

Analysis of Compensation and Benefit Data, in gross dollars
For the 12 Months Ended 2025

Position/Title	Regular Salary or Wages	Overtime Pay	Excess Vacation Payout	Standby/Dispatch Pay	Bonus and incentive pay	Other Pay	Healthcare Benefit		Dental Benefit		Vision Benefit		Life Insurance Benefit		Accidental Death and Disability Benefit		AirMed Benefit		Defined Benefit Retirement Cost		Defined Contribution Plan - Utility Contribution		Total Compensation and Benefits		
							Utility	Employee	Utility	Employee	Utility	Employee	Utility	Employee	Utility	Employee	Utility	Employee	Utility	Employee	Utility	Employee	Utility	Other	Utility
Corporate Officers																									
President - Officer	263,994.00	-	-	-	1,000.00	-	29,014.00	-	1,342.00	-	264.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	10,600.00	-	306,533.00	24.00	
CFO - Officer	207,979.00	-	-	-	1,000.00	-	20,943.00	-	746.00	-	163.00	-	83.00	-	6.00	484.00	51.00	24.00	-	-	-	-	230,971.00	508.00	
Total Amount	471,973.00	-	-	-	2,000.00	-	49,957.00	-	2,088.00	-	427.00	-	212.00	-	18.00	484.00	102.00	48.00	127.00	-	10,600.00	-	537,504.00	532.00	
Total KY Jurisdiction	90,005.25	-	-	-	381.40	-	9,526.80	-	398.18	-	81.43	-	40.43	-	3.43	92.30	19.45	9.15	24.22	-	2,021.42	-	102,502.01	101.45	
Directors/Managers																									
[REDACTED]	91,695.00	-	-	-	8,000.00	-	29,014.00	-	1,342.00	-	264.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	997.00	-	131,631.00	24.00	
[REDACTED]	86,130.00	-	-	-	10,000.00	-	7,959.00	-	373.00	-	76.00	-	114.00	-	12.00	-	51.00	24.00	127.00	-	3,137.00	-	107,979.00	24.00	
[REDACTED]	91,695.00	-	-	-	1,000.00	-	20,943.00	-	746.00	-	163.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	3,708.00	-	118,574.00	24.00	
[REDACTED]	145,133.00	-	2,799.00	-	1,000.00	-	29,014.00	-	1,364.00	-	264.00	-	129.00	-	12.00	404.00	-	127.00	-	-	5,845.00	-	185,687.00	404.00	
Total Amount	414,653.00	-	2,799.00	-	20,000.00	-	86,930.00	-	3,825.00	-	767.00	-	501.00	-	48.00	404.00	153.00	72.00	508.00	-	13,687.00	-	543,871.00	476.00	
Total KY Jurisdiction	79,074.33	-	533.77	-	3,814.00	-	16,577.55	-	729.43	-	146.27	-	95.54	-	9.15	77.04	29.18	13.73	96.88	-	2,610.11	-	103,716.20	90.77	
Exempt																									
[REDACTED]	69,791.00	-	-	-	1,000.00	-	7,959.00	-	373.00	-	76.00	-	74.00	-	8.00	-	51.00	24.00	127.00	-	708.00	-	80,167.00	24.00	
[REDACTED]	44,412.00	-	-	-	1,000.00	-	20,943.00	-	746.00	-	163.00	-	83.00	-	6.00	-	-	-	-	-	-	-	67,353.00	-	
[REDACTED]	69,791.00	-	-	-	3,500.00	-	7,959.00	-	373.00	-	76.00	-	74.00	-	8.00	-	51.00	24.00	127.00	-	733.00	-	82,692.00	24.00	
Total Amount	183,994.00	-	-	-	5,500.00	-	36,861.00	-	1,492.00	-	315.00	-	231.00	-	22.00	-	102.00	48.00	254.00	-	1,441.00	-	230,212.00	48.00	
Total KY Jurisdiction	21,778.51	-	-	-	858.15	-	5,511.61	-	213.39	-	45.58	-	29.94	-	2.67	-	9.73	4.58	24.22	-	139.78	-	28,613.58	4.58	
Non-Exempt																									
[REDACTED]	9,703.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	51.00	24.00	127.00	-	97.00	-	9,978.00	24.00	
[REDACTED]	22,917.00	-	-	-	2,765.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25,682.00	-	
[REDACTED]	6,286.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	127.00	-	63.00	-	6,456.00	-	
[REDACTED]	26,495.00	-	-	-	1,000.00	694.00	-	-	-	-	-	-	-	-	-	-	-	-	127.00	-	1,127.00	-	29,443.00	-	
[REDACTED]	8,946.00	405.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9,351.00	-	
[REDACTED]	25,417.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	127.00	-	-	-	26,560.00	-	
[REDACTED]	44,317.00	-	-	-	1,000.00	-	16,717.00	-	796.00	-	154.00	-	82.00	-	7.00	-	-	-	127.00	-	223.00	-	63,423.00	-	
