

Kentucky Power Company
KPSC Case No. 2024-00243
Commission Staff's Post Hearing Data Requests
Dated February 3, 2025

DATA REQUEST

- KPSC
PHDR_1** For each year beginning in 2020, provide a table for all named executives of Kentucky Power that details the individual's total compensation.
- a. As part of the response provide a full explanation of how the total compensation is calculated, including, but not limited to, the individual's salary, bonus, stock awards, non-equity incentive plan compensation, and all other compensation.
 - b. Additionally, detail what percentage of the individual's total compensation is performance based and how any performance-based compensation is determined, including but not limited to any board-approved earnings per share measure, total shareholder return measure, and/or a carbon free capacity mix measure.

RESPONSE

- a. Please see KPCO_R_KPSC_PHDR_1_ConfidentialAttachment1 for the requested information. Specifically, please see the year tabs (i.e. tab "2020") for how the compensation is calculated. Please note that Kentucky Power does not have "named executives" as that term of art applies to the publicly traded American Electric Power Company. Kentucky Power has provided the requested information for Kentucky Power's officers.
- b. Please see KPCO_R_KPSC_PHDR_1_ConfidentialAttachment1 for the requested information. Specifically, please see the yearly "LTI Measures" and "STI Measures" tabs for the performance metrics for years 2020 through 2024.

Witness: Tanner S. Wolfram

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DATA REQUEST

**KPSC
PHDR_2**

2. For each year beginning in 2020, provide a table for all named executives of American Electric Power Company that details the individual's total compensation.
- a. As part of the response provide a full explanation of how the total compensation is calculated, including but not limited to the individual's salary, bonus, stock awards, non-equity incentive plan compensation, and all other compensation.
- b. Additionally, detail what percentage of the individual's total compensation is performance based and how any performance-based compensation is determined, including but not limited to any board approved earnings per share measure, total shareholder return measure, and/or a carbon free capacity mix measure.

RESPONSE

- a. Please see KPCO_R_KPSC_PHDR_1_ConfidentialAttachment1 for the requested information. Specifically, please see the year tabs (i.e. tab "2020") for how the compensation is calculated.
- b. Please see KPCO_R_KPSC_PHDR_1_ConfidentialAttachment1 for the requested information. Specifically, please see the yearly "LTI Measures" and "STI Measures" tabs for the performance metrics for years 2020 through 2024.

Witness: Tanner S. Wolfram

