COMMONWEALTH OF KENTUCKY

BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:

THE ELECTRONIC APPLICATION OF	)	
COLUMBIA GAS OF KENTUCKY, INC.	)	CASE NO.
FOR AN ADJUSTMENT OF RATES;	)	2026-00099
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

COLUMBIA GAS OF KENTUCKY, INC.'S VERIFIED RESPONSES TO
COMMISSION STAFF'S FIRST REQUEST FOR INFORMATION
DATED MAY 7, 2026

Comes now Columbia Gas of Kentucky, Inc. ("Columbia" or "Company"), by counsel, and does hereby tender its Verified Responses to Commission Staff's First Request for Information dated May 7, 2026.

Filed: June 3, 2026

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF KIMRA H. COLE

COMMONWEALTH OF KENTUCKY)
)
COUNTY OF FAYETTE)

Kimra H. Cole, President and COO for Columbia Gas of Kentucky, Inc., being duly sworn, states that she has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of her knowledge, information and belief, formed after reasonable inquiry.

Kimra H Cole
Kimra H. Cole

The foregoing Verification was signed, acknowledged and sworn to before me this 2nd day of June 2026, by Kimra H. Cole.

Evelyn Long Durr
Notary Commission No. KYNP49615
Commission expiration: May 15, 2030

EVELYN LONG DURR
Notary Public
Commonwealth of Kentucky
Commission Number KYNP49615
My Commission Expires May 15, 2030

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF DONALD P. AYERS

COMMONWEALTH OF KENTUCKY)
)
COUNTY OF FAYETTE)

Donald P. Ayers, Vice President, Gas Operations for Columbia Gas of Kentucky, Inc., being duly sworn, states that he has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of his knowledge, information and belief, formed after reasonable inquiry.

Donald P. Ayers

The foregoing Verification was signed, acknowledged and sworn to before me this 2nd day of June 2026, by Donald P. Ayers.

Evelyn Long Durr

Notary Commission No. KYNP49615

Commission expiration: May 15, 2030

EVELYN LONG DURR
Notary Public
Commonwealth of Kentucky
Commission Number KYNP49615
My Commission Expires May 15, 2030

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF JUDY M. COOPER

COMMONWEALTH OF KENTUCKY)
)
COUNTY OF FAYETTE)

Judy M. Cooper, Director of Regulatory Affairs for Columbia Gas of Kentucky, Inc., being duly sworn, states that she has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of her knowledge, information and belief, formed after reasonable inquiry.

Judy Cooper
Judy M. Cooper

The foregoing Verification was signed, acknowledged and sworn to before me this 2nd day of June 2026, by Judy M. Cooper.

Evelyn Long Durr
Notary Commission No. KYNP49615

Commission expiration: May 15, 2030

EVELYN LONG DURR
Notary Public
Commonwealth of Kentucky
Commission Number KYNP49615
My Commission Expires May 15, 2030

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF ELIZABETH N. DAVIS

STATE OF TEXAS)
)
COUNTY OF HARRIS)

Elizabeth N. Davis, Lead Regulatory Analyst for NiSource Corporate Services Company, on behalf of Columbia Gas of Kentucky, Inc., being duly sworn, states that she has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of her knowledge, information and belief, formed after reasonable inquiry.

Elizabeth N. Davis

The foregoing Verification was signed, acknowledged and sworn to before me this 15 day of May 2026, by Elizabeth N. Davis.

CHRISTOPHER ANTONIO LOPEZ
Notary ID #135526543
My Commission Expires
July 31, 2029

Notary Commission No. 135526543

Commission expiration: 07/31/2029

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF LINDA E. BLACK

STATE OF OHIO)
)
COUNTY OF FRANKLIN)

Linda E. Black, Lead Regulatory Analyst for NiSource Corporate Services Company, on behalf of Columbia Gas of Kentucky, Inc., being duly sworn, states that she has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of her knowledge, information and belief, formed after reasonable inquiry.

Linda E. Black
Linda E. Black

The foregoing Verification was signed, acknowledged and sworn to before me this 28th day of May 2026, by Linda E. Black.

Ashley G. LaRock
Attorney At Law
Notary Public, State of Ohio
My Commission has no expiration date
Sec. 147.03 R.C.

Notary Commission No. NA

Commission expiration: NA

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF JOHN J. SPANOS

COMMONWEALTH OF PENNSYLVANIA)
)
COUNTY OF CUMBERLAND)

John J. Spanos, President of Gannett Fleming Valuation and Rate Consultants, LLC, being duly sworn, states that he has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of his knowledge, information and belief, formed after reasonable inquiry.

John J. Spanos

The foregoing Verification was signed, acknowledged and sworn to before me this 21st day of May 2026, by John J. Spanos.

Commonwealth of Pennsylvania - Notary Seal
Cheryl Ann Rutter, Notary Public
Cumberland County
My commission expires February 20, 2027
Commission number 1143028
Member, Pennsylvania Association of Notaries

Notary Commission No. 1143028

Commission expiration: February 20, 2027

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF RONALD J. AMEN

STATE OF WASHINGTON)
)
COUNTY OF KING)

Ronald J. Amen, Board Chairman, Treasurer, and Executive Vice President of Atrium Economics, Inc. being duly sworn, states that he has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of his knowledge, information and belief, formed after reasonable inquiry.

Ronald J. Amen

Ronald J. Amen

The foregoing Verification was signed, acknowledged and sworn to before me this 18th day of May 2026, by Ronald J. Amen.

James Dean Fabian

Notary Commission No. 24017231

Commission expiration: 04/02/2028



COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF MICHAEL E. GIRATA

STATE OF OHIO)
)
COUNTY OF FRANKLIN)

Michael E. Girata, Manager of Financial Planning & Analysis for NiSource Corporate Services Company, on behalf of Columbia Gas of Kentucky, Inc., being duly sworn, states that he has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of his knowledge, information and belief, formed after reasonable inquiry.

Michael E Girata
Michael E. Girata

The foregoing Verification was signed, acknowledged and sworn to before me this 28th day of May 2026, by Michael E. Girata.

Ashley G. LaRock
Attorney At Law
Notary Public, State of Ohio
My Commission has no expiration date
Sec. 147.03 R.C.

Notary Commission No. NA

Commission expiration: NA

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF GUNNAR J. GODE

STATE OF OHIO)
)
COUNTY OF FRANKLIN)

Gunnar J. Gode, Senior Vice President, Chief Accounting and Tax Officer for NiSource Corporate Services Company, on behalf of Columbia Gas of Kentucky, Inc., being duly sworn, states that he has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of his knowledge, information and belief, formed after reasonable inquiry.

Gunnar J. Gode

The foregoing Verification was signed, acknowledged and sworn to before me this 28th day of May 2026, by Gunnar J. Gode.

Ashley G. LaRock
Attorney At Law
Notary Public, State of Ohio
My Commission has no expiration date
Sec. 147.03 R.C.

Notary Commission No. NA

Commission expiration: NA

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF CRAIG P. INSCHO

STATE OF OHIO)
)
COUNTY OF FRANKLIN)

Craig P. Inscho, Manager, Financial Planning & Analysis for NiSource Corporate Services Company, on behalf of Columbia Gas of Kentucky, Inc., being duly sworn, states that he has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of his knowledge, information and belief, formed after reasonable inquiry.

Craig P. Inscho

The foregoing Verification was signed, acknowledged and sworn to before me this 28th day of May 2026, by Craig P. Inscho.

Ashley G. LaRock
Attorney At Law
Notary Public, State of Ohio
My Commission has no expiration date
Sec. 147.03 R.C.

Notary Commission No. NA

Commission expiration: NA

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF GEORGE B. JONDA

STATE OF OHIO)
)
COUNTY OF FRANKLIN)

George B. Jonda, Manager Financial Planning & Analysis for NiSource Corporate Services Company, on behalf of Columbia Gas of Kentucky, Inc., being duly sworn, states that he has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of his knowledge, information and belief, formed after reasonable inquiry.

George B. Jonda

The foregoing Verification was signed, acknowledged and sworn to before me this 28th day of May 2026, by George B. Jonda.

Ashley G. LaRock
Attorney At Law
Notary Public, State of Ohio
My Commission has no expiration date
Sec. 147.03 R.C.

Notary Commission No. NA

Commission expiration: NA

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF ELIZABETH J. OWENS

STATE OF OHIO)
)
COUNTY OF FRANKLIN)

Elizabeth J. Owens, Director Compensation for NiSource Corporate Services Company, on behalf of Columbia Gas of Kentucky, Inc., being duly sworn, states that she has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of her knowledge, information and belief, formed after reasonable inquiry.

Elizabeth J. Owens

The foregoing Verification was signed, acknowledged and sworn to before me this 28th day of May 2026, by Elizabeth J. Owens.

Ashley G. LaRock
Attorney At Law
Notary Public, State of Ohio
My Commission has no expiration date
Sec. 147.03 R.C.

Notary Commission No. NA

Commission expiration: NA

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF CHRISLEY E. SCOTT

STATE OF OHIO)
)
COUNTY OF FRANKLIN)

Chrisley E. Scott, Senior Director Capital Planning and Support Services for NiSource Corporate Services Company, on behalf of Columbia Gas of Kentucky, Inc., being duly sworn, states that she has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of her knowledge, information and belief, formed after reasonable inquiry.

Chrisley E. Scott

The foregoing Verification was signed, acknowledged and sworn to before me this 2nd day of June 2026, by Chrisley E. Scott.

Ashley G. LaRock
Attorney At Law
Notary Public, State of Ohio
My Commission has no expiration date
Sec. 147.03 R.C.

Notary Commission No. NA

Commission expiration: NA

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF VINCENT V. REA

STATE OF NORTH CAROLINA)
)
COUNTY OF MOORE)

Vincent V. Rea, Managing Director of Regulatory Finance Associates, LLC, being duly sworn, states that he has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of his knowledge, information and belief, formed after reasonable inquiry.

Vincent V. Rea

The foregoing Verification was signed, acknowledged and sworn to before me this 15 day of May 2026, by Vincent V. Rea.

STEPHEN W SIKES
NOTARY PUBLIC
Moore County
North Carolina
My Commission Expires October 26, 2028

Notary Commission No. 20182990006 1

Commission expiration: 10-26-28

COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION

In the Matter of:	)	
	)	
ELECTRONIC APPLICATION OF	)	Case No. 2026-00099
COLUMBIA GAS OF KENTUCKY, INC.	)	
FOR AN ADJUSTMENT OF RATES;	)	
APPROVAL OF DEPRECIATION STUDY;	)	
APPROVAL OF TARIFF REVISIONS; AND	)	
OTHER RELIEF	)	

VERIFICATION OF JULIE C. WOZNIAK

STATE OF OHIO)
)
COUNTY OF FRANKLIN)

Julie C. Wozniak, Manager, Regulatory Studies for NiSource Corporate Services Company, on behalf of Columbia Gas of Kentucky, Inc., being duly sworn, states that she has drafted and/or supervised the preparation of responses to certain requests for information in the above-referenced case and that the matters and things set forth therein are true and accurate to the best of her knowledge, information and belief, formed after reasonable inquiry.

Julie C. Wozniak

The foregoing Verification was signed, acknowledged and sworn to before me this 28th day of May 2026, by Julie C. Wozniak.

Ashley G. LaRock
Attorney At Law
Notary Public, State of Ohio
My Commission has no expiration date
Sec. 147.03 R.C.

Notary Commission No. NA

Commission expiration: NA

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the following expense account data:

a. Gas schedules, in comparative form, showing the operating expense account balance for the base period and each of the three most recent calendar years for each account or subaccount included in Columbia Kentucky's annual report. Show the percentage of increase or decrease of each year over the prior year.

b. A listing, with descriptions, of all activities, initiatives or programs undertaken or continued by Columbia Kentucky since its last general rate case for the purpose of minimizing costs or improving the efficiency of its operations or maintenance activities. Include all quantifiable realized and projected savings.

Response:

a. Please see 2026-00099_PSC_Staff_DR_Set_1_No_1_Attachment_A. Note, the Comparison of Operating Expense Account Balance report does not reflect rate making adjustments, including the removal of costs recorded to Electric expense

accounts therefore have no impact on the Forecasted Test Period revenue requirement calculation.

b. The below endeavors are the current opportunities that Columbia is pursuing to attempt to produce savings.

Work Management Capacity: Updates to the baseline assumptions used in scheduling workload capacity for field employees to reflect increased capacity (approximately $18,000 in savings). Daily monitoring of work completed from previous day to identify issues that may impact employees ability to execute assigned work.

Job Scouting Process Development and Improvement: Visiting a site before a job is assigned to a crew and ensuring all pre-requisite requirements have been met (approximately $18,000 in savings).

Fleet Utilization: Columbia is continuing to analyze its current vehicle fleet to determine which company vehicles are underutilized or have high maintenance costs and making an assessment as to whether these vehicles can be taken out of service and sold at auction. Columbia is also reassessing its policy for the use of company vehicles to reduce the number of potentially underutilized vehicles in the future.

Columbia has eliminated the use of Greenroad vehicle monitoring and has switched to a vender named Samsera: Samsera has been installed on all Columbia vehicles. The vehicle monitoring system has significantly improved driver safety by reducing speeding, significant acceleration, aggressive driving and braking.

Risk Model Locating Expansion and Turnback Center: Columbia has expanded use of the risk modeling for facility locating. Columbia is also investigating other efficiencies in the areas with an estimated savings of $760,000 in 2026.

Restoration Mailers Calls: Columbia is investigating whether efficiencies can be gained through the automation of customer communications about planned restoration activities.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide, in the format provided in Schedule A, gas schedules showing a comparison of the balance in the revenue accounts for each month of the base period to the same month of the immediately preceding 12-month period for each revenue account or subaccount included in Columbia Kentucky's chart of accounts. Include appropriate footnotes to show the month each rate change was approved and the month the full impact of the change was recorded in the accounts.

Response:

Please see 2026-00099_PSC_Staff_DR_Set_1_No_2_Attachment_A to this response for the revenue account balances for the twelve months ending August 2025 and August 2026.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

As the historical data becomes available, provide detailed monthly income statements for each forecasted month of the base period including the month in which the Commission hears this case.

Response:

Refer to 2026-00099_PSC_Staff_DR_Set_1_No_3_Attachment_A and B for the monthly income statements for March 2026 and April 2026, respectively.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide Columbia Kentucky's cash account balances at the beginning of the most recent calendar year and at the end of each month through the date of this request.

Response:

The cash account balances are as follows:

January 2025	$1,888,424
February 2025	$975,464
March 2025	$589,114
April 2025	$497,509
May 2025	$382,957
June 2025	$291,642
July 2025	$732,674
August 2025	$748,879
September 2025	$775,004
October 2025	$778,564
November 2025 [1]	$1
December 2025	$963,899
January 2026	$1,310,123
February 2026	$1,451,696
March 2026	$879,101
April 2026	$797,347

[1] The November 2025 ending balance of $1 was due to a combination of the timing of payments and cash receipts during the month.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

For gas operations, provide the following monthly account balances and a calculation of the average (13-month) account balances for the 12 months preceding the base period:

a. Plant in service (Account No. 101);
b. Plant purchased or sold (Account No. 102);
c. Property held for future use (Account No. 105);
d. Completed construction not classified (Account No. 106);
e. Construction work in progress (Account No. 107);
f. Depreciation reserve (Account No. 108);
g. Materials and supplies (include all accounts and subaccounts);
h. Computation and development of minimum cash requirements;
i. Balance in accounts payable applicable to amounts included in utility plant in service (if actual is indeterminable, provide a reasonable estimate.);
j. Balance in accounts payable applicable to amounts included in plant under construction (if actual is indeterminable, provide a reasonable estimate.); and
k. Balance in accounts payable applicable to prepayments by major category or subaccount.

Response:

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_5_Attachment_A. Please note that Attachment A also includes three line items that are responsive to PSC Staff DR Set 1 No. 20.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a detailed analysis of expenses for professional services during the 12 months preceding the base period, as shown in Schedule B, and all workpapers supporting the analysis. At a minimum, the workpapers should show the payee, dollar amount, reference (i.e., voucher no., etc.), account charged, hourly rates and time charged to the company according to each invoice, and a description of the services provided.

Response:

Please see 2026-00099_PSC_Staff_DR_Set_1_No_6_Schedule_B_Attachment_A for professional services as per the General Ledger for the Twelve (12) Months Ended August 31, 2025. Total Company professional services are reflected on Page 1 and Page 2 separately identifies the costs directly incurred by Columbia Gas of Kentucky, and billed to Columbia Gas of Kentucky from NiSource Corporate Services Company (NCSC).

Please see 2026-00099_PSC_Staff_DR_Set_1_No_6_Attachment_B for the General Ledger supporting information, including invoice detail, for 2026-00099_PSC_Staff_DR_Set_1_No_6_Schedule_B_Attachment_A. Note, the General

Ledger professional services information is provided separately for costs directly incurred by Columbia Gas of Kentucky (Page 1), and billed to Columbia Gas of Kentucky from NCSC (Pages 2 through 18).

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the following information for gas operations. If any amounts were allocated, show a calculation of the factor used to allocate each amount.

a. A detailed analysis of charges booked for advertising expenditures during the 12 months preceding the base period. Include a complete breakdown of Account No. 913 – Advertising Expenses, and any other advertising expenditures included in any other expense accounts, as shown in Schedule C1. The analysis should specify the purpose of the expenditure and the expected benefit to be derived.

b. An analysis of Account No. 930 – Miscellaneous General Expenses for the 12 months preceding the base period. Include a complete breakdown of this account as shown in Schedule C2 and provide detailed workpapers supporting this analysis. At a minimum, the analysis should show the date, vendor, reference (i.e., voucher no., etc.), dollar amount, and brief description of each expenditure of $500 or more, provided that lesser items are grouped by classes as shown in Schedule C2.

c. An analysis of Account No. 426 – Other Income Deductions for the 12 months preceding the base period. Include a complete breakdown of this account as

shown in Schedule C3, and provide detailed workpapers supporting this analysis. At a minimum, the analysis should show the date, vendor, reference (i.e., voucher no., etc.), dollar amount, and a brief description of each expenditure of $500 or more, provided that lesser items are grouped by classes as shown in Schedule C3.

Response:

a) Please refer to -2026-00099_PSC_Staff_DR_Set_1_No_7_Attachments_A and B for Schedule C1 advertising expenses per the General Ledger for the Twelve (12) Months Ended August 31, 2025. Total Company advertising expenses are reflected on Page 1 and Pages 2 and 3 separately identify the costs directly incurred by Columbia Gas of Kentucky and the advertising expenses billed to Columbia Gas of Kentucky from NiSource Corporate Services Company (NCSC), respectively. Attachment B includes a column labeled "CKY / NCSC Billed to CKY-Billing Pool" indicating charges recorded directly incurred by Columbia Gas of Kentucky and allocated to Columbia Gas of Kentucky from NCSC including the billing pool allocation.

b) Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_7_Attachments_C and D for the Schedule C2 General Ledger detail supporting the costs recorded to Account 930 – Miscellaneous General Expenses for the Twelve (12) Months Ended August 31, 2025. Total Company miscellaneous general expenses are reflected on Page 1 and Pages 2 and 3 separately identify the costs directly incurred by Columbia Gas of Kentucky and the

miscellaneous general expenses billed to Columbia Gas of Kentucky from NCSC, respectively. Attachment D includes a column labeled "CKY/ NCSC Billed to CKY-Billing Pool" indicating charges recorded directly incurred by Columbia Gas of Kentucky and allocated to Columbia Gas of Kentucky from NCSC including the billing pool allocation.

c) Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_7_Attachments_E and F for Schedule C3 Account 426 – Other Income and Deductions as per the General Ledger book of record for Columbia Gas of Kentucky for the Twelve (12) Months Ended August 31, 2025.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide an analysis of Columbia Kentucky's expenses for research and development activities for the base period and the three most recent calendar years. The analysis should include the following:

a. The basis of fees paid to research organizations and Columbia Kentucky's portion of the total revenue of each organization; including where the contribution is monthly and the current rate and effective date;

b. Details of the research activities conducted by each organization;

c. Details of services and other benefits provided to Columbia Kentucky by each organization;

d. Annual expenditures of each organization with a basic description of the nature of costs incurred by the organization; and

e. Details of the expected benefits to Columbia Kentucky.

Response:

a. Columbia annually provides funds of $300,000 to Operations Technology Development Company ("OTD"). OTD is a research organization established in 2003 as a local distribution companies-directed non-profit organization administered by Gas Technology Institute ("GTI") to pursue strategic research programs and replace the long-standing collaborative research of Gas Research Institute ("GRI"). For more than 25 years, GRI was funded by an interstate natural gas sales surcharge to fund gas industry directed research and was included in FERC-authorized pipeline rates. The GRI research charges were treated as a cost of gas to distribution companies and included in the gas cost rates paid by end use customers. The FERC phased out mandatory funding of natural gas research and development though interstate pipeline rates in December 2004.

Believing in the continued importance of gas industry research and development, and in response to the Commission's expressed interest in continued research and willingness to consider alternative means of cost recovery, the Joint Stipulation in Case No. 2002-00145 proposed a tariff rider for Research and Development which was approved by the Commission effective March 1, 2003. Columbia's annual fees, OTD's total fees received, and percent of OTD budget provided by Columbia are shown in the following table:

Year	Fees Paid by Columbia	Total OTD Fees Received	Columbia % of OTD
2023	$300,000	$13,624,492	2.2%
2024	$300,000	$13,083,452	2.3%
2025	$300,000	$11,405,298	2.6%

b. OTD provides natural gas companies with the innovative tools, techniques, and processes to ensure continued safe, economic, and reliable delivery of natural gas to the nation's gas ratepayers. OTD is a not-for-profit corporation led by 30 members who serve over 70 million natural gas consumers in the United States, Canada, and France. In a collaborative effort to develop advanced technologies for the natural gas industry, utilities combine interests, expertise, and resources into focused R&D projects. The mission of the organization is to identify, select, fund, and oversee research that results in innovative solutions and the improved safety, reliability, operational efficiency, and sustainability of natural gas systems.

Projects supported by OTD can help Columbia Gas to:

- Improve the efficiency of installation and reduce costs for rate payers, as well as improve safety for operators and the general public.
- Closely follow recent incidents in the industry and conduct project activities that address these safety concerns (pipeline locating improvements, advanced horizontal directional drilling, and industry best practices for installation, etc.).

- Better tracking and traceability of new pipeline installations.
- Improve the utility's understanding of the risks to the distribution system with processes and programs to help prioritize pipeline replacements (Numerous OTD projects are related to risk assessments that help prioritize pipeline replacement dollars to where they provide the greatest benefit to rate payers.)
- Utilize new advanced technologies and methods of service abandonment/installation that mitigate excavation requirements and customer disruptions. These have been proven highly cost-effective in pilot efforts.
- Evaluate leak detection technology that improves customer safety.

The Company can also direct funding to focus on critical distribution system safety methods and pipeline integrity. These issues can be very specific to a particular community or city's distribution system, thus focusing the program on the needs of the utility's customers.

OTD has a long record of developing and facilitating the commercialization of technologies and providing information needed for the natural gas industry to address issues surrounding leak detection, safety, and operations. 2026-

00099_PSC_Staff_DR_Set_1_No_8_Attachment_A highlights OTD's research project summaries in its most recent report. These would not have occurred without OTD and prior research by the Gas Research Institute and GTI.

Specific projects funded, in part, by Columbia:

	AMR Device Battery Life Assessment
1.14.g	Residential Methane Detectors Program
5.7.p	(GTI) GNSS (GPS) Consortium
5.14.d	Tracking and Traceability Marking Standard for Natural Gas Transmission Components
5.16.c	Piercing Tool Redevelopment – Enhancement to Remove Mole from Small Excavations
5.17.g	Material-Supplier Quality Assurance Program
5.17.m.2	Modify Pipeline Purging Program for Calculations of Methane Emissions Savings, Including Hydrogen Blends
5.17.p	Field Test NeverWet and Other Nano-Tech Coatings to Reduce Aboveground Corrosion
5.20.e	Ultrasonic Meter Testing - Pietro Fiorentini meters
5.20.m.2	Product and Process Validation Program Phase 2
5.20.m.3	Product Performance and Validation Program Phase 3
5.20.p	Validation of Non-Destructive Testing (NDT) Technology for PE Pipe
5.21.a	Meter Removal Tool - Commercialization Phase
5.21.e.2	Development and Evaluation of CosMIC Eye Satellite Based Monitoring System
5.21.t	Effect of Hydrogen Blended Natural Gas on the Performance of Gas Meters and Diaphragm Type Service Regulators

5.22.d	Evaluation of Micro-Thermal Gas Metering Technology
5.22.f	Alternative-Steel and Composites for Pipeline Systems – PHMSA Cofounding
5.22.g	Pressure Monitoring and Alert Device for the Replacement of Token Reliefs
5.22.i	Gas Engineer Training Program Development
5.22.j.2	Impact of Hydrogen Blends on Gas Service Regulator Venting
5.22.j.4	Testing of New Pietro Fiorentini Gas Service Regulators
5.22.q	NPTF Threaded Fittings and Other Alternative Joint Connections for Meter Set Joints
5.22.v	Update to ASTM F2897
5.23.a	Insertion Valve for Gas Mains
5.23.b	Operational Data through Connected Sensor Technology
5.23.c	Best Purging Practices for Minimizing Methane Emissions - PHMSA Cost Share
5.23.g	Plastic Gas Pipe Damage Assessment due to high pressure water jets and cross bores
5.23.j	Material Inspection and Testing Training Program
5.23.k	New Product Evaluation Program
5.23.m	Commercialization of Over-Pressurization Protection Device
5.23.n	Developing Acceptance Criteria for Mechanical Tapping Tee Anomalies
5.23.r	High Pressure Hydrogen Testing of Sealants and Gaskets
5.23.s	Evaluate the Effects of Long-Term, Elevated Temperatures on PE Pipe Service Life
5.23.t	Updating Lost and Unaccounted-For (LAUF) Estimates in the Distribution System
5.23.v	Evaluation of Viega MegaPress Fittings

5.24.c	Alternative Purging – Closed Combustion Development
5.24.d	3-In-1 Electromechanical Gas "Ball" Valve Testing
5.24.f	Product Standards for Plastic Tapping Tees
5.24.h	Hydrogen Blending Pilot Gas Quality Evaluation and System Modeling
5.24.m	Field Pilot of Real-Time Pipeline Threat Detection System (SPADE System)
5.24.p	Addition of Landis Gyr G480 Meter to the Ultrasonic Meter Testing Program
5.24.q	Development and Validation of a Plastic Gas Pipe Tensile Load Measurement Device
5.24.r	Hydrogen Live Work Equipment Compatibility Investigation
5.24.w	Community Geothermal Systems Opportunities for LDCs to Consider
5.25.c	Effects of hydrogen on Aldyl A squeeze off sealing and post-impingement time to failure
5.25.e	White paper on utilizing AMI smart meter data
5.25.g	ERT Functional Testing
5.25.i	Evaluation of Overpipe
5.25.m	Inside Methane Detectors Pilots in Operations
5.25.o	Utility Cuts Program GIROW Best Practices and Strategies for Rising Costs and Municipality Fees and Mandates
5.25.u	Plastic Pipe Location Technology Review Gap Analysis Roadmap
6.8.a	(GTI) Carbon Management Information Center
6.11.a	PRCI Membership
6.14.a	Quality Audit Program for Natural Gas Utility Suppliers
6.16.a	Center for Methane Research

6.25.a	Enhanced Communications Initiative to Support Technology Transfer
7.20.a	Develop Remote Sensing and Leak Detection Platform with Multiple Sensors
7.21.i.2	PSI Laser QGI: Field Testing
7.22.h	Veritas Gas Measurement and Verification Initiative
7.22.j	Evaluation of Current Advanced Mobile Leak Detection Systems
7.22.k	Optical Gas Imaging (OGI) and handheld laser methane detectors for large leak identification
7.23.a	Gas Service Regulator Vent Field Study
7.23.b	Advanced/Outside Natural Gas Leak Detector
7.23.m	Technology for Advanced Natural Gas Detectors
7.23.n	Satellite Methane Detection for Distribution Applications
7.23.q	Workshops on Decarbonization Pathways that leverage the Natural Gas Infrastructure for non-utility stakeholders
7.24.b	5ppm at 5ft Performance Rule
7.24.d	Advanced Leak Detection Program (ALDP) Tiered Survey Framework
7.24.h	Service Regulator Relief Venting and Emissions Behavior Investigation
7.24.k	Comparison of a Correlative Calorimeter to Online GCs
7.24.l	PHMSA COST SHARE Multi Compound Green Corrosion Inhibitors for Gas Pipelines
7.25.d	Leak Survey Instrument Standards and Test Protocol
8.18.a	Corrosion studies predicting useful life of laser engraving
8.18.a.3	Component Marking and Laser Etching Development
8.20.i.3	Automations for Tracking and Traceability Phase 3

8.20.j	Above Ground Service Tee Identification and 3D Mapping
8.21.b.2	High-Accuracy Locator Technology Evaluation - Phase 2 - On site pilots
8.22.c	Implementing "Pipeline Inspection Documents for Material Traceability and Electronic Test Reports Implementing API 5L RP 5MT, Pipeline Inspection Documents for Material Traceability and Electronic Test Reports
8.22.d	Standardized Utility and Supplier Comanaged Inspection and Test Record Storage
8.22.g	Work Zone Intrusion Detection and Warning System
8.23.i	Integrated Methane Monitoring Platform Design
8.23.g.2	Commercial Implementation of Steel Pipe Traceability
8.24.e	Identifying Functional Issues with High Frequency AMI Reads
8.25.d	Digital Product Catalogue Startup for the Natural Gas Industry
8.25.h	AI Solutions to Digitize Paper-based Data and Manual Entry Workflows
8.25.o	Predictive Model for Cross Bore Risk
9.22.a	Reserve Strain Capacity Determination
9.24.a	Natural Gas Ban Effects on Local Gas Distribution Companies

c. As part of GTI's management of OTD, Columbia is provided R&D using the GTI not-for-profit R&D laboratory network of scientists, engineers and 28 lab facilities for investigation of natural gas industry and gas consumer critical needs and challenges. GTI performs applied research, technology development, product development, and technology deployment. As GTI is not a manufacturer, it works with manufacturers

to ensure that the technologies successfully developed are delivered to the marketplace so that the gas industry and gas consumer can use the products, processes, and scientific information developed. GTI also arranges co-funding of gas company funds by U.S. Department of Energy, U.S. Department of Transportation (PHMSA), state R&D agencies such as California Energy Commission and New York State Energy Research and Development Authority; so that gas company funds are leveraged by other entities.

d. The total annual expenditures of OTD are shown below. OTD's annual expenditures include R&D program expenses, program management expenses, and administrative expenses.

2023	$12.1 million
2024	$18.3 million
2025	$20.8 million

e. In general, benefits to Columbia and its customers are: (1) enhanced safety (e.g., lower leakage rates, less third-party damage); (2) enhanced system integrity (e.g., better

inspection methods, more durable system, better risk assessment to identify high-risk sections of pipe); and (3) O&M cost containment (e.g., costs for excavation, repair, inspection, and materials, productivity efficiencies).

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Regarding what are commonly referred to as smart grid initiatives, provide the following information:

a. Identify all smart grid costs Columbia Kentucky has incurred since the start of the test year in its last general rate case. Identify the specific projects Columbia Kentucky has undertaken, the accounts in which the costs have been recorded, and state whether the costs were expensed or capitalized.

b. Provide the level of smart grid costs Columbia Kentucky has included in its forecasted test period and the amounts to be expensed and capitalized.

Response:

The term "smart grid," in its common usage, refers to an electricity supply network using communications technology to direct the distribution of electrons. As a natural gas utility, Columbia has not incurred smart grid costs.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Regarding demand-side management, conservation, and energy-efficiency programs, provide the following:

a. A list of all programs currently offered by Columbia Kentucky.

b. A list of all programs Columbia Kentucky has considered offering.

c. The total cost incurred for the offered programs by Columbia Kentucky in each of the three most recent calendar years.

d. The total participation counts for each of the offered programs in the three most recent calendar years.

e. The total McF reductions realized through these programs in each of the three most recent calendar years.

f. The total cost for these programs included in the forecasted test period and the expected energy reductions to be realized therefrom.

Response:

a. Columbia Gas of Kentucky offers one energy efficiency program for Low-Income Furnace Replacement.

b. In addition to its existing Low-Income Furnace Replacement Program, Columbia previously offered residential customers a High-Efficiency Appliance Rebate Program and a Home Energy Audit Program. In Case No. 2018-00044 the Commission opened an investigation into the Reasonableness of The Energy Efficiency and Conservation Rider of Columbia Gas of Kentucky. In its Final Order dated October 25, 2018, the Commission directed that "Columbia's existing High-Efficiency Appliance Rebate Program and Home Energy Audits are terminated." The Low-Income Furnace Replacement Program was allowed to remain active.

Columbia has not considered new energy efficiency program offerings since the Final Order in Case No. 2018-00044 was rendered on October 25, 2018.

c., d., and e. Refer to the Table below for the Low-Income Furnace Replacement annual program costs for the customers served for years 2023 – 2025, number of customers served, and the total MCF reductions.

Year	Number of Customers Served	Annual Program Cost	Total MCF Reductions
2023	38	$ 125,210	250.8 MCF
2024	41	$ 135,095	270.6 MCF
2025	29	$ 95,555	191.4 MCF

f. Columbia's costs incurred for the Low-Income Furnace Replacement are deferred to a Regulatory Asset (Account 182) and recovered via the Energy Efficiency Conservation Program (EECP) Rider. (Note, Regulatory Asset accounts are reclassified as Regulatory Liability, Account 254, when the account balance is a credit.) As explained in the Direct Testimony of Columbia Witness Davis (Page 18), EECP Rider expenses are aligned to match EECP Rider revenues in the cost of service, resulting in no impact to the base revenue increase or revenue requirement request of this case.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the following information for the most recent calendar year concerning Columbia Kentucky and any affiliated service corporation or corporate service division/unit:

a. A schedule detailing the costs charged, either directly or allocated, by Columbia Kentucky to the service corporation. Indicate Columbia Kentucky's accounts in which these costs were originally recorded. For costs that are allocated, include a description of the allocation factors utilized.

b. A schedule detailing the costs charged, either directly or allocated, by the service corporation to Columbia Kentucky. Identify Columbia Kentucky's accounts in which these costs were recorded. For costs that are allocated, include a description of the allocation factors utilized.

Response:

a. Please see the table below providing the NiSource Corporate Services Company ("NCSC") accounts receivable account activity for calendar year 2025 charged to NCSC. Note, the NCSC accounts receivable of $64,106 for

Employee Expenses and Miscellaneous and Other Operations and Maintenance (O&M) expenses consists primarily of receivable owed to Columbia Gas of Kentucky ("Columbia") from NCSC for payments erroneously paid to vendors from the bank account of Columbia. The O&M expenses costs charged to Employee Expenses and Miscellaneous and Other were appropriately charged to Columbia. NCSC has / will reimburse Columbia for the amounts paid. In summary, these are not services or billings provided or made by Columbia to NCSC, rather these are reimbursements between affiliates for payments made from another operating company's bank account. Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_11_Attachment_A_CONFIDENTIAL and REDACTED for Columbia's NCSC basis and billing pool allocation percentages in effect during calendar 2025. Note, the allocation percentages are updated twice a year in February and August; as such, there were three (3) surveys in effect August 2024, February 2025, and August 2025 during the year.

Service Corporation Costs - Receivable	**Calendar 2025 Amount**
Direct Billed	8,308
Allocated from Columbia	55,799
Total	**$64,106**

b. Please see the tables below providing the accounts payable account activity for calendar year 2025 billed to Columbia from NCSC (i.e. the NCSC Contract Bill).

Please see Part A above for discussion and reference to the attachments to this response for Columbia's NCSC allocation percentages for calendar 2025.

Service Corporation Costs - Payable	Calendar 2025 Amount
Direct Billed	10,590,442
Allocated to Columbia	32,025,320
Total	**$42,615,762**

Service Corporation Costs - Payable	Calendar 2025 Amount
Capital	17,252,994
Operations & Maintenance (O&M)	25,362,768
Total	**$42,615,762**

Columbia Gas of Kentucky Inc.		
Summary of Contract Bill O&M Expense from NiSource Corporate Services		
Calendar 2025		
Account	**Description**	**Amount**
548	Electric Expenses (These expenses have been removed from the Forecasted Test Period revenue requirement.)	56
742	Production Equipment	233
807	Purchase Gas Expense - Management Services	533,332
870	Operation Supervision and Engineering	634,524
874	Mains and Services Expenses	179,652
875	Measuring and Regulating Station Expenses - General	22,105
876	Measuring and Regulating Station Expenses - Industrial	19,823
878	Meter and House Regulator Expenses	114,977
879	Customer Installations Expenses	113,748
880	Other Expenses	34,726
887	Maintenance of Main	70,870
889	Maintenance of Measuring and Regulating Station Equipment – General	25,306
890	Maintenance of Measuring and Regulating Station Equipment - Industrial	19,824
892	Maintenance of Services	9,462
893	Maintenance of Meters and House Regulators	13,961
894	Maintenance of Other Equipment	1
903	Customer Records and Collection Expenses	1,674,087
910	Miscellaneous Customer Service and Informational Expenses	327,920
912	Demonstrating and Selling Expenses	1,339
920	Admin and General Salaries	8,493,535

921	Office Supplies and Expenses	628,571
923	Outside Services Employed	7,468,070
924	Property Insurance	1,686
925	Injuries and Damages	37,834
926	Employee Pensions and Benefits	2,273,386
928	Regulatory Commission Expenses	472
930.1	General Advertising Expenses	11,494
930.2	Miscellaneous General Expenses	53,241
931	Rents	670,782
932	Maintenance of General Plant	1,927,751
Total O&M Charges for Contract Bill from NiSource Corporate Services		**$25,362,768**

NiSource Corporate Service Company
Basis and Billing Pool Allocation Effective August 2024

Basis	Billing Pool	00012 NCSC	00022 NICI	00032 CKY	00034 COH	00035 CMD	00037 CPA	00038 CGV	00058 NSI	00059 NIP	00060 NDC	00078 NET	00093 ORC	00094 PRC	00550 RWF	00551 ICWF	00552 DBSC	00553 MLSP	00469 NPHI	00470 NPHII	TOTAL
01	AC	[redacted]	[redacted]	6.5000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	AD	[redacted]	[redacted]	6.5000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	AG	[redacted]	[redacted]	2.8700%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	AN	[redacted]	[redacted]	2.3800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	AQ	[redacted]	[redacted]	12.7800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	AR	[redacted]	[redacted]	4.6600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	AU	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	AV	[redacted]	[redacted]	3.0300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	ZB	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	ZE	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	ZG	[redacted]	[redacted]	14.3300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
01	ZK	[redacted]	[redacted]	3.0300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
02	BA	[redacted]	[redacted]	5.6600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
02	BN	[redacted]	[redacted]	2.6000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
03	CC	[redacted]	[redacted]	16.2000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
04	DB	[redacted]	[redacted]	4.5100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
04	DD	[redacted]	[redacted]	5.8200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
04	DE	[redacted]	[redacted]	1.9000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
07	GG	[redacted]	[redacted]	2.9000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
08	HD	[redacted]	[redacted]	5.7000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
09	IG	[redacted]	[redacted]	3.6500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JC	[redacted]	[redacted]	5.8000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JD	[redacted]	[redacted]	5.7200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JE	[redacted]	[redacted]	3.6500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JH	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JI	[redacted]	[redacted]	5.7200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]%	100.00%
10	JJ	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JK	[redacted]	[redacted]	32.1400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JL	[redacted]	[redacted]	4.0800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JN	[redacted]	[redacted]	4.2000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JP	[redacted]	[redacted]	6.5000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JQ	[redacted]	[redacted]	7.1400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JR	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JS	[redacted]	[redacted]	8.4100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JT	[redacted]	[redacted]	6.6100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
10	JU	[redacted]	[redacted]	15.1500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
11	KD	[redacted]	[redacted]	7.9500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
11	KF	[redacted]	[redacted]	2.5800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
11	KG	[redacted]	[redacted]	3.7600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
11	KS	[redacted]	[redacted]	4.0400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
11	KU	[redacted]	[redacted]	5.0400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
13	MA	[redacted]	[redacted]	4.1800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
13	MD	[redacted]	[redacted]	3.3100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
13	MK	[redacted]	[redacted]	3.1000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
13	MM	[redacted]	[redacted]	3.2100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
13	MR	[redacted]	[redacted]	3.7500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
13	MZ	[redacted]	[redacted]	5.2400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
14	ND	[redacted]	[redacted]	0.9100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
20	TA	[redacted]	[redacted]	4.1600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
20	TI	[redacted]	[redacted]	3.7900%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%
20	TL	[redacted]	[redacted]	4.4000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100.00%

NiSource Corporate Service Company
Basis and Billing Pool Allocation Effective February 2025

Basis	Billing Pool	00012 NCSC	00022 NICI	00032 CKY	00034 COH	00035 CMD	00037 CPA	00038 CGV	00058 NSI	00059 NIP	00060 NDC	00078 NET	00093 ORC	00094 PRC	00550 RWF	00551 ICWF	00552 DBSC	00553 MLSP	00469 NPHI	00470 NPHII	TOTAL
01	AD	[redacted]	[redacted]	6.5500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AG	[redacted]	[redacted]	2.9400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AQ	[redacted]	[redacted]	11.7000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AR	[redacted]	[redacted]	4.7300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AU	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AV	[redacted]	[redacted]	3.0600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	ZB	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	ZG	[redacted]	[redacted]	14.5700%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
02	BA	[redacted]	[redacted]	5.6200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
02	BN	[redacted]	[redacted]	2.5400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
03	CC	[redacted]	[redacted]	21.5000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
04	DD	[redacted]	[redacted]	6.1400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
04	DE	[redacted]	[redacted]	1.9200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
07	GG	[redacted]	[redacted]	2.9900%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
08	HD	[redacted]	[redacted]	5.6600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
09	IG	[redacted]	[redacted]	3.6800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JC	[redacted]	[redacted]	5.8100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JD	[redacted]	[redacted]	5.7300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JE	[redacted]	[redacted]	3.6600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JH	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JJ	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JK	[redacted]	[redacted]	32.1800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JL	[redacted]	[redacted]	4.0900%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JN	[redacted]	[redacted]	4.2100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JP	[redacted]	[redacted]	6.5200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JQ	[redacted]	[redacted]	7.1600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JR	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JT	[redacted]	[redacted]	6.6300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JU	[redacted]	[redacted]	15.1600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JZ	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
11	KD	[redacted]	[redacted]	8.0200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
11	KF	[redacted]	[redacted]	2.5200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
11	KG	[redacted]	[redacted]	3.7500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
11	KU	[redacted]	[redacted]	5.0800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MA	[redacted]	[redacted]	4.3300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MD	[redacted]	[redacted]	3.3100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MK	[redacted]	[redacted]	3.1000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MM	[redacted]	[redacted]	3.2100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MR	[redacted]	[redacted]	4.2500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MZ	[redacted]	[redacted]	5.4700%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
14	ND	[redacted]	[redacted]	0.8500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
20	TA	[redacted]	[redacted]	4.2600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
20	TI	[redacted]	[redacted]	3.8800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
20	TL	[redacted]	[redacted]	4.1100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%

NiSource Corporate Service Company
Basis and Billing Pool Allocation Effective August 2025

Basis	Billing Pool	00012 NCSC	00022 NICI	00032 CKY	00034 COH	00035 CMD	00037 CPA	00038 CGV	00058 NSI	00059 NIP	00060 NDC	00078 NET	00093 ORC	00094 PRC	00550 RWF	00551 ICWF	00552 DBSC	00553 MLSP	00469 NPHI	00470 NPHII	TOTAL
01	AD	[redacted]	[redacted]	6.6400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AG	[redacted]	[redacted]	2.8700%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AQ	[redacted]	[redacted]	11.9800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AR	[redacted]	[redacted]	4.8000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AU	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	AV	[redacted]	[redacted]	2.9900%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	ZB	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
01	ZG	[redacted]	[redacted]	14.8400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
02	BA	[redacted]	[redacted]	5.5900%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
03	CC	[redacted]	[redacted]	17.4800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
04	DD	[redacted]	[redacted]	6.1700%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
04	DE	[redacted]	[redacted]	1.9300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
07	GG	[redacted]	[redacted]	2.9200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
08	HD	[redacted]	[redacted]	5.6300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
09	IG	[redacted]	[redacted]	4.0600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JC	[redacted]	[redacted]	5.7800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JD	[redacted]	[redacted]	5.7000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JE	[redacted]	[redacted]	3.6400%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JH	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JJ	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JK	[redacted]	[redacted]	32.0500%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JL	[redacted]	[redacted]	4.0700%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JN	[redacted]	[redacted]	4.1900%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JP	[redacted]	[redacted]	6.4900%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JQ	[redacted]	[redacted]	7.1200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JR	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JT	[redacted]	[redacted]	6.5900%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JU	[redacted]	[redacted]	15.1200%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
10	JZ	[redacted]	[redacted]	0.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
11	KD	[redacted]	[redacted]	7.9300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
11	KF	[redacted]	[redacted]	2.4300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
11	KG	[redacted]	[redacted]	3.6300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
11	KU	[redacted]	[redacted]	5.0000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MA	[redacted]	[redacted]	4.0600%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MD	[redacted]	[redacted]	3.3100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MK	[redacted]	[redacted]	3.1000%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MM	[redacted]	[redacted]	3.2100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MR	[redacted]	[redacted]	3.8100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
13	MZ	[redacted]	[redacted]	5.3300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
14	ND	[redacted]	[redacted]	0.8300%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
20	TA	[redacted]	[redacted]	4.1100%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
20	TI	[redacted]	[redacted]	3.7800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%
20	TL	[redacted]	[redacted]	3.2800%	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	100%

NiSource Corporate Service Company
Supplemental Allocation Description

Basis	Allocator	Basis Description
01	AD, AG, AQ, AR, AU, AV, ZB, ZG	50% Gross Fixed Assets, 50% Total Operating Expenses
02	BA	Gross Fixed Assets
03	CC	Meters Serviced
04	DD, DE	Accounts Payable Invoices
07	GG	50% Gross Depreciable Property, 50% Total Operating Expenses
08	HD	50% Gross Depreciable Property, 50% Total Operating Expenses
09	IG	Vehicles
10	JC, JD, JE, JH, JJ, JK, JL, JN, JP, JQ, JR, JT, JU, JZ	Retail Customers
11	KD, KF, KG, KU	Employee Headcount
13	MA, MZ	Space Allocation
13	MD, MK, MM	IT Devices
13	MR	Mainframe Usage
14	ND	Transportation Customers
20	TA, TL, TI	O&M contract bill costs relative to total, IT, and legal contract bill

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the following information for the most recent calendar year concerning all affiliate-related activities not identified in response to Item 11:

a. Provide the names of affiliates that provided some form of service to Columbia Kentucky and the type of service Columbia Kentucky received from each affiliate.

b. Provide the names of affiliates to whom Columbia Kentucky provided some form of service and the type of service Columbia Kentucky provided to each affiliate.

c. Identify the service agreement with each affiliate, state whether the service agreement has been previously filed with the Commission and identify the proceeding in which it was filed. Provide each service agreement that has not been previously filed with the Commission.

Response:

a. and b.

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_12_Attachment_A for 2025 intercompany accounts payable and accounts receivable information, by affiliate.

c. Columbia submitted its agreement with NiSource Corporate Services Company ("NCSC") in Columbia's 2015 Annual Report Relating to Nonregulated Activity of an Affected Utility or its Affiliates, submitted on March 31, 2015. It is also provided as Attachment GBJ-2 to the Testimony of Columbia witness George B. Jonda which can be found at Tab 30 of the Application filed on May 20, 2026. An affiliate agreement between Columbia and Columbia Gas of Virginia, Inc., was previously provided as Attachment C in Case No. 2021-00183, Columbia's Response to Staff's First Request for Information No. 10. Agreements not previously provided to the Commission are attached as 2026-00099_PSC_Staff_DR_Set_1_No_12_Attachments B through E.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

SERVICE AGREEMENT

This SERVICE AGREEMENT ("Service Agreement" or "Agreement") is made and entered into effective the 9th day of January, 2026, between Columbia Gas of Kentucky, Inc. ("CKY") and Columbia Gas of Maryland ("CMD"). This Agreement shall supersede and cancel all previous Service Agreements between CKY and CMD.

WITNESSETH:

WHEREAS, CKY and CMD (individually a "Party" and collectively, the "Parties" are wholly owned subsidiaries of NiSource Gas Distribution Group, Inc. ("NiSource Gas Distribution"), which is a wholly owned subsidiary of NiSource Inc. ("NiSource"), a Delaware corporation, and both NiSource and NiSource Gas Distribution are "holding companies" as defined in the Public Utility Holding Company Act of 2005;

WHEREAS, CKY and CMD are "affiliates" as defined in Kentucky Revised Statute ("KRS") Section 278.010;

WHEREAS, CKY and CMD agree to enter into this Service Agreement whereby either party may provide certain services to the other party, subject to the providing party's ability to perform such services; and

WHEREAS, the rendition of such services set forth in Article 1 enables the parties to realize economic and other benefits through the sharing of knowledge and expertise of subject matter experts and the provision of operations and technical support and assistance in areas such as emergency response and preparedness, outage restoration, training, process improvement and identification/execution of best practices.

NOW THEREFORE, in consideration of the premises and the mutual agreements herein contained, the parties to this Service Agreement covenant and agree as follows:

ARTICLE 1
SERVICES

1.1 The providing party shall furnish to the requesting party, upon the terms and conditions hereinafter set forth, such of the services described in Section 1.2 (the "Services") at such times, for such periods and in such manner as from time to time requested and that the providing party concludes it is able to perform.

1.2 The scope of Services that may be provided under the Agreement are detailed below. The descriptions are deemed to include services associated with, or related or similar to, the services contained in such descriptions. The details listed under each heading are intended to be illustrative rather than inclusive:

(a) *Accounting and Financial Services.* Various aspects of accounting and finance,

including financial accounting; asset accounting; regulatory accounting; financing; financial planning; budgeting; auditing; depreciation; economic research; forecasting; accounts payable; accounts receivable; reconciliations; accounting research; reporting; operation and maintenance expense analysis; payroll; business applications support; and accounting practices and policies.

(b) *Communications and Customer Education Services*. Preparation and use of educational and advertising materials; development of processes to facilitate residential, commercial and industrial customer growth, as well as maintenance of business in those areas; providing information to customers regarding products and services; furnishing information to customers, employees, other interested groups, and to the public generally, including the preparation of booklets, photographs, and other media; management and content of social media; and advertising programs.

(c) *Conservation and Energy Efficiency Services.* Conservation and energy efficiency program design and administration, including program management; portfolio design; cost/benefit analysis; program evaluation, measurement and verification; education and outreach; rebate processing; reporting; and related activities.

(d) *Customer Billing, Collection, and Contact Services.* Calculating, bill exception processing, back office processing, posting, printing, inserting, mailing and related services associated with the preparation and issuance of customer bills, notices, inserts and similar mailings; cash processing, revenue recovery, account reconciliations and adjustments, and related services associated with the collection of revenue and management of accounts receivable; customer contact and related services, including alternative pricing services, customer contact center management, operation and administration; management of key customer relationships; communications associated with the commencement, transfer, maintenance and disconnection of service; the receipt and processing of emergency calls; the handling of customer complaints; and responses to customer billing, credit, collection, order take and inquiry, outage, meter reading, retail choice and other inquiries.

(e) *Employee Services.* Organizational, leadership and strategic development; employee relations matters, including recruitment, employee placement and retention, training, compensation, safety, labor relations and health, welfare and employee benefits; activities in connection with temporary labor matters, including assessment, selection, contract negotiation, administration, service provider relationships, compliance, review and reporting.

(f) *Engineering and Construction Services.* Engineering phases of construction, operations and maintenance activities, including estimates of costs of construction; preparation of plans and designs; engineering and supervision of the fabrication of natural gas facilities; standardization of engineering and construction procedures; construction activities; and supervision and inspection of construction.

(g) *Facility Services.* Management and execution of facility operations and maintenance.

(h) *Land/Surveying Services.* Land asset management, land contract management, and surveying services in connection with the acquisition, leasing, maintenance, and disposal of interests in real property, including the maintenance of land records and the recording of instruments relating to such interests in real property.

(i) *Operations Support Services.* Operations support and planning, including logistics, scheduling and dispatching; assistance with emergency response and work stoppages; workforce planning; corrosion and leakage programs; estimates of gas requirements and gas availability; gas transmission, measurement, storage and distribution; construction requirements; construction management; operating standards and practices; regulatory and environmental compliance; pipeline safety and compliance; employee and system safety programs; sustainability; training; management of gas transportation and sales activities; security services; measurement, regulation and conditioning equipment; meter testing, calibration and repair; gas network modeling, facility mapping and GIS technologies; planning, installation and operation of radio networks, remote control and telemetering devices, microwave relay systems and other applications of electronics to the fields of communication and control.

(j) *Purchasing, Storage and Disposition Services.* Supply chain activities, including the standardization, purchase, lease, license and acquisition of equipment, materials, supplies, services, software, intellectual property and other assets, as well as shipping, storage and disposition of same; negotiation of the purchase, sale, acquisition or disposition of assets and services; and the placing of purchase orders.

(k) *Rates and Regulatory Services.* Regulatory and rate matters, including the design and preparation of schedules and tariffs; analysis of rate filings; and preparation and presentation of testimony and exhibits to regulatory authorities.

(l) *Transportation Services.* Purchase, lease, operation and maintenance of motor vehicles.

1.3 Each party shall preserve the confidentiality and security of confidential and proprietary information of the other party to the extent that a party becomes aware of confidential or proprietary information of the other party in the furnishing or receipt of Services hereunder.

ARTICLE 2
COMPENSATION

2.1 As compensation for the Services to be rendered hereunder, the requesting party shall compensate and pay to the providing party the actual costs thereof, including labor, materials and pertinent overheads, subject to the provisions of KRS § 278.2207(1). Each of the

parties hereto recognize that the other party is regulated by the utility regulatory commission in its respective jurisdiction, and that the costs included hereunder are subject to scrutiny and disallowance by such commission.

2.2 The parties shall make available monthly billing information to each other that reflects information necessary to identify the costs charged and Services rendered for that month. The requesting party shall undertake a review of the charges and identify any questions or concerns regarding the charges reflected within a reasonable period of time. The providing party shall remit to the requesting party payment for billed charges within a period of time not exceeding 30 days of receipt of the monthly billing information.

2.3 Each party shall permit the other party reasonable access to its accounts and records to verify the accuracy of any charges hereunder.

ARTICLE 3
TERM

3.1 This Service Agreement shall become effective as of the date first written above, and shall continue in force until terminated by the either party, upon not less than thirty (30) days prior written notice to the other party. This Service Agreement shall also be subject to termination or modification at any time, without notice, if and to the extent performance under this Service Agreement may conflict with any state or federal statute, or any rule, decision, or order of any state or federal regulatory agency having jurisdiction over one or both of the parties. Further, this Service Agreement shall be terminated immediately upon the parties ceasing to be affiliates.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the date and year first above written.

COLUMBIA GAS OF KENTUCKY, INC.

By: Kimra H. Cole

Name: Kimra Cole

Title: President and Chief Operating Officer

COLUMBIA GAS OF MARYLAND, INC.

By: Mark Kempic

Name: Mark Kempic

Title: President and Chief Operating Officer

SERVICE AGREEMENT

This SERVICE AGREEMENT ("Service Agreement" or "Agreement") is made and entered into effective the 8 day of January, 2026 by and between Columbia Gas of Ohio, Inc. ("COH") and Columbia Gas of Kentucky, Inc. ("CKY"). This Agreement shall supersede and cancel all previous Service Agreements between COH and CKY.

WITNESSETH:

WHEREAS, COH and CKY (individually a "Party" and collectively, the "Parties" are wholly owned subsidiaries of NiSource Gas Distribution Group, Inc. ("NiSource Gas Distribution"), which is a wholly owned subsidiary of NiSource Inc. ("NiSource"), a Delaware corporation, and both NiSource and NiSource Gas Distribution are "holding companies" as defined in the Public Utility Holding Company Act of 2005;

WHEREAS, COH and CKY are "affiliates" as defined in Kentucky Revised Statute ("KRS") Section 278.010;

WHEREAS, COH and CKY agree to enter into this Service Agreement whereby either party may provide certain services to the other party, subject to the providing party's ability to perform such services; and

WHEREAS, the rendition of such services set forth in Article 1 enables the parties to realize economic and other benefits through the sharing of knowledge and expertise of subject matter experts and the provision of operations and technical support and assistance in areas such as emergency response and preparedness, outage restoration, training, process improvement and identification/execution of best practices.

NOW THEREFORE, in consideration of the premises and the mutual agreements herein contained, the parties to this Service Agreement covenant and agree as follows:

ARTICLE 1
SERVICES

1.1 The providing party shall furnish to the requesting party, upon the terms and conditions hereinafter set forth, such of the services described in Section 1.2 (the "Services") at such times, for such periods and in such manner as from time to time requested and that the providing party concludes it is able to perform.

1.2 The scope of Services that may be provided under the Agreement are detailed below. The descriptions are deemed to include services associated with, or related or similar to, the services contained in such descriptions. The details listed under each heading are intended to be illustrative rather than inclusive:

(a) *Accounting and Financial Services.* Various aspects of accounting and finance,

including financial accounting; asset accounting; regulatory accounting; financing; financial planning; budgeting; auditing; depreciation; economic research; forecasting; accounts payable; accounts receivable; reconciliations; accounting research; reporting; operation and maintenance expense analysis; payroll; business applications support; and accounting practices and policies.

(b) *Communications and Customer Education Services*. Preparation and use of educational and advertising materials; development of processes to facilitate residential, commercial and industrial customer growth, as well as maintenance of business in those areas; providing information to customers regarding products and services; furnishing information to customers, employees, other interested groups, and to the public generally, including the preparation of booklets, photographs, and other media; management and content of social media; and advertising programs.

(c) *Conservation and Energy Efficiency Services.* Conservation and energy efficiency program design and administration, including program management; portfolio design; cost/benefit analysis; program evaluation, measurement and verification; education and outreach; rebate processing; reporting; and related activities.

(d) *Customer Billing, Collection, and Contact Services.* Calculating, bill exception processing, back office processing, posting, printing, inserting, mailing and related services associated with the preparation and issuance of customer bills, notices, inserts and similar mailings; cash processing, revenue recovery, account reconciliations and adjustments, and related services associated with the collection of revenue and management of accounts receivable; customer contact and related services, including alternative pricing services, customer contact center management, operation and administration; management of key customer relationships; communications associated with the commencement, transfer, maintenance and disconnection of service; the receipt and processing of emergency calls; the handling of customer complaints; and responses to customer billing, credit, collection, order take and inquiry, outage, meter reading, retail choice and other inquiries.

(e) *Employee Services.* Organizational, leadership and strategic development; employee relations matters, including recruitment, employee placement and retention, training, compensation, safety, labor relations and health, welfare and employee benefits; activities in connection with temporary labor matters, including assessment, selection, contract negotiation, administration, service provider relationships, compliance, review and reporting.

(f) *Engineering and Construction Services.* Engineering phases of construction, operations and maintenance activities, including estimates of costs of construction; preparation of plans and designs; engineering and supervision of the fabrication of natural gas facilities; standardization of engineering and construction procedures; construction activities; and supervision and inspection of construction.

(g) *Facility Services.* Management and execution of facility operations and maintenance.

(h) *Land/Surveying Services.* Land asset management, land contract management, and surveying services in connection with the acquisition, leasing, maintenance, and disposal of interests in real property, including the maintenance of land records and the recording of instruments relating to such interests in real property.

(i) *Operations Support Services.* Operations support and planning, including logistics, scheduling and dispatching; assistance with emergency response and work stoppages; workforce planning; corrosion and leakage programs; estimates of gas requirements and gas availability; gas transmission, measurement, storage and distribution; construction requirements; construction management; operating standards and practices; regulatory and environmental compliance; pipeline safety and compliance; employee and system safety programs; sustainability; training; management of gas transportation and sales activities; security services; measurement, regulation and conditioning equipment; meter testing, calibration and repair; gas network modeling, facility mapping and GIS technologies; planning, installation and operation of radio networks, remote control and telemetering devices, microwave relay systems and other applications of electronics to the fields of communication and control.

(j) *Purchasing, Storage and Disposition Services.* Supply chain activities, including the standardization, purchase, lease, license and acquisition of equipment, materials, supplies, services, software, intellectual property and other assets, as well as shipping, storage and disposition of same; negotiation of the purchase, sale, acquisition or disposition of assets and services; and the placing of purchase orders.

(k) *Rates and Regulatory Services.* Regulatory and rate matters, including the design and preparation of schedules and tariffs; analysis of rate filings; and preparation and presentation of testimony and exhibits to regulatory authorities.

(l) *Transportation Services.* Purchase, lease, operation and maintenance of motor vehicles.

1.3 Each party shall preserve the confidentiality and security of confidential and proprietary information of the other party to the extent that a party becomes aware of confidential or proprietary information of the other party in the furnishing or receipt of Services hereunder.

ARTICLE 2
COMPENSATION

2.1 As compensation for the Services to be rendered hereunder, the requesting party shall compensate and pay to the providing party the actual costs thereof, including labor, materials and pertinent overheads, subject to the provisions of KRS § 278.2207(1). Each of the

parties hereto recognize that the other party is regulated by the utility regulatory commission in its respective jurisdiction, and that the costs included hereunder are subject to scrutiny and disallowance by such commission.

2.2 The parties shall make available monthly billing information to each other that reflects information necessary to identify the costs charged and Services rendered for that month. The requesting party shall undertake a review of the charges and identify any questions or concerns regarding the charges reflected within a reasonable period of time. The providing party shall remit to the requesting party payment for billed charges within a period of time not exceeding 30 days of receipt of the monthly billing information.

2.3 Each party shall permit the other party reasonable access to its accounts and records to verify the accuracy of any charges hereunder.

ARTICLE 3
TERM

3.1 This Service Agreement shall become effective as of the date first written above, and shall continue in force until terminated by the either party, upon not less than thirty (30) days prior written notice to the other party. This Service Agreement shall also be subject to termination or modification at any time, without notice, if and to the extent performance under this Service Agreement may conflict with any state or federal statute, or any rule, decision, or order of any state or federal regulatory agency having jurisdiction over one or both of the parties. Further, this Service Agreement shall be terminated immediately upon the parties ceasing to be affiliates.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the date and year first above written.

COLUMBIA GAS OF OHIO, INC.

By:

Name: Robert Heidorn

Title: President and Chief Operating Officer

COLUMBIA GAS OF KENTUCKY, INC.

By:

Name: Kimra Cole

Title: President and Chief Operating Officer

SERVICE AGREEMENT

This SERVICE AGREEMENT ("Service Agreement" or "Agreement") is made and entered into effective the 1st day of October, 2021 by and between Columbia Gas of Kentucky, Inc. ("CKY") and Columbia Gas of Pennsylvania, Inc. ("CPA").

WITNESSETH:

WHEREAS, CKY and CPA (individually a "party" and collectively, the "parties") are wholly owned subsidiaries of NiSource Gas Distribution Group, Inc. ("NiSource Gas Distribution"), which is a wholly owned subsidiary of NiSource Inc. ("NiSource"), a Delaware corporation, and both NiSource and NiSource Gas Distribution are "holding companies" as defined in the Public Utility Holding Company Act of 2005;

WHEREAS, CKY and CPA are "affiliated interests" as defined in Section 2101(a) of the Pennsylvania Public Utility Code;

WHEREAS, CKY and CPA agree to enter into this Service Agreement whereby either party may provide certain services to the other party, subject to the providing party's ability to perform such services; and

WHEREAS, the rendition of such services set forth in Article 1 enables the parties to realize economic and other benefits through the sharing of knowledge and expertise of subject matter experts and the provision of operations and technical support and assistance in areas such as emergency response and preparedness, outage restoration, training, process improvement and identification/execution of best practices.

NOW THEREFORE, in consideration of the premises and the mutual agreements herein contained, the parties to this Service Agreement covenant and agree as follows:

ARTICLE 1
SERVICES

1.1 The providing party shall furnish to the requesting party, upon the terms and conditions hereinafter set forth, such of the services described in Section 1.2 (the "Services") at such times, for such periods and in such manner as from time to time requested and that the providing party concludes it is able to perform.

1.2 The scope of Services that may be provided under the Agreement are detailed below. The descriptions are deemed to include services associated with, or related or similar to, the services contained in such descriptions. The details listed under each heading are intended to be illustrative rather than inclusive:

(a) *Accounting and Financial Services.* Various aspects of accounting and finance, including financial accounting; asset accounting; regulatory accounting; financing; financial planning; budgeting; auditing; depreciation; economic research; forecasting; accounts payable; accounts receivable; reconciliations; accounting research; reporting; operation and maintenance expense analysis; payroll; business applications support; and accounting practices and policies.

(b) *Communications and Customer Education Services.* Preparation and use of educational and advertising materials; development of processes to facilitate residential, commercial and industrial customer growth, as well as maintenance of business in those areas; providing information to customers regarding products and services; furnishing information to customers, employees, other interested groups, and to the public generally, including the preparation of booklets, photographs, and other media; management and content of social media; and advertising programs.

(c) *Conservation and Energy Efficiency Services.* Conservation and energy efficiency program design and administration, including program management; portfolio design; cost/benefit analysis; program evaluation, measurement and verification; education and outreach; rebate processing; reporting; and related activities.

(d) *Customer Billing, Collection, and Contact Services*. Calculating, bill exception processing, back office processing, posting, printing, inserting, mailing and related services associated with the preparation and issuance of customer bills, notices, inserts and similar mailings; cash processing, revenue recovery, account reconciliations and adjustments, and related services associated with the collection of revenue and management of accounts receivable; customer contact and related services, including alternative pricing services, customer contact center management, operation and administration; management of key customer relationships; communications associated with the commencement, transfer, maintenance and disconnection of service; the receipt and processing of emergency calls; the handling of customer complaints; and responses to customer billing, credit, collection, order take and inquiry, outage, meter reading, retail choice and other inquiries.

(e) *Employee Services.* Organizational, leadership and strategic development; employee relations matters, including recruitment, employee placement and retention, training, compensation, safety, labor relations and health, welfare and employee benefits; activities in connection with temporary labor matters, including assessment, selection, contract negotiation, administration, service provider relationships, compliance, review and reporting.

(f) *Engineering and Construction Services.* Engineering phases of construction, operations and maintenance activities, including estimates of costs of construction; preparation of plans and designs; engineering and supervision of the fabrication of natural gas facilities; standardization of engineering and construction procedures; construction activities; and supervision and inspection of construction.

(g) *Facility Services.* Management and execution of facility operations and maintenance.

(h) *Land/Surveying Services.* Land asset management, land contract management, and surveying services in connection with the acquisition, leasing, maintenance, and disposal of interests in real property, including the maintenance of land records and the recording of instruments relating to such interests in real property.

(i) *Operations Support Services.* Operations support and planning, including logistics, scheduling and dispatching; assistance with emergency response and work stoppages;

workforce planning; corrosion and leakage programs; estimates of gas requirements and gas availability; gas transmission, measurement, storage and distribution; construction requirements; construction management; operating standards and practices; regulatory and environmental compliance; pipeline safety and compliance; employee and system safety programs; sustainability; training; management of gas transportation and sales activities; security services; measurement, regulation and conditioning equipment; meter testing, calibration and repair; gas network modeling, facility mapping and GIS technologies; planning, installation and operation of radio networks, remote control and telemetering devices, microwave relay systems and other applications of electronics to the fields of communication and control.

(j) *Purchasing, Storage and Disposition Services.* Supply chain activities, including the standardization, purchase, lease, license and acquisition of equipment, materials, supplies, services, software, intellectual property and other assets, as well as shipping, storage and disposition of same; negotiation of the purchase, sale, acquisition or disposition of assets and services; and the placing of purchase orders.

(k) *Rates and Regulatory Services.* Regulatory and rate matters, including the design and preparation of schedules and tariffs; analysis of rate filings; and preparation and presentation of testimony and exhibits to regulatory authorities.

(l) *Transportation Services.* Purchase, lease, operation and maintenance of motor vehicles.

1.3 Each party shall preserve the confidentiality and security of confidential and proprietary information of the other party to the extent that a party becomes aware of confidential or proprietary information of the other party in the furnishing or receipt of Services hereunder.

ARTICLE 2
COMPENSATION

2.1 As compensation for the Services to be rendered hereunder, the requesting party shall compensate and pay to the providing party the actual costs thereof, including labor, materials and pertinent overheads. Each of the parties hereto recognize that the other party is regulated by the utility regulatory commission in its respective jurisdiction, and that the costs incurred hereunder are subject to scrutiny and disallowance by such commission.

2.2 The parties shall make available monthly billing information to each other that reflects information necessary to identify the costs charged and Services rendered for that month. The requesting party shall undertake a review of the charges and identify any questions or concerns regarding the charges reflected within a reasonable period of time. The providing party shall remit to the requesting party payment for billed charges within a period of time not exceeding 30 days of receipt of the monthly billing information.

2.3 Each party shall permit the other party reasonable access to its accounts and records to verify the accuracy of any charges hereunder.

ARTICLE 3
TERM

3.1 This Service Agreement shall become effective as of the date first written above, subject only to the receipt of any required regulatory approvals from the Pennsylvania Public Utility Commission and shall continue in force until terminated by the either party, upon not less than thirty (30) days prior written notice to the other party. This Service Agreement shall also be subject to termination or modification at any time, without notice, if and to the extent performance under this Service Agreement may conflict with any state or federal statute, or any rule, decision, or order of any state or federal regulatory agency having jurisdiction over one or both of the parties. Further, this Service Agreement shall be terminated immediately upon the parties ceasing to be affiliates.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the date and year first above written.

COLUMBIA GAS OF KENTUCKY, INC.

By: */s/ Kimra Cole*

Kimra Cole

President

COLUMBIA GAS OF PENNSYLVANIA, INC.

By: Mark Kempic

Mark Kempic

President

150 West Market Street, Suite 600
Indianapolis, IN 46204

IURC received 08-01-2024

August 1, 2024

Via Email Transmission – lcoahran@urc.in.gov

Attn: General Counsel Division
Indiana Utility Regulatory Commission
101 W. Washington Street, Suite 115 East
Indianapolis, Indiana 46204

Re: Affiliate Contract – Service Agreement

To Whom It May Concern:

In accordance with General Administrative Order of the Indiana Utility Regulatory Commission 2016-5, enclosed please find a Service Agreement entered into effective July 31, 2024 by and between Columbia Gas of Kentucky ("Columbia") and Northern Indiana Public Service Company LLC ("NIPSCO"). The Service Agreement, which for purposes of this filing has been designated and labeled Affiliate Contract Number 07312024-A (included at the top of the affiliate contract), enables Columbia and NIPSCO to provide certain services to the other party. The services relate only the provision of gas service.

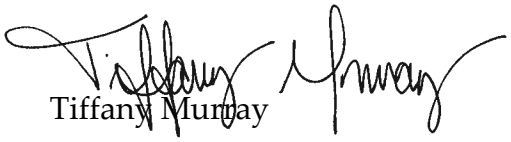
My contact information is as follows:

Tiffany Muray
NiSource Corporate Services – Legal
150 W. Market Street, Suite 600
Indianapolis, Indiana 46204
Phone: 317-649-6424; Fax: 317-684-4918
Email: tiffanymurray@nisource.com

Although Columbia is an "affiliated interest" of NIPSCO as that term is defined in Ind. Code 8-1-2-49, it is not clear whether the Service Agreement is a "management, construction, engineering, or similar contract" within the meaning of the statute. Nevertheless, the Service Agreement is being filed so that the Commission is informed of this agreement between NIPSCO and its affiliate.

Should you have any questions, please feel free to give me a call.

Sincerely,



Tiffany Murray

IURC received 08-01-2024

SERVICE AGREEMENT

This SERVICE AGREEMENT ("Service Agreement" or "Agreement") is made and entered into effective the 31st day of July, 2024 by and between Columbia Gas of Kentucky ("Columbia") and Northern Indiana Public Service Company LLC ("NIPSCO") (individually a "party" and collectively, the "parties").

WITNESSETH:

WHEREAS, Columbia is a wholly-owned subsidiary of NiSource Gas Distribution Group, Inc. ("NiSource Gas Distribution"), and NiSource Gas Distribution and NIPSCO are both wholly owned subsidiaries of NiSource Inc. ("NiSource"), a Delaware corporation, and both NiSource and NiSource Gas Distribution are "holding companies" as defined in the Public Utility Holding Company Act of 2005; and,

WHEREAS, Columbia and NIPSCO are "affiliated interests" or "affiliates" as defined in Kentucky Revised Statutes Section 278.010 and Indiana Code § 8-1-2-49.

WHEREAS, Columbia and NIPSCO agree to enter into this Service Agreement whereby either party may provide certain services to the other party, subject to the providing party's ability to perform such services; and,

WHEREAS, the rendition of such services set forth in Article 1 enables the parties to realize economic and other benefits through the sharing of knowledge and expertise of subject matter experts and the provision of operations and technical support and assistance in areas such as emergency response and preparedness, outage restorage, training, process improvement and identification/execution of best practices.

NOW THEREFORE, in consideration of the premises and the mutual agreements herein contained, the parties to this Service Agreement covenant and agree as follows:

ARTICLE l
SERVICES

1.1 The providing party shall furnish to the requesting party, upon the terms and conditions hereinafter set forth, such of the services described in Section 1.2 (the "Services") at such times, for such periods and in such manner as from time to time requested and that the providing party concludes it is able to perform.

1.2 The scope of Services that may be provided under the Agreement are detailed below. The descriptions are deemed to include services associated with, or related or similar to, the services contained in such descriptions. The details listed under each heading are intended to be illustrative rather than inclusive:

(a) *Operations Support Services.* Operations support and planning, including the provision of operations, engineering, construction, maintenance and technical support and assistance, logistics, scheduling and dispatching; assistance with emergency response and work stoppages; workforce planning; corrosion and

leakage programs; estimates of gas requirements and gas availability; gas transmission, measurement, storage and distribution; construction management; operating standards and practices; regulatory and environmental compliance; pipeline safety and compliance; employee and system safety programs; sustainability; training; management of gas transportation and sales activities; security services; measurement, regulation and conditioning equipment; meter testing, calibration and repair; gas network modeling, facility mapping and GIS technologies; planning, installation and operation of radio networks, remote control and telemetering devices, microwave relay systems and other applications of electronics to the fields of communication and control.

(b) *Training Services.* Sharing of knowledge and expertise of subject matter experts, training, process improvement and identification/execution of best practices across a spectrum of public utility activities, including corrosion and leakage program design; pipeline safety and compliance practices; operations; and engineering and construction.

1.3 Each party shall preserve the confidentiality and security of confidential and proprietary information of the other party to the extent that a party becomes aware of confidential or proprietary information of the other party in the furnishing or receipt of Services hereunder.

ARTICLE 2
COMPENSATION

2.1 As compensation for the Services to be rendered hereunder, the requesting party shall compensate and pay to the providing party the actual costs thereof, including labor, materials and pertinent overheads.

2.2 The parties shall make available monthly billing information to each other that reflects information necessary to identify the costs charged and Services rendered for that month. The requesting party shall undertake a review of the charges and identify any questions or concerns regarding the charges reflected within a reasonable period of time. The providing party shall remit to the requesting party payment for billed charges within a period of time not exceeding 30 days of receipt of the monthly billing information.

2.3 Each party shall permit the other party reasonable access to its accounts and records to verify the accuracy of any charges hereunder.

ARTICLE 3
TERM

3.1 This Service Agreement shall become effective on July 31, 2024. The Service Agreement shall continue in force and effect through July 30, 2029 or until terminated by either party, upon not less than thirty (30) days prior written notice to the other party, whichever occurs first. This Service Agreement shall also be subject to

termination or modification at any time, without notice, if and to the extent performance under this Service Agreement may conflict with any state or federal statute, or any rule, decision, or order of any state or federal regulatory agency having jurisdiction over one or both of the parties. Further, this Service Agreement shall be terminated immediately upon the parties ceasing to be affiliates.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the date and year first above written.

COLUMBIA GAS OF KENTUCKY

By: Kimra H. Cole
Kimra Cole, President

NORTHERN INDIANA PUBLIC SERVICE COMPANY LLC

By: _____
Vince Parisi, President

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Describe Columbia Kentucky's lobbying activities and provide a schedule showing the name, salary, and job title of each individual whose job function involves lobbying on the local, state, or national level.

Response:

Linda L. Rumpke served as Director of Government and Public Affairs for Columbia from November 2020 through April 30, 2025. Beginning May 1, 2025 Tyler J. Burke, assumed the role of Director of Government and Public Affairs for Columbia and continues to perform the responsibilities of the position as of the date of this response. Ms. Rumpke and Mr. Burke are registered as lobbyists and have reportable compensation for 2025 as defined by the Kentucky Legislative Ethics Commission or Kentucky Executive Branch Ethics Commission. Columbia engages a legislative agent, MML&K Government Solutions, to handle all of its lobbying activities which are focused upon issues and policies of importance to the Company and the industry. No sums expended on lobbying activities are included within Columbia's revenue requirement in this case.

As provided in FR 807 KAR 5:001 Section 16-(8)(a), page 170, Schedule D-2.7, WPD-2.7(H), page 183, line 1, specifically Adjustment 8.1, and discussed in testimony of Witness Davis, page 20, in the O&M expense Adjustment 8.1 costs associated with lobbying have been removed and therefore are not included in the revenue requirement in this case.

Table: 2025 Labor Lobbying	
Name / Month	**Amount***
Linda January - March	**$4,194**
Tyler June - December	**$14,240**
Total 2025 Labor Lobbying	**$18,434**
***Amounts based on 2025 actuals adjusted for 2026 and 2027 merit.**	

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the following information concerning the costs for the preparation of this case:

a. A detailed schedule of expenses incurred to date for the following categories:

(1) Accounting;

(2) Engineering;

(3) Legal;

(4) Consultants; and

(5) Other Expenses (Identify separately).

b. For each category identified in Item 14a, the schedule should include the date of each transaction, check number or other document reference, the vendor, the hours worked, the rates per hour, amount, a description of the services performed, and the account number in which the expenditure was recorded. Provide copies of contracts or other documentation that support charges incurred in the preparation of this case. Identify any costs incurred for this case that occurred during the base period.

c. An itemized estimate of the total cost to be incurred for this case. Expenses should be broken down into the same categories as identified in Item 14a, with an

estimate of the hours to be worked and the rates per hour. Include a detailed explanation of how the estimate was determined, along with all supporting workpapers and calculations.

d. Provide monthly updates of the actual costs incurred in conjunction with this rate case, reported in the manner requested in Items 14a and 14b, and a cumulative total of cost incurred to date for each category. This information should also include an updated estimate of the total cost incurred for this case. Following the public hearing, the Commission will establish a specific deadline for Columbia Kentucky to provide its final update. The final update of the actual costs incurred in conjunction with this rate case should include copies of any invoices or other documentation that support charges incurred in the preparation of this rate case. If necessary, provide an itemized estimate of remaining costs to be incurred for this case as of that date, and include a detailed explanation of how the estimate was determined, along with all supporting workpapers and calculations.

Response:

a., b., and c.

Please see the table below for the requested rate case expense information which provides a listing of the attachments along with a brief description.

Table: 2026 Rate Case Expense Estimate / Actuals	
Attachment 2026-00099_PSC_Staff_DR_Set_1_No_14	Description

Attachment_A	Itemized estimate of the total cost to be incurred for this case, and an update of the actual costs incurred as of April 30, 2026.
Attachment_B and Attachment_B_Redacted	Copies of the support invoices.
Attachment_C	NiSource "Business Expense Policy"
Attachment_D	Agreement 1 – ACOS & Rate Design
Attachment_E	Agreement 2 – Depreciation Study
Attachment_F	Agreement 3 – Rate of Return
Attachment_G1(Pgs1-100)	Agreement 4 – Rate Case Preparation & Discovery (Contract Pages 1-100)
Attachment_G2(Pgs101-200)	Agreement 4 – Rate Case Preparation & Discovery (Contract Pages 101-200)
Attachment_G3(Pgs201-300)	Agreement 4 – Rate Case Preparation & Discovery (Contract Pages 201-300)
Attachment_G4(Amendment)	Agreement 4 – Rate Case Preparation & Discovery (Contract Amendment)

Page 1 of Attachment A presents actual rate case expenses incurred for this proceeding as of April 30, 2026 in the same format as cost-of-service Schedule F-9. The requested details are presented on Page 2. Note, Columbia anticipates that the majority of costs for this rate case will occur during the base period. Columbia is deferring the costs for the preparation of this case and requesting a one-year amortization as shown in Schedule F-9 (Attachment A, Page 1).

Also note, per Appendix B of the NiSource Business Expense Policy (Attachment C, Page 4) receipts / documentation less than $50.00 are not required for corporate card charges that are pre-populated in the Employee Expense Reimbursement System ("ERS"). In lieu, the company has provided a detailed listing of the expenses from the ERS as supporting documentation.

d. Columbia will provide monthly updates for actual costs incurred as they become available.

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2026 - 00099
TOTAL COMPANY DIRECT RATE CASE EXPENSE
BASE PERIOD: TWELVE MONTHS ENDED AUGUST 31, 2026
FORECASTED TEST PERIOD: TWELVE MONTHS ENDED DECEMBER 31, 2027

DATA:___X___BASE PERIOD___X____FORECASTED PERIOD
TYPE OF FILING:___X___ORIGINAL_____UPDATED
WORKPAPER REFERENCE NO(S).

SCHEDULE F-9
PAGE 1 OF 1
WITNESS: ELIZABETH N. DAVIS

LINE NO.	ITEM OF EXPENSE	CURRENT CASE ACTUALS AS OF 4/30/2026	CURRENT CASE ESTIMATED
1	CONSULTING:		
2	Allocated Cost of Service Study & Rate Design Consulting	$41,240	$276,000
3	Cost of Capital Study Consulting	0	94,000
4	Depreciation Study Consulting	17,135	80,000
5	Rate Case Preparation Consulting	8,500	21,000
6	Total Consulting Services	$66,875	$471,000
7			
8	LEGAL FEES	$99,404	$400,328
9			
10	CUSTOMER NOTIFICATIONS	$0	$380,000
11			
12	ALL OTHER (Advertising, Printing & Copying, Postage, Travel)	$4,133	$50,000
13			
14	TOTAL RATE CASE EXPENSE	$170,412	$1,301,328

RATE CASE EXPENSE AMORTIZATION

	RATE CASE	TOTAL EXPENSE TO BE AMORTIZED
15	ACTUAL RATE CASE EXPENSE	$170,412
16	AMORTIZATION PERIOD (YEAR(S))	1
17	AMORTIZATION EXPENSE	170,412

Columbia Gas of Kentucky, Inc.
Case No. 2026-00099
TOTAL COMPANY DIRECT RATE CASE EXPENSE
AS OF April 30, 2026

Line No.	Category	Invoice Date	Invoice Number	FERC Account	Payment Method	Vendor	Consultant	Hours	Rates per Hour $	Support File	Amount $
1	**Allocated Cost of Service Study & Rate Design Consulting**	2/10/2026	0707-01	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012065850	ATRIUM ECONOMICS, LLC	See KY PSC Staff 1-14, Attachment B [1]				$12,980
2		3/7/2026	0707-02	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012066725	ATRIUM ECONOMICS, LLC					$28,260
3	**Total Allocated Cost of Service Study & Rate Design Consulting**										**$41,240**
4	**Cost of Capital Study Consulting**					No Activity as of April 30, 2026					$0
5	**Total Cost of Capital Study Consulting**										**$0**
6	**Depreciation Study Consulting**	3/13/2026	000-000005000156	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2032032932	GANNETT FLEMING VALUATION AND RATE	See KY PSC Staff 1-14, Attachment B [1]				$17,135
7	**Total Depreciation Study Consulting**										**$17,135**
8	**Rate Case Preparation Consulting**	1/31/2026	10391985	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012065250	AGILE ONE	See KY PSC Staff 1-14, Attachment B [1]				$1,779
9		2/28/2026	10419381	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012065900	AGILE ONE					$3,154
10		3/31/2026	10446919	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012066643	AGILE ONE					$3,567
11	**Total Rate Case Preparation Consulting**										**$8,500**
12	**Legal Fees**	12/2/2025	1848	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012062545	HONAKER LAW OFFICE, PLLC	See KY PSC Staff 1-14, Attachment B [1]				$32
13		1/4/2026	1915	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012063421	HONAKER LAW OFFICE, PLLC					$1,473
14		2/7/2026	1952	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012064979	HONAKER LAW OFFICE, PLLC					$8,713
15		2/18/2026	1952DD	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012063423	HONAKER LAW OFFICE, PLLC					$14,575
16		3/1/2026	2010	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012065313	HONAKER LAW OFFICE, PLLC					$8,518
17		3/16/2026	2009DD	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012065653	HONAKER LAW OFFICE, PLLC					$7,150
18		3/19/2026	326DD	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012065855	HONAKER LAW OFFICE, PLLC					$10,175
19		4/5/2026	2065	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012066466	HONAKER LAW OFFICE, PLLC					$24,018
20		4/5/2026	2065DD	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012066106	HONAKER LAW OFFICE, PLLC					$13,475
21		4/22/2026	417DD	18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012066596	HONAKER LAW OFFICE, PLLC					$11,275
22	**Total Legal Fees**										**$99,404**
23	**Customer Notifications**					No Activity as of April 30, 2026					
24	**Total Customer Notifications**										**$0**
25	**All Other**	Various	Various	18235440 - NC Reg Asset Rate Case Non-Cur	Employee Expense Reimbursement	Various - Business Travel & Meals	See KY PSC Staff 1-14, Attachment B [1]				$4,133
26	**Total All Other**										**$4,133**
27	**Total Rate Case Expenses**										**$170,412**

[1] Please see KY PSC Case No. 2026-00099, Staff 1-14, Attachment B with actuals through April 30, 2026 for supporting invoice documentation.

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2026-00099

ALLOCATED COST OF SERVICE STUDY RATE DESIGN CONSULTING INVOICES

Invoice

ATRIUM ECONOMICS
CENTERED ON ENERGY

Invoice	Atrium-INV 0707-01
Date Issued	February 10 2026
Date Due	March 12 2026
Currency	USD - United States Dollar
PO Number	PO107787

To NiSource

From Atrium Economics
10 Hospital Center Commons
Suite 400
Hilton Head Island, SC 29926

Subject 0707 - Columbia Gas KY 2026 Rate Case

Timesheets

Type	Description	Duration	Unit Price	Amount
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Cody Kleckley (10 Dec 2025 - 29 Jan 2026)	7.50 (7:30)	300.00	$ 2,250.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Greg Macias (10 Dec 2025 - 29 Jan 2026)	21.00 (21:00)	390.00	$ 8,190.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Joseph Simmerman (28 Jan 2026 - 30 Jan 2026)	1.25 (1:15)	240.00	$ 300.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Ron Amen (10 Dec 2025 - 28 Jan 2026)	4.00 (4:00)	440.00	$ 1,760.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Will Silver Wagman (23 Jan 2026 - 27 Jan 2026)	2.00 (2:00)	240.00	$ 480.00
Total		35.75 (35:45)		$ 12,980.00
			Subtotal	$ 12,980.00
			Total Amount	$ 12,980.00

Amount Due **$ 12,980.00**

Invoice

ATRIUM ECONOMICS
CENTERED ON ENERGY

Invoice	Atrium-INV 0707-02
Date Issued	March 17 2026
Date Due	April 16 2026
Currency	USD - United States Dollar
PO Number	PO107787

To NiSource

From Atrium Economics LLC
10 Hospital Center Commons
Suite 400
Hilton Head Island, SC 29926

Subject 0707 - Columbia Gas KY 2026 Rate Case

Timesheets

Type	Description	Duration	Unit Price	Amount
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Charles Cosenza (27 Feb 2026)	1.00 (1:00)	240.00	$ 240.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Cody Kleckley (02 Feb 2026 - 27 Feb 2026)	39.50 (39:30)	300.00	$ 11,850.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Cyndee Fang (24 Feb 2026 - 27 Feb 2026)	1.50 (1:30)	420.00	$ 630.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Greg Macias (02 Feb 2026 - 26 Feb 2026)	14.00 (14:00)	390.00	$ 5,460.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Joseph Simmerman (02 Feb 2026 - 26 Feb 2026)	8.25 (8:15)	240.00	$ 1,980.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Nick Phillips (06 Feb 2026 - 24 Feb 2026)	1.50 (1:30)	420.00	$ 630.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Ron Amen (02 Feb 2026 - 27 Feb 2026)	12.75 (12:45)	440.00	$ 5,610.00
Timesheet	0707 - Columbia Gas KY 2026 Rate Case - Will Silver Wagman (02 Feb 2026 - 26 Feb 2026)	7.75 (7:45)	240.00	$ 1,860.00
Total		86.25 (86:15)		$ 28,260.00
			Subtotal	$ 28,260.00
			Total Amount	$ 28,260.00

Amount Due **$ 28,260.00**

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2026-00099

COST OF CAPITAL STUDY CONSULTING INVOICES

No Activity through April 30, 2026

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2026-00099

DEPRECIATION STUDY
CONSULTING INVOICES

[redacted]

GFT

Check Payment Information:
Gannett Fleming Valuation and Rate Consultants, LLC
PO Box 829160, Philadelphia, PA 19182-9160 Federal EIN: [redacted]

ACH/EFT Payment Information:
Account Name: [redacted]
ABA: [redacted] Account No.: [redacted]

Send Remit Info: AccountsReceivable@gftinc.com
Send Audit Inquiries: GovtContractAudit@gftinc.com
All Other Inquires Contact the Project Team

NiSource - Columbia Gas of Kentucky, Inc.
P.O. Box 117
Columbus, OH 43215-0117

March 13, 2026
Invoice No: AG087431.000 - 000005000156

Due Date: April 12, 2026

AG087431.000 NiSource-Columbia Gas of Kentucky-2026 Rate Case

Purchase Order No. 107532 - SOW CW2025985 - PSA CW1990730
Depreciation Consulting Services re Columbia Gas of Kentucky 2026 Rate Case
NiSource Project Manager: [redacted]@nisource.com

Professional Services from January 01, 2026 to February 13, 2026

	Billed To Date	Previous Billings	Current Billings
100 - Depreciation Study - Pre-Filing	17,135.00	0.00	17,135.00
200 - Depreciation Study - Post-Filing	0.00	0.00	0.00
Total:	**17,135.00**	**0.00**	**17,135.00**

Current Billings		17,135.00
Amount Due This Bill	**USD**	**17,135.00**

Project	AG087431.000	NiSource-Columbia Gas of KY-2026RateCase	Invoice	000005000156

Phase 1 - 100 - Depreciation Study - Pre-Filing - Depreciation Study - Pre-filing

Professional Personnel

	Hours	Amount	
Analyst	39.50	7,505.00	
John J Spanos	13.00	4,680.00	
Project Manager, Depreciation Studies	17.50	4,550.00	
Support Staff	2.50	400.00	
Totals	72.50	17,135.00	
Total Labor			**17,135.00**
		Total this Phase	**17,135.00**
		Amount Due This Bill	**17,135.00**

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2026-00099

RATE CASE PREPARATION CONSULTING INVOICES

AgileOne

Genilyn Abbott U140923

Invoice

Agile 1 | 1999 West 190th Street | Torrance, CA 90504
Phone : (310) 750-3400 | Email : Agile1CorpAR@Agile1.com
Tax ID: [redacted]

Customer Number :	00178119
Invoice Date :	01/31/2026
Invoice Number :	10391985
Invoice Amount USD :	$2,826,563.24
Terms :	NET 30 DAYS
Vendor Number :	2000120789

Bill To:
NiSource
ATTN: AP Department
801 East 8th Avenue
Merrillville, IN 46410

Remit To:
Agile 1
1999 West 190th Street
Torrance, CA 90504

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]									

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]	01/18/2026	00012	0.75	92.25	STD00	$0.00	0.00	$0.00	$69.19
[redacted]	01/25/2026	00012	2.75	92.25	STD00	$0.00	0.00	$0.00	$253.69

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	01/18/2026	00012	6.75	65.45	STD00	$0.00	0.00	$0.00	$441.79
[redacted]	01/25/2026	00012	15.50	65.45	STD00	$0.00	0.00	$0.00	$1,014.48
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
Sub-total		**Unit 00059**	**15,557.83**						**$1,443,008.59**
		GRAND TOTAL	**29,902.06**			**$12,826.52**		**$573.58**	**$2,826,563.24**

If you have any questions concerning this invoice please use
Phone : (310) 750-3400
Email : Agile1CorpAR@Agile1.com

AgileOne

Genilyn Abbott U140923

Invoice

Agile 1 | 1999 West 190th Street | Torrance, CA 90504
Phone : (310) 750-3400 | Email : Agile1CorpAR@Agile1.com
Tax ID: [redacted]

Customer Number :	00178119
Invoice Date :	02/28/2026
Invoice Number :	10419381
Invoice Amount USD :	$3,227,549.49
Terms :	NET 30 DAYS
Vendor Number :	2000120789

Bill To:
NiSource
ATTN: AP Department
801 East 8th Avenue
Merrillville, IN 46410

Remit To:
Agile 1
1999 West 190th Street
Torrance, CA 90504

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]									

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]	02/01/2026	00012	2.00	92.25	STD00	$0.00	0.00	$0.00	$184.50
[redacted]	02/22/2026	00012	0.50	92.25	STD00	$0.00	0.00	$0.00	$46.13
[redacted]	02/22/2026	00012	6.50	92.25	STD00	$0.00	0.00	$0.00	$599.63

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
[redacted]									
Sub-total		**Unit 00059**	**18,492.33**						**$1,822,398.38**
		GRAND TOTAL	**32,986.15**			**$13,213.19**		**$1,095.74**	**$3,227,549.49**

If you have any questions concerning this invoice please use
Phone : (310) 750-3400
Email : Agile1CorpAR@Agile1.com

AgileOne

Genilyn Abbott U140923

Invoice

Agile 1 | 1999 West 190th Street | Torrance, CA 90504
Phone : (310) 750-3400 | Email : Agile1CorpAR@Agile1.com
Tax ID: [redacted]

Customer Number :	00178119
Invoice Date :	03/31/2026
Invoice Number :	10446919
Invoice Amount USD :	$4,392,693.70
Terms :	NET 30 DAYS
Vendor Number :	2000120789

Bill To:
NiSource
ATTN: AP Department
801 East 8th Avenue
Merrillville, IN 46410

Remit To:
Agile 1
1999 West 190th Street
Torrance, CA 90504

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]									

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	03/08/2026	00012	16.50	65.45	STD00	$0.00	0.00	$0.00	$1,079.93
[redacted]	03/15/2026	00012	16.00	65.45	STD00	$0.00	0.00	$0.00	$1,047.20
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	03/22/2026	00012	22.00	65.45	STD00	$0.00	0.00	$0.00	$1,439.90
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
[redacted]									
Sub-total		**Unit 00059**	**23,582.15**						**$2,218,895.55**
		GRAND TOTAL	**44,797.94**			**$14,580.36**		**$668.45**	**$4,392,693.70**

If you have any questions concerning this invoice please use
Phone : (310) 750-3400
Email : Agile1CorpAR@Agile1.com

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2026-00099

LEGAL FEE INVOICES

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER	1848
VENDOR	Honaker Law Office, PLLC
INVOICE DATE	12/2/25
RECEIVED DATE	12/2/25
PROJECT	2025-010041-CKY - Rate Case 2026
POSTING STATUS	Posted
WARNING:	None
BILLING START DATE	11/1/25
BILLING END DATE	11/30/25
SUBMITTED TOTAL	$ 32.00
SUBMITTED CURRENCY	USD
LINE ITEM WARNINGS	None

Tax Information

TAX TYPE	US
TAX RATE	0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$32.00	$0.00	$0.00	$0.00	$ 32.00
Expenses	$0.00	$0.00	$0.00	$0.00	$ 0.00
Invoice Total (USD)	**$32.00**	**$0.00**	**$0.00**	**$0.00**	**$ 32.00**

Description

2025-010041-CKY

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 1 of 1

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	11/13/25	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. Larock re kick off meeting.								

Access Information

CREATED BY	system, system
CREATED ON	
MODIFIED BY	Madvek, Nicholas
MODIFIED ON	

12/2/25 3:44 PM 5/4/26 8:02 AM

Summary Breakdowns

By Timekeeper| By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
2025-010041-CKY - Rate Case 2026						
Honaker, L. Allyson	320.00	0.10	0.00	0.00	32.00	100.00%

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 12/4/25
Paid Amount: 32

Invoice On Hold For AP: No
Date Received by AP: 12/3/25
Check # 2012062545
Total Amount on Check: 32
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Schuler, Mike	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 32.00 USD	Honaker Law Office, PLLC	12/2/25	12/2/25		Approved

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	Thompson, Melissa	Approved	12/2/25 9:04 PM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP	ALTERNATIVE FEE
No	No
PAID AMOUNT	**INVOICE ON HOLD FOR AP**
32.00	No
ACCEPTANCE STATUS	**INSURANCE INVOICE?**
Accepted	No
PAYMENT METHOD	**CHECK #**
Check	2012062545
CHECK DATE	**WITHHOLDING AMOUNT**

MATTER TYPE	REASON FOR REJECTION
Matter	
TRANSACTION MATTER	DISPUTE MATTER
	2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK
	32.00
READY TO SEND TO AP	PAID DATE
Yes	12/4/25 4:29 PM
MATTER CATEGORY	DATE RECEIVED BY AP
308 - State Regulatory	12/3/25 3:29 PM

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER 1915	BILLING START DATE 12/1/25
VENDOR Honaker Law Office, PLLC	BILLING END DATE 12/31/25
INVOICE DATE 1/4/26	SUBMITTED TOTAL $ 1,473.00
RECEIVED DATE 1/5/26	SUBMITTED CURRENCY USD
PROJECT 2025-010041-CKY - Rate Case 2026	LINE ITEM WARNINGS None
POSTING STATUS Posted	
WARNING: None	

Tax Information

TAX TYPE US
TAX RATE 0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$1,473.00	$0.00	$0.00	$0.00	$ 1,473.00
Expenses	$0.00	$0.00	$0.00	$0.00	$ 0.00
Invoice Total (USD)	**$1,473.00**	**$0.00**	**$0.00**	**$0.00**	**$ 1,473.00**

Description

2025-010041-CKY

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 7 of 7

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	12/10/25	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	1.80	$0.00	$0.00	$522.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Rate case kick off meeting.								
2	12/9/25	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.60	$0.00	$0.00	$192.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual meeting with J. Cooper, M. Thompson and A. Larock re prep for kick off meeting.								
3	12/9/25	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email from J. Cooper re logistics for kick off meeting.								
4	12/10/25	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	1.80	$0.00	$0.00	$576.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate virtually in rate case kick off meeting.								
5	12/8/25	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. Larock re kick off meeting.								
6	12/11/25	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails re in person page turn dates with A. Larock.								
7	12/10/25	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.30	$0.00	$0.00	$87.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Call with A.Honaker to discuss meeting and follow-ups for rate case.								

Access Information

CREATED BY
system, system

MODIFIED BY
system, system

CREATED ON
1/5/26 7:38 AM

MODIFIED ON
1/6/26 10:15 PM

Summary Breakdowns

By Timekeeper | By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
2025-010041-CKY - Rate Case 2026						
Honaker, L. Allyson	320.00	2.70	0.00	0.00	864.00	58.66%
Temple, Heather S	290.00	2.10	0.00	0.00	609.00	41.34%

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 1/7/26
Paid Amount: 1,473

Invoice On Hold For AP: No
Date Received by AP: 1/6/26
Check # 2012063421
Total Amount on Check: 1,473
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Thompson, Melissa	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 1,473.00 USD	Honaker Law Office, PLLC	1/5/26	1/5/26		Approved

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	Thompson, Melissa	Approved	1/5/26 11:29 PM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP No	ALTERNATIVE FEE No
PAID AMOUNT 1,473.00	INVOICE ON HOLD FOR AP No
ACCEPTANCE STATUS Accepted	INSURANCE INVOICE? No
PAYMENT METHOD Check	CHECK # 2012063421
CHECK DATE	WITHHOLDING AMOUNT
MATTER TYPE Matter	REASON FOR REJECTION
TRANSACTION MATTER	DISPUTE MATTER 2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK 1,473.00
READY TO SEND TO AP Yes	PAID DATE 1/7/26 4:15 PM
MATTER CATEGORY 308 - State Regulatory	DATE RECEIVED BY AP 1/6/26 2:10 PM

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER 1952	BILLING START DATE 1/1/26
VENDOR Honaker Law Office, PLLC	BILLING END DATE 1/31/26
INVOICE DATE 2/7/26	SUBMITTED TOTAL $ 8,713.00
RECEIVED DATE 2/7/26	SUBMITTED CURRENCY USD
PROJECT 2025-010041-CKY - Rate Case 2026	LINE ITEM WARNINGS None
POSTING STATUS Posted	
WARNING: None	

Tax Information

TAX TYPE US
TAX RATE 0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$8,713.00	$0.00	$0.00	$0.00	$ 8,713.00
Expenses	$0.00	$0.00	$0.00	$0.00	$ 0.00
Invoice Total (USD)	**$8,713.00**	**$0.00**	**$0.00**	**$0.00**	**$ 8,713.00**

Description

2025-010041

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 60 of 60

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	1/22/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from A. Larock, et. al. re weekly meeting scheduling with consultant.								
2	1/12/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.50	$0.00	$0.00	$160.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails and attachments from J. Tencza.								
3	1/15/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review and respond to emails from T. Shaeffer, et. al. re estimates for application.								
4	1/27/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.60	$0.00	$0.00	$174.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Compile list of questions to use as basis for preparing this application.								
5	1/21/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.50	$0.00	$0.00	$160.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in weekly meeting.								
6	1/19/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from E. Davis, et. al. re information for consultant report.								
7	1/28/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.30	$0.00	$0.00	$87.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion with A.Honaker re rate case exhibits.								
8	1/14/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	2.70	$0.00	$0.00	$864.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Travel to and from Mercer Road and attend meeting with K. Cole, et.a l.								
9	1/27/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.50	$0.00	$0.00	$145.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review DRs for recent gas rate adjustments.								
10	1/21/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.70	$0.00	$0.00	$203.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Call with A.Honaker to discuss witness assignments for rate case.								
11	1/7/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with M. Thompson re Dean Dorton.								
12	1/21/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.80	$0.00	$0.00	$256.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Call with H. Temple to discuss witness assignments for rate case and email to M. Cave re same.								
13	1/28/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Conference with H. Temple re SFRs.								
14	1/29/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from J. Tencza, et. al. re consultant.								
15	1/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.70	$0.00	$0.00	$224.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails and attachments from E. Davis, et. al. re information for consultant.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
	1/8/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.50	$0.00	$0.00	$160.00
16	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual meeting with M. Thompson, et. al.								
	1/27/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
17	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails re updated witness assignments for rate case.								
	1/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
18	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails and attachments from A. Larock re confidential information.								
	1/27/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
19	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Review email and edits to Dean Dorton letter from M. Thompson.								
	1/6/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
20	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. Larock re in person meeting scheduling.								
	1/30/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
21	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Email SFR updates and data request items to A. Larock.								
	1/8/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
22	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. Larock re agenda for in person meeting.								
	1/12/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
23	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. Larock re edits to Dean Dorton document.								
	1/30/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.40	$0.00	$0.00	$128.00
24	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual meeting with A. Larock, et. al. and review emails re same.								
	1/27/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.80	$0.00	$0.00	$256.00
25	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Review information and attachments provided by H. Temple re SFRs to update and data requests to expect.								
	1/27/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.30	$0.00	$0.00	$87.00
26	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Review potential witness assignments for rate case. Send response to A.Honaker.								
	1/20/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
27	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with J. Renn, et. al. re scheduling meeting.								
	1/14/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.50	$0.00	$0.00	$145.00
28	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Discussion with A.Honaker re meeting she did not attend. Further discussions re rate case issues.								
	1/27/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	1.60	$0.00	$0.00	$464.00
29	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Review all SFRs for rate case application. Make edits to several.								
	1/12/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.90	$0.00	$0.00	$288.00
30	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Review H. Temples edits to Dean Dorton document and add additonal edits to same.								
	1/5/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
31	**Project:** 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with M. Thompson re Dean Dorton.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
32	1/8/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from M. Thompson re Dean Dorton.								
33	1/21/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. Larock re updates to SFRs and DRs.								
34	1/6/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. Larock re bill format questions.								
35	1/19/26	Fee	C300 Analysis and Advice	Cave, Meredith	$275.00	1.90	$0.00	$0.00	$522.50
	Project: 2025-010041-CKY - Rate Case 2026 **Activity:** A101 Plan and prepare for **Description:** Watch rate case hearing video to pull testimony re new software system								
36	1/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. Larock re status of Dean Dorton.								
37	1/28/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.50	$0.00	$0.00	$160.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual meeting with A. Larock, et.a l.								
38	1/20/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails re information for consultant from J. Tencza, et.al.								
39	1/12/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with E. DeGaugh re weekly meetings.								
40	1/5/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Conference with H. Temple and M. Cave re status, timing and items for discussion.								
41	1/26/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from J. Wozniak re page turn.								
42	1/22/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.60	$0.00	$0.00	$192.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email and zip drive from A. Larock.								
43	1/7/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.90	$0.00	$0.00	$288.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in weekly meeting.								
44	1/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from T. Shaeffer, et. al. re information for consultant.								
45	1/13/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.40	$0.00	$0.00	$116.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion with A.Honaker re engagement letter for 3rd party in rate case.								
46	1/27/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from E. Davis and A. Larock re scheduling meeting.								
47	1/14/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails re witness assignments from A. Larock.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
48	1/22/26	Fee	C300 Analysis and Advice	Cave, Meredith	$275.00	1.80	$0.00	$0.00	$495.00
	Project: 2025-010041-CKY - Rate Case 2026 **Activity:** A101 Plan and prepare for **Description:** Review customer choice hearing video and rate case application testimony to find testimony regarding software updates/ WAM								
49	1/27/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.20	$0.00	$0.00	$58.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Email all information to A.Honaker re data request and SFRs.								
50	1/29/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.40	$0.00	$0.00	$128.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email and attached clean version of Dean Dorton letter from A. Larock.								
51	1/22/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Conference with M. Cave re review of hearing testimony and administrative record in last rate case and Choice case.								
52	1/9/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.50	$0.00	$0.00	$160.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual meeting with A. Larock, et. al.								
53	1/14/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	1.00	$0.00	$0.00	$290.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Weekly rate case check-in meeting.								
54	1/5/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.30	$0.00	$0.00	$87.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion of rate case issues with A.Honaker.								
55	1/22/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review lengthy email from M. Cave re WAM testimony from last rate case and Choice case.								
56	1/21/26	Fee	C300 Analysis and Advice	Cave, Meredith	$275.00	1.70	$0.00	$0.00	$467.50
	Project: 2025-010041-CKY - Rate Case 2026 **Activity:** A101 Plan and prepare for **Description:** Plan and prepare for; watch hearing testimony from customer choice matter to find previous testimony regarding software upgrades and WAM								
57	1/13/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.10	$0.00	$0.00	$29.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Send draft engagement letter to A.Honaker.								
58	1/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange multiple emails with M. Thompson and A. Larock re Dean Dorton information.								
59	1/13/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	1.10	$0.00	$0.00	$319.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review/edit engagement leter for services in rate case.								
60	1/15/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from A. Larock, et. al. re when to send items for legal review.								

Access Information

CREATED BY	MODIFIED BY
system, system	system, system
CREATED ON	**MODIFIED ON**
2/7/26 3:29 PM	2/17/26 10:15 PM

Summary Breakdowns

By Timekeeper| By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
2025-010041-CKY - Rate Case 2026						
Cave, Meredith	275.00	5.40	0.00	0.00	1,485.00	17.04%
Honaker, L. Allyson	320.00	15.70	0.00	0.00	5,024.00	57.66%
Temple, Heather S	290.00	7.60	0.00	0.00	2,204.00	25.30%

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 2/18/26
Paid Amount: 8,713

Invoice On Hold For AP: No
Date Received by AP: 2/17/26
Check # 2012064979
Total Amount on Check: 8,713
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Thompson, Melissa	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 8,713.00 USD	Honaker Law Office, PLLC	2/7/26	2/16/26		Approved

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	Thompson, Melissa	Approved	2/16/26 10:48 AM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP	ALTERNATIVE FEE
No	No
PAID AMOUNT	**INVOICE ON HOLD FOR AP**
8,713.00	No
ACCEPTANCE STATUS	**INSURANCE INVOICE?**
Accepted	No
PAYMENT METHOD	**CHECK #**
Check	2012064979
CHECK DATE	**WITHHOLDING AMOUNT**
MATTER TYPE	**REASON FOR REJECTION**

Matter

TRANSACTION MATTER	DISPUTE MATTER
	2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK
	8,713.00
READY TO SEND TO AP	PAID DATE
Yes	2/18/26 4:15 PM
MATTER CATEGORY	DATE RECEIVED BY AP
308 - State Regulatory	2/17/26 2:10 PM

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER 1952DD	BILLING START DATE 2/1/26
VENDOR Honaker Law Office, PLLC	BILLING END DATE 2/15/26
INVOICE DATE 2/18/26	SUBMITTED TOTAL $ 14,575.00
RECEIVED DATE 2/18/26	SUBMITTED CURRENCY USD
PROJECT 2025-010041-CKY - Rate Case 2026	LINE ITEM WARNINGS None
POSTING STATUS Posted	
WARNING None	

Tax Information

TAX TYPE
US

TAX RATE
0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$0.00	$0.00	$0.00	$0.00	$ 0.00
Expenses	$14,575.00	$0.00	$0.00	$0.00	$ 14,575.00
Invoice Total (USD)	**$14,575.00**	**$0.00**	**$0.00**	**$0.00**	**$ 14,575.00**

Description

2025-010041

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 1 of 1

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	2/17/26	Expense	E123 Other professionals	Honaker, L. Allyson	$14,575.00	1.00	$0.00	$0.00	$14,575.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Dean Dorton Inv 3091366 - First progress billing for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026								

Access Information

CREATED BY system, system	MODIFIED BY system, system

CREATED ON	MODIFIED ON
2/18/26 3:07 PM	2/19/26 10:15 PM

Summary Breakdowns

By Timekeeper| By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
No items available.						

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 2/20/26
Paid Amount: 14,575

Invoice On Hold For AP: No
Date Received by AP: 2/19/26
Check # 2012065052
Total Amount on Check: 14,575
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Thompson, Melissa	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 14,575.00 USD	Honaker Law Office, PLLC	2/18/26	2/18/26		Approved

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	Thompson, Melissa	Approved	2/18/26 3:23 PM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP	ALTERNATIVE FEE
No	No
PAID AMOUNT	**INVOICE ON HOLD FOR AP**
14,575.00	No
ACCEPTANCE STATUS	**INSURANCE INVOICE?**
Accepted	No
PAYMENT METHOD	**CHECK #**
Check	2012065052
CHECK DATE	**WITHHOLDING AMOUNT**
MATTER TYPE	**REASON FOR REJECTION**

Matter

TRANSACTION MATTER	DISPUTE MATTER
	2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK
	14,575.00
READY TO SEND TO AP	PAID DATE
Yes	2/20/26 4:15 PM
MATTER CATEGORY	DATE RECEIVED BY AP
308 - State Regulatory	2/19/26 10:45 AM

DEANDORTON

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Indianapolis, IN • Cincinnati, OH • Raleigh, NC

Remittance

Allyson Honaker
Columbia Gas
1795 Alysheba Way, Suite 1203
Lexington, KY 40509

Please include the client & invoice number
By Mail:
Dean Dorton
PO Box 631259
Cincinnati OH 45263-1259
Online:
https://secure.versapay.com/payables/deandorton/login

Invoice No.: 3091366
Invoice Date: 2/17/2026
Client No.: **17421.0 – Columbia Gas**

First progress billing for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026

Total hours through February 15, 2026 of 53 @ $275 per hour

Invoice Total: $14,575.00

For questions regarding your account or to set up paperless billing, contact us at ***Billing@DeanDorton.com***

Please Note: *Payment is due in full within 30 days of invoice date.*

We appreciate your business!

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER 2009DD	BILLING START DATE 2/16/26
VENDOR Honaker Law Office, PLLC	BILLING END DATE 2/28/26
INVOICE DATE 3/16/26	SUBMITTED TOTAL $ 7,150.00
RECEIVED DATE 3/16/26	SUBMITTED CURRENCY USD
PROJECT 2025-010041-CKY - Rate Case 2026	LINE ITEM WARNINGS None
POSTING STATUS Posted	
WARNING None	

Tax Information

TAX TYPE
US

TAX RATE
0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$0.00	$0.00	$0.00	$0.00	$ 0.00
Expenses	$7,150.00	$0.00	$0.00	$0.00	$ 7,150.00
Invoice Total (USD)	**$7,150.00**	**$0.00**	**$0.00**	**$0.00**	**$ 7,150.00**

Description

2025-010041

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 1 of 1

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	3/4/26	Expense	E123 Other professionals	Honaker, L. Allyson	$7,150.00	1.00	$0.00	$0.00	$7,150.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Dean Dorton Inv 3092353 - Second progress billing for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026								

Access Information

CREATED BY system, system	MODIFIED BY system, system

CREATED ON	MODIFIED ON
3/16/26 4:01 PM	3/17/26 11:15 PM

Summary Breakdowns

By Timekeeper| By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
No items available.						

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 3/18/26
Paid Amount: 7,150
Invoice On Hold For AP: No
Date Received by AP: 3/17/26
Check # 2012065653
Total Amount on Check: 7,150
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Thompson, Melissa	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 7,150.00 USD	Honaker Law Office, PLLC	3/16/26	3/17/26		Approved

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	Thompson, Melissa	Approved	3/17/26 12:05 AM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP	ALTERNATIVE FEE
No	No
PAID AMOUNT	**INVOICE ON HOLD FOR AP**
7,150.00	No
ACCEPTANCE STATUS	**INSURANCE INVOICE?**
Accepted	No
PAYMENT METHOD	**CHECK #**
Check	2012065653
CHECK DATE	**WITHHOLDING AMOUNT**
MATTER TYPE	**REASON FOR REJECTION**

Matter

TRANSACTION MATTER	DISPUTE MATTER
	2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK
	7,150.00
READY TO SEND TO AP	PAID DATE
Yes	3/18/26 6:15 PM
MATTER CATEGORY	DATE RECEIVED BY AP
308 - State Regulatory	3/17/26 4:10 PM

DEANDORTON

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Indianapolis, IN • Cincinnati, OH • Raleigh, NC

Remittance

Allyson Honaker
Columbia Gas
1795 Alysheba Way, Suite 1203
Lexington, KY 40509

Please include the client & invoice number
By Mail:
Dean Dorton
PO Box 631259
Cincinnati OH 45263-1259
Online:
https://secure.versapay.com/payables/deandorton/login

Invoice No.: 3092353
Invoice Date: 3/4/2026
Client No.: **17421.0 – Columbia Gas**

Second progress billing for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026

Total hours from February 16, 2026 through February 28, 2026 (26 hours @ $275 per hour)

Invoice Total: $7,150.00

For questions regarding your account or to set up paperless billing, contact us at ***Billing@DeanDorton.com***

Please Note: *Payment is due in full within 30 days of invoice date.*

We appreciate your business!

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER 2010	BILLING START DATE 2/1/26
VENDOR Honaker Law Office, PLLC	BILLING END DATE 2/28/26
INVOICE DATE 3/1/26	SUBMITTED TOTAL $ 8,517.50
RECEIVED DATE 3/1/26	SUBMITTED CURRENCY USD
PROJECT 2025-010041-CKY - Rate Case 2026	LINE ITEM WARNINGS None
POSTING STATUS Posted	
WARNING: None	

Tax Information

TAX TYPE US
TAX RATE 0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$8,517.50	$0.00	$0.00	$0.00	$ 8,517.50
Expenses	$0.00	$0.00	$0.00	$0.00	$ 0.00
Invoice Total (USD)	**$8,517.50**	**$0.00**	**$0.00**	**$0.00**	**$ 8,517.50**

Description

2025-010041

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 61 of 61

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	2/12/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.40	$0.00	$0.00	$128.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from A. LaRock and attachments for uploading and upload same.								
2	2/18/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.60	$0.00	$0.00	$174.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Weekly rate case meeting.								
3	2/27/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email from S. Fink re canceling upcoming meeting.								
4	2/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.50	$0.00	$0.00	$160.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Download large documents to upload to secure server.								
5	2/9/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from A. LaRock, et. al. re testimony status.								
6	2/10/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.40	$0.00	$0.00	$128.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails and attachments from T. Shaeffer and upload same.								
7	2/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange multiple emails with A. LaRock re responses to upload and testimony to draft.								
8	2/2/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in weekly meeting with A. Larock, et.al.								
9	2/24/26	Fee	C300 Analysis and Advice	Cave, Meredith	$275.00	4.60	$0.00	$0.00	$1,265.00
	Project: 2025-010041-CKY - Rate Case 2026 **Activity:** A101 Plan and prepare for **Description:** Proofread, edit, and revise Wozniac, Spanos, Johnson, Rea Amen and Davis testimony								
10	2/4/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.60	$0.00	$0.00	$192.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email and attached testimony from A. LaRock.								
11	2/23/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.20	$0.00	$0.00	$58.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion with A.Honaker re handling meeting.								
12	2/6/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	1.10	$0.00	$0.00	$319.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Meeting to discuss/edit/review testimony in rate case.								
13	2/11/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange multiple emails with T. Schaeffer, et. al. re responses and questions on same.								
14	2/27/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.80	$0.00	$0.00	$256.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual conference with A. LaRock, T. Schaeffer, et. al.								
15	2/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Conference with H. Temple re meeting coverage and summary of meeting.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
16	2/10/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. LaRock re process of uploading responses for review.								
17	2/6/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	1.00	$0.00	$0.00	$320.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual meeting with team re cost allocations.								
18	2/3/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with J. Wozniak re information for M. Cave.								
19	2/5/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.20	$0.00	$0.00	$58.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from A.Honaker re witness testimony review.								
20	2/20/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from E. Davis, et. al. re supporting calculations.								
21	2/5/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.70	$0.00	$0.00	$224.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review slides provided by A. Larock.								
22	2/5/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review and exchange multiple emails with A. Larock re multiple issues with rate case.								
23	2/4/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.80	$0.00	$0.00	$232.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Attend weekly meeting for rate case preparation.								
24	2/2/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. Larock, et. al. re scheduling meeting.								
25	2/5/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	1.00	$0.00	$0.00	$320.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual meeting with A. Larock, et.al. re rate case prep.								
26	2/11/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.40	$0.00	$0.00	$116.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Meeting with A.Larock to discuss process and logistics for application.								
27	2/11/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.50	$0.00	$0.00	$145.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Weekly rate case meeting to discuss status of application.								
28	2/9/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review requests and email to A. LaRock, et. al.								
29	2/19/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email from A. LaRock re CPCN.								
30	2/19/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from T. Shaeffer, A. LaRock, et. al.re multiple items for case.								
31	2/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload responses and exchange emails re same with A. LaRock, et. al.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
32	2/12/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from C. Applebaum.								
33	2/25/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.20	$0.00	$0.00	$58.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion with A.Honaker after weekly call to update.								
34	2/9/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.70	$0.00	$0.00	$224.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual meeting with A. Larock, T. Schaeffer, et.al. re responses.								
35	2/12/26	Fee	C300 Analysis and Advice	Cave, Meredith	$275.00	0.10	$0.00	$0.00	$27.50
	Project: 2025-010041-CKY - Rate Case 2026 **Activity:** A101 Plan and prepare for **Description:** Correspond with Julie Wozniac re testimony and application review								
36	2/10/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review lengthy email from S. Durr re customer notice quote for KPS.								
37	2/18/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from J. Cooper, et. al. re testimony drafts.								
38	2/17/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.30	$0.00	$0.00	$87.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion of customer charge with A.Honaker.								
39	2/5/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.10	$0.00	$0.00	$29.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email from A.Larock re witness prep								
40	2/4/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Conference with H, Temple re attending meeting for her witness on customer transformation.								
41	2/4/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from A. Larock re customer transformation testimony review.								
42	2/17/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with J. Wozniak, et. al. re spreadsheets.								
43	2/17/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from A. Larock re possible CPCN to include in application.								
44	2/23/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.20	$0.00	$0.00	$58.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Update A.Honaker re cost allocation meeting.								
45	2/17/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. LaRock re redactions to confidential information.								
46	2/25/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	1.20	$0.00	$0.00	$348.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Weekly meeting and discussion of ROE.								
47	2/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from C. Applebaum and forward to A. LaRock.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
48	2/23/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	0.40	$0.00	$0.00	$116.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Attend weekly meeting re cost allocation.								
49	2/17/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Conference with H. Temple re customer charge in recent cases and other items.								
50	2/11/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.70	$0.00	$0.00	$224.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email and attachments from E. Davis and upload same.								
51	2/25/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from A. LaRock re ROE and meeting scheduling and review attachments.								
52	2/11/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from A. LaRock on multiple items.								
53	2/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	1.20	$0.00	$0.00	$384.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in meeting with K. Cole, et. al.								
54	2/6/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from T. Schaefer, et. al. re responses.								
55	2/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.10	$0.00	$0.00	$32.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email from J. Cooper re recent Commission Orders.								
56	2/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from C. Linkous, et. al. re allocations.								
57	2/24/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.30	$0.00	$0.00	$96.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from A. Larock, et. al. re Dean Dorton and testimony.								
58	2/6/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.80	$0.00	$0.00	$256.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review confidential/privileged presentation provided by B. Freiman.								
59	2/24/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.70	$0.00	$0.00	$224.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in virtual meeting with A. Larock et. al. re testimony.								
60	2/5/26	Fee	C300 Analysis and Advice	Temple, Heather S	$290.00	1.50	$0.00	$0.00	$435.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review testimony for customer transformation and make notes/edits ahead of meeting.								
61	2/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$320.00	0.20	$0.00	$0.00	$64.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload documents and exchange emails with A. LaRock re same.								

Access Information

CREATED BY	MODIFIED BY
system, system	system, system
CREATED ON	**MODIFIED ON**
3/1/26 12:04 PM	3/3/26 10:15 PM

Summary Breakdowns

By Timekeeper| By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
2025-010041-CKY - Rate Case 2026						
Cave, Meredith	275.00	4.70	0.00	0.00	1,292.50	15.17%
Honaker, L. Allyson	320.00	15.60	0.00	0.00	4,992.00	58.61%
Temple, Heather S	290.00	7.70	0.00	0.00	2,233.00	26.22%

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 3/4/26
Paid Amount: 8,518

Invoice On Hold For AP: No
Date Received by AP: 3/3/26
Check # 2012065313
Total Amount on Check: 8,518
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Thompson, Melissa	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 8,517.50 USD	Honaker Law Office, PLLC	3/1/26	3/2/26		Approved

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	Thompson, Melissa	Approved	3/2/26 12:35 PM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP	ALTERNATIVE FEE
No	No
PAID AMOUNT	**INVOICE ON HOLD FOR AP**
8,517.50	No
ACCEPTANCE STATUS	**INSURANCE INVOICE?**
Accepted	No
PAYMENT METHOD	**CHECK #**
Check	2012065313
CHECK DATE	**WITHHOLDING AMOUNT**
MATTER TYPE	**REASON FOR REJECTION**

Matter

TRANSACTION MATTER	DISPUTE MATTER
	2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK
	8,517.50
READY TO SEND TO AP	PAID DATE
Yes	3/4/26 4:15 PM
MATTER CATEGORY	DATE RECEIVED BY AP
308 - State Regulatory	3/3/26 2:10 PM

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER 326DD	BILLING START DATE 3/1/26
VENDOR Honaker Law Office, PLLC	BILLING END DATE 3/15/26
INVOICE DATE 3/19/26	SUBMITTED TOTAL $ 10,175.00
RECEIVED DATE 3/19/26	SUBMITTED CURRENCY USD
PROJECT 2025-010041-CKY - Rate Case 2026	LINE ITEM WARNINGS None
POSTING STATUS Posted	
WARNING None	

Tax Information

TAX TYPE
US

TAX RATE
0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$0.00	$0.00	$0.00	$0.00	$ 0.00
Expenses	$10,175.00	$0.00	$0.00	$0.00	$ 10,175.00
Invoice Total (USD)	**$10,175.00**	**$0.00**	**$0.00**	**$0.00**	**$ 10,175.00**

Description

2025-010041

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 1 of 1

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	3/4/26	Expense	E123 Other professionals	Honaker, L. Allyson	$10,175.00	1.00	$0.00	$0.00	$10,175.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Dean Dorton Inv 3093889 - Third progress billing for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026								

Access Information

CREATED BY system, system	MODIFIED BY system, system

CREATED ON	MODIFIED ON
3/19/26 2:21 PM	3/26/26 11:15 PM

Summary Breakdowns

By Timekeeper| By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
No items available.						

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 3/27/26
Paid Amount: 10,175
Invoice On Hold For AP: No
Date Received by AP: 3/26/26
Check # 2012065855
Total Amount on Check: 10,175
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Thompson, Melissa	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 10,175.00 USD	Honaker Law Office, PLLC	3/19/26	3/25/26		Approved

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	Thompson, Melissa	Approved	3/25/26 11:46 PM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP	ALTERNATIVE FEE
No	No
PAID AMOUNT	**INVOICE ON HOLD FOR AP**
10,175.00	No
ACCEPTANCE STATUS	**INSURANCE INVOICE?**
Accepted	No
PAYMENT METHOD	**CHECK #**
Check	2012065855
CHECK DATE	**WITHHOLDING AMOUNT**
MATTER TYPE	**REASON FOR REJECTION**

Matter

TRANSACTION MATTER	DISPUTE MATTER
	2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK
	10,175.00
READY TO SEND TO AP	PAID DATE
Yes	3/27/26 6:15 PM
MATTER CATEGORY	DATE RECEIVED BY AP
308 - State Regulatory	3/26/26 12:45 PM

DEANDORTON

Lexington, KY • Louisville, KY • Fort Wright, KY
Indianapolis, IN • Cincinnati, OH • Raleigh, NC

Invoice

Allyson Honaker
Columbia Gas
1795 Alysheba Way, Suite 1203
Lexington, KY 40509

Payment is due in full within 30 days of invoice date.
Please see payment options below:

Questions?
Billing@deandorton.com

Invoice No.: 3093889
Invoice Date: 3/17/2026
Client No.: **17421.0** – **Columbia Gas**

Third progress billing for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026

Total hours from March 1, 2026 through March 15, 2026 (37 hours @ $275 per hour)

Invoice Total: $10,175.00

Remittance Information: Please include your client number & invoice number with your payment.

Online Payment:
Existing Users (Portal Login): https://secure.versapay.com/payables/deandorton/login
Guest One-Time Payment: https://secure.versapay.com/payables/deandorton/inital_payment

By Mail:
Dean Dorton
PO Box 631259
Cincinnati, OH 45263-1259

We appreciate your business!

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER 2065	BILLING START DATE 3/1/26
VENDOR Honaker Law Office, PLLC	BILLING END DATE 3/31/26
INVOICE DATE 4/5/26	SUBMITTED TOTAL $ 24,018.41
RECEIVED DATE 4/5/26	SUBMITTED CURRENCY USD
PROJECT 2025-010041-CKY - Rate Case 2026	LINE ITEM WARNINGS 1
POSTING STATUS Posted	
WARNING: None	

Tax Information

TAX TYPE US
TAX RATE 0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$23,860.00	$0.00	$0.00	$0.00	$ 23,860.00
Expenses	$158.41	$0.00	$0.00	$0.00	$ 158.41
Invoice Total (USD)	**$24,018.41**	**$0.00**	**$0.00**	**$0.00**	**$ 24,018.41**

Adjustment Date	Adjusted By	Description
4/20/26 10:58 AM	Thompson, Melissa	Total Reduce By Percent 0.00
4/20/26 10:58 AM	Thompson, Melissa	Total Reduce By Percent 0.00

Description

2025-010041

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 113 of 113

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	3/30/26	Expense	E110 Out-of-town travel		$158.41	1.00	$0.00	$0.00	$158.41
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Mileage to Columbus for page turn.(Hotel expenses for this travel will ber on the next invoice due to the credit card cycle). Warning: Line Item includes Expense that needs to be reviewed.								
2	3/12/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	1.10	$0.00	$0.00	$407.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Meeting to discuss T.Burke testimony.								
3	3/6/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.60	$0.00	$0.00	$237.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in meeting with J. Shikany, et. al. re rates discussion.								
4	3/3/26	Fee	C300 Analysis and Advice	Cave, Meredith	$355.00	1.60	$0.00	$0.00	$568.00
	Project: 2025-010041-CKY - Rate Case 2026 **Activity:** A101 Plan and prepare for **Description:** Proofread, edit, and revise testimony.								
5	3/15/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.30	$0.00	$0.00	$118.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails and attachments from T. Shaeffer re uploads for Dean Dorton and upload same.								
6	3/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.50	$0.00	$0.00	$197.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review draft report from Dean Dorton.								
7	3/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in video conference with C. Applebaum, et. al.								
8	3/17/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange texts with A. LaRock re working session for upcoming filing.								
9	3/29/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Email to C. Applebaum re rescheduling meeting.								
10	3/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload responses to Dean Dorton.								
11	3/13/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.50	$0.00	$0.00	$185.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** TCO CKY Tariff meeting.								
12	3/29/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. LaRock re upcoming meetings.								
13	3/30/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	1.10	$0.00	$0.00	$434.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Finish review of final draft testimonies for page turn.								
14	3/29/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	2.00	$0.00	$0.00	$790.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Continue reviewing testimony drafts for page turn.								
15	3/13/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.40	$0.00	$0.00	$148.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload 11 documents for allocation analysis.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
16	3/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with T. Shaeffer, C. Applebaum and A. LaRock re response to request from Dean Dorton.								
17	3/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Telephone conference with A. LaRock re tariff updates.								
18	3/27/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	2.50	$0.00	$0.00	$987.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple draft testimonies to prepare for page turn.								
19	3/10/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. LaRock, et. al. re responses to Dean Dorton and uploads.								
20	3/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. LaRock re tariffs for rate case and timing for drafts.								
21	3/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. LaRock re Dean Dorton.								
22	3/13/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.40	$0.00	$0.00	$148.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review 8 emails with items to upload for allocation.								
23	3/6/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails re uploads for Dean Dorton.								
24	3/3/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Emails to team re upload complete.								
25	3/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with C. Applebaum re outstanding items.								
26	3/3/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload multiple responses to Dean Dorton server.								
27	3/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails and attachments for uploads to Dean Dorton.								
28	3/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Telephone conference with A. LaRock re outstanding items.								
29	3/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.60	$0.00	$0.00	$237.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in communications meeting with A. LaRock, et. al.								
30	3/6/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.50	$0.00	$0.00	$197.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in meeting with T. Schaeffer, et. al. re questions on SFRs.								
31	3/2/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload responses to consultant to server and exchange emails re upload complete.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
32	3/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.50	$0.00	$0.00	$197.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review draft report from Dean Dorton.								
33	3/11/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails re responses for Dean Dorton study and uploads complete.								
34	3/4/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review and respond to emails from A. LaRock, T. Shaeffer, et. al. re question from V. Rea's team.								
35	3/11/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from A. LaRock re status of J. Cooper and K. Cole testimony drafts.								
36	3/16/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.10	$0.00	$0.00	$37.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Respond to email regarding uploaded allocation documents.								
37	3/3/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.30	$0.00	$0.00	$118.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails and attachments from T. Shaeffer, et. al. re responses to Dean Dorton.								
38	3/16/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.20	$0.00	$0.00	$74.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload additional allocation documents.								
39	3/12/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.30	$0.00	$0.00	$111.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Attend meeting C.Inscho testimony review.								
40	3/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with C. Applebaum re questions on data.								
41	3/16/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.10	$0.00	$0.00	$37.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review request for allocation documents to upload.								
42	3/31/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	8.60	$0.00	$0.00	$3,397.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in meetings for rate case and page turn in Columbus.								
43	3/12/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.30	$0.00	$0.00	$111.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload documents to Dean Dorton server re allocation.								
44	3/30/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	3.20	$0.00	$0.00	$1,264.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Travel to Columbus for page turn.								
45	3/9/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with C. Applebaum re uploads.								
46	3/5/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with C. Scott, A. LaRock, et. al. re testimony.								
47	3/12/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.10	$0.00	$0.00	$37.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email from T.Schaffer re allocation documents.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
48	3/5/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. LaRock re step in rates.								
49	3/11/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.20	$0.00	$0.00	$74.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email re supplemental documents from A.LaRock for allocation.								
50	3/5/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.30	$0.00	$0.00	$118.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange multiple emails with E. Davis, et. al. re attachments and uploads for Dean Dorton study.								
51	3/2/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.50	$0.00	$0.00	$197.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review and respond to emails re response information for consultant and review attachments provided.								
52	3/3/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from A. LaRock re ROE questions and testimony issues.								
53	3/20/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	1.20	$0.00	$0.00	$474.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in meeting with A. LaRock, R. Amen, et. al. re rate design.								
54	3/24/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email from A. LaRock re scheduling meeting with J. Shikany.								
55	3/4/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	4.30	$0.00	$0.00	$1,698.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Complete review and editing of all testimony for witnesses assigned to A. Honaker.								
56	3/11/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.30	$0.00	$0.00	$111.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload documents to Dean Dorton server								
57	3/12/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails re uploaded responses to Dean Dorton.								
58	3/20/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.30	$0.00	$0.00	$118.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in meeting with A.LaRock, et. al. re Dean Dorton requests.								
59	3/13/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.50	$0.00	$0.00	$185.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion with A.Honaker re rate case status.								
60	3/9/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.40	$0.00	$0.00	$158.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with T. Schaeffer, E. Davis, et. al. re items to upload and upload same.								
61	3/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.30	$0.00	$0.00	$118.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload multiple responses to Dean Dorton requests.								
62	3/8/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review and upload documents for Dean Dorton.								
63	3/26/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** EXchange emails with C. Applebaum re meeting.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
64	3/9/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.50	$0.00	$0.00	$197.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in weekly meeting with A. LaRock, et. al.								
65	3/12/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails/texts with A. LaRock, et. al. re items from meetings.								
66	3/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange multiple emails with T. Shaeffer, et. al. re responses to information requests from Dean Dorton.								
67	3/3/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.60	$0.00	$0.00	$237.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review and edit witness testimony.								
68	3/16/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.30	$0.00	$0.00	$111.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Respond to 4 emails re allocation.								
69	3/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from A. LaRock re effective date of rates and other items.								
70	3/16/26	Fee	C300 Analysis and Advice	Cave, Meredith	$355.00	1.00	$0.00	$0.00	$355.00
	Project: 2025-010041-CKY - Rate Case 2026 **Activity:** A101 Plan and prepare for **Description:** Plan and prepare for - proofread, edit, and revise responses to Staff's first set of DRs anticipated in rate case								
71	3/19/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.40	$0.00	$0.00	$148.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion with A.Honaker re rate case status.								
72	3/9/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange texts and emails with A. LaRock re meetings and Dean Dorton requests.								
73	3/11/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.30	$0.00	$0.00	$111.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Call with A.Honaker to discuss allocation issue.								
74	3/16/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.30	$0.00	$0.00	$111.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload 4 selections for allocation review.								
75	3/11/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.50	$0.00	$0.00	$185.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Meeting to discuss allocation issue.								
76	3/19/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails from C. Applebaum re outstanding items and report.								
77	3/3/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.80	$0.00	$0.00	$296.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Begin draft testimony for J.Cooper.								
78	3/4/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.40	$0.00	$0.00	$148.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion with A.Honaker and M.Cave re witness testimony.								
79	3/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.70	$0.00	$0.00	$276.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in meeting with P. Donlon, et. al. re various items.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
80	3/16/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.30	$0.00	$0.00	$111.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review 4 emails regarding allocation.								
81	3/16/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	1.00	$0.00	$0.00	$395.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in weekly check-in meeting with A. LaRock, et. al.								
82	3/4/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	3.80	$0.00	$0.00	$1,406.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review/edit testimony of T.Burke, C.Scott, B.Owens and G.Jonda.								
83	3/13/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.50	$0.00	$0.00	$197.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Discussion with H. Temple re rate case status including review of application and testimony and other items.								
84	3/16/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.20	$0.00	$0.00	$74.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Send email confirming upload of allocation document (set 4-16).								
85	3/11/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	1.10	$0.00	$0.00	$407.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Attend weekly rate case meeting.								
86	3/12/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.10	$0.00	$0.00	$37.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Respond to email re uploading allocation documents.								
87	3/1/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from A. LaRock, et. al. re testimony drafts and status.								
88	3/12/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.20	$0.00	$0.00	$74.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload confidential allocation documents.								
89	3/11/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.30	$0.00	$0.00	$111.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Call with A.LaRock re allocation study.								
90	3/10/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.20	$0.00	$0.00	$74.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Email team alerting of allocation upload.								
91	3/10/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.20	$0.00	$0.00	$74.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload documents for allocation study.								
92	3/10/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.20	$0.00	$0.00	$74.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email requesting upload re allocation study.								
93	3/16/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.20	$0.00	$0.00	$74.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Upload allocation documents. (set 4-16).								
94	3/16/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.20	$0.00	$0.00	$74.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review additional request to upload allocation documents. (set 4-16).								
95	3/19/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails re outstanding Dean Dorton requests.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
96	3/4/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review multiple emails from A. LaRock re G. Jonda testimony and C. Scott testimony.								
97	3/4/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Telephone conference with A. LaRock re witnesses and testimony.								
98	3/12/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.10	$0.00	$0.00	$37.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review email requesting upload re allocation.								
99	3/24/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails re Dean Dorton with A. LaRock, et. al.								
100	3/17/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Reveiw and upload documents for Dean Dorton study.								
101	3/30/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.60	$0.00	$0.00	$237.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in meeting with A. LaRock, J. Shikany, et. al. re upcoming filing.								
102	3/19/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.30	$0.00	$0.00	$118.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Telephone conference with A. LaRock re outstanding item.								
103	3/18/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review emails and updated notes from A. LaRock re working session.								
104	3/30/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.30	$0.00	$0.00	$118.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review final order from prior rate case to provide to Dean Dorton.								
105	3/18/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.30	$0.00	$0.00	$118.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with T. Shaeffer, et. al. re uploads to Dean Dorton and upload same.								
106	3/18/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	1.50	$0.00	$0.00	$592.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in working session with K. Cole, et. al.								
107	3/18/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	1.00	$0.00	$0.00	$395.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in weekly meeting with J. Wozniak, et. al.								
108	3/3/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with A. LaRock re status of review of testimony.								
109	3/30/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.70	$0.00	$0.00	$276.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Participate in meeting with Dean Dorton.								
110	3/17/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.20	$0.00	$0.00	$79.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Exchange emails with C. Applebaum and T. Shaffer re responses to requests from Dean Dorton.								
111	3/3/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	0.40	$0.00	$0.00	$148.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Meeting to review M.Girata testimony.								

