

		Louisville Gas and Electric Company				
General Wage Increase		Executives/Directors Sr Directors	Managers/Sr Managers	Exempt	Non-Exempt	Union
2023 (Actual)	Effective Date	1/1/2023 & 2/20/2023	2/20/2023			11/27/2023
	% Increase	3.4%	3.0%			
	\$ Amount	\$170,916	\$262,602	\$1,782,681	\$295,238	\$1,541,042

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General Wage Increase		Executives/Directors Sr Directors	Managers/Sr Managers	Exempt	Non-Exempt	Union
2024 (Actual)	Effective Date	1/1/2024 & 2/19/2024	2/19/2024			11/11/2024
	% Increase	3.0%				
	\$ Amount	\$150,914	\$256,740	\$1,645,246	\$313,072	\$1,601,312

Base Period: 9/1/24 -8/31/25						
General Wage Increase		Executives/Directors Sr Directors	Managers/Sr Managers	Exempt	Non-Exempt	Union
Base Period (Non Union Budgeted/Union Actual)	Effective Date	1/1/2025 & 2/17/2025	2/17/2025			11/11/2024
	% Increase	3.4%	3.0%			
	\$ Amount	\$149,209	\$272,806	\$1,582,730	\$350,441	\$1,601,312

Forecasted Test Period: 1/1/26-12/31/26						
General Wage Increase		Executives/Directors Sr Directors	Managers/Sr Managers	Exempt	Non-Exempt	Union
Forecasted Test Period (Budget)	Effective Date	1/1/2026 & 2/19/2026	2/19/2026			11/9/2026
	% Increase					
	\$ Amount	\$139,002	\$311,526	\$1,704,686	\$370,057	\$1,685,510