be a Participant in this Program.

Except as provided below, a Participant whose employment with the Corporation and its Affiliates terminates prior to the end of the Performance Period will cease to be a Participant and will not be eligible to receive a payment under this Program. A Participant who terminates

his or her employment after the end of the Performance Period but before the distribution of the incentive payment will be eligible to receive a payment due under this Program, unless terminated "for cause" in which case he or she will not be eligible to receive a payment under the Program. Notwithstanding the foregoing, any Participant who terminates employment with the Corporation and its Affiliates during the Performance Period due to death, disability or retirement will be eligible to receive a payment due under this Program on a pro-rated basis to reflect Service from the beginning of the Performance Period through the date of termination of employment. For purposes of this Program, (i) "retirement" means the Employee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service, measured from the most recent date of hire with the Corporation or an Affiliate and (ii)"disability" means the Employee's disability as defined in the long-term disability plan of the Corporation or one of its Affiliates that is applicable to the Employee.

Notwithstanding the previous paragraphs, an Eligible Employee described above shall be a "Limited Participant" if he or she has received one or more suspensions without pay totaling five days or more during the Performance Period. Each Limited Participant will have his or her individual incentive opportunity reduced by at least fifty percent (50%). A Participant not described under the preceding sentences is a "Full Participant."

3. Cash-Based Award Performance Measures, Weightings and Target Opportunities will be as follows:

STI Metrics-Measures	STI Weighting	Trigger	Target	Stretch
Financial				
Net Operating Earnings Per Share	70%	$1.51	$1.56	$1.61
Operational Excellence				
Operations or Process Failure	10%	[redacted]	0	[redacted]
Occupational Health and Safety				
DART	5%	0.74	0.7	0.63
PVC	5%	1.73	1.65	1.49
Customer				
Customer Satisfaction	10%	67%	70%	73%

A. NOEPS Financial Measure - based on the Corporation's achievement of net operating earnings per share, after accounting for the cost of payments under the Program ("NOEPS"). The Corporation shall have full discretion and authority to determine whether this measure has been achieved and whether any adjustments shall be made in the calculation of NOEPS to reflect unusual or non-recurring events.

B. Operational Excellence **-** no significant injuries or fatalities (SIF) or PHMSA reportable incidents due to operations or process failures (employees)

C. Occupational Health and Safety

i. DART- Days Away, Restricted or Transferred (DART) incident rate for all injuries meeting OSHA reportability that require an employee to not report to work, to restrict their duties or transfer to another role as a result of the injury
ii. PVC - Preventable Vehicle Collisions (PVC) rate for all vehicle crashes deemed to be the responsibility of the company-employed driver

D. Customer Satisfaction - Post-transactional/ customer relationship satisfaction survey; score comprises five post-transactional customer channels (CSR, Field Service, IVR, Online, and Project Work/Site Restoration) and one customer relationship measure

4. Incentive Pool Creation:

At the end of the performance period, results of all STI metrics will be determined through an STI scorecard using the measures shown in Part 3 above.

The individual incentive opportunity for a Participant is calculated as follows:

- Weighted percentage of STI scorecard results x individual payout target percentage x participant eligible earnings

Eligible Earnings consist of the Participant's base earnings for the Performance Period, unless otherwise determined by the Committee. Additionally, Eligible Earnings for Participants who are non-exempt Employees shall include all shift premiums and overtime pay for the Performance Period. Reimbursements for educational assistance, relocation, meals and mileage, as well as incentive payments, stock option gains, the value of equity awards vesting, and long-term disability payments are not included in Eligible Earnings.

5. Calculation of Incentive

The individual incentive opportunity for each Employee will be added together, and the sum will equal the Incentive Pool. Awards will be distributed as follows.

i. Non-Exempt Employees: In general, Participants who are non-exempt Employees will receive one hundred percent (100%) of their individual incentive opportunity as calculated under the Program.

ii. **Exempt Employees:** The payout of individual incentive for Participants who are exempt is 100% discretionary and is based upon individual performance. Notwithstanding anything herein to the contrary, the Committee reserves the right to reduce the payouts for any other factors it deems relevant, including an assessment of individual performance.

6. Extraordinary Events

For purposes of calculating the amount of Cash-Based Awards, the Committee may adjust the performance results or the Cash-Based Awards to reflect the following extraordinary events and other similar items:

1. Equity issuances;
2. Debt issuances;
3. Discontinued operations;
4. Mergers, acquisitions, and divestitures;
5. Capital expenditures;
6. Asset write-downs;
7. Litigation or claim judgments or settlements;
8. The effect of changes in tax laws, accounting principles, or other laws or provisions affecting reported results;
9. Any reorganization or restructuring programs;
10. Foreign exchange gains and losses;
11. Extraordinary, unusual, or other nonrecurring items as described in U.S. Generally Accepted Accounting Principles or as described in management's discussion and analysis of financial condition and results of operations appearing in the Corporation's consolidated report to the investment community or investor letters;
12. Significant movements in gas prices; and
13. Significant changes in the law.

7. General Timing of Payment

If payable, the Participant's incentive will be distributed to the Participant, or the Participant's estate in the event of the Participant's death before payment, in cash in a single sum, as soon after the end of the applicable Performance Period as practicable, but no later than March 15 after the end of the Performance Period in accordance with the Corporation's payroll practices.

8. Notices

Any notice required or permitted to be given by the Corporation or the Committee pursuant to the Plan shall be deemed given when personally delivered or deposited in the United States mail, registered or certified, postage prepaid, addressed to the Participant, his or her beneficiary, executors, administrators, successors, assigns or transferees, at the last address shown for the Participant on the records of the Corporation or subsequently provided in writing to the Corporation.

9. Miscellaneous Provisions

A. Nothing contained herein will confer upon any Participant the right to be retained in the service of the Corporation or any Affiliate thereof nor limit or interfere with, in any way, the right of the Corporation or any Affiliate thereof to discharge any Participant at any time for any reasons whatsoever, with or without cause, or to modify an Participant's position, duties or other terms of employment.

B. The provisions of the Plan shall be construed and interpreted according to the laws of the State of Indiana, except as preempted by federal law.

C. The Committee retains all discretion conferred under the Plan to determine any amount payable under the Program.

2022 CASH-BASED AWARDS PROGRAM
TERMS AND CONDITIONS FOR NON-OFFICER PARTICIPANTS

a/k/a "Short Term Incentive Plan"

NiSource Inc.
2020 Omnibus Incentive Plan

1. Background

Under Article XI of the NiSource Inc. 2020 Omnibus Incentive Plan (the "Plan"), and subject to its terms, the Compensation Committee (the "Committee") of the Board of Directors of NiSource Inc. (the "Corporation") may grant Cash-Based Awards to Employees subject to such terms and conditions as determined by the Committee. This document describes the terms and conditions under which Cash-Based Awards may be paid for performance beginning January 1, 2022 and ending December 31, 2022 (the "Performance Period"), to the Eligible Employees (as defined below). Any capitalized term that is not defined in this document shall have the meaning assigned to it in the Plan.

2. Eligibility for Participation

All exempt and non-exempt Employees of the Corporation and its Affiliates are eligible to participate in this 2022 Cash-Based Awards Program (the "Program') under the Plan, other than:

A. Participants who are eligible under any other 2022 Cash-Based Award program;

B. Employees who have received a last chance letter, final notice letter or equivalent during the Performance Period;

C. Certain exempt Employees who participate in other specialized functional incentive plans; and

D. Interns;

provided, however, that the Committee or its delegate may add additional Employees and remove Employees in its discretion ("Eligible Employees"). The Committee or the Corporation's Chief Executive Officer may determine which Eligible Employees or groups of Eligible Employees shall actually participate in the Program. The Committee and the Chief Executive Officer generally shall make this determination each calendar year. Eligible Employees chosen to participate in the Program are "Participants." Designation by the Committee or Chief Executive Officer as a Participant in the Performance Period shall not confer on such Participant the right to be a Participant in any other performance period and designation as a participant in any other performance period shall not confer on any Employee the right to be a Participant in this Program.

Except as provided below, a Participant whose employment with the Corporation and its Affiliates terminates prior to the end of the Performance Period will cease to be a Participant and will not be eligible to receive a payment under this Program. A Participant who terminates

his or her employment after the end of the Performance Period but before the distribution of the incentive payment will be eligible to receive a payment due under this Program, unless terminated "for cause" in which case he or she will not be eligible to receive a payment under the Program. Notwithstanding the foregoing, any Participant who terminates employment with the Corporation and its Affiliates during the Performance Period due to death, disability or retirement will be eligible to receive a payment due under this Program on a pro-rated basis to reflect Service from the beginning of the Performance Period through the date of termination of employment. For purposes of this Program, (i) "retirement" means the Employee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service, measured from the most recent date of hire with the Corporation or an Affiliate and (ii)"disability" means the Employee's disability as defined in the long-term disability plan of the Corporation or one of its Affiliates that is applicable to the Employee.

Notwithstanding the previous paragraphs, an Eligible Employee described above shall be a "Limited Participant" if he or she has received one or more suspensions without pay totaling five days or more during the Performance Period. Each Limited Participant will have his or her individual incentive opportunity reduced by at least fifty percent (50%). A Participant not described under the preceding sentences is a "Full Participant."

3. Cash-Based Award Performance Measures, Targets and Opportunities

A. Financial, Safety and Customer Measures

The performance measures for the Performance Period will be NOEPS (70%), Safety (10%) and Customer Satisfaction and Perception (20%).

i. NOEPS Financial Measure

The NOEPS measure is based on the Corporation's achievement of net operating earnings per share, after accounting for the cost of payments under the Program ("NOEPS"). The Corporation shall have full discretion and authority to determine whether this measure has been achieved and whether any adjustments shall be made in the calculation of NOEPS to reflect unusual or non-recurring events.

ii. Safety Measure

The Safety measure is based upon Leadership Field Safety Observations, weighted 10%.

iii. Customer Satisfaction and Perception Measures

The Customer Satisfaction and Perception measures are based on two components. The customer satisfaction component is based on the overall post-transactional customer satisfaction ("CSAT") survey results, weighted 10%. The customer perception component is based on the Company's overall score in the

2022 JD Power Gas and Electric Utility Residential Customer Satisfaction Studies ("JD Power"): Overall Customer Satisfaction Index (OCSI), weighted 10%.

Part 3 (C) identifies the tiers of NOEPS, Safety and Customer Satisfaction and Perception performance and the corresponding payout percentages of Eligible Earnings that will be used to calculate the amount of a Participant's incentive opportunity.

B. Goals and Payout Percentages

i. NOEPS Goal

NOEPS	Individual Payout Percentage
$1.52	Stretch %
$1.44-1.46	Target %
$1.38	Trigger %

ii. Safety Goal

Leadership Field Safety Observations	Individual Payout Percentage
39,160	Stretch %
35,600	Target %
35,600	Trigger %

iii. Customer Satisfaction and Perception Goals

CSAT	Individual Payout Percentage
76%	Stretch %
75%	Target %
74%	Trigger %

JD Power Goal	Individual Payout Percentage
Trigger x 1.01	Stretch %
Midpoint between trigger and stretch	Target %
2021 Year End NiSource Factor Score + [Sum of 2022 Weighted LDC Factor Score Segment Change] + 2 points for year over year improvement	Trigger %

C. Incentive Pool Creation:

The individual incentive opportunity for a Participant is calculated as follows:

[(NOEPS individual payout percentage X 70%)
PLUS
(Leadership Field Safety Observations: individual payout percentage X 10%)
PLUS
(2022 JD Power: individual payout percentage X 10%)
PLUS
(CSAT individual payout percentage X 10%)]
MULTIPLIED BY (TIMES)
Participant Eligible Earnings

Eligible Earnings consist of the Participant's base earnings for the Performance Period, unless otherwise determined by the Committee. Additionally, Eligible Earnings for Participants who are non-exempt Employees shall include all shift premiums and overtime pay for the Performance Period. Reimbursements for educational assistance, relocation, meals and mileage, as well as incentive payments, stock option gains, the value of equity awards vesting, and long-term disability payments are not included in Eligible Earnings.

The individual incentive opportunity for all Participants under this Exhibit will be added together, and the sum will equal the Incentive Pool for the Participants under this Exhibit.

D. Calculation of Incentive

i. Non-Exempt Employees

In general, Participants who are non-exempt Employees will receive one hundred percent (100%) of their individual incentive opportunity as calculated under the Program.

ii. Exempt Employees

The individual incentive opportunity for each exempt Employee will be added together, and the sum will equal the Incentive Pool. Notwithstanding anything herein to the contrary, the Committee reserves the right to reduce the payouts for any other factors it deems relevant, including an assessment of individual performance. The payout of individual incentive is 100% discretionary.

E. Extraordinary Events

For purposes of calculating the amount of Cash-Based Awards, the Committee may adjust the performance results or the Cash-Based Awards to reflect the following extraordinary events and other similar items:

1. Equity issuances;
2. Debt issuances;
3. Discontinued operations;
4. Mergers, acquisitions, and divestitures;
5. Capital expenditures;
6. Asset write-downs;
7. Litigation or claim judgments or settlements;
8. The effect of changes in tax laws, accounting principles, or other laws or provisions affecting reported results;
9. Any reorganization or restructuring programs;
10. Foreign exchange gains and losses;
11. Extraordinary, unusual, or other nonrecurring items as described in U.S. Generally Accepted Accounting Principles or as described in management's discussion and analysis of financial condition and results of operations appearing in the Corporation's consolidated report to the investment community or investor letters;
12. Significant movements in gas prices; and
13. Significant changes in the law.

4. General Timing of Payment

If payable, the Participant's incentive will be distributed to the Participant, or the Participant's estate in the event of the Participant's death before payment, in cash in a single sum, as soon after the end of the applicable Performance Period as practicable, but no later than March 15 after the end of the Performance Period in accordance with the Corporation's payroll practices.

5. Notices

Any notice required or permitted to be given by the Corporation or the Committee pursuant to the Plan shall be deemed given when personally delivered or deposited in the United States mail, registered or certified, postage prepaid, addressed to the Participant, his or her beneficiary, executors, administrators, successors, assigns or transferees, at the last address shown for the Participant on the records of the Corporation or subsequently provided in writing to the Corporation.

6. Miscellaneous Provisions

A. Nothing contained herein will confer upon any Participant the right to be retained in the service of the Corporation or any Affiliate thereof nor limit or interfere with, in any way, the right of the Corporation or any Affiliate thereof to discharge any Participant at any time for any reasons whatsoever, with or without cause, or to modify an Participant's position, duties or other terms of employment.

B. The provisions of the Plan shall be construed and interpreted according to the laws of the State of Indiana, except as preempted by federal law.

C. The Committee retains all discretion conferred under the Plan to determine any amount payable under the Program.

2022 CASH-BASED AWARDS PROGRAM
TERMS AND CONDITIONS FOR OFFICER PARTICIPANTS
a/k/a "Short Term Incentive Plan"

NiSource Inc.
2020 Omnibus Incentive Plan

1. Background

Under Article XI of the NiSource Inc. 2020 Omnibus Incentive Plan (the "Plan"), and subject to its terms, the Compensation Committee (the "Committee") of the Board of Directors of NiSource Inc. (the "Corporation") may grant Cash-Based Awards to Participants subject to such terms and conditions as determined by the Committee. This document describes the terms and conditions under which Cash-Based Awards may be paid for performance beginning January 1, 2022 and ending December 31, 2022 (the "Performance Period"), to Employees who are Officers (as defined below). Officers are not eligible to participate in any other 2022 Cash-Based Award program, except as otherwise expressly determined by the Committee. Any capitalized term that is not defined in this document shall have the meaning assigned to it in the Plan.

2. Eligibility for Participation

All Employees who hold the title of Chief Executive Officer, Executive Vice President, Senior Vice President, President, Vice President or equivalent position, as determined in the sole discretion of the Committee or its delegate ("Officers"), are eligible to participate in this 2022 Cash-Based Awards Program (the "Program") under the Plan, subject to the terms and conditions set forth herein; provided, however, that the Committee or its delegate may add additional Officers and remove Officers in its discretion. Eligible Employees chosen to participate in the Program are "Participants." Designation by the Committee or its delegate as a Participant in the Performance Period shall not confer on such Participant the right to be a Participant in any other performance period and designation as a participant in any other performance period shall not confer on any Employee the right to be a Participant in this Program.

Except as provided below, an Officer whose employment with the Corporation and its Affiliates terminates prior to the end of the Performance Period will cease to be a Participant and will not be eligible to receive any payment under this Program. An Officer who terminates his or her employment after the end of the Performance Period but before the distribution of the incentive payment will be eligible to receive a payment due under this Program, unless terminated "for cause" in which case he or she will not be eligible to receive a payment under the Program. Notwithstanding the foregoing, any Officer who terminates employment with the Corporation and its Affiliates during the Performance Period due to death, disability or retirement will be eligible to receive a payment due under this Program on a pro-rated basis to reflect Service from the beginning of the Performance Period through the date of termination of employment. For purposes of this Program, (i) "retirement" means the Officer's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service, measured from the most recent date of hire with the Corporation or an Affiliate and (ii) "disability" means the Officer's disability as defined in the long-term disability plan of the Corporation or one of its Affiliates that is applicable to the Officer.

3. Cash-Based Award Performance Measures, Targets and Opportunities

A. Financial and Safety Measures

The performance measures for the Performance Period will be NOEPS (70%) and Safety (30%).

i. NOEPS Financial Measure

The NOEPS measure is based on the Corporation's achievement of net operating earnings per share, after accounting for the cost of payments under the Program ("NOEPS"). The Corporation shall have full discretion and authority to determine whether this measure has been achieved and whether any adjustments shall be made in the calculation of NOEPS to reflect unusual or non-recurring events.

ii. Safety Measure

The Safety measure is based on the Corporation's safety scorecard ("Safety Scorecard"), which consists of specific goals in five categories with the following weightings: Severe Injury and Event Reduction, weighted 5%; Field Safety Observations, weighted 5%; Process Safety Incidents, weighted 10%; Operational Rigor – Standard Operating Procedure (SOP) Utilization, weighted 5%; and Records and Technology that are designed to measure the Corporation's progress in improving safety performance, combined weighted 5%; [Completion of 100% of POD and District Regulator Station Isometric Drawings for Above Ground Assets, Buried Control Lines Located and Mapped on Isometric Drawings (>=125# Station Inlet Pressure), Percent of leak survey main miles completed by Picarro Technology, Percent of identified field employees protected with 4 gas sensor/Lone Worker technology (NiSafe/Blackline)].

Part 3(C) identifies the tiers of NOEPS and Safety performance and the corresponding payout percentages of Eligible Earnings that will be used to calculate the amount of an Officer's incentive opportunity.

B. Goals and Payout Percentages

i. NOEPS Goal

NOEPS	Individual Payout Percentage
$1.52	Stretch %
$1.44-1.46	Target %
$1.38	Trigger %

ii. Safety Goals

1:

Severe Injury and Event Reduction	Individual Payout Percentage
% Year Over Year (YOY) reduction of severe injuries and events	
50%	Stretch %
20%	Target %
10%	Trigger %

2:

Field Safety Observations	Individual Payout Percentage
Number of qualified executive, leadership and safety team observations	
39,160	Stretch %
35,600	Target %
35,600	Trigger %

3:

Process Safety Incidents	Individual Payout Percentage
Significant injuries or fatalities (SIF) or PHMSA reportable incidents due to process safety failures	
0 occurrences	Stretch %
0 occurrences	Target %
0 occurrences	Trigger %

4:

Operational Rigor - SOP Utilization	Individual Payout Percentage
% of Exceptions cleared within 30 days or less	
98	Stretch %
95	Target %
90	Trigger %

5:

	Individual Payout Percentage		
Records and Technology:	**Stretch**	**Target**	**Trigger**
Completion of 100% of POD and District Regulator Station Isometric Drawings for Above Ground Assets	100%	97%	93%
Buried Control Lines Located and Mapped on Isometric Drawings (>=125# Station Inlet Pressure)	12%	10%	7%
Percent of leak survey main miles completed by Picarro technology	30%	27%	25%
Percent of identified field employees protected with 4 gas sensor/Lone Worker technology (NiSafe/Blackline)	100%	98%	95%

C. Incentive Pool Creation:

The individual incentive opportunity for an Officer is calculated as follows:

[(NOEPS: individual payout percentage X 70%)
PLUS
(Severe Injury and Event Reduction: individual payout percentage X 5%)
PLUS
(Percent of required observations completed: individual payout percentage X 5%)
PLUS
(Process Safety Incidents: individual payout percentage X 10%)
PLUS
(Operational Rigor - SOP Utilization: individual payout percentage X 5%)
PLUS
(Records and Technology: individual payout percentage X 5%)]
MULTIPLIED BY (TIMES)
Officer Eligible Earnings

Eligible Earnings consist of the Officer's base earnings for the Performance Period, unless otherwise determined by the Committee. Reimbursements for educational assistance, relocation, meals and

mileage, as well as incentive payments, stock option gains, the value of equity awards vesting, and long-term disability payments are not included in Eligible Earnings.