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
112	3/23/26	Fee	C300 Analysis and Advice	Honaker, L. Allyson	$395.00	0.10	$0.00	$0.00	$39.50
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Email to A. LaRock re Dean Dorton report.								
113	3/2/26	Fee	C300 Analysis and Advice	Temple, Heather S	$370.00	1.30	$0.00	$0.00	$481.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Review/edit M.Girata testimony.								

Access Information

CREATED BY	MODIFIED BY
system, system	Madvek, Nicholas
CREATED ON	**MODIFIED ON**
4/5/26 7:57 AM	5/4/26 8:02 AM

Summary Breakdowns

By Timekeeper| By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
2025-010041-CKY - Rate Case 2026						
Cave, Meredith	355.00	2.60	0.00	0.00	923.00	3.87%
Honaker, L. Allyson	395.00	42.80	0.00	0.00	16,906.00	70.85%
Temple, Heather S	370.00	16.30	0.00	0.00	6,031.00	25.28%

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 4/22/26
Paid Amount: 24,018
Invoice On Hold For AP: No
Date Received by AP: 4/21/26
Check # 2012066466
Total Amount on Check: 24,018
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Schuler, Mike	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 24,018.41 USD	Honaker Law Office, PLLC	4/20/26	4/20/26		Approved

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	System	Expired	4/20/26 12:00 AM	
1	System	Sent to Process Manager	4/20/26 12:00 AM	
1	Madvek, Nicholas	Restarted at previously active stop	4/20/26 7:32 AM	
1	Thompson, Melissa	Approved	4/20/26 10:58 AM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP No	ALTERNATIVE FEE No
PAID AMOUNT 24,018.41	INVOICE ON HOLD FOR AP No
ACCEPTANCE STATUS Accepted	INSURANCE INVOICE? No
PAYMENT METHOD Check	CHECK # 2012066466
CHECK DATE	WITHHOLDING AMOUNT
MATTER TYPE Matter	REASON FOR REJECTION
TRANSACTION MATTER	DISPUTE MATTER 2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK 24,018.41
READY TO SEND TO AP Yes	PAID DATE 4/22/26 6:15 PM
MATTER CATEGORY 308 - State Regulatory	DATE RECEIVED BY AP 4/21/26 4:10 PM

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER 2065DD	BILLING START DATE 3/16/26
VENDOR Honaker Law Office, PLLC	BILLING END DATE 3/31/26
INVOICE DATE 4/5/26	SUBMITTED TOTAL $ 13,475.00
RECEIVED DATE 4/5/26	SUBMITTED CURRENCY USD
PROJECT 2025-010041-CKY - Rate Case 2026	LINE ITEM WARNINGS None
POSTING STATUS Posted	
WARNING None	

Tax Information

TAX TYPE US
TAX RATE 0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$0.00	$0.00	$0.00	$0.00	$ 0.00
Expenses	$13,475.00	$0.00	$0.00	$0.00	$ 13,475.00
Invoice Total (USD)	**$13,475.00**	**$0.00**	**$0.00**	**$0.00**	**$ 13,475.00**

Description

2025-010041

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 1 of 1

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	4/3/26	Expense	E123 Other professionals	Honaker, L. Allyson	$13,475.00	1.00	$0.00	$0.00	$13,475.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Dean Dorton Inv 3095379 - TFourth progress billing for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026								

Access Information

CREATED BY system, system	MODIFIED BY system, system

CREATED ON	MODIFIED ON
4/5/26 8:07 AM	4/6/26 11:15 PM

Summary Breakdowns

By Timekeeper| By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
No items available.						

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 4/7/26
Paid Amount: 13,475

Invoice On Hold For AP: No
Date Received by AP: 4/6/26
Check # 2012066106
Total Amount on Check: 13,475
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Thompson, Melissa	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 13,475.00 USD	Honaker Law Office, PLLC	4/5/26	4/5/26		Approved

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	Thompson, Melissa	Approved	4/5/26 11:12 PM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP	ALTERNATIVE FEE
No	No
PAID AMOUNT	**INVOICE ON HOLD FOR AP**
13,475.00	No
ACCEPTANCE STATUS	**INSURANCE INVOICE?**
Accepted	No
PAYMENT METHOD	**CHECK #**
Check	2012066106
CHECK DATE	**WITHHOLDING AMOUNT**
MATTER TYPE	**REASON FOR REJECTION**

Matter

TRANSACTION MATTER	DISPUTE MATTER
	2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK
	13,475.00
READY TO SEND TO AP	PAID DATE
Yes	4/7/26 6:15 PM
MATTER CATEGORY	DATE RECEIVED BY AP
308 - State Regulatory	4/6/26 2:24 PM

DEANDORTON

Lexington, KY • Louisville, KY • Fort Wright, KY
Indianapolis, IN • Cincinnati, OH • Raleigh, NC

Invoice

Allyson Honaker
Columbia Gas
1795 Alysheba Way, Suite 1203
Lexington, KY 40509

Payment is due in full within 30 days of invoice date.
Please see payment options below:

Questions?
Billing@deandorton.com

Invoice No.: 3095379
Invoice Date: 4/3/2026
Client No.: **17421.0** – **Columbia Gas**

Fourth progress billing for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026

Total hours from March 16, 2026 through March 31, 2026 (49 hours @ $275 per hour)

Invoice Total: $13,475.00

Remittance Information: Please include your client number & invoice number with your payment.
Online Payment:
Existing Users (Portal Login): https://secure.versapay.com/payables/deandorton/login
Guest One-Time Payment: https://secure.versapay.com/payables/deandorton/inital_payment
By Mail:
Dean Dorton
PO Box 631259
Cincinnati, OH 45263-1259

We appreciate your business!

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
Lexington
KY 40509

Tax-ID: [redacted]

Header Information

INVOICE NUMBER 417DD	BILLING START DATE 4/1/26
VENDOR Honaker Law Office, PLLC	BILLING END DATE 4/16/26
INVOICE DATE 4/22/26	SUBMITTED TOTAL $ 11,275.00
RECEIVED DATE 4/22/26	SUBMITTED CURRENCY USD
PROJECT 2025-010041-CKY - Rate Case 2026	LINE ITEM WARNINGS None
POSTING STATUS Posted	
WARNING None	

Tax Information

TAX TYPE
US

TAX RATE
0.00 %

Invoice Summary

Type	Rate x Unit	(-) Discount	(-) Adjustment	Tax	Amount
Fees	$0.00	$0.00	$0.00	$0.00	$ 0.00
Expenses	$11,275.00	$0.00	$0.00	$0.00	$ 11,275.00
Invoice Total (USD)	**$11,275.00**	**$0.00**	**$0.00**	**$0.00**	**$ 11,275.00**

Description

2025-010041

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 1 of 1

Item	Date	Type	Category	TK	Rate	Units	Disc	Adj	Amt
1	4/3/26	Expense	E123 Other professionals	Honaker, L. Allyson	$11,275.00	1.00	$0.00	$0.00	$11,275.00
	Project: 2025-010041-CKY - Rate Case 2026 **Description:** Dean Dorton Inv 3097523 - Final billing for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026								

Access Information

CREATED BY system, system	MODIFIED BY Madvek, Nicholas

CREATED ON	MODIFIED ON
4/22/26 12:43 PM	5/4/26 8:02 AM

Summary Breakdowns

By Timekeeper| By Fee/Expense Category

Timekeeper	Avg Net Rate	Net Units	Net Disc	Total Adj	Net Amt	% of Total Fees
No items available.						

Remittance Details

Ready to send to AP: Yes
Acceptance Status: Accepted
Reason for Rejection:
Payment Method: Check
Paid Date: 4/28/26
Paid Amount: 11,275

Invoice On Hold For AP: No
Date Received by AP: 4/27/26
Check # 2012066596
Total Amount on Check: 11,275
Paid By Insurance Group: No

User Rights

Option	User	Read	Update	Delete	Perm
Allow	Schuler, Mike	Yes	Yes	No	No

Active Requests

Request Name	Requester	Request Date	Expiration Date	Status
No records available.				

Completed Requests

Item	Request Name	Requester	Request Date	Completion Date	Comment	Outcome
1	Post Invoice for 11,275.00 USD	Honaker Law Office, PLLC	4/22/26	4/27/26		Approved

Approval History

Stop	Performer	Activity	Date/Time	Internal Comment
1	Thompson, Melissa	Approved	4/27/26 12:33 AM	

Versions

Invoice Version	Created On	Rejection Date	Invoice Reason/Comments
No versions available.			

Invoice Details

PAID BY INSURANCE GROUP	ALTERNATIVE FEE
No	No
PAID AMOUNT	**INVOICE ON HOLD FOR AP**
11,275.00	No
ACCEPTANCE STATUS	**INSURANCE INVOICE?**
Accepted	No
PAYMENT METHOD	**CHECK #**
Check	2012066596
CHECK DATE	**WITHHOLDING AMOUNT**
MATTER TYPE	**REASON FOR REJECTION**

Matter

TRANSACTION MATTER	DISPUTE MATTER
	2025-010041-CKY - Rate Case 2026
PO NUMBER	TOTAL AMOUNT ON CHECK
	11,275.00
READY TO SEND TO AP	PAID DATE
Yes	4/28/26 6:15 PM
MATTER CATEGORY	DATE RECEIVED BY AP
308 - State Regulatory	4/27/26 2:24 PM

DEANDORTON

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Indianapolis, IN • Cincinnati, OH • Raleigh, NC

Invoice

Allyson Honaker
Columbia Gas
1795 Alysheba Way, Suite 1203
Lexington, KY 40509

Payment is due in full within 30 days of invoice date.
Please see payment options below:

Questions?
Billing@deandorton.com

Invoice No.: 3097523
Invoice Date: 4/17/2026
Client No.: **17421.0** – **Columbia Gas**

Final invoice for testing of the cost allocations of NiSource Corporate Services Company to Columbia Gas of Kentucky per our engagement letter dated January 30, 2026

Total hours from April 1, 2026 through April 16, 2026 (41 hours @ $275 per hour)

Invoice Total: $11,275.00

Remittance Information: Please include your client number & invoice number with your payment.
Online Payment:
Existing Users (Portal Login): https://secure.versapay.com/payables/deandorton/login
Guest One-Time Payment: https://secure.versapay.com/payables/deandorton/initial_payment
By Mail:
Dean Dorton
PO Box 631259
Cincinnati, OH 45263-1259

We appreciate your business!

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2026-00099

CUSTOMER NOTIFICATIONS
INVOICES

No Activity through April 30, 2026

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2026-00099

ALL OTHER INVOICES

Columbia Gas of Kentucky - Rate Case Expense Travel and Meal Expenses

Journal ID	Employee ID	Expense Report ID	Employee Name	Expense Descr	Expense Trans Date	Description	Transaction Amount	Reference/Attachment
EXPEN98716	461489	457583	Cooper, Judy	Hotel	12/9/2025	HAMPTON INN & SUITES DOWNTOWN	165.01	Reference A
EXPEN98716	461489	457583	Cooper, Judy	Tolls / Road Charges / Parking	12/10/2025	HAMPTON INN & SUITES DOWNTOWN	42.00	Reference A
EXPEN98716	461489	457583	Cooper, Judy	Rental Car Fuel	12/10/2025	SPEEDWAY 45469	26.65	Reference A
EXPEN98716	461489	457583	Cooper, Judy	Tolls / Road Charges / Parking	12/10/2025	LAZ PARKING M19151-DCAP	12.00	Attachment C
EXPEN98716	461489	457583	Cooper, Judy	Rental Car Fuel	12/10/2025	SUPERAMERICA 47147	17.47	Attachment C
EXPEN98716	461489	457583	Cooper, Judy	Car Rental	12/11/2025	ENTERPRISE RENTA-CAR - Lexington KY	81.88	Reference A
		457583 Total					**345.01**	
EXPEN06050	142573	461209	DeGaugh, Evelyn	Catering (meals with > 20 pple)	12/10/2025	ezCater - CKY Rate Case Kickoff Breakfast Meeting	165.00	Reference B
EXPEN06050	142573	461209	DeGaugh, Evelyn	Meals - Snacks / Celebrations / Work Late	12/10/2025	TURKEY HILL MW 0712 - 2026 CKY Rate Case Kickoff	31.57	Reference B
EXPEN06050	142573	461209	DeGaugh, Evelyn	Meals - With Attendees	12/10/2025	ezCater - KY Rate Case kickoff luncheon	220.99	Reference B
		461209 Total					**417.56**	
EXPEN23495	461382	469295	Cole, Kimra	Meals- Breakfast Self Only- Travel Status	3/30/2026	MCDONALD'S M2061 - Grove City, OH	8.77	Attachment C
		469295 Total					**8.77**	
EXPEN23125	142573	475888	DeGaugh, Evelyn	General Office Supplies	3/27/2026	AMAZON.COM - Bottled water refund	(6.63)	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Catering (meals with > 20 pple)	3/27/2026	FOX IN THE SNOW - Catering Order	346.32	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Meals - Snacks / Celebrations / Work Late	3/27/2026	AMAZON.COM - Bottled water refund -Shipping	(1.66)	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Meals - Snacks / Celebrations / Work Late	3/27/2026	AMAZON.COM*BC1D774I2	19.87	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Meals - Snacks / Celebrations / Work Late	3/27/2026	AMAZON.COM - Bottled water refund -Shipping	(1.66)	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	General Office Supplies	3/30/2026	AMAZON MKTPL*BC9KV1MW2	95.16	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Catering (meals with > 20 pple)	3/30/2026	FOX IN THE SNOW - Catering Order	117.50	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Meals - Snacks / Celebrations / Work Late	3/30/2026	AMAZON.COM*B52355WW0	61.00	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Catering (meals with > 20 pple)	3/31/2026	ezCater - Dickey's Barbecue Pit #OH-1444 (OH-1444)	430.63	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Catering (meals with > 20 pple)	4/1/2026	ezCater - Sunny Street Cafe (Nationwide))	385.10	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Catering (meals with > 20 pple)	4/1/2026	ezCater - Noodles & Company #751 (Grandview)	389.88	Reference C
EXPEN23125	142573	475888	DeGaugh, Evelyn	Catering (meals with > 20 pple)	4/2/2026	ezCater - Mimi's Cafe #60112 - Columbus	443.75	Reference C
		475888 Total					**2,279.26**	
EXPEN23296	131043	476855	Fink, Stefan	Hotel	4/14/2026	HAMPTON INN & SUITES DOWNTOWN	155.76	Reference C
EXPEN23296	131043	476855	Fink, Stefan	Tolls / Road Charges / Parking	4/14/2026	LAZ PARKING M19151-DCAP	12.00	Attachment C
EXPEN23296	131043	476855	Fink, Stefan	Tolls / Road Charges / Parking	4/15/2026	HAMPTON INN & SUITES DOWNTOWN	45.00	Reference D
EXPEN23296	131043	476855	Fink, Stefan	Tolls / Road Charges / Parking	4/15/2026	LAZ PARKING M19151-DCAP	12.00	Attachment C
EXPEN23296	131043	476855	Fink, Stefan	Car Rental	4/16/2026	ENTERPRISE RENTA-CAR - Lexington KY	117.51	Reference D
EXPEN23296	131043	476855	Fink, Stefan	Rental Car Fuel	4/16/2026	MARATHON 114223	34.69	Reference D
EXPEN23296	131043	476855	Fink, Stefan	Hotel	4/19/2026	HAMPTON INN & SUITES DOWNTOWN	155.76	Reference D
EXPEN23296	131043	476855	Fink, Stefan	Hotel	4/20/2026	HAMPTON INN & SUITES DOWNTOWN	155.76	Reference D
EXPEN23296	131043	476855	Fink, Stefan	Tolls / Road Charges / Parking	4/20/2026	HAMPTON INN & SUITES DOWNTOWN	90.00	Reference D
EXPEN23296	131043	476855	Fink, Stefan	Rental Car Fuel	4/21/2026	BP#1304400BYPASS BP	47.85	Reference D
EXPEN23296	131043	476855	Fink, Stefan	Tolls / Road Charges / Parking	4/21/2026	LAZ PARKING M19151-DCAP	12.00	Attachment C
EXPEN23296	131043	476855	Fink, Stefan	Meals- Breakfast Self Only- Travel Status	4/21/2026	TIM HORTONS #914563	15.40	Attachment C
EXPEN23296	131043	476855	Fink, Stefan	Meals- Lunch Self Only- Travel Status	4/21/2026	CHIPOTLE 1610	16.09	Attachment C
EXPEN23296	131043	476855	Fink, Stefan	Car Rental	4/22/2026	ENTERPRISE RENTA-CAR - Lexington KY	212.92	Reference D
		476855 Total					**1,082.74**	
		Grand Total					**4,133.34**	

Reference A:

Hilton

HAMPTON INN & SUITES-COLUMBUS-OH
501 NORTH HIGH ST
COLUMBUS, OH 43215
United States of America
TELEPHONE 614-559-2000 • FAX 614/559-2001
Reservations
www.hamptoninn.com or 1 800 HAMPTON

COOPER, JUDY

1420 COPPER CREEK DRIVE

LEXINGTON KY 40514
UNITED STATES OF AMERICA

Room No:	324/KXOE
Arrival Date:	12/9/2025 12:01:00 PM
Departure Date:	12/10/2025 7:45:00 AM
Adult/Child:	1/0
Cashier ID:	JAB6992
Room Rate:	139.84
AL:	
HH #	429649458 GOLD
VAT #	
Folio No/Che	867541 A

Confirmation Number: 86715654

HAMPTON INN & SUITES-COLUMBUS-OH 12/10/2025 7:44:00 AM

DATE	REF NO	DESCRIPTION	CHARGES
12/9/2025	3377032	Valet Parking	$42.00
12/9/2025	3377073	GUEST ROOM	$139.84
12/9/2025	3377073	STATE TAX	$11.19
12/9/2025	3377073	CITY TAX	$13.98
12/10/2025	3377202	VS *7162	($207.01)
		BALANCE	$0.00

Hilton Honors®stays are posted within 72 hours of checkout. To check your earnings or book you next stay at more than 8,600 Hotels and Resorts in 139 Countries and Territories, please visit Honors.com

CREDIT CARD DETAIL

APPR CODE	001829	MERCHANT ID	497214709881
CARD NUMBER	VS *7162	EXP DATE	07/27
TRANSACTION ID	3377202	TRANS TYPE	Sale

Reference A:



Comment : Judy Cooper (12/29/2025): Receipt would not print so I took a picture for receipt

Reference A:

From: Customerservice@enterprise.com
To: Cooper \ Judy \ M
Subject: ENTERPRISE RENTAL AGREEMENT 1NNFR2
Date: Thursday, December 11, 2025 12:46:46 PM

This Message Is From an External Sender
This message came from outside your organization.
Think before you click links or open attachments. If suspicious, please use the report phishing button or forward to security@nisource.com for review.

EAN HOLDINGS, LLC, 160 HOPE CT, NICHOLASVILLE, KY 40356 (859) 271-9697

RENTAL AGREEMENT REF#
557022 1NNFR2

RENTER
COOPER, JUDY

DATE & TIME OUT
12/09/2025 08:50 AM
DATE & TIME IN
12/11/2025 07:34 AM

BILLING CYCLE
24-HOUR

VEH
#1 2024 TOYO TACC SR52
VIN# 3TYKB5FN3RT006778
LIC# S2M836
MILES DRIVEN437

RATE SOURCE ACCOUNT
NISOURCE CORPORATE SERVICES COMPANY

SUMMARY OF CHARGES

Charge Description	Date	Quantity	Per	Rate	Total
TIME & DISTANCE	12/09 - 12/11	2	DAY	$35.70	$71.40
			Subtotal:		**$71.40**
Taxes & Surcharges					
KY U-DRIVE-IT TAX	12/09 - 12/11			6%	$4.29
MOTOR VEHICLE RENTAL EXCISE TAX	12/09 - 12/11			6%	$4.39
VEHICLE LICENSE COST RECOVERY FEE	12/09 - 12/11	2	DAY	$0.90	$1.80
			Total Charges:		**$81.88**
Bill-To / Deposits					
DEPOSITS					($81.88)

Total Amount Due **$0.00**

PAYMENT INFORMATION

AMOUNT PAID	TYPE	CREDIT CARD NUMBER
$81.88	Visa	xxxxxxxxxxxx7162

ezCater Receipt

Order Number
7VV-Q86

Customer
Evelyn Degaugh

Date & Time
Wed 12/10/25 at 7:00 AM

Address
NiSource Corporate Services Company
290 W. Nationwide Blvd
Columbus, OH 43215
614-804-4615
25 people

Caterer
Duck Donuts #42 (Duck Donuts #042 Westerville)

Food Items

Dipped & Double Dipped × 1 Coffee Types: Lighthouse With: Creamer	$112.50
Tableware Free Include: Cups, Stirrers	
Sub Total	**$112.50**
Delivery Fee	$30.00
Tip for Driver/Catering Staff	$22.50
Total	**$165.00**

PAID
Payment Method: Credit Card - •••• •••• •••• 7489 (Visa). Balance Due: $0.00
Transaction ddm5d99z captured 12/10/2025.

Thank you for being an ezCater customer!

Questions? We like to help. Please email support@ezcater.com or call us at 1-800-488-1803.
Visit us online at https://www.ezcater.com.

Accounting: To easily verify this receipt

Please visit https://www.ezcater.com/receipt/7VVQ86 and enter verification code **a0624a**.

Earn up to 25,000 ezRewards points

Refer a friend and earn up to 25,000 points per referral. That's a $250 Amazon.com Gift Card!

Reference B:

ezCater Receipt

Order Number
EUE-713

Customer
Evelyn Degaugh

Date & Time
Wed 12/10/25 at 11:45 AM

Address
NiSource Corporate Services Company
290 W. Nationwide Blvd
Columbus, OH 43215
614-804-4615
12 people

Caterer
Chick-fil-A #03785 (Chick-fil-A Grandview Yard)

Food Items

Chicken Sandwich Packaged Meal × 12 Packaging: Individually Packaged	$137.16
Mac & Cheese Tray × 1 Size: Small	$47.00
Tableware Free Include: Napkins, Plates/Bowls, Utensils	
Sub Total	**$184.16**
Tip for Driver/Catering Staff	$36.83
Total	**$220.99**

PAID
Payment Method: Credit Card - •••• •••• •••• 7489 (Visa). Balance Due: $0.00
Transaction 527gtwdg captured 12/10/2025.

Thank you for being an ezCater customer!

Questions? We like to help. Please email support@ezcater.com or call us at 1-800-488-1803.
Visit us online at https://www.ezcater.com.

Accounting: To easily verify this receipt

Please visit https://www.ezcater.com/receipt/EUE713 and enter verification code **87ae29**.

Earn up to 25,000 ezRewards points

Refer a friend and earn up to 25,000 points per referral. That's a $250 Amazon.com Gift Card!

Reference B:

Welcome
Turkey Hill MW 850712
3900 S. High St.
Columbus, Ohio 43207
614-491-0741

12/10/2025 6:33:37 AM

T 12OZ CELSIUS SPRK MNGO L		$2.99
BAG OF ICE	4	$14.36
24PK ICE MTN .5LTR	2	$13.98
Sub Total		$31.33
TAX		$0.24
Total		**$31.57**
Visa:		$31.57
Change		$0.00

SALE
Visa
Card Num : (R) XXXXXXXXXXXX7489
Contactless
Terminal : 001
Approval : 050746

USD$ 31.57

VISA CREDIT
AID: A0000000031010
TVR: 0000000000
IAD: XXXXXXXXXXXXXX
TSI: 0000
ARC: 00
ARQC: 54F06151A8B42510

REG:3 CSHlil jess, thank you
ST: 12/10/2025 06:33:37
Tran:536876

THANKS, COME AGAIN

Questions or Comments Please Call:
1-800-225-9702

ezCater Receipt

Order Number
UE0-MM1

Customer
Evelyn Degaugh

Event Name
CKY Rate Case

Date & Time
Tue 03/31/26 at 11:30 AM

Address
NiSource Corporate Services Company
290 W Nationwide Blvd
Columbus, OH 43215
614-804-4615
20 people

Caterer
Dickey's Barbecue Pit #OH-1444 (OH-1444)

Food Items

Build-Your-Own BYB × 1 First Meat: Chopped Beef Brisket Second Meat: Pulled Pork 3 Sides: Baked Potato Casserole, Green Beans w/ Bacon, Mac & Cheese Sauce: Carolina BBQ Sauce	$170.00
Build-Your-Own BYB × 1 First Meat: Chicken Breast Second Meat: Sliced Beef Brisket 3 Sides: Barbecue Beans, Coleslaw, Mac & Cheese Sauce: Most Popular	$174.50
Tableware Free Include: Napkins, Plates/Bowls, Utensils	
Sub Total	**$344.50**
Delivery Fee	$34.45
Tip for Driver/Catering Staff	$51.68
Total	**$430.63**

PAID
Payment Method: Credit Card - •••• •••• •••• 7489 (Visa). Balance Due: $0.00
Transaction aqen8wsf captured 03/31/2026.

Thank you for being an ezCater customer!

Questions? We like to help. Please email support@ezcater.com or call us at 1-800-488-1803.
Visit us online at https://www.ezcater.com.

Accounting: To easily verify this receipt

Please visit https://www.ezcater.com/receipt/UE0MM1 and enter verification code **63dfd9**.

Earn up to 25,000 Rewards points

Refer a friend and earn up to 25,000 points per referral. That's a $250 Amazon Gift Card!

ezcater

ezCater Receipt

Order Number
4ET-AAW

Customer
Evelyn Degaugh

Event Name
CKY Rate Case

Date & Time
Wed 04/01/26 at 7:30 AM

Address
NiSource Corporate Services Company
290 W Nationwide Blvd
Columbus, OH 43215
614-804-4615
20 people

Caterer
Sunny Street Cafe #2 (Sunny Street Cafe (Nationwide))

Food Items

Breakfast Burrito Tray × 1 Size: 5 Burritos Burritos: Burrito Ultimos	$49.95
Big Bite Breakfast Combo × 1 Add: Sausage Gravy Add: Regular Coffee Tote	$260.97
Sunroast Premium Coffee × 1 Size: 96 Oz	$20.99
Tableware Free Include: Cups, Napkins, Plates, Stirrers, Utensils	
Sub Total	**$331.91**
Delivery Fee	$20.00
Tip for Driver/Catering Staff	$33.19
Total	**$385.10**

PAID
Payment Method: Credit Card - •••• •••• •••• 7489 (Visa). Balance Due: $0.00
Transaction 1nm8xsm7 captured 04/01/2026.

Thank you for being an ezCater customer!

Questions? We like to help. Please email support@ezcater.com or call us at 1-800-488-1803.
Visit us online at https://www.ezcater.com.

Accounting: To easily verify this receipt

Please visit https://www.ezcater.com/receipt/4ETAAW and enter verification code **3adeb5**.

Earn up to 25,000 Rewards points

Refer a friend and earn up to 25,000 points per referral. That's a $250 Amazon Gift Card!

ezcater

ezCater Receipt

Order Number
EKU-Z3C

Customer
Evelyn Degaugh

Event Name
CKY Rate Case

Date & Time
Wed 04/01/26 at 11:30 AM

Address
NiSource Corporate Services Company
290 W Nationwide Blvd
Columbus, OH 43215
614-804-4615
20 people

Caterer
Noodles & Company #751 (Grandview)

Food Items

Mac Bar × 1 1st Meat: Parmesan-Crusted Chicken Breast 2nd Meat: Oven-Roasted Meatballs	$135.95
Mac Bar × 1 1st Meat: Sauteed Shrimp 2nd Meat: Marinated Steak	$135.95
Garden Salad × 1 Meat Or Tofu: No Protein Instructions: Add ranch dressing please	$40.00
Tableware Free Include: Napkins, Plates, Utensils	
Sub Total	**$311.90**
Delivery Fee	$31.19
Tip for Driver/Catering Staff	$46.79
Total	**$389.88**

PAID
Payment Method: Credit Card - •••• •••• •••• 7489 (Visa). Balance Due: $0.00
Transaction mtzadzgw captured 04/01/2026.

Thank you for being an ezCater customer!

Questions? We like to help. Please email support@ezcater.com or call us at 1-800-488-1803.
Visit us online at https://www.ezcater.com.

Accounting: To easily verify this receipt

Please visit https://www.ezcater.com/receipt/EKUZ3C and enter verification code **d89e83**.

Earn up to 25,000 Rewards points

Refer a friend and earn up to 25,000 points per referral. That's a $250 Amazon Gift Card!

ezcater

ezCater Receipt

Order Number
TW4-1V6

Customer
Evelyn Degaugh

Event Name
CKY Rate Case

Date & Time
Thu 04/02/26 at 7:30 AM

Address
NiSource Corporate Services Company
290 W Nationwide Blvd
Columbus, OH 43215
614-804-4615
20 people

Caterer
Mimi's Cafe #60112 (Mimi's Cafe (Columbus 60112))

Food Items

Croissant Sandwich Tray × 1 Size: Medium Add: Bacon, Sausage, Seasonal Fruit Salad	$295.00
Box of Coffee × 2	$60.00
Sub Total	**$355.00**
Delivery Fee	$35.50
Tip for Driver/Catering Staff	$53.25
Total	**$443.75**

PAID
Payment Method: Credit Card - •••• •••• •••• 7489 (Visa). Balance Due: $0.00
Transaction ht7n03rf captured 04/02/2026.

Thank you for being an ezCater customer!

Questions? We like to help. Please email support@ezcater.com or call us at 1-800-488-1803.
Visit us online at https://www.ezcater.com.

Accounting: To easily verify this receipt

Please visit https://www.ezcater.com/receipt/TW41V6 and enter verification code **8807f3**.

Earn up to 25,000 Rewards points

Refer a friend and earn up to 25,000 points per referral. That's a $250 Amazon Gift Card!

Reference C:

amazon.com

Final Details for Order #113-2246165-6408232

Order Placed: March 27, 2026
Amazon.com order number: 113-2246165-6408232
Order Total: $95.16

Shipped on March 30, 2026

Items Ordered	Price
2 of: *7UP Tropical Zero Sugar Soda, 12 fl oz cans, 12 pack* Sold by and invoiced on behalf of: Amazon.com Condition: New	$5.00
1 of: *GUSTO [200 Count] Premium Heavyweight Disposable Forks - Clear Plastic Forks, Plastic Cutlery, Perfect for Parties, Events, and Catering (Formerly Comfy Package)* Sold by and invoiced on behalf of: Rikkel Corp (seller profile) Seller Credentials: 889 Certification, Classified Small Business - SBA Standard Condition: New	$15.27
1 of: *ECOLipak 150 Pack 12 oz Paper Bowls Disposable, Heavy-Duty Biodegradable Compostable Bowls Made of Natural Sugarcane Bagasse, Suitable for Salad, Dessert, Milk, Cereals* Sold by and invoiced on behalf of: ECOLipak (seller profile) Condition: New	$15.29
1 of: *Bounty Quilted Napkins, 1-Ply, 12.1In X 12In, 100/PK, White* Sold by and invoiced on behalf of: BestSource OfficeSupplies (seller profile) Seller Credentials: 889 certification, Classified Small Business - SBA Standard Business Price Condition: New	$13.64
1 of: *JOLLY CHEF 10 inch Disposable Paper Plates 140 Count, Soak Proof, Cut Proof, Heavy Duty Paper Plates for Everyday Use* Sold by and invoiced on behalf of: JOLLY CHEF (seller profile) Condition: New	$19.53
1 of: *Amazon Basics Sturdy File Folders with Reinforced Tabs for Filing and Organization, 1/3-Cut Tab, Assorted Positions, Letter Size, 8.5x11 inches, Manila, 100-Pack* Sold by and invoiced on behalf of: Amazon.com Condition: New	$14.39

Shipping Address:
EVELYN DEGAUGH
290 W Nationwide Blvd
Columbus, OH 43215
United States

Shipping Speed:
FREE Prime Delivery

Item(s) Subtotal:	$88.12
Shipping & Handling:	$0.00

Total before tax:	$88.12
Sales Tax:	$7.04

Total for This Shipment:	**$95.16**

Payment information

Reference C:

Payment Method: Visa | Last digits: 7489 **Billing address** Evelyn DeGaugh 316 DEER RIVER DR APT 107 LOCKBOURNE, OH 43137-9026 United States	Item(s) Subtotal: $88.12 Shipping & Handling: $0.00 --- Total before tax: $88.12 Estimated Tax: $7.04 --- **Grand Total: $95.16**
Credit Card transactions	Visa ending in 7489: March 30, 2026: $95.16

To view the status of your order, return to Order Summary .

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Reference C:

amazon.com

Final Details for Order #113-4006278-7557848

Order Placed: March 27, 2026
Amazon.com order number: 113-4006278-7557848
Order Total: $61.00

Shipped on March 29, 2026

Items Ordered	Price
2 of: *LaCroix Sparkling Water Cherry Blossom Variety Pack | 24-Pack of 12oz Cans | 6x Razz-Cran | 6x Limoncello | 12x Cherry B lossom* Sold by and invoiced on behalf of: Amazon.com Condition: New	$11.99

Shipping Address:
EVELYN DEGAUGH
290 W Nationwide Blvd
Columbus, OH 43215
United States

Shipping Speed:
Delivery in fewer trips to your address

Item(s) Subtotal:	$23.98
Shipping & Handling:	$0.00

Total before tax:	$23.98
Sales Tax:	$0.00

Total for This Shipment:	**$23.98**

Shipped on March 29, 2026

Items Ordered	Price
2 of: *Starry Zero Sugar Lemon Lime Soda, 12 Fl Oz Cans (Pack of 12)* Sold by and invoiced on behalf of: Amazon.com Condition: New	$6.00
2 of: *Coca-Cola Zero, 12 fl oz, 12 Pack* Sold by and invoiced on behalf of: Amazon (seller profile) Business Price Condition: New	$6.67

Shipping Address:
EVELYN DEGAUGH
290 W Nationwide Blvd
Columbus, OH 43215
United States

Shipping Speed:
Delivery in fewer trips to your address

Item(s) Subtotal:	$25.34
Shipping & Handling:	$0.00
Promotion applied:	-$2.32

Total before tax:	$23.02
Sales Tax:	$1.84

Total for This Shipment:	**$24.86**

Shipped on March 30, 2026

Items Ordered	Price

Reference C:

2 of: *Pepsi Zero Sugar Cola Soda, Wild Cherry, 12 Fl Oz Cans (Pack of 12)*
Sold by and invoiced on behalf of: Amazon.com
Condition: New
$6.97

Shipping Address:
EVELYN DEGAUGH
290 W Nationwide Blvd
Columbus, OH 43215
United States

Shipping Speed:
Delivery in fewer trips to your address

Item(s) Subtotal:	$13.94
Shipping & Handling:	$0.00
PepsiCo $5 Off:	-$2.68
Total before tax:	$11.26
Sales Tax:	$0.90
Total for This Shipment:	**$12.16**

Payment information

Payment Method:
Visa | Last digits: 7489

Billing address
Evelyn DeGaugh
316 DEER RIVER DR APT 107
LOCKBOURNE, OH 43137-9026
United States

Item(s) Subtotal:	$63.26
Shipping & Handling:	$0.00
Promotion applied:	-$5.00
Total before tax:	$58.26
Estimated Tax:	$2.74
Grand Total:	**$61.00**

Credit Card transactions — Visa ending in 7489: March 30, 2026: $61.00

To view the status of your order, return to Order Summary .

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Reference C:

From: Fox in the Snow
To: DeGaugh \ Evelyn
Subject: You paid an invoice! (#000033)
Date: Monday, March 30, 2026 4:34:13 PM

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This message came from outside your organization.
Think before you click links or open attachments. If suspicious, please use the report phishing button or forward to security@nisource.com for review.

Fox in the Snow

Invoice Paid

$117.50

Paid with Visa 7489 on March 30, 2026 at 4:33 PM

Fox in the Snow Catering Order
Invoice #000033
March 30, 2026

Customer
Evelyn DeGaugh
edegaugh@nisource.com

Date of service
March 31, 2026

Download Invoice PDF

Invoice summary

Egg Sandwiches	$117.50
Includes 10 Souffled Egg Sandwiches	

topped with Candied Bacon, Swiss Cheese, Arugula and a Dijon Cream Sauce on toasted Ciabatta. Serves 10 - 12

Subtotal	$117.50
Total Paid	$117.50

Visa 7489 03/30/26, 4:33 PM

Send estimates or invoices for your business?
Process $1,000 in sales free when you sign up for Square.

Get Started

Fox in the Snow
664 N Hague Ave Unit D
Columbus, OH 43204-1421 United States
info@foxinthesnow.com
(415) 497-4049

Please contact Fox in the Snow about its privacy practices.

Reference C:

From: Anna Decerce
To: DeGaugh \ Evelyn
Subject: Fwd: Invoice
Date: Monday, March 30, 2026 4:51:16 PM
Attachments: Order_detail_806564807.pdf

This Message Is From an External Sender
This message came from outside your organization.
Think before you click links or open attachments. If suspicious, please use the report phishing button or forward to security@nisource.com for review.

Hi Evelyn,

Because I added the extra box of sandwiches, I had to edit the original invoice. The one attached will just need the extra $117.50 removed.

Thanks,
Anna

--
Anna DeCerce
Head Baker
Fox in the Snow

2X Egg Sandwiches	$ 235.00
1X Assorted Pasteries	66.00
2X Box of Coffee	60.00
1X Cinnamon Rolls	30.00
Net Invoice:	**$ 391.00**
Tax	16.85
Delivery Fees	20.00
Delivery Tips	41.02
Total Invoice:	**$ 468.87**
Less: Extra Sandwiches	(117.50)
Less: Tax on $117.50	$ (5.05)
Adjusted Invoice Amount	**$ 346.32**

Reference C:

Order #: 806564807

Status: Pre-assigned Track order (https://dispatch.shipday.com/trackingPage/cGZuZnFmbGw=&lang=en)

Deliver to

Evelyn DeGaugh

290 West Nationwide Boulevard, Columbus, 43215, US

+1 614-804-4615

edegaugh@niource.com

Pick-up From

Fox in the Snow Catering

664 North Hague Avenue, Suite D, Columbus, OH, USA

+1(614) 826-0007

Order

2 x Egg Sandwiches Regular	$235.00
1 x Assorted Pastries Regular	$66.00
2 x Box of Coffee Regular	$60.00
1 x Cinnamon Rolls Regular	$30.00
Tax	$16.85
Delivery Fees	$20.00
Delivery Tips	$41.02
Discount	N/A
Total	**$468.87**

Delivery Details

Order Placement Time: Mar 27, 2026 1:14 p.m.

Requested Pickup Time: 7:00 a.m.

Requested Delivery Time: Mar 31, 2026 7:30 a.m.

Order Accept Time: N/A

Order Pickup Time: N/A

Order Delivery Time: N/A

Order Completion Time: N/A

Delivery Instruction:

Driver: Michael Nowlin

Payment Details

Payment Method: CARD

Proof of Delivery

N/A

Proof of Pickup

Reference C:

amazon.com

Final Details for Order #113-8277703-1494660

Order Placed: March 27, 2026
Amazon.com order number: 113-8277703-1494660
Order Total: $19.87

Shipped on March 27, 2026

Items Ordered	Price
2 of: *Pure Life Purified Water Bottles, 12 Pack - Still Bottled Water Enhanced with Minerals for a Crisp Taste, Plastic Bottles - 16.9 Fl oz* Sold by and invoiced on behalf of: Amazon (seller profile) Business Price Condition: New	$2.48

Shipping Address:
EVELYN DEGAUGH
290 W Nationwide Blvd
Columbus, OH 43215
United States

Shipping Speed:
Rush Shipping

Refunded Transaction 3/27/2026 ($6.63)

Item(s) Subtotal:	$4.96
Shipping & Handling:	$1.67
Total before tax:	$6.63
Sales Tax:	$0.00
Total for This Shipment:	**$6.63**

Shipped on March 27, 2026

Items Ordered	Price
2 of: *Pure Life Purified Water Bottles, 12 Pack - Still Bottled Water Enhanced with Minerals for a Crisp Taste, Plastic Bottles - 16.9 Fl oz* Sold by and invoiced on behalf of: Amazon (seller profile) Business Price Condition: New	$2.48

Shipping Address:
EVELYN DEGAUGH
290 W Nationwide Blvd
Columbus, OH 43215
United States

Shipping Speed:
Rush Shipping

Refunded Transaction 3/27/2026 ($1.66)

Item(s) Subtotal:	$4.96
Shipping & Handling:	$1.66
Total before tax:	$6.62
Sales Tax:	$0.00
Total for This Shipment:	**$6.62**

Shipped on March 27, 2026

Items Ordered	Price
2 of: *Pure Life Purified Water Bottles, 12 Pack - Still Bottled Water Enhanced with Minerals for a Crisp Taste, Plastic Bottles - 16.9 Fl oz* Sold by and invoiced on behalf of: Amazon (seller profile)	$2.48

Reference C:

Business Price
Condition: New

Shipping Address: EVELYN DEGAUGH 290 W Nationwide Blvd Columbus, OH 43215 United States	**Refunded Transaction 3/27/2026 ($1.66)**	Item(s) Subtotal: $4.96 Shipping & Handling: $1.66 --- Total before tax: $6.62 Sales Tax: $0.00 --- **Total for This Shipment: $6.62** ---
Shipping Speed: Rush Shipping		

Payment information

Payment Method: Visa | Last digits: 7489	Item(s) Subtotal: $14.88 Shipping & Handling: $4.99 ---
Billing address Evelyn DeGaugh 316 DEER RIVER DR APT 107 LOCKBOURNE, OH 43137-9026 United States	Total before tax: $19.87 Estimated Tax: $0.00 --- **Grand Total: $19.87**
Credit Card transactions	Visa ending in 7489: March 27, 2026: $19.87

To view the status of your order, return to Order Summary .

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Reference D:

Hilton

HAMPTON INN & SUITES-COLUMBUS-OH
501 NORTH HIGH ST
COLUMBUS, OH 43215
United States of America
TELEPHONE 614-559-2000 • FAX 614/559-2001
Reservations
www.hamptoninn.com or 1 800 HAMPTON

FINK, STEFAN

1800 BOONESBORD ROAD

WINCHESTER KY 40391
UNITED STATES OF AMERICA

Room No:	222/KXTD
Arrival Date:	4/19/2026 6:15:00 PM
Departure Date:	4/21/2026 11:08:00 AM
Adult/Child:	1/0
Cashier ID:	EGUEST
Room Rate:	132.00
AL:	
HH #	1538886365 BLUE
VAT #	
Folio No/Che	878859 A

Confirmation Number: 53223480

HAMPTON INN & SUITES-COLUMBUS-OH 4/21/2026 11:08:00 AM

DATE	REF NO	DESCRIPTION	CHARGES
4/19/2026	3415808	GUEST ROOM	$132.00
4/19/2026	3415808	STATE TAX	$10.56
4/19/2026	3415808	CITY TAX	$13.20
4/20/2026	3415941	Valet Parking	$90.00
4/20/2026	3415980	GUEST ROOM	$132.00
4/20/2026	3415980	STATE TAX	$10.56
4/20/2026	3415980	CITY TAX	$13.20
4/21/2026	3416109	VS *3175	($401.52)
		BALANCE	$0.00

Hilton Honors®stays are posted within 72 hours of checkout. To check your earnings or book you next stay at more than 8,600 Hotels and Resorts in 139 Countries and Territories, please visit Honors.com

CREDIT CARD DETAIL

APPR CODE	045124	MERCHANT ID	497214709881
CARD NUMBER	VS *3175	EXP DATE	03/29
TRANSACTION ID	3416109	TRANS TYPE	Sale

Reference D:

EAN HOLDINGS, LLC, 4000 TERMINAL DR STE 106, LEXINGTON, KY 405109645 (833) 338-3315

RENTAL AGREEMENT
199999

REF#
33WJNJ

RENTER
FINK, STEFAN

DATE & TIME OUT
04/19/2026 03:56 PM

DATE & TIME IN
04/22/2026 08:30 AM

BILLING CYCLE
24-HOUR

VEH #1 2026 NISN ALTI 4SVA
VIN# 1N4BL4DW9TN312854
LIC# V6S809
MILES DRIVEN 440

RATE SOURCE ACCOUNT
NISOURCE CORPORATE SERVICES COMPANY

SUMMARY OF CHARGES

Charge Description	Date	Quantity	Per	Rate	Total
TIME & DISTANCE	04/19 - 04/22	3	DAY	$35.70	$107.10
ONE WAY FEE	04/19 - 04/22	1	RENTAL	$50.00	$50.00
			Subtotal:		**$157.10**
Taxes & Surcharges					
CONCESSION RECOVERY FEE	04/19 - 04/22			11.11%	$17.75
CUSTOMER FACILITY CHARGE	04/19 - 04/22	3	DAY	$5.75	$17.25
KY U-DRIVE-IT TAX	04/19 - 04/22			6%	$6.43
MOTOR VEHICLE RENTAL EXCISE TAX	04/19 - 04/22			6%	$11.69
VEHICLE LICENSE COST RECOVERY FEE	04/19 - 04/22	3	DAY	$0.90	$2.70
			Total Charges:		**$212.92**

Total Amount Due **$0.00**

PAYMENT INFORMATION

AMOUNT PAID	TYPE	CREDIT CARD NUMBER
$212.92	Visa	xxxxxxxxxxxx3175 PENDING

Reference D:

Hilton

HAMPTON INN & SUITES-COLUMBUS-OH
501 NORTH HIGH ST
COLUMBUS, OH 43215
United States of America
TELEPHONE 614-559-2000 • FAX 614/559-2001
Reservations
www.hamptoninn.com or 1 800 HAMPTON

FINK, STEFAN

1800 BOONESBORD ROAD

WINCHESTER KY 40391
UNITED STATES OF AMERICA

Room No:	218/KXLX
Arrival Date:	4/14/2026 2:55:00 PM
Departure Date:	4/15/2026 12:31:00 PM
Adult/Child:	1/0
Cashier ID:	JAL2242
Room Rate:	132.00
AL:	
HH #	1538886365 BLUE
VAT #	
Folio No/Che	878362 A

Confirmation Number: 86133205

HAMPTON INN & SUITES-COLUMBUS-OH 4/15/2026 12:30:00 PM

DATE	REF NO	DESCRIPTION	CHARGES
4/14/2026	3413218	Valet Parking	$45.00
4/14/2026	3413264	GUEST ROOM	$132.00
4/14/2026	3413264	STATE TAX	$10.56
4/14/2026	3413264	CITY TAX	$13.20
4/15/2026	3413513	VS *3175	($200.76)
		BALANCE	$0.00

Hilton Honors®stays are posted within 72 hours of checkout. To check your earnings or book you next stay at more than 8,600 Hotels and Resorts in 139 Countries and Territories, please visit Honors.com

CREDIT CARD DETAIL

APPR CODE	003314	MERCHANT ID	497214709881
CARD NUMBER	VS *3175	EXP DATE	03/29
TRANSACTION ID	3413513	TRANS TYPE	Sale

Reference D:

enterprise

Rental Agreement # 31MCTC

Renter Information

Renter Name
STEFAN FINK

Renter Address
WINCHESTER, KY 40391
USA

Contract
NISOURCE CORPORATE SERVICES COMPANY

Vehicle Information

JETT
License #: KML2925
State/Province: OH
Unit #: 7X4P96
Vehicle #: SM022630

Vehicle Class Driven
Standard 4 door/Automatic/Air

Vehicle Class Charged
Standard 4 door/Automatic/Air

Odometer Mileage/Kilometers
Starting: 40814 **Ending:** 41231
Total: 417

Fuel
Starting: 12.1*g* **Ending:** 12.1*g*

Trip Information

Pickup
Monday, April 13, 2026 2:31 PM
WINCHESTER KY
878 BYPASS ROAD
WINCHESTER, KY 40391-2370
USA

Return
Thursday, April 16, 2026 8:10 AM
WINCHESTER KY
878 BYPASS ROAD
WINCHESTER, KY 40391-2370
USA

Renter Charges

Rental Rate	Time & Distance 3 Day at $34.12 / Day	$102.36
Mileage	Unlimited Mileage	Included
Taxes and Fees	Ky U-drive-it Tax (6.00%)	$6.15
	Vehicle License Cost Recovery Fee ($0.90 / Day)	$2.70
	Motor Vehicle Rental Excise Tax (6.00%)	$6.30
Total		**$117.51**

(Subject to audit)

Amount charged on April 16, 2026 to VISA (3175) ($117.51)

APN:
AID: A0000000031010
Verified: Signature
Entry: Chip
TSI:

Amount Due **$0.00**

Thank you for renting with Enterprise Rent-A-Car

We appreciate your business!

This email was automatically generated from an unattended mailbox, so please do not reply to this e-mail. If you have any questions about your rental, please view our Frequently Asked Questions or send us a secured message by visiting our Support Center

Reference D:



MUSTANGS MART
WWW.MUSTANGSMART.COM
****
MUSTANGS MART 2
50 HUBBARD ROAD
WINCHESTER KY 40391

< DUPLICATE RECEIPT >

Description	Qty	Amount
Regular CR #02 SELF @ 3.969/ G	8.741G	34.69
Subtotal		34.69
TOTAL		34.69
CREDIT $		34.69

USD$34.69
**********3175
Entry: Contactless ICC
AppName: VISA CREDIT
AuthNet: VISA
MODE: Issuer
AID: A0000000031010
Auth #: 026293
Resp Code: 000
Stan: 0214712105
Invoice #: 329577
Shift #: 1
Store # **********

THANKS, COME AGAIN
859-744-9321
ST#MM#2
CSH: 0
DR#1 TRAN#9024238
4/16/26 8:01:44 AM

Reference D:



BYPASS BP
1330 FULTON RD
WINCHESTER, KY 40391
859-744-0651
1304400
VeriFone Gold Disk
FL

Description	Qty	Amount
Regular CR #07 SELF @ 3.919/ G	12.211G	47.85
Subtotal		47.85
TOTAL		47.85
CREDIT	$	47.85

SALE Receipt

VISA CREDIT
**********3175
Entry:Chip Read
Auth #: 057353
Resp Code: 000
Stan: 1933967780
Invoice #: 426954

AuthNet: VISA
MODE: Issuer
AID: A0000000031010
BP SITE ID: 1304400
VISA

Loyalty
REWARD
**********3175
Trace #: OEH1-189-502457599-88
Stan: 1933967780

THANKS, COME AGAIN
DR#1 TRAN#9075920
4/21/26 5:30:16 PM

ST#1
CSH: 0

NiSource

POLICY SUBJECT: **Business Expense Policy**

EFFECTIVE DATE: **January 3, 2023**

REVISION DATE: **April 30, 2026**

Scope

The Business Expense Policy (the "Policy") applies to all employees of NiSource Inc. and its subsidiaries (the "Company"), except employees who are subject to the provisions of a collective bargaining agreement. Employees covered by collective bargaining agreements should continue to follow the expense reimbursement procedures contained in such agreements. This Policy applies whether an expense was incurred on a Company credit card ("OneCard") or otherwise. To the extent any other Company policy conflicts with this Policy regarding reimbursable expenses, this Policy will govern.

Purpose

To define reimbursement eligibility and reporting procedures for ordinary and necessary business expenses to ensure compliance with all Company requirements, including but not limited to those imposed by tax law, regulators, or Company management.

Compliance

Company assumes no reimbursement obligations for expenses not incurred in compliance with this Policy.

This Policy cannot cover all situations. Employees must exercise reasonable judgment to make cost-effective choices prior to incurring business expenses, including alignment with their supervisor. Employee (and supervisor) should consider the following:

- Are you spending Company money as carefully as your own money?
- Would you feel comfortable testifying in a regulatory proceeding about the business purpose of the expense?

Exceptions to this Policy may be allowed following prior documented approval from an employee's Vice President. Failure to comply with the Policy may result in the denial of expense reimbursement or disciplinary action up to and including termination for both the submitter (employee) and approver (supervisor). Be advised:

- 100% of expense reports are audited for the Executive Leadership Team ("ELT")
- 10% of expense reports are audited for non-ELT personnel
- Company may utilize audit technology to identify expenses for further review
- MySpend activity is regularly communicated to various levels of management

Procedure for Reimbursement

Business expenses for which reimbursement is sought must be submitted in the expense reporting tool ("MySpend), which will ensure all necessary information about the expense is obtained.

IMPORTANT NOTE: Each expense must have a valid business purpose submitted within MySpend. The description must be clear enough that any person without knowledge of the underlying expense can understand it. For example, "July 2025" is not a valid business purpose, however "Meeting with leaders for Damage Prevention review - July 2025" is acceptable.

CONFIDENTIALITY: Explanation for a confidential expenditure may be omitted from MySpend and instead provided in a memo to the employee's Vice President and the Chief Accounting Officer with a copy of the expense statement. The memo will be retained as long as the related Federal Income Tax Return is open for audit. Please discuss these situations with your supervisor prior to incurring the confidential expenditure and submitting the report.

GUIDANCE: Non-Reimbursable and Reimbursable Expense aids can be found in Appendix A and Appendix B, respectively. Information regarding OneCard can be found in Appendix C. Questions may be directed to MySpend@nisource.com.

Reference to Related Policies

Employees should also be familiar with the following polices:

- Motor Vehicle Safety Policy
- Source-to-Pay Policy
- Mobile Device Policy
- Fully Remote + Hybrid Work Policy
- Technology Resources Policy
- Education Reimbursement Program
- Alcohol and Illegal Drug-Free Workplace (Non-DOT)
- Gifts, Meals and Entertainment Policy
- Commercial Driver's License Policy
- Fraud Prevention Policy

Each of these policies is available on the Company MySource intranet site Policy Center.

Administration and Ownership

This Policy is owned by Accounting, and it will be administered by the Accounts Payable Department.

APPENDIX A
Non-Reimbursable Expense Guidance

Employees **shall not** request reimbursement for items listed below that are expressly prohibited under this Policy. This list should be used as a reference for non-reimbursable expenses, however, **the list is not exhaustive**. If, by accident or emergency, personal expenses are incurred on a OneCard, then employee will remit payment directly to OneCard.

Item	Description of Non-Reimbursable Item
Cash Advances	
Childcare	Regardless of the facts and circumstances of the situation, childcare costs are always the responsibility of the employee. Company does provide benefit programs that may be leveraged to help employees with their childcare responsibilities.
Professional Attire/Clothing	Employees are responsible for their wardrobe and personal appearance. This does not preclude reimbursement for safety gear discussed in Appendix B.
BYOD Mobile Device	Company is not responsible for purchasing, maintaining, replacing or repairing BYOD Mobile Devices or any monthly service plan cost or charges associated with such BYOD Mobile Devices. The BYOD Mobile Devices are the full responsibility of the employee. Refer to the Mobile Device Policy for the definition of BYOD Mobile Devices.
Personal Entertainment	Includes but not limited to: Hotel in-room purchases of games and movies, movie tickets, concert tickets, cover charges, or subscription services while traveling.
Personal Services	Includes but not limited to: Haircuts, manicures, or massages.
Urgent Care / Emergency Room	Expenses related to health care or health care claims are not reimbursable under this Policy; additionally, expenses related to medical care in foreign countries are not reimbursable under this Policy.
Internet for personal residence	Jet packs or other similar Wi-Fi capabilities are solely the responsibility of the employee, including general internet services and associated subscriptions.
Insurance	Company has procured all necessary insurance. Additional forms of insurance require approval by the Corporate Insurance team. For example, car rental insurance provided by the rental company must be declined.
Aged out-of-pocket reimbursements	Employees are responsible for timely submission of expenses. The Company shall not reimburse for expenses if older than 60 days.
Per Diems	Company does not provide employees a daily stipend while traveling
Personal Expenses on OneCard	Employee must not incur personal expenses on OneCard; however, it's understood it can accidentally occur and may occur with commingled transactions. Use caution.
Pet Fees	Including but not limited to: Boarding, grooming, air travel, and hotel upcharge
Supplier Invoices	Invoices should be submitted into Ariba
Tobacco containing products	
Traffic Violations	The Company shall not reimburse for personal vehicle or rental car parking tickets, fines or traffic violations, even if these costs are incurred during business travel.
IT Hardware & Software	IT hardware connecting to our computers poses a cybersecurity risk. All items connected to work machines should be procured through the Ariba Guided Buying Catalog. No technology, hardware or software should be purchased as a reimbursable business expense. This includes peripheral devices such as but not limited to mice, connectors, keyboards, monitors, and similar devices. ALL software purchases of any kind, including subscriptions, must follow the Technology Resources Policy.

APPENDIX B
Reimbursable Expense Guidance

The non-exhaustive list below should be used as a guide for reimbursable expenses but does not represent entitlements; a valid business purpose is always required. When in doubt as to whether an expense is reimbursable, always consult with your supervisor or MySpend@NiSource.com prior to incurring. Be advised of the following:

- Certain reimbursable expenses may result in imputed income to the employee (see Imputed Income line for examples).
- Itemized receipts are required for all charges in-excess of $50. Forgotten receipts shall require the employee's leader to explicitly approve the absence of a receipt and description of items for reimbursement.
- The most senior employee in attendance at a gathering is responsible for paying for the event and its participants and will submit the expense for reimbursement

Item	Description of Reimbursable Item
Travel	An employee is eligible for reimbursement of expenses incurred for prudent business travel, including meals, lodging and other travel costs. Business travel refers to travel necessary for an employee to perform services on behalf of NiSource at a location that is away from an employee's regular place of employment. An overnight stay is not required for travel to be business travel. Travel resources and guidance are available on the Supply Chain MySource page. Temporary Work Assignment - The IRS defines a temporary work assignment as a place where you realistically expect to work for one year or less that is outside of the metropolitan area of your regular place of employment (approximately 50 miles). If an assignment is, initially, realistically expected to last one year or less, and then later it is realistically expected to last longer than one year, the assignment is considered temporary until the date the expectations change. At that time, the temporary location becomes the regular work location and any travel expenses would no longer be reimbursed.
Travel Agent	The Company has chosen a single online travel agency. All employees are required to use the agency for booking airfare, hotel, and vehicle rental. Travel agency has incorporated all the Company's negotiated discounts with airlines, hotels and rental car companies into its website; when appropriate, employees should take all reasonable efforts to select the preferred travel options as indicated by the travel agency. If travel agency is unavailable or circumstances warrant not using the agency, which is rare and infrequent, employee and leader shall provide the rationale in the expense report. Travel Agent may not be used to book personal travel; however, employee may use Company negotiated rates for personal travel by directly contacting the travel provider.
Travel – Air	Air travel is reimbursable when ground travel exceeds four hours or 200 miles one-way. The most economical choice should be made with consideration for: • Non-stop flights are preferred to limit travel time. • Employees are authorized to travel one class above Economy (defined below) for a flight leg exceeding two hours, which is meant to improve travel comfort but should remain below Business Class (defined below). • Business Class is permitted for flights (international or domestic) with a flight leg exceeding four hours. Economy class is understood to vary among airlines and should not preclude the traveler from reasonable upgrades for seat selection, boarding order, or bag fees Additionally, Supply Chain may negotiate special rates, run promotions, or obtain flight credits with certain airlines that when utilized will meet this definition of Economy class; traveler should make note of this within their expense report. Business Class/First Class is defined as the top tier class offered by an airline and a meaningful change in travel comfort as compared to Economy Class.

	Any ticket exchanges or reimbursements issued as a result of a schedule change, cancellation of a nonrefundable ticket, or service-related compensation must be used for future business Company travel.
Travel – Ground	Employees are expected to use good business judgment when making the decision to rent a vehicle, use a taxi or ride-sharing service, take public transportation, train/rail, bus, or use their personal vehicle. The Company understands employees need to weigh the pros and cons of obtaining a rental vehicle versus placing wear and tear on their own vehicle. Refer to the Mileage Reimbursement section for more information on use of personal vehicle. Parking fees, tolls, and other road charges are reimbursable while on business travel; fuel is reimbursable when renting but not when using a personal vehicle. If renting, - Refuse all vehicle rental insurance. The Company provides insurance coverage for authorized business travel. In the case of an accident, call the Claim Management Services Hotline at 1-877-ENERGY4 (877-363-7494). - Utilize a preferred vendor's standard car class as a single traveler, unless the business purpose warrants reserving a different vehicle class; additionally, certain employees may be registered to reserve higher vehicle classes, check with Supply Chain. o At airport locations, it's recommended to reserve an intermediate car with National for access to any car in the aisle without upcharge. Employee must be enrolled in the Emerald Club, see Supply Chain MySource page for instructions. - Additional rental charges for GPS Navigation and toll-passes are encouraged.
Travel – Hotel	Employees should choose "NiSource Preferred Rates" whenever available. In cities where there are no preferred hotel rates, employees should reserve moderately priced accommodations. Conference/Seminar Hotels: Employees are permitted to stay at the hotel hosting the conferences/seminars. Airbnb, VRBO, and other rent-by-owner websites are not allowed unless evidence of pre-approval by the employee's Vice President (or by the officers direct leader) or above is provided.
Travel – Points / Rewards	Travel rewards and points may be earned and/or used on Company travel; however, under no circumstances will Company reimburse employee for rewards or points.
Travel - Meals (and other Business-Related Meals)	Meal costs should correspond appropriately to the business purpose. o Recommend not exceeding $25 breakfast / $30 lunch / $70 dinner before tax and tip ▪ This is not a per diem or entitlement and employee shall not "spend up" to that amount ▪ This is not a hard limit and certain locations and events may justify higher amounts o If alcohol is consumed, there is a two-drink maximum. Additionally, refer to the Alcohol and Illegal Drug-Free Workplace (Non-DOT) Policy. - Exceptions are provided for Team Building Events, Celebrations, Recruiting, Vendor/Client Entertainment, and Meals Furnished for the Convenience of Employer where the facilitator has broader discretion to achieve the business purpose.
Travel – International	Passport, Visa, and the portion of immunization fees not covered by the employee's health insurance are reimbursable
Travel – Miscellaneous	When appropriate for the business purposes, other miscellaneous costs may be incurred.
Mileage Reimbursement for use of personal vehicle	Mileage is reimbursed at the current IRS per mile rate. Gasoline and other vehicle related costs when using a personal vehicle are not reimbursable. Business miles traveled are determined by using the Google Maps feature in MySpend. Business miles are those driven in excess of the normal commute (defined below). Deduction of the normal commute is not required on a non-workday (e.g. weekend) or during a trip with overnight stays that is not a day beginning or ending at the employee's residence. Normal commute is measured from the employee's residence to their assigned work location. For Hybrid employees, there is no distinction in normal commute between days in-office vs. remote workdays. For Fully Remote employees the normal commute is zero miles. If employee has

	more than one residence, then the residence nearest their assigned work location is deemed their residence for mileage reimbursement.
Tips	- Shall not exceed 20% of purchase, must be evidenced by a receipt, and only for normal tipping situations (e.g. taxi, food service, etc.). An exception is provided for venues that automatically add a tip above 20%, in which case no additional tip shall be added. - Small dollar cash tips may be submitted without a receipt (e.g. housekeeping or baggage service).
Vacation while Traveling, including Other Travelers	Travel to and from a location where both business and personal (vacation) activities take place is permitted with manager pre-approval. However, any incremental costs (additional hotel bills, meals, car rental, vehicle insurance, etc.) are the responsibility of the employee and should not be submitted for reimbursement on the expense statement. If anyone is traveling with the employee for personal reasons, the incremental expenses associated with the other individuals' travel, meals, etc. are the responsibility of the employee; if such expenses cannot be separated from business expenses, then expenses should be itemized and marked as personal expenses in MySpend.
Imputed Income	To comply with IRS Regulations, certain items are taxable to the recipient. Examples are listed below, however the list is not all-inclusive: - Gift Cards - Gifts valued in excess of the IRS definition of a de minimis fringe benefit (generally no more than $100) - Retirement Gifts valued in excess of $400 - Spousal/Partner/Friend participation in a business activity (e.g. entertainment event)
Entertainment	Must directly relate to the active conduct of NiSource business and be infrequent in nature. This applies to business development, team building, supplier events, etc.
Dues and Memberships	Fees associated with membership in Civic & Professional Associations (e.g. CPA Society, Institute of Internal Auditors, State Bar Association, WiNUP, etc.) are reimbursable. Special Memberships (e.g. Social Club, Athletic Club, etc.) must be approved by an ELT Member and in the case of an ELT Member, the CEO. They will also require review by the Corporate Tax Department.
Licenses - Operator or Professional	Fees to obtain or renew licenses used for Company use (CDL, CPA, Notary, etc.) are generally allowed, reimbursable expenses. Any training or educational courses taken to prepare for license exams are not allowable reimbursable business expenses, but may qualify under other policies or programs, such as the Education Reimbursement Program.
Screening / Lab work	When required for job function, expenses for drug screening and required lab work are reimbursable.
Safety Gear & Clothing	Reimbursed based on current assigned labor contract or departmental guidelines, or when required to comply with Company safety requirements.
Field, Land, Construction Operations, and Facilities	When immediately necessary, which shall be sufficiently justified by the employee in MySpend, the following items are reimbursable: - Materials & Supplies - Land Expenses (permits, fees, etc.) - Care and services for animals guarding MOD units - State / City Fees & Tax Payments where an invoice was not provided - Tool / Equipment Rental - Tool Purchases - Utilities, which may be charged to OneCard when in compliance with the Source To Pay Policy
Charitable Donations	Requires documented pre-approval by the Governmental & Public Affairs Department. Requires supporting documentation on recipient's letterhead and W9.
Continuing Professional Education (CPE)	Continuing education and training are reimbursable on a case-by-case basis and to the extent it does not conflict with the Education Reimbursement Program.
Work Continuity Event	If there is a designated Work Continuity Event where senior management creates a specific set of guidelines, those guidelines may supersede or align to the provisions set forth herein. The guidelines will only apply to the specifically named Work Continuity Event and specifically named employees. The guidelines and impacted employees will be provided to this policy's administrators.
Company Branded Merchandise	Infrequent gifts of minimal value that are tangible items given to employees or non-employees are reimbursable

APPENDIX C
OneCard Administration

Requesting a OneCard
Employees who incur regular business expenses or travel for work purposes may request a OneCard. Submit your application via the MySpend SharePoint site, complete the required training, and obtain leadership approval. Cards are received within 5 business days. As used herein, the term "Cardholders" refers to employees approved for a OneCard.

Cardholder Responsibilities
Cardholders must use the OneCard only for allowable business expenses as determined by the Business Expense Policy and submit accurate, timely expense reports via MySpend. Cardholders are responsible for all charges and must ensure proper coding and documentation. Cardholders are responsible for late fees due to delayed submissions. Reports not submitted within 3 months will result in card suspension. Personal purchases on OneCard are prohibited.

Submit **one** expense report per month by the 15th day of the following month (e.g., for charges incurred in June, expense report should be submitted by July 15th). Complete all required training, which may be issued yearly or more often if needed. For example, in the case of a policy change impacting cardholders.

Disputes and Fraud
Cardholders must resolve disputes with merchants or contact JPMorgan Chase if unresolved. Misuse or fraud must be reported to the MySpend Team and NiSource Ethics Department.

Card Administration
Inactive cards (no use in 12 months or not activated in 6 months) may be deactivated. Cardholders must surrender cards upon termination or as otherwise requested by the Company.

If excess or inappropriate expenses are reimbursed, employees must repay NiSource using one of the following methods:

1. If your expense report with the charge in question has already been approved, you must pay NiSource by check or money order payable to the relevant company (NiSource Corporate Services, NIPSCO, Columbia Gas of Ohio, etc.). Include the correct account classification and a copy of the expense statement:

   Mail Check or Money Order to:
   Accounts Payable - One Card Administrator
   290 W Nationwide Blvd
   Columbus, OH 43215

2. If your expense report with the charge in question has not been approved (and therefore remains unpaid to Chase), you must submit payment to JPMorgan Chase:

   Register your OneCard account at www.paymentnet.jpmorgan.com or use the mobile site m.jpmorgan.com/card. Use Organization ID: NISOCRD and your User ID (without the 'U'). Follow instructions to register and make payment. Alternatively, call 1-800-316-6056 to pay by phone.

For Internal Use Only Below this Line

Summary of Changes*

Date	High Level Summary of Change(s)
4/30/2026	- Less prescriptive than prior policy - Itemized Receipt level, increased from $25 to $50 - Created two appendices to specifically list items not reimbursable (Appendix A) and to provide guidance for reimbursable items, including travel (Appendix B) - Removed language related to hospital / emergency care - Travel Policy retired in connection with this revision - Appendix C denotes streamlined OneCard administration

*A summary of changes was added to corporate policies beginning in 2024

STATEMENT OF WORK NO. CW2025630
between
NiSource Corporate Services Company
and
Atrium Economics, LLC
to
Professional Services Agreement No. CW2001743

Project Title: Columbia Gas KY ("CKY") 2026 Rate Case Support

Owner Project Manager: Julie Wozniak
Telephone Number: +1 (614) 460-4843
E-Mail: jcwozniak@nisource.com

Consultant Project Manager: Greg Macias
Telephone Number: +1 (573) 289-1396
E-Mail: gmacias@atriumecon.com

Term: This Statement of Work No. CW2025630 ("SOW") is entered into as of December 3, 2025 ("Effective Date"), by and between Atrium Economics ("Consultant") and NiSource Corporate Services Company ("Owner").

The Consultant shall perform the Services in accordance with this SOW. This SOW is governed by and subject to the Short Form Professional Services Agreement No. CW2001743 ("Agreement"), dated January 1, 2022. This SOW shall be effective until December 31, 2027.

1 Scope of the Services

a Project Description Summary.

Consulting and strategic advisory services associated with developing rate offerings and revenue recovery mechanisms for consideration in the 2026 Rate Case. Services will include an allocated class cost of service study (ACOSS), rate design, and expert witness testimony in support of Consultant's findings and recommendations.

b Key Business Objectives.

To assess potential modifications to rate offerings and rate designs, as well as revenue recovery mechanisms, that reduce recovery risk and support company objectives. Additionally, to support CKY's gas rate case filing as expert witness.

c Scope of the Services to be performed.

Task 1 – Administrative and Data Collection

Task 2 – Evaluation of Residential Subclasses

Task 3 – Customer Bill Impact Analysis/Bill frequency

Task 4 – Conduct an Allocated Class Cost of Service Study (ACOSS)

Task 5 – Develop Rate Design by Customer Class

Task 6 – Prepare Minimum Standard Filing Requirement (MSFR)

Task 7 - Post Filing Support

d Approach. How will the actual work be accomplished?

Task 1 – Administrative and Data Collection

Atrium proposes a virtual kickoff meeting as soon as practical to establish the project plan and schedule, review what changes have occurred since the last case, review data requirements, review the revenue proof, and finalize the working relationship and communications protocols between Atrium and CKY. Atrium also anticipates weekly status calls with CKY's team, similar to prior projects with other NiSource Companies.

Task 2: Rate Design Impact Evaluation on Residential Subclasses

Data Acquisition and Validation

Atrium will submit a detailed list of data that it will need from the CKY. To the extent some data is not available and/or is necessary to supplement from 3rd party sources, Atrium will seek a data provider and provide an estimate of the cost of the data subscription for approval by CKY. Any additional data costs are not included in the proposed budget and will be passed through at cost.

Meet with CKY to review data once delivered to Atrium, discuss questions, present summaries of data, and validate with CKY. Note that this step must be completed prior to the rest of the SOW under Task 1. This is to ensure there is agreement on the data that will be analyzed, and it will be imperative to ensure that the data changes are not made once the analytical process begins.

Determination of Residential Subclass Qualifiers

After review of data and agreement upon any supplemental data necessary, Atrium will evaluate the data and propose definitions of single-family & multi-family, as well as low-income & general residential to CKY for use in the analysis and ultimately the rate design should there be a determination of splitting apart general residential into subclasses.

Analysis of Subclasses

a. Perform statistical analysis on the monthly billing data after designation of subclass qualifier to compare usage (and if available, demand) characteristics by subclass. This will include at minimum an analysis of

single-family vs multi-family as well as an analysis of low-income vs general residential usage characteristics to determine how SFV would impact the subclasses.

b. If AMI / daily (or hourly) demand/usage data is available, map this data to its corresponding billing data and analyze this data and compare to the resulting analysis in (a)
c. If (a) and (b) both support the creation of a new split in the General Residential class to Single-Family and Multi-Family rates, use the data in (a) and (b) to separate the usage characteristics to create billing determinants for use in the Class Cost of Service Analysis
d. Optional: If the data is available, extend the income analysis to look at differences in efficiency (energy use per sq ft) as well as primary fuel types (gas vs electric) for winter heating loads.

Additional Support Analysis

Atrium will identify and perform any needed support analyses (e.g., service-cost differences, alternative SFV scenarios, regional comparisons) to develop and support the evidentiary basis for movement towards an SFV structure for various subclasses.

Deliverable

Presentation of Customer Subclass Analysis to consist of examination and identification of differences in usage characteristics between subclasses (single family, multi-family, low income, general residential) with presentation materials provided to NiSource in Microsoft PowerPoint format and underlying data results provided in Microsoft Excel format. Atrium will provide expert written testimony, as needed, to support the findings of its work.

Task 3: Customer Bill Impact Analysis/Bill frequency

Collect and Prepare Data

Atrium will collect and prepare the data required to perform the analysis, focusing on three key data domains: customer information, billing history, and rate/tariff structures. Customer data will include account identifiers, customer classes (residential, commercial, industrial, etc.), and rate district or service location.

Rate and tariff data will include details of existing rates and the proposed rates, such as fixed charges, variable charges, demand charges, time-of-use periods, and applicable riders or surcharges.

Once gathered, Atrium will clean and validate the data to ensure accuracy and completeness, resolving discrepancies between systems and standardizing formats to support reliable calculations.

Development of Plug-and-Play Bill Impact Model

Atrium will develop a plug-and-play model that serves as the core analytical tool for simulating and comparing bill impacts. This model will integrate customer, billing, and tariff data, allowing for dynamic recalculation of bills under the

proposed rate structures. This flexible framework will enable quick scenario testing and efficient analysis as rate design proposals evolve.

Calculation of Current Bills

Atrium will recreate customer bills under the current tariff structure using the prepared data. This step verifies that the billing model accurately reflects the utility's existing rate design. Atrium will compare the recalculated bills with the actual historical bills to confirm the model's accuracy, investigating any discrepancies that exceed acceptable variance thresholds. This validation ensures the model can be confidently used for future scenario simulations.

Simulation of Proposed Tariffs

Atrium will apply the proposed tariff structures to the same usage and customer data to simulate new bills under the revised rates. Using the same billing determinants ensures comparability between current and proposed scenarios. The recalculated bills will reflect the impact of new rate components, tier thresholds, or structural changes introduced by the proposal. This step produces a detailed, customer-level comparison of old and new billing outcomes.

Analysis of Bill Impacts

Atrium will analyze the difference between the bills under current and proposed tariffs to determine the customer-level and segment-level bill impacts. The analysis will measure both the absolute and percentage changes in customer bills. Results will be summarized by customer class, usage level, and rate district to identify trends and outliers.

Task 4 – Conduct an Allocated Class Cost of Service Study (ACOSS)

Atrium will be responsible for preparing the ACOSS for filing in CKY's upcoming natural gas general rate case. Atrium will prepare the necessary support studies utilizing CKY's data and structure the analyses to provide CKY with customer, demand, and commodity costs and rates of return by customer rate schedule. The results of the ACOSS will be presented in a format that meets the Minimum Standard Filing Requirements (MSFR) of the Kentucky Public Service Commission (KPSC). In conducting the ACOSS, Atrium will perform the following tasks:

- Serve as a Subject Matter Expert (SME) and provide recommendations and guidance.
- Review historical regulatory decisions pertaining to cost of service allocation methodologies, provide expertise and recommendations, and verify the Company's preferred approach to its class cost of service studies.
- Review historical studies and determine whether modifications are warranted.
- Conduct studies of various cost components in order to determine appropriate allocation factors to be utilized.
- Set up and run the ACOSS model using the results of the revenue requirement and allocation factor studies to obtain preliminary results of the cost of service, by class.

- Evaluate the cost functionality, classification, and allocation methodologies employed in the class cost of service model.
- Review the consistency of CKY's current cost of service results with its previous filings and examine the underlying factors related to any identified disparities.
- Recommend and test alternative cost allocation methodologies against class rate of return results.
- Prepare expert testimony in support of the selected cost of service approach.

Task 5 – Develop Rate Design by Customer Class

Utilizing the class cost of service along with other relevant non-cost factors, Atrium will prepare a proposed revenue allocation and rate design for each of CKY's classes of service. Atrium will be responsible for performing the following tasks:

- Serve as a Subject Matter Expert (SME), provide overall strategic guidance and specific recommendations.
- Distribute CKY's proposed revenue increase among its classes of service. We will evaluate and reflect considerations such as the cost of service by class, the customer billing class rate impacts, market conditions in CKY's service territory and historical rate perspectives.
- Combine allocated costs, billing units, and bill frequency data to evaluate rate design alternatives for proper economic price signals, margin stability, and reasonable customer bill impacts.
- Develop the specific rate-related elements of CKY's rate proposals, including any desired changes to rate class changes, separate unit charges, rate levels, unbundled and ancillary service options, and terms and conditions of service.
- Prepare expert testimony in support of the selected revenue allocation and rate design.

Task 6 – Prepare Minimum Standard Filing Requirement (MSFR)

Atrium will prepare all the required minimum filing requirement schedules related to the cost of service and rate design to meet the KPSC requirements in the required formats.

Task 7 - Post Filing Support

In the post-filing phase, Atrium will perform the following services, as needed:

- Respond to KPSC and Intervenor interrogatories within required time frames.
- Prepare rebuttal testimony responding to Intervenor testimony.
- Assist with the development of data requests and cross-examination questions of the intervenors' testimony.
- Participate in witness preparation sessions.
- Provide expert testimony before the commission.
- Participate and support settlement discussions, as needed.

- Assist with the drafting of briefs.
- Review and provide comments on the proposed order, as needed.
- Review and provide comments on the Commission's order, as needed.
- Provide support for the Compliance Filing, as needed.
- Provide electronic files (e.g., Microsoft Excel) of all models.
- Support efforts on rehearing, as needed.

e *Definitions. Any additional Definitions not defined in the Agreement?*
(Owner for the purposes of this SOW shall mean Owner, Owner Project Manager or their designee)

All data related to this SOW must be stored within the continental USA. In the event of a cyber event, the supplier shall notify Owner within 24 hours of the event occurrence.

Project Deliverables
This section should list all Deliverables and specific dates when the Consultant is to deliver the following or clearly set forth the performance milestones:

#	Deliverable name and description	Responsible Party	Acceptance Criteria	Accepting Party	Due Date	Milestone Payment
1	Presentation of Customer Subclass Analysis to consist of examination and identification of differences in usage characteristics between subclasses (single family, multi family, low income, general residential) where presentation materials will be provided to NiSource in Microsoft Powerpoint format and underlying data results provided in Microsoft Excel format.	Consultant	Review and approval at the sole discretion of CKY Project Manage	CKY Project Manager	As mutually agreed upon by both parties but understood to be completed so that the information contained can be considered as part of the 2026 Rate Case	Atrium to invoice NiSource monthly on a time and materials incurred basis.
2	Presentation of Customer Bill Impact Analysis to consist of development of a plug-and-play bill impact model for quick and efficient analysis of rate design proposals where presentation materials will be provided to NiSource in Microsoft PowerPoint format and underlying data results provided in Microsoft Excel format.					
3	Presentation of Cost of Service Study which includes development of supporting studies, development of cost of service study using Atrium's model and evaluation of cost functionality, classification and allocation methodologies where summary presentations will be provided to NiSource in Microsoft PowerPoint format with underlying data results provided in Microsoft Excel format.					
4	Presentation of Revenue Apportionment and Rate Design based on class cost of service study results which will consider both cost-based and policy-driven considerations as well as the analysis conducted as part of deliverable #1, where presentation will be provided to NiSource in Microsoft PowerPoint format with					

#	Deliverable name and description	Responsible Party	Acceptance Criteria	Accepting Party	Due Date	Milestone Payment
	underlying data results provided in Microsoft Excel format.					
5	Prefiled Direct Testimony, to consist of written testimony (QA) in support of the findings discovered in items 1-4 above, where applicable, in Microsoft Word format with supporting workpapers provided in Microsoft Excel (or other) formats as necessary.					
					Total fees:	See Section 5

2 Meetings & Reports

Consultant and Owner shall meet as necessary to perform the Services.

3 Tools

Consultant requires continuing access to Owner's Regulatory Case Management Database ("The Tool").

4 Resource Table

This section must specify any Consultant personnel who are deemed by Owner to be essential to the Consultant's performance of this SOW.

Staff Position	Hourly Rate
Managing Partner	$440
Managing Director	$440
Director	$420
Managing Consultant	$390
Senior Consultant	$350
Consultant	$300
Senior Analyst	$240
Analyst	$180
Project Assistant	$100

5 Fees for Services, Not-to-Exceed Amount

Fees for the pre-filing tasks within this SOW shall not exceed $196,000, unless authorized in writing by Owner in advance. Post filing fees shall be billed according to the rates in the above Resource Table. Post filing fees shall not exceed $80,000 without written approval from Owner in advance. The overall fees for this SOW shall not exceed $276,000.00 without prior written approval from Owner in advance. Budget does not include any travel expenses or expenses for data or other products.

If a need for data or other products arises, Atrium will pass those costs through to Owner at cost only with written prior approval by Owner.

6 Reimbursement of Expenses

In addition to the not-to-exceed amount, Consultant shall be reimbursed at cost for fully documented, reasonable travel and living expenses. Reasonable travel and living expenses include airfare, meals, and accommodations. Other reasonable expenses may be reimbursed at cost by Owner, but these other expenses must be approved in advance by Owner. Consultant must follow the policies outlined in the Owner Travel Policy which can be made available upon request. Expenses as described in this paragraph shall not exceed 10% unless authorized in writing by Owner in advance.

7 Change Orders

In case either party desires Services beyond those outlined in this Statement of Work, Consultant will estimate the time and cost of those needs and communicate that to Owner. If Owner agrees to those additions, a project change request will be written and agreed to by both parties and an appropriate amendment to this SOW will be executed between the parties in advance of any additional Services to be performed.

Consultant acknowledges that the Services set forth in this SOW shall be subject to and governed by all terms and conditions of the Agreement. Undefined terms used herein shall have the meaning as set forth in the Agreement. Facsimile, electronic mail and pdf signatures to this SOW shall be as legally binding and considered in all manner and respects as original signatures.

IN WITNESS WHEREOF, Consultant and Owner have caused this SOW to be executed by their duly authorized representatives as of the Effective Date.

Accepted and Agreed to
NISOURCE CORPORATE SERVICES COMPANY

By: Signed by: 040A037682DF4E4...

Name: 4=DDA>=GÃ8@AB;DL

Title: :6 Ã7;I=HÃÀÃ7=?JC;IEGLÃ8IG;I=?L

Date: $%"."%#%(ÃMÃ$$-&)Ã.5Ã689

Accepted and Agreed to:
ATRIUM ECONOMICS

By: DocuSigned by: 26264310D446458...

Name: 4E@DÃ9;LCEG

Title: 5;D;?AD?Ã6;GID=G

Date: $%"&"%#%(ÃMÃ*-'&Ã.5Ã689

STATEMENT OF WORK NO. CW2025985
between
NiSource Corporate Services Company
and
Gannett Fleming Valuation and Rate Consultants, LLC
to
Professional Services Agreement No. CW1990730

Project Title: Columbia Gas of Kentucky 2026 Rate Case

Owner Project Manager: Julie Wozniak
Telephone Number: 614-460-4843
E-Mail: jcwozniak@nisource.com

Consultant Project Manager: John J. Spanos
Telephone Number: 717-886-5721
E-Mail: jspanos@gftinc.com

Term: This Statement of Work No. CW2025985 ("SOW") is entered into as of December 17, 2025 ("Effective Date"), by and between Gannett Fleming Valuation and Rate Consultants, LLC ("Consultant") and NiSource Corporate Services Company ("Owner").

The Consultant shall perform the Services in accordance with this SOW. This SOW is governed by and subject to the Professional Services Agreement No. CW1990730 ("Agreement"), dated June 3, 2020, and as amended June 11, 2025. This SOW shall be effective until June 30, 2027.

1 Scope of the Services

Consultant will conduct depreciation studies of the gas plant of Columbia Gas of Kentucky, Inc. ("CKY" or "Company") as of October 31, 2025 and a forecasted test year study as of December 31, 2027. The depreciation studies will be submitted as part of the 2026 rate case filing in early May 2026.

A considerable amount of rate case activity usually occurs after the filing of direct testimony and the case-in-chief. Additional time is typically required for responding to interrogatories, reviewing and analyzing the testimony of multiple opposing witnesses, conducting additional research and developing counter-arguments to the testimony of the opposing witnesses (as appropriate), drafting/preparing rebuttal testimony and all associated tables and supporting exhibits, preparing for and attending evidentiary hearings for purposes of cross-examination, assisting legal counsel in the preparation of legal briefs, and participating in settlement negotiations (as required).

The depreciation studies will include seven major tasks up to the date of filing with the Kentucky Public Service Commission ("KPSC"). Once the depreciation studies are filed, Consultant will prepare testimony and respond to any data requests from the KPSC. The following scope of services sets forth Consultant's depreciation consulting services work plan.

2 Project Deliverables

Task 1. Data Assembly and Review. Consultant has prepared a written data requirements list for both components of its services for CKY personnel to use in assembling the needed data for the services. The list specifies the data to be obtained for each plant account and the manner in which the data are to be transmitted to Consultant. The required data will be actual data from January 1, 2024 through October 31, 2025 for rate case and forecasted data for the period November 2025 through December 2027.

The assembled data will be reviewed by Consultant's staff and a "post audit" computer program for control and logic. Irregular or unusual entries will be identified and reviewed with CKY personnel to determine their circumstances and whether they require adjustment. Large retirements also will be identified and explanations as to the cause of such retirements will be requested.

Task 2. Statistical Analyses of Data. The data assembled and reviewed in Task 1 will be analyzed for historical indications of service life using the retirement rate method.

Trends in average service life and survivor curve shape will be identified through the use of experience band analyses with the retirement rate model. Experience bands will identify the impact of economic and technological cycles on the service life of property groups. The selection of the bands for analysis will be based on a review of annual addition and retirement levels, a multiple original group life table, and preliminary discussions with operating management related to changes in materials used in construction, changes in installed technology and major retirement programs.

Annual gross salvage and cost of removal will be expressed as percents of the related retirements for all accounts, as appropriate. Moving averages will be used to smooth the annual fluctuations.

Task 3. Field Review and Management Conferences. Consultant will meet with the appropriate personnel to obtain additional information related to the outlook for each asset class. After review of the data, Consultant will determine if conducting field reviews of representative property will be necessary since the last service life study was performed in 2024. The results of the statistical analyses conducted in Task 2, the typical range of lives and net salvage used in the gas industry, and Consultant's general experience, will be reviewed with these personnel as a basis for forecasting future survivor and net salvage characteristics.

Task 4. Preliminary Estimates and Calculations. Preliminary calculations with the established average service lives, type survivor curves and amortization of net salvage amounts will be performed for each test year.

Task 5. Review with Company Personnel. The results of the depreciation calculations and the bases for such calculations will be reviewed with Company personnel to ensure that the results are in accordance with the Company's capital recovery policies and outlook.

Task 6. Final Estimates and Calculations. Final calculations of depreciation accrual rates and reserves by account for each test year will be performed in order to reflect appropriate modifications as determined during the review with management.

Task 7. Draft and Final Reports. Draft reports will be prepared for review by Company management. The reports will include an introduction, a description of the

methods used in the statistical analyses and depreciation calculations, a narrative discussion of the factors considered in the estimation of service life and the summary and detailed tabulations of depreciation by account. After review, comment and discussion, final reports will be prepared and submitted to management.

Pre-Filing Services:

#	Deliverable name and description	Responsible Party	Acceptance Criteria	Accepting Party	Due Date	Monthly Payment
1	Complete all analysis work as described in Section 2 of this SOW	Consultant	Review and approval at the sole discretion of the NiSource Project Manager	NiSource Project Manager	As mutually agreed upon	Invoices issued on a monthly basis for work performed during the preceding month
2	Develop and present preliminary depreciation calculations to the CPA rate case team, to be provided in Excel/PDF format	Consultant	Review and approval at the sole discretion of the NiSource Project Manager	NiSource Project Manager	As mutually agreed upon	Invoices issued on a monthly basis for work performed during the preceding month
3	Prepare and deliver final estimates, calculations and reports to the CPA rate case team, to be provided in Excel/PDF format	Consultant	Review and approval at the sole discretion of the NiSource Project Manager	NiSource Project Manager	As mutually agreed upon	Invoices issued on a monthly basis for work performed during the preceding month
4	Direct Testimony Development (final draft), to be provided in Word format	Consultant	Review and approval at the sole discretion of the NiSource Project Manager	NiSource Project Manager	As mutually agreed upon	Invoices issued on a monthly basis for work performed during the preceding month
5	Direct Testimony Completion and Filing, to be provided in Word format	Consultant	Review and approval at the sole discretion of the NiSource Project Manager	NiSource Project Manager	As mutually agreed upon	Invoices issued on a monthly basis for work performed during the preceding month
6	Participate in rate case meetings as scheduled via phone call or conference call	Consultant	Review and approval at the sole discretion of the NiSource Project Manager	NiSource Project Manager	As mutually agreed upon	Invoices issued on a monthly basis for work performed during the preceding month
					Total:	$60,000 (not-to-exceed)

Post-Filing Services:

#	Deliverable name and description	Responsible Party	Acceptance Criteria	Accepting Party	Due Date	Monthly Payment
1	Post-Filing Support as outlined in Section 1 above	Consultant	Review and approval at the sole discretion of the NiSource Project Manager	NiSource Project Manager	As mutually agreed upon	To be invoiced on a time and materials basis using personnel hourly rates in effect per the Resource Table below and as referenced in this Section 2. Invoices issued monthly for work performed during the preceding month

RESOURCE TABLE	
Name and Role	Hourly Rate
John J. Spanos, President	$360.00
Ned W. Allis, Senior Vice President	$340.00
Project Manager, Depreciation Studies	$260.00
Assistant Project Manager	$240.00
Senior Project Analysts	$235.00
Project Analysts	$220.00
Senior Analysts	$200.00
Analysts	$190.00
Associate Analysts	$180.00
Senior Technicians	$150.00
Support Staff	$160.00

The hourly rates as shown in the above Resource Table are effective through December 31, 2026, after which time they are subject to review and possible revision, effective January 1, 2027. Consultant will advise Owner prior to January 1, 2027 of any rate changes.

3 Meetings & Reports

Consultant and Owner shall meet as necessary to perform the required Services. Consultant will attend rate case meetings as scheduled by NiSource Project Manager or designee.

4 Tools

To complete work activities, Consultant requires Owner's support with regard to securing data requests for plant, financial and operating data as needed.

5 Fees for Services, Not-to-Exceed Amount

Part A. The Consultant's fees for all pre-filing work activities as described in Section 1 plus fees for post-filing activities described in Part B below shall not exceed $80,000 in total, unless authorized in writing by Owner in advance. Owner agrees that it shall not unreasonably withhold such written authorization in the event that the project work requirements exceed those contemplated within this SOW.

Part B. The Consultant's fees for post-filing work activities shall be invoiced on a time and materials basis in accordance with the hourly rates reflected in the Resource Table in Section 2 , noting that those rates are effective through December 31, 2026, after which time they are subject to review and possible revision effective January 1, 2027. Owner agrees that it shall not unreasonably withhold written authorization in the event that the project work requirements within the Scope of Services identified in Section 1 exceed those contemplated within this SOW, and further agrees that such additional work requirements shall not constitute a Change Order as contemplated in Section 8 below.

6 Reimbursement of Expenses

In addition to the not-to-exceed amount, Consultant shall be reimbursed at cost for fully documented, reasonable travel and living expenses. Reasonable travel and living expenses include airfare, meals, and accommodations. Other reasonable expenses may be reimbursed at cost by Owner, but these other expenses must be approved in advance by Owner. Consultant must follow the policies outlined in the Owner Travel Policy which can be made

available upon request. Expenses as described in this paragraph shall not exceed 10%, or $8,000 unless authorized in writing by Owner in advance.

7 Change Orders

In case either party desires Services beyond those outlined in this Statement of Work, Consultant will estimate the time and cost of those needs and communicate that to Owner. If Owner agrees to those additions, a project change request will be written and agreed to by both parties and an appropriate amendment to this SOW will be executed between the parties in advance of any additional Services to be performed.

Consultant acknowledges that the Services set forth in this SOW shall be subject to and governed by all terms and conditions of the Agreement. Undefined terms used herein shall have the meaning as set forth in the Agreement. Facsimile, electronic mail and pdf signatures to this SOW shall be as legally binding and considered in all manner and respects as original signatures.

IN WITNESS WHEREOF, Consultant and Owner have caused this SOW to be executed by their duly authorized representatives as of the Effective Date.

Accepted and Agreed to: NISOURCE CORPORATE SERVICES COMPANY	**Accepted and Agreed to:** GANNETT FLEMING VALUATION AND RATE CONSULTANTS, LLC
By: Signed by: 040A037682DF4E4...	By: Signed by: DD3A46591E3C49C...
Name: 5?FFC@?IĀ9BCD<FN	Name: 5GBFĀ9H<FGJ
Title: ;7 Ā8<K?JĀÀĀ8?ALE<KGINĀ9KI<K?AN	Title: $%"$,"%#%(ĀOĀ)-$*Ā.6Ā79:
Date: $%"%&"%#%(ĀOĀ*-##Ā.6Ā79:	Date: 7I?JC>?FK

REGULATORY / FINANCE ASSOCIATES, LLC

December 16, 2025

Jennifer Shikany
NiSource Corporate Services Company
801 E. 86th Avenue
Merrillville, IN 46410

Jenn,

I am pleased to submit this Engagement Letter to you in connection with the 2026 rate case filing for Columbia Gas of Kentucky, Inc. ("CKY" or the "Company"). My understanding is that the Company will be filing its 2026 rate case with the Kentucky Public Service Commission during May 2026. As part of that filing, Regulatory Finance Associates, LLC ("RFA") will provide the Company with support relating to CKY's proposed cost of equity, overall fair rate of return, embedded cost of debt, and ratemaking capital structure. The professional services that RFA will provide in connection with this engagement are expected to be provided over a twelve month period spanning between December 2025 and November 2026.

In accordance with regulatory best practices, the quantitative analyses and pre-filed direct testimony that RFA will prepare in support of the Company's rate proceeding will be exhaustive and fully comprehensive in nature, thus ensuring the statistical reliability of our analyses and ultimate recommendations. In addition to conducting the traditional quantitative evaluations of the various cost of equity analytical models, our analyses will also include an evaluation of three separate proxy groups to enhance the statistical reliability of the analytical results (instead of the standard one or two proxy groups), a comprehensive comparative risk assessment comparing the risk profile of the Company to the three respective proxy groups, as well as an evaluation of the regulatory mechanisms that are utilized by the utility proxy group companies, which may have some bearing on our comparative risk assessment.

RFA will rely upon and work in conjunction with the NiSource regulatory and treasury teams to compile the Company's responses to the Standard Filing Requests ("SFR's") including the "J" Schedules that are required as part of the rate case filing process.

Based upon my experience in supporting the Company's past rate case filings, my best estimate of the total amount of time that RFA will dedicate to the aforementioned activities, up until the time that the Company files its case-in-chief, will be approximately 160-170 hours. These pre-filing activities will be billed at an hourly rate of $270/hour for services provided prior to the Effective Date of Amendment No. 5 to the Independent Contractor Agreement between NiSource Corporate Services Company and Regulatory Finance Associates, LLC, and $280/hour thereafter. Accordingly, the fee for our work activities up until the time that the Company files its case-in-chief is expected to be in the range of $44,000 - $47,000.

REGULATORY / FINANCE ASSOCIATES, LLC

As you are probably well aware, a considerable amount of rate case activity usually occurs after the filing of direct testimony and the case-in-chief. Additional time is typically required for responding to interrogatories, reviewing and analyzing the cost of capital testimony of the opposing parties, preparing rebuttal testimony, preparing for and attending evidentiary hearings for purposes of cross-examination, and assisting legal counsel in the preparation of legal briefs. These post-filing activities will be billed at an hourly rate of $280/hour, plus reimbursement of any out-of-pocket expenses, pursuant to the Independent Contractor Agreement (CW1996701) between NiSource Corporate Services Company and Regulatory Finance Associates, LLC, dated February 10, 2021, as amended (the "Agreement"). Based upon my experience with the Company's rate proceedings in prior years, and in the event that the rate proceeding is settled, the total number of hours typically dedicated to the aforementioned post-filing activities can range from approximately 85% to 95% of the total number of hours that are required for the work activities leading up the filing of our direct testimony and the case-in-chief. In the event that an evidentiary hearing and witness appearances thereto are required, this percentage will likely be in the range of 95% to 105%.

RFA's performance of the scope of services set forth in this Engagement Letter shall be subject to and governed by the terms of the Agreement. Any conflict or inconsistency between the terms of this Engagement Letter and the terms of the Agreement shall be resolved in favor of the terms of the Agreement. Any capitalized terms used in this Engagement Letter that are not expressly defined herein shall have the meaning given to them in the Agreement.

Thank you for selecting Regulatory Finance Associates, LLC to assist you with the Company's 2026 rate case filing. If the terms of this Engagement Letter are acceptable to you, please confirm this by placing your signature below and returning this executed Engagement Letter to either RegulatoryFinanceAssociates@gmail.com, or by U.S. mail to: Regulatory Finance Associates, LLC, 80 Blake Boulevard, #4572, Pinehurst, NC 28374.

Sincerely,

Vincent V. Rea
Managing Director
Regulatory Finance Associates, LLC

Acceptance of this Engagement Letter

_____ _____

Accepted and Agreed to:
NISOURCE CORPORATE SERVICES COMPANY

Accepted and Agreed to:
REGULATORY FINANCE ASSOCIATES LLC

REGULATORY / FINANCE S. LLC

By: Signed by: 040A037682DF4E4... _____

Name: 4=DDA>=GÃ8@AB;DL

Title: :6 Ã7;I=HÃÀÃ7=?JC;IEGLÃ8IG;I=?L

Date: $")"%#%(ÃMÃ+,$*Ã-5Ã689

By: Signed by: Vincent Rea 853D11F7576C4E6... _____

Name: :AD<=DIÃ7=;

Title: 5;D;?AD?Ã0AG=<IEG

Date: $"*"%#%(ÃMÃ*,&*Ã-5Ã689

Schedule of Work No. 1
to
NiSource Corporate Services Company Short Form Professional Services Agreement
No. CW1965683 dated July 10, 2017 ("Agreement")

Introduction and Term:
This Schedule of Work No. 1 ("SOW") is entered into by and between The ACT 1 Group, Inc., a California corporation doing business as Agile•1, ("Consultant") and NiSource Corporate Services Company, ("Owner"), effective as of the Effective Date of the Agreement. This SOW shall remain in effect unless terminated in accordance to the Agreement. Any changes to this SOW must be agreed upon in writing by Consultant and Owner in an executed Amendment to this SOW.

This SOW identifies the purpose, deliverables and performance guidelines for implementation of the Consultant's Managed Services Program ("MSP"). The MSP incorporates the tasks of the management of contingent labor services to Owner and implementation and use of Consultant's technology, ("Acceleration VMS™"), for use by Owner. Upon termination and/or completion of this SOW, Consultant shall furnish all data, Work Product and/or Confidential Information held by Consultant and all Subcontractors to Owner at no additional cost to Owner in a format required by Owner. Furthermore, Consultant agrees to cooperate fully with Owner for any transition assistance required, for up to 6 months, in the case of termination or non-renewal expiration of this SOW and/or the Agreement.

Additional knowledge gained during future interactions may dictate a change of strategy or approach. However, this SOW represents a *"Good Faith"* estimate of Consultants' plan for configuring the Acceleration VMS™ technology to meet the daily contingent worker management needs for Owner. While being configured specifically for Owner, Consultant's functionally standard tools will meet and/or exceed the needs of Owner unless otherwise stated.

All defined terms in this SOW will have the same meaning as in the Agreement unless otherwise specified. All references to Sections will be to the Sections of this SOW, unless otherwise indicated.

A. Description of Professional Services

The following technology and services are being offered as modular components. Checked modules are included in this program. Descriptions of the technology listed below are available in Exhibit D of this SOW.

Acceleration Technology (Select all modules that apply)

☒ Vendor Management System (ACCELERATION- VMS)
☐ Applicant Tracking System (ACCELERATION-ATS)
☐ Statement of Work Management (ACCELERATION-SOW)

☐ Independent Contractor Compliance – 1099 (ACCELERATION-ICC)

Services (Select all that apply)

☒ Managed Services Program (MSP)
☒ Monitoring Services, Background Check, Drug Screening, etc.
☒ Payroll Service Management

Description of Project

EXECUTIVE SUMMARY:
Consultant will provide a comprehensive, efficient and cost-effective solution to manage and deliver Owner's contingent workforce. Through the use of Consultant's Web-based technology, and management services components, Consultant will be Owner's single-source, Managed Services Program (MSP) solution. As part of the MSP, Consultant's professionals are assigned to help manage Owner's day-to-day staffing needs by leveraging staffing industry expertise and rules-based technology.

OWNER STATED STRATEGIC OBJECTIVES:
Owner's requirements include the need to increase process efficiencies and effectiveness for contract labor acquisition through the facilitation of order fulfillment and supplier management; standardized agreements for contingent workforce; leveraging spend with fewer qualified Staffing Suppliers; identifying Return on Investment ("ROI"); expanding the program to other facilities through a scalable solution; providing better access to information, including reports and approved time/expense to Staffing Suppliers; reducing the risk of co-employment and independent contractor compliance with the utilization of contingent workforce; and minimizing the environmental impact on its current state of operations.

CONSULTANT SOLUTION SUMMARY:
Consultant will serve as the single point of contact to interface between Sourcing, Human Resources, Managers & Staffing Suppliers through a Managed Service Program (MSP) utilizing Consultant's talent acquisition and management systems, herein referred to as "Acceleration." Modules to be deployed include the Vendor Management System (ACCELERATION-VMS), with option to add additional modules) at a future date. Consultant serves as an advocate for Owner through its management of Staffing Suppliers, contingent labor, and strategic sourcing initiatives helping Owner to make business decisions that are cost effective and meet their strategic objectives. Consultant will provide contingent labor management services and manage its Acceleration VMS™ technology, which will assist Owner in the management of contingent labor. Acceleration is a Web-based, automated tool that allows Owner's hiring managers the ability to strategically view and control contingent labor spend, shorten delivery time, enhance matching of skilled candidates, increase operational efficiencies, and expand and improve reporting.

Consultant will develop and implement a customized program for Owner based on business rules to be mutually defined and agreed upon with Owner. The solution will be deployed through several phased implementations. The program, in its entirety, will provide Owner with a single management organization for Staffing Suppliers providing contingent labor in accordance with Owner's needs. Consultant will act as the agent between Owner's authorized requestors and approved supplier base (to be determined by Owner). Consultant will provide Owner with consolidated billing for all contingent labor provided under this Agreement, in an electronic format compatible with Owner's billing system.

B. Detailed Scope of Work for the proposed program to Owner include:

DISCOVERY –
Consultant will work with Owner to collect necessary data, business rules, program goals, etc. to help build a framework for the MSP to be developed and deployed. This engagement will last approximately two (2) weeks from inception and will help Consultant and Owner flush out critical details needed to finalize the structure of the Consultant MSP. A detailed description of data and information needed to be collected will be provided by Consultant during the Discovery Phase.

The Parties are required to make available the necessary resources, in a timely manner, to meet project timelines. Consultant will evaluate all of the data and provide recommendations to Owner on program structure, deployment approach, process opportunities, success criteria and many other pertinent informational areas. As an outcome of the discovery, Consultant and Owner will possess a "Solutions Document" that will directly lead to the Project Charter and Project Plan needed to proceed with the implementation of the Consultant's customized MSP Services.

MSP PROGRAM –
Consultant will provide an on-site support team at Merrillville, IN, (the "Primary On-Site Location"). The Primary On-Site Location may be relocated as mutually agreed by the Parties. Additional on-site personnel may be deployed at locations other than the Primary On-Site Location as mutually agreed upon. Other personnel and support may be located at a Consultant Service Center in regional centers to support business throughout Owner sites in North America. Consultant personnel are experienced and equipped to fulfill program tasks and serve as single point-of-contact for any contingent worker question or issue. Consultant will determine the number of personnel allocated or dedicated to supporting Owner to fulfill its obligations under this SOW. Personnel and the support structure of these support personnel (dedicated vs. shared service center) will be determined by Consultant based on several factors including overall financial feasibility, Owner need by location, volume of activity, and other factors. Consultant will be responsible to manage the program as defined in this SOW through a set of mutually agreed upon Service Level Agreements ("SLA's") and Key Performance Indicators ("KPI's") ,as outlined in Exhibit A. Notwithstanding anything in the Agreement or this SOW to the contrary, in no event will Consultant's SLA penalty

exposure during any measurement period exceed twenty percent (20%) of collected MSP Fees.

Key Consultant Personnel

Key Consultant Personnel shall be set forth below in this section. Unless otherwise approved in writing by Owner, and except in the case of death, disability, illness, termination of employment or other grave personal circumstances, individuals filling the key positions below may not be transferred or re-assigned without the prior written consent of Owner and in any event until a suitable replacement has been approved by Owner, and no such transfer shall occur at a time or in a manner that would have an adverse impact on delivery of the Services provided by Consultant.

1. Michael Kersey, Implementation Project Manager
2. Client Services Manager
3. Arnita Smith, Director, Client Services
4. Tamara Rashid, RVP, Client Services

When Consultant personnel are located at Owner site(s), Owner will be responsible for providing Consultant with adequate professional space, equipment and supplies for each Consultant personnel housed at an Owner location. Equipment per individual includes 1 laptop computer with the necessary software loaded to access Owner's internal network (including internal email systems) and unrestricted Internet access, along with access to other office equipment (telephone, copier, fax, printer, etc.).

Consultant will make available the Acceleration VMS™ technology to receive requisitions from Owner requestors, public requisitions to Owner's applicable Vendor base and to facilitate the fulfillment process where appropriate. Standard facilitation of the requisitioning process includes access to the Acceleration VMS™ requisitioning module for self-service requesting. Additional services that Owner will receive as a part of this MSP include:

- Job monitoring for fulfillment
- Vendor monitoring for fulfillment
- "Skill match" review of the candidates submitted by Vendor(s) when required
- Facilitation of the placement process
- Facilitation of the on-boarding and off-boarding processes

Consultant Acceleration VMS™ permits a standardized, consistent process to obtain Contingent Workers that promotes competition among Staffing Suppliers. Several options for order distribution can be incorporated such as a "jump-ball" or "tiered Vendor" approach to order fulfillment, whereby the only Staffing Suppliers favored are the ones that can produce the best overall result for Owner. Consultant Acceleration VMS™ permits multiple approaches to be deployed to meet Owner's various workforce demands.

Consultant will provide Owner with access to the following Acceleration VMS™ modules:

- ☒ Requisitioning
- ☒ Time and Expense
- ☒ Statement of Work Management
- ☒ Reporting
- ☒ Executive Dashboard
- ☒ Invoicing

Consultant will provide Owner a market rate analysis following implementation.

Consultant's program includes the engagement of Consultant's Global Strategic Sourcing ("GSS"). This includes: needs assessment, identification, qualification, negotiation, performance management, auditing, and ongoing coaching of Staffing Suppliers participating in the program.

Consultant encourages a solution that takes into account the various needs of end-users across all locations, departments and all types of labor. If necessary, minor changes to program configuration that can be made to accommodate the differences.

Consultant will submit and manage a consolidated invoice to Owner on-behalf of all Staffing Suppliers. Owner will pay Consultant, then Consultant will pay the Staffing Suppliers at the agreed upon rates and terms for each Staffing Supplier as outlined in Exhibit B.

Consultant will provide payroll services through AllSourcePPS, Inc. A transition of any current payroll service employees will be developed during the implementation phase of this program where applicable. Payroll service rates are defined in Section J of this SOW.

Assignment management: Consultant will manage Staffing Suppliers to established rules, regulations or guidelines mutually agreed upon with Owner during implementation and throughout the life of the Managed Services Program. A detailed operations guide will be developed specific to this program for ongoing management of this program which may also address items such as pre-hire requirements (drug screen, and/or background check, to the extent permitted by applicable law), assignment duration limits, communication with Owner's Security Department, off-boarding, etc.

Consultant, in partnership with Owner, will create a standard Vendor agreement to be executed by Consultant and Staffing Suppliers, which will include the flow-down of all applicable material provisions in the Agreement and this SOW relevant to Staffing Suppliers' performance of services and providing of goods or deliverables. Staffing Suppliers will be required to accept the terms and conditions of their agreement with Consultant in order to participate in the program and receive orders. Failure to accept the terms and conditions as set forth by Consultant will require Owner's further evaluation of the Staffing Supplier in question prior to any further action by Consultant. This will ensure all Staffing Suppliers are compliant with the terms and conditions required by Owner and Consultant.

Consultant will provide payrolling services which may include a limited number of Contingent Workers who happen to be former retired employees of Owner ("Retired Contingent Workers") or other Contingent Workers that are not associated or affiliated with a Staffing Supplier. Because Owner has identified this limited subset of specific Contingent Workers to be payrolled by Consultant, the obligations of Consultant and AllSourcePPS with respect to payrolled workers is limited to the performance of payment and tax withholding obligations, and neither Consultant nor AllSource are responsible for the acts or omissions of the payrolled workers. As employer of record, AllSource will be responsible for all employer-related functions with respect to payrolled workers including, but not limited to, payment of wages, provision of benefits, and tax withholding.

ACCELERATION VMS™ CONFIGURATION –

Acceleration VMS™ System Configuration ("System Configuration") includes establishing data file feeds between Owner's Human Resource Information System ("HRIS") and Account Payable ("AP") systems (via File Transfer Protocol ("FTP") or other agreed upon method). Additionally, Consultant will develop an interface to validate Owner codes for requisitioning purposes. Any additional System Configuration or customization will be reviewed and may require additional charge on an hourly fee basis to be defined and agreed to by the Parties. Any additional work or fees shall be agreed upon in writing by the parties through an amendment to this SOW before any work is undertaken by Consultant. Consultant will use a technology solution with custom settings determined by Consultant to meet Owner's needs during the Discovery Phase. System Configuration included in this implementation is limited to existing functionality of the Consultant technology at the time of Discovery Phase and any other mutually agreed upon custom functionality required to successfully manage Owner's contingent workforce. Should any custom development and functionality be required to provide functionality not available at the time of System Configuration, additional fees may apply. Any additional work or fees shall be agreed upon in writing by the parties through an amendment to this SOW before any work is undertaken by Consultant. Should any material provided by Owner to Consultant require translation into a language other than English, or from a different language to English, the cost of any such translation will be passed through at cost to and will be reimbursed by Owner.

Consultant will provide Owner with a detailed Configuration Document for Owner's approval prior to the commencement of the System Configuration of the Acceleration VMS™ system. System Configuration shall not commence until the Configuration Document has been accepted, in writing, by Owner. Any requested changes to the Configuration Document after System Configuration of the system begins will result in additional charges as described above and in Section H of this SOW.

IMPLEMENTATION –

Consultant's implementation team will design a project plan and delivery schedule suited for Owner's organization. Consultant will implement in a phased approach as determined by Consultant during the Discovery Phase and program discovery. Consultant and Owner will

agree to a project plan for each phase of implementation. Both Parties will allocate the necessary resources to deliver the solution described in this SOW.

Consultant will offer training for all Owner users of the Acceleration VMS™ system. Training may be conducted using various methods including: in-person classroom; Web-based; self directed; or computer based training. Consultant will coordinate with Owner to schedule up to four (4) sessions for each Owner site using one or more methods described above. All reasonable attempts will be made to ensure all Owner users receive training during the implementation phase of the MSP program. Consultant cannot guarantee that all users will participate in the scheduled session(s). Should additional on-site training be required (including training for remote sites), Consultant reserves the right to charge Owner a fee of $400 plus travel and expenses per session requested.

Training includes a technology guide and an operational guide to processes, procedures, etc. established to utilize the Acceleration VMS™ system. Owner will be provided with two (2) printed copies of each guide and electronic copies for additional users. Such technology and operational guide is the confidential and proprietary property of Consultant and shall be returned to Consultant in the event of termination of this Agreement or the End User License Agreement ("EULA") after which Owner shall not maintain any copies thereof.

C. Key Project Stakeholders:

Designation of Project Representatives

Owner will designate an appropriate party as part of the SOW who will coordinate efforts with Consultant. The designated party shall have authority to approve work as required in the acceptance and approval process. Consultant will assign a "Project Manager" whose primary responsibility will be to manage the development and delivery process. Jointly, the Owner and Consultant Project Managers will coordinate all work requirements.

Both Parties will designate a business project manager and a technical project manager to facilitate configuration of the Consultant technology, either of which may also be Owner's designated Project Manager. The business and technical project managers and each Parties' Project Manager shall be the primary liaison for Owner and Consultant to coordinate all project activities for the duration of the implementation. In the event that a change occurs to the business project or technical project manager or the Project Managers, the Parties will notify each other, in a timely manner, of the name of a replacement manager.

Consultant and Owner will work together to provide a list of key project personnel within the first four (4) weeks of engagement for both companies including all contact information and will define the proper communication channels for the project. Both Parties will provide notification to the other Party should any of the key project personnel be re-assigned. Below is a comprehensive list of roles and involvement, and will determine those appropriate to this relationship upon commencement:

D. Responsibilities:

Stakeholder/ Department/Group	Project Function	Involvement
Owner	Sponsor	The project sponsor is externally focused. This entails negotiating the contract with Consultant and communicating program award and expectations with Owner's Staffing Suppliers.
Owner	Project Team member	Engaged to address Owner needs in configuration of the Acceleration VMS™ for Owner.
Owner	Project Team member	Cooperate with Consultant IT to establish and implement an interface containing General Ledger ("GL") data to be sent to Consultant.
Consultant	Project Manager	Manage and lead the project team. Develop, control, and manage a detailed Project Charter and Project Schedule and changes to the project.
Consultant	Director of Implementation	Ensure resolution of Consultant implementation issues escalated by the Project Manager.
Consultant	Business Development	Negotiate SOW and MSA with Owner. Ensure Program is meeting Owner objectives and expectations set forth in the program development cycles.
Consultant	Senior Owner Services Manager	Hire, train, and support on-site staff. Responsible for long-term support of Consultant/Owner relationship.
Consultant	Director of Owner Services	Oversee the Owner Vendor engagement process and provide guidance and/or resolution for any escalated issues.
Consultant	Manager, Supplier Partnership Office	Manage and conduct the Vendor engagement process, ensure compliance to all commitments made in the Vendor engagement project plan, and anticipate and provide solutions to meet Owner's continuing order fulfillment needs.

Consultant Responsibilities

1. **Project Management**
   Consultant will work with Owner to provide an on-going project plan and will track to tasks, milestones and deliverables as defined in the project plan. An issue log will be maintained, with responsibilities and target dates for resolution.
2. **Discovery**
   Consultant will participate in discovery meetings with Owner project personnel to review Owner's existing contingent labor policies and procedures. Consultant will work with Owner to determine implementation timelines, required changes to Owner's processes and procedures, and make recommendations based on industry "best practices".
3. **Configuration**

Consultant will work with Owner to complete the Configuration Summary. This is intended to identify how Consultant will configure or customize Web-based tools to fit Owner's requirements and needs.

4. **Data Gathering**

   Consultant will provide its standard data map documentation and requirements. Owner is responsible for the gathering of Owner information necessary to complete Acceleration VMS™ configuration and program implementation, including but not limited to user base and details; job titles, job rates and details; and any other Owner data. Consultant will consult with Owner personnel on the data format and gathering processes involved. Consultant through the discovery engagement will work with Owner to identify and gather data related to the Staffing Suppliers, Contingent Workers, current rates, etc.

5. **System Construction**

   Consultant will create the technical infrastructure needed to support the application in production and will verify that the infrastructure design will support the volume/performance objectives of the application.

6. **Acquisitions and Management of the Vendor Pool**

   Consultant will engage Staffing Suppliers to support Owner's contingent labor requirements, provide advice and counsel to identify leading staffing industry providers that will provide an uninterrupted supply of contingent labor resources, and establish metrics to measure Staffing Suppliers performance and implement an effective quality management process to measure and manage Staffing Suppliers performance.

7. **Testing**

   a) **Quality Assurance (QA) and Use Acceptance Testing (UAT)**

   Prior to Use Acceptance Testing of the System Configuration by Owner, Consultant will run the System Configuration through its testing scripts and QA process to determine that the System Configuration conforms to Owner's design specifications and documentation.

   - Unit Testing – Consultant will test functionality based on mutually agreed upon Owner specific requirements defined in the configuration document approved by Owner.
   - System Testing – Consultant will test functionality within the Owner environment as described in the mutually agreed upon Owner's configuration document to determine acceptance of the system.
   - Integration Testing – Consultant will work in cooperation with assigned Owner personnel to test functionality and interfaces (if applicable) with Owner systems existing in Owner's technical environment to determine acceptance of the system.

   Upon completion of internal testing, Consultant will assist Owner in conducting UAT. Consultant will in good faith seek to resolve any outstanding issues related to UAT.

   b) **Integration/UAT Defect Fixes**

Consultant will resolve any Owner-reported problem and will provide fixes. Errors that are discovered during UAT will be corrected of all defects. Re-testing will be performed on the modified System Configuration by Owner. Consultant determines that the system has been previously configured, it will provide written notice to Owner of completion of system configuration ("Notice of Completion"). Upon Owner's confirmation that UAT of the System Configuration has been completed, Owner will issue a written Notice of Acceptance in accordance with Section 7 (Owner Responsibilities – Testing) below.

8. **Training**

Consultant will provide training and materials for all Owner users as described above in Section C – Detailed SOW. Consultant will provide training for Owner's Staffing Suppliers on the use and training of the application.

Owner Responsibilities

1. **Project Management**

Owner will work with Consultant to provide status to an on-going project plan and will assist in tracking tasks, milestones and deliverables as defined in the project plan.

2. **Discovery**

Owner will participate and provide appropriate personnel in discovery meetings with Consultant project personnel to review Owner's existing contingent labor policies and procedures and discuss and reach agreement on configuration necessary for implementation of Acceleration VMS™.

3. **Configuration**

Owner will provide answers required to complete the Configuration Summary. This documents how the Web-based tools will be configured to fit the Owner's requirements and needs. Timely information and configuration approval will take place in line with the project plan.

4. **Data Gathering**

Owner will be responsible for providing the final business rules and data required to build and set up the system. This will include Owner user data, Job Title data, etc. as well as current Vendor population, names, contracts, etc. *Failure to provide required information or data per the agreed upon project plan may result in delay and modification of the agreed-upon timeline.*

5. **System Construction**

Owner will cooperate with Consultant to ensure infrastructure design will support the volume/performance objectives of the application.

6. **Acquisition and Management of the Vendor Pool**

Owner will cooperate with Consultant to review contingent labor requirements and establish metrics to measure Vendor performance and implement an

effective quality management process to measure and manage Vendor performance.

7. Testing

Owner will provide necessary resources to participate in UAT of the deliverables within the timeframe assigned in the Project plan. Owner will assist Consultant in UAT. Owner will verify that the System Configuration has met the standards as laid out in the configuration documents and has been successfully integrated based upon specifications of the configuration documents. Any discrepancies noted during the UAT will be corrected by Consultant in a timely manner.

Owner shall review, evaluate and/or test the System Configuration within ten (10) business days after receipt of the Notice of Completion from Consultant. An acceptance or rejection form will be signed by Owner within two (2) business days of completion of this evaluation, or provide an estimate of the time needed to complete the review.

For elements of the System Configuration that are not accepted due to a non-conformity or defect based upon the specifications agreed to in the Configuration Plan, Owner will notify Consultant in writing of the rejected element(s) within the acceptance period specified above. Upon receipt of a Rejection Notice, Consultant will correct any defects or non-conformities to the extent required within ten (10) business days or provide an estimate of the time needed, and provide a plan for correction in situations in which it is not feasible to correct the non-conformity or defect within the ten business days.

Once Owner has actually accepted the most current version of the System Configuration provided, Consultant will not be required to make any additional changes unless the change is associated with any defect or previously agreed upon configuration. Should any such additional changes be requested by Owner or Consultant, both Parties will enter into negotiations as to the terms governing those further changes.

8. Training

Both Parties will provide qualified personnel to participate in training of the system. Owner is responsible to ensure the appropriate personnel attend the scheduled training sessions. Additional training may be provided as described in Section C - SOW.

E. Resolving Issues

If at any time, either party is not fulfilling obligations agreed to through this SOW or other statement of works, or supplemental planning documents (i.e. Project plan, Configuration, Charter, etc.), the following escalation process will be followed:

(a) Consultant or Owner will notify the Project Manager of both Parties of the issue, delay or shortcoming.

(b) Plan for resolution (corrective action) to be presented by the Party at issue within 72 business hours.

(c) If the corrective action plan presented alters the overall project plan, milestones or go-live dates, and is caused by reasons within the Party's control (excludes disasters, business shutdowns, etc.), Consultant will assess the impact caused by the delay or shortcoming and will present the case to the senior Owner sponsor associated with the MSP for escalation and resolution

F. Project Work Plan

Consultant and Owner will develop a Project Work Plan to identify steps in the configuration, implementation, and testing phase of the project. The duration of many of these tasks is fixed and cannot be shortened without jeopardizing the quality of the final product. Many of these steps may constitute interim deliverables on the part of Consultant and Owner that are on the critical path of this project. As such, because of dependencies, delays by either Party, for whatever reason, will cause delays in meeting the anticipated dates for these major deliverables.

A comprehensive Project Work Plan will be required prior to commencement of configuration and implementation. Owner will be required to sign-off on project milestones, resource requirements, etc. described in the Project Work Plan. The plan will be followed through to completion unless both Parties agree in writing to make changes. Material changes are handled through a Scope Control Document described in Section H below and may require additional fees charged to Owner to be mutually agreed upon. In the absence of scope change, any delays due to Either Party not meeting the established Project Work Plan will be managed through the escalation and resolution process defined in Section E. Any delays in excess of a work week due solely to Consultant which affect the mutually agreed upon go-live date (to be set forth in the project plan) will result in a 10% reduction of the MSP Fee paid Consultant during the first ninety (90) days following go-live. Delays that result in whole or in part from Owner's acts or omissions, or which are agreed upon by Consultant and Owner shall be excluded from the prior sentence.

G. Deliverables

1. **Discovery Engagement (all Completion Dates are estimates only; actual completion dates may vary depending on Owner feedback and what is learned in the discovery process and agreed to by Owner and Consultant) :**

Major Deliverables	Definition/Comments	Respon-sibility	Target Completion Date	Owner Sponsor Acceptance
Discovery Tasks	• *Identify Owner stakeholders* • *Identify, collect and compile information for each Owner site impacted by the introduction of this MSP* • *Identify any unique Owner requirements that may be incorporated into MSP* • *Assess Owner readiness* • *Assess and develop a Change Management plan* • *Assess Change Impact – describes high level changes in the organization, skill/knowledge, rocess and system requirements and how these are anticipated to affect each stakeholder group* • *Finalize any undefined SOW requirements/details for program deployment*	Consultant, Owner	8/18	
Stakeholder Analysis	*Documents the stakeholder groups and key stakeholders within each group along with their priorities, roles, and responsibilities for implementation. In addition, stakeholders are reviewed based on the level of impact the change initiative is anticipated to have on them as well as their current and necessary future level of adoption (Unaware, Aware, Buy-in, Ownership). This tool also identifies risk associated with not moving the stakeholders along the adoption process and is effective in identifying mitigation approaches as well as a clear communications strategy and plan. It is also used by the project team to help align project direction with agreed goals thorugh the lifecycle of the implementation.*	Consultant	8/18	
Design Documentation and Configuration Summary	*Begin to define the MSP's requirements in support of Owner's goals and objectives. Provide input to the VMS Configuration and Design*	Consultant	9/1	
Data Gathering	• *Identify Owner selected Staffing Suppliers* • *Identify, collect and compile Contingent Worker details* • *Identify, collect and compile job titles, descriptions* • *Identify, collect and compile pay and bill rates*	Consultant, Owner	9/1	

Major Deliverables	Definition/Comments	Respon-sibility	Target Completion Date	Owner Sponsor Acceptance
Training Strategy	*Identify and outline strategy that Includes scope, anticipated timeline, expected deliverables and potential training methods*	Consultant, Owner supporting	9/15	
Training Course Curriculum	*Identify & develop list/description of each training course offered*	Consultant	10/13	
Communications Strategy	*Identify & develop scope, recommendations on vehicles to communicate with various stakeholder groups and anticipated timeline*	Consultant, Owner supporting	8/18	
Communications Materials	*Composition of messages or materials that are tailored and targeted to each affected stakeholder group*	Consultant, Owner supporting	On going completed 10/13	

2. Project Implementation:

Major Deliverables	Definition/Comments	Responsibility	Target Completion Date	Owner Sponsor Acceptance
Discovery Tasks	*Identify resources for project team from Consultant and Owner, identify preliminary project scope and establish critical success factors*	Consultant, Owner	8/18	
Project Charter	*A document summarizing the Consultant/Owner project that clearly defines the project structure, scope, deliverables, responsibility and basis wherein work will be completed, implemented and approved.*	Consultant,	8/25	
Design Documentation and Configuration Summary	*Document Owner workflow(s) and establish site specific programs. Technology implementations will have specific configuration tasks to ensure the highly customizable tools meet the needs of Owner. The Configuration Summary is a document defining the integrated data base design and the data requirements of the project.*	Consultant, Owner	9/1	
Data Gathering	*Obtain global job titles, Owner user set up sheets, Vendor data, and associated business rules, where applicable.*	Consultant, Owner	9/1	
System Construction	*Create database and configure on-line tool to meet the specific needs of Owner, including integration with required Owner back-end systems.*	Consultant	9/22	

Major Deliverables	Definition/Comments	Responsibility	Target Completion Date	Owner Sponsor Acceptance
Communication Plans	*Consultant and Owner will jointly develop an internal communications plan and a Contingent Labor Vendor communications plan. Consultant and Owner will draft correspondence for both of these efforts as well as determine specific methods and timing of communications*	Consultant, Owner	8/18	
Communication Execution	*Execution of internal and external communication activities defined in the Communications Plan*	Consultant, Owner Supporting	On going completed on 10/13	
User Acceptance Testing	*Consultant cooperates with Owner to validate all designed interfaces are working per the project requirements. Owner performs specific testing to validate the Owner data uploaded is correct.*	Consultant, Owner	10/6	
Training Plan	*Plan outlining the details of the training schedule, courses, logistics and user populations*	Consultant, Owner supporting	9/15	
Training and Reference Materials	*Instructor led-course materials, job aids, self-paced wbt content*	Consultant, Owner supporting	10/13	
Training Logistics	*Identifying and securing training locations, distribution of invitations to training, print materials, etc.*	Owner	9/25	
Training	*Consultant conducts training for the Owner's users and for Owner's Supplemental Labor Staffing Suppliers. Contingent Labor Staffing Suppliers are responsible for training their workers.*	Consultant	10/30	
Deployment Readiness Materials	*Evaluates criteria to determine if trending towards and on-time deployment/go-live. The materials prepared allow the leadership team to evaluate go-live readiness* • *Deployment Schedule* • *Go/No-Go Checklist*	Consultant & Owner	10/6	
Go-live	*System available for use in production*	Consultant, Owner	10/23	

H. Change Control and Tracking

In the normal course of development, changes to items of prior agreement and approval may need to be made to enhance delivery and functionality within scope and schedule. When such occasions arise, clear communication to all Parties involved will be necessary to achieve potential advantages without a greater disadvantage to the project as a whole. A Change Control Document will be used to coordinate the routing, impact assessment, and approval of the proposed changes. Changes that do not significantly affect scope or schedule will be approved through the Change Control Document by the joint agreement of Owner and Consultant Project Managers. Changes that substantially affect the project scope or deliverables schedule will be executed by both Parties in an Amendment to this SOW as addressed below, under "Scope Change Procedures".

Scope Change Procedures

Wherever possible, Owner and Consultant will attempt to shift identified scope changes to a follow-on project and delivery, so as not to jeopardize the delivery schedule and costs of the current project. If this is not possible, Owner will prepare a memorandum delineating the requested change. Consultant will determine the time and cost for implementing the change and its effect on the Deliverables Schedule. The Parties will execute the Amendment for scope change if the terms and conditions are mutually agreeable, otherwise the change will not be implemented as part of this project. Any material changes to the SOW after signature on the SOW or Project Plan will cause the above process to occur and additional fees may be charged to Owner.

Hourly Fees for Consultant resources assigned to Owner:

Resource	Role Description / Responsibilities	Rate (per hour)
Consulting Services	Provide consultation on global staffing, business development, relationship building, and workforce consulting activities for human capital management. Specializing in Learning & Development (curriculum design & training delivery), Diversity & Inclusion, HR Strategy development, Organization Design & Development, Organization Capability Assessment, Change Management, HR Analytics, Human Capital infrastructure evaluation for M&A.	$175
Project Management	Responsibilities include: • Managing and leading the Project Team • Develop, control and manage a detailed Project Charter/Plan and Project Schedule and changes to the project • Resolving cross-functional issues at project level • Managing project scope and change control • Monitoring project progress and performance	$150

	• Providing status reports to the Project Sponsor and the Project Team • Receive, process and approve Change Control Forms	
Business/Systems Architect	Leads the discovery interviews, Voice of the Customer sessions, and asks questions that will define the current processes surrounding the procurement of contingent labor. The Solutions Architect will also identify areas where Agile•1 can add process efficiencies and automation through the overall solution. Responsibilities include: • Acts as technical "Consulting Architect" for implementation effort • Provides ongoing consulting input both to the [Client] and the Agile•1 Client Services team for the duration of the relationship • Develops, in concert with project team members, business process(es) and systems solutions with the assistance of the Implementation Analyst • Stays abreast of future [Client] needs and directions	$175
Application Development	• Designs and code functional programs and applications. • Produce functional software applications in accordance with requirements. Collaborates with IT to set specifications for new applications. • Creative design of prototypes. Perform unit and integration testing. • Understand client requirements and how they translate in application features • Troubleshoot and debug applications • Evaluate existing applications to reprogram, update and add new features Develop technical documents and handbooks to accurately represent application design and code	$125
Documentation Specialist	• Manages several document control functions. • Supporting and ensuring proper updates; approved changes • Manage the preparation of Turnover Documentation; ensure the documents are properly approved & reviewed by development.	$65

	• Review processes and analyzing the gaps between documentation and actual execution. Create reports by which these deficiencies will be remedied. • Capable of interpreting company SOPs and policies and applying them in work situations.	
G&A Support	• Produces information by transcribing, formatting, inputting, editing, retrieving, copying, and transmitting text, data, and graphics. • Completes projects by assigning work to clerical staff; following up on results. • Prepares reports by collecting and analyzing information. • Secures information by completing data base backups. • Provides historical reference by developing and utilizing filing and retrieval systems; recording meeting discussions.	$50
Travel and Related Expenses (pre-approved by Owner)		Pass through

I. Reporting

Acceleration VMS™ offers a growing inventory of standard reports. The reports fall into three main categories: Invoice Data, Requisition Data, and Timecard Data. They are available in a number of popular formats for printing or importing into Owner applications for further analysis. Standard reports are made available to users as defined during system configuration. Additionally, Acceleration VMS™ has an ad-hoc report writer tool that enables Owner to define and produce reports of their own design. Additional training is required for Owner to access the ad-hoc report writing tool. Access will not be granted to this tool until training is completed. Finally, Owner will have access to the Executive Reporting Module of the VMS. This module will be configured and deployed to users as determined during configuration.

Visual Data Analytics ("BANG! – Business Analytics, Next Generation")

Consultant's reporting/analytics tool, will be deployed to Owner with a minimum of two (2) data cubes (sets of data collection from Acceleration VMS™) providing: 1. Spend Data; 2. Assignment Data. Data cubes will have at least two (2) graphical views pre-established and available for users to easily access visual reports representing core metrics to be determined during Discovery and Configuration (examples: Bar Graph providing spend by time or labor category, Pie chart representing assignments by labor category, map providing spend by location/region).

At Owner's request, and subject to mutual agreement, Consultant will develop custom reports to meet Owner's special needs. A one (1) time cost for each report will be defined by Consultant and agreed upon by Owner prior to development. Costs will be commensurate with rates described in Section H above.

Financial Reporting

Consultant shall annually submit Audited Financial Statements as they become available, but no later than July 31st of the following year of such Financial Statement, for Owner review. Any changes to corporate address, DUNS number or Corporate Organization Chart must also be submitted with the Audited Financial Statement.

J. Pricing

Owner shall pay Consultant the following fees for its services provided pursuant to this Agreement.

Discovery:
Consultant will provide Owner a discovery program for facilities located in Merrillville, IN and Columbus, OH.

Management Fees:
Contingent Labor Program – Consultant shall be compensated for technology provided and services performed on behalf of Owner in accordance with the fee schedule as follows:

- Payroll Services –
  - 19% for Administrative/Clerical and Professional positions (includes MSP and VMS fees)
- Contingent Labor –
  - A tiered structure will be utilized to determine the Management Fee ("MSP Fee") of all Contingent labor invoiced by Consultant. This MSP Fee will be a percentage of fees paid to all Staffing Suppliers on the sliding scale set forth below. The MSP fee shall be paid in addition to the funds remitted to each applicable Vendor for services rendered by that Vendor. The applicable MSP Fee, by tier, is set forth below and will apply to the spend that falls into such tier as measured during each contract year (beginning with the go live date). If the spend increases or decreases to a different tier within a specific billing period, the new discount will be applied during the next billing period.
  - <$20M 3%
  - $20M+ - $30M 2.55%
  - $30M+ - $50M 2.45%
  - $50M+ - $100M 2.4%

- MSP Fees will be applied to all billing/invoicing processed by Consultant with the exception of travel and reimbursable expenses.

