

		Kentucky Utilities						
General Wage Increase		Executives/Directors Sr Directors	Managers/Sr Managers	Exempt	Non-Exempt	Union IBEW	Union USW	Hourly
2023 (Actual)	Effective Date	1/1/2023 & 2/20/2023	2/20/2023			8/1/2023	7/24/2023	2/19/2023
	% Increase	3.4%	3.0%					
	\$ Amount	\$178,358	\$252,589	\$1,466,134	\$627,686	\$156,015	\$122,347	\$1,050,623

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General Wage Increase		Executives/Directors Sr Directors	Managers/Sr Managers	Exempt	Non-Exempt	Union IBEW	Union USW	Hourly
2024 (Actual)	Effective Date	1/1/2024 & 2/19/2024	2/19/2024			7/22/2024	3/4/2024	2/16/2024
	% Increase	3.0%						
	\$ Amount	\$154,495	\$232,870	\$1,260,477	\$592,937	\$169,958	\$119,608	\$1,135,550

Base Period: 9/1/24 -8/31/25								
General Wage Increase		Executives/Directors Sr Directors	Managers/Sr Managers	Exempt	Non-Exempt	Union IBEW	Union USW	Hourly
Base Period (Non Union Budgeted/Union Actual)	Effective Date	1/1/2025 & 2/17/2025	2/17/2025			7/21/2025	3/3/2025	2/17/2025
	% Increase	3.4%	3.0%					
	\$ Amount	\$147,262	\$227,275	\$1,158,549	\$632,072	\$187,859	\$124,743	\$1,135,550

Forecasted Test Period: 1/1/26-12/31/26								
General Wage Increase		Executives/Directors Sr Directors	Managers/Sr Managers	Exempt	Non-Exempt	Union IBEW	Union USW	Hourly
Forecasted Test Period (Budget)	Effective Date	1/1/2026 & 2/19/2026	2/19/2026			7/20/2026	3/2/2026	2/19/2026
	% Increase					3.0%	3.0%	
	\$ Amount	\$133,809	\$263,505	\$1,276,646	\$681,384	\$193,495	\$128,703	\$1,165,621