The individual incentive opportunity for all Officers will be added together, and the sum will equal the Officer Incentive Pool. Notwithstanding anything herein to the contrary, the Committee reserves the right to reduce the payouts for any other factors it deems relevant, including an assessment of individual performance. The payout of individual incentive is 100% discretionary.

D. Extraordinary Events

For purposes of calculating the amount of Cash-Based Awards, the Committee may adjust the performance results or the Cash-Based Awards to reflect the following extraordinary events and other similar items:

1. Equity issuances;
2. Debt issuances;
3. Discontinued operations;
4. Mergers, acquisitions, and divestitures;
5. Capital expenditures;
6. Asset write-downs;
7. Litigation or claim judgments or settlements;
8. The effect of changes in tax laws, accounting principles, or other laws or provisions affecting reported results;
9. Any reorganization or restructuring programs;
10. Foreign exchange gains and losses;
11. Extraordinary, unusual, or other nonrecurring items as described in U.S. Generally Accepted Accounting Principles or as described in management's discussion and analysis of financial condition and results of operations appearing in the Corporation’s consolidated report to the investment community or investor letters;
12. Significant movements in gas prices; and
13. Significant changes in the law.

4. General Timing of Payment

If payable, the Officer’s incentive will be distributed to the Officer, or the Officer’s estate in the event of the Officer’s death before payment, in cash in a single sum as soon after the end of the applicable Performance Period as practicable, but no later than March 15 after the end of the Performance Period, in accordance with the Corporation’s payroll practices.

5. Notices

Any notice required or permitted to be given by the Corporation or the Committee pursuant to the Plan shall be deemed given when personally delivered or deposited in the United States mail, registered or certified, postage prepaid, addressed to the Officer, his or her beneficiary, executors, administrators, successors, assigns or transferees, at the last address shown for the Officer on the records of the Corporation or subsequently provided in writing to the Corporation.

6. Miscellaneous Provisions

A. Nothing contained herein will confer upon any Officer the right to be retained in the service of the Corporation or any Affiliate thereof, nor limit or interfere with, in any way, the right of the Corporation or any Affiliate thereof to discharge any Officer at any time for any reason whatsoever, with or without cause, or to modify an Officer's position, duties or other terms of employment.

B. The provisions of the Plan shall be construed and interpreted according to the laws of the State of Indiana, except as preempted by federal law.

C. The Committee retains all discretion conferred under the Plan to administer the Program and to determine any amount payable under the Program.

NiSource Inc.
2020 Omnibus Incentive Plan

202[ ] [Special] Restricted Stock Unit Award Agreement

This [Special] Restricted Stock Unit Award Agreement (the "Agreement"), is made and entered into as of [DATE] (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and [NAME], an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control.

Section 1. Restricted Stock Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, an Award of [insert number of units] Restricted Stock Units. The Restricted Stock Units shall be represented by a bookkeeping entry (the "RSU Account") of the Company, and each Restricted Stock Unit shall be equivalent to one share of the Company's common stock.

Section 2. Grantee Accounts. The number of Restricted Stock Units granted pursuant to this Agreement shall be credited to the Grantee's RSU Account. Each RSU Account shall be maintained on the books of the Company until full payment of the balance thereof has been made to the Grantee (or the Grantee's beneficiaries or estate if the Grantee is deceased) in accordance with Section 1 above. No funds shall be set aside or earmarked for any RSU Account, which shall be purely a bookkeeping device.

Section 3. Vesting and Lapse of Restrictions.

(a) Vesting. Subject to the forfeiture conditions described later in this Agreement, the Restricted Stock Units shall vest in accordance with the attached Vesting Schedule. Each date is a "Vesting Date" (the "Vesting Date"), at which date the Restricted Stock Units shall become vested, provided that the Grantee is continuously employed by the Company through and including the Vesting Date. , Except as set forth in subsection (b) hereof, if Grantee's Service is terminated for any reason prior to the Vesting Date, the unvested Restricted Stock Units subject to this Agreement shall immediately terminate and be automatically forfeited by Grantee.

(b) Effect of Termination of Service Prior to Vesting. Notwithstanding the foregoing, in the event that the Grantee's Service terminates prior to the Vesting Date as a result of (i) the Grantee's Retirement, (ii) the Grantee's death, or (iii) the Grantee's Disability, the restrictions set forth in subsection (a) above shall lapse with respect to a *pro rata* portion of such Restricted Stock Units on the date of termination of Service. Such *pro rata* lapse of restrictions shall be determined using a fraction, where the numerator shall be the number of calendar months (whether full or partial months) elapsed between the Grant Date and the date the Grantee terminates Service, and the denominator shall be the number of calendar months (whether full or partial months) between the Grant Date and the Vesting Date. For purposes of this Agreement, "Retirement" means the Grantee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service

measured from the Grantee's most recent date of hire with the Company or an Affiliate.

(c) Change in Control; Good Reason. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Restricted Stock Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. Notwithstanding the foregoing or anything herein to the contrary, in the event the Restricted Stock Units do not become Alternative Awards under the Plan, then the Restricted Stock Units shall be settled within 60 days following the Change in Control; provided, however, in the event the Restricted Stock Units constitute nonqualified deferred compensation subject to Code Section 409A and the Change in Control is not a "change in control event" within the meaning of Code Section 409A, then, to the extent required to comply with Code Section 409A, the vested Restricted Stock Units shall be settled within 60 days following the Vesting Date or, if earlier and subject to Section 4, upon Grantee's termination of Service. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award.

Section 4. Delivery of Shares. Once Restricted Stock Units have vested under this Agreement, the Company shall convert the Restricted Stock Units in the Grantee's RSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date or, if earlier, Grantee's termination of Service in accordance with Section 3(b). Notwithstanding the foregoing, to the extent any portion of the Restricted Stock Units are subject to Code Section 409A, if any Restricted Stock Units vest prior to the Vesting Date in connection with a Grantee's "separation from service" within the meaning of Code Section 409A and the Grantee is a "specified employee" within the meaning of Code Section 409A at the time of such separation from service, the Shares represented by the vested Restricted Stock Units shall be issued and delivered on the first business day after the date that is six (6) months following the date of the Grantee's separation from service (or if earlier, the Grantee's date of death). The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has distributed any portion of the vested Restricted Stock Units, the Company shall transfer any Shares payable with respect to the vested Restricted Stock Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Restricted Stock Units or the payment of any cash pursuant to Section 9 hereof, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Restricted Stock Units and any such cash payments. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments with respect to Restricted Stock Units by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with

the Restricted Stock Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Restricted Stock Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full. For any cash payments made pursuant to Section 9 hereof, the Company shall withhold from such cash payments the Required Tax Payments.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Restricted Stock Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Restricted Stock Units shall be effective only at such time that the issuance of such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Restricted Stock Units have vested under this Agreement, the Restricted Stock Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Restricted Stock Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's RSU Account or any other specific assets of the Company. All amounts credited to the Grantee's RSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes, as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee; Dividend Equivalent Cash Payments.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Restricted Stock Units subject to this Agreement, nor shall the Company have any obligation to issue any dividends or otherwise afford any rights to which Shares are entitled with respect

to any such Restricted Stock Units. Notwithstanding the foregoing, in the event that the Company declares a cash dividend or cash distribution on Shares, on the payment date of the dividend or distribution, the Grantee will be entitled to receive a cash payment equal to the amount of the cash dividend or distribution per Share multiplied by the number of Restricted Stock Units granted by this Agreement and held by the Grantee on the dividend's or distribution's record date (as adjusted for any proration due to the Grantee's retirement, death, or disability). The cash payable to the Grantee under the preceding sentence, less any taxes required to be withheld under Section 5 hereof, will be distributed to the Grantee as soon as practicable after the date on which the respective cash dividend or distribution is paid to holders of Shares.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Restricted Stock Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan, the number and kind of Restricted Stock Units shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Restricted Stock Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271, or at such other address as the Company may designate by notice to the Grantee. Any notice hereunder by the Company shall be given to the Grantee in writing and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any

previous agreements, written or oral, relating to the subject matter hereof. This Agreement at all times shall be governed by the Plan, which is incorporated in this Agreement by reference, and in no way alter or modify the Plan. To the extent a conflict exists between this Agreement and the Plan, the provisions of the Plan shall govern. This Agreement is pursuant to the terms of the Plan.

Section 15. Code Section 409A Compliance. This Agreement shall be interpreted in accordance with Code Section 409A including the rules related to payment timing for "specified employees" within the meaning of Code Section 409A. This Agreement shall be deemed to be modified to the maximum extent necessary to be in compliance with Code Section 409A's rules. If the Grantee is unexpectedly required to include in the Grantee's current year's income any amount of compensation relating to the Restricted Stock Units because of a failure to meet the requirements of Code Section 409A, then to the extent permitted by Code Section 409A, the Grantee may receive a distribution of cash or Shares in an amount not to exceed the amount required to be included in income as a result of the failure to comply with Code Section 409A.

Section 16. Restrictive Covenant.

(a) The Grantee understands the nature of the Company's business and the significant time and expense the Company and its Affiliates (collectively referred to in this Section as "NiSource") have expended and continue to expend in attracting, developing, recruiting and training employees and that the loss of employees would cause significant and irreparable harm to NiSource. Accordingly, the Grantee agrees that the scope and duration of the restriction described in this Section 16 is reasonable and necessary to protect the legitimate business interests of NiSource. The Grantee agrees that during the period of the Grantee's Service and for a period of one (1) year following the Grantee's separation from Service, the Grantee shall not, without the express written approval of NiSource's Chief Human Resources Officer, directly or indirectly solicit, hire, recruit, or attempt to solicit, hire, or recruit, any then-current employee of NiSource or any employee who has been employed by NiSource in the six (6) months preceding such solicitation, hiring, or recruitment ("Covered Employee"). Soliciting, recruiting, or hiring Covered Employees with whom Grantee did not work or have direct contact while at NiSource to work as an employee, contractor, consultant or otherwise, shall not be considered a violation of this Section 16(a), provided, however, that Grantee does not solicit, employ or hire such employee with an intent to compete with NiSource in violation of this Section 16(a). Notwithstanding the foregoing, nothing in this Section shall restrict or preclude the Grantee from soliciting or hiring any employee who responds to a general employment solicitation or advertisement or contact by a recruiter that is not specifically focused or targeted on employees or former employees of NiSource, provided that the Grantee has not encouraged or advised such.

(b) If the final judgment of a court of competent jurisdiction declares that any term or provision of this Section is invalid or unenforceable, the parties agree that (a) the court making the determination of invalidity or unenforceability shall have the power to reduce the scope, duration, or geographic area of the term or provision, to delete specific words or phrases, or to replace any invalid or unenforceable term or provision with a term or provision that is valid and enforceable and that comes closest to expressing the intention of the invalid or unenforceable term or provision, (b) the parties shall request that the court exercise that power, and (c) this Agreement in its revised form shall be enforceable.

(c) Grantee agrees that in the event of a breach or threatened breach of the covenants contained in Section 16(a), in addition to any other damages or restrictions that may apply under any employment agreement, state law, or otherwise, the Grantee shall forfeit, upon written notice to such effect from the Company, any and all Awards granted to the Grantee under this Agreement, including vested Awards and including any proceeds thereof. The forfeiture provisions of this Section shall continue to apply, in accordance with their terms, after the provisions of any employment or other agreement between the Company and the Grantee have lapsed. Grantee expressly acknowledges that any breach or threatened breach of any of the terms and/or conditions of this Section 16 may result in substantial, continuing, and irreparable injury to NiSource, and therefore agrees that, in addition to any other remedy that may be available to NiSource, NiSource shall be entitled to seek injunctive relief, specific performance, or other equitable relief (without the requirement to post bond) by a court of appropriate jurisdiction in the event of any breach or threatened breach of the terms of this Section 16 without the necessity of proving irreparable harm or injury as a result of such breach or threatened breach. Grantee expressly acknowledges that Grantee's violation of this Section 16 will entitle NiSource to other equitable and legal remedies, including damages, attorney's fees, and costs, as allowed by law. The provisions of this Section 16 shall continue to apply, in accordance with their terms, after the Grantee's Service has terminated and regardless of whether the provisions of any employment or other agreement between the Company and the Grantee have lapsed.

(d) In the event the Grantee is required to forfeit outstanding vested Shares as a result of breaching the Grantee's obligations under this Section 16, the Grantee agrees to promptly execute such stock powers or other instruments of transfer in such forms as are acceptable to the Company without payment or other consideration therefor.

IN WITNESS WHEREOF, the Company has caused this Award to be granted, and the Grantee has accepted this Award, as of the date first above written.

NISOURCE INC.

_____

By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

VESTING SCHEDULE

[ANNUAL AWARD

One hundred percent of the Restricted Stock Units shall vest on [insert three-year cliff vesting date] (the "Vesting Date")]

Date	**Quantity**
[ ]	[ ]

[SPECIAL AWARD]

[Alternative 1: [insert number of shares] ([ ]%) of the Restricted Stock Units shall vest on the first anniversary of the Grant Date and [insert number of shares] ([ ]%) of the Restricted Stock Units hereunder shall vest on the second anniversary of the Grant Date (each a "Vesting Date")**]**

[Alternative 2: [insert number of shares] ([ ]%) of the Restricted Stock Units shall vest on the first anniversary of the Grant Date, [insert number of shares] ([ ]%) of the Restricted Stock Units awarded hereunder shall vest on the second anniversary of the Grant Date and [insert number of shares] ([ ]%) of the Restricted Stock Units shall vest on the third anniversary of the Grant Date (each a "Vesting Date")**]**

[Alternative 3: one hundred percent of the Restricted Stock Units shall vest on the [first/second/third/fourth] anniversary of the Grant Date (the "Vesting Date")]

Date	**Quantity**
[ ]	[ ]

NiSource Inc.

2020 Omnibus Incentive Plan

202[ ] Performance Share Unit Award Agreement

This Performance Share Unit Award Agreement (the "Agreement") is made and entered into as of [DATE] (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and [NAME], an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control.

Section 1. Performance Share Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, a target award of [insert number of units] Performance Share Units (the "Target Total Award" or "TTA"). The Performance Share Units shall be represented by a bookkeeping entry with respect to the Grantee (the "PSU Account"), and each Performance Share Unit shall be settled in one Share, to the extent provided under this Agreement and the Plan. This Agreement and the award shall be null and void unless the Grantee accepts this Agreement electronically within the Grantee's stock plan account with the Company's stock plan administrator according to the procedures then in effect.

Section 2. Performance-Based Vesting Conditions.

(a) General. Subject to the remainder of this Agreement, the TTA shall vest pursuant to the terms of this Agreement and the Plan based on the achievement of the performance goals set forth in this Section 2 over the performance period [insert three year performance period] (the "Performance Period"), provided that the Grantee remains in continuous Service through [insert date after three year performance period] (the "Vesting Date"). Attainment of the performance goals shall be determined and certified by the Compensation and Human Capital Committee of the Board of Directors of the Company (the "Committee") prior to the settlement of the TTA.

(b) [insert metric] Performance Goal. Subject to the terms of this Agreement and the Plan, [insert number of performance share units for this metric] (_____% of the TTA) shall be eligible to vest based on the Company's achievement of [_____] during the Performance Period, as follows:

Performance Level(1)	[Insert metric]	Percentage of the [_____] TTA Eligible for Vesting
Trigger	[ ]	[ ]
Target	[ ]	[ ]
Stretch	[ ]	[ ]

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(c) [insert metric] Performance Goals.

(1) Subject to the terms of this Agreement and the Plan, [insert number of performance share units for this metric] (_____% of the TTA) shall be eligible to vest based on the Company's achievement of [_____] goals during the Performance Period, as follows:

LTI Metrics-Measure	TTA Weighting	Trigger	Target	Stretch
[insert metrics]				

(2) The total of the weighted levels of achievement for the performance measures described in Section 2(c)(1) above shall be aggregated and the percentage of Performance Share Units eligible to vest under Section 2(c) shall vest in the respective percentages set forth below, as applicable.

Performance Levels(1)	Percentage of the TTA Vesting Based on Achievement
Trigger	[ ]
Target	[ ]
Stretch	[ ]

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(d) Definitions.

[insert metric definitions.]

Section 3. Termination of Employment.

(a) Termination of Service Prior to Vesting Date. Except as set forth below, if the Grantee's Service is terminated for any reason prior to the Vesting Date, then the Grantee shall forfeit the Performance Share Units credited to the Grantee's PSU Account.

(b) Retirement, Disability or Death.

(1) Notwithstanding the foregoing, in the event that the Grantee's Service terminates prior to the Vesting Date as a result of the Grantee's (i) Retirement, (ii) Disability, or (iii) death and such death occurs with less than or equal to twelve months remaining in the Performance Period, then the Grantee (or the Grantee's beneficiary or estate in the case of the Grantee's death) shall vest in a *pro rata* portion of the Performance Share Units, based on the actual performance results for the Performance Period. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of Performance Share Units earned based on actual performance by a fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service, and the denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(2) If the Grantee terminates Service due to death prior to the Vesting Date and with more than 12 months remaining in the Performance Period, then the Grantee's beneficiary or estate shall vest, on the date of termination, in a *pro rata* portion of the target Performance Share Units. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of target Performance Share Units by a fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service, and the denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(3) "Retirement" means the Grantee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service measured from the Grantee's most recent date of hire with the Company or an Affiliate.

(c) Change in Control; Good Reason. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Performance Share Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award.