Single Sign On (SSO) Fees:

- Consultant's SSO Fee $2,500 one-time fee to be billed at "go live"
- In addition, Consultant will require the 5 Staffing Suppliers to pay SSO $2,500 one-time fee through a $500 per supplier one-time program initiation fee

Conversion Fees

- Owner understands that Contingent Workers are assigned to Owner to render temporary services, and absent agreement to the contrary, are not assigned to become employees of Owner. Accordingly, if Owner directly solicits or offers employment to, and/or hires a Contingent Worker as an employee any time prior to such Contingent Worker having worked 520 hours on assignment with Owner, Owner will pay the fees set forth in the applicable table below. For purposes of this section, the number of hours of work provided by Contingent Worker need not be uninterrupted or over continuous calendar or business days.

- The following "Conversion Fees" shall be paid to Consultant in the event of conversion of a Contingent Worker by Owner:

Conversion Fee for Non-Professional Positions	
Number of Hours on assignment to Owner before Hire Date	**Conversion Fee***
1 to 130	20%
131 to 260	15%
261 to 390	8%
391 to 520	5%
Over 520	0%

Conversion Fee for Professional Positions	
Number of Hours on assignment to Owner before Hire Date	**Conversion Fee***
1 to 130	20%
131 to 260	15%
261 to 390	8%
391 to 520	5%
Over 520	0%

* Any conversion fee assessed by Consultant will be based upon the Contingent Worker's agreed-upon annual compensation with Owner, whether based on a full time or part time assignment to Owner (where the Contingent Worker is to be paid on an hourly basis, unless otherwise

specified or agreed to by the Parties, annual compensation shall be determined using the agreed to hourly wage based upon a presumed 40 hour work week multiplied by 2080 hours).

- Overtime
  - Compensable overtime shall be paid by Owner on time actually worked by a Contingent Worker who is entitled to overtime pay as required by applicable statute or contract (pre-approved upon hire). Provided that such overtime work has been pre-approved by the Owner in writing in advance of the overtime work, Subcontractor shall charge for overtime at the pre-approved rate of the standard hourly bill rate of the applicable Contingent Worker. Unless otherwise required by local law or statute, rates shall be the straight-time Bill Rate x 1.4 for overtime applied to hours actually worked in excess of 40 hours per week and based on local wage and hour requirements. Neither Consultant nor Owner will be responsible to pay any additional fees or markups with respect to overtime pay.
  - Compensable overtime shall be paid by Owner on time actually worked by a Payrolled Contingent Worker who is entitled to overtime pay as required by applicable statute or contract (pre-approved upon hire). Provided that such overtime work has been pre-approved by the Owner in writing in advance of the overtime work, Subcontractor shall charge for overtime at the pre-approved rate of the standard hourly bill rate of the applicable Payrolled Contingent Worker. Unless otherwise required by local law or statute, rates shall be the straight-time Bill Rate x 1.5 for overtimeapplied to hours actually worked in excess of 40 hours per week and based on local wage and hour requirements. Neither Consultant nor Owner will be responsible to pay any additional fees or markups with respect to overtime pay.
  - Contingent Workers will be paid 1.5 x their pay rate for hours actually worked in excess of 40 hours per week and based on local wage and hour requirements.

Contingent Worker Expenses:

- A Contingent Worker may charge per diem based on current United States General Services Administration ("GSA") guidelines provided that such per diem expenses, including meals and lodging, are pre-approved by Owner in writing in advance of incurring such expenses. This pre-approval of per diem may be granted by Owner upon awarding Contingent Worker Contract via AccelerationVMS. Contingent Workers are only eligible to charge per diem expenses if their permanent residence is outside a 50 mile radius of work location. Mileage, if applicable, will be charged per GSA rates. Travel expenses must also be pre-approved by Owner.

- The applicable management fees charged for the services shall be included in the total hourly bill rate charged by Consultant and managed under the terms of this Agreement.
- Consultant shall invoice the entire amount to Owner, with any exceptions to be agreed to in writing by Consultant and Owner.
- Consultant shall be responsible for forwarding the appropriate payment to the Staffing Suppliers for the supplemental labor that includes Contingent Workers and project work through the program. The applicable pro rata management fee will be deducted for any partial payments made to Consultant.

Staffing Suppliers:

- Consultant will contract with the Staffing Suppliers as outlined in Exhibit B on behalf of Owner to provide contingent labor staffing for Owner. Requests for Contingent Workers will be distributed amongst the Staffing Suppliers to submit candidate resumes, and Staffing Supplier company name will be removed from resume prior to presenting to Owner's hiring manager.
- Staffing Suppliers, as outlined in Exhibit B, will be the only staffing agency participants to provide Contingent Workers for Owner under the MSP Services program.
- Staffing Supplier eligibility status is contingent upon meeting SLA's and KPI's as outlined in Exhibit A to this SOW.
- Owner reserves the right to add or remove Staffing Suppliers at any time and for any reason.
- Consultant shall require that Staffing Suppliers register and maintain a grade of B or higher in ISNetworld.

Service Level Agreements and Key Performance Indicators:

- As of the effective date of this SOW, Consultant's performance will be measured according to the SLA's & KPI's, as attached in Exhibit A. Consultant will continue to work with Owner to identify mutually agreeable SLA's and KPI's to monitor the ongoing success of MSP that will consist of the minimum measurements as attached in Exhibit A. Consultant will track all data associated with the SLA's KPI's and provide Owner with a scorecard that will be updated as requested by Owner on actual performance versus the established targets.
- SLA's and KPI's will be monitored and updated monthly by Consultant. Consultant will provide reports to Owner as requested, and including identification of any deficiency in performance and any associated corrective actions taken, including corrective action taken to prevent or minimize the possibility of any reoccurrence.
- Consultant will assist with and participate in Owner's quarterly business reviews on the status of the MSP as specified by Owner.
- Consultant will solicit/track Owner feedback via mutually agreed upon Customer Satisfaction Survey as part of the KPI's.

For the purposes of this SOW, Article 23 Background Check of the MSA will be updated to include the following:

"Social Security check shall be completed including Crime Track Criminal and Sex Offender Database Search, Education verification shall be performed at the highest extent possible (HS Diploma/GED for workers with no college degree), Employment history shall be verified as far as 10 years, criminal/civil background search shall be verified as far as 7 years and 3 Professional References shall be verified either by Staffing Supplier or Consultant. Professional License or Certification check may be required for certain positions. Contingent Worker applicants must be hired within 90 days' of Background Check completion. If a Contingent Worker is re-hired for a separate requisition and start date falls outside of the 90 days, the Background Check and drug screening must be completed again in alignment with requirements set forth herein.

All drug screens shall be 5-panel, and any DOT positions may require the addition of a physical. Contingent Worker applicants must be hired within 30 days of drug screen or drug screen must be completed again (within 30 days of hire). Random drug screening will be required for certain positions and Owner reserves right to request random drug screens for reasonable suspicion or if Contingent Worker is involved in an incident during work hours or on site. Additional Background Checks and/or drug screens may be required subject to state laws and regulations."

The first sentence of Article 12 Conditions of Payment shall be deleted and replaced with the following:

"Invoices. Consultant shall individually invoice for each Purchase Order on a monthly basis or at such interval as may be agreed upon by the parties."

IN WITNESS WHEREFORE, Owner and Consultant have caused this SOW to be executed by their duly authorized representatives as of the Effective Date.

Owner	**Consultant**
By: Scott Kells	By:
Print Name: Scott Kells	Print Name: JEFF KORNREICH
Title: VP Supply Chain	Title: SENIOR VICE PRESIDENT
Date: 8-25-2017	Date: AUG 18 2017

Exhibit A
Service Level Agreements

Perfor-mance Category	SLA	Requirement Definition	Measurement Calculation	Target	Measure-ment Source	Measure-ment Frequency	Financial Penalties
Efficiency	Job Requisition – Time to Fill	Number of calendar days from Hiring Manager entering a requisition to contingent worker acceptance of offer. Exception if there is a delay from Owner. For any requisition(s) that take over 5 days for Admin/Clerical or 14 calendar days for Professional to fill: Consultant shall (a) perform a root-cause analysis to identify the cause of such failure, (b) provide Client with a report of the analysis, (c) meet with Client to discuss Consultant's plan for addressing the cause, (d) use commercially reasonable efforts to correct such failure at Consultant's expense; and (e) acknowledge receipt of related inquiries from Owner within 1 business day.	The average number of calendar days from Hiring Manager requisition entry to the contingent worker acceptance of offer.	95% within five (5) Calendar Days for Admin/Clerical and Fourteen (14) Calendar Days for Professional, any occurrences where time to fill is longer than 14 calendar days is subject to penalty	VMS Report	Quarterly	At quarter-end review if Avg is below 95%, then NiSource is entitled to 5% discount (of MSP fees paid that quarter) due next quarter.
Quality	Negative Turnover	Negative turnover as defined by candidate voluntarily leaving (except for FMLA , contract extension or leaving due to accepting a role as an FTE, Statement Of Work or Independent Contractor for Owner, or for any reason other than cause) or being removed by Owner prior to assignment end.	Number of negative turnover instances divided by total average number of headcount during same quarterly period.	Admin / Clerical <6% Professional <6%	VMS Report	Quarterly	At quarter-end review if Avg is greater than or equal to 6% for the quarter, then NiSource is entitled to 5% discount (of MSP fees paid that quarter) due next quarter.
Quality	Candidate Submittals	Submittal of qualified candidates (at the position and level requested) for job requisitions. If resume is deemed non-qualified by	Mutual confirmation from Hiring Manager and Consultant	100% of resumes are qualified and received within two (2) business days of request	VMS Report	Quarterly	At quarter-end review if Avg time for qualified submittals is

		mutual agreement of Owner and Consultant, Hiring Manager to note why via VMS. Note: does not include assignments with client exceptions. Cause for non-qualification should be mutually agreed to by Owner and Consultant Process for truly new positions: define role, description & receive pricing.	that all received resumes are qualified and received within two (2) business days of request.				longer than 2 business days, or if 100 % of resumes are not qualified, then NiSource is entitled to 5% discount (of MSP fees paid that quarter) due next quarter.
Risk	VMS Service Availability (Acceleratio n VMS™)	Consultant to provide VMS Service, Acceleration VMS™ technology, available to Owner 99.6% of the time in any calendar month.	VMS Tool, Acceleration VMS™, will be provided at full functionality as outlined by the Parties in System Configuration and customization at a minimum of 99.6% of the time in any calendar month.	99.6% availability (Excluding previously scheduled down time for maintenance outside of regular business hours)	VMS Report	Monthly	At quarter-end review if Avg is below 99.6%, then NiSource is entitled to 5% discount (of MSP fees paid that quarter) due next quarter.

For example, if Agile-1 violates the Job Requisition – Time to Fill SLA during the first quarter after go-live, and if the total spend is under $20 million, the MSP Fee for the second quarter will be lowered to 2.85% (MSP Fee of 3% minus 5% of 3% = 95% of 3% = 2.85%).

Key Performance Indicators

Perfor-mance Category	KPI	Requirement Definition	Measurement Calculation	Target	Measure-ment Source	Measure-ment Frequency
Efficiency	On-boarding Cycle Time	On-boarding requirements are verified with Suppliers and met in accordance with the established program guidelines. On-boarding will be completed within (5) business days from final offer accepted by contingent worker candidate. *Does not include relocation or travel of Contingent Worker	Of all activated work orders in VMS, all on-boarding checklist items have been completed by supplier and reviewed by Consultant within five (5) business days of offer accepted by contingent worker candidate. VMS Report to provide details of the worker, checklist items2 and date completed.	95% within Five (5) Business Days	VMS Report	Monthly
	Off-boarding Cycle Time	Off-boarding requirements are verified with Suppliers and met in accordance with the established program guidelines.	Of all deactivated work orders in VMS, all off-boarding checklist items have been completed by supplier and reviewed by Consultant prior to the dismissal of the Contingent Worker candidate. VMS Report to provide details of the worker, checklist items and date completed.	95% within two (2) Business Days for end of contract; same day for Contingent Workers terminated for cause (unless otherwise required by regulatory guidelines)	VMS Report	Quarterly
Quality	Customer Satisfaction	Owner satisfaction with MSP program (including quality of candidates, timeliness of on- and off-boarding, ease of use of VMS, accuracy of billings, timeliness of payment) will be at a "Satisfied" to "Highly Satisfied" level.	The percentage of survey responses with a 4.0 or better rating on a 5-point scale expressing satisfaction with Consultant as the provider of MSP services divided by all survey responses received in the measurement period. Questions will include, but are not limited to, Consultant team performance, VMS, quality of contingent worker candidates and quality of contingent worker Work product.	90% of participants provide a score of 4 or greater on a 5-point scale.	Survey Results via VMS	Quarterly
Risk	Safety Reporting	Consultant shall ensure that all safety incidents including worker injuries, vehicle collisions and damages that occur when working for Owner are reported to the Hiring Manager or delegate as	Compliance will be calculated by comparing the "Date the Hiring Manager was notified compared to date of injury or illness". Percentage will be calculated as number of injuries or illnesses reported	100% of work-related injuries or illnesses reported on the day of	Injury / Incident Log (manually kept by Consultant)	Monthly

		soon as possible on the day of injury or illness. Consultant will record all incidents on an injury/incident management log and will record incident date, date reported to Consultant and date reported to the Hiring Manager. The injury/incident log will be sent to the Hiring Manager & NiSource Program Manager on a monthly basis.	on the same day divided by total number of injuries or illnesses reported.	injury or illness.		
Risk	Payment Remittance	Timeframe in which any amounts paid by Owner to Consultant, which Consultant is obligated to pay Staffing Suppliers for services rendered, are remitted on behalf of Owner.	Number of timely payments issued to Staffing Suppliers upon receipt of payment by Owner.	100% of payments to be remitted to Suppliers within five (5) business days of receipt of payment by Owner.	VMS Report	Monthly
Cost	Rate Card Compliance	Measures Consultant's compliance to place resources according to the rate card of the position.	Consultant will place 95% of resources below the maximum rate afforded for each position (from the respective provider) within a given quarter.	95% rate card adherence. (*Possible exception for 1st quarter of "Go Live" and should remove Payrolled employees as they are self-identified)	VMS Report	Quarterly

Abrams Technical Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.00	$ 16.83	$ 19.50	$ 23.56
Admin/Clerk	Administrative Assistant	Intermediate	$ 15.00	$ 19.42	$ 22.50	$ 27.18
Admin/Clerk	Administrative Assistant	Senior	$ 18.00	$ 23.30	$ 27.00	$ 32.62
Admin/Clerk	Customer Service Representative	Junior	$ 12.50	$ 16.18	$ 18.75	$ 22.65
Admin/Clerk	Customer Service Representative	Intermediate	$ 14.50	$ 18.77	$ 21.75	$ 26.28
Admin/Clerk	Customer Service Representative	Senior	$ 16.50	$ 21.36	$ 24.75	$ 29.90
Admin/Clerk	Data Entry Operator	Junior	$ 14.00	$ 18.12	$ 21.00	$ 25.37
Admin/Clerk	Data Entry Operator	Intermediate	$ 16.50	$ 21.36	$ 24.75	$ 29.90
Admin/Clerk	Data Entry Operator	Senior	$ 19.50	$ 25.24	$ 29.25	$ 35.34
Admin/Clerk	Database Administrator	Junior	$ 18.75	$ 24.27	$ 28.13	$ 33.98
Admin/Clerk	Database Administrator	Intermediate	$ 22.50	$ 29.12	$ 33.75	$ 40.77
Admin/Clerk	Database Administrator	Senior	$ 26.75	$ 34.63	$ 40.13	$ 48.48
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 23.50	$ 30.42	$ 35.25	$ 42.59
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 28.25	$ 36.57	$ 42.38	$ 51.19
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 34.50	$ 44.66	$ 51.75	$ 62.52
Engineering / Project Management (PM)	Construction Manager	Junior	$ 16.75	$ 21.68	$ 25.13	$ 30.35
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 22.50	$ 29.12	$ 33.75	$ 40.77
Engineering / Project Management (PM)	Construction Manager	Senior	$ 35.50	$ 45.95	$ 53.25	$ 64.33
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 24.50	$ 31.71	$ 36.75	$ 44.40
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 31.25	$ 40.45	$ 46.88	$ 56.63

Abrams Technical Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 39.50	$ 51.13	$ 59.25	$ 71.58
Engineering / Project Management (PM)	Cost Technician	Junior	$ 16.25	$ 21.03	$ 24.38	$ 29.45
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 21.75	$ 28.15	$ 32.63	$ 39.41
Engineering / Project Management (PM)	Cost Technician	Senior	$ 33.25	$ 43.04	$ 49.88	$ 60.25
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 10.50	$ 13.59	$ 15.75	$ 19.03
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 13.00	$ 16.83	$ 19.50	$ 23.56
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 16.75	$ 21.68	$ 25.13	$ 30.35
Engineering / Project Management (PM)	Drafter	Junior	$ 17.75	$ 22.98	$ 26.63	$ 32.17
Engineering / Project Management (PM)	Drafter	Intermediate	$ 20.25	$ 26.21	$ 30.38	$ 36.70
Engineering / Project Management (PM)	Drafter	Senior	$ 23.00	$ 29.77	$ 34.50	$ 41.68
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 18.25	$ 23.62	$ 27.38	$ 33.07
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 26.50	$ 34.30	$ 39.75	$ 48.02
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 38.50	$ 49.83	$ 57.75	$ 69.77
Engineering / Project Management (PM)	Engineer	Junior	$ 23.50	$ 30.42	$ 35.25	$ 42.59
Engineering / Project Management (PM)	Engineer	Intermediate	$ 30.25	$ 39.16	$ 45.38	$ 54.82
Engineering / Project Management (PM)	Engineer	Senior	$ 37.50	$ 48.54	$ 56.25	$ 67.96
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 18.75	$ 24.27	$ 28.13	$ 33.98

Abrams Technical Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 21.25	$ 27.51	$ 31.88	$ 38.51
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 27.50	$ 35.60	$ 41.25	$ 49.83
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 19.75	$ 25.56	$ 29.63	$ 35.79
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 28.75	$ 37.21	$ 43.13	$ 52.10
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 32.25	$ 41.74	$ 48.38	$ 58.44
Engineering / Project Management (PM)	General Inspector	Junior	$ 14.00	$ 18.12	$ 21.00	$ 25.37
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 16.75	$ 21.68	$ 25.13	$ 30.35
Engineering / Project Management (PM)	General Inspector	Senior	$ 20.75	$ 26.86	$ 31.13	$ 37.60
Engineering / Project Management (PM)	General Labor	Junior	$ 11.00	$ 14.24	$ 16.50	$ 19.93
Engineering / Project Management (PM)	General Labor	Intermediate	$ 13.50	$ 17.47	$ 20.25	$ 24.46
Engineering / Project Management (PM)	General Labor	Senior	$ 16.75	$ 21.68	$ 25.13	$ 30.35
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 17.75	$ 22.98	$ 26.63	$ 32.17
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 20.25	$ 26.21	$ 30.38	$ 36.70
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 22.50	$ 29.12	$ 33.75	$ 40.77
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 16.75	$ 21.68	$ 25.13	$ 30.35
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 22.00	$ 28.48	$ 33.00	$ 39.87
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 28.00	$ 36.24	$ 42.00	$ 50.74

Abrams Technical Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.50	$ 17.47	$ 20.25	$ 24.46
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 15.50	$ 20.06	$ 23.25	$ 28.09
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 20.00	$ 25.89	$ 30.00	$ 36.24
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 23.00	$ 29.77	$ 34.50	$ 41.68
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 29.75	$ 38.51	$ 44.63	$ 53.91
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 37.00	$ 47.89	$ 55.50	$ 67.05
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 38.00	$ 49.19	$ 57.00	$ 68.86
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 40.00	$ 51.78	$ 60.00	$ 72.49
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 44.75	$ 57.92	$ 67.13	$ 81.09
Engineering / Project Management (PM)	Power Engineer	Junior	$ 25.00	$ 32.36	$ 37.50	$ 45.30
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 34.25	$ 44.33	$ 51.38	$ 62.07
Engineering / Project Management (PM)	Power Engineer	Senior	$ 41.75	$ 54.04	$ 62.63	$ 75.66
Engineering / Project Management (PM)	Project Control	Junior	$ 23.50	$ 30.42	$ 35.25	$ 42.59
Engineering / Project Management (PM)	Project Control	Intermediate	$ 28.75	$ 37.21	$ 43.13	$ 52.10
Engineering / Project Management (PM)	Project Control	Senior	$ 32.50	$ 42.07	$ 48.75	$ 58.90
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 18.75	$ 24.27	$ 28.13	$ 33.98
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 21.25	$ 27.51	$ 31.88	$ 38.51

Abrams Technical Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 25.25	$ 32.68	$ 37.88	$ 45.76
Engineering / Project Management (PM)	Project Engineer	Junior	$ 26.50	$ 34.30	$ 39.75	$ 48.02
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 31.75	$ 41.10	$ 47.63	$ 57.54
Engineering / Project Management (PM)	Project Engineer	Senior	$ 40.50	$ 52.42	$ 60.75	$ 73.39
Engineering / Project Management (PM)	Project Manager	Junior	$ 28.50	$ 36.89	$ 42.75	$ 51.65
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 36.50	$ 47.25	$ 54.75	$ 66.14
Engineering / Project Management (PM)	Project Manager	Senior	$ 47.25	$ 61.16	$ 70.88	$ 85.62
Engineering / Project Management (PM)	Quality Technician	Junior	$ 14.00	$ 18.12	$ 21.00	$ 25.37
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 15.75	$ 20.39	$ 23.63	$ 28.54
Engineering / Project Management (PM)	Quality Technician	Senior	$ 19.25	$ 24.92	$ 28.88	$ 34.88
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 17.75	$ 22.98	$ 26.63	$ 32.17
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 23.75	$ 30.74	$ 35.63	$ 43.04
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 31.25	$ 40.45	$ 46.88	$ 56.63
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 15.00	$ 19.42	$ 22.50	$ 27.18
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 18.75	$ 24.27	$ 28.13	$ 33.98
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 21.50	$ 27.83	$ 32.25	$ 38.96
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 18.00	$ 23.30	$ 27.00	$ 32.62

Abrams Technical Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 21.75	$ 28.15	$ 32.63	$ 39.41
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 24.75	$ 32.04	$ 37.13	$ 44.85
Engineering / Project Management (PM)	Scheduler	Junior	$ 15.00	$ 19.42	$ 22.50	$ 27.18
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.75	$ 21.68	$ 25.13	$ 30.35
Engineering / Project Management (PM)	Scheduler	Senior	$ 23.00	$ 29.77	$ 34.50	$ 41.68
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 20.75	$ 26.86	$ 31.13	$ 37.60
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 33.25	$ 43.04	$ 49.88	$ 60.25
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 44.75	$ 57.92	$ 67.13	$ 81.09
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 18.25	$ 23.62	$ 27.38	$ 33.07
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 21.25	$ 27.51	$ 31.88	$ 38.51
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 25.75	$ 33.33	$ 38.63	$ 46.66
Finance/Accounting	Accounts Payable Analyst	Junior	$ 18.25	$ 23.62	$ 27.38	$ 33.07
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 21.75	$ 28.15	$ 32.63	$ 39.41
Finance/Accounting	Accounts Payable Analyst	Senior	$ 28.00	$ 36.24	$ 42.00	$ 50.74
Finance/Accounting	Analyst	Junior	$ 18.25	$ 23.62	$ 27.38	$ 33.07
Finance/Accounting	Analyst	Intermediate	$ 21.75	$ 28.15	$ 32.63	$ 39.41
Finance/Accounting	Analyst	Senior	$ 28.00	$ 36.24	$ 42.00	$ 50.74
Finance/Accounting	Business Analyst	Junior	$ 19.25	$ 24.92	$ 28.88	$ 34.88
Finance/Accounting	Business Analyst	Intermediate	$ 27.00	$ 34.95	$ 40.50	$ 48.93
Finance/Accounting	Business Analyst	Senior	$ 40.75	$ 52.75	$ 61.13	$ 73.85
Finance/Accounting	Cost Accountant	Junior	$ 26.50	$ 34.30	$ 39.75	$ 48.02
Finance/Accounting	Cost Accountant	Intermediate	$ 28.75	$ 37.21	$ 43.13	$ 52.10
Finance/Accounting	Cost Accountant	Senior	$ 31.75	$ 41.10	$ 47.63	$ 57.54
Finance/Accounting	Finance Analyst	Junior	$ 32.75	$ 42.39	$ 49.13	$ 59.35
Finance/Accounting	Finance Analyst	Intermediate	$ 35.00	$ 45.30	$ 52.50	$ 63.43

Abrams Technical Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 35.50	$ 45.95	$ 53.25	$ 64.33
Supply Chain	Buyer	Junior	$ 15.75	$ 20.39	$ 23.63	$ 28.54
Supply Chain	Buyer	Intermediate	$ 18.25	$ 23.62	$ 27.38	$ 33.07
Supply Chain	Buyer	Senior	$ 22.50	$ 29.12	$ 33.75	$ 40.77
Supply Chain	Contract Analyst	Junior	$ 30.75	$ 39.80	$ 46.13	$ 55.72
Supply Chain	Contract Analyst	Intermediate	$ 36.00	$ 46.60	$ 54.00	$ 65.24
Supply Chain	Contract Analyst	Senior	$ 37.50	$ 48.54	$ 56.25	$ 67.96
Supply Chain	Logistician	Junior	$ 16.00	$ 20.71	$ 24.00	$ 28.99
Supply Chain	Logistician	Intermediate	$ 18.50	$ 23.95	$ 27.75	$ 33.52
Supply Chain	Logistician	Senior	$ 23.00	$ 29.77	$ 34.50	$ 41.68

Abrams Technical Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.00	$ 16.62	$ 19.50	$ 23.26
Admin/Clerk	Administrative Assistant	Intermediate	$ 15.00	$ 19.17	$ 22.50	$ 26.84
Admin/Clerk	Administrative Assistant	Senior	$ 18.00	$ 23.01	$ 27.00	$ 32.21
Admin/Clerk	Customer Service Representative	Junior	$ 12.50	$ 15.98	$ 18.75	$ 22.37
Admin/Clerk	Customer Service Representative	Intermediate	$ 14.50	$ 18.53	$ 21.75	$ 25.95
Admin/Clerk	Customer Service Representative	Senior	$ 16.50	$ 21.09	$ 24.75	$ 29.53
Admin/Clerk	Data Entry Operator	Junior	$ 14.00	$ 17.90	$ 21.00	$ 25.05
Admin/Clerk	Data Entry Operator	Intermediate	$ 16.50	$ 21.09	$ 24.75	$ 29.53
Admin/Clerk	Data Entry Operator	Senior	$ 19.50	$ 24.93	$ 29.25	$ 34.90
Admin/Clerk	Database Administrator	Junior	$ 18.75	$ 23.97	$ 28.13	$ 33.55
Admin/Clerk	Database Administrator	Intermediate	$ 22.50	$ 28.76	$ 33.75	$ 40.27
Admin/Clerk	Database Administrator	Senior	$ 26.75	$ 34.19	$ 40.13	$ 47.87
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 23.50	$ 30.04	$ 35.25	$ 42.06
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 28.25	$ 36.11	$ 42.38	$ 50.56
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 34.50	$ 44.10	$ 51.75	$ 61.74
Engineering / Project Management (PM)	Construction Manager	Junior	$ 16.75	$ 21.41	$ 25.13	$ 29.98
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 22.50	$ 28.76	$ 33.75	$ 40.27
Engineering / Project Management (PM)	Construction Manager	Senior	$ 35.50	$ 45.38	$ 53.25	$ 63.53
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 24.50	$ 31.32	$ 36.75	$ 43.84
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 31.25	$ 39.95	$ 46.88	$ 55.92

Abrams Technical Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 39.50	$ 50.49	$ 59.25	$ 70.69
Engineering / Project Management (PM)	Cost Technician	Junior	$ 16.25	$ 20.77	$ 24.38	$ 29.08
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 21.75	$ 27.80	$ 32.63	$ 38.92
Engineering / Project Management (PM)	Cost Technician	Senior	$ 33.25	$ 42.50	$ 49.88	$ 59.50
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 10.50	$ 13.42	$ 15.75	$ 18.79
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 13.00	$ 16.62	$ 19.50	$ 23.26
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 16.75	$ 21.41	$ 25.13	$ 29.98
Engineering / Project Management (PM)	Drafter	Junior	$ 17.75	$ 22.69	$ 26.63	$ 31.77
Engineering / Project Management (PM)	Drafter	Intermediate	$ 20.25	$ 25.89	$ 30.38	$ 36.24
Engineering / Project Management (PM)	Drafter	Senior	$ 23.00	$ 29.40	$ 34.50	$ 41.16
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 18.25	$ 23.33	$ 27.38	$ 32.66
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 26.50	$ 33.87	$ 39.75	$ 47.42
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 38.50	$ 49.21	$ 57.75	$ 68.90
Engineering / Project Management (PM)	Engineer	Junior	$ 23.50	$ 30.04	$ 35.25	$ 42.06
Engineering / Project Management (PM)	Engineer	Intermediate	$ 30.25	$ 38.67	$ 45.38	$ 54.13
Engineering / Project Management (PM)	Engineer	Senior	$ 37.50	$ 47.94	$ 56.25	$ 67.11
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 18.75	$ 23.97	$ 28.13	$ 33.55

Abrams Technical Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 21.25	$ 27.16	$ 31.88	$ 38.03
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 27.50	$ 35.15	$ 41.25	$ 49.21
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 19.75	$ 25.25	$ 29.63	$ 35.34
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 28.75	$ 36.75	$ 43.13	$ 51.45
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 32.25	$ 41.22	$ 48.38	$ 57.71
Engineering / Project Management (PM)	General Inspector	Junior	$ 14.00	$ 17.90	$ 21.00	$ 25.05
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 16.75	$ 21.41	$ 25.13	$ 29.98
Engineering / Project Management (PM)	General Inspector	Senior	$ 20.75	$ 26.52	$ 31.13	$ 37.13
Engineering / Project Management (PM)	General Labor	Junior	$ 11.00	$ 14.06	$ 16.50	$ 19.69
Engineering / Project Management (PM)	General Labor	Intermediate	$ 13.50	$ 17.26	$ 20.25	$ 24.16
Engineering / Project Management (PM)	General Labor	Senior	$ 16.75	$ 21.41	$ 25.13	$ 29.98
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 17.75	$ 22.69	$ 26.63	$ 31.77
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 20.25	$ 25.89	$ 30.38	$ 36.24
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 22.50	$ 28.76	$ 33.75	$ 40.27
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 16.75	$ 21.41	$ 25.13	$ 29.98
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 22.00	$ 28.12	$ 33.00	$ 39.37
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 28.00	$ 35.79	$ 42.00	$ 50.11

Abrams Technical Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.50	$ 17.26	$ 20.25	$ 24.16
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 15.50	$ 19.81	$ 23.25	$ 27.74
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 20.00	$ 25.57	$ 30.00	$ 35.79
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 23.00	$ 29.40	$ 34.50	$ 41.16
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 29.75	$ 38.03	$ 44.63	$ 53.24
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 37.00	$ 47.30	$ 55.50	$ 66.21
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 38.00	$ 48.57	$ 57.00	$ 68.00
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 40.00	$ 51.13	$ 60.00	$ 71.58
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 44.75	$ 57.20	$ 67.13	$ 80.08
Engineering / Project Management (PM)	Power Engineer	Junior	$ 25.00	$ 31.96	$ 37.50	$ 44.74
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 34.25	$ 43.78	$ 51.38	$ 61.29
Engineering / Project Management (PM)	Power Engineer	Senior	$ 41.75	$ 53.37	$ 62.63	$ 74.72
Engineering / Project Management (PM)	Project Control	Junior	$ 23.50	$ 30.04	$ 35.25	$ 42.06
Engineering / Project Management (PM)	Project Control	Intermediate	$ 28.75	$ 36.75	$ 43.13	$ 51.45
Engineering / Project Management (PM)	Project Control	Senior	$ 32.50	$ 41.54	$ 48.75	$ 58.16
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 18.75	$ 23.97	$ 28.13	$ 33.55
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 21.25	$ 27.16	$ 31.88	$ 38.03

Abrams Technical Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 25.25	$ 32.28	$ 37.88	$ 45.19
Engineering / Project Management (PM)	Project Engineer	Junior	$ 26.50	$ 33.87	$ 39.75	$ 47.42
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 31.75	$ 40.59	$ 47.63	$ 56.82
Engineering / Project Management (PM)	Project Engineer	Senior	$ 40.50	$ 51.77	$ 60.75	$ 72.48
Engineering / Project Management (PM)	Project Manager	Junior	$ 28.50	$ 36.43	$ 42.75	$ 51.00
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 36.50	$ 46.66	$ 54.75	$ 65.32
Engineering / Project Management (PM)	Project Manager	Senior	$ 47.25	$ 60.40	$ 70.88	$ 84.56
Engineering / Project Management (PM)	Quality Technician	Junior	$ 14.00	$ 17.90	$ 21.00	$ 25.05
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 15.75	$ 20.13	$ 23.63	$ 28.19
Engineering / Project Management (PM)	Quality Technician	Senior	$ 19.25	$ 24.61	$ 28.88	$ 34.45
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 17.75	$ 22.69	$ 26.63	$ 31.77
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 23.75	$ 30.36	$ 35.63	$ 42.50
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 31.25	$ 39.95	$ 46.88	$ 55.92
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 15.00	$ 19.17	$ 22.50	$ 26.84
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 18.75	$ 23.97	$ 28.13	$ 33.55
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 21.50	$ 27.48	$ 32.25	$ 38.48
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 18.00	$ 23.01	$ 27.00	$ 32.21

Abrams Technical Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 21.75	$ 27.80	$ 32.63	$ 38.92
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 24.75	$ 31.64	$ 37.13	$ 44.29
Engineering / Project Management (PM)	Scheduler	Junior	$ 15.00	$ 19.17	$ 22.50	$ 26.84
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.75	$ 21.41	$ 25.13	$ 29.98
Engineering / Project Management (PM)	Scheduler	Senior	$ 23.00	$ 29.40	$ 34.50	$ 41.16
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 20.75	$ 26.52	$ 31.13	$ 37.13
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 33.25	$ 42.50	$ 49.88	$ 59.50
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 44.75	$ 57.20	$ 67.13	$ 80.08
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 18.25	$ 23.33	$ 27.38	$ 32.66
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 21.25	$ 27.16	$ 31.88	$ 38.03
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 25.75	$ 32.92	$ 38.63	$ 46.08
Finance/Accounting	Accounts Payable Analyst	Junior	$ 18.25	$ 23.33	$ 27.38	$ 32.66
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 21.75	$ 27.80	$ 32.63	$ 38.92
Finance/Accounting	Accounts Payable Analyst	Senior	$ 28.00	$ 35.79	$ 42.00	$ 50.11
Finance/Accounting	Analyst	Junior	$ 18.25	$ 23.33	$ 27.38	$ 32.66
Finance/Accounting	Analyst	Intermediate	$ 21.75	$ 27.80	$ 32.63	$ 38.92
Finance/Accounting	Analyst	Senior	$ 28.00	$ 35.79	$ 42.00	$ 50.11
Finance/Accounting	Business Analyst	Junior	$ 19.25	$ 24.61	$ 28.88	$ 34.45
Finance/Accounting	Business Analyst	Intermediate	$ 27.00	$ 34.51	$ 40.50	$ 48.32
Finance/Accounting	Business Analyst	Senior	$ 40.75	$ 52.09	$ 61.13	$ 72.93
Finance/Accounting	Cost Accountant	Junior	$ 26.50	$ 33.87	$ 39.75	$ 47.42
Finance/Accounting	Cost Accountant	Intermediate	$ 28.75	$ 36.75	$ 43.13	$ 51.45
Finance/Accounting	Cost Accountant	Senior	$ 31.75	$ 40.59	$ 47.63	$ 56.82
Finance/Accounting	Finance Analyst	Junior	$ 32.75	$ 41.86	$ 49.13	$ 58.61
Finance/Accounting	Finance Analyst	Intermediate	$ 35.00	$ 44.74	$ 52.50	$ 62.64

Abrams Technical Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 35.50	$ 45.38	$ 53.25	$ 63.53
Supply Chain	Buyer	Junior	$ 15.75	$ 20.13	$ 23.63	$ 28.19
Supply Chain	Buyer	Intermediate	$ 18.25	$ 23.33	$ 27.38	$ 32.66
Supply Chain	Buyer	Senior	$ 22.50	$ 28.76	$ 33.75	$ 40.27
Supply Chain	Contract Analyst	Junior	$ 30.75	$ 39.31	$ 46.13	$ 55.03
Supply Chain	Contract Analyst	Intermediate	$ 36.00	$ 46.02	$ 54.00	$ 64.42
Supply Chain	Contract Analyst	Senior	$ 37.50	$ 47.94	$ 56.25	$ 67.11
Supply Chain	Logistician	Junior	$ 16.00	$ 20.45	$ 24.00	$ 28.63
Supply Chain	Logistician	Intermediate	$ 18.50	$ 23.65	$ 27.75	$ 33.11
Supply Chain	Logistician	Senior	$ 23.00	$ 29.40	$ 34.50	$ 41.16

Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.00	$ 17.12	$ 19.50	$ 23.97
Admin/Clerk	Administrative Assistant	Intermediate	$ 15.00	$ 19.75	$ 22.50	$ 27.65
Admin/Clerk	Administrative Assistant	Senior	$ 18.00	$ 23.70	$ 27.00	$ 33.19
Admin/Clerk	Customer Service Representative	Junior	$ 12.50	$ 16.46	$ 18.75	$ 23.05
Admin/Clerk	Customer Service Representative	Intermediate	$ 14.50	$ 19.10	$ 21.75	$ 26.73
Admin/Clerk	Customer Service Representative	Senior	$ 16.50	$ 21.73	$ 24.75	$ 30.42
Admin/Clerk	Data Entry Operator	Junior	$ 14.00	$ 18.44	$ 21.00	$ 25.81
Admin/Clerk	Data Entry Operator	Intermediate	$ 16.50	$ 21.73	$ 24.75	$ 30.42
Admin/Clerk	Data Entry Operator	Senior	$ 19.50	$ 25.68	$ 29.25	$ 35.95
Admin/Clerk	Database Administrator	Junior	$ 18.75	$ 24.69	$ 28.13	$ 34.57
Admin/Clerk	Database Administrator	Intermediate	$ 22.50	$ 29.63	$ 33.75	$ 41.48
Admin/Clerk	Database Administrator	Senior	$ 26.75	$ 35.23	$ 40.13	$ 49.32
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 23.50	$ 30.95	$ 35.25	$ 43.34
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 28.25	$ 37.20	$ 42.38	$ 52.08
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 34.50	$ 45.43	$ 51.75	$ 63.61
Engineering / Project Management (PM)	Construction Manager	Junior	$ 16.75	$ 22.06	$ 25.13	$ 30.88
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 22.50	$ 29.63	$ 33.75	$ 41.48
Engineering / Project Management (PM)	Construction Manager	Senior	$ 35.50	$ 46.75	$ 53.25	$ 65.45
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 24.50	$ 32.26	$ 36.75	$ 45.17
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 31.25	$ 41.15	$ 46.88	$ 57.61

Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 39.50	$ 52.02	$ 59.25	$ 72.82
Engineering / Project Management (PM)	Cost Technician	Junior	$ 16.25	$ 21.40	$ 24.38	$ 29.96
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 21.75	$ 28.64	$ 32.63	$ 40.10
Engineering / Project Management (PM)	Cost Technician	Senior	$ 33.25	$ 43.79	$ 49.88	$ 61.30
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 10.50	$ 13.83	$ 15.75	$ 19.36
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 13.00	$ 17.12	$ 19.50	$ 23.97
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 16.75	$ 22.06	$ 25.13	$ 30.88
Engineering / Project Management (PM)	Drafter	Junior	$ 17.75	$ 23.37	$ 26.63	$ 32.72
Engineering / Project Management (PM)	Drafter	Intermediate	$ 20.25	$ 26.67	$ 30.38	$ 37.33
Engineering / Project Management (PM)	Drafter	Senior	$ 23.00	$ 30.29	$ 34.50	$ 42.40
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 18.25	$ 24.03	$ 27.38	$ 33.65
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 26.50	$ 34.90	$ 39.75	$ 48.86
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 38.50	$ 50.70	$ 57.75	$ 70.98
Engineering / Project Management (PM)	Engineer	Junior	$ 23.50	$ 30.95	$ 35.25	$ 43.33
Engineering / Project Management (PM)	Engineer	Intermediate	$ 30.25	$ 39.84	$ 45.38	$ 55.77
Engineering / Project Management (PM)	Engineer	Senior	$ 37.50	$ 49.38	$ 56.25	$ 69.14
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 18.75	$ 24.69	$ 28.13	$ 34.57

Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 21.25	$ 27.98	$ 31.88	$ 39.18
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 27.50	$ 36.21	$ 41.25	$ 50.70
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 19.75	$ 26.01	$ 29.63	$ 36.41
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 28.75	$ 37.86	$ 43.13	$ 53.01
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 32.25	$ 42.47	$ 48.38	$ 59.46
Engineering / Project Management (PM)	General Inspector	Junior	$ 14.00	$ 18.44	$ 21.00	$ 25.81
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 16.75	$ 22.06	$ 25.13	$ 30.88
Engineering / Project Management (PM)	General Inspector	Senior	$ 20.75	$ 27.33	$ 31.13	$ 38.26
Engineering / Project Management (PM)	General Labor	Junior	$ 11.00	$ 15.61	$ 16.50	$ 21.86
Engineering / Project Management (PM)	General Labor	Intermediate	$ 13.50	$ 19.16	$ 20.25	$ 26.82
Engineering / Project Management (PM)	General Labor	Senior	$ 16.75	$ 23.77	$ 25.13	$ 33.28
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 17.75	$ 23.37	$ 26.63	$ 32.72
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 20.25	$ 26.67	$ 30.38	$ 37.33
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 22.50	$ 29.63	$ 33.75	$ 41.48
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 16.75	$ 22.06	$ 25.13	$ 30.88
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 22.00	$ 28.97	$ 33.00	$ 40.56
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 28.00	$ 36.87	$ 42.00	$ 51.62

Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.50	$ 17.78	$ 20.25	$ 24.89
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 15.50	$ 20.41	$ 23.25	$ 28.58
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 20.00	$ 26.34	$ 30.00	$ 36.87
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 23.00	$ 30.29	$ 34.50	$ 42.40
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 29.75	$ 39.18	$ 44.63	$ 54.85
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 37.00	$ 48.73	$ 55.50	$ 68.22
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 38.00	$ 50.04	$ 57.00	$ 70.06
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 40.00	$ 52.68	$ 60.00	$ 73.75
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 44.75	$ 58.93	$ 67.13	$ 82.50
Engineering / Project Management (PM)	Power Engineer	Junior	$ 25.00	$ 32.92	$ 37.50	$ 46.09
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 34.25	$ 45.10	$ 51.38	$ 63.15
Engineering / Project Management (PM)	Power Engineer	Senior	$ 41.75	$ 54.98	$ 62.63	$ 76.97
Engineering / Project Management (PM)	Project Control	Junior	$ 23.50	$ 30.95	$ 35.25	$ 43.33
Engineering / Project Management (PM)	Project Control	Intermediate	$ 28.75	$ 37.86	$ 43.13	$ 53.01
Engineering / Project Management (PM)	Project Control	Senior	$ 32.50	$ 42.80	$ 48.75	$ 59.92
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 18.75	$ 24.69	$ 28.13	$ 34.57
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 21.25	$ 27.98	$ 31.88	$ 39.18

Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 25.25	$ 33.25	$ 37.88	$ 46.55
Engineering / Project Management (PM)	Project Engineer	Junior	$ 26.50	$ 34.90	$ 39.75	$ 48.86
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 31.75	$ 41.81	$ 47.63	$ 58.54
Engineering / Project Management (PM)	Project Engineer	Senior	$ 40.50	$ 53.33	$ 60.75	$ 74.67
Engineering / Project Management (PM)	Project Manager	Junior	$ 28.50	$ 37.53	$ 42.75	$ 52.54
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 36.50	$ 48.07	$ 54.75	$ 67.29
Engineering / Project Management (PM)	Project Manager	Senior	$ 47.25	$ 62.22	$ 70.88	$ 87.11
Engineering / Project Management (PM)	Quality Technician	Junior	$ 14.00	$ 18.44	$ 21.00	$ 25.81
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 15.75	$ 20.74	$ 23.63	$ 29.04
Engineering / Project Management (PM)	Quality Technician	Senior	$ 19.25	$ 25.35	$ 28.88	$ 35.49
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 17.75	$ 23.37	$ 26.63	$ 32.72
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 23.75	$ 31.28	$ 35.63	$ 43.79
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 31.25	$ 41.15	$ 46.88	$ 57.61
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 15.00	$ 19.75	$ 22.50	$ 27.65
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 18.75	$ 24.69	$ 28.13	$ 34.57
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 21.50	$ 28.31	$ 32.25	$ 39.64
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 18.00	$ 23.70	$ 27.00	$ 33.19

Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 21.75	$ 28.64	$ 32.63	$ 40.10
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 24.75	$ 32.59	$ 37.13	$ 45.63
Engineering / Project Management (PM)	Scheduler	Junior	$ 15.00	$ 19.75	$ 22.50	$ 27.65
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.75	$ 22.06	$ 25.13	$ 30.88
Engineering / Project Management (PM)	Scheduler	Senior	$ 23.00	$ 30.29	$ 34.50	$ 42.40
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 20.75	$ 27.33	$ 31.13	$ 38.26
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 33.25	$ 43.79	$ 49.88	$ 61.30
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 44.75	$ 58.93	$ 67.13	$ 82.50
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 18.25	$ 24.03	$ 27.38	$ 33.65
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 21.25	$ 27.98	$ 31.88	$ 39.18
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 25.75	$ 33.91	$ 38.63	$ 47.47
Finance/Accounting	Accounts Payable Analyst	Junior	$ 18.25	$ 24.03	$ 27.38	$ 33.65
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 21.75	$ 28.64	$ 32.63	$ 40.10
Finance/Accounting	Accounts Payable Analyst	Senior	$ 28.00	$ 36.87	$ 42.00	$ 51.62
Finance/Accounting	Analyst	Junior	$ 18.25	$ 24.03	$ 27.38	$ 33.65
Finance/Accounting	Analyst	Intermediate	$ 21.75	$ 28.64	$ 32.63	$ 40.10
Finance/Accounting	Analyst	Senior	$ 28.00	$ 36.87	$ 42.00	$ 51.62
Finance/Accounting	Business Analyst	Junior	$ 19.25	$ 25.35	$ 28.88	$ 35.49
Finance/Accounting	Business Analyst	Intermediate	$ 27.00	$ 35.56	$ 40.50	$ 49.78
Finance/Accounting	Business Analyst	Senior	$ 40.75	$ 53.66	$ 61.13	$ 75.13
Finance/Accounting	Cost Accountant	Junior	$ 26.50	$ 34.90	$ 39.75	$ 48.86
Finance/Accounting	Cost Accountant	Intermediate	$ 28.75	$ 37.86	$ 43.13	$ 53.01
Finance/Accounting	Cost Accountant	Senior	$ 31.75	$ 41.81	$ 47.63	$ 58.54
Finance/Accounting	Finance Analyst	Junior	$ 32.75	$ 43.13	$ 49.13	$ 60.38
Finance/Accounting	Finance Analyst	Intermediate	$ 35.00	$ 46.09	$ 52.50	$ 64.53

Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 35.50	$ 46.75	$ 53.25	$ 65.45
Supply Chain	Buyer	Junior	$ 15.75	$ 20.74	$ 23.63	$ 29.04
Supply Chain	Buyer	Intermediate	$ 18.25	$ 24.03	$ 27.38	$ 33.65
Supply Chain	Buyer	Senior	$ 22.50	$ 29.63	$ 33.75	$ 41.48
Supply Chain	Contract Analyst	Junior	$ 30.75	$ 40.49	$ 46.13	$ 56.69
Supply Chain	Contract Analyst	Intermediate	$ 36.00	$ 47.41	$ 54.00	$ 66.37
Supply Chain	Contract Analyst	Senior	$ 37.50	$ 49.38	$ 56.25	$ 69.14
Supply Chain	Logistician	Junior	$ 16.00	$ 21.07	$ 24.00	$ 29.50
Supply Chain	Logistician	Intermediate	$ 18.50	$ 24.36	$ 27.75	$ 34.11
Supply Chain	Logistician	Senior	$ 23.00	$ 30.29	$ 34.50	$ 42.40

Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.00	$ 16.01	$ 19.50	$ 22.41
Admin/Clerk	Administrative Assistant	Intermediate	$ 15.00	$ 18.47	$ 22.50	$ 25.86
Admin/Clerk	Administrative Assistant	Senior	$ 18.00	$ 22.16	$ 27.00	$ 31.03
Admin/Clerk	Customer Service Representative	Junior	$ 12.50	$ 15.39	$ 18.75	$ 21.55
Admin/Clerk	Customer Service Representative	Intermediate	$ 14.50	$ 17.85	$ 21.75	$ 24.99
Admin/Clerk	Customer Service Representative	Senior	$ 16.50	$ 20.31	$ 24.75	$ 28.44
Admin/Clerk	Data Entry Operator	Junior	$ 14.00	$ 17.24	$ 21.00	$ 24.13
Admin/Clerk	Data Entry Operator	Intermediate	$ 16.50	$ 20.31	$ 24.75	$ 28.44
Admin/Clerk	Data Entry Operator	Senior	$ 19.50	$ 24.01	$ 29.25	$ 33.61
Admin/Clerk	Database Administrator	Junior	$ 18.75	$ 23.09	$ 28.13	$ 32.32
Admin/Clerk	Database Administrator	Intermediate	$ 22.50	$ 27.70	$ 33.75	$ 38.78
Admin/Clerk	Database Administrator	Senior	$ 26.75	$ 32.93	$ 40.13	$ 46.11
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 23.50	$ 28.93	$ 35.25	$ 40.51
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 28.25	$ 34.78	$ 42.38	$ 48.69
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 34.50	$ 42.48	$ 51.75	$ 59.47
Engineering / Project Management (PM)	Construction Manager	Junior	$ 16.75	$ 20.62	$ 25.13	$ 28.87
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 22.50	$ 27.70	$ 33.75	$ 38.78
Engineering / Project Management (PM)	Construction Manager	Senior	$ 35.50	$ 43.71	$ 53.25	$ 61.19
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 24.50	$ 30.16	$ 36.75	$ 42.23
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 31.25	$ 38.48	$ 46.88	$ 53.87

Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 39.50	$ 48.63	$ 59.25	$ 68.09
Engineering / Project Management (PM)	Cost Technician	Junior	$ 16.25	$ 20.01	$ 24.38	$ 28.01
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 21.75	$ 26.78	$ 32.63	$ 37.49
Engineering / Project Management (PM)	Cost Technician	Senior	$ 33.25	$ 40.94	$ 49.88	$ 57.31
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 10.50	$ 12.93	$ 15.75	$ 18.10
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 13.00	$ 16.01	$ 19.50	$ 22.41
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 16.75	$ 20.62	$ 25.13	$ 28.87
Engineering / Project Management (PM)	Drafter	Junior	$ 17.75	$ 21.85	$ 26.63	$ 30.60
Engineering / Project Management (PM)	Drafter	Intermediate	$ 20.25	$ 24.93	$ 30.38	$ 34.90
Engineering / Project Management (PM)	Drafter	Senior	$ 23.00	$ 28.32	$ 34.50	$ 39.64
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 18.25	$ 22.47	$ 27.38	$ 31.46
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 26.50	$ 32.63	$ 39.75	$ 45.68
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 38.50	$ 47.40	$ 57.75	$ 66.36
Engineering / Project Management (PM)	Engineer	Junior	$ 23.50	$ 28.93	$ 35.25	$ 40.51
Engineering / Project Management (PM)	Engineer	Intermediate	$ 30.25	$ 37.24	$ 45.38	$ 52.14
Engineering / Project Management (PM)	Engineer	Senior	$ 37.50	$ 46.17	$ 56.25	$ 64.64
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 18.75	$ 23.09	$ 28.13	$ 32.32

Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 21.25	$ 26.16	$ 31.88	$ 36.63
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 27.50	$ 33.86	$ 41.25	$ 47.40
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 19.75	$ 24.32	$ 29.63	$ 34.04
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 28.75	$ 35.40	$ 43.13	$ 49.56
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 32.25	$ 39.71	$ 48.38	$ 55.59
Engineering / Project Management (PM)	General Inspector	Junior	$ 14.00	$ 17.24	$ 21.00	$ 24.13
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 16.75	$ 20.62	$ 25.13	$ 28.87
Engineering / Project Management (PM)	General Inspector	Senior	$ 20.75	$ 25.55	$ 31.13	$ 35.77
Engineering / Project Management (PM)	General Labor	Junior	$ 11.00	$ 13.54	$ 16.50	$ 18.96
Engineering / Project Management (PM)	General Labor	Intermediate	$ 13.50	$ 16.62	$ 20.25	$ 23.27
Engineering / Project Management (PM)	General Labor	Senior	$ 16.75	$ 20.62	$ 25.13	$ 28.87
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 17.75	$ 21.85	$ 26.63	$ 30.60
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 20.25	$ 24.93	$ 30.38	$ 34.90
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 22.50	$ 27.70	$ 33.75	$ 38.78
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 16.75	$ 20.62	$ 25.13	$ 28.87
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 22.00	$ 27.09	$ 33.00	$ 37.92
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 28.00	$ 34.47	$ 42.00	$ 48.26

Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.50	$ 16.62	$ 20.25	$ 23.27
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 15.50	$ 19.08	$ 23.25	$ 26.72
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 20.00	$ 24.62	$ 30.00	$ 34.47
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 23.00	$ 28.32	$ 34.50	$ 39.64
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 29.75	$ 36.63	$ 44.63	$ 51.28
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 37.00	$ 45.55	$ 55.50	$ 63.78
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 38.00	$ 46.79	$ 57.00	$ 65.50
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 40.00	$ 49.25	$ 60.00	$ 68.95
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 44.75	$ 55.10	$ 67.13	$ 77.13
Engineering / Project Management (PM)	Power Engineer	Junior	$ 25.00	$ 30.78	$ 37.50	$ 43.09
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 34.25	$ 42.17	$ 51.38	$ 59.04
Engineering / Project Management (PM)	Power Engineer	Senior	$ 41.75	$ 51.40	$ 62.63	$ 71.96
Engineering / Project Management (PM)	Project Control	Junior	$ 23.50	$ 28.93	$ 35.25	$ 40.51
Engineering / Project Management (PM)	Project Control	Intermediate	$ 28.75	$ 35.40	$ 43.13	$ 49.56
Engineering / Project Management (PM)	Project Control	Senior	$ 32.50	$ 40.01	$ 48.75	$ 56.02
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 18.75	$ 23.09	$ 28.13	$ 32.32
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 21.25	$ 26.16	$ 31.88	$ 36.63

Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 25.25	$ 31.09	$ 37.88	$ 43.52
Engineering / Project Management (PM)	Project Engineer	Junior	$ 26.50	$ 32.63	$ 39.75	$ 45.68
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 31.75	$ 39.09	$ 47.63	$ 54.73
Engineering / Project Management (PM)	Project Engineer	Senior	$ 40.50	$ 49.86	$ 60.75	$ 69.81
Engineering / Project Management (PM)	Project Manager	Junior	$ 28.50	$ 35.09	$ 42.75	$ 49.12
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 36.50	$ 44.94	$ 54.75	$ 62.91
Engineering / Project Management (PM)	Project Manager	Senior	$ 47.25	$ 58.17	$ 70.88	$ 81.44
Engineering / Project Management (PM)	Quality Technician	Junior	$ 14.00	$ 17.24	$ 21.00	$ 24.13
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 15.75	$ 19.39	$ 23.63	$ 27.15
Engineering / Project Management (PM)	Quality Technician	Senior	$ 19.25	$ 23.70	$ 28.88	$ 33.18
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 17.75	$ 21.85	$ 26.63	$ 30.60
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 23.75	$ 29.24	$ 35.63	$ 40.94
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 31.25	$ 38.48	$ 46.88	$ 53.87
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 15.00	$ 18.47	$ 22.50	$ 25.86
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 18.75	$ 23.09	$ 28.13	$ 32.32
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 21.50	$ 26.47	$ 32.25	$ 37.06
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 18.00	$ 22.16	$ 27.00	$ 31.03

Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 21.75	$ 26.78	$ 32.63	$ 37.49
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 24.75	$ 30.47	$ 37.13	$ 42.66
Engineering / Project Management (PM)	Scheduler	Junior	$ 15.00	$ 18.47	$ 22.50	$ 25.86
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.75	$ 20.62	$ 25.13	$ 28.87
Engineering / Project Management (PM)	Scheduler	Senior	$ 23.00	$ 28.32	$ 34.50	$ 39.64
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 20.75	$ 25.55	$ 31.13	$ 35.77
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 33.25	$ 40.94	$ 49.88	$ 57.31
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 44.75	$ 55.10	$ 67.13	$ 77.13
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 18.25	$ 22.47	$ 27.38	$ 31.46
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 21.25	$ 26.16	$ 31.88	$ 36.63
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 25.75	$ 31.70	$ 38.63	$ 44.38
Finance/Accounting	Accounts Payable Analyst	Junior	$ 18.25	$ 22.47	$ 27.38	$ 31.46
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 21.75	$ 26.78	$ 32.63	$ 37.49
Finance/Accounting	Accounts Payable Analyst	Senior	$ 28.00	$ 34.47	$ 42.00	$ 48.26
Finance/Accounting	Analyst	Junior	$ 18.25	$ 22.47	$ 27.38	$ 31.46
Finance/Accounting	Analyst	Intermediate	$ 21.75	$ 26.78	$ 32.63	$ 37.49
Finance/Accounting	Analyst	Senior	$ 28.00	$ 34.47	$ 42.00	$ 48.26
Finance/Accounting	Business Analyst	Junior	$ 19.25	$ 23.70	$ 28.88	$ 33.18
Finance/Accounting	Business Analyst	Intermediate	$ 27.00	$ 33.24	$ 40.50	$ 46.54
Finance/Accounting	Business Analyst	Senior	$ 40.75	$ 50.17	$ 61.13	$ 70.24
Finance/Accounting	Cost Accountant	Junior	$ 26.50	$ 32.63	$ 39.75	$ 45.68
Finance/Accounting	Cost Accountant	Intermediate	$ 28.75	$ 35.40	$ 43.13	$ 49.56
Finance/Accounting	Cost Accountant	Senior	$ 31.75	$ 39.09	$ 47.63	$ 54.73
Finance/Accounting	Finance Analyst	Junior	$ 32.75	$ 40.32	$ 49.13	$ 56.45
Finance/Accounting	Finance Analyst	Intermediate	$ 35.00	$ 43.09	$ 52.50	$ 60.33

Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 35.50	$ 43.71	$ 53.25	$ 61.19
Supply Chain	Buyer	Junior	$ 15.75	$ 19.39	$ 23.63	$ 27.15
Supply Chain	Buyer	Intermediate	$ 18.25	$ 22.47	$ 27.38	$ 31.46
Supply Chain	Buyer	Senior	$ 22.50	$ 27.70	$ 33.75	$ 38.78
Supply Chain	Contract Analyst	Junior	$ 30.75	$ 37.86	$ 46.13	$ 53.00
Supply Chain	Contract Analyst	Intermediate	$ 36.00	$ 44.32	$ 54.00	$ 62.05
Supply Chain	Contract Analyst	Senior	$ 37.50	$ 46.17	$ 56.25	$ 64.64
Supply Chain	Logistician	Junior	$ 16.00	$ 19.70	$ 24.00	$ 27.58
Supply Chain	Logistician	Intermediate	$ 18.50	$ 22.78	$ 27.75	$ 31.89
Supply Chain	Logistician	Senior	$ 23.00	$ 28.32	$ 34.50	$ 39.64

Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.00	$ 16.74	$ 19.50	$ 23.43
Admin/Clerk	Administrative Assistant	Intermediate	$ 15.00	$ 19.31	$ 22.50	$ 27.04
Admin/Clerk	Administrative Assistant	Senior	$ 18.00	$ 23.18	$ 27.00	$ 32.45
Admin/Clerk	Customer Service Representative	Junior	$ 12.50	$ 16.09	$ 18.75	$ 22.53
Admin/Clerk	Customer Service Representative	Intermediate	$ 14.50	$ 18.67	$ 21.75	$ 26.14
Admin/Clerk	Customer Service Representative	Senior	$ 16.50	$ 21.24	$ 24.75	$ 29.74
Admin/Clerk	Data Entry Operator	Junior	$ 14.00	$ 18.03	$ 21.00	$ 25.24
Admin/Clerk	Data Entry Operator	Intermediate	$ 16.50	$ 21.24	$ 24.75	$ 29.74
Admin/Clerk	Data Entry Operator	Senior	$ 19.50	$ 25.11	$ 29.25	$ 35.15
Admin/Clerk	Database Administrator	Junior	$ 18.75	$ 24.14	$ 28.13	$ 33.80
Admin/Clerk	Database Administrator	Intermediate	$ 22.50	$ 28.97	$ 33.75	$ 40.56
Admin/Clerk	Database Administrator	Senior	$ 26.75	$ 34.44	$ 40.13	$ 48.22
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 23.50	$ 30.26	$ 35.25	$ 42.36
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 28.25	$ 36.37	$ 42.38	$ 50.92
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 34.50	$ 44.42	$ 51.75	$ 62.19
Engineering / Project Management (PM)	Construction Manager	Junior	$ 16.75	$ 21.57	$ 25.13	$ 30.19
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 22.50	$ 28.97	$ 33.75	$ 40.56
Engineering / Project Management (PM)	Construction Manager	Senior	$ 35.50	$ 45.71	$ 53.25	$ 63.99
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 24.50	$ 31.54	$ 36.75	$ 44.16
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 31.25	$ 40.23	$ 46.88	$ 56.33

Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 39.50	$ 50.86	$ 59.25	$ 71.20
Engineering / Project Management (PM)	Cost Technician	Junior	$ 16.25	$ 20.92	$ 24.38	$ 29.29
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 21.75	$ 28.00	$ 32.63	$ 39.20
Engineering / Project Management (PM)	Cost Technician	Senior	$ 33.25	$ 42.81	$ 49.88	$ 59.93
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 10.50	$ 13.52	$ 15.75	$ 18.93
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 13.00	$ 16.74	$ 19.50	$ 23.43
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 16.75	$ 21.57	$ 25.13	$ 30.19
Engineering / Project Management (PM)	Drafter	Junior	$ 17.75	$ 22.85	$ 26.63	$ 31.99
Engineering / Project Management (PM)	Drafter	Intermediate	$ 20.25	$ 26.07	$ 30.38	$ 36.50
Engineering / Project Management (PM)	Drafter	Senior	$ 23.00	$ 29.61	$ 34.50	$ 41.46
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 18.25	$ 23.50	$ 27.38	$ 32.90
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 26.50	$ 34.12	$ 39.75	$ 47.77
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 38.50	$ 49.57	$ 57.75	$ 69.40
Engineering / Project Management (PM)	Engineer	Junior	$ 23.50	$ 30.26	$ 35.25	$ 42.36
Engineering / Project Management (PM)	Engineer	Intermediate	$ 30.25	$ 38.95	$ 45.38	$ 54.53
Engineering / Project Management (PM)	Engineer	Senior	$ 37.50	$ 48.28	$ 56.25	$ 67.59
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 18.75	$ 24.14	$ 28.13	$ 33.80

Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 21.25	$ 27.36	$ 31.88	$ 38.30
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 27.50	$ 35.41	$ 41.25	$ 49.57
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 19.75	$ 25.43	$ 29.63	$ 35.60
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 28.75	$ 37.02	$ 43.13	$ 51.82
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 32.25	$ 41.52	$ 48.38	$ 58.13
Engineering / Project Management (PM)	General Inspector	Junior	$ 14.00	$ 18.03	$ 21.00	$ 25.24
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 16.75	$ 21.57	$ 25.13	$ 30.19
Engineering / Project Management (PM)	General Inspector	Senior	$ 20.75	$ 26.72	$ 31.13	$ 37.40
Engineering / Project Management (PM)	General Labor	Junior	$ 11.00	$ 14.16	$ 16.50	$ 19.83
Engineering / Project Management (PM)	General Labor	Intermediate	$ 13.50	$ 17.38	$ 20.25	$ 24.33
Engineering / Project Management (PM)	General Labor	Senior	$ 16.75	$ 21.57	$ 25.13	$ 30.19
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 17.75	$ 22.85	$ 26.63	$ 31.99
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 20.25	$ 26.07	$ 30.38	$ 36.50
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 22.50	$ 28.97	$ 33.75	$ 40.56
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 16.75	$ 21.57	$ 25.13	$ 30.19
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 22.00	$ 28.33	$ 33.00	$ 39.66
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 28.00	$ 36.05	$ 42.00	$ 50.47

Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.50	$ 17.38	$ 20.25	$ 24.33
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 15.50	$ 19.96	$ 23.25	$ 27.94
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 20.00	$ 25.75	$ 30.00	$ 36.05
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 23.00	$ 29.61	$ 34.50	$ 41.46
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 29.75	$ 38.30	$ 44.63	$ 53.62
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 37.00	$ 47.64	$ 55.50	$ 66.69
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 38.00	$ 48.93	$ 57.00	$ 68.50
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 40.00	$ 51.50	$ 60.00	$ 72.10
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 44.75	$ 57.62	$ 67.13	$ 80.66
Engineering / Project Management (PM)	Power Engineer	Junior	$ 25.00	$ 32.19	$ 37.50	$ 45.06
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 34.25	$ 44.10	$ 51.38	$ 61.74
Engineering / Project Management (PM)	Power Engineer	Senior	$ 41.75	$ 53.75	$ 62.63	$ 75.25
Engineering / Project Management (PM)	Project Control	Junior	$ 23.50	$ 30.26	$ 35.25	$ 42.36
Engineering / Project Management (PM)	Project Control	Intermediate	$ 28.75	$ 37.02	$ 43.13	$ 51.82
Engineering / Project Management (PM)	Project Control	Senior	$ 32.50	$ 41.84	$ 48.75	$ 58.58
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 18.75	$ 24.14	$ 28.13	$ 33.80
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 21.25	$ 27.36	$ 31.88	$ 38.30

Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 25.25	$ 32.51	$ 37.88	$ 45.51
Engineering / Project Management (PM)	Project Engineer	Junior	$ 26.50	$ 34.12	$ 39.75	$ 47.77
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 31.75	$ 40.88	$ 47.63	$ 57.23
Engineering / Project Management (PM)	Project Engineer	Senior	$ 40.50	$ 52.14	$ 60.75	$ 73.00
Engineering / Project Management (PM)	Project Manager	Junior	$ 28.50	$ 36.69	$ 42.75	$ 51.37
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 36.50	$ 46.99	$ 54.75	$ 65.79
Engineering / Project Management (PM)	Project Manager	Senior	$ 47.25	$ 60.83	$ 70.88	$ 85.17
Engineering / Project Management (PM)	Quality Technician	Junior	$ 14.00	$ 18.03	$ 21.00	$ 25.24
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 15.75	$ 20.28	$ 23.63	$ 28.39
Engineering / Project Management (PM)	Quality Technician	Senior	$ 19.25	$ 24.78	$ 28.88	$ 34.70
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 17.75	$ 22.85	$ 26.63	$ 31.99
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 23.75	$ 30.58	$ 35.63	$ 42.81
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 31.25	$ 40.23	$ 46.88	$ 56.33
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 15.00	$ 19.31	$ 22.50	$ 27.04
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 18.75	$ 24.14	$ 28.13	$ 33.80
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 21.50	$ 27.68	$ 32.25	$ 38.75
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 18.00	$ 23.18	$ 27.00	$ 32.45

Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 21.75	$ 28.00	$ 32.63	$ 39.20
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 24.75	$ 31.87	$ 37.13	$ 44.61
Engineering / Project Management (PM)	Scheduler	Junior	$ 15.00	$ 19.31	$ 22.50	$ 27.04
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.75	$ 21.57	$ 25.13	$ 30.19
Engineering / Project Management (PM)	Scheduler	Senior	$ 23.00	$ 29.61	$ 34.50	$ 41.46
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 20.75	$ 26.72	$ 31.13	$ 37.40
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 33.25	$ 42.81	$ 49.88	$ 59.93
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 44.75	$ 57.62	$ 67.13	$ 80.66
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 18.25	$ 23.50	$ 27.38	$ 32.90
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 21.25	$ 27.36	$ 31.88	$ 38.30
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 25.75	$ 33.15	$ 38.63	$ 46.41
Finance/Accounting	Accounts Payable Analyst	Junior	$ 18.25	$ 23.50	$ 27.38	$ 32.90
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 21.75	$ 28.00	$ 32.63	$ 39.20
Finance/Accounting	Accounts Payable Analyst	Senior	$ 28.00	$ 36.05	$ 42.00	$ 50.47
Finance/Accounting	Analyst	Junior	$ 18.25	$ 23.50	$ 27.38	$ 32.90
Finance/Accounting	Analyst	Intermediate	$ 21.75	$ 28.00	$ 32.63	$ 39.20
Finance/Accounting	Analyst	Senior	$ 28.00	$ 36.05	$ 42.00	$ 50.47
Finance/Accounting	Business Analyst	Junior	$ 19.25	$ 24.78	$ 28.88	$ 34.70
Finance/Accounting	Business Analyst	Intermediate	$ 27.00	$ 34.76	$ 40.50	$ 48.67
Finance/Accounting	Business Analyst	Senior	$ 40.75	$ 52.47	$ 61.13	$ 73.45
Finance/Accounting	Cost Accountant	Junior	$ 26.50	$ 34.12	$ 39.75	$ 47.77
Finance/Accounting	Cost Accountant	Intermediate	$ 28.75	$ 37.02	$ 43.13	$ 51.82
Finance/Accounting	Cost Accountant	Senior	$ 31.75	$ 40.88	$ 47.63	$ 57.23
Finance/Accounting	Finance Analyst	Junior	$ 32.75	$ 42.17	$ 49.13	$ 59.03
Finance/Accounting	Finance Analyst	Intermediate	$ 35.00	$ 45.06	$ 52.50	$ 63.09

Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 35.50	$ 45.71	$ 53.25	$ 63.99
Supply Chain	Buyer	Junior	$ 15.75	$ 20.28	$ 23.63	$ 28.39
Supply Chain	Buyer	Intermediate	$ 18.25	$ 23.50	$ 27.38	$ 32.90
Supply Chain	Buyer	Senior	$ 22.50	$ 28.97	$ 33.75	$ 40.56
Supply Chain	Contract Analyst	Junior	$ 30.75	$ 39.59	$ 46.13	$ 55.43
Supply Chain	Contract Analyst	Intermediate	$ 36.00	$ 46.35	$ 54.00	$ 64.89
Supply Chain	Contract Analyst	Senior	$ 37.50	$ 48.28	$ 56.25	$ 67.59
Supply Chain	Logistician	Junior	$ 16.00	$ 20.60	$ 24.00	$ 28.84
Supply Chain	Logistician	Intermediate	$ 18.50	$ 23.82	$ 27.75	$ 33.35
Supply Chain	Logistician	Senior	$ 23.00	$ 29.61	$ 34.50	$ 41.46

CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.63	$ 18.36	$ 20.45	$ 25.70
Admin/Clerk	Administrative Assistant	Intermediate	$ 14.81	$ 19.87	$ 22.21	$ 27.82
Admin/Clerk	Administrative Assistant	Senior	$ 15.75	$ 21.09	$ 23.62	$ 29.52
Admin/Clerk	Customer Service Representative	Junior	$ 13.16	$ 17.75	$ 19.74	$ 24.85
Admin/Clerk	Customer Service Representative	Intermediate	$ 13.63	$ 18.36	$ 20.45	$ 25.70
Admin/Clerk	Customer Service Representative	Senior	$ 15.28	$ 20.48	$ 22.91	$ 28.67
Admin/Clerk	Data Entry Operator	Junior	$ 12.69	$ 17.14	$ 19.04	$ 24.00
Admin/Clerk	Data Entry Operator	Intermediate	$ 13.63	$ 18.36	$ 20.45	$ 25.70
Admin/Clerk	Data Entry Operator	Senior	$ 14.57	$ 19.57	$ 21.86	$ 27.40
Admin/Clerk	Database Administrator	Junior	$ 22.99	$ 30.44	$ 34.49	$ 42.62
Admin/Clerk	Database Administrator	Intermediate	$ 27.03	$ 35.19	$ 40.54	$ 49.27
Admin/Clerk	Database Administrator	Senior	$ 31.69	$ 41.14	$ 47.53	$ 57.59
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 20.25	$ 28.33	$ 30.38	$ 39.66
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 28.43	$ 39.07	$ 42.65	$ 54.70
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 37.13	$ 50.85	$ 55.69	$ 71.19
Engineering / Project Management (PM)	Construction Manager	Junior	$ 31.05	$ 43.39	$ 46.58	$ 60.74
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 32.85	$ 45.87	$ 49.28	$ 64.22
Engineering / Project Management (PM)	Construction Manager	Senior	$ 36.68	$ 51.15	$ 55.01	$ 71.61
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 22.05	$ 30.79	$ 33.08	$ 43.11
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 25.43	$ 34.99	$ 38.14	$ 48.99

CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 29.25	$ 40.18	$ 43.88	$ 56.25
Engineering / Project Management (PM)	Cost Technician	Junior	$ 20.70	$ 28.94	$ 31.05	$ 40.51
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 22.05	$ 30.79	$ 33.08	$ 43.11
Engineering / Project Management (PM)	Cost Technician	Senior	$ 25.20	$ 34.69	$ 37.80	$ 48.57
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 21.15	$ 29.56	$ 31.73	$ 41.38
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 23.54	$ 32.83	$ 35.30	$ 45.96
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 27.23	$ 37.43	$ 40.84	$ 52.41
Engineering / Project Management (PM)	Drafter	Junior	$ 24.75	$ 34.08	$ 37.13	$ 47.71
Engineering / Project Management (PM)	Drafter	Intermediate	$ 26.33	$ 36.21	$ 39.49	$ 50.70
Engineering / Project Management (PM)	Drafter	Senior	$ 28.80	$ 39.57	$ 43.20	$ 55.40
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 28.80	$ 39.57	$ 43.20	$ 55.40
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 36.23	$ 49.63	$ 54.34	$ 69.48
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 44.55	$ 60.91	$ 66.83	$ 85.28
Engineering / Project Management (PM)	Engineer	Junior	$ 35.10	$ 48.11	$ 52.65	$ 67.35
Engineering / Project Management (PM)	Engineer	Intermediate	$ 39.38	$ 53.90	$ 59.06	$ 75.46
Engineering / Project Management (PM)	Engineer	Senior	$ 44.10	$ 60.30	$ 66.15	$ 84.42
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 19.61	$ 27.44	$ 29.42	$ 38.42

CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 23.01	$ 32.11	$ 34.52	$ 44.96
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 31.28	$ 42.93	$ 46.93	$ 60.11
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 19.29	$ 27.48	$ 28.93	$ 38.47
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 24.75	$ 34.69	$ 37.13	$ 48.57
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 27.68	$ 38.73	$ 41.51	$ 54.22
Engineering / Project Management (PM)	General Inspector	Junior	$ 15.97	$ 22.44	$ 23.95	$ 31.42
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 16.43	$ 23.07	$ 24.64	$ 32.30
Engineering / Project Management (PM)	General Inspector	Senior	$ 18.23	$ 25.54	$ 27.34	$ 35.76
Engineering / Project Management (PM)	General Labor	Junior	$ 13.95	$ 19.68	$ 20.93	$ 27.55
Engineering / Project Management (PM)	General Labor	Intermediate	$ 18.23	$ 25.54	$ 27.34	$ 35.76
Engineering / Project Management (PM)	General Labor	Senior	$ 22.28	$ 31.10	$ 33.41	$ 43.54
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 25.04	$ 34.47	$ 37.56	$ 48.26
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 35.56	$ 48.73	$ 53.34	$ 68.22
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 41.92	$ 57.35	$ 62.88	$ 80.29
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 26.66	$ 36.67	$ 39.99	$ 51.33
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 29.93	$ 41.09	$ 44.89	$ 57.53
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 32.63	$ 44.75	$ 48.94	$ 62.65

CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.50	$ 19.06	$ 20.25	$ 26.68
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 16.79	$ 23.57	$ 25.18	$ 32.99
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 19.13	$ 26.78	$ 28.69	$ 37.49
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 33.30	$ 45.67	$ 49.95	$ 63.93
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 38.48	$ 52.68	$ 57.71	$ 73.75
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 42.30	$ 57.86	$ 63.45	$ 81.01
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 36.15	$ 49.53	$ 54.23	$ 69.35
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 42.18	$ 57.71	$ 63.27	$ 80.79
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 47.44	$ 64.83	$ 71.16	$ 90.76
Engineering / Project Management (PM)	Power Engineer	Junior	$ 35.78	$ 49.02	$ 53.66	$ 68.63
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 38.48	$ 52.68	$ 57.71	$ 73.75
Engineering / Project Management (PM)	Power Engineer	Senior	$ 41.40	$ 56.64	$ 62.10	$ 79.30
Engineering / Project Management (PM)	Project Control	Junior	$ 24.30	$ 33.82	$ 36.45	$ 47.35
Engineering / Project Management (PM)	Project Control	Intermediate	$ 31.50	$ 43.15	$ 47.25	$ 60.41
Engineering / Project Management (PM)	Project Control	Senior	$ 39.32	$ 53.73	$ 58.98	$ 75.22
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 36.00	$ 49.33	$ 54.00	$ 69.06
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 40.50	$ 55.42	$ 60.75	$ 77.59

CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 45.00	$ 61.52	$ 67.50	$ 86.13
Engineering / Project Management (PM)	Project Engineer	Junior	$ 35.10	$ 48.11	$ 52.65	$ 67.35
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 37.80	$ 51.77	$ 56.70	$ 72.47
Engineering / Project Management (PM)	Project Engineer	Senior	$ 44.10	$ 60.30	$ 66.15	$ 84.42
Engineering / Project Management (PM)	Project Manager	Junior	$ 32.40	$ 44.45	$ 48.60	$ 62.23
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 38.70	$ 52.98	$ 58.05	$ 74.18
Engineering / Project Management (PM)	Project Manager	Senior	$ 45.00	$ 61.52	$ 67.50	$ 86.13
Engineering / Project Management (PM)	Quality Technician	Junior	$ 15.98	$ 22.46	$ 23.96	$ 31.44
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 17.78	$ 24.93	$ 26.66	$ 34.90
Engineering / Project Management (PM)	Quality Technician	Senior	$ 19.58	$ 27.40	$ 29.36	$ 38.35
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 33.30	$ 45.67	$ 49.95	$ 63.93
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 38.33	$ 52.48	$ 57.50	$ 73.48
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 43.20	$ 59.08	$ 64.80	$ 82.72
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 19.80	$ 28.20	$ 29.70	$ 39.47
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 23.40	$ 33.22	$ 35.10	$ 46.51
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 29.03	$ 40.59	$ 43.54	$ 56.83
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 15.30	$ 21.91	$ 22.95	$ 30.67

CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 18.90	$ 26.94	$ 28.35	$ 37.71
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 22.50	$ 31.97	$ 33.75	$ 44.75
Engineering / Project Management (PM)	Scheduler	Junior	$ 14.40	$ 20.30	$ 21.60	$ 28.41
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.88	$ 23.69	$ 25.31	$ 33.17
Engineering / Project Management (PM)	Scheduler	Senior	$ 26.10	$ 35.91	$ 39.15	$ 50.27
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 32.40	$ 44.45	$ 48.60	$ 62.23
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 38.03	$ 52.07	$ 57.04	$ 72.90
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 47.70	$ 65.18	$ 71.55	$ 91.25
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 16.43	$ 23.07	$ 24.64	$ 32.30
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 21.04	$ 29.41	$ 31.56	$ 41.17
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 25.65	$ 35.30	$ 38.48	$ 49.42
Finance/Accounting	Accounts Payable Analyst	Junior	$ 15.30	$ 21.29	$ 22.95	$ 29.80
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 19.55	$ 27.05	$ 29.33	$ 37.87
Finance/Accounting	Accounts Payable Analyst	Senior	$ 23.38	$ 31.84	$ 35.06	$ 44.58
Finance/Accounting	Analyst	Junior	$ 23.80	$ 32.41	$ 35.70	$ 45.38
Finance/Accounting	Analyst	Intermediate	$ 28.90	$ 39.24	$ 43.35	$ 54.94
Finance/Accounting	Analyst	Senior	$ 32.30	$ 43.79	$ 48.45	$ 61.31
Finance/Accounting	Business Analyst	Junior	$ 29.75	$ 40.38	$ 44.63	$ 56.53
Finance/Accounting	Business Analyst	Intermediate	$ 37.19	$ 50.34	$ 55.78	$ 70.48
Finance/Accounting	Business Analyst	Senior	$ 42.93	$ 58.02	$ 64.39	$ 81.23
Finance/Accounting	Cost Accountant	Junior	$ 18.70	$ 25.90	$ 28.05	$ 36.25
Finance/Accounting	Cost Accountant	Intermediate	$ 22.53	$ 31.08	$ 33.79	$ 43.52
Finance/Accounting	Cost Accountant	Senior	$ 25.50	$ 34.69	$ 38.25	$ 48.56
Finance/Accounting	Finance Analyst	Junior	$ 19.98	$ 27.62	$ 29.96	$ 38.67
Finance/Accounting	Finance Analyst	Intermediate	$ 26.56	$ 36.11	$ 39.84	$ 50.56

CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 30.60	$ 41.52	$ 45.90	$ 58.13
Supply Chain	Buyer	Junior	$ 20.45	$ 28.67	$ 30.67	$ 40.14
Supply Chain	Buyer	Intermediate	$ 22.56	$ 31.58	$ 33.84	$ 44.21
Supply Chain	Buyer	Senior	$ 29.14	$ 40.15	$ 43.71	$ 56.20
Supply Chain	Contract Analyst	Junior	$ 35.72	$ 49.09	$ 53.58	$ 68.73
Supply Chain	Contract Analyst	Intermediate	$ 39.72	$ 54.52	$ 59.57	$ 76.33
Supply Chain	Contract Analyst	Senior	$ 43.48	$ 59.63	$ 65.21	$ 83.48
Supply Chain	Logistician	Junior	$ 22.47	$ 31.45	$ 33.70	$ 44.03
Supply Chain	Logistician	Intermediate	$ 25.53	$ 35.67	$ 38.30	$ 49.94
Supply Chain	Logistician	Senior	$ 28.44	$ 39.19	$ 42.65	$ 54.86

CDI Engineering Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.05	$ 17.32	$ 19.58	$ 24.24
Admin/Clerk	Administrative Assistant	Intermediate	$ 14.18	$ 18.76	$ 21.26	$ 26.26
Admin/Clerk	Administrative Assistant	Senior	$ 15.08	$ 19.91	$ 22.61	$ 27.87
Admin/Clerk	Customer Service Representative	Junior	$ 12.60	$ 16.74	$ 18.90	$ 23.43
Admin/Clerk	Customer Service Representative	Intermediate	$ 13.05	$ 17.32	$ 19.58	$ 24.24
Admin/Clerk	Customer Service Representative	Senior	$ 14.63	$ 19.33	$ 21.94	$ 27.07
Admin/Clerk	Data Entry Operator	Junior	$ 12.15	$ 16.16	$ 18.23	$ 22.63
Admin/Clerk	Data Entry Operator	Intermediate	$ 13.05	$ 17.32	$ 19.58	$ 24.24
Admin/Clerk	Data Entry Operator	Senior	$ 13.95	$ 18.47	$ 20.93	$ 25.86
Admin/Clerk	Database Administrator	Junior	$ 22.01	$ 28.80	$ 33.02	$ 40.32
Admin/Clerk	Database Administrator	Intermediate	$ 25.88	$ 33.32	$ 38.81	$ 46.64
Admin/Clerk	Database Administrator	Senior	$ 30.34	$ 38.96	$ 45.51	$ 54.55
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 19.13	$ 26.80	$ 28.69	$ 37.52
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 26.85	$ 36.94	$ 40.28	$ 51.72
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 35.06	$ 48.06	$ 52.59	$ 67.28
Engineering / Project Management (PM)	Construction Manager	Junior	$ 29.33	$ 41.02	$ 43.99	$ 57.42
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 31.03	$ 43.36	$ 46.54	$ 60.70
Engineering / Project Management (PM)	Construction Manager	Senior	$ 34.64	$ 48.34	$ 51.96	$ 67.68
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 20.83	$ 29.13	$ 31.24	$ 40.79
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 24.01	$ 33.10	$ 36.02	$ 46.34

CDI Engineering Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 27.63	$ 37.99	$ 41.44	$ 53.18
Engineering / Project Management (PM)	Cost Technician	Junior	$ 19.55	$ 27.39	$ 29.33	$ 38.34
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 20.83	$ 29.13	$ 31.24	$ 40.79
Engineering / Project Management (PM)	Cost Technician	Senior	$ 23.80	$ 33.21	$ 35.70	$ 46.49
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 19.98	$ 27.97	$ 29.96	$ 39.15
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 22.23	$ 31.05	$ 33.34	$ 43.48
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 25.71	$ 35.40	$ 38.57	$ 49.56
Engineering / Project Management (PM)	Drafter	Junior	$ 23.38	$ 32.63	$ 35.06	$ 45.68
Engineering / Project Management (PM)	Drafter	Intermediate	$ 24.86	$ 34.25	$ 37.29	$ 47.95
Engineering / Project Management (PM)	Drafter	Senior	$ 27.20	$ 37.41	$ 40.80	$ 52.38
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 27.20	$ 37.41	$ 40.80	$ 52.38
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 34.21	$ 46.91	$ 51.32	$ 65.67
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 42.08	$ 57.55	$ 63.11	$ 80.57
Engineering / Project Management (PM)	Engineer	Junior	$ 33.15	$ 45.47	$ 49.73	$ 63.65
Engineering / Project Management (PM)	Engineer	Intermediate	$ 37.19	$ 50.93	$ 55.78	$ 71.31
Engineering / Project Management (PM)	Engineer	Senior	$ 41.65	$ 56.97	$ 62.48	$ 79.76
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 18.52	$ 25.98	$ 27.78	$ 36.37

CDI Engineering Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 21.73	$ 30.38	$ 32.60	$ 42.53
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 29.55	$ 40.59	$ 44.32	$ 56.82
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 18.22	$ 26.01	$ 27.32	$ 36.41
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 23.38	$ 33.21	$ 35.06	$ 46.49
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 26.14	$ 36.62	$ 39.21	$ 51.27
Engineering / Project Management (PM)	General Inspector	Junior	$ 15.08	$ 21.26	$ 22.62	$ 29.76
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 15.51	$ 21.85	$ 23.27	$ 30.59
Engineering / Project Management (PM)	General Inspector	Senior	$ 17.21	$ 24.18	$ 25.82	$ 33.85
Engineering / Project Management (PM)	General Labor	Junior	$ 13.18	$ 18.65	$ 19.76	$ 26.11
Engineering / Project Management (PM)	General Labor	Intermediate	$ 17.21	$ 24.18	$ 25.82	$ 33.85
Engineering / Project Management (PM)	General Labor	Senior	$ 21.04	$ 29.42	$ 31.56	$ 41.19
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 23.65	$ 33.00	$ 35.47	$ 46.20
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 33.58	$ 46.05	$ 50.38	$ 64.48
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 39.59	$ 54.19	$ 59.39	$ 75.86
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 25.18	$ 34.67	$ 37.77	$ 48.54
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 28.26	$ 38.85	$ 42.39	$ 54.39
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 30.81	$ 42.30	$ 46.22	$ 59.22

CDI Engineering Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 12.75	$ 18.07	$ 19.13	$ 25.29
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 15.85	$ 22.32	$ 23.78	$ 31.24
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 18.06	$ 25.35	$ 27.09	$ 35.49
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 31.45	$ 43.17	$ 47.18	$ 60.43
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 36.34	$ 49.78	$ 54.51	$ 69.69
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 39.95	$ 54.67	$ 59.93	$ 76.54
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 34.14	$ 46.81	$ 51.22	$ 65.54
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 39.84	$ 54.52	$ 59.76	$ 76.33
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 44.80	$ 61.24	$ 67.21	$ 85.74
Engineering / Project Management (PM)	Power Engineer	Junior	$ 33.79	$ 46.33	$ 50.68	$ 64.86
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 36.34	$ 49.78	$ 54.51	$ 69.69
Engineering / Project Management (PM)	Power Engineer	Senior	$ 39.10	$ 53.52	$ 58.65	$ 74.93
Engineering / Project Management (PM)	Project Control	Junior	$ 22.95	$ 31.93	$ 34.43	$ 44.71
Engineering / Project Management (PM)	Project Control	Intermediate	$ 27.84	$ 38.28	$ 41.76	$ 53.59
Engineering / Project Management (PM)	Project Control	Senior	$ 38.89	$ 53.23	$ 58.33	$ 74.53
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 34.00	$ 46.62	$ 51.00	$ 65.26
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 38.25	$ 52.37	$ 57.38	$ 73.32

CDI Engineering Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 42.50	$ 58.12	$ 63.75	$ 81.37
Engineering / Project Management (PM)	Project Engineer	Junior	$ 33.15	$ 45.47	$ 49.73	$ 63.65
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 35.70	$ 48.92	$ 53.55	$ 68.49
Engineering / Project Management (PM)	Project Engineer	Senior	$ 41.65	$ 56.97	$ 62.48	$ 79.76
Engineering / Project Management (PM)	Project Manager	Junior	$ 30.60	$ 42.02	$ 45.90	$ 58.82
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 36.55	$ 50.07	$ 54.83	$ 70.10
Engineering / Project Management (PM)	Project Manager	Senior	$ 42.50	$ 58.12	$ 63.75	$ 81.37
Engineering / Project Management (PM)	Quality Technician	Junior	$ 15.09	$ 21.27	$ 22.63	$ 29.78
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 16.79	$ 23.60	$ 25.18	$ 33.04
Engineering / Project Management (PM)	Quality Technician	Senior	$ 18.49	$ 25.93	$ 27.73	$ 36.30
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 31.45	$ 43.17	$ 47.18	$ 60.43
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 36.20	$ 49.60	$ 54.30	$ 69.44
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 40.80	$ 55.82	$ 61.20	$ 78.15
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 18.70	$ 26.68	$ 28.05	$ 37.36
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 22.10	$ 31.43	$ 33.15	$ 44.00
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 27.41	$ 38.38	$ 41.12	$ 53.73
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 14.45	$ 20.75	$ 21.68	$ 29.06

CDI Engineering Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 17.85	$ 25.50	$ 26.78	$ 35.70
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 21.25	$ 30.24	$ 31.88	$ 42.34
Engineering / Project Management (PM)	Scheduler	Junior	$ 13.60	$ 19.23	$ 20.40	$ 26.92
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 15.94	$ 22.43	$ 23.91	$ 31.41
Engineering / Project Management (PM)	Scheduler	Senior	$ 24.65	$ 33.96	$ 36.98	$ 47.54
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 30.60	$ 42.02	$ 45.90	$ 58.82
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 35.91	$ 49.21	$ 53.87	$ 68.89
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 45.05	$ 61.58	$ 67.58	$ 86.21
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 15.51	$ 21.85	$ 23.27	$ 30.59
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 19.87	$ 27.83	$ 29.81	$ 38.96
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 24.23	$ 33.39	$ 36.34	$ 46.74
Finance/Accounting	Accounts Payable Analyst	Junior	$ 16.20	$ 22.52	$ 24.30	$ 31.53
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 20.70	$ 28.61	$ 31.05	$ 40.05
Finance/Accounting	Accounts Payable Analyst	Senior	$ 24.75	$ 34.09	$ 37.13	$ 47.73
Finance/Accounting	Analyst	Junior	$ 25.20	$ 34.70	$ 37.80	$ 48.58
Finance/Accounting	Analyst	Intermediate	$ 30.60	$ 41.50	$ 45.90	$ 58.09
Finance/Accounting	Analyst	Senior	$ 34.20	$ 46.31	$ 51.30	$ 64.83
Finance/Accounting	Business Analyst	Junior	$ 31.50	$ 42.70	$ 47.25	$ 59.78
Finance/Accounting	Business Analyst	Intermediate	$ 39.38	$ 53.22	$ 59.06	$ 74.51
Finance/Accounting	Business Analyst	Senior	$ 45.45	$ 61.35	$ 68.18	$ 85.88
Finance/Accounting	Cost Accountant	Junior	$ 19.80	$ 27.39	$ 29.70	$ 38.35
Finance/Accounting	Cost Accountant	Intermediate	$ 23.85	$ 32.87	$ 35.78	$ 46.02
Finance/Accounting	Cost Accountant	Senior	$ 27.00	$ 36.68	$ 40.50	$ 51.36
Finance/Accounting	Finance Analyst	Junior	$ 21.15	$ 29.22	$ 31.73	$ 40.91
Finance/Accounting	Finance Analyst	Intermediate	$ 28.13	$ 38.19	$ 42.19	$ 53.46

CDI Engineering Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 32.40	$ 43.90	$ 48.60	$ 61.46
Supply Chain	Buyer	Junior	$ 18.49	$ 25.89	$ 27.73	$ 36.25
Supply Chain	Buyer	Intermediate	$ 20.40	$ 28.51	$ 30.60	$ 39.91
Supply Chain	Buyer	Senior	$ 26.35	$ 36.21	$ 39.53	$ 50.69
Supply Chain	Contract Analyst	Junior	$ 32.30	$ 44.25	$ 48.45	$ 61.95
Supply Chain	Contract Analyst	Intermediate	$ 35.91	$ 49.13	$ 53.87	$ 68.79
Supply Chain	Contract Analyst	Senior	$ 39.31	$ 53.73	$ 58.97	$ 75.22
Supply Chain	Logistician	Junior	$ 20.32	$ 28.39	$ 30.47	$ 39.75
Supply Chain	Logistician	Intermediate	$ 23.09	$ 32.19	$ 34.63	$ 45.06
Supply Chain	Logistician	Senior	$ 25.71	$ 35.35	$ 38.57	$ 49.49

CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.77	$ 18.25	$ 20.65	$ 25.55
Admin/Clerk	Administrative Assistant	Intermediate	$ 14.95	$ 19.76	$ 22.43	$ 27.66
Admin/Clerk	Administrative Assistant	Senior	$ 15.90	$ 20.96	$ 23.86	$ 29.35
Admin/Clerk	Customer Service Representative	Junior	$ 13.29	$ 17.65	$ 19.94	$ 24.71
Admin/Clerk	Customer Service Representative	Intermediate	$ 13.77	$ 18.25	$ 20.65	$ 25.55
Admin/Clerk	Customer Service Representative	Senior	$ 15.43	$ 20.36	$ 23.14	$ 28.50
Admin/Clerk	Data Entry Operator	Junior	$ 12.82	$ 17.05	$ 19.23	$ 23.87
Admin/Clerk	Data Entry Operator	Intermediate	$ 13.77	$ 18.25	$ 20.65	$ 25.55
Admin/Clerk	Data Entry Operator	Senior	$ 14.72	$ 19.46	$ 22.08	$ 27.24
Admin/Clerk	Database Administrator	Junior	$ 23.22	$ 30.25	$ 34.84	$ 42.35
Admin/Clerk	Database Administrator	Intermediate	$ 27.30	$ 34.96	$ 40.95	$ 48.94
Admin/Clerk	Database Administrator	Senior	$ 32.01	$ 40.85	$ 48.01	$ 57.19
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 20.18	$ 28.44	$ 30.27	$ 39.82
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 28.33	$ 39.14	$ 42.49	$ 54.79
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 36.99	$ 50.86	$ 55.49	$ 71.21
Engineering / Project Management (PM)	Construction Manager	Junior	$ 30.94	$ 43.44	$ 46.41	$ 60.81
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 32.73	$ 45.91	$ 49.10	$ 64.27
Engineering / Project Management (PM)	Construction Manager	Senior	$ 36.54	$ 51.16	$ 54.81	$ 71.63
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 21.97	$ 30.90	$ 32.96	$ 43.26
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 25.33	$ 35.08	$ 38.00	$ 49.11

CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 29.14	$ 40.24	$ 43.72	$ 56.34
Engineering / Project Management (PM)	Cost Technician	Junior	$ 20.63	$ 29.06	$ 30.94	$ 40.68
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 21.97	$ 30.90	$ 32.96	$ 43.26
Engineering / Project Management (PM)	Cost Technician	Senior	$ 25.11	$ 34.78	$ 37.66	$ 48.69
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 21.07	$ 29.67	$ 31.61	$ 41.54
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 23.45	$ 32.93	$ 35.18	$ 46.10
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 27.13	$ 37.51	$ 40.69	$ 52.51
Engineering / Project Management (PM)	Drafter	Junior	$ 24.66	$ 34.17	$ 36.99	$ 47.84
Engineering / Project Management (PM)	Drafter	Intermediate	$ 26.23	$ 36.30	$ 39.34	$ 50.81
Engineering / Project Management (PM)	Drafter	Senior	$ 28.70	$ 39.63	$ 43.04	$ 55.49
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 28.70	$ 39.63	$ 43.04	$ 55.49
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 36.09	$ 49.65	$ 54.14	$ 69.51
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 44.39	$ 60.88	$ 66.58	$ 85.23
Engineering / Project Management (PM)	Engineer	Junior	$ 34.97	$ 48.13	$ 52.46	$ 67.38
Engineering / Project Management (PM)	Engineer	Intermediate	$ 39.23	$ 53.90	$ 58.85	$ 75.46
Engineering / Project Management (PM)	Engineer	Senior	$ 43.94	$ 60.27	$ 65.91	$ 84.38
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 19.54	$ 27.57	$ 29.31	$ 38.60

CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 22.93	$ 32.21	$ 34.39	$ 45.10
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 31.17	$ 42.98	$ 46.76	$ 60.18
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 19.22	$ 27.60	$ 28.83	$ 38.64
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 24.66	$ 34.78	$ 36.99	$ 48.70
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 27.58	$ 38.80	$ 41.36	$ 54.32
Engineering / Project Management (PM)	General Inspector	Junior	$ 15.91	$ 22.59	$ 23.86	$ 31.63
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 16.37	$ 23.22	$ 24.55	$ 32.50
Engineering / Project Management (PM)	General Inspector	Senior	$ 18.16	$ 25.68	$ 27.24	$ 35.95
Engineering / Project Management (PM)	General Labor	Junior	$ 13.90	$ 19.84	$ 20.85	$ 27.77
Engineering / Project Management (PM)	General Labor	Intermediate	$ 18.16	$ 25.68	$ 27.24	$ 35.95
Engineering / Project Management (PM)	General Labor	Senior	$ 22.19	$ 31.21	$ 33.29	$ 43.69
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 24.95	$ 34.56	$ 37.42	$ 48.38
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 35.43	$ 48.75	$ 53.15	$ 68.25
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 41.77	$ 57.33	$ 62.66	$ 80.27
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 26.56	$ 36.74	$ 39.84	$ 51.44
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 29.82	$ 41.15	$ 44.73	$ 57.61
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 32.51	$ 44.79	$ 48.76	$ 62.71

CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.45	$ 19.22	$ 20.18	$ 26.91
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 16.72	$ 23.71	$ 25.09	$ 33.19
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 19.06	$ 26.90	$ 28.58	$ 37.67
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 33.18	$ 45.70	$ 49.77	$ 63.99
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 38.34	$ 52.68	$ 57.50	$ 73.76
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 42.15	$ 57.84	$ 63.22	$ 80.98
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 36.02	$ 49.55	$ 54.03	$ 69.37
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 42.03	$ 57.69	$ 63.05	$ 80.76
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 47.27	$ 64.77	$ 70.90	$ 90.68
Engineering / Project Management (PM)	Power Engineer	Junior	$ 35.65	$ 49.04	$ 53.47	$ 68.66
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 38.34	$ 52.68	$ 57.50	$ 73.76
Engineering / Project Management (PM)	Power Engineer	Senior	$ 41.25	$ 56.63	$ 61.88	$ 79.28
Engineering / Project Management (PM)	Project Control	Junior	$ 22.95	$ 32.25	$ 34.43	$ 45.14
Engineering / Project Management (PM)	Project Control	Intermediate	$ 30.60	$ 42.21	$ 45.90	$ 59.10
Engineering / Project Management (PM)	Project Control	Senior	$ 39.95	$ 54.87	$ 59.93	$ 76.82
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 35.87	$ 49.35	$ 53.81	$ 69.08
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 40.35	$ 55.42	$ 60.53	$ 77.58

CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 44.84	$ 61.48	$ 67.26	$ 86.08
Engineering / Project Management (PM)	Project Engineer	Junior	$ 34.97	$ 48.13	$ 52.46	$ 67.38
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 37.66	$ 51.77	$ 56.50	$ 72.48
Engineering / Project Management (PM)	Project Engineer	Senior	$ 43.94	$ 60.27	$ 65.91	$ 84.38
Engineering / Project Management (PM)	Project Manager	Junior	$ 32.28	$ 44.49	$ 48.42	$ 62.29
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 38.56	$ 52.99	$ 57.84	$ 74.18
Engineering / Project Management (PM)	Project Manager	Senior	$ 44.84	$ 61.48	$ 67.26	$ 86.08
Engineering / Project Management (PM)	Quality Technician	Junior	$ 15.92	$ 22.60	$ 23.88	$ 31.64
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 17.71	$ 25.06	$ 26.57	$ 35.09
Engineering / Project Management (PM)	Quality Technician	Senior	$ 19.50	$ 27.52	$ 29.26	$ 38.53
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 33.18	$ 45.70	$ 49.77	$ 63.99
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 38.19	$ 52.49	$ 57.29	$ 73.49
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 43.04	$ 59.06	$ 64.57	$ 82.68
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 19.73	$ 28.32	$ 29.59	$ 39.64
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 23.32	$ 33.32	$ 34.97	$ 46.65
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 28.92	$ 40.65	$ 43.38	$ 56.92
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 15.24	$ 22.06	$ 22.87	$ 30.88

CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 18.83	$ 27.06	$ 28.25	$ 37.89
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 22.42	$ 32.07	$ 33.63	$ 44.90
Engineering / Project Management (PM)	Scheduler	Junior	$ 14.35	$ 20.45	$ 21.52	$ 28.63
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.81	$ 23.83	$ 25.22	$ 33.36
Engineering / Project Management (PM)	Scheduler	Senior	$ 26.01	$ 35.99	$ 39.01	$ 50.39
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 32.28	$ 44.49	$ 48.42	$ 62.29
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 37.89	$ 52.08	$ 56.83	$ 72.91
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 47.53	$ 65.13	$ 71.29	$ 91.18
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 16.37	$ 23.22	$ 24.55	$ 32.50
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 20.97	$ 29.52	$ 31.45	$ 41.33
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 25.56	$ 35.39	$ 38.34	$ 49.54
Finance/Accounting	Accounts Payable Analyst	Junior	$ 17.09	$ 23.84	$ 25.64	$ 33.37
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 21.84	$ 30.24	$ 32.76	$ 42.33
Finance/Accounting	Accounts Payable Analyst	Senior	$ 26.11	$ 35.56	$ 39.17	$ 49.78
Finance/Accounting	Analyst	Junior	$ 26.59	$ 36.19	$ 39.88	$ 50.67
Finance/Accounting	Analyst	Intermediate	$ 32.28	$ 43.78	$ 48.42	$ 61.29
Finance/Accounting	Analyst	Senior	$ 36.08	$ 48.84	$ 54.12	$ 68.37
Finance/Accounting	Business Analyst	Junior	$ 33.23	$ 45.04	$ 49.85	$ 63.06
Finance/Accounting	Business Analyst	Intermediate	$ 41.54	$ 56.11	$ 62.31	$ 78.55
Finance/Accounting	Business Analyst	Senior	$ 47.95	$ 64.64	$ 71.92	$ 90.50
Finance/Accounting	Cost Accountant	Junior	$ 20.89	$ 28.96	$ 31.33	$ 40.54
Finance/Accounting	Cost Accountant	Intermediate	$ 25.16	$ 34.72	$ 37.74	$ 48.61
Finance/Accounting	Cost Accountant	Senior	$ 28.49	$ 38.72	$ 42.73	$ 54.21
Finance/Accounting	Finance Analyst	Junior	$ 22.31	$ 30.88	$ 33.47	$ 43.23
Finance/Accounting	Finance Analyst	Intermediate	$ 29.67	$ 40.30	$ 44.51	$ 56.42

CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 34.18	$ 46.31	$ 51.27	$ 64.83
Supply Chain	Buyer	Junior	$ 19.50	$ 27.48	$ 29.26	$ 38.47
Supply Chain	Buyer	Intermediate	$ 21.52	$ 30.24	$ 32.28	$ 42.34
Supply Chain	Buyer	Senior	$ 27.80	$ 38.36	$ 41.70	$ 53.71
Supply Chain	Contract Analyst	Junior	$ 34.08	$ 46.85	$ 51.11	$ 65.59
Supply Chain	Contract Analyst	Intermediate	$ 37.89	$ 52.00	$ 56.83	$ 72.80
Supply Chain	Contract Analyst	Senior	$ 41.47	$ 56.85	$ 62.21	$ 79.59
Supply Chain	Logistician	Junior	$ 21.43	$ 30.12	$ 32.15	$ 42.17
Supply Chain	Logistician	Intermediate	$ 24.36	$ 33.71	$ 36.53	$ 47.19
Supply Chain	Logistician	Senior	$ 27.13	$ 37.46	$ 40.69	$ 52.44

CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 14.29	$ 19.51	$ 21.43	$ 27.31
Admin/Clerk	Administrative Assistant	Intermediate	$ 15.52	$ 21.08	$ 23.28	$ 29.52
Admin/Clerk	Administrative Assistant	Senior	$ 16.51	$ 22.34	$ 24.76	$ 31.28
Admin/Clerk	Customer Service Representative	Junior	$ 13.80	$ 18.88	$ 20.70	$ 26.43
Admin/Clerk	Customer Service Representative	Intermediate	$ 14.29	$ 19.51	$ 21.43	$ 27.31
Admin/Clerk	Customer Service Representative	Senior	$ 16.01	$ 21.71	$ 24.02	$ 30.40
Admin/Clerk	Data Entry Operator	Junior	$ 13.30	$ 18.25	$ 19.96	$ 25.54
Admin/Clerk	Data Entry Operator	Intermediate	$ 14.29	$ 19.51	$ 21.43	$ 27.31
Admin/Clerk	Data Entry Operator	Senior	$ 15.28	$ 20.77	$ 22.91	$ 29.07
Admin/Clerk	Database Administrator	Junior	$ 24.11	$ 32.07	$ 36.16	$ 44.89
Admin/Clerk	Database Administrator	Intermediate	$ 28.33	$ 37.00	$ 42.50	$ 51.80
Admin/Clerk	Database Administrator	Senior	$ 33.22	$ 43.17	$ 49.83	$ 60.44
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 20.94	$ 30.13	$ 31.41	$ 42.19
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 29.40	$ 41.32	$ 44.10	$ 57.85
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 38.39	$ 53.58	$ 57.59	$ 75.01
Engineering / Project Management (PM)	Construction Manager	Junior	$ 32.11	$ 45.81	$ 48.17	$ 64.13
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 33.97	$ 48.39	$ 50.96	$ 67.75
Engineering / Project Management (PM)	Construction Manager	Senior	$ 37.93	$ 53.89	$ 56.89	$ 75.44
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 22.80	$ 32.70	$ 34.21	$ 45.78
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 26.29	$ 37.08	$ 39.44	$ 51.91

CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 30.25	$ 42.47	$ 45.37	$ 59.46
Engineering / Project Management (PM)	Cost Technician	Junior	$ 21.41	$ 30.78	$ 32.11	$ 43.09
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 22.80	$ 32.70	$ 34.21	$ 45.78
Engineering / Project Management (PM)	Cost Technician	Senior	$ 26.06	$ 36.76	$ 39.09	$ 51.47
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 21.87	$ 31.42	$ 32.81	$ 43.99
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 24.34	$ 34.41	$ 36.51	$ 48.18
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 28.16	$ 39.62	$ 42.23	$ 55.47
Engineering / Project Management (PM)	Drafter	Junior	$ 25.60	$ 36.13	$ 38.39	$ 50.58
Engineering / Project Management (PM)	Drafter	Intermediate	$ 27.22	$ 38.35	$ 40.84	$ 53.69
Engineering / Project Management (PM)	Drafter	Senior	$ 29.78	$ 41.84	$ 44.68	$ 58.58
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 29.78	$ 41.84	$ 44.68	$ 58.58
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 37.46	$ 52.31	$ 56.19	$ 73.24
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 46.07	$ 64.05	$ 69.11	$ 89.67
Engineering / Project Management (PM)	Engineer	Junior	$ 36.30	$ 50.72	$ 54.45	$ 71.01
Engineering / Project Management (PM)	Engineer	Intermediate	$ 40.72	$ 56.75	$ 61.08	$ 79.45
Engineering / Project Management (PM)	Engineer	Senior	$ 45.61	$ 63.42	$ 68.41	$ 88.78
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 20.28	$ 29.22	$ 30.42	$ 40.91

CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 23.80	$ 34.08	$ 35.70	$ 47.71
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 32.35	$ 45.34	$ 48.53	$ 63.48
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 19.95	$ 29.25	$ 29.92	$ 40.95
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 25.60	$ 36.76	$ 38.39	$ 51.47
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 28.62	$ 40.96	$ 42.93	$ 57.35
Engineering / Project Management (PM)	General Inspector	Junior	$ 16.51	$ 24.02	$ 24.77	$ 33.62
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 16.99	$ 24.67	$ 25.48	$ 34.54
Engineering / Project Management (PM)	General Inspector	Senior	$ 18.85	$ 27.24	$ 28.27	$ 38.14
Engineering / Project Management (PM)	General Labor	Junior	$ 14.43	$ 21.14	$ 21.64	$ 29.59
Engineering / Project Management (PM)	General Labor	Intermediate	$ 18.85	$ 27.24	$ 28.27	$ 38.14
Engineering / Project Management (PM)	General Labor	Senior	$ 23.04	$ 33.02	$ 34.55	$ 46.23
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 25.89	$ 36.53	$ 38.84	$ 51.15
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 36.77	$ 51.37	$ 55.16	$ 71.92
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 43.35	$ 60.35	$ 65.03	$ 84.48
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 27.57	$ 38.82	$ 41.35	$ 54.35
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 30.95	$ 43.43	$ 46.42	$ 60.80
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 33.74	$ 47.23	$ 50.61	$ 66.13

CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.96	$ 20.50	$ 20.94	$ 28.70
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 17.36	$ 25.19	$ 26.04	$ 35.26
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 19.78	$ 28.53	$ 29.67	$ 39.94
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 34.44	$ 48.19	$ 51.66	$ 67.46
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 39.79	$ 55.48	$ 59.68	$ 77.68
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 43.75	$ 60.88	$ 65.62	$ 85.23
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 37.39	$ 52.21	$ 56.08	$ 73.09
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 43.62	$ 60.71	$ 65.44	$ 85.00
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 49.06	$ 68.13	$ 73.59	$ 95.38
Engineering / Project Management (PM)	Power Engineer	Junior	$ 37.00	$ 51.68	$ 55.50	$ 72.35
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 39.79	$ 55.48	$ 59.68	$ 77.68
Engineering / Project Management (PM)	Power Engineer	Senior	$ 42.81	$ 59.61	$ 64.22	$ 83.45
Engineering / Project Management (PM)	Project Control	Junior	$ 23.38	$ 33.26	$ 35.06	$ 46.57
Engineering / Project Management (PM)	Project Control	Intermediate	$ 29.75	$ 41.50	$ 44.63	$ 58.09
Engineering / Project Management (PM)	Project Control	Senior	$ 41.22	$ 57.02	$ 61.82	$ 79.82
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 37.23	$ 51.99	$ 55.85	$ 72.79
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 41.88	$ 58.34	$ 62.83	$ 81.68

CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 46.54	$ 64.69	$ 69.81	$ 90.56
Engineering / Project Management (PM)	Project Engineer	Junior	$ 36.30	$ 50.72	$ 54.45	$ 71.01
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 39.09	$ 54.53	$ 58.64	$ 76.34
Engineering / Project Management (PM)	Project Engineer	Senior	$ 45.61	$ 63.42	$ 68.41	$ 88.78
Engineering / Project Management (PM)	Project Manager	Junior	$ 33.51	$ 46.92	$ 50.26	$ 65.68
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 40.02	$ 55.80	$ 60.03	$ 78.12
Engineering / Project Management (PM)	Project Manager	Senior	$ 46.54	$ 64.69	$ 69.81	$ 90.56
Engineering / Project Management (PM)	Quality Technician	Junior	$ 16.52	$ 24.03	$ 24.78	$ 33.64
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 18.38	$ 26.60	$ 27.57	$ 37.24
Engineering / Project Management (PM)	Quality Technician	Senior	$ 20.24	$ 29.17	$ 30.37	$ 40.84
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 34.44	$ 48.19	$ 51.66	$ 67.46
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 39.64	$ 55.28	$ 59.46	$ 77.39
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 44.68	$ 62.15	$ 67.01	$ 87.01
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 20.48	$ 30.00	$ 30.71	$ 42.00
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 24.20	$ 34.82	$ 36.30	$ 48.75
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 30.02	$ 42.90	$ 45.03	$ 60.06
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 15.82	$ 23.46	$ 23.73	$ 32.84

CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 19.55	$ 28.69	$ 29.32	$ 40.17
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 23.27	$ 33.92	$ 34.90	$ 47.49
Engineering / Project Management (PM)	Scheduler	Junior	$ 14.89	$ 21.78	$ 22.34	$ 30.49
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 17.45	$ 25.31	$ 26.18	$ 35.44
Engineering / Project Management (PM)	Scheduler	Senior	$ 26.99	$ 38.03	$ 40.49	$ 53.24
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 33.51	$ 46.92	$ 50.26	$ 65.68
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 39.32	$ 54.85	$ 58.99	$ 76.79
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 49.33	$ 68.49	$ 73.99	$ 95.89
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 16.99	$ 24.67	$ 25.48	$ 34.54
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 21.76	$ 31.26	$ 32.64	$ 43.77
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 26.53	$ 37.40	$ 39.79	$ 52.36
Finance/Accounting	Accounts Payable Analyst	Junior	$ 17.74	$ 25.41	$ 26.61	$ 35.57
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 22.67	$ 32.13	$ 34.00	$ 44.98
Finance/Accounting	Accounts Payable Analyst	Senior	$ 27.10	$ 37.72	$ 40.65	$ 52.81
Finance/Accounting	Analyst	Junior	$ 27.59	$ 38.38	$ 41.39	$ 53.74
Finance/Accounting	Analyst	Intermediate	$ 33.51	$ 46.35	$ 50.26	$ 64.89
Finance/Accounting	Analyst	Senior	$ 37.45	$ 51.66	$ 56.17	$ 72.32
Finance/Accounting	Business Analyst	Junior	$ 34.49	$ 47.67	$ 51.74	$ 66.74
Finance/Accounting	Business Analyst	Intermediate	$ 43.12	$ 59.29	$ 64.67	$ 83.00
Finance/Accounting	Business Analyst	Senior	$ 49.77	$ 68.25	$ 74.65	$ 95.54
Finance/Accounting	Cost Accountant	Junior	$ 21.68	$ 30.79	$ 32.52	$ 43.10
Finance/Accounting	Cost Accountant	Intermediate	$ 26.12	$ 36.39	$ 39.17	$ 50.95
Finance/Accounting	Cost Accountant	Senior	$ 29.57	$ 41.04	$ 44.35	$ 57.45
Finance/Accounting	Finance Analyst	Junior	$ 23.16	$ 32.80	$ 34.74	$ 45.92
Finance/Accounting	Finance Analyst	Intermediate	$ 30.80	$ 42.70	$ 46.20	$ 59.78

CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 35.48	$ 49.00	$ 53.22	$ 68.60
Supply Chain	Buyer	Junior	$ 20.24	$ 29.13	$ 30.37	$ 40.78
Supply Chain	Buyer	Intermediate	$ 22.34	$ 32.02	$ 33.51	$ 44.82
Supply Chain	Buyer	Senior	$ 28.85	$ 40.51	$ 43.28	$ 56.72
Supply Chain	Contract Analyst	Junior	$ 35.37	$ 49.38	$ 53.05	$ 69.14
Supply Chain	Contract Analyst	Intermediate	$ 39.32	$ 54.77	$ 58.99	$ 76.68
Supply Chain	Contract Analyst	Senior	$ 43.05	$ 59.84	$ 64.57	$ 83.78
Supply Chain	Logistician	Junior	$ 22.24	$ 31.89	$ 33.37	$ 44.64
Supply Chain	Logistician	Intermediate	$ 25.28	$ 35.65	$ 37.92	$ 49.90
Supply Chain	Logistician	Senior	$ 28.16	$ 39.56	$ 42.23	$ 55.39

CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.77	$ 18.07	$ 20.65	$ 25.30
Admin/Clerk	Administrative Assistant	Intermediate	$ 14.95	$ 19.60	$ 22.43	$ 27.44
Admin/Clerk	Administrative Assistant	Senior	$ 15.90	$ 20.82	$ 23.86	$ 29.14
Admin/Clerk	Customer Service Representative	Junior	$ 13.29	$ 17.46	$ 19.94	$ 24.45
Admin/Clerk	Customer Service Representative	Intermediate	$ 13.77	$ 18.07	$ 20.65	$ 25.30
Admin/Clerk	Customer Service Representative	Senior	$ 15.43	$ 20.21	$ 23.14	$ 28.29
Admin/Clerk	Data Entry Operator	Junior	$ 12.82	$ 16.85	$ 19.23	$ 23.60
Admin/Clerk	Data Entry Operator	Intermediate	$ 13.77	$ 18.07	$ 20.65	$ 25.30
Admin/Clerk	Data Entry Operator	Senior	$ 14.72	$ 19.29	$ 22.08	$ 27.01
Admin/Clerk	Database Administrator	Junior	$ 23.22	$ 30.21	$ 34.84	$ 42.30
Admin/Clerk	Database Administrator	Intermediate	$ 27.30	$ 34.98	$ 40.95	$ 48.97
Admin/Clerk	Database Administrator	Senior	$ 32.01	$ 40.95	$ 48.01	$ 57.32
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 20.18	$ 28.01	$ 30.27	$ 39.22
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 28.33	$ 38.69	$ 42.49	$ 54.17
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 36.99	$ 50.40	$ 55.49	$ 70.56
Engineering / Project Management (PM)	Construction Manager	Junior	$ 30.94	$ 42.99	$ 46.41	$ 60.18
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 32.73	$ 45.46	$ 49.10	$ 63.64
Engineering / Project Management (PM)	Construction Manager	Senior	$ 36.54	$ 50.70	$ 54.81	$ 70.98
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 21.97	$ 30.47	$ 32.96	$ 42.66
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 25.33	$ 34.65	$ 38.00	$ 48.50

CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 29.14	$ 39.80	$ 43.72	$ 55.72
Engineering / Project Management (PM)	Cost Technician	Junior	$ 20.63	$ 28.63	$ 30.94	$ 40.08
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 21.97	$ 30.47	$ 32.96	$ 42.66
Engineering / Project Management (PM)	Cost Technician	Senior	$ 25.11	$ 34.34	$ 37.66	$ 48.08
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 21.07	$ 29.24	$ 31.61	$ 40.94
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 23.45	$ 32.49	$ 35.18	$ 45.49
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 27.13	$ 37.07	$ 40.69	$ 51.90
Engineering / Project Management (PM)	Drafter	Junior	$ 24.66	$ 33.74	$ 36.99	$ 47.23
Engineering / Project Management (PM)	Drafter	Intermediate	$ 26.23	$ 35.86	$ 39.34	$ 50.20
Engineering / Project Management (PM)	Drafter	Senior	$ 28.70	$ 39.19	$ 43.04	$ 54.87
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 28.70	$ 39.19	$ 43.04	$ 54.87
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 36.09	$ 49.19	$ 54.14	$ 68.87
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 44.39	$ 60.40	$ 66.58	$ 84.56
Engineering / Project Management (PM)	Engineer	Junior	$ 34.97	$ 47.68	$ 52.46	$ 66.75
Engineering / Project Management (PM)	Engineer	Intermediate	$ 39.23	$ 53.43	$ 58.85	$ 74.81
Engineering / Project Management (PM)	Engineer	Senior	$ 43.94	$ 59.80	$ 65.91	$ 83.72
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 19.54	$ 27.14	$ 29.31	$ 38.00

CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 22.93	$ 31.78	$ 34.39	$ 44.49
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 31.17	$ 42.54	$ 46.76	$ 59.55
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 19.22	$ 27.18	$ 28.83	$ 38.05
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 24.66	$ 34.35	$ 36.99	$ 48.09
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 27.58	$ 38.36	$ 41.36	$ 53.70
Engineering / Project Management (PM)	General Inspector	Junior	$ 15.91	$ 22.17	$ 23.86	$ 31.04
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 16.37	$ 22.80	$ 24.55	$ 31.92
Engineering / Project Management (PM)	General Inspector	Senior	$ 18.16	$ 25.25	$ 27.24	$ 35.35
Engineering / Project Management (PM)	General Labor	Junior	$ 13.90	$ 19.42	$ 20.85	$ 27.19
Engineering / Project Management (PM)	General Labor	Intermediate	$ 18.16	$ 25.25	$ 27.24	$ 35.35
Engineering / Project Management (PM)	General Labor	Senior	$ 22.19	$ 30.78	$ 33.29	$ 43.09
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 24.95	$ 34.12	$ 37.42	$ 47.77
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 35.43	$ 48.29	$ 53.15	$ 67.61
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 41.77	$ 56.86	$ 62.66	$ 79.61
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 26.56	$ 36.31	$ 39.84	$ 50.83
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 29.82	$ 40.71	$ 44.73	$ 56.99
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 32.51	$ 44.34	$ 48.76	$ 62.08

CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.45	$ 18.81	$ 20.18	$ 26.33
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 16.72	$ 23.29	$ 25.09	$ 32.61
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 19.06	$ 26.48	$ 28.58	$ 37.07
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 33.18	$ 45.25	$ 49.77	$ 63.35
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 38.34	$ 52.22	$ 57.50	$ 73.11
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 42.15	$ 57.37	$ 63.22	$ 80.32
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 36.02	$ 49.09	$ 54.03	$ 68.73
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 42.03	$ 57.22	$ 63.05	$ 80.10
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 47.27	$ 64.29	$ 70.90	$ 90.01
Engineering / Project Management (PM)	Power Engineer	Junior	$ 35.65	$ 48.58	$ 53.47	$ 68.02
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 38.34	$ 52.22	$ 57.50	$ 73.11
Engineering / Project Management (PM)	Power Engineer	Senior	$ 41.25	$ 56.16	$ 61.88	$ 78.62
Engineering / Project Management (PM)	Project Control	Junior	$ 22.95	$ 31.81	$ 34.43	$ 44.54
Engineering / Project Management (PM)	Project Control	Intermediate	$ 30.60	$ 41.76	$ 45.90	$ 58.47
Engineering / Project Management (PM)	Project Control	Senior	$ 39.95	$ 54.40	$ 59.93	$ 76.16
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 35.87	$ 48.89	$ 53.81	$ 68.44
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 40.35	$ 54.95	$ 60.53	$ 76.93

CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 44.84	$ 61.01	$ 67.26	$ 85.41
Engineering / Project Management (PM)	Project Engineer	Junior	$ 34.97	$ 47.68	$ 52.46	$ 66.75
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 37.66	$ 51.31	$ 56.50	$ 71.84
Engineering / Project Management (PM)	Project Engineer	Senior	$ 43.94	$ 59.80	$ 65.91	$ 83.72
Engineering / Project Management (PM)	Project Manager	Junior	$ 32.28	$ 44.04	$ 48.42	$ 61.65
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 38.56	$ 52.52	$ 57.84	$ 73.53
Engineering / Project Management (PM)	Project Manager	Senior	$ 44.84	$ 61.01	$ 67.26	$ 85.41
Engineering / Project Management (PM)	Quality Technician	Junior	$ 15.92	$ 22.19	$ 23.88	$ 31.06
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 17.71	$ 24.64	$ 26.57	$ 34.50
Engineering / Project Management (PM)	Quality Technician	Senior	$ 19.50	$ 27.09	$ 29.26	$ 37.93
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 33.18	$ 45.25	$ 49.77	$ 63.35
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 38.19	$ 52.03	$ 57.29	$ 72.84
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 43.04	$ 58.58	$ 64.57	$ 82.02
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 19.73	$ 27.89	$ 29.59	$ 39.05
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 23.32	$ 32.89	$ 34.97	$ 46.04
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 28.92	$ 40.21	$ 43.38	$ 56.30
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 15.24	$ 21.64	$ 22.87	$ 30.30

CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 18.83	$ 26.64	$ 28.25	$ 37.30
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 22.42	$ 31.64	$ 33.63	$ 44.29
Engineering / Project Management (PM)	Scheduler	Junior	$ 14.35	$ 20.04	$ 21.52	$ 28.05
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.81	$ 23.41	$ 25.22	$ 32.78
Engineering / Project Management (PM)	Scheduler	Senior	$ 26.01	$ 35.55	$ 39.01	$ 49.78
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 32.28	$ 44.04	$ 48.42	$ 61.65
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 37.89	$ 51.62	$ 56.83	$ 72.26
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 47.53	$ 64.65	$ 71.29	$ 90.50
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 16.37	$ 22.80	$ 24.55	$ 31.92
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 20.97	$ 29.09	$ 31.45	$ 40.73
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 25.56	$ 34.95	$ 38.34	$ 48.93
Finance/Accounting	Accounts Payable Analyst	Junior	$ 17.09	$ 23.45	$ 25.64	$ 32.83
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 21.84	$ 29.85	$ 32.76	$ 41.79
Finance/Accounting	Accounts Payable Analyst	Senior	$ 26.11	$ 35.17	$ 39.17	$ 49.24
Finance/Accounting	Analyst	Junior	$ 26.59	$ 35.81	$ 39.88	$ 50.13
Finance/Accounting	Analyst	Intermediate	$ 32.28	$ 43.39	$ 48.42	$ 60.75
Finance/Accounting	Analyst	Senior	$ 36.08	$ 48.45	$ 54.12	$ 67.83
Finance/Accounting	Business Analyst	Junior	$ 33.23	$ 44.66	$ 49.85	$ 62.52
Finance/Accounting	Business Analyst	Intermediate	$ 41.54	$ 55.72	$ 62.31	$ 78.01
Finance/Accounting	Business Analyst	Senior	$ 47.95	$ 64.26	$ 71.92	$ 89.96
Finance/Accounting	Cost Accountant	Junior	$ 20.89	$ 28.57	$ 31.33	$ 40.00
Finance/Accounting	Cost Accountant	Intermediate	$ 25.16	$ 34.33	$ 37.74	$ 48.07
Finance/Accounting	Cost Accountant	Senior	$ 28.49	$ 38.34	$ 42.73	$ 53.67
Finance/Accounting	Finance Analyst	Junior	$ 22.31	$ 30.49	$ 33.47	$ 42.69
Finance/Accounting	Finance Analyst	Intermediate	$ 29.67	$ 39.92	$ 44.51	$ 55.88

CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 34.18	$ 45.92	$ 51.27	$ 64.29
Supply Chain	Buyer	Junior	$ 19.50	$ 27.11	$ 29.26	$ 37.96
Supply Chain	Buyer	Intermediate	$ 21.52	$ 29.88	$ 32.28	$ 41.83
Supply Chain	Buyer	Senior	$ 27.80	$ 38.01	$ 41.70	$ 53.21
Supply Chain	Contract Analyst	Junior	$ 34.08	$ 46.50	$ 51.11	$ 65.10
Supply Chain	Contract Analyst	Intermediate	$ 37.89	$ 51.65	$ 56.83	$ 72.31
Supply Chain	Contract Analyst	Senior	$ 41.47	$ 56.51	$ 62.21	$ 79.11
Supply Chain	Logistician	Junior	$ 21.43	$ 29.75	$ 32.15	$ 41.66
Supply Chain	Logistician	Intermediate	$ 24.36	$ 33.35	$ 36.53	$ 46.69
Supply Chain	Logistician	Senior	$ 27.13	$ 37.10	$ 40.69	$ 51.94

Orbital Engineering - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.60	$ 18.37	$ 20.40	$ 25.71
Admin/Clerk	Administrative Assistant	Intermediate	$ 17.00	$ 22.96	$ 25.50	$ 32.14
Admin/Clerk	Administrative Assistant	Senior	$ 20.40	$ 27.55	$ 30.60	$ 38.57
Admin/Clerk	Customer Service Representative	Junior	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Intermediate	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Senior	$ -	$ -	$ -	$ -
Admin/Clerk	Data Entry Operator	Junior	$ 11.90	$ 16.07	$ 17.85	$ 22.50
Admin/Clerk	Data Entry Operator	Intermediate	$ 14.45	$ 19.51	$ 21.68	$ 27.32
Admin/Clerk	Data Entry Operator	Senior	$ 17.00	$ 22.96	$ 25.50	$ 32.14
Admin/Clerk	Database Administrator	Junior	$ 17.00	$ 22.96	$ 25.50	$ 32.14
Admin/Clerk	Database Administrator	Intermediate	$ 23.80	$ 32.14	$ 35.70	$ 45.00
Admin/Clerk	Database Administrator	Senior	$ 30.60	$ 41.33	$ 45.90	$ 57.86
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 28.50	$ 38.49	$ 42.75	$ 53.88
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 38.00	$ 51.32	$ 57.00	$ 71.85
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 47.50	$ 64.15	$ 71.25	$ 89.81
Engineering / Project Management (PM)	Construction Manager	Junior	$ 23.75	$ 32.07	$ 35.63	$ 44.90
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 33.25	$ 44.90	$ 49.88	$ 62.87
Engineering / Project Management (PM)	Construction Manager	Senior	$ 47.50	$ 64.15	$ 71.25	$ 89.81
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 19.00	$ 25.66	$ 28.50	$ 35.92
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 28.50	$ 38.49	$ 42.75	$ 53.88

Orbital Engineering - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 38.00	$ 51.32	$ 57.00	$ 71.85
Engineering / Project Management (PM)	Cost Technician	Junior	$ 16.15	$ 21.81	$ 24.23	$ 30.53
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 19.00	$ 25.66	$ 28.50	$ 35.92
Engineering / Project Management (PM)	Cost Technician	Senior	$ 21.85	$ 29.51	$ 32.78	$ 41.31
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 14.25	$ 19.24	$ 21.38	$ 26.94
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 18.05	$ 24.38	$ 27.08	$ 34.13
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 21.85	$ 29.51	$ 32.78	$ 41.31
Engineering / Project Management (PM)	Drafter	Junior	$ 14.25	$ 19.24	$ 21.38	$ 26.94
Engineering / Project Management (PM)	Drafter	Intermediate	$ 18.05	$ 24.38	$ 27.08	$ 34.13
Engineering / Project Management (PM)	Drafter	Senior	$ 21.85	$ 29.51	$ 32.78	$ 41.31
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 33.25	$ 44.90	$ 49.88	$ 62.87
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 42.75	$ 57.73	$ 64.13	$ 80.83
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 52.25	$ 70.56	$ 78.38	$ 98.79
Engineering / Project Management (PM)	Engineer	Junior	$ 23.75	$ 32.07	$ 35.63	$ 44.90
Engineering / Project Management (PM)	Engineer	Intermediate	$ 33.25	$ 44.90	$ 49.88	$ 62.87
Engineering / Project Management (PM)	Engineer	Senior	$ 42.75	$ 57.73	$ 64.13	$ 80.83
Engineering / Project Management (PM)	Environmental Planner	Junior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Planner	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Inspector	Junior	$ 16.15	$ 21.97	$ 24.23	$ 30.76
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 21.85	$ 29.73	$ 32.78	$ 41.62
Engineering / Project Management (PM)	General Inspector	Senior	$ 28.50	$ 38.77	$ 42.75	$ 54.28
Engineering / Project Management (PM)	General Labor	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 19.00	$ 25.66	$ 28.50	$ 35.92
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 23.75	$ 32.07	$ 35.63	$ 44.90
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 28.50	$ 38.49	$ 42.75	$ 53.88
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 17.10	$ 23.09	$ 25.65	$ 32.33
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 23.75	$ 32.07	$ 35.63	$ 44.90
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 33.25	$ 44.90	$ 49.88	$ 62.87
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 30.40	$ 41.06	$ 45.60	$ 57.48
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 39.90	$ 53.88	$ 59.85	$ 75.44
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 49.40	$ 66.71	$ 74.10	$ 93.40
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 30.40	$ 41.06	$ 45.60	$ 57.48
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 39.90	$ 53.88	$ 59.85	$ 75.44
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 49.40	$ 66.71	$ 74.10	$ 93.40
Engineering / Project Management (PM)	Power Engineer	Junior	$ 30.40	$ 41.06	$ 45.60	$ 57.48
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 39.90	$ 53.88	$ 59.85	$ 75.44
Engineering / Project Management (PM)	Power Engineer	Senior	$ 49.40	$ 66.71	$ 74.10	$ 93.40
Engineering / Project Management (PM)	Project Control	Junior	$ 19.00	$ 25.66	$ 28.50	$ 35.92
Engineering / Project Management (PM)	Project Control	Intermediate	$ 28.50	$ 38.49	$ 42.75	$ 53.88
Engineering / Project Management (PM)	Project Control	Senior	$ 38.00	$ 51.32	$ 57.00	$ 71.85
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 19.00	$ 25.66	$ 28.50	$ 35.92
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 28.50	$ 38.49	$ 42.75	$ 53.88

Orbital Engineering - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 38.00	$ 51.32	$ 57.00	$ 71.85
Engineering / Project Management (PM)	Project Engineer	Junior	$ 30.40	$ 41.06	$ 45.60	$ 57.48
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 39.90	$ 53.88	$ 59.85	$ 75.44
Engineering / Project Management (PM)	Project Engineer	Senior	$ 49.40	$ 66.71	$ 74.10	$ 93.40
Engineering / Project Management (PM)	Project Manager	Junior	$ 23.75	$ 32.07	$ 35.63	$ 44.90
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 38.00	$ 51.32	$ 57.00	$ 71.85
Engineering / Project Management (PM)	Project Manager	Senior	$ 52.25	$ 70.56	$ 78.38	$ 98.79
Engineering / Project Management (PM)	Quality Technician	Junior	$ 19.00	$ 25.85	$ 28.50	$ 36.19
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 26.60	$ 36.19	$ 39.90	$ 50.67
Engineering / Project Management (PM)	Quality Technician	Senior	$ 33.25	$ 45.24	$ 49.88	$ 63.33
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 33.25	$ 44.90	$ 49.88	$ 62.87
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 42.75	$ 57.73	$ 64.13	$ 80.83
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 52.25	$ 70.56	$ 78.38	$ 98.79
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 33.25	$ 44.90	$ 49.88	$ 62.87
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 42.75	$ 57.73	$ 64.13	$ 80.83
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 52.25	$ 70.56	$ 78.38	$ 98.79
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 17.10	$ 23.26	$ 25.65	$ 32.57