[REDACTED]	5,660.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,660.00	-	
[REDACTED]	15,545.00	-	-	-	1,000.00	-	-	-	-	-	-	-	-	-	-	-	-	-	127.00	-	662.00	-	17,334.00	-	
[REDACTED]	6,752.00	582.00	1,221.00	-	-	1,439.00	4,981.00	-	178.00	-	41.00	-	31.00	-	3.00	-	51.00	24.00	127.00	-	400.00	-	15,896.00	24.00	
[REDACTED]	27,540.00	-	-	-	1,000.00	4,923.00	7,289.00	-	348.00	-	70.00	-	66.00	-	7.00	-	-	-	127.00	-	974.00	-	42,346.00	-	
[REDACTED]	5,259.00	976.00	-	-	-	3,030.00	3,321.00	-	119.00	-	27.00	-	15.00	-	2.00	-	51.00	24.00	127.00	-	35.00	-	12,962.00	24.00	
[REDACTED]	36,953.00	14,149.00	-	-	1,500.00	2,573.00	29,014.00	-	1,342.00	-	264.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	552.00	-	86,686.00	24.00	
[REDACTED]	21,567.00	1,043.00	-	-	-	2,231.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24,841.00	-	
[REDACTED]	24,043.00	3,931.00	-	-	-	1,449.00	-	-	-	-	-	-	-	-	-	-	-	-	127.00	-	-	-	29,689.00	-	
[REDACTED]	36,544.00	13,304.00	-	-	1,000.00	1,573.00	-	-	-	-	-	114.00	-	12.00	-	-	-	-	127.00	-	315.00	-	52,989.00	-	
[REDACTED]	35,371.00	6,541.00	-	-	1,000.00	1,941.00	17,889.00	-	658.00	-	163.00	-	129.00	-	12.00	-	-	-	127.00	-	165.00	-	63,996.00	-	
[REDACTED]	37,478.00	13,696.00	755.00	-	1,500.00	3,745.00	29,014.00	-	1,342.00	-	264.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	1,206.00	-	89,319.00	24.00	
[REDACTED]	39,352.00	8,434.00	-	-	1,000.00	4,359.00	29,014.00	-	1,342.00	-	264.00	-	129.00	-	12.00	-	-	-	127.00	-	2,126.00	-	86,159.00	-	
[REDACTED]	49,487.00	4,189.00	-	-	1,000.00	5,176.00	20,943.00	-	746.00	-	163.00	-	129.00	-	12.00	-	-	-	127.00	-	2,394.00	-	84,366.00	-	
[REDACTED]	45,340.00	13,916.00	1,005.00	-	1,000.00	6,942.00	29,014.00	-	1,342.00	-	264.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	2,688.00	-	101,830.00	24.00	
[REDACTED]	43,538.00	4,160.00	-	-	1,000.00	3,173.00	29,014.00	-	1,342.00	-	264.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	2,209.00	-	85,019.00	24.00	
[REDACTED]	8,960.00	120.00	-	-	-	640.00	2,460.00	-	114.00	-	22.00	-	12.00	-	1.00	-	-	-	127.00	-	52.00	-	12,598.00	-	
[REDACTED]	40,739.00	12,040.00	796.00	-	2,000.00	2,484.00	20,943.00	-	746.00	-	163.00	-	129.00	-	12.00	-	-	-	127.00	-	1,209.00	-	81,388.00	-	
[REDACTED]	37,100.00	11,885.00	-	-	1,000.00	3,904.00	29,014.00	-	1,342.00	-	264.00	-	129.00	-	12.00	-	-	-	-	-	-	-	84,650.00	-	
[REDACTED]	25,729.00	4,884.00	-	-	-	1,844.00	4,692.00	-	373.00	-	76.00	-	114.00	-	12.00	-	-	-	127.00	-	176.00	-	38,027.00	-	
[REDACTED]	43,357.00	7,295.00	904.00	-	1,000.00	4,124.00	20,943.00	-	746.00	-	163.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	2,231.00	-	81,082.00	24.00	
[REDACTED]	32,219.00	2,685.00	-	-	1,000.00	4,059.00	20,943.00	-	746.00	-	163.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	1,461.00	-	63,596.00	24.00	
[REDACTED]	46,694.00	18,923.00	906.00	-	1,000.00	600.00	7,959.00	-	373.00	-	76.00	-	74.00	-	8.00	-	51.00	24.00	127.00	-	2,688.00	-	79,479.00	24.00	
[REDACTED]	49,541.00	33,429.00	1,005.00	-	2,000.00	5,207.00	20,943.00	-	746.00	-	163.00	-	129.00	-	12.00	-	51.00	24.00	127.00	-	3,607.00	-	116,960.00	24.00	
[REDACTED]	3,786.00	60.00	-	-	-	161.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,007.00	-	
[REDACTED]	1,045.00	-	-	-	-	44.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,089.00	-	
[REDACTED]	8,617.00	23.00	-	-	-	270.00	-	-	-	-	-	-	-	-	-	-	-	-	127.00	-	89.00	-	9,126.00	-	
[REDACTED]	24,081.00	1,524.00	-	-	-	3,520.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29,125.00	-	
[REDACTED]	24,620.00	-	-	-	1,000.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25,620.00	-	
[REDACTED]	34,180.00																								