Section 4. Delivery of Shares. Subject to the terms of this Agreement and except as otherwise provided for herein, the Company shall convert the Performance Share Units in the Grantee's PSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date (but in any event no later than the March 15th immediately following the year in which the substantial risk of forfeiture with respect to the Performance Share Units lapses) or, if earlier, within 30 days following (a) the Grantee's death in accordance with Section 3(b)(2), (b) Grantee's termination of Service without Cause or due to Good Reason in accordance with the Change in Control provisions of the Plan or (c) a Change in Control in the event the Performance Share Units do not become Alternative Awards under the Plan. The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has issued or distributed the vested Performance Share Units, the Company shall transfer any Shares with respect to the vested Performance Share Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided. The issuance or delivery of the Shares hereunder shall be evidenced by the appropriate

entry on the books of the Company or of a duly authorized transfer agent of the Company. The Company shall pay all original issue or transfer taxes and all fees and expenses incident to such issuance or delivery, except as otherwise provided in Section 5.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Performance Share Units, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Performance Share Units. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Performance Share Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Performance Share Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Performance Share Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Performance Share Units shall be effective only at such time that the issuance of such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Performance Share Units have vested under this Agreement, the Performance Share Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Performance Share Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's PSU Account, any Shares or any other specific assets of the Company. All amounts credited to the Grantee's PSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee; Dividend Equivalent Rights.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Performance Share Units subject to this Agreement, nor shall the Company have any obligation to issue any dividend or otherwise afford any rights to which Shares are entitled with respect to any such Performance Share Units. Notwithstanding the foregoing, in the event that the Company declares a cash dividend or distribution on Shares, the Grantee will be credited with Dividend Equivalent Rights equal to the amount of the cash dividend or distribution per Share multiplied by the number of Performance Share Units granted by this Agreement and held by the Grantee on the dividend's or distribution's record date (as adjusted for any proration due to the Grantee's retirement, death or disability). The Dividend Equivalent Rights credited to the Grantee under the preceding sentence will be deemed to be reinvested in additional Performance Share Units, which will be subject to the same terms regarding vesting, forfeiture, and Dividend Equivalent Rights as Performance Share Units awarded to the Grantee under this Agreement. Following the Performance Period, the Grantee will be entitled to receive a cash payment equal to the value of the accrued Dividend Equivalent Rights multiplied by the vested percentage of the TTA determined under Sections 2(b), 2(c) and 2(d) above.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Performance Share Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan (in each case as determined by the Committee), the number and kind of Performance Share Units and the performance goals, as applicable, shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Performance Share Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan, as determined by the Committee.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing, and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271 (or at such other address as the Company may designate by notice to the Grantee). Any notice hereunder by the Company shall be given to the Grantee in writing, and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement is subject to the provisions of the Plan and shall be interpreted in accordance therewith. In the event that the provisions of this Agreement and the Plan conflict, the Plan shall control. The Grantee hereby acknowledges receipt of a copy of the Plan.

Section 15. Code Section 409A Compliance. This Agreement and the Performance Share Units granted hereunder are intended to be exempt from Code Section 409A to the maximum extent possible, and shall be interpreted and construed accordingly.

Section 16. Restrictive Covenant.

(a) The Grantee understands the nature of the Company's business and the significant time and expense the Company and its Affiliates (collectively referred to in this Section as "NiSource") have expended and continue to expend in attracting, developing, recruiting and training employees and that the loss of employees would cause significant and irreparable harm to NiSource. Accordingly, the Grantee agrees that the scope and duration of the restriction described in this Section 16 is reasonable and necessary to protect the legitimate business interests of NiSource. The Grantee agrees that during the period of the Grantee's Service and for a period of one (1) year following the Grantee's separation from Service, the Grantee shall not, without the express written approval of NiSource's Chief Human Resources Officer, directly or indirectly solicit, hire, recruit, or attempt to solicit, hire, or recruit, any then-current employee of NiSource or any employee who has been employed by NiSource in the six (6) months preceding such solicitation, hiring, or recruitment ("Covered Employee"). Soliciting, recruiting, or hiring Covered Employees with whom Grantee did not work or have direct contact while at NiSource to work as an employee, contractor, consultant or otherwise, shall not be considered a violation of this Section 16(a), provided, however, that Grantee does not solicit, employ or hire such employee with an intent to compete with NiSource in violation of this Section 16(a). Notwithstanding the foregoing, nothing in this Section shall restrict or preclude the Grantee from soliciting or hiring any employee who responds to a general employment solicitation or advertisement or contact by a recruiter that is not specifically focused or targeted on employees or former

employees of NiSource, provided that the Grantee has not encouraged or advised such.

(b) If the final judgment of a court of competent jurisdiction declares that any term or provision of this Section is invalid or unenforceable, the parties agree that (a) the court making the determination of invalidity or unenforceability shall have the power to reduce the scope, duration, or geographic area of the term or provision, to delete specific words or phrases, or to replace any invalid or unenforceable term or provision with a term or provision that is valid and enforceable and that comes closest to expressing the intention of the invalid or unenforceable term or provision, (b) the parties shall request that the court exercise that power, and (c) this Agreement in its revised form shall be enforceable.

(c) Grantee agrees that in the event of a breach or threatened breach of the covenants contained in Section 16(a), in addition to any other damages or restrictions that may apply under any employment agreement, state law, or otherwise, the Grantee shall forfeit, upon written notice to such effect from the Company, any and all Awards granted to the Grantee under this Agreement, including vested Awards and including any proceeds thereof. The forfeiture provisions of this Section shall continue to apply, in accordance with their terms, after the provisions of any employment or other agreement between the Company and the Grantee have lapsed. Grantee expressly acknowledges that any breach or threatened breach of any of the terms and/or conditions of this Section 16 may result in substantial, continuing, and irreparable injury to NiSource, and therefore agrees that, in addition to any other remedy that may be available to NiSource, NiSource shall be entitled to seek injunctive relief, specific performance, or other equitable relief (without the requirement to post bond) by a court of appropriate jurisdiction in the event of any breach or threatened breach of the terms of this Section 16 without the necessity of proving irreparable harm or injury as a result of such breach or threatened breach. Grantee expressly acknowledges that Grantee's violation of this Section 16 will entitle NiSource to other equitable and legal remedies, including damages, attorney's fees, and costs, as allowed by law. The provisions of this Section 16 shall continue to apply, in accordance with their terms, after the Grantee's Service has terminated and regardless of whether the provisions of any employment or other agreement between the Company and the Grantee have lapsed.

(d) In the event the Grantee is required to forfeit outstanding vested Shares as a result of breaching the Grantee's obligations under this Section 16, the Grantee agrees to promptly execute such stock powers or other instruments of transfer in such forms as are acceptable to the Company without payment or other consideration therefor.

IN WITNESS WHEREOF, the Company has caused the Performance Share Units subject to this Agreement to be granted, and the Grantee has accepted the Performance Share Units subject to the terms of the Agreement, as of the date first above written.

NISOURCE INC.

_____

By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

CEO

NiSource Inc.
2020 Omnibus Incentive Plan

202[ ] Restricted Stock Unit Award Agreement

This Restricted Stock Unit Award Agreement (the "Agreement"), is made and entered into as of [DATE] (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and [NAME], an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control.

Section 1. Restricted Stock Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, an Award of [insert number of units] Restricted Stock Units. The Restricted Stock Units shall be represented by a bookkeeping entry (the "RSU Account") of the Company, and each Restricted Stock Unit shall be equivalent to one share of the Company's common stock.

Section 2. Grantee Accounts. The number of Restricted Stock Units granted pursuant to this Agreement shall be credited to the Grantee's RSU Account. Each RSU Account shall be maintained on the books of the Company until full payment of the balance thereof has been made to the Grantee (or the Grantee's beneficiaries or estate if the Grantee is deceased) in accordance with Section 1 above. No funds shall be set aside or earmarked for any RSU Account, which shall be purely a bookkeeping device.

Section 3. Vesting and Lapse of Restrictions.

(a) Vesting. Subject to the forfeiture conditions described later in this Agreement, the Restricted Stock Units shall vest on [insert date with three-year cliff vesting] (the "Vesting Date"), at which date they shall become 100% vested, provided that the Grantee is continuously employed by the Company through and including the Vesting Date.

(b) Pro Rata or Accelerated Vesting. If the Grantee's Service is terminated for any reason (other than for Cause) prior to the Vesting Date, the restrictions set forth in subsection (a) above shall lapse and the Grantee shall vest in a *pro rata* or accelerated portion of such Restricted Share Units on the date of termination of Service for any reason in accordance with the attached Vesting Schedule. If subject to *pro rata* vesting, the lapse of restrictions shall be determined using a fraction, where the numerator shall be the number of calendar months (whether full or partial months) elapsed between the Grant Date and the date the Grantee terminates Service for any reason (other than for Cause), and the denominator shall be the number of calendar months (whether full or partial months) elapsed between the Grant Date and Vesting Date.

(c) Change in Control; Good Reason. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Restricted Stock Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan.

Notwithstanding the foregoing or anything herein to the contrary, in the event the Restricted Stock Units do not become Alternative Awards under the Plan, then the Restricted Stock Units shall be settled within 60 days following the Change in Control; provided, however, in the event the Restricted Stock Units constitute nonqualified deferred compensation subject to Code Section 409A and the Change in Control is not a "change in control event" within the meaning of Code Section 409A, then, to the extent required to comply with Code Section 409A, the vested Restricted Stock Units shall be settled within 60 days following the Vesting Date or, if earlier and subject to Section 4, upon Grantee's termination of Service. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award.

Section 4. Delivery of Shares. Once Restricted Stock Units have vested under this Agreement, the Company shall convert the Restricted Stock Units in the Grantee's RSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date or, if earlier, Grantee's termination of Service in accordance with Section 3(b). Notwithstanding the foregoing, to the extent any portion of the Restricted Stock Units are subject to Code Section 409A, if any Restricted Stock Units vest prior to the Vesting Date in connection with a Grantee's "separation from service" within the meaning of Code Section 409A and the Grantee is a "specified employee" within the meaning of Code Section 409A at the time of such separation from service, the Shares represented by the vested Restricted Stock Units shall be issued and delivered on the first business day after the date that is six (6) months following the date of the Grantee's separation from service (or if earlier, the Grantee's date of death). The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has distributed any portion of the vested Restricted Stock Units, the Company shall transfer any Shares payable with respect to the vested Restricted Stock Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Restricted Stock Units or the payment of any cash pursuant to Section 9 hereof, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Restricted Stock Units and any such cash payments. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments with respect to any Restricted Stock Units by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Restricted Stock Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Restricted Stock Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an

obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full. For any cash payments made pursuant to Section 9 hereof, the Company shall withhold from such cash payments the Required Tax Payments.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Restricted Stock Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Restricted Stock Units shall be effective only at such time that the issuance of such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Restricted Stock Units have vested under this Agreement, the Restricted Stock Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Restricted Stock Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's RSU Account or any other specific assets of the Company. All amounts credited to the Grantee's RSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes, as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee; Dividend Equivalent Cash Payments.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Restricted Stock Units subject to this Agreement, nor shall the Company have any obligation to issue any dividends or otherwise afford any rights to which Shares are entitled with respect to any such Restricted Stock Units. Notwithstanding the foregoing, in the event that the Company declares a cash dividend or cash distribution on Shares, on the payment date of the dividend or distribution, the Grantee will be entitled to receive a cash payment equal to the amount of the cash dividend or distribution per Share multiplied by the number of Restricted Stock Units granted by this Agreement and held by the Grantee on the dividend's or distribution's record date (as adjusted for

any proration). The cash payable to the Grantee under the preceding sentence, less any taxes required to be withheld under Section 5 hereof, will be distributed to the Grantee as soon as practicable after the date on which the respective cash dividend or distribution is paid to holders of Shares.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Restricted Stock Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan, the number and kind of Restricted Stock Units shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Restricted Stock Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271, or at such other address as the Company may designate by notice to the Grantee. Any notice hereunder by the Company shall be given to the Grantee in writing and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement at all times shall be governed by the Plan, which is incorporated in this Agreement by reference, and in no way alter or modify the Plan. To the extent a conflict exists between this Agreement and the Plan, the provisions of the Plan shall govern. This Agreement is pursuant to the terms of the Plan.

Section 15. Code Section 409A Compliance. This Agreement shall be interpreted in accordance with Code Section 409A including the rules related to payment timing for "specified employees" within the meaning of Code Section 409A. This Agreement shall be deemed to be

modified to the maximum extent necessary to be in compliance with Code Section 409A's rules. If the Grantee is unexpectedly required to include in the Grantee's current year's income any amount of compensation relating to the Restricted Stock Units because of a failure to meet the requirements of Code Section 409A, then to the extent permitted by Code Section 409A, the Grantee may receive a distribution of cash or Shares in an amount not to exceed the amount required to be included in income as a result of the failure to comply with Code Section 409A.

Section 16. Restrictive Covenant.

(a) The Grantee understands the nature of the Company's business and the significant time and expense the Company and its Affiliates (collectively referred to in this Section as "NiSource") have expended and continue to expend in attracting, developing, recruiting and training employees and that the loss of employees would cause significant and irreparable harm to NiSource. Accordingly, the Grantee agrees that the scope and duration of the restriction described in this Section 16 is reasonable and necessary to protect the legitimate business interests of NiSource. The Grantee agrees that during the period of the Grantee's Service and for a period of one (1) year following the Grantee's separation from Service, the Grantee shall not, without the express written approval of NiSource's Chief Human Resources Officer, directly or indirectly solicit, hire, recruit, or attempt to solicit, hire, or recruit, any then-current employee of NiSource or any employee who has been employed by NiSource in the six (6) months preceding such solicitation, hiring, or recruitment ("Covered Employee"). Soliciting, recruiting, or hiring Covered Employees with whom Grantee did not work or have direct contact while at NiSource to work as an employee, contractor, consultant or otherwise, shall not be considered a violation of this Section 16(a), provided, however, that Grantee does not solicit, employ or hire such employee with an intent to compete with NiSource in violation of this Section 16(a). Notwithstanding the foregoing, nothing in this Section shall restrict or preclude the Grantee from soliciting or hiring any employee who responds to a general employment solicitation or advertisement or contact by a recruiter that is not specifically focused or targeted on employees or former employees of NiSource, provided that the Grantee has not encouraged or advised such.

(b) If the final judgment of a court of competent jurisdiction declares that any term or provision of this Section is invalid or unenforceable, the parties agree that (a) the court making the determination of invalidity or unenforceability shall have the power to reduce the scope, duration, or geographic area of the term or provision, to delete specific words or phrases, or to replace any invalid or unenforceable term or provision with a term or provision that is valid and enforceable and that comes closest to expressing the intention of the invalid or unenforceable term or provision, (b) the parties shall request that the court exercise that power, and (c) this Agreement in its revised form shall be enforceable.

(c) Grantee agrees that in the event of a breach or threatened breach of the covenants contained in Section 16(a), in addition to any other damages or restrictions that may apply under any employment agreement, state law, or otherwise, the Grantee shall forfeit, upon written notice to such effect from the Company, any and all Awards granted to the Grantee under this Agreement, including vested Awards and including any proceeds thereof. The forfeiture provisions of this Section shall continue to apply, in accordance with their terms,

after the provisions of any employment or other agreement between the Company and the Grantee have lapsed. Grantee expressly acknowledges that any breach or threatened breach of any of the terms and/or conditions of this Section 16 may result in substantial, continuing, and irreparable injury to NiSource, and therefore agrees that, in addition to any other remedy that may be available to NiSource, NiSource shall be entitled to seek injunctive relief, specific performance, or other equitable relief (without the requirement to post bond) by a court of appropriate jurisdiction in the event of any breach or threatened breach of the terms of this Section 16 without the necessity of proving irreparable harm or injury as a result of such breach or threatened breach. Grantee expressly acknowledges that Grantee's violation of this Section 16 will entitle NiSource to other equitable and legal remedies, including damages, attorney's fees, and costs, as allowed by law. The provisions of this Section 16 shall continue to apply, in accordance with their terms, after the Grantee's Service has terminated and regardless of whether the provisions of any employment or other agreement between the Company and the Grantee have lapsed.

(d) In the event the Grantee is required to forfeit outstanding vested Shares as a result of breaching the Grantee's obligations under this Section 16, the Grantee agrees to promptly execute such stock powers or other instruments of transfer in such forms as are acceptable to the Company without payment or other consideration therefor.

IN WITNESS WHEREOF, the Company has caused this Award to be granted, and the Grantee has accepted this Award, as of the date first above written.

NISOURCE INC.

_____

By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

CEO

VESTING SCHEDULE

[Awards granted in 2024:

- Termination at any time during 2024 or 2025, the award vests in pro rata.
- Termination at any time between January 1, 2026 and the Vesting Date, the award is accelerated and becomes fully vested.]

CEO

NiSource Inc.

2020 Omnibus Incentive Plan

202[ ] Performance Share Unit Award Agreement

This Performance Share Unit Award Agreement (the "Agreement") is made and entered into as of [DATE] (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and [NAME], an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control.

Section 1. Performance Share Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, a target award of [insert number of units] Performance Share Units (the "Target Total Award" or "TTA"). The Performance Share Units shall be represented by a bookkeeping entry with respect to the Grantee (the "PSU Account"), and each Performance Share Unit shall be settled in one Share, to the extent provided under this Agreement and the Plan. This Agreement and the award shall be null and void unless the Grantee accepts this Agreement electronically within the Grantee's stock plan account with the Company's stock plan administrator according to the procedures then in effect.

Section 2. Performance-Based Vesting Conditions.

(a) General. Subject to the remainder of this Agreement, the TTA shall vest pursuant to the terms of this Agreement and the Plan based on the achievement of the performance goals set forth in this Section 2 over the performance period [insert three year performance period] (the "Performance Period"), with a vesting date of _ through [insert date after three year performance period] (the "Vesting Date"), provided that the Grantee remains in continuous Service through the Vesting Date. Attainment of the performance goals shall be determined and certified by the Compensation and Human Capital Committee of the Board of Directors of the Company (the "Committee") prior to the settlement of the TTA.

(b) [insert metric] Performance Goal. Subject to the terms of this Agreement and the Plan, [insert number of performance share units for this metric] Performance Share Units ([_____] % of the TTA) shall be eligible to vest based on the Company's achievement of [_____] during the Performance Period, as follows:

Performance Level(1)	[Insert metric]	Percentage _____of the TTA Eligible for Vesting
Trigger	[ ]	[ ]%
Target	[ ]	[ ]%
Stretch	[ ]	[ ]%

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(c) [insert metric] Performance Goals.

(1) Subject to the terms of this Agreement and the Plan, [insert number of performance share units for this metric] of the Performance Share Units ([_____] % of the TTA) shall be eligible to vest based on the Company's achievement of [_____] goals during the Performance Period, as follows:

LTI Metrics-Measure	TTA Weighting	Trigger	Target	Stretch
[insert metrics]				

(2) The total of the weighted levels of achievement for the performance measures described in Section 2(c)(1) above shall be aggregated and the percentage of Performance Share Units eligible to vest under Section 2(c) shall vest in the respective percentages set forth below, as applicable.

Performance Levels(1)	Percentage of the TTA Vesting Based on Achievement
Trigger	[ ]
Target	[ ]
Stretch	[ ]

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(d) Definitions.

[insert metric definitions.]

Section 3. Termination of Employment.

(a) Vesting. Subject to the conditions described later in this Agreement, the Performance Share Units shall vest on [insert date following performance period] based on actual performance results, provided that the Grantee is continuously employed by the Company through the Vesting Date.

(b) Pro Rata or Full Vesting Upon Termination of Service. If the Grantee's Service is terminated for any reason prior to the Vesting Date (other than for Cause, Disability or Death), then the Grantee shall vest in a *pro rata* or full portion of such Performance Share Units in accordance with the attached Vesting Schedule, based on the actual performance results for the Performance Period. If subject to *pro rata* vesting, the pro rata portion of the Performance Share Units shall be determined by multiplying the number of Performance Share Units earned based on actual performance by a fraction, where the numerator shall be the number of calendar months (whether full or partial months) elapsed between the Grant Date and the date the Grantee terminates Service for any reason (other than for Cause, Disability or Death), and the denominator shall be the number of calendar months (whether full or partial months) elapsed between the Grant Date and the Vesting Date. For the avoidance of doubt, the vesting date remains unchanged.

(c) Effect of Termination of Service due to Disability or Death.

(1) Notwithstanding the foregoing, in the event that the Grantee's Service terminates on or prior to the Vesting Date as a result of the Grantee's Disability, or (ii) death and such death occurs with less than or equal to twelve months remaining in the Performance Period, then the Grantee (or the Grantee's beneficiary or estate in the case of the Grantee's death) shall vest in a *pro rata* portion of the Performance Share Units, based on the actual performance results for the Performance Period. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of Performance Share Units earned based on actual performance by a fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service, and the denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(2) Notwithstanding the foregoing, in the event that the Grantee terminates Service due to death prior to the Vesting Date and with more than 12 months remaining in the Performance Period, then the Grantee's beneficiary or estate shall vest, on the date of termination of Service, in a *pro rata* portion of the target Performance Share Units. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of target Performance Share Units by a fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service, and the

denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(d) Change in Control; Good Reason. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Performance Share Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award."