Orbital Engineering - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 23.75	$ 32.31	$ 35.63	$ 45.24
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 33.25	$ 45.24	$ 49.88	$ 63.33
Engineering / Project Management (PM)	Scheduler	Junior	$ 19.00	$ 25.66	$ 28.50	$ 35.92
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 28.50	$ 38.49	$ 42.75	$ 53.88
Engineering / Project Management (PM)	Scheduler	Senior	$ 38.00	$ 51.32	$ 57.00	$ 71.85
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 20.90	$ 28.23	$ 31.35	$ 39.52
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 33.25	$ 44.90	$ 49.88	$ 62.87
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 47.50	$ 64.15	$ 71.25	$ 89.81
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 28.50	$ 38.77	$ 42.75	$ 54.28
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 38.00	$ 51.70	$ 57.00	$ 72.38
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 47.50	$ 64.62	$ 71.25	$ 90.47
Finance/Accounting	Accounts Payable Analyst	Junior	$ 17.00	$ 22.96	$ 25.50	$ 32.14
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 22.00	$ 29.71	$ 33.00	$ 41.60
Finance/Accounting	Accounts Payable Analyst	Senior	$ 27.00	$ 36.46	$ 40.50	$ 51.05
Finance/Accounting	Analyst	Junior	$ 22.00	$ 29.71	$ 33.00	$ 41.60
Finance/Accounting	Analyst	Intermediate	$ 26.00	$ 35.11	$ 39.00	$ 49.16
Finance/Accounting	Analyst	Senior	$ 30.00	$ 40.52	$ 45.00	$ 56.72
Finance/Accounting	Business Analyst	Junior	$ 23.00	$ 31.06	$ 34.50	$ 43.49
Finance/Accounting	Business Analyst	Intermediate	$ 30.00	$ 40.52	$ 45.00	$ 56.72
Finance/Accounting	Business Analyst	Senior	$ 37.00	$ 49.97	$ 55.50	$ 69.96
Finance/Accounting	Cost Accountant	Junior	$ 30.00	$ 40.52	$ 45.00	$ 56.72
Finance/Accounting	Cost Accountant	Intermediate	$ 40.00	$ 54.02	$ 60.00	$ 75.63
Finance/Accounting	Cost Accountant	Senior	$ 50.00	$ 67.53	$ 75.00	$ 94.54
Finance/Accounting	Finance Analyst	Junior	$ 32.00	$ 43.22	$ 48.00	$ 60.50
Finance/Accounting	Finance Analyst	Intermediate	$ 42.00	$ 56.72	$ 63.00	$ 79.41

Orbital Engineering - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 52.00	$ 70.23	$ 78.00	$ 98.32
Supply Chain	Buyer	Junior	$ 20.00	$ 27.01	$ 30.00	$ 37.81
Supply Chain	Buyer	Intermediate	$ 30.00	$ 40.52	$ 45.00	$ 56.72
Supply Chain	Buyer	Senior	$ 40.00	$ 54.02	$ 60.00	$ 75.63
Supply Chain	Contract Analyst	Junior	$ 20.00	$ 27.01	$ 30.00	$ 37.81
Supply Chain	Contract Analyst	Intermediate	$ 30.00	$ 40.52	$ 45.00	$ 56.72
Supply Chain	Contract Analyst	Senior	$ 40.00	$ 54.02	$ 60.00	$ 75.63
Supply Chain	Logistician	Junior	$ 20.00	$ 27.01	$ 30.00	$ 37.81
Supply Chain	Logistician	Intermediate	$ 27.00	$ 36.46	$ 40.50	$ 51.05
Supply Chain	Logistician	Senior	$ 37.00	$ 49.97	$ 55.50	$ 69.96

Orbital Engineering - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.60	$ 18.40	$ 20.40	$ 25.75
Admin/Clerk	Administrative Assistant	Intermediate	$ 17.00	$ 22.99	$ 25.50	$ 32.19
Admin/Clerk	Administrative Assistant	Senior	$ 20.40	$ 27.59	$ 30.60	$ 38.63
Admin/Clerk	Customer Service Representative	Junior	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Intermediate	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Senior	$ -	$ -	$ -	$ -
Admin/Clerk	Data Entry Operator	Junior	$ 11.90	$ 16.10	$ 17.85	$ 22.53
Admin/Clerk	Data Entry Operator	Intermediate	$ 14.45	$ 19.55	$ 21.68	$ 27.36
Admin/Clerk	Data Entry Operator	Senior	$ 17.00	$ 22.99	$ 25.50	$ 32.19
Admin/Clerk	Database Administrator	Junior	$ 17.00	$ 22.99	$ 25.50	$ 32.19
Admin/Clerk	Database Administrator	Intermediate	$ 23.80	$ 32.19	$ 35.70	$ 45.07
Admin/Clerk	Database Administrator	Senior	$ 30.60	$ 41.39	$ 45.90	$ 57.95
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 30.00	$ 40.58	$ 45.00	$ 56.81
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 40.00	$ 54.10	$ 60.00	$ 75.75
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 50.00	$ 67.63	$ 75.00	$ 94.68
Engineering / Project Management (PM)	Construction Manager	Junior	$ 25.00	$ 33.82	$ 37.50	$ 47.34
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 35.00	$ 47.34	$ 52.50	$ 66.28
Engineering / Project Management (PM)	Construction Manager	Senior	$ 50.00	$ 67.63	$ 75.00	$ 94.68
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 20.00	$ 27.05	$ 30.00	$ 37.87
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 30.00	$ 40.58	$ 45.00	$ 56.81

Orbital Engineering - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 40.00	$ 54.10	$ 60.00	$ 75.75
Engineering / Project Management (PM)	Cost Technician	Junior	$ 17.00	$ 22.99	$ 25.50	$ 32.19
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 20.00	$ 27.05	$ 30.00	$ 37.87
Engineering / Project Management (PM)	Cost Technician	Senior	$ 23.00	$ 31.11	$ 34.50	$ 43.55
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 15.00	$ 20.29	$ 22.50	$ 28.40
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 19.00	$ 25.70	$ 28.50	$ 35.98
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 23.00	$ 31.11	$ 34.50	$ 43.55
Engineering / Project Management (PM)	Drafter	Junior	$ 15.00	$ 20.29	$ 22.50	$ 28.40
Engineering / Project Management (PM)	Drafter	Intermediate	$ 19.00	$ 25.70	$ 28.50	$ 35.98
Engineering / Project Management (PM)	Drafter	Senior	$ 23.00	$ 31.11	$ 34.50	$ 43.55
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 35.00	$ 47.34	$ 52.50	$ 66.28
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 45.00	$ 60.87	$ 67.50	$ 85.21
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 55.00	$ 74.39	$ 82.50	$ 104.15
Engineering / Project Management (PM)	Engineer	Junior	$ 25.00	$ 33.82	$ 37.50	$ 47.34
Engineering / Project Management (PM)	Engineer	Intermediate	$ 35.00	$ 47.34	$ 52.50	$ 66.28
Engineering / Project Management (PM)	Engineer	Senior	$ 45.00	$ 60.87	$ 67.50	$ 85.21
Engineering / Project Management (PM)	Environmental Planner	Junior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Planner	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Inspector	Junior	$ 17.00	$ 23.16	$ 25.50	$ 32.43
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 23.00	$ 31.34	$ 34.50	$ 43.88
Engineering / Project Management (PM)	General Inspector	Senior	$ 30.00	$ 40.88	$ 45.00	$ 57.23
Engineering / Project Management (PM)	General Labor	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 20.00	$ 27.05	$ 30.00	$ 37.87
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 25.00	$ 33.82	$ 37.50	$ 47.34
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 30.00	$ 40.58	$ 45.00	$ 56.81
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 18.00	$ 24.35	$ 27.00	$ 34.09
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 25.00	$ 33.82	$ 37.50	$ 47.34
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 35.00	$ 47.34	$ 52.50	$ 66.28
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 32.00	$ 43.28	$ 48.00	$ 60.60
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 42.00	$ 56.81	$ 63.00	$ 79.53
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 52.00	$ 70.34	$ 78.00	$ 98.47
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 32.00	$ 43.28	$ 48.00	$ 60.60
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 42.00	$ 56.81	$ 63.00	$ 79.53
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 52.00	$ 70.34	$ 78.00	$ 98.47
Engineering / Project Management (PM)	Power Engineer	Junior	$ 32.00	$ 43.28	$ 48.00	$ 60.60
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 42.00	$ 56.81	$ 63.00	$ 79.53
Engineering / Project Management (PM)	Power Engineer	Senior	$ 52.00	$ 70.34	$ 78.00	$ 98.47
Engineering / Project Management (PM)	Project Control	Junior	$ 20.00	$ 27.05	$ 30.00	$ 37.87
Engineering / Project Management (PM)	Project Control	Intermediate	$ 30.00	$ 40.58	$ 45.00	$ 56.81
Engineering / Project Management (PM)	Project Control	Senior	$ 40.00	$ 54.10	$ 60.00	$ 75.75
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 20.00	$ 27.05	$ 30.00	$ 37.87
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 30.00	$ 40.58	$ 45.00	$ 56.81

Orbital Engineering - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 40.00	$ 54.10	$ 60.00	$ 75.75
Engineering / Project Management (PM)	Project Engineer	Junior	$ 32.00	$ 43.28	$ 48.00	$ 60.60
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 42.00	$ 56.81	$ 63.00	$ 79.53
Engineering / Project Management (PM)	Project Engineer	Senior	$ 52.00	$ 70.34	$ 78.00	$ 98.47
Engineering / Project Management (PM)	Project Manager	Junior	$ 25.00	$ 33.82	$ 37.50	$ 47.34
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 40.00	$ 54.10	$ 60.00	$ 75.75
Engineering / Project Management (PM)	Project Manager	Senior	$ 55.00	$ 74.39	$ 82.50	$ 104.15
Engineering / Project Management (PM)	Quality Technician	Junior	$ 20.00	$ 27.25	$ 30.00	$ 38.15
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 28.00	$ 38.15	$ 42.00	$ 53.41
Engineering / Project Management (PM)	Quality Technician	Senior	$ 36.00	$ 49.05	$ 54.00	$ 68.68
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 35.00	$ 47.34	$ 52.50	$ 66.28
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 45.00	$ 60.87	$ 67.50	$ 85.21
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 55.00	$ 74.39	$ 82.50	$ 104.15
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 35.00	$ 47.34	$ 52.50	$ 66.28
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 45.00	$ 60.87	$ 67.50	$ 85.21
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 55.00	$ 74.39	$ 82.50	$ 104.15
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 18.00	$ 24.53	$ 27.00	$ 34.34

Orbital Engineering - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 25.00	$ 34.07	$ 37.50	$ 47.69
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 35.00	$ 47.69	$ 52.50	$ 66.77
Engineering / Project Management (PM)	Scheduler	Junior	$ 20.00	$ 27.05	$ 30.00	$ 37.87
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 30.00	$ 40.58	$ 45.00	$ 56.81
Engineering / Project Management (PM)	Scheduler	Senior	$ 40.00	$ 54.10	$ 60.00	$ 75.75
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 22.00	$ 29.76	$ 33.00	$ 41.66
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 35.00	$ 47.34	$ 52.50	$ 66.28
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 50.00	$ 67.63	$ 75.00	$ 94.68
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 30.00	$ 40.88	$ 45.00	$ 57.23
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 40.00	$ 54.50	$ 60.00	$ 76.31
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 50.00	$ 68.13	$ 75.00	$ 95.38
Finance/Accounting	Accounts Payable Analyst	Junior	$ 14.45	$ 19.55	$ 21.68	$ 27.36
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 18.70	$ 25.29	$ 28.05	$ 35.41
Finance/Accounting	Accounts Payable Analyst	Senior	$ 22.95	$ 31.04	$ 34.43	$ 43.46
Finance/Accounting	Analyst	Junior	$ 18.70	$ 25.29	$ 28.05	$ 35.41
Finance/Accounting	Analyst	Intermediate	$ 22.10	$ 29.89	$ 33.15	$ 41.85
Finance/Accounting	Analyst	Senior	$ 25.50	$ 34.49	$ 38.25	$ 48.29
Finance/Accounting	Business Analyst	Junior	$ 19.55	$ 26.44	$ 29.33	$ 37.02
Finance/Accounting	Business Analyst	Intermediate	$ 25.50	$ 34.49	$ 38.25	$ 48.29
Finance/Accounting	Business Analyst	Senior	$ 31.45	$ 42.54	$ 47.18	$ 59.55
Finance/Accounting	Cost Accountant	Junior	$ 25.50	$ 34.49	$ 38.25	$ 48.29
Finance/Accounting	Cost Accountant	Intermediate	$ 34.00	$ 45.99	$ 51.00	$ 64.38
Finance/Accounting	Cost Accountant	Senior	$ 42.50	$ 57.49	$ 63.75	$ 80.48
Finance/Accounting	Finance Analyst	Junior	$ 27.20	$ 36.79	$ 40.80	$ 51.51
Finance/Accounting	Finance Analyst	Intermediate	$ 35.70	$ 48.29	$ 53.55	$ 67.60

Orbital Engineering - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 44.20	$ 59.78	$ 66.30	$ 83.70
Supply Chain	Buyer	Junior	$ 17.00	$ 22.99	$ 25.50	$ 32.19
Supply Chain	Buyer	Intermediate	$ 25.50	$ 34.49	$ 38.25	$ 48.29
Supply Chain	Buyer	Senior	$ 34.00	$ 45.99	$ 51.00	$ 64.38
Supply Chain	Contract Analyst	Junior	$ 17.00	$ 22.99	$ 25.50	$ 32.19
Supply Chain	Contract Analyst	Intermediate	$ 25.50	$ 34.49	$ 38.25	$ 48.29
Supply Chain	Contract Analyst	Senior	$ 34.00	$ 45.99	$ 51.00	$ 64.38
Supply Chain	Logistician	Junior	$ 17.00	$ 22.99	$ 25.50	$ 32.19
Supply Chain	Logistician	Intermediate	$ 22.95	$ 31.04	$ 34.43	$ 43.46
Supply Chain	Logistician	Senior	$ 31.45	$ 42.54	$ 47.18	$ 59.55

Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.60	$ 18.56	$ 20.40	$ 25.98
Admin/Clerk	Administrative Assistant	Intermediate	$ 17.00	$ 23.20	$ 25.50	$ 32.48
Admin/Clerk	Administrative Assistant	Senior	$ 20.40	$ 27.84	$ 30.60	$ 38.97
Admin/Clerk	Customer Service Representative	Junior	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Intermediate	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Senior	$ -	$ -	$ -	$ -
Admin/Clerk	Data Entry Operator	Junior	$ 11.90	$ 16.24	$ 17.85	$ 22.73
Admin/Clerk	Data Entry Operator	Intermediate	$ 14.45	$ 19.72	$ 21.68	$ 27.60
Admin/Clerk	Data Entry Operator	Senior	$ 17.00	$ 23.20	$ 25.50	$ 32.48
Admin/Clerk	Database Administrator	Junior	$ 17.00	$ 23.20	$ 25.50	$ 32.48
Admin/Clerk	Database Administrator	Intermediate	$ 23.80	$ 32.48	$ 35.70	$ 45.47
Admin/Clerk	Database Administrator	Senior	$ 30.60	$ 41.76	$ 45.90	$ 58.46
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 30.00	$ 40.94	$ 45.00	$ 57.31
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 40.00	$ 54.58	$ 60.00	$ 76.41
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 50.00	$ 68.23	$ 75.00	$ 95.52
Engineering / Project Management (PM)	Construction Manager	Junior	$ 25.00	$ 34.11	$ 37.50	$ 47.76
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 35.00	$ 47.76	$ 52.50	$ 66.86
Engineering / Project Management (PM)	Construction Manager	Senior	$ 50.00	$ 68.23	$ 75.00	$ 95.52
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 20.00	$ 27.29	$ 30.00	$ 38.21
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 30.00	$ 40.94	$ 45.00	$ 57.31

Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 40.00	$ 54.58	$ 60.00	$ 76.41
Engineering / Project Management (PM)	Cost Technician	Junior	$ 17.00	$ 23.20	$ 25.50	$ 32.48
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 20.00	$ 27.29	$ 30.00	$ 38.21
Engineering / Project Management (PM)	Cost Technician	Senior	$ 23.00	$ 31.38	$ 34.50	$ 43.94
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 15.00	$ 20.47	$ 22.50	$ 28.66
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 19.00	$ 25.93	$ 28.50	$ 36.30
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 23.00	$ 31.38	$ 34.50	$ 43.94
Engineering / Project Management (PM)	Drafter	Junior	$ 15.00	$ 20.47	$ 22.50	$ 28.66
Engineering / Project Management (PM)	Drafter	Intermediate	$ 19.00	$ 25.93	$ 28.50	$ 36.30
Engineering / Project Management (PM)	Drafter	Senior	$ 23.00	$ 31.38	$ 34.50	$ 43.94
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 35.00	$ 47.76	$ 52.50	$ 66.86
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 45.00	$ 61.40	$ 67.50	$ 85.97
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 55.00	$ 75.05	$ 82.50	$ 105.07
Engineering / Project Management (PM)	Engineer	Junior	$ 25.00	$ 34.11	$ 37.50	$ 47.76
Engineering / Project Management (PM)	Engineer	Intermediate	$ 35.00	$ 47.76	$ 52.50	$ 66.86
Engineering / Project Management (PM)	Engineer	Senior	$ 45.00	$ 61.40	$ 67.50	$ 85.97
Engineering / Project Management (PM)	Environmental Planner	Junior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Planner	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Inspector	Junior	$ 17.00	$ 23.37	$ 25.50	$ 32.71
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 23.00	$ 31.61	$ 34.50	$ 44.26
Engineering / Project Management (PM)	General Inspector	Senior	$ 30.00	$ 41.24	$ 45.00	$ 57.73
Engineering / Project Management (PM)	General Labor	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 20.00	$ 27.29	$ 30.00	$ 38.21
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 25.00	$ 34.11	$ 37.50	$ 47.76
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 30.00	$ 40.94	$ 45.00	$ 57.31
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 18.00	$ 24.56	$ 27.00	$ 34.39
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 25.00	$ 34.11	$ 37.50	$ 47.76
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 35.00	$ 47.76	$ 52.50	$ 66.86
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 32.00	$ 43.67	$ 48.00	$ 61.13
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 42.00	$ 57.31	$ 63.00	$ 80.24
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 52.00	$ 70.96	$ 78.00	$ 99.34
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 32.00	$ 43.67	$ 48.00	$ 61.13
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 42.00	$ 57.31	$ 63.00	$ 80.24
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 52.00	$ 70.96	$ 78.00	$ 99.34
Engineering / Project Management (PM)	Power Engineer	Junior	$ 32.00	$ 43.67	$ 48.00	$ 61.13
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 42.00	$ 57.31	$ 63.00	$ 80.24
Engineering / Project Management (PM)	Power Engineer	Senior	$ 52.00	$ 70.96	$ 78.00	$ 99.34
Engineering / Project Management (PM)	Project Control	Junior	$ 20.00	$ 27.29	$ 30.00	$ 38.21
Engineering / Project Management (PM)	Project Control	Intermediate	$ 30.00	$ 40.94	$ 45.00	$ 57.31
Engineering / Project Management (PM)	Project Control	Senior	$ 40.00	$ 54.58	$ 60.00	$ 76.41
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 20.00	$ 27.29	$ 30.00	$ 38.21
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 30.00	$ 40.94	$ 45.00	$ 57.31

Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 40.00	$ 54.58	$ 60.00	$ 76.41
Engineering / Project Management (PM)	Project Engineer	Junior	$ 32.00	$ 43.67	$ 48.00	$ 61.13
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 42.00	$ 57.31	$ 63.00	$ 80.24
Engineering / Project Management (PM)	Project Engineer	Senior	$ 52.00	$ 70.96	$ 78.00	$ 99.34
Engineering / Project Management (PM)	Project Manager	Junior	$ 25.00	$ 34.11	$ 37.50	$ 47.76
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 40.00	$ 54.58	$ 60.00	$ 76.41
Engineering / Project Management (PM)	Project Manager	Senior	$ 55.00	$ 75.05	$ 82.50	$ 105.07
Engineering / Project Management (PM)	Quality Technician	Junior	$ 20.00	$ 27.49	$ 30.00	$ 38.49
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 28.00	$ 38.49	$ 42.00	$ 53.88
Engineering / Project Management (PM)	Quality Technician	Senior	$ 35.00	$ 48.11	$ 52.50	$ 67.35
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 35.00	$ 47.76	$ 52.50	$ 66.86
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 45.00	$ 61.40	$ 67.50	$ 85.97
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 55.00	$ 75.05	$ 82.50	$ 105.07
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 35.00	$ 47.76	$ 52.50	$ 66.86
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 45.00	$ 61.40	$ 67.50	$ 85.97
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 55.00	$ 75.05	$ 82.50	$ 105.07
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 18.00	$ 24.74	$ 27.00	$ 34.64

Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 25.00	$ 34.36	$ 37.50	$ 48.11
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 35.00	$ 48.11	$ 52.50	$ 67.35
Engineering / Project Management (PM)	Scheduler	Junior	$ 20.00	$ 27.29	$ 30.00	$ 38.21
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 30.00	$ 40.94	$ 45.00	$ 57.31
Engineering / Project Management (PM)	Scheduler	Senior	$ 40.00	$ 54.58	$ 60.00	$ 76.41
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 22.00	$ 30.02	$ 33.00	$ 42.03
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 35.00	$ 47.76	$ 52.50	$ 66.86
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 50.00	$ 68.23	$ 75.00	$ 95.52
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 30.00	$ 41.24	$ 45.00	$ 57.73
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 40.00	$ 54.98	$ 60.00	$ 76.97
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 50.00	$ 68.73	$ 75.00	$ 96.22
Finance/Accounting	Accounts Payable Analyst	Junior	$ 14.45	$ 19.72	$ 21.68	$ 27.60
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 18.70	$ 25.52	$ 28.05	$ 35.72
Finance/Accounting	Accounts Payable Analyst	Senior	$ 22.95	$ 31.32	$ 34.43	$ 43.84
Finance/Accounting	Analyst	Junior	$ 18.70	$ 25.52	$ 28.05	$ 35.72
Finance/Accounting	Analyst	Intermediate	$ 22.10	$ 30.16	$ 33.15	$ 42.22
Finance/Accounting	Analyst	Senior	$ 25.50	$ 34.80	$ 38.25	$ 48.71
Finance/Accounting	Business Analyst	Junior	$ 19.55	$ 26.68	$ 29.33	$ 37.35
Finance/Accounting	Business Analyst	Intermediate	$ 25.50	$ 34.80	$ 38.25	$ 48.71
Finance/Accounting	Business Analyst	Senior	$ 31.45	$ 42.91	$ 47.18	$ 60.08
Finance/Accounting	Cost Accountant	Junior	$ 25.50	$ 34.80	$ 38.25	$ 48.71
Finance/Accounting	Cost Accountant	Intermediate	$ 34.00	$ 46.39	$ 51.00	$ 64.95
Finance/Accounting	Cost Accountant	Senior	$ 42.50	$ 57.99	$ 63.75	$ 81.19
Finance/Accounting	Finance Analyst	Junior	$ 27.20	$ 37.12	$ 40.80	$ 51.96
Finance/Accounting	Finance Analyst	Intermediate	$ 35.70	$ 48.71	$ 53.55	$ 68.20

Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 44.20	$ 60.31	$ 66.30	$ 84.44
Supply Chain	Buyer	Junior	$ 17.00	$ 23.20	$ 25.50	$ 32.48
Supply Chain	Buyer	Intermediate	$ 25.50	$ 34.80	$ 38.25	$ 48.71
Supply Chain	Buyer	Senior	$ 34.00	$ 46.39	$ 51.00	$ 64.95
Supply Chain	Contract Analyst	Junior	$ 17.00	$ 23.20	$ 25.50	$ 32.48
Supply Chain	Contract Analyst	Intermediate	$ 25.50	$ 34.80	$ 38.25	$ 48.71
Supply Chain	Contract Analyst	Senior	$ 34.00	$ 46.39	$ 51.00	$ 64.95
Supply Chain	Logistician	Junior	$ 17.00	$ 23.20	$ 25.50	$ 32.48
Supply Chain	Logistician	Intermediate	$ 22.95	$ 31.32	$ 34.43	$ 43.84
Supply Chain	Logistician	Senior	$ 31.45	$ 42.91	$ 47.18	$ 60.08

Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 17.00	$ 22.85	$ 25.50	$ 31.99
Admin/Clerk	Administrative Assistant	Intermediate	$ 21.25	$ 28.56	$ 31.88	$ 39.99
Admin/Clerk	Administrative Assistant	Senior	$ 25.50	$ 34.28	$ 38.25	$ 47.99
Admin/Clerk	Customer Service Representative	Junior	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Intermediate	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Senior	$ -	$ -	$ -	$ -
Admin/Clerk	Data Entry Operator	Junior	$ 14.88	$ 19.99	$ 22.31	$ 27.99
Admin/Clerk	Data Entry Operator	Intermediate	$ 18.06	$ 24.28	$ 27.09	$ 33.99
Admin/Clerk	Data Entry Operator	Senior	$ 21.25	$ 28.56	$ 31.88	$ 39.99
Admin/Clerk	Database Administrator	Junior	$ 21.25	$ 28.56	$ 31.88	$ 39.99
Admin/Clerk	Database Administrator	Intermediate	$ 29.75	$ 39.99	$ 44.63	$ 55.99
Admin/Clerk	Database Administrator	Senior	$ 38.25	$ 51.42	$ 57.38	$ 71.98
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 37.50	$ 50.41	$ 56.25	$ 70.57
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 50.00	$ 67.21	$ 75.00	$ 94.09
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 62.50	$ 84.01	$ 93.75	$ 117.62
Engineering / Project Management (PM)	Construction Manager	Junior	$ 31.25	$ 42.01	$ 46.88	$ 58.81
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 43.75	$ 58.81	$ 65.63	$ 82.33
Engineering / Project Management (PM)	Construction Manager	Senior	$ 62.50	$ 84.01	$ 93.75	$ 117.62
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 25.00	$ 33.61	$ 37.50	$ 47.05
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 37.50	$ 50.41	$ 56.25	$ 70.57

Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 50.00	$ 67.21	$ 75.00	$ 94.09
Engineering / Project Management (PM)	Cost Technician	Junior	$ 21.25	$ 28.56	$ 31.88	$ 39.99
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 25.00	$ 33.61	$ 37.50	$ 47.05
Engineering / Project Management (PM)	Cost Technician	Senior	$ 28.75	$ 38.65	$ 43.13	$ 54.10
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 18.75	$ 25.20	$ 28.13	$ 35.29
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 23.75	$ 31.92	$ 35.63	$ 44.69
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 28.75	$ 38.65	$ 43.13	$ 54.10
Engineering / Project Management (PM)	Drafter	Junior	$ 18.75	$ 25.20	$ 28.13	$ 35.29
Engineering / Project Management (PM)	Drafter	Intermediate	$ 23.75	$ 31.92	$ 35.63	$ 44.69
Engineering / Project Management (PM)	Drafter	Senior	$ 28.75	$ 38.65	$ 43.13	$ 54.10
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 43.75	$ 58.81	$ 65.63	$ 82.33
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 56.25	$ 75.61	$ 84.38	$ 105.86
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 68.75	$ 92.41	$ 103.13	$ 129.38
Engineering / Project Management (PM)	Engineer	Junior	$ 31.25	$ 42.01	$ 46.88	$ 58.81
Engineering / Project Management (PM)	Engineer	Intermediate	$ 43.75	$ 58.81	$ 65.63	$ 82.33
Engineering / Project Management (PM)	Engineer	Senior	$ 56.25	$ 75.61	$ 84.38	$ 105.86
Engineering / Project Management (PM)	Environmental Planner	Junior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Planner	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Inspector	Junior	$ 21.25	$ 28.78	$ 31.88	$ 40.29
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 28.75	$ 38.93	$ 43.13	$ 54.51
Engineering / Project Management (PM)	General Inspector	Senior	$ 37.50	$ 50.78	$ 56.25	$ 71.10
Engineering / Project Management (PM)	General Labor	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 25.00	$ 33.61	$ 37.50	$ 47.05
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 31.25	$ 42.01	$ 46.88	$ 58.81
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 37.50	$ 50.41	$ 56.25	$ 70.57
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 22.50	$ 30.24	$ 33.75	$ 42.34
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 31.25	$ 42.01	$ 46.88	$ 58.81
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 43.75	$ 58.81	$ 65.63	$ 82.33
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 40.00	$ 53.77	$ 60.00	$ 75.28
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 52.50	$ 70.57	$ 78.75	$ 98.80
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 65.00	$ 87.37	$ 97.50	$ 122.32
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 40.00	$ 53.77	$ 60.00	$ 75.28
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 52.50	$ 70.57	$ 78.75	$ 98.80
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 65.00	$ 87.37	$ 97.50	$ 122.32
Engineering / Project Management (PM)	Power Engineer	Junior	$ 40.00	$ 53.77	$ 60.00	$ 75.28
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 52.50	$ 70.57	$ 78.75	$ 98.80
Engineering / Project Management (PM)	Power Engineer	Senior	$ 65.00	$ 87.37	$ 97.50	$ 122.32
Engineering / Project Management (PM)	Project Control	Junior	$ 25.00	$ 33.61	$ 37.50	$ 47.05
Engineering / Project Management (PM)	Project Control	Intermediate	$ 37.50	$ 50.41	$ 56.25	$ 70.57
Engineering / Project Management (PM)	Project Control	Senior	$ 50.00	$ 67.21	$ 75.00	$ 94.09
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 25.00	$ 33.61	$ 37.50	$ 47.05
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 37.50	$ 50.41	$ 56.25	$ 70.57

Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 50.00	$ 67.21	$ 75.00	$ 94.09
Engineering / Project Management (PM)	Project Engineer	Junior	$ 40.00	$ 53.77	$ 60.00	$ 75.28
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 52.50	$ 70.57	$ 78.75	$ 98.80
Engineering / Project Management (PM)	Project Engineer	Senior	$ 65.00	$ 87.37	$ 97.50	$ 122.32
Engineering / Project Management (PM)	Project Manager	Junior	$ 31.25	$ 42.01	$ 46.88	$ 58.81
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 50.00	$ 67.21	$ 75.00	$ 94.09
Engineering / Project Management (PM)	Project Manager	Senior	$ 68.75	$ 92.41	$ 103.13	$ 129.38
Engineering / Project Management (PM)	Quality Technician	Junior	$ 25.00	$ 33.86	$ 37.50	$ 47.40
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 35.00	$ 47.40	$ 52.50	$ 66.36
Engineering / Project Management (PM)	Quality Technician	Senior	$ 43.75	$ 59.25	$ 65.63	$ 82.94
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 43.75	$ 58.81	$ 65.63	$ 82.33
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 56.25	$ 75.61	$ 84.38	$ 105.86
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 68.75	$ 92.41	$ 103.13	$ 129.38
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 43.75	$ 58.81	$ 65.63	$ 82.33
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 56.25	$ 75.61	$ 84.38	$ 105.86
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 68.75	$ 92.41	$ 103.13	$ 129.38
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 22.50	$ 30.47	$ 33.75	$ 42.66

Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 31.25	$ 42.32	$ 46.88	$ 59.25
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 43.75	$ 59.25	$ 65.63	$ 82.94
Engineering / Project Management (PM)	Scheduler	Junior	$ 25.00	$ 33.61	$ 37.50	$ 47.05
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 37.50	$ 50.41	$ 56.25	$ 70.57
Engineering / Project Management (PM)	Scheduler	Senior	$ 50.00	$ 67.21	$ 75.00	$ 94.09
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 27.50	$ 36.97	$ 41.25	$ 51.75
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 43.75	$ 58.81	$ 65.63	$ 82.33
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 62.50	$ 84.01	$ 93.75	$ 117.62
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 37.50	$ 50.78	$ 56.25	$ 71.10
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 50.00	$ 67.71	$ 75.00	$ 94.79
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 62.50	$ 84.64	$ 93.75	$ 118.49
Finance/Accounting	Accounts Payable Analyst	Junior	$ 18.06	$ 24.28	$ 27.09	$ 33.99
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 23.38	$ 31.42	$ 35.06	$ 43.99
Finance/Accounting	Accounts Payable Analyst	Senior	$ 28.69	$ 38.56	$ 43.03	$ 53.99
Finance/Accounting	Analyst	Junior	$ 23.38	$ 31.42	$ 35.06	$ 43.99
Finance/Accounting	Analyst	Intermediate	$ 27.63	$ 37.13	$ 41.44	$ 51.99
Finance/Accounting	Analyst	Senior	$ 31.88	$ 42.85	$ 47.81	$ 59.98
Finance/Accounting	Business Analyst	Junior	$ 24.44	$ 32.85	$ 36.66	$ 45.99
Finance/Accounting	Business Analyst	Intermediate	$ 31.88	$ 42.85	$ 47.81	$ 59.98
Finance/Accounting	Business Analyst	Senior	$ 39.31	$ 52.84	$ 58.97	$ 73.98
Finance/Accounting	Cost Accountant	Junior	$ 31.88	$ 42.85	$ 47.81	$ 59.98
Finance/Accounting	Cost Accountant	Intermediate	$ 42.50	$ 57.13	$ 63.75	$ 79.98
Finance/Accounting	Cost Accountant	Senior	$ 53.13	$ 71.41	$ 79.69	$ 99.97
Finance/Accounting	Finance Analyst	Junior	$ 34.00	$ 45.70	$ 51.00	$ 63.98
Finance/Accounting	Finance Analyst	Intermediate	$ 44.63	$ 59.98	$ 66.94	$ 83.98

Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 55.25	$ 74.27	$ 82.88	$ 103.97
Supply Chain	Buyer	Junior	$ 21.25	$ 28.56	$ 31.88	$ 39.99
Supply Chain	Buyer	Intermediate	$ 31.88	$ 42.85	$ 47.81	$ 59.98
Supply Chain	Buyer	Senior	$ 42.50	$ 57.13	$ 63.75	$ 79.98
Supply Chain	Contract Analyst	Junior	$ 21.25	$ 28.56	$ 31.88	$ 39.99
Supply Chain	Contract Analyst	Intermediate	$ 31.88	$ 42.85	$ 47.81	$ 59.98
Supply Chain	Contract Analyst	Senior	$ 42.50	$ 57.13	$ 63.75	$ 79.98
Supply Chain	Logistician	Junior	$ 21.25	$ 28.56	$ 31.88	$ 39.99
Supply Chain	Logistician	Intermediate	$ 28.69	$ 38.56	$ 43.03	$ 53.99
Supply Chain	Logistician	Senior	$ 39.31	$ 52.84	$ 58.97	$ 73.98

Orbital Engineering - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 17.00	$ 22.96	$ 25.50	$ 32.14
Admin/Clerk	Administrative Assistant	Intermediate	$ 21.25	$ 28.70	$ 31.88	$ 40.18
Admin/Clerk	Administrative Assistant	Senior	$ 25.50	$ 34.44	$ 38.25	$ 48.21
Admin/Clerk	Customer Service Representative	Junior	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Intermediate	$ -	$ -	$ -	$ -
Admin/Clerk	Customer Service Representative	Senior	$ -	$ -	$ -	$ -
Admin/Clerk	Data Entry Operator	Junior	$ 14.88	$ 20.09	$ 22.31	$ 28.12
Admin/Clerk	Data Entry Operator	Intermediate	$ 18.06	$ 24.39	$ 27.09	$ 34.15
Admin/Clerk	Data Entry Operator	Senior	$ 21.25	$ 28.70	$ 31.88	$ 40.18
Admin/Clerk	Database Administrator	Junior	$ 21.25	$ 28.70	$ 31.88	$ 40.18
Admin/Clerk	Database Administrator	Intermediate	$ 29.75	$ 40.18	$ 44.63	$ 56.25
Admin/Clerk	Database Administrator	Senior	$ 38.25	$ 51.66	$ 57.38	$ 72.32
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 37.50	$ 50.64	$ 56.25	$ 70.90
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 50.00	$ 67.53	$ 75.00	$ 94.54
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 62.50	$ 84.41	$ 93.75	$ 118.17
Engineering / Project Management (PM)	Construction Manager	Junior	$ 31.25	$ 42.20	$ 46.88	$ 59.08
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 43.75	$ 59.08	$ 65.63	$ 82.72
Engineering / Project Management (PM)	Construction Manager	Senior	$ 62.50	$ 84.41	$ 93.75	$ 118.17
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 25.00	$ 33.76	$ 37.50	$ 47.27
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 37.50	$ 50.64	$ 56.25	$ 70.90

Orbital Engineering - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 50.00	$ 67.53	$ 75.00	$ 94.54
Engineering / Project Management (PM)	Cost Technician	Junior	$ 21.25	$ 28.70	$ 31.88	$ 40.18
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 25.00	$ 33.76	$ 37.50	$ 47.27
Engineering / Project Management (PM)	Cost Technician	Senior	$ 28.75	$ 38.83	$ 43.13	$ 54.36
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 18.75	$ 25.32	$ 28.13	$ 35.45
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 23.75	$ 32.07	$ 35.63	$ 44.90
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 28.75	$ 38.83	$ 43.13	$ 54.36
Engineering / Project Management (PM)	Drafter	Junior	$ 18.75	$ 25.32	$ 28.13	$ 35.45
Engineering / Project Management (PM)	Drafter	Intermediate	$ 23.75	$ 32.07	$ 35.63	$ 44.90
Engineering / Project Management (PM)	Drafter	Senior	$ 28.75	$ 38.83	$ 43.13	$ 54.36
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 43.75	$ 59.08	$ 65.63	$ 82.72
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 56.25	$ 75.97	$ 84.38	$ 106.35
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 68.75	$ 92.85	$ 103.13	$ 129.99
Engineering / Project Management (PM)	Engineer	Junior	$ 31.25	$ 42.20	$ 46.88	$ 59.08
Engineering / Project Management (PM)	Engineer	Intermediate	$ 43.75	$ 59.08	$ 65.63	$ 82.72
Engineering / Project Management (PM)	Engineer	Senior	$ 56.25	$ 75.97	$ 84.38	$ 106.35
Engineering / Project Management (PM)	Environmental Planner	Junior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Planner	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Inspector	Junior	$ 21.25	$ 28.91	$ 31.88	$ 40.47
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 28.75	$ 39.11	$ 43.13	$ 54.76
Engineering / Project Management (PM)	General Inspector	Senior	$ 37.50	$ 51.02	$ 56.25	$ 71.43
Engineering / Project Management (PM)	General Labor	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	General Labor	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 25.00	$ 33.76	$ 37.50	$ 47.27
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 31.25	$ 42.20	$ 46.88	$ 59.08
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 37.50	$ 50.64	$ 56.25	$ 70.90
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ -	$ -	$ -	$ -

Orbital Engineering - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 22.50	$ 30.39	$ 33.75	$ 42.54
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 31.25	$ 42.20	$ 46.88	$ 59.08
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 43.75	$ 59.08	$ 65.63	$ 82.72
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 40.00	$ 54.02	$ 60.00	$ 75.63
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 52.50	$ 70.90	$ 78.75	$ 99.26
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 65.00	$ 87.78	$ 97.50	$ 122.90
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 40.00	$ 54.02	$ 60.00	$ 75.63
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 52.50	$ 70.90	$ 78.75	$ 99.26
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 65.00	$ 87.78	$ 97.50	$ 122.90
Engineering / Project Management (PM)	Power Engineer	Junior	$ 40.00	$ 54.02	$ 60.00	$ 75.63
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 52.50	$ 70.90	$ 78.75	$ 99.26
Engineering / Project Management (PM)	Power Engineer	Senior	$ 65.00	$ 87.78	$ 97.50	$ 122.90
Engineering / Project Management (PM)	Project Control	Junior	$ 25.00	$ 33.76	$ 37.50	$ 47.27
Engineering / Project Management (PM)	Project Control	Intermediate	$ 37.50	$ 50.64	$ 56.25	$ 70.90
Engineering / Project Management (PM)	Project Control	Senior	$ 50.00	$ 67.53	$ 75.00	$ 94.54
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 25.00	$ 33.76	$ 37.50	$ 47.27
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 37.50	$ 50.64	$ 56.25	$ 70.90

Orbital Engineering - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 50.00	$ 67.53	$ 75.00	$ 94.54
Engineering / Project Management (PM)	Project Engineer	Junior	$ 40.00	$ 54.02	$ 60.00	$ 75.63
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 52.50	$ 70.90	$ 78.75	$ 99.26
Engineering / Project Management (PM)	Project Engineer	Senior	$ 65.00	$ 87.78	$ 97.50	$ 122.90
Engineering / Project Management (PM)	Project Manager	Junior	$ 31.25	$ 42.20	$ 46.88	$ 59.08
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 50.00	$ 67.53	$ 75.00	$ 94.54
Engineering / Project Management (PM)	Project Manager	Senior	$ 68.75	$ 92.85	$ 103.13	$ 129.99
Engineering / Project Management (PM)	Quality Technician	Junior	$ 25.00	$ 34.01	$ 37.50	$ 47.62
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 35.00	$ 47.62	$ 52.50	$ 66.66
Engineering / Project Management (PM)	Quality Technician	Senior	$ 43.75	$ 59.52	$ 65.63	$ 83.33
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 43.75	$ 59.08	$ 65.63	$ 82.72
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 56.25	$ 75.97	$ 84.38	$ 106.35
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 68.75	$ 92.85	$ 103.13	$ 129.99
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 43.75	$ 59.08	$ 65.63	$ 82.72
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 56.25	$ 75.97	$ 84.38	$ 106.35
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 68.75	$ 92.85	$ 103.13	$ 129.99
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 22.50	$ 30.61	$ 33.75	$ 42.86

Orbital Engineering - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 31.25	$ 42.52	$ 46.88	$ 59.52
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 43.75	$ 59.52	$ 65.63	$ 83.33
Engineering / Project Management (PM)	Scheduler	Junior	$ 25.00	$ 33.76	$ 37.50	$ 47.27
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 37.50	$ 50.64	$ 56.25	$ 70.90
Engineering / Project Management (PM)	Scheduler	Senior	$ 50.00	$ 67.53	$ 75.00	$ 94.54
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 27.50	$ 37.14	$ 41.25	$ 51.99
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 43.75	$ 59.08	$ 65.63	$ 82.72
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 62.50	$ 84.41	$ 93.75	$ 118.17
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 37.50	$ 51.02	$ 56.25	$ 71.43
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 50.00	$ 68.03	$ 75.00	$ 95.24
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 62.50	$ 85.03	$ 93.75	$ 119.04
Finance/Accounting	Accounts Payable Analyst	Junior	$ 18.06	$ 24.39	$ 27.09	$ 34.15
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 23.38	$ 31.57	$ 35.06	$ 44.20
Finance/Accounting	Accounts Payable Analyst	Senior	$ 28.69	$ 38.74	$ 43.03	$ 54.24
Finance/Accounting	Analyst	Junior	$ 23.38	$ 31.57	$ 35.06	$ 44.20
Finance/Accounting	Analyst	Intermediate	$ 27.63	$ 37.31	$ 41.44	$ 52.23
Finance/Accounting	Analyst	Senior	$ 31.88	$ 43.05	$ 47.81	$ 60.27
Finance/Accounting	Business Analyst	Junior	$ 24.44	$ 33.00	$ 36.66	$ 46.20
Finance/Accounting	Business Analyst	Intermediate	$ 31.88	$ 43.05	$ 47.81	$ 60.27
Finance/Accounting	Business Analyst	Senior	$ 39.31	$ 53.09	$ 58.97	$ 74.33
Finance/Accounting	Cost Accountant	Junior	$ 31.88	$ 43.05	$ 47.81	$ 60.27
Finance/Accounting	Cost Accountant	Intermediate	$ 42.50	$ 57.40	$ 63.75	$ 80.35
Finance/Accounting	Cost Accountant	Senior	$ 53.13	$ 71.75	$ 79.69	$ 100.44
Finance/Accounting	Finance Analyst	Junior	$ 34.00	$ 45.92	$ 51.00	$ 64.28
Finance/Accounting	Finance Analyst	Intermediate	$ 44.63	$ 60.27	$ 66.94	$ 84.37

Orbital Engineering - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 55.25	$ 74.62	$ 82.88	$ 104.46
Supply Chain	Buyer	Junior	$ 21.25	$ 28.70	$ 31.88	$ 40.18
Supply Chain	Buyer	Intermediate	$ 31.88	$ 43.05	$ 47.81	$ 60.27
Supply Chain	Buyer	Senior	$ 42.50	$ 57.40	$ 63.75	$ 80.35
Supply Chain	Contract Analyst	Junior	$ 21.25	$ 28.70	$ 31.88	$ 40.18
Supply Chain	Contract Analyst	Intermediate	$ 31.88	$ 43.05	$ 47.81	$ 60.27
Supply Chain	Contract Analyst	Senior	$ 42.50	$ 57.40	$ 63.75	$ 80.35
Supply Chain	Logistician	Junior	$ 21.25	$ 28.70	$ 31.88	$ 40.18
Supply Chain	Logistician	Intermediate	$ 28.69	$ 38.74	$ 43.03	$ 54.24
Supply Chain	Logistician	Senior	$ 39.31	$ 53.09	$ 58.97	$ 74.33

TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.23	$ 17.07	$ 19.85	$ 23.90
Admin/Clerk	Administrative Assistant	Intermediate	$ 17.21	$ 22.20	$ 25.82	$ 31.08
Admin/Clerk	Administrative Assistant	Senior	$ 22.36	$ 28.84	$ 33.54	$ 40.38
Admin/Clerk	Customer Service Representative	Junior	$ 12.20	$ 15.74	$ 18.30	$ 22.03
Admin/Clerk	Customer Service Representative	Intermediate	$ 16.99	$ 21.92	$ 25.49	$ 30.68
Admin/Clerk	Customer Service Representative	Senior	$ 20.12	$ 25.95	$ 30.18	$ 36.34
Admin/Clerk	Data Entry Operator	Junior	$ 11.75	$ 15.16	$ 17.63	$ 21.22
Admin/Clerk	Data Entry Operator	Intermediate	$ 15.68	$ 20.23	$ 23.52	$ 28.32
Admin/Clerk	Data Entry Operator	Senior	$ 17.67	$ 22.79	$ 26.51	$ 31.91
Admin/Clerk	Database Administrator	Junior	$ 31.55	$ 40.70	$ 47.33	$ 56.98
Admin/Clerk	Database Administrator	Intermediate	$ 37.55	$ 48.44	$ 56.33	$ 67.82
Admin/Clerk	Database Administrator	Senior	$ 51.87	$ 66.91	$ 77.81	$ 93.68
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 23.20	$ 29.93	$ 34.80	$ 41.90
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 27.50	$ 35.48	$ 41.25	$ 49.67
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 43.27	$ 55.82	$ 64.91	$ 78.15
Engineering / Project Management (PM)	Construction Manager	Junior	$ 22.61	$ 29.17	$ 33.92	$ 40.83
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 39.40	$ 50.83	$ 59.10	$ 71.16
Engineering / Project Management (PM)	Construction Manager	Senior	$ 55.28	$ 71.31	$ 82.92	$ 99.84
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 21.33	$ 27.52	$ 32.00	$ 38.52
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 27.02	$ 34.86	$ 40.53	$ 48.80

TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 35.01	$ 45.16	$ 52.52	$ 63.23
Engineering / Project Management (PM)	Cost Technician	Junior	$ 19.24	$ 24.82	$ 28.86	$ 34.75
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 24.04	$ 31.01	$ 36.06	$ 43.42
Engineering / Project Management (PM)	Cost Technician	Senior	$ 33.46	$ 43.16	$ 50.19	$ 60.43
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 14.91	$ 19.23	$ 22.37	$ 26.93
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 24.49	$ 31.59	$ 36.74	$ 44.23
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 33.66	$ 43.42	$ 50.49	$ 60.79
Engineering / Project Management (PM)	Drafter	Junior	$ 12.50	$ 16.13	$ 18.75	$ 22.58
Engineering / Project Management (PM)	Drafter	Intermediate	$ 27.10	$ 34.96	$ 40.65	$ 48.94
Engineering / Project Management (PM)	Drafter	Senior	$ 31.05	$ 40.05	$ 46.58	$ 56.08
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 26.45	$ 34.12	$ 39.68	$ 47.77
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 38.35	$ 49.47	$ 57.53	$ 69.26
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 49.11	$ 63.35	$ 73.67	$ 88.69
Engineering / Project Management (PM)	Engineer	Junior	$ 25.11	$ 32.39	$ 37.67	$ 45.35
Engineering / Project Management (PM)	Engineer	Intermediate	$ 37.20	$ 47.99	$ 55.80	$ 67.18
Engineering / Project Management (PM)	Engineer	Senior	$ 44.63	$ 57.57	$ 66.95	$ 80.60
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 17.30	$ 22.32	$ 25.95	$ 31.24

TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 34.10	$ 43.99	$ 51.15	$ 61.58
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 52.90	$ 68.24	$ 79.35	$ 95.54
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 18.10	$ 23.35	$ 27.15	$ 32.69
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 27.30	$ 35.22	$ 40.95	$ 49.30
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 39.90	$ 51.47	$ 59.85	$ 72.06
Engineering / Project Management (PM)	General Inspector	Junior	$ 19.98	$ 25.77	$ 29.97	$ 36.08
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 25.27	$ 32.60	$ 37.91	$ 45.64
Engineering / Project Management (PM)	General Inspector	Senior	$ 42.26	$ 54.52	$ 63.39	$ 76.32
Engineering / Project Management (PM)	General Labor	Junior	$ 11.80	$ 15.22	$ 17.70	$ 21.31
Engineering / Project Management (PM)	General Labor	Intermediate	$ 16.80	$ 21.67	$ 25.20	$ 30.34
Engineering / Project Management (PM)	General Labor	Senior	$ 19.00	$ 24.51	$ 28.50	$ 34.31
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 22.19	$ 28.63	$ 33.29	$ 40.08
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 29.93	$ 38.61	$ 44.90	$ 54.05
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 38.47	$ 49.63	$ 57.71	$ 69.48
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 20.32	$ 26.21	$ 30.48	$ 36.70
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 30.85	$ 39.80	$ 46.28	$ 55.72
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 38.94	$ 50.23	$ 58.41	$ 70.33

TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.05	$ 16.83	$ 19.58	$ 23.57
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 19.70	$ 25.41	$ 29.55	$ 35.58
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 25.40	$ 32.77	$ 38.10	$ 45.87
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 24.11	$ 31.10	$ 36.17	$ 43.54
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 38.79	$ 50.04	$ 58.19	$ 70.05
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 48.12	$ 62.07	$ 72.18	$ 86.90
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 26.44	$ 34.11	$ 39.66	$ 47.75
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 40.00	$ 51.60	$ 60.00	$ 72.24
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 56.00	$ 72.24	$ 84.00	$ 101.14
Engineering / Project Management (PM)	Power Engineer	Junior	$ 24.04	$ 31.01	$ 36.06	$ 43.42
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 34.60	$ 44.63	$ 51.90	$ 62.49
Engineering / Project Management (PM)	Power Engineer	Senior	$ 45.10	$ 58.18	$ 67.65	$ 81.45
Engineering / Project Management (PM)	Project Control	Junior	$ 21.06	$ 27.17	$ 31.59	$ 38.03
Engineering / Project Management (PM)	Project Control	Intermediate	$ 25.10	$ 32.38	$ 37.65	$ 45.33
Engineering / Project Management (PM)	Project Control	Senior	$ 38.08	$ 49.12	$ 57.12	$ 68.77
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 14.90	$ 19.22	$ 22.35	$ 26.91
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 23.56	$ 30.39	$ 35.34	$ 42.55

TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 32.21	$ 41.55	$ 48.32	$ 58.17
Engineering / Project Management (PM)	Project Engineer	Junior	$ 25.01	$ 32.26	$ 37.52	$ 45.17
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 35.45	$ 45.73	$ 53.18	$ 64.02
Engineering / Project Management (PM)	Project Engineer	Senior	$ 49.10	$ 63.34	$ 73.65	$ 88.67
Engineering / Project Management (PM)	Project Manager	Junior	$ 25.00	$ 32.25	$ 37.50	$ 45.15
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 40.88	$ 52.74	$ 61.32	$ 73.83
Engineering / Project Management (PM)	Project Manager	Senior	$ 56.70	$ 73.14	$ 85.05	$ 102.40
Engineering / Project Management (PM)	Quality Technician	Junior	$ 14.91	$ 19.23	$ 22.37	$ 26.93
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 20.00	$ 25.80	$ 30.00	$ 36.12
Engineering / Project Management (PM)	Quality Technician	Senior	$ 30.77	$ 39.69	$ 46.16	$ 55.57
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 26.20	$ 33.80	$ 39.30	$ 47.32
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 36.70	$ 47.34	$ 55.05	$ 66.28
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 47.68	$ 61.51	$ 71.52	$ 86.11
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 16.83	$ 21.71	$ 25.25	$ 30.39
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 31.34	$ 40.43	$ 47.01	$ 56.60
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 41.35	$ 53.34	$ 62.03	$ 74.68
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 16.04	$ 20.69	$ 24.06	$ 28.97

TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 18.06	$ 23.30	$ 27.09	$ 32.62
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 22.44	$ 28.95	$ 33.66	$ 40.53
Engineering / Project Management (PM)	Scheduler	Junior	$ 23.24	$ 29.98	$ 34.86	$ 41.97
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 30.38	$ 39.19	$ 45.57	$ 54.87
Engineering / Project Management (PM)	Scheduler	Senior	$ 48.95	$ 63.15	$ 73.43	$ 88.40
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 25.35	$ 32.70	$ 38.03	$ 45.78
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 33.44	$ 43.14	$ 50.16	$ 60.39
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 40.60	$ 52.37	$ 60.90	$ 73.32
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 16.83	$ 21.71	$ 25.25	$ 30.39
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 22.36	$ 28.84	$ 33.54	$ 40.38
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 32.69	$ 42.17	$ 49.04	$ 59.04
Finance/Accounting	Accounts Payable Analyst	Junior	$ 16.23	$ 20.94	$ 24.35	$ 29.31
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 23.36	$ 30.13	$ 35.04	$ 42.19
Finance/Accounting	Accounts Payable Analyst	Senior	$ 30.00	$ 38.70	$ 45.00	$ 54.18
Finance/Accounting	Analyst	Junior	$ 17.79	$ 22.95	$ 26.69	$ 32.13
Finance/Accounting	Analyst	Intermediate	$ 26.93	$ 34.74	$ 40.40	$ 48.64
Finance/Accounting	Analyst	Senior	$ 36.06	$ 46.52	$ 54.09	$ 65.12
Finance/Accounting	Business Analyst	Junior	$ 23.08	$ 29.77	$ 34.62	$ 41.68
Finance/Accounting	Business Analyst	Intermediate	$ 32.21	$ 41.55	$ 48.32	$ 58.17
Finance/Accounting	Business Analyst	Senior	$ 41.35	$ 53.34	$ 62.03	$ 74.68
Finance/Accounting	Cost Accountant	Junior	$ 19.20	$ 24.77	$ 28.80	$ 34.68
Finance/Accounting	Cost Accountant	Intermediate	$ 33.46	$ 43.16	$ 50.19	$ 60.43
Finance/Accounting	Cost Accountant	Senior	$ 48.01	$ 61.93	$ 72.02	$ 86.71
Finance/Accounting	Finance Analyst	Junior	$ 23.08	$ 29.77	$ 34.62	$ 41.68
Finance/Accounting	Finance Analyst	Intermediate	$ 32.10	$ 41.41	$ 48.15	$ 57.97

TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 39.91	$ 51.48	$ 59.87	$ 72.08
Supply Chain	Buyer	Junior	$ 25.07	$ 32.34	$ 37.61	$ 45.28
Supply Chain	Buyer	Intermediate	$ 31.58	$ 40.74	$ 47.37	$ 57.03
Supply Chain	Buyer	Senior	$ 39.92	$ 51.50	$ 59.88	$ 72.10
Supply Chain	Contract Analyst	Junior	$ 19.24	$ 24.82	$ 28.86	$ 34.75
Supply Chain	Contract Analyst	Intermediate	$ 27.40	$ 35.35	$ 41.10	$ 49.48
Supply Chain	Contract Analyst	Senior	$ 35.57	$ 45.89	$ 53.36	$ 64.24
Supply Chain	Logistician	Junior	$ 19.87	$ 25.63	$ 29.81	$ 35.89
Supply Chain	Logistician	Intermediate	$ 28.71	$ 37.04	$ 43.07	$ 51.85
Supply Chain	Logistician	Senior	$ 40.92	$ 52.79	$ 61.38	$ 73.90

TRS Staffing Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 12.00	$ 15.48	$ 18.00	$ 21.67
Admin/Clerk	Administrative Assistant	Intermediate	$ 17.00	$ 21.93	$ 25.50	$ 30.70
Admin/Clerk	Administrative Assistant	Senior	$ 22.00	$ 28.38	$ 33.00	$ 39.73
Admin/Clerk	Customer Service Representative	Junior	$ 15.00	$ 19.35	$ 22.50	$ 27.09
Admin/Clerk	Customer Service Representative	Intermediate	$ 20.00	$ 25.80	$ 30.00	$ 36.12
Admin/Clerk	Customer Service Representative	Senior	$ 25.00	$ 32.25	$ 37.50	$ 45.15
Admin/Clerk	Data Entry Operator	Junior	$ 13.00	$ 16.77	$ 19.50	$ 23.48
Admin/Clerk	Data Entry Operator	Intermediate	$ 16.00	$ 20.64	$ 24.00	$ 28.90
Admin/Clerk	Data Entry Operator	Senior	$ 20.00	$ 25.80	$ 30.00	$ 36.12
Admin/Clerk	Database Administrator	Junior	$ 26.00	$ 33.54	$ 39.00	$ 46.96
Admin/Clerk	Database Administrator	Intermediate	$ 33.00	$ 42.57	$ 49.50	$ 59.60
Admin/Clerk	Database Administrator	Senior	$ 45.00	$ 58.05	$ 67.50	$ 81.27
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 37.00	$ 47.73	$ 55.50	$ 66.82
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 45.00	$ 58.05	$ 67.50	$ 81.27
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 65.00	$ 83.85	$ 97.50	$ 117.39
Engineering / Project Management (PM)	Construction Manager	Junior	$ 32.00	$ 41.28	$ 48.00	$ 57.79
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 40.00	$ 51.60	$ 60.00	$ 72.24
Engineering / Project Management (PM)	Construction Manager	Senior	$ 60.00	$ 77.40	$ 90.00	$ 108.36
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 23.87	$ 30.79	$ 35.81	$ 43.11
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 32.23	$ 41.58	$ 48.35	$ 58.21

TRS Staffing Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 39.37	$ 50.79	$ 59.06	$ 71.10
Engineering / Project Management (PM)	Cost Technician	Junior	$ 23.60	$ 30.44	$ 35.40	$ 42.62
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 28.75	$ 37.09	$ 43.13	$ 51.92
Engineering / Project Management (PM)	Cost Technician	Senior	$ 32.69	$ 42.17	$ 49.04	$ 59.04
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 20.00	$ 25.80	$ 30.00	$ 36.12
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 25.00	$ 32.25	$ 37.50	$ 45.15
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 30.00	$ 38.70	$ 45.00	$ 54.18
Engineering / Project Management (PM)	Drafter	Junior	$ 20.00	$ 25.80	$ 30.00	$ 36.12
Engineering / Project Management (PM)	Drafter	Intermediate	$ 27.00	$ 34.83	$ 40.50	$ 48.76
Engineering / Project Management (PM)	Drafter	Senior	$ 32.00	$ 41.28	$ 48.00	$ 57.79
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 33.99	$ 43.85	$ 50.99	$ 61.39
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 48.55	$ 62.63	$ 72.83	$ 87.68
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 58.46	$ 75.41	$ 87.69	$ 105.58
Engineering / Project Management (PM)	Engineer	Junior	$ 32.05	$ 41.34	$ 48.08	$ 57.88
Engineering / Project Management (PM)	Engineer	Intermediate	$ 46.26	$ 59.68	$ 69.39	$ 83.55
Engineering / Project Management (PM)	Engineer	Senior	$ 55.10	$ 71.08	$ 82.65	$ 99.51
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 33.40	$ 43.09	$ 50.10	$ 60.32

TRS Staffing Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 45.00	$ 58.05	$ 67.50	$ 81.27
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 57.00	$ 73.53	$ 85.50	$ 102.94
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 31.00	$ 39.99	$ 46.50	$ 55.99
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 39.18	$ 50.54	$ 58.77	$ 70.76
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 47.21	$ 60.90	$ 70.82	$ 85.26
Engineering / Project Management (PM)	General Inspector	Junior	$ 21.11	$ 27.23	$ 31.67	$ 38.12
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 27.91	$ 36.00	$ 41.87	$ 50.41
Engineering / Project Management (PM)	General Inspector	Senior	$ 48.88	$ 63.06	$ 73.32	$ 88.28
Engineering / Project Management (PM)	General Labor	Junior	$ 11.00	$ 14.19	$ 16.50	$ 19.87
Engineering / Project Management (PM)	General Labor	Intermediate	$ 15.00	$ 19.35	$ 22.50	$ 27.09
Engineering / Project Management (PM)	General Labor	Senior	$ 19.00	$ 24.51	$ 28.50	$ 34.31
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 22.61	$ 29.17	$ 33.92	$ 40.83
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 36.00	$ 46.44	$ 54.00	$ 65.02
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 48.56	$ 62.64	$ 72.84	$ 87.70
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 24.87	$ 32.08	$ 37.31	$ 44.92
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 32.21	$ 41.55	$ 48.32	$ 58.17
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 38.15	$ 49.21	$ 57.23	$ 68.90

TRS Staffing Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 15.00	$ 19.35	$ 22.50	$ 27.09
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 18.00	$ 23.22	$ 27.00	$ 32.51
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 25.00	$ 32.25	$ 37.50	$ 45.15
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 33.50	$ 43.22	$ 50.25	$ 60.50
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 48.69	$ 62.81	$ 73.04	$ 87.93
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 57.00	$ 73.53	$ 85.50	$ 102.94
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 34.00	$ 43.86	$ 51.00	$ 61.40
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 44.00	$ 56.76	$ 66.00	$ 79.46
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 58.00	$ 74.82	$ 87.00	$ 104.75
Engineering / Project Management (PM)	Power Engineer	Junior	$ 30.19	$ 38.95	$ 45.29	$ 54.52
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 35.96	$ 46.39	$ 53.94	$ 64.94
Engineering / Project Management (PM)	Power Engineer	Senior	$ 43.86	$ 56.58	$ 65.79	$ 79.21
Engineering / Project Management (PM)	Project Control	Junior	$ 24.22	$ 31.24	$ 36.33	$ 43.74
Engineering / Project Management (PM)	Project Control	Intermediate	$ 36.06	$ 46.52	$ 54.09	$ 65.12
Engineering / Project Management (PM)	Project Control	Senior	$ 54.81	$ 70.70	$ 82.22	$ 98.99
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 24.00	$ 30.96	$ 36.00	$ 43.34
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 28.00	$ 36.12	$ 42.00	$ 50.57

TRS Staffing Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 43.00	$ 55.47	$ 64.50	$ 77.66
Engineering / Project Management (PM)	Project Engineer	Junior	$ 26.44	$ 34.11	$ 39.66	$ 47.75
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 34.13	$ 44.03	$ 51.20	$ 61.64
Engineering / Project Management (PM)	Project Engineer	Senior	$ 45.67	$ 58.91	$ 68.51	$ 82.48
Engineering / Project Management (PM)	Project Manager	Junior	$ 33.00	$ 42.57	$ 49.50	$ 59.60
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 40.00	$ 51.60	$ 60.00	$ 72.24
Engineering / Project Management (PM)	Project Manager	Senior	$ 55.00	$ 70.95	$ 82.50	$ 99.33
Engineering / Project Management (PM)	Quality Technician	Junior	$ 16.30	$ 21.03	$ 24.45	$ 29.44
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 19.70	$ 25.41	$ 29.55	$ 35.58
Engineering / Project Management (PM)	Quality Technician	Senior	$ 22.15	$ 28.57	$ 33.23	$ 40.00
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 30.90	$ 39.86	$ 46.35	$ 55.81
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 38.59	$ 49.78	$ 57.89	$ 69.69
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 46.54	$ 60.04	$ 69.81	$ 84.05
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 25.12	$ 32.40	$ 37.68	$ 45.37
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 28.87	$ 37.24	$ 43.31	$ 52.14
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 35.77	$ 46.14	$ 53.66	$ 64.60
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 15.67	$ 20.21	$ 23.51	$ 28.30

TRS Staffing Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 17.63	$ 22.74	$ 26.45	$ 31.84
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 22.00	$ 28.38	$ 33.00	$ 39.73
Engineering / Project Management (PM)	Scheduler	Junior	$ 22.68	$ 29.26	$ 34.02	$ 40.96
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 29.76	$ 38.39	$ 44.64	$ 53.75
Engineering / Project Management (PM)	Scheduler	Senior	$ 50.76	$ 65.48	$ 76.14	$ 91.67
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 26.68	$ 34.42	$ 40.02	$ 48.18
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 32.66	$ 42.13	$ 48.99	$ 58.98
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 42.62	$ 54.98	$ 63.93	$ 76.97
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 19.75	$ 25.48	$ 29.63	$ 35.67
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 27.32	$ 35.24	$ 40.98	$ 49.34
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 39.28	$ 50.67	$ 58.92	$ 70.94
Finance/Accounting	Accounts Payable Analyst	Junior	$ 20.00	$ 25.80	$ 30.00	$ 36.12
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 22.72	$ 29.31	$ 34.08	$ 41.03
Finance/Accounting	Accounts Payable Analyst	Senior	$ 32.20	$ 41.54	$ 48.30	$ 58.15
Finance/Accounting	Analyst	Junior	$ 25.00	$ 32.25	$ 37.50	$ 45.15
Finance/Accounting	Analyst	Intermediate	$ 28.19	$ 36.37	$ 42.29	$ 50.91
Finance/Accounting	Analyst	Senior	$ 34.00	$ 43.86	$ 51.00	$ 61.40
Finance/Accounting	Business Analyst	Junior	$ 26.18	$ 33.77	$ 39.27	$ 47.28
Finance/Accounting	Business Analyst	Intermediate	$ 33.51	$ 43.23	$ 50.27	$ 60.52
Finance/Accounting	Business Analyst	Senior	$ 39.30	$ 50.70	$ 58.95	$ 70.98
Finance/Accounting	Cost Accountant	Junior	$ 22.00	$ 28.38	$ 33.00	$ 39.73
Finance/Accounting	Cost Accountant	Intermediate	$ 25.16	$ 32.46	$ 37.74	$ 45.44
Finance/Accounting	Cost Accountant	Senior	$ 34.30	$ 44.25	$ 51.45	$ 61.95
Finance/Accounting	Finance Analyst	Junior	$ 24.82	$ 32.02	$ 37.23	$ 44.82
Finance/Accounting	Finance Analyst	Intermediate	$ 26.50	$ 34.19	$ 39.75	$ 47.86

TRS Staffing Solutions - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 31.20	$ 40.25	$ 46.80	$ 56.35
Supply Chain	Buyer	Junior	$ 25.43	$ 32.80	$ 38.15	$ 45.93
Supply Chain	Buyer	Intermediate	$ 27.87	$ 35.95	$ 41.81	$ 50.33
Supply Chain	Buyer	Senior	$ 31.24	$ 40.30	$ 46.86	$ 56.42
Supply Chain	Contract Analyst	Junior	$ 21.54	$ 27.79	$ 32.31	$ 38.90
Supply Chain	Contract Analyst	Intermediate	$ 25.48	$ 32.87	$ 38.22	$ 46.02
Supply Chain	Contract Analyst	Senior	$ 27.93	$ 36.03	$ 41.90	$ 50.44
Supply Chain	Logistician	Junior	$ 22.00	$ 28.38	$ 33.00	$ 39.73
Supply Chain	Logistician	Intermediate	$ 30.00	$ 38.70	$ 45.00	$ 54.18
Supply Chain	Logistician	Senior	$ 40.00	$ 51.60	$ 60.00	$ 72.24

TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 17.50	$ 22.58	$ 26.25	$ 31.61
Admin/Clerk	Administrative Assistant	Intermediate	$ 21.75	$ 28.06	$ 32.63	$ 39.28
Admin/Clerk	Administrative Assistant	Senior	$ 26.00	$ 33.54	$ 39.00	$ 46.96
Admin/Clerk	Customer Service Representative	Junior	$ 15.25	$ 19.67	$ 22.88	$ 27.54
Admin/Clerk	Customer Service Representative	Intermediate	$ 18.50	$ 23.87	$ 27.75	$ 33.41
Admin/Clerk	Customer Service Representative	Senior	$ 21.50	$ 27.74	$ 32.25	$ 38.83
Admin/Clerk	Data Entry Operator	Junior	$ 13.90	$ 17.93	$ 20.85	$ 25.10
Admin/Clerk	Data Entry Operator	Intermediate	$ 16.25	$ 20.96	$ 24.38	$ 29.35
Admin/Clerk	Data Entry Operator	Senior	$ 21.60	$ 27.86	$ 32.40	$ 39.01
Admin/Clerk	Database Administrator	Junior	$ 28.50	$ 36.77	$ 42.75	$ 51.47
Admin/Clerk	Database Administrator	Intermediate	$ 40.60	$ 52.37	$ 60.90	$ 73.32
Admin/Clerk	Database Administrator	Senior	$ 56.25	$ 72.56	$ 84.38	$ 101.59
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 29.75	$ 38.38	$ 44.63	$ 53.73
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 38.40	$ 49.54	$ 57.60	$ 69.35
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 46.75	$ 60.31	$ 70.13	$ 84.43
Engineering / Project Management (PM)	Construction Manager	Junior	$ 49.25	$ 63.53	$ 73.88	$ 88.95
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 60.50	$ 78.05	$ 90.75	$ 109.26
Engineering / Project Management (PM)	Construction Manager	Senior	$ 72.00	$ 92.88	$ 108.00	$ 130.03
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 25.00	$ 32.25	$ 37.50	$ 45.15
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 30.75	$ 39.67	$ 46.13	$ 55.53

TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 39.25	$ 50.63	$ 58.88	$ 70.89
Engineering / Project Management (PM)	Cost Technician	Junior	$ 25.80	$ 33.28	$ 38.70	$ 46.59
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 38.22	$ 49.30	$ 57.33	$ 69.03
Engineering / Project Management (PM)	Cost Technician	Senior	$ 46.00	$ 59.34	$ 69.00	$ 83.08
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 19.25	$ 24.83	$ 28.88	$ 34.77
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 26.00	$ 33.54	$ 39.00	$ 46.96
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 32.25	$ 41.60	$ 48.38	$ 58.24
Engineering / Project Management (PM)	Drafter	Junior	$ 21.15	$ 27.28	$ 31.73	$ 38.20
Engineering / Project Management (PM)	Drafter	Intermediate	$ 25.90	$ 33.41	$ 38.85	$ 46.78
Engineering / Project Management (PM)	Drafter	Senior	$ 31.40	$ 40.51	$ 47.10	$ 56.71
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 30.00	$ 38.70	$ 45.00	$ 54.18
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 37.50	$ 48.38	$ 56.25	$ 67.73
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 45.90	$ 59.21	$ 68.85	$ 82.90
Engineering / Project Management (PM)	Engineer	Junior	$ 29.00	$ 37.41	$ 43.50	$ 52.37
Engineering / Project Management (PM)	Engineer	Intermediate	$ 34.50	$ 44.51	$ 51.75	$ 62.31
Engineering / Project Management (PM)	Engineer	Senior	$ 40.30	$ 51.99	$ 60.45	$ 72.78
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 28.60	$ 36.89	$ 42.90	$ 51.65

TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 33.00	$ 42.57	$ 49.50	$ 59.60
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 57.00	$ 73.53	$ 85.50	$ 102.94
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 31.25	$ 40.31	$ 46.88	$ 56.44
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 39.42	$ 50.85	$ 59.13	$ 71.19
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 47.00	$ 60.63	$ 70.50	$ 84.88
Engineering / Project Management (PM)	General Inspector	Junior	$ 21.61	$ 27.88	$ 32.42	$ 39.03
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 28.89	$ 37.27	$ 43.34	$ 52.18
Engineering / Project Management (PM)	General Inspector	Senior	$ 51.12	$ 65.94	$ 76.68	$ 92.32
Engineering / Project Management (PM)	General Labor	Junior	$ 13.00	$ 16.77	$ 19.50	$ 23.48
Engineering / Project Management (PM)	General Labor	Intermediate	$ 17.00	$ 21.93	$ 25.50	$ 30.70
Engineering / Project Management (PM)	General Labor	Senior	$ 24.00	$ 30.96	$ 36.00	$ 43.34
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 22.59	$ 29.14	$ 33.89	$ 40.80
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 35.58	$ 45.90	$ 53.37	$ 64.26
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 49.03	$ 63.25	$ 73.55	$ 88.55
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 25.00	$ 32.25	$ 37.50	$ 45.15
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 32.69	$ 42.17	$ 49.04	$ 59.04
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 39.00	$ 50.31	$ 58.50	$ 70.43

TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 16.00	$ 20.64	$ 24.00	$ 28.90
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 18.00	$ 23.22	$ 27.00	$ 32.51
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 22.00	$ 28.38	$ 33.00	$ 39.73
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 33.43	$ 43.12	$ 50.15	$ 60.37
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 49.00	$ 63.21	$ 73.50	$ 88.49
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 56.75	$ 73.21	$ 85.13	$ 102.49
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 34.00	$ 43.86	$ 51.00	$ 61.40
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 55.00	$ 70.95	$ 82.50	$ 99.33
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 64.00	$ 82.56	$ 96.00	$ 115.58
Engineering / Project Management (PM)	Power Engineer	Junior	$ 32.58	$ 42.03	$ 48.87	$ 58.84
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 38.81	$ 50.06	$ 58.22	$ 70.09
Engineering / Project Management (PM)	Power Engineer	Senior	$ 47.43	$ 61.18	$ 71.15	$ 85.66
Engineering / Project Management (PM)	Project Control	Junior	$ 25.96	$ 33.49	$ 38.94	$ 46.88
Engineering / Project Management (PM)	Project Control	Intermediate	$ 36.00	$ 46.44	$ 54.00	$ 65.02
Engineering / Project Management (PM)	Project Control	Senior	$ 44.70	$ 57.66	$ 67.05	$ 80.73
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 25.00	$ 32.25	$ 37.50	$ 45.15
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 30.00	$ 38.70	$ 45.00	$ 54.18

TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 35.00	$ 45.15	$ 52.50	$ 63.21
Engineering / Project Management (PM)	Project Engineer	Junior	$ 26.44	$ 34.11	$ 39.66	$ 47.75
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 34.13	$ 44.03	$ 51.20	$ 61.64
Engineering / Project Management (PM)	Project Engineer	Senior	$ 46.39	$ 59.84	$ 69.59	$ 83.78
Engineering / Project Management (PM)	Project Manager	Junior	$ 32.00	$ 41.28	$ 48.00	$ 57.79
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 44.00	$ 56.76	$ 66.00	$ 79.46
Engineering / Project Management (PM)	Project Manager	Senior	$ 50.00	$ 64.50	$ 75.00	$ 90.30
Engineering / Project Management (PM)	Quality Technician	Junior	$ 16.30	$ 21.03	$ 24.45	$ 29.44
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 19.70	$ 25.41	$ 29.55	$ 35.58
Engineering / Project Management (PM)	Quality Technician	Senior	$ 22.15	$ 28.57	$ 33.23	$ 40.00
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 33.30	$ 42.96	$ 49.95	$ 60.14
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 41.77	$ 53.88	$ 62.66	$ 75.44
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 50.16	$ 64.71	$ 75.24	$ 90.59
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 28.65	$ 36.96	$ 42.98	$ 51.74
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 32.96	$ 42.52	$ 49.44	$ 59.53
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 40.83	$ 52.67	$ 61.25	$ 73.74
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 16.89	$ 21.79	$ 25.34	$ 30.50

TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 19.00	$ 24.51	$ 28.50	$ 34.31
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 23.61	$ 30.46	$ 35.42	$ 42.64
Engineering / Project Management (PM)	Scheduler	Junior	$ 24.44	$ 31.53	$ 36.66	$ 44.14
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 31.95	$ 41.22	$ 47.93	$ 57.70
Engineering / Project Management (PM)	Scheduler	Senior	$ 54.69	$ 70.55	$ 82.04	$ 98.77
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 28.77	$ 37.11	$ 43.16	$ 51.96
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 35.19	$ 45.40	$ 52.79	$ 63.55
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 45.92	$ 59.24	$ 68.88	$ 82.93
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 18.33	$ 23.65	$ 27.50	$ 33.10
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 25.25	$ 32.57	$ 37.88	$ 45.60
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 37.59	$ 48.49	$ 56.39	$ 67.89
Finance/Accounting	Accounts Payable Analyst	Junior	$ 26.80	$ 34.57	$ 40.20	$ 48.40
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 31.24	$ 40.30	$ 46.86	$ 56.42
Finance/Accounting	Accounts Payable Analyst	Senior	$ 34.86	$ 44.97	$ 52.29	$ 62.96
Finance/Accounting	Analyst	Junior	$ 25.00	$ 32.25	$ 37.50	$ 45.15
Finance/Accounting	Analyst	Intermediate	$ 29.10	$ 37.54	$ 43.65	$ 52.55
Finance/Accounting	Analyst	Senior	$ 34.00	$ 43.86	$ 51.00	$ 61.40
Finance/Accounting	Business Analyst	Junior	$ 28.21	$ 36.39	$ 42.32	$ 50.95
Finance/Accounting	Business Analyst	Intermediate	$ 36.06	$ 46.52	$ 54.09	$ 65.12
Finance/Accounting	Business Analyst	Senior	$ 42.34	$ 54.62	$ 63.51	$ 76.47
Finance/Accounting	Cost Accountant	Junior	$ 25.80	$ 33.28	$ 38.70	$ 46.59
Finance/Accounting	Cost Accountant	Intermediate	$ 38.22	$ 49.30	$ 57.33	$ 69.03
Finance/Accounting	Cost Accountant	Senior	$ 46.00	$ 59.34	$ 69.00	$ 83.08
Finance/Accounting	Finance Analyst	Junior	$ 28.70	$ 37.02	$ 43.05	$ 51.83
Finance/Accounting	Finance Analyst	Intermediate	$ 32.47	$ 41.89	$ 48.71	$ 58.64

TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 35.40	$ 45.67	$ 53.10	$ 63.93
Supply Chain	Buyer	Junior	$ 26.50	$ 34.19	$ 39.75	$ 47.86
Supply Chain	Buyer	Intermediate	$ 30.80	$ 39.73	$ 46.20	$ 55.62
Supply Chain	Buyer	Senior	$ 34.20	$ 44.12	$ 51.30	$ 61.77
Supply Chain	Contract Analyst	Junior	$ 18.27	$ 23.57	$ 27.41	$ 33.00
Supply Chain	Contract Analyst	Intermediate	$ 26.44	$ 34.11	$ 39.66	$ 47.75
Supply Chain	Contract Analyst	Senior	$ 37.00	$ 47.73	$ 55.50	$ 66.82
Supply Chain	Logistician	Junior	$ 27.00	$ 34.83	$ 40.50	$ 48.76
Supply Chain	Logistician	Intermediate	$ 33.00	$ 42.57	$ 49.50	$ 59.60
Supply Chain	Logistician	Senior	$ 44.00	$ 56.76	$ 66.00	$ 79.46

TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 19.80	$ 25.55	$ 29.70	$ 35.77
Admin/Clerk	Administrative Assistant	Intermediate	$ 24.50	$ 31.61	$ 36.75	$ 44.26
Admin/Clerk	Administrative Assistant	Senior	$ 29.30	$ 37.81	$ 43.95	$ 52.93
Admin/Clerk	Customer Service Representative	Junior	$ 16.80	$ 21.68	$ 25.20	$ 30.35
Admin/Clerk	Customer Service Representative	Intermediate	$ 19.50	$ 25.16	$ 29.25	$ 35.23
Admin/Clerk	Customer Service Representative	Senior	$ 22.75	$ 29.35	$ 34.13	$ 41.10
Admin/Clerk	Data Entry Operator	Junior	$ 15.30	$ 19.74	$ 22.95	$ 27.64
Admin/Clerk	Data Entry Operator	Intermediate	$ 18.25	$ 23.55	$ 27.38	$ 32.97
Admin/Clerk	Data Entry Operator	Senior	$ 20.00	$ 25.81	$ 30.00	$ 36.13
Admin/Clerk	Database Administrator	Junior	$ 31.50	$ 40.64	$ 47.25	$ 56.90
Admin/Clerk	Database Administrator	Intermediate	$ 42.88	$ 55.33	$ 64.32	$ 77.46
Admin/Clerk	Database Administrator	Senior	$ 59.25	$ 76.45	$ 88.88	$ 107.03
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 32.86	$ 42.40	$ 49.29	$ 59.36
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 40.50	$ 52.26	$ 60.75	$ 73.16
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 49.25	$ 63.55	$ 73.88	$ 88.97
Engineering / Project Management (PM)	Construction Manager	Junior	$ 51.90	$ 66.97	$ 77.85	$ 93.75
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 62.50	$ 80.64	$ 93.75	$ 112.90
Engineering / Project Management (PM)	Construction Manager	Senior	$ 68.00	$ 87.74	$ 102.00	$ 122.84
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 27.75	$ 35.81	$ 41.63	$ 50.13
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 34.00	$ 43.87	$ 51.00	$ 61.42

TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 41.50	$ 53.55	$ 62.25	$ 74.97
Engineering / Project Management (PM)	Cost Technician	Junior	$ 28.60	$ 36.90	$ 42.90	$ 51.66
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 33.80	$ 43.61	$ 50.70	$ 61.06
Engineering / Project Management (PM)	Cost Technician	Senior	$ 40.25	$ 51.93	$ 60.38	$ 72.71
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 21.30	$ 27.48	$ 31.95	$ 38.48
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 26.50	$ 34.19	$ 39.75	$ 47.87
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 36.50	$ 47.10	$ 54.75	$ 65.93
Engineering / Project Management (PM)	Drafter	Junior	$ 23.40	$ 30.19	$ 35.10	$ 42.27
Engineering / Project Management (PM)	Drafter	Intermediate	$ 27.30	$ 35.23	$ 40.95	$ 49.32
Engineering / Project Management (PM)	Drafter	Senior	$ 33.15	$ 42.77	$ 49.73	$ 59.88
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 33.25	$ 42.90	$ 49.88	$ 60.06
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 40.00	$ 51.61	$ 60.00	$ 72.26
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 48.50	$ 62.58	$ 72.75	$ 87.61
Engineering / Project Management (PM)	Engineer	Junior	$ 32.00	$ 41.29	$ 48.00	$ 57.81
Engineering / Project Management (PM)	Engineer	Intermediate	$ 37.30	$ 48.13	$ 55.95	$ 67.38
Engineering / Project Management (PM)	Engineer	Senior	$ 44.85	$ 57.87	$ 67.28	$ 81.02
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 31.60	$ 40.77	$ 47.40	$ 57.08

TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 34.80	$ 44.90	$ 52.20	$ 62.86
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 42.50	$ 54.84	$ 63.75	$ 76.77
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 30.00	$ 38.71	$ 45.00	$ 54.19
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 38.50	$ 49.68	$ 57.75	$ 69.55
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 45.65	$ 58.90	$ 68.48	$ 82.46
Engineering / Project Management (PM)	General Inspector	Junior	$ 17.50	$ 22.58	$ 26.25	$ 31.61
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 21.00	$ 27.10	$ 31.50	$ 37.93
Engineering / Project Management (PM)	General Inspector	Senior	$ 23.75	$ 30.64	$ 35.63	$ 42.90
Engineering / Project Management (PM)	General Labor	Junior	$ 15.00	$ 19.35	$ 22.50	$ 27.10
Engineering / Project Management (PM)	General Labor	Intermediate	$ 16.25	$ 20.97	$ 24.38	$ 29.35
Engineering / Project Management (PM)	General Labor	Senior	$ 17.50	$ 22.58	$ 26.25	$ 31.61
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 22.80	$ 29.42	$ 34.20	$ 41.19
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 29.30	$ 37.81	$ 43.95	$ 52.93
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 38.00	$ 49.03	$ 57.00	$ 68.64
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 23.70	$ 30.58	$ 35.55	$ 42.81
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 31.90	$ 41.16	$ 47.85	$ 57.62
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 37.50	$ 48.39	$ 56.25	$ 67.74

TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 25.90	$ 33.42	$ 38.85	$ 46.79
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 30.75	$ 39.68	$ 46.13	$ 55.55
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 38.70	$ 49.93	$ 58.05	$ 69.91
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 32.40	$ 41.81	$ 48.60	$ 58.53
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 39.00	$ 50.32	$ 58.50	$ 70.45
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 47.60	$ 61.42	$ 71.40	$ 85.99
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 33.00	$ 42.58	$ 49.50	$ 59.61
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 43.00	$ 55.48	$ 64.50	$ 77.68
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 55.00	$ 70.97	$ 82.50	$ 99.35
Engineering / Project Management (PM)	Power Engineer	Junior	$ 30.00	$ 38.71	$ 45.00	$ 54.19
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 37.50	$ 48.39	$ 56.25	$ 67.74
Engineering / Project Management (PM)	Power Engineer	Senior	$ 47.00	$ 60.64	$ 70.50	$ 84.90
Engineering / Project Management (PM)	Project Control	Junior	$ 50.00	$ 64.52	$ 75.00	$ 90.32
Engineering / Project Management (PM)	Project Control	Intermediate	$ 61.50	$ 79.35	$ 92.25	$ 111.09
Engineering / Project Management (PM)	Project Control	Senior	$ 72.00	$ 92.90	$ 108.00	$ 130.06
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 26.45	$ 34.13	$ 39.68	$ 47.78
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 31.25	$ 40.32	$ 46.88	$ 56.45

TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 36.00	$ 46.45	$ 54.00	$ 65.03
Engineering / Project Management (PM)	Project Engineer	Junior	$ 31.80	$ 41.03	$ 47.70	$ 57.44
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 40.00	$ 51.61	$ 60.00	$ 72.26
Engineering / Project Management (PM)	Project Engineer	Senior	$ 52.80	$ 68.13	$ 79.20	$ 95.38
Engineering / Project Management (PM)	Project Manager	Junior	$ 35.15	$ 45.35	$ 52.73	$ 63.50
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 46.10	$ 59.48	$ 69.15	$ 83.28
Engineering / Project Management (PM)	Project Manager	Senior	$ 54.80	$ 70.71	$ 82.20	$ 98.99
Engineering / Project Management (PM)	Quality Technician	Junior	$ 17.50	$ 22.58	$ 26.25	$ 31.61
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 21.00	$ 27.10	$ 31.50	$ 37.93
Engineering / Project Management (PM)	Quality Technician	Senior	$ 24.00	$ 30.97	$ 36.00	$ 43.35
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 31.25	$ 40.32	$ 46.88	$ 56.45
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 36.00	$ 46.45	$ 54.00	$ 65.03
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 40.85	$ 52.71	$ 61.28	$ 73.79
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 29.00	$ 37.42	$ 43.50	$ 52.39
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 33.65	$ 43.42	$ 50.48	$ 60.79
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 41.60	$ 53.68	$ 62.40	$ 75.15
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 27.00	$ 34.84	$ 40.50	$ 48.77

TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 34.60	$ 44.64	$ 51.90	$ 62.50
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 42.00	$ 54.19	$ 63.00	$ 75.87
Engineering / Project Management (PM)	Scheduler	Junior	$ 38.50	$ 49.68	$ 57.75	$ 69.55
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 55.25	$ 71.29	$ 82.88	$ 99.80
Engineering / Project Management (PM)	Scheduler	Senior	$ 62.50	$ 80.64	$ 93.75	$ 112.90
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 29.00	$ 37.42	$ 43.50	$ 52.39
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 35.00	$ 45.16	$ 52.50	$ 63.22
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 43.75	$ 56.45	$ 65.63	$ 79.03
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 21.00	$ 27.10	$ 31.50	$ 37.93
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 23.50	$ 30.32	$ 35.25	$ 42.45
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 24.50	$ 31.61	$ 36.75	$ 44.26
Finance/Accounting	Accounts Payable Analyst	Junior	$ 19.75	$ 25.48	$ 29.63	$ 35.68
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 22.50	$ 29.03	$ 33.75	$ 40.64
Finance/Accounting	Accounts Payable Analyst	Senior	$ 24.50	$ 31.61	$ 36.75	$ 44.26
Finance/Accounting	Analyst	Junior	$ 27.75	$ 35.81	$ 41.63	$ 50.13
Finance/Accounting	Analyst	Intermediate	$ 34.00	$ 43.87	$ 51.00	$ 61.42
Finance/Accounting	Analyst	Senior	$ 41.50	$ 53.55	$ 62.25	$ 74.97
Finance/Accounting	Business Analyst	Junior	$ 28.30	$ 36.52	$ 42.45	$ 51.12
Finance/Accounting	Business Analyst	Intermediate	$ 35.00	$ 45.16	$ 52.50	$ 63.22
Finance/Accounting	Business Analyst	Senior	$ 42.75	$ 55.16	$ 64.13	$ 77.22
Finance/Accounting	Cost Accountant	Junior	$ 28.60	$ 36.90	$ 42.90	$ 51.66
Finance/Accounting	Cost Accountant	Intermediate	$ 33.80	$ 43.61	$ 50.70	$ 61.06
Finance/Accounting	Cost Accountant	Senior	$ 40.25	$ 51.93	$ 60.38	$ 72.71
Finance/Accounting	Finance Analyst	Junior	$ 27.35	$ 35.29	$ 41.03	$ 49.41
Finance/Accounting	Finance Analyst	Intermediate	$ 33.15	$ 42.77	$ 49.73	$ 59.88

TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 40.80	$ 52.64	$ 61.20	$ 73.70
Supply Chain	Buyer	Junior	$ 25.50	$ 32.90	$ 38.25	$ 46.06
Supply Chain	Buyer	Intermediate	$ 30.75	$ 39.68	$ 46.13	$ 55.55
Supply Chain	Buyer	Senior	$ 38.25	$ 49.35	$ 57.38	$ 69.10
Supply Chain	Contract Analyst	Junior	$ 27.80	$ 35.87	$ 41.70	$ 50.22
Supply Chain	Contract Analyst	Intermediate	$ 35.00	$ 45.16	$ 52.50	$ 63.22
Supply Chain	Contract Analyst	Senior	$ 38.00	$ 49.03	$ 57.00	$ 68.64
Supply Chain	Logistician	Junior	$ 25.40	$ 32.77	$ 38.10	$ 45.88
Supply Chain	Logistician	Intermediate	$ 30.25	$ 39.03	$ 45.38	$ 54.64
Supply Chain	Logistician	Senior	$ 34.50	$ 44.52	$ 51.75	$ 62.32

TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 18.25	$ 23.54	$ 27.38	$ 32.95
Admin/Clerk	Administrative Assistant	Intermediate	$ 21.15	$ 27.28	$ 31.73	$ 38.19
Admin/Clerk	Administrative Assistant	Senior	$ 26.00	$ 33.53	$ 39.00	$ 46.95
Admin/Clerk	Customer Service Representative	Junior	$ 15.75	$ 20.31	$ 23.63	$ 28.44
Admin/Clerk	Customer Service Representative	Intermediate	$ 18.50	$ 23.86	$ 27.75	$ 33.40
Admin/Clerk	Customer Service Representative	Senior	$ 21.40	$ 27.60	$ 32.10	$ 38.64
Admin/Clerk	Data Entry Operator	Junior	$ 14.50	$ 18.70	$ 21.75	$ 26.18
Admin/Clerk	Data Entry Operator	Intermediate	$ 16.00	$ 20.64	$ 24.00	$ 28.89
Admin/Clerk	Data Entry Operator	Senior	$ 18.65	$ 24.05	$ 27.98	$ 33.67
Admin/Clerk	Database Administrator	Junior	$ 29.45	$ 37.98	$ 44.18	$ 53.17
Admin/Clerk	Database Administrator	Intermediate	$ 40.35	$ 52.04	$ 60.53	$ 72.86
Admin/Clerk	Database Administrator	Senior	$ 50.25	$ 64.81	$ 75.38	$ 90.73
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 30.75	$ 39.66	$ 46.13	$ 55.52
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 38.35	$ 49.46	$ 57.53	$ 69.24
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 46.63	$ 60.14	$ 69.95	$ 84.19
Engineering / Project Management (PM)	Construction Manager	Junior	$ 48.50	$ 62.55	$ 72.75	$ 87.57
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 60.50	$ 78.03	$ 90.75	$ 109.24
Engineering / Project Management (PM)	Construction Manager	Senior	$ 64.40	$ 83.06	$ 96.60	$ 116.28
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 26.00	$ 33.53	$ 39.00	$ 46.95
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 31.75	$ 40.95	$ 47.63	$ 57.33

TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 34.50	$ 44.49	$ 51.75	$ 62.29
Engineering / Project Management (PM)	Cost Technician	Junior	$ 26.80	$ 34.56	$ 40.20	$ 48.39
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 31.75	$ 40.95	$ 47.63	$ 57.33
Engineering / Project Management (PM)	Cost Technician	Senior	$ 37.50	$ 48.36	$ 56.25	$ 67.71
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 19.95	$ 25.73	$ 29.93	$ 36.02
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 24.25	$ 31.28	$ 36.38	$ 43.79
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 31.75	$ 40.95	$ 47.63	$ 57.33
Engineering / Project Management (PM)	Drafter	Junior	$ 21.90	$ 28.24	$ 32.85	$ 39.54
Engineering / Project Management (PM)	Drafter	Intermediate	$ 25.60	$ 33.02	$ 38.40	$ 46.22
Engineering / Project Management (PM)	Drafter	Senior	$ 31.00	$ 39.98	$ 46.50	$ 55.97
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 31.15	$ 40.17	$ 46.73	$ 56.24
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 41.50	$ 53.52	$ 62.25	$ 74.93
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 52.50	$ 67.71	$ 78.75	$ 94.79
Engineering / Project Management (PM)	Engineer	Junior	$ 30.14	$ 38.87	$ 45.21	$ 54.42
Engineering / Project Management (PM)	Engineer	Intermediate	$ 34.95	$ 45.08	$ 52.43	$ 63.11
Engineering / Project Management (PM)	Engineer	Senior	$ 42.00	$ 54.17	$ 63.00	$ 75.83
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 29.60	$ 38.18	$ 44.40	$ 53.45

TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 32.50	$ 41.92	$ 48.75	$ 58.68
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 39.80	$ 51.33	$ 59.70	$ 71.86
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 28.30	$ 36.50	$ 42.45	$ 51.10
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 36.00	$ 46.43	$ 54.00	$ 65.00
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 42.75	$ 55.13	$ 64.13	$ 77.19
Engineering / Project Management (PM)	General Inspector	Junior	$ 16.30	$ 21.02	$ 24.45	$ 29.43
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 19.70	$ 25.41	$ 29.55	$ 35.57
Engineering / Project Management (PM)	General Inspector	Senior	$ 22.15	$ 28.57	$ 33.23	$ 39.99
Engineering / Project Management (PM)	General Labor	Junior	$ 14.25	$ 18.38	$ 21.38	$ 25.73
Engineering / Project Management (PM)	General Labor	Intermediate	$ 15.50	$ 19.99	$ 23.25	$ 27.99
Engineering / Project Management (PM)	General Labor	Senior	$ 16.35	$ 21.09	$ 24.53	$ 29.52
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 21.40	$ 27.60	$ 32.10	$ 38.64
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 28.40	$ 36.63	$ 42.60	$ 51.28
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 36.00	$ 46.43	$ 54.00	$ 65.00
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 22.20	$ 28.63	$ 33.30	$ 40.08
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 30.00	$ 38.69	$ 45.00	$ 54.17
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 35.25	$ 45.46	$ 52.88	$ 63.65

TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 22.50	$ 29.02	$ 33.75	$ 40.63
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 28.30	$ 36.50	$ 42.45	$ 51.10
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 36.25	$ 46.75	$ 54.38	$ 65.45
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 30.38	$ 39.18	$ 45.57	$ 54.85
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 36.50	$ 47.07	$ 54.75	$ 65.90
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 44.60	$ 57.52	$ 66.90	$ 80.53
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 34.00	$ 43.85	$ 51.00	$ 61.39
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 43.00	$ 55.46	$ 64.50	$ 77.64
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 55.00	$ 70.93	$ 82.50	$ 99.31
Engineering / Project Management (PM)	Power Engineer	Junior	$ 34.15	$ 44.04	$ 51.23	$ 61.66
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 41.00	$ 52.88	$ 61.50	$ 74.03
Engineering / Project Management (PM)	Power Engineer	Senior	$ 52.80	$ 68.10	$ 79.20	$ 95.33
Engineering / Project Management (PM)	Project Control	Junior	$ 50.00	$ 64.49	$ 75.00	$ 90.28
Engineering / Project Management (PM)	Project Control	Intermediate	$ 61.50	$ 79.32	$ 92.25	$ 111.04
Engineering / Project Management (PM)	Project Control	Senior	$ 72.00	$ 92.86	$ 108.00	$ 130.00
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 18.25	$ 23.54	$ 27.38	$ 32.95
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 23.75	$ 30.63	$ 35.63	$ 42.88

TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 32.20	$ 41.53	$ 48.30	$ 58.14
Engineering / Project Management (PM)	Project Engineer	Junior	$ 29.80	$ 38.43	$ 44.70	$ 53.81
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 37.00	$ 47.72	$ 55.50	$ 66.81
Engineering / Project Management (PM)	Project Engineer	Senior	$ 50.25	$ 64.81	$ 75.38	$ 90.73
Engineering / Project Management (PM)	Project Manager	Junior	$ 45.75	$ 59.00	$ 68.63	$ 82.61
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 54.00	$ 69.64	$ 81.00	$ 97.50
Engineering / Project Management (PM)	Project Manager	Senior	$ 64.50	$ 83.19	$ 96.75	$ 116.46
Engineering / Project Management (PM)	Quality Technician	Junior	$ 16.30	$ 21.02	$ 24.45	$ 29.43
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 19.70	$ 25.41	$ 29.55	$ 35.57
Engineering / Project Management (PM)	Quality Technician	Senior	$ 22.15	$ 28.57	$ 33.23	$ 39.99
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 31.85	$ 41.08	$ 47.78	$ 57.51
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 40.00	$ 51.59	$ 60.00	$ 72.22
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 48.00	$ 61.91	$ 72.00	$ 86.67
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 27.40	$ 35.34	$ 41.10	$ 49.47
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 31.50	$ 40.63	$ 47.25	$ 56.88
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 39.00	$ 50.30	$ 58.50	$ 70.42
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 26.75	$ 34.50	$ 40.13	$ 48.30

TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 32.50	$ 41.92	$ 48.75	$ 58.68
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 40.00	$ 51.59	$ 60.00	$ 72.22
Engineering / Project Management (PM)	Scheduler	Junior	$ 28.60	$ 36.89	$ 42.90	$ 51.64
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 44.25	$ 57.07	$ 66.38	$ 79.90
Engineering / Project Management (PM)	Scheduler	Senior	$ 58.30	$ 75.19	$ 87.45	$ 105.27
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 27.40	$ 35.34	$ 41.10	$ 49.47
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 33.60	$ 43.33	$ 50.40	$ 60.67
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 43.80	$ 56.49	$ 65.70	$ 79.08
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 18.25	$ 23.54	$ 27.38	$ 32.95
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 20.25	$ 26.12	$ 30.38	$ 36.56
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 23.50	$ 30.31	$ 35.25	$ 42.43
Finance/Accounting	Accounts Payable Analyst	Junior	$ 18.25	$ 23.54	$ 27.38	$ 32.95
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 19.00	$ 24.50	$ 28.50	$ 34.31
Finance/Accounting	Accounts Payable Analyst	Senior	$ 21.50	$ 27.73	$ 32.25	$ 38.82
Finance/Accounting	Analyst	Junior	$ 25.60	$ 33.02	$ 38.40	$ 46.22
Finance/Accounting	Analyst	Intermediate	$ 31.00	$ 39.98	$ 46.50	$ 55.97
Finance/Accounting	Analyst	Senior	$ 38.25	$ 49.33	$ 57.38	$ 69.06
Finance/Accounting	Business Analyst	Junior	$ 26.90	$ 34.69	$ 40.35	$ 48.57
Finance/Accounting	Business Analyst	Intermediate	$ 34.50	$ 44.49	$ 51.75	$ 62.29
Finance/Accounting	Business Analyst	Senior	$ 40.50	$ 52.23	$ 60.75	$ 73.13
Finance/Accounting	Cost Accountant	Junior	$ 26.80	$ 34.56	$ 40.20	$ 48.39
Finance/Accounting	Cost Accountant	Intermediate	$ 31.75	$ 40.95	$ 47.63	$ 57.33
Finance/Accounting	Cost Accountant	Senior	$ 37.75	$ 48.69	$ 56.63	$ 68.16
Finance/Accounting	Finance Analyst	Junior	$ 25.60	$ 33.02	$ 38.40	$ 46.22
Finance/Accounting	Finance Analyst	Intermediate	$ 31.00	$ 39.98	$ 46.50	$ 55.97

TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 38.25	$ 49.33	$ 57.38	$ 69.06
Supply Chain	Buyer	Junior	$ 23.75	$ 30.63	$ 35.63	$ 42.88
Supply Chain	Buyer	Intermediate	$ 28.75	$ 37.08	$ 43.13	$ 51.91
Supply Chain	Buyer	Senior	$ 35.65	$ 45.98	$ 53.48	$ 64.37
Supply Chain	Contract Analyst	Junior	$ 21.95	$ 28.31	$ 32.93	$ 39.63
Supply Chain	Contract Analyst	Intermediate	$ 26.25	$ 33.85	$ 39.38	$ 47.40
Supply Chain	Contract Analyst	Senior	$ 33.75	$ 43.53	$ 50.63	$ 60.94
Supply Chain	Logistician	Junior	$ 23.40	$ 30.18	$ 35.10	$ 42.25
Supply Chain	Logistician	Intermediate	$ 28.25	$ 36.43	$ 42.38	$ 51.01
Supply Chain	Logistician	Senior	$ 32.50	$ 41.92	$ 48.75	$ 58.68

Yoh Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.00	$ 17.03	$ 19.50	$ 23.84
Admin/Clerk	Administrative Assistant	Intermediate	$ 14.00	$ 18.34	$ 21.00	$ 25.68
Admin/Clerk	Administrative Assistant	Senior	$ 16.25	$ 21.29	$ 24.38	$ 29.80
Admin/Clerk	Customer Service Representative	Junior	$ 12.50	$ 16.38	$ 18.75	$ 22.93
Admin/Clerk	Customer Service Representative	Intermediate	$ 13.50	$ 17.69	$ 20.25	$ 24.76
Admin/Clerk	Customer Service Representative	Senior	$ 14.50	$ 19.00	$ 21.75	$ 26.59
Admin/Clerk	Data Entry Operator	Junior	$ 12.50	$ 16.38	$ 18.75	$ 22.93
Admin/Clerk	Data Entry Operator	Intermediate	$ 13.75	$ 18.01	$ 20.63	$ 25.22
Admin/Clerk	Data Entry Operator	Senior	$ 14.00	$ 18.34	$ 21.00	$ 25.68
Admin/Clerk	Database Administrator	Junior	$ 30.75	$ 40.28	$ 46.13	$ 56.40
Admin/Clerk	Database Administrator	Intermediate	$ 30.75	$ 40.28	$ 46.13	$ 56.40
Admin/Clerk	Database Administrator	Senior	$ 43.75	$ 57.31	$ 65.63	$ 80.24
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 24.00	$ 32.16	$ 36.00	$ 45.02
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 31.75	$ 42.55	$ 47.63	$ 59.56
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 36.00	$ 48.24	$ 54.00	$ 67.54
Engineering / Project Management (PM)	Construction Manager	Junior	$ 22.50	$ 30.15	$ 33.75	$ 42.21
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 26.50	$ 35.51	$ 39.75	$ 49.71
Engineering / Project Management (PM)	Construction Manager	Senior	$ 33.25	$ 44.56	$ 49.88	$ 62.38
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 21.25	$ 28.48	$ 31.88	$ 39.87
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 28.25	$ 37.86	$ 42.38	$ 53.00

Yoh Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 33.75	$ 45.23	$ 50.63	$ 63.32
Engineering / Project Management (PM)	Cost Technician	Junior	$ 19.00	$ 25.46	$ 28.50	$ 35.64
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 21.27	$ 28.50	$ 31.91	$ 39.90
Engineering / Project Management (PM)	Cost Technician	Senior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 50.00	$ 67.00	$ 75.00	$ 93.80
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 51.68	$ 69.25	$ 77.52	$ 96.95
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 52.00	$ 69.68	$ 78.00	$ 97.55
Engineering / Project Management (PM)	Drafter	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Drafter	Intermediate	$ 25.50	$ 34.17	$ 38.25	$ 47.84
Engineering / Project Management (PM)	Drafter	Senior	$ 26.50	$ 35.51	$ 39.75	$ 49.71
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 29.25	$ 39.20	$ 43.88	$ 54.87
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 34.74	$ 46.55	$ 52.11	$ 65.17
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 39.50	$ 52.93	$ 59.25	$ 74.10
Engineering / Project Management (PM)	Engineer	Junior	$ 30.75	$ 41.21	$ 46.13	$ 57.69
Engineering / Project Management (PM)	Engineer	Intermediate	$ 35.50	$ 47.57	$ 53.25	$ 66.60
Engineering / Project Management (PM)	Engineer	Senior	$ 42.25	$ 56.62	$ 63.38	$ 79.26
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 31.00	$ 41.54	$ 46.50	$ 58.16

Yoh Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 35.00	$ 46.90	$ 52.50	$ 65.66
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 37.00	$ 49.58	$ 55.50	$ 69.41
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	General Inspector	Junior	$ 18.75	$ 25.13	$ 28.13	$ 35.18
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 21.22	$ 28.43	$ 31.83	$ 39.81
Engineering / Project Management (PM)	General Inspector	Senior	$ 22.58	$ 30.26	$ 33.87	$ 42.36
Engineering / Project Management (PM)	General Labor	Junior	$ 10.00	$ 13.40	$ 15.00	$ 18.76
Engineering / Project Management (PM)	General Labor	Intermediate	$ 11.00	$ 14.74	$ 16.50	$ 20.64
Engineering / Project Management (PM)	General Labor	Senior	$ 12.00	$ 16.08	$ 18.00	$ 22.51
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 20.75	$ 27.81	$ 31.13	$ 38.93
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 23.27	$ 31.18	$ 34.91	$ 43.65
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 27.50	$ 36.85	$ 41.25	$ 51.59
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 35.36	$ 47.39	$ 53.04	$ 66.34
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 39.39	$ 52.78	$ 59.08	$ 73.89
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 43.70	$ 58.56	$ 65.55	$ 81.98

Yoh Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 15.00	$ 20.10	$ 22.50	$ 28.14
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 17.00	$ 22.78	$ 25.50	$ 31.89
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 19.00	$ 25.46	$ 28.50	$ 35.64
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 30.25	$ 40.54	$ 45.38	$ 56.75
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 30.25	$ 40.54	$ 45.38	$ 56.75
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 35.50	$ 47.57	$ 53.25	$ 66.60
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 35.00	$ 46.90	$ 52.50	$ 65.66
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 37.00	$ 49.58	$ 55.50	$ 69.41
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 41.69	$ 55.86	$ 62.54	$ 78.21
Engineering / Project Management (PM)	Power Engineer	Junior	$ 30.25	$ 40.54	$ 45.38	$ 56.75
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 33.53	$ 44.93	$ 50.30	$ 62.90
Engineering / Project Management (PM)	Power Engineer	Senior	$ 40.75	$ 54.61	$ 61.13	$ 76.45
Engineering / Project Management (PM)	Project Control	Junior	$ 31.25	$ 41.88	$ 46.88	$ 58.63
Engineering / Project Management (PM)	Project Control	Intermediate	$ 35.59	$ 47.69	$ 53.39	$ 66.77
Engineering / Project Management (PM)	Project Control	Senior	$ 43.25	$ 57.96	$ 64.88	$ 81.14
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 16.25	$ 21.78	$ 24.38	$ 30.49
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 18.75	$ 25.13	$ 28.13	$ 35.18

Yoh Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Project Engineer	Junior	$ 34.00	$ 45.56	$ 51.00	$ 63.78
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 35.25	$ 47.24	$ 52.88	$ 66.13
Engineering / Project Management (PM)	Project Engineer	Senior	$ 42.75	$ 57.29	$ 64.13	$ 80.20
Engineering / Project Management (PM)	Project Manager	Junior	$ 15.75	$ 21.11	$ 23.63	$ 29.55
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 21.75	$ 29.15	$ 32.63	$ 40.80
Engineering / Project Management (PM)	Project Manager	Senior	$ 29.00	$ 38.86	$ 43.50	$ 54.40
Engineering / Project Management (PM)	Quality Technician	Junior	$ 18.75	$ 25.13	$ 28.13	$ 35.18
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 19.50	$ 26.13	$ 29.25	$ 36.58
Engineering / Project Management (PM)	Quality Technician	Senior	$ 21.25	$ 28.48	$ 31.88	$ 39.87
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 32.25	$ 43.22	$ 48.38	$ 60.50
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 37.00	$ 49.58	$ 55.50	$ 69.41
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 42.25	$ 56.62	$ 63.38	$ 79.26
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 17.25	$ 23.12	$ 25.88	$ 32.36
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 23.25	$ 31.16	$ 34.88	$ 43.62
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 20.00	$ 26.80	$ 30.00	$ 37.52

Yoh Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 24.00	$ 32.16	$ 36.00	$ 45.02
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Scheduler	Junior	$ 14.00	$ 18.76	$ 21.00	$ 26.26
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Engineering / Project Management (PM)	Scheduler	Senior	$ 17.00	$ 22.78	$ 25.50	$ 31.89
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 21.75	$ 29.15	$ 32.63	$ 40.80
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 38.50	$ 51.59	$ 57.75	$ 72.23
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 40.50	$ 54.27	$ 60.75	$ 75.98
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 21.00	$ 28.14	$ 31.50	$ 39.40
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 25.37	$ 34.00	$ 38.06	$ 47.59
Finance/Accounting	Accounts Payable Analyst	Junior	$ 14.00	$ 18.76	$ 21.00	$ 26.26
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 15.00	$ 20.10	$ 22.50	$ 28.14
Finance/Accounting	Accounts Payable Analyst	Senior	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Finance/Accounting	Analyst	Junior	$ 21.75	$ 29.15	$ 32.63	$ 40.80
Finance/Accounting	Analyst	Intermediate	$ 24.50	$ 32.83	$ 36.75	$ 45.96
Finance/Accounting	Analyst	Senior	$ 38.00	$ 50.92	$ 57.00	$ 71.29
Finance/Accounting	Business Analyst	Junior	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Finance/Accounting	Business Analyst	Intermediate	$ 33.25	$ 44.56	$ 49.88	$ 62.38
Finance/Accounting	Business Analyst	Senior	$ 40.75	$ 54.61	$ 61.13	$ 76.45
Finance/Accounting	Cost Accountant	Junior	$ 19.25	$ 25.80	$ 28.88	$ 36.11
Finance/Accounting	Cost Accountant	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Finance/Accounting	Cost Accountant	Senior	$ 27.50	$ 36.85	$ 41.25	$ 51.59
Finance/Accounting	Finance Analyst	Junior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Finance/Accounting	Finance Analyst	Intermediate	$ 25.00	$ 33.50	$ 37.50	$ 46.90

Yoh Services - W2 INDIANA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 31.25	$ 41.88	$ 46.88	$ 58.63
Supply Chain	Buyer	Junior	$ 15.50	$ 20.77	$ 23.25	$ 29.08
Supply Chain	Buyer	Intermediate	$ 20.50	$ 27.47	$ 30.75	$ 38.46
Supply Chain	Buyer	Senior	$ 22.00	$ 29.48	$ 33.00	$ 41.27
Supply Chain	Contract Analyst	Junior	$ 24.00	$ 32.16	$ 36.00	$ 45.02
Supply Chain	Contract Analyst	Intermediate	$ 40.00	$ 53.60	$ 60.00	$ 75.04
Supply Chain	Contract Analyst	Senior	$ 42.50	$ 56.95	$ 63.75	$ 79.73
Supply Chain	Logistician	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Supply Chain	Logistician	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Supply Chain	Logistician	Senior	$ 29.25	$ 39.20	$ 43.88	$ 54.87

Yoh Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 12.50	$ 16.38	$ 18.75	$ 22.93
Admin/Clerk	Administrative Assistant	Intermediate	$ 13.00	$ 17.03	$ 19.50	$ 23.84
Admin/Clerk	Administrative Assistant	Senior	$ 16.25	$ 21.29	$ 24.38	$ 29.80
Admin/Clerk	Customer Service Representative	Junior	$ 12.00	$ 15.72	$ 18.00	$ 22.01
Admin/Clerk	Customer Service Representative	Intermediate	$ 13.00	$ 17.03	$ 19.50	$ 23.84
Admin/Clerk	Customer Service Representative	Senior	$ 14.00	$ 18.34	$ 21.00	$ 25.68
Admin/Clerk	Data Entry Operator	Junior	$ 12.00	$ 15.72	$ 18.00	$ 22.01
Admin/Clerk	Data Entry Operator	Intermediate	$ 12.00	$ 15.72	$ 18.00	$ 22.01
Admin/Clerk	Data Entry Operator	Senior	$ 13.00	$ 17.03	$ 19.50	$ 23.84
Admin/Clerk	Database Administrator	Junior	$ 42.75	$ 56.00	$ 64.13	$ 78.40
Admin/Clerk	Database Administrator	Intermediate	$ 47.00	$ 61.57	$ 70.50	$ 86.20
Admin/Clerk	Database Administrator	Senior	$ 50.00	$ 65.50	$ 75.00	$ 91.70
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 24.50	$ 32.83	$ 36.75	$ 45.96
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 27.00	$ 36.18	$ 40.50	$ 50.65
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 30.25	$ 40.54	$ 45.38	$ 56.75
Engineering / Project Management (PM)	Construction Manager	Junior	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 27.00	$ 36.18	$ 40.50	$ 50.65
Engineering / Project Management (PM)	Construction Manager	Senior	$ 33.75	$ 45.23	$ 50.63	$ 63.32
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 31.25	$ 41.88	$ 46.88	$ 58.63
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 33.75	$ 45.23	$ 50.63	$ 63.32

Yoh Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 38.00	$ 50.92	$ 57.00	$ 71.29
Engineering / Project Management (PM)	Cost Technician	Junior	$ 16.75	$ 22.45	$ 25.13	$ 31.42
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 17.50	$ 23.45	$ 26.25	$ 32.83
Engineering / Project Management (PM)	Cost Technician	Senior	$ 19.25	$ 25.80	$ 28.88	$ 36.11
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 31.75	$ 42.55	$ 47.63	$ 59.56
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 43.25	$ 57.96	$ 64.88	$ 81.14
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 53.00	$ 71.02	$ 79.50	$ 99.43
Engineering / Project Management (PM)	Drafter	Junior	$ 19.75	$ 26.47	$ 29.63	$ 37.05
Engineering / Project Management (PM)	Drafter	Intermediate	$ 22.25	$ 29.82	$ 33.38	$ 41.74
Engineering / Project Management (PM)	Drafter	Senior	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 31.75	$ 42.55	$ 47.63	$ 59.56
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 40.50	$ 54.27	$ 60.75	$ 75.98
Engineering / Project Management (PM)	Engineer	Junior	$ 30.75	$ 41.21	$ 46.13	$ 57.69
Engineering / Project Management (PM)	Engineer	Intermediate	$ 35.50	$ 47.57	$ 53.25	$ 66.60
Engineering / Project Management (PM)	Engineer	Senior	$ 42.25	$ 56.62	$ 63.38	$ 79.26
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 31.00	$ 41.54	$ 46.50	$ 58.16

Yoh Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 35.00	$ 46.90	$ 52.50	$ 65.66
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 37.00	$ 49.58	$ 55.50	$ 69.41
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	General Inspector	Junior	$ 17.79	$ 23.84	$ 26.69	$ 33.37
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 20.00	$ 26.80	$ 30.00	$ 37.52
Engineering / Project Management (PM)	General Inspector	Senior	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Engineering / Project Management (PM)	General Labor	Junior	$ 11.00	$ 14.74	$ 16.50	$ 20.64
Engineering / Project Management (PM)	General Labor	Intermediate	$ 12.00	$ 16.08	$ 18.00	$ 22.51
Engineering / Project Management (PM)	General Labor	Senior	$ 13.00	$ 17.42	$ 19.50	$ 24.39
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 38.50	$ 51.59	$ 57.75	$ 72.23
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 45.75	$ 61.31	$ 68.63	$ 85.83
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 58.75	$ 78.73	$ 88.13	$ 110.22
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 35.36	$ 47.39	$ 53.04	$ 66.34
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 39.39	$ 52.78	$ 59.08	$ 73.89
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 43.70	$ 58.56	$ 65.55	$ 81.98

Yoh Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 18.00	$ 24.12	$ 27.00	$ 33.77
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 20.00	$ 26.80	$ 30.00	$ 37.52
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 28.75	$ 38.53	$ 43.13	$ 53.94
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 34.50	$ 46.23	$ 51.75	$ 64.72
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 49.00	$ 65.66	$ 73.50	$ 91.92
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 55.75	$ 74.71	$ 83.63	$ 104.59
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 61.50	$ 82.41	$ 92.25	$ 115.37
Engineering / Project Management (PM)	Power Engineer	Junior	$ 40.00	$ 53.60	$ 60.00	$ 75.04
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 44.75	$ 59.97	$ 67.13	$ 83.95
Engineering / Project Management (PM)	Power Engineer	Senior	$ 46.75	$ 62.65	$ 70.13	$ 87.70
Engineering / Project Management (PM)	Project Control	Junior	$ 35.00	$ 46.90	$ 52.50	$ 65.66
Engineering / Project Management (PM)	Project Control	Intermediate	$ 43.75	$ 58.63	$ 65.63	$ 82.08
Engineering / Project Management (PM)	Project Control	Senior	$ 52.00	$ 69.68	$ 78.00	$ 97.55
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 17.75	$ 23.79	$ 26.63	$ 33.30
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 18.50	$ 24.79	$ 27.75	$ 34.71

Yoh Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Project Engineer	Junior	$ 35.50	$ 47.57	$ 53.25	$ 66.60
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 40.75	$ 54.61	$ 61.13	$ 76.45
Engineering / Project Management (PM)	Project Engineer	Senior	$ 44.75	$ 59.97	$ 67.13	$ 83.95
Engineering / Project Management (PM)	Project Manager	Junior	$ 15.50	$ 20.77	$ 23.25	$ 29.08
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Engineering / Project Management (PM)	Project Manager	Senior	$ 29.00	$ 38.86	$ 43.50	$ 54.40
Engineering / Project Management (PM)	Quality Technician	Junior	$ 17.75	$ 23.79	$ 26.63	$ 33.30
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 19.25	$ 25.80	$ 28.88	$ 36.11
Engineering / Project Management (PM)	Quality Technician	Senior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 42.25	$ 56.62	$ 63.38	$ 79.26
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 48.00	$ 64.32	$ 72.00	$ 90.05
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 51.00	$ 68.34	$ 76.50	$ 95.68
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 17.75	$ 23.79	$ 26.63	$ 33.30
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 20.75	$ 27.81	$ 31.13	$ 38.93
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 23.16	$ 31.03	$ 34.74	$ 43.45
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 30.00	$ 40.20	$ 45.00	$ 56.28

Yoh Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 32.00	$ 42.88	$ 48.00	$ 60.03
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 35.00	$ 46.90	$ 52.50	$ 65.66
Engineering / Project Management (PM)	Scheduler	Junior	$ 14.00	$ 18.76	$ 21.00	$ 26.26
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 15.00	$ 20.10	$ 22.50	$ 28.14
Engineering / Project Management (PM)	Scheduler	Senior	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 29.25	$ 39.20	$ 43.88	$ 54.87
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 35.25	$ 47.24	$ 52.88	$ 66.13
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 45.25	$ 60.64	$ 67.88	$ 84.89
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 17.75	$ 23.79	$ 26.63	$ 33.30
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 26.35	$ 35.31	$ 39.53	$ 49.43
Finance/Accounting	Accounts Payable Analyst	Junior	$ 14.00	$ 18.76	$ 21.00	$ 26.26
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 15.00	$ 20.10	$ 22.50	$ 28.14
Finance/Accounting	Accounts Payable Analyst	Senior	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Finance/Accounting	Analyst	Junior	$ 27.50	$ 36.85	$ 41.25	$ 51.59
Finance/Accounting	Analyst	Intermediate	$ 32.25	$ 43.22	$ 48.38	$ 60.50
Finance/Accounting	Analyst	Senior	$ 38.00	$ 50.92	$ 57.00	$ 71.29
Finance/Accounting	Business Analyst	Junior	$ 31.75	$ 42.55	$ 47.63	$ 59.56
Finance/Accounting	Business Analyst	Intermediate	$ 37.00	$ 49.58	$ 55.50	$ 69.41
Finance/Accounting	Business Analyst	Senior	$ 39.00	$ 52.26	$ 58.50	$ 73.16
Finance/Accounting	Cost Accountant	Junior	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Finance/Accounting	Cost Accountant	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Finance/Accounting	Cost Accountant	Senior	$ 32.25	$ 43.22	$ 48.38	$ 60.50
Finance/Accounting	Finance Analyst	Junior	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Finance/Accounting	Finance Analyst	Intermediate	$ 30.50	$ 40.87	$ 45.75	$ 57.22

Yoh Services - W2 OHIO Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 33.75	$ 45.23	$ 50.63	$ 63.32
Supply Chain	Buyer	Junior	$ 18.75	$ 25.13	$ 28.13	$ 35.18
Supply Chain	Buyer	Intermediate	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Supply Chain	Buyer	Senior	$ 22.00	$ 29.48	$ 33.00	$ 41.27
Supply Chain	Contract Analyst	Junior	$ 27.50	$ 36.85	$ 41.25	$ 51.59
Supply Chain	Contract Analyst	Intermediate	$ 41.25	$ 55.28	$ 61.88	$ 77.39
Supply Chain	Contract Analyst	Senior	$ 41.25	$ 55.28	$ 61.88	$ 77.39
Supply Chain	Logistician	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Supply Chain	Logistician	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Supply Chain	Logistician	Senior	$ 29.25	$ 39.20	$ 43.88	$ 54.87

Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 12.50	$ 16.38	$ 18.75	$ 22.93
Admin/Clerk	Administrative Assistant	Intermediate	$ 15.00	$ 19.65	$ 22.50	$ 27.51
Admin/Clerk	Administrative Assistant	Senior	$ 16.75	$ 21.94	$ 25.13	$ 30.72
Admin/Clerk	Customer Service Representative	Junior	$ 12.00	$ 15.72	$ 18.00	$ 22.01
Admin/Clerk	Customer Service Representative	Intermediate	$ 14.00	$ 18.34	$ 21.00	$ 25.68
Admin/Clerk	Customer Service Representative	Senior	$ 14.50	$ 19.00	$ 21.75	$ 26.59
Admin/Clerk	Data Entry Operator	Junior	$ 12.50	$ 16.38	$ 18.75	$ 22.93
Admin/Clerk	Data Entry Operator	Intermediate	$ 12.50	$ 16.38	$ 18.75	$ 22.93
Admin/Clerk	Data Entry Operator	Senior	$ 13.00	$ 17.03	$ 19.50	$ 23.84
Admin/Clerk	Database Administrator	Junior	$ 32.25	$ 42.25	$ 48.38	$ 59.15
Admin/Clerk	Database Administrator	Intermediate	$ 47.33	$ 62.00	$ 71.00	$ 86.80
Admin/Clerk	Database Administrator	Senior	$ 52.50	$ 68.78	$ 78.75	$ 96.29
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 27.00	$ 36.18	$ 40.50	$ 50.65
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 34.16	$ 45.77	$ 51.24	$ 64.08
Engineering / Project Management (PM)	Construction Manager	Junior	$ 27.00	$ 36.18	$ 40.50	$ 50.65
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 34.50	$ 46.23	$ 51.75	$ 64.72
Engineering / Project Management (PM)	Construction Manager	Senior	$ 40.75	$ 54.61	$ 61.13	$ 76.45
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 33.25	$ 44.56	$ 49.88	$ 62.38
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 37.50	$ 50.25	$ 56.25	$ 70.35

Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 44.25	$ 59.30	$ 66.38	$ 83.01
Engineering / Project Management (PM)	Cost Technician	Junior	$ 19.25	$ 25.80	$ 28.88	$ 36.11
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 24.00	$ 32.16	$ 36.00	$ 45.02
Engineering / Project Management (PM)	Cost Technician	Senior	$ 26.50	$ 35.51	$ 39.75	$ 49.71
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 47.00	$ 62.98	$ 70.50	$ 88.17
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 53.00	$ 71.02	$ 79.50	$ 99.43
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 55.75	$ 74.71	$ 83.63	$ 104.59
Engineering / Project Management (PM)	Drafter	Junior	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Engineering / Project Management (PM)	Drafter	Intermediate	$ 24.00	$ 32.16	$ 36.00	$ 45.02
Engineering / Project Management (PM)	Drafter	Senior	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 32.25	$ 43.22	$ 48.38	$ 60.50
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 32.25	$ 43.22	$ 48.38	$ 60.50
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 41.75	$ 55.95	$ 62.63	$ 78.32
Engineering / Project Management (PM)	Engineer	Junior	$ 31.75	$ 42.55	$ 47.63	$ 59.56
Engineering / Project Management (PM)	Engineer	Intermediate	$ 35.65	$ 47.77	$ 53.48	$ 66.88
Engineering / Project Management (PM)	Engineer	Senior	$ 47.00	$ 62.98	$ 70.50	$ 88.17
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 31.00	$ 41.54	$ 46.50	$ 58.16

Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 35.00	$ 46.90	$ 52.50	$ 65.66
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 37.00	$ 49.58	$ 55.50	$ 69.41
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	General Inspector	Junior	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Engineering / Project Management (PM)	General Inspector	Senior	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	General Labor	Junior	$ 10.00	$ 13.40	$ 15.00	$ 18.76
Engineering / Project Management (PM)	General Labor	Intermediate	$ 11.00	$ 14.74	$ 16.50	$ 20.64
Engineering / Project Management (PM)	General Labor	Senior	$ 12.00	$ 16.08	$ 18.00	$ 22.51
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 41.75	$ 55.95	$ 62.63	$ 78.32
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 59.00	$ 79.06	$ 88.50	$ 110.68
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 61.00	$ 81.74	$ 91.50	$ 114.44
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 35.36	$ 47.39	$ 53.04	$ 66.34
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 39.39	$ 52.78	$ 59.08	$ 73.89
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 43.70	$ 58.56	$ 65.55	$ 81.98

Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 13.00	$ 17.42	$ 19.50	$ 24.39
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 15.00	$ 20.10	$ 22.50	$ 28.14
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 17.00	$ 22.78	$ 25.50	$ 31.89
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 28.75	$ 38.53	$ 43.13	$ 53.94
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 32.25	$ 43.22	$ 48.38	$ 60.50
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 39.50	$ 52.93	$ 59.25	$ 74.10
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 54.75	$ 73.37	$ 82.13	$ 102.71
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 55.75	$ 74.71	$ 83.63	$ 104.59
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 65.91	$ 88.32	$ 98.87	$ 123.65
Engineering / Project Management (PM)	Power Engineer	Junior	$ 45.25	$ 60.64	$ 67.88	$ 84.89
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 45.75	$ 61.31	$ 68.63	$ 85.83
Engineering / Project Management (PM)	Power Engineer	Senior	$ 48.50	$ 64.99	$ 72.75	$ 90.99
Engineering / Project Management (PM)	Project Control	Junior	$ 34.25	$ 45.90	$ 51.38	$ 64.25
Engineering / Project Management (PM)	Project Control	Intermediate	$ 39.40	$ 52.80	$ 59.10	$ 73.91
Engineering / Project Management (PM)	Project Control	Senior	$ 55.75	$ 74.71	$ 83.63	$ 104.59
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 17.25	$ 23.12	$ 25.88	$ 32.36
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 22.00	$ 29.48	$ 33.00	$ 41.27

Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 22.50	$ 30.15	$ 33.75	$ 42.21
Engineering / Project Management (PM)	Project Engineer	Junior	$ 37.50	$ 50.25	$ 56.25	$ 70.35
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 41.25	$ 55.28	$ 61.88	$ 77.39
Engineering / Project Management (PM)	Project Engineer	Senior	$ 47.50	$ 63.65	$ 71.25	$ 89.11
Engineering / Project Management (PM)	Project Manager	Junior	$ 15.75	$ 21.11	$ 23.63	$ 29.55
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 27.00	$ 36.18	$ 40.50	$ 50.65
Engineering / Project Management (PM)	Project Manager	Senior	$ 29.00	$ 38.86	$ 43.50	$ 54.40
Engineering / Project Management (PM)	Quality Technician	Junior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 20.75	$ 27.81	$ 31.13	$ 38.93
Engineering / Project Management (PM)	Quality Technician	Senior	$ 21.75	$ 29.15	$ 32.63	$ 40.80
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 57.90	$ 77.59	$ 86.85	$ 108.62
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 58.50	$ 78.39	$ 87.75	$ 109.75
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 59.50	$ 79.73	$ 89.25	$ 111.62
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 18.75	$ 25.13	$ 28.13	$ 35.18
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 25.50	$ 34.17	$ 38.25	$ 47.84
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 27.45	$ 36.78	$ 41.18	$ 51.50
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 18.00	$ 24.12	$ 27.00	$ 33.77

Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 20.00	$ 26.80	$ 30.00	$ 37.52
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 22.05	$ 29.55	$ 33.08	$ 41.37
Engineering / Project Management (PM)	Scheduler	Junior	$ 14.00	$ 18.76	$ 21.00	$ 26.26
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 15.00	$ 20.10	$ 22.50	$ 28.14
Engineering / Project Management (PM)	Scheduler	Senior	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 25.50	$ 34.17	$ 38.25	$ 47.84
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 48.00	$ 64.32	$ 72.00	$ 90.05
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 51.50	$ 69.01	$ 77.25	$ 96.61
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 22.00	$ 29.48	$ 33.00	$ 41.27
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 24.00	$ 32.16	$ 36.00	$ 45.02
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Finance/Accounting	Accounts Payable Analyst	Junior	$ 14.00	$ 18.76	$ 21.00	$ 26.26
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 15.00	$ 20.10	$ 22.50	$ 28.14
Finance/Accounting	Accounts Payable Analyst	Senior	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Finance/Accounting	Analyst	Junior	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Finance/Accounting	Analyst	Intermediate	$ 35.00	$ 46.90	$ 52.50	$ 65.66
Finance/Accounting	Analyst	Senior	$ 46.25	$ 61.98	$ 69.38	$ 86.77
Finance/Accounting	Business Analyst	Junior	$ 35.00	$ 46.90	$ 52.50	$ 65.66
Finance/Accounting	Business Analyst	Intermediate	$ 45.25	$ 60.64	$ 67.88	$ 84.89
Finance/Accounting	Business Analyst	Senior	$ 49.00	$ 65.66	$ 73.50	$ 91.92
Finance/Accounting	Cost Accountant	Junior	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Finance/Accounting	Cost Accountant	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Finance/Accounting	Cost Accountant	Senior	$ 31.25	$ 41.88	$ 46.88	$ 58.63
Finance/Accounting	Finance Analyst	Junior	$ 22.50	$ 30.15	$ 33.75	$ 42.21
Finance/Accounting	Finance Analyst	Intermediate	$ 32.50	$ 43.55	$ 48.75	$ 60.97

Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 35.00	$ 46.90	$ 52.50	$ 65.66
Supply Chain	Buyer	Junior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Supply Chain	Buyer	Intermediate	$ 21.25	$ 28.48	$ 31.88	$ 39.87
Supply Chain	Buyer	Senior	$ 25.50	$ 34.17	$ 38.25	$ 47.84
Supply Chain	Contract Analyst	Junior	$ 38.00	$ 50.92	$ 57.00	$ 71.29
Supply Chain	Contract Analyst	Intermediate	$ 45.25	$ 60.64	$ 67.88	$ 84.89
Supply Chain	Contract Analyst	Senior	$ 49.00	$ 65.66	$ 73.50	$ 91.92
Supply Chain	Logistician	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Supply Chain	Logistician	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Supply Chain	Logistician	Senior	$ 29.25	$ 39.20	$ 43.88	$ 54.87

Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.00	$ 17.03	$ 19.50	$ 23.84
Admin/Clerk	Administrative Assistant	Intermediate	$ 16.00	$ 20.96	$ 24.00	$ 29.34
Admin/Clerk	Administrative Assistant	Senior	$ 20.25	$ 26.53	$ 30.38	$ 37.14
Admin/Clerk	Customer Service Representative	Junior	$ 12.50	$ 16.38	$ 18.75	$ 22.93
Admin/Clerk	Customer Service Representative	Intermediate	$ 15.50	$ 20.31	$ 23.25	$ 28.43
Admin/Clerk	Customer Service Representative	Senior	$ 15.75	$ 20.63	$ 23.63	$ 28.89
Admin/Clerk	Data Entry Operator	Junior	$ 13.50	$ 17.69	$ 20.25	$ 24.76
Admin/Clerk	Data Entry Operator	Intermediate	$ 13.50	$ 17.69	$ 20.25	$ 24.76
Admin/Clerk	Data Entry Operator	Senior	$ 14.00	$ 18.34	$ 21.00	$ 25.68
Admin/Clerk	Database Administrator	Junior	$ 35.50	$ 46.51	$ 53.25	$ 65.11
Admin/Clerk	Database Administrator	Intermediate	$ 41.75	$ 54.69	$ 62.63	$ 76.57
Admin/Clerk	Database Administrator	Senior	$ 56.75	$ 74.34	$ 85.13	$ 104.08
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 29.25	$ 39.20	$ 43.88	$ 54.87
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 35.50	$ 47.57	$ 53.25	$ 66.60
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 47.89	$ 64.17	$ 71.84	$ 89.84
Engineering / Project Management (PM)	Construction Manager	Junior	$ 27.00	$ 36.18	$ 40.50	$ 50.65
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 31.00	$ 41.54	$ 46.50	$ 58.16
Engineering / Project Management (PM)	Construction Manager	Senior	$ 37.00	$ 49.58	$ 55.50	$ 69.41
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 32.25	$ 43.22	$ 48.38	$ 60.50
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 39.00	$ 52.26	$ 58.50	$ 73.16

Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 44.75	$ 59.97	$ 67.13	$ 83.95
Engineering / Project Management (PM)	Cost Technician	Junior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Cost Technician	Senior	$ 27.00	$ 36.18	$ 40.50	$ 50.65
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 33.25	$ 44.56	$ 49.88	$ 62.38
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 55.75	$ 74.71	$ 83.63	$ 104.59
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 60.00	$ 80.40	$ 90.00	$ 112.56
Engineering / Project Management (PM)	Drafter	Junior	$ 24.00	$ 32.16	$ 36.00	$ 45.02
Engineering / Project Management (PM)	Drafter	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Engineering / Project Management (PM)	Drafter	Senior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 33.25	$ 44.56	$ 49.88	$ 62.38
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 39.00	$ 52.26	$ 58.50	$ 73.16
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 45.25	$ 60.64	$ 67.88	$ 84.89
Engineering / Project Management (PM)	Engineer	Junior	$ 37.00	$ 49.58	$ 55.50	$ 69.41
Engineering / Project Management (PM)	Engineer	Intermediate	$ 47.00	$ 62.98	$ 70.50	$ 88.17
Engineering / Project Management (PM)	Engineer	Senior	$ 53.25	$ 71.36	$ 79.88	$ 99.90
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 37.00	$ 49.58	$ 55.50	$ 69.41

Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 39.00	$ 52.26	$ 58.50	$ 73.16
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 41.00	$ 54.94	$ 61.50	$ 76.92
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	General Inspector	Junior	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	General Inspector	Senior	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Engineering / Project Management (PM)	General Labor	Junior	$ 12.00	$ 16.08	$ 18.00	$ 22.51
Engineering / Project Management (PM)	General Labor	Intermediate	$ 13.00	$ 17.42	$ 19.50	$ 24.39
Engineering / Project Management (PM)	General Labor	Senior	$ 14.00	$ 18.76	$ 21.00	$ 26.26
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 43.75	$ 58.63	$ 65.63	$ 82.08
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 54.75	$ 73.37	$ 82.13	$ 102.71
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 59.78	$ 80.11	$ 89.67	$ 112.15
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 35.36	$ 47.39	$ 53.04	$ 66.34
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 39.39	$ 52.78	$ 59.08	$ 73.89
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 43.70	$ 58.56	$ 65.55	$ 81.98

Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 18.00	$ 24.12	$ 27.00	$ 33.77
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 20.00	$ 26.80	$ 30.00	$ 37.52
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 22.00	$ 29.48	$ 33.00	$ 41.27
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 37.50	$ 50.25	$ 56.25	$ 70.35
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 40.74	$ 54.59	$ 61.11	$ 76.43
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 45.75	$ 61.31	$ 68.63	$ 85.83
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 55.75	$ 74.71	$ 83.63	$ 104.59
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 67.00	$ 89.78	$ 100.50	$ 125.69
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 85.47	$ 114.53	$ 128.21	$ 160.34
Engineering / Project Management (PM)	Power Engineer	Junior	$ 44.25	$ 59.30	$ 66.38	$ 83.01
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 49.00	$ 65.66	$ 73.50	$ 91.92
Engineering / Project Management (PM)	Power Engineer	Senior	$ 54.75	$ 73.37	$ 82.13	$ 102.71
Engineering / Project Management (PM)	Project Control	Junior	$ 32.75	$ 43.89	$ 49.13	$ 61.44
Engineering / Project Management (PM)	Project Control	Intermediate	$ 45.25	$ 60.64	$ 67.88	$ 84.89
Engineering / Project Management (PM)	Project Control	Senior	$ 53.00	$ 71.02	$ 79.50	$ 99.43
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 16.75	$ 22.45	$ 25.13	$ 31.42
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 23.00	$ 30.82	$ 34.50	$ 43.15

Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 24.50	$ 32.83	$ 36.75	$ 45.96
Engineering / Project Management (PM)	Project Engineer	Junior	$ 45.25	$ 60.64	$ 67.88	$ 84.89
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 48.00	$ 64.32	$ 72.00	$ 90.05
Engineering / Project Management (PM)	Project Engineer	Senior	$ 54.75	$ 73.37	$ 82.13	$ 102.71
Engineering / Project Management (PM)	Project Manager	Junior	$ 15.50	$ 20.77	$ 23.25	$ 29.08
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 29.25	$ 39.20	$ 43.88	$ 54.87
Engineering / Project Management (PM)	Project Manager	Senior	$ 31.00	$ 41.54	$ 46.50	$ 58.16
Engineering / Project Management (PM)	Quality Technician	Junior	$ 19.25	$ 25.80	$ 28.88	$ 36.11
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 19.25	$ 25.80	$ 28.88	$ 36.11
Engineering / Project Management (PM)	Quality Technician	Senior	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 45.25	$ 60.64	$ 67.88	$ 84.89
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 54.74	$ 73.35	$ 82.11	$ 102.69
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 73.00	$ 97.82	$ 109.50	$ 136.95
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 27.50	$ 36.85	$ 41.25	$ 51.59
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 31.62	$ 42.37	$ 47.43	$ 59.32
Engineering / Project Management (PM)	Safety Inspector	Junior	$ -	$ -	$ -	$ -

Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Safety Inspector	Senior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Scheduler	Junior	$ 13.00	$ 17.42	$ 19.50	$ 24.39
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 14.00	$ 18.76	$ 21.00	$ 26.26
Engineering / Project Management (PM)	Scheduler	Senior	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 30.75	$ 41.21	$ 46.13	$ 57.69
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 41.75	$ 55.95	$ 62.63	$ 78.32
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 55.75	$ 74.71	$ 83.63	$ 104.59
Engineering / Project Management (PM)	Welding Inspector	Junior	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ -	$ -	$ -	$ -
Engineering / Project Management (PM)	Welding Inspector	Senior	$ -	$ -	$ -	$ -
Finance/Accounting	Accounts Payable Analyst	Junior	$ 15.00	$ 20.10	$ 22.50	$ 28.14
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Finance/Accounting	Accounts Payable Analyst	Senior	$ 17.00	$ 22.78	$ 25.50	$ 31.89
Finance/Accounting	Analyst	Junior	$ 26.50	$ 35.51	$ 39.75	$ 49.71
Finance/Accounting	Analyst	Intermediate	$ 28.25	$ 37.86	$ 42.38	$ 53.00
Finance/Accounting	Analyst	Senior	$ 50.00	$ 67.00	$ 75.00	$ 93.80
Finance/Accounting	Business Analyst	Junior	$ 31.25	$ 41.88	$ 46.88	$ 58.63
Finance/Accounting	Business Analyst	Intermediate	$ 38.00	$ 50.92	$ 57.00	$ 71.29
Finance/Accounting	Business Analyst	Senior	$ 53.25	$ 71.36	$ 79.88	$ 99.90
Finance/Accounting	Cost Accountant	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Finance/Accounting	Cost Accountant	Intermediate	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Finance/Accounting	Cost Accountant	Senior	$ 33.75	$ 45.23	$ 50.63	$ 63.32
Finance/Accounting	Finance Analyst	Junior	$ 21.75	$ 29.15	$ 32.63	$ 40.80
Finance/Accounting	Finance Analyst	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78

Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 34.50	$ 46.23	$ 51.75	$ 64.72
Supply Chain	Buyer	Junior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Supply Chain	Buyer	Intermediate	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Supply Chain	Buyer	Senior	$ 29.25	$ 39.20	$ 43.88	$ 54.87
Supply Chain	Contract Analyst	Junior	$ 32.25	$ 43.22	$ 48.38	$ 60.50
Supply Chain	Contract Analyst	Intermediate	$ 41.75	$ 55.95	$ 62.63	$ 78.32
Supply Chain	Contract Analyst	Senior	$ 52.50	$ 70.35	$ 78.75	$ 98.49
Supply Chain	Logistician	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Supply Chain	Logistician	Intermediate	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Supply Chain	Logistician	Senior	$ 29.25	$ 39.20	$ 43.88	$ 54.87

Yoh Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative Assistant	Junior	$ 13.50	$ 17.69	$ 20.25	$ 24.76
Admin/Clerk	Administrative Assistant	Intermediate	$ 15.00	$ 19.65	$ 22.50	$ 27.51
Admin/Clerk	Administrative Assistant	Senior	$ 17.75	$ 23.25	$ 26.63	$ 32.55
Admin/Clerk	Customer Service Representative	Junior	$ 12.50	$ 16.38	$ 18.75	$ 22.93
Admin/Clerk	Customer Service Representative	Intermediate	$ 14.00	$ 18.34	$ 21.00	$ 25.68
Admin/Clerk	Customer Service Representative	Senior	$ 14.50	$ 19.00	$ 21.75	$ 26.59
Admin/Clerk	Data Entry Operator	Junior	$ 12.50	$ 16.38	$ 18.75	$ 22.93
Admin/Clerk	Data Entry Operator	Intermediate	$ 13.25	$ 17.36	$ 19.88	$ 24.30
Admin/Clerk	Data Entry Operator	Senior	$ 13.50	$ 17.69	$ 20.25	$ 24.76
Admin/Clerk	Database Administrator	Junior	$ 40.00	$ 52.40	$ 60.00	$ 73.36
Admin/Clerk	Database Administrator	Intermediate	$ 48.50	$ 63.54	$ 72.75	$ 88.95
Admin/Clerk	Database Administrator	Senior	$ 55.25	$ 72.38	$ 82.88	$ 101.33
Engineering / Project Management (PM)	Civil Engineer	Junior	$ 30.29	$ 40.59	$ 45.44	$ 56.82
Engineering / Project Management (PM)	Civil Engineer	Intermediate	$ 43.77	$ 58.65	$ 65.66	$ 82.11
Engineering / Project Management (PM)	Civil Engineer	Senior	$ 54.12	$ 72.52	$ 81.18	$ 101.53
Engineering / Project Management (PM)	Construction Manager	Junior	$ 27.00	$ 36.18	$ 40.50	$ 50.65
Engineering / Project Management (PM)	Construction Manager	Intermediate	$ 35.50	$ 47.57	$ 53.25	$ 66.60
Engineering / Project Management (PM)	Construction Manager	Senior	$ 38.00	$ 50.92	$ 57.00	$ 71.29
Engineering / Project Management (PM)	Cost Analyst	Junior	$ 36.50	$ 48.91	$ 54.75	$ 68.47
Engineering / Project Management (PM)	Cost Analyst	Intermediate	$ 49.00	$ 65.66	$ 73.50	$ 91.92

Yoh Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	$ 54.25	$ 72.70	$ 81.38	$ 101.77
Engineering / Project Management (PM)	Cost Technician	Junior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Cost Technician	Intermediate	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Cost Technician	Senior	$ 27.50	$ 36.85	$ 41.25	$ 51.59
Engineering / Project Management (PM)	Document Control Analyst	Junior	$ 50.00	$ 67.00	$ 75.00	$ 93.80
Engineering / Project Management (PM)	Document Control Analyst	Intermediate	$ 56.25	$ 75.38	$ 84.38	$ 105.53
Engineering / Project Management (PM)	Document Control Analyst	Senior	$ 59.25	$ 79.40	$ 88.88	$ 111.15
Engineering / Project Management (PM)	Drafter	Junior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Drafter	Intermediate	$ 24.00	$ 32.16	$ 36.00	$ 45.02
Engineering / Project Management (PM)	Drafter	Senior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	Electrical Engineer	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	$ 30.75	$ 41.21	$ 46.13	$ 57.69
Engineering / Project Management (PM)	Electrical Engineer	Senior	$ 44.75	$ 59.97	$ 67.13	$ 83.95
Engineering / Project Management (PM)	Engineer	Junior	$ 35.50	$ 47.57	$ 53.25	$ 66.60
Engineering / Project Management (PM)	Engineer	Intermediate	$ 41.25	$ 55.28	$ 61.88	$ 77.39
Engineering / Project Management (PM)	Engineer	Senior	$ 53.75	$ 72.03	$ 80.63	$ 100.84
Engineering / Project Management (PM)	Environmental Planner	Junior	$ 35.00	$ 46.90	$ 52.50	$ 65.66

Yoh Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	$ 37.00	$ 49.58	$ 55.50	$ 69.41
Engineering / Project Management (PM)	Environmental Planner	Senior	$ 39.00	$ 52.26	$ 58.50	$ 73.16
Engineering / Project Management (PM)	Environmental Scientist	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Environmental Scientist	Senior	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	General Inspector	Junior	$ 21.25	$ 28.48	$ 31.88	$ 39.87
Engineering / Project Management (PM)	General Inspector	Intermediate	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	General Inspector	Senior	$ 25.50	$ 34.17	$ 38.25	$ 47.84
Engineering / Project Management (PM)	General Labor	Junior	$ 11.00	$ 14.74	$ 16.50	$ 20.64
Engineering / Project Management (PM)	General Labor	Intermediate	$ 12.00	$ 16.08	$ 18.00	$ 22.51
Engineering / Project Management (PM)	General Labor	Senior	$ 13.00	$ 17.42	$ 19.50	$ 24.39
Engineering / Project Management (PM)	GIS Analyst	Junior	$ 45.40	$ 60.84	$ 68.10	$ 85.17
Engineering / Project Management (PM)	GIS Analyst	Intermediate	$ 52.96	$ 70.97	$ 79.44	$ 99.35
Engineering / Project Management (PM)	GIS Analyst	Senior	$ 62.20	$ 83.35	$ 93.30	$ 116.69
Engineering / Project Management (PM)	Land Rights Agent	Junior	$ 35.36	$ 47.39	$ 53.04	$ 66.34
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	$ 39.39	$ 52.78	$ 59.08	$ 73.89
Engineering / Project Management (PM)	Land Rights Agent	Senior	$ 43.70	$ 58.56	$ 65.55	$ 81.98

Yoh Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	$ 17.00	$ 22.78	$ 25.50	$ 31.89
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	$ 19.00	$ 25.46	$ 28.50	$ 35.64
Engineering / Project Management (PM)	Logistics Coordinator	Senior	$ 21.00	$ 28.14	$ 31.50	$ 39.40
Engineering / Project Management (PM)	Mechanical Engineer	Junior	$ 24.50	$ 32.83	$ 36.75	$ 45.96
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	$ 28.25	$ 37.86	$ 42.38	$ 53.00
Engineering / Project Management (PM)	Mechanical Engineer	Senior	$ 41.25	$ 55.28	$ 61.88	$ 77.39
Engineering / Project Management (PM)	Pipeline Engineer	Junior	$ 45.00	$ 60.30	$ 67.50	$ 84.42
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	$ 51.50	$ 69.01	$ 77.25	$ 96.61
Engineering / Project Management (PM)	Pipeline Engineer	Senior	$ 54.54	$ 73.08	$ 81.81	$ 102.32
Engineering / Project Management (PM)	Power Engineer	Junior	$ 23.50	$ 31.49	$ 35.25	$ 44.09
Engineering / Project Management (PM)	Power Engineer	Intermediate	$ 36.00	$ 48.24	$ 54.00	$ 67.54
Engineering / Project Management (PM)	Power Engineer	Senior	$ 53.75	$ 72.03	$ 80.63	$ 100.84
Engineering / Project Management (PM)	Project Control	Junior	$ 32.75	$ 43.89	$ 49.13	$ 61.44
Engineering / Project Management (PM)	Project Control	Intermediate	$ 45.74	$ 61.29	$ 68.61	$ 85.81
Engineering / Project Management (PM)	Project Control	Senior	$ 53.30	$ 71.42	$ 79.95	$ 99.99
Engineering / Project Management (PM)	Project Coordinator	Junior	$ 18.75	$ 25.13	$ 28.13	$ 35.18
Engineering / Project Management (PM)	Project Coordinator	Intermediate	$ 21.25	$ 28.48	$ 31.88	$ 39.87

Yoh Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Engineering / Project Management (PM)	Project Engineer	Junior	$ 43.75	$ 58.63	$ 65.63	$ 82.08
Engineering / Project Management (PM)	Project Engineer	Intermediate	$ 48.00	$ 64.32	$ 72.00	$ 90.05
Engineering / Project Management (PM)	Project Engineer	Senior	$ 57.25	$ 76.72	$ 85.88	$ 107.40
Engineering / Project Management (PM)	Project Manager	Junior	$ 16.75	$ 22.45	$ 25.13	$ 31.42
Engineering / Project Management (PM)	Project Manager	Intermediate	$ 28.00	$ 37.52	$ 42.00	$ 52.53
Engineering / Project Management (PM)	Project Manager	Senior	$ 31.00	$ 41.54	$ 46.50	$ 58.16
Engineering / Project Management (PM)	Quality Technician	Junior	$ 20.25	$ 27.14	$ 30.38	$ 37.99
Engineering / Project Management (PM)	Quality Technician	Intermediate	$ 22.00	$ 29.48	$ 33.00	$ 41.27
Engineering / Project Management (PM)	Quality Technician	Senior	$ 25.00	$ 33.50	$ 37.50	$ 46.90
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	$ 36.50	$ 48.91	$ 54.75	$ 68.47
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	$ 43.25	$ 57.96	$ 64.88	$ 81.14
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	$ 54.75	$ 73.37	$ 82.13	$ 102.71
Engineering / Project Management (PM)	Safety Coordinator	Junior	$ 17.25	$ 23.12	$ 25.88	$ 32.36
Engineering / Project Management (PM)	Safety Coordinator	Intermediate	$ 23.00	$ 30.82	$ 34.50	$ 43.15
Engineering / Project Management (PM)	Safety Coordinator	Senior	$ 28.25	$ 37.86	$ 42.38	$ 53.00
Engineering / Project Management (PM)	Safety Inspector	Junior	$ 25.00	$ 33.50	$ 37.50	$ 46.90

Yoh Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	$ 29.00	$ 38.86	$ 43.50	$ 54.40
Engineering / Project Management (PM)	Safety Inspector	Senior	$ 33.05	$ 44.29	$ 49.58	$ 62.00
Engineering / Project Management (PM)	Scheduler	Junior	$ 14.00	$ 18.76	$ 21.00	$ 26.26
Engineering / Project Management (PM)	Scheduler	Intermediate	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Engineering / Project Management (PM)	Scheduler	Senior	$ 18.00	$ 24.12	$ 27.00	$ 33.77
Engineering / Project Management (PM)	Systems Analyst	Junior	$ 28.25	$ 37.86	$ 42.38	$ 53.00
Engineering / Project Management (PM)	Systems Analyst	Intermediate	$ 44.75	$ 59.97	$ 67.13	$ 83.95
Engineering / Project Management (PM)	Systems Analyst	Senior	$ 55.25	$ 74.04	$ 82.88	$ 103.65
Engineering / Project Management (PM)	Welding Inspector	Junior	$ 21.00	$ 28.14	$ 31.50	$ 39.40
Engineering / Project Management (PM)	Welding Inspector	Intermediate	$ 25.69	$ 34.42	$ 38.54	$ 48.19
Engineering / Project Management (PM)	Welding Inspector	Senior	$ 29.27	$ 39.22	$ 43.91	$ 54.91
Finance/Accounting	Accounts Payable Analyst	Junior	$ 16.00	$ 21.44	$ 24.00	$ 30.02
Finance/Accounting	Accounts Payable Analyst	Intermediate	$ 17.00	$ 22.78	$ 25.50	$ 31.89
Finance/Accounting	Accounts Payable Analyst	Senior	$ 18.00	$ 24.12	$ 27.00	$ 33.77
Finance/Accounting	Analyst	Junior	$ 30.25	$ 40.54	$ 45.38	$ 56.75
Finance/Accounting	Analyst	Intermediate	$ 33.25	$ 44.56	$ 49.88	$ 62.38
Finance/Accounting	Analyst	Senior	$ 50.50	$ 67.67	$ 75.75	$ 94.74
Finance/Accounting	Business Analyst	Junior	$ 38.00	$ 50.92	$ 57.00	$ 71.29
Finance/Accounting	Business Analyst	Intermediate	$ 44.25	$ 59.30	$ 66.38	$ 83.01
Finance/Accounting	Business Analyst	Senior	$ 54.25	$ 72.70	$ 81.38	$ 101.77
Finance/Accounting	Cost Accountant	Junior	$ 26.00	$ 34.84	$ 39.00	$ 48.78
Finance/Accounting	Cost Accountant	Intermediate	$ 26.50	$ 35.51	$ 39.75	$ 49.71
Finance/Accounting	Cost Accountant	Senior	$ 33.75	$ 45.23	$ 50.63	$ 63.32
Finance/Accounting	Finance Analyst	Junior	$ 27.50	$ 36.85	$ 41.25	$ 51.59
Finance/Accounting	Finance Analyst	Intermediate	$ 31.00	$ 41.54	$ 46.50	$ 58.16

Yoh Services - W2 VIRGINIA Hourly Rates (USD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	$ 41.75	$ 55.95	$ 62.63	$ 78.32
Supply Chain	Buyer	Junior	$ 20.75	$ 27.81	$ 31.13	$ 38.93
Supply Chain	Buyer	Intermediate	$ 20.75	$ 27.81	$ 31.13	$ 38.93
Supply Chain	Buyer	Senior	$ 29.75	$ 39.87	$ 44.63	$ 55.81
Supply Chain	Contract Analyst	Junior	$ 33.75	$ 45.23	$ 50.63	$ 63.32
Supply Chain	Contract Analyst	Intermediate	$ 39.00	$ 52.26	$ 58.50	$ 73.16
Supply Chain	Contract Analyst	Senior	$ 50.00	$ 67.00	$ 75.00	$ 93.80
Supply Chain	Logistician	Junior	$ 21.63	$ 28.98	$ 32.45	$ 40.58
Supply Chain	Logistician	Intermediate	$ 29.00	$ 38.86	$ 43.50	$ 54.40
Supply Chain	Logistician	Senior	$ 36.81	$ 49.33	$ 55.22	$ 69.06

Abrams Technical Staffing - Other Commercial Terms	
Volume Discounts	$0- $1,000,000 - No Discount $1,000,000-$3,000,000 - 1% $3,000,000-$5,000,000 - 1.5% Over $5,000,000 - 2% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year.
Tenure Discount	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
Year over Year Rate Increases	Rates are locked for contract term, exceptions approved by NiSource
Background Check	Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of Abrams Technical Staffing
Note: No discounts will affect the Contingent Worker Pay Rate	

CDI Engineering Solutions - Other Commercial Terms	
Volume Discounts	$0- $1,000,000 - No Rebate $1,000,000-$3,000,000 - 1.5% $3,000,000-$5,000,000 - 2% Over $5,000,000 - 2.5% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year.
Tenure Discount	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
Year over Year Rate Increases	Rates are locked for contract term, exceptions approved by NiSource
Background Check	Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of CDI Engineering Solutions
Note: No discounts will affect the Contingent Worker Pay Rate	

Orbital Engineering - Other Commercial Terms	
Volume Discounts	$0- $1,000,000 - No Rebate $1,000,000-$3,000,000 - 1% $3,000,000-$5,000,000 - 1.5% Over $5,000,000 - 2% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year.
Tenure Discount	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
Year over Year Rate Increases	Rates are locked for contract term, exceptions approved by NiSource
Background Check	Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of Orbital Engineering
Note: No discounts will affect the Contingent Worker Pay Rate	

TRS Staffing Solutions - Other Commercial Terms	
Volume Discounts	$0- $1,000,000 - No Rebate $1,000,000-$3,000,000 - 1% $3,000,000-$5,000,000 - 1.5% Over $5,000,000 - 2% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year.
Tenure Discount	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
Year over Year Rate Increases	Rates are locked for contract term, exceptions approved by NiSource
Background Check	Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of TRS Staffing Solutions
Note: No discounts will affect the Contingent Worker Pay Rate	

Yoh Services - Other Commercial Terms	
Volume Discounts	$0- $1,000,000 - No Rebate $1,000,000-$3,000,000 - 1% $3,000,000-$5,000,000 - 1.5% Over $5,000,000 - 2% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year.
Tenure Discount	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
Year over Year Rate Increases	Rates are locked for contract term, exceptions approved by NiSource
Background Check	Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of Yoh Services
Note: No discounts will affect the Contingent Worker Pay Rate	

Exhibit C

NiSource

Temporary Labor - Job Type Definitions

Rte Temporary - HSP Checklist

Job Group	Job Title	Core Responsibilities	Job Description / Job Category	Job Description by Seniority Critical Ability to Do at Key Points in Career
		Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business.	Education	High school & postsecondary education
		Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business.	Experience	0 to 2 Years
		Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or policies.
		Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business.	Duties	Performs basic and routine duties and overtime is less routine and has a broader understanding of established procedures. Has a general knowledge of the department processes and routines. Can provide guidance to temporary admin staff once they have a solid background in the work. Will have good background in computer skills
		Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking	Education	High school
		Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking	Experience	0-2 years
		Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking	Decision Making	Makes decisions and recommendations within established guidelines, procedures or policies.
		Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking.	Duties	Consult with new and existing customers and provide them with information on products and services available to them. Listen and understand consumer needs and provide advice on how they can be met by the products and services. Provide customers with an amazing sales and service experience. Meet consultation and sales service objectives in a fast paced environment.
		Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Education	High school & postsecondary education preferred
		Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Experience	0 to 2 Years
		Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or policies.
		Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Duties	Performs basic and routine duties and overtime is less routine and has a broader understanding of established procedures. Has a general knowledge of the data entry quality processes. Can provide guidance to staff once they have a solid background in the work.
		Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Education	University Degree
		Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Experience	0-5 years
		Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Decision Making	May work with other junior Engineers on a common project that is routine reoccurring in nature. Continues to receive training and development on the job. May provide technical guidance to technicians and support to other professionals.
		Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Duties	• Ensure active and effective backup policies in place. • Monitor system for performance and load issues. • Apply system patches as appropriate. • Manage execution of application patches and ensure rollback strategy is in place. • Plan for future scale and performance needs based upon historical data and projected system growth. • Resolving database maintenance and corruption issues. • Assisting with the investigation and rollout of new database technologies.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Education	University degree
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Experience	0 to 4 years
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Decision Making	May work with other junior Engineers on a common project that is routine reoccurring in nature. Continues to receive training and development on the job. May provide technical guidance to technicians and support to other professionals.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Duties	Participation and support throughout various phases of a project related to review of calculations, design documents and specifications, preparation of conceptual studies, designs, reports or proposals. Can be tasked with developing structural analysis of steel and concert structures for static and dynamic loads, including seismic to review by more senior civil engineers. Works under the direction of senior civil engineers. Continue to receive training and development on the job.

Staff 1-14
Attachment G
Respondent: Elizabeth N. Davis
Page 206 of 304

Job Group	Job Type	Core Responsibilities	Job Proficiency Category	Proficiency Level
		Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Education	Technical Certification
		Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Experience	8 or more 3 to 5 years of experience leading a team
		Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Decision Making	Assists in the coordination and planning of projects in a particular construction area. Monitors contractors, trades performance, progress, and productivity. Ensure construction complies with drawings and specifications
		Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Duties	Developing while providing supervision for daily and weekly work plans; Planning, coordinating and supervising onsite third party contractors; Ensuring all work tasks and duties comply with Operating Procedures and Community, Safety and Environmental Policies; Development of crew members through identification of cross training opportunities; Conduct / lead performance management sessions with employees; Supervising and managing the executing all phases of pipeline maintenance including hot cuts, hot taps, cold cuts, casing projects, class upgrades, hydro-testing, re-coating of pipelines, and other various projects related to pipeline construction; Maintaining excellent crew collaboration during work activities; Ensuring efficient and effective work hours while optimizing the crews overtime hours; Communicating with Planners, Construction Foreman, Business Analyst and Managers to ensure projects are completed safely, effectively and efficiently; Provide supervision for daily and weekly activities to administrative support including work hours, permits, and other expense related expense and logistic items; Proficient while delivering pre-job, tailgate, and safety meetings Ensure compliance with all project-specific right-of-way requirements as outlined in the land-owner line list or as directed by the project land agent or land manager; Materials availability and traceability; Following CPMS processes in construction management activities Understanding and applying construction practices. Applying CPMS processes for file management, document retention and records management. Submitting nonconformance reports, as required. Ensuring the turnover package is accurate, complete and submitted to the appropriate party. Participating in internal and external audits to ensure compliance with subject matter through inspection practices. When NiSource is the prime contractor (has active onsite) the construction manager's responsibilities and accountabilities reflect that the work is directed by NiSource's construction management team, and includes such things as: directing the work, planning resources and equipment, managing the schedule and monitoring the budget, reporting to projects and stakeholders, ensuring the project documentation is complete and submitted to the appropriate parties, coordinating excavations, creating such things as pre-job documentation forms, job safety analysis and tailgate forms, conducting pre-job and tailgate meetings, following the TDPs and NiSource policies and procedures for all relevant work activities. When a contractor is the prime contractor, the construction management team monitors and inspects the work, and the CM monitors inspections and the scope, budget and schedule.
		Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycles Apply the results of cost planning in the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercial requirements; obtaining invoice approval from Project Managers and recording for subsequent variance analysis. Communicate and report to relevant project cost management stakeholders. Using a simple project Work Breakdown Structure / Code of Accounts a cost repository is created to apply committed, budgeted project funds for project performance, disbursement, tracking, assessment, analysis, and close-out. Develop cost engineering and project management capability and competence using industry standards (AACE, PMI, Construction Management Industry, etc.) and best practice application to expand knowledge base and optimum application Proficiency and versatility in cost accounting processes, database development, manipulation, management, and control; integration with other project management information systems with data quality / data integrity assurance	Education	High School diploma and two years of experience working in Microsoft Excel, or equivalent software program, with responsibilities for data manipulation, integration and subsequent report generation
		Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycles Apply the results of cost planning in the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercial requirements; obtaining invoice approval from Project Managers and recording for subsequent variance analysis. Communicate and report to relevant project cost management stakeholders. Using a simple project Work Breakdown Structure / Code of Accounts a cost repository is created to apply committed, budgeted project funds for project performance, disbursement, tracking, assessment, analysis, and close-out. Develop cost engineering and project management capability and competence using industry standards (AACE, PMI, Construction Management Industry, etc.) and best practice application to expand knowledge base and optimum application Proficiency and versatility in cost accounting processes, database development, manipulation, management, and control; integration with other project management information systems with data quality / data integrity assurance	Experience	0-3 years

Staff 1-14
Attachment G
Respondent: Elizabeth N. Davis
Page 207 of 304

Job Titles	Job Tasks	Job Responsibilities	Job Descriptors (Skills)	Job Descriptors (Education, Experience, Level)
	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by Nilkorsk Engineering Staff.		Education	University Degree
	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by Nilkorsk Engineering Staff.		Experience	0 to 4 years
	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by Nilkorsk Engineering Staff.		Decision Making	May work with other junior Engineers on a common project that is routine requiring little oversight. Continue to receive training and development on the job. May provide technical guidance to technicians and support to other professionals.
	Design, materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, resource requirements both people and materials, and setting standards for both operating and development activities. Responsible for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by Nilkorsk Engineering Staff.	Duties	Duties	Works under the direction of more senior engineering staff. Provide day to day support in the area of engineering for all projects, develop and maintain analytical systems and models and other engineering specifications, collect and analyze data, participate in consultation meetings with groups, foreign, Bargon, valves, pressure valves; participate in metallurgy testing programs and research and development
	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Develops and executes environmental strategies, supporting and advising internal staff, directing and overseeing technical consultants, providing support and technical advice to project managers, and project team members, executing quality control procedures, and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.		Education	University degree
	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Develops and executes environmental strategies, supporting and advising internal staff, directing and overseeing technical consultants, providing support and technical advice to project managers, and project team members, executing quality control procedures, and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.		Experience	3-4 years
	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Develops and executes environmental strategies, supporting and advising internal staff, directing and overseeing technical consultants, providing support and technical advice to project managers, and project team members, executing quality control procedures, and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.		Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or policies.
	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Develops and executes environmental strategies, supporting and advising internal staff, directing and overseeing technical consultants, providing support and technical advice to project managers, and project team members, executing quality control procedures, and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.	Duties	Duties	Provides technical and administrative support to key internal groups responsible for land, community relations, Aboriginal Relations, regulatory, legal, and environmental issues associated with the project. Assists in the preparation of regulatory applications, and ensures that they are submitted in accordance with appropriate timelines. Participates in the preparation of responses to regulatory information requests. Assists in the preparation of project planning, maintains ownership of broad project objectives and direction and assesses and shares new courses, negotiates consultant work scope, budget and schedule provides ongoing management of consultants' work; prepares and delivers presentations at industry meetings and conferences; identifies and visits with internal teams to resolve environmental, land or process issues; provides quality assurance of technical submission documents; assists with the development, implementation and compliance of department and corporate processes and procedures.
	Analyze environmental problems and develop solutions. May work to reclaim lands and waters that have been contaminated by pollution. Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize these impacts and provide advice on construction practices. May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment.		Education	Bachelor's Degree in Environmental science.
	Analyze environmental problems and develop solutions. May work to reclaim lands and waters that have been contaminated by pollution. Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize these impacts and provide advice on construction practices. May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment.		Experience	3-4 years
	Analyze environmental problems and develop solutions. May work to reclaim lands and waters that have been contaminated by pollution. Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize these impacts and provide advice on construction practices. May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment.		Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or policies.
	Analyze environmental problems and develop solutions. May work to reclaim lands and waters that have been contaminated by pollution. Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize these impacts and provide advice on construction practices. May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment.		Duties	Work in the field collecting and examining environmental substances in various locations Determine data collection methods for research projects, investigations, and surveys Collect and compile environmental data from samples of air, soil, water, food, and other materials for scientific analysis Analyze samples to detect, measure, and identify the presence and level of contaminants in the environment Develop plans to prevent, control, or fix environmental problems, such as flood or water pollution Provide information and guidance to government officials, businesses, and the general public on possible environmental hazards and health risks Prepare technical reports and presentations that explain their research findings
	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager. NBcontractor's authorized representative, for non-financial matters and observes postmission progress and inspects all activities in assigned areas in accordance with: -NBcontract's drawings, plans, specifications and the terms of the construction contract or agreement. -NBcontract's Occupational Health and Safety, Occupational Health and Safety Administration (OSHA) and NBprovince operating procedures (ISDPs) Will be the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection contract as directed Can be tasked to interface with a variety of stakeholders, such as Project Design, engineering and contractors, and collaborate with departments and external parties		Education	Diploma/Trade certification
	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager. NBcontractor's authorized representative, for non-financial matters and observes postmission progress and inspects all activities in assigned areas in accordance with: -NBcontract's drawings, plans, specifications and the terms of the construction contract or agreement. -NBcontract's Occupational Health and Safety, Occupational Health and Safety Administration (OSHA) and NBprovince operating procedures (ISDPs) Will be the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection contract as directed Can be tasked to interface with a variety of stakeholders, such as Project Design, engineering and contractors, and collaborate with departments and external parties		Experience	3 years of more of progressive, relevant experience in related general construction activities on pipeline or facility projects, and a minimum of 1 to 2 years of work experience in the oil and gas or construction industry
	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager. NBcontractor is NBcontract's authorized representative, for non-financial matters and observes postmission progress and inspects all activities in assigned areas in accordance with: -NBcontract's drawings, plans, specifications and the terms of the construction contract or agreement. -NBcontract's Occupational Health and Safety, Occupational Health and Safety Administration (OSHA) and NBprovince operating procedures (ISDPs) Will be the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection contract as directed Can be tasked to interface with a variety of stakeholders, such as Project Design, engineering and contractors, and collaborate with departments and external parties		Decision Making	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate.

Job Title	Job Type	Core Responsibilities	Job Description Category	Duties (Entry to Development Levels)
[illegible]	[illegible]	Monitor construction activities to ensure the safety of all personnel on site is the top priority; perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager. The general inspector is NiSource's authorized representative, for non-financial matters and observes contractors' progress and inspects all activities in assigned areas in accordance with: -NiSource's drawings, plans, specifications and the terms of the construction contract or agreement - Codes, regulations, Occupational Health and Safety, Occupational Health and Safety Administration (OSHA), and NiSource operating procedures (NOPs) Will be the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection component of the overall project. Can be tasked to interface with a variety of stakeholders, such as Project Design, engineering and contractors, and collaborate with departments and external parties	Duties	A junior general inspector gains experience with different types of inspections and with work on projects of increasing size and complexity. Junior General inspectors should have experience in at least one, or more construction activities: - bending, blasting, drill, clearing - including rip-rap and access roads, continuous concrete casing (if qualified), crossing (including boring, bank and slope stabilization), excavation, including ditching, fencing, grading, terraces, drainage and slope grading, horizontal directional drilling, tieworings, padding and backfill, piling, pressure testing, restoration and reclamation, installing right-of-way cleanup, stockpiling, stringing , trenching General inspectors ensure the reputation of NiSource is protected, and are visible on the worksite, demonstrate positive safety and quality practices, delegate work and provide direction to others ensure work is conducted right the first time. General inspectors are responsible for the following: Compliance to all applicable NiSource and regulatory standards, policies, processes, codes and regulations Coordinating and organizing work Documentation and reporting Reviewing, inspecting and monitoring: • reviewing and become familiar with the drawings, specifications and the construction contract or contractor agreements plus right-of-ways or site requirements • conducting inspection activities in a timely and efficient manner to avoid delays to the construction progress • conducting ongoing inspections to accept or reject contractors' workmanship and ensuring conformance to NiSource's specifications and contractual obligations • reviewing general activities for technical accuracy and adequacy • inspecting the work performed by contractors in assigned areas of responsibility to ensure NiSource's policies, procedures, standards and specifications are met • ensuring construction activities are within the defined parameters as surveyed, and access to sites follow specific land-use agreements • ensuring contractors comply with all NiSource specifications
[illegible]	[illegible]	May work at building, highway, and heavy construction sites -Assist skilled people in performing their tasks, able to follow instructions rapidly and proficiently. Learn safety precautions, and be able to use many construction and labor tools.	Education	High school
[illegible]	[illegible]	May work at building, highway, and heavy construction sites Assist skilled people in performing their tasks, able to follow instructions rapidly and proficiently. Learn safety precautions, and be able to use many construction and labor tools.	Experience	0-2 years
[illegible]	[illegible]	May work at building, highway, and heavy construction sites Assist skilled people in performing their tasks, able to follow instructions rapidly and proficiently. Learn safety precautions, and be able to use many construction and labor tools.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or polices.
[illegible]	[illegible]	May work at building, highway, and heavy construction sites Assist skilled people in performing their tasks, able to follow instructions rapidly and proficiently. Learn safety precautions, and be able to use many construction and labor tools.	Duties	Perform any clerical/administrative tasks Load and unload structure materials and move materials in work areas Direct traffic at or near building sites and carry out other traffic management activities Maintain plants and gardens Assist supervisors with clerical duties Operate forklift, mowers and material loaders Maintain tools and equipment Plant and take care of forests Clean up work sites Manage shift equipment and materials Take delivery of materials and cargo from suppliers Remove debris and trash at construction sites using wheelbarrows Perform other duties as assigned by manager
[illegible]	[illegible]	This individual will work with other GIS professionals to manage and improve NiSource's GIS data and systems.	Education	GIS/Geomatics Degree or Diploma
[illegible]	[illegible]	The individual will work with other GIS professionals to manage and improve NiSource's GIS data and systems.	Experience	0 to 4 years
[illegible]	[illegible]	The individual will work with other GIS professionals to manage and improve NiSource's GIS data and systems.	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or polices. Perform routine mapping GIS activities (pipeline, facilities, imagery, structures and base maps)
[illegible]	[illegible]	The individual will work with other GIS professionals to manage and improve NiSource's GIS data and systems.	Duties	Investigate data, database and application issues from a business perspective and make preliminary recommendations; assist with ad-hoc GIS requests such as data extraction and analysis; assist with a variety of documentation; prepare simple reports and presentations; help organizing meetings; provide support to the GIS Project Managers and Content Management Lead; refer and/or escalate issues outside of scope of assignment; research information sources and ranks initial interpretations; take the initiative and solve problems by applying consistent and accepted methods; make routine decisions independently and exercise judgment within established guidelines; develop relationships with stakeholders and contribute to customer satisfaction by delivering timely and quality services; coordinate the project mapping deliverables in support of Regulatory and Engineering activities.
[illegible]	[illegible]	Serves as a company representative in land negotiations and manages the ownership or lease of surface lands. The position deals with affected parties, including landowners, communities, external industry associations and regulatory bodies in matters pertaining to real estate, property management and stewardship, land acquisition or disposition, public awareness/consent programs and settling damage claims.	Education	University degree
[illegible]	[illegible]	Serves as a company representative in land negotiations and manages the ownership or lease of surface lands. The position deals with affected parties, including landowners, communities, external industry associations and regulatory bodies in matters pertaining to real estate, property management and stewardship, land acquisition or disposition, public awareness/consent programs and settling damage claims.	Experience	0 to 4 years
[illegible]	[illegible]	Serves as a company representative in land negotiations and manages the ownership or lease of surface lands. The position deals with affected parties, including landowners, communities, external industry associations and regulatory bodies in matters pertaining to real estate, property management and stewardship, land acquisition or disposition, public awareness/consent programs and settling damage claims.	Decision Making	Continuation of training. Perform specific assignments with limited scope. Resolves issues within established procedure and minimal impact. Familiarity with real estate practice, ownership, stewardship, communication and stakeholder issues in the United States including siting and operational concerns that may arise in conjunction with consenting generation assets.
[illegible]	[illegible]	Serves as a company representative in land negotiations and manages the ownership or lease of surface lands. The position deals with affected parties, including landowners, communities, external industry associations and regulatory bodies in matters pertaining to real estate, property management and stewardship, land acquisition or disposition, public awareness/consent programs and settling damage claims.	Duties	Identify land requirements and potential issues on capital projects, acquisition or development programs, provide facilitation support in various land issues, claims, negotiations resolutions, prominent setting impacts support and implement the annual integrated public awareness program, support and provide advice to contract land agents ensure data within the land database is current and accurate.
[illegible]	[illegible]	Detailed planning of all project shipments; liaison with project manager, field personnel, active control, logistics provider(s), fabricators, coaters and warehouse as required	Education	High School diploma
[illegible]	[illegible]	Detailed planning of all project shipments; liaison with project manager, field personnel, active control, logistics provider(s), fabricators, coaters and warehouse as required.	Experience	0 to 4 years
[illegible]	[illegible]	Detailed planning of all project shipments; liaison with project manager, field personnel, active control, logistics provider(s), fabricators, coaters and warehouse as required.	Decision Making	Assist in the preparation of logistics and support plans and logistical contingency plans.
[illegible]	[illegible]	Detailed planning of all project shipments; liaison with project manager, field personnel, active control, logistics provider(s), fabricators, coaters and warehouse as required.	Duties	Answer multiple queries from vested parties within NiSource on shipping advice, management of loads, dimensional issues, cross country issues, periodic Active Control in the yard for pre-job, loading, heavy equipment details & duties with various sub-contractors, prepare logistics and support plans and logistical contingency plans.
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for mechanical engineering design of maintenance capital projects for oil and natural gas facilities. Accountable for providing Mechanical Engineering technical support and quality management in the design, evaluation, procurement, modification and/or installation of mechanical equipment and systems for the plants as well as technical support for operating and maintenance functions to provide maximum reliability, efficiency and safety in the operation of the plants.	Education	University Degree
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for mechanical engineering design of maintenance capital projects for oil and natural gas facilities. Accountable for providing Mechanical Engineering technical support and quality management in the design, evaluation, procurement, modification and/or installation of mechanical equipment and systems for the plants as well as technical support for operating and maintenance functions to provide maximum reliability, efficiency and safety in the operation of the plants.	Experience	0 to 4 years
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for mechanical engineering design of maintenance capital projects for oil and natural gas facilities. Accountable for providing Mechanical Engineering technical support and quality management in the design, evaluation, procurement, modification and/or installation of mechanical equipment and systems for the plants as well as technical support for operating and maintenance functions to provide maximum reliability, efficiency and safety in the operation of the plants.	Decision Making	May work with other Junior Engineers on a common project that is routine reoccurring in nature. Continue to receive training and development on the job. May provide technical guidance to technicians and support to other professionals.
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for mechanical engineering design of maintenance capital projects for oil and natural gas facilities. Accountable for providing Mechanical Engineering technical support and quality management in the design, evaluation, procurement, modification and/or installation of mechanical equipment and systems for the plants as well as technical support for operating and maintenance functions to provide maximum reliability, efficiency and safety in the operation of the plants.	Duties	Provide day to day support in the area of mechanical engineering for all projects, develop and maintain structural, systems and controls and or other engineering specifications, procedures and directives; participate in pre-production meetings for pipe, fittings, flanges, valves, pressure vessels; participate in materials testing programs and research and development.

Job Group	Job Title	Core Responsibilities	Job Descriptors by Category	Impact (Safety to Environment/Cost)
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Education	University degree
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Experience	0-4 years
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or policies.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Duties	May work with other junior Engineers on a common project that is routine reoccuring in nature. Continue to receive training and development on the job. May provide technical guidance to technicians and support to other professionals.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Education	University Degree
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Experience	0-4 years
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or policies.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Duties	May work with other junior Engineers on a common project that is routine reoccuring in nature. Continue to receive training and development on the job. May provide technical guidance to technicians and support to other professionals. Monitoring and applying operational skills in maximizing energy production, including the application of problem solving; development of and adherence to operating procedures; preventative maintenance procedures and outage schedules; equipment performance testing; providing expert advice on operations issues, performing selected shift duties, both preventative and reactive in maintenance, operation activities and associated equipment so that performance cost and reliability targets are achieved; participating in the establishment and achievement of plant operational objectives; preparing technical reports, operation reports, operating procedures and studies/testing; coordinating field execution of various safety functions (lockout/tag out), as well as general maintenance and operation activities; provide guidance and direction to other employees, as required, in the performance of basic maintenance/operation techniques, start-up, shutdown and operating of a facility consistent with NiSource procedures, regulations and sound engineering principles; act as liaison, coordinating and supervising outside contractors and consulting personnel; call out/scheduling and open/close work orders; use of PLC's as required.
		Implement, operate, manage, and direct the Project Controls Program for NIPSCO and the NIPSCO Major Projects Organization. Responsible for the quality, implementation, operation, and configuration control of the MP Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Education	
		Implement, operate, manage, and direct the Project Controls Program for NIPSCO and the NIPSCO Major Projects Organization. Responsible for the quality, implementation, operation, and configuration control of the MP Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Experience	
		Implement, operate, manage, and direct the Project Controls Program for NIPSCO and the NIPSCO Major Projects Organization. Responsible for the quality, implementation, operation, and configuration control of the MP Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Decision Making	
		Implement, operate, manage, and direct the Project Controls Program for NIPSCO and the NIPSCO Major Projects Organization. Responsible for the quality, implementation, operation, and configuration control of the MP Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Duties	
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting requirements, and track client meetings and milestones.	Education	University Degree or Technical School Degree
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting requirements, and track client meetings and milestones.	Experience	0-4 years
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting requirements, and track client meetings and milestones.	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or policies.
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting requirements, and track client meetings and milestones.	Duties	Role ranges from junior to continuation of training. Makes recommendations to define problems within established guidelines. Tasks are assigned in details and work is monitored by more senior individual to ensure soundness of work.
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decision summaries; Provide cost estimating with input from the Engineering team during the definition phase; Prepare all Project Work Authorizations; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Participate in incident investigations Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs.	Education	University Degree or Technical School Degree
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decision summaries; Provide cost estimating with input from the Engineering team during the definition phase; Prepare all Project Work Authorizations; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Participate in incident investigations Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs.	Experience	0 to 4 years
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decision summaries; Provide cost estimating with input from the Engineering team during the definition phase; Prepare all Project Work Authorizations; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Participate in incident investigations Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs.	Decision Making	May start by using established procedures under direct supervision to conduct work and ongoing training to working under general guidance, working on routine business process by assisting business technical and professionals in a variety of business areas.
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decision summaries; Provide cost estimating with input from the Engineering team during the definition phase; Prepare all Project Work Authorizations; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Participate in incident investigations Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs.	Duties	Works under the direction of a senior project engineer or project manager. Demonstrate effective control of project cost expenditures; Provide monthly input on project performance metrics; Coordinate or direct the work of external consultants; Demonstrate an understanding of the numerous department stakeholders expectations and expert contributions and how they can contribute to the project success; Promote and Manage project safety, participate in incident investigations; Support the development and implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs within US.

Job Group	Job Type	Core Responsibilities	Job Description Category	Junior Entry to Developmental Level
[illegible]	[illegible]	Apply Project Management proficiency and provide expanded Project Management services to the Major Projects organization. Apply PM Performance Area proficiency (initiation, planning, execution, monitoring and control, and closure) competence along with project management knowledge area processes, tools, techniques, and project management information system (PMIS) to designated Major Projects. Apply NIPSCO general management skills and proficiency, apply a project life cycle methodology using project management performance area management, knowledge area management, project management processes, interpersonal skills, project management tools and techniques to define and achieve the project objectives	Education	University Degree or Technical School Degree
[illegible]	[illegible]	Apply Project Management proficiency and provide expanded Project Management services to the Major Projects organization. Apply PM Performance Area proficiency (initiation, planning, execution, monitoring and control, and closure) competence along with project management knowledge area processes, tools, techniques, and project management information system (PMIS) to designated Major Projects. Apply NIPSCO general management skills and proficiency, apply a project life cycle methodology using project management performance area management, knowledge area management, project management processes, interpersonal skills, project management tools and techniques to define and achieve the project objectives.	Experience	3-4 years
[illegible]	[illegible]	Apply Project Management proficiency and provide expanded Project Management services to the Major Projects organization. Apply PM Performance Area proficiency (initiation, planning, execution, monitoring and control, and closure) competence along with project management knowledge area processes, tools, techniques, and project management information system (PMIS) to designated Major Projects. Apply NIPSCO general management skills and proficiency, apply a project life cycle methodology using project management performance area management, knowledge area management, project management processes, interpersonal skills, project management tools and techniques to define and achieve the project objectives.	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or polices.
[illegible]	[illegible]	Apply Project Management proficiency and provide expanded Project Management services to the Major Projects organization. Apply PM Performance Area proficiency (initiation, planning, execution, monitoring and control, and closure) competence along with project management knowledge area processes, tools, techniques, and project management information system (PMIS) to designated Major Projects. Apply NIPSCO general management skills and proficiency, apply a project life cycle methodology using project management performance area management, knowledge area management, project management processes, interpersonal skills, project management tools and techniques to define and achieve the project objectives	Duties	• Develop expanding proficiency in project integration management that is the essential tool for the project manager to utilize in the delivery of the project objectives • Establish immediate proficiency and develop competence in the product life cycle components including product development, engineering and scope development, construction management, start up and testing management, product operations and product performance. Develop specific competence in SWOT management, scope and requirements planning, scope definition, WBS and WBS dictionary development vs resultant technical baseline generation. Continuously WALK PROJECTS DOWN and interface with the product customer to ensure that the projects will delivery both what they want and what they need. • Establish initial proficiency and employ quality planning, quality assurance, and quality control processes to effectively monitor and control the project • Establish proficiency and employ risk management planning to identify and respond to major project risks (threats) • Establish proficiency and employ procurement planning to effectively engage and align contractors and contracts to furnish services, equipment, and materials to achieve the project objectives • Develop expanding proficiency in project cost management • Develop expanding proficiency in project schedule management - Develop expanding proficiency in NIPSCO general management skills, business planning, business area development, NIPSCO SWOT and the NIPSCO Strategic Plan • Develop expanding proficiency in NIPSCO human resource processes and skills to optimize coordination of the project management team performance and ensure optimum coordination is achieved given existing human resource policies and procedures. Use effective human resource tools and techniques to motivate and drive contractor performance • Develop proficiency in the identification, engagement, management, and control of project stakeholders. • Develop proficiency in effective project communication. Information management, and communication control. Understand that a project manager spends more than 90% of his/her time in some form of project communication. • Develop proficiency in project governance; realizing that safety and environmental management are the two most important project objectives for all projects. - The Project Manager will manage the project in accordance with industry best practices, the NIPSCO Organizational Process Assets, the Project Management Guidelines and Standards.
[illegible]	[illegible]	Provides technical support and services to the business in all aspects of maintaining pipeline and equipment integrity, SCADA and other areas that support that.	Education	Technical School Degree
[illegible]	[illegible]	Provides technical support and services to the business in all aspects of maintaining pipeline and equipment integrity, SCADA and other areas that support that.	Experience	0-4 years
[illegible]	[illegible]	Provides technical support and services to the business in all aspects of maintaining pipeline and equipment integrity, SCADA and other areas that support that.	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or polices.
[illegible]	[illegible]	Provides technical support and services to the business in all aspects of maintaining pipeline and equipment integrity, SCADA and other areas that support that.	Duties	Continuation of training and duties require good technical knowledge and may need to understand and be able to explain analysis of data.
[illegible]	[illegible]	This position is responsible for the design, installation, testing, and maintenance of the protection and control systems that safeguard NIPSCOs electric transmission, distribution, and generation infrastructure. Performs P&C system troubleshooting and problem correction. Investigates electric system events and protection operations. Performs startup and commissioning of new T&D equipment. Performs NERC compliance activities. Documents and reviews compliance requirements. Performs fieldwork in an industrial setting with exposure to high voltage, electromagnetic fields, and hazardous materials. Work schedule can include extended hours or overnight stays out of the area. Personnel are subject to 24/7 emergency call out.	Education	Knowledge normally acquired through a formal engineering curriculum: BS Degree in Electrical Engineering.
[illegible]	[illegible]	This position is responsible for the design, installation, testing, and maintenance of the protection and control systems that safeguard NIPSCOs electric transmission, distribution, and generation infrastructure. Performs P&C system troubleshooting and problem correction. Investigates electric system events and protection operations. Performs startup and commissioning of new T&D equipment. Performs NERC compliance activities. Documents and reviews compliance requirements. Performs fieldwork in an industrial setting with exposure to high voltage, electromagnetic fields, and hazardous materials. Work schedule can include extended hours or overnight stays out of the area. Personnel are subject to 24/7 emergency call out.	Experience	0-3 years
[illegible]	[illegible]	This position is responsible for the design, installation, testing, and maintenance of the protection and control systems that safeguard NIPSCOs electric transmission, distribution, and generation infrastructure. Performs P&C system troubleshooting and problem correction. Investigates electric system events and protection operations. Performs startup and commissioning of new T&D equipment. Performs NERC compliance activities. Documents and reviews compliance requirements. Performs fieldwork in an industrial setting with exposure to high voltage, electromagnetic fields, and hazardous materials. Work schedule can include extended hours or overnight stays out of the area. Personnel are subject to 24/7 emergency call out.	Decision Making	May work with other junior relay & control field engineers on a common project that is routine recurring in nature. Continue to receive training and development on the job. May provide technical guidance to technicians and support to other professionals.
[illegible]	[illegible]	This position is responsible for the design, installation, testing, and maintenance of the protection and control systems that safeguard NIPSCOs electric transmission, distribution, and generation infrastructure. Performs P&C system troubleshooting and problem correction. Investigates electric system events and protection operations. Performs startup and commissioning of new T&D equipment. Performs NERC compliance activities. Documents and reviews compliance requirements. Performs fieldwork in an industrial setting with exposure to high voltage, electromagnetic fields, and hazardous materials. Work schedule can include extended hours or overnight stays out of the area. Personnel are subject to 24/7 emergency call out.	Duties	Reviews project design drawings and verifies field wiring to insure strict adherence to proper relaying practices and NIPSCO standards. Provides engineering support on site and directs various operating and construction personnel to insure that all substation electrical equipment is installed, tested and operates properly. Designs control scheme logic and originates protective relaying schematic diagrams for new substations or renovation projects. Performs acceptance, calibration, functional testing and final load checks of protective relays and control schemes for new substations or renovation projects. Performs field acceptance testing of new substation equipment (power transformers, high voltage circuit breakers, instrument transformers, voltage regulators, circuit reclosers, capacitor banks, and motor operated switches). Performs scheduled inspection and functional test maintenance of protective relays and equipment control systems to insure continuous reliability. Maintains, calibrates and repairs the system monitoring equipment (Digital Fault Recorders and Sequential Event Recorders) located at critical transmission substations. Maintains, calibrates and repairs the electronic controls used in voltage regulating, power factor correction and circuit recloser equipment. Provides technical assistance and engineering services to various departments within the company and to industrial and commercial customers. Documents all equipment test data and maintains the most current version of substation electrical prints. Provides the field-testing of the recommended grid installation to insure adherence to design parameters. Conducts substation power transformer loading and voltage surveys and maintains system distribution voltage levels in proper adjustment. Provides training, procedures, and sets positive example for level I and II field engineers. Responds anytime, day or night, to investigate and provide solutions on field problems with protective relaying, control schemes or other substation equipment.
[illegible]	[illegible]	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace to ensure compliance with government regulations. Main contact for health and safety issues.	Education	University Degree
[illegible]	[illegible]	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace to ensure compliance with government regulations. Main contact for health and safety issues.	Experience	0 to 4 years
[illegible]	[illegible]	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace to ensure compliance with government regulations. Main contact for health and safety issues.	Decision Making	Continuation in training and works within established guidelines and applies new processes and approaches to the routine work.
[illegible]	[illegible]	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace to ensure compliance with government regulations. Main contact for health and safety issues.	Duties	Champion health and safety in the region and mobilization for appropriate behaviors and attitudes. Regular field visits to station/pipeline work sites to ensure health, safety and environmental standards are maintained and enforced; participate in pre-job and tailgate meetings at job sites with a specific focus on Job Safety Analysis for quality and completeness; participate in planned facility inspections and make recommendations for improvement.
[illegible]	[illegible]	The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Education	Safety Inspectors must have relevant experience, or a combination of relevant experience and one or more of the following, or equivalent: ☐ Associate Safety Professional (ASP) - preferred ☐ Occupational Health and Safety Technologist (OHST) - preferred ☐ Construction Health and Safety Technician (CHST) - preferred ☐ Safety Trained Supervisor Construction (STSC) A Certified Safety Professional (CSP) certification is an asset.
[illegible]	[illegible]	The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Experience	0 to 5 years

Job Grade	Job Type	Job Purpose Details	Job Description Category	Select Entry-to-Development Levels
[redacted]	[redacted]	The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Decision Making	Continuation in training and works within established guidelines and applies new processes and approaches to the routine work.
[redacted]	[redacted]	The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Duties	Ensure Contractor compliance with the minimum safety standards as outlined within the Company's OH&S Specification. Immediately report all injuries, vehicle incidents, near misses and any unsafe conditions to the Project Manager Continuously inspect to monitor the Contractors workmanship and ensure conformance to Company OH&S Specifications and SSSP Site Specific Safety Plans. Ensure compliance with all Project Site Specific Safety Plan requirements as outlined within the Contractors Site Specific Safety Plan. Promote a Safe Working environment of continuous improvement through communications of project issues and solutions. Maintain daily inspection reports and weekly inspection report as defined within the construction inspection guidance reporting requirements. Track and communicate project Safety Site Audit results to all project team members. Assist in all Project Incident investigations for all incidents. Ensure that all incidents are reported through the Incident Issue Tracking System (IIT). All incident reporting forms built within the construction inspection guidance shall be used as instructed. Monitoring for compliance with safety standards outlined in NiSource's safety policies and procedures, Occupational Health and Safety Administration (OSHA) in the U.S., and NiSource's Occupational Health and Safety (OHS) specification Ensuring all safety non-conformances are reported within the guidelines of the EHSM Incident Management guidelines
[redacted]	[redacted]	Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulators and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in effective scheduling, assigning, and data reporting. Management of work and resources to ensure timely completion of all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Education	High School diploma and two years of working in technical field
[redacted]	[redacted]	Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulators and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in effective scheduling, assigning, and data reporting. Management of work and resources to ensure timely completion of all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Experience	0-2 years
[redacted]	[redacted]	Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulators and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in effective scheduling, assigning, and data reporting. Management of work and resources to ensure timely completion of all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Decision Making	May work with other junior Schedulers on a common project that is routine reoccurring in nature. Continue to receive training and development on the job. May provide technical guidance to technicians and support to other professionals.
[redacted]	[redacted]	Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulators and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in effective scheduling, assigning, and data reporting. Management of work and resources to ensure timely completion of all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Duties	• Develop competence in scope development, scope management, and Work Breakdown Structure development, utilization, and management. Ensure that project work elements are organized and are reflected in terms of approved resource estimating for project scheduling. Required to WALK PROJECTS DOWN to develop schedule logic, resource, and duration estimates and to determine valid budgeted cost of work scheduled (BCWP / BCWS) Establish proficiency in Work Breakdown Structure development and management as well as the importance and utilization of the work breakdown structure dictionary integrated attributes: - Increase schedule quality awareness to progressively ensure schedule quality. Apply effective schedule performance metrics to the project. • Develop proficiency in project risk management. Apply scope risk management for the effective planning of project work • Develop proficiency in contract commercial (schedule focused) management, contract schedules, contract schedule milestones, contract performance assessment and reporting requirements • Develop expanding proficiency in project cost management • Develop expanding proficiency in project schedule management; • Review and coordinate the management and utilization of project controls guideline, scope and schedule management standards, schedule management processes, schedule management job aids / schedule tools and information management systems • Develop / apply proficiency in schedule estimating and use to validate contractor schedule estimates, forecasts, and estimated completion dates. Manage the Basis of Schedule Estimates. • Develop / apply proficiency in project schedule base lining • Evaluates schedule performance and schedule variance (SV) and establishes root causes for negative variances and positive variances. • Interfaces with the project management team members to facilitate schedule analysis and apply to remaining schedule activities • Review and assess schedule variances and identify schedule changes and implement schedule change control, apply schedule baseline change management. • Perform standard project and special project schedule reporting as required by the project stakeholders; assist in compilation and running of associated schedule performance reports as required and directed • Possesses an integration mindset; integration of people, processes, tools, and techniques • Develop product life cycle costing competence • Assist the project management team, Major Project managers, Director, and other relevant stakeholders in reviewing, assessing, analysing, and change managing schedule management information and reporting • Interface with project stakeholders to effectively develop and manage the project schedules • Develop proficiency in effective communication and counseling project stakeholders for their core and special schedule reporting, schedule assessment, and schedule analysis needs and provide those stakeholders with optimum communication, information, and reporting • The Assistant Project Scheduler will perform in accordance with industry standards, the NPSCO Project Management Guidelines and Standards, and industry best practices
[redacted]	[redacted]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models; Analyze systems requirements; Undertake product development; Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution, specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Education	Bachelor's degree in IT or Business subjects (business information systems, business studies, computer science/information technology; electrical/electronic engineering, information management systems, mathematics or science-based subjects).
[redacted]	[redacted]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models; Analyze systems requirements; Undertake product development; Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution, specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Experience	0-2 years

Job Family	Job Type	Job Description	Job Description Typical Duties	Job Description Typical Skills	Job Description Typical Education	Job Description Typical Experience	Job Description Typical Decision Making	Job Description Typical Supervision Given	Job Description Typical Supervision Received
Information Technology	Application Developer	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity Examine existing IT systems and business models; Analyze systems requirements; Design and develop and test flexible solutions; Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process Conduct a cost-benefit analysis, time and resources to implement the proposed solution, specify and scope the system requirements and objectives, the user interface and output and present the proposal to the client; Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase	Decision Making	Must work with other systems analysts on a common project that is routine occurring in nature. Continue to receive training and development on the job. May provide individual guidance to technicians and support to other professionals. Knowledge of hardware, software and programming; Logical approach to problem solving; Good interpersonal and client-handling skills with the ability to manage expectations and explain technical detail; Business awareness; Ability to work independently and be innovative and proactive and; Good written communication skills; An interest in the way organizational processes work; Working knowledge of programming, including •C; •Oracle; •Delphi; •Visual Basic, C++ and Java; •Unified Modeling Language (UML); •SAP business software applications; •Web-based technologies.	High school & post-secondary education	0 to 2 Years	Makes routine decisions and recommendations within established guidelines, procedures or policies.	Performs tasks and routine duties and checks are in place to monitor by more experienced staff. Has a greater understanding of established processes. Have general knowledge of the daily duty processes. Can provide guidance to staff since they have a solid background in the work.
Information Technology	Business Analyst	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity Examine existing IT systems and business models; Analyze systems requirements; Design and develop and test flexible solutions; Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process Conduct a cost-benefit analysis, time and resources to implement the proposed solution, specify and scope the system requirements and objectives, the user interface and output and present the proposal to the client; Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase	Duties	Liaising extensively with external or internal clients; Analysing clients' existing systems and business models; Mapping and documenting interfaces between legacy and new systems; Identifying and documenting business requirements; Translating client requirements into highly specified project briefs; Identifying options for potential solutions and assessing them for both technical and business suitability; Developing requirements analysis and preparing specific proposals for making recommendations; Overseeing the work of programmers and other members of end users to ensure technical compatibility and user satisfaction; Ensuring that budgets are adhered to and deadlines are met; Planning and working flexibly to deadlines; Supporting users on change control and system updates; Providing technical support and training for end users; Keeping up to date with technical and industry developments.				
Information Technology	Certified Welding Inspector	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Guidance						
Information Technology	Certified Welding Inspector	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Experience						
Information Technology	Certified Welding Inspector	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Guidance Making						
Information Technology	Certified Welding Inspector	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Duties						
Information Technology	Customer Service Representative	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the NiAdmin Payment Processor Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Education						
Information Technology	Customer Service Representative	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the NiAdmin Payment Processor Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Experience						
Information Technology	Customer Service Representative	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the NiAdmin Payment Processor Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Decision Making						
Information Technology	Customer Service Representative	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the NiAdmin Payment Processor Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Duties						
Information Technology	Financial Analyst	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Education	Unhealthy degree, Business or Finance					
Information Technology	Financial Analyst	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Experience	0 to 4 Years					
Information Technology	Financial Analyst	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Role Model						
Information Technology	Financial Analyst	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or policies.					

Job Group	Job Type	Core Responsibilities	Job Description Category	Typical Ability to Job Requirement(s) (cont)
[illegible]	[illegible]	Facilitate and support the preparation, follow-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Duties	From on the job training to utilizing basic financial knowledge to manage complex reoccurring assignments independently. May provide guidance to admin staff where duties are similar. Uses own judgment to select best methods.
[illegible]	[illegible]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Education	University Degree
[illegible]	[illegible]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Experience	0 to 4 years.
[illegible]	[illegible]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or polices.
[illegible]	[illegible]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Duties	May start by using established procedures under direct supervision to conduct work and ongoing training to working under general guidance, working on routine business process by assisting business technical and professionals in a variety of business areas.
[illegible]	[illegible]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Education	University Degree
[illegible]	[illegible]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Experience	0 to 4 years
[illegible]	[illegible]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or polices.
[illegible]	[illegible]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Duties	From on the job training to utilizing basic accounting knowledge transitioning to managing complex reoccurring assignments independently. May provide guidance to admin staff where duties are similar. Uses own judgment to select best methods.
[illegible]	[illegible]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review	Education	Undergraduate degree in business, finance or related discipline required.
[illegible]	[illegible]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review;	Experience	0 to 4 years
[illegible]	[illegible]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review;	Decision Making	Makes routine decisions and recommendations using established guidelines, procedures or polices.
[illegible]	[illegible]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review;	Duties	From on the job training to utilizing basic financial accounting knowledge to complex reoccurring assignments independently. May provide guidance to admin staff where duties are similar. Uses own judgment to select best methods.
[illegible]	[illegible]	Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue, and manage RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analyses and proposal commercial evaluations, coordinate overall evaluations with project clients; Liaise with bidders, suppliers, and other internal stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Organize and manage project and purchase order files, both electronic and paper files; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is received to maintain ERP records; Receive, route and review for Contractual content all RFI's and ensure all are answered in a timely fashion and filed in accordance with the Contracts Filing Index	Education	University Degree

Position	Job Type	Core Responsibilities	Job Description Elements	Minimum Qualifications
		Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue, and manage RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analysis and proposal commercial evaluations; coordinate overall evaluations with project clients; Liaise with bidders, suppliers, and other internal stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is recorded in ERP records; Review, route and review for Contractual content all RFPs and ensure all are answered on a timely fashion and filed in accordance with the Contracts Filing Index	Experience	0-4 years Makes decisions and recommendations within established guidelines, procedures or policies.
		Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue, and manage RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analysis and proposal commercial evaluations; coordinate overall evaluations with project clients; Liaise with bidders, suppliers, and other internal stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Organize and maintain project and purchase order files, both electronic and paper files; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is recorded in mission ERP records; Review, route and review for Contractual content all RFPs and ensure all are answered on a timely fashion and filed in accordance with the Contracts Filing Index	Decision Making	Continuation of training and manages routine work within established guidelines. May existing processes, goods and services provided by vendors
		Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue, and manage RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analysis and proposal commercial evaluations; coordinate overall evaluations with project clients; Liaise with bidders, suppliers, and other internal stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Organize and maintain project and purchase order files, both electronic and paper files; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is recorded in mission ERP records; Review, route and review for Contractual content all RFPs and ensure all are answered on a timely fashion and filed in accordance with the Contracts Filing Index	Duties	
		Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and manage tender documents (RFPs, RFQ, RFIs, etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFPs, etc.; Lead proposal analyses and proposal commercial evaluations, coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and precise authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Manage competitive sourcing processes and single/sole sourcing processes for major contracts; Cross-functional teams during contract tenderers, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company reports, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Education	University Degree
		Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and manage tender documents (RFPs, RFQ, RFIs, etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFPs, etc.; Lead proposal analyses and proposal commercial evaluations, coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and precise authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Manage competitive sourcing processes and single/sole sourcing processes for major contracts; Cross-functional teams during contract tenderers, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company reports, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Experience	0-4 years
		Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and manage tender documents (RFPs, RFQ, RFIs, etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFPs, etc.; Lead proposal analyses and proposal commercial evaluations, coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and precise authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Manage competitive sourcing processes and single/sole sourcing processes for major contracts; Cross-functional teams during contract tenderers, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company reports, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Decision Making	Makes assistant and recommendations within established guidelines, procedures or policies.

Job Grade	Job Type	Core Responsibilities	Job Description Category	Typical Entry-to-Development Level
[redacted]	[redacted]	Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and manage tender documents (RFPs, RFQ, RFIs, etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFIs, etc.; Lead proposal analyses and proposal commercial evaluations, coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and proper authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Manage competitive sourcing processes and single/sole sourcing processes for major contracts; Cross-functional teams during contract tendering, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company experts, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Duties	Continuation of training and manages routine work within established guidelines
[redacted]	[redacted]	Supports business units in the management or direction of logistics support for one or more programs, including appropriate supporting organizations. Identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments Integrates the actions and schedules of each requirement and activity into a comprehensive logistics plan in support of or to be interporated into overall program plans. Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s), identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Education	University Degree
[redacted]	[redacted]	Supports business units in the management or direction of logistics support for one or more programs, including appropriate supporting organizations. Identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments Integrates the actions and schedules of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans. Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s), identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Experience	5-8 years
[redacted]	[redacted]	Supports business units in the management or direction of logistics support for one or more programs, including appropriate supporting organizations. Identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments Integrates the actions and schedules of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans. Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s), identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or policies.
[redacted]	[redacted]	Supports business units in the management or direction of logistics support for one or more programs, including appropriate supporting organizations. Identifies all requirements and activities needed to provide comprehensive logistics support for delivery in inbound and outbound materials shipments Integrates the actions and schedules of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans. Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s), identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Duties	Continuation of training and manages routine work within established guidelines

NiSource

Temporary Labor - Job Type Definitions

Bill Summary - RFP Checklist

Job Group	Job Type	Core Responsibilities	Job Description Categories	Job Description
[illegible]	[illegible]	Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business.	Education	High school & post-secondary education
[illegible]	[illegible]	Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business.	Experience	4 to 6 Years
[illegible]	[illegible]	Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or polices and up to those within authorized limits.
[illegible]	[illegible]	Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business.	Duties	Performs intermediate to advanced secretarial duties. Supports more than 1 person and will manage work through exercising judgment in approach on more complex and confidential work. Involved in managing employee records and higher responsibility with department budget.
[illegible]	[illegible]	Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking.	Education	High school and post secondary education
[illegible]	[illegible]	Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking.	Experience	2-4 years
[illegible]	[illegible]	Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or polices and up to those within authorized limits.
[illegible]	[illegible]	Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking.	Duties	May train junior level staff Consult with new and existing customers and provide them with information on products and services available to them. Listen and understand consumer needs and provide advice on how they can be met by the products and services. Provide customers with an amazing sales and service experience Meet consultation and sales service objectives in a fast paced environment
[illegible]	[illegible]	Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Education	High school & post-secondary education preferred
[illegible]	[illegible]	Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Experience	4 to 6 Years
[illegible]	[illegible]	Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or polices and up to those within authorized limits.
[illegible]	[illegible]	Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Duties	Performs intermediate to advanced data entry duties. Can support multiple data entry tasks in various systems. Involved in managing confidential and sensitive information. Will be requested to provide guidance to staff once they have a solid background in the work.
[illegible]	[illegible]	Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Education	University Degree
[illegible]	[illegible]	Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Experience	3-5 years
[illegible]	[illegible]	Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Decision Making	Requires general to mature engineering knowledge while managing deviations from standard methods while more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems and resolving most conflicts.
[illegible]	[illegible]	Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Duties	Develop data dictionaries for existing databases; Design and develop data models and database architecture; Create schema objects, including complex functions, servlets, stored procedures and triggers and implementing constraints for data integrity; Write server-side PL/SQL, procedural codes; Prepare ETL statement for transferring data between different databases;
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Education	University degree
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Experience	5-10 years
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Decision Making	Is considered a fully qualified Civil Engineer. Requires general to mature engineering knowledge while managing deviations from standard methods while more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems and resolving most conflicts.
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Duties	Preparation and review of calculations, design documents, and specifications; Leads the preparation of conceptual studies, designs, reports or proposals; leads the development of project cost estimates; structural analysis of steel and concrete structures for static and dynamic loads, including seismic.

Job Grade	Job Type	Core Responsibilities	High Dimensional Category	Requirements
[redacted]	[redacted]	Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Education	Technical Certification
[redacted]	[redacted]	Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Experience	12 or more 5 to 10 years of experience leading a team
[redacted]	[redacted]	Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Decision Making	Leads sub-phases of field construction to ensure projects are constructed in accordance with design, budget and schedule. Can be requested to supervise junior construction manager and tradesman. Provides management for sub-phase of project that is assigned to individuals. Liaises with other departments (if applicable) to ensure the sub-phase of the project that is assigned to the individual is on schedule. Coordinates with field engineers to overcome any inconsistencies
[redacted]	[redacted]	Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Duties	Considered fully competent and can be a specialist requiring significant knowledge. Prepares and maintain work in complex subjects and prepares reports and proposes recommendations. Provides supervision for daily and weekly work plans; Planning, coordinating and supervising onsite third party contractors; Ensuring all work tasks and duties comply with Operating Procedures and Community, Safety and Environmental Policies; Development of crew members through identification of cross training opportunities; Lead performance management sessions with employees; Supervising and managing the executing all phases of pipeline maintenance including hot cuts, hot taps, cold cuts, casing projects, class upgrades, hydro-testing, re-coating of pipelines, and other various projects related to pipeline construction; Maintaining excellent crew collaboration during work activities; Ensuring efficient and effective work hours while optimizing the crews overtime hours; Communicating with Planners, Construction Foreman, Business Analyst and Managers to ensure projects are completed safely, effectively and efficiently; Provide supervision for daily and weekly activities to administrative support including work hours, permits, and other expense related expense and logistic items; Proficient while delivering pre-job, tailgate, and safety meetings. Ensure compliance with all project-specific right-of-way requirements as outlined in the land-owner line list or as directed by the project land agent or land manager. Materials availability and traceability. Following CPMS processes in construction management activities. Understanding and applying construction practices. Applying CPMS processes for file management, document retention and records management. Submitting nonconformance reports, as required. Ensuring the turnover package is accurate, complete and submitted to the appropriate party. Participating in internal and external audits to ensure compliance with subject matter through inspection practices. When NiSource is the prime contractor (has active control) the construction manager's responsibilities and accountabilities reflect that the work is directed by NiSource's construction management team, and includes such things as: directing the work, planning resources and equipment, managing the schedule and monitoring the budget, reporting to projects and stakeholders, ensuring the project documentation is complete and submitted to the appropriate parties, coordinating excavations, creating such things as pre-job documentation forms, job safety analysis and tailgate forms, conducting prejob and tailgate meetings, following the TDPs and NiSource policies and procedures for all relevant work activities. When a contractor is the prime contractor, the construction management team monitors and inspects the work, and the CM monitors inspections and the scope, budget and schedule.
[redacted]	[redacted]	Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycles. Apply the results of cost planning in the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercial requirements; obtaining invoice approval from Project Managers and recording for subsequent variance analysis. Communicate and report to relevant project cost management stakeholders. Using a simple project Work Breakdown Structure / Code of Accounts a cost repository is created to apply committed, budgeted project funds for project performance, disbursement, tracking, assessment, analysis, and close-out. Develop cost engineering and project management capability and competence using industry standards (AACE, PMI, Construction Management Industry, etc.) and best practice application to expand knowledge base and optimum application Proficiency and versatility in cost accounting processes, database development, manipulation, management, and control; integration with other project management information systems with data quality / data integrity assurance	Education	High School diploma and five years of experience working in Microsoft Excel, or equivalent software program, with responsibilities for data manipulation, integration and subsequent report generation
[redacted]	[redacted]	Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycles. Apply the results of cost planning in the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercial requirements; obtaining invoice approval from Project Managers and recording for subsequent variance analysis. Communicate and report to relevant project cost management stakeholders. Using a simple project Work Breakdown Structure / Code of Accounts a cost repository is created to apply committed, budgeted project funds for project performance, disbursement, tracking, assessment, analysis, and close-out. Develop cost engineering and project management capability and competence using industry standards (AACE, PMI, Construction Management Industry, etc.) and best practice application to expand knowledge base and optimum application Proficiency and versatility in cost accounting processes, database development, manipulation, management, and control; integration with other project management information systems with data quality / data integrity assurance	Experience	4-6 years

	Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycle				Operates more independent, discerns risk from those governed by general policy to those on technical or complex issues within authorized limits.	
	Apply the results of cost planning to the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercials requirements. Communicate and report to relevant project cost management stakeholders. Develop and maintain cost management information systems with data quality / data integrity assurance	Decision Making				
	Using a simple project Work Breakdown Structure / Code of Accounts in a spreadsheet to apply committed, budgeted project funds for project performance, statements, tracking, commitments, analysis, and control.					
	Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycle.				• Utilize organized project work elements for enhanced project estimating and budgeting in assigning more accurate planned value. Apply WBS attribute proficiency to integrate project baseline elements to provide an optimum, achievable project plan Perform more effective earned value criteria (EV) to enable enhanced proactivity forecasting. Provide quick turnaround of project work performance data to enable maximum time for implementation of corrective action • Ensure estimate and budget quality management in accordance with project management industry standards. Ensure adequate quality and cost analysis quality. Utilize cost quality control metrics and apply cost measurement	
	Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycle. Apply the results of cost planning to the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercials requirements. Communicate and report to relevant project cost management stakeholders. Using a simple project Work Breakdown Structure / Code of Accounts in a spreadsheet to apply committed, budgeted project funds for project performance, statements, tracking, commitments, analysis, and control. Develop cost engineering and project management capability and competence using industry standards (AACE, PMI, Construction Management Industry, etc.) and best practice application to expand knowledge base and optimum application Proficiency and versatility in cost accounting processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycle.	Decision Making			• Apply cost risk reassignment to the development of the project cost estimate and integrate estimate uncertainty with project risk. Diversify risk response to more effectively forecast cost performance • Assists in contract commercial management, facilitates interim payments, conduct contract performance assessment and reporting and initial contract performance analysis and contract commercial forecasting. Performs contract reviews relative to payment requirements and supporting documentation • Apply cost data management to the project cost estimate • Reviews and coordinates the management and utilization of project initiation, project planning, project controls guideline and project workflow initiation standards, project controls management processes, job aids and tools • Integrates cost management with core project controls (schedule management), scope management) to drive more objective performance • Manages cost effort • Develops cost management processes • Tailors / creates cost management tools / techniques to achieve cost performance • Utilizes cost estimating to validate contractor initial estimates, forecasts, and estimates at completion. Manage the Basis of Estimates • Develop / apply proficiency in project cost budgeting and cost base coding • Process labor timesheets, invoices, and other estimates associated with contract labor, case invoice details for Nature of Expenses, Work Breakdown Structure and Cost Budget Analyses in Project Management • Evaluate manpower, labor hours, and labor cost requirements versus budget limitations and perform cost and schedule analysis • Maintains / manages project Estimate at Completion • Tracks actual project cost versus budget • Works to ensure project and specific project cost reporting as required by the project stakeholders; compiles and produces cost reports as required and directed • Applies proficiency in schedule management processes and the impact of project planning and scheduling on cost management. Utilizes planning and scheduling proficiency; Analyzes project schedules and the impact of schedule on costs. Applies critical path methodology and schedule risk management to develop schedules forecasting proficiency and ability to determine estimate completion date (ECD) consistence and integrate schedule risk into cost impact • Apply project life cycle costing proficiency • Apply project life cycle costing compliance • Assist the project management team, Major Project manager, Director, and other relevant stakeholders in reviewing cost management information and reporting • Engages project stakeholders to optimize cost planning and cost control • Apply proficiency in effective communication and assessing project stakeholders for their core and special cost reporting, cost assessment, and cost analysis needs and advise those stakeholders with optimum communication, information, and reports • The Cost Analyst will manage in accordance with industry standards, the NPSOO Project Management Guidelines and Standards, and industry best practices.	
	Compile invoice validation to verify NSource is being charge properly and in accordance with the contracts and rate sheets. Perform contract reviews. Conduct timesheet tracking and verification. Work with vendors to ensure NSource receives all required documents and backup.	Education	High school & post-secondary education			
	Compile invoice validation to verify NSource is being charge properly and in accordance with the contracts and rate sheets. Perform contract reviews. Conduct timesheet tracking and verification. Work with vendors to ensure NSource receives all required documents and backup.	Experience	4 to 8 Years			
	Compile invoice validation to verify NSource is being charge properly and in accordance with the contracts and rate sheets. Perform contract reviews. Conduct timesheet tracking and verification. Work with vendors to ensure NSource receives all required documents and backup.	Decision Making	Makes decisions and recommendations within established guidelines, processes or policies and up to those within authorized limits			
	Compile invoice validation to verify NSource is being charge properly and in accordance with the contracts and rate sheets. Perform contract reviews. Conduct timesheet tracking and verification. Work with vendors to ensure NSource receives all required documents and backup.	Duties	Is considered a fully qualified accounts payable analyst. Performs intermediate to advanced data entry and invoice verification duties. Can support invoice data entry tasks in various systems. Involved in managing confidential and sensitive information. Will be instructed to provide guidance to clerical roles it may have a solid background in the work.			
	Compile invoice validation to verify NSource is being charge properly and in accordance with the contracts and rate sheets. Perform contract reviews. Conduct timesheet tracking and verification. Work with vendors to ensure NSource receives all required documents and backup.	Education	Requires diploma/certificate to University degree depending on complexity, autonomy and control of the work. Note: (Requires diploma/certificate to University degree depending on complexity, autonomy and control of this work).			
	Optimize and maintain systems for the collection, classification, retrieval, and retention of records, images, documents and information	Experience	3-10 years			
	Optimize and maintain systems for the collection, classification, retrieval and retention of records, images, documents and information	Dependents	Varies dependent on complexity			
	Optimize and maintain systems for the collection, classification, retrieval and retention of records, images, documents and information	Decision Making	Makes decisions and recommendations within established guidelines, procedures or policies and up to those within authorized limits.			
	Provide technical support and services to professional employee groups in the areas of drafting and design.	Education	Technician Diploma or Certificate			
	Provide technical support and services to professional employee groups in the areas of drafting and design.	Experience	5-10 years			
	Provide technical support and services to professional employee groups in the areas of drafting and design.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or policies and up to those within authorized limits.			
	Provide technical support and services to professional employee groups in the areas of drafting and design.	Duties	Operates as a fully functional draftsman while being able to analyze and validate drawing accuracy of drawings created by junior draftsmen. Is comfortable with explaining and presenting analysis to a broad spectrum of stakeholders. Ensures that drafting team is in compliance with company drafting standards and specifications. Can be asked to help design, train and instruct on programs for company drafting standards to external service providers and the internal NSource drafting team.			
	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities.	Education	University degree			
	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities.	Experience	5-10 years			
	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities.	Decision Making	Requires general to mature engineering knowledge with a managing deviations from standard methods while more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unsolved problems and resolving most conflicts.			
	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities.	Duties	Considered as a fully functional electrical engineer, is required to provide technical guidance to technicians and support to other professionals. Technical execution and supervision of system improvement projects; project scoping and scheduling, development, electrical equipment specification, projects for all commercial building types; commissioning of electrical equipment and systems in the field; provide engineering operations support to transportation and energy asset stakeholders across the Job, which includes field operations and commercial stakeholders; development of new based operational integrity plans; development of operating procedures that details system maintenance, considering regulatory, safety, commercial, maintenance cost, and equipment performance drivers; Development road, scoping, execution planning) of system improvement projects, including completing finished deliverables and external stakeholder buy in	

Job Name	Job Type	Role Responsibilities	Job Dimension Category	Education	Experience	Job Dimension Category	Job Dimension Category
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, measure requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by Hillcrest Engineering Staff.		University Degree, Licensed Professional Engineer Preferred			
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, measure requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by Hillcrest Engineering Staff.		Education	5-10 years		
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, measure requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by Hillcrest Engineering Staff.		Experience			
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, measure requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by Hillcrest Engineering Staff.		Decision Making	Requires general to resolve engineering knowledge while managing deviations from standard methods while more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems and resolving most conflicts		
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, measure requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by Hillcrest Engineering Staff.		Duties	Combined a 10k qualifier engineer. Can be placed in train junior engineering staff. Provide day to day support in one area of engineering for all projects. Develop and maintain standard, forms and controls and or other engineering functions, procedures and directives. Participate in project/section meetings for plan, design, budget, variance, estimates, schedule and maintain filing systems and research and development. Will be able to execute on work assigned with limited supervision		
[illegible]	[illegible]	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Developing and executing environmental initiatives, providing support and technical advice to project managers, internal staff, directing and overseeing technical consultants, providing support and technical advice to project managers, and project team members, executing quality control procedures, and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.		Education	Bachelors Degree in environmental science and 5-10 years of experience in the oil and gas or construction industry		
[illegible]	[illegible]	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Developing and executing environmental initiatives, providing support and technical advice to project managers, internal staff, directing and overseeing technical consultants, providing support and technical advice to project managers, and project team members, executing quality control procedures, and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.		Experience	Requires general to resolve engineering knowledge while managing deviations from standard methods while more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems and resolving most conflicts. Provides environmental and regulatory knowledge to developmental, acquisition and construction project teams for multi-phases of projects. Can be requested to provide assist to internal contractors and business partners.		
[illegible]	[illegible]	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Developing and executing environmental initiatives, providing support and technical advice to project managers, internal staff, directing and overseeing technical consultants, providing support and technical advice to project managers, and project team members, executing quality control procedures, and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.		Decision Making	Requires general to resolve engineering knowledge while managing deviations from standard methods while more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems and resolving most conflicts. Provides environmental and regulatory knowledge to developmental, acquisition and construction project teams for multi-phases of projects. Can be requested to provide assist to internal contractors and business partners.		
[illegible]	[illegible]	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Developing and executing environmental initiatives, providing support and technical advice to project managers, internal staff, directing and overseeing technical consultants, providing support and technical advice to project managers, and project team members, executing quality control procedures, and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.		Duties	At a minimum a fully qualified environmental advisor requires limited supervision to execute of duties assigned. Provides technical support to key internal groups responsible for land, community relations, Aboriginal Relations, regulatory, legal, and safety to ensure compliance with applicable regulations, standards, and corporate policies and procedures. Participates in project planning, manages the execution of basic project objectives and direction and assesses and charts new courses. Proactive consultation, work scope, budget and schedule, provides ongoing management of consultants' work, progress and communication with internal teams to review environmental legal or process issues, promotes quality assurance of technical and administrative documents, assists with the development, implementation and compliance of department and corporate processes and procedures. Can be requested to supervise junior environmental staff		
[illegible]	[illegible]	Analyze environmental problems and develop solutions May work to reclaim lands and waters that have been contaminated by pollution Advise the risks that new construction projects pose to the environment and make recommendations on how to minimize May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment		Education	Bachelor's Degree in Environmental science		
[illegible]	[illegible]	Analyze environmental problems and develop solutions May work to reclaim lands and waters that have been contaminated by pollution Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment		Experience	5-10 years		
[illegible]	[illegible]	Analyze environmental problems and develop solutions May work to reclaim lands and waters that have been contaminated by pollution Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment		Decision Making	Requires general to resolve engineering knowledge while managing deviations from standard methods while more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems and resolving most conflicts. Provides environmental and regulatory knowledge to developmental, acquisition and construction project teams for multi-phases of projects. Can be requested to provide assist to internal contractors and business partners.		
[illegible]	[illegible]	Analyze environmental problems and develop solutions May work to reclaim lands and waters that have been contaminated by pollution Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment		Duties	Work in the field collecting and examining environmental substances in various locations Determine data collection methods for research projects, investigations, and surveys Collect and compile environmental data from samples of air, soil, water, food, and other materials for scientific analysis Analyze samples to identify, measure, and track pollutants and other substances in the environment Develop plans to prevent, control, or fix environmental problems, such as land or water pollution Provide information and guidance to government officials, businesses, and the general public on possible environmental hazards and health risks Prepare technical reports and presentations that explain their research and findings		
[illegible]	[illegible]	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager Act as the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection Can be tasked to site-level with a variety of stakeholders, such as Project Design, engineering and contractors, and contractors with departments and external parties		Education	Diploma/credentialed as a sedimentologist or technician in a related field		
[illegible]	[illegible]	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and safety standards where applicable. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager Act as the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection Can be tasked to site-level with a variety of stakeholders, such as Project Design, engineering and contractors, and contractors with departments and external parties		Experience	5-10 years Preferred experience as 3 years of [illegible] of progressive, hands-on experience in related general construction activities on pipelines or facility projects, and a minimum of 1 or 2 years of work experience in the oil and gas or construction industry A general inspector plans experiences with different types of inspections and work on projects of increasing size and complexity, which relates to their progression on the career ladder. General inspectors should have experience at one or more general inspector activities, e.g., excavation, bending, Dewinegas or manual.		
[illegible]	[illegible]	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and safety standards where applicable. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager Act as the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection Can be tasked to site-level with a variety of stakeholders, such as Project Design, engineering and contractors, and contractors with departments and external parties		Decision Making	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate		

Job Grade	Job Type	Job Responsibilities	Job Description Factor (Decision Making)	Education	Experience
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, reasure requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.		University degree	
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Experience	5-10 years	
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Decision Making	Makes decisions using established guidelines, procedures, and or policies. Will be tasked with validated and analyzing suggested approaches to medium complexity issues by junior engineering staff	
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Duties	Is a fully qualified Pipeline engineer. Requires general to mature engineering knowledge while managing deviations from standard methods while more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems commensurate to the position.	
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Education	University Degree	
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Experience	5-10 years	
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Decision Making	Makes decisions using established guidelines, procedures and or policies. Will be tasked with validated and analyzing suggested approaches to medium complexity issues by junior engineering staff	
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Duties	Requires general to mature engineering knowledge while managing deviations from standard methods while more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems commensurate to the position.	
		Implement, operate, maintain, and direct the Project Controls Program for NPSCO and the NPSCO Major Projects Organization. Responsible for the quality, implementation, operation, and configuration control of the Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Education	Bachelor Degree in Engineering or Technical degree	
		Implement, operate, manage, and direct the Project Controls Program for NPSCO and the NPSCO Major Projects Organization. Responsible for the quality, implementation, operation, and configuration control of the Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Experience	5-10 years	
		Implement, operate, manage, and direct the Project Controls Program for NPSCO and the NPSCO Major Projects Organization. Responsible for the quality, implementation, operation, and configuration control of the Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Guides	Accountable to the Project Control division Supports all Project Controls Performance Follows established guidelines, procedures and or policies Develops and maintains the integrated project schedule, and oversees any continuous schedulers Develops, reviews, analyzes, and interprets a variety of project metrics and administer the project reporting function Sets up and maintain the project WBS within the designated cost system Ensures project leaders are apprised of variances and supports the monthly cost accrual process Ensures project leaders adhere to established policies, procedures, and guidelines Coordinate with accounting and economics projects to ensure proper reporting and payment of costs incurred on the projects Establish team action plans and goals and coaching teams to deliver desired results Identify and apply regulatory guidelines and exemptions procedures and processes Develop and maintain project specific schedules, cost controls, and resource allocations to ensure compliance with all regulations and any associated compliance orders Provide performance management leadership and environment support for employees Display leadership and support to provide a safe work environment	Minimum Degree or Technical Bachelor Degree
		Implement, operate, manage, and direct the Project Controls Program for NPSCO and the NPSCO Major Projects Organization. Responsible for the quality, implementation, operation, and configuration control of the Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Decision Making	Makes decisions using established guidelines, procedures and or policies. Will be tasked with validated and analyzing suggested approaches to medium complexity issues by junior engineering staff	
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department, groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting and configuration control.	Education	Bachelor Degree in Technical Bachelor Degree	
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department, groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting and configuration control.	Experience	5-10 years	
		Implement, operate, manage, and direct the Project Controls Program for NPSCO and the NPSCO Major Projects Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Decision Making	Makes decisions using established guidelines, procedures and or policies. Will be tasked with validated and analyzing suggested approaches to medium complexity issues by junior engineering staff	
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department, groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting and configuration control.	Duties	Conducts a fully established project assessment. Works within established guidelines. Can be tasked with reviewing the work, product of junior project assessment staff	
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decisions summaries; Provide cost estimating with input from the Engineering team during the definition phase; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs	Education		
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decisions summaries; Provide cost estimating with input from the Engineering team during the definition phase; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs	Experience	5-10 years	
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decisions summaries; Provide cost estimating with input from the Engineering team during the definition phase; Manage sub-phases of projects during the implementation phase; Review of Project Work Authorizations; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs	Decision Making		In consultation a fully functional Project Engineer. Uses established procedures to conduct work. Is typically in leading resolution of medium complexity/highness issues. Will be tasked with providing training to junior Project Engineers

Job Status	Job Title	Core Purpose/Intent	Job Description Category	Requirements
[illegible]	[illegible]	The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Experience	5-10 years
[illegible]	[illegible]	The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Decision Making	is considered a fully qualified safety inspector. Has full authority to execute work stoppage at a project site. Will routinely manages junior safety inspector staff in document compilation and review of project level documentation prior to submittal to the Project manager. Is responsible that the project site is following safety requirements and that all documentation is properly filed and submitted for the project management approval.
[illegible]	[illegible]	The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Duties	Manage a proactive approach to participating in the morning Contractor Safety Meetings. Manage and conduct weekly Project Site Specific Safety Audits and provide a healthy corrective action plan to communicate Safety issues to the Contractor. Analyze and report on findings from daily inspection reports and weekly inspection report as defined within the construction inspection guidance reporting requirements. Promote a Safe Working environment of continuous improvement through communications of project issues and solutions. Conduct, and Review all Project Incident investigations for all incidents. Ensure that all incidents are reported through the Incident Issue Tracking System (IIT). All incident reporting items built within the construction inspection guidance shall be used as instructed. Monitoring for compliance with safety standards outlined in NiSource's safety policies and procedures, Occupational Health and Safety Administrason (OSHA) in the U.S., and NiSource's Occupational Health and Safety (OHS) specification Ensuring all safety non-conformances are reported within the guidelines of the EH&M Incident Management guidelines and appropriate mitigation is developed and implemented Making recommendations outside of policy in precedent-setting situations, as requested Remaining current in public events and changes in regulatory and safety requirements that might affect project plans.
[illegible]	[illegible]	Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulators and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in effective scheduling, assigning, and data reporting. Management of work and resources to ensure timely completion of all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Education	High School diploma and two years of experience working as a scheduler Or High School diploma and four years of construction / engineering experience Or 4 year College Degree and one year experience in a technical field.
[illegible]	[illegible]	Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulators and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in effective scheduling, assigning, and data reporting. Management of work and resources to ensure timely completion of all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Experience	2-4 years
[illegible]	[illegible]	Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulators and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in effective scheduling, assigning, and data reporting. Management of work and resources to ensure timely completion of all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Decision Making	Requires general to mature gas & electric operations knowledge while managing deviations from standard methods while more set for individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems and resolving most conflicts.
[illegible]	[illegible]	Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulators and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in effective scheduling, assigning, and data reporting. Management of work and resources to ensure timely completion of all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Duties	• Apply progressive competence in estimating and scope development, scope management, and Work Breakdown Structure development, utilization, and management to effectively plan for work execution. . Ensure that project work elements are organized and are reflected in terms of approved resource estimating for project scheduling. Continue to WALK PROJECTS DOWN to plan the work as well as status work performed and provide advancing risk management competence threat reduction and schedule opportunities for increasing schedule accuracy. • Ensure schedule activity, logic, durations, resources, and integrated schedule network quality in accordance with project management industry standards. Ensure schedule assessment and analysis quality. Utilize schedule quality control metrics and apply schedule measurement inspections to drive effective schedule control. Apply progressive risk management competence to project scheduling to increase the precision and accuracy of the project schedule. • Apply scope, planning, and execution risk management to the development of the project schedule and integrate schedule estimate uncertainty with project risk. Quantify risk response in more effectively forecast schedule performance • Assists in contract commercial management, conduct contract performance assessment and reporting and initial contract performance analysis and contract schedule forecasting. Performs contract reviews relative schedule progress and milestone payments and contract change control. • Applies core project cost management expertise: • Applies core project schedule management expertise: • Review and coordinate the management and utilization of project initiation, project planning, project controls guideline and project controls related standards, project controls management processes, job aids and tools • Integrates schedule management with core project controls (cost management, scope management) to drive core objective performance • Manages schedule effort • Tailors schedule management processes • Tailors / creates schedule management tools / techniques to advance schedule performance • Utilizes project management planning and schedule planning processes to validate contractor schedule estimates, forecasts, and milestone completion dates. Manage the Basis of Schedule Estimates • Develop / apply proficiency in project planning and risk management into the project (schedule) baselines • Evaluates schedule performance and schedule variance (SV) and establishes root causes for negative variances and positive variances and identifies required corrective actions • Applies schedule assessment and analysis tools and techniques and integrates scope planning to determine project corrective actions and preventive actions and incorporates path forward activities, logic, resource requirements, work arounds contingency plans, etc. into the project schedule • Works to implement schedule preventive action • Perform standard project and special project schedule reporting as required by the project stakeholders; compiles and produces schedule reports as required and directed • Applies a project integration mindset; integration of people, processes, tools, and techniques to achieve the project schedule objectives • Apply project life cycle costing competence • Becomes a repository to the project management team, Major Project managers, Director, and other relevant stakeholders for accurate project schedule and project management information for reviewing, assessing, analyzing, and change managing schedule management information and reporting • Engages project stakeholders to optimize schedule planning and schedule control • Apply proficiency in effective communication and assessing project stakeholders for their cost and special schedule reporting, schedule assessment, and schedule analysis needs and provide those stakeholders with optimum communication, information, and reporting • The Project Scheduler will manage in accordance with Industry standards, the NIPSCO Project Management Guidelines and Standards, and industry best practices
[illegible]	[illegible]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models. Analyze systems requirements; Undertake product development; Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution; specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Education	Bachelor's degree in IT or Business subjects (business information systems, business studies, computer science/informatics/technology, electrical/electronic engineering, information management systems, mathematics or science-based subjects).
[illegible]	[illegible]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models. Analyze systems requirements. Undertake product development. Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution; specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Experience	2-4 years

Job Family	Job Type	Core Functional Duties	Job Classification Category	Job Requirements
[illegible]	[illegible]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models; Analyze systems requirements; Undertake product development; Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution; specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Decision Making	Requires general to mature IT solutions knowledge while managing deviations from standard methods with more senior individuals will manage the coordination of difficult and impactful assignments by utilizing new approaches to come up with solutions to unusual problems and resolving most conflicts.
[illegible]	[illegible]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models; Analyze systems requirements; Undertake product development; Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution; specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Duties	Liaising extensively with external or internal clients; Analyzing clients' existing systems and business models; Mapping and documenting interfaces between legacy and new systems; Understanding software development lifecycle; Translating client requirements into highly specified project briefs; Identifying options for potential solutions and assessing them for both technical and business suitability; Conducting requirements analysis and preparing specific proposals for modified or replacement systems; Developing solutions and related products; Producing project feasibility and costings reports; Presenting proposals to clients; Working closely with colleagues, developers, testers and a variety of end users to ensure technical compatibility and user satisfaction; Ensuring that budgets are adhered to and deadlines are met; Planning and working flexibly to deadlines; Supporting users on change control and system updates; Providing training and user manuals to users of a new system; Keeping up to date with technical and industry developments.
[illegible]	[illegible]	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Education	Diploma/certificate as a radiologist or technician in a related field; University Degree considered an asset
[illegible]	[illegible]	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Experience	5-10 years
[illegible]	[illegible]	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Decision Making	Monitor welding quality while ensuring that the safety of all personnel on site is the top priority; perform in-line quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate.
[illegible]	[illegible]	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Duties	Certified Welding Inspector responsibilities shall include: • Continuously inspect the Contractor's workmanship and ensure conformance to Company specifications. • Ensure compliance with all project specific environmental requirements as outlined within the project Environmental Construction Plan and/or as directed by the project Environmental Inspector. • Ensure compliance with all project specific right-of-way requirements as outlined within the Right-of Way Line List and/or as directed by the project Right-of-Way Agent. • Ensure Contractor compliance with the minimum safety standards as outlined within the U.S. Contractor Safety Handbook (to be used when the Company is directing the Contractor's work) or the Contractor Safety Requirements (the minimum standard to be used to ensure a Prime or a General Contractor's own safety plan and the Site Specific Safety Plan (SSSP) are adequate). • Review and become familiar with the construction drawings and Company welding specifications. • Ensure that all proposed design changes or material substitutions are discussed and approved by the Chief Inspector and that proper Company approval is obtained prior to proceeding with the work. • Plan and organize inspection duties in advance with the Chief Inspector and assist them in coordinating the radiographic crew's activities with the Contractor's project schedule to effectively manage cost and anticipate production weld problems. • Verify the qualification of contract welders, by either witnessing their qualification test or verifying that the welder is currently qualified by the company and properly recorded in the assigned Company designated Welding Engineering Specialist's records. All initial and/or retest contract welder qualification records must be filed with and deemed current by the assigned Company designated Welding Engineering Specialist, prior to allowing the welder to weld on any company project. Make sure that all contract welders weld only within their qualifications. (A contract welding inspector is not required to qualify or verify the qualification of company welders.) • Monitor the quality of welds being made and the quality of the radiographic inspection to ensure that sound welds are being made. • Verify that each welder is making sound welds and is following the Company and/or otherwise approved welding procedure and specification on the job site. Monitor all of the welding procedure requirements periodically during welding, such as preheating, proper voltage and amperage ranges, welding direction, travel speed, etc. • Verify all weld repairs made to correct defects in welds does sufficiently correct the defect and the finished weld satisfies the requirements as outlined by the appropriate codes and Company specifications. • Ensure that the radiographer's certification is complete and correct; acceptable radiographic procedures are established; and the technician(s) has a copy of the Company specifications and is familiar with Company procedures, documentation and film completion. Ensure that proper documentation is maintained by the radiographic crew, including the disposition of each reject. • Ensure the appropriate radiographic procedure is used (including developing and handling of film) and such procedure is producing acceptable radiographs with the image of the essential hole or wire of the penetrameter being clearly visible on each film. Also verify that the correct size, type and kind of penetrometer used for the diameter and wall thickness of the pipe weld being radiographed. Consult the Project Manager and/or assigned Company designated Welding Engineering Specialist for technical guidance or interpretation of company radiographic specifications. • Verify that all welding materials (welding rods, pipe ect., transitions pieces, etc.) used in the installation are in compliance with Company requirements and specifications, stored in accordance to the Company and manufacturer's specifications; and damaged materials are not used for any weld. • Keep the Chief Inspector aware immediately of any daily problems or anticipated problems with the welding phase of the construction project. Make immediate notification of any unsafe issue or a specification or applicable code violation. Only the Chief Inspector has stop work authority. • Ensure that radiographic film, NDT reports, radiographer's qualification reports, nondestructive testing weld examination reports, list of qualified welders' reports, and welding coupon test reports are labeled properly and/or filled out correctly and given to the Chief Inspector for proper distribution and review.
[illegible]	[illegible]	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the full-time Payment Processor Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Education	High school & postsecondary education
[illegible]	[illegible]	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the full-time Payment Processor Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Experience	4 to 6 Years
[illegible]	[illegible]	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the full-time Payment Processor Reviewand resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Decision Making	Makes decisions and recommendations within established guidelines, procedures or policies and up to those within authorized limits.

Job Group	Job Type	Core Responsibilities	Job Description Category	Incumbents
[redacted]	[redacted]	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back-up to the full-time Payment Processor Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Duties	Is considered a fully qualified accounts payable analyst. Performs intermediate to advanced data entry duties. Can support multiple data entry tasks in various systems. Involved in managing confidential and sensitive information. Will be requested to provide guidance to staff since they have a solid background in the work.
[redacted]	[redacted]	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Education	University degree; Business or Finance
[redacted]	[redacted]	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Experience	4 to 9 years
[redacted]	[redacted]	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Decision Making	Operates more independent, decisions range from those governed by general policy to those on technical or complex issues within authorized limits.
[redacted]	[redacted]	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Duties	Uses independent judgment to handle situations outside standard methods and resolve difficult problems. Can also coordinate finance team's efforts and be able to adapt and apply procedures in complex matters.
[redacted]	[redacted]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Education	University Degree
[redacted]	[redacted]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Experience	4 to 8 years
[redacted]	[redacted]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Decision Making	Operates more independent, decisions range from those governed by general policy to those on technical or complex issues within authorized limits.
[redacted]	[redacted]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Duties	Conducts own analysis to help the business function more effectively through analytics. Develops and writes business process spec or plan plan, analyze business position providing expertise to senior management. Can be a project lead and is involved in matters that could have strategic importance.
[redacted]	[redacted]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Education	University degree. Possession of a professional designation (e.g. CPA, CA, etc.)
[redacted]	[redacted]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities	Experience	4 to 8 years
[redacted]	[redacted]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities	Decision Making	Operates more independent, decisions range from those governed by general policy to those on technical or complex issues within authorized limits.
[redacted]	[redacted]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Duties	Uses independent judgment to handle situations outside standard methods and resolve difficult problems. Can also coordinate Project team's efforts and be able to adapt and apply procedures in complex matters.
[redacted]	[redacted]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review.	Education	Undergraduate degree in business, finance or related discipline required. Finance or Accounting Designation Preferred (CFA, CPA, Etc.)
[redacted]	[redacted]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review;	Experience	4 to 8 years

Job Family	Job Profile	Core Job Activities	Job Knowledge Requirements	Job Knowledge Requirements	Job Knowledge Requirements
			Decision Making	Education	Experience
Financial Analyst	Financial Analyst	Provide finance and accounting support for potential acquisitions and/or ongoing major projects. Can include reviewing data room materials, identifying potential financial accounting issues, financial reporting impact of these issues and/or various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models. Assist the Energy Accounting & Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review.	Develops more independent, discussions range from those governed by general policy to those on technical or complex issues within authorized limits.	Uses independent judgment to make a business-specific, standard methods and makes difficult projects. Can also substitute finance teams efforts and be able to mould and apply procedures in complex matters.	University Degree	4-6 years
Controller - Analyst	Controller - Analyst	Provide finance and accounting support for potential acquisitions and/or ongoing major projects. Can include reviewing data room materials, identifying potential financial accounting issues, financial reporting impact of these issues and/or various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models. Assist the Energy Accounting & Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review.	Develops more independent, discussions range from those governed by general policy to those on technical or complex issues within authorized limits.	Uses independent judgment to make a business-specific, standard methods and makes difficult projects. Can also substitute finance teams efforts and be able to mould and apply procedures in complex matters.	University Degree	4-6 years
Procurement Analyst	Procurement Analyst	Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue and maintain RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analyses and proposal commercial evaluations; Liaise with bidders, suppliers, and other external stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Organize and manage project and purchase order files, both electronic and paper files; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is received to maintain ERP records; Review, route and review for Contractual content all RFPs and ensure all are answered in a timely fashion and filed in accordance with the Contracts Filing Index	Develops more independent, discussions range from those governed by general policy to those on technical or complex issues within authorized limits.	Uses independent judgment to make a business-specific, standard methods and makes difficult projects. Can also substitute finance teams efforts and be able to mould and apply procedures in complex matters.	University Degree	4-6 years
Procurement Analyst - Senior	Procurement Analyst - Senior	Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue and maintain RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analyses and proposal commercial evaluations, coordinate overall evaluations with project clients; Liaise with bidders, suppliers, and other internal stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Organize and manage project and purchase order files, both electronic and paper files; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is received to maintain ERP records; Review, route and review for Contractual content all RFPs and ensure all are answered in a timely fashion and filed in accordance with the Contracts Filing Index	Makes decisions and recommendations which are outlined guidelines, procedures or policies and up to those within authorized limits.	Requires considerable knowledge of procurement process and makes decisions based on policy. Manages problems that are unique and that require independent thinking. Has a solid understanding of specific goods and services and vendors including commercial terms of agreement with vendors.	University Degree	4-6 years
Contract Analyst	Contract Analyst	Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and maintain tender documents (RFPs, RFQ, RFIs etc.); Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFIs, etc.; Lead internal reviews and proposal commercial evaluations; coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and proper authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to major contacts; Manage competitive sourcing processes and negotiate sourcing processes for major contracts; Cross-functional teams during contract sourcing, formation, administration and negotiation; Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Leads and coordinates activities which are outlined guidelines, procedures or policies and up to those within authorized limits.	Requires considerable knowledge of procurement process and makes decisions based on policy. Manages problems that are unique and that require independent thinking. Has a solid understanding of specific goods and services and vendors including commercial terms of agreement with vendors.	University Degree	4-6 years
Contract Analyst - Senior	Contract Analyst - Senior	Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and maintain tender documents (RFPs, RFQ, RFIs etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NiSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFIs, etc.; Lead internal reviews and proposal commercial evaluations; coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and proper authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to major contacts and Senior Management; Manage competitive sourcing processes and negotiate sourcing processes for major contracts; Cross-functional teams during contract tendering, formation, administration and negotiation; Conduct contract negotiation efforts with suppliers, team members, company experts, and advisors (legal, risk, tax, supplier relations, etc.); Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Leads and coordinates activities which are outlined guidelines, procedures or policies and up to those within authorized limits.	Requires considerable knowledge of procurement process and makes decisions based on policy. Manages problems that are unique and that require independent thinking. Has a solid understanding of specific goods and services and vendors including commercial terms of agreement with vendors.	Experience	4-6 years

Job Family	Job Title	Core Responsibilities	Job Dimensions - Primary	Job Knowledge
Procurement Analysis		Leads the contract formation and/or contract administration process for various direct and indirect material purchases; Develops, issues and manages vendor documents (RFPs, RFQ, RFIs, etc.); Negotiates contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NiSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFIs, etc.; Leads proposal analysis and proposal commercial evaluations, coordinates formal RFP evaluations with project clients; Develop and schedule project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Develop and implement efficient, effective and simplistic sourcing processes for major contracts; Cross-functional teams during contract tendering, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company experts, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct and complete intelligence research and analyse within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or policies and up to those within authorized limits.
Procurement Analysis		Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and manage vendor documents (RFPs, RFQ, RFIs, etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NiSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFIs, etc.; Leads proposal analysis and proposal commercial evaluations, coordinates formal RFP evaluations with project clients; Develop and schedule project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Develop and implement efficient, effective and simplistic sourcing processes for major contracts; Cross-functional teams during contract tendering, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company experts, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct and complete intelligence research and analyse within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times.	Duties	Requires considerable knowledge and makes decisions based on policy. Manages problems that are unique and that require independent thinking. Has a solid understanding of specific goods and vendors. Focused on supporting one service relative for specific category participation in supplier performance reviews
Procurement Analysis		Supports business units in the management or direction of logistics support for one or more programs, including identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments; Integrates the actions and schedules of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans; Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle; Monitors progress toward meeting the logistics plan(s); identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems; Follows and maintains quality assurance processes governing development of logistics documentation; Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Education	University Degree
Procurement Analysis		Supports business units in the management or direction of logistics support for one or more programs, including identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments; Integrates the actions and schedules of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans; Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle; Monitors progress toward meeting the logistics plan(s); identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems; Follows and maintains quality assurance processes governing development of logistics documentation; Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Supervision	4-8 years
Procurement Analysis		Supports business units in the management or direction of logistics support for one or more programs, including appropriate sourcing organizations. Identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments Integrates the actions and schedules of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans. Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s); identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Decision Making	Makes decisions and recommendations within established guidelines, procedures or policies and up to those within authorized limits
Procurement Analysis		Supports business units in the management or direction of logistics support for one or more programs, including identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments Integrates the actions and schedules of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans. Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s); identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Duties	Requires considerable knowledge and makes decisions based on policy. Manages problems that are unique and that require independent thinking. Has a solid understanding of specific goods and vendors

NiSource

Temporary Labor - Job Type Definitions

Job Summary - ERP Checklist

Job Group	Job Type	Core Responsibilities	Job Dependent Category	Junior (Specialist to Expert Level)
[illegible]	[illegible]	Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business	Education	High school & post-secondary education
[illegible]	[illegible]	Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business	Experience	6 plus Years
[illegible]	[illegible]	Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business	Decision Making	Makes decisions within scope of position and authority as well as independent decisions regarding planning, organizing and scheduling work for self. Can also make decisions that have impact on the department.
[illegible]	[illegible]	Provides administrative support to management or a team. Work will include, general duties such as budget assistance, managing team requests for travel, meeting room bookings, timesheet/expense entry, systems support, staff changes, manage team correspondence, and other secretarial duties. Utilizes many different systems from word processing, spreadsheets, ERP and other software used by the business	Duties	Operates at the executive level and provides advanced confidential support. Requires in-depth knowledge of the organization and the policies. May provide guidance to less experience Associates and manage their work. At this level they are adaptable and can manage complex problems using sound judgment. Advance computer skills are required.
[illegible]	[illegible]	Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking.	Education	High school and post secondary education
[illegible]	[illegible]	Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking.	Experience	4+ years
[illegible]	[illegible]	Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking.	Decision Making	Makes decisions within scope of position and authority as well as independent decisions regarding planning, organizing and scheduling work for self. Can also make decisions that have impact on the department.
[illegible]	[illegible]	Taking inbound calls from current and perspective customers regarding sales, minor technical/billing questions. Must have ability to successfully overcome objections, suggestive selling/closing a sale, ability to prioritize, handle difficult conversations, sit for long periods of time handling back to back calls (at times), multitasking.	Duties	Leads a team of junior and intermediate level staff Develops and conducts training and onboarding materials Consult with new and existing customers and provide them with information on products and services available to them. Listen and understand consumer needs and provide advice on how they can be met by the products and services. Provide customers with an amazing sales and service experience Meet consultation and sales service objectives in a fast paced environment
[illegible]	[illegible]	Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Education	High school & post-secondary education preferred
[illegible]	[illegible]	Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Experience	6 plus Years
[illegible]	[illegible]	Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Decision Making	Makes decisions within scope of position and authority as well as independent decisions regarding planning, organizing and scheduling work for self. Can also make decisions that have impact on the department.
[illegible]	[illegible]	Inputs Alpha/Numeric data. Proofs work for accuracy and completeness. Prioritizes work by coding and sorting. Corrects errors during visual inspection. Maintains accurate records. Makes simple mechanical adjustments, such as switching sets and changing control features. Generates reports on inputted data. Experience with Access preferred. Ability to use 10 key adding machine. Ability to key 10,000 key strokes per hour. Good mathematical ability. Good item processing skills.	Duties	Performs advanced data entry duties. Can support multiple data entry tasks in various systems and can be requested to develop simple standard operating practices on data entry tasks. Involved in managing confidential and sensitive information. Will be requested to provide guidance to staff once they have a solid background in the work.
[illegible]	[illegible]	Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Education	University Degree
[illegible]	[illegible]	Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Experience	6+ years
[illegible]	[illegible]	Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy.
[illegible]	[illegible]	Ensure that organizational data is secure Back up and restore data to prevent data loss Identify user needs to create and administer databases Ensure that the database operates efficiently and without error Make and test modifications to the database structure when needed Maintain the database and update permissions Merge old databases into new ones	Duties	Partner with technology teams to architect, implement and manage the data management lifecycle and database environment Architect, implement, administer and operate all SQL databases for the enterprise Identify and resolve technology and operational issues specific to the SQL databases to ensure that all databases are operating at full performance and adhering to internal SLAs Manage the SQL server database disaster recovery, archiving, backups and recovery processes Develop and maintain standards, processes and procedures, and guidelines for managing the database environment using appropriate industry practices Analyze and report the performance of database operations against the key database performance metrics established for the technology platform Monitor and operate the database environment using standard monitoring tools/platforms and optimize the environment (e.g. IDERA Diagnostic Manager, IDERA SQL tools) Design, develop and maintain applicable data integrations using the MS SQL integration toolset (SSIS) for exchange of data between databases and other application systems Support database requirements for technology teams comprised of Agile developers, application support staff, BI/ETL developers and back-end system developers Manage and operate the database environment for load, performance and capacity requirements Support the Data Warehouse and Business Intelligence teams for their respective database requirements
[illegible]	[illegible]	Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Education	University degree, Licensed Professional Engineer

Job Group	Job Type	Core Responsibilities	Job Description Category	Senior (Boston) to Expert Level
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Experience	10 to 15 years
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Decision Making	Makes decision and recommendations on very high level projects or problems. Uses their judgment to interpret policy and draws upon past practice, industry knowledge and ingenuity to come up with a solution where there is more than one approach available. Seen as the expert with significant technical knowledge and experience. Makes independent interpretations and conclusions and communicates recommendations to management and other effected parties in a way that fosters consensus and facilitates efficient outcomes.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibility studies, resource requirements both people and materials and setting standards for both operating and development activities. Develops strategies and programs to ensure that buildings and surface structures are safe, reliable, and environmentally sound. As required, provides expertise for other assets at NiSource and works with other NiSource engineers across the US in sharing best practices. Accountable for developing strong relationships with project managers, operations and maintenance personnel, industry regulators, and other key stakeholders.	Duties	Initiate comprehensive capital improvement projects that include developing clear definitions of scope, investment valuations of alternatives, cost estimates, schedules, and execution plans; support projects through review of engineering design documentation from equipment manufacturers and outside consulting firms including drawings, submittals, calculations, reports and other related information; identify and recommend improvements to existing civil infrastructure that increase safety and extend their useful life; develop inspection and maintenance plans that optimize long-term costs; provide technical oversight and design verification reviews to engineering design by third party consultants; lead the technical qualification of materials and contractors used for civil engineering projects; provide technical solutions to operational issues related to civil structures; develop company-specific civil specifications and procedures; must be able to understand and interpret software output; ensure relevant documentation is retained in accordance with company expectations including: drawings, reference manuals, and other related information.
		Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Education	Technical Certification
		Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Experience	15 or more Over 10 years of experience leading a team
		Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Decision Making	Oversees total field construction effort to insure large projects are constructed in accordance with design, budget and schedule, May supervise other construction managers. Provides overall management for project planning, scheduling, resources and budget tracking for all segments of project. Acts as a liaison with other departments (if applicable) to ensure the project schedule is met. Coordinates plans with field engineers to overcome any inconsistencies. Responsible for detailed direction of construction specifications, budgets and schedules.
		Oversight of field construction efforts, including oversight of contractors, trades performance, progress and productivity. Construction managers (CM) execute the work plan to ensure the project objectives are delivered, and: Report to the project manager for project-specific matters, and functionally report to the associated manager of construction management services Work in conjunction with the project managers and project engineers during project design, constructability and throughout the project construction life cycle Collaborate with other project-specific stakeholders Primary responsibilities of construction managers are: Executing the construction component of the overall project in a safe, reliable, timely and cost-efficient manner Managing the construction scope, costs, contracts and schedules Reviewing and assisting with project development, planning, cost estimates, constructability reviews, site selection and scheduling Ensuring contractors understand and comply with NiSource requirements for safety, environment, quality and project-specific design criteria for field requirements	Duties	Day-to-day direction of the construction management team to achieve the successful execution of the project while ensuring standards of: safety, environment, quality execution of construction specifications, and management of schedule and cost; Represent company on site locations to administer the construction and ancillary contracts. Review of contractor's request for changes and recommendations to the Project Manager regarding the necessity, effect, cost, and scheduling implications of said requests for changes; Monitor construction progress and initiate corrective action when the Contractor deviates off schedule; Review and approve the Construction Contractor's progress billing; Coordinate quality inspections in the field to ensure Company specifications, operating procedures (TOPS), and Contractor QA/QC plans are adhered to; Address construction non-conformance issues; Provide expertise for the resolution of concerns that may arise during construction, equipment installation, etc.; Participate in the ongoing constructability input into pipeline project design; Responsible, in conjunction with the Sr. Construction Manager and/or Project Manager to ensure site specific documentation is developed in a timely manner; Coordinate on-site training programs related to site specific requirements in conjunction with the Sr. Construction Manager/Project Manager; Ensure compliance with all ground disturbance regulations along with Federal/State/Municipal codes; Coordinate with Field Operations staff to ensure all hot and tie-in work is carried out with a minimum impact to the facilities; Ensure all necessary documentation is in place and enable the Project Manager to acquire the high pressure piping system(s) Leave to Open; Ensure design deviations are properly red lined and drawings are sent to the Project Manager for as-building; Provide feedback to the Project Manager for end of project review with various groups, and attend project close-out meetings; Provide leadership and guidance to construction management team (e.g. inspectors, clerks, etc.) including managing daily meetings, and the approval of time and expense items etc.; May be involved in one specific inspection discipline, depending upon the availability of inspection staff for the project. Ensure compliance with all project-specific right-of-way requirements as outlined in the land-owner line list or as directed by the project land agent or land manager. Materials availability and traceability. Following CPMS processes in construction management activities Understanding and applying construction practices. Applying CPMS processes for file management, document retention and records management. Submitting nonconformance reports, as required. Ensuring the turnover package is accurate, complete and submitted to the appropriate party. Participating in internal and external audits to ensure compliance with subject matter through inspection practices. When NiSource is the prime contractor (has active control) the construction manager's responsibilities and accountabilities reflect that the work is directed by NiSource's construction management team, and includes such things as: directing the work, planning resources and equipment, managing the schedule and monitoring the budget, reporting to projects and stakeholders, ensuring the project documentation is complete and submitted to the appropriate parties, coordinating excavations, creating such things as pre-job documentation forms, job safety analysis and tailgate forms, conducting pre-job and tailgate meetings, following the TOPs and NiSource policies and procedures for all relevant

Job Grade	Job Type	Core Responsibilities	Job Description Category	Senior (Specialist to Expert Level)
		Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycles. Apply the results of cost planning in the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercial requirements; obtaining invoice approval from Project Managers and recording for subsequent variance analysis. Communicate and report to relevant project cost management stakeholders. Using a simple project Work Breakdown Structure / Code of Accounts a cost repository is created to apply committed, budgeted project funds for project performance, disbursement, tracking, assessment, analysis, and close-out. Develop cost engineering and project management capability and competence using industry standards (AACE, PMI, Construction Management Industry, etc.) and best practice application to expand knowledge base and optimum application Proficiency and versatility in cost accounting processes, database development, manipulation, management, and control; integration with other project management information systems with data quality / data integrity assurance	Education	High School diploma and eight years of experience working in Microsoft Excel, or equivalent software program, with responsibilities for data manipulation, integration and subsequent report generation. Or: 4 Year College Degree plus 2 years financial / cost management experience
		Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycles. Apply the results of cost planning in the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercial requirements; obtaining invoice approval from Project Managers and recording for subsequent variance analysis. Communicate and report to relevant project cost management stakeholders. Using a simple project Work Breakdown Structure / Code of Accounts a cost repository is created to apply committed, budgeted project funds for project performance, disbursement, tracking, assessment, analysis, and close-out. Develop cost engineering and project management capability and competence using industry standards (AACE, PMI, Construction Management Industry, etc.) and best practice application to expand knowledge base and optimum application Proficiency and versatility in cost accounting processes, database development, manipulation, management, and control; integration with other project management information systems with data quality / data integrity assurance	Experience	6+ years
		Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycles. Apply the results of cost planning in the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercial requirements; obtaining invoice approval from Project Managers and recording for subsequent variance analysis. Communicate and report to relevant project cost management stakeholders. Using a simple project Work Breakdown Structure / Code of Accounts a cost repository is created to apply committed, budgeted project funds for project performance, disbursement, tracking, assessment, analysis, and close-out. Develop cost engineering and project management capability and competence using industry standards (AACE, PMI, Construction Management Industry, etc.) and best practice application to expand knowledge base and optimum application Proficiency and versatility in cost accounting processes, database development, manipulation, management, and control; integration with other project management information systems with data quality / data integrity assurance	Decision Making	Makes decisions and recommendations on highly technical or complex issues. In the absence of formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy
		Develop proficiency in cost management processes, tools, techniques, and cost information management system for Major Projects. Perform core cost accounting / cost collection processes and core cost monitoring and control functions; cost variance assessment for multiple projects during the typical project life cycles. Apply the results of cost planning in the creation and maintenance of multiple project cost management data files that enable detailed and summary level information and reporting of project cost. Process execution cost via project timesheets and maintain the cost data base. Monitor and process invoices for payment and subsequent project assessment; controlling by ensuring correctness of submitted invoices against contract scope and commercial requirements; obtaining invoice approval from Project Managers and recording for subsequent variance analysis. Communicate and report to relevant project cost management stakeholders. Using a simple project Work Breakdown Structure / Code of Accounts a cost repository is created to apply committed, budgeted project funds for project performance, disbursement, tracking, assessment, analysis, and close-out. Develop cost engineering and project management capability and competence using industry standards (AACE, PMI, Construction Management Industry, etc.) and best practice application to expand knowledge base and optimum application Proficiency and versatility in cost accounting processes, database development, manipulation, management, and control; integration with other project management information systems with data quality / data integrity assurance	Duties	• Increase proficiency in cost analysis and integrated cost and schedule forecasting using quantitative risk management tools and techniques (Expected Monetary Value, Sensitivity Analysis, and Monte Carlo Analysis) to better predict project cost performance and enable timely corrective, preventive, and predictive action. • Develop qualitative integrated project baselines that are used to effectively measure project performance and provide the ability to take corrective / preventive / predictive action. Apply the cost of quality to cost management • Applies integrated objective risk management to the project baselines to optimize project risk responses • Orchestrates contract commercial management, facilitates contract payments, conduct contract performance assessment and reporting and initial contract performance analysis and contract commercial forecasting. Performs contract reviews relative to payment requirements and supporting documentation • Applies core project controls expertise; • Review and coordinate the management and utilization of project management guidelines, project management standards, processes, job aids, and tools • Integrates all project management subsidiary systems to improve project performance • Directs cost effort • Tailors cost management processes • Tailors / creates cost management tools / techniques to advance cost performance • Provides continuous life cycle cost estimating / forecasting with increased predictability • Manages the project budget and cost performance baseline • Process labor timesheets, invoices, and other submittals associated with contract labor; code invoice details for Nature of Expenses, Work Breakdown Structure and Cost Budgeting System codes; Assist Project Managers and Cost Budget Analysts in the accrual process • Evaluate manpower, labor hours, and labor cost requirements versus budget limitations, perform cost and schedule analysis, and make corrective/preventive recommendations • Maintains / manages project Estimate at Completion and recommends areas of improvement to project stakeholders • Works to implement cost predictive (opportunity) actions • Perform standard and advanced project and special project cost reporting as anticipated for the project stakeholders; compiles and produces cost reports as needed • Uses schedule analysis techniques to optimize schedule and cost performance; identifies corrective, preventive, and predictive project actions to enhance probability of achieving project objectives. • Apply integrated project management proficiency in core integration, scope, cost, and schedule • Optimize product life cycle costing competence • Assist the project management team, Major Project managers, Director, and other relevant stakeholders in retrieving cost management information and reporting • Applies integrated thinking to cost management that facilitates improved objective performance • Utilize communication competence to drive effective project cost decision making; • The Senior Cost Analyst will manage in accordance with Industry standards, the NIPSCO Project Management Guidelines and Standards, and industry best practices
		Complete invoice validation to verify NiSource is being charge properly and in accordance with the contracts and rate sheets. Perform contract reviews, Conduct timesheet tracking and verification. Work with vendors to ensure NiSource receives all required documents and backup	Education	High school & post-secondary education
		Complete invoice validation to verify NiSource is being charge properly and in accordance with the contracts and rate sheets. Perform contract reviews. Conduct timesheet tracking and verification. Work with vendors to ensure NiSource receives all required documents and backup	Experience	8 plus Years

Job Group	Job Type	Core Responsibilities	Job Description Components	Senior (Specialist) or Expert Level
		Complete invoice validation to verify NiSource is being charge properly and in accordance with the contracts and rate sheets. Perform escrow reviews. Conduct timesheet reading and verification. Work with vendors to ensure NiSource receives all required documents and backup.	Decision Making	Makes decisions within scope of position and authority as well as independent decisions regarding planning, organizing and scheduling work for self. Can also make decisions that have impact on the department.
		Complete invoice validation to verify NiSource is being charge properly and in accordance with the contracts and rate sheets. Perform escrow reviews. Conduct timesheet reading with verification. Work with vendors to ensure NiSource receives all required documents and backup.	Duties	Performs advanced data entry duties. Can support multiple data entry tasks in various systems and can be requested to develop simple standard operating practices on data entry and invoice verification tasks. Involved in managing confidential and sensitive information. Will be requested to provide guidance to staff since they have a solid background in the work.
		Operate and maintain systems for the collection, classification, retrieval and retention of records, images, documents and information.	Education	Requires diploma/certificate to University degree depending on complexity, autonomy and context of the work
		Operate and maintain systems for the collection, classification, retrieval and retention of records, images, documents and information.	Experience	10+ years
		Operate and maintain systems for the collection, classification, retrieval and retention of records, images, documents and information.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and exercises resourcefulness and ingenuity to interpret policy. Establishes protocols for information updates with project entities. Responsible for the setup of all records management and documentation systems.
		Operate and maintain systems for the collection, classification, retrieval and retention of records, images, documents and information.	Duties	Responsible for all records and document management and its overall performance; advises on all process, issues, urgent matters and directs how the work is done; establishes all protocols for both internally and with external stakeholders; oversee the day to day activities of the Document Control team; provide direction, guidance and training to Document Control team and project team to ensure a consistent and effective approach is applied across the project with respect to managing information; develop, maintain and support the project's overall Information Management Plan; processes and procedures as they align to the Capital Project Management System. Plan includes a document strategy for our internal, External and Vault SharePoint sites, EDMS, and paper copy documents; assess, understand, consult and make decisions with respect to the project requirements for information management; develop Document Control practices and procedures for the field office in work with field staff to implement; conduct business analysis of information flow and processes; develop and maintain quality control procedures to ensure data integrity; develop and maintain reporting tools to measure quality on all requirements pertaining to information management best practices; collaborate with team members, and other stakeholders to meet project goals and protect their information; utilize project management skills to manage multiple initiatives and provide progress reporting and status updates; conduct self-audits to assess gaps, and determine and implement corrective action; lead and practice an environment of continuous improvement to ensure optimization of the SharePoint system; collaborate and coordinate the publication of training materials, FAQ's cheat sheets etc.; plan and coordinate training sessions as required (in person, via conference calls or WebEx sessions).
		Provides technical support and services to professional employee groups in the areas of drafting and design.	Education	Technical Diploma or Certificate
		Provides technical support and services to professional employee groups in the areas of drafting and design.	Experience	10+ years
		Provides technical support and services to professional employee groups in the areas of drafting and design.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to resolve daily/ad technical issues.
		Provides technical support and services to professional employee groups in the areas of drafting and design.	Duties	Operates as an advanced specialist while working on highly technical work; is adaptive and manages non-routine assignments. Provides technical support to engineers and other employees in the areas of drafting, design, estimating, cost control and overtime the work of other technical roles. Seen as the expert on technical matters. Develop detailed mechanical designs and drawings in support of maintenance, capital and small capacity capital projects with a focus on delivering high quality and cost effective designs and drawing packages; ensure mechanical designs and drawings comply with all relevant codes, standards, Company specifications; research relevant historic drawing information, identify deficiencies and develop plans to mitigate such deficiencies; gather and compile applicable drawing information and participate in project scoping; conceptualize and create detailed mechanical designs and drawing requirements in early stages of project development; estimate drafting cost and effort; supervise internal and contract drafters and designers and coordinate timely and accurate delivery of as-built drawing and document packages; provide direction and guidance to third-party drafting designers and drafters to ensure timely and accurate delivery of as-built drawing and document packages; provide direction, guidance and training to Document Control and project team members on quality, timeliness, and cost effectiveness of detailed mechanical design procedures; monitor and report on quality, timeliness, and cost effectiveness of detailed mechanical design and related drafting work; provide mentorship to mechanical drafters; recommend modifications to procedures and standards to facilitate continuous improvement.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities.	Education	University Degree
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities.	Experience	10+ years
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities.	Decision Making	Makes decisions and recommendations on very high level projects or problems. Uses their judgment to interpret policy and draws upon past practice, industry knowledge and ingenuity to come up with a solution where there is more than one approach available. Seen as the expert with high technical knowledge and experience. Leadership of various initiatives such as investigation of design options, preparation of test, commissioning and start-up plans; definition of functional and performance requirements; review of preliminary and detailed engineering designs from the perspective of efficiency, safety, reliability and effectiveness of operations and maintenance; review and acceptance of Factory Acceptance Tests, Site Acceptance Tests, Commissioning activities and Start-Up activities; provision of Engineering input to operational preparations; oversee the work of internal technical decisions and third party engineering services providers to ensure quality engineering deliverables that comply with specifications and industry standards; ensure compliance with regulatory requirements, standards and specifications; work closely with the entire project team and client representative.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by NiSource Engineering Staff.	Duties	
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by NiSource Engineering Staff.	Education	University Degree, Licensed Professional Engineer
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by NiSource Engineering Staff.	Experience	10-15 years
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by NiSource Engineering Staff.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for general engineering support for capital projects for oil and natural gas facilities. Accountable for providing general engineering support as directed by NiSource Engineering Staff.	Duties	
		Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Developing and executing environmental strategies; supporting and mentoring internal staff; directing and overseeing technical consultants; providing support and technical advice to project managers, and project team members; executing quality control procedures; and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.	Education	Bachelor's Degree in environmental sciences, geography, public policy or related fields Masters Degree preferred
		Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Developing and executing environmental strategies; supporting and mentoring internal staff; directing and overseeing technical consultants; providing support and technical advice to project managers, and project team members; executing quality control procedures; and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.	Experience	10+ years
		Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Developing and executing environmental strategies; supporting and mentoring internal staff; directing and overseeing technical consultants; providing support and technical advice to project managers, and project team members; executing quality control procedures; and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy. Provides environmental and regulatory knowledge to development, acquisition and construction project teams throughout all pipeline and energy project phases including prospecting, proposal, definition, implementation, and post-construction restoration and closeout. Provides direction to external contractors and business partners to ensure overall corporate and project objectives are met.

Job Group	Job Type	Core Position Duties	Job Description Category	Senior Specialist to Expert Level
[illegible]	[illegible]	Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace, to ensure compliance with government regulations. Developing and executing environmental strategies; supporting and mentoring internal staff; directing and overseeing technical consultants; providing support and technical advice to project managers, and project team members; executing quality control procedures; and ensuring that projects are planned, developed and constructed within corporate environmental policies and asset management objectives.	Duties	Develops and implements strategies for obtaining environmental regulatory authorizations and for responding to public, regulatory and legislative scrutiny of project environmental issues; develops and implements negotiating strategies to influence regulatory initiatives and industry standards; provides project management for permitting and compliance work for complex and large projects, including strategic planning, execution planning, budgeting and scheduling.
[illegible]	[illegible]	Analyze environmental problems and develop solutions. May work to reclaim lands and waters that have been contaminated by pollution. Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize the environmental impact of these projects. May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment.	Education	Master of Science in Environmental Science
[illegible]	[illegible]	Analyze environmental problems and develop solutions. May work to reclaim lands and waters that have been contaminated by pollution. Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize the environmental impact of these projects. May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment.	Experience	10+ years
[illegible]	[illegible]	Analyze environmental problems and develop solutions. May work to reclaim lands and waters that have been contaminated by pollution. Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize the environmental impact of these projects. May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy. Provides environmental and regulatory knowledge to development, acquisition and construction project teams throughout all pipeline and energy project phases including prospecting, proposal, definition, implementation, and post-construction restoration and closeout. Provides direction to external contractors and business partners to ensure overall corporate and project objectives are met.
[illegible]	[illegible]	Analyze environmental problems and develop solutions. May work to reclaim lands and waters that have been contaminated by pollution. Assess the risks that new construction projects pose to the environment and make recommendations on how to minimize the environmental impact of these projects. May do research and provide advice on manufacturing practices, such as advising against the use of chemicals that are known to harm the environment.	Duties	Work in office or laboratories Determine data collection methods for research projects, investigations, and surveys Collect and compile environmental data from samples of air, soil, water, food, and other materials for scientific analysis Analyze samples, surveys, and other information to identify and assess threats to the environment Develop plans to prevent, control, or fix environmental problems, such as land or water pollution Provide information and guidance to government officials, businesses, and the general public on possible environmental hazards and health risks Prepare technical reports and presentations that explain their research and findings
[illegible]	[illegible]	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager. The general inspector is NiSource's authorized representative, for non-financial matters and observes contractors' progress and inspects all activities in assigned areas in accordance with: -NiSource's drawings, plans, specifications and the terms of the construction contract or agreement - Codes, regulations, Occupational Health and Safety, Occupational Health and Safety Administration (OSHA) and NiSource operating procedures (TOPs) Will be the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection component of the overall project Can be tasked to interface with a variety of stakeholders, such as Project Design, engineering and contractors, and collaborate with departments and external parties	Education	[redacted]
[illegible]	[illegible]	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager. The general inspector is NiSource's authorized representative, for non-financial matters and observes contractors' progress and inspects all activities in assigned areas in accordance with: -NiSource's drawings, plans, specifications and the terms of the construction contract or agreement - Codes, regulations, Occupational Health and Safety, Occupational Health and Safety Administration (OSHA) and NiSource operating procedures (TOPs) Will be the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection component of the overall project Can be tasked to interface with a variety of stakeholders, such as Project Design, engineering and contractors, and collaborate with departments and external parties	Experience	[redacted]
[illegible]	[illegible]	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager. The general inspector is NiSource's authorized representative, for non-financial matters and observes contractors' progress and inspects all activities in assigned areas in accordance with: -NiSource's drawings, plans, specifications and the terms of the construction contract or agreement - Codes, regulations, Occupational Health and Safety, Occupational Health and Safety Administration (OSHA) and NiSource operating procedures (TOPs) Will be the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection component of the overall project Can be tasked to interface with a variety of stakeholders, such as Project Design, engineering and contractors, and collaborate with departments and external parties	Decision Making	[redacted]
[illegible]	[illegible]	Monitor construction activities to ensure the safety of all personnel on site is the top priority, perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate. Report to the chief inspector or construction manager, and when there is no construction manager, report to the project manager. The general inspector is NiSource's authorized representative, for non-financial matters and observes contractors' progress and inspects all activities in assigned areas in accordance with: -NiSource's drawings, plans, specifications and the terms of the construction contract or agreement - Codes, regulations, Occupational Health and Safety, Occupational Health and Safety Administration (OSHA) and NiSource operating procedures (TOPs) Will be the safety advocates for the project and assist other certified craft inspectors, as directed Monitor assigned work and are accountable for the safe, reliable, timely and cost efficient execution of the inspection component of the overall project Can be tasked to interface with a variety of stakeholders, such as Project Design, engineering and contractors, and collaborate with departments and external parties	Duties	[redacted]
[illegible]	[illegible]	May work at building, highway, and heavy construction sites Assist skilled people in performing their tasks, able to follow instructions rapidly and proficiently. Learn safety precautions, and be able to use many construction and labor tools.	Education	High school and post secondary education
[illegible]	[illegible]	May work at building, highway, and heavy construction sites Assist skilled people in performing their tasks, able to follow instructions rapidly and proficiently. Learn safety precautions, and be able to use many construction and labor tools.	Experience	4+ years

Job Group	Job Type	Work Responsibilities	Job Description Category	Service (Specific to Expert Level)
		May work at building, highway, and heavy construction sites Assist skilled people in performing their tasks, able to follow instructions rapidly and proficiently. Learn safety precautions, and be able to use many construction and labor tools.	Decision Making	Makes decisions within scope of position and authority as well as independent decisions regarding planning, organizing and scheduling work for self. Can also make decisions that have impact on the department.
		May work at building, highway, and heavy construction sites Assist skilled people in performing their tasks, able to follow instructions rapidly and proficiently. Learn safety precautions, and be able to use many construction and labor tools.	Duties	Mix, transfer and extend materials such as concrete and asphalt Help in drilling and blasting; plans earth using rakes and shovels Erect and take to places concrete forms, scaffolding and ramps Construct scaffolding Perform any clerical/administrative tasks Load and unload structure materials and move materials in work areas Direct traffic at or near building sites and carry out other traffic management activities Maintain plants and gardens Assist supervisors with clerical duties Operate forklift, mowers and material breakers Maintain tools and equipment Plant and take care of forests Clean up work sites Manage shift equipment and materials Take delivery of materials and cargo from suppliers Remove debris and trash at construction sites using wheelbarrows Perform other duties as assigned by manager
		The individual will work with other GIS professionals to manage and improve NiSource's GIS data and systems.	Education	GIS/Geomatics Degree or Diploma
		The individual will work with other GIS professionals to manage and improve NiSource's GIS data and systems.	Experience	10 to 15 years
		The individual will work with other GIS professionals to manage and improve NiSource's GIS data and systems.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy. Coordinate GIS projects (e.g. pipeline data integrations, GIS application enhancements and process improvements) which includes task such as: Business requirements identification and documentation Project planning and execution Quality management Status reporting, risk mitigation and stakeholder management GIS project team coordination (required for large GIS projects).
		The individual will work with other GIS professionals to manage and improve NiSource's GIS data and systems.	Duties	Manage relationships with internal and external stakeholders; identify areas for which new GIS technologies can be leveraged to improve efficiency; assist the GIS Manager in preparing the annual business plan and budget; contribute to the development of GIS policies, standards and strategies; provide GIS expertise for pipeline engineering projects; manage ad-hoc GIS requests such as data extraction and analysis.
		Serves as a company representative in land negotiations and manages the ownership or lease of surface lands. The position deals with affected parties, including landowners, communities, external industry associations and regulatory bodies in matters pertaining to real estate, property management and stewardship, land acquisition or disposition, public awareness/consent programs and settling damage claims.	Education	University degree
		Serves as a company representative in land negotiations and manages the ownership or lease of surface lands. The position deals with affected parties, including landowners, communities, external industry associations and regulatory bodies in matters pertaining to real estate, property management and stewardship, land acquisition or disposition, public awareness/consent programs and settling damage claims.	Experience	10 to 15 years
		Serves as a company representative in land negotiations and manages the ownership or lease of surface lands. The position deals with affected parties, including landowners, communities, external industry associations and regulatory bodies in matters pertaining to real estate, property management and stewardship, land acquisition or disposition, public awareness/consent programs and settling damage claims.	Decision Making	Responsible for an organization's investments for all geographic areas where it operates. Work is governed by general policy and is involved in highly complex matters. Familiarity with real estate practice, ownership, stewardship, communication and stakeholder issues in the United States including siting and operational concerns that may arise in conjunction with operating generation assets. Knowledge of the execution of land practices and processes across the company and in the industry.
		Serves as a company representative in land negotiations and manages the ownership or lease of surface lands. The position deals with affected parties, including landowners, communities, external industry associations and regulatory bodies in matters pertaining to real estate, property management and stewardship, land acquisition or disposition, public awareness/consent programs and settling damage claims.	Duties	Is considered an subject matter expert and is sought out by internally stakeholders for guidance on land rights issues; identify land requirements and potential issues on capital projects, acquisition or development programs; provide facilitation in unique land issues, claims, negotiations recognizing precedent-setting impacts; support and implement the annual integrated public awareness program; direct and/or advise contract land agents, appraisal experts, consulting foresters and surveyors, contractors involved with property matters and ownership; ensure data within the land database is current and accurate.
		Detailed planning of all project shipments; liaison with project manager, field personnel, active control, logistics provider(s), fabricators, coaters and warehouse as required.	Education	
		Detailed planning of all project shipments; liaison with project manager, field personnel, active control, logistics provider(s), fabricators, coaters and warehouse as required.	Experience	
		Detailed planning of all project shipments; liaison with project manager, field personnel, active control, logistics provider(s), fabricators, coaters and warehouse as required.	Decision Making	
		Detailed planning of all project shipments; liaison with project manager, field personnel, active control, logistics provider(s), fabricators, coaters and warehouse as required.	Duties	
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for mechanical engineering design of maintenance capital projects for oil and natural gas facilities. Accountable for providing Mechanical Engineering technical support and quality management in the design, evaluation, procurement, modification and/or installation of mechanical equipment and systems for the plants as well as technical support for operating and maintenance functions to provide maximum reliability, efficiency and safety in the operation of the plants.	Education	University Degree, Licensed Professional Engineer
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for mechanical engineering design of maintenance capital projects for oil and natural gas facilities. Accountable for providing Mechanical Engineering technical support and quality management in the design, evaluation, procurement, modification and/or installation of mechanical equipment and systems for the plants as well as technical support for operating and maintenance functions to provide maximum reliability, efficiency and safety in the operation of the plants.	Experience	10-15 years
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for mechanical engineering design of maintenance capital projects for oil and natural gas facilities. Accountable for providing Mechanical Engineering technical support and quality management in the design, evaluation, procurement, modification and/or installation of mechanical equipment and systems for the plants as well as technical support for operating and maintenance functions to provide maximum reliability, efficiency and safety in the operation of the plants.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for mechanical engineering design of maintenance capital projects for oil and natural gas facilities. Accountable for providing Mechanical Engineering technical support and quality management in the design, evaluation, procurement, modification and/or installation of mechanical equipment and systems for the plants as well as technical support for operating and maintenance functions to provide maximum reliability, efficiency and safety in the operation of the plants.	Duties	Makes decision and recommendation on very high level projects or problems. Uses their judgment to interpret policy and draws upon past practice, industry knowledge and ingenuity to come up with a solution where there is more than one approach available. Seen as the expert with high technical knowledge and experience.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Education	University Degree, Licensed Professional Engineer
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Experience	10-15 years

Job Grades	Job Type	Core Responsibilities	Job Description Category	Senior (Specialist to Expert Level)
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Responsible for providing operational pipeline integrity support to capital projects in development, and implementing a formal process of asset integration to operations.	Duties	Makes decision and recommendation on very high level projects or problems. Uses their judgment to interpret policy and draws upon past practice, industry knowledge and ingenuity to come up with a solution where there is more than one approach available. Seen as the expert with high technical knowledge and experience.
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Education	University Degree, Licensed Professional Engineer
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Experience	10-15 years
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy
		Design materials, structures, and systems while considering the limitations imposed by practicality, regulation, safety, and cost. Conduct feasibly studies, resource requirements both people and materials and setting standards for both operating and development activities. Accountable for providing engineering and technical support to Power Plants to provide maximum productivity, availability, safety and reliability of the assets.	Duties	Makes decision and recommendation on very high level projects or problems. Uses their judgment to interpret policy and draws upon past practice, industry knowledge and ingenuity to come up with a solution where there is more than one approach available. Seen as the expert with high technical knowledge and experience. Performing the plant supervisor role as Acting Supervisor / Chief Engineer during vacation and any absentees of the Operations Manager / Chief Engineer; provisioning training and mentoring to junior power engineers.
		Implement, operate, manage, and direct the Project Controls Program for NIPSCO and the NIPSCO Major Project's Organization. Responsible for the quality, implementation, operation, and configuration control of the MP Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Education	Bachelors Degree in Engineering or Technical degree PMP PMI Certification. Preferred
		Implement, operate, manage, and direct the Project Controls Program for NIPSCO and the NIPSCO Major Project's Organization. Responsible for the quality, implementation, operation, and configuration control of the MP Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Experience	10+ years
		Implement, operate, manage, and direct the Project Controls Program for NIPSCO and the NIPSCO Major Project's Organization. Responsible for the quality, implementation, operation, and configuration control of the MP Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Decision Making	Involved in highly complex matters and business processes that have impact for the organization and involve Senior Management strategic decisions. May oversee a variety of projects at a time. Can be tasked to manage junior Project Controls
		Implement, operate, manage, and direct the Project Controls Program for NIPSCO and the NIPSCO Major Project's Organization. Responsible for the quality, implementation, operation, and configuration control of the MP Project Management organizational process assets which include the PM Policy, Framework, Program Description, Guidelines, Standards, Job Aids, and PM Information Systems (PMIS).	Duties	Responsible for Major Projects Project Management Training and Development and Project Management Staff competence development. Subject Matter Expert in Performance Area Capability; Project Initiation, Project Planning and Project Controls; Competent and facilitating support for Project Execution and Project Close-Out and Transition. Accountable to the VP Major Projects for Major Projects Portfolio Management, Program Management, Project Management, and Project Controls Capability and Competence definition and improvement using and tailoring industry standards (AACE, PMI, ISO, Construction Management Industry, etc.) and best practice application and training to integrate and optimize theory for optimum project delivery application Co-Responsible for leadership and management system implementation for Major Projects Optimizes, leads, empowers, accountable for all Project Controls Performance Empowers, stewardship (integrated leadership and management) visionary, portfolio-manages Major Project's resources Review cost estimates for proposed projects Develop and maintain the integrated project schedule, and oversee any contractor schedules Develop, review, analyze and interpret a variety of project metrics and administer the project reporting function Setup and maintain the project WBS within the designated ERP system Ensure proper review and approval of invoices and supports the monthly cost accrual process Prepare detailed project forecasts, budget reconciliations, and cash flow analysis Coordinate with accounting and accounts payable to ensure proper recording and payment of costs incurred on the projects Establish team action plans and goals and coaching teams to deliver desired results Comply with all regulatory guidelines and company policies and procedures. Interacting with regulatory agencies to ensure compliance with all regulations and any associated compliance orders. Provide support to the Manager Major Projects, Project Managers; assists with issues, problems and conflicts, removes obstacles to success Provide performance management leadership and development support for employees Display leadership and support to provide a safe work environment
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting requirements, and track client meetings and milestones.	Education	University Degree or Technical School Degree
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting requirements, and track client meetings and milestones.	Experience	10-15 years
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting requirements, and track client meetings and milestones.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy
		Collaborates with project managers on the development and review of project plans, estimates, costs, contracts, schedules and resources. Thinks strategically, and work with a myriad of stakeholders from multiple department groups to assist with the delivery of project requirements. Provide oversight with execution of projects, master schedules, reporting requirements, and track client meetings and milestones.	Duties	Considered a specialist, works independent and can operate outside of established guidelines. Develops risk mitigation and ongoing improvements and developments in projects.
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decision summaries; Provide cost estimating with input from the Engineering team during the definition phase; Prepare all Project Work Authorizations; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Participate in incident investigations Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs	Education	University Degree or Technical School Degree
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decision summaries; Provide cost estimating with input from the Engineering team during the definition phase; Prepare all Project Work Authorizations; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Participate in incident investigations Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs	Experience	10 to 15 years

Job Group	Job Type	Core Responsibilities	Job Description Category	Senior (Specialist to Expert Level)
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decision summaries; Provide cost estimating with input from the Engineering team during the definition phase; Prepare all Project Work Authorizations; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Participate in incident investigations Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs	Decision Making	Involved in highly complex matters and business processes that have impact for the organization and involve Senior Management strategic decisions. May oversee a variety of projects at a time. Can be tasked to manage junior Project Engineers.
		Execute projects relating to capacity and expense maintenance projects with respect to Gas and Electric Projects. Provide budget input and assist in preparing the Decision summaries; Provide cost estimating with input from the Engineering team during the definition phase; Prepare all Project Work Authorizations; Manage sub-phases of projects during the implementation phase; Develop project execution plans and schedules, project proposals and regulatory applications; Provide liaison and guidance on matters relating to project controls; Participate in incident investigations Support the implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs.	Duties	Demonstrates effective control of project cost expenditures and in addition the ability to forecast budgeting overruns and shortfalls; Analyzes long term trends on project performance metrics and makes recommendations to project management team on corrective actions and can be tasked to develop new business policy to improve future project performance metrics; Coordinate or direct the work of external consultants; Demonstrate an understanding of the numerous department stakeholders expectations and expect contributions and how they can contribute to the project success; Promote and Manage project safety, and can be tasked to lead incident investigations; Support the development and implementation of NiSource's project management tools, standards and processes to support the implementation of capital and maintenance programs within US; Can be tasked to manage junior project engineer staff
		Apply Project Management proficiency and provide expanded Project Management services to the Major Projects organization. Apply PM Performance Area proficiency (initiation, planning, execution, monitoring and control, and closure) competence along with project management knowledge area processes, tools, techniques, and project management information system (PMIS) to designated Major Projects. Apply NIPSCO general management skills and proficiency, apply a project life cycle methodology using project management performance area management, knowledge area management, project management processes, interpersonal skills, project management tools and techniques to define and achieve the project objectives.	Education	University Degree or Technical School Degree
		Apply Project Management proficiency and provide expanded Project Management services to the Major Projects organization. Apply PM Performance Area proficiency (initiation, planning, execution, monitoring and control, and closure) competence along with project management knowledge area processes, tools, techniques, and project management information system (PMIS) to designated Major Projects. Apply NIPSCO general management skills and proficiency, apply a project life cycle methodology using project management performance area management, knowledge area management, project management processes, interpersonal skills, project management tools and techniques to define and achieve the project objectives.	Experience	10-15 years
		Apply Project Management proficiency and provide expanded Project Management services to the Major Projects organization. Apply PM Performance Area proficiency (initiation, planning, execution, monitoring and control, and closure) competence along with project management knowledge area processes, tools, techniques, and project management information system (PMIS) to designated Major Projects. Apply NIPSCO general management skills and proficiency, apply a project life cycle methodology using project management performance area management, knowledge area management, project management processes, interpersonal skills, project management tools and techniques to define and achieve the project objectives.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy.
		Apply Project Management proficiency and provide expanded Project Management services to the Major Projects organization. Apply PM Performance Area proficiency (initiation, planning, execution, monitoring and control, and closure) competence along with project management knowledge area processes, tools, techniques, and project management information system (PMIS) to designated Major Projects. Apply NIPSCO general management skills and proficiency, apply a project life cycle methodology using project management performance area management, knowledge area management, project management processes, interpersonal skills, project management tools and techniques to define and achieve the project objectives.	Duties	• Drives integration management back to product development and through product operations to increase the effectiveness of the overall project management program. Employs product integration, leadership integration, management integration, knowledge area/process integration, job aid integration, and project management information system integration with NIPSCO corporate systems • Integrate leadership competence with the product life cycle components to facilitate optimum customer involvement in the project to ensure customer satisfaction. Empower the project management team to meet / exceed the project objectives. Apply quantitative based management techniques to drive project management performance. • Integrate product and project quality management system to drive objective definition and accomplishment and customer and project stakeholder satisfaction. • Integrate product and project risk management to drive objective key performance parameters and accomplishment of the project within the objective parameters for project success, and customer and project stakeholder satisfaction. • Integrate procurement and contract management to align buyers and sellers objectives to drive objective key performance parameters and accomplishment of the project within these project success parameters. • Integrates product and project cost management proficiencies to perform objective based project controls and deliver the most valuable product that can be achieved. • Integrates planning and schedule management with other project controls systems to optimize product schedule delivery against the other product and project objectives. To deliver the most valuable product that can be achieved • Drives NIPSCO strategy to / through the utilization of NIPSCO resources to optimize product delivery and NIPSCO return on investment and opportunity cost. • Effectively utilize proficiency in NIPSCO human resource processes and skills to optimize coordination of the project management team performance and ensure optimum coordination is achieved given existing human resource policies and procedures. Use effective human resource tools and techniques to motivate and drive contractor performance • Drive optimum project stakeholder engagement to achieve the project objectives. Integrate leadership, management, personal, interpersonal, and communications skills to provide the utmost value to project stakeholders. • Utilize communication competence to drive effective project stakeholder management, project management team performance, and optimum customer engagement. • Empower / demand proficiency in project governance and utilize effective communication and objective management to ensure that the project's safety and environmental objectives are realized. • The Project Manager will manage the project in accordance with industry best practices, the NIPSCO Organizational Process Assets, the Project Management Guidelines and Standards
		Provides technical support and services to the business in all aspects of maintaining pipeline and equipment integrity, SCADA and other areas that support that.	Education	Technical School Degree
		Provides technical support and services to the business in all aspects of maintaining pipeline and equipment integrity, SCADA and other areas that support that.	Experience	10-15 years
		Provides technical support and services to the business in all aspects of maintaining pipeline and equipment integrity, SCADA and other areas that support that.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy.
		Provides technical support and services to the business in all aspects of maintaining pipeline and equipment integrity, SCADA and other areas that support that.	Duties	Operates as an advanced specialist while working on highly technical work. Is adaptive and manages non-routine assignments. Provides technical support to engineers and other similar professionals. May plan, schedule or oversee the work of other technical roles. Seen as the expert on technical matters
		This position is responsible for the design, installation, testing, and maintenance of the protection and control systems that safeguard NIPSCOs electric transmission, distribution, and generation infrastructure. Performs P&C system troubleshooting and problem correction. Investigates electric system events and protection operations. Performs startup and commissioning of new T&D equipment. Performs NERC compliance activities. Documents and reviews compliance requirements. Performs fieldwork in an industrial setting with exposure to high voltage, electromagnetic fields, and hazardous materials. Work schedule can include extended hours or overnight stays out of the area. Personnel are subject to 24/7 emergency call out.	Education	Requirements as for Level II plus a minimum of five (5) years of relay & control experience, with three (3) years of responsible experience as a Level II Protection & Control Engineer. Responsible experience requires evidence of critical decision-making skills without supervisory intervention and a mastery of the knowledge/skills required for the Level III position as stated above. Ability to work cooperatively with staff from other business segments is absolutely essential.
		This position is responsible for the design, installation, testing, and maintenance of the protection and control systems that safeguard NIPSCOs electric transmission, distribution, and generation infrastructure. Performs P&C system troubleshooting and problem correction. Investigates electric system events and protection operations. Performs startup and commissioning of new T&D equipment. Performs NERC compliance activities. Documents and reviews compliance requirements. Performs fieldwork in an industrial setting with exposure to high voltage, electromagnetic fields, and hazardous materials. Work schedule can include extended hours or overnight stays out of the area. Personnel are subject to 24/7 emergency call out.	Experience	5+ years
		This position is responsible for the design, installation, testing, and maintenance of the protection and control systems that safeguard NIPSCOs electric transmission, distribution, and generation infrastructure. Performs P&C system troubleshooting and problem correction. Investigates electric system events and protection operations. Performs startup and commissioning of new T&D equipment. Performs NERC compliance activities. Documents and reviews compliance requirements. Performs fieldwork in an industrial setting with exposure to high voltage, electromagnetic fields, and hazardous materials. Work schedule can include extended hours or overnight stays out of the area. Personnel are subject to 24/7 emergency call out.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy.

Job Group	Job Type	Job Description	Job Specification	Sample Responsibilities
		This position is responsible for the design, installation, testing, and maintenance of the protection and control systems that safeguard NYISO's electric transmission, distribution, and generation infrastructure. Performs HEC system troubleshooting and problem solving. Develops and implements corrective actions. Performs station inspections and reviews compliance requirements. Performs fieldwork in an industrial setting with exposure to high voltage, electromagnetic fields, and hazardous materials. Work schedule can include extended hours or overnight stays out of the area. Personnel are subject to 24/7 emergency call out.	Duties	Reviews project design drawings and verifies field wiring to ensure strict adherence to proper relaying practices and NPCC/O standards. Provides engineering support on site and directs technical operating and construction personnel to ensure that all substation electrical equipment is installed, tested and operates properly. Designs control scheme logic and originates protective relaying schematic diagrams for new substations or renovation projects. Performs acceptance, calibration, functional testing and final load checks of protective relays and control schemes for new substations or renovation projects. Performs field acceptance testing of new substation equipment (power transformers, high voltage circuit breakers, instrument transformers, voltage regulators, circuit reclosers, capacitor banks, and motor operated switches). Performs scheduled inspection and functional test maintenance of protective relays and equipment control systems to ensure continued reliability. Performs corrective maintenance on the various protective relaying equipment (Digital Fault Recorders and Sequential Event Recorders) located at critical transmission substations. Maintains, calibrates and repairs the electronic controls used in voltage regulating, power factor correction and circuit recloser equipment. Provides technical assistance and engineering services to various departments within the company and to industrial and commercial customers. Documents all equipment test data and maintains the most current version of substation electrical prints. Provides the field-testing of the recommended grid installation to insure adherence to design parameters. Conducts substation power transformer loading and voltage surveys and maintains system distribution voltage levels in proper adjustment. Provides training, assistance, and site positive example for Level I and II field engineers. Responds anytime, day or night, to investigate and provide solutions to field problems with protective relaying control schemes or other substation equipment.
		Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace to ensure compliance with government regulations. Main contact for health and safety issues.	Education	University Degree, Registered Safety Professional designation
		Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace to ensure compliance with government regulations. Main contact for health and safety issues.	Experience	10 to 15 years
		Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace to ensure compliance with government regulations. Main contact for health and safety issues.	Decision Making	Responsible for the company's compliance to all regulations. Recognized for the broad depth of knowledge and develops solutions to complex, non-routine issues. Exercises considerable judgment, makes own interpretations of policy and creates strategies to support company.
		Evaluate and monitor health and safety hazards and develop strategies to control risks in the workplace to ensure compliance with government regulations. Main contact for health and safety issues.	Duties	Strong technical safety expertise (risk management and safety management systems, loss control management, hazard identification, incident investigations, emergency preparedness and response). Knowledge of Federal and State OHSAS legislation; ability to make decisions where only general policies and procedures are available requiring application of judgement and independent action.
		The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Education	University degree Safety inspectors must have relevant experience, or a combination of relevant experience and one or more of the following, or equivalent: ☐ Associate Safety Professional (ASP) - preferred ☐ Certified Safety Professional (CSP) - preferred ☐ Occupational Health and Safety Technician (OHST) - preferred ☐ Safety Trained Supervisor Construction (STSC) A Certified Safety Professional (CSP) certification is an asset.
		The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Experience	10+ years
		The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Decision Making	Strong technical safety expertise (risk management and safety management systems, loss control management, hazard identification, incident investigations, emergency preparedness and response). Knowledge of Federal and State OHSAS legislation; ability to make decisions where only general policies and procedures are available requiring application of judgement and independent action.
		The Safety Inspector is the Company's authorized representative for non-financial matters and is to inspect and coordinate the Safety aspects on all construction projects and ensure conformance with the Company OH&S Specifications. The Safety Inspector ensures that the project proceeds in accordance with the contract safety requirements and that all necessary construction documentation is compiled and transmitted to the Project Manager. The Safety Inspector reports directly to the Chief Inspector and possesses project stop work authority.	Duties	Manage a proactive approach to participating in the morning Contractor Safety Meetings. Develop agendas for weekly Project Site Specific Safety Audits and provide a healthy corrective action plan to communicate Safety issues to the Contractor. Analyze long and short term trends from inspection reports across multiple sites. Promote a Safe Working environment of continuous improvement through communications of project issues and solutions. Conduct, and Review all Project Incident Investigations for all incidents. Ensure that all incidents are reported through the incident Issue Tracking System (IIT). All incident reporting forms built within the construction inspection guidance shall be used as instructed. Monitoring for compliance with safety policies outlined in HiSource's safety policies and procedures, Occupational Health and Safety Administration (OSHA) in the U.S., and Workplace Health and Safety (WHS) specifications Ensuring all safety non-conformances are reported within the guidelines of the EHS&I Incident Management guidelines and appropriate mitigation is developed and implemented Making recommendations outside of policy in precedent-setting situations, as requested Remaining current in public events and changes in regulatory and safety requirements that might affect project plans Providing mentoring and leadership to other safety inspectors, as required
		Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulations and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Education	High School diploma and four years of experience welding as a scheduler Or High School diploma and six years of construction / engineering experience with five of those years working as a project scheduler Or 4 year College Degree and two years experience working as a project scheduler
		Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulations and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Experience	4+ years
		Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulations and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy.

Sub Group	Job Type	Core Responsibilities	Job Description Category	Skills (Specialist to Expert Level)
[redacted]	[redacted]	Drive the performance of gas and electric field operations teams in the local area by providing quality and efficient work schedules to ensure timely response and exceptional service to internal and external customers. Comply with outside regulators and internal company policies as they relate to scheduling and assigning responsibilities. Serviceable communications with field workforce, operations, system operations, engineering, new business, construction, outside services, and all others that may apply to ensure a collaborative and effective link. Efficient distribution of work to gas and electric crews. Departmental support systems and tools are utilized and work is coordinated among various field employees resulting in effective scheduling, assigning, and data reporting. Management of work and resources to ensure timely completion of all assignments, goals, objectives, and exceptional customer service. Effective work performance through data gathering, distribution and communication.	Duties	• Increase proficiency in schedule development and schedule analysis and integrated cost and schedule forecasting using quantitative risk management tools and techniques (Expected Monetary Value, Sensitivity Analysis, and Monte Carlo Analysis) to better predict project schedule and cost performance and enable timely corrective, preventive, and predictive action. • Develop qualitative and risk-managed integrated project baselines that are used to effectively measure project performance and provide the ability to take corrective / preventive / predictive action. Apply the cost of quality to schedule management (development and monitoring and control) • Applies integrated objective risk management to the project baselines to optimize project risk responses • Orchestrates contract commercial management, conducts contract performance assessment and reporting and initial contract performance analysis and contract schedule assessment, analysis, and change management forecasting. Performs contract reviews relative to contract scope and schedule performance, makes recommendations to the project management team and project manager as well as the manager of project controls. • Applies core project controls expertise; • Review and coordinate the management and utilization of project management guidelines, project management standards, processes, job aids, and tools • Integrates all project management subsidiary systems to improve project performance • Directs schedule effort • Tailors schedule management processes • Tailors / creates schedule management tools / techniques to advance schedule performance • Provides continuous life cycle planning and scheduling processes with progressive risk management forecasting with increased predictability, accuracy and precision. • Manages the project schedule performance baseline (as well as the integrated project baselines) • Forecasts schedule performance and schedule variance (SV) and identifies opportunities to avoid negative schedule variances • Drives / directs schedule assessment and analysis processes, methods, tools and techniques and integrates quality and risk response planning to determine project preventive actions / predictive actions and incorporates path optimum forward activities, logic, resource requirements, work around, contingency plans, etc. into the project schedule to progressively increase schedule accuracy, flexibility, and precision • Works to implement schedule predictive (opportunity) actions • Perform standard and advanced project and special project schedule reporting as anticipated for the project stakeholders; compiles and produces schedule reports as needed • Drives a project integration mindset; integration of people, processes, tools, and techniques to advance the probability of project success • Optimize product life cycle costing competence • Becomes a project subject matter expert to the project management team, Major Project managers, Director, and other relevant stakeholders for proposed corrective, preventive, and predictive actions • Applies integrated thinking to schedule management that facilitates improved objective performance • Utilize communication competence to drive effective project schedule decision making • The Senior Project Scheduler will manage in accordance with industry standards, the NIPSCO Project Management Guidelines and Standards, and industry best practices
[redacted]	[redacted]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models; Analyze systems requirements; Undertake product development; Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution; specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Education	Bachelor's degree in IT or Business subjects (business information systems, business studies, computer science/information technology, electrical/electronic engineering, information management systems, mathematics or science-based subjects).
[redacted]	[redacted]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models; Analyze systems requirements; Undertake product development; Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution; specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Experience	4+ years
[redacted]	[redacted]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models; Analyze systems requirements; Undertake product development; Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution; specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Decision Making	Makes decisions and recommendations on highly technical or complex issues and without formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy.
[redacted]	[redacted]	Use computers and related systems to design new IT solutions, modify, enhance or adapt existing systems and integrate new features or improvements, all with the aim of improving business efficiency and productivity. Examine existing IT systems and business models; Analyze systems requirements; Undertake product development; Implement, configure and test feasible solutions. Liaise between and report to internal and external clients and stakeholders, including colleagues and developers, throughout the development process. Conduct a cost analysis and agree the timeframe to implement the proposed solution; specify and shape the system requirements and operations, the user interface and output and present the proposal to the client. Work closely with the client team, including commercial managers and software developers, during both the report and implementation phase.	Duties	Liaising extensively with external or internal clients; Analyzing clients' existing systems and business models; Mapping and documenting interfaces between legacy and new systems; Understanding software development lifecycle; Translating client requirements into highly specified project briefs; Identifying options for potential solutions and assessing them for both technical and business suitability; Conducting requirements analysis and preparing specific proposals for modified or replacement systems; Developing solutions and related products; Producing project feasibility and costings reports; Presenting proposals to clients; Working closely with colleagues, developers, testers and a variety of end users to ensure technical compatibility and user satisfaction; Ensuring that budgets are adhered to and deadlines are met; Drawing up, supervising and documenting testing schedules for complete systems; Overseeing implementation of a new system including data migration; Planning and working flexibly to deadlines; Supporting users on change control and system updates; Providing training and user manuals to users of a new system; Keeping up to date with technical and industry developments.
[redacted]	[redacted]	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Education	Diploma/certification as a technologist or technician in a related field; University Degree considered an asset
[redacted]	[redacted]	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Experience	10+ years

Job Group	Job Type	Other Responsibilities	Job Description Category	Level (Specialist to Expert Level)
[illegible]	[illegible]	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Decision Making	Monitor welding quality while ensuring that the safety of all personnel on site is the top priority; perform routine quality audits to ensure that work is progressing per the specifications and initiate corrective actions where appropriate.
[illegible]	[illegible]	The Certified Welding Inspector is the Company's authorized representative and is to inspect and ensure that proper welding and radiographic procedures are qualified and utilized, the radiographers used are certified, the welders are qualified, sound welds are produced, and proper documentation is maintained. These activities must be performed in accordance with the appropriate Company specifications approved by a welding specialist in the Facilities and Pipeline Engineering group.	Duties	Certified Welding Inspector responsibilities shall include: • Continuously inspect the Contractor's workmanship and ensure conformance to Company specifications. • Ensure compliance with all project specific environmental requirements as outlined within the project Environmental Construction Plan and/or as directed by the project Environmental Inspector. • Ensure compliance with all project specific right-of-way requirements as outlined within the Right-of Way Line List and/or as directed by the project Right-of-Way Agent. • Ensure Contractor compliance with the minimum safety standards as outlined within the U.S. Contractor Safety Handbook [to be used when the Company is directing the Contractor's work] or the Contractor Safety Requirements [the minimum standard to be used to ensure a Prime or a General Contractor's own safety plan and the Site Specific Safety Plan (SSSP) are adequate]. • Review and become familiar with the construction drawings and Company welding specifications. • Ensure that all proposed design changes or material substitutions are discussed and approved by the Chief Inspector and that proper Company approval is obtained prior to proceeding with the work. • Plan and organize inspection duties in advance with the Chief Inspector and assist them in coordinating the radiographic crew's activities with the Contractor's project schedule to effectively manage cost and anticipate production weld problems. • Verify the qualification of all contract welders, by either witnessing their qualification test or verifying that the welder is currently qualified by the company and properly recorded in the assigned Company designated Welding Engineering Specialist's records. All initial and/or retest contract welder qualification reports must be filed with and deemed current by the assigned Company designated Welding Engineering Specialist, prior to allowing the welder to weld on any company project. Make sure that all contract welders weld only within their qualifications. (A contract welding inspector is not required to qualify or verify the qualification of company welders.) • Monitor the quality of welds being made and the quality of the radiographic inspection to ensure that sound welds are being made. • Verify that each welder is making sound welds and is following the Company and/or otherwise approved welding procedure and specification on the job site. Monitor all of the welding procedure requirements periodically during welding, such as preheating, proper voltage and amperage ranges, welding direction, travel speed, etc. • Verify all weld repairs made to correct defects in welds does sufficiently correct the defect and the finished weld satisfies the requirements as outlined by the appropriate codes and Company specifications. • Ensure that the radiographer's certification is complete and correct; acceptable radiographic procedures are established; and the technician(s) has a copy of the Company specifications and is familiar with Company procedures, documentation and form completion. Ensure that proper documentation is maintained by the radiographic crew, including the disposition of each reject. • Ensure the appropriate radiographic procedure is used (including developing and handling of film) and such procedure is producing acceptable radiographs with the image of the essential hole or wire of the penetrometer being clearly visible on each film. Also verify that the correct size, type and kind of penetrometer used for the diameter and wall thickness of the pipe weld being radiographed. Consult the Project Manager and/or assigned Company designated Welding Engineering Specialist for technical guidance or interpretation of company radiographic specifications. • Verify that all welding materials (welding rods, pipe wire, transitions pieces, etc.) used in the installation are in compliance with Company requirements and specifications, stored in accordance to the Company and manufacturer's specifications, and damaged materials are not used for any weld. • Keep the Chief Inspector aware immediately of any daily problems or anticipated problems with the welding phase of the construction project. Make immediate notification of any
[illegible]	[illegible]	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the full-time Payment Processer Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Education	High school & postsecondary education
[illegible]	[illegible]	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the full-time Payment Processer Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Experience	5 plus Years
[illegible]	[illegible]	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the full-time Payment Processer Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Decision Making	Makes decisions within scope of position and authority as well as independent decisions regarding planning, organizing and scheduling work for self. Can also make decisions that have impact on the department.
[illegible]	[illegible]	Responsible for customer service and processing both check and electronic payments using NiSource's suite of systems. Process wire payments on a daily basis Process check and electronic payments as a back up to the full-time Payment Processer Review and resolve issues with stale dated checks Test and implement payment function for new pay company set-up Assist internal and external auditors Attest authorized spending limits Reconcile all wire payments Recommend new procedures/reports as required for control of pay and customer service functions Answer phone and e-mail queries from vendors and internal clients on invoice issues Basic accounting knowledge Excellent data entry skills Attention to detail is an essential skill	Duties	Performs advanced data entry duties. Can support multiple data entry tasks in various systems and can be requested to develop simple standard operating practices on data entry tasks. Involved in managing confidential and sensitive information. Will be requested to provide guidance to staff once they have a solid background in the work.
[illegible]	[illegible]	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Education	University degree: Business or Finance
[illegible]	[illegible]	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Experience	10 to 15 years
[illegible]	[illegible]	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Decision Making	Makes decisions and recommendations on highly technical or complex issues. In the absence of formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy

Job Group	Job Type	Core Responsibilities	Job Description Category	Senior (Relative to Career Level)
[illegible]	[illegible]	Facilitate and support the preparation, roll-up, analysis, and review of annual departmental operating budgets and monthly forecasts; Monitor, analyze, reconcile, and prepare detailed and summary cost reports and presentations, including compiling variance explanations and cost performance results by line of business and budget accountability area;	Duties	Provides advice in highly complex audit matters and participates in large scale business projects typically on an area of expertise. Supervise and provide direction and training to other staff while conducting financial budgeting tasks
[illegible]	[illegible]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Education	University Degree
[illegible]	[illegible]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Experience	10 to 15 years
[illegible]	[illegible]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Decision Making	Makes decisions and recommendations on highly technical or complex issues. In the absence of formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy
[illegible]	[illegible]	Prepare and present financial business review reports and updates for NiSource leaders and other stakeholders; Document and maintain allocation methodologies for various NiSource departments; Work with other cost analysis and accounting groups to align with budget, forecasting, and reporting policies, processes, and practices; Identify and implement opportunities for improving reporting and analysis of financial data, budget-related tools and practices; Analyzes non-IT business problems and articulates requirements to support process improvement opportunities	Duties	Involved in highly complex matters and business processes that have impact for the organization and involve Senior Management strategic decisions. May oversee a variety of projects at a time.
[illegible]	[illegible]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Education	University degree; Possession of a professional designation (e.g. CPA, CIA, etc.)
[illegible]	[illegible]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Experience	10 to 15 years
[illegible]	[illegible]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Decision Making	Makes decisions and recommendations on highly technical or complex issues. In the absence of formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy
[illegible]	[illegible]	Monthly accounting and analysis of certain general expenses, including insurance, audit fees and compensation-related expenses; Assisting in the annual budget process and periodic forecasts, along with related ongoing analysis; Preparation of quarterly surveillance report information; Liaise with departmental management, budget contacts, and business unit accountants; Support the regulatory process by preparing materials for tolls applications and negotiated settlement activities; Other ad hoc reporting and analysis, as required; Ongoing efforts to streamline processes and enhance reporting capabilities.	Duties	Provides advice in highly complex accounting matters and participates in large scale business projects typically on an area of expertise.
[illegible]	[illegible]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review;	Education	Undergraduate degree in business, finance or related discipline required; Finance or Accounting Designation Required (CFA, CPA, Etc.)
[illegible]	[illegible]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review;	Experience	10 to 15 years
[illegible]	[illegible]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review;	Decision Making	Makes decisions and recommendations on highly technical or complex issues. In the absence of formal guidelines or precedents and exercises resourcefulness and ingenuity to interpret policy

Job Group	Job Type	Core Responsibilities	Job Description Category	Senior (Specialist to Expert Level)
[redacted]	[redacted]	Provide finance and accounting support for potential acquisitions and or ongoing major projects. Can include reviewing data room material, identifying potential financial accounting issues, financial reporting impact of these issues under various acceptable statutory accounting practices (e.g. US GAAP) as well as reviewing financial models to ensure appropriate presentation of accounting treatment and accuracy of financial models; Assist the Energy Accounting, Pipeline Accounting and Financial Reporting groups with financial research and analysis for special projects as well as financial statement review;	Duties	Provides advice in highly complex audit matters and participates in large scale business projects typically on an area of expertise. Supervise and provide direction and training to other staff while developing financial models
[redacted]	[redacted]	Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue, and manage RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analyses and proposal commercial evaluations; coordinate overall evaluations with project clients; Liaise with bidders, suppliers, and other internal stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Organize and manage project and purchase order files, both electronic and paper files; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is received to maintain ERP records; Receive, route and review for Contractual content all RFI's and ensure all are answered in a timely fashion and filed in accordance with the Contacts Filing Index	Education	University Degree or Advance Degree in Supply Chain Logistics
[redacted]	[redacted]	Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue, and manage RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analyses and proposal commercial evaluations; coordinate overall evaluations with project clients; Liaise with bidders, suppliers, and other internal stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Organize and manage project and purchase order files, both electronic and paper files; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is received to maintain ERP records; Receive, route and review for Contractual content all RFI's and ensure all are answered in a timely fashion and filed in accordance with the Contacts Filing Index	Experience	10-15 years
[redacted]	[redacted]	Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue, and manage RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analyses and proposal commercial evaluations; coordinate overall evaluations with project clients; Liaise with bidders, suppliers, and other internal stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Organize and manage project and purchase order files, both electronic and paper files; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is received to maintain ERP records; Receive, route and review for Contractual content all RFI's and ensure all are answered in a timely fashion and filed in accordance with the Contacts Filing Index	Decision Making	Makes decisions within scope of position and authority as well as independent decisions regarding planning, organizing and scheduling work for self. Can also make decisions that have impact on the department.
[redacted]	[redacted]	Process internal project client requests for the supply of goods as required; Manage competitive sourcing processes as required; Develop, issue, and manage RFPs, RFQ, RFIs, etc.; Conduct bid spreadsheet analyses and proposal commercial evaluations; coordinate overall evaluations with project clients; Liaise with bidders, suppliers, and other internal stakeholders (supplier qualification, engineering, project team, Legal, Risk, etc.) as required; Assemble purchase order documents and administer purchase orders within area of responsibility; Organize and manage project and purchase order files, both electronic and paper files; Facilitate supplier's pre-qualification process and liaise with Life Cycle Management to ensure a timely outcome; Maintain purchase order records in ERP, ensuring governance requirements are met at all times; Provide purchase order status updates as required; Ensure all relevant information is received to maintain ERP records; Receive, route and review for Contractual content all RFI's and ensure all are answered in a timely fashion and filed in accordance with the Contacts Filing Index	Duties	Considered a specialized role and exercises considerable judgment in all areas of Supply Chain procurement. Can provide leadership for other professionals and is responsible for driving cost savings and efficiencies in procurement of materials and services. Participates in providing supplier performance feedback
[redacted]	[redacted]	Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and manage tender documents (RFPs, RFQ, RFIs, etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NiSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFI's, etc.; Lead proposal analyses and proposal commercial evaluations; coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and proper authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Manage competitive sourcing processes and single/sole sourcing processes for major contracts; Cross-functional teams during contract tendering, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company experts, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Education	University Degree or Advance Degree in Supply Chain Logistics

Job Group	Job Type	Core Responsibilities	Job Description Category	Senior Specialist up Expert Level
		Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and manage tender documents (RFPs, RFQ, RFIs, etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NiSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFIs, etc.; Lead proposal analyses and proposal commercial evaluations; coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and proper authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Manage competitive sourcing processes and single/sole sourcing processes for major contracts; Cross-functional teams during contract tendering, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company experts, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Experience	10-15 years
		Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and manage tender documents (RFPs, RFQ, RFIs, etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NiSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFIs, etc.; Lead proposal analyses and proposal commercial evaluations; coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and proper authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Manage competitive sourcing processes and single/sole sourcing processes for major contracts; Cross-functional teams during contract tendering, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company experts, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Decision Making	Makes decisions within scope of position and authority as well as independent decisions regarding planning, organizing and scheduling work for self. Can also make decisions that have impact on the department.
		Lead the contract formation and/or contract administration process for various direct and indirect material purchases; Develop, issue and manage tender documents (RFPs, RFQ, RFIs, etc.); Negotiate contract commercial terms, ensuring they meet requirements of internal stakeholders (i.e., risk, legal, project management, etc.) and NiSource standards; Administer multiple contracts including issuance of change order requests, negotiation and approval of change orders, RFIs, etc.; Lead proposal analyses and proposal commercial evaluations; coordinate overall RFP evaluations with project clients; Provide sound Supply Chain Management advice, guidance, and options to internal project clients while following established processes and proper authorization controls; Develop and articulate project and contract acquisition strategies within area of responsibility and communicate strategies to project clients and Senior Management; Manage competitive sourcing processes and single/sole sourcing processes for major contracts; Cross-functional teams during contract tendering, formation, administration and negotiation; Coordinate communication efforts with suppliers, team members, company experts, and advisors (legal, risk, tax, supplier qualification, etc.); Conduct market and competitive intelligence research and analysis within area of responsibility; Maintain contract records in ERP, ensuring governance requirements are met at all times	Duties	Considered a specialized role and exercises considerable judgment in all areas of Supply Chain Strategic Sourcing. Can provide leadership for other professionals and is responsible for driving cost savings and efficiencies in sourcing and negotiating contracts for goods and services for multiple categories. Leads supplier performance management and periodic business reviews.
		Supports business units in the management or direction of logistics support for one or more programs, including appropriate supporting organizations; Identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments Identifies the sequence and dependencies of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s), identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Education	University Degree or Advanced Degree in Supply Chain Logistics
		Supports business units in the management or direction of logistics support for one or more programs, including appropriate supporting organizations; Identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments Identifies the sequence and dependencies of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s), identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Experience	10+15 years
		Supports business units in the management or direction of logistics support for one or more programs, including appropriate supporting organizations; Identifies all requirements and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments Identifies the sequence and dependencies of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans Prepares, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s), identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Decision Making	Makes decisions within scope of position and authority as well as independent decisions regarding planning, organizing and scheduling work for self. Can also make decisions that have impact on the department.

Job Group	Job Title	Core Responsibilities	Job Description Changes	Senior Specialist to Expert Level
Supply Chain		Supports business units in the management or direction of logistics support for one or more programs, including supervision of staff engaged in logistics planning and activities needed to provide comprehensive logistical support for delivery in inbound and outbound materials shipments. Integrates the actions and schedules of each requirement and activity into a comprehensive logistics plan in support of or to be incorporated into overall program plans. Programs, reviews, and revises logistics documentation applicable to each program/ project through all phases of the acquisition cycle. Monitors progress toward meeting the logistics plan(s), identifies the cause and impact of delays or other problems, and recommends actions to prevent or overcome such delays or problems. Follows and maintains quality assurance processes governing development of logistics documentation. Conducts studies, prepares reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.	Duties:	Considered a highly specialized role and exercises considerable judgment in all areas of Supply Chain logistics. Can provide leadership for other professionals and is responsible for driving cost savings and efficiencies in inbound and outbound delivery of materials

EXHIBIT D

(Technology Descriptions)

ACCELERATION TECHNOLOGY

VENDOR MANAGEMENT SYSTEM (ACCELERATION-VMS)

Requisitioning: The Agile•1's Requisition functionality addresses tasks involved in recruiting, submitting, screening, interviewing, engaging and managing the engagements of Contingent Workers. Functions incorporated within this module include:

1. Requirement posting: Allows Client to post specific job requirements to their Vendor community.

2. Requirement approvals: Allows Client to configure multi-level requirement approvals by region, Requirement dissemination to Vendors: Enables Client to segregate Vendor by tier (or preferred Vendor program) based upon the dissemination rules specified by Client. Client also has the ability to select which requirements to send to individual Vendors.

3. Requirement dissemination to Vendors: Enables Client to segregate Vendor by tier (or preferred Vendor program) based upon the dissemination rules specified by Client. Client also has the ability to select which requirements to send to individual Vendors.

4. Vendor candidate submission: Client-selected Vendors are allowed to submit one or more candidates to Client per requirement and provide detailed information about that candidate for a particular position.

5. Candidate comparison: Client will have the ability to compare all candidates per requirement in a summary format outlining high-level criteria such as skills, rates, candidate status and Vendor name.

6. Candidate selection and engagement: Client has the ability to review the details of submitted candidates and view various informational elements about the candidates. Client also has the ability to engage candidates, utilizing a multi-level approval function within the Requisition component.

7. Assignment evaluation: Client may configure engagement evaluations that include customizable timelines, criteria, ratings, a note section and the ability to hide or show evaluation information to Vendors.

8. Vendor management: Client may:

   - Customize some Vendor fields.

- Configure Vendor's access to certain requirements.
- Customize multi-tiered Vendor hierarchies.
- Receive detailed Vendor productivity metrics and reports.

9. Online Management Reports: Managers can generate customized reports to effectively control labor usage and budget allocations and optimize their staffing strategy.

10. Email distribution of requirement/candidate information: The Requisition component provides an email notification functionality that sends emails to Client, customers and Vendors based on configurable triggers. The emails may contain a hyperlink that will allow the email recipient to navigate to the associated information within Agile•1's tool.

11. Enhanced functionality: Client will be provided enhanced functionality of the basic module, including:

    - Dashboard of pending or open items on the home page
    - Label configurability on requirement, candidate and engagements
    - Configurable option to see rates and total cost within timesheets
    - "Not to exceed" field on requirement that will allow candidate submissions with rates below the listed requirement rate
    - Ability to configure maximum length of engagement by requirement class
    - "Ineligible to return" status and comment area for disengaged workers
    - Requirement settings authority moved to requirement class level and ability to include requirement settings as a part of the new requirement workflow
    - The delivery timeline of enhanced functionality shall be by mutual approval of the Parties

Time and Expense: Time and Expense functionality is used to capture the time, expense and project data for each active Contingent Workers. This data can then be reported on to create payment reports and burn down reports that show the costs as allocated to a specific engagement or project budget. Functions incorporated within this module include:

Browser based time/expense capture: Candidates engaged within requisition module shall enter their hours worked and expenses they have accrued on behalf of Client and associate those hours/expenses to Client projects and tasks

Time approval: Client can review time entered in Acceleration and has the authority to approve, edit or reject the contractor timesheet within the time frame established in the Services Agreement between Agile•1 and Client

Expense approval: Client can review contractor expenses entered in Acceleration and Client may approve or reject the expense report within the time frame established in the Services Agreement between Agile•1 and Client

Time/Expense reporting: Client has the ability to execute time and expense related reports that will be delivered via email

Billing and payment reporting: Client has the ability to execute billing and payment related data export reports that will be delivered via email

Reporting and Consolidated Invoicing:

Reporting: The reporting tool enables the Client to run standard and ad-hoc reports in real-time, based on historical data available in the database. The system captures and stores critical business data and allows for real-time retrieval of time-related management reports that can be filtered by department, project, cost center, and other available fields. Client can generate reports based on standard reports provide or the use of ad-hoc report functionality.

1. Report Selection: Client has the ability to select standard report types from a drop-down menu. Reports can be exported into html, pdf or xml formats.

2. Ad-hoc reports: Client has the ability select custom queries based on fields available in the database. Reports can be exported into html, pdf or xml formats.

3. Reporting availability: Reports are available at the vendor, applicant and hiring manager portals.

Consolidated Invoicing: The system consolidates timekeeping information from varied sources, as defined by the client during configuration, into a consolidated invoice/s. Information captured from the timekeeping systems from differing staffing vendor affiliations and across multiple locations and projects is gathered and consolidated into a single invoice or two invoices.

1. Electronic timecard entry: The electronic timecard functionality captures Contractor and Vendor time worked. Contractors and Vendors enter time worked via the electronic timecard, online.

2. Multiple time sheet capture: Contractors from various agencies have the ability to record, edit and approve timecards, using electronic time sheets via the Web.

3. Time sheet approval: Contractors and Vendors can edit and approve time sheet information online, before the invoice is created for the Client.

4. Invoice creation: Time sheet information gathered from pre-defined sources is consolidated into a single invoice for the Client. Client may request invoice delivery via email and/or USPS Mail.

STATEMENT OF WORK MANAGEMENT MODULE (ACCELERATION-SOW)

The Agile•1 Statement of Work Management Tool allows clients to automate the management of contractor projects. The tool facilitates tracking of project milestones, time and materials as they occur. The tool captures and records project deliverables, budget, time required and project expenses. The module supports client review of project events, report generation and approval of project budgets and expenses. The ACCELERATION-SOW module has the following functions:

- Browser based project time keeping/expense capture: Contractors engaged shall enter their hours worked, project updates and expenses accrued on behalf of Client and associate those hours/expenses to Client projects and tasks;
- Project time approval: Client can review time entered in Acceleration and has the authority to approve, edit or reject the contractor timesheet within the time frame established in the Agreement between Agile•1 and Client;
- Project Budget and Expense approval: Client can review contractor budget and expenses entered in Acceleration and Client may approve or reject the budget and expense report within the time frame established in the Agreement between Agile•1 and Client;
- Project Time/Budget and Expense reporting: Client has the ability to execute project time, budget and expense related reports that will be delivered via email;
- Project Billing and payment reporting: Client has the ability to execute billing and payment related data export reports that will be delivered via email.

INDEPENDENT CONTRACTOR COMPLIANCE

Independent Contractor Compliance –1099 (ACCELERATION-ICC)

The Agile•1 ACCELERATION-ICC (Independent Contractor Compliance) Module is designed to streamline the independent contractor (e.g. 1099) qualification process. The module provides a detailed, review, qualification and on-boarding process for all potential independent contractors using, pre-defined criteria to support IRS regulations. Upon review of requested criteria, Agile•1 reports results, so that Client can make a final determination. The Agile•1 Independent Contractor Compliance tool is used to collect data that supports the screening of independent contractors against client standards, legal regulations and current tax laws. Trained contract specialists use the data to generate custom contracts that support company requirements and the successful addition of approved independent contractors to complement workforce needs. Agile•1 is not responsible for payment of taxes due by independent contractor. The ACCELERATION-ICC Module has the following functions:

1. Requirement Posting: Allows Client to post specific independent contractor assignment requirements including: services to be performed, timing and payment.
2. Web based IC Questionnaire: The application process is conducted online. Allowing prospective contractors to submit responses to pre-defined criteria and attach supporting documentation via the web.
3. Independent Contractor Selection and Engagement: Client has the ability to review the details of submitted questionnaires and attachments to view various informational elements about the prospective IC. Assuming IC meets the necessary requirements, Client has the ability to engage the IC, offer a W-2 status or reject the potential IC, utilizing a multi-level approval function within the Requisition component.
4. Automated Notifications: Automated notifications are sent to Client and/or potential contractors, via MS Outlook Email, at pre-determined stages throughout the process. Notifications can include: receipt of completed application, approval of independent contractor, etc.
5. Online Management Reports: Managers can generate customized reports to effectively control labor usage and budget allocations and optimize their staffing strategy.

Agile-1

Project Roles and Responsibilities Matrix

Exhibit E

ROLE / RESPONSIBILITY DEFINITIONS

- R: Responsible -- Owns the project task or deliverable
- A: Approver -- Reviews and signs off on the activity or result before it comes into effect or is implemented
- S: Supportive -- Contributes input and support to complete the task through review, time, tools, resources , other
- C: Consulted -- Has information, subject matter expertise or capabilities needed to perform the work
- I: Informed -- Notified of results or receives deliverable but not consulted

Phase	Project Activity	Project Manager	Agile 1 Project Sponsor	Solution Development	Solution Architect	Implementation Analyst	GIS Resource	GIS Manager/SME	Client Services PMP	Director	ESRI	Client PM	Client Exec Sponsor	Client IT	Client AP	Client Procurement	Client HR	Partner or Vendor PM	Site Resource	Implementation Data Specialist	Communication Specialist	Technical Lead	Developer	Data Conversion Specialist	Facility Owner Rep/Lead or Core Client Group	Corporate Departments	Contractor / Legal	Insurance or Union Manager	Supplier(s)	Admin Training	Agile 1 Product Manager
Pre-Project Foundation	Deliver approved SOW to Agile 1 Project Manager	I	S	R		I																				S					
Project Foundation	Build Agile-1 Internal Project Team	R	S		I	I	I	I	I	I								I		I											
Project Foundation	**Cost Center and Corp ID setup**																														
Project Foundation	Request Cost Center & Clarios Corp ID	R																													
Project Foundation	Establish cost center & Corp ID and inform PM	I																													
Project Foundation	Forward cost center & Corp ID to project team	R	I	I	I	I	I	I																							
Project Foundation	**Conduct Introductory Meet & Greet (Teleconferance)**																														
Project Foundation	Submit Sales Turnover Document to Project Manager			R																											
Project Foundation	Schedule Introductory Meeting with Client			R																											
Project Foundation	Conduct Introductory Meeting	S		R	S						S	S			S	S															
Project Foundation	Discuss client resource requirements & data gathering needs	R			I						S	S			S	S															
Project Foundation	Compile and Send Resource Requirements Document to Client	R		I	I						I	I			I	I															
Project Foundation	Send Discovery Questionnaire to the Client	I			R						I	I			I	I															
Project Foundation	Conduct Solutions Architect Discovery	S			R	C	C	C	C		S	S	S	S	S	S															
Project Foundation	Complete and deliver Tech Team Notification form	R			I													I	I	I											
Project Foundation	**Conduct Internal Project Kickoff**	R																													
Project Foundation	Facilitate internal kickoff meeting with project team	R	S	S	S	S	S	S	S	S								S	S	S											
Project Foundation	Review SOW	S	I	S	R	S	S	S	S	S																					
Project Foundation	Identify CSM/CSA hiring needs	I						S	R																						
Project Foundation	Define Implementation Roles and Responsibilities	R	I		I	I	I	I	I	I	I						O,I	I	I	I											
Project Foundation	Determine need for pay rate market research	I		R	S	S		C	C																						
Project Foundation	Schedule recurring internal team meeting	R	I	I	I	I	I	I	I	I								I	I	I	I										
Project Foundation	**External Kick-off Meeting Preparation**																														
Project Foundation	Schedule Kickoff Meeting with Client	R	S	S	S	S	S	S	S		S	S																			
Project Foundation	Organize travel for implementation kickoff	R	S	S	S	S	S	S	S		S																				
Project Foundation	Deliver meeting agenda	R	S	S	S	S	S	S	S		S																				
Project Foundation	**Conduct Implementation Kick-off Meeting**																														
Project Foundation	Facilitate Kickoff Meeting	R	S	S	S	S	S	S	S		S	S	S	S	S	S	S														
Project Foundation	Conduct System Demonstration				R						S	S	S	S	S	S															
Project Foundation	Confirm client requisition process				R						C				C	C									C						
Project Foundation	Confirm client fulfillment process				R						C				C	C															
Project Foundation	Confirm client time capture/approval process				R						C				C	C															
Project Foundation	Confirm client invoice/payment process				R						C			C	C	C															
Project Foundation	Confirm Client Reporting Needs				R						C	C	C	C	C	C															
Project Foundation	Discuss Supplier Partnership process					R					C				C	C															
Project Foundation	Discuss Data Collection Deliverables	S			S	R	S	S			C		C	C	C	C															
Project Foundation	Review Sample Project Plan	R									I	I	I	I	I	I															
Project Foundation	Verify system client location setup				R	S		I			C			C	C	C															
Project Foundation	Verify client weekending date				R	S		I			C				C	C															
Project Foundation	Confirm contact information for client resources (AP, IT, HR, as needed)				R			I			C	C	C	C	C	C															
Project Foundation	Request Client Provide Conference Bridge Line	R									C																				
Project Foundation	Schedule recurring project team meeting	R									C	I	I	I	I	I															
Project Foundation	Send initial communication to client internal stakeholders	S						S	S		R	I	I	I	I	I															
Project Foundation	**Develop Project Charter**																														
Project Foundation	Draft Project Charter and Deliver to Internal Team	R	C	C	C	C	C	C	C		C	C						C	C	C					C						
Project Foundation	Review Project Charter with Internal Project Team	R	S	S	S	S	S	S	S		S	S						S	S	S					S						
Project Foundation	Update Charter with changes and deliver 2nd draft	R	I	I	I	I	I	I	I		I																				
Project Foundation	Review 2nd Draft Project Charter with Client Project Team	R	S	S	S	S	S	S	S		S	S	S	S	S	S		S	S	S					S						

Staff 1-14
Attachment G
Respondent: Elizabeth N. Davis
Page 250 of 304
7/6/2021

Agile1

Project Roles and Responsibilities Matrix

ROLE / RESPONSIBILITY DEFINITIONS

R: Responsible -- Owns the project task or deliverable
A: Approver -- Reviews and signs off on the activity or result before it comes into effect or is implemented
S: Supportive -- Contributes input and support to complete the task through review, time, tools, resources , other
C: Consulted -- Has information, subject matter expertise or capabilities needed to perform the work
I: Informed -- Notified of results or receives deliverable but not consulted

Phase	Project Activity	Project Manager	Agile 1 Project Sponsor	Business Development	Solutions Architect	Implementation Analyst	GIS Resource	Data Team (GSA or ISG)	Client Services Rep	Contractor	GSC	Client PM	Client Exec Sponsor	Client IT	Client A/P	Client Procurement	Client HR	Partner or Partner PM	End Resource	Implementation Data Specialist	Configuration Support Specialist	ITD Install Team Resource	Accounting / Billing Resource	Agile 1 Vendor Request & Cost Center Groups	Corporate Counsel or IP	Contractor / Legal	Source or MBD Resource	Supervisor(s)	Agile1 Trainer	Agile 1 Product Manager
Project Foundation	Update Project Charter with team changes	R									I	I		I	I	I													
Project Foundation	Present final charter to key stakeholders for approval	R	I		I		I				I	I		I	I														
Project Foundation	Approve project charter	R	A		I		A	S	A		A	A		I	A	A													
Project Foundation	Deliver approved project charter to project team	R	I	I			I	I	I		I							I	I	I	I								
Project Foundation	**Develop Communication/Change Management Plan**																												
Project Foundation	Create Steering Committee	S						R	C		R	R																	
Project Foundation	Develop Communication Plan	S					C	R	C		S					S													
Project Foundation	Develop Communication Content	S					S	R	C		S					S													
Project Foundation	**Develop Project Schedule**																												
Project Foundation	Create Draft Project Schedule	R	C	I	C	C	C	C	C		C							C	C	C	C			C					
Project Foundation	Review draft project schedule with project team	R	S	I	S	S	S	S	S		S		S	S	S	S	S	S	S	S	S			S					
Project Foundation	Update schedule with project team changes	R	I	I	I	I	I	I	I		I		I	I	I	I	I	I	I	I	I								
Project Foundation	Present final project schedule to stakeholders for approval	R	I	I	I	I	I	I	I		I		I	I	I	I		I	I	I	I			I					
Project Foundation	Approve Project schedule	R	I								A		A	A	A	A													
Project Foundation	Deliver approved project schedule to project team	R	I	I	I	I	I	I	I		I							I	I	I	I			I					
Contracts	**Conduct Supplier Engagement**																												
Contracts	Provide sample supplier and internal program communication (optional)	I					R	I			I					I													
Contracts	Review Agile 1 Supplier contact spreadsheet with client	I				I	R	I	I		I					C													
Contracts	Obtain copy of client communication sent to Suppliers regarding Agile 1 implementation	I	I	I	I	I	R	I	S		S					R													
Contracts	**Distribute Supplier Introductory Packages**										I					I													
Contracts	Distribute Introductory Package: Includes Introductory Letter, NDA, Supplier Setup Form; Capabilities Worksheet, W9, instructions for online registration and request for applicable tax exemption forms	I	I	I	I	I	R	I	I		I					I													
Contracts	Track completion of NDA's, Supplier Registration, Supplier Set Up Request Form, W9 & Capabilities Matrix	I	I	I	I	I	R	I	I		I					I						I		I					
Contracts	Send Supplier Set Up Request Form to "Agile1 Client/Vendor Request " - Vendors Inactive	I	I	I	I	I	R	I	I		I					I					I								
Contracts	Receive Site IDs from Agile1 Client/Vendor Request team	I	I	I	I	I	R	I	I		I					I		I		I									
Contracts	**Conduct Program Introduction Meeting with Supplier(s)**	I	I	I	I	I	R	S	S		S					S													
Contracts	**Obtain Supplier Agreement**																												
Contracts	**Develop Cover Letter**																												
Contracts	Prepare draft of Supplier Agreement cover letter	I			I	S	R	I	I		I					I													
Contracts	Complete Supplier Agreement cover letter with timelines and send to Agile 1 Contracts group	I			I	I	R	I	I		I					I								I,A					
Contracts	Receive completed draft Supplier Agreement from Legal	I			I	I	I	I	I		I					I								R					
Contracts	Review completed draft Supplier Agreement	I	I		I	I	R	S	S		I					I													
Contracts	GSS forwards any client changes to Legal	I	I		I	I	R	I	I		I					I								I,A					
Contracts	GSS Conducts Supplier Webinar	I	I		I	I	R	S	I		S					S													
Contracts	Internal Agile 1 signoff on Supplier Agreement	I	I		I	I	R	I	I		I					I								A					
Contracts	Deliver Supplier Agreement to clients' Suppliers (includes ACH forms)	I	I		I	I	R	I	I		I					I													
Contracts	Respond to Supplier requests for Supplier Agreement review	I	I		I	I	R	I	I		I					I													

Staff 1-14
Attachment G
Respondent: Elizabeth N. Davis
Page 25 of 304
7/28/2021

Agile 1

Project Roles and Responsibilities Matrix

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- I: Informed -- Notified of results or receives deliverable but not consulted

Phase	Project Activity	Project Manager	Agile 1 Project Director	Business Development	Solutions Architect	Implementation Analyst	OAS Resource	SVP, BPA or AVP	Client Services Rep (Onsite)	Client Services Rep (Offsite)	Client PM	Client Exec Sponsor	Client IT	Client A/P	Client Procurement	Client HR	Partner or Partner Pro Bono Resources	Implementation Data Specialist	Communication Support Specialist	Technical Team Resources	Accounting / Billing Resources	Agile 1 Vendor Relations & Cost Control Group	Corporate Overhead	Contracts / Legal	Resource or Hiring Resource	Supplier(s)	Agile 1 Trainer	Agile 1 Product Manager
Contracts	Conduct Supplier Agreement discussions with clients' Suppliers (if needed)	I			I	I	R	I	S		I			I													
Contracts	Receive completed Supplier Agreement from clients' Suppliers	I	I		I	I	I	I	I		I			I											R		
Contracts	Followup with Agile 1 Contracts group and Suppliers to ensure Supplier Agreement completion and return	I	I		I	I	R	I	I		I			I													
Contracts	Gather, Audit, and Return Executed Supplier Agreement Materials	I	I		I	I	R	I	I		I			I													
Contracts	Deliver completed ACH forms to Agile 1 billing team	I	I		I	I	R	I	I		I			I													
Facilities	On-Site Facilities Planning																										
Facilities	Identify location(s) of on site resource(s), if needed	I						S	R		S				S												
Facilities	Complete On Site Checklist	I						R	S		S				S												
Facilities	Conduct follow up meeting to discuss technical logistics, if needed	I						R	S		S				S												
Facilities	Identify facilities action items	S						R	S		I				S												
Facilities	Account for multiple locations, if needed	S						S	R		I				S												
Facilities	Complete On-Site Risk Management Site Survey (If AllSource is payroll provider)	S		S	S						I													R			
Facilities	Review status of facilities action items	I						R	S		S				S												
Facilities	Establish/Implement Agile1 Help Desk to track SLAs, KPIs	I						S	S	R	I				S												
Facilities	Establish Group Email for Onsite Team	I			I	I		I	I	R	S				S												
System Construction	Set up Agile 1 as a vendor with client																										
System Construction	Identify client AP SME										R		S														
System Construction	Request required client forms to set up Agile 1 as a client vendor (typically W9 and bank info for EFT)	R									S		S														
System Construction	Complete client forms (including EFT) to set up Agile 1 as a vendor with client	I									I		S							R							
System Construction	Review completed draft vendor set up forms with client	R			I						A		S							I							
System Construction	Deliver completed client forms to client AP SME	R									I		S														
System Construction	Invoice Requirements Form & Buildout																										
System Construction	Gather invoice requirements from Client AP SME	I	I		R	S		I	I		S		S														
System Construction	Schedule meeting with client AP SME and Agile 1 Special Billing SME to review invoice Requirements	S	I		R	I		I	I		S		S							S							
System Construction	Complete Agile 1 Invoice Requirements Form	I	I		R	S		I	I		I		S							I							
System Construction	Obtain Agile 1 Special Billing Team and Tech Team approval of completed Invoice Requirements Form	I			R	I		I	I		I		S					A		A							
System Construction	Perform coding to prepare invoice file	I			I	I					I		I					S		R							
System Construction	OA Requirements Definition (If AllSource or other ACT-1 Suppliers are engaged)																										
System Construction	Perform OA Discovery (Determine which suppliers are involved, Corp Ids, Invoice & Billing)	S			I	I		I																R			
System Construction	Determine if each branch will export payroll individually	S			I	I		I																R			
System Construction	Finalize SA Configuration Workbook																										
System Construction	Identify Reporting requirements																										
System Construction	Complete and submit report request approval form(s) to Agile 1 Product Manager	S			R	I		I	I		S																I
System Construction	Review report requests with Agile 1 Product Manager	S			R	I		I	I																		A
System Construction	Provide feedback on approved report requests	I			I	I		I	I																		R
System Construction	Finalize list of in scope reports	S			R	I		I	I																		
System Construction	Deliver final in scope report list to configuration support specialist	S			R	I		I	I																		

Staff 1-14
Attachment G
Respondent: Elizabeth N Davis
Page 252 of 304
7/28/2017

Agile1

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Phase	Project Activity	Project Manager	Agile1 Project Sponsor	Solutions Development	Solutions Architect	Implementation Analyst	CSS Resource	CSOS (or 1 or 2nd)	Client Service Manager (Director)	ECSC	Client PM	Client Exec Sponsor	Client IT	Client A/P	Client Procurement	Client HR	Partner or Partner PM and Resources	Implementation Data Specialist	Configuration Support Specialist	Tax (value) Vendor Specialist	Accounting / Billing Specialist	Agile1 Vendor Relations & ECSC Central Groups	Corporate Operations	Contracts / Legal	Insurance or WBE Questions	Suppliers	Agile1 Training	Agile1 Product Manager
System Construction	**Identify Encryption Requirements**																											
System Construction	Identify client's preferred method of encryption	S			S						S		R					I	I									
System Construction	Exchange encryption keys	S			S						S		R						R									
System Construction	Review SA Checklist (i.e. SA Workbook)	I			R	S		I										I										
System Construction	Request clarification on any missing information	S			S	S		I										R										
System Construction	Finalize SA Checklist (SA Workbook)	I			R	S		I										I										
System Construction	**Create Configuration Document and Summary**																											
	Prepare Configuration Document	I			S	I		I										R										
System Construction	Prepare Configuration Summary document	I			I	I		I										R										
System Construction	Review Configuration Summary document internally (project team and tech team)	R	I		S,A	S	I	S	S								S	S	S,A						S			
System Construction	Update Configuration Summary with team changes	I			I	I	I	I	I								I	R	I									
System Construction	Deliver Configuration Summary document to client	R									I	I	I	I	I	I												
System Construction	Review Configuration Summary document with client	S			R	S		O			S	S	S	S	S	S												
	Update Configuration Summary and Config Doc with team / client changes	I			I	I	I	I	I		I	I	I	I	I	I		R										
System Construction	Secure Client Signoff on Configuration Summary	R	I		I	I	I	I	I		A	A	I	I	A	A	I	I	I	I								
System Construction	Deliver approved Configuration Summary and Config document to Internal Implementation Team	I			I	I	I	I	I		I						I	R	I	I								
System Construction	**Data Collection -**																											
System Construction	**Vendor Setup Table**																											
System Construction	Deliver all completed Supplier Setup Request forms to the Implementation Data Specialist	I				I	R										I											
System Construction	**Client Setup Table**																											
System Construction	Document complete list of job titles, rates, qualifications, responsibilites to be uploaded into system	I			I	R	I	I	I		R					S												
System Construction	Document Screening and Education Requirements for job titles	I			I	R	I	I	I		R					S												
System Construction	Obtain preliminary Supplier Assignment Detail	I			I	R	I	I	I		S				S													
System Construction	Define the job titles that should be assigned to each Client Location	I			I	C	I	I	I		R					S												
System Construction	Engage Risk Management for Job Title Assessment & Rating (if AllSource is involved)	R			I	I	I	I	I																I			
System Construction	Map Job Titles to Vendors for each Client Location based on Suppliers' provided capabilities matrix	I			I	R	I	I	I		I																	
System Construction	Define OT & DT Conversion rates & how it is calculated	I			R	I	I	S	S		S				S	S												
System Construction	Document/Verify Vendor specific Local Tax Burden Percentages (if applicable)	I			I	I	R	I	I		I				I	I												
System Construction	Document/Verify the vendor payroll and transition management fee percentages (they may vary by supplier and job title)	I	I		R	I	S	I	I																			
System Construction	Verify Client Location Accounting Codes	I			R	S		S	I		C		C	C	C	C				I								
System Construction	Document/Verify Validation File of possible values for each Accounting Code	I			R	S		I	I		C		C	C	C	C				I								
System Construction	Verify all data has been completed and delivered to Implementation Data Specialist	I			S	R		I	I		I						I											
System Construction	**Client User Setup Table**																											
System Construction	**Approval Hierarchies (requisition, approval, and extension)**																											
System Construction	Determine if approval hierarchies will be passed via a feed	I			R	S		I	I		I		C			C		I										
System Construction	Present standard options for approval hierarchies	S			R	S					I							I										
System Construction	**Identify Client User Data Provided Manually (No Feed)**																											

Staff 1-14
Attachment G
Respondent: Elizabeth N. Davis
Page 255 of 304
7/2020

Agile 1

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Phase	Project Activity	Agile 1 Project Manager	Agile 1 Project Sponsor	Agile 1 Technical Specialist	Agile 1 Implementation Specialist	Agile 1 Implementation Analyst	CDS Resource	ESP (ADP or SSO)	Client Service KVP	Contractor	GDSC	Client PM	Client Exec Sponsor	Client IT	Client AVP	Client Procurement	Client HR	Statement Partner (HR Resources, Inc.)	Implementation Data Coordinator	Security Officer (Confidential Status)	Consultant	Technical Team	Resource Accounting / Billing	Agile 1 Vendor Request & Cost Center Groups	Compared Operations	Contracts / Legal	Reports to HCM Executive	Supervisor	Agile 1 Training	Agile 1 Product Manager
System Construction	Identify client SME's for completing client user data	I				I	I		I	I	R		C			R														
System Construction	Deliver Agile 1 client user data spreadsheet to designated client SME's	I				I	R		I	I	I							S												
System Construction	Schedule meeting to review Agile 1 spreadsheet with Client SME's and Agile 1	S				S	R		I	I	I																			
System Construction	Educate client SME's on different standard client user access levels	S				R	S		S		S		S	S	S	S	S													
System Construction	Complete client user data with access level information	I				I	I		S		R		S	S	S	S	I													
System Construction	Create Default Client User Profile and Client Setup, Client User Setup, and Vendor Setup Data Worksheets	I				I	I		S	I	I						R													
System Construction	Deliver Data Worksheets and Profile to PM for Audit and Approval	I				S	S		S								R													
System Construction	Conduct audit of draft setup worksheets	A				I	R		S	I	S																			
System Construction	Identify additional data elements to be captured	S				I	R		S	I	S		S	S																
System Construction	Collect additional required data elements	I				I	R		S	I	S		S	S																
System Construction	Make Changes to Setup Worksheets and Client User Profile as needed	I				I	S		S	I							R													
System Construction	Review final client and vendor setup data files	S				S	R		S	I	S		S	S																
System Construction	Deliver completed client user data spreadsheet to Implementation Specialist	I				I	R		S		I						I													
System Construction	**Identify Client User Data Provided by Feed**																													
System Construction	Identify client IT SME's for file	I				I	I		I	I	R		C																	
System Construction	Provide sample client file feed	I				I	I		I	I	R		C																	
System Construction	Schedule meeting between Client and Agile 1 technical SME's to review sample file	S				R	I		I	I	S		S																	
System Construction	Conduct meeting between Client and Agile 1 technical SME's to review sample file	S				R	S		I	I	S		S									S								
System Construction	Identify additional data requirements	S				R	S		I	I	S		S									I								
System Construction	Determine if additional data is available in client system and whether programming is required to capture additional data	I				R	S		I	I	S		C									I								
System Construction	Define complete configuration settings for all applicable client user roles	S				R	I		I	I	S		S				I	I				I								
System Construction	Define business rules for processing of client user file	S				R	S		I	I	S		C				I	I				I								
System Construction	Define frequency of file delivery	S				R	S		I	I	I		C				I	I				I								
System Construction	Signoff on Client User File Specifications	S				R	S		I	I	A		C				I	I				I								
System Construction	Perform additional file development (if necessary)	S				S	S			I	S		C				I					R								
System Construction	Review final client user data file	I				R	S				S		S				I					S								
System Construction	Make any final modifications	I				I	I				I		I				I					R								
System Construction	Create Default Client User Profile (1 line)	I				I	I										R					I								
System Construction	Secure Agile 1 IT signoff on feed layout and content	I				R											I					A								
System Construction	**Collect Contingent Worker Data**																													
System Construction	Prepare contingent worker data spreadsheet for delivery to clients' Suppliers	I				I	R	S	I	I	I							R												
System Construction	Send e-mail to clients' Suppliers requesting completion of the contingent worker spreadsheet	I				I	S	R	I	I	I																			
System Construction	Complete Supplier Provided Contingent Worker Data spreadsheet	I				I	I	I	I	I	I																R			
System Construction	Validate Suppliers' completed contingent worker data spreadsheets with client and associate client accounting codes with individual CW data	I				I	R	I	I	I	R					C														
System Construction	Finalize client provided Contingent Worker data (Client Location and Accounting Codes at a minimum)	I				I	R	I	I	I	R					C														
System Construction	Deliver completed contingent worker spreadsheet to Agile 1 PM	I				I	R	I	I	I	R					C														

Staff 1-14
Attachment G
Respondent: Elizabeth N Davis
7/6/2017
Page 254 of 304

Agile1

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Phase	Project Activity	Project Manager	Agile1 Project Sponsor	Business Development	Solution Architect	Implementation Analyst	ASS Resource	GPO Network Rep	Client Ops Mgr/ RVP	Client Director	SDC	Client PM	Client Exec Sponsor	Client IT	Client A/P	Client Procurement	Client HR	Partner Organization Payroll Resource	Implementation Data Specialist	Configuration Support Specialist	Technical / Query Resource	Scheduling / Billing Resource	Agile1 Vendor Relations & Cost Control Group	Corporate Operations	Contractor / Temp	Source of Hiring Resource	Engineer(s)	Agile1 Trainer	Agile1 Product Manager
System Construction	Deliver completed contingent worker data to Agile 1	I			I	R	I	I	I		I					I		I										
System Construction	Format contingent worker data for data upload	I			I	S	I	I	I		I					I		R										
System Construction	**Additional Integration Solution(s) - if applicable**																											
System Construction	Identify feed type(s) needed				R	I																						
System Construction	Sample File Format																											
System Construction	Identify client IT SME's	I			I	I		I			C		R							I								
System Construction	Collect client sample file format	I			I	I		I			C		R							I								
System Construction	Schedule meeting with Client and Agile 1 Tech Teams to review sample file feed and collect integration file requirements	I			R	S		I			S		S							S								
System Construction	Conduct sample file review meeting	I			R	S		I			S		S							S								
System Construction	Define requirements	I			R	R		I			S		S							I								
System Construction	Signoff on requirements	S			R	I		I			A		S							I								
System Construction	Perform development to accommodate feed(s)	I			I	I		I			S		S							R								
System Construction	Deliver test file	I			I	I		I			S		S							R								
System Construction	Perform integration testing	I			I	I		I			S		S							R								
System Construction	Make modifications to feeds, if needed	I			I	I		I			S		S							R								
System Construction	IT signoff on file integration readiness	R			I	I		I			A		A							S								
System Construction	**Data Formatting**																											
System Construction	Format Vendor Setup data for upload	I			I	I	I	I			I							R										
System Construction	Format Client Setup information for upload	I			I	I		I			I							R										
System Construction	Format client user data for data upload	I			I	I		I			I							R										
System Construction	Project Team Final Review of Data	R			S	S	S	S			I							S										
System Construction	Deliver Data Worksheets and Profile to Tech Team	I			I	I	I	I			I	I	I	I	I	I		R		I									
System Construction	**System Buildout**																											
System Construction	Create production database	I			I	I		I	I		I	I	I	I	I	I				R								
System Construction	Load all client and Supplier data	I			I	I		I	I		I	I	I	I	I	I				R								
System Construction	Configure System	I			I	I		I	I		I	I	I	I	I	I				R								
System Construction	Create test database	I			I	I		I	I		I	I	I	I	I	I				R								
System Construction	Create client logins for UAT	I			I	R		I	I		I	I	I	I	I	I				S								
System Construction	Create production client user logins	I			I	I		I	I		I	I	I	I	I	I				R								
System Construction	Load Contingent Worker Data	I			I	I		I	I		I	I	I	I	I	I				R								
Testing	**Testing**																											
Testing	**Internal System Quality Control**																											
Testing	Review system data integrity	S			S	R	S	S	S		I							R										
Testing	Report any data issues to Tech Team	I			I	S	I	I	I									R		I								
Testing	Fix all data issues	I			I	I	I	I	I									Y		R								
Testing	Signoff of system readiness for UAT	A			I	S	I	I	I		I							I		I								
Testing	**User Acceptance**																											
Testing	Identify client test lead	I			I	C		I	I		R		C	C	C	C		I										
Testing	Provide system training for client testers	I			I	R		I	I		S		S	S	S	S												
Testing	Create test login(s) for client with manager and vendor access	I			I	R		I	I		I		I	I	I	I		I										
Testing	**Test Scripts**																											
Testing	Create test scripts	I			S	S		I	I									R										
Testing	Conduct UAT	I			S	R		S	S		S	I	S	S	S	S		S										
Testing	Log UAT test results	I			I	S		I	I		R		R	R	R	R		R										
Testing	Fix test defects	I			I	I		I	I		R		I					I		R								
Testing	Re-test to ensure defects are corrected	I			I	R		I	I		R		R	R	R	R		I										
Testing	Secure client signoff on UAT	R			I	I		I	I		A	A						I		I								
Testing	**Invoice Readiness Testing**																											
Testing	Deliver test invoice file	S			I	I		I	I		I		S	S						I		R						
Testing	Test/Validate invoice file	I			I	I		I	I		S			R						I								
Testing	Make modifications as needed	I			I	I		I	I		I									I		R						

Staff 1-14
Attachment G
Respondent: Elizabeth N. Davis
Page 25 of 304
7/[illegible]

Agile-1

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Phase	Project Activity	Project Manager	Agile-1 Project Sponsor	Agile-1 Client Success Manager	Agile-1 Client Support	Agile-1 Solutions Architect	Agile-1 Information Analyst	Agile-1 GIS Resource	Agile-1 QA or SME	Agile-1 Software R&D Engineer	Agile-1 CSM	Client PM	Client Exec Sponsor	Client IT	Client A/P	Client Procurement	Client HR	Father of Fallen Job	Job Resource	Implementation Data	Job Builder	Job Completion Support	Job Closer	Job Invoice Maker	Job Accounting & Billing Resource	Agile-1 Vendor Relations	Agile-1 Client Success Manager	Support Operations	Contingency / Legal	Insurance or HRIS Resource	Supplier(s)	Agile-1 Trainer	Agile-1 Product Manager
Testing	Deliver updated invoice file and re-test	I			I	I		I	I		S		S	S						I	I	R										
Testing	Sign off on readiness of invoice file	R			I	I		I	I		A			A						I	I	I										
Testing	Integration Solution Testing (if applicable)																																
Testing	Deliver test file	I			I	I		I	I		S		S							I	R											
Testing	Perform integration testing	I			I	I		I	I		S		R							I	R											
Testing	Make modifications to feeds, if needed	I			I	I		I	I		S		S							I	R											
Testing	IT signoff on file integration readiness	I			I	I		I	I		I		A							I	A											
Testing	Hold meeting with Emil to review billing, invoicing, configuration for client	R			S	S		I	I		I									I	S											
Training	Training																																
Training	Client Services																																
Training	Collect material for CS training documentation	I			I	I		R	S		I																						
Training	Prepare draft CS training material	I			I	I		R	S		I																						
Training	Review draft CS training material with CSS	I			I	I		R	S		I																						
Training	Finalize CS training material for On-Site Team	I			I	I		R	S		I																						
Training	CSM																																
Training	Hire CSM/CSA staff as needed	I			I			S	R		I																				S		
Training	Conduct system & admin training	I			I			R	S																								
Training	Conduct SLA/performance metrics training	I			I			R	S																								
Training	Conduct Client Services Implementation Training	I			I			R	S																								
Training	Client Training																																
Training	Detail Training Needs	I			I			R	S		S					S																	
Training	Determine Training Method(s)	I			I			R	S		S					S																	
Training	Develop Training Materials	I			I			R	S		I					I																	
Training	Training Schedule																																
Training	Coordinate & set client training schedule	I			I			R	S		S					I																	
Training	Identify Training Logistics	I			I			R	S		S					I																	
Training	Communicate client training schedule to client staff	I			I			R	S		I					I																	
Training	Train Client Users	I			I			R	S		S					S																	
Training	Supplier Training																																
Training	Detail Training Needs	I			I			R	S		I				I																		
Training	Determine Training Method(s)	I			I			R	S		I				I																		
Training	Develop Training Materials	I			I			R	S		I				I																		
Training	Training Schedule																																
Training	Coordinate & set supplier training schedule	I			I		I	R	S		I				I															S			
Training	Identify Training Logistics	I			I			R	S		S				I															I			
Training	Communicate training schedule dates to client's suppliers	I			I		I	R	I		I				I															I			
Training	Sign up for specific training sessions	I			I			S	I		I				I															R			
Training	Provide System training for Supplier Users	I			I			R	S		I																			S			
Training	Educate Supplier Users on SLA's/performance metrics	I			I		I	R	S		I				I															I			
Training	Contingent Worker Training																																
Training	Provide Suppliers with material to train contingent workers	I			I		I	R	I		I																			I			
Training	Recommend Supplier CW training approach	I			I		I	R	I		I																			I			
Training	Training Schedule (current workers on assignment)																																
Training	Communicate training schedule dates for contingent worker training	I			I			I	I		I																			R			
Training	Identify training logistics	I			I			I	I		I																			R			
Training	Train Contingent Workers	I			I			I	I																					R			
	PROGRAM GO LIVE!	R	I	I	I	I	I	I	I		S	S	S	S	S			I	I	I	I	I				I	I	I					
Post Implementation	Post Implementation																																
Post Implementation	Invoice																																
Post Implementation	Approve time cards in AccelerationVMS	I						S	I		S					R																	
Post Implementation	Run Export Readiness	I						S	I		I											R											
Post Implementation	Distribute first invoice to client	S			C	C		S	S		I											R											

Staff 1-14
Attachment G
Respondent: Elizabeth N Davis
Page 256 of 304
7/6/2017

Agile1

Project Roles and Responsibilities Matrix

ROLE / RESPONSIBILITY DEFINITIONS

- R: Responsible -- Owns the project task or deliverable
- A: Approver -- Reviews and signs off on the activity or result before it comes into effect or is implemented
- S: Supportive -- Contributes input and support to complete the task through review, time, tools, resources, other
- C: Consulted -- Has information, subject matter expertise or capabilities needed to perform the work
- I: Informed -- Notified of results or receives deliverable but not consulted

Phase	Project Activity	Project Manager	Agile1 Project Sponsor	Agile1 Deal Support	Solution Architect	Implementation Analyst	GST Resource	GST IT&A or GCI	Client T&A Manager/Director	CFSP	Client PM	Client Exec Sponsor	Client IT	Client A/P	Client Procurement	Client HR	Partner or Partner Pre-Hire Resources	Implementation Data Specialist	Configuration Support Specialist	Technical Trainer	Finance	Accounting / Billing Support	Agile1 Vendor Request & Cost Center Groups	Corporate Communications	Concept 2 Learn	Absence or WSDOT Resource	Supervisor(s)	Agile1 Training	Agile1 Product Manager
Post Implementation	Receive client feedback on client acceptance/rejection	I						R	S		S											I						
Post Implementation	Make invoice corrections as necessary	I	I		I	I		I	I		I			A								R						
Post Implementation	Implementation Status Report																											
Post Implementation	Monitor system for accuracy of configuration and data	S			S	R		R	S		S																	
Post Implementation	Log issues as needed	S			S	S		R	S		S																	
Post Implementation	Fix issues as needed	S			S	S		S	S		I									R	S							
Post Implementation	Secure implementation sign-off	R	I		I	I	I	I	I		A																	
Post Implementation	Project Closeout																											
Post Implementation	Conduct internal follow-up meeting	R	S	S	S	S	S	S	S								S	S	S	S								
Post Implementation	Complete project closeout document	R	I	I	I	I	I	I	I								I	I	I	I								
Post Implementation	Review project closeout document with project team	R	S		S	S	S	S	S								S	S	S	S								
Post Implementation	Update project closure document and store on ShareFolder	R	I		I	I	I	I	I		I						I	I	I	I								

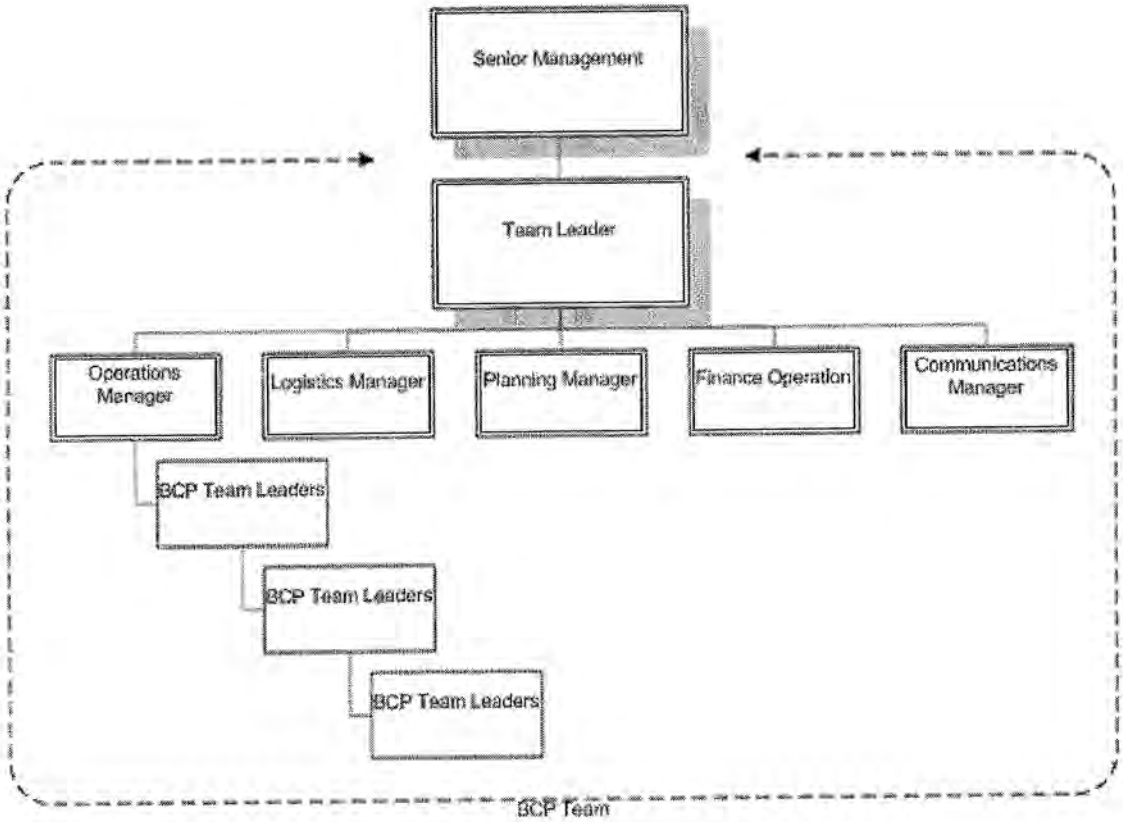
Staff 1-14
Attachment G
Respondent: Elizabeth N. Davis
Page 254 of 304

Exhibit F

BUSINESS CONTINUITY PLAN

EMERGENCY MANAGEMENT TEAM

If a major incident/disaster occurs, the Emergency Management Team (EMT) will be convened and the situation assessed. It will be the responsibility of this team to decide whether or not to implement the individual department/business unit Business Continuity Plans. The format of the EMT is illustrated in the following diagram:



This Business Continuity Plan (BCP) will be activated by the BCP Team Leader, as identified in the plan, when he/she receives instructions from the Operations Manager on the Emergency Management Team (EMT). This document is reviewed twice annually, in April and July, to ensure that it remains accurate and reflective of the process. Agile•1 executes BCP drills once a year. There are four (4) different training requirements, and each is performed annually, at minimum.

When an emergency has been declared by the EMT, the BCP Team Leader will report directly to the EMT Operations Manager for the duration of the emergency. All ad hoc requests for decisions, assistance with facilities, acquiring outside services, etc. will be directed by the BCP Team Leader to the EMT through the Operations Manager.

It will be the BCP Team Leader's responsibility to contact all team members or their alternates and ensure that they convene at the Emergency Operations Center as defined in this plan. The BCP Team Leader will be responsible for the successful implementation of this plan.

The BCP status will be deactivated as soon as the resumption of normal business operations are sustained for at least 24 hours.

EMERGENCY OPERATIONS CENTER

Primary Site

Business Continuity Teams will meet in the conference room at ACT•1 Group's head office facility in California. The address of this facility is:

1999 W. 190th Street
Torrance, CA 90504

Alternate Sites

Atlanta Regional Office (SE)	1200 Ashwood Pkwy # 590	Atlanta, GA 30338
Delaware Regional Office (NE)	650 Naamants Rd # 315	Claymont, DE 19703
Denver Regional Office	1401 17th Street, Suite 470	Denver, CO 80202
Glendale Office	333 W. Broadway	Glendale, CA 91204
Michigan Regional Office	33533 West 12 Mile Rd, Ste 152	Farmington Hills, MI 48331
North Carolina Office	5511 Capital Center Dr. # 210	Raleigh, NC 27606
Seattle Regional Office (NW)	6840 Fort Dent Way # 140	Seattle, WA 98188
Huntington Beach	16371 Beach Blvd, Suite 420	Huntington Beach, CA 92647
Riverside Office	1501 Research Parkway Drive	Riverside, CA 92507

SCOPE AND OBJECTIVES

This plan covers a limited number of scenarios under which Business Continuity Plans would be implemented. They are as follows:

1. No Access to Main Warehouse, Backup Site Available
2. No Access to Main Warehouse, Backup Site Not Available

3. Staff Shortages

As determined by the Business Impact Analysis (see document A645-3), the following business functions are addressed by this plan.

1. Order Entry
2. Order Fulfillment
3. Stock Replenishment

The plans are divided into stages, with information to support each stage identified in separate appendices. The stages include:

- Stage 1 Immediate Response Steps
- Stage 2 Disaster Declaration Activities
- Stage 3 Functional Restoration
- Stage 4 "Day 2" Requirements
- Stage 5 Return to Normal
- Stage 6 Plan Distribution, Testing, and Maintenance

RISK ANALYSIS IDENTIFICATION

Risk Type	Event	Probability of Occurrence
		1=low *3=medium* *5=high*
Natural	Tornado	1
	Hurricane	1
	Earthquake	5
	Flooding	3
	Snow/Ice	1
	Temperature Extremes	3
Human	Labor Strike	1
	Supplier Failure	3
	Vandalism/ Theft	5
	Terrorism	1
	Inadequate Training	3
	Bomb Threat	1

	Arson	3
	Civil Disorder	3
Technological	Hardware Failure	3
	Software or Application Failures	3
	Electrical Outage	5
	Telecom Outage	5
	Water or Plumbing Outage	5
	HVAC	5
	HAZMAT	1
	Toxic Contamination	1

STAGE 1: IMMEDIATE RESPONSE STEPS

Immediate Response Steps include protection of life and property, determination of disaster declaration, and notification of key individuals.

See Appendix A for:

- Initial Response to Incident (local safety plans, meeting place)
- Business Recovery Team Member Information
- Disaster Declaration Criteria
- Damage Assessment
- Command Center Location
- Corporate Communications Policy

STAGE 2: DISASTER DECLARATION ACTIVITIES

Disaster Declaration Activities includes employee notification and relocation to an alternate site with appropriate workspace.

See Appendix B for:

- Emergency Notification Procedures (Calling trees)
- Alternate Site Information (include maps)
- Notification of Critical Employees
- Employee Contact Information
- Transportation & Relocation Plans
- Alternate Site Requirements (workspace, hardware, software)
- Notification of Critical Internal Contacts

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STAGE 3: FUNCTIONAL RESTORATION

Functional Restoration is the point where all resources that support critical business operations are restored.

See Appendix C for:

- Identification of Critical Business Processes
- Interim Operating Procedures
- Non-Critical Employee Notification
- Notification of External Vendors, Suppliers, and Customers

STAGE 4: DAY 2 REQUIREMENTS

"Day 2" Requirements include the addition of processes to enable business units to resume some portion of their normal business operations.

See Appendix D for:

- Identify "Day 2" Business Processes
- Identify "Day 2" Requirements

STAGE 5: RETURN TO NORMAL

Return to Normal is the point where the damaged site has been repaired or a new location prepared and the business unit returned to their permanent location.

See Appendix E for:

- Determine Facilities Support for Repair / Rebuild / Relocation
- Identification of Procedures & Tasks
- Notification of Employees
- Notification of Internal Contacts
- Notification of External Vendors, Suppliers, and Customers

STAGE 6: PLAN DISTRIBUTION, TESTING AND MAINTENANCE

Plan Distribution, Testing & Maintenance includes a plan distribution listing, information on plan testing and maintenance.

See Appendix F for:

- Business Continuity Plan Distribution
- Business Continuity Plan Version Control
- Business Continuity Plan Testing
- Business Continuity Plan Maintenance Schedule

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ON-SITE ENGAGEMENT CONTINGENCIES

Should a client site become compromised, where on-site Agile•1 Client Services personnel reside, full program support can be provided through dedicated resource in our Shared Services department, which can activate immediately as on-site personnel are relocated according to the BCPs in place at the client facility.

Agile•1 utilizes a nationwide Shared Services center, staffed with trained Client Services Managers and Administrators. In the event of unscheduled absences, emergencies, shut downs, natural disasters or other exigencies, Agile•1 has over 300 points of operation throughout the United States, Canada, Puerto Rico, and the United Kingdom to provide off-site coverage for its clients.

Where Agile•1 technology tools are utilized for automated program support, refer to those disaster recovery plans for continuity planning, redundancy, switchover protocols, and information retrieval. For on-site engagements where a third party tool is used, we request that clients and those vendors maintain copies of the plan and include Agile•1 professionals in any scenarios that run for disaster preparedness training.

Should a client's selected VMS technology (third party tool) become unavailable for more than six (6) consecutive hours during an engagement, Agile•1 will switch to a manual process and notify suppliers that the system is down. Manual order documents and timecards will be used on an interim basis, will be distributed to the vendors, and a log will be kept of all manual transmittals; when the third party system comes back online, these can be transcribed back into the technology.

If workers are unable to access a client's selected technology (third party tool) for any reason, such as a non-functioning network, cellular aircards can be distributed to all Agile•1 onsite team members and operations shifted to an offsite shared services center or hub operation.

If a client's internal technology, such as SAP, becomes unavailable, Agile•1 will support and follow the client's BCP DRP as it relates to the client's internal technology systems.

Once a BCP status is no longer active and necessary systems are back online, Agile•1 will work with client to ensure all activity occurring during BCP is uploaded into applicable systems. Activity Logs will be kept of all activity that has occurred during the down period or outage.

BACK UP SERVICE LOCATIONS

1200 Ashwood Parkway, Suite 590 Atlanta, GA 30338	*Refer to specific BCP appendix for site support*
Brandywine Corporate Center	*Refer to specific BCP appendix for site support*

650 Naamans Road Suite 315 Claymont DE 19703	
1401 17th Street Suite 470 Denver, CO USA 80202	*Refer to specific BCP appendix for site support*
325 West Broadway Glendale, CA 91204	*Refer to specific BCP appendix for site support*
16371 Beach Blvd., Suite 221 Huntington Beach, CA 92647	*Refer to specific BCP appendix for site support*
1501 Research Drive Riverside CA 92507	*Refer to specific BCP appendix for site support*
950 Boardwalk Suite 302 San Marcos, CA 92078	*Refer to specific BCP appendix for site support*
6840 Fort Dent Way, Suite 100 Seattle, WA 98188	*Refer to specific BCP appendix for site support*
Agile□ Corporate Headquarters 1999 W. 190th Street Torrance, CA 90502 800-365-2281 - Main	*Refer to specific BCP appendix for site support*
Regal Court 42-44 High Street Slough, Birkshire, UK SL1 1EL	*Refer to specific BCP appendix for site support*
14131 Midway Road, Suite 106 Addison TX 75001	*Refer to specific BCP appendix for site support*
1200 Ashwood Parkway, Suite 590 Atlanta GA 30338	*Refer to specific BCP appendix for site support*
10350 Park Meadows Drive Littleton CO 80124	*Refer to specific BCP appendix for site support*
1 Becton Drive Franklin Lakes NJ 07417	*Refer to specific BCP appendix for site support*
1400 Highway 101 South Greer SC 29651-6799	*Refer to specific BCP appendix for site support*
9191 S. Jamaica Street Englewood, CO 80112	*Refer to specific BCP appendix for site support*
7421 Carmel Executive Park, Suite 110 Charlotte NC 28226	*Refer to specific BCP appendix for site support*
1020 Delta Blvd, Bldg A2	*Refer to specific BCP appendix for site support*

Department 961 Atlanta GA 30354	
1500 Towerview Road, MSPJ 677 Eagan MN 55121	*Refer to specific BCP appendix for site support*
701 E. Cary Street First Floor Richmond VA 23219	*Refer to specific BCP appendix for site support*
7 La Lomita Suite 2 Manatí, PR 00674	*Refer to specific BCP appendix for site support*
10200 David Taylor Drive Charlotte NC 28262	*Refer to specific BCP appendix for site support*
250 Plainsboro Road Princeton NJ 08543	*Refer to specific BCP appendix for site support*
One General Mills Blvd., MO#-13 Minneapolis MN 55426	*Refer to specific BCP appendix for site support*
6620 W. Broad Street Bldg. 4, 2nd Floor Richmond VA 23230	*Refer to specific BCP appendix for site support*
19001 N. Scottsdale Road Scottsdale AZ 85255	*Refer to specific BCP appendix for site support*
One Ford Place, #4 Detroit MI 48202	*Refer to specific BCP appendix for site support*
126 E. Lincoln Avenue RY-111 Bldg 60 Rahway NJ 07065	*Refer to specific BCP appendix for site support*
405 Cordele Road Albany GA 31705	*Refer to specific BCP appendix for site support*
MS NH210 17735 W. 32nd Avenue Golden, CO 80401-0030	*Refer to specific BCP appendix for site support*
3939 W. Highland Blvd. Milwaukee WI 53208	*Refer to specific BCP appendix for site support*
100 Universal City Plz Universal City CA 91608	*Refer to specific BCP appendix for site support*
307 Cranes Roost Blvd., Suite 1030 Altamonte Springs FL 32701	*Refer to specific BCP appendix for site support*
245 Market Street 17th Floor San Francisco CA 9410	*Refer to specific BCP appendix for site support*
One Robert Rich Way	*Refer to specific BCP appendix for site support*

Buffalo NY 14213	
1701 E. Woodfield Drive Suite 1115 Schaumburg, IL 60173	*Refer to specific BCP appendix for site support*
555 West 5th Street 17th Floor Los Angeles CA 90013	*Refer to specific BCP appendix for site support*
9 Roszel Road Princeton, NJ 08540	*Refer to specific BCP appendix for site support*

TABLE OF CONTENTS

I. Introduction
II. Emergency Preparedness Overview
III. Reporting Emergencies
IV. Evacuation Procedure
V. Accounting for Employees
VI. Evacuating Handicapped Employees
VII. Emergency Medical Treatment
VIII. First Aid Kits
IX. Initial First Aid
X. Shock
XI. Fires
XII. Bomb Threats
XIII. Weather Emergencies
XIV. Earthquakes
XV. Preparing for Power Failures/Black Outs
XVI. Emergency Planning Checklist
XVII. EAP
XVIII. Important Phone Numbers
XIX. How to Get Back to Business

I - Introduction

This emergency response plan is designed to protect employees during emergency situations, including fires, natural disasters, and bomb threats.

The Office Manager/Supervisor will have the primary responsibility for responding to and coordinating emergency situations.

All employees should review and follow these procedures. Supervisors must ensure that their employees are familiar with these procedures.

II – Emergency Preparedness Overview

Agile1's objective is "ZERO" occupational injuries and illnesses, and this goal also applies to a crisis. Branch offices are in charge of maintaining an up-to-date Emergency Contact List for all employees. The Emergency Contact numbers posted for each branch office include Fire, Police, Ambulance, Security Alarm Company, Utilities (Gas and Electricity) and the Property Management Company. While no plans or preparations can address every eventuality, an Emergency Planning Checklist should be in place at all Agile1 facilities. It includes:

- Emergency Response Team
- Safety Equipment

- First Aid & 72-Hour Supplies
- Facility Awareness Training
- Personnel Response Issues

Designate People For An Emergency Response Team: Identify responsible people with the ability to remain calm during a crisis. Individuals with a frequent presence and strong leadership and communication skills are ideal candidates. Special emergency skills are valuable. The people selected should be comfortable with performing basic lifesaving techniques such as CPR and mouth-to-mouth resuscitation. The best way to approach a crisis is as a team, with every member owning a piece of the problem.

Safety Equipment: Medicine, fire extinguishers, and flashlights are among items you should have on hand. Make sure everyone is familiar with the location of equipment and troubleshoot periodically to ensure that dated items haven't expired, back-up power is operational, and batteries are charged.

First Aid & 72-Hour Supplies: The basics of a First Aid kit include bandages, alcohol, cotton, cold packs, disposable latex gloves, eyewash, sterile gauze, antibacterial cream, scissors, aspirin and non-aspirin. First Aid kits can be purchased through Office Depot, and the contact is Abel Meza at All-In-One Corporate, (800) 872-2677 ext. 3120. The American Red Cross (www.redcross.org) and OSHA (www.osha.gov) can provide further information on specific contents required.

Part of preparing is ensuring that you have supplies for emergencies requiring confinement in your building for 72 hours (3 days). Agile1 encourages employees to provide food and water for themselves. Water is the most frequently overlooked item, and the rule of thumb is one gallon per person per day. Non-perishable food is helpful, but water is crucial. It's also important for staff members to have adequate supplies of daily medicines they need. Specific supplies vary in different environments. For example, in areas with extreme weather, employees should store blankets. Other important supply items employees should consider storing include flashlights, cell phones, battery-operated radios with extra batteries, matches, and candles. Employees may consider having personal emergency supplies in their cars in the event of emergency during travel.

Facility Awareness Training: Know your building. Are there obstructions to hallways and fire exits? Make sure smoke detectors and sprinkler systems are operable, and that staff members know where structurally sound, safe areas with proper ventilation are. In the event of an emergency, people should have access to keys that will open locked doors. Carefully consider how safe your building is in the event that you have to quickly escape or remain confined to it. Your staff should determine an emergency offsite meeting area in the event of evacuation during business hours.

Personnel Response Issues: Key personnel should be trained in fire and earthquake response, first aid and CPR, and make sure other staff members know who the "go to" people are. Also be aware of anyone in a building who may need special assistance to exit the floor.

Post emergency phone numbers including fire, police, ambulance rescue squad, doctor, and hospital, and add the building security number to telephone speed dials. Conduct drills that

account for the scenario of a dangerous intruder on the premises, and broadcast over the paging system to alert staff to eminent danger.

The main priority in emergency planning is communication. Communication begins with training people and making them aware of emergency procedures. Communication becomes even more vital during a crisis when individuals must act as a team to execute swift, proper actions. By its very nature a crisis is unforeseen, but preparation and planning are the keys to effectively dealing with a workplace emergency situation.

III - Reporting Emergencies

When there is a fire or other emergency that poses immediate danger to people or property, call 911 and sound the fire alarm if you can do so safely before evacuating. Follow emergency evacuation procedures. Remain calm, notify others, and respond to the emergency as appropriate. Procedures for responding to specific types of emergencies are described below. Do not attempt to handle emergency duties—e.g., fire fighting—for which you do not have training.

When you call 911 to report an emergency, provide the emergency dispatcher with the following information:

- The street address for your location;
- The building or area name where the emergency response is required;
- The location within building or area;
- A brief description of emergency; and
- Your name

Unless there is a risk to your safety, remain on the line until told by the emergency dispatcher to hang up. The following numbers should be posted near telephones and in other conspicuous locations:

- Outside emergency services (police, fire department, ambulance service)
- Hospital
- Risk Management
- Poison Control Center
- National Response Center (1-800-424-8802)
- Regional EPA Office

IV - Evacuation Procedure

Each building has a written emergency evacuation procedure. Floor plans indicating exits and fire extinguisher accompany each of these procedures. The floor plans are posted in each office.

Supervisors are responsible for ensuring that employees know the location of fire extinguisher, fire exits, and alarm systems in the area in which they work. Training and information is available from the Corporate Facilities Department.

If a fire emergency exists, employees should immediately activate the building alarm by pulling a pull station. Pull station locations can be found on the floor plans. Employees should evacuate all rooms, closing all doors to confine and reduce the fire and to reduce oxygen. DO NOT LOCK DOORS.

When the building evacuation alarm is sounded, an emergency exists. Walk quickly to the nearest marked exit and alert others to do the same. Smoke is the greatest danger in a fire. If you must pass through a smoke-filled room, stay near the floor where the air may be less

toxic.

Leave the building using the nearest exit. Once you are outside the building, move to the assembly area for that building. Keep streets, fire lanes, hydrants, and walkways clear for emergency vehicles and crews.

DO NOT RETURN TO AN EVACUATED BUILDING UNLESS TOLD TO DO SO BY THE ENFORCEMENT DIVISION HANDLING THE CRISIS.

NOTE: If you become trapped in a building during a fire and a window is available, place an article of clothing (shirt, coat, etc.) outside the window as a marker for rescue crews.

V - Accounting for Employees

After an evacuation, immediately report to the designated assembly area away from the office. Supervisors should determine if anybody is missing and report to the Corporate Office HR Director and/or Director of Risk Management.

VI - Evacuation Procedures for Handicapped Employees

Employees should tell their supervisor about disabilities that may require special accommodations when carrying out emergency evacuation plans. The supervisor is responsible for working with the employee to develop accommodations that will allow the employee to evacuate safely. For instance, co-workers may be assigned to assist employees in wheelchairs.

VII - Emergency Medical Treatment

Emergency medical treatment or first aid may be required during or after an emergency. Employees who have been trained to provide first aid must remember the following:

- Avoid panic;
- Inspire confidence; and
- Do only what is necessary to stabilize an injured employee's medical condition until professional help arrives.

The following sections cover basic procedures for handling common injuries and illnesses.

VIII - First Aid Kits

A basic first aid kit should be available in each building, department, and vehicle. First aid kits will include physician-approved supplies suitable for medical emergencies that can include sterile bandages, tape, scissors, ice packs, plastic gloves, and a mouth-to-mouth breathing tube. Aspirin or other oral medications, ointments or creams, drops, antiseptic solutions, or inhalants are not recommended in the general office first aid kit but may be included in the

employee's personal first aid kit. Inform employees of the location of first aid kits. Inventory supplies and restock items, as necessary.

IX - Initial First Aid

Employees who are first to arrive on the scene of a medical emergency should follow these guidelines:

- Assess the situation. Can you safely approach the victim? If not, what can you do to help without threatening your own safety? Determine what is wrong with the victim.

- Set Priorities and call for emergency. Is the victim conscious? How serious is the victim's condition? Should you call for help immediately or do you need to attend to the victim? Can someone else call emergency medical services so the victim is not left alone? If no one else is available, decide if it is more important to administer first aid immediately or to call emergency medical services and leave the victim unattended. Never leave a victim in a life-threatening situation without trying to first stabilize the victim's condition.

- Check the "ABCs" (unconscious victims only).

"A"—Airway. Make sure the victim has a clear airway. Place the victim on his/her back. Place one hand on the victim's forehead and one hand under the chin and tilt the head back. Open the victim's mouth and check for obstructions. If the victim is unconscious and an obstruction is visible, remove it with your fingers. NOTE: If you suspect back or neck injury, do not move the victim or adjust the victim's neck. Simply open the victim's mouth to check for obstructions.

"B" —Breathing. Place your ear above the victim's mouth and look at the chest. Listen for breathing and look for the rise and fall of the chest. If the victim is not breathing, someone trained in mouth-to-mouth breathing should begin resuscitation.

"C"—Circulation. Using two fingers, gently feel for the carotid artery in the neck to check for a pulse. To find the artery, place your fingers on the victim's Adam's apple and then slide them down the side of the neck until you feel the groove between the windpipe and neck muscles. If there is no pulse, someone trained in CPR should begin cardiopulmonary resuscitation.

Stay with the victim until emergency medical personnel arrive.

X - Shock

Shock commonly accompanies injuries or severe emotional distress. Symptoms of shock include the following:

- Cold, clammy skin; pale skin tone; shallow breathing; and chills.

Follow these steps to assist shock victims:

- ☐ Call emergency personnel.
- ☐ Keep the victim lying down.
- ☐ Maintain an open airway. If the victim vomits, turn the head sideways and the chin downward.
- ☐ Elevate the victim's legs.
- ☐ Keep the victim warm.
- ☐ Reassure the victim.

XI - Fires

If you see a fire or smoke, take the following steps:

- ☐ Activate the alarm to begin evacuating the building.
- ☐ If you are not in immediate danger, call 911 to report the fire. Provide the operator with the building or area name, the approximate location of the fire, the size and type of fire, and your name.
- ☐ If you are formally trained in fire fighting techniques and are not in imminent danger, you may attempt to fight a fire that is small and controllable. Do not place yourself or others in unnecessary danger.
- ☐ Exit the building by following posted evacuation routes. Proceed to the designated assemble location. Do not use elevators in an emergency.
- ☐ If you must exit through smoke, crawl low under the smoke to escape.
- ☐ If you are escaping through a closed door, feel the door before opening it. If it is hot, use an alternate route.
- ☐ If smoke, heat or flames block your exit routes, stay in the room with the door closed. Signal for help using a bright colored cloth at the window. If there is a telephone in the room, call the fire department and tell them where you are.

- ☐ Employees must receive permission from their supervisor or the local city emergency service officials before re-entering the building.

XII - Bomb Threats

If you receive a bomb threat over the telephone, remain calm and act courteous. If possible, notify another person to listen on another extension. Take notes on the caller's threat, tone, voice characteristics, and background noise.

If the caller seems willing to talk, try to find out as much as possible about the caller and the threat. Ask questions, such as:

- ☐ When will the bomb go off? How much time remains?
- ☐ Where is the bomb located?
- ☐ What kind of bomb is it?
- ☐ How do you know about this bomb?
- ☐ What is your name?

- Do you know that there are people in the building who could be hurt or killed?

Take the following steps after the caller hangs up:

- Hang up the phone. Immediately, before the next call comes in, dial *57. Listen and write down what the recorded message says.
- Hang up the phone, pick up the phone and dial *69. Listen and write down what the recorded message says.

Call the police department by dialing 911 and report the following information:

- your name;
- the location and telephone number from which you are calling;
- a description of the bomb threat;
- the exact time you received the call;
- the location of the device, if known;
- the type of device, if known;
- the information you received after dialing *57 and *69; and
- any other information from your notes.
- Inform your supervisor and building security.

The police department can assist you with further instruction on necessary evacuation procedures. If you are required to evacuate, follow the evacuation procedures outlined in this information to promote as much safety as possible.

XIII - Weather Emergencies

The Company Offices may be subject to the following weather emergencies:

- Tornados and high winds;
- lightning; and
- Winter weather.

During a tornado warning or high winds, employees should move to places of maximum protection, such as the interiors of buildings and the lowest floor possible. Keep away from windows. Assist disabled workers in moving to these locations. Await specific instructions from your supervisor or the emergency response coordinator. A tornado watch is issued when weather conditions are ideal for a tornado to form. A tornado warning is issued when a tornado is identified in the immediate vicinity.

During an electrical storm, stay away from windows and open doors. You may be instructed to shut down your computer. Stay clear of metal objects, such as pipes and electrical appliances. Do not go outside. If you find yourself caught in a storm away from a protected building, stay in a closed automobile if possible. Stay away from tree lines, flagpoles, towers, and metal fences. If caught in the open, stay low.

Except during extremely hazardous weather conditions, the Company is to remain open for business and employees will be expected to report for work. During severe winter

weather, employees may listen to radio stations for information about any closings or delayed openings.

Employees also may call their Office Manager or the Corporate Office at 1-800-576- 5765 to determine whether to report to work during severe weather. Drive slowly in winter weather and be sure to clean all ice and snow from vehicle windows.

XIV - Earthquakes

- ☐ Know what to do when the shaking begins: DROP, COVER AND HOLD ON
- ☐ Drop under a **sturdy** desk, table, stairwell, or doorjamb. If there is no table or desk nearby, sit on the floor against an interior wall away from windows, bookcases, or tall furniture that could fall on you. Hallways are among the safest areas; kitchens and garages are the most dangerous.
- ☐ Cover and protect your head and neck with your arms.
- ☐ Hold securely on to furniture during the shaking. If the furniture moves, you want to move with it to maintain protection. Remain in that position until the shaking stops. After the shaking subsides, immediately evacuate the building to the nearest designated safe area outside.

Steps to take when you are in certain areas:

- ☐ Outdoors - move to a clear area, away from trees, signs, buildings or downed electrical wires and poles.
- ☐ On a sidewalk near buildings - duck into a doorway to protect yourself from falling bricks, glass, plaster and other debris.
- ☐ Driving - pull over to the side of the road and stop. Avoid overpasses, power lines and other hazards. Stay inside the vehicle until the shaking is over.
- ☐ Kitchen – move away from the refrigerator, stove and overhead cupboards.
- ☐ Stadium or Theater – stay in your seat and protect your head with your arms. Do not try to leave until the shaking is over. Then exit in a calm and orderly manner.
- ☐ Crowded store or other public place – do not rush for exists. Move away from display shelves containing objects that could fall.

After the Earthquake:

- ☐ Remain calm.
- ☐ Check for injured persons. Administer first aid, if trained.
- ☐ Immediately check for ruptured utilities in the building. Shut off utilities as necessary at their source.
- ☐ If you smell gas or suspect a leak, turn off main gas valve, open windows in the office, and carefully leave. DO NOT flip any switch including a light switch, which may spark and ignite the gas.
- ☐ If damage to your electrical system is suspected (frayed wires, sparks, or smell of hot insulation) turn off system at the main fuse box.
- ☐ Use fire extinguishers to control small fires.
- ☐ Inspect the office for damage.

- ☐ Listen to the radio for instructions and information.
- ☐ If functioning, use the phone lines quickly to report only life-threatening emergencies.
- ☐ Don't drink tap water or use toilets until you know if water and sewer lines are intact.
- ☐ Expect aftershocks.
- ☐ If you have to evacuate, post a message in clear view telling where you can be found. Take with you: 72-hour Survival Kit (described in the Emergency Planning Checklist Section).

XV – Preparing for Power Failures/Rolling Black Outs

What the office can do during a power failure:

1. Direct Mail
2. Have a strategy or sales training meeting
3. Catch up on filing

What to have on hand:

1. List of other offices cell phone numbers
2. Client front screens printed with directions to active clients
3. Current Traffic Report

How to prepare:

1. Send out letters to clients NOW letting them know of the other offices phone numbers in case they need to contact us during a black out. Those offices could then pass the information along using the cell phone directory mentioned above.
2. Audit files to make sure that all active clients have a copy of their front screen included
3. Pre print current availability/traffic report

XVI - Emergency Planning Checklists

In the event of an emergency, it is crucial to prevent havoc when a disaster occurs. The following Emergency Planning Checklist may be helpful when developing a detailed preparedness plan:

- **Emergency Response Team**
  - ☐ Select key people based on their frequent presence, ability to remain calm during a crisis, and special emergency skills they posses.
  - ☐ Distribute a list of this Emergency Response Team to your staff.

- **First Aid**

. Make sure you have a well-stocked First Aid Kit. It should include the basics: bandages, sterile gauze, cotton, alcohol, eyewash, antibacterial cream, scissors, tweezers, aspirin and non-aspirin.

- **Safety Equipment**
  . Conduct an inventory of the existing emergency supplies, equipment and information. Gather the items to a central storage area or document their locations. Check the dates of any items that may expire in the future, including medicine and fire extinguishers. Verify that batteries work and backup power supply is operational.

- **72-hour Personal Survival Kit – Individual Preparedness**
  . Make sure you have sufficient supplies for emergencies that require confinement to the building for 72 hours. Each employee is responsible for his/her own 72-hour kit. Employees may keep an individual 72-hour kit in their desks, near their workstations or in their car. However it is advisable that employees have a separate kit for the workplace and a separate kit for travel.

Recommended 72-hour supplies

- ☐ Water
- ☐ Food (non-perishable and long shelf life; e.g. food bars).
- ☐ Small first aid kit.
- ☐ Blankets (for shock or extreme weather).
- ☐ Essential medication.
- ☐ Flashlight with extra batteries.
- ☐ Small portable radio with extra batteries.
- ☐ Spare pair of eye glasses.
- ☐ During an emergency, collect battery-operated radios and cell phones.

Handy supplies for branch to keep on hand

- ☐ Camera with film is handy to document office damage.
- ☐ Store plastic sheets or large trash bags to be used to protect equipment from water damage, including from fire sprinklers.
- ☐ Tools and instructions to shut off utilities.
- ☐ Store a copy of your office's emergency procedures including instructions for building evacuation and recovery task responsibilities.

Recommended supplies to be kept in the trunk of your car

- ☐ Water (three-day supply, heat resistant and long shelf life)
- ☐ Food (non-perishable, heat resistant and long shelf life)
- ☐ Basic First Aid Kit
- ☐ Essential medication
- ☐ Flash light with batteries
- ☐ Flares / light sticks
- ☐ Fire extinguisher – A-B-C Type
- ☐ Emergency space blanket (lightweight and compact) or sleeping bag and warm
- ☐ jacket.
- ☐ Poncho (rain and wind protection)
- ☐ Walking Shoes

- ☐ Change of clothes
- ☐ Whistle
- ☐ Small package of tissues
- ☐ Pre-moistened towelettes
- ☐ Sanitation supplies

- **Facility training**
  - ☐ Survey your facility with an eye toward what might cause a problem during an
  - ☐ Emergency situation. Does any of the following apply to your office?
  - ☐ Heavy objects that may fall?
  - ☐ Obstructions to hallways or fire exits?
  - ☐ Rooms with locked doors?
  - ☐ Do you have a gathering place for the employees in the office that is the most ventilated and structurally sound?

- **Personnel Issues**

Consider what training is necessary for key safety personnel and then expand emergency training to everyone else.

Train key personnel in fire and earthquake response, first aid and emergency preparedness. Identify anyone in your branch who is CPR certified. Make sure key staff can be identified in an emergency (for example, use neon tshirts or hats)

Have all staff provide emergency contact information to be kept in personnel files (update annually)

Have important phone numbers available in a central location in the office such as:

- ☐ Utilities (electrical, gas, water, and phone companies)
- ☐ Outside emergency services (police, fire department, ambulance service)
- ☐ Hospital
- ☐ Safety Department
- ☐ Poison Control Center
- ☐ National Response Center (1-800-424-8802)
- ☐ Regional EPA Office
- ☐ OSHA Area Office

- Know who may require special assistance to exit the floor during an emergency.
- Train all staff in politely escorting unknown guests from secured areas of the floor.
- Develop and train on a plan in the event of a dangerous intruder. This can include a map of all lockable doors and escape routes, as well as an agreed-upon term to broadcast over the paging system to alert staff to eminent danger.
- Know who is the best person in your organization to communicate with an agitated customer or staff member.
- Add the building security number to telephone speed dials.
- Require participation at safety meeting and drills.

- Make available optional safety training materials and videos.
- Invite Community Police to do a presentation on neighborhood and office safety.

XVII - The EAP Can Help

Those who supervise others are encouraged to call the EAP for guidance when helping their employees cope after a disaster occurs. The EAP can help supervisors evaluate employees' behavior, make suggestions for intervention, and provide resources for you as well as those you supervise. Supervisors are also encouraged to have their employees call the EAP directly for their own personal support. The EAP is committed to helping or team members.

Call the EAP Hotline at (800) 932-0034.

XVIII - IMPORTANT PHONE NUMBERS FOR EMERGENCY SITUATIONS

Emergency Services	Phone Number
Police Department	Insert Phone Number
Fire Department	Insert Phone Number
Ambulance Service	Insert Phone Number
Closest Hospital	Insert Phone Number
Corporate Facilities	1-800-576-5765
Poison Control Center	Insert Phone Number
National Response Center	1-800-424-8802
Regional EPA Office	Insert Phone Number
OSHA Area Office	Insert Phone Number
Water Company	Insert Phone Number
Phone Company	Insert Phone Number
Gas Company	Insert Phone Number
Electric Company	Insert Phone Number

XIX - How to Get Back to Business

It is important that the guidelines below be followed on a consistent basis in the event of an emergency. When an emergency occurs, our computers may become inoperable and we still have to pay our temporary employees. Clients will still submit orders, and applicants will still need jobs.

1. On a monthly basis, run a complete client listing by status – run one for Active, Inactive, Prospect, and Mapped. This report runs by creation date so be certain back date the report 10 years. This report will provide you with client names, contact names and telephone numbers. Discard the previous report each time you run a new one.
2. Every Monday morning, run a Placement Activity Log for all ACTIVE assignments. Back date

this report so you get everything you need. This report will provide you with the names of all temporary associates at each company currently working, pay rates, bill rates, and job titles for payroll. Each time you run a new report, you can discard the report from the week before.

3. Each month, run the complete Traffic Report and keep this in a file. This report will provide you with the names, telephone numbers and job titles of your temporary associates so you can fill new job orders if necessary. Keep all Traffic Reports.
4. On a monthly basis, run the Sales Trending Report for the last 3 months. This report will provide you with total sales from your clients.
5. Be diligent with your back ups. If you are not sure if your back up is working, contact MIS to have them check for you. Let your trainers know if it isn't working so they can get it fixed for you. Be certain to send on back up every week to Corporate.

In addition to the helpful information, a manual process for payroll will be distributed separately to your offices. Keep this payroll process in a place that everyone is familiar with so anyone can access it in time of need.

TECHNOLOGY BUSINESS CONTINUITY PLAN

Authored by: Emil Protic September 15, 2003
Last Revision Date: 07/01/2014

TEAM ALERT LIST

Team Member	Home	Cell	Office
Zia Islam	818-846-4538	818-903-1877	800-872-2677 x 993211
Joe Fermin		818-266-5501	
Bud Seidel		818-262-5974	
Jeff Amor		818-679-8956	
Gordon Chen		626-674-3551	
Emil Protic	909-941-4258	909-615-2655	858-578-4437, 800-872-2677 x 993222

Record the date and time that each person was notified or last attempt made. Add the contact status BSY-Busy, NA-No Answer, PNA Person-not Available. After the team notification has been completed. This checklist should be given to the Emergency Operations Center staff or Emergency Management Team.

TABLE OF CONTENTS

Quick Reference Guide	28
Team Alert List	29
Team Responsibilities	29
Team Leader Responsibilities Checklist	29
General Functions	29
Critical Functions	29
Business Hours Response	30
After Normal Business Hours Response	30
Team Recovery	31
Business Resumption Plan Copies	31
Cellular Phone (TBD)	32
Team Work Area	32
Personnel Location Form	32
Status Report	32
Travel Arrangements	32
Notification	33
Notification Checklist	33
Corporate Headquarters Phone Numbers	34
Vendor Notification	34
Customer Notification	36
Business Recovery Work Area Checklist	36
Work Area Scenarios	36
Work Area Requirements	36
Telephone Equipment	37
Computer Equipment	37
Resources Required Over Time	37
Resource Required Over Time (Consolidated)	38
Business Recovery Site Information	39
Site Guidelines for Travel to the Business Recovery Site	39
Business Recovery Site Information	39
Directions to the Business Recovery Site	40
Travel Request Form	41
Off Site Stored Materials	42
Critical Resources to be Retrieved	43
Personnel Location Control Form	45
Status Report Form	45
Recovery Preparedness	46

Semi-Annual Plan Review	47
Training and Exercises	48
Activity Schedule	48
Critical Function Recovery Tasks	49

Primary Contact: Zia Islam

Alternate: Emil Protic

Team Responsibilities:

When notified by the Emergency Management Team that the Business Resumption Plan (BRP) has been activated, the primary responsibilities of the team will be to use their resources to support the corporate recovery effort and to activate their Recovery procedures.

Team Leader Responsibilities / Checklist Read the entire section before performing any assignments. General

The Primary responsibility of the Team Leader is to provide *leadership* of the recovery team and coordinate support for the recovery effort. Other responsibilities include:

1. Participate in Resumption meetings with the Emergency Management Team.
2. Direct the Business Continuity efforts of your team.
3. Oversee communications activities of the team.
4. Coordinate with the Emergency Operations Center regarding all administrative issues.

Critical Functions Restore the following critical functions: RTO* Critical Function

4 hours - Agile Acceleration VMS

*** Recovery Time Objective (Amount of down time before outage threatens the survival of the company. RTO is determined by Senior Executives)**

Normal Business Hours Response

During an emergency that happens during normal business hours, follow the corporate emergency procedures to ensure the life and safety of all employees.

If the building is not accessible, the team personnel should assemble at: -

Primary site: 1999 W. 190th Street, Torrance CA 90504

Alternate site: 327 West Broadway Glendale CA 91204

Immediate actions to be taken by the department leader or assigned alternate:

1. Take a head count to make sure all team members are safe and available. Notify the Emergency Management Team immediately if anyone is missing.
2. Look for a member of the Emergency Management Team to get instructions.
3. **Record all** the information and instructions given by the Emergency Management Team. Use the Notification Checklist located in this section as a guideline and work paper.
4. **Before** contacting anyone else review the Notification Procedure located in this section.
5. Notify department personnel not already notified. Use the Notification Call List located in this section; it contains a list of who to call and what information to pass on.
6. If instructed by the Emergency Management Team, activate the Recovery procedures located in this section.

After Normal Business Hours Response

When notified by the Emergency Management Team that the Business Resumption Plan has been activated, the team leader will:

1. **Record all** the information and instructions given by the Emergency Management Team. Use the Notification Checklist located in this section as a guideline and work paper.
2. **Before** contacting anyone else review the Notification Procedure located in this section
3. You may be instructed to only notify your alternate team leader, your entire team or as many department personnel as possible. Use the Team Alert List located in the front of the plan or the Employee Call List located in the back of the plan. Record the status of all notifications and give the completed call list to the team leader.
4. If instructed by the Emergency Management Team, report to the Emergency Operations Center.
5. If instructed by the Emergency Management Team to activate your Recovery

Team, procedures are located in this section.

6. When you activate your team, have them meet you at the primary or alternate meeting place listed below.

Primary Location

Facility Name: Act1 Group	
Street Address: 1999 W. 190th Street	Floor: First
City/State/Zip: Torrance, CA 90504	
Contact Person: Zia Islam Alternate Contact: Emil Protic	Phone No: 818-240-8688 O 24 Hour Cell (818) 903-1877 C FAX No: Other No.:
Security Considerations: None	

Alternate Location

Facility Name: Act1 Group	
Street Address: 327 West Broadway	Floor: First
City/State/Zip: Glendale CA, 91204	
Contact Person: Jeff Amor	Phone No: 818-240-8688 O 24 Hour Cell (818) 266-5435 Other No.:
Security Considerations:	

Team Recovery Business Resumption Plan Copies The team leader should ensure that sufficient copies of the Business Resumption Plan are available.

Cellular Phone (TBD)

The team leader has a cellular phone for team use. The Emergency Management Team should be notified immediately of the cellular phone number.

- ☐ Personnel that will be needed at the work area to resume normal business functions.
- ☐ Personnel who should stay home and remain on standby (they will be needed when the initial group needs rest).

1. Contact personnel that will be needed to report to the assigned work area.

2. Designate space for personnel reporting to the work area.
3. Implement procedures to resume time dependent functions based on the priority established.
4. Instruct all department personnel to carry photo identification with them at all times and be prepared to show it to security or local authorities.
5. As progress continues during the recovery operation, the team should be prepared to move back to the affected facility and resume normal business operations.

Personnel Location Form

After the department personnel have been deployed, the department leader should complete the Personnel Location Control Form in the appendix. Completed forms should be sent to the Administrative Team to allow location tracking of all employees. Continue to update the information throughout each day of the recovery operation.

Status Report

The department leader should prepare written status reports frequently for the Emergency Management Team to keep them apprised of the current situation. Use the Status Report Form in the appendix as a guide.

Travel Arrangements

The department leader can get assistance for any team travel arrangements from the Administrative Support Team. This includes travel needs either inside of or out of the metro area. Use the Business Recovery Site Information section in the appendix for guidelines and to make a request.

Notification

Notification Checklist

When notified by the Emergency Management Team that the Business Resumption Plan (BRP) has been activated, the team leader or alternate should record the following information that will be passed along to department personnel:

1. Brief description of the problem:
2. Location of the Emergency Operations Center:
3. Phone number to contact the Emergency Operations Center:
4. Any immediate support requested by the Emergency Management Team:
5. Whether or not the facility can be entered: Yes ( ) No ( )

6. If the facility cannot be entered, the location that the team should use for a work area or meeting place:

Notification Procedure

The team leader, alternate or assigned individual upon activation of the Business Resumption Plan will contact team personnel using the following procedure:

During notifications of an alert or declared disaster, use this procedure to alert all personnel. **Read the procedures thoroughly prior to making a call.** By using the following instructions, you will not unnecessarily alarm family members of an employee who was working at the affected site at the time of the disaster.

Place phone call and say, "May I speak with (individual)?"

1. If available, provide the information you called to convey. -Remind the person to make no public statements about the situation. -Remind the person not to call co-workers (unless instructed to) and to advise their family not to call other employees.-Record the information in the contact status column.
2. If not available, say, "Where may I reach (individual)?" -If at any location other than the data center, get the phone number. Call the other location and providing the information you wanted to convey.
3. If the individual was working at the affected site, indicate that you will reach the individual there. **DO NOT discuss the disaster with the person answering the phone.**
    a. Immediately notify the Emergency Operations Center
    b. Record the information in the contact status column.
4. If contact is made with an answering machine: Make no statement regarding the situation. Provide the phone number to call at Emergency Operations Center; ask that the employee make contact at that number as soon as possible.
    a. Record the information in the contact status column.
5. If no answer: -Record the information in the contact status column.
6. If no answer and the individual has a beeper: -Place a call to the beeper number. -Enter the number of the Emergency Operations Center for the individual to call.-Record the information in the contact status column.

Appendix Corporate Headquarters Phone Numbers:

Corporate Support Center: 800-872-2677 ext 3076

Vendor Notification
CRITICAL VENDORS

Product/Service: Data Center	
Vendor Name: **Century Link Data Center**	
Street Address: 3015 Winona Ave.	
City/State/Zip: Burbank CA 91504	
Contact Person: Support Team Alternate Contact:	Phone No.: (800) 884-3082 24 Hour No.: FAX No.: .: Other No.:
Comments:	

Product/Service: IDS-IPS	
Vendor Name:**CompuCom Systems**	
Street Address:	
City/State/Zip:	
Contact Person: Any **https://qwestenhancedids.veritect.com/** Alternate Contact:	Phone No.: 877-501-4850 24 Hour No.: FAX No.: Other No.:
Comments:	

Product/Service: Network Hardware / Firewall	
Vendor Name: **Cisco TAC**	
Street Address:	
City/State/Zip	
Contact Person: **http://www.cisco.com/kobayashi/support/tac/contacts.shtml** Alternate Contact:	Phone No.: 800-553-2447 24 Hour No.: FAX No.: Other No.:
Comments:	

Product/Service: Computer Hardware
Vendor Name: **Dell Gold Support**
Street Address:
City/State/Zip:
Contact Person: Alternate Contact: Phone No.: 800-945-3355 24 Hour No.: FAX No.: Other No.:
Comments:

Product/Service: International Criminal Information Vendor
Vendor Name: **Straightline International**
Street Address: 5830 A Lincoln Ave
City/State/Zip: Morton Grove, Il 60053
Contact Person: Phyllis Alternate Contact: Phone No.: (866) 909-6678 24 Hour No.: FAX No.: Other No.:
Comments:

Product/Service: Century Link First Touch Response
Vendor Name: **Century Link**
Street Address:
City/State/Zip:
Contact Person: Alternate Contact: Phone No.: 800-884-3082 24 Hour No.: FAX No.: Other No.:
Comments:

*List only vendors that you would be responsible for contacting.

Customer Notification

Customers are notified as per SLA based requirement, and other contractual obligations. Standard policy is within 30 minutes.

Business Recovery Work area Checklist

Work area Scenarios

The Emergency Management Team will provide the team leader with a work area for the team to use. One of the following is the most likely scenario that will take place.