Section 4. Delivery of Shares. Subject to the terms of this Agreement and except as otherwise provided for herein, the Company shall convert the Performance Share Units in the Grantee's PSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date (but in any event no later than the March 15th immediately following the year in which the substantial risk of forfeiture with respect to the Performance Share Units lapses) or, if earlier, within 30 days following (a) the Grantee's death in accordance with Section 3(c)(2), (b) Grantee's termination of Service without Cause or due to Good Reason in accordance with the Change in Control provisions of the Plan or (c) a Change in Control in the event the Performance Share Units do not become Alternative Awards under the Plan. The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has issued or distributed the vested Performance Share Units, the Company shall transfer any Shares with respect to the vested Performance Share Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided. The issuance or delivery of the Shares hereunder shall be evidenced by the appropriate entry on the books of the Company or of a duly authorized transfer agent of the Company. The Company shall pay all original issue or transfer taxes and all fees and expenses incident to such issuance or delivery, except as otherwise provided in Section 5.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Performance Share Units, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Performance Share Units. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Performance Share Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Performance Share Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Performance Share Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Performance Share Units shall be effective only at such time that the issuance of such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Performance Share Units have vested under this Agreement, the Performance Share Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Performance Share Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's PSU Account, any Shares or any other specific assets of the Company. All amounts credited to the Grantee's PSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee; Dividend Equivalent Rights.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Performance Share Units subject to this Agreement, nor shall the Company have any obligation to issue any dividend or otherwise afford any rights to which Shares are entitled with respect to any such Performance Share Units. Notwithstanding the foregoing, in the event that the Company declares a cash dividend or distribution on Shares, the Grantee will be credited with Dividend Equivalent Rights equal to the amount of the cash dividend or distribution per Share multiplied by the number of Performance Share Units granted by this Agreement and held by the Grantee on the dividend's or distribution's record date (as adjusted for any proration). The Dividend Equivalent Rights credited to the Grantee under the preceding sentence will be deemed to be reinvested in additional Performance Share Units, which will be subject to the same terms regarding vesting, forfeiture, and Dividend Equivalent Rights as Performance Share Units awarded to the Grantee under this Agreement. Following the Performance Period, the Grantee will be entitled to receive a cash payment equal to the value of the accrued Dividend Equivalent Rights (as adjusted for any proration)

multiplied by the vested percentage of the TTA determined under Sections 2(b), 2(c) and 2(d) above.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Performance Share Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan (in each case as determined by the Committee), the number and kind of Performance Share Units and the performance goals, as applicable, shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Performance Share Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan, as determined by the Committee.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing, and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271 (or at such other address as the Company may designate by notice to the Grantee). Any notice hereunder by the Company shall be given to the Grantee in writing, and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement is subject to the provisions of the Plan and shall be interpreted in accordance therewith. In the event that the provisions of this Agreement and the Plan conflict, the Plan shall control. The Grantee hereby acknowledges receipt of a copy of the Plan.

Section 15. Code Section 409A Compliance. This Agreement and the Performance Share Units granted hereunder are intended to be exempt from Code Section 409A to the maximum extent possible, and shall be interpreted and construed accordingly.

Section 16. Restrictive Covenant.

(a) The Grantee understands the nature of the Company's business and the significant time and expense the Company and its Affiliates (collectively referred to in this Section as "NiSource") have expended and continue to expend in attracting, developing, recruiting and training employees and that the loss of employees would cause significant and irreparable harm to NiSource. Accordingly, the Grantee agrees that the scope and duration of the restriction described in this Section 16 is reasonable and necessary to protect the legitimate business interests of NiSource. The Grantee agrees that during the period of the Grantee's Service and for a period of one (1) year following the Grantee's separation from Service, the Grantee shall not, without the express written approval of NiSource's Chief Human Resources Officer, directly or indirectly solicit, hire, recruit, or attempt to solicit, hire, or recruit, any then-current employee of NiSource or any employee who has been employed by NiSource in the six (6) months preceding such solicitation, hiring, or recruitment ("Covered Employee"). Soliciting, recruiting, or hiring Covered Employees with whom Grantee did not work or have direct contact while at NiSource to work as an employee, contractor, consultant or otherwise, shall not be considered a violation of this Section 16(a), provided, however, that Grantee does not solicit, employ or hire such employee with an intent to compete with NiSource in violation of this Section 16(a). Notwithstanding the foregoing, nothing in this Section shall restrict or preclude the Grantee from soliciting or hiring any employee who responds to a general employment solicitation or advertisement or contact by a recruiter that is not specifically focused or targeted on employees or former employees of NiSource, provided that the Grantee has not encouraged or advised such.

(b) If the final judgment of a court of competent jurisdiction declares that any term or provision of this Section is invalid or unenforceable, the parties agree that (a) the court making the determination of invalidity or unenforceability shall have the power to reduce the scope, duration, or geographic area of the term or provision, to delete specific words or phrases, or to replace any invalid or unenforceable term or provision with a term or provision that is valid and enforceable and that comes closest to expressing the intention of the invalid or unenforceable term or provision, (b) the parties shall request that the court exercise that power, and (c) this Agreement in its revised form shall be enforceable.

(c) Grantee agrees that in the event of a breach or threatened breach of the covenants contained in Section 16(a), in addition to any other damages or restrictions that may apply under any employment agreement, state law, or otherwise, the Grantee shall forfeit, upon written notice to such effect from the Company, any and all Awards granted to the Grantee under this Agreement, including vested Awards and including any proceeds thereof. The forfeiture provisions of this Section shall continue to apply, in accordance with their terms, after the provisions of any employment or other agreement between the Company and the Grantee have lapsed. Grantee expressly acknowledges that any breach or threatened breach of any of the terms and/or conditions of this Section 16 may result in substantial, continuing, and irreparable injury to NiSource, and therefore agrees that, in addition to any other remedy that may be available to NiSource, NiSource shall be entitled to seek injunctive relief, specific performance, or other equitable relief (without the

requirement to post bond) by a court of appropriate jurisdiction in the event of any breach or threatened breach of the terms of this Section 16 without the necessity of proving irreparable harm or injury as a result of such breach or threatened breach. Grantee expressly acknowledges that Grantee's violation of this Section 16 will entitle NiSource to other equitable and legal remedies, including damages, attorney's fees, and costs, as allowed by law. The provisions of this Section 16 shall continue to apply, in accordance with their terms, after the Grantee's Service has terminated and regardless of whether the provisions of any employment or other agreement between the Company and the Grantee have lapsed.

(d) In the event the Grantee is required to forfeit outstanding vested Shares as a result of breaching the Grantee's obligations under this Section 16, the Grantee agrees to promptly execute such stock powers or other instruments of transfer in such forms as are acceptable to the Company without payment or other consideration therefor.

CEO

IN WITNESS WHEREOF, the Company has caused the Performance Share Units subject to this Agreement to be granted, and the Grantee has accepted the Performance Share Units subject to the terms of the Agreement, as of the date first above written.

NISOURCE INC.

_____

By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

CEO

VESTING SCHEDULE

[Awards granted in 2024, for the 2024-2026 Performance Period:

- Termination at any time during 2024 or 2025, the award vests in pro rata.
- Termination at any time between January 1, 2026 and the Vesting Date, the award becomes fully vested.]

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NiSource Inc.
2020 Omnibus Incentive Plan

2023 Restricted Stock Unit Award Agreement

This Restricted Stock Unit Award Agreement (the "Agreement"), is made and entered into as of #GrantDate# (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and #ParticipantName#, an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan.

Section 1. Restricted Stock Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, an Award of #QuantityGranted# Restricted Stock Units. The Restricted Stock Units shall be represented by a bookkeeping entry (the "RSU Account") of the Company, and each Restricted Stock Unit shall be equivalent to one share of the Company's common stock.

Section 2. Grantee Accounts. The number of Restricted Stock Units granted pursuant to this Agreement shall be credited to the Grantee's RSU Account. Each RSU Account shall be maintained on the books of the Company until full payment of the balance thereof has been made to the Grantee (or the Grantee's beneficiaries or estate if the Grantee is deceased) in accordance with Section 1 above. No funds shall be set aside or earmarked for any RSU Account, which shall be purely a bookkeeping device.

Section 3. Vesting and Lapse of Restrictions.

(a) Vesting. Subject to the forfeiture conditions described later in this Agreement, the Restricted Stock Units shall vest on February 27, 2026 (the "Vesting Date"), at which date they shall become 100% vested, provided that the Grantee is continuously employed by the Company through and including the Vesting Date. Except as set forth in subsection (b) hereof, if Grantee's Service is terminated for any reason prior to the Vesting Date, the unvested Restricted Stock Units subject to this Agreement shall immediately terminate and be automatically forfeited by Grantee.

(b) Effect of Termination of Service Prior to Vesting. Notwithstanding the foregoing, in the event that the Grantee's Service terminates prior to the Vesting Date as a result of (i) the Grantee's Retirement, (ii) the Grantee's death, or (iii) the Grantee's Disability, the restrictions set forth in subsection (a) above shall lapse with respect to a *pro rata* portion of such Restricted Stock Units on the date of termination of

Service. Such *pro rata* lapse of restrictions shall be determined using a fraction, where the numerator shall be the number of full or partial calendar months elapsed between the Grant Date and the date the Grantee terminates Service, and the denominator shall be the number of full or partial calendar months between the Grant Date and the Vesting Date. For purposes of this Agreement, "Retirement" means the Grantee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service measured from the Grantee's most recent date of hire with the Company or an Affiliate.

(c) Change in Control. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Restricted Stock Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award. Notwithstanding the foregoing or anything herein to the contrary, in the event the Restricted Stock Units do not become Alternative Awards under the Plan, then the Restricted Stock Units shall be settled within 60 days following the Change in Control; provided, however, in the event the Restricted Stock Units constitute nonqualified deferred compensation subject to Code Section 409A and the Change in Control is not a "change in control event" within the meaning of Code Section 409A, then, to the extent required to comply with Code Section 409A, the vested Restricted Stock Units shall be settled within 60 days following the Vesting Date or, if earlier and subject to Section 4, upon Grantee's termination of Service.

Section 4. Delivery of Shares. Once Restricted Stock Units have vested under this Agreement, the Company shall convert the Restricted Stock Units in the Grantee's RSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date or, if earlier, Grantee's termination of Service in accordance with Section 3(b). Notwithstanding the foregoing, to the extent any portion of the Restricted Stock Units are subject to Code Section 409A, if any Restricted Stock Units vest prior to the Vesting Date in connection with a Grantee's "separation from service" within the meaning of Code Section 409A and the Grantee is a "specified employee" within the meaning of Code Section 409A at the time of such separation from service, the Shares represented by the vested Restricted Stock Units shall be issued and delivered on the first business day after the date that is six (6) months following the date of the Grantee's separation from service (or if earlier, the

Grantee's date of death). The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has distributed any portion of the vested Restricted Stock Units, the Company shall transfer any Shares payable with respect to the vested Restricted Stock Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Restricted Stock Units or the payment of any cash pursuant to Section 9 hereof, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Restricted Stock Units and any such cash payments. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments with respect to Restricted Stock Units by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Restricted Stock Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Restricted Stock Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full. For any cash payments made pursuant to Section 9 hereof, the Company shall withhold from such cash payments the Required Tax Payments.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Restricted Stock Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Restricted Stock Units shall be effective only at such time that the issuance of

such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Restricted Stock Units have vested under this Agreement, the Restricted Stock Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Restricted Stock Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's RSU Account or any other specific assets of the Company. All amounts credited to the Grantee's RSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes, as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee; Dividend Equivalent Cash Payments.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Restricted Stock Units subject to this Agreement, nor shall the Company have any obligation to issue any dividends or otherwise afford any rights to which Shares are entitled with respect to any such Restricted Stock Units. Notwithstanding the foregoing, in the event that the Company declares a cash dividend or cash distribution on Shares, on the payment date of the dividend or distribution, the Grantee will be entitled to receive a cash payment equal to the amount of the cash

dividend or distribution per Share multiplied by the number of Restricted Stock Units granted by this Agreement and held by the Grantee on the dividend's or distribution's record date (as adjusted for any proration due to the Grantee's retirement, death, or disability). The cash payable to the Grantee under the preceding sentence, less any taxes required to be withheld under Section 5 hereof, will be distributed to the Grantee as soon as practicable after the date on which the respective cash dividend or distribution is paid to holders of Shares.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Restricted Stock Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan, the number and kind of Restricted Stock Units shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Restricted Stock Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271, or at such other address as the Company may designate by notice to the Grantee. Any notice hereunder by the Company shall be given to the Grantee in writing and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the

reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement at all times shall be governed by the Plan, which is incorporated in this Agreement by reference, and in no way alter or modify the Plan. To the extent a conflict exists between this Agreement and the Plan, the provisions of the Plan shall govern. This Agreement is pursuant to the terms of the Plan.

Section 15. Code Section 409A Compliance. This Agreement shall be interpreted in accordance with Code Section 409A including the rules related to payment timing for "specified employees" within the meaning of Code Section 409A. This Agreement shall be deemed to be modified to the maximum extent necessary to be in compliance with Code Section 409A's rules. If the Grantee is unexpectedly required to include in the Grantee's current year's income any amount of compensation relating to the Restricted Stock Units because of a failure to meet the requirements of Code Section 409A, then to the extent permitted by Code Section 409A, the Grantee may receive a distribution of cash or Shares in an amount not to exceed the amount required to be included in income as a result of the failure to comply with Code Section 409A.

Section 16. Restrictive Covenant.

(a) The Grantee understands the nature of the Company's business and the significant time and expense the Company and its Affiliates (collectively referred to in this Section as "NiSource") have expended and continue to expend in attracting, developing, recruiting and training employees and that the loss of employees would cause significant and irreparable harm to NiSource. Accordingly, the Grantee agrees that the scope and duration of the restriction described in this Section 16 is reasonable and necessary to protect the legitimate business interests of NiSource. The Grantee agrees that during the period of the Grantee's Service and for a period of one (1) year following the Grantee's separation from Service, the Grantee shall not, without the express written approval of NiSource's Chief Human Resources Officer, directly or indirectly solicit, hire, recruit, or attempt to solicit, hire, or recruit,

any then-current employee of NiSource or any employee who has been employed by NiSource in the six (6) months preceding such solicitation, hiring, or recruitment ("Covered Employee"). Soliciting, recruiting, or hiring Covered Employees with whom Grantee did not work or have direct contact while at NiSource to work as an employee, contractor, consultant or otherwise, shall not be considered a violation of this Section 16(a), provided, however, that Grantee does not solicit, employ or hire such employee with an intent to compete with NiSource in violation of this Section 16(a). Notwithstanding the foregoing, nothing in this Section shall restrict or preclude the Grantee from soliciting or hiring any employee who responds to a general employment solicitation or advertisement or contact by a recruiter that is not specifically focused or targeted on employees or former employees of NiSource, provided that the Grantee has not encouraged or advised such.

(b) If the final judgment of a court of competent jurisdiction declares that any term or provision of this Section is invalid or unenforceable, the parties agree that (a) the court making the determination of invalidity or unenforceability shall have the power to reduce the scope, duration, or geographic area of the term or provision, to delete specific words or phrases, or to replace any invalid or unenforceable term or provision with a term or provision that is valid and enforceable and that comes closest to expressing the intention of the invalid or unenforceable term or provision, (b) the parties shall request that the court exercise that power, and (c) this Agreement in its revised form shall be enforceable.

(c) Grantee agrees that in the event of a breach or threatened breach of the covenants contained in Section 16(a), in addition to any other damages or restrictions that may apply under any employment agreement, state law, or otherwise, the Grantee shall forfeit, upon written notice to such effect from the Company, any and all Awards granted to the Grantee under this Agreement, including vested Awards and including any proceeds thereof. The forfeiture provisions of this Section shall continue to apply, in accordance with their terms, after the provisions of any employment or other agreement between the Company and the Grantee have lapsed. Grantee expressly acknowledges that any breach or threatened breach of any of the terms and/or conditions of this Section 16 may result in substantial, continuing, and irreparable injury to NiSource, and therefore agrees that, in addition to any other remedy that may be available to NiSource, NiSource shall be entitled to seek injunctive relief, specific performance, or other equitable relief (without the requirement to post bond) by a court of appropriate jurisdiction in the event of any breach or threatened breach of the terms of this Section 16

without the necessity of proving irreparable harm or injury as a result of such breach or threatened breach. Grantee expressly acknowledges that Grantee's violation of this Section 16 will entitle NiSource to other equitable and legal remedies, including damages, attorney's fees, and costs, as allowed by law. The provisions of this Section 16 shall continue to apply, in accordance with their terms, after the Grantee's Service has terminated and regardless of whether the provisions of any employment or other agreement between the Company and the Grantee have lapsed.

(d) In the event the Grantee is required to forfeit outstanding vested Shares as a result of breaching the Grantee's obligations under this Section 16, the Grantee agrees to promptly execute such stock powers or other instruments of transfer in such forms as are acceptable to the Company without payment or other consideration therefor.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the Company has caused this Award to be granted, and the Grantee has accepted this Award, as of the date first above written.

NISOURCE INC.



_____

By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

NiSource Inc.

2020 Omnibus Incentive Plan

2023 Performance Share Unit Award Agreement

This Performance Share Unit Award Agreement (the "Agreement") is made and entered into as of #GrantDate# (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and #ParticipantName#, an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan.

Section 1. Performance Share Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, a target award of #GrantCustom3# Performance Share Units (the "Target Total Award" or "TTA"). The Performance Share Units shall be represented by a bookkeeping entry with respect to the Grantee (the "PSU Account"), and each Performance Share Unit shall be settled in one Share, to the extent provided under this Agreement and the Plan. This Agreement and the award shall be null and void unless the Grantee accepts this Agreement electronically within the Grantee's stock plan account with the Company's stock plan administrator according to the procedures then in effect.

Section 2. Performance-Based Vesting Conditions.

(a) General. Subject to the remainder of this Agreement, the TTA shall vest pursuant to the terms of this Agreement and the Plan based on the achievement of the performance goals set forth in this Section 2 over the performance period beginning on January 1, 2023 and ending on December 31, 2025 (the "Performance Period"), provided that the Grantee remains in continuous Service through February 27, 2026 (the "Vesting Date"). Attainment of the performance goals shall be determined and certified by the Compensation and Human Capital Committee of the Board of Directors of the Company (the "Committee") prior to the settlement of the TTA.

(b) Relative Total Shareholder Return (RTSR) Performance Goal. Subject to the terms of this Agreement and the Plan, #GrantCustom1# Performance Share Units (twenty-five percent (25%) of the TTA) shall be eligible to vest based on the Company's achievement of RTSR during the Performance Period, as follows:

Performance Level(1)	RTSR	Percentage of the 25% of the TTA Eligible for Vesting
Trigger	30th Percentile	25%
Target	50th Percentile	100%
Stretch	80th Percentile and above	200%

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(c) NOEPS, Operational Index, Workforce, and Sustainability Performance Goals.

(1) Subject to the terms of this Agreement and the Plan, #GrantCustom2# of the Performance Share Units (seventy-five percent (75%) of the TTA) shall be eligible to vest based on the Company's achievement of Cumulative NOEPS (50% of the TTA), Operational Excellence (OPEX Index) (10% of the TTA), Supplier Diversity Spend (5% of the TTA), Employee Engagement Index Score (5% of the TTA), and Environmental Green House Gas Reduction (5% of the TTA) goals during the Performance Period, as follows:

LTI Metrics-Measure	TTA Weighting	Trigger	Target	Stretch
Cumulative NOEPS	50%	$4.86	$5.01	$5.16 or greater
Economic Inclusion (Supplier Diversity Spend as a percentage of total supplier spend)	5%	22%	25%	30%
Three-Year Average OPEX Index	10%	As approved by the Committee annually	As approved by the Committee annually	As approved by the Committee annually

LTI Metrics-Measure	TTA Weighting	Trigger	Target	Stretch
Employee Engagement Index Score	5%	77%	79%	81%
Environmental GHG Reduction	5%	Achieve goal AND reduce NI LDC fugitive and vented menthane emissions by less than 15.3%	Retire Schahfer Generating Station coal units AND reduce LDC fugitive and vented methane emissions by 15.3%	Achieve goal AND reduce NI LDC fugitive and vented menthane emissions by 34%

(2) The total of the weighted levels of achievement for the performance measures described in Section 2(c)(1) above shall be aggregated and the percentage of Performance Share Units eligible to vest under Section 2(c) shall vest in the respective percentages set forth below, as applicable.

Performance Levels(1)	Percentage of the 75% of TTA Vesting Based on Achievement
Trigger	50%
Target	100%
Stretch	200%

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(d) Definitions.

(1) "Cumulative NOEPS" means the Company's cumulative net operating earnings per share, as reported in the Company's annual financial statements. Additional

adjustments to cumulative net operating earnings per share shall be made to the targets and results for: (x) transactions that the Company discloses on Form 8-K filed with the Securities and Exchange Commission, including merger, acquisition, divestiture, consolidation or corporate restructuring, any recapitalization, reorganization, spin-off, split-up, combination, liquidation, dissolution, sale of assets or similar corporate transactions that meet the Company's disclosure thresholds; (y) pending transactions as a result of requirements to present operations as "held for sale" under Accounting Standard Codification 205; and (z) changes in law or accounting principles, in each case, as determined by the Committee.

(2) "RTSR" means the annualized growth in the dividends and share price of a Share, calculated using a 20 day trading average of the Company's closing price beginning on January 1, 2023 and ending December 31, 2025 compared to the TSR performance of the TSR Peer Group. The starting and ending share prices for the computation of RTSR shall equal the average closing price of each company's common stock over the 20 trading days immediately preceding the first and last day of the performance period.

(3) "TSR Peer Group" means the peer group of companies approved by the Committee at its meeting on January 25, 2023, as adjusted to reflect corporate transactions with respect to peer group companies as approved by the Committee at such meeting or from time to time thereafter.

Section 3. Termination of Employment.

(a) Termination of Service Prior to Vesting Date. Except as set forth below, if the Grantee's Service is terminated for any reason prior to the Vesting Date, then the Grantee shall forfeit the Performance Share Units credited to the Grantee's PSU Account.

(b) Retirement, Disability or Death.

(1) Notwithstanding the foregoing, in the event that the Grantee's Service terminates prior to the Vesting Date as a result of the Grantee's (i) Retirement, (ii) Disability, or (iii) death and such death occurs with less than or equal to twelve months remaining in the Performance Period, then the Grantee (or the Grantee's beneficiary or estate in the case of the Grantee's death) shall vest in a *pro rata* portion of the Performance Share Units, based on the actual performance results for the Performance Period. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of Performance Share Units earned based on actual performance by a

fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service, and the denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(2) If the Grantee terminates Service due to death prior to the Vesting Date and with more than 12 months remaining in the Performance Period, then the Grantee's beneficiary or estate shall vest, on the date of termination, in a *pro rata* portion of the target Performance Share Units. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of target Performance Share Units by a fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service, and the denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(3) "Retirement" means the Grantee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service measured from the Grantee's most recent date of hire with the Company or an Affiliate.

(c) Change in Control. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Performance Share Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award.

Section 4. Delivery of Shares. Subject to the terms of this Agreement and except as otherwise provided for herein, the Company shall convert the Performance Share Units in the Grantee's PSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date (but in any event no later than the March 15th immediately following the year in which the substantial risk of forfeiture with respect to the Performance Share Units lapses) or, if earlier, within 30 days following (a) the Grantee's death in accordance with Section 3(b)(2), (b) Grantee's termination of Service without Cause or due to Good Reason in accordance with the Change in Control provisions of the Plan or (c) a Change in Control in the event the Performance Share Units do not become Alternative Awards under the Plan. The delivery

of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has issued or distributed the vested Performance Share Units, the Company shall transfer any Shares with respect to the vested Performance Share Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided. The issuance or delivery of the Shares hereunder shall be evidenced by the appropriate entry on the books of the Company or of a duly authorized transfer agent of the Company. The Company shall pay all original issue or transfer taxes and all fees and expenses incident to such issuance or delivery, except as otherwise provided in Section 5.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Performance Share Units, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Performance Share Units. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Performance Share Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Performance Share Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Performance Share Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Performance Share Units shall be effective only at such time that the issuance of such

Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Performance Share Units have vested under this Agreement, the Performance Share Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Performance Share Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's PSU Account, any Shares or any other specific assets of the Company. All amounts credited to the Grantee's PSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee; Dividend Equivalent Rights.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Performance Share Units subject to this Agreement, nor shall the Company have any obligation to issue any dividend or otherwise afford any rights to which Shares are entitled with respect to any such Performance Share Units. Notwithstanding the foregoing, in the event that the Company declares a cash dividend or distribution on Shares, the Grantee will be credited with Dividend Equivalent Rights equal to the amount of the cash dividend or distribution per Share multiplied by the number of Performance Share Units granted by this

Agreement and held by the Grantee on the dividend's or distribution's record date (as adjusted for any proration due to the Grantee's retirement, death or disability). The Dividend Equivalent Rights credited to the Grantee under the preceding sentence will be deemed to be reinvested in additional Performance Share Units, which will be subject to the same terms regarding vesting, forfeiture, and Dividend Equivalent Rights as Performance Share Units awarded to the Grantee under this Agreement. Following the Performance Period, the Grantee will be entitled to receive a cash payment equal to the value of the accrued Dividend Equivalent Rights multiplied by the vested percentage of the TTA determined under Sections 2(b), 2(c) and 2(d) above.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Performance Share Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan (in each case as determined by the Committee), the number and kind of Performance Share Units and the performance goals, as applicable, shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Performance Share Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan, as determined by the Committee.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing, and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271 (or at such other address as the Company may designate by notice to the Grantee). Any notice hereunder by the Company shall be given to the Grantee in writing, and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may

administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement is subject to the provisions of the Plan and shall be interpreted in accordance therewith. In the event that the provisions of this Agreement and the Plan conflict, the Plan shall control. The Grantee hereby acknowledges receipt of a copy of the Plan.

Section 15. Code Section 409A Compliance. This Agreement and the Performance Share Units granted hereunder are intended to be exempt from Code Section 409A to the maximum extent possible, and shall be interpreted and construed accordingly.

Section 16. Restrictive Covenant.

(a) The Grantee understands the nature of the Company's business and the significant time and expense the Company and its Affiliates (collectively referred to in this Section as "NiSource") have expended and continue to expend in attracting, developing, recruiting and training employees and that the loss of employees would cause significant and irreparable harm to NiSource. Accordingly, the Grantee agrees that the scope and duration of the restriction described in this Section 16 is reasonable and necessary to protect the legitimate business interests of NiSource. The Grantee agrees that during the period of the Grantee's Service and for a period of one (1) year following the Grantee's separation from Service, the Grantee shall not, without the express written approval of NiSource's Chief Human Resources Officer, directly or indirectly solicit, hire, recruit, or attempt to solicit, hire, or recruit, any then-current employee of NiSource or any employee who has been employed by NiSource in the six (6) months preceding such solicitation, hiring, or recruitment ("Covered Employee"). Soliciting, recruiting, or hiring Covered Employees with whom Grantee did not work or have direct contact while at NiSource to work as an employee, contractor, consultant or otherwise, shall not be considered a violation

of this Section 16(a), provided, however, that Grantee does not solicit, employ or hire such employee with an intent to compete with NiSource in violation of this Section 16(a). Notwithstanding the foregoing, nothing in this Section shall restrict or preclude the Grantee from soliciting or hiring any employee who responds to a general employment solicitation or advertisement or contact by a recruiter that is not specifically focused or targeted on employees or former employees of NiSource, provided that the Grantee has not encouraged or advised such.

(b) If the final judgment of a court of competent jurisdiction declares that any term or provision of this Section is invalid or unenforceable, the parties agree that (a) the court making the determination of invalidity or unenforceability shall have the power to reduce the scope, duration, or geographic area of the term or provision, to delete specific words or phrases, or to replace any invalid or unenforceable term or provision with a term or provision that is valid and enforceable and that comes closest to expressing the intention of the invalid or unenforceable term or provision, (b) the parties shall request that the court exercise that power, and (c) this Agreement in its revised form shall be enforceable.

(c) Grantee agrees that in the event of a breach or threatened breach of the covenants contained in Section 16(a), in addition to any other damages or restrictions that may apply under any employment agreement, state law, or otherwise, the Grantee shall forfeit, upon written notice to such effect from the Company, any and all Awards granted to the Grantee under this Agreement, including vested Awards and including any proceeds thereof. The forfeiture provisions of this Section shall continue to apply, in accordance with their terms, after the provisions of any employment or other agreement between the Company and the Grantee have lapsed. Grantee expressly acknowledges that any breach or threatened breach of any of the terms and/or conditions of this Section 16 may result in substantial, continuing, and irreparable injury to NiSource, and therefore agrees that, in addition to any other remedy that may be available to NiSource, NiSource shall be entitled to seek injunctive relief, specific performance, or other equitable relief (without the requirement to post bond) by a court of appropriate jurisdiction in the event of any breach or threatened breach of the terms of this Section 16 without the necessity of proving irreparable harm or injury as a result of such breach or threatened breach. Grantee expressly acknowledges that Grantee's violation of this Section 16 will

entitle NiSource to other equitable and legal remedies, including damages, attorney's fees, and costs, as allowed by law. The provisions of this Section 16 shall continue to apply, in accordance with their terms, after the Grantee's Service has terminated and regardless of whether the provisions of any employment or other agreement between the Company and the Grantee have lapsed.

(d) In the event the Grantee is required to forfeit outstanding vested Shares as a result of breaching the Grantee's obligations under this Section 16, the Grantee agrees to promptly execute such stock powers or other instruments of transfer in such forms as are acceptable to the Company without payment or other consideration therefor.

IN WITNESS WHEREOF, the Company has caused the Performance Share Units subject to this Agreement to be granted, and the Grantee has accepted the Performance Share Units subject to the terms of the Agreement, as of the date first above written.

NISOURCE INC.



_____

By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

CEO

NiSource Inc.
2020 Omnibus Incentive Plan

2023 Restricted Stock Unit Award Agreement

This Restricted Stock Unit Award Agreement (the "Agreement"), is made and entered into as of #GrantDate# (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and #ParticipantName#, an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan.

Section 1. Restricted Stock Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, an Award of #QuantityGranted# Restricted Stock Units. The Restricted Stock Units shall be represented by a bookkeeping entry (the "RSU Account") of the Company, and each Restricted Stock Unit shall be equivalent to one share of the Company's common stock.

Section 2. Grantee Accounts. The number of Restricted Stock Units granted pursuant to this Agreement shall be credited to the Grantee's RSU Account. Each RSU Account shall be maintained on the books of the Company until full payment of the balance thereof has been made to the Grantee (or the Grantee's beneficiaries or estate if the Grantee is deceased) in accordance with Section 1 above. No funds shall be set aside or earmarked for any RSU Account, which shall be purely a bookkeeping device.

Section 3. Vesting and Lapse of Restrictions.

(a) Vesting. Subject to the forfeiture conditions described later in this Agreement, the Restricted Stock Units shall vest on February 27, 2026 (the "Vesting Date"), at which date they shall become 100% vested, provided that the Grantee is continuously employed by the Company through and including January 1, 2026. Except as set forth in subsection (c) below, if the Grantee's Service is terminated for any reason on or prior to December 31, 2023, the unvested Restricted Stock Units subject to this Agreement shall immediately terminate and be automatically forfeited by the Grantee.

(b) Pro Rata Vesting Upon Termination After 2023 and Prior to 2026. If the Grantee's Service is terminated for any reason (including if the Grantee's Service is terminated for death or Disability) after December 31, 2023 and prior to January 1, 2026, the restrictions set forth in subsection (a) above shall lapse with respect to a *pro rata* portion of

such Restricted Stock Units on the date of termination of Service for any reason. Such *pro rata* lapse of restrictions shall be determined using a fraction, where the numerator shall be the number of full or partial calendar months elapsed between the Grant Date and the date the Grantee terminates Service for any reason (including if the Grantee's Service is terminated for death or Disability), and the denominator shall be the number of full or partial calendar months elapsed between the Grant Date and January 1, 2026.

(c) Effect of Termination of Service Due to Death or Disability On or Prior to December 31, 2023. Notwithstanding the foregoing, in the event that the Grantee's Service terminates on or prior to December 31, 2023 as a result of the Grantee's death or Disability, the restrictions set forth in subsection (a) above shall lapse with respect to a *pro rata* portion of such Restricted Stock Units on the date of termination of Service on or prior to December 31, 2023 due to the Grantee's death or Disability. Such *pro rata* lapse of restrictions shall be determined using a fraction, where the numerator shall be the number of full or partial calendar months elapsed between the Grant Date and the date the Grantee terminates Service on or prior to December 31, 2023 due to death or Disability, and the denominator shall be the number of full or partial calendar months between the Grant Date and the Vesting Date.

(d) Change in Control. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Restricted Stock Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award. Notwithstanding the foregoing or anything herein to the contrary, in the event the Restricted Stock Units do not become Alternative Awards under the Plan, then the Restricted Stock Units shall be settled within 60 days following the Change in Control; provided, however, in the event the Restricted Stock Units constitute nonqualified deferred compensation subject to Code Section 409A and the Change in Control is not a "change in control event" within the meaning of Code Section 409A, then, to the extent required to comply with Code Section 409A, the vested Restricted Stock Units shall be settled within 60 days following

the Vesting Date or, if earlier and subject to Section 4, upon Grantee's termination of Service.

Section 4. Delivery of Shares. Once Restricted Stock Units have vested under this Agreement, the Company shall convert the Restricted Stock Units in the Grantee's RSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date or, if earlier, Grantee's termination of Service in accordance with Section 3(b). Notwithstanding the foregoing, to the extent any portion of the Restricted Stock Units are subject to Code Section 409A, if any Restricted Stock Units vest prior to the Vesting Date in connection with a Grantee's "separation from service" within the meaning of Code Section 409A and the Grantee is a "specified employee" within the meaning of Code Section 409A at the time of such separation from service, the Shares represented by the vested Restricted Stock Units shall be issued and delivered on the first business day after the date that is six (6) months following the date of the Grantee's separation from service (or if earlier, the Grantee's date of death). The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has distributed any portion of the vested Restricted Stock Units, the Company shall transfer any Shares payable with respect to the vested Restricted Stock Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Restricted Stock Units or the payment of any cash pursuant to Section 9 hereof, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Restricted Stock Units and any such cash payments. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments with respect to any Restricted Stock Units by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Restricted Stock Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Restricted Stock Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date,

equal to the Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full. For any cash payments made pursuant to Section 9 hereof, the Company shall withhold from such cash payments the Required Tax Payments.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Restricted Stock Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Restricted Stock Units shall be effective only at such time that the issuance of such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Restricted Stock Units have vested under this Agreement, the Restricted Stock Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Restricted Stock Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's RSU Account or any other specific assets of the Company. All amounts credited to the Grantee's

RSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes, as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee; Dividend Equivalent Cash Payments.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Restricted Stock Units subject to this Agreement, nor shall the Company have any obligation to issue any dividends or otherwise afford any rights to which Shares are entitled with respect to any such Restricted Stock Units. Notwithstanding the foregoing, in the event that the Company declares a cash dividend or cash distribution on Shares, on the payment date of the dividend or distribution, the Grantee will be entitled to receive a cash payment equal to the amount of the cash dividend or distribution per Share multiplied by the number of Restricted Stock Units granted by this Agreement and held by the Grantee on the dividend's or distribution's record date (as adjusted for any proration). The cash payable to the Grantee under the preceding sentence, less any taxes required to be withheld under Section 5 hereof, will be distributed to the Grantee as soon as practicable after the date on which the respective cash dividend or distribution is paid to holders of Shares.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Restricted Stock Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan, the number and kind of Restricted Stock Units shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Restricted Stock Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th

Avenue, Merrillville, IN 46410-6271, or at such other address as the Company may designate by notice to the Grantee. Any notice hereunder by the Company shall be given to the Grantee in writing and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement at all times shall be governed by the Plan, which is incorporated in this Agreement by reference, and in no way alter or modify the Plan. To the extent a conflict exists between this Agreement and the Plan, the provisions of the Plan shall govern. This Agreement is pursuant to the terms of the Plan.

Section 15. Code Section 409A Compliance. This Agreement shall be interpreted in accordance with Code Section 409A including the rules related to payment timing for "specified employees" within the meaning of Code Section 409A. This Agreement shall be deemed to be modified to the maximum extent necessary to be in compliance with Code Section 409A's rules. If the Grantee is unexpectedly required to include in the Grantee's current year's income any amount of compensation relating to the Restricted Stock Units because of a failure to meet the requirements of Code Section 409A, then to the extent permitted by Code Section 409A, the Grantee may receive a distribution of cash or Shares in an amount not to exceed the amount required to be included in income as a result of the failure to comply with Code Section 409A.

Section 16. Restrictive Covenant.

(a) The Grantee understands the nature of the Company's business and the significant time and expense the Company and its Affiliates (collectively referred to in this Section as "NiSource") have expended and continue to expend in attracting, developing, recruiting and training employees and that the loss of employees would cause significant and irreparable harm to NiSource. Accordingly, the Grantee agrees that the scope and duration of the restriction described in this Section 16 is reasonable and necessary to protect the legitimate business interests of NiSource. The Grantee agrees that during the period of the Grantee's Service and for a period of one (1) year following the Grantee's separation from Service, the Grantee shall not, without the express written approval of NiSource's Chief Human Resources Officer, directly or indirectly solicit, hire, recruit, or attempt to solicit, hire, or recruit, any then-current employee of NiSource or any employee who has been employed by NiSource in the six (6) months preceding such solicitation, hiring, or recruitment ("Covered Employee"). Soliciting, recruiting, or hiring Covered Employees with whom Grantee did not work or have direct contact while at NiSource to work as an employee, contractor, consultant or otherwise, shall not be considered a violation of this Section 16(a), provided, however, that Grantee does not solicit, employ or hire such employee with an intent to compete with NiSource in violation of this Section 16(a). Notwithstanding the foregoing, nothing in this Section shall restrict or preclude the Grantee from soliciting or hiring any employee who responds to a general employment solicitation or advertisement or contact by a recruiter that is not specifically focused or targeted on employees or former employees of NiSource, provided that the Grantee has not encouraged or advised such.

(b) If the final judgment of a court of competent jurisdiction declares that any term or provision of this Section is invalid or unenforceable, the parties agree that (a) the court making the determination of invalidity or unenforceability shall have the power to reduce the scope, duration, or geographic area of the term or provision, to delete specific words or phrases, or to replace any invalid or unenforceable term or provision with a term or provision that is valid and enforceable and that comes closest to expressing the intention of the invalid or unenforceable term or provision, (b) the parties shall request that the court exercise that power, and (c) this Agreement in its revised form shall be enforceable.

(c) Grantee agrees that in the event of a breach or threatened breach of the covenants contained in Section 16(a), in addition to any other damages or

restrictions that may apply under any employment agreement, state law, or otherwise, the Grantee shall forfeit, upon written notice to such effect from the Company, any and all Awards granted to the Grantee under this Agreement, including vested Awards and including any proceeds thereof. The forfeiture provisions of this Section shall continue to apply, in accordance with their terms, after the provisions of any employment or other agreement between the Company and the Grantee have lapsed. Grantee expressly acknowledges that any breach or threatened breach of any of the terms and/or conditions of this Section 16 may result in substantial, continuing, and irreparable injury to NiSource, and therefore agrees that, in addition to any other remedy that may be available to NiSource, NiSource shall be entitled to seek injunctive relief, specific performance, or other equitable relief (without the requirement to post bond) by a court of appropriate jurisdiction in the event of any breach or threatened breach of the terms of this Section 16 without the necessity of proving irreparable harm or injury as a result of such breach or threatened breach. Grantee expressly acknowledges that Grantee's violation of this Section 16 will entitle NiSource to other equitable and legal remedies, including damages, attorney's fees, and costs, as allowed by law. The provisions of this Section 16 shall continue to apply, in accordance with their terms, after the Grantee's Service has terminated and regardless of whether the provisions of any employment or other agreement between the Company and the Grantee have lapsed.