Work area at the location, if the facility is accessible.

The Emergency Management Team will provide information about what area the team can use.

Work area at a vendor Business Recovery Site, if the site is not available.

The Emergency Management Team will provide information about what area to use and the estimated time before terminals and communications to the back-up site will be available.

Work area Requirements

The following lists the minimum requirements for the team at the work area recovery location. Copiers and FAX machines will be available at the work area for all teams to share.

Space in square feet: 2,000 sq ft
Office Furniture:
Desks: 8
Chairs: 15
File Cabinets: 5
Other Furniture:

Telephone Equipment

Phone Type: Cisco Call Manager

Number of Phones: 15

Computer Equipment:

Indicate what terminals and PC's would require connection to the network.
Platform: Windows 7 Terminal Type: PC/Networked Number: 8 Network Lan/Wan PC
Software: Microsoft Office 2010, Adobe, Operating database is proprietary

Resources Required over Time

The following two forms are used to plan the arrival of recovery resources to the

Work area. List only the increased amounts in each column. For example the team needs 35 people over all. They assign 15 at the 24 hours slot, another 5 in the 48 hours slot and 15 more in the 72 hours slot.

Resources Required Over Time

Function / Resources	24 hours	48 hours	72 hours	1 week	2 weeks	1 month
Immediate						
Staff	**50**					
Area size	**8,000sqft**					
Desks	**50**					
Chairs	**50**					
Telephones	**50**					
Faxes	**9**					
PCs	**50**					
Printers	**5**					
(Other)						
Delayed						
Staff			**30**			
Area size						
Desks			**30**			
Chairs			**30**			
Telephones			**30**			
Faxes			**0**			
PCs			**30**			
Printers			**0**			
(Other)						
Steamed						
Staff				**30**	**20**	
Area size				**0**	**0**	
Desks				**30**	**30**	
Chairs				**30**	**30**	
Telephones				**30**	**30**	
Faxes				**0**	**0**	
PCs				**30**	**30**	
Printers				**0**	**0**	
(Other)						

Resources Required Over Time (Consolidated)

Function / Resources	24 hours	48 hours	72 hours	1 week	2 weeks	1 month
All team functions						
Staff	**50**		**30**	**30**	**20**	
Area size	**8,000**					
Desks	**50**		**30**	**30**	**20**	
Chairs	**50**		**30**	**30**	**20**	
Telephones	**50**		**30**	**30**	**20**	
Faxes	**9**		**0**	**0**	**0**	
PCs	**50**		**30**	**20**	**20**	
Printers	**5**		**0**	**0**	**0**	
(Other)						

List only the increased amounts in each column. For example the team needs 35 people over all. They assign 15 at the 24 hours slot, another 5 in the 48 hours slot and 15 more in the 72 hours slot.

Business Recovery Site Information

Guidelines for Travel to the Business Recovery Site

Most disasters are isolated to a single building or block. During those situations the Business Recovery site in the local area will be used for recovery. Some disasters are community wide and, as such, may eliminate the option of using the local Business Recovery site. In those instances, we may resort to using more distant recovery sites.

The team leader should divide the available personnel into two groups: those who will go to the backup site first and those who will be sent as replacements after a few days. The department leader should not over commit resources during the first few days.

The team leader should provide directions to the personnel that will be traveling to the backup site. In the event that personnel cannot drive to the backup site and will need air transportation, hotel accommodations, and advance expense money, the team leader should arrange the details through the Administrative team leader or EOC Director.

The team leader will provide the Administration team leader or EOC Director with the

names of the individuals, their destination, hotel requirements, an estimate of any travel money needed, and instructions relating to specific personnel who should not travel together on the same airplane (many companies have travel policies that forbid key individuals to fly on the same airplane in case of an accident).

The EOC Staff will make the travel arrangements and will provide personnel with itineraries, tickets, and advance travel money.

Business Recovery Site Information Primary Location

Facility Name Agile1	
Street Address: 1999 W. 190th St.	Floor: First
City/State/Zip: Torrance CA, 90504	
Contact Person: Alternate Contact:	Phone No: 800-365-2281 24 Hour No: FAX No: Other No.:
Security Considerations: None	

Directions to the Business Recovery Site

5 South to 110 South to 405 North Exit Western Make Left, Right on 190th Street

Address is 1999 W. 190th St.

Travel Request Form

Make additional copies as needed.

This form should be completed by the team leader and given to the EOC staff.

Name Hotel Reservation Rental Car Cash Advance	Yes (No ( ) Yes ( ) No ( ) $	Destination)	Departure Date / Departure Date /	/ /	Departure Time Departure Time	: :
Name Hotel Reservation Rental Car Cash Advance	Yes (No ( ) Yes ( ) No ( ) $	Destination)	Departure Date / Departure Date /	/ /	Departure Time Departure Time	: :
Name Hotel Reservation Rental Car Cash Advance	Yes (Yes ($ | Destination) No ( )) No ( )	Departure Date / Departure Date /	// //	Departure Time Departure Time	: : : :
Name Hotel Reservation Rental Car Cash Advance	Yes (Destination) Yes (No ( )) No ( ) $		Departure Date / Departure Date /	// //	Departure Time Departure Time	: : : :

Recovery Boxes

Team:
Storage Location: Iron Mountain
Contact Name:

Box Identification:

Contents	Comments

Box Identification:

Contents	Comments

1. **Storage location refers to the name of the off-site storage facility.**
2. **Contact name refers to the person who coordinates retrieval of recovery boxes.**

3. **Box Identification refers to the identifying code on the outside of the box.**
4. **Contents/Comments identify the items stored in the box and special concerns such as update / maintenance or shelf life.**
5. **Critical Resources to Be Retrieved**

CRITICAL RESOURCES TO BE RETREIVED

Note: Use this form to document the materials that should be retrieved if you are able to enter your facility following the incident and the items are not badly damaged.

Business Unit: All-in-1 – Processing Center

Bldg./Floor: First	Location on Floor: (e.g. Northwest Corner) Northeast Corner of office suite 105	
Items To Be Retrieved	**Comments**	**Condition***
Backup Tapes		
Disaster Recovery Plan		
EQUIPMENT:		
Data Servers		
Safe		
OTHER:		

*** Complete "Condition" at the time of the incident.**

Personnel Location Control Form

Make additional copies as needed COMPLETE DAILY FORWARD TO HE CRISIS MANAGEMENT TEAM.

Date: ____/_____/____ Completed by: _____

Operations Team

Recovery Phone Work Schedule Name Location Number From To

_____ _____

_____ _____

_____ _____

_____ _____

_____ _____

Status Report Form

Make additional copies as needed

Use this form to log significant recovery activities.

The team leader is required to submit written recovery status reports daily. Submit completed status reports to the Emergency Management Team. This status report may be submitted handwritten as long as it is legible.

Date: ____/____/____Time: ____:____ AM / PMName:

_____Department: **Operations Team**

Comments:

Conclusions:

Recovery Preparedness

Team plans are intended to be living documents. They should reflect the latest information available. Team Leaders are responsible for reviewing and updating their plans on a semiannual basis.

The Team Leader, alternate Team Leader and other individuals who have copies of the team plan will be sent updates each time the plan is changed. The accepted practice is to print and distribute only the page or pages that have been changed rather than the entire plan.

Semi-annual Plan Review

(Updates due January 1 and July 1)

Team Leader and Alternate Team Leader. This section identifies the persons assigned in the leadership positions. The team leader to identify changes in assigned personnel should review it.

Recovery Team Alert List . This section provides contact information for all personnel assigned to the team. This list is prone to change since team members may leave or join the team, names may change due to marriage and contact information may change. The team leader should send a copy of the Recovery Team Alert List to each team member to review and update.

Critical Functions List. This section, found in Team Leader Responsibilities, identifies the critical functions that apply to the team. The Team Leader will review the functions to determine that they are accurate.

Team Recovery Steps. This section identifies the strategies for recovery ofcritical functions. The team leader will review this list to determine that the strategies are meeting the current business objectives and accurately reflect the best possible solution.

Vendor and Customer Lists. This section identifies the contact information for critical vendors and customers. The team leader will review this list to determine that the list is complete and accurate.

Work area Requirements. This section identifies critical resources required to support the recovery at the work area site. The team leader will review this list to determine that the list is complete and accurate.

Off Site stored Materials. This section identifies critical records or resources stored off site. The team leader will review this list to determine that the list is complete and accurate.

Training and Exercises

Updated plans are not enough if the people assigned to recovery teams don't know what is expected of them. Team members should receive training on recovery concepts in general and their team's functions in particular. Exercises help identify needed improvements in strategies and plans. Exercises also give team members valuable experience in dealing with the challenges inherent in recovery operations.

The Business Continuity Group conducts training and exercises.

Team Member Orientation. This is a one-hour overview of the Business Continuity Program. Each team member should attend once per year. It is also available for the general employee population.

Team Exercise. The entire team participates in a two-hour tabletop exercise with a focus on their recovery strategies.

Team Leader Exercise. All the team leaders and Alternate Team Leaders participate in a two-hour tabletop exercise with a focus on facility wide recovery.

Functional Exercise. Actual hands-on test of hardware or connectivity capability yat Work Area Recovery Centers. Actual use of alternate (manual) production process at the home or alternate facility.

Activity Schedule

This document allows Team Leaders to track their own plan review, training and exercise activities for the year. The Business Continuity Group will periodically request a copy of the document to review the team's preparedness status. A new document will be started each year. The Business Continuity Group will keep each year's completed activity schedule on file for audit purposes.

ACTIVITY SCHEDULE Plan Reviews

Enter the dates when plan reviews were conducted.

Plan Holders	Due Apr 5	Due Apr 5
Team Leader Zia Islam		
Alt. Team Leader Emil Protic		
Jeff Amor		
Joe Fermin		
Bud Seidel		
Gordon Chen		

Training / Exercises

Enter the dates and number of participants for each activity. Each exercise type is expected to be conducted at least once per year.

Activity	**Date Conducted**	**# of Participants**	**Comments**
Orientation			
Team Exercise			
Team Leader Ex			
Functional Exercise			

Team Leaders: Attach participant sign in sheets, evaluations and comments to this sheet. Send this page to the Business Continuity Group no later than December 1.

Critical Function Recovery Tasks

Function name:_____

Task	Required Steps	Expected Results	Task Duration
1.			
2.			
3.			
4.			
5.			
6.			
7.			

Amendment No. 16
to
Short Form Professional Services Agreement (CW1965683)

This Amendment No. 16 to the Short Form Professional Services Agreement (the "**Amendment**") is effective as of February 3rd_, 2026 (the "Effective Date") and is by and between The ACT 1 Group, Inc., a California corporation doing business as AgileOne (formally known as Agile•1) ("**AgileOne**" or "**Consultant**"), having a principal place of business at 1999 West 190th Street, Torrance, CA 90504, and NiSource Corporate Services Company and its entities and respective affiliates (the "**Owner**" or "**Client**"), having a principal place of business at 801 East 8th Avenue, Merrillville, Indiana 46410. "**Party**" or "**Parties**" shall refer to AgileOne or Client or both (as the case may be).

WHEREAS, the Parties have entered into the Short Form Professional Services Agreement on July 10, 2017, as previously amended (collectively, the "**Agreement**") whereby, among other things, AgileOne agreed to provide certain services to Client; and

WHEREAS, the Parties desire to have the Agreement, as modified and amended hereby, govern the relationship between the Parties; and

NOW THEREFORE, the Parties hereby agree as follows:

1. Capitalized terms not defined in this Amendment will have the meaning ascribed to such term in the Agreement.
2. Schedule of Work No. 1 to NiSource Corporate Services Company Short Form PSA, Section J. Pricing, Subsection Management Fees, First Bullet Point, Contingent Labor, shall be deleted in its entirety and replaced with the following:

- Contingent Labor –
  - A tiered structure will be utilized to determine the Management Fee ("MSP Fee") of all Contingent labor invoiced by Consultant. This MSP Fee will be a percentage of fees paid by all Staffing Suppliers on the sliding scale set forth below as a percentage of invoice. The applicable MSP Fee, by tier, is set forth below and will apply to the spend that falls into such tier as measured during each contract year (beginning with the go live date). If the spend increases or decreases to a different tier within a specific billing period, the new discount will be applied during the next billing period.
  - <$20M 3.1%
  - $20M+ - $30M 2.65%
  - $30M+ - $50M 2.55%
  - $50M+ - $100M 2.50%

- MSP Fees will be applied to all billing/invoicing processed by Consultant with the exception of travel and reimbursable expenses.

Consultant shall pay Owner a rebate based on the above sliding scale with an example below:

Program Spend	Supplier Funded Fee	Threshold Percentage	Threshold Amount	Rebate Amount Due
$0-$20M	3.1%	No rebate	0.00	0.00
$20.01M-$30M	2.65%	0.45%	$9,999,999 x 0.45%	$45,000.00
$30.01M-$50M	2.55	0.55%	$19,999,999 x 0.55%	$110,000.00
$50.01M - $100M	2.50%	0.60%	$49,999,999 x .60%	$299,999,994
Total Owed				$454,999.994

Consultant will calculate earned rebates at the end of each contract year, which runs October 31 through September 30. Consultant will present the calculated amount to Owner for email approval prior to processing payment. Payment will be due 60 days post-close of each contract year, on or about November 30, provided Owner has provided email approval. For the avoidance of doubt, rebates are calculated only on the amounts earned and paid at the time of the calculation for the associated year.

3. As of January 1, 2026, Consultant shall no longer collect from Staffing Suppliers the previously collected 0.375% Ariba Fee.

4. As of January 1, 2026, for an additional 0.1% added to the MSP Fee, Consultant will provide enhanced reporting services to Owner using the TDX, a hosted software-as-a-service solution for a data aggregation and subscription-based analysis service, owned by Brightfield, LLC ("Brightfield"), that enables companies to analyze the cost of labor and test the validity of workforce strategies. As a condition to such use, Owner shall sign and return to Consultant the Participation Addendum attached to this Amendment as Exhibit A.

5. For the avoidance of doubt, Consultant and Owner acknowledge that, as of January 1, 2026, the total MSP Fee, including the TDX fee and less the Ariba Fee, shall be 3.1%.

6. The Parties each agree that, notwithstanding anything set forth to the contrary in the Agreement or in any statement of work between the Parties, Consultant shall reimburse Owner for the full replacement value and cost of any Owner-issued asset or equipment that is provided to Consultant's employees or Contingent Workers that is not returned to Owner in the same condition as it was provided within fourteen (14) days of such employee or Contingent Worker's termination.

7. Except as expressly amended by this Amendment, all the conditions and other terms and provisions of the Agreement including all prior amendments thereto, if any, shall remain unchanged and in full force and effect in accordance with its original terms and are hereby ratified and confirmed in all respects. As of the Effective Date of this Amendment, all references in the Agreement to this "Agreement" (and all indirect references such as "herein," "hereby," "hereto," "hereunder" and "hereof") shall be deemed to refer to the Agreement as it may have been previously amended and as amended by this Amendment. This Amendment may not be modified or amended unless in writing and signed by the Parties hereto. In the event of any inconsistency between the terms of this Amendment and the terms of the Agreement, as amended by any prior amendments, the terms of this Amendment shall govern the obligations of the Parties regarding the provisions hereby amended. This Amendment may be executed in two (2) or more counterparts, each of which shall for all purposes be deemed an original and all of which shall constitute one and the same instrument. Electronic, Facsimile or PDF copy of signatures will be effective for purposes of execution of this Amendment.

IN WITNESS WHEREOF, this Amendment has been executed by the Parties as of the Effective Date.

For NiSource Corporate Services Company:	For The ACT 1 Group, Inc. d/b/a AgileOne:
Michelle Tisher	Carlton Bryant
Printed Name	Printed Name
Director, Category Management	Executive Vice-President
Title	Title
Signed by: Michelle Tisher 823B7B2C068F460...	DocuSigned by: Carlton Bryant CA00E2FFC8B34BD...
Signature	
2/18/2026 | 4:43 PM EST	2/18/2026
Date	Date

EXHIBIT A
Participation Addendum
Talent Data Exchange Participation Addendum

1. Subject to Client's acceptance of the provisions of this Participation Addendum, AgileOne will provide enhanced reporting services to Client using the TDX, a hosted software-as-a-service solution for a data aggregation and subscription-based analysis service, owned by Brightfield, LLC ("Brightfield"), that enables companies to analyze the cost of labor and test the validity of workforce strategies. Notwithstanding anything set forth to the contrary in the Agreement or this Amendment, Consultant and Owner each acknowledge and agree that Brightfield is a Subcontractor (as that term is defined in the Agreement), and Consultant shall be responsible for Brightfield's performance, and its provision and use of the TDX under the Participation Addendum, in accordance with the applicable terms of the Agreement.

2. AgileOne will provide certain Anonymized Data to Brightfield, and Brightfield will anonymize and aggregate it for inclusion in the TDX database. The "Anonymized Data" includes contingent worker data and metadata, stripped of Client and Personal Information and/or project data. Anonymized Data may contain industry, job title, job classification, pay and bill rates, work location (state or region only), assignment start and end dates, and other information generally included in a VMS or similar database, but do not include Client, Contingent Worker or Employee ("Data Subject") name, or PII from which a Data Subject's identity might be derived without difficulty. Project data is obtained from a statement of work and may identify named individuals if a service provider does business in his/her individual name, or if a statement of work identifies specific named individuals as project resources. Notwithstanding anything set forth to the contrary in the Agreement or this Amendment, Consultant and Owner each acknowledge and agree that, at all times, except as Owner may authorize in writing, Consultant shall and shall cause its employees and Subcontractors to store and/or process all Anonymized Data, along with any other Owner Data, solely from within the United States of America. Additionally, Consultant represents and warrants that Consultant and its, agents, Subcontractors, vendors, affiliates and/or subsidiaries, and/or its and their respective workforce personnel and subcontractors: (1) do not and will not permit or allow Anonymized Data or Owner Data or any other Owner information to be, used, processed, sent to or otherwise accessed from China (including Hong Kong and Macao), Cuba, Iran, North Korea, Russia, or Venezuela; and (2) are not operated, owned, funded in whole or in part, or otherwise under the direction or control of, or controlled by, China (including Hong Kong and Macao), Cuba, Iran, North Korea, Russia, or Venezuela (collectively, the "**Countries of Concern**") and (3) are not located or have any facilities, infrastructure, or other business operations in the Countries of Concern.

3. For purposes of this Amendment and Participation Addendum, the term "**Personal Information**" or "**PII**" shall include (i) any information that identifies or could reasonably be used to identify a natural person, (ii) any information or data protected under applicable laws and requirements including, without limitation, applicable data protection laws and requirements, (iii) any Owner Data that is processed, collected or otherwise used by or disclosed to Brightfield or AgileOne (or any third-party on behalf of Brightfield or AgileOne) that identifies a specific natural person, or when used in combination with other data elements is capable of identifying a specific natural person, including, without limitation: (a) a natural person's first and last name, in combination with a (i) social security number or tax identification number, or (ii) credit card number, bank account information and other financial account information, or financial customer or account numbers, account access codes and passwords; and (b) any other information pertaining to an individual that is regulated or protected by one or more applicable laws and requirements including, without limitation, applicable data protection laws and requirements.

4. Brightfield will grant AgileOne access to TDX, including Brightfield's suite of proprietary data analytic tools and reports, and AgileOne will use TDX to generate Client custom reports related to the MSP services.

5. Client agrees that an essential element of AgileOne's provision of access to the TDX reports is Client's consent to the inclusion, retention and use of Client's Anonymized Data in the TDX database ("**Participation**"), and Client hereby consents to its Participation. AgileOne may terminate a Client's Participation at any time by giving at least thirty (30) days' prior written notice to Client, and Client may terminate its Participation at any time by giving thirty (30) days' notice to AgileOne. On termination, Client will no longer have access to reports generated using the TDX service. If either Party terminates Client's Participation, Client may contract directly with Brightfield for TDX access and services.

6. Consultant represents and warrants that Brightfield employs, at a minimum, commercially reasonable efforts to ensure the security and integrity of all Anonymized Data and/or Owner Data in Brightfield's possession and the Anonymized Data and/or Owner Data in the TDX. Client acknowledges that Brightfield is a data aggregator, not a data author, and, therefore, while Brightfield makes commercially reasonable efforts to ensure the reasonableness and accuracy of all data in the TDX, Brightfield does not warrant the accuracy of any data in TDX, including Owner Data or any Anonymized Data that is derived from Consultant customer data, or the accuracy of any report derived from the data in the TDX.

ACCEPTED AND AGREED TO:

The ACT 1 Group, Inc. dba AgileOne ("AgileOne")

By: Signed by: D7574D894E5F490...

Name: Carlton Bryant

Title: Executive Vice President

Date: 2/4/2026 | 9:22 AM EST

NiSource Corporate Services Company ("Client")

By: Signed by: Michelle Tisher 823B7B2C068F460...

Name: Michelle Tisher

Title: Director, Category Management

Date: 2/17/2026 | 3:31 PM EST

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the following information with regard to uncollectible accounts for the three most recent calendar years for gas operations:

a. Reserve account balance at the beginning of the year;

b. Charges to the reserve account (accounts charged off);

c. Credits to reserve account;

d. Current year provision;

e. Reserve account balance at the end of the year; and

f. Percent of provision to total revenue.

Response:

Please refer to Attachment END-1 accompanying Columbia Witness Davis's testimony. This attachment provides the uncollectible provisions for years 2019 through 2025. Note, years 2020 and 2021 uncollectible provisions were impacted due to the COVID-19 pandemic and have not been utilized in the calculation of the proposed normalized uncollectible provision rate. The normalized uncollectible provision rate utilizes an adjusted five-year average of the uncollectible provisions for years 2019 and 2022-2025 to

calculate the 0.4460% uncollectible provision rate proposed and utilized in Columbia's filing.

PowerTax Deferred Tax Recovery By Type Report
Columbia Gas of Kentucky
OP CO's Master Case 2023+
Tax Year: 2025

Grouped By: Total Tax Classes

	Tax Recovery			Book Recovery			Basis Diff	Current Difference			Current Deferred Tax			
Jurisdiction: Federal	**Depreciation**	**Loss/(Gain)**	**Tax Total**	**Depreciation**	**Loss/(Gain)**	**Book Total**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Total DIT**
Federal														
CKY (Inland) FED ADR	$0.00	$61,778.28	**$61,778.28**	$42,821.47	$0.00	**$42,821.47**	$0.00	($42,821.47)	$61,778.28	$0.00	$7,513.81	($10,840.13)	$0.00	($3,326.32)
CKY FED Method to DDB Book	$24.19	$261,993.23	**$262,017.42**	$262,054.69	$0.00	**$262,054.69**	$0.00	($262,030.50)	$261,993.23	$0.00	($102,998.30)	$102,983.65	$0.00	($14.65)
CKY FED ML Normalized	$25,479,221.15	$5,423,880.05	**$30,903,101.20**	$15,779,122.93	$2,711,042.55	**$18,490,165.48**	$0.00	$9,700,098.22	$2,712,837.50	$0.00	$1,570,447.53	$439,208.85	$0.00	$2,009,656.38
Depreciation Difference	$25,479,245.34	$5,747,651.56	**$31,226,896.90**	$16,083,999.09	$2,711,042.55	**$18,795,041.64**	$0.00	$9,395,246.25	$3,036,609.01	$0.00	$1,474,963.04	$531,352.37	$0.00	$2,006,315.41
CKY FED DDB to Book on Tax	$262,054.69	$0.00	**$262,054.69**	$114,085.24	$0.00	**$114,085.24**	$0.00	$147,969.45	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Depreciation Difference	$262,054.69	$0.00	**$262,054.69**	$114,085.24	$0.00	**$114,085.24**	$0.00	$147,969.45	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
CKY FED 481a Abandonment	$0.00	$0.00	**$0.00**	($92,635.70)	$0.00	**($92,635.70)**	$0.00	$92,635.70	$0.00	$0.00	$31,496.14	$0.00	$0.00	$31,496.14
CKY FED 481a COR Capitalized	$0.00	$0.00	**$0.00**	($55,475.35)	$0.00	**($55,475.35)**	$0.00	$55,475.35	$0.00	$0.00	$18,861.69	$0.00	$0.00	$18,861.69
CKY FED 481a Repair	$0.00	$0.00	**$0.00**	$2,115,926.33	$0.00	**$2,115,926.33**	$0.00	($2,115,926.33)	$0.00	$0.00	($720,408.83)	$0.00	$0.00	($720,408.83)
CKY FED Abandonment	$0.00	$0.00	**$0.00**	($58,271.59)	$0.00	**($58,271.59)**	$68,045.00	$58,271.59	$0.00	($68,045.00)	$17,157.16	$0.00	($14,288.75)	$2,868.41
CKY FED CIAC	$0.00	$0.00	**$0.00**	($316,583.72)	$0.00	**($316,583.72)**	$624,014.00	$316,583.72	$0.00	($624,014.00)	$96,024.35	$0.00	($131,037.97)	($35,013.62)
CKY FED COR Capitalized	$0.00	$0.00	**$0.00**	($9,627.93)	$0.00	**($9,627.93)**	$0.00	$9,627.93	$0.00	$0.00	$3,273.49	$0.00	$0.00	$3,273.49
CKY FED CPI	$0.00	$0.00	**$0.00**	($20,984.61)	$0.00	**($20,984.61)**	$642,207.00	$20,984.61	$0.00	($642,207.00)	$3,011.69	$0.00	($134,858.35)	($131,846.66)
CKY FED Customer Advances	$0.00	$0.00	**$0.00**	($157,692.54)	$0.00	**($157,692.54)**	$0.00	$157,692.54	$0.00	$0.00	$53,615.41	$0.00	$0.00	$53,615.41
CKY FED G107 INSERVICE	$0.00	$0.00	**$0.00**	$1,423,961.80	$0.00	**$1,423,961.80**	$0.00	($1,423,961.80)	$0.00	$0.00	($484,147.18)	$0.00	$0.00	($484,147.18)
CKY FED G107R INSERVICE	$0.00	$0.00	**$0.00**	($457,341.18)	$0.00	**($457,341.18)**	$0.00	$457,341.18	$0.00	$0.00	$155,496.66	$0.00	$0.00	$155,496.66
CKY FED OPEB	$0.00	$0.00	**$0.00**	$36,937.11	$0.00	**$36,937.11**	$0.00	($36,937.11)	$0.00	$0.00	($12,558.64)	$0.00	$0.00	($12,558.64)
CKY FED OTHER	$0.00	$0.00	**$0.00**	($20,655.99)	$0.00	**($20,655.99)**	$0.00	$20,655.99	$0.00	$0.00	$7,022.94	$0.00	$0.00	$7,022.94
CKY FED Other Adj	$0.00	$0.00	**$0.00**	$561,841.01	$0.00	**$561,841.01**	$0.00	($561,841.01)	$0.00	$0.00	($191,996.23)	$0.00	$0.00	($191,996.23)
CKY FED Pensions	$0.00	$0.00	**$0.00**	($23,790.06)	$0.00	**($23,790.06)**	$0.00	$23,790.06	$0.00	$0.00	$6,989.90	$0.00	$0.00	$6,989.90
CKY FED Repair	$0.00	$0.00	**$0.00**	$5,489,420.92	$0.00	**$5,489,420.92**	($20,911,079.00)	($5,489,420.92)	$0.00	$20,911,079.00	($1,322,019.33)	$0.00	$4,391,108.83	$3,069,089.50
CKY FED Sec 263a Mixed Servic	$0.00	$0.00	**$0.00**	$936,674.59	$0.00	**$936,674.59**	($1,888,045.00)	($936,674.59)	$0.00	$1,888,045.00	($253,000.63)	$0.00	$396,474.39	$143,473.76
CKY FED Sec 263A MSC 481(a)	$0.00	$0.00	**$0.00**	$303,070.87	$0.00	**$303,070.87**	$0.00	($303,070.87)	$0.00	$0.00	($103,044.12)	$0.00	$0.00	($103,044.12)
CKY FED Sec 263A MSC TY2009	$0.00	$0.00	**$0.00**	$16,349.13	$0.00	**$16,349.13**	$0.00	($16,349.13)	$0.00	$0.00	($5,558.70)	$0.00	$0.00	($5,558.70)
CKY FED Sec 263A MSC TY201C	$0.00	$0.00	**$0.00**	$7,229.49	$0.00	**$7,229.49**	$0.00	($7,229.49)	$0.00	$0.00	($2,458.03)	$0.00	$0.00	($2,458.03)
CKY FED TCO Adj	$0.00	$0.00	**$0.00**	($61,814.12)	$0.00	**($61,814.12)**	$0.00	$61,814.12	$0.00	$0.00	$21,016.80	$0.00	$0.00	$21,016.80
Book Overhead	$0.00	$0.00	**$0.00**	$9,616,538.46	$0.00	**$9,616,538.46**	$21,464,858.00)	($9,616,538.46)	$0.00	$21,464,858.00	($2,681,225.46)	$0.00	$4,507,398.15	$1,826,172.69
CKY FED CPI Equity	$0.00	$0.00	**$0.00**	$142,867.38	$0.00	**$142,867.38**	($885,339.00)	($142,867.38)	$0.00	$885,339.00	$0.00	$0.00	$0.00	$0.00
CKY FED Other Adj Pre ACRS FT	$0.00	$0.00	**$0.00**	$4,206.68	$0.00	**$4,206.68**	$0.00	($4,206.68)	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Book Overhead	$0.00	$0.00	**$0.00**	$147,074.06	$0.00	**$147,074.06**	($885,339.00)	($147,074.06)	$0.00	$885,339.00	$0.00	$0.00	$0.00	$0.00
CKY FED Meals & Entertainment	$0.00	$0.00	**$0.00**	$7,640.44	$0.00	**$7,640.44**	$0.00	($7,640.44)	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Book Overhead	$0.00	$0.00	**$0.00**	$7,640.44	$0.00	**$7,640.44**	$0.00	($7,640.44)	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

PowerTax Deferred Tax Recovery By Type Report
Columbia Gas of Kentucky
OP CO's Master Case 2023+
Tax Year: 2025

Grouped By: Total Tax Classes

	Tax Recovery			Book Recovery			Basis Diff	Current Difference			Current Deferred Tax			
Jurisdiction: Federal	**Depreciation**	**Loss/(Gain)**	**Tax Total**	**Depreciation**	**Loss/(Gain)**	**Book Total**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Total DIT**
Federal														
CKY FED 481a Bonus Dis	$279,313.91	$0.00	**$279,313.91**	$0.00	$0.00	**$0.00**	$0.00	$279,313.91	$0.00	$0.00	$58,655.92	$0.00	$0.00	$58,655.92
Tax Only	$279,313.91	$0.00	**$279,313.91**	$0.00	$0.00	**$0.00**	$0.00	$279,313.91	$0.00	$0.00	$58,655.92	$0.00	$0.00	$58,655.92
Total Tax Classes	**$26,020,613.94**	**$5,747,651.56**	**$31,768,265.50**	**$25,969,337.29**	**$2,711,042.55**	**$28,680,379.84**	**$22,350,197.00)**	**$51,276.65**	**$3,036,609.01**	**$22,350,197.00**	**($1,147,606.50)**	**$531,352.37**	**$4,507,398.15**	**$3,891,144.02**
Company/JurSubtotal:	**$26,020,613.94**	**$5,747,651.56**	**$31,768,265.50**	**$25,969,337.29**	**$2,711,042.55**	**$28,680,379.84**	**$22,350,197.00)**	**$51,276.65**	**$3,036,609.01**	**$22,350,197.00**	**($1,147,606.50)**	**$531,352.37**	**$4,507,398.15**	**$3,891,144.02**
Less:														
Adjust for Partial Normalization	**$262,054.69**	**$0.00**	**$262,054.69**	**$262,054.69**	**$0.00**	**$262,054.69**			**$25,438,082.66**					
Accum Reserve Adjustments	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**								
Transfer Activity	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**								
Company/Jur Total:	**$25,758,559.25**	**$5,747,651.56**	**$31,506,210.81**	**$25,707,282.60**	**$2,711,042.55**	**$28,418,325.15**								

PowerTax Deferred Tax Recovery By Type Report
Columbia Gas of Kentucky
OP CO's Master Case 2023+
Tax Year: 2025

Grouped By: Total Tax Classes

	Tax Recovery			Book Recovery			Basis Diff	Current Difference			Current Deferred Tax			
Jurisdiction: KY	**Depreciation**	**Loss/(Gain)**	**Tax Total**	**Depreciation**	**Loss/(Gain)**	**Book Total**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Total DIT**
KY														
CKY (Inland) STATE ADR	$0.00	$61,778.28	**$61,778.28**	$42,821.47	$0.00	**$42,821.47**	$0.00	($42,821.47)	$61,778.28	$0.00	($197.02)	$284.24	$0.00	$87.22
CKY STATE Method to DDB Book	$24.19	$261,993.23	**$262,017.42**	$262,054.69	$0.00	**$262,054.69**	$0.00	($262,030.50)	$261,993.23	$0.00	($17,014.05)	$17,011.63	$0.00	($2.42)
CKY STATE ML BONUS	$6,163,467.41	$3,296,382.70	**$9,459,850.11**	$5,397,731.57	$1,346,113.69	**$6,743,845.26**	$0.00	$765,735.84	$1,950,269.01	$0.00	$31,603.67	$80,492.08	$0.00	$112,095.75
CKY STATE ML Normalized	$22,854,299.29	$2,777,873.65	**$25,632,172.94**	$10,381,391.36	$1,364,928.86	**$11,746,320.22**	$0.00	$12,472,907.93	$1,412,944.79	$0.00	$585,805.35	$66,360.68	$0.00	$652,166.03
Depreciation Difference	$29,017,790.89	$6,398,027.86	**$35,415,818.75**	$16,083,999.09	$2,711,042.55	**$18,795,041.64**	$0.00	$12,933,791.80	$3,686,985.31	$0.00	$600,197.95	$164,148.63	$0.00	$764,346.58
CKY STATE DDB to Book on Tax	$262,054.69	$0.00	**$262,054.69**	$114,085.24	$0.00	**$114,085.24**	$0.00	$147,969.45	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Depreciation Difference	$262,054.69	$0.00	**$262,054.69**	$114,085.24	$0.00	**$114,085.24**	$0.00	$147,969.45	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
CKY STATE 481a Abandonment	$0.00	$0.00	**$0.00**	($92,635.70)	$0.00	**($92,635.70)**	$0.00	$92,635.70	$0.00	$0.00	$5,558.14	$0.00	$0.00	$5,558.14
CKY STATE 481a COR Capitalize	$0.00	$0.00	**$0.00**	($55,475.35)	$0.00	**($55,475.35)**	$0.00	$55,475.35	$0.00	$0.00	$3,328.49	$0.00	$0.00	$3,328.49
CKY STATE 481a Repair	$0.00	$0.00	**$0.00**	$2,115,926.33	$0.00	**$2,115,926.33**	$0.00	($2,115,926.33)	$0.00	$0.00	($126,955.32)	$0.00	$0.00	($126,955.32)
CKY STATE Abandonment	$0.00	$0.00	**$0.00**	$9,773.41	$0.00	**$9,773.41**	$0.00	($9,773.41)	$0.00	$0.00	($110.15)	$0.00	$0.00	($110.15)
CKY STATE CIAC	$0.00	$0.00	**$0.00**	$307,430.28	$0.00	**$307,430.28**	$0.00	($307,430.28)	$0.00	$0.00	($11,860.57)	$0.00	$0.00	($11,860.57)
CKY STATE COR Capitalized	$0.00	$0.00	**$0.00**	($9,627.93)	$0.00	**($9,627.93)**	$0.00	$9,627.93	$0.00	$0.00	$577.68	$0.00	$0.00	$577.68
CKY STATE CPI	$0.00	$0.00	**$0.00**	$621,222.39	$0.00	**$621,222.39**	$0.00	($621,222.39)	$0.00	$0.00	($31,238.25)	$0.00	$0.00	($31,238.25)
CKY STATE Customer Advances	$0.00	$0.00	**$0.00**	($157,692.54)	$0.00	**($157,692.54)**	$0.00	$157,692.54	$0.00	$0.00	$9,748.89	$0.00	$0.00	$9,748.89
CKY STATE G107 INSERVICE	$0.00	$0.00	**$0.00**	$1,423,961.80	$0.00	**$1,423,961.80**	$0.00	($1,423,961.80)	$0.00	$0.00	($117,476.63)	$0.00	$0.00	($117,476.63)
CKY STATE G107R INSERVICE	$0.00	$0.00	**$0.00**	($457,341.18)	$0.00	**($457,341.18)**	$0.00	$457,341.18	$0.00	$0.00	$37,730.96	$0.00	$0.00	$37,730.96
CKY STATE OPEB	$0.00	$0.00	**$0.00**	$36,937.11	$0.00	**$36,937.11**	$0.00	($36,937.11)	$0.00	$0.00	($2,411.07)	$0.00	$0.00	($2,411.07)
CKY STATE OTHER	$0.00	$0.00	**$0.00**	($20,655.99)	$0.00	**($20,655.99)**	$0.00	$20,655.99	$0.00	$0.00	$1,703.99	$0.00	$0.00	$1,703.99
CKY STATE Other Adj	$0.00	$0.00	**$0.00**	$561,841.01	$0.00	**$561,841.01**	$0.00	($561,841.01)	$0.00	$0.00	($46,221.60)	$0.00	$0.00	($46,221.60)
CKY STATE Pensions	$0.00	$0.00	**$0.00**	($23,790.06)	$0.00	**($23,790.06)**	$0.00	$23,790.06	$0.00	$0.00	$1,342.89	$0.00	$0.00	$1,342.89
CKY STATE Repair	$0.00	$0.00	**$0.00**	($15,421,658.08)	$0.00	**$15,421,658.08)**	$0.00	$15,421,658.08	$0.00	$0.00	$758,047.61	$0.00	$0.00	$758,047.61
CKY STATE Sec 263a Mixed Serv	$0.00	$0.00	**$0.00**	($951,370.41)	$0.00	**($951,370.41)**	$0.00	$951,370.41	$0.00	$0.00	$43,236.57	$0.00	$0.00	$43,236.57
CKY STATE Sec 263A MSC 481(a	$0.00	$0.00	**$0.00**	$303,070.87	$0.00	**$303,070.87**	$0.00	($303,070.87)	$0.00	$0.00	($18,184.20)	$0.00	$0.00	($18,184.20)
CKY STATE Sec 263A MSC TY20	$0.00	$0.00	**$0.00**	$16,349.13	$0.00	**$16,349.13**	$0.00	($16,349.13)	$0.00	$0.00	($980.95)	$0.00	$0.00	($980.95)
CKY STATE Sec 263A MSC TY20	$0.00	$0.00	**$0.00**	$7,229.49	$0.00	**$7,229.49**	$0.00	($7,229.49)	$0.00	$0.00	($433.77)	$0.00	$0.00	($433.77)
CKY STATE TCO Adj	$0.00	$0.00	**$0.00**	($61,814.12)	$0.00	**($61,814.12)**	$0.00	$61,814.12	$0.00	$0.00	$3,708.85	$0.00	$0.00	$3,708.85
Book Overhead	$0.00	$0.00	**$0.00**	($11,848,319.54)	$0.00	**($11,848,319.54)**	$0.00	$11,848,319.54	$0.00	$0.00	$509,111.56	$0.00	$0.00	$509,111.56
CKY STATE CPI Equity	$0.00	$0.00	**$0.00**	($742,471.62)	$0.00	**($742,471.62)**	$0.00	$742,471.62	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
CKY STATE Other Adj Pre ACRS	$0.00	$0.00	**$0.00**	$4,206.68	$0.00	**$4,206.68**	$0.00	($4,206.68)	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Book Overhead	$0.00	$0.00	**$0.00**	($738,264.94)	$0.00	**($738,264.94)**	$0.00	$738,264.94	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

PowerTax Deferred Tax Recovery By Type Report
Columbia Gas of Kentucky
OP CO's Master Case 2023+
Tax Year: 2025

Grouped By: Total Tax Classes

	Tax Recovery			Book Recovery			Basis Diff	Current Difference			Current Deferred Tax			
Jurisdiction: KY	**Depreciation**	**Loss/(Gain)**	**Tax Total**	**Depreciation**	**Loss/(Gain)**	**Book Total**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Total DIT**
KY														
CKY STATE Meals & Entertainme	$0.00	$0.00	**$0.00**	$7,640.44	$0.00	**$7,640.44**	$0.00	($7,640.44)	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Book Overhead	$0.00	$0.00	**$0.00**	$7,640.44	$0.00	**$7,640.44**	$0.00	($7,640.44)	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Total Tax Classes	**$29,279,845.58**	**$6,398,027.86**	**$35,677,873.44**	**$3,619,140.29**	**$2,711,042.55**	**$6,330,182.84**	**$0.00**	**$25,660,705.29**	**$3,686,985.31**	**$0.00**	**$1,109,309.51**	**$164,148.63**	**$0.00**	**$1,273,458.14**
Company/JurSubtotal:	**$29,279,845.58**	**$6,398,027.86**	**$35,677,873.44**	**$3,619,140.29**	**$2,711,042.55**	**$6,330,182.84**	**$0.00**	**$25,660,705.29**	**$3,686,985.31**	**$0.00**	**$1,109,309.51**	**$164,148.63**	**$0.00**	**$1,273,458.14**
Less:														
Adjust for Partial Normalization	**$262,054.69**	**$0.00**	**$262,054.69**	**$262,054.69**	**$0.00**	**$262,054.69**			**$29,347,690.60**					
Accum Reserve Adjustments	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**								
Transfer Activity	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**								
Company/Jur Total:	**$29,017,790.89**	**$6,398,027.86**	**$35,415,818.75**	**$3,357,085.60**	**$2,711,042.55**	**$6,068,128.15**								

PowerTax Deferred Tax Recovery By Type Report
Columbia Gas of Kentucky
OP CO's Master Case 2023+
Tax Year: 2025

Grouped By: Total Tax Classes

	Tax Recovery			Book Recovery			Basis Diff	Current Difference			Current Deferred Tax			
Jurisdiction: Fed Offset-KY	**Depreciation**	**Loss/(Gain)**	**Tax Total**	**Depreciation**	**Loss/(Gain)**	**Book Total**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Total DIT**
Fed Offset-KY														
CKY (Inland) FO ADR	$0.00	$61,778.28	**$61,778.28**	$42,821.47	$0.00	**$42,821.47**	$0.00	($42,821.47)	$61,778.28	$0.00	($621.92)	$897.24	$0.00	$275.32
CKY FO Method to DDB Book	$24.19	$261,993.23	**$262,017.42**	$262,054.69	$0.00	**$262,054.69**	$0.00	($262,030.50)	$261,993.23	$0.00	$7,241.52	($7,240.49)	$0.00	$1.03
CKY FO ML BONUS	$6,163,467.41	$3,296,382.70	**$9,459,850.11**	$5,397,731.57	$1,346,113.69	**$6,743,845.26**	$0.00	$765,735.84	$1,950,269.01	$0.00	($3,526.88)	($8,982.67)	$0.00	($12,509.55)
CKY FO ML Normalized	$22,854,299.29	$2,777,873.65	**$25,632,172.94**	$10,381,391.36	$1,364,928.86	**$11,746,320.22**	$0.00	$12,472,907.93	$1,412,944.79	$0.00	($122,045.13)	($13,825.41)	$0.00	($135,870.54)
Depreciation Difference	$29,017,790.89	$6,398,027.86	**$35,415,818.75**	$16,083,999.09	$2,711,042.55	**$18,795,041.64**	$0.00	$12,933,791.80	$3,686,985.31	$0.00	($118,952.41)	($29,151.33)	$0.00	($148,103.74)
CKY FO DDB to Book on Tax	$262,054.69	$0.00	**$262,054.69**	$114,085.24	$0.00	**$114,085.24**	$0.00	$147,969.45	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Depreciation Difference	$262,054.69	$0.00	**$262,054.69**	$114,085.24	$0.00	**$114,085.24**	$0.00	$147,969.45	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
CKY FO Meals & Entertainment	$0.00	$0.00	**$0.00**	$7,640.44	$0.00	**$7,640.44**	$0.00	($7,640.44)	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Book Overhead	$0.00	$0.00	**$0.00**	$7,640.44	$0.00	**$7,640.44**	$0.00	($7,640.44)	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
CKY FO 481a Abandonment	$0.00	$0.00	**$0.00**	($92,635.70)	$0.00	**($92,635.70)**	$0.00	$92,635.70	$0.00	$0.00	($1,889.77)	$0.00	$0.00	($1,889.77)
CKY FO 481a COR Capitalized	$0.00	$0.00	**$0.00**	($55,475.35)	$0.00	**($55,475.35)**	$0.00	$55,475.35	$0.00	$0.00	($1,511.35)	$0.00	$0.00	($1,511.35)
CKY FO 481a Repair	$0.00	$0.00	**$0.00**	$2,115,926.33	$0.00	**$2,115,926.33**	$0.00	($2,115,926.33)	$0.00	$0.00	$57,011.70	$0.00	$0.00	$57,011.70
CKY FO Abandonment	$0.00	$0.00	**$0.00**	$9,773.41	$0.00	**$9,773.41**	$0.00	($9,773.41)	$0.00	$0.00	($272.13)	$0.00	$0.00	($272.13)
CKY FO CIAC	$0.00	$0.00	**$0.00**	$307,430.28	$0.00	**$307,430.28**	$0.00	($307,430.28)	$0.00	$0.00	$343.06	$0.00	$0.00	$343.06
CKY FO COR Capitalized	$0.00	$0.00	**$0.00**	($9,627.93)	$0.00	**($9,627.93)**	$0.00	$9,627.93	$0.00	$0.00	($196.41)	$0.00	$0.00	($196.41)
CKY FO CPI	$0.00	$0.00	**$0.00**	$621,222.39	$0.00	**$621,222.39**	$0.00	($621,222.39)	$0.00	$0.00	$6,674.42	$0.00	$0.00	$6,674.42
CKY FO Customer Advances	$0.00	$0.00	**$0.00**	($157,692.54)	$0.00	**($157,692.54)**	$0.00	$157,692.54	$0.00	$0.00	($3,392.66)	$0.00	$0.00	($3,392.66)
CKY FO G107 INSERVICE	$0.00	$0.00	**$0.00**	$1,423,961.80	$0.00	**$1,423,961.80**	$0.00	($1,423,961.80)	$0.00	$0.00	$39,942.03	$0.00	$0.00	$39,942.03
CKY FO G107R INSERVICE	$0.00	$0.00	**$0.00**	($457,341.18)	$0.00	**($457,341.18)**	$0.00	$457,341.18	$0.00	$0.00	($12,828.26)	$0.00	$0.00	($12,828.26)
CKY FO OPEB	$0.00	$0.00	**$0.00**	$36,937.11	$0.00	**$36,937.11**	$0.00	($36,937.11)	$0.00	$0.00	$895.39	$0.00	$0.00	$895.39
CKY FO OTHER	$0.00	$0.00	**$0.00**	($20,655.99)	$0.00	**($20,655.99)**	$0.00	$20,655.99	$0.00	$0.00	($579.19)	$0.00	$0.00	($579.19)
CKY FO Other Adj	$0.00	$0.00	**$0.00**	$561,841.01	$0.00	**$561,841.01**	$0.00	($561,841.01)	$0.00	$0.00	$15,776.06	$0.00	$0.00	$15,776.06
CKY FO Pensions	$0.00	$0.00	**$0.00**	($23,790.06)	$0.00	**($23,790.06)**	$0.00	$23,790.06	$0.00	$0.00	($401.63)	$0.00	$0.00	($401.63)
CKY FO Repair	$0.00	$0.00	**$0.00**	($15,421,658.08)	$0.00	**$15,421,658.08)**	$0.00	$15,421,658.08	$0.00	$0.00	($149,022.50)	$0.00	$0.00	($149,022.50)
CKY FO Sec 263a Mixed Service	$0.00	$0.00	**$0.00**	($951,370.41)	$0.00	**($951,370.41)**	$0.00	$951,370.41	$0.00	$0.00	($5,700.85)	$0.00	$0.00	($5,700.85)
CKY FO Sec 263A MSC 481(a)	$0.00	$0.00	**$0.00**	$303,070.87	$0.00	**$303,070.87**	$0.00	($303,070.87)	$0.00	$0.00	$8,134.02	$0.00	$0.00	$8,134.02
CKY FO Sec 263A MSC TY2009	$0.00	$0.00	**$0.00**	$16,349.13	$0.00	**$16,349.13**	$0.00	($16,349.13)	$0.00	$0.00	$333.52	$0.00	$0.00	$333.52
CKY FO Sec 263A MSC TY2010	$0.00	$0.00	**$0.00**	$7,229.49	$0.00	**$7,229.49**	$0.00	($7,229.49)	$0.00	$0.00	$147.48	$0.00	$0.00	$147.48
CKY FO TCO Adj	$0.00	$0.00	**$0.00**	($61,814.12)	$0.00	**($61,814.12)**	$0.00	$61,814.12	$0.00	$0.00	($1,261.01)	$0.00	$0.00	($1,261.01)
Book Overhead	$0.00	$0.00	**$0.00**	($11,848,319.54)	$0.00	**($11,848,319.54)**	$0.00	$11,848,319.54	$0.00	$0.00	($47,798.08)	$0.00	$0.00	($47,798.08)
CKY FO CPI Equity	$0.00	$0.00	**$0.00**	($742,471.62)	$0.00	**($742,471.62)**	$0.00	$742,471.62	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

PowerTax Deferred Tax Recovery By Type Report
Columbia Gas of Kentucky
OP CO's Master Case 2023+
Tax Year: 2025

Grouped By: Total Tax Classes

	Tax Recovery			Book Recovery			Basis Diff	Current Difference			Current Deferred Tax			
Jurisdiction: Fed Offset-KY	**Depreciation**	**Loss/(Gain)**	**Tax Total**	**Depreciation**	**Loss/(Gain)**	**Book Total**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Depreciation**	**Loss/(Gain)**	**Orig Diff**	**Total DIT**
Fed Offset-KY														
CKY FO Other Adj Pre ACRS FT	$0.00	$0.00	**$0.00**	$4,206.68	$0.00	**$4,206.68**	$0.00	($4,206.68)	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Book Overhead	$0.00	$0.00	**$0.00**	($738,264.94)	$0.00	**($738,264.94)**	$0.00	$738,264.94	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Total Tax Classes	**$29,279,845.58**	**$6,398,027.86**	**$35,677,873.44**	**$3,619,140.29**	**$2,711,042.55**	**$6,330,182.84**	**$0.00**	**$25,660,705.29**	**$3,686,985.31**	**$0.00**	**($166,750.49)**	**($29,151.33)**	**$0.00**	**($195,901.82)**
Company/JurSubtotal:	**$29,279,845.58**	**$6,398,027.86**	**$35,677,873.44**	**$3,619,140.29**	**$2,711,042.55**	**$6,330,182.84**	**$0.00**	**$25,660,705.29**	**$3,686,985.31**	**$0.00**	**($166,750.49)**	**($29,151.33)**	**$0.00**	**($195,901.82)**
Less:														
Adjust for Partial Normalization	**$262,054.69**	**$0.00**	**$262,054.69**	**$262,054.69**	**$0.00**	**$262,054.69**			**$29,347,690.60**					
Accum Reserve Adjustments	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**								
Transfer Activity	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**								
Company/Jur Total:	**$29,017,790.89**	**$6,398,027.86**	**$35,415,818.75**	**$3,357,085.60**	**$2,711,042.55**	**$6,068,128.15**								

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the amount of excess deferred federal income taxes resulting from the reductions in the corporate tax rate in 1986 and 2018, as of the end of the most recent calendar year. Show the amounts associated with each reduction separately.

Response:

For the year ended December 31, 2025, the federal excess accumulated deferred income taxes ("EDIT") resulting in the reduction in the Federal corporate tax rate in 1986 was zero and the EDIT resulting from the reduction in the Federal corporate tax rate due to the Tax Cuts and Jobs Act ("TCJA") of 2017 was $(32,309,499) including the gross-up for taxes (See Schedule B-6 Base Period, Column 9, Sheet 5 of 6, Line 12).

For the year ended December 31, 2025, the state excess accumulated deferred income taxes ("EDIT") resulting in the reduction in the Kentucky corporate tax rate in 2018 was $(1,544,338) including the gross-up for taxes (See Schedule B-6 Base Period, Column 9, Sheet 5 of 6, Line 22).

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the following tax data for the most recent calendar year:

a. Income taxes:

1) Federal operating income taxes deferred – accelerated tax depreciation.

2) Federal operating income taxes deferred – other (explain).

3) Federal income taxes – operating.

4) Income credits resulting from prior deferrals of federal income taxes.

5) Investment tax credit net.

   a) Investment credit realized

   b) Investment credit amortized – Revenue Act of 1971.

6) The information in Item 17a(1–4) for state income taxes.

7) A reconciliation of book to federal taxable income as shown in Schedule D1 and a calculation of the book federal income tax expense for the base period using book taxable income as the starting point.

8) A reconciliation of book to state taxable income as shown in Schedule D2 and a calculation of the book state income tax expense for the base period using book taxable income as the starting point.

b) An analysis of Kentucky Other Operating Taxes as shown in Schedule D3.

Response:

For the year ended December 31, 2025, please see KY PSC Case No. 2026-00099, Staff 1-17, Schedule A1 for Federal and state accumulated deferred tax balances (Accounts 190, 282 and 283), Federal investment tax credit balance (Account 255) and Federal and state payable balances (Accounts 236) presented as follows:

- Federal & State operating income taxes deferred - accelerated tax depreciation (Account 282)
- Federal & State operating income taxes deferred - other (explain) (Accounts 190, 282, 283)
- Federal & State income taxes – operating (Accounts 409/410/411)
- Income credits resulting from prior deferrals of federal income taxes (Account 190)
- Investment tax credit net (Account 255)

For the year ended December 31, 2025, please see KY PSC Case No. 2026-00099, Staff 1-17, Schedules B1 and C1 for the calculation of Federal and State taxable income,

respectively. The calculations represent the income taxes presented on Schedules D1 and D2 Lines 3 through 9.

For the year ended December 31, 2025, please see KY PSC Case No. 2026-00099, Staff 1-17, Schedule D1 for the book to tax reconciliation of Federal taxable income (before net operating loss) of $15,071,687. The itemized additions and deductions for flow-through items and temporary differences between book and tax income and expenses are presented on Schedule D1a. Additionally, support for the book depreciation and Federal tax depreciation temporary timing difference is included on KY PSC Case No. 2026-00099, Staff 1-17, Attachment A, Page 2 of 6.

For the year ended December 31, 2025, please see KY PSC Case No. 2026-00099, Staff 1-17, Schedule D2 for the following information the book to tax reconciliation of state taxable income (before net operating loss) of $11,916,627. The itemized additions and deductions for flow-through items and temporary differences between book and tax income and expenses are presented on Schedule D2a. Additionally, support for the book depreciation and state tax depreciation temporary timing difference is included on KY PSC Case No. 2026-00099, Staff 1-17, Attachment A, Page 4 of 6.

For the year ended December 31, 2025 please see KY PSC Case No. 2026-00099, Staff 1-17, Schedule D3 for the Company's summary of taxes other than income.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a copy of federal and state income tax returns for the most recent tax year, including supporting schedules.

Response:

Please see Confidential 2026-00099_PSC_Staff_DR_Set_1_No_18_Attachment_A for the federal income tax return and supporting schedules and Confidential 2026-00099_PSC_Staff_DR_Set_1_No_18_Attachment B for the state income tax return and supporting schedules.

ATTACHMENT FILED UNDER SEAL PURSUANT TO A MOTION FOR CONFIDENTIAL TREATMENT

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a schedule of franchise fees paid to cities, towns, or municipalities, including the basis of these fees.

Response:

For the calendar year ended December 31, 2025, the schedule of franchise fees paid to cities, towns or municipalities is presented on 2026-00099_PSC_Staff_DR_Set_1_19_ Attachment_A. The basis and rates for the franchise fees are established by the respective cities, towns, or municipalities.

Schedule of Franchise Fees Paid
12 Months Ended December 31, 2025

Line No.	Description	Payment Date	Amount Paid
1.	Franchise Fees	1/30/2025	-
2.	Franchise Fees	2/29/2025	2,087,208
3.	Franchise Fees (Right of Way)	3/15/2025	34,150
4.	Franchise Fees	3/30/2025	947,657
5.	Franchise Fees	4/30/2025	794,622
6.	Franchise Fees	5/30/2025	484,152
7.	Franchise Fees (Right of Way)	6/15/2025	19,150
8.	Franchise Fees	6/30/2025	296,202
9.	Franchise Fees	7/30/2025	277,342
10.	Franchise Fees	8/30/2025	233,603
11.	Franchise Fees (Right of Way)	9/15/2025	19,150
12.	Franchise Fees	9/30/2025	223,472
13.	Franchise Fees	10/30/2025	224,106
14.	Franchise Fees	11/30/2025	231,511
15.	Franchise Fees (Right of Way)	12/15/2025	19,150
16.	Franchise Fees	12/30/2025	442,125
17.	Total		6,333,600

FN 1 - The schedule of franchise fees above represent payments the various jurisdictions below

CITY OF ASHLAND
CITY OF FLATWOODS
CITY OF GREENUP
CITY OF HINDMAN
CITY OF IRVINE
CITY OF MT. STERLING
CITY OF PARIS
CITY OF RACELAND
CITY OF RAVENNA
CITY OF VERSAILLES
CITY OF WINCHESTER

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the journal entries relating to the purchase of utility plant acquired as an operating unit or system by purchase, merger, consolidation, liquidation, or otherwise currently included in rate base. Also, provide a schedule showing the calculation of the acquisition adjustment at the date of purchase for each item of utility plant, the amortization period, and the unamortized balance at the beginning of the base period.

Response:

The following are the journal entries associated with the purchase of Inland Gas Company in 1992:

DR Account 102-Gas Plant purchased at original cost	5,702,902
CR Account 102-Gas Plant purchased (Accum. Depr.)	(3,371,049)
CR Account 234-Accounts Payable	(2,331,853)
DR Account 107-Construction Work in Progress	267,306
DR Account 101-Gas Plant in Service	3,103,743
CR Account 108-Accum. Depreciation	(3,371,049)
DR Account 101-Gas Plant in Service	2,331,853
DR Account 102-Gas Plant purchased (Accum. Depr.)	3,371,049
CR Account 102-Gas Plant purchased at original cost	(5,702,902)

There were no plant acquisition adjustments related to this transaction.

As part of the separation between NiSource and Columbia Pipeline Group, Inc. ("CPG") there were certain assets that resided on CPG's subsidiaries books which needed to be transferred to the Columbia Distribution Companies ("CDCs") as these assets are used by the CDCs. Specifically, Point of Delivery assets were transferred to Columbia Gas of Kentucky ("CKY") in 2015.

The assets were acquired for $1,508,010, or Fair Market Value ("FMV"). This valuation is less than the $2,305,102 Net Book Value ("NBV") recorded on the books of the transferring company. The CKY journal entries were as follows:

DR Plant Assets	$2,305,102
CR Cash	($1,508,010)
CR Equity	($777,092)
DR Impairment/Loss	$777,092
CR Plant Assets (Account 114)	($777,092)

The net result is CKY recorded an increase in Plant assets for $1,508,010 or the FMV amount paid, which was lower than the book value transferred from CPG.

The balances at the beginning of the base period (August 2025) were:

Account 114 (Gas Plant Account 378.21) –	($777,092)

Account 115 (Gas Plant Account 378.21) -	($1,016,580)
Net Book Value	($1,793,672)

The monthly amortization of this item is $2,144.17. The monthly amortization will continue for approximately 247 months (20+ years) past August 2025. See 2026-00099_PSC_Staff_DR_Set_1_Nos_5_and_20_Attachment_A for August 2025 beginning balances for Account 114 (Line Item 1-20l), Account 111 (Line Item 1-20m), and Account 115 (Line Item 1-20n).

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide Columbia Kentucky's rate base, capital structure, and statement of income for the most recent 12 months preceding the base period and for the base period. Provide a reconciliation with detailed explanations.

Response:

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_21_Attachment_A.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the capital structure at the end of the five most recent calendar years and each of the other periods shown in Schedule E1 and Schedule E2.

Response:

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_22_Attachment_A and B for the capital structure calculations.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the following:

a. A list of all outstanding issues of long-term debt as of the end of the latest calendar year together with the related information as shown in Schedule F1.

b. An analysis of short-term debt as shown in Schedule F2 as of the end of the latest calendar year.

Response:

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_23_Attachment_A and B for the requested information.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a reconciliation and detailed explanation of each difference, if any, in Columbia Kentucky's capitalization and net investment rate base for the base period and forecast period.

Response:

Refer to 2026-00099_PSC_Staff_DR_Set_1_No_24_Attachment_A for the reconciliation for the base period.

Please refer to Vol. 1, Tab 16 of Columbia Gas of Kentucky's Application filed on May 20, 2026, which contains the response to 807 KAR 5:001 Section 16-(6)(f), for the reconciliation for the forecasted period.

Since there are no differences a detailed explanation is not being provided.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the information shown in Schedule G for each construction project in progress, or planned to be in progress, during the 12 months preceding the base period, the base period, and the forecasted test period.

Response:

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_25_Attachment_A.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide, in the format provided in Schedule H, an analysis of Columbia Kentucky's Construction Work in Progress (CWIP) as defined in the Uniform System of Accounts for each project identified in Schedule G.

Response:

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_26_Attachment_A.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Concerning Columbia Kentucky's construction projects:

a. For each project started during the last five calendar years, provide the information requested in the format contained in Schedule I1, for gas operations. For each project, include the amount of any cost variance and delay encountered, and explain in detail the reasons for such variances and delays.

b. Using the data included in Schedule I1, calculate the annual "Slippage Factor" associated with those construction projects. The Slippage Factor should be calculated as shown in Schedule I2 for gas operations.

c. In determining the capital additions reflected in the base period and forecasted test period, explain whether Columbia Kentucky recognized a Slippage Factor.

Response:

a. and b.: Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_27_Attachment_A for Schedule I1 and 2026-00099_PSC_Staff_DR_Set_1_No_27_Attachment_B for Schedule I2.

c. Columbia does not recognize a slippage factor.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Describe in detail how the base period capitalization rate was determined. If different rates were used for specific expenses (i.e., payroll, clearing accounts, depreciation, etc.), indicate the rate and how it was determined. Indicate all proposed changes to the capitalization rate and how the changes were determined.

Response:

Payroll - The actual portion of the Base Period is based on how employees charged their labor - either to expense or capital based on activity performed.

Clearing Accounts - The clearing account overheads are distributed between capital and operating expenses based on the labor charged on a monthly basis. Additionally, employee benefits and payroll taxes are distributed to capital based on the labor charged to capital within the month.

Non-Labor - Non-labor costs are charged to capital or operating expenses based on the type of activity (i.e., in support of a capital project or normal operating expenses).

Forecasted Capital and Operations Expenses - The forecasted portion of the Base Period is based on capital and operating budgets that mainly focus on where the costs will ultimately reside based on a historical capitalization rate.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a calculation of the rate or rates used to capitalize interest during construction for the three most recent calendar years. Explain each component in the calculation of the rate(s).

Response:

The rate computation for Allowance for Funds Used During Construction ("AFUDC") is calculated in accordance with the Code of Federal Regulations (CFR), Title 18, Gas (Electric) Plant Instruction Number 3, Sub-section 17. The FERC rules require the rate to be calculated at fiscal year-end. In addition to performing the mandated calculation at year-end, NiSource also performs the calculation on an interim basis once annually (i.e. one year-end calculation and one interim calculation).

AFUDC rates were calculated by following the formula prescribed by FERC:

AFUDC Debt = s(S/W)+d(D/(D+P+C)*(1-S/W)
AFUDC Equity = (1-S/W)*[(p(P/(D+P+C))*+c(C/(D+P+C))]

D - Long-Term Debt
d - Long-Term Debt Interest Rate

P - Preferred Stock
p - Preferred Stock Cost Rate
C - Common Equity
c - Common Equity Cost Rate
s - Short-Term Debt Interest Rate
S - Average Short-Term Debt
W - Average Construction Work In Progress

	May			November		
Calendar Year	**Debt**	**Equity**	**Total**	**Debt**	**Equity**	**Total**
2023	3.37%	1.98%	5.34%	4.78%	0.92%	5.70%
2024	4.25%	2.33%	6.58%	2.80%	4.16%	6.96%
2025	2.55%	4.65%	7.20%	2.39%	4.89%	7.28%

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

State whether any changes have been made to Columbia Kentucky's internal accounting manuals, directives, and policies and procedures since Columbia Kentucky's most recent rate case. If so, provide each item that was changed and identify the changes.

Response:

There have not been changes to Columbia Kentucky's internal accounting policies and procedures since Columbia Kentucky's most recent rate case.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide Columbia Kentucky's long-term construction planning program.

Response:

Columbia's long-term construction planning program focuses on the continued execution of the SMRP. As of June 30, 2025 Columbia has approximately 255 miles of priority pipe remaining that will be retired over the course of the program.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a copy of Columbia Kentucky's most recent depreciation study. If no such study exists, provide a copy of Columbia Kentucky's most recent depreciation schedule. The schedule should include a list of all facilities by account number, service life and accrual rate for each plant item, the methodology that supports the schedule, and the date the schedule was last updated.

Response:

Refer to Attachments JJS-2 and JJS-3 included with the Direct Testimony of Columbia Witness John Spanos which can be found at Tab 21 to the Application filed on May 20, 2026.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

For each of the following Accounting Standards Codification (ASC), provide the information listed concerning implementation by Columbia Kentucky.

a. ASC 410-20, "Asset Retirement Obligations."

(1) The effect on the financial statements.

(2) Whether the base period or forecasted test period includes any impact of the implementation. If so, provide a detailed description of the impact.

b. A schedule comparing the depreciation rates utilized by Columbia Kentucky prior to and after the adoption of ASC 410-20. The schedule should identify the assets corresponding to the affected depreciation rates.

c. ASC 715-20, "Defined Benefit Plans - General."

(1) The effect on the financial statements.

(2) Whether the base period or forecasted test period includes any impact of the implementation. If so, provide a detailed description of the impact.

Response:

a. (1) Columbia of Kentucky ("Columbia") does not record the impact of the Asset Retirement Obligation ("ARO") on the regulatory books. As a result, ARO entries are not included in the financial information used to develop the revenue requirement in this case.

The ARO entries are recorded to Columbia's GAAP ("Generally Accepted Accounting Principles") books and are used for consolidated purposes to externally reported NiSource Parent Company financials. The ARO recorded on the GAAP books represents dollars transferred between balance sheet accounts and have no impact to earnings.

(2) There is no impact to the base or forecasted test periods relating to ARO accounting.

b. ARO accounting does not impact the depreciation rates.

c. There are no recent changes to ASC 715-20, "Defined Benefit Plans - General."

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a complete description of Columbia Kentucky's Other Post-Employment Benefits package(s) provided to its employees.

Response: Columbia currently offers eligible retirees (Exempt employees hired pre-1/1/10 and Non-Exempt Non-Union and Union employees hired pre-1/1/13 with at least 10 years of service and age 55) and their eligible dependents the following medical and life coverages:

Medical

- For eligible retired employees and/or their eligible dependents who are under age 65:
    - Medical and prescription drug coverages (those plans currently offered to active employees)
- For eligible retired employees and/or their eligible dependents who are age 65 or over:

- Union represented retirees are eligible for supplemental medical and prescription drug coverage designed to pay for certain, although not all, expenses that are eligible and allowable under Medicare, but that are not paid by Medicare due to the application of deductibles and co-insurance percentages. Coverage shall not cover any charges that are also payable by Medicare.
- Non-represented retirees may join the Alight Retiree Health Solutions Exchange ("the Exchange") where they can elect to enroll in individual supplemental Medicare medical plans. If eligible, those that enroll in an individual supplemental Medicare medical plan through the Exchange will receive a NiSource funded Health Reimbursement Account (HRA) in support of their healthcare expenses.

- All Pre-65 Retirees and union represented Post-65 Retirees and their eligible Spouses are entitled to receive an annual defined dollar subsidy ("Defined Dollar Subsidy") to be credited toward the cost of their retiree medical coverage under a retiree medical plan. The Defined Dollar Subsidy is determined by multiplying retiree Defined Dollars Years of Service by a fixed dollar amount established by the company.

- Eligible retirees who are age 65 or over are also entitled to a reimbursement of a portion of the cost of their Medicare Part B enrollment premium, in an amount determined by the company.

Eligible Retirees Life Insurance

- Basic Retiree Term Life Coverage (company paid)
- Supplemental Retiree AD&D Coverage Option (retiree paid); and Dependents AD&D Coverage Option (retiree paid)

For more information, see 2026-00099_PSC_Staff_DR_Set_1_No_34_Attachment_A through C.

NISOURCE POST-65
RETIREE MEDICAL PROGRAM

Effective as of January 1, 2026

TABLE OF CONTENTS

Page

ARTICLE I INTRODUCTION 1
1.01 Purpose of Program 1
1.02 Program Components 1
1.03 Designation of Program for Purposes of Form 5500 Reporting 1
ARTICLE II DEFINITIONS 1
2.01 "Claims Administrator" 1
2.02 "Code" 1
2.03 "Committee" 2
2.04 "Company" 2
2.05 "Component Welfare Plan" 2
2.06 "Covered Person" 2
2.07 "Employee" 2
2.08 "Employer" 2
2.09 "ERISA" 2
2.10 "Former Employee" 2
2.11 "Group Health Plan" 2
2.12 "Non-Represented" 2
2.13 "Participant" 2
2.14 "Plan Administrator" 2
2.15 "Program" 2
2.16 "Related Employer" 3
2.17 "Represented" 3
ARTICLE III PARTICIPATION 3
3.01 Eligibility 3
3.02 Termination of Participation 3
ARTICLE IV FUNDING AND BENEFITS 3
4.01 Funding 3
4.02 Benefits. 3
ARTICLE V ADMINISTRATION OF PROGRAM 3
5.01 Committee to Administer the Program 3
5.02 The Committee 4
5.03 Powers of the Plan Administrator 4
5.04 Interpretative Authority 5
5.05 Reliance on Tables, Etc 5
5.06 Nondiscriminatory Exercise of Authority 5
5.07 Indemnification of Plan Administrator 5
5.08 Limitation on Liability 5
5.09 Appointment of Claims Administrators 5
ARTICLE VI CLAIMS FOR BENEFITS 6
6.01 Component Welfare Plan Claims Procedures 6
6.02 Consideration of Initial Claim 6
6.03 If the Claims Administrator Denies the Initial Claim 8
6.04 Appeal to the Claims Administrator. 8
6.05 If the Claims Administrator Denies a Claim on Appeal 10

TABLE OF CONTENTS
(continued)

Page

6.06 Appeal to the Plan Administrator of Pre- and Post-Service Claim Denials.....10
6.07 If the Plan Administrator Denies a Claim on Appeal 12
6.08 Limitations Upon Civil Actions.....12
6.09 Construction of Section 12

ARTICLE VII MISCELLANEOUS PROVISIONS 13
7.01 Assignment of Benefits.....13
7.02 Information To Be Furnished.....13
7.03 Limitation of Rights.....13
7.04 Program Not Contract.....13
7.05 Fiduciary Operation 13
7.06 No Guaranty.....13
7.07 Misrepresentation.....14
7.08 Covered Person's Responsibilities.....14
7.09 Right of Recovery.....14
7.10 Governing Law and Venue 14
7.11 Severability 14
7.12 Participant Litigation 14
7.13 Counterparts.....15
7.14 Extension of Program to Related Employers.....15
7.15 Construction.....15
7.16 Conflict Between Program and Component Welfare Plan 15
7.17 Notice.....15

ARTICLE VIII AMENDMENT AND TERMINATION OF THE PROGRAM..... 16
8.01 Amendment.....16
8.02 Termination.....16
8.03 Collective Bargaining Agreement.....16

EXHIBIT A COMPONENT WELFARE PLANS 1

ARTICLE I
INTRODUCTION

1.01 Purpose of Program. NiSource Inc. (the "Company") established and maintained the NiSource Consolidated Flex Medical Plan, a component welfare plan of the NiSource Life and Medical Benefits Program, to provide group medical benefits for the participants and beneficiaries thereunder, including for certain Post-65 Retirees (as defined below) and their dependents who have attained age 65 and for certain dependents of Pre-65 Retirees (as defined below) who have attained age 65, under one or more Medicare supplement plan options. Effective September 1, 2010, the Company established the NiSource Post-65 Retiree Medical Plan for the purpose of merging and incorporating all such Medicare supplement plan options into a single retiree-only plan that shall be a separate employee welfare benefit plan for purposes of ERISA (as defined below). Effective January 1, 2026, the Company amended and restated the NiSource Post-65 Retiree Medical Plan to become the NiSource Post-65 Retiree Medical Program (the "Program"), an ERISA wrap plan for the purpose of consolidating and combining certain component welfare benefit plans maintained by the Company, and to provide Participants and their Dependents with the benefits described thereunder and in the Component Welfare Plans, which Component Welfare Plans were, and are hereby, incorporated into the Program as if the same were fully rewritten herein. Notwithstanding the number and types of benefits incorporated hereunder, the Program is, and shall be treated as, a single benefit plan to the extent permitted under ERISA. The Plan is intended to meet all applicable requirements of ERISA, as well as rulings and regulations issued thereunder.

1.02 Program Components. The Program's Component Welfare Plans are described in Exhibit A attached hereto and incorporated herein by this reference, as the same may be amended or modified from time to time.

1.03 Designation of Program for Purposes of Form 5500 Reporting. For purposes of reporting on Form 5500 with the Department of Labor and the Internal Revenue Service, the Company has designated the Program as plan number 538.

ARTICLE II
DEFINITIONS

The following words and phrases as used in this Program shall have the following meanings, unless a different meaning is plainly required by the context. A pronoun or adjective in the masculine gender includes the feminine gender, and the singular includes the plural, unless the context clearly indicates otherwise.

2.01 "Claims Administrator" means the person, persons, entity or entities appointed by the Plan Administrator pursuant to Section 5.09 to process benefit claims under, or otherwise to assist in the administration of, the Program.

2.02 "Code" means the Internal Revenue Code of 1986, as amended from time to time. Reference to any section or subsection of the Code includes reference to any comparable or succeeding provisions of any legislation that amends, supplements or replaces such section or subsection.

2.03 **"Committee"** means the NiSource Benefits Committee.

2.04 **"Company"** means NiSource Inc., a Delaware corporation.

2.05 **"Component Welfare Plan"** means each written arrangement incorporated under this Program that is sponsored and/or maintained by the Company and that provides any employee benefit which would be treated as one or more "employee welfare benefit plans" under Section 3(1) of ERISA if offered in the absence of this Program, as such arrangement may be modified and amended from time to time. Each Component Welfare Plan under the Plan is identified in Exhibit A, as updated from time to time.

2.06 **"Covered Person"** means a Participant or a beneficiary or dependent of a Participant who is covered under the Program or one of its Component Welfare Plans.

2.07 **"Employee"** means a regular or temporary employee of an Employer. No independent contractor shall be treated by the Plan Administrator as an Employee during the period he or she renders service as an independent contractor. Any person retroactively or in any other way found to be a common law employee will not be eligible under the Program for any period during which he or she was not treated as an Employee by the Plan Administrator.

2.08 **"Employer"** means the Company and any Related Employer, to the extent that such Related Employer has adopted, or is deemed to have adopted, one or more of the Component Welfare Plans in accordance with the terms thereof and continues to be a Related Employer thereunder.

2.09 **"ERISA"** means the Employee Retirement Income Security Act of 1974, as amended. Reference to any section or subsection of ERISA includes reference to any comparable or succeeding provisions of any legislation that amends, supplements or replaces such section or subsection.

2.10 **"Former Employee"** means any person formerly employed by an Employer as an Employee or any other person treated under the terms of a Component Welfare Plan as a former employee.

2.11 **"Group Health Plan"** means a plan (including a self-insured plan) of, or contributed to by, an employer (including a self-employed person) or employee organization to provide (directly or otherwise) "medical care" within the meaning of Section 733(a) of ERISA to the employees, former employees, the employer, others associated or formerly associated with the employer in a business relationship, or their families.

2.12 **"Non-Represented"** means an Employee who is not covered by a collective bargaining agreement between an Employer and a union.

2.13 **"Participant"** means each Former Employee who satisfies the requirements of Article III of this Program regarding eligibility and participation and is participating in the Program.

2.14 **"Plan Administrator"** means the Committee, and any person or entity to whom the Committee has from time to time delegated authority to carry out the administrative functions of the Program.

2.15 **"Program"** means the NiSource Post-65 Retiree Medical Program set forth herein, together with an and all amendments and supplements thereto.

2.16 **"Related Employer"** means (1) any corporation that is a member of a controlled group of corporations (as defined in Section 414(b) of the Code) that includes the Company; (2) any trade or business (whether or not incorporated) that is under common control (as defined in Section 414(c) of the Code) with the Company; and (3) any member of an affiliated service group (as defined in Section 414(m) of the Code) that includes the Company.

2.17 **"Represented"** means an Employee who is covered by a collective bargaining agreement between an Employer and a union.

ARTICLE III
PARTICIPATION

3.01 **Eligibility**. A Former Employee of an Employer shall become a Participant in the Program when he or she satisfies the eligibility and enrollment requirements of any Component Welfare Plan. A dependent of a Former Employee may become covered under the Program when he or she satisfies the eligibility and enrollment requirements of any Component Welfare Plan.

3.02 **Termination of Participation**. Participation of a Participant under the Program shall cease when such Participant ceases to participate in any Component Welfare Plan. A dependent of a Participant shall cease to be covered under the Program when he or she ceases to be covered under any Component Welfare Plan.

ARTICLE IV
FUNDING AND BENEFITS

4.01 **Funding**. The terms of each Component Welfare Plan shall govern the amount and timing of any Participant contributions and any contributions required to be made by the Employer. Nothing herein requires an Employer to contribute to or under any Component Welfare Plan, or to maintain any fund or to segregate any amount for the benefit of any Participant or his dependent, except to the extent specifically required under the terms of a Component Welfare Plan. No Participant or dependent shall have any right to, or interest in, the assets of any Employer.

Different funding mechanisms may be used to provide benefits under any Component Welfare Plan. Such funding mechanisms shall be set out in the policies, contracts or other documents that form part of such Component Welfare Plan.

4.02 **Benefits.** Benefits will be paid solely in the form and in the amount set forth under the Component Welfare Plans.

ARTICLE V
ADMINISTRATION OF PROGRAM

5.01 **Committee to Administer the Program**. The Program shall be administered by the Committee. The Committee shall be the "Named Fiduciary" and the "Plan Administrator" within the meaning of ERISA. The Committee may delegate its fiduciary responsibilities under the Program to the extent permitted by ERISA.

5.02 **The Committee**. The powers of the Committee are set forth below and in the charter that created the Committee, as such charter may be modified from time to time.

5.03 **Powers of the Plan Administrator**. The Plan Administrator shall have the duties and powers necessary to administer the Program properly, including, but not limited to, the following discretionary authority:

(a) To maintain all Program records;

(b) To file all required government reports and other documents;

(c) To provide required disclosures to Covered Persons;

(d) To direct the Claims Administrator to process claims;

(e) To interpret the Program, construe Program terms and decide questions and disputes, which interpretations, constructions and decisions shall be conclusive for all purposes of the Program;

(f) To make factual determinations;

(g) To determine eligibility for and the amount of benefits payable under the Program;

(h) To determine the status and rights of all Covered Persons;

(i) To make regulations and prescribe procedures;

(j) To authorize the Claims Administrator to make benefit payments to any person entitled to benefits under the Program or any Component Welfare Plan;

(k) To obtain from the Company, Covered Persons and others, such information as is necessary for the proper administration of the Program;

(l) To determine and establish the level of cash reserves, if any, as may be necessary, appropriate or desirable to administer the Program properly and accomplish its objectives;

(m) To retain and pay the reasonable expenses of such legal, consulting, medical, accounting, clerical and other assistance as it deems necessary or desirable to assist it in the administration of the Program. The Plan Administrator shall be entitled to rely upon any information from any source assumed in good faith to be correct; and

(n) To exercise any other authority necessary, appropriate or helpful to manage and administer the Program.

Notwithstanding the foregoing or any other provision of this Program, to the extent the benefits under any Component Welfare Plan are provided under a fully insured arrangement, the insurance company funding benefits for such Component Welfare Plan shall have the responsibility for determining entitlement to benefits thereunder and for prescribing the claims procedures to be followed by Participants and beneficiaries thereunder. The insurance company will act as a named fiduciary with respect to such Component Welfare Plan and this Program and will have

the full discretionary power to interpret and apply the terms of such Component Welfare Plan as they relate to benefits provided under the applicable insurance policy.

5.04 Interpretative Authority. The Plan Administrator, and any other fiduciary with respect to the Program to the extent such person or entity is acting in its fiduciary capacity, has the full and final discretionary authority to decide all questions or controversies of whatever character arising in any manner between any parties or persons in connection with the Program or the interpretation thereof, including, without limitation, the construction of the language of the Program (and of the Component Welfare Plans) and any summary plan descriptions thereunder. Any writing, decision, determination of benefit eligibility or any other determination or instrument created by the Plan Administrator or other fiduciary in connection with the operation of the Program shall be binding upon all persons dealing with the Program or claiming any benefits thereunder, except to the extent that the Plan Administrator or other fiduciary may subsequently determine, in its sole discretion, that its original decision was in error, or to the extent such decision may be determined to be arbitrary or capricious by a court or other entity having jurisdiction over such matters. Benefits under the Program shall be paid only if the Plan Administrator or other fiduciary decides in its discretion that the applicant is entitled to them.

5.05 Reliance on Tables, Etc. In administering the Program and the Component Welfare Plans, the Plan Administrator will be entitled, to the extent permitted by law, to rely conclusively on all tables, valuations, certificates, opinions and reports which are furnished by, or in accordance with the instructions of, the Claims Administrators, Insurers, accountants, counsel or other experts employed or engaged by the Plan Administrator.

5.06 Nondiscriminatory Exercise of Authority. Whenever any discretionary action by the Plan Administrator is required, the Plan Administrator shall exercise its authority in a nondiscriminatory manner so that all persons similarly situated will receive substantially the same treatment.

5.07 Indemnification of Plan Administrator. The Company agrees to indemnify and to defend to the fullest extent permitted by law any individual serving on behalf of the Plan Administrator including as a member of the Committee (including any person who formerly served on behalf of the Plan Administrator including as a member of such Committee) against all liabilities, damages, costs and expenses (including attorneys' fees and amounts paid in settlement of any claims approved by the Company) occasioned by any act or omission to act in connection with the Program, if such act or omission is in good faith.

5.08 Limitation on Liability. Notwithstanding any of the other provisions of the Program, none of the Company, any Employer, any member of the Committee or any Employee or agent of any Employer, shall be liable to any Participant or any other person for any claim, loss, liability or expense incurred in connection with the Program or the Component Welfare Plans.

5.09 Appointment of Claims Administrators. The Plan Administrator shall appoint one or more Claims Administrators to provide administrative services to the Plan Administrator in connection with the operation of the Program and the Component Welfare Plans and to perform such other functions, including processing and payment of claims, as may be delegated to it. The person, persons, entity or entities serving as Claims Administrator shall serve at the pleasure of the Plan Administrator.

ARTICLE VI
CLAIMS FOR BENEFITS

6.01 Component Welfare Plan Claims Procedures. Except as otherwise provided in this Section 6.01, a claim for benefits under a Component Welfare Plan shall be submitted to the party designated under, and shall be governed solely by, the claims procedures prescribed under the terms of such Component Welfare Plan and not the claims procedures of this Article VI. In the event, and only in the event, that (i) a Component Welfare Plan does not prescribe claims procedures for benefits that satisfy the requirements of Section 503 of ERISA, or (ii) the Plan Administrator determines that the claims procedures described in a particular Component Welfare Plan shall not apply, the claims procedures described below in this Article VI shall apply with respect to such Component Welfare Plan. Notwithstanding the previous sentence, the claims procedures of this Article VI shall not apply with respect to a Component Welfare Plan that is subject to Code Section 9815 or ERISA Section 715.

6.02 Consideration of Initial Claim.

(a) Filing Initial Claim. The Claims Administrator shall process benefit claims pursuant to the procedures set forth below. Except as otherwise provided in a Component Welfare Plan, initial claims shall be filed within three years from the date a charge is incurred.

(b) Urgent Care Claims. In the case of an Urgent Care Claim, the Claims Administrator shall provide notice to the claimant of its decision regarding his or her claim within a reasonable period of time appropriate to the medical circumstances, but not later than 72 hours after receipt of the claim by the Program. If the claimant does not provide sufficient information for the Claims Administrator to make a determination, within 24 hours after receipt of the claim he or she shall be notified of the specific information needed to complete the claim. Notice regarding missing information may be provided orally, unless a claimant or his or her authorized representative specifically request written notification. Once the claimant is notified, he or she shall have a reasonable amount of time, but not less than 48 hours, to provide the missing information. The Claims Administrator shall notify the claimant of its decision regarding the completed claim either within 48 hours of receipt of the missing information, or within 48 hours of the end of the reasonable time period indicated in the notice.

An "Urgent Care Claim" is any Group Health Plan Claim that must be processed on an expedited basis because a delay in processing could seriously jeopardize the life or health of the patient or the ability of the patient to regain maximum function, or in the opinion of the patient's doctor, a delay would subject the patient to severe pain that cannot be adequately managed without the care or treatment that is the subject of the claim.

(c) Pre-Service Claims. In the case of a Pre-Service Claim, the Claims Administrator shall provide notice to the claimant of its decision regarding his or her claim within a reasonable period of time appropriate to the medical circumstances, but not later than 15 days after receipt of the claim by the Program. This 15-day period may be extended for up to 15 days due to matters beyond the control of the Program if, prior to the expiration of the initial 15-day period, the Claims Administrator notifies the claimant of the circumstances requiring the extension and the date by which the Claims Administrator expects to render a decision. If the claimant does not provide sufficient information for the Claims Administrator to make a determination, within five days after receipt of the

claim he or she shall be notified of the specific information necessary to complete the claim. Notice regarding missing information may be provided orally, unless a claimant or his or her authorized representative specifically request written notification. Once the claimant is notified, he or she shall have a reasonable amount of time, but not less than 45 days from receipt of the notice, to provide the missing information.

A "Pre-Service Claim" is any Group Health Plan Claim where the Component Welfare Plan requires approval of the benefit in advance of obtaining the medical care, in whole or in part.

(d) Post-Service Claims. In the case of a Post-Service Claim, the Claims Administrator shall provide notice of an adverse determination to the claimant within a reasonable period of time, but not later than 30 days after receipt of the claim by the Program. This 30-day period may be extended for up to 15 days for matters beyond the control of the Program if, prior to the expiration of the initial 30-day period, the Claims Administrator notifies the claimant of the circumstances requiring the extension and the date by which the Claims Administrator expects to render a decision. With respect to a Group Health Plan Claim, if the claimant does not provide sufficient information for the Claims Administrator to make a determination, the claimant shall receive notice of the specific information necessary to complete the claim. Once the claimant is notified he or she shall have a reasonable amount of time, but not less than 45 days from receipt of the notice, to provide the missing information.

A "Post-Service Claim" is any claim that is not an Urgent Care Claim, a Pre-Service Claim or a Concurrent Care Claim.

Notwithstanding the foregoing, for Post-Service Claims that are not Group Health Plan Claims or Disability Benefit Claims, a 90-day determination period and a 90-day extension period shall be substituted for the 30-day determination period and 15-day extension period set forth above in this subsection (d).

Notwithstanding the foregoing, for Post-Service Claims that are Disability Benefit Claims, a 45-day determination period and a 30-day extension period shall be substituted for the 30-day determination period and the 15-day extension period set forth above in this subsection (d). In addition, the determination period may be extended for up to an additional 30 days for matters beyond the control of the Program if, prior to the expiration of the initial 30-day extension period, the Claims Administrator notifies the claimant of the circumstances requiring the extension and the date by which the Claims Administrator expects to render a decision. Any notice of extension with respect to a Disability Benefits Claim shall specifically explain the standards on which entitlement to a benefit is based, the unresolved issues that prevent a decision on the claim, and the additional information needed to resolve those issues, and the claimant shall be afforded at least 45 days within which to provide the specified information.

(e) Concurrent Care Claims. In the case of an ongoing course of treatment covered under a Group Health Plan, the claimant shall receive notice of any reduction or early termination of treatment in advance so that the claimant may appeal the reduction or termination and obtain a determination on review before the treatment is reduced or terminated. If the claimant submits an Urgent Care Claim to extend any ongoing course of treatment beyond the period of time or number of treatments initially prescribed, the Claims Administrator shall notify the claimant of the determination to extend the treatment

within 24 hours after receipt of the claim, provided the claimant submits the claim at least 24 hours prior to the expiration of the prescribed treatment. The Claims Administrator shall be solely responsible for handling all Concurrent Care Claims.

6.03 If the Claims Administrator Denies the Initial Claim. If the Claims Administrator denies all or any portion of a claim, it shall provide notice of the denial stating (1) the specific reason for the denial; (2) the specific Component Welfare Plan provisions on which the denial is based; (3) a description of any additional material or information necessary for the claimant to perfect the claim and an explanation of why such material or information is necessary; and (4) a description of the Component Welfare Plan's review procedures (as set forth below) and the time limits applicable to such procedures.

With respect to a Disability Benefits Claims or a Group Health Plan Claim, if the Claims Administrator relied upon an internal rule, guideline, protocol, or other similar criterion in making the adverse determination, either the specific rule, guideline, protocol, or other similar criterion shall be provided to the claimant free of charge, or the claimant shall be informed that such rule, guideline, protocol, or other criterion shall be provided free of charge to the claimant upon request. If the Claims Administrator relied upon medical necessity or experimental treatment or similar exclusion or limit in making the adverse determination, either an explanation of the scientific or clinical judgment for the determination (applying the terms of the Component Welfare Plan to the medical circumstances) shall be provided free of charge to the claimant, or the claimant shall be informed that such explanation shall be provided free of charge to the claimant upon request.

If the Claims Administrator denies a claimant's Urgent Care Claim in whole or in part, the Claims Administrator shall provide a description of the expedited review process for Urgent Care Claims (as set forth below). The Claims Administrator shall provide notice to the claimant orally, followed by written or electronic notice within three days of the oral notification.

6.04 Appeal to the Claims Administrator.

(a) General. If the Claims Administrator denies all or any portion of a claim on appeal, a claimant or his or her duly authorized representative may request a review of such denial by the Claims Administrator by sending a written request for review to the Claims Administrator within 180 days of receipt of the Claims Administrator's notice of claim denial. Notwithstanding the foregoing, for claims other than Group Health Claims and Disability Benefit Claims, a written request for review of the denial of all or any portion of such claim must be sent to the Claims Administrator within 60 days of receipt of the Claims Administrator's notice of claim denial.

A claimant may submit written comments, documents, records, and other information relating to his or her claim for benefits. Upon request, a claimant shall receive, free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim.

A claimant's written request should state why he or she thinks the claim should not have been denied. The claimant's request shall include any denial letter he or she received and any additional documents, information or comments he or she thinks may have a bearing on the claim.

Upon receipt of a request for review, the Claims Administrator shall conduct a review that takes into account all comments, documents, records, and other information submitted by a claimant or his or her authorized representative relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination. With respect to a Group Health Plan Claim or a Disability Benefit Claim, the review shall not afford any deference to the Claims Administrator's adverse benefit determination, and shall be conducted by an individual who is neither the individual who made the adverse benefit determination that is subject of the appeal, nor the subordinate of such individual.

With respect to a Disability Benefits Claims or a Group Health Plan Claim, if the denial was based in whole or in part on a medical judgment, the Claims Administrator shall consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment. This health care professional consultant shall be neither the individual who made the adverse benefit determination that is the subject of the appeal, nor the subordinate of such individual. The Claims Administrator shall provide to the claimant the identities of any medical or vocational experts whose advice was obtained on behalf of the Component Welfare Plan in connection with a claimant's adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination.

(b) Expedited Review for Urgent Care Claims. In the case of an Urgent Care Claim, a claimant may submit a request for an expedited appeal either in writing or orally. All necessary information for the review, including the Claims Administrator's determination on review, shall be transmitted between the Program and the claimant by telephone, facsimile, or another similarly expeditious method. The Claims Administrator shall notify the claimant of its determination on review as soon as possible, taking into account the medical exigencies, but not later than 72 hours after receipt of the claimant's request for review of an adverse benefit determination.

(c) Pre-Service Claims. In the case of a Pre-Service Claim, the Claims Administrator shall notify the claimant of its determination on review within a reasonable period of time appropriate to the medical circumstances, but not later than 15 days after receipt of a claimant's request for review.

(d) Post-Service Claims. In the case of a Group Health Plan Claim, the Claims Administrator shall provide the claimant with notice of its determination on review within a reasonable period of time, but not later than 30 days after receipt of the claimant's request for review.

In the case of a Disability Benefits Claim, the Claims Administrator shall provide the claimant with notice of its determination on review within a reasonable period of time, but not later than 45 days after receipt of the claimant's request for review, except that such 45-day period may be extended for up to 45 days for special circumstances if, prior to the expiration of the initial 45-day period, the Claims Administrator notifies the claimant of the special circumstances requiring the extension and the date by which the Claims Administrator expects to render the determination on review.

In the case of a claim other than a Group Health Plan Claim or a Disability Benefits Claim, the Claims Administrator shall provide the claimant with notice of its determination on review within a reasonable period of time, but not later than 60 days

after receipt of the claimant's request for review, except that such 60-day period may be extended for up to 60 days for special circumstances if, prior to the expiration of the initial 60-day period, the Claims Administrator notifies the claimant of the special circumstances requiring the extension and the date by which the Claims Administrator expects to render the determination on review.

6.05 If the Claims Administrator Denies a Claim on Appeal. If the Claims Administrator denies all or any portion of a claim on appeal, it shall notify the claimant of the following, in a manner calculated to be understood by the claimant: (1) the specific reason or reasons for the denial; (2) reference to the specific Component Welfare Plan provisions on which the denial is based; (3) a statement that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim; (4) a statement describing any voluntary appeal procedures offered by the Component Welfare Plan and a claimant's right to obtain information about such procedures; and (5) a statement indicating that a claimant has a right to file a lawsuit upon completion of the claims procedure process.

With respect to a Disability Benefits Claims or a Group Health Plan Claim, if the Claims Administrator relied upon an internal rule, guideline, protocol, or other similar criterion in making the adverse determination, either the specific rule, guideline, protocol, or other similar criterion shall be provided to the claimant free of charge, or the claimant shall be informed that such rule, guideline, protocol, or other criterion shall be provided free of charge to the claimant upon request. If the Claims Administrator relied upon medical necessity or experimental treatment or similar exclusion or limit in making the adverse determination, either an explanation of the scientific or clinical judgment for the determination (applying the terms of the Component Welfare Plan to the claimant's medical circumstances) shall be provided to the claimant free of charge, or the claimant shall be informed that such explanation shall be provided free of charge to the claimant upon request.

In addition, the notice shall include the following statement: "A claimant and his or her plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact the local U.S. Department of Labor office and your State insurance regulatory agency."

6.06 Appeal to the Plan Administrator of Pre- and Post-Service Claim Denials.

(a) General. If the Claims Administrator denies all or any portion of a Pre-Service Claim or a Post-Service Claim on appeal, a claimant or his or her duly authorized representative may request a review of such denial by the Plan Administrator by sending a written request for review to the Plan Administrator within 180 days of receipt of the Claims Administrator's notice of claim denial. Notwithstanding the foregoing, for claims other than Group Health Claims and Disability Benefit Claims, a written request for review of the denial of all or any portion of such claim on appeal must be sent to the Claims Administrator within 60 days of receipt of the Claims Administrator's notice of claim denial.

Requests for review should be sent to:
NiSource Inc.
801 E. 86th Avenue
Merrillville, Indiana 46410
Attn: ERISA Claims Review

Benefits Administration Department

A claimant may submit written comments, documents, records, and other information relating to his or her claim for benefits. Upon request, a claimant shall receive, free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim.

A claimant's written request should state why he or she thinks the claim should not have been denied. The claimant's request shall include any denial letter he or she received and any additional documents, information or comments he or she thinks may have a bearing on the claim.

Upon receipt of a request for review, the Plan Administrator shall conduct a review that takes into account all comments, documents, records, and other information submitted by a claimant or his or her authorized representative relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination. With respect to a Disability Benefits Claims or a Group Health Plan Claim, the review shall not afford any deference to the Plan Administrator's adverse benefit determination, and shall be conducted by an individual who is neither the individual who made the adverse benefit determination that is subject of the appeal, nor the subordinate of such individual.

With respect to a Disability Benefits Claims or a Group Health Plan Claim, if the denial was based in whole or in part on a medical judgment, the Plan Administrator shall consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment. This health care professional consultant shall be neither the individual who made the adverse benefit determination that is the subject of the appeal, nor the subordinate of such individual. The Plan Administrator shall provide to the claimant the identities of any medical or vocational experts whose advice was obtained on behalf of the Program in connection with a claimant's adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination.

(b) Pre-Service Claims. In the case of a Pre-Service Claim, the Plan Administrator shall notify the claimant of its determination on review within a reasonable period of time appropriate to the medical circumstances, but not later than 15 days after receipt of a claimant's request for review.

(c) Post-Service Claims. In the case of a Group Health Plan Claim, the Plan Administrator shall provide the claimant with notice of its determination on review within a reasonable period of time, but not later than 30 days after receipt of the claimant's request for review.

In the case of a Disability Benefits Claim, the Claims Administrator shall provide the claimant with notice of its determination on review within a reasonable period of time, but not later than 45 days after receipt of the claimant's request for review, except that such 45-day period may be extended for up to 45 days for special circumstances if, prior to the expiration of the initial 45-day period, the Claims Administrator notifies the claimant of the special circumstances requiring the extension and the date by which the Claims Administrator expects to render the determination on review.

In the case of a claim other than a Group Health Plan Claim or a Disability Benefits Claim, the Claims Administrator shall provide the claimant with notice of its determination on review within a reasonable period of time, but not later than 60 days after receipt of the claimant's request for review, except that such 60-day period may be extended for up to 60 days for special circumstances if, prior to the expiration of the initial 60-day period, the Claims Administrator notifies the claimant of the special circumstances requiring the extension and the date by which the Claims Administrator expects to render the determination on review.

6.07 If the Plan Administrator Denies a Claim on Appeal. If the Plan Administrator denies all or any portion of a claim on appeal, it shall notify the claimant of the following, in a manner calculated to be understood by the claimant: (1) the specific reason or reasons for the denial; (2) reference to the specific Program provisions on which the denial is based; (3) a statement that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim; (4) a statement describing any voluntary appeal procedures offered by the Component Welfare Plan and a claimant's right to obtain information about such procedures; and (5) a statement indicating that a claimant has a right to file a lawsuit upon completion of the claims procedure process.

With respect to a Disability Benefits Claims or a Group Health Plan Claim, if the Plan Administrator relied upon an internal rule, guideline, protocol, or other similar criterion in making the adverse determination, either the specific rule, guideline, protocol, or other similar criterion shall be provided to the claimant free of charge, or the claimant shall be informed that such rule, guideline, protocol, or other criterion shall be provided free of charge to the claimant upon request. If the Plan Administrator relied upon medical necessity or experimental treatment or similar exclusion or limit in making the adverse determination, either an explanation of the scientific or clinical judgment for the determination (applying the terms of the Component Welfare Plan to the claimant's medical circumstances) shall be provided to the claimant free of charge, or the claimant shall be informed that such explanation shall be provided free of charge to the claimant upon request.

In addition, the notice shall include the following statement: "A claimant and his or her plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact the local U.S. Department of Labor office and your State insurance regulatory agency."

6.08 Limitations Upon Civil Actions. With respect to a claim for benefits under the Program subject to this Article VI, no civil action may be commenced unless the claims procedure process described in this Article VI has been exhausted. In addition, in no event may any civil action regarding such claim for benefits be commenced later than three years after the date such claim was incurred. A claim for benefits is incurred when the services giving rise to the claim were rendered.

6.09 Construction of Section. This Article shall be construed in a manner consistent with Department of Labor regulations governing claims procedures applicable to "employee welfare benefit plans" within the meaning of Section 3(1) of ERISA.

ARTICLE VII
MISCELLANEOUS PROVISIONS

7.01 **Assignment of Benefits**. Except as required by law, or as expressly provided in a Component Welfare Plan, no benefit payable at any time under the Program shall be assignable or transferable, or subject to any lien, in whole or in part, either directly or by operation of law, or otherwise, including, but not by way of limitation, execution, levy, garnishment, attachment, pledge, bankruptcy, or, in any other manner, and no benefit payable under the Program shall be liable for, or subject to, any obligation or liability of any Covered Person. If any Covered Person entitled to a benefit under any Component Welfare Plan attempts to alienate, sell, transfer, assign, pledge or otherwise impede a benefit or any part, or if by reason of his or her bankruptcy or other event happening at any time, a benefit devolves upon anyone else or would not be enjoyed by him or her, then the Plan Administrator in its discretion, which will be exercised uniformly by treating individuals in similar circumstances alike, may terminate his or her interest in any such benefit and hold or apply it to or for his or her benefit or the benefit of his or her beneficiaries, in a manner the Plan Administrator may deem proper.

7.02 **Information To Be Furnished**. Covered Persons shall provide such information and evidence, and shall sign such documents, as may reasonably be requested from time to time for the purpose of administration of the Program and the Component Welfare Plans.

7.03 **Limitation of Rights**. Neither the establishment of the Program nor any amendment thereof, nor the payment of any benefits, will be construed as giving to any Covered Person any legal or equitable right against the Company, any Employer, the Plan Administrator, or any Claims Administrator, except as provided herein.

7.04 **Program Not Contract**. The Program shall not be deemed to constitute a contract between an Employer and any Participant or to be a consideration for, or an inducement or condition of, the employment of any Employee. Nothing in the Program shall be deemed to give any Employee the right to be retained in the service of an Employer or to interfere with the right of an Employer to discharge any Employee at any time; provided, however, that the foregoing shall not be deemed to modify the provisions of any collective bargaining agreement that may be made by an Employer with the bargaining representative of any Employee.

7.05 **Fiduciary Operation**. Each fiduciary with respect to the Program shall discharge his or her duties with respect to the Program solely in the interest of the participants and beneficiaries (as those terms are defined in ERISA) and (1) for the exclusive purpose of providing benefits to participants and their beneficiaries and defraying reasonable expenses of administering the Program; (2) with care, skill, prudence and diligence under the circumstances then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims; and (3) in accordance with the documents and instruments governing the Program, except as otherwise required by law.

7.06 **No Guaranty**. No person shall have any right or interest in the Program or in any Component Welfare Plan other than as specifically provided herein. Except to the extent required by law, no Employer shall be liable for the payment of any benefit provided for herein. All benefits hereunder shall be payable only from the Program or a Component Welfare Plan, and only to the extent that the Program or Component Welfare Plan has been allocated sufficient assets. Funding for the Program and its Component Welfare Plans may come from one or more of the following sources: Participant contributions, an Employer's general assets, one or more policies or contracts

of insurance or a trust. Benefits provided under a Component Welfare Plan that are furnished pursuant to a policy or contract of insurance with an insurance company shall be paid solely by such insurance company.

7.07 **Misrepresentation**. Any material misrepresentation on the part of any Participant or other person in making application for coverage, or any application for reclassification thereof, shall render the coverage null and void. Without limiting the generality of the foregoing, a Participant's enrollment of, or failure to disenroll, a person who does not satisfy the eligibility requirements for coverage under the Program or one of the Component Welfare Plans will be deemed to constitute fraud or intentional misrepresentation of a material fact and may result in retroactive termination of benefits, required repayment of any ineligible expenses, and disciplinary action up to and including termination of employment.

7.08 **Covered Person's Responsibilities**. Each Covered Person is responsible for providing the Plan Administrator with his or her current address. Any notices required or permitted to be given shall be deemed given if directed to such address and mailed by regular United States mail. Neither the Plan Administrator nor a Claims Administrator shall have any obligation or duty to locate a Covered Person. If a Covered Person becomes entitled to a payment under the Program and it cannot be made because (1) the current address is incorrect; (2) the Covered Person does not respond to the notice sent to the current address; (3) there are conflicting claims to such payment; or (4) any other reason, the amount of such payment, if and when made, shall be that determined under the terms of the Program, without interest.

7.09 **Right of Recovery**. Whenever the Program or a Component Welfare Plan, for whatever reason, has overpaid the amount of benefits that should have been provided, the Program or Component Welfare Plan shall have the right to offset the overpaid amount against future benefits that are payable or to recover such payments, to the extent of such excess, from among one or more of the following as the Program or Component Welfare Plan shall determine: any persons to, or for, or with respect to whom, such payments were made, and/or any insurance company or other organization. Without limiting the generality of the foregoing, the Program shall have the right to recover any amounts it pays in respect of a person who is not an eligible Participant or dependent.

7.10 **Governing Law and Venue**. The Program shall be governed by and construed according to ERISA, the Code, and the laws of the State of Indiana, to the extent Indiana law does not conflict with the Code and ERISA, and to the extent Indiana law is not preempted by ERISA. In order to benefit Participants under this Program by establishing a uniform application of law with respect to the administration of the Program, the provisions of this Section 7.10 shall apply. Any suit, action or proceeding seeking to enforce any provision of, or based on any matter arising out of or in connection with, this Program shall be brought in any court of the State of Indiana or in the United States District Court for the Northern District of Indiana. The Company, each Employer, each Participant, and any related parties irrevocably and unconditionally consent to the exclusive jurisdiction of such courts in any such litigation related to this Program and any transactions contemplated hereby. Such parties irrevocably and unconditionally waive any objection that venue is improper or that such litigation has been brought in an inconvenient forum.

7.11 **Severability**. In the event any portion of this Program is declared by a court of competent jurisdiction to be void, said portion shall be deemed severed from the remainder of this Program, and the balance of the Program shall remain in full force and effect.

7.12 **Participant Litigation**. In any action or proceeding involving the Program or a Component Welfare Plan, Covered Persons or any other person having or claiming to have an interest in the

Program or a Component Welfare Plan shall not be necessary parties to such action or proceeding and shall not be entitled to any notice or process thereof, except as required by applicable law. Any final judgment which is not appealed or appealable that may be entered in any such action or proceeding shall be binding and conclusive upon the parties hereto and upon all persons having or claiming to have any interest in the Program or a Component Welfare Plan. To the extent permitted by law, if a legal action is begun against the Company, an Employer or other organization or institution providing benefits under the Program or a Component Welfare Plan by or on behalf of any person, and such action results adversely to such person or, if a legal action arises because of conflicting benefit claims, the cost to the Company, the Employer or other organization or institution of defending the action will be charged to the sums, if any, which were involved in the action or were payable to the Covered Person or other person concerned. To the extent permitted by applicable law, an election to become a Covered Person under the Program or a Component Welfare Plan shall constitute a release of the Company, each Employer and their respective agents and employees from any and all liability and obligation not involving willful misconduct or gross neglect.

7.13 **Counterparts**. This Program document may be executed in any number of identical counterparts, each of which shall be deemed a complete original in itself and may be introduced in evidence or used for any other purpose without the production of any other counterparts.

7.14 **Extension of Program to Related Employers**. Any Related Employer may adopt one or more of the Component Welfare Plans in accordance with the terms thereof and thereby qualify its Employees and Former Employees to become Participants thereunder and under this Program. A Related Employer that adopts one or more Component Welfare Plans agrees that the Committee shall have the sole right to amend or terminate this Program and that the Committee shall act as the agent for such Related Employer for all purposes of administration of the Program. A Related Employer shall cease to be an Employer under this Program when it is no longer an "Employer" under the terms of any Component Welfare Plan or when all Component Welfare Plans have otherwise terminated with respect to such Related Employer.

7.15 **Construction**. The captions contained herein are inserted only as a matter of convenience and for reference, and in no way define, limit, enlarge or describe the scope or intent of the Program, nor in any way shall affect the Program or the construction of any provision thereof. Any terms expressed in the singular form shall be construed as though they also include the plural, where applicable, and references to the masculine, feminine, and the neuter are interchangeable.

7.16 **Conflict Between Program and Component Welfare Plan**. In the event that the provisions of any Component Welfare Plan conflict with the provisions of this document or any other Component Welfare Plan, the Plan Administrator shall, in its discretion, interpret the terms and purpose of the Program so as to resolve any conflict. However, the terms of this document may not increase the rights of a Participant or his beneficiary to benefits available under any Component Welfare Plan.

7.17 **Notice.** Any notice given under this Program shall be sufficient, if given to the Plan Administrator when addressed to it at its office; if given to a Claims Administrator, when addressed to it at its home office; or if given to a Participant, when addressed to the Participant at his or her address as it appears on the records of the Claims Administrator.

ARTICLE VIII
AMENDMENT AND TERMINATION OF THE PROGRAM

8.01 **Amendment**. The Committee reserves the right at any time and from time to time to change or amend, in whole or in part, any or all of the provisions of the Program. Unless expressly provided otherwise, no amendment shall affect, or be construed to affect, any existing delegations to amend the Program. Any such amendment may have retroactive or prospective effect. However, no change or amendment shall be made that enables any part of plan assets of the Program to be used for, or diverted to, purposes other than the exclusive benefit of those entitled to benefits hereunder and the payment of reasonable expense of administration.

8.02 **Termination**. The Company is not and shall not be under any obligation or liability whatsoever to continue its contributions or to maintain the Program for any given length of time. In its sole and absolute discretion, the Company may discontinue contributions to the Program and the Committee may terminate the Program in whole or in part at any time, in each case without liability for such discontinuance or termination.

8.03 **Collective Bargaining Agreement.** Notwithstanding the foregoing provisions of this Article, the right to amend or terminate the Program shall be subject to the express terms of any applicable collective bargaining agreement.

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IN WITNESS WHEREOF, the Committee has caused this Program to be executed on its behalf, by one of its members duly authorized, this 30th day of December, 2025, to be effective as of January 1, 2026.

NISOURCE BENEFITS COMMITTEE

By: Chris Means

Its: Director, Benefits

EXHIBIT A
COMPONENT WELFARE PLANS

NiSource Union Post-65 Retiree Medical Plan

NiSource Post-65 Retiree Health Reimbursement Arrangement

NISOURCE POST-65
RETIREE HEALTH REIMBURSEMENT ARRANGEMENT

Effective as of January 1, 2026

TABLE OF CONTENTS ..... PAGE

ARTICLE I INTRODUCTION 1
1.01 Purpose of Plan 1
1.02 Health Reimbursement Arrangement 1

ARTICLE II DEFINITIONS 1
2.01 "Annual Enrollment Period" 1
2.02 "Available Post-65 HRA Subsidy" 1
2.03 "BSG" 1
2.04 "BSG Med Supp (Med Only) Option" 1
2.05 "BSG Med Supp Option" 1
2.06 "BSG Med Supp Multi Union Option" 2
2.07 "Claims Administrator" 2
2.08 "COBRA" 2
2.09 "COBRA Continuation Coverage" 2
2.10 "Code" 2
2.11 "Columbia Divested Company" 2
2.12 "Committee" 2
2.13 "Company" 2
2.14 "Consolidated Flex Plan" 2
2.15 "Covered Employee" 2
2.16 "Covered Participant" 2
2.17 "Covered Person" 2
2.18 "Covered Person Contribution" 2
2.19 "Covered Retiree" 2
2.20 "Covered Retiree Group" 2
2.21 "Covered Surviving Dependent" 2
2.22 "Defined Dollar Subsidy" 2
2.23 "Dependent" 2
2.24 "Employee" 3
2.25 "Employer" 3
2.26 "ERISA" 3
2.27 "Exempt Employee" 3
2.28 "Full-Time" or "Full-Time Employee" 3
2.29 "Group Health Plan" 3
2.30 "Health Reimbursement Account" 3
2.31 "HIPAA" 3
2.32 "HMO Option" 3
2.33 "Maximum Allowed Amount" 4
2.34 "Medicaid" 4
2.35 "Medigap Med-Only Supplement Option" 4
2.36 "Medigap Supplement Option" 4
2.37 "Medicare" 4
2.38 "Medicare Supplement Option" 4
2.39 "Next Gen Date" 4
2.40 "Next Gen Employee" 4
2.41 "No Coverage Option" 4
2.42 "Non-Exempt Employee" 4
2.43 "Non-Represented" 4
2.44 "Other Insured Arrangement Option" 4
2.45 "Participant" 5

2.46 "Period of Coverage" 5
2.47 "Plan" 5
2.48 "Plan Administrator" 5
2.49 "Plan Effective Date" 5
2.50 "Plan Year" 5
2.51 "Post-65 Retiree" 5
2.52 "Pre-65 Retiree" 5
2.53 "Pre-65 Retiree Plan Participant" 5
2.54 "Qualified Beneficiary" 5
2.55 "Qualifying Event" 5
2.56 "Qualifying Medical Expenses" 6
2.57 "Related Employer" 6
2.58 "Represented" 6
2.59 "Retiree" 6
2.60 "Separation Date" 7
2.61 "Special CMA Retiree" 7
2.62 "Spouse" 7
2.63 "Status Change" 7
2.64 "Summary Plan Description" 8
2.65 "Years of Service" 8

ARTICLE III PARTICIPATION 8
3.01 Eligibility 8
3.02 Special Provisions Applicable to 2002 NiSource Organization Restructuring 10
3.03 Special Provisions Applicable to Certain Outsourced and Severed Employees 11
3.04 Special Provisions Applicable to Former Represented Employees 11
3.05 Enrollment 12
3.06 Lifetime Maximum 12

ARTICLE IV HEALTH REIMBURSEMENT ACCOUNT 13
4.01 Establishment of Health Reimbursement Account 13
4.02 Employer Contributions 13
4.03 Covered Person Contributionse 14

ARTICLE V HEALTH REIMBURSEMENT BENEFITS 14
5.01 Benefits 14
5.02 Reimbursement of Qualifying Medical Expenses 14
5.03 Maximum Benefits 14
5.04 Available Amount Under Health Reimbursement Account 14
5.05 Carryover 14
5.06 Reimbursements After Termination; Forfeiture 15

ARTICLE VI SUBROGATION 15
6.01 Subrogation 15
6.02 Right of Recovery 15
6.03 Application to Funds Recovered 15
6.04 Cooperation Required 15
6.05 First Lien Created 16
6.06 Constructive Trust 16
6.07 Personal Liability Created 16

ARTICLE VII COORDINATION OF BENEFITS 17
7.01 General 17

ARTICLE VIII ADMINISTRATION OF PLAN 17
8.01 Committee to Administer the Plan 17
8.02 The Committee 17
8.03 Powers of the Plan Administrator 17
8.04 Interpretative Authority 18
8.05 Reliance on Tables, Etc 18
8.06 Nondiscriminatory Exercise of Authority 18
8.07 Indemnification of Plan Administrator 18
8.08 Limitation on Liability 19
8.09 Appointment of Claims Administrator 19

ARTICLE IX CLAIMS FOR BENEFITS 19
9.01 Consideration of Initial Claim 19
9.02 Adverse Benefit Determination Regarding the Initial Claim 21
9.03 Mandatory First-Level Internal Appeal to the Claims Administrator 21
9.04 Adverse Benefit Determination on a Mandatory First-Level Internal Appeal 23
9.05 Mandatory Second-Level Internal Appeal of Pre-and Post-Service Claim Denials. 23
9.06 Adverse Benefit Determination on a Mandatory Second-Level Internal Appeal 24
9.07 Limitations Upon Civil Actions 24
9.08 Construction of Section 25

ARTICLE X TERMINATION OF PARTICIPATION AND CONTINUATION COVERAGE 25
10.01 Cessation of Participation 25
10.02 COBRA 27

ARTICLE XI PROVISIONS CONCERNING PROTECTED HEALTH INFORMATION 28
11.01 General 28
11.02 Permitted Uses and Disclosure 28
11.03 Disclosures to Company 28
11.04 Adequate Separation 30
11.05 Unauthorized Use or Disclosure 30
11.06 Special Amendatory Authority 30

ARTICLE XII PROVISIONS CONCERNING THE SECURITY OF ELECTRONIC PROTECTED HEALTH INFORMATION 30
12.01 General 30
12.02 Duty of the Plan Sponsor 30

ARTICLE XIII MISCELLANEOUS PROVISIONS 31
13.01 Assignment of Benefits 31
13.02 Information To Be Furnished 31
13.03 Limitation of Rights 32
13.04 Plan Not Contract 32
13.05 Fiduciary Operation 32
13.06 No Guaranty 32
13.07 Misrepresentation 32
13.08 Inadvertent Error 32
13.09 No Liability for Acts of Any Provider 32
13.10 Covered Person’s Responsibilities 32
13.11 Right of Recovery 33
13.12 Governing Law and Venue 33
13.13 Severability 33
13.14 Participant Litigation 33
13.15 Counterparts 33

13.16 Notice 33
13.17 Extension of Plan to Related Employers 34
13.18 Construction 34
13.19 Mistake of Fact 34
13.20 Employee Assistance Program Coverage 34

ARTICLE XIV FUNDING, AMENDMENT AND TERMINATION OF THE PLAN 34
14.01 Plan Self-Insured 34
14.02 Participants' and Dependents' Rights Unsecured 35
14.03 Amendment 35
14.04 Termination 35
14.05 Collective Bargaining Agreement 35

SCHEDULE A

ARTICLE I
INTRODUCTION

1.01 **Purpose of Plan**. NiSource Inc. (the "Company") established and maintained the NiSource Consolidated Flex Medical Plan, a component welfare plan of the NiSource Life and Medical Benefits Program, to provide group medical benefits for the participants and beneficiaries thereunder, including for certain Post-65 Retirees (as defined below) and their dependents who have attained age 65, under one or more Medicare supplement plan options. Effective September 1, 2010, the Company established the NiSource Post-65 Retiree Medical Plan for the purpose of merging and incorporating all such Medicare supplement plan options into a sing retiree-only plan that became a separate employee welfare benefit plan for purposes of ERISA (as defined below). Effective January 1, 2026, the Company has established and shall maintain the NiSource Post-65 Retiree Health Reimbursement Arrangement (the "Plan") for the participants and beneficiaries hereunder. The Plan is a component welfare plan of the NiSource Post-65 Retiree Medical Program, designated by the Company as plan number 538 for purposes of reporting on Form 5500 with the Department of Labor and the Internal Revenue Service. This is the original document constituting the Plan, effective as of January 1, 2026.

1.02 **Health Reimbursement Arrangement.** This Plan is intended to qualify as a health reimbursement arrangement as defined under Internal Revenue Service Notice 2002-45, and any subsequent guidance, and shall be interpreted to accomplish that objective. The purpose of the Plan is to provide eligible Post-65 Retirees and their eligible Dependents with reimbursement for premium expenses from Medicare supplement plans purchased through Alight Retiree Health Services and other Qualifying Medical Expenses.

ARTICLE II
DEFINITIONS

The following words and phrases as used in this Plan shall have the following meanings, unless a different meaning is plainly required by the context. A pronoun or adjective in the masculine gender includes the feminine gender, and the singular includes the plural, unless the context clearly indicates otherwise.

2.01 **"Annual Enrollment Period"** means the period established by the Company each year during which time a Retiree or Covered Surviving Dependent may enroll in coverage through the private health exchange managed by Alight, effective for the following Plan Year.

2.02 **"Available Post-65 HRA Subsidy"**¶ means, with respect to a Post-65 Retiree or a Post-65 Retiree's Covered Spouse, the Post-65 HRA subsidy that is available to the Retiree's Covered Retiree Group, as indicated in Schedule 1 attached hereto. **"BSG"**¶ means Bay State Gas Company, a Massachusetts corporation.

2.04 **"BSG Med Supp (Med Only) Option"**¶ means the BSG Medical Supplement Plan Option, without prescription drug coverage, previously offered to certain Covered Retiree Groups under the NiSource Post-65 Retiree Medical Plan.

2.05 **"BSG Med Supp Option"** means the BSG Medical Supplement Plan Option, with prescription drug coverage, previously offered to certain Covered Retiree Groups under the NiSource Post-65 Retiree Medical Plan.

2.06 **"BSG Med Supp Multi Union Option"** means the BSG Medical Supplement Multi Union Plan Option, previously offered to certain Covered Retiree Groups under the NiSource Post-65 Retiree Medical Plan.**"Claims Administrator"** means the person, persons, entity or entities appointed by the Plan Administrator pursuant to Section 8.09 to process benefit claims under, or otherwise to assist in the administration of, the Plan.

2.08 **"COBRA"** means Public Law 99-272, the Consolidated Omnibus Budget Reconciliation Act of 1985, as amended from time to time.

2.09 **"COBRA Continuation Coverage"** means continuation coverage to the extent required by COBRA.

2.10 **"Code"** means the Internal Revenue Code of 1986, as amended from time to time. Reference to any section or subsection of the Code includes reference to any comparable or succeeding provisions of any legislation that amends, supplements or replaces such section or subsection.

2.11 **"Columbia Divested Company"** means any one of the following companies that previously was affiliated with a Related Employer: Columbia Energy Services Corp., Columbia Propane Corporation, Columbia Electric Corporation, Columbia LNG Corporation, Energy.com Corporation, Columbia Trans Communications, Commonwealth Propane, Columbia Propane LP, Columbia Petroleum Corporation, Columbia Natural Resources Inc., Hawg Hauling & Disposal Inc., Coal Gas, CS-42, Gas Development, New York Gas & Elec, Pittsburgh Market Division and Columbia Gas of West Virginia.**"Committee"** means the NiSource Benefits Committee.

2.13 **"Company"** means NiSource Inc., a Delaware corporation.

2.14 **"Consolidated Flex Plan"** means the NiSource Consolidated Flex Medical Plan, a component welfare plan of the NiSource Life and Medical Benefits Program, together with any and all amendments and supplements thereto, and any and all restatements thereof, from time to time.**"Covered Employee"** means an individual who is (or was) provided coverage under the Plan by virtue of being or having been an Employee, and includes a Retiree who is covered by the Plan.

2.16 **"Covered Participant"**means a Participant or Pre-65 Retiree Plan Participant.**"Covered Person"** means a Post-65 Retiree or Dependent covered under the Plan.**"Covered Person Contribution"** means the contribution required of a Covered Person under Section 10.02 and any contribution required of a Covered Person for supplemental Medicare medical coverage obtained through Alight Retiree Health Services.

2.19 **"Covered Retiree"** means a Retiree who is (or was) provided coverage under the Plan by virtue of the performance of services by the individual for an Employer.

2.20 **"Covered Retiree Group"**¶ means a group of Retirees described in Schedule 1 attached hereto in which a Retiree is a member, as determined by the Plan Administrator or its designee, in its sole discretion. Without limiting the generality of the foregoing, and notwithstanding any provision of Schedule 1, the Plan Administrator, in its absolute discretion, may determine that a Retiree is a member of a Covered Retiree Group that does not correspond to his or her actual date of hire or rehire. **"Covered Surviving Dependent"** means a Surviving Dependent who is covered under the Plan.

2.22 **"Defined Dollar Subsidy"** means the Company's contribution toward the cost of coverage for certain Retirees under the NiSource Post-65 Retiree Medical Plan.**"Dependent"** means:

(a) The Spouse of a Participant, if not legally separated, who has attained age 65;

(b) A person who satisfies the provisions of Section 10.01(b) of the Plan for continued coverage as a surviving dependent, subject to any other limitations on dependent status included in this Section 2.33.

2.24 **"Employee"** means a regular or temporary employee of an Employer. No independent contractor shall be treated by the Plan Administrator as an Employee during the period he or she renders service as an independent contractor. Any person retroactively or in any other way found to be a common law employee shall not be considered and Employee for any period during which he or she was not treated as an Employee by the Plan Administrator.

2.25 **"Employer"** means the Company, any Related Employer, and any successor that shall maintain the Plan, but does not include (i) any Related Employer that maintains a group health plan providing medical benefits for its employees or retirees, or for whose employees or retirees such a plan is maintained, if such plan is not included as part of the Plan or as part of the Consolidated Flex Plan for purposes of reporting on Form 5500 filed with the Federal government, (ii) any Related Employer to the extent that an agreement related to the acquisition, sale or other disposition of the Related Employer provides that its Employees or Retirees shall not have coverage under the Plan, or (iii) any Related Employer that the Plan Administrator has determined in its discretion is not an "Employer" for purposes of the Plan. Any Related Employer that satisfies the conditions of the immediately preceding sentence for being an "Employer" shall be deemed to have adopted the Plan. Unless otherwise provided by the Plan Administrator, an Employer participating in the Plan shall automatically cease to participate in the Plan, without further action or notice by the Plan Administrator and without need for amendment or modification of the Plan, on the date that such entity is no longer considered a Related Employer of the Company. The Company and any applicable Related Employer may limit or extend the adoption of the Plan to one or more groups of Employees and/or divisions, locations or operations. Without limiting the generality of the foregoing, Lake Erie Land Company shall not be an Employer under the Plan.

2.26 **"ERISA"** means the Employee Retirement Income Security Act of 1974, as amended. Reference to any section or subsection of ERISA includes reference to any comparable or succeeding provisions of any legislation that amends, supplements or replaces such section or subsection.

2.27 **"Exempt Employee"** means an Employee who is not entitled to overtime under the Fair Labor Standards Act, 29 U.S.C. § 201, et seq.**"Full-Time" or "Full-Time Employee"** means an Employee characterized by an Employer as a full-time employee who regularly works 40 or more hours per week or, with respect to a Represented Employee, who regularly works such other period of time that is specified in the collective bargaining agreement covering such Employee as constituting full-time status for purposes of the Consolidated Flex Plan. **"Group Health Plan"** means a plan (including a self-insured plan) of, or contributed to by, an employer (including a self-employed person) or employee organization to provide health care (directly or otherwise) to the employees, former employees, the employer, others associated or formerly associated with the employer in a business relationship, or their families.

2.30 **"Health Reimbursement Account"** means the recordkeeping account established for a Participant in accordance with Section 4.01.

2.31 **"HIPAA"** means the Health Insurance Portability and Accountability Act of 1996, as amended.

2.32 **"HMO Option"** means a Coverage Option offered through a health maintenance organization, previous offered to certain Covered Retiree Groups under the NiSource Post-65 Retiree Medical

Plan.**"Maximum Allowed Amount"** has the meaning given such term in the Consolidated Flex Medical Plan.

2.34 **"Medicaid"** means a state program of medical aid for needy persons established under Title XIX of the Social Security Act of 1965, as amended.

2.35 **"Medigap Med-Only Supplement Option"** means the Medigap Med-Only Supplement Option, previously offered to certain Covered Retiree Groups under the NiSource Post-65 Retiree Medical Plan.

2.36 **"Medigap Supplement Option"** means the Medigap Supplement Option, previously offered to certain Covered Retiree Groups under the NiSource Post-65 Retiree Medical Plan.

2.37 **"Medicare"** means the program of medical care benefits provided for aged and disabled persons under the Social Security Act of 1965, as amended.

2.38 **"Medicare Supplement Option"** means the Medicare Supplement Plan Option, previously offered to certain Covered Retiree Groups under the NiSource Post-65 Retiree Medical Plan.**"Next Gen Date"**¶ means: with respect to an Exempt Employee, January 1, 2010;

(b) with respect to a Non-Exempt Employee (including a Represented Employee, but excluding a Full-Time NIPSCO Represented Employee), to the extent such Employee is not otherwise described in the following subsections of this Section 2.55), January 1, 2013;

(c) with respect to an Employee of Bay State Gas Company represented by the Utility Workers Union of America, AFL-CIO, Local Union No. 273 (Brockton Clerical/Technical), June 1, 2013;

(d) with respect to an Employee of Bay State Gas Company represented by the Utility Workers Union Of America, AFL-CIO, Local Union No. 273 (Brockton Operating), January 1, 2013;

(e) with respect to an Employee of Bay State Gas Company represented by the International Brotherhood of Electrical Workers Local Union No. 326 (Lawrence), January 1, 2013;

(f) with respect to an Employee of Bay State Gas Company represented by the International Brotherhood of Electrical Workers Local Union No. 486 (Northampton), January 1, 2011;

(g) with respect to an Employee of Bay State Gas Company represented by the United Steel Workers Local Union No. 12026 (Springfield Clerical/Technical), January 1, 2011; and

(h) with respect to an Employee of Bay State Gas Company represented by the United Steel Workers Local Union No. 12026 (Springfield Operating), January 1, 2014.

2.40 **"Next Gen Employee"**means an Employee hired or rehired on or after the Next Gen Date with respect to the class of Employees into which he or she was hired or rehired, or who, as a result of a transfer described in Section 4.01(e), is deemed to be a Next Gen Employee, all as determined by the Plan Administrator in its absolute discretion.**"No Coverage Option"** means an election not be become covered under a Post-65 Retiree Coverage Option in the NiSource Post-65 Retiree Medical Plan.**"Non-Exempt Employee"** means an employee who is entitled to overtime under the Fair Labor Standards Act, 29 U.S.C. § 201 et seq.**"Non-Represented"** means an Employee who is not covered by a collective bargaining agreement between an Employer and a union.**"Other Insured**

Arrangement Option" means any other fully-insured arrangement maintained by the Company under the NiSource Post-65 Retiree Medical Plan.**"Participant"** means each Retiree, Pre-65 Retiree Plan Participant or Surviving Dependent who satisfies the requirements of Article III of the Plan regarding eligibility and participation and is participating in the Plan.

2.46 **"Period of Coverage"** means the Plan Year, except that (i) for a Retiree who first becomes a Participant, it will mean the portion of the Plan Year following the date participation commences, and (ii) for Participants who terminate participation, it will mean the portion of the Plan Year prior to the date participation terminates.

2.47 **"Plan"** means the NiSource Post-65 Retiree Health Reimbursement Arrangement set forth herein, together with any and all amendments and supplements thereto.

2.48 **"Plan Administrator"** means the Committee, and any person or entity to whom the Committee has from time to time delegated authority to carry out the administrative functions of the Plan.

2.49 **"Plan Effective Date"** means January 1, 2026.**"Plan Year"** means the period beginning on January 1 and ending on December 31.

2.51 **"Post-65 Retiree"** means a Retiree who has attained age 65.

2.52 **"Pre-65 Retiree"** means a Retiree who has not attained age 65.

2.53 **"Pre-65 Retiree Plan Participant"** means a Pre-65 Retiree who is properly enrolled in the Consolidated Flex Plan.

2.54 **"Qualified Beneficiary"**¶ means:Any persons who were Covered Persons on the date immediately preceding a Qualifying Event as:

(1) A Covered Employee;

(2) A Covered Employee's or Pre-65 Retiree Plan Participant's Spouse; or

(b) In the case of a Qualifying Event described in subsection 2.55(c), a Retiree who retired on or before the date of substantial elimination of coverage and any other individual who, on the day before such Qualifying Event, is a Covered Person as a Spouse or surviving Spouse.

2.55 **"Qualifying Event"** means any of the following that results in loss of coverage for a Qualified Beneficiary:

(a) The Covered Employee's or Pre-65 Retiree Plan Participant's death;

(b) The divorce or legal separation of the Covered Employee or Pre-65 Retiree Plan Participant from such person's Spouse; or

(c) With respect to a Retiree, a proceeding in a case under Title XI, United States Code, with respect to an Employer from whose employment the Retiree retired. In the case of a Qualifying Event described in this subsection 2.55(c), a "loss of coverage" includes a substantial elimination of coverage with respect to a Qualified Beneficiary described in subsection 2.54(b) within one year before or after the date of commencement of the proceeding.

2.56 **"Qualifying Medical Expenses"** means the following expenses incurred by a Participant or Dependent: (i) premiums for plans purchased for individual insurance through Alight Retiree Health Services; (ii) premiums for individual health and prescription drug insurance; (iii) Medicare Part B premiums, including any income-related monthly adjustment amount; (iv) premiums for dental or vision insurance plans; (v) expenses for "medical care" as defined in Section 213(d) of the Code and the rules, regulations and Internal Revenue Service interpretations thereunder, excluding any prescription drug copayments not described in clauses (vi) or (vii) of this paragraph; (vi) if it has been determined after the Plan Year has ended that such Covered Person did not reach the catastrophic coverage phase of Medicare Part D coverage for such Plan Year, prescription drug copayments made during such Plan Year by a Covered Person enrolled in a Medicare drug plan; and (vii) if the Covered Person does reach the catastrophic coverage phase of Medicare Part D coverage for such Plan Year, only prescription drug copayments made by a Covered Person enrolled in a Medicare drug plan if such copayments are incurred while in the catastrophic phase of Medicare Part D coverage for such Plan Year.

Notwithstanding the foregoing, the term does not include (i) an expense incurred by a Participant or Dependent who has attained age 65, if such Participant or Dependent is not enrolled in supplemental Medicare medical coverage through Alight Retiree Health Services; (ii) unprescribed medicines or drugs, without regard to whether such medicines or drugs could be obtained without a prescription; (iii) expenses for qualified long-term care services; (iv) expenses that are reimbursed (or are reimbursable) through any Alight Retiree Health Services coverage, other insurance, or any other accident or health plan; (v) expenses incurred by a Pre-65 Retiree Plan Participant; or (vi) any other expense that is reasonably determined not to be eligible for reimbursement by a health reimbursement arrangement according to Internal Revenue Service guidance. However, a Participant or Dependent whose legal residence is outside of the United States on the original effective date of the Plan shall not be required to be enrolled in supplemental Medicare medical coverage through Alight Retiree Health Services for an expense to be considered a Qualifying Medical Expense.

2.57 **"Related Employer"** means (1) any corporation that is a member of a controlled group of corporations (as defined in Section 414(b) of the Code) that includes the Company; (2) any trade or business (whether or not incorporated) that is under common control (as defined in Section 414(c) of the Code) with the Company; and (3) any member of an affiliated service group (as defined in Section 414(m) of the Code) that includes the Company.

2.58 **"Represented"** means a Full-Time or Part-Time Employee or a Retiree who is covered by a collective bargaining agreement between an Employer and a union.

2.59 **"Retiree"** means a former Full-Time Employee or Part-Time Employee who, in accordance with a plan or procedure adopted by the Employer, retired from service with an Employer (i) after having attained the age of 55 years and ten Eligibility Years of Service, (ii) prior to January 1, 2006, after having attained ten Eligibility Years of Service, but prior to attaining the age of 55 years, and who elected continued coverage under the Plan in lieu of COBRA Continuation Coverage pursuant to a written agreement entered into with an Employer, or (iii) on or after January 1, 2018, after having attained age 50 and 5 Eligibility Years of Service, if the Employer (A) determines in its discretion that such Employee's termination of employment was in connection with the Customer Value Initiative adopted by the Employer or was in connection with a similar program or initiative adopted by the Employer in which it determined to make retiree welfare benefit eligibility available, and (B) enters into a written agreement with such former Employee that expressly provides for retiree welfare benefit eligibility, provided that such person's eligibility for benefits under the Consolidated Flex Plan as a 'Retiree' shall commence no earlier than the later of (x) the date such

former Employee attains age 55, and (y) the date such former Employee would have attained 10 Eligibility Years of Service has his or her employment not terminated. For purposes of this Section 2.58, "Eligibility Years of Service" means the total number of years of active employment with the Company or an Employer, as calculated as of the date of an Employee's retirement and as determined by the Plan Administrator in its sole and absolute discretion. Notwithstanding the foregoing,

(a) "Retiree" shall also mean any former Employee who qualifies as a Retiree under the Special Provisions described in Article III;

(b) "Retiree" shall also mean any Employee of Bay State Gas Company or of NiSource Corporate Services Company who was not a Next Gen Employee, whose employment was terminated in connection with the CMA Transaction, as determined by the Plan Administrator in its absolute discretion, who had not attained age 55 and ten Eligibility Years or Service as of October 9, 2020, the closing date of the CMA Transaction, and who has attained age 65 (a "Special Bridged CMA Retiree");

(c) Upon reaching age 65, a Retiree shall be considered a Post-65 Retiree;

(d) A person who would otherwise meet the definition of "Retiree" shall not be ineligible to be a Retiree solely because such person elected to retire from service with an Employer during a strike or lockout;

(e) "Retiree" shall include any person who satisfied the definition of "Retiree" that was in effect under the Plan or any predecessor plan at the time of such person's retirement;

(f) Regardless of the subsections above, "Retiree" shall not include any former Next Gen Employee; and

(g) Regardless of the subsections above, "Retiree" shall not include any person who is not a member of a Covered Retiree Group or who belongs to a Covered Retiree Group for which there is no Available Post-65 HRA Subsidy (See Schedule 1).