(d) In the event the Grantee is required to forfeit outstanding vested Shares as a result of breaching the Grantee's obligations under this Section 16, the Grantee agrees to promptly execute such stock powers or other instruments of transfer in such forms as are acceptable to the Company without payment or other consideration therefor.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the Company has caused this Award to be granted, and the Grantee has accepted this Award, as of the date first above written.

NISOURCE INC.



_____

By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

CEO

NiSource Inc.

2020 Omnibus Incentive Plan

2023 Performance Share Unit Award Agreement

This Performance Share Unit Award Agreement (the "Agreement") is made and entered into as of #GrantDate# (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and #ParticipantName#, an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan.

Section 1. Performance Share Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, a target award of #GrantCustom3# Performance Share Units (the "Target Total Award" or "TTA"). The Performance Share Units shall be represented by a bookkeeping entry with respect to the Grantee (the "PSU Account"), and each Performance Share Unit shall be settled in one Share, to the extent provided under this Agreement and the Plan. This Agreement and the award shall be null and void unless the Grantee accepts this Agreement electronically within the Grantee's stock plan account with the Company's stock plan administrator according to the procedures then in effect.

Section 2. Performance-Based Vesting Conditions.

(a) General. Subject to the remainder of this Agreement, the TTA shall vest pursuant to the terms of this Agreement and the Plan based on the achievement of the performance goals set forth in this Section 2 over the performance period beginning on January 1, 2023 and ending on December 31, 2025 (the "Performance Period"), with a vesting date of February 27, 2026 (the "Vesting Date"), provided that the Grantee remains in continuous Service through January 1, 2026. Attainment of the performance goals shall be determined and certified by the Compensation and Human Capital Committee of the Board of Directors of the Company (the "Committee") prior to the settlement of the TTA.

(b) Relative Total Shareholder Return (RTSR) Performance Goal. Subject to the terms of this Agreement and the Plan, #GrantCustom1# Performance Share Units (twenty-five percent (25%) of the TTA) shall be eligible to vest based on the Company's achievement of RTSR during the Performance Period, as follows:

Performance Level(1)	RTSR	Percentage of the 25% of the TTA Eligible for Vesting
Trigger	30th Percentile	25%
Target	50th Percentile	100%
Stretch	80th Percentile and above	200%

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(c) NOEPS, Operational Index, Workforce, and Sustainability Performance Goals.

(1) Subject to the terms of this Agreement and the Plan, #GrantCustom2# of the Performance Share Units (seventy-five percent (75%) of the TTA) shall be eligible to vest based on the Company's achievement of Cumulative NOEPS (50% of the TTA), Operational Excellence (OPEX Index) (10% of the TTA), Supplier Diversity Spend (5% of the TTA), Employee Engagement Index Score (5% of the TTA), and Environmental Green House Gas Reduction (5% of the TTA) goals during the Performance Period, as follows:

LTI Metrics-Measure	TTA Weighting	Trigger	Target	Stretch
Cumulative NOEPS	50%	$4.86	$5.01	$5.16 or greater
Economic Inclusion (Supplier Diversity Spend as a percentage of total supplier spend)	5%	22%	25%	30%
Three-Year Average OPEX Index	10%	As approved by the Committee annually	As approved by the Committee annually	As approved by the Committee annually

LTI Metrics-Measure	TTA Weighting	Trigger	Target	Stretch
Employee Engagement Index Score	5%	77%	79%	81%
Environmental GHG Reduction	5%	Achieve goal AND reduce NI LDC fugitive and vented menthane emissions by less than 15.3%	Retire Schahfer Generating Station coal units AND reduce LDC fugitive and vented methane emissions by 15.3%	Achieve goal AND reduce NI LDC fugitive and vented menthane emissions by 34%

(2) The total of the weighted levels of achievement for the performance measures described in Section 2(c)(1) above shall be aggregated and the percentage of Performance Share Units eligible to vest under Section 2(c) shall vest in the respective percentages set forth below, as applicable.

Performance Levels(1)	Percentage of the 75% of TTA Vesting Based on Achievement
Trigger	50%
Target	100%
Stretch	200%

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(c) Definitions.

(1) "Cumulative NOEPS" means the Company's cumulative net operating earnings per share, as reported in the Company's annual financial statements. Additional adjustments to cumulative net operating earnings per share shall be

made to the targets and results for: (x) transactions that the Company discloses on Form 8-K filed with the Securities and Exchange Commission, including merger, acquisition, divestiture, consolidation or corporate restructuring, any recapitalization, reorganization, spin-off, split-up, combination, liquidation, dissolution, sale of assets or similar corporate transactions that meet the Company's disclosure thresholds; (y) pending transactions as a result of requirements to present operations as "held for sale" under Accounting Standard Codification 205; and (z) changes in law or accounting principles, in each case, as determined by the Committee.

(2) "RTSR" means the annualized growth in the dividends and share price of a Share, calculated using a 20 day trading average of the Company's closing price beginning on January 1, 2023 and ending December 31, 2025 compared to the TSR performance of the TSR Peer Group. The starting and ending share prices for the computation of RTSR shall equal the average closing price of each company's common stock over the 20 trading days immediately preceding the first and last day of the performance period.

(3) "TSR Peer Group" means the peer group of companies approved by the Committee at its meeting on January 25, 2023, as adjusted to reflect corporate transactions with respect to peer group companies as approved by the Committee at such meeting or from time to time thereafter.

Section 3. Termination of Employment.

(a) Vesting. Subject to the forfeiture conditions described later in this Agreement, the Performance Share Units shall vest on February 27, 2026 (the "Vesting Date") based on actual performance results, provided that the Grantee is continuously employed by the Company through January 1, 2026. Except as set forth in subsection (c) below, if the Grantee's Service is terminated for any reason on or prior to December 31, 2023, the unvested Performance Share Units subject to this Agreement shall immediately terminate and be automatically forfeited by the Grantee.

(b) Pro Rata Vesting Upon Termination After 2023 and Prior to 2026. If the Grantee's Service is terminated for any reason (including if the Grantee's Service is terminated for death or Disability) after December 31, 2023 and prior to January 1, 2026, then the Grantee shall vest in a *pro rata* portion of such Performance Share Units, based on the actual performance results for the Performance Period. Such *pro rata* portion of the Performance

Share Units shall be determined by multiplying the number of Performance Share Units earned based on actual performance by a fraction, where the numerator shall be the number of full or partial calendar months elapsed between the Grant Date and the date the Grantee terminates Service for any reason (including if the Grantee's Service is terminated for death or Disability), and the denominator shall be the number of full or partial calendar months elapsed between the Grant Date and January 1, 2026.

(c) Effect of Termination of Service due to Disability or Death On or Prior to December 31, 2023.

(1) Notwithstanding the foregoing, in the event that the Grantee's Service terminates on or prior to December 31, 2023 as a result of the Grantee's Disability then the Grantee (or the Grantee's beneficiary or estate in the case of the Grantee's death) shall vest in a *pro rata* portion of the Performance Share Units, based on the actual performance results for the Performance Period. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of Performance Share Units earned based on actual performance by a fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service on or prior to December 31, 2023 due to the Grantee's Disability, and the denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(2) Notwithstanding the foregoing, in the event that the Grantee's Service terminates on or prior to December 31, 2023 as a result of the Grantee's death, then the Grantee's beneficiary or estate shall vest, on the date of termination of Service, in a *pro rata* portion of the target Performance Share Units. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of target Performance Share Units by a fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service on or prior to December 31, 2023 due to death, and the denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(d) Change in Control. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Performance Share Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award.

Section 4. Delivery of Shares. Subject to the terms of this Agreement and except as otherwise provided for herein, the Company shall convert the Performance Share Units in the Grantee's PSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date (but in any event no later than the March 15th immediately following the year in which the substantial risk of forfeiture with respect to the Performance Share Units lapses) or, if earlier, within 30 days following (a) the Grantee's death in accordance with Section 3(c)(2), (b) Grantee's termination of Service without Cause or due to Good Reason in accordance with the Change in Control provisions of the Plan or (c) a Change in Control in the event the Performance Share Units do not become Alternative Awards under the Plan. The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has issued or distributed the vested Performance Share Units, the Company shall transfer any Shares with respect to the vested Performance Share Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided. The issuance or delivery of the Shares hereunder shall be evidenced by the appropriate entry on the books of the Company or of a duly authorized transfer agent of the Company. The Company shall pay all original issue or transfer taxes and all fees and expenses incident to such issuance or delivery, except as otherwise provided in Section 5.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Performance Share Units, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Performance Share Units. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery

or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Performance Share Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Performance Share Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Performance Share Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Performance Share Units shall be effective only at such time that the issuance of such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Performance Share Units have vested under this Agreement, the Performance Share Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Performance Share Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the

general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's PSU Account, any Shares or any other specific assets of the Company. All amounts credited to the Grantee's PSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee; Dividend Equivalent Rights.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Performance Share Units subject to this Agreement, nor shall the Company have any obligation to issue any dividend or otherwise afford any rights to which Shares are entitled with respect to any such Performance Share Units. Notwithstanding the foregoing, in the event that the Company declares a cash dividend or distribution on Shares, the Grantee will be credited with Dividend Equivalent Rights equal to the amount of the cash dividend or distribution per Share multiplied by the number of Performance Share Units granted by this Agreement and held by the Grantee on the dividend's or distribution's record date (as adjusted for any proration). The Dividend Equivalent Rights credited to the Grantee under the preceding sentence will be deemed to be reinvested in additional Performance Share Units, which will be subject to the same terms regarding vesting, forfeiture, and Dividend Equivalent Rights as Performance Share Units awarded to the Grantee under this Agreement. Following the Performance Period, the Grantee will be entitled to receive a cash payment equal to the value of the accrued Dividend Equivalent Rights (as adjusted for any proration) multiplied by the vested percentage of the TTA determined under Sections 2(b), 2(c) and 2(d) above.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Performance Share Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan (in each case as determined by the Committee), the number and kind of Performance Share Units and the performance goals, as applicable, shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control

provisions of the Plan, any Performance Share Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan, as determined by the Committee.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing, and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271 (or at such other address as the Company may designate by notice to the Grantee). Any notice hereunder by the Company shall be given to the Grantee in writing, and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement is subject to the provisions of the Plan and shall be interpreted in accordance therewith. In the event that the provisions of this Agreement and the Plan conflict, the Plan shall control. The Grantee hereby acknowledges receipt of a copy of the Plan.

Section 15. Code Section 409A Compliance. This Agreement and the Performance Share Units granted hereunder are intended to be exempt from Code Section 409A to the maximum extent possible, and shall be interpreted and construed accordingly.

Section 16. Restrictive Covenant.

(a) The Grantee understands the nature of the Company's business and the significant time and expense the Company and its Affiliates

(collectively referred to in this Section as "NiSource") have expended and continue to expend in attracting, developing, recruiting and training employees and that the loss of employees would cause significant and irreparable harm to NiSource. Accordingly, the Grantee agrees that the scope and duration of the restriction described in this Section 16 is reasonable and necessary to protect the legitimate business interests of NiSource. The Grantee agrees that during the period of the Grantee's Service and for a period of one (1) year following the Grantee's separation from Service, the Grantee shall not, without the express written approval of NiSource's Chief Human Resources Officer, directly or indirectly solicit, hire, recruit, or attempt to solicit, hire, or recruit, any then-current employee of NiSource or any employee who has been employed by NiSource in the six (6) months preceding such solicitation, hiring, or recruitment ("Covered Employee"). Soliciting, recruiting, or hiring Covered Employees with whom Grantee did not work or have direct contact while at NiSource to work as an employee, contractor, consultant or otherwise, shall not be considered a violation of this Section 16(a), provided, however, that Grantee does not solicit, employ or hire such employee with an intent to compete with NiSource in violation of this Section 16(a). Notwithstanding the foregoing, nothing in this Section shall restrict or preclude the Grantee from soliciting or hiring any employee who responds to a general employment solicitation or advertisement or contact by a recruiter that is not specifically focused or targeted on employees or former employees of NiSource, provided that the Grantee has not encouraged or advised such.

(b) If the final judgment of a court of competent jurisdiction declares that any term or provision of this Section is invalid or unenforceable, the parties agree that (a) the court making the determination of invalidity or unenforceability shall have the power to reduce the scope, duration, or geographic area of the term or provision, to delete specific words or phrases, or to replace any invalid or unenforceable term or provision with a term or provision that is valid and enforceable and that comes closest to expressing the intention of the invalid or unenforceable term or provision, (b) the parties shall request that the court exercise that power, and (c) this Agreement in its revised form shall be enforceable.

(c) Grantee agrees that in the event of a breach or threatened breach of the covenants contained in Section 16(a), in addition to any other damages or restrictions that may apply under any employment agreement, state

law, or otherwise, the Grantee shall forfeit, upon written notice to such effect from the Company, any and all Awards granted to the Grantee under this Agreement, including vested Awards and including any proceeds thereof. The forfeiture provisions of this Section shall continue to apply, in accordance with their terms, after the provisions of any employment or other agreement between the Company and the Grantee have lapsed. Grantee expressly acknowledges that any breach or threatened breach of any of the terms and/or conditions of this Section 16 may result in substantial, continuing, and irreparable injury to NiSource, and therefore agrees that, in addition to any other remedy that may be available to NiSource, NiSource shall be entitled to seek injunctive relief, specific performance, or other equitable relief (without the requirement to post bond) by a court of appropriate jurisdiction in the event of any breach or threatened breach of the terms of this Section 16 without the necessity of proving irreparable harm or injury as a result of such breach or threatened breach. Grantee expressly acknowledges that Grantee's violation of this Section 16 will entitle NiSource to other equitable and legal remedies, including damages, attorney's fees, and costs, as allowed by law. The provisions of this Section 16 shall continue to apply, in accordance with their terms, after the Grantee's Service has terminated and regardless of whether the provisions of any employment or other agreement between the Company and the Grantee have lapsed.

(d) In the event the Grantee is required to forfeit outstanding vested Shares as a result of breaching the Grantee's obligations under this Section 16, the Grantee agrees to promptly execute such stock powers or other instruments of transfer in such forms as are acceptable to the Company without payment or other consideration therefor.

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IN WITNESS WHEREOF, the Company has caused the Performance Share Units subject to this Agreement to be granted, and the Grantee has accepted the Performance Share Units subject to the terms of the Agreement, as of the date first above written.

NISOURCE INC.



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By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

NiSource Inc.
2020 Omnibus Incentive Plan

2022 Restricted Stock Unit Award Agreement

This Restricted Stock Unit Award Agreement (the "Agreement"), is made and entered into as of [DATE] (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and [NAME], an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan.

Section 1. Restricted Stock Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, an Award of [NUMBER] Restricted Stock Units. The Restricted Stock Units shall be represented by a bookkeeping entry (the "RSU Account") of the Company, and each Restricted Stock Unit shall be equivalent to one share of the Company's common stock.

Section 2. Grantee Accounts. The number of Restricted Stock Units granted pursuant to this Agreement shall be credited to the Grantee's RSU Account. Each RSU Account shall be maintained on the books of the Company until full payment of the balance thereof has been made to the Grantee (or the Grantee's beneficiaries or estate if the Grantee is deceased) in accordance with Section 1 above. No funds shall be set aside or earmarked for any RSU Account, which shall be purely a bookkeeping device.

Section 3. Vesting and Lapse of Restrictions.

(a) Vesting. Subject to the forfeiture conditions described later in this Agreement, the Restricted Stock Units shall vest on February 28, 2025 (the "Vesting Date"), at which date they shall become 100% vested, provided that the Grantee is continuously employed by the Company through and including the Vesting Date. Except as set forth in subsection (b) hereof, if Grantee's Service is terminated for any reason prior to the Vesting Date, the unvested Restricted Stock Units subject to this Agreement shall immediately terminate and be automatically forfeited by Grantee.

(b) Effect of Termination of Service Prior to Vesting. Notwithstanding the foregoing, in the event that the Grantee's Service terminates prior to the Vesting Date as a result of (i) the Grantee's Retirement, (ii) the Grantee's death, or (iii) the Grantee's Disability, the restrictions set forth in subsection (a) above shall lapse with respect to a *pro rata* portion of such Restricted Stock Units on the date of termination of Service. Such *pro rata* lapse of restrictions shall be determined using a fraction, where the numerator shall be the number of full or partial calendar months elapsed between the Grant Date and the date the Grantee terminates Service, and the denominator shall be the number of full or partial calendar months between the Grant Date and the Vesting Date. For purposes of this Agreement, "Retirement" means the Grantee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service measured from the Grantee's most recent date of hire with the Company or an Affiliate.

(c) Change in Control. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Restricted Stock Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award. Notwithstanding the foregoing or anything herein to the contrary, in the event the Restricted Stock Units do not become Alternative Awards under the Plan, then the Restricted Stock Units shall be settled within 60 days following the Change in Control; provided, however, in the event the Restricted Stock Units constitute nonqualified deferred compensation subject to Code Section 409A and the Change in Control is not a "change in control event" within the meaning of Code Section 409A, then, to the extent required to comply with Code Section 409A, the vested Restricted Stock Units shall be settled within 60 days following the Vesting Date or, if earlier and subject to Section 4, upon Grantee's termination of Service.

Section 4. Delivery of Shares. Once Restricted Stock Units have vested under this Agreement, the Company shall convert the Restricted Stock Units in the Grantee's RSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date or, if earlier, Grantee's termination of Service in accordance with Section 3(b). Notwithstanding the foregoing, to the extent any portion of the Restricted Stock Units are subject to Code Section 409A, if any Restricted Stock Units vest prior to the Vesting Date in connection with a Grantee's "separation from service" within the meaning of Code Section 409A and the Grantee is a "specified employee" within the meaning of Code Section 409A at the time of such separation from service, the Shares represented by the vested Restricted Stock Units shall be issued and delivered on the first business day after the date that is six (6) months following the date of the Grantee's separation from service (or if earlier, the Grantee's date of death). The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has distributed any portion of the vested Restricted Stock Units, the Company shall transfer any Shares payable with respect to the vested Restricted Stock Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Restricted Stock Units, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Restricted Stock Units. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Restricted Stock Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Restricted Stock Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the

Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Restricted Stock Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Restricted Stock Units shall be effective only at such time that the issuance of such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Restricted Stock Units have vested under this Agreement, the Restricted Stock Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Restricted Stock Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's RSU Account or any other specific assets of the Company. All amounts credited to the Grantee's RSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes, as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Restricted Stock Units subject to this Agreement, nor shall the Company have any obligation to issue any dividends or otherwise afford any rights to which Shares are entitled with respect to any such Restricted Stock Units.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Restricted Stock Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan, the number and kind of Restricted Stock Units shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Restricted Stock Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271, or at such other address as the Company may designate by notice to the Grantee. Any notice hereunder by the Company shall be given to the Grantee in writing and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement at all times shall be governed by the Plan, which is incorporated in this Agreement by reference, and in no way alter or modify the Plan. To the extent a conflict exists between this Agreement and the Plan, the provisions of the Plan shall govern. This Agreement is pursuant to the terms of the Plan.

Section 15. Code Section 409A Compliance. This Agreement shall be interpreted in accordance with Code Section 409A including the rules related to payment timing for "specified employees" within the meaning of Code Section 409A. This Agreement shall be deemed to be modified to the maximum extent necessary to be in compliance with Code Section 409A's rules. If the Grantee is unexpectedly required to include in the Grantee's current year's income any amount of compensation relating to the Restricted Stock Units because of a failure to meet the requirements of Code Section 409A, then to the extent permitted by Code Section 409A, the Grantee may receive a distribution of cash or Shares in an amount not to exceed the amount required to be included in income as a result of the failure to comply with Code Section 409A.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the Company has caused this Award to be granted, and the Grantee has accepted this Award, as of the date first above written.

NISOURCE INC.



_____

By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

NiSource Inc.

2020 Omnibus Incentive Plan

2022 Performance Share Unit Award Agreement

This Performance Share Unit Award Agreement (the "Agreement") is made and entered into as of [DATE] (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and [NAME], an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan.

Section 1. Performance Share Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, a target award of [Grant Custom Field 3] Performance Share Units. The Performance Share Units shall be represented by a bookkeeping entry with respect to the Grantee (the "PSU Account"), and each Performance Share Unit shall be settled in one Share, to the extent provided under this Agreement and the Plan. This Agreement and the award shall be null and void unless the Grantee accepts this Agreement electronically within the Grantee's stock plan account with the Company's stock plan administrator according to the procedures then in effect.

Section 2. Performance-Based Vesting Conditions.

(a) General. Subject to the remainder of this Agreement, the Performance Share Units shall vest pursuant to the terms of this Agreement and the Plan based on the achievement of the performance goals set forth in this Section 2 over the performance period beginning on January 1, 2022 and ending on December 31, 2024 (the "Performance Period"), provided that that the Grantee remains in continuous Service through February 28, 2025 (the "Vesting Date"). Attainment of the performance goals shall be determined and certified by the Compensation Committee of the Board of Directors of the Company (the "Committee") prior to the settlement of the Performance Share Units.

(b) Financial Performance Goal. Subject to the terms of this Agreement and the Plan, [Grant Custom Field 1] of the Performance Share Units shall be eligible to vest based on the Company's achievement of cumulative NOEPS during the Performance Period, as follows:

Performance Level(1)	Cumulative NOEPS	Percentage of Performance Share Units Eligible for Vesting(2)
Trigger	$4.51	50%
Target	$4.75	100%
Stretch	$4.99 and above	200%

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(2) The number of Performance Share Units that shall vest based on the Company's cumulative NOEPS performance shall be subject to a performance magnifier as described below.

(3) Performance Magnifier. Subject to the terms of this Agreement and the Plan, the number of Performance Share Units eligible for vesting pursuant to Section 2(b) shall be adjusted based on the following schedule:

Performance Measure	Goal(1)	Magnifier(2)
Safety: Three-Year Average Safety Scorecard Results (as a % of Target). Safety Scorecard for each year is approved by the Committee each year.	Result = ≤80%	-20%
	Result = 100%	0%
	Result = ≥120%	+20%
Environmental: Reduction of Greenhouse Gas ("GHG") Emissions	Result = Goal not met	-10%
	Goal = Reduce NIPSCO R.M. Schahfer Generating Station coal unit CO_2 emissions by 11.9 million tonnes from a 2005 baseline **and** reduce NiSource LDC fugitive and vented methane emissions by 14.4% from a 2005 baseline	0%
	Result = Achieve Goal **and** reduce NiSource LDC fugitive and vented methane emissions by 42.6% from a 2005 baseline	+10%
Diversity, Equity and Inclusion ("DE&I): Utilization of available external diverse talent per workforce category to close 12 categories of DE&I gaps in the Company's workforce	Result = ≤10/12 categories or less met	-10%
	Result = 11/12 categories met	0%
	Result = 12/12 categories met	+10%

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(2) Based on whether the Company achieves or fails to achieve the applicable performance goal, Performance Share Units eligible for vesting pursuant to Sections 2(b) shall be increased or decreased in accordance with the percentages noted above.

(c) RTSR Performance Goal. Subject to the terms of this Agreement and the Plan, [Grant Custom Field 2] of the Performance Share Units shall be eligible to vest based on the Company's achievement of RTSR during the Performance Period, as follows:

Performance Level(1)	RTSR Percentile Ranking	Percentage of Performance Share Units Eligible for Vesting(2)
Trigger	30th Percentile	25%
Target	50th Percentile	100%
Stretch	80th Percentile and above	200%

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(2) The number of Performance Share Units that shall vest based on the Company's RTSR performance shall be subject to a performance magnifier as described below.

(3) Performance Magnifier. Subject to the terms of this Agreement and the Plan, the number of Performance Share Units eligible for vesting pursuant to Section 2(c) shall be adjusted based on the following schedule:

Performance Measure	Goal(1)	Magnifier(2)
Safety: Three-Year Average Safety Scorecard Results (as a % of Target). Safety Scorecard for each year is approved by the Committee each year.	Result = ≤80%	-20%
	Result = 100%	0%
	Result = ≥120%	+20%
Environmental: Reduction of Greenhouse Gas ("GHG") Emissions	Result = Goal not met	-10%
	Goal = Reduce NIPSCO R.M. Schahfer Generating Station coal unit CO_2 emissions by 11.9 million tonnes from a 2005 baseline **and** reduce NiSource LDC fugitive and vented methane emissions by 14.4% from a 2005 baseline	0%
	Result = Achieve Goal **and** reduce NiSource LDC fugitive and vented methane emissions by 42.6% from a 2005 baseline	+10%

Diversity, Equity and Inclusion ("DE&I): Utilization of available external diverse talent per workforce category to close 12 categories of DE&I gaps in the Company's workforce	Result = ≤10/12 categories or less met	-10%
	Result = 11/12 categories met	0%
	Result = 12/12 categories met	+10%

(1) The vesting percentage for performance between performance levels shall be determined based on linear interpolation.

(2) Based on whether the Company achieves or fails to achieve the applicable performance goal, Performance Share Units eligible for vesting pursuant to Section 2(c) shall be increased or decreased in accordance with the percentages noted above.

(d) Maximum Vesting Level. Notwithstanding anything herein to the contrary, including performance determined under Sections 2(b)(3) and 2(c)(3), the maximum vesting level under this Award shall be capped at 200% of the target Performance Share Units.

(e) Definitions.

(i) "Cumulative NOEPS" means the Company's cumulative net operating earnings per share, as reported in the Company's annual financial statements. Additional adjustments to cumulative net operating earnings per share shall be made to the targets and results for: (x) transactions that the Company discloses on Form 8-K filed with the Securities and Exchange Commission, including merger, acquisition, divestiture, consolidation or corporate restructuring, any recapitalization, reorganization, spin-off, split-up, combination, liquidation, dissolution, sale of assets or similar corporate transactions that meet the Company's disclosure thresholds; (y) pending transactions as a result of requirements to present operations as "held for sale" under Accounting Standard Codification 205; and (z) changes in law or accounting principles, in each case, as determined by the Committee.

(ii) "RTSR" means the annualized growth in the dividends and share price of a Share, calculated using a 20 day trading average of the Company's closing price beginning on January 1, 2022 and ending December 31, 2024 compared to the TSR performance of the TSR Peer Group. The starting and ending share prices for the computation of RTSR shall equal the average closing price of each company's common stock over the 20 trading days immediately preceding the first and last day of the performance period.

(iii) "TSR Peer Group" means the peer group of companies approved by the Committee at its meeting on January 27, 2022, as adjusted to reflect corporate transactions with respect to peer group companies as approved by the Committee at such meeting.

Section 3. Termination of Employment.

(a) Termination of Service Prior to Vesting Date. Except as set forth below, if the Grantee's Service is terminated for any reason prior to the Vesting Date, then the Grantee shall forfeit the Performance Share Units credited to the Grantee's PSU Account.

(b) Retirement, Disability or Death.

(i) Notwithstanding the foregoing, in the event that the Grantee's Service terminates prior to the Vesting Date as a result of the Grantee's (i) Retirement, (ii) Disability, or (iii) death and such death occurs with less than or equal to twelve months remaining in the Performance Period, then the Grantee (or the Grantee's beneficiary or estate in the case of the Grantee's death) shall vest in a *pro rata* portion of the Performance Share Units, based on the actual performance results for the Performance Period. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of Performance Share Units earned based on actual performance by a fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service, and the denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(ii) If the Grantee terminates Service due to death prior to the Vesting Date and with more than 12 months remaining in the Performance Period, then the Grantee's beneficiary or estate shall vest, on the date of termination, in a *pro rata* portion of the target Performance Share Units. Such *pro rata* portion of the Performance Share Units shall be determined by multiplying the number of target Performance Share Units by a fraction, where the numerator shall equal the number of calendar months (including partial calendar months) that have elapsed from the Grant Date through the date of the Grantee's termination of Service, and the denominator shall be the number of calendar months (including partial calendar months) that have elapsed between the Grant Date and the Vesting Date.

(iii) "Retirement" means the Grantee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service measured from the Grantee's most recent date of hire with the Company or an Affiliate.

(c) Change in Control. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Performance Share Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award.

Section 4. Delivery of Shares. Subject to the terms of this Agreement and except as otherwise provided for herein, the Company shall convert the Performance Share Units in the Grantee's PSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date (but in any event no later than the March 15th immediately following the year in which the substantial risk of forfeiture with respect to the Performance Share Units lapses) or, if earlier, within 30 days following (a) the Grantee's death in accordance with Section 3(b)(ii), (b) Grantee's termination of Service without Cause or due to Good Reason in accordance with the Change in Control provisions of the Plan or (c) a Change in Control in the event the Performance Share Units do not become Alternative Awards under the Plan. The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has issued or distributed the vested Performance Share Units, the Company shall transfer any Shares with respect to the vested Performance Share Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided. The issuance or deliver of the Shares hereunder shall be evidenced by the appropriate entry on the books of the Company or of a duly authorized transfer agent of the Company. The Company shall pay all original issue or transfer taxes and all fees and expenses incident to such issuance or delivery, except as otherwise provided in Section 5.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Performance Share Units, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Performance Share Units. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Performance Share Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Performance Share Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Performance Share Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Performance Share Units shall be effective only at such time that the issuance of such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive

legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Performance Share Units have vested under this Agreement, the Performance Share Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Performance Share Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's PSU Account, any Shares or any other specific assets of the Company. All amounts credited to the Grantee's PSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Performance Share Units subject to this Agreement, nor shall the Company have any obligation to issue any dividend or otherwise afford any rights to which Shares are entitled with respect to any such Performance Share Units.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Performance Share Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan (in each case as determined by the Committee), the number and kind of Performance Share Units and the performance goals, as applicable, shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Performance Share Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan, as determined by the Committee.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing, and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271 (or at such other address as the Company may designate by notice to the Grantee). Any notice hereunder by the Company shall be given to the Grantee in writing, and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement is subject to the provisions of the Plan and shall be interpreted in accordance therewith. In the event that the provisions of this Agreement and the Plan conflict, the Plan shall control. The Grantee hereby acknowledges receipt of a copy of the Plan.

Section 15. Code Section 409A Compliance. This Agreement and the Performance Share Units granted hereunder are intended to be exempt from Code Section 409A to the maximum extent possible, and shall be interpreted and construed accordingly.

IN WITNESS WHEREOF, the Company has caused the Performance Share Units subject to this Agreement to be granted, and the Grantee has accepted the Performance Share Units subject to the terms of the Agreement, as of the date first above written.

NISOURCE INC.



By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

NiSource Inc.
2020 Omnibus Incentive Plan

2022 Restricted Stock Unit Award Agreement

This Restricted Stock Unit Award Agreement (the "Agreement"), is made and entered into as of [DATE] (the "Grant Date"), by and between NiSource Inc., a Delaware corporation (the "Company"), and [NAME], an Employee of the Company or an Affiliate (the "Grantee"), pursuant to the terms of the NiSource Inc. 2020 Omnibus Incentive Plan, as amended (the "Plan"). Any term capitalized but not defined in this Agreement shall have the meaning set forth in the Plan.

Section 1. Restricted Stock Unit Award. The Company hereby grants to the Grantee, on the terms and conditions hereinafter set forth, an Award of [NUMBER] Restricted Stock Units. The Restricted Stock Units shall be represented by a bookkeeping entry (the "RSU Account") of the Company, and each Restricted Stock Unit shall be equivalent to one share of the Company's common stock.

Section 2. Grantee Accounts. The number of Restricted Stock Units granted pursuant to this Agreement shall be credited to the Grantee's RSU Account. Each RSU Account shall be maintained on the books of the Company until full payment of the balance thereof has been made to the Grantee (or the Grantee's beneficiaries or estate if the Grantee is deceased) in accordance with Section 1 above. No funds shall be set aside or earmarked for any RSU Account, which shall be purely a bookkeeping device.

Section 3. Vesting and Lapse of Restrictions.

(a) Vesting. Subject to the forfeiture conditions described later in this Agreement, the Restricted Stock Units shall vest [CLIFF VESTING DATE] (the "Vesting Date"), at which date they shall become 100% vested, provided that the Grantee is continuously employed by the Company through and including the Vesting Date. Except as set forth in subsection (b) hereof, if Grantee's Service is terminated for any reason prior to the Vesting Date, the unvested Restricted Stock Units subject to this Agreement shall immediately terminate and be automatically forfeited by Grantee.

(b) Effect of Termination of Service Prior to Vesting. Notwithstanding the foregoing, in the event that the Grantee's Service terminates prior to the Vesting Date as a result of (i) the Grantee's Retirement, (ii) the Grantee's death, or (iii) the Grantee's Disability, the restrictions set forth in subsection (a) above shall lapse with respect to a *pro rata* portion of such Restricted Stock Units on the date of termination of Service. Such *pro rata* lapse of restrictions shall be determined using a fraction, where the numerator shall be the number of full or partial calendar months elapsed between the Grant Date and the date the Grantee terminates Service, and the denominator shall be the number of full or partial calendar months between the Grant Date and the Vesting Date. For purposes of this Agreement, "Retirement" means the Grantee's termination from Service at or after attainment of age 55 and completion of at least 10 years of continuous Service measured from the Grantee's most recent date of hire with the Company or an Affiliate.

(c) Change in Control. Notwithstanding the foregoing provisions, in the event of a Change in Control, the Restricted Stock Units under this Agreement shall be subject to the Change in Control provisions set forth in the Plan. In the event of any conflict between the Plan and this Agreement, the Plan shall control. Notwithstanding any other agreement between the Company and the Grantee, the "Good Reason" definition set forth in the Plan shall govern this award. Notwithstanding the foregoing or anything herein to the contrary, in the event the Restricted Stock Units do not become Alternative Awards under the Plan, then the Restricted Stock Units shall be settled within 60 days following the Change in Control; provided, however, in the event the Restricted Stock Units constitute nonqualified deferred compensation subject to Code Section 409A and the Change in Control is not a "change in control event" within the meaning of Code Section 409A, then, to the extent required to comply with Code Section 409A, the vested Restricted Stock Units shall be settled within 60 days following the Vesting Date or, if earlier and subject to Section 4, upon Grantee's termination of Service.

Section 4. Delivery of Shares. Once Restricted Stock Units have vested under this Agreement, the Company shall convert the Restricted Stock Units in the Grantee's RSU Account into Shares and issue or deliver the total number of Shares due to the Grantee within 60 days following the Vesting Date or, if earlier, Grantee's termination of Service in accordance with Section 3(b). Notwithstanding the foregoing, to the extent any portion of the Restricted Stock Units are subject to Code Section 409A, if any Restricted Stock Units vest prior to the Vesting Date in connection with a Grantee's "separation from service" within the meaning of Code Section 409A and the Grantee is a "specified employee" within the meaning of Code Section 409A at the time of such separation from service, the Shares represented by the vested Restricted Stock Units shall be issued and delivered on the first business day after the date that is six (6) months following the date of the Grantee's separation from service (or if earlier, the Grantee's date of death). The delivery of the Shares shall be subject to payment of the applicable withholding tax liability and the forfeiture provisions of this Agreement. If the Grantee dies before the Company has distributed any portion of the vested Restricted Stock Units, the Company shall transfer any Shares payable with respect to the vested Restricted Stock Units in accordance with the Grantee's written beneficiary designation or to the Grantee's estate if no written beneficiary designation is provided.

Section 5. Withholding of Taxes. As a condition precedent to the delivery to Grantee of any Shares upon vesting of the Restricted Stock Units, Grantee shall, upon request by the Company, pay to the Company such amount of cash as the Company may be required, under all applicable federal, state, local or other laws or regulations, to withhold and pay over as income or other withholding taxes (the "Required Tax Payments") with respect to the Restricted Stock Units. If Grantee shall fail to advance the Required Tax Payments after request by the Company, the Company may, in its discretion, deduct any Required Tax Payments from any amount then or thereafter payable by the Company to Grantee or withhold Shares. Grantee may elect to satisfy his or her obligation to advance the Required Tax Payments by any of the following means: (a) a cash payment to the Company; (b) delivery to the Company (either actual delivery or by attestation procedures established by the Company) of previously owned whole Shares having a Fair Market Value, determined as of the date the obligation to withhold or pay taxes first arises in connection with the Restricted Stock Units (the "Tax Date"), equal to the Required Tax Payments; (c) authorizing the Company to withhold from the Shares otherwise to be delivered to Grantee upon the vesting of the Restricted Stock Units, a number of whole Shares having a Fair Market Value, determined as of the Tax Date, equal to the

Required Tax Payments; or (d) any combination of (a), (b) and (c). Shares to be delivered or withheld may not have a Fair Market Value in excess of the minimum amount of the Required Tax Payments. Any fraction of a Share which would be required to satisfy such an obligation shall be disregarded and the remaining amount due shall be paid in cash by Grantee. No Shares shall be delivered until the Required Tax Payments have been satisfied in full.

Section 6. Compliance with Applicable Law. Notwithstanding anything contained herein to the contrary, the Company's obligation to issue or deliver certificates evidencing the Restricted Stock Units shall be subject to all applicable laws, rules and regulations, and to such approvals by any governmental agencies or national securities exchanges as may be required. The delivery of all or any Shares that relate to the Restricted Stock Units shall be effective only at such time that the issuance of such Shares shall not violate any state or federal securities or other laws. The Company is under no obligation to effect any registration of Shares under the Securities Act of 1933 or to effect any state registration or qualification of the Shares that may be issued under this Agreement. Subject to Code Section 409A, the Company may, in its sole discretion, delay the delivery of Shares or place restrictive legends on Shares in order to ensure that the issuance of any Shares shall be in compliance with federal or state securities laws and the rules of any exchange upon which the Company's Shares are traded. If the Company delays the delivery of Shares in order to ensure compliance with any state or federal securities or other laws, the Company shall deliver the Shares at the earliest date at which the Company reasonably believes that such delivery shall not cause such violation, or at such later date that may be permitted under Code Section 409A.

Section 7. Restriction on Transferability. Except as otherwise provided under the Plan, until the Restricted Stock Units have vested under this Agreement, the Restricted Stock Units granted herein and the rights and privileges conferred hereby may not be sold, transferred, pledged, assigned, or otherwise alienated or hypothecated (by operation of law or otherwise), other than by will or the laws of descent and distribution. Any attempted transfer in violation of the provisions of this paragraph shall be void, and the purported transferee shall obtain no rights with respect to such Restricted Stock Units.

Section 8. Grantee's Rights Unsecured. The right of the Grantee or his or her beneficiary to receive a distribution hereunder shall be an unsecured claim against the general assets of the Company, and neither the Grantee nor his or her beneficiary shall have any rights in or against any amounts credited to the Grantee's RSU Account or any other specific assets of the Company. All amounts credited to the Grantee's RSU Account shall constitute general assets of the Company and may be disposed of by the Company at such time and for such purposes, as it may deem appropriate.

Section 9. No Rights as Stockholder or Employee.

(a) Unless and until Shares have been issued to the Grantee, the Grantee shall not have any privileges of a stockholder of the Company with respect to any Restricted Stock Units subject to this Agreement, nor shall the Company have any obligation to issue any dividends or otherwise afford any rights to which Shares are entitled with respect to any such Restricted Stock Units.