Without limiting the generality of any other provision of the Plan, as of the Separation Date, the term 'Employer' for purposes of this Section 2.85 shall not include any Columbia Divested Company or any CPG Related Employer.

2.60 **"Separation Date"** means July 1, 2015, or if later, the date of the consummation of all transactions necessary to effectuate the CPG Spin-Off.

2.61 **"Special CMA Retiree"** means (i) a Special Bridged CMA Retiree, as defined in Section 2.58, or (ii) any Employee of Bay State Gas Company or of NiSource Corporate Services Company who was not a Next Gen Employee, whose employment was terminated in connection with the CMA Transaction, as determined by the Plan Administrator in its absolute discretion, and who had attained age 55 and ten Eligibility Years of Service as of October 9, 2020, the closing date of the CMA Transaction.

2.62 **"Spouse"** means a person who is treated as a spouse under the Code.

2.63 **"Status Change"** means any of the following:

(a) Legal Marital Status. Events that change a Retiree's legal marital status, including marriage, death of Spouse, divorce, legal separation, or annulment.

(b) Number of Dependents. Events that change a Retiree's number of Dependents, including birth, adoption, placement for adoption (as defined in Treasury Regulations under Code Section 9801), or death of a Dependent.

(c) Employment Status. A termination or commencement of employment, a strike or lockout, a commencement or return from an unpaid leave of absence, or a change in worksite that changes the employment status of a Retiree, a Spouse or other Dependent, or any other change in the employment status of a Retiree, a Spouse or other Dependent that makes such individual eligible or ineligible for coverage under the Plan (such as switching from full-time to part-time status or from salaried to hourly-paid).

(d) Dependent Satisfies or Ceases to Satisfy the Requirements for Unmarried Dependents. An event that causes a Dependent to satisfy or cease to satisfy the requirements for coverage due to marriage, attainment of age, student status, or any similar circumstance as provided in the Plan.

(e) Residence. A change in the place of residence of a Retiree, a Spouse or other Dependent.

(f) Other Permissible Events. Any other event that the Plan Administrator or a member of the Committee determines to be a permissible Status Change under the Code or any regulation, ruling or release issued thereunder. Such determination shall be (1) consistent with the terms of the Plan; and (2) made in a uniform and non-discriminatory manner.

As used in this Section 2.61, and subject to the immediately following paragraph, the term "Dependent" shall include only those Dependents described in Section 2.33 above who would be considered a "dependent" for purposes of Code Section 125, the regulations thereunder, and Internal Revenue Service Notice 2010-38, as such statutory provision, regulations or guidance may be amended or modified from time to time.

2.64 "Summary Plan Description" means the summary plan description for the Plan.

2.65 "Years of Service" means the total number of years of active employment with the Company or an Employer, as calculated as of the date of an Employee's retirement and as determined by the Plan Administrator in its sole and absolute discretion.

ARTICLE III
PARTICIPATION

3.01 Eligibility. Subject to the specific eligibility restrictions described in this Article, Post-65 Retirees shall be eligible to participate in the Plan, and their eligible Dependents may be eligible to be enrolled in the Plan, as follows:Post-65 Retirees. If he properly enrolls in Medicare Part A and Medicare Part B, and for supplemental Medicare medical coverage via Alight Retiree Health Solutions, a Post-65 Retiree may be covered under the Plan as of the later of the date he (i) attains age 65, or (ii) becomes a Retiree.

(b) Dependents. A Covered Participant's eligible Dependent who is properly enrolled in Medicare Part A and Medicare Part B, and for supplemental Medicare medical coverage via Alight Retiree Health Solutions shall be covered on the later of the date they (i) attain age 65, or (ii) the date a Retiree becomes eligible under this Plan or under the Consolidated

Flex Medical Plan as a Pre-65 Retiree Plan Participant. Notwithstanding the foregoing, a Retiree must be enrolled in Company sponsored covered, either through the Plan or as a Pre-65 Retiree Plan Participant for the Dependent to be eligible for the Plan.

(c) No Double Coverage. Notwithstanding the foregoing, no person is eligible to be covered as both a Participant and a Dependent, no person may be covered as a Dependent of more than one Covered Person, and no Employee may be covered as a Dependent.

(d) Reservation of Right to Amend and Terminate. The Committee reserves the right to amend or terminate the provisions for Post-65 Retiree participation and for enrollment of Dependents in accordance with Article XX.

(e) Non-U.S. Residents. Notwithstanding the foregoing, if a Post-65 Retiree or Dependent has a permanent legal residence outside of the United States on the date the Plan is established, he or she shall not be required to be enrolled in supplemental Medicare medical coverage via Alight Retiree Health Solutions to be eligible to participate in the Plan for so long he or she permanently resides outside of the United States. If such Post-65 Retiree or Dependent at any point thereafter establishes permanent residence in the United States, they shall be required to enroll in supplemental Medicare medical coverage via Alight Retiree Health Solutions to maintain eligibility to Participate in the Plan.

A Covered Person must be continuously enrolled in supplemental Medicare medical coverage purchased through Alight Retiree Health Solutions to be eligible for any Available Post-65 HRA Subsidy from the Company, as listed in Schedule 1, except as noted in subsection (e), above.

(f) Notwithstanding any other provision of the Plan, except for a person who is rehired as a Safety Plan Rehire (to the extent such Safety Plan Rehire is not thereafter rehired by an Employer), none of the following persons shall be eligible for benefits under the Plan as a 'Retiree,' whether at the time of his or her rehire or upon his or her subsequent termination of employment:

(1) an Exempt Employee who was rehired on or after January 1, 2010;

(2) a Non-Exempt Employee, to the extent not otherwise described in the following subsections of this Section 3.01, who was rehired on or after January 1, 2013;

(3) an Employee of Bay State Gas Company represented by the Utility Workers Union of America, AFL-CIO, Local Union No. 273 (Brockton Clerical/Technical) who was rehired on or after June 1, 2013;

(4) an Employee of Bay State Gas Company represented by the Utility Workers Union of America, AFL-CIO, Local Union No. 273 (Brockton Operating) who was rehired on or after January 1, 2013;

(5) an Employee of Bay State Gas Company represented by the International Brotherhood of Electrical Workers Local Union No. 326 (Lawrence) who was rehired on or after January 1, 2013;

(6) an Employee of Bay State Gas Company represented by the International Brotherhood of Electrical Workers Local Union No. 486 (Northampton) who was rehired after June 18, 1999;

(7) an Employee of Bay State Gas Company represented by the United Steel Workers Local Union No. 12026 (Springfield Clerical/Technical) who was rehired on or after January 1, 2011; and

(8) an Employee of Bay State Gas Company represented by the United Steel Workers Local Union No. 12026 (Springfield Operating) who was rehired on or after May 15, 1999.

For purposes of this Plan, a "Safety Plan Rehire" is (i) a Retiree who is rehired by Columbia Gas of Ohio, Inc. after January 1, 2019 to support the construction activities associated with regulator station replacement in conjunction with the LP-Enhanced Safety Plan and natural gas system replacement projects, or (ii) a retiree who was rehired by Bay State Gas Company after January 1, 2019 for a short-term position as Department of Public Utilities liaison for the third-party audit of post-incident construction.

(g) Transfer Provisions. Notwithstanding any other provision of the Plan, except for a Safety Plan Rehire (to the extent such Safety Plan Rehire is not thereafter rehired by an Employer or transferred to another Employee status), the following persons shall not be eligible for benefits under the Plan as a 'Retiree':

(1) an Employee who was hired or rehired on or after January 1, 2010 and who transfers to an Exempt Employee status on or after January 1, 2010 from a status other than as an Exempt Employee; or

Any Employee who transfers into an Employee status referred to in clause (1) will be deemed a Next Gen Employee and will not thereafter be eligible for benefits under the Plan as a 'Retiree.'

3.02 Special Provisions Applicable to 2002 NiSource Organization Restructuring. From August 28, 2002, through December 31, 2002, certain Employees were notified of their involuntary separation under the 2002 NiSource Inc. Organization Restructuring (the "2002 Restructuring"). The purpose of this Section is to specify the special provisions that apply to Employees who were eligible for and elected the Defined Dollar Subsidy for retiree medical coverage offered pursuant to the 2002 Restructuring.

(a) Retiree Medical Benefits Offered in Connection with the 2002 NiSource Inc. Organization Restructuring.

An Employee who:

(1) Was notified of his or her involuntary separation from an Employer under the 2002 Restructuring between August 28, 2002 and December 31, 2002;

(2) Elected salary continuation as his or her severance benefit option and, at the end of the salary continuation period, was age 50 to 54 with 10 Years of Service;

(3) Properly executed the release attached to his or her Severance Agreement in accordance with the procedures set forth in that Severance Agreement, or if appropriate, any subsequently tendered release from the Company or an affiliate thereof; and

(4) Was eligible for and elected the Defined Dollar Subsidy offered in connection with the 2002 Restructuring,

shall be eligible, subject to other provision of Article III, for coverage under the Plan, including any Available Post-65 HRA Subsidy for their Covered Retiree Group, if any (see Schedule 1). The Retiree shall remain responsible for the annual cost of coverage obtained through Alight Retiree Health Services.

(b) Years of Service. For purposes of this Section only, "Years of Service" equals the total number of Years of Service at retirement, rounded up to the nearest whole number, earned by the Post-65 Retiree or Pre-65 Retiree Plan Participant for purposes of benefit accrual (including all service prior to a distribution that causes any prior service to be disregarded) under each defined benefit pension plan maintained by the Company or an affiliate in which the former Employee accrued a benefit, as calculated under the terms of each applicable defined benefit pension plan.

3.03 Special Provisions Applicable to Certain Outsourced and Severed Employees. Notwithstanding any provision of the Plan to the contrary, but subject to the particular eligibility provisions of each section of this Article III, any Participant who (i) was notified in writing on June 21, 2005, or any following date up to and including December 31, 2005, that his or her employment was outsourced to International Business Machines Corporation (the "IBM Outsourcing"), (ii) received an initial Severance Letter Agreement dated on June 21, 2005, or any following date up to and including December 31, 2005, from the Company in connection with the IBM Outsourcing, (iii) elected by January 10, 2006 to be part of the termination from service window offered to employees eligible for the NiSource Inc. Executive Severance Policy, or (iv) was otherwise terminated from employment in connection with the 2005/2006 corporate restructuring on or before March 31, 2006, as reflected in his termination letter, shall be considered a Retiree and, subject to the other provisions of Article III, including without limitation Section 3.01(a), shall be eligible for coverage under the Plan, including any Available Post-65 HRA Subsidy for their Covered Retiree Group (see Schedule 1). The Retiree shall remain responsible for the annual cost of coverage obtained through Alight Retiree Health Solutions.

(b) Years of Service. For purposes of this Section only, "Years of Service" equals the number of Years of Service earned by a former Employee towards eligibility for an early retirement pension under each defined benefit pension plan maintained by the Company or an affiliate in which the former Employee participated, as calculated under the terms of each applicable defined benefit pension plan; provided, however, that Years of Service shall not include any pension service time added as a result of the IBM Outsourcing or severance in connection with the IBM Outsourcing.

3.04 Special Provisions Applicable to Post-65 Retirees Who Are Former Represented Employees.

(a) Eligibility. Notwithstanding any other provision in Article III, Post-65 Retirees who retired from employment with an Employer as Represented Employees, and their Dependents, shall be eligible for coverage under this Article III only to the extent provided by the respective collective bargaining agreements applicable to such Post-65 Retirees as former Represented Employees.

(b) Contributions. Notwithstanding any other provision in Article III, Post-65 Retirees who retired from employment with an Employer as Represented Employees shall remain responsible for the annual cost of coverage obtained through Alight Retiree Health Solutions.

3.05 **Enrollment**. Each Retiree who becomes eligible to participate in the Plan under Section 3.01 by properly enrolling in Medicare Part A, Medicare Part B, and in supplemental Medicare medical coverage via Alight Retiree Health Solutions, and who are part of a Covered Retiree Group with an Available Post-65 HRA Subsidy, shall automatically have a Company-funded Health Reimbursement Account established. Retirees who are a part of a Covered Retiree Group with an Available Post-65 HRA Subsidy (see Schedule 1) will receive enrollment information from Alight Retiree Health Solutions before the first day of the month in which a Retiree becomes Medicare eligible due to Retirement. The health plans offered through Alight Retiree Health Solutions are individual Medicare supplemental health care policies, and the enrollment period for these policies is defined by Medicare. Notwithstanding the foregoing, a Retiree or their eligible Dependent must timely enroll in Medicare Part A, Medicare Part B, and supplemental Medicare medical coverage via Alight Retiree Health Solutions after coverage ends under the Consolidated Flex Medical Plan to receive the Available Post-65 HRA Subsidy available to their Covered Retiree Group. Retirees or their eligible Dependents that do not timely enroll shall not receive any Available Post-65 HRA Subsidy if they enroll in an individual Medicare medical supplemental health care policy through Alight Retiree Health Solutions in any subsequent enrollment period. If a Retiree or Surviving Dependent, having enrolled in the Plan, later ceases to be a Participant in the Plan, including as a result of voluntarily or involuntarily failing to enroll in, or ceasing, supplemental Medicare medical coverage through Alight Retiree Health Solutions, such Retiree or Surviving Dependent may later reenroll in the Plan, but will no longer receive any Available Post-65 HRA Subsidy in a Company-funded Health Reimbursement Account.

For a Participant to be entitled to receive contributions to his or her Health Reimbursement Account with respect to a Spouse or who has attained age 65, the Spouse must enroll in supplemental Medicare medical coverage through Alight Retiree Health Solutions upon the later of (i) the Spouse attaining age 65, and (ii) in the case of the Spouse of a Pre-65 Retiree Plan Participant, the Pre-65 Retiree Plan Participant becoming eligible for pre-65 coverage under the Flex Medical Plan. If a Participant's Spouse fails to enroll in supplemental Medicare medical coverage through Alight Retiree Health Solutions in a timely manner upon attaining age 65, or enrolls but later ceases coverage, whether involuntarily (as a result of failure to pay required premiums or otherwise) or voluntarily, no contribution shall thereafter be made to the Participant's Health Reimbursement Account with respect to such Spouse.

Notwithstanding the foregoing, if a Post-65 Retiree or Dependent has a permanent legal residence outside of the United States on the date the Plan is established, he or she shall not be required to be enrolled in supplemental Medicare medical coverage via Alight Retiree Health Solutions to receive the Available Post-65 HRA Subsidy available to their Covered Retiree Group for so long he or she permanently resides outside of the United States. If such Post-65 Retiree or Dependent at any point thereafter establishes permanent residence in the United States, they shall be required to enroll in supplemental Medicare medical coverage via Alight Retiree Health Solutions to maintain eligibility to receive any Available Post-65 HRA Subsidy.

3.06 **Lifetime Maximum.** If a Covered Person previously enrolled in the NiSource Post-65 Retiree Medical Plan attained a lifetime maximum with respect to any Post-65 Retiree Coverage Option thereunder, as determined by the Company, no Available Post-65 HRA Subsidy will be credited to the Covered Person's Health Reimbursement Account. Notwithstanding the foregoing, a Retiree or Spouse who attained a lifetime maximum, as described above, shall be eligible to use any remaining HRA balance in the account of their spouse as a Covered Surviving Dependent.

ARTICLE IV
HEALTH REIMBURSEMENT ACCOUNT

4.01 Establishment of Health Reimbursement Account. When a Post-65 Retiree, Pre-65 Retiree Plan Participant (on behalf of his or her Spouse) or Surviving Dependent becomes a Participant in accordance with Article III, a Health Reimbursement Account will be established for such Participant to receive Employer contributions to be used for reimbursement of Qualifying Medical Expenses. The Health Reimbursement Account so established will be a recordkeeping account only that is for the purpose of tracking contributions and available reimbursement amounts.

Subject to the other terms and conditions of the Plan, if an individual and his or her Spouse or are both Retirees eligible to participate in the Plan, (i) a Health Reimbursement Account shall be established for each Post-65 Retiree, (ii) Each Post-65 Retiree shall receive the greater of (1) the HRA amount that they are entitled to as an individual Retiree or (2) the HRA amount they are entitled to as a Retiree and Spouse, and (iii) no reimbursement of Qualifying Medical Expenses shall be made from the Retiree's Health Reimbursement Account in respect of a Spouse.

4.02 Employer Contributions. The Employer shall fund the full amount of contributions to a Participant's Health Reimbursement Account. There are no Participant contributions. The maximum amount of Employer contributions to be credited to a Participant's Health Reimbursement Account during a Period of Coverage is set forth in Schedule 1 attached hereto as the maximum contribution amount with respect to a Participant's Covered Retiree Group.

No contributions to a Participant's Health Reimbursement Account shall be made in respect of (i) an individual who becomes the Participant's Spouse after the Participant's retirement from service with an Employer or any Related Employer, (ii) a Spouse who has attained age 65 where the Retiree does not enroll in the employer coverage they are offered (active or pre-65 retiree medical coverage under the Flex Medical Plan or post-65 coverage in the Plan), (iii) a Spouse who has attained age 65 but who is not enrolled in supplemental Medicare medical coverage through Alight Retiree Health Services (except as provided in Section 3.01(e)), (iv) a Pre-65 Retiree Plan Participant (as opposed to an eligible Spouse of a Pre-65 Retiree Plan Participant who has attained age 65); (v) a Retiree or an eligible Dependent who fails be continuously enrolled in supplemental Medicare medical coverage purchased through Alight Retiree Health Solutions (except as provided in Section 3.01(e)). Contributions to a Participant's Health Reimbursement Account shall also be limited as provided in Section 4.01 in the case of an individual and his or her Spouse who are both Retirees eligible to participate in the Plan. Notwithstanding (ii), above, where the Retiree is not enrolled in pre-65 or post-65 retiree medical coverage of the employer due to attainment of a lifetime maximum in the NiSource Post-65 Retiree Medical Plan, the Spouse of such Retiree shall remain eligible for an employer contribution to his or her health reimbursement account, provided the Spouse continues to meet all other eligibility requirements of the Plan.

A Participant's Health Reimbursement Account will be credited as of the beginning of each Period of Coverage with an amount equal to the applicable maximum dollar amount for such Participant for the Period of Coverage under Schedule 1. Notwithstanding the foregoing, a Retiree or Spouse that first becomes a Participant in the Plan during the Plan Year will have his or her Health Reimbursement Account credited as of the beginning of his or her first Period of Coverage with a prorated amount equal to the applicable maximum dollar amount for such Participant for the Period of Coverage, divided by the number of months in the Plan Year [12], and then multiplied by the number of months in that Period of Coverage.

Upon the death of a Retiree, if the Spouse is properly enrolled in the Plan and eligible for an Available Post-65 HRA Subsidy as a Spouse, the Spouse, as a Covered Surviving Dependent, shall receive the Available Post-65 HRA Subsidy amount the Retiree was eligible for under Schedule 1, if greater, beginning in the next Period of Coverage and all future Periods of Coverage during which the Covered Surviving Dependent remains eligible in lieu of their own Available Post-65 HRA Subsidy. Upon the death of a Retiree or Spouse, the survivor shall be eligible to use any remaining health reimbursement account balance, which shall be transferred to the health reimbursement account of the surviving Retiree or Spouse.

4.03 Covered Person Contributions. Notwithstanding the foregoing, as a condition of Participation, a Covered Person shall pay any required premium for coverage obtained through Alight Retiree Health Services. Employer Contributions to a Participant's Health Reimbursement Account may be used to reimburse the required premium up to the Available Post-65 HRA Subsidy amount for the Covered Person's Covered Retiree Group, as set forth in Schedule 1.

ARTICLE V
HEALTH REIMBURSEMENT BENEFITS

5.01 Benefits. The Plan will reimburse a Participant for Qualifying Medical Expenses incurred during a Period of Coverage up to the available amount in the Participant's Health Reimbursement Account.

5.02 Reimbursement of Qualifying Medical Expenses. A Qualifying Medical Expense is incurred at the time the medical care or service giving rise to the expense is furnished, and not when the individual incurring the expense is formally billed for, is charged for, or pays for the medical care. Qualifying Medical Expenses incurred before a Participant first becomes covered by the Plan are not eligible for reimbursement. Qualifying Medical Expenses may be reimbursed from a Participant's Health Reimbursement Account only to the extent that the Participant or other individual incurring the expense is not reimbursed for the expense (and the expense is not reimbursable) through any Alight Retiree Health Services coverage, other insurance, or any other accident or health plan.

5.03 Maximum Benefits. The maximum dollar amount that may be reimbursed under the Plan during a Period of Coverage with respect to a Participant and his or her Dependents is the account balance of a Participant's Health Reimbursement Account, reduced by amounts reimbursed under the Plan during the Period of Coverage. Reimbursements to a highly compensated individual, within the meaning of Section 105(h) of the Code, may be limited or treated as taxable compensation to comply with Section 105(h) of the Code, as may be determined by the Plan Administrator in its sole discretion.

5.04 Available Amount Under Health Reimbursement Account. A Participant's Health Reimbursement Account will be debited during each Period of Coverage for any reimbursement of Qualifying Medical Expenses incurred during the Period of Coverage. The amount available for reimbursement of Qualifying Medical Expenses is the amount credited to the Participant's Health Reimbursement Account under Section 4.02, including any unused balance carried over from a preceding Period of Coverage, reduced by prior reimbursements of Qualifying Medical Expenses.

5.05 Carryover. If any balance remains in a Participant's Health Reimbursement Account for a Period of Coverage after all reimbursements of Qualifying Medical Expenses have been made for the Period of Coverage, such balance shall be carried over to reimburse the Participant for Qualifying Medical Expenses incurred during a subsequent Period of Coverage.

5.06 Reimbursements After Cessation of Participation; Forfeiture. If an individual ceases to be a Participant, Qualifying Medical Expenses incurred after cessation of participation shall not be reimbursed and, following the runout period described in the following sentence, the balance in the Health Reimbursement Account shall be forfeited, unless COBRA Continuation Coverage is timely and appropriately elected. However, such Participant (or the Participant's estate) may obtain reimbursement of any Qualifying Medical Expenses incurred during the Period of Coverage prior to cessation of participation, provided that a claim for reimbursement is made during the period ending on the date that is six months after the date participation ceased (the "run-out period").

To the extent required by COBRA, the Participant and his or her Dependents who are Covered Persons and whose coverage terminates under the Plan as a result of a Qualifying Event shall be given the opportunity to continue the same coverage such Covered Person had under the Plan on the day before the Qualifying Event for the periods prescribed by COBRA and subject to all of the conditions and limitations with respect to COBRA Continuation Coverage.

ARTICLE VI
SUBROGATION

6.01 Subrogation. If an Other Party is liable or legally responsible to pay expenses, compensation and/or damages in relation to a Sickness or an Injury incurred by any Covered Person, and benefits are payable under the Plan in relation to such Sickness or Injury, the Plan shall be subrogated to all rights of recovery of such Covered Person. The Covered Person or his or her legal representative shall transfer to the Plan any rights he or she may have to take legal action arising from the Sickness or Injury so that the Plan may recover any sums paid on behalf of the Covered Person. If the Covered Person fails to take legal action against an Other Party, and the Plan elects to take such legal action against such Other Party, in addition to the right to recover Plan benefits paid, the Plan shall be entitled to all expenses, including reasonable attorney's fees, incurred for such recovery. If the Plan recovers an amount greater than Plan benefits paid, the excess, reduced by the expenses of recovery, including reasonable attorney's fees, shall be paid to the Covered Person. The Plan shall have the right, with prior notice to, but without the consent of, the Covered Person, to compromise the amount of its claim if, in the opinion of the Plan Administrator, it is appropriate to do so.

6.02 Right of Recovery. The Plan may recover from a Covered Person or his or her legal representative the amount of any benefits paid under the Plan from any payment the Covered Person receives or is entitled to receive from an Other Party. The Plan shall not be responsible for any attorney's fees associated with any payment received by a Covered Person, unless the Plan expressly assumes such obligation prior to the Covered Person's recovery. Accordingly, unless the Plan expressly agrees otherwise, its recovery shall not be offset by any attorney's fees incurred by a Covered Person.

6.03 Application to Funds Recovered. For the avoidance of doubt, the Plan's right of subrogation described in Section 6.01 and its right of recovery described in Section 6.02 apply to any funds recovered from an Other Party by or on behalf an Employee, an Employee's covered Dependent, the estate of any Covered Person or any incapacitated person. If the Covered Person is a minor, any amount recovered by the minor, the minor's trustee, guardian, parent, or other representative, shall be subject to the provisions of Sections 6.01 and 6.02, regardless of state law and whether the minor's representative has access to, or control of, any recovery funds.

6.04 Cooperation Required. The Covered Person or his or her legal representative shall cooperate fully with the Plan in asserting its subrogation and recovery rights. The Covered Person or his or her legal representative shall, upon request from the Plan, provide all information and sign and

return all documents or agreements deemed by the Plan Administrator to be necessary for the Plan to exercise its rights under this Article. No Covered Person shall take any action to prejudice the Plan's subrogation rights. Each Covered Person shall provide notice to the Plan within a reasonable time prior to the date that he or she expects to receive a payment from an Other Party. As a condition of participating in the Plan, each Covered Person acknowledges that the Plan has a right to intervene in any lawsuit involving an Other Party, and such Covered Person consents to the unfettered exercise of that right. Failure or refusal to execute any of the aforementioned documents or agreements or to furnish information, to comply with the obligations under such agreements or to cooperate fully with the Plan in asserting its subrogation and recovery rights does not preclude the Plan from exercising its right to subrogation or obtaining full reimbursement, and in such case, the Plan may cease paying benefits and reduce future benefits payable until full reimbursement is received.

6.05 First Lien Created. The Plan shall have a first lien and priority right upon any recovery, whether by settlement, judgment, mediation, arbitration or any other means, that the Covered Person receives or is entitled to receive from any Other Party. Such lien and priority right shall extend to the first proceeds of any such recovery in the possession of the Covered Person, his or her legal representative or any third party, who shall hold the same in trust for the benefit of the Plan. Such lien shall not exceed the lesser of:

(a) The amount of benefits paid by the Plan for the Sickness or Injury, plus the amount of all future benefits that may become payable under the Plan that result from the Sickness or Injury. The Plan shall have the right to offset or recover such future benefits from the amount received from the Other Party; or

(b) The amount recovered from the Other Party.

The Plan's first lien rights will not be reduced (1) due to the Covered Person's own negligence; (2) due to the Covered Person not being made whole; or (3) due to any attorney's fees and costs incurred by the Covered Person. Without limiting the generality of the foregoing, neither the "common fund" or "make whole" doctrines shall be applicable with regard to the Plan, and as a condition of participating in the Plan, each Covered Person agrees that he or she will not retain counsel, unless such counsel agrees to not assert either of these doctrines during the representation.

6.06 Constructive Trust. A Covered Person and his or her legal representative shall place any and all funds recovered from an Other Party in a separate reserve account under the control of the Covered Person and/or his or her legal representative. As a condition of participating in the Plan, a Covered Person and his or her legal representative shall agree that any funds received from an Other Party rightfully and in good conscience belong to the Plan in accordance with this Article, and that such funds shall be held in a constructive trust until distributed in accordance with this Article.

6.07 Personal Liability Created. If a Covered Person or his or her legal representative makes any recovery from any Other Party and fails to reimburse the Plan for any benefits paid as a result of the Sickness or Injury, then (1) the Covered Person or his or her legal representative shall be personally liable to the Plan for the amount of the benefits paid under the Plan; and (2) the Plan may reduce future benefits payable by the amount of payment that the Covered Person or his or her legal representative has received from the Other Party. If the Plan institutes legal action against a Covered Person who fails to reimburse the Plan as required by this Section, in addition to liability to the Plan for the amount of benefits paid under the Plan, such Covered Person shall be liable to the Plan for the amount of the Plan's costs of collection, including reasonable attorney's fees.

ARTICLE VII
COORDINATION OF BENEFITS

7.01 **General**. Benefits under this Plan are intended solely to reimburse Qualifying Medical Expenses not previously reimbursed or reimbursable elsewhere. To the extent a Qualifying Medical Expense is payable or reimbursable from another source, that other source shall pay or reimburse prior to payment or reimbursement from this Plan.

ARTICLE VIII
ADMINISTRATION OF PLAN

8.01 **Committee to Administer the Plan**. The Plan shall be administered by the Committee. The Committee shall be the "Named Fiduciary" and the "Plan Administrator" within the meaning of ERISA. The Committee may delegate its fiduciary responsibilities under the Plan to the extent permitted by ERISA. Without limiting the generality of the foregoing or of any other provision of the Plan, the Committee delegates to the Claims Administrator, and the Claims Administrator shall have, the responsibility for deciding all claims for benefits and appeals of denied claims and to make any determinations of eligibility for benefits in deciding any such claims and appeals, and shall have the full power and authority to interpret and apply the terms of the Plan as they relate to benefits provided hereunder and to make any findings of fact. In exercising such delegated authority, the Claims Administrator shall act as a named fiduciary of the Plan and shall have the powers of the Plan Administrator. The Committee also delegates to the NiSource Benefits Department the authority to decide claims for benefits and appeals of denied claims under the Plan, including claims of eligibility, for which the Claims Administrator has not been delegated authority, or has not assumed authority or has chosen not to exercise authority, to decide. In exercising such delegated authority, the NiSource Benefits Department shall have the powers of the Plan Administrator, including the full power and authority to interpret and apply the terms of the Plan as they relate to benefits provided hereunder and to make any findings of fact.

8.02 **The Committee**. The powers of the Committee are set forth below and in the charter of the Committee, as such charter may be modified from time to time.

8.03 **Powers of the Plan Administrator**. The Plan Administrator shall have the duties and powers necessary to administer the Plan properly, including, but not limited to, the following discretionary authority:

(a) To make and enforce such rules and regulations as it deems necessary or proper for the efficient administration of the Plan;

(b) To maintain all Plan records;

(c) To file all required government reports and other documents;

(d) To interpret the Plan, construe Plan terms and decide questions and disputes, which interpretations, constructions and decisions shall be conclusive for all purposes of the Plan;

(e) To make factual determinations regarding any issue arising under the Plan;

(f) To determine eligibility for and the amount of benefits payable under the Plan;

(g) To appoint and pay the reasonable expenses of such legal, consulting, medical, accounting, clerical and other assistance as it deems necessary or desirable to assist it in the administration of the Plan. The Plan Administrator shall be entitled to rely upon any information from any source assumed in good faith to be correct;

(h) To allocate and delegate its responsibilities under the Plan and to designate other persons to carry out any of its responsibilities under the Plan, any such allocation, delegation or designation to be in writing;

(i) To direct the Claims Administrator to process claims, make benefit payments to any person entitled to benefits under the Plan, and otherwise to administer the Plan;

(j) To determine the status and rights of all persons covered under the Plan;

(k) To provide required disclosures and to furnish such information concerning the Plan as it determines to be reasonable and appropriate;

(l) To obtain from the Company, persons covered under the Plan and others, such information as is necessary for the proper administration of the Plan; and

(m) To exercise any other power or authority necessary, appropriate or helpful to manage and administer the Plan.

8.04 Interpretative Authority. The Plan Administrator has the full and final discretionary authority to decide all questions or controversies of whatever character arising in any manner between any parties or persons in connection with the Plan or the interpretation thereof, including, without limitation, the construction of the language of the Plan and the Summary Plan Description thereunder. Any writing, decision, determination of benefit eligibility or any other determination or instrument created by the Plan Administrator in connection with the operation of the Plan shall be binding upon all persons dealing with the Plan or claiming any benefits thereunder, except to the extent that the Plan Administrator may subsequently determine, in its sole discretion, that its original decision was in error, or to the extent such decision may be determined to be arbitrary or capricious by a court or other entity having jurisdiction over such matters. Benefits under the Plan shall be paid only if the Plan Administrator decides in its discretion that the applicant is entitled to them.

8.05 Reliance on Tables, Etc. In administering the Plan, the Plan Administrator will be entitled, to the extent permitted by law, to rely conclusively on all tables, valuations, certificates, opinions and reports which are furnished by, or in accordance with the instructions of, the Claims Administrator, accountants, counsel or other experts employed or engaged by the Plan Administrator.

8.06 Nondiscriminatory Exercise of Authority. Whenever any discretionary action by the Plan Administrator is required, the Plan Administrator shall exercise its authority in a nondiscriminatory manner so that all persons similarly situated will receive substantially the same treatment.

8.07 Indemnification of Plan Administrator. The Company agrees to indemnify and to defend to the fullest extent permitted by law any individual serving on behalf of the Plan Administrator including as a member of the Committee (including any person who formerly served on behalf of the Plan Administrator including as a member of such Committee) against all liabilities, damages, costs and expenses (including attorneys' fees and amounts paid in settlement of any claims approved by the Company) occasioned by any act or omission to act in connection with the Plan, if such act or omission is in good faith.

8.08 Limitation on Liability. Notwithstanding any of the preceding provisions of the Plan, none of the Company, any Employer, any member of the Committee or any Employee or agent of any Employer, shall be liable to any Participant or any other person for any claim, loss, liability or expense incurred in connection with the Plan

8.09 Appointment of Claims Administrator. The Plan Administrator shall appoint one or more Claims Administrators to process claims for benefits under, or otherwise to assist in the administration of, the Plan. Each person or entity serving as a Claims Administrator shall serve at the pleasure of the Plan Administrator. As of the effective date of this amendment and restatement of the Plan, the Claims Administrator is Alight Retiree Health Services, which shall have discretionary authority to decide all claims and appeals.

ARTICLE IX
CLAIMS FOR BENEFITS

9.01 Consideration of Initial Claim.

(a) Filing Initial Claim. The Claims Administrator and Plan Administrator shall process benefit claims pursuant to the procedures set forth below. Without limiting the generality of any other provision of the Plan, the Plan Administrator may delegate to another person or entity the authority to decide benefit claims (i) requiring a determination of whether an individual meets the requirements for eligibility under the terms of the Plan, which determination may result in a denial, reduction, or termination of, or failure to provide payment for, a benefit, or (ii) for which the Claims Administrator has not assumed authority to decide. Solely with respect to claims involving a determination of an individual's eligibility under the Plan or claims for which the Claims Administrator has not assumed responsibility to decide, the term "Claims Administrator" as used in this Article shall refer also to any person or entity to whom the Plan Administrator has delegated authority to make such determinations.

Claims for reimbursement under the Plan shall be submitted to the Claims Administrator according to procedures established by the Claims Administrator from time to time. Subject to the provisions of Section 5.06 regarding the submission of claims after an individual ceases to be a Participant in the Plan, a claim for reimbursement shall be submitted to the Claims Administrator no later than June 30 of the year following the Plan Year in which the claim was incurred.

(b) Urgent Care Claims. In the case of an Urgent Care Claim, the Claims Administrator shall provide notice to the claimant of its decision regarding his or her claim within a reasonable period of time appropriate to the medical circumstances, but not later than 72 hours after receipt of the claim by the Plan, unless the claimant fails to provide sufficient information to permit a determination whether, or to what extent, benefits are covered or payable under the Plan. If the claimant does not provide sufficient information for the Claims Administrator to make such determination, then within 24 hours after the Claims Administrator's receipt of the claim, the claimant shall be notified of the specific information needed to complete the claim. Notice regarding missing information may be provided orally, unless a claimant or his or her authorized representative specifically request written notification. Once the claimant is notified, he or she shall have a reasonable amount of time, but not less than 48 hours, to provide the missing information. The Claims Administrator shall notify the claimant of its decision regarding the claim within 48 hours

of the earlier of (i) the Claims Administrator's receipt of the specified information, or (ii) the end of the period afforded the claimant to provide the specified additional information.

An "Urgent Care Claim" is any claim that must be processed on an expedited basis because a delay in processing could seriously jeopardize the life or health of the patient or the ability of the claimant to regain maximum function, or in the opinion of the patient's Physician, a delay would subject the patient to severe pain that cannot be adequately managed without the care or treatment that is the subject of the claim.

(c) Pre-Service Claims. In the case of a Pre-Service Claim, the Claims Administrator shall provide notice to the claimant of its decision regarding his or her claim within a reasonable period of time appropriate to the medical circumstances, but not later than 15 days after receipt of the claim by the Plan. This 15-day period may be extended for up to 15 days due to matters beyond the control of the Plan if, prior to the expiration of the initial 15-day period, the Claims Administrator notifies the claimant of the circumstances requiring the extension and the date by which the Claims Administrator expects to render a decision. If the claimant does not provide sufficient information for the Claims Administrator to make a determination, within five days after receipt of the claim he or she shall be notified of the specific information necessary to complete the claim. Notice regarding missing information may be provided orally, unless a claimant or his or her authorized representative specifically request written notification. Once the claimant is notified, he or she shall have a reasonable amount of time, but not less than 45 days from receipt of the notice, to provide the missing information.

A "Pre-Service Claim" is any claim where the Plan requires approval of the benefit in advance of obtaining the medical care, in whole or in part.

(d) Post-Service Claims. In the case of a Post-Service Claim, the Claims Administrator shall provide notice of an adverse benefit determination to the claimant within a reasonable period of time, but not later than 30 days after receipt of the claim by the Plan. This 30-day period may be extended for up to 15 days for matters beyond the control of the Plan if, prior to the expiration of the initial 30-day period, the Claims Administrator notifies the claimant of the circumstances requiring the extension and the date by which the Claims Administrator expects to render a decision. If the claimant does not provide sufficient information for the Claims Administrator to make a determination, the claimant shall receive notice of the specific information necessary to complete the claim. Once the claimant is notified he or she shall have a reasonable amount of time, but not less than 45 days from receipt of the notice, to provide the missing information.

A "Post-Service Claim" is any claim that is not an Urgent Care Claim, a Pre-Service Claim or a Concurrent Care Claim.

(e) Concurrent Care Claims. In the case of an ongoing course of treatment, the claimant shall receive notice of any reduction or early termination of treatment in advance so that the claimant may appeal the reduction or termination and obtain a determination on review before the treatment is reduced or terminated. If the claimant submits an Urgent Care Claim to extend any ongoing course of treatment beyond the period of time or number of treatments initially prescribed, the Claims Administrator shall notify the claimant of the determination to extend the treatment within 24 hours after receipt of the claim, provided the claimant submits the claim at least 24 hours prior to the expiration of the prescribed treatment. If the request to extend any ongoing course of treatment is not an Urgent Care Claim, the Claims Administrator will treat the claim as either a Pre-Service Claim or a

Post-Service Claim (as applicable) and will consider the claim according to the timeframes applicable to Pre-Service Claims or Post-Service Claims, whichever applies. The Claims Administrator shall be solely responsible for handling all Concurrent Care Claims.

A "Concurrent Care Claim" is any claim involving a decision to reduce or terminate an ongoing course of treatment or a decision regarding a request by a claimant to extend a course of treatment beyond what has been approved.

9.02 If the Claims Administrator Makes an Adverse Benefit Determination Regarding the Initial Claim. If the Claims Administrator makes an adverse benefit determination, it shall provide notice of the adverse benefit determination that (1) explains the specific reason for the adverse benefit determination; (2) refers to the specific Plan provisions on which the adverse benefit determination is based; (3) describes any additional material or information necessary for the claimant to perfect the claim and an explanation of why such material or information is necessary; and (4) describes the Plan's review procedures (as set forth below) and the time limits applicable to such procedures, including a statement of the claimant's right to bring a civil action under section 502(a) of ERISA following an adverse benefit determination on all appeals. An "adverse benefit determination" means a denial, reduction, or termination of, or a failure to provide or make payment (in whole or in part) for, a benefit, including any such denial, reduction, termination, or failure to provide or make payment that is based on a determination of a claimant's eligibility to participate in a plan, and including a denial, reduction, or termination of, or a failure to provide or make payment (in whole or in part) for, a benefit resulting from the application of any utilization review, as well as a failure to cover an item or service for which benefits are otherwise provided because it is determined to be experimental or investigational or not medically necessary or appropriate.

If the Claims Administrator relied upon an internal rule, guideline, protocol, or other similar criterion in making the adverse benefit determination, either the specific rule, guideline, protocol, or other similar criterion shall be provided to the claimant free of charge, or the claimant shall be informed that such rule, guideline, protocol, or other criterion shall be provided free of charge to the claimant upon request. If the Claims Administrator relied upon medical necessity or experimental treatment or similar exclusion or limit in making the adverse benefit determination, either an explanation of the scientific or clinical judgment for the determination (applying the terms of the Plan to the medical circumstances) shall be provided free of charge to the claimant, or the claimant shall be informed that such explanation shall be provided free of charge to the claimant upon request.

If the Claims Administrator denies a claimant's Urgent Care Claim in whole or in part, the Claims Administrator shall provide a description of the expedited review process for Urgent Care Claims (as set forth below). The Claims Administrator shall provide notice to the claimant orally, followed by written or electronic notice within three days of the oral notification.

9.03 Mandatory First-Level Internal Appeal to the Claims Administrator.

(a) General. If the Claims Administrator makes an adverse benefit determination, a claimant or his or her duly authorized representative may request a review of such adverse benefit determination by the Claims Administrator by sending a written request for review to the Claims Administrator within 180 days of receipt of the Claims Administrator's notice of adverse benefit determination.

A claimant may submit written comments, documents, records, and other information relating to his or her claim for benefits. Upon request, a claimant shall receive, free of

charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim.

A claimant's written request should state why he or she thinks the claim should not have been denied or the coverage should not have been rescinded. The claimant's request shall include any adverse benefit determination letter he or she received and any additional documents, information or comments he or she thinks may have a bearing on the claim.

Upon receipt of a request for review, the Claims Administrator shall conduct a review that takes into account all comments, documents, records, and other information submitted by a claimant or his or her authorized representative relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination. The review shall not afford any deference to the Claims Administrator's adverse benefit determination, and shall be conducted by an individual who is neither the individual who made the adverse benefit determination that is subject of the appeal, nor the subordinate of such individual.

If the adverse benefit determination was based in whole or in part on a medical judgment, the Claims Administrator shall consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment. This health care professional consultant shall be neither the individual who made the adverse benefit determination that is the subject of the appeal, nor the subordinate of such individual. The Claims Administrator shall provide to the claimant the identities of any medical or vocational experts whose advice was obtained on behalf of the Plan in connection with a claimant's adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination.

(b) Expedited Review for Urgent Care Claims. In the case of an Urgent Care Claim, a claimant may submit a request for an expedited appeal either in writing or orally. All necessary information for the review, including the Claims Administrator's determination on review, shall be transmitted between the Plan and the claimant by telephone, facsimile, or another similarly expeditious method. To proceed with an expedited internal appeal, the claimant or the claimant's authorized representative must contact the Claims Administrator and provide at least the following information: (1) the claimant's name; (2) the date(s) of the medical service; (3) the specific medical condition or symptom; (4) the provider's name; (5) the service or supply for which approval of benefits was sought; and (6) any reasons why the appeal should be processed on a more expedited basis. The Claims Administrator shall notify the claimant of its determination on review as soon as possible, taking into account the medical exigencies, but not later than 72 hours after receipt of the claimant's request for review of an adverse benefit determination.

(c) Pre-Service Claims. In the case of a Pre-Service Claim, the Claims Administrator shall notify the claimant of its determination on review within a reasonable period of time appropriate to the medical circumstances, but not later than 15 days after receipt of a claimant's request for review.

(d) Post-Service Claims. In the case of a Post-Service Claim, the Claims Administrator shall notify the claimant of its determination on review within a reasonable period of time appropriate to the medical circumstances, but not later than 30 days after receipt of a claimant's request for review.

9.04 If the Claims Administrator Makes an Adverse Benefit Determination on a Mandatory First-Level Internal Appeal If the Claims Administrator makes an adverse benefit determination on a mandatory first-level internal appeal, it shall provide notice, in a manner calculated to be understood by the claimant of the adverse benefit determination, which notice shall (1) explain the specific reason for the adverse benefit determination; (2) refer to the specific Plan provisions on which the adverse benefit determination is based; (3) state that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim; (4) describe any voluntary appeal procedures offered by the Plan and a claimant's right to obtain information about such procedures; and (5) indicate that a claimant has a right to bring a civil action under section 502(a) of ERISA following an adverse benefit determination on all appeals.

If the Claims Administrator relied upon an internal rule, guideline, protocol, or other similar criterion in making the adverse benefit determination, either the specific rule, guideline, protocol, or other similar criterion shall be provided to the claimant free of charge, or the claimant shall be informed that such rule, guideline, protocol, or other criterion shall be provided free of charge to the claimant upon request. If the Claims Administrator relied upon medical necessity or experimental treatment or similar exclusion or limit in making the adverse benefit determination, either an explanation of the scientific or clinical judgment for the determination (applying the terms of the Plan to the claimant's medical circumstances) shall be provided to the claimant free of charge, or the claimant shall be informed that such explanation shall be provided free of charge to the claimant upon request.

If the Claims Administrator denies an urgent care claim on review, the Claims Administrator may provide oral notice of its determination, then follow up with a written or electronic confirmation within three days.

9.05 Mandatory Second-Level Internal Appeal to the Plan Administrator of Pre-and Post-Service Claim Denials.

(a) General. If the Claims Administrator makes an adverse benefit determination with respect to a Pre-Service Claim or a Post-Service Claim on a mandatory first-level internal appeal, a claimant or his or her duly authorized representative may request a review of such denial by the Claims Administrator by sending a written request for review to the Plan Administrator within 60 days of receipt of the Claims Administrator's notice of denial of the mandatory first-level internal appeal.

A claimant may submit written comments, documents, records, and other information relating to his or her claim for benefits. Upon request, a claimant shall receive, free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim.

A claimant's written request should state why he or she thinks the claim should not have been denied. The claimant's request shall include the name of the employer, any denial letter he or she received and any additional documents, information or comments he or she thinks may have a bearing on the claim.

Upon receipt of a request for review, the Plan Administrator shall conduct a review that takes into account all comments, documents, records, and other information submitted by a claimant or his or her authorized representative relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination. The review shall not afford any deference to the Claims Administrator's adverse benefit

determination on the mandatory first-level internal appeal, and shall be conducted by an individual who is neither the individual who made the adverse benefit determination that is subject of the appeal, nor the subordinate of such individual.

If the denial was based in whole or in part on a medical judgment, the Plan Administrator shall consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment. This health care professional consultant shall be neither the individual who made the adverse benefit determination that is the subject of the appeal, nor the subordinate of such individual. The Plan Administrator shall provide to the claimant upon request the identities of any medical or vocational experts whose advice was obtained on behalf of the Plan in connection with a claimant's adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination.

(b) Pre-Service Claims. In the case of a Pre-Service Claim, the Plan Administrator shall notify the claimant of its determination on review within a reasonable period of time appropriate to the medical circumstances, but not later than 15 days after receipt of a claimant's request for review.

(c) Post-Service Claims. In the case of a Post-Service Claim, the Plan Administrator shall provide the claimant with notice of its determination on review within a reasonable period of time, but not later than 30 days after receipt of the claimant's request for review.

9.06 If the Plan Administrator Makes an Adverse Benefit Determination on a Mandatory Second-Level Internal Appeal. If the Plan Administrator makes an adverse benefit determination on a mandatory second-level internal appeal, it shall provide notice, in a manner calculated to be understood by the claimant of the adverse benefit determination (such determination a "final adverse benefit determination"), which notice shall (1) explain the specific reason for the adverse benefit determination; (2) refer to the specific Plan provisions on which the adverse benefit determination is based; (3) state that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim; (4) describe any voluntary appeal procedures offered by the Plan and a claimant's right to obtain information about such procedures; and (5) indicate that a claimant has a right to bring a civil action under section 502(a) of ERISA following an adverse benefit determination on all appeals.

If the Plan Administrator relied upon an internal rule, guideline, protocol, or other similar criterion in making the adverse benefit determination, either the specific rule, guideline, protocol, or other similar criterion shall be provided to the claimant free of charge, or the claimant shall be informed that such rule, guideline, protocol, or other criterion shall be provided free of charge to the claimant upon request. If the Plan Administrator relied upon medical necessity or experimental treatment or similar exclusion or limit in making the adverse benefit determination, either an explanation of the scientific or clinical judgment for the determination (applying the terms of the Plan to the claimant's medical circumstances) shall be provided to the claimant free of charge, or the claimant shall be informed that such explanation shall be provided free of charge to the claimant upon request.

9.07 Limitations Upon Civil Actions. No civil action regarding a claim for benefits under the Plan may be commenced unless the claims procedure process for internal appeals described in this Article X has been exhausted. In addition, in no event may any civil action regarding a claim for benefits be commenced later than three (3) years after the date the claim was incurred.

9.08 Construction of Section. This Article shall be construed in a manner consistent with Department of Labor Regulations governing claims procedures applicable to group health plans.

ARTICLE X
TERMINATION OF PARTICIPATION AND CONTINUATION COVERAGE

10.01 Cessation of Participation. Except as otherwise provided in this Article:

(a) A Post-65 Retiree shall cease to participate in the Plan on the earliest of the following dates:

(1) The date as of which the Plan is terminated;

(2) The date that the Plan is amended to terminate coverage with respect to a Post-65 Retiree;

(3) The date a Post-65 Retiree fails to enroll in, or ceases, medical coverage through Alight Retiree Health Services, whether involuntarily (as a result of failure to pay required premiums or otherwise) or voluntarily;

(4) The Separation Date, with respect to any Post-65 Retiree who retired from employment with a Columbia Divested Company.

(5) The date of death of the Participant; and

(6) The last day of the month in which a Post-65 Retiree is no longer eligible for coverage under Article III, including without limitation as a result of the Post-65 Retiree's former employer no longer being a Related Employer, unless the Plan Administrator determines, in its discretion, that such event shall not cause a loss of coverage;

(b) A Dependent shall cease to participate under the Plan on the earliest of the following dates:

(1) The date as of which the Plan is terminated;

(2) The date of the Dependent's death;

(3) The last day of the month in which the Post-65 Retiree's coverage under the Plan, or the Pre-65 Retiree Plan Participant's coverage under the Consolidated Flex Plan ends, except that

(A) if coverage ends due to the death of a Retiree and if COBRA Continuation Coverage is elected pursuant to Section 10.02 by or on behalf of such Dependent who is a Qualified Beneficiary and such coverage is not terminated prior to the maximum continuation coverage period specified in Section 10.02 being exhausted, then coverage under the Plan may be continued for such Dependent until the earlier of (i) the date of the death of the Retiree's Spouse; (ii) the date on which the Retiree's Spouse remarries or enters into a domestic partnership or civil union with another person; (iii) the last day of the last month for which any required Covered Person Contributions for such coverage are made, in the case of cessation of required Covered Person Contributions; (iv) the Separation Date, in the case of a Retiree who retired from employment with a Columbia Divested

Company; and (v) the date the Employer from whom the Retiree retired from employment ceases to be a Related Employer, unless the Plan Administrator determines, in its discretion, that such event shall not cause a loss of coverage. If such Dependent's COBRA continuation coverage pursuant to Section 15.02 has terminated for any reason before the maximum COBRA continuation coverage period was exhausted, or if any coverage provided beyond the maximum COBRA continuation coverage period is terminated for any reason (including without limitation the voluntary relinquishment of such coverage), no further coverage is available under the Plan; and

(B) if coverage ends due to the death of an Employee and if such Employee would have been eligible for benefits as a Retiree hereunder had such Employee terminated employment as of the day immediately preceding his or her death, then solely for the purpose of COBRA Continuation Coverage and survivor coverage hereunder for any surviving Dependents covered under the Consolidated Flex Plan at the time of the Employee's death, the Employee will be deemed to have (i) retired from service with an Employer on the day immediately preceding his or her death (the "Deemed Retirement Date") and be a "Deemed Retiree," (ii) enrolled in retiree medical coverage on the Deemed Retirement Date, and (iii) enrolled each such surviving Dependent who had attained age 65 in coverage under the Plan. If COBRA Continuation Coverage is elected by or on behalf of such Dependent of a Deemed Retiree who is also a Qualified Beneficiary and such coverage is not terminated prior to the maximum continuation coverage period specified in Section 10.02 being exhausted, then coverage under the Plan may be continued for such Dependent until the earliest of (i) the date of the death of the Deemed Retiree's Spouse; (ii) the last day of the month in which the Deemed Retiree's Spouse remarries or enters into a domestic partnership or civil union with another person; (iii) the date on which any required Covered Person Contributions for such coverage are made, in the case of cessation of required Covered Person Contributions; (iv) the Separation Date, in the case of an Deemed Retiree whose last employment was with a Columbia Divested Company or CPG Related Employer; and (v) the date the Employer of such Deemed Retiree ceases to be a Related Employer, unless the Plan Administrator determines, in its discretion, that such event shall not cause a loss of coverage. If such Dependent's COBRA Continuation Coverage terminates for any reason before the maximum COBRA continuation coverage period has been exhausted, or if any coverage provided beyond the maximum COBRA continuation coverage period is terminated for any reason (including without limitation the voluntary relinquishment of such coverage), no further coverage is available under the Plan;

(4) With respect to a Spouse, the date of divorce or legal separation from a Covered Participant;

(5) With respect to a Spouse who has attained age 65 the date such person fails to enroll in, or ceases, medical coverage through Alight Retiree Health Services,

whether involuntarily (as a result of failure to pay required premiums or otherwise) or voluntarily; and

(6) The last day of the month in which a Dependent no longer qualifies as a Dependent.

(c) Notwithstanding the foregoing, for a Covered Person who experiences a Qualifying Event, Employee Assistance Program benefits under the Plan shall cease one day after the maximum COBRA Continuation Coverage period would otherwise expire for such person on account of such Qualifying Event.

10.02 COBRA. The Plan offers continuation of coverage to the extent required by COBRA.

(a) Continuation of Coverage. If Plan coverage ends because of a Qualifying Event, a Qualified Beneficiary may elect to continue coverage in force under the Plan immediately prior to the Qualifying Event, subject to the provisions below.

(b) Election Period. A Qualified Beneficiary may elect COBRA Continuation Coverage only during the election period. The election period begins on the date of the Qualifying Event and ends on the later of (1) 60 days after the date coverage would have stopped due to the Qualifying Event; or (2) 60 days after the date the Qualified Beneficiary is sent notice of the right to continue coverage under COBRA.

A Spouse's election of COBRA Continuation Coverage shall be considered an election on behalf of all other Qualified Beneficiaries who would also lose coverage because of the same Qualifying Event.

If COBRA Continuation Coverage is elected within the election period, coverage shall be reinstated retroactively to the date of the Qualifying Event. If a Qualified Beneficiary waives COBRA Continuation Coverage during the election period, the Qualified Beneficiary may revoke that waiver at any time before the end of the election period and elect COBRA Continuation Coverage retroactive to the date of the Qualifying Event.

(c) Coverage Period. COBRA Continuation Coverage shall begin as of the date of the Qualifying Event and shall continue until the earliest of the following dates:

(1) 36 months from the date coverage would have ended due to a Qualifying Event.

(2) The date on which the Company ceases to provide any Group Health Plan to any Employee.

(3) If the Qualified Beneficiary fails to make a required Covered Person Contribution, the end of the period for which the last contribution was made.

(4) The date the Qualified Beneficiary first becomes covered under any other Group Health Plan that does not contain any exclusion or limitation with respect to any pre-existing condition, and such pre-existing condition limitation is permissible pursuant to HIPAA and other applicable law.

(5) In the case of a Qualifying Event described in subsection 2.82(c), the date of death of the Retiree or, for a Qualified Beneficiary described in subsection 2.81(b) who is the surviving Spouse of the Retiree, the earlier of the date of such Qualified Beneficiary's death or 36 months after the date of the death of the Retiree.

(6) The Separation Date, in the case of a person (A) who is or was a dependent of a former employee of the Company, a Related Employer, a CPG Related Employer, or a Columbia Divested Company, if the former employee's last employment with any of such parties prior to termination of employment was with a CPG Related Employer or a Columbia Divested Company; and (B) whose coverage under the Plan ended prior to the Separation Date because of a Qualifying Event.

(d) Notification Requirements. A Qualified Beneficiary shall notify the Plan Administrator within 60 days of the later of (i) the date of the Qualifying Event, or (ii) the date the Qualified Beneficiary would lose coverage on account of the Qualifying Event, with respect to the Qualifying Events set forth in subsection 2.48(b) or (c). If such notice is not given, the Qualified Beneficiary shall not be eligible for COBRA Continuation Coverage.

(e) Required Contributions. Except as provided in subsection 10.02(f), the Company will not make any contribution toward the cost of COBRA Continuation Coverage. A Qualified Beneficiary electing COBRA Continuation Coverage shall be responsible for a Covered Person Contribution in the amount of 102% of what is calculated to be the total cost of the coverage being continued. Premiums for the period of COBRA Continuation Coverage prior to the date of the election will be due 45 days after the COBRA Continuation Coverage is elected. Thereafter, monthly premiums shall be due the first day of the calendar month. There shall be a grace period of 30 days for the payment of regularly scheduled monthly premiums.

(f) Subsidized COBRA. The Company may subsidize all or a portion of the cost of COBRA Continuation Coverage. If the Company so elects, the period of such subsidized coverage shall count towards the COBRA Continuation Coverage period required under this Section.

(g) Disregard of Outbreak Period in Calculating Certain Time Periods. Notwithstanding any other provision of this section 10.02, the Plan shall disregard the Outbreak Period in determining (i) the 60-day election period for COBRA continuation coverage, (ii) the date for making COBRA premium payments, and (iii) the date for individuals to notify the Plan of a Qualifying Event or determination of disability.

ARTICLE XI
PROVISIONS CONCERNING PROTECTED HEALTH INFORMATION

11.01 General. The Department of Health and Human Services has issued Standards for Privacy of Individually Identifiable Health Information (the "Privacy Standards"), effective April 14, 2003, that govern the manner in which the Plan must handle Protected Health Information. "Protected Health Information" means individually identifiable health information related to a Covered Retiree or Dependent.

11.02 Permitted Uses and Disclosure. The Plan may use and disclose Protected Health Information to carry out payment and health care operations without consent or authorization. If the Plan must use and disclose Protected Health Information for purposes other than payment or health care operations, patient authorization for such use or disclosure shall be required, unless such use or disclosure is expressly permitted by the Privacy Standards or by policies and procedures adopted by the Plan with respect to Protected Health Information.

11.03 Disclosures to Company. The Plan may disclose Protected Health Information to the Company to the extent that such disclosure is permissible under law, but prior to any such disclosure the

Company shall certify that (1) the Plan documents have been amended as required by the Privacy Standards; and (2) the Company has agreed to certain conditions set forth in the Privacy Standards regarding the use and disclosure of that Protected Health Information.

The Company, in its capacity as sponsor of the Plan, agrees to:

(a) not use or further disclose Protected Health Information received from the Plan other than as permitted or required by the Plan documents or as required by law;

(b) ensure that any agents to whom it provides Protected Health Information received from the Plan agree to the same restrictions and conditions that apply to the Company with respect to such information;

(c) not use or disclose Protected Health Information received from the Plan for employment-related actions and decisions;

(d) not use or disclose Protected Health Information received from the Plan in connection with any other benefit or employee benefit plan of the Company (except to the extent that such other benefit, or benefit plan, program, or arrangement is part of an organized health care arrangement of which the Plan is a part);

(e) report to the Privacy Official, acting on behalf of the Plan, any use or disclosure of Protected Health Information received from the Plan that is inconsistent with the uses or disclosures authorized by this Section and of which the Company becomes aware;

(f) make available Protected Health Information in accordance with 45 C.F.R. § 164.524 (pertaining to an individual's access to his or her own Protected Health Information) and in accordance with the Policies and Procedures Regarding Protected Health Information related to the Plan;

(g) make available Protected Health Information for amendment and incorporate any amendments to Protected Health Information in accordance with 45 C.F.R. § 164.526 and in accordance with the Policies and Procedures Regarding Protected Health Information related to the Plan;

(h) make available the information required to provide an accounting of disclosures in accordance with 45 C.F.R. § 164.528 and in accordance with the Policies and Procedures Regarding Protected Health Information related to the Plan;

(i) make its internal practices, books, and records relating to the use and disclosure of Protected Health Information received from the Plan available to the Secretary of Health and Human Services ("HHS") or to any other officer or employee of HHS to whom the authority involved has been delegated, for purposes of determining compliance by the Plan with 45 C.F.R. Subchapter C, Subpart E; and

(j) if feasible, return or destroy all Protected Health Information received from the Plan that the Company still maintains in any form and retain no copies of such information when no longer needed for the purpose for which disclosure was made, except that, if such return or destruction is not feasible, the Company shall limit further uses and disclosures to those purposes that make the return or destruction of the information infeasible.

The foregoing restrictions do not apply to disclosures of enrollment information or summary health information by or on behalf of the Plan to the Company or any other Employer, acting in their respective capacities as an employer.

11.04 **Adequate Separation**. There shall be adequate separation between the Plan and the Company to help ensure that only persons involved in Plan administration have access to Protected Health Information. Only the following employees, classes of employees or other persons under the control of the Company or its affiliates may have access to Protected Health Information created under the Plan:

Privacy Official
Security Official
Members of the Benefits Department
HRIS-Benefits Analysts
Members of the Legal Department
Members of the Internal Audit Department
Members of the Committee
Any other employee of the Company or its affiliates who performs plan administration functions for the Plan and who is designated in writing by the Privacy Official or a member of the Committee as being entitled to access to Protected Health Information.

Access to and use by such individuals shall be restricted to the plan administration functions that the Company and its affiliates perform for the Plan. The Plan or the Company (or an affiliate) has retained one or more third party administrators and others that receive Protected Health Information in the ordinary course of business performed on behalf of the Plan. Such persons or entities, known in the Privacy Standards as "Business Associates," shall enter into agreements with the Plan governing their obligations under the Privacy Standards.

11.05 **Unauthorized Use or Disclosure**. The improper use or disclosure of Protected Health Information by an employee of Company (or an affiliate) shall be governed by the Policies and Procedures Regarding Protected Health Information related to the Plan.. The terms of the applicable Business Associate Agreement shall address noncompliance with the Privacy Standards by a Business Associate.

11.06 **Special Amendatory Authority**. The Privacy Official appointed by the Plan Administrator pursuant to the Privacy Standards shall be authorized to make and execute any amendment to this Article that such Privacy Official deems necessary or appropriate.

ARTICLE XII
PROVISIONS CONCERNING THE SECURITY OF ELECTRONIC PROTECTED HEALTH INFORMATION

12.01 **General**. The Department of Health and Human Services has issued Regulations, effective April 20, 2005, that govern the manner in which a group health plan, such as the Plan, must handle Electronic Protected Health Information. "Electronic Protected Health Information" refers to Protected Health Information that is (i) maintained in Electronic Media (as defined in 45 C.F.R. Section 160.103), or (ii) transmitted by Electronic Media.

12.02 **Duty of the Plan Sponsor**. The Company shall reasonably and appropriately safeguard Electronic Protected Health Information created, received, maintained or transmitted to or by the Company

on behalf of the Plan. To this end, the Company shall: (i) implement administrative, physical, and technical safeguards that reasonably and appropriately protect the confidentiality, integrity and availability of the Electronic Protected Health Information that the Company creates, receives, maintains or transmits on behalf of the Plan; (ii) ensure that the adequate separation required by Section 11.04 above is supported by reasonable and appropriate security measures; (iii) ensure that any agent, including a subcontractor, to whom or which the Company provides Electronic Protected Health Information agrees to implement reasonable and appropriate security measures to protect such Electronic Protected Health Information; and (iv) report to the Plan any security incident involving Electronic Protected Health Information of which the Company becomes aware.

ARTICLE XIII
MISCELLANEOUS PROVISIONS

13.01 Assignment of Benefits. Except as required by applicable law, no right or interest of any Covered Person, and no benefit payable at any time, under the Plan shall in any manner be alienated, sold, assigned or transferred, or be subject to any lien, pledge or encumbrance, in whole or in part, either directly or by operation of law or otherwise, including without limitation by execution, levy, garnishment, attachment, pledge, or bankruptcy, nor will any benefit payable under the Plan be liable for, or subject to, any obligation or liability of any Covered Person. Without limiting the generality of the foregoing, except as required by applicable law, no Covered Person may assign or transfer to any third party, including without limitation any person or institution providing medical care, treatment, services or supplies, the right to receive benefit payments under the Plan, or the right to pursue a claim, to appeal an adverse benefit determination or to maintain a cause of action under ERISA in respect of any benefit covered, alleged to be covered or denied under the Plan, and any such attempted assignment or transfer is void.

Nothing contained herein, nor any course of dealing, act or omission on the part of the Plan, the Plan Administrator or any Claims Administrator or other party, shall be construed to make the Plan liable to any third party to whom a Covered Person may be liable for medical care, treatment, services or supplies. Although the Plan may, at the direction of a Covered Person or otherwise, make payments directly to persons or institutions providing Covered Services under the Plan, no such direction or payment shall be deemed to constitute an assignment, or an acknowledgment or acceptance of any purported assignment, of any benefits or other rights or interests under the Plan, including without limitation any legal or equitable right to institute any court proceeding. Any such payments by the Plan shall constitute a complete discharge of the obligation of the Plan to such Covered Person. Under no circumstances will any person or institution providing medical care, treatment, services or supplies to a Covered Person be deemed a participant or beneficiary under the Plan.

If any Covered Person entitled to a benefit under the Plan attempts to alienate, sell, transfer, assign, pledge or otherwise impede a benefit or any part, or if by reason of his or her bankruptcy or other event happening at any time, a benefit devolves upon anyone else or would not be enjoyed by him or her, then upon becoming aware of any such attempted alienation, sale, transfer, assignment or pledge, the Plan Administrator in its discretion, which will be exercised uniformly by treating individuals in similar circumstances alike, may terminate his or her interest in any such benefit and hold or apply it to or for his or her benefit or the benefit of his or her Dependents, in a manner the Plan Administrator may deem proper.

13.02 Information To Be Furnished. Covered Persons shall provide the Plan Administrator and Claims Administrators with such information and evidence, and shall sign such documents, as may reasonably be requested from time to time for the purpose of administration of the Plan.

13.03 Limitation of Rights. Neither the establishment of the Plan nor any amendment thereof, nor the payment of any benefits, will be construed as giving to any Covered Person any legal or equitable right against the Company, any Employer, the Plan Administrator or any Claims Administrator, except as provided herein.

13.04 Plan Not Contract. The Plan shall not be deemed to constitute a contract between the Company or any Employer and any Participant or to be a consideration for, or an inducement or condition of, the employment of any Employee.

13.05 Fiduciary Operation. Each Plan Fiduciary shall discharge his or her duties with respect to the Plan solely in the interest of the participants and beneficiaries (as those terms are defined in ERISA) and (1) for the exclusive purpose of providing benefits to participants and their beneficiaries and defraying reasonable expenses of administering the Plan; (2) with care, skill, prudence and diligence under the circumstances then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims; and (3) in accordance with the documents and instruments governing the Plan, except as otherwise required by law.

13.06 No Guaranty. No person shall have any right or interest in the Plan other than as specifically provided herein. Except to the extent required by law, no Employer shall be liable for the payment of any benefit provided for herein. All benefits hereunder shall be payable only from the Plan, and only to the extent that the Plan has been allocated sufficient assets. Funding for the Plan may come from one or more of the following sources: an Employer's general assets or such other funding method selected by an Employer.

13.07 Misrepresentation. Any material misrepresentation on the part of any Participant or other person in making application for coverage, or any application for reclassification thereof, shall render the coverage null and void. Without limiting the generality of the foregoing, a Participant's enrollment of, or failure to disenroll, a person who does not satisfy the eligibility requirements for coverage under the Plan will be deemed to constitute fraud or intentional misrepresentation of a material fact and may result in retroactive termination of benefits and required repayment of any ineligible expenses.

13.08 Inadvertent Error. Inadvertent error by the Plan Administrator in the keeping of records or the transmission of any Enrollment Form shall not deprive any Covered Participant or Dependent of benefits otherwise due, if such inadvertent error is corrected by the Plan Administrator within 90 days after it was made.

13.09 No Liability for Acts of Any Provider. Nothing contained herein shall confer upon a Covered Person any claim, right or cause of action, either at law or at equity, against the Plan for the acts of any Hospital in which he receives care, or for the acts of any Physician from whom he receives service under this Plan.

13.10 Covered Person's Responsibilities. Each Covered Person is responsible for providing the Plan Administrator with his or her current address. Any notices required or permitted to be given shall be deemed given if directed to such address and mailed by regular United States mail or by Canada Post, as the case may be, or if transmitted electronically to an electronic address on file with the Plan Administrator for which notices to the Covered Person may be sent in accordance with applicable law and regulations. Neither the Plan Administrator nor a Claims Administrator shall have any obligation or duty to locate a Covered Person. If a Covered Person becomes entitled to a payment under the Plan and it cannot be made because (1) the current address is incorrect; (2) the Covered Person does not respond to the notice sent to the current address; (3) there are conflicting

claims to such payment; or (4) any other reason, the amount of such payment, if and when made, shall be that determined under the terms of the Plan, without interest. Each Participant shall also notify the Plan in writing when any person is no longer eligible for coverage as his or her Dependent.

13.11 Right of Recovery. Whenever the Plan, for whatever reason, has overpaid the amount of benefits that should have been provided, the Plan shall have the right to offset the overpaid amount against future benefits that are payable or to recover such payments, to the extent of such excess, from among one or more of the following as the Plan shall determine: any persons to, or for, or with respect to whom, such payments were made, and/or any insurance company or other organization. Without limiting the generality of the foregoing, the Plan shall have the right to recover any amounts it pays in respect of a person who is not an eligible Participant or Dependent.

13.12 Governing Law and Venue. The Plan shall be governed by and construed according to ERISA, the Code, and the laws of the State of Indiana, to the extent Indiana law does not conflict with the Code and ERISA, and to the extent Indiana law is not preempted by ERISA. In order to benefit Participants under this Plan by establishing a uniform application of law with respect to the administration of the Plan, the provisions of this Section 13.12 shall apply. Any suit, action or proceeding seeking to enforce any provision of, or based on any matter arising out of or in connection with, this Plan shall be brought in any court of the State of Indiana or in the United States District Court for the Northern District of Indiana. The Company, each Employer, each Participant, and any related parties irrevocably and unconditionally consent to the exclusive jurisdiction of such courts in any such litigation related to this Plan and any transactions contemplated hereby. Such parties irrevocably and unconditionally waive any objection that venue is improper or that such litigation has been brought in an inconvenient forum.

13.13 Severability. In the event any portion of this Plan is declared by a court of competent jurisdiction to be void, said portion shall be deemed severed from the remainder of this Plan, and the balance of the Plan shall remain in full force and effect.

13.14 Participant Litigation. In any action or proceeding involving the Plan, Covered Persons or any other person having or claiming to have an interest in the Plan shall not be necessary parties to such action or proceeding and shall not be entitled to any notice or process thereof, except as required by applicable law. Any final judgment which is not appealed or appealable that may be entered in any such action or proceeding shall be binding and conclusive upon the parties hereto and upon all persons having or claiming to have any interest in the Plan. To the extent permitted by law, if a legal action is begun against the Company or other organization or institution providing benefits under the Plan by or on behalf of any person, and such action results adversely to such person or, if a legal action arises because of conflicting benefit claims, the cost to the Company or other organization or institution of defending the action will be charged to the sums, if any, which were involved in the action or were payable to the Covered Person or other person concerned. To the extent permitted by applicable law, an election to become a Covered Person under the Plan shall constitute a release of the Company, each Employer and their respective agents and employees from any and all liability and obligation not involving willful misconduct or gross neglect.

13.15 Counterparts. This Plan document may be executed in any number of identical counterparts, each of which shall be deemed a complete original in itself and may be introduced in evidence or used for any other purpose without the production of any other counterparts.

13.16 Notice. Any notice given under this Plan shall be sufficient, if given to the Plan Administrator when addressed to it at its office; if given to the Claims Administrator, when addressed to it at its

home office; or if given to a Covered Participant, when addressed to the Covered Participant at his or her address as it appears on the records of the Claims Administrator.

13.17 Extension of Plan to Related Employers.

(a) With the approval of the Plan Administrator, any Related Employer may adopt the Plan and qualify its Employees and Retirees to become Covered Participants hereunder by taking such action to adopt the Plan and making such contributions to the cost of coverage as the Plan Administrator may require.

(b) The Plan will terminate with respect to any Employer that has adopted the Plan pursuant to this Section if the Employer ceases to be a Related Employer, revokes its adoption of the Plan by appropriate corporate action, permanently discontinues any required contributions for its Employees, is judicially declared bankrupt, makes a general assignment for the benefit of creditors, or is dissolved.

(c) The Committee shall have the sole right to amend or terminate the Plan and shall act as the agent for each Related Employer that adopts the Plan for all purposes of administration thereof.

13.18 Construction. The captions contained herein are inserted only as a matter of convenience and for reference, and in no way define, limit, enlarge or describe the scope or intent of the Plan, nor in any way shall affect the Plan or the construction of any provision thereof. Any terms expressed in the singular form shall be construed as though they also include the plural, where applicable, and references to the masculine, feminine, and the neuter are interchangeable.

13.19 Mistake of Fact. Any mistake of fact or misstatement of fact shall be corrected when it becomes known and proper adjustment made by reason thereof.

13.20 Employee Assistance Program Coverage.

(a) Benefits. Provided such person satisfies the eligibility requirements of Section 3.01, each Retiree and each Dependent of an Retiree, or Pre-65 Retiree Plan Participant shall automatically be enrolled for Employee Assistance Program benefits for which he or she is eligible, as set forth in the applicable Summary Plan Description, regardless of whether such person is enrolled for any other benefits under the Plan.

(b) Claim for Benefits. Any Covered Person, or his or her duly authorized representative, may file a claim in accordance with the procedures set forth in the applicable Summary Plan Description for the benefits offered hereunder to which the claimant believes he or she is entitled, but that have been previously denied by the Plan Administrator.

ARTICLE XIV
FUNDING, AMENDMENT AND TERMINATION OF THE PLAN

14.01 Plan Self-Insured. The Plan is a self-insured plan. All contributions made to the Plan are used to pay claims and related expenses thereunder. Benefits payable pursuant to the terms of the Plan shall be paid solely as required out of the general assets of the Company or by such other funding method selected by the Company.

14.02 Participants' and Dependents' Rights Unsecured. The right of a Covered Person or any other person to receive a distribution hereunder, shall be an unsecured claim against the general assets of the Company and no Covered Person or any other person shall have any rights in any amount allocated for his or her benefit under the terms of the Plan, or any other specific assets of the Company. All amounts allocated pursuant to the terms of the Plan shall constitute general assets of the Company and may be disposed of by the Committee at such time and for such purpose as it may deem appropriate. Benefits payable pursuant to the terms of the Plan shall be paid solely as required out of the general assets of the Company or from any other funding vehicle as may be established by the Company.

14.03 Amendment. The Company reserves the right at any time and from time to time to change or amend, in whole or in part, any or all of the provisions of the Plan. In addition, (i) the Committee delegates to the Director, Benefits, or to an employee of the Company or its affiliates succeeding to the duties and responsibilities of such person, the right at any time and from time to time to change or amend, in whole or in part, by a writing adopted by such person, any or all of the provisions of the Plan as may be necessary or desirable to comply with applicable law or regulations, and (ii) the Senior Vice President and Chief Human Resources Officer of the Company and the Director, Benefits of the Company (or officers or employees of the Company or its affiliates succeeding to the duties and responsibilities of such persons) may adopt amendments to, or guidelines with respect to the administration of, the Plan, and may take such other actions with respect to the Plan, as such persons deem necessary or desirable in response to the health emergency created by the COVID-19 virus or to any other similar health emergency and in response to the effect of any such emergency upon the Plan or the participants thereunder, provided that any such actions shall be evidenced by a writing signed by such persons and such persons shall report to the Committee any actions taken pursuant to such delegated authority. Unless expressly provided, no amendment shall affect, or be construed to affect, any existing delegations to amend the Plan. Any such amendment may have retroactive or prospective effect. However, no change or amendment shall be made that enables any part of Plan assets to be used for, or diverted to, purposes other than the exclusive benefit of those entitled to benefits hereunder and the payment of reasonable expense of administration. To the extent that any applicable collective bargaining agreement imposes a more restrictive requirement regarding Plan eligibility or benefits than is set forth herein, such requirement, as applied solely to those Represented Retirees subject to the collective bargaining agreement, is incorporated herein by this reference.

14.04 Termination. The Company is not and shall not be under any obligation or liability whatsoever to continue its contributions or to maintain the Plan for any given length of time. In its sole and absolute discretion, the Company may discontinue contributions to the Plan and may terminate the Plan, in whole or in part, at any time, in each case without liability for such discontinuance or termination.

14.05 Collective Bargaining Agreement. Notwithstanding the foregoing provisions of this Article, the right to amend or terminate the Plan shall be subject to the express terms of any applicable collective bargaining agreement.

[Signature page follows]

IN WITNESS WHEREOF, the Committee has caused this Plan to be executed on its behalf, by one of its members duly authorized, effective as of January 1, 2026.

NISOURCE INC.

By: Chris Means 12/30/2025

Its: Director, Benefits

One of the Members of the Committee

SCHEDULE 1
TO NISOURCE POST-65 RETIREE HEALTH REIMBURSEMENT ARRANGEMENT
AVAILABLE POST-65 HRA SUBSIDY

Summary of Post-65 Health Reimbursement Arrangement Provisions

Eligibility for Participation	Immediate. Groups excluded from coverage are noted in tables below.
Eligibility for Benefits	Age 55 and 10 years of service, subject to the other terms and conditions of the NiSource Post-65 Retiree Health Reimbursement Arrangement.
Continuation to Spouses of Deceased Retirees	Subject to the other terms and conditions of the NiSource Post-65 Retiree Health Reimbursement Arrangement, coverage continues until death of spouse or until spouse remarries.
Available Post-65 HRA Subsidy	See table below.
Cost Sharing	See table below.

GRANDFATHERED PERCENT SUBSIDY
AVAILABLE POST-65 HRA SUBSIDY

Retiree Benefit Program (RBP)	Group	NiSource Post-65 Retiree Medical Plan Coverage, as Effective December 31, 2025	Post-65 Retiree Annual Available Post-65 HRA Subsidy	Spouse Annual Available Post-65 HRA Subsidy
101A	Bay State Nonunion FT retired on or before 01/01/2002	BSG Med Supp BSG Med Supp (Med Only) BSG Med Supp MultiUnion No Coverage	$3,870 $1,325 $1,325 $1,325	$3,870 $1,325 $1,325 $1,325
101B	Bay State Nonunion FT retired after 01/01/2002 and age 45 or older as of 01/01/1992 and hired before 09/01/1990 and elected retiree medical coverage and waived special saving plans match	BSG Med Supp BSG Med Supp (Med Only) BSG Med Supp MultiUnion No Coverage	$3,870 $1,325 $1,325 $1,325	$3,870 $1,325 $1,325 $1,325
101C	Bay State Nonunion FT retired after 01/01/2002 and before 02/01/2004	Med Supp No Coverage	$1,250 $1,250	$1,250 $1,250
101D	CEG Nonunion FT retired before 01/01/1993	MAP MAP (Med Only) No Coverage	$925 $380 $380	$925 $380 $380
101E	CEG Nonunion FT hired before 01/01/1993 and retired on or after 01/01/1993 and before 02/01/2004	MAP MAP (Med Only) No Coverage	$925 $380 $380	$925 $380 $380
101F	CEG Nonunion FT hired on or after 01/01/1993 and retired on or after 01/01/1993 and before 02/01/2004	MAP MAP (Med Only) No Coverage	$925 $380 $380	$925 $380 $380
101H	Columbia Nonunion FT—2002 ERW/VSP Group Age 53–55, retired on or after 02/01/2004	MAP MAP (Med Only) Med Supp No Coverage	$925 $380 $560 $380	$925 $380 $560 $380
101I	Kokomo Nonunion FT retired on or before 01/01/2002	Med Supp No Coverage	$1,250 $1,250	$1,250 $1,250
101J	Kokomo Nonunion FT retired after 01/01/2002 and before 02/01/2004	Med Supp No Coverage	$1,250 $1,250	$1,250 $1,250
101K	NiSource Nonunion FT retired on or before 02/01/1997	Med Supp No Coverage	$1,250 $1,250	$1,250 $1,250
101L	NiSource Nonunion FT retired after 02/01/1997 and before 02/01/2004	Med Supp No Coverage	$1,250 $1,250	$1,250 $1,250

101O	NIFL FT retired after 01/01/2002 and prior to 02/01/2004 and not retirement eligible as of 01/01/2002	Med Supp No Coverage	$1,250 $1,250	$1,250 $1,250
821A	Bay State Union Brockton Operating FT hired before 03/01/1991 and age 45 on 09/01/1991	BSG Med Supp BSG Med Supp (Med Only) No Coverage	$3,870 $1,325 $1,325	$3,870 $1,325 $1,325
822A	Bay State Union Brockton C/T FT hired before 10/01/1990 and age 45 by 01/01/1992	BSG Med Supp BSG Med Supp (Med Only) No Coverage	$3,870 $1,325 $1,325	$3,870 $1,325 $1,325
823A	Bay State Union Granite FT hired before 05/01/1991 and age 45 by 05/01/1991 and retired before 01/01/2004	BSG Med Supp MultiUnion No Coverage	$1,325 $1,325	$1,325 $1,325
824A	Bay State Union Lawrence FT hired before 01/01/1994 and age 45 by 01/01/1994 and retired before 01/01/2013	BSG Med Supp BSG Med Supp (Med Only) No Coverage	$3,870 $1,325 $1,325	$3,870 $1,325 $1,325
825B	Bay State Union Northampton FT hired before 06/18/1999 and not age 45 on 01/01/1993 and retired before 01/01/2013	BSG Med Supp BSG Med Supp (Med Only) No Coverage	$1,325 $1,325 $1,325	N/A*** N/A*** N/A***
825B13	Bay State Union Northampton FT hired before 06/18/1999 and not age 45 on 01/01/1993 and retired between 01/01/2013 and 12/31/2015	BSG Med Supp (Med Only) No Coverage	$1,325 $1,325	N/A*** N/A***
825B16	Bay State Union Northampton FT hired before 06/18/1999 and not age 45 on 01/01/1993 and retired on or after 01/01/2016	BSG Med Supp (Med Only) No Coverage	$1,325 $1,325	N/A*** N/A***
826A	Bay State Union Portland FT hired before 04/01/1991 and age 45 by 04/01/1991	BSG Med Supp MultiUnion No Coverage	$1,325 $1,325	$1,325 $1,325
827A	Bay State Union Portsmouth FT hired before 06/04/1999 and age 45 on 01/01/1993	BSG Med Supp MultiUnion No Coverage	$1,325 $1,325	$1,325 $1,325
827B	Bay State Union Portsmouth FT hired before 06/04/1999 and not age 45 on 01/01/1993	BSG Med Supp MultiUnion No Coverage	$1,325 $1,325	N/A*** N/A***

828A	Bay State Union Springfield Operating FT hired before 05/14/1999 and at least age 45 on 01/01/1993	BSG Med Supp BSG Med Supp (Med Only) No Coverage	$3,870 $1,325 $1,325	$3,870 $1,325 $1,325
828B	Bay State Union Springfield Operating FT hired before 05/14/1999 and not age 45 on 01/01/1993 and retired before 05/15/2013	BSG Med Supp BSG Med Supp (Med Only) BSG Med Supp MultiUnion No Coverage	$1,325 $1,325 $1,325 $1,325	N/A*** N/A*** N/A*** N/A***
828B13	Bay State Union Springfield Operating FT hired before 05/14/1999 and not age 45 on 01/01/1993 and retired between 05/15/2013 and 12/31/2013	BSG Med Supp BSG Med Supp (Med Only) No Coverage	$1,325 $1,325 $1,325	N/A*** N/A*** N/A***
828B14	Bay State Union Springfield Operating FT hired before 05/14/1999 and not age 45 on 01/01/1993 and retired on or after 01/01/2014	BSG Med Supp (Med Only) No Coverage	$1,325 $1,325	N/A*** N/A***
828B21	Bay State Union Springfield Operating FT hired before 05/14/1999 and retired through CMA Bridging on or after 10/09/2020	BSG Med Supp (Med Only) No Coverage	$1,325 $1,325	N/A*** N/A***
829A	Bay State Union Springfield C/T FT hired before 10/01/1990 and age 45 by 01/01/1992	BSG Med Supp BSG Med Supp (Med Only) No Coverage	$3,870 $1,325 $1,325	$3,870 $1,325 $1,325

*Note that if any Post-65 Retiree or Spouse in the Covered Retiree Groups identified above is not enrolled in any Post-65 coverage option ("No Coverage") effective December 31, 2025 but later enrolls, those individuals are only eligible for the lowest Available Post-65 HRA Subsidy for their Covered Retiree Group, unless determined otherwise in the sole discretion of the Company.

**Any Pre-65 Retiree who is a Pre-65 Retiree Plan Participant, and their eligible Dependents, are eligible for the highest Available Post-65 HRA Subsidy for their Covered Retiree Group. Any Pre-65 Retiree who is not a Pre-65 Retiree Plan Participant ("No Coverage") are eligible only for the lowest Available Post-65 HRA Subsidy for their Covered Retiree Group.

***This group is only eligible for $1,325 total, no matter if it is the Retiree, the Spouse, or both who are enrolled in the Plan.

**** Upon the death of a Retiree, if the Spouse is properly enrolled in the Plan and eligible for an Available Post-65 HRA Subsidy, the Spouse, as a Covered Surviving Dependent, shall receive the Available Post-65 HRA Subsidy amount the Retiree or Spouse was eligible for under Schedule 1, if greater, beginning in the next Period of Coverage and all future Periods of Coverage during which the Covered Surviving Dependent remains eligible in lieu of their own Available Post-65 HRA Subsidy. Upon the death of a Retiree or Spouse, the Covered Surviving Dependent shall be eligible to use any remaining HRA balance in the account.

DEFINED DOLLAR

AVAILABLE POST-65 HRA SUBSIDY

Each Covered Retiree Group identified in Table 1 below shall have an Available Post-65 HRA Subsidy amount based on the Years of Service of the Retiree in the amount listed in Table 2 below.

Table 1: Eligible Covered Retiree Groups

Retiree Benefit Program (RBP)	Covered Retiree Group
101	Exempt FT hired or rehired before 01/01/2010 and retired on or after 02/01/2004 and before 02/01/2006 and Nonunion Non-Exempt FT hired or rehired before 01/01/2013 and retired on or after 02/01/2004
101G	Columbia Nonunion FT—2002 ERW/VSP Age 50–52 (Salary continuation)
101Y21	NiSource Non-Union Full Time (Non-Exempt hired before 01/01/2013 and Exempt Hired before 01/01/2010) and retired through CMA Bridging on or after 10/09/2020
102	Exempt PT hired or rehired before 01/01/2010 and retired on or after 02/01/2004 and before 02/01/2006 and Nonunion Non-Exempt PT hired or rehired before 01/01/2013 and retired on or after 02/01/2004
102D	Columbia Nonunion PT—2002 ERW/VSP Age 50–52
104	Exempt FT hired or rehired before 01/01/2010 and retired on or after 02/01/2006
105	Exempt PT hired or rehired before 01/01/2010 and retired on or after 02/01/2006
132	Special 4th Quarter FT VSP retired before 02/01/2004
821	Bay State Union Brockton Operating FT hired before 01/01/2013, retired on or before 01/01/2017, and does not meet requirements of 821A
821Y17	Bay State Union Brockton Operating FT hired before 01/01/2013 and retired on or after 02/01/2017; and does not meet requirements of 821A
821Y21	Bay State Union Brockton Operating FT hired before 01/01/2013 and retired through CMA Bridging on or after 10/09/2020
822	Bay State Union Brockton C/T FT hired before 06/01/2013, retired before 05/01/2013 and does not meet requirements of 822A
822Y13	Bay State Union Brockton C/T FT hired before 06/01/2013 and retired on or after 05/01/2013 and before 4/1/2018
822Y18	Bay State Union Brockton C/T FT hired before 06/01/2013 and retired on or after 04/01/2018
822Y21	Bay State Union Brockton C/T FT and PT hired before 06/01/2013 and retired through CMA Bridging on or after 10/09/2020
824Y13	Bay State Union Lawrence FT hired before 01/01/2013 and retired on or after 01/01/2013 and before 07/01/2017
824Y17	Bay State Union Lawrence FT hired before 01/01/2013 and retired on or after 07/01/2017
824Y21	Bay State Union Lawrence FT hired before 01/01/2013 and retired through CMA Bridging on or after 10/09/2020
829Y08	Bay State Union Springfield C/T FT retired after 01/01/2008 and retired before 01/01/2011 and does not meet the requirements of 829A
829Y11	Bay State Union Springfield C/T FT hired before 01/01/2011 and retired on or after 01/01/2011 and before 01/01/2016 and does not meet the requirements of 829A
829Y16	Bay State Union Springfield C/T FT hired before 01/01/2011 and retired after 01/01/2016 and does not meet the requirements of 829Y11
829Y21	Bay State Union Springfield (C/T) FT hired before 01/01/2011 and retired through CMA Bridging on or after 10/09/2020

Table 2: Applicable Post-65 HRA Subsidy

Years of Service	Post-65 Retiree Annual Available Post-65 HRA Subsidy	Spouse Annual Available Post-65 HRA Subsidy
8,9, or 10	$450	$300
11	$495	$330
12	$540	$360
13	$585	$390
14	$630	$420
15	$675	$450
16	$720	$480
17	$765	$510
18	$810	$540
19	$855	$570
20	$900	$600
21	$945	$630
22	$990	$660
23	$1,035	$690
24	$1,080	$720
25	$1,125	$750
26	$1,170	$780
27	$1,215	$810
28	$1,260	$840
29	$1,305	$870
30	$1,350	$900
31	$1,395	$930
32	$1,440	$960
33	$1,485	$990
34	$1,530	$1,020
35	$1,575	$1,050
36	$1,620	$1,080
37	$1,665	$1,110
38	$1,710	$1,140
39	$1,755	$1,170
40	$1,800	$1,200
41	$1,845	$1,230
42	$1,890	$1,260
43	$1,935	$1,290
44	$1,980	$1,320
45	$2,025	$1,350
46	$2,070	$1,380
47	$2,115	$1,410
48	$2,160	$1,440

49	$2,205	$1,470
50	$2,250	$1,500
51	$2,295	$1,530
52	$2,340	$1,560
53	$2,385	$1,590
54	$2,430	$1,620
55	$2,475	$1,650
56	$2,520	$1,680
57	$2,565	$1,710

* Upon the death of a Retiree, if the Spouse is properly enrolled in the Plan and eligible for an Available Post-65 HRA Subsidy, the Spouse, as a Covered Surviving Dependent, shall receive the Available Post-65 HRA Subsidy amount the Retiree or Spouse was eligible for under Schedule 1, if greater, beginning in the next Period of Coverage and all future Periods of Coverage during which the Covered Surviving Dependent remains eligible in lieu of their own Available Post-65 HRA Subsidy. Upon the death of a Retiree or Spouse, the Covered Surviving Dependent shall be eligible to use any remaining HRA balance in the account.

Medicare Part B Reimbursement and NiSource Part B Reimbursement

Each Covered Retiree Group identified below shall have either a Medicare Part B Reimbursement or NiSource Part B Reimbursement amount in addition to the Available Post-65 HRA Subsidy based on the table below.

Retiree Benefit Program (RBP)	Covered Retiree Group	Medicare Part B Reimbursement	NiSource Part B Reimbursement
101	Exempt FT hired or rehired before 01/01/2010 and retired on or after 02/01/2004 and before 02/01/2006 and Nonunion Non-Exempt FT hired or rehired before 01/01/2013 and retired on or after 02/01/2004	N/A	$525 annually for Retiree only
101D	CEG Nonunion FT retired before 01/01/1993	$185.00[1] monthly for retiree only	N/A
101E	CEG Nonunion FT hired before 01/01/1993 and retired on or after 01/01/1993 and before 02/01/2004	$185.00[2] monthly for retiree only	N/A
101F	CEG Nonunion FT hired on or after 01/01/1993 and retired on or after 01/01/1993 and before 02/01/2004	$185.00[3] monthly for retiree only	N/A
101G	Columbia Nonunion FT—2002 ERW/VSP Age 50–52 (Salary continuation)	N/A	$525 annually for Retiree only
101H	Columbia Nonunion FT—2002 ERW/VSP Group Age 53–55, retired on or after 02/01/2004	$185.00[4] monthly for retiree only	N/A
102	Exempt PT hired or rehired before 01/01/2010 and retired on or after 02/01/2004 and before 02/01/2006 and Nonunion Non-Exempt PT hired or rehired before 01/01/2013 and retired on or after 02/01/2004	N/A	$525 annually for Retiree only
102D	Columbia Nonunion PT—2002 ERW/VSP Age 50–52	N/A	$525 annually for Retiree only
104	Exempt FT hired or rehired before 01/01/2010 and retired on or after 02/01/2006	N/A	$525 annually for Retiree only
105	Exempt PT hired or rehired before 01/01/2010 and retired on or after 02/01/2006	N/A	$525 annually for Retiree only

[1] Adjusted annually by CMS to equal 25% of the estimated Part B program cost. $202.90 for 2026.

[2] Adjusted annually by CMS to equal 25% of the estimated Part B program cost. $202.90 for 2026.

[3] Adjusted annually by CMS to equal 25% of the estimated Part B program cost. $202.90 for 2026.

[4] Adjusted annually by CMS to equal 25% of the estimated Part B program cost. $202.90 for 2026.

Active Programs That Will Not Receive Retiree Benefits

Active Benefit Program	Group
106	All Nonunion Exempt FT hired or rehired on or after 01/01/2010
107	All Nonunion Exempt PT hired or rehired on or after 01/01/2010
108	All Nonunion Non-Exempt FT hired or rehired on or after 01/01/2013
109	All Nonunion Non-Exempt PT hired or rehired on or after 01/01/2013
222	NIPSCO Union PT
223	NIPSCO Union TMP
224	NIPSCO Union TWF
623	CEG Union FT hired or rehired on or after 01/01/2013
624	CEG Union PT hired or rehired on or after 01/01/2013
830	Bay State Union Springfield C/T PT hired before 01/01/2011
831	Bay State Union Brockton Operating FT hired or rehired on or after 01/01/2013
832	Bay State Union Brockton C/T FT hired or rehired on or after 06/01/2013 and retired after 05/01/2013
834	Bay State Union Brockton C/T PT hired on or before 05/31/2013
835	Bay State Union Northampton FT hired or rehired on or after 01/01/2011
838	Bay State Union Springfield Operating FT hired or rehired on or after 01/01/2014
839	Bay State Union Springfield C/T FT hired or rehired on or after 01/01/2011
840	Bay State Union Springfield C/T PT hired or rehired on or after 01/01/2011
844	Bay State Union Brockton C/T PT hired or rehired on or after 06/01/2013
854	Bay State Union Lawrence FT hired or rehired on or after 01/01/2013

Active Programs That Receive Retiree Benefits Under the NiSource Union Post-65 Retiree Benefits Plan That Will Not Receive Retiree Benefits Under the NiSource Post-65 Retiree Health Reimbursement Arrangement

Active Benefit Program	Group
101M	NIFL FT retired on or before 01/01/2002
101N	NIFL FT retired after 01/01/2002 and prior to 02/01/2004; retirement eligible as of 12/31/2001
221	NIPSCO Union FT retired before 01/01/2005
221Y05	NIPSCO Union FT hired before 06/01/2004 and retired on or after 01/01/2005 and before 01/01/2015
221Y14	NIPSCO Union FT hired on or after 06/01/2004 and before 06/01/2009 and retired before 01/01/2015
221Y15	NIPSCO Union FT hired before 06/01/2004 and retired on or after 01/01/2015 and before 02/01/2017
221Y17	NIPSCO Union FT hired before 06/01/2004 and retired on or after 02/01/2017
225Y15	NIPSCO Union FT hired on or after 06/01/2004 and before 06/01/2009 and retired on or after 01/01/2015 and before 02/01/2017
225Y17	NIPSCO Union FT hired on or after 06/01/2004 and before 06/01/2009 and retired on or after 02/01/2017
226Y19	NIPSCO Union FT hired on or after 06/01/2009 and retired on or after 06/01/2019
321	NIFL Union FT retired on or after 01/01/2006 but before 01/01/2012
321Y12	NIFL Union FT hired before 01/01/2012 and retired on or after 01/01/2012 and before 01/01/2015
321Y15	NIFL Union FT hired before 01/01/2012 and retired on or after 01/01/2015
621	CEG Union FT hired before 01/01/2013 and retired after 01/01/2004
621A	CEG Union FT retired before 01/01/1993
621B	CEG Union FT hired before 01/01/1993 and retired after 01/01/1993 and before 02/01/2004
621C	CEG Union FT hired after 01/01/1993 and retired after 01/01/1993 and before 02/01/2004
621D	CEG Union FT—2002 ERW/VSP Group Age 50–52 (Salary Continuation)
621E	CEG Union FT—2002 ERW/VSP Group Age 53–55, retired on or after 02/01/2004
622	CEG Union PT hired before 01/01/2013 and retired after 02/01/2004
622C	CEG Union PT hired after 01/01/1993 and retired after 01/01/1993 and before 02/01/2004
721Y05	Kokomo Union FT Outside (majority) retired after 01/01/2005 but before 01/01/2012
721Y12	Kokomo Union FT hired before 01/01/2012 and retired on or after 01/01/2012 and before 01/01/2015
721Y15	Kokomo Union FT hired before 01/01/2012 and retired on or after 01/01/2015
823	Bay State Union Granite FT retired after 01/01/2004

824	Bay State Union Lawrence FT retired after 01/01/2004 and retired before 01/01/2013 and does not meet requirements of 824A
825	Bay State Union Northampton FT hired after 06/18/1999 but before 01/01/2011 and retired before 01/01/2016
826	Bay State Union Portland FT retired after 01/01/2004 and does not meet requirements of 826A
827	Bay State Union Portsmouth FT hired after 06/04/1999
828	Bay State Union Springfield Operating FT hired after 05/14/1999 and retired before 05/15/2013
828Y13	Bay State Union Springfield Operating FT hired after 05/14/1999 and retired on or after 05/15/2013
829	Bay State Union Springfield C/T FT retired after 01/01/2004 and on or before 01/01/2008 and does not meet the requirements of 829A

NISOURCE UNION POST-65 RETIREE MEDICAL PLAN

As Amended and Restated
Effective as of January 1, 2026

TABLE OF CONTENTS

Page

ARTICLE I INTRODUCTION 1
1.01 Purpose of Plan 1
1.02 Plan Components 1

ARTICLE II DEFINITIONS 1
2.01 "Annual Enrollment Period" 1
2.02 "Available Post-65 Retiree Coverage Option" 1
2.03 "Category of Coverage" 1
2.04 "Claims Administrator" 2
2.05 "CMA Asset Purchase Agreement" 2
2.06 "CMA Transaction" 2
2.07 "COBRA" 2
2.08 "COBRA Continuation Coverage" 2
2.09 "Code" 2
2.10 "Columbia Divested Company" 2
2.11 "Committee" 2
2.12 "Company" 2
2.13 "Co-Insurance" 2
2.14 "Consolidated Flex Plan" 2
2.15 "Co-Payment" 2
2.16 "Covered Employee" 2
2.17 "Covered Expense" 2
2.18 "Covered Participant" 2
2.19 "Covered Percentage" 2
2.20 "Covered Person" 2
2.21 "Covered Person Contribution" 3
2.22 "Covered Retiree Group" 3
2.23 "CPG" 3
2.24 "CPG Related Employer" 3
2.25 "CPG Spin-Off" 3
2.26 "Deductible" 3
2.27 "Defined Dollar Subsidy" 3
2.28 "Dependent" 3
2.29 "Employee" 3
2.30 "Employer" 3
2.31 "ERISA" 4
2.32 "Exempt Employee" 4
2.33 "Family" 4
2.34 "Full-Time" or "Full-Time Employee" 4
2.35 "Group Health Plan" 4
2.36 "HIPAA" 4
2.37 "HMO Option" 4
2.38 "Hospital" 4
2.39 "Injury" 4
2.40 "MAP Deductible " 4
2.41 "MAP-Med Only Option" 4
2.42 "MAP Option" 4

2.43 "Maximum Allowed Amount" 5
2.44 "Medicaid" 5
2.45 Medigap Med Only Supplement Option" 5
2.46 Medigap Supplement Option" 5
2.47 "Medically Necessary" 5
2.48 "Medicare" 5
2.49 Medicare Supplement Option" 5
2.50 "Next Gen Date" 5
2.51 "Next Gen Employee" 6
2.52 "NIPSCO" 6
2.53 "NIPSCO Medicare Supplement Option" 6
2.54 "NIPSCO Represented Employee" 6
2.55 "NIPSCO Represented Retiree" 6
2.56 "No Coverage Option" 6
2.57 "Non-Exempt Employee" 6
2.58 "Non-Represented" 6
2.59 "Other Insured Arrangement Option" 6
2.60 "Other Party" 6
2.61 "Outbreak Period" 7
2.62 "Out-of-Pocket Expense Limitation" 7
2.63 "Part-Time" or "Part-Time Employee" 7
2.64 "Participant" 7
2.65 "Physician" 7
2.66 "Plan" 7
2.67 "Plan Administrator" 8
2.68 "Plan Effective Date" 8
2.69 "Plan Year" 8
2.70 "Post-65 Retiree" 8
2.71 "Post-65 Retiree Coverage Option" 8
2.72 "Pre-65 Retiree" 8
2.73 "Pre-65 Retiree Plan Participant" 8
2.74 "Predecessor Medicare Supplement Option" 8
2.75 "Pregnancy" 8
2.76 "Qualified Beneficiary" 8
2.77 "Qualifying Event" 8
2.78 "Related Employer" 9
2.79 "Represented" 9
2.80 "Retiree" 9
2.81 "Separation Date" 10
2.82 "Sickness" 10
2.83 "Special CMA Retiree" 10
2.84 "Spouse" 10
2.85 "Status Change" 10
2.86 "Summary Plan Description" 11

ARTICLE III PARTICIPATION 11
3.01 Eligibility 11
3.02 Enrollment 11
3.03 Categories of Coverage 14
3.04 Election of a Post-65 Retiree Coverage Option 14
3.05 Election of a Category of Coverage 15

ARTICLE IV RETIREE COVERAGE 15
4.01 Participation in Particular Post-65 Retiree Coverage Options 15
4.02 MAP Option 20
4.03 MAP-Med Only Option 23
4.04 Medicare Supplement Option 25
4.05 NIPSCO Medicare Supplement Option 27
4.06 Medigap Supplement Option 28
4.07 Medigap Med-Only Supplement Option 29
4.08 Special Provisions Applicable to Post-65 Retirees Who Are Former Represented Employees 29

ARTICLE V HMO OPTION 29

ARTICLE VI OTHER INSURED ARRANGEMENT OPTION 29

ARTICLE VII PARTICIPANT PAYMENTS AND LIMITS 29
7.01 Deductible 29
7.02 Co-Insurance 29
7.03 Co-Payments 30
7.04 Out-of-Pocket Expense Limitation 30
7.05 Maximum Benefits 30

ARTICLE VIII CONTRIBUTIONS TO THE PLAN 30
8.01 Employer Contributions 30
8.02 Covered Person Contributions 30

ARTICLE IX PRESCRIPTION DRUG COVERAGE 30
9.01 General 30
9.02 Medicare Part D 30
9.03 Co-Payments, Co-Insurance and Deductibles 31
9.04 Definitions 32
9.05 Items Covered 32
9.06 Items Not Covered 32
9.07 Preauthorization 33

ARTICLE X EMPLOYEE ASSISTANCE PROGRAM COVERAGE 33
10.01 Benefits 33
10.02 Claim for Benefits 33

ARTICLE XI SUBROGATION 33
11.01 Subrogation 33
11.02 Right of Recovery 34
11.03 Application to Funds Recovered 34
11.04 Cooperation Required 34
11.05 First Lien Created 34
11.06 Constructive Trust 35
11.07 Personal Liability Created 35

ARTICLE XII NONDUPLICATION OF BENEFITS 35
12.01 General 35
12.02 Definitions 35
12.03 Application of the Rules 36

12.04 Plan As Primary Payor 36
12.05 Plan As Secondary Payor 36
12.06 When Other Plan Has No Nonduplication of Benefits Rules 36
12.07 Vehicle Coverage Limitation 36
12.08 If Medicare Is Involved 36

ARTICLE XIII ADMINISTRATION OF PLAN 38
13.01 Committee to Administer the Plan 38
13.02 The Committee 39
13.03 Powers of the Plan Administrator 39
13.04 Interpretative Authority 40
13.05 Appointment of the Claims Administrator 40

ARTICLE XIV CLAIMS FOR BENEFITS 40
14.01 Consideration of Initial Claim 40
14.02 If the Claims Administrator Denies the Initial Claim 42
14.03 Appeal to the Claims Administrator. 42
14.04 If the Claims Administrator Denies a Claim on Appeal 43
14.05 Appeal to the Claims Administrator of Pre- and Post-Service Claim Denials. 44
14.06 If the Claims Administrator Denies a Claim on Appeal 45
14.07 Limitations Upon Civil Actions 45
14.08 Construction of Article 45

ARTICLE XV TERMINATION OF PARTICIPATION AND CONTINUATION COVERAGE 46
15.01 Cessation of Participation 46
15.02 COBRA 48

ARTICLE XVI PROVISIONS CONCERNING PROTECTED HEALTH INFORMATION 49
16.01 General 49
16.02 Permitted Uses and Disclosure 49
16.03 Disclosures to Company 50
16.04 Adequate Separation 51
16.05 Unauthorized Use or Disclosure 51
16.06 Special Amendatory Authority 51

ARTICLE XVII PROVISIONS CONCERNING THE SECURITY OF ELECTRONIC PROTECTED HEALTH INFORMATION 51
17.01 General 51
17.02 Duty of the Plan Sponsor 52

ARTICLE XVIII GENERAL EXCLUSIONS 52
18.01 General 52

ARTICLE XIX MISCELLANEOUS PROVISIONS 52
19.01 Assignment of Benefits 52
19.02 Information To Be Furnished 53
19.03 Limitation of Rights 53
19.04 Plan Not Contract 53
19.05 Fiduciary Operation 53
19.06 No Guaranty 53
19.07 Misrepresentation 53
19.08 Inadvertent Error 54

19.09 No Liability for Acts of Any Provider 54
19.10 Covered Persons Responsibilities 54
19.11 Right of Recovery 54
19.12 Governing Law and Venue 54
19.13 Severability 54
19.14 Participant Litigation 54
19.15 Counterparts 55
19.16 Notice 55
19.17 Extension of Plan to Related Employers. 55

ARTICLE XX FUNDING, AMENDMENT AND TERMINATION OF THE PLAN 55
20.01 Plan Self-Insured 55
20.02 Participants' and Dependents' Rights Unsecured 55
20.03 Amendment 56
20.04 Termination 56
20.05 Collective Bargaining Agreement 56

SCHEDULE 1 UNION POST-65 RETIREE BENEFIT PROGRAM MATRIX 1

ARTICLE I
INTRODUCTION

1.01 **Purpose of Plan**. NiSource Inc. (the "Company") established and maintained the NiSource Consolidated Flex Medical Plan, a component welfare plan of the NiSource Life and Medical Benefits Program, to provide group medical benefits for the participants and beneficiaries thereunder, including for certain Post-65 Retirees (as defined below) and their dependents who have attained age 65 and for certain dependents of Pre-65 Retirees (as defined below) who have attained age 65, under one or more Medicare supplement plan options. Effective September 1, 2010, the Company established the NiSource Post-65 Retiree Medical Plan for the purpose of merging and incorporating all such Medicare supplement plan options into a single retiree-only plan that shall be a separate employee welfare benefit plan for purposes of ERISA (as defined below). Effective January 1, 2026, the Company amended and restated the NiSource Post-65 Retiree Medical Plan to become the NiSource Post-65 Retiree Medical Program (the "Program"), an ERISA wrap plan for the purpose of consolidating and combining certain component welfare benefit plans maintained by the Company. Effective January 1, 2026, the Company also established and shall maintain the NiSource Post-65 Retiree Health Reimbursement Arrangement for the purpose of providing flexible and personalized plan options to certain Covered Retiree Groups (as defined below) previously covered under the NiSource Post-65 Retiree Medical Plan. Effective January 1, 2026, the Company established and shall maintain the NiSource Union Post-65 Retiree Medical Plan (the "Plan") for the purpose of continuing to provide certain Medicare supplement plan option to certain Covered Retiree Groups previously covered under the NiSource Post-65 Retiree Medical Plan.. The Plan is a component welfare plan of the NiSource Post-65 Retiree Medical Program, designated by the Company as plan number 538 for purposes of reporting on Form 5500 with the Department of Labor and the Internal Revenue Service.

1.02 **Plan Components**. The Plan has 7 components: the HMO Option, the MAP-Med Only Option, the MAP Option, the NIPSCO Medicare Supplement Option, the Medicare Supplement Option, the Medigap Supplement Option and Other Insured Arrangements. Alternatively, a Post-65 Retiree, or a Pre-65 Retiree Plan Participant on behalf of his eligible dependent, may choose the No Coverage Option.

ARTICLE II
DEFINITIONS

The following words and phrases as used in this Plan shall have the following meanings, unless a different meaning is plainly required by the context. A pronoun or adjective in the masculine gender includes the feminine gender, and the singular includes the plural, unless the context clearly indicates otherwise.

2.01 **"Annual Enrollment Period"** means the period selected by the Company each year during which time a Retiree may select an Available Post-65 Retiree Coverage Option to be effective for the following Plan Year.

2.02 **"Available Post-65 Retiree Coverage Option"** means, with respect to a Post-65 Retiree, a Post-65 Retiree's Dependent, or a Dependent of a Pre-65 Retiree Plan Participant, any Post-65 Retiree Coverage Option that is available to the Retiree's Covered Retiree Group, as indicated in Schedule 1 attached hereto.

2.03 **"Category of Coverage"** means each of the coverage choices described in Section 3.03.

2.04 **"Claims Administrator"** means the person, persons or entity appointed by the Plan Administrator to process benefit claims pursuant to Section 13.05.

2.05 **"CMA Asset Purchase Agreement"** means that certain Asset Purchase Agreement, dated February 26, 2020, as amended, executed in connection with the CMA Transaction.

2.06 **"CMA Transaction"**means the transaction pursuant to which the Company sold to Eversource Energy certain assets, and Eversource Energy agreed to assume certain obligations and liabilities, of Bay State Gas Company.

2.07 **"COBRA"** means Public Law 99-272, the Consolidated Omnibus Budget Reconciliation Act of 1985, as amended from time to time.

2.08 **"COBRA Continuation Coverage"** means continuation coverage to the extent required by COBRA.

2.09 **"Code"** means the Internal Revenue Code of 1986, as amended from time to time.

2.10 **"Columbia Divested Company"** means any one of the following companies that previously was affiliated with a Related Employer: Columbia Energy Services Corp., Columbia Propane Corporation, Columbia Electric Corporation, Columbia LNG Corporation, Energy.com Corporation, Columbia Trans Communications, Commonwealth Propane, Columbia Propane LP, Columbia Petroleum Corporation, Columbia Natural Resources Inc., Hawg Hauling & Disposal Inc., Coal Gas, CS-42, Gas Development, New York Gas & Elec, Pittsburgh Market Division and Columbia Gas of West Virginia.

2.11 **"Committee"** means the NiSource Benefits Committee.

2.12 **"Company"** means NiSource Inc., a Delaware corporation.

2.13 **"Co-Insurance"** means the amount of a Covered Expense that remains the responsibility of a Covered Person.

2.14 **"Consolidated Flex Plan"** means the NiSource Consolidated Flex Medical Plan, a component welfare plan of the NiSource Life and Medical Benefits Program, together with any and all amendments and supplements thereto, and any and all restatements thereof, from time to time.

2.15 **"Co-Payment"** means a flat dollar amount that a Covered Person must pay before an expense will be covered.

2.16 **"Covered Employee"** means an individual who is (or was) provided coverage under the Plan by virtue of being or having been an Employee, and includes a Retiree who is covered by the Plan.

2.17 **"Covered Expense"** means a service or supply, the Covered Percentage of which is paid for by the Plan, or which is subject to the applicable Deductible and Co-Insurance.

2.18 **"Covered Participant"** means a Participant or Pre-65 Retiree Plan Participant.

2.19 **"Covered Percentage"** means the percentage of a Covered Expense covered by the Plan.

2.20 **"Covered Person"** means a Post-65 Retiree or Dependent covered under the Plan, and includes a Qualified Beneficiary covered under the Plan.

2.21 **"Covered Person Contribution"** means the contribution required under Section 8.02.

2.22 **"Covered Retiree Group"** means a group of retirees described in Schedule 1 attached hereto in which a Retiree is a member, as determined by the Plan Administrator or its designee, in its sole discretion. Without limiting the generality of the foregoing, in light of the transfer provisions of Section 4.01(e), the Plan Administrator, in its absolute discretion, may determine that a Retiree is a member of a Covered Retiree Group that does not correspond to his or her actual date of hire or rehire.

2.23 **"CPG"** means Columbia Pipeline Group, Inc., a Delaware corporation.

2.24 **"CPG Related Employer"** means, on and after the Separation Date, (1) any corporation that is a member of a controlled group of corporations (as defined in Section 414(b) of the Code) that includes CPG; (2) any trade or business (whether or not incorporated) that is under common control (as defined in Section 414(c) of the Code) with CPG; and (3) any member of an affiliated service group (as defined in Section 414(m) of the Code) that includes CPG.

2.25 **"CPG Spin-Off"** means the transaction pursuant to which there was distributed to holders of shares of common stock of the Company, on a pro rata basis, all of the outstanding shares of common stock of CPG.

2.26 **"Deductible"** has the meaning set forth in Section 7.01.

2.27 **"Defined Dollar Subsidy"** means the Company's contribution toward the cost of coverage for certain Retirees, as described in Sections 4.01 and 4.02.

2.28 **"Dependent"** means:

(a) The Spouse of a Covered Participant, if not legally separated, who has attained age 65;

(b) a person who satisfies the provisions of Section 15.01(b) of the Plan for continued coverage as a surviving dependent, subject to any other limitations on dependent status included in this Section 2.33;

2.29 **"Employee"** means a regular or temporary employee of an Employer. No independent contractor shall be treated by the Plan Administrator as an Employee during the period he renders service as an independent contractor. Any person retroactively or in any other way found to be a common law employee shall not be considered an Employee for any period during which he was not treated as an Employee by the Plan Administrator.

2.30 **"Employer"** means the Company, any Related Employer, and any successor that shall maintain the Plan, but does not include (i) any Related Employer that maintains a group health plan providing medical benefits for its employees or retirees, or for whose employees or retirees such a plan is maintained, if such plan is not included as part of the Plan or as part of the Consolidated Flex Plan for purposes of reporting on Form 5500 filed with the Federal government, (ii) any Related Employer to the extent that an agreement related to the acquisition, sale or other disposition of the Related Employer provides that its Employees or Retirees shall not have coverage under the Plan, or (iii) any Related Employer that the Plan Administrator has determined in its discretion is not an "Employer" for purposes of the Plan. Any Related Employer that satisfies the conditions of the immediately preceding sentence for being an "Employer" shall be deemed to have adopted the Plan. Unless otherwise provided by the Plan Administrator, an Employer participating in the Plan shall automatically cease to participate in

the Plan, without further action or notice by the Plan Administrator and without need for amendment or modification of the Plan, on the date that such entity is no longer considered a Related Employer of the Company. The Company and any applicable Related Employer may limit or extend the adoption of the Plan to one or more groups of Employees and/or divisions, locations or operations. Without limiting the generality of the foregoing, Lake Erie Land Company shall not be an Employer under the Plan.

2.31 **"ERISA"** means the Employee Retirement Income Security Act of 1974, as amended.

2.32 **"Exempt Employee"** means an Employee who is not entitled to overtime under the Fair Labor Standards Act, 29 U.S.C. § 201, et seq.

2.33 **"Family"** means a Participant and such Participant's covered Dependents.

2.34 **"Full-Time" or "Full-Time Employee"** means an Employee characterized by an Employer as a full-time employee who regularly works 40 or more hours per week or, with respect to a Represented Employee, who regularly works such other period of time that is specified in the collective bargaining agreement covering such Employee as constituting full-time status for purposes of the Consolidated Flex Plan.

2.35 **"Group Health Plan"** means a plan (including a self-insured plan) of, or contributed to by, an employer (including a self-employed person) or employee organization to provide health care (directly or otherwise) to the employees, former employees, the employer, others associated or formerly associated with the employer in a business relationship, or their families.

2.36 **"HIPAA"** means the Health Insurance Portability and Accountability Act of 1996, as amended.

2.37 **"HMO Option"** means a Coverage Option offered through a health maintenance organization pursuant to Article V.

2.38 **"Hospital"** means an institution that, for compensation from its patients and on an inpatient basis, is primarily engaged in providing diagnostic and therapeutic facilities for the surgical and medical diagnosis, treatment, and care of injured and sick persons by or under the supervision of a staff of Physicians who are duly licensed to practice medicine, and which continuously provides 24-hour-a-day nursing services by registered graduate nurses. It is not, other than incidentally, a nursing home, or a place for rest or for the aged.

2.39 **"Injury"** means bodily injury that is caused by accidental means by an event that is sudden and not foreseen, and is exact as to time and place, which results in damage to a Covered Person's body from an external force or contact.

2.40 **"MAP Deductible "** means the amount of Covered Expenses that must be incurred by a Covered Person in a Plan Year under the MAP Option or the MAP-Med Only Option before the Plan will pay benefits for such Covered Person. The MAP Deductible shall be determined by the Plan Administrator from time to time. As of January 1, 2015, the MAP Deductible is $100.

2.41 **"MAP-Med Only Option"** means the Medical Assistance Plan Option, without prescription drug coverage, offered to Retirees pursuant to Article IV.

2.42 **"MAP Option"** means the Medical Assistance Plan Option, with prescription drug coverage, offered to Retirees pursuant to Article IV.

2.43 **"Maximum Allowed Amount"** has the meaning given such term in the Consolidated Flex Medical Plan.

2.44 **"Medicaid"** means a state program of medical aid for needy persons established under Title XIX of the Social Security Act of 1965, as amended.

2.45 **Medigap Med Only Supplement Option"** means the Medigap Med Only Supplement Option offered to Retirees pursuant to Article IV and Article VI.

2.46 **Medigap Supplement Option"** means the Medigap Supplement Option offered to Retirees pursuant to Article IV and Article VI.

2.47 **"Medically Necessary"** means a service or supply ordered or prescribed by a Physician that is appropriate for the diagnosis, care, or treatment of a Sickness or Injury. Such service or supply must be (1) as likely to produce a significant outcome as, and no more likely to produce a negative outcome than, any alternative; (2) indicated by the Covered Person's health status to result in information that could affect treatment, if a diagnostic procedure; and (3) no more costly than any alternative.

2.48 **"Medicare"** means the program of medical care benefits provided for aged and disabled persons under the Social Security Act of 1965, as amended.

2.49 **Medicare Supplement Option"** means the Medicare Supplement Plan Option offered to Retirees pursuant to Article IV.

2.50 **"Next Gen Date"** means

(a) with respect to an Exempt Employee, January 1, 2010;

(b) with respect to a Non-Exempt Employee (including a Represented Employee, but excluding a Full-Time NIPSCO Represented Employee), to the extent such Employee is not otherwise described in the following subsections of this Section 2.55), January 1, 2013;

(c) with respect to an Employee of Bay State Gas Company represented by the Utility Workers Union of America, AFL-CIO, Local Union No. 273 (Brockton Clerical/Technical), June 1, 2013;

(d) with respect to an Employee of Bay State Gas Company represented by the Utility Workers Union Of America, AFL-CIO, Local Union No. 273 (Brockton Operating), January 1, 2013;

(e) with respect to an Employee of Bay State Gas Company represented by the International Brotherhood of Electrical Workers Local Union No. 326 (Lawrence), January 1, 2013;

(f) with respect to an Employee of Bay State Gas Company represented by the International Brotherhood of Electrical Workers Local Union No. 486 (Northampton), January 1, 2011;

(g) with respect to an Employee of Bay State Gas Company represented by the United Steel Workers Local Union No. 12026 (Springfield Clerical/Technical), January 1, 2011; and

(h) with respect to an Employee of Bay State Gas Company represented by the United Steel Workers Local Union No. 12026 (Springfield Operating), January 1, 2014.

2.51 **"Next Gen Employee"** means an Employee hired or rehired on or after the Next Gen Date with respect to the class of Employees into which he or she was hired or rehired, or who, as a result of a transfer described in Section 4.01(e), is deemed to be a Next Gen Employee, all as determined by the Plan Administrator in its absolute discretion.

2.52 **"NIPSCO"** means Northern Indiana Public Service Company LLC.

2.53 **"NIPSCO Medicare Supplement Option"** means the NIPSCO Medicare Supplement Option (formerly known as the Medicare-Plus Plan Option) offered to NIPSCO Represented Retirees pursuant to Article IV.

2.54 **"NIPSCO Represented Employee"** means a Represented Employee who is employed by NIPSCO. For purposes of the Plan, notwithstanding any other provision herein, the terms "NIPSCO Represented Employee," "Represented" and "Represented Employee" shall not include any Employee employed by NIPSCO in the role of Damage Prevention Coordinator with an assigned job code of NP3459 (or subsequent job title and/or code that becomes applicable for this specific position, as recognized by the Plan Administrator) (hereinafter, "Damage Prevention Coordinator") during the period from June 1, 2016 to April 30, 2019, as negotiated in the Memorandum of Understanding ("MOU"), generally effective June 1, 2016, resulting from collective bargaining between the United Steelworkers of America, Local 12775, AFL-CIO-CLC, and NIPSCO with respect to such position for the period (the "Specified Period") specified in the MOU from June 1, 2016 to April 30, 2019, unless such Employee was considered a NIPSCO Represented Employee immediately prior to June 1, 2016, or if later, immediately prior to becoming employed in the position of Damage Prevention Coordinator. Also, for purposes of the Plan, notwithstanding any other provision herein, during the Specified Period, a Damage Prevention Coordinator shall be considered a Non-Represented Employee, unless such Employee was considered a NIPSCO Represented Employee immediately prior to June 1, 2016, or if later, immediately prior to becoming employed in the position of Damage Prevention Coordinator. Effective as of May 1, 2019, Employees employed by NIPSCO in the position of Damage Prevention Coordinator shall be considered NIPSCO Represented Employees and Represented Employees for purposes of the Plan, unless otherwise negotiated in an agreement between the bargaining unit and NIPSCO.

2.55 **"NIPSCO Represented Retiree"** means a Retiree who retired from NIPSCO as a NIPSCO Represented Employee..

2.56 **"No Coverage Option"** means an election not to become covered under a Post-65 Retiree Coverage Option.

2.57 **"Non-Exempt Employee"** means an employee who is entitled to overtime under the Fair Labor Standards Act, 29 U.S.C. § 201 et seq.

2.58 **"Non-Represented"** means a Full-Time or Part-Time Employee or Retiree who is not covered by a collective bargaining agreement between an Employer and a union.

2.59 **"Other Insured Arrangement Option"** means any other fully-insured arrangement maintained by the Company.

2.60 **"Other Party"** includes, without limitation, any of the following:

(a) Any party or parties who cause a Sickness or Injury;

(b) Any insurer or other indemnifier of the party or parties who caused a Sickness or Injury;

(c) Any guarantor of the party or parties who cause a Sickness or Injury;

(d) A Covered Person's insurer;

(e) A workers' compensation insurer; or

(f) Any other person, entity, policy or plan that is liable or legally responsible in relation to a Covered Person's Sickness or Injury.

2.61 **"Outbreak Period"** means the period beginning March 1, 2020, and ending 60 days after (A) the announced end of the national emergency declared in (i) that certain Proclamation on Declaring a National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak issued on March 13, 2020 by President Trump and (ii) that separate letter dated March 13, 2020, from President Trump to the Secretaries of the Departments of Homeland Security, the Treasury, and Health and Human Services and the Administrator of the Federal Emergency Management Agency, in which the President made a determination, under section 501(b) of the Robert T. Stafford Disaster Relief and Emergency Act that a national emergency exists nationwide beginning March 1, 2020, as a result of the COVID-19 outbreak, or (B) such other date announced by the Employee Benefits Security Administration, Department of Labor, Internal Revenue Service, and Department of the Treasury in a future notice; provided, however, that such period shall be subject to the statutory duration limitation in ERISA Section 518 and Code Section 7508A and to such other limitations or guidance that may be issued by the Employee Benefits Security Administration, Department of Labor, Internal Revenue Service, or Department of the Treasury.

2.62 **"Out-of-Pocket Expense Limitation"** has the meaning set forth in Section 9.03.

2.63 **"Part-Time" or "Part-Time Employee"** means an Employee characterized by an Employer as a part-time employee who regularly works less than 40, hours per week or, with respect to a Represented Employee, who regularly works such other period of time that is specified in the collective bargaining agreement covering such Employee as constituting part-time status for purposes of the Consolidated Flex Plan.

2.64 **"Participant"** means a Post-65 Retiree who is a Covered Person.

2.65 **"Physician"** means a doctor of medicine or doctor of osteopathy who is legally qualified and licensed without limitation to practice medicine, surgery or obstetrics at the time and place service is rendered. This definition also includes physician's assistants, certified surgical technologists, and registered nurse midwives, when working directly for a doctor of medicine. Doctors of dental surgery, doctors of dental medicine, doctors of podiatry or surgical chiropody, optometrists, and chiropractors shall be deemed to be Physicians when acting within the scope of their license for services covered by the Plan. Each registered physical, occupational, respiratory, and speech therapist, psychologist, and social worker licensed under state law when providing a service covered by the Plan shall be deemed to be a Physician.

2.66 **"Plan"** means the NiSource Post-65 Retiree Medical Plan set forth herein, together with any and all amendments and supplements thereto.

2.67 **"Plan Administrator"** means the Committee, and any person or entity to whom the Committee has from time to time delegated authority to carry out the administrative functions of the Plan.

2.68 **"Plan Effective Date"** means September 1, 2010.

2.69 **"Plan Year"** means the calendar year, except that the initial Plan Year shall be the period commencing September 1, 2010 and ending December 31, 2010.

2.70 **"Post-65 Retiree"** means a Retiree who has attained age 65.

2.71 **"Post-65 Retiree Coverage Option"** means the HMO Option, the MAP-Med Only Option, the MAP Option, the Medigap Med Only Supplement Option, the Medigap Supplement Option, the NIPSCO Medicare Supplement Option, the Medicare Supplement Option and the Other Insured Arrangement Option.

2.72 **"Pre-65 Retiree"** means a Retiree who has not attained age 65.

2.73 **"Pre-65 Retiree Plan Participant"** means a Pre-65 Retiree who is properly enrolled in the Consolidated Flex Plan.

2.74 **"Predecessor Medicare Supplement Option"** means any Medicare supplement option maintained prior to the Plan Effective Date under the Consolidated Flex Plan or any predecessor plan, or under any other plan maintained by an Employer, that provided benefits for certain Post-65 Retirees or their dependents who had attained age 65 or for certain dependents of Pre-65 Retirees (as defined below) who had attained age 65.

2.75 **"Pregnancy"** means the condition of being pregnant and all conditions and/or complications resulting therefrom.

2.76 **"Qualified Beneficiary"** means:

(a) Any persons who were Covered Persons on the date immediately preceding a Qualifying Event as:

(1) A Covered Employee;

(2) A Covered Employee's or Pre-65 Retiree Plan Participant's Spouse; or

(b) In the case of a Qualifying Event described in subsection 2.82(c), a Retiree who retired on or before the date of substantial elimination of coverage and any other individual who, on the day before such Qualifying Event, is a Covered Person as a Spouse or surviving Spouse.

2.77 **"Qualifying Event"** means any of the following that results in loss of coverage for a Qualified Beneficiary:

(a) The Covered Employee's or Pre-65 Retiree Plan Participant's death;

(b) The divorce or legal separation of the Covered Employee or Pre-65 Retiree Plan Participant from such person's Spouse; or

(c) With respect to a Retiree, a proceeding in a case under Title XI, United States Code, with respect to an Employer from whose employment the Retiree retired. In the case of a

Qualifying Event described in this subsection 2.82(c), a "loss of coverage" includes a substantial elimination of coverage with respect to a Qualified Beneficiary described in subsection 2.81(b) within one year before or after the date of commencement of the proceeding.

2.78 **"Related Employer"** means (1) any corporation that is a member of a controlled group of corporations (as defined in Section 414(b) of the Code) that includes the Company; (2) any trade or business (whether or not incorporated) that is under common control (as defined in Section 414(c) of the Code) with the Company; and (3) any member of an affiliated service group (as defined in Section 414(m) of the Code) that includes the Company.

2.79 **"Represented"** means a Full-Time or Part-Time Employee or a Retiree who is covered by a collective bargaining agreement between an Employer and a union.

2.80 **"Retiree"** means a former Full-Time Employee or Part-Time Employee who, in accordance with a plan or procedure adopted by the Employer, retired from service with an Employer (i) after having attained the age of 55 years and ten Eligibility Years of Service, (ii) prior to January 1, 2006, after having attained ten Eligibility Years of Service, but prior to attaining the age of 55 years, and who elected continued coverage under the Plan in lieu of COBRA Continuation Coverage pursuant to a written agreement entered into with an Employer, or (iii) on or after January 1, 2018, after having attained age 50 and 5 Eligibility Years of Service, if the Employer (A) determines in its discretion that such Employee's termination of employment was in connection with the Customer Value Initiative adopted by the Employer or was in connection with a similar program or initiative adopted by the Employer in which it determined to make retiree welfare benefit eligibility available, and (B) enters into a written agreement with such former Employee that expressly provides for retiree welfare benefit eligibility, provided that such person's eligibility for benefits under the Consolidated Flex Plan as a 'Retiree' shall commence no earlier than the later of (x) the date such former Employee attains age 55, and (y) the date such former Employee would have attained 10 Eligibility Years of Service has his or her employment not terminated. For purposes of this Section 2.85, "Eligibility Years of Service" means the total number of years of active employment with the Company or an Employer, as calculated as of the date of an Employee's retirement and as determined by the Plan Administrator in its sole and absolute discretion. Notwithstanding the foregoing,

(a) "Retiree" shall also mean any former Employee who qualifies as a Retiree under the Special Provisions described in Article IV;

(b) Upon reaching age 65, a Retiree shall be considered a Post-65 Retiree;

(c) A person who would otherwise meet the definition of "Retiree" shall not be ineligible to be a Retiree solely because such person elected to retire from service with an Employer during a strike or lockout;

(d) "Retiree" shall include any person who satisfied the definition of "Retiree" that was in effect under the Plan or any predecessor plan at the time of such person's retirement;

(e) Regardless of the subsection above, "Retiree" shall not include any former Next Gen Employee; and

(f) Regardless of the subsection above, "Retiree" shall not include any person who is not a member of a Covered Retiree Group or who belongs to a Covered Retiree Group for which there is no Available Post-65 Retiree Coverage Option.

Without limiting the generality of any other provision of the Plan, as of the Separation Date, the term 'Employer' for purposes of this Section 2.85 shall not include any Columbia Divested Company or any CPG Related Employer.

2.81 **"Separation Date"** means July 1, 2015, or if later, the date of the consummation of all transactions necessary to effectuate the CPG Spin-Off.

2.82 **"Sickness"** means an illness causing loss commencing while the Plan is in force for a Covered Person. Sickness shall be deemed to include disability caused or contributed to by Pregnancy, miscarriage, childbirth and recovery therefrom. Sickness shall only mean sickness or disease that requires treatment by a Physician.

2.83 **"Special CMA Retiree"** means (i) a Special Bridged CMA Retiree, as defined in Section 2.85, or (ii) any Employee of Bay State Gas Company or of NiSource Corporate Services Company who was not a Next Gen Employee, whose employment was terminated in connection with the CMA Transaction, as determined by the Plan Administrator in its absolute discretion, and who had attained age 55 and ten Eligibility Years or Service as of October 9, 2020, the closing date of the CMA Transaction.

2.84 **"Spouse"** means a person who is treated as a spouse under the Code.

2.85 **"Status Change"** means any of the following:

(a) Legal Marital Status. Events that change a Retiree's legal marital status, including marriage, death of Spouse, divorce, legal separation, or annulment.

(b) Number of Dependents. Events that change a Retiree's number of Dependents, including birth, adoption, placement for adoption (as defined in Treasury Regulations under Code Section 9801), or death of a Dependent.

(c) Employment Status. A termination or commencement of employment, a strike or lockout, a commencement or return from an unpaid leave of absence, or a change in worksite that changes the employment status of a Retiree, a Spouse or other Dependent, or any other change in the employment status of a Retiree, a Spouse or other Dependent that makes such individual eligible or ineligible for coverage under the Plan (such as switching from full-time to part-time status or from salaried to hourly-paid).

(d) Dependent Satisfies or Ceases to Satisfy the Requirements for Unmarried Dependents. An event that causes a Dependent to satisfy or cease to satisfy the requirements for coverage due to marriage, attainment of age, student status, or any similar circumstance as provided in the Plan.

(e) Residence. A change in the place of residence of a Retiree, a Spouse or other Dependent.

(f) Other Permissible Events. Any other event that the Plan Administrator or a member of the Committee determines to be a permissible Status Change under the Code or any regulation, ruling or release issued thereunder. Such determination shall be (1) consistent with the terms of the Plan; and (2) made in a uniform and non-discriminatory manner.

As used in this Section 2.90, and subject to the immediately following paragraph, the term "Dependent" shall include only those Dependents described in Section 2.33 above who would be considered a "dependent" for purposes of Code Section 125, the regulations thereunder, and

Internal Revenue Service Notice 2010-38, as such statutory provision, regulations or guidance may be amended or modified from time to time.

2.86 "Summary Plan Description" means the summary plan description for the Plan.

ARTICLE III
PARTICIPATION

3.01 Eligibility. Subject to the specific eligibility restrictions provided for each Post-65 Retiree Coverage Option described in Article IV, Post-65 Retirees shall be eligible to participate in the Plan, and their eligible Dependents and eligible Dependents of certain Pre-65 Retirees may be eligible to be enrolled in the Plan, as follows:

(a) Post-65 Retirees. If he properly enrolls for coverage under Section 3.02, a Post-65 Retiree may be covered under the Plan as of the later of the date he (i) attains age 65, or (ii) becomes a Retiree.

(b) Dependents. A Covered Participant's eligible Dependent who is properly enrolled for coverage under Section 3.02 shall be covered on the earliest of (1) January 1 after the Annual Enrollment Period in which a Covered Participant elects to cover such Dependent; (2) the date a Post-65 Retiree's coverage becomes effective; or (3) the date coverage is provided under the provisions of subsections 3.02(c)-(g).

(c) No Double Coverage. Notwithstanding the foregoing, no person is eligible to be covered as both a Participant and a Dependent, no person may be covered as a Dependent of more than one Covered Person, and no Employee may be covered as a Dependent.

(d) Reservation of Right to Amend and Terminate. The Committee reserves the right to amend or terminate the provisions for Post-65 Retiree participation and for enrollment of Dependents in accordance with Article XX.

3.02 Enrollment. Subject to the specific eligibility restrictions provided for each Post-65 Retiree Coverage Option described in Article IV, Post-65 Retirees shall be eligible to enroll in the Plan, and eligible Dependents of Covered Participants may be enrolled in the Plan, as follows:

(a) Post-65 Retirees. Each Post-65 Retiree who becomes eligible to become covered under subsection 3.01(a) shall properly enroll himself on or before the later of (i) the date he attains age 65, (ii) the date he becomes a Retiree, or (iii) 31 days after the date he becomes eligible for coverage. Such Post-65 Retiree enrollment shall be effective the first day of the month in which the Post-65 Retiree attains age 65 or becomes a Retiree, whichever is later. If the Post-65 Retiree attains age 65 or becomes a Retiree on the first day of the month, then such Post 65 Retiree enrollment shall be effective on the first day of the month immediately preceding the month in which the Post-65 Retiree attains age 65 or becomes a Retiree. A Post-65 Retiree who fails to properly enroll pursuant to this subsection shall be covered pursuant to Sections 3.04 and 3.05.

A Post-65 Retiree who enrolls in the Plan, or a Pre-65 Retiree Plan Participant, may enroll his or her eligible Dependent in the Plan.

(b) Annual Enrollment Period. Subject to the provisions of Section 3.04 and Article IV, an eligible Post-65 Retiree, a Pre-65 Retiree