(b) Nothing in this Agreement or the Award shall confer upon the Grantee any right to continue as an Employee of the Company or any Affiliate or to interfere in any way with the right of the Company or any Affiliate to terminate the Grantee's Service at any time.

Section 10. Adjustments. If at any time while the Award is outstanding, the number of outstanding Restricted Stock Units is changed by reason of a reorganization, recapitalization, stock split or any of the other events described in the Plan, the number and kind of Restricted Stock Units shall be adjusted in accordance with the provisions of the Plan. In the event of certain corporate events specified in the Change in Control provisions of the Plan, any Restricted Stock Units may be replaced by Alternative Awards or forfeited in exchange for payment of cash in accordance with the Change in Control procedures and provisions of the Plan.

Section 11. Notices. Any notice hereunder by the Grantee shall be given to the Company in writing and such notice shall be deemed duly given only upon receipt thereof at the following address: Corporate Secretary, NiSource Inc., 801 East 86th Avenue, Merrillville, IN 46410-6271, or at such other address as the Company may designate by notice to the Grantee. Any notice hereunder by the Company shall be given to the Grantee in writing and such notice shall be deemed duly given only upon receipt thereof at such address as the Grantee may have on file with the Company.

Section 12. Administration. The administration of this Agreement, including the interpretation and amendment or termination of this Agreement, shall be performed in accordance with the Plan. All determinations and decisions made by the Committee, the Board, or any delegate of the Committee as to the provisions of this Agreement shall be conclusive, final, and binding on all persons. Notwithstanding the foregoing, if subsequent guidance is issued under Code Section 409A that would impose additional taxes, penalties, or interest to either the Company or the Grantee, the Company may administer this Agreement in accordance with such guidance and amend this Agreement without the consent of the Grantee to the extent such actions, in the reasonable judgment of the Company, are considered necessary to avoid the imposition of such additional taxes, penalties, or interest.

Section 13. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Indiana, without giving effect to the choice of law principles thereof.

Section 14. Entire Agreement; Agreement Subject to Plan. This Agreement and the Plan contain all of the terms and conditions with respect to the subject matter hereof and supersede any previous agreements, written or oral, relating to the subject matter hereof. This Agreement at all times shall be governed by the Plan, which is incorporated in this Agreement by reference, and in no way alter or modify the Plan. To the extent a conflict exists between this Agreement and the Plan, the provisions of the Plan shall govern. This Agreement is pursuant to the terms of the Plan.

Section 15. Code Section 409A Compliance. This Agreement shall be interpreted in accordance with Code Section 409A including the rules related to payment timing for "specified employees" within the meaning of Code Section 409A. This Agreement shall be deemed to be modified to the maximum extent necessary to be in compliance with Code Section 409A's rules. If the Grantee is unexpectedly required to include in the Grantee's current year's income any amount of compensation relating to the Restricted Stock Units because of a failure to meet the requirements of Code Section 409A, then to the extent permitted by Code Section 409A, the Grantee may receive a distribution of cash or Shares in an amount not to exceed the amount required to be included in income as a result of the failure to comply with Code Section 409A.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the Company has caused this Award to be granted, and the Grantee has accepted this Award, as of the date first above written.

NISOURCE INC.



_____

By: Melanie Berman
Its: Senior Vice President and Chief Human Resources Officer

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

91. Incentive Compensation. Refer to the Application generally. For each incentive plan, for each of the years 2018, 2019, 2020, 2021, 2022 and 2023, provide the number of employees eligible under the plan for incentive compensation payment and number of eligible employees that did not receive incentive compensation payment.

Response:

2021 Plan Year (Payout in 2022)		
Company	Eligible and Received Payout	Did Not Receive Payout
NCS	1,989	28
CKY	207	3

2022 Plan Year (Payout in 2023)		
Company	Eligible and Received Payout	Did Not Receive Payout
NCS	2,029	39
CKY	207	0

2023 Plan Year (Payout in 2024)		
Company	Eligible and Received Payout	Did Not Receive Payout
NCS	2,257	32
CKY	192	0

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

92. Incentive compensation. Refer to the Application generally. Explain the regulatory treatment of incentive compensation for each of the Company's affiliates in other jurisdictions.

Response:

Objection: Columbia objects as the regulatory treatment for the costs of Columbia's affiliates are outside the scope of this case and are therefore irrelevant.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

93. Incentive Compensation. Refer to the Application generally. Does the Company have any studies or analysis that show that its incentive compensation plan provides any benefit to ratepayers? If so, provide copies of all documents.

Response:

Please see the Direct Testimony of Columbia Witness Owens at Page 15, 16, 19, and 23.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

94. Incentive Compensation. Refer to the Owens Testimony, pages 14 – 28. Provide for the each of the years 2021, 2022, and 2023, the various goals on which incentive payments were to be determined and the actual achievement attained (i.e., the response should show actual metrics and not a simple reference that the goal was at target, not at target, at maximum, etc.)

Response:

Please refer to KY PSC Case No. 2024-00092 AG 1-94 Attachment A for the various goals on which incentive payments were determined and the actual achievement attained for 2021, 2022, and 2023.

2021 STI Results as % of Target for All Eligible Employees

Measures	2021 Weighting %		Goals			Results
	Executive	Nonexecutive				
FINANCIAL			Stretch	Target	Trigger	
NiSource Net Operating Earnings Per Share	70%	70%	$1.39	$1.31 - $1.33	$1.25	$1.37
SAFETY						
Safety Scorecard (30% total weighting):						
•DART	5%		0.15	0.30	0.71	**0.98**
•Executive Observations	5%		200%	100%	75%	141%
•Process Safety Incidences	10%		0	0	0	
•Standard Operating Procedures (SOP) Development	5%		40	35	30	46
•Records and Mapping GIS service lines mapped	2.5%		96%	93%	90%	93%
•Records and Mapping GIS drawings complete	2.5%		65%	60%	55%	93%
Public safety perception[1]:						
•Safety & Reliability (gas)		5%	*829*	*825*	*821*	*825*
•Power Quality & Reliability (electric)		5%	*787*	*783*	*779*	*781*
CUSTOMER						
Public perception[1] of:						
•Billing & Payment		5%	*824*	*820*	*816*	*820*
•Pricing		5%	*718*	*715*	*711*	***714***
MSR Customer Satisfaction Survey		10%	91%	90%	89%	

Final Results as a % of Target	**ELT**	**119%**
	Executive	**113%**
	All Others	**111%**

[1] As measured by 2021 J.D. Power Gas Utility and Electric Residential Customer Studies

2022 STI Results for Officers as % of Target

Measures for Officers	Weighting %	Goals			Final Results	% Achieved	% Weighted Achieved
FINANCIAL		Stretch	Target	Trigger			
Net Operating Earnings Per Share	70%	$1.52	$1.44-1.46	$1.38	**$1.47**	108%	**75.8%**
SAFETY							
Safety Scorecard:							
Severe Injury and Event Reduction	5%	50%	20%	10%	**50%**	150%	**7.5%**
Executive and Leadership Safety Observations	5%	39,160	35,600	35,600	**53,448**	150%	**7.5%**
Process Safety Incidents	10%	NA	0	NA	**0**	100%	**10.0%**
Operational Rigor - SOP Utilization	5%	98	95	90	**100**	150%	**7.5%**
Records and Technology:							
-Completion of 100% of POD and District Regulator Station Isometric Drawings for Above Ground Assets	5% (Combined Achievement)	100%	97%	93%	**99%**	133%	**6.4%**
-Buried Control Lines Located and Mapped on Isometric Drawings (>=125# Station Inlet Pressure)		12%	10%	7%	**22%**	150%	
-% of leak survey main miles completed by Picarro technology		30%	27%	25%	**27%**	100%	
-% of identified field employees protected with 4 gas sensor/Lone Worker technology (NiSafe/Blackline)		100%	98%	95%	**99%**	125%	
Total							**115%**[1]

2022 STI Results for Non-Officers as % of Target

Measures	Weighting %	Goals			Results	% Achieved	% Weighted Achieved
FINANCIAL		Stretch	Target	Trigger			
Net Operating Earnings Per Share	70%	$1.52	$1.44-1.46	$1.38	**$1.47**	108%	**76%**
SAFETY							
Leadership Field Safety Observations	10%	39,160	35,600	35,600	**53,448**	150%	**15%**
CUSTOMER							
JD Power Gas Utility and Electric Residential Customer Satisfaction: Overall Customer Satisfaction Index (OCSI)	10%	768	764	761	**757**	0%	**0%**
MSR Customer Satisfaction Survey	10%	76%	75%	74%	**72%**	0%	**0%**
Total							**91%** [1]

[1] As a result of the 2 employee groups having different outcomes: 115% and 91%, the Company took a weighted average approach for funding the program: no change in expense, however both employee groups incentive pools were funded at 94.44% of target

2023 STI Results as % of Target for All Eligible Employees

Measures	2023 Weighting %	Goals			Results	% Achievement	Weighted % Achievement
Financial		Trigger	Target	Stretch			
NiSource Net Operating Earnings Per Share	**70%**	**$1.51**	**$1.56**	**$1.61**	**1.60**	**180%**	**126.00%**
Occupational Health and Safety							
DART	**5%**	**0.74**	**0.70**	**0.63**	**0.65**	**171%**	**8.57%**
PVC	**5%**	**1.73**	**1.65**	**1.49**	**1.49**	**200%**	**10.00%**
Operational Excellence							
Operations or Process Failure	**10%**	**0**	**0**	**0**	**0**	**100%**	**10.00%**
Customer							
Customer Satisfaction Survey	**10%**	**67%**	**70%**	**73%**	**71.50%**	**150%**	**15.00%**

Result as a % of Target **170%**

2019-2021 LTI (PSU) Results as % Target

Performance Shares/ Weighting		2019-2021 Goals		Results		% Achieved	% Weighted PSU Achievement
1. Cumulative NOEPS	81.25%	Stretch - 200% $4.35 Target - 100% $4.14 Trigger - 50% $3.93		2019 2020 2021 Total	$1.32 $1.37 $1.37 $4.06	80.95%	65.77%
1a. Cumulative NOEPS Modifier: Relative Total Shareholder Return		First Quartile	25%	☑			
		Second Quartile	0				
		Third Quartile	0				
		Fourth Quartile	-25%				
2. Customer Value Index (See Appendix for Details)	18.75%	Safety		⊗		60.00%	11.25%
		Customer		☑			
		Financial		☑			
		Culture		⊗			
		Environmental		☑			
						Total	77.02%

2020-2022 LTI (PSU) Results as % of Target

Performance Shares/ Weighting		2020-2022 Goals		Results		% Achieved	% Weighted PSU Achievement
1. Cumulative NOEPS	81%	Stretch - 200% $4.47 Target - 100% $4.25 Trigger - 50% $4.03		2020 $1.37 2021 $1.37 2022 $1.47 Total $4.21		91%	74%
1a. Cumulative NOEPS Modifier: Relative Total Shareholder Return		First Quartile	25%	Second Quartile		0%	0%
		Second Quartile	0				
		Third Quartile	0				
		Fourth Quartile	-25%				
2. Customer Value Index	19%	Safety		Not met		25%	5%
		Customer		Not met			
		Culture		Not met			
		Environmental		Met			
						Total	79%

2021-2023 Special PSU Results as % of Target

(Part 1 of 2 Performance Periods)

Performance Shares	Weight	2021-2023 Goals			Final Results		% Achieved
Relative Total Shareholder Return	100%	Stretch - Target - Trigger -	200% 100% 50%	90 55 50	As of 12/31/2022	82	177%
Safety: Scorecard	+/-20% Magnifier	Stretch - Target - Trigger -	20% 0% -20%	120 100 80	2021 2022 2023 Total	66 130 100 99	-1%
						Total*	175%

Note: Vesting dates=67% of award on 2/28/23 and 33% on 2/28/24

2021-2023 Special PSU Results as % of Target

(Part 2 of 2 Performance Periods)

Performance Shares	Weight	2021-2023 Goals			Results		% Achieved
Relative Total Shareholder Return	100%	Stretch - Target - Trigger -	200% 100% 50%	90 55 50	As of 12/31/23	75	157%
Safety: Scorecard[1]	+/-20% Magnifier	Stretch - Target - Trigger -	20% 0% -20%	120 100 80	2021 2022 2023 Total	66 130 117 104	4%
						Total	164%

2021-2023 LTI (PSU) Results as % of Target

Performance Shares/Weighting		2021-2023 Goals		Results		% Achieved	% Weighted Achievement
Financial							
Cumulative NOEPS	50%	Stretch - 200% $4.50 Target - 100% $4.28 Trigger - 50% $4.06		2021 2022 2023 Total	$1.37 $1.47 $1.60 $4.44	173%	86%
rTSR (percentile)	50%	Stretch - 200% 80 Target - 100% 50 Trigger - 25% 30		As of 12/31/23	75	183%	92%
Safety							
Safety: Scorecard	+/-20% Magnifier	+20% - 20% 120 Goal - 0% 100 -20% - -20% 80		2021 2022 2023 Total	66 130 117 104	4%	8%
Workforce & Sustainability							
Environmental: Greenhouse Gas Emission Reduction	+/-10% Magnifier	Reduce CO2 emissions by 11.9 million tonnes		As of 12/31/23	10.2 million tonnes	10%	18%
		+10% - 10% 182,373 Goal - 0% 147,569 -10% - -10% < Goal			215,243		
DEI: Diversity of Workforce	+/-10% Magnifier	+10% - 10% 12 Goal - 0% 10 -10% - -10% 8		As of 12/31/23	8	-10%	-18%
						Total	186%

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

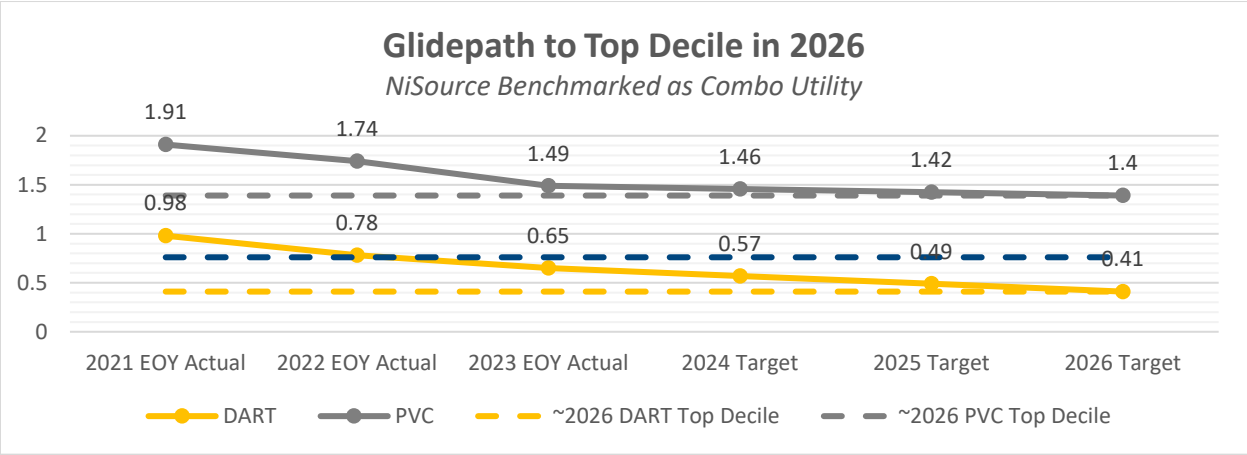
95. Incentive Compensation. Refer to the Owens Testimony, page 15. Does the Company adjust the non-financial goals based on prior years achievements? If so, provide an example. If not, explain why not.

Response:

Yes. Here is an example related to the safety goals. DART and PVC are important safety metrics that are closely monitored by the Company. The definition of DART is the "Days Away, Restricted or Transferred" incident rate for all injuries meeting OSHA reportability that require an employee to not report to work, to restrict their duties, or transfer to another role as a result of the injury. The definition of PVC is the "Preventable Vehicle Collisions" rate for all vehicle crashes deemed to be the responsibility of the company-employed driver.

NiSource established a long-term target to be top decile in safety performance in the categories of DART and PVC by 2026, when compared to our AGA peers (combination utilities). The Company built a year over year glidepath of the necessary steps to achieve

that goal (see chart below). 2023 DART and PVC targets were established by using the 2022 results to determine the next steps required to meet the top decile goal. 2024 DART and PVC targets were established by using the 2023 results to determine the next steps required to meet the top decile goal.



COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

96. Incentive Compensation. Refer to the Owens Testimony, page 18. Is there a financial goal, that if not met, would result in no incentive compensation payments being made? If so, identify the goal.

Response:

Please refer to the Direct Testimony of Columbia Witness Owens at Page 22.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

97. Incentive Compensation. Refer to the Application, Tab 85, FR 807 KAR 5:001, Section 16(8)(g), page 2 of 5, Schedule G-1. Provide the amount of incentive compensation included in the BP and the FTP related to financial measures (direct & allocated).

Response:

Please see Columbia's response to Attorney General's data request 1-99.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

98. Incentive Compensation. Refer to the Owens Testimony, pages 17-18. In what possible scenarios would no incentive compensation payments be made?

Response:

There are multiple scenarios in which an incentive compensation payment would not be made:

- New employees hired just before incentive payments are made (typically the January 1 through March 1 window) are not eligible for an incentive payment. They will be eligible the following year, provided all other criteria are met.
- If the participant earned a "Needs Improvement" rating for that performance year, the manager may use their discretion to not give that employee a short-term incentive payment.
- If an employee is under investigation and the situation meets the criteria for 100% reduction in their calculated short-term incentive payment.

- If all of the short-term incentive metrics fail to reach their respective Trigger measurements, then no incentive is paid to any participants.

See also AG 1-91 for the number of participants that did not receive incentive payments in recent years.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTORNEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

99. Incentive Compensation. Refer to the Application, Tab 85, FR 807 KAR 5:001, Section 16(8)(g), page 2 of 5, Schedule G-1. Provide the total amount (direct and allocated) of incentive compensation broken out by plan, including the profit sharing plan) for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP. If there are amounts charged to capital provide those separately.

Response:

Objection: Columbia objects insomuch as the historical information requested does not exist in a single location or document. As a result, requiring the compilation of this information is unduly burdensome. Notwithstanding and without waiving the objection, Columbia responds as follows:

Please refer to KY PSC Case No. 2024-00092 AG 1-99 Attachment A, herein, for the general ledger actual and forecasted BP and FTP detail of labor, short-term incentive ("STI"), long-term incentive ("LTI"), and profit sharing by Capital and Operations & Maintenance

("O&M") Expense for Columbia Direct and NCSC allocated to Columbia. Please note, the O&M presented in Attachment A is further detailed in Columbia's response to KY PSC Case No. 2024-00092 AG 1-150 Attachment A (Columbia Direct), and Attachment B (NCSC allocated to Columbia), by Cost Category, for labor (payroll), incentive (STI), stock compensation (LTI), and profit sharing.

Please refer to KY PSC Case No. 2024-00092 AG 1-4 Attachments A (Columbia Direct) and B (NiSource Corporate Services Company ("NCSC") allocated to Columbia), providing labor (gross base salaries) and gross short-term incentive compensation paid per reporting from the NiSource Payroll Department, as well as long-term incentive compensation, or stock compensation, per the Company's general ledger.

ATTACHMENTS ARE EXCEL SPREADSHEETS AND UPLOADED SEPARATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO THE ATTONEY GENERAL'S
FIRST REQUEST FOR INFORMATION
DATED JUNE 21, 2024

100. Incentive Compensation. Refer to the Application, Tab 85, FR 807 KAR 5:001, Section 16(8)(g), page 2 of 5. Schedule G-1. Provide the total amounts (direct & allocated) of incentive compensation (broken out by short and long term) for each of the years 2019, 2020, 2021, 2022, 2023, the BP and included for recovery in the FTP. If there are amounts charged to capital provide those separately.

Response:

Please see Columbia's response to Attorney General's data request 1-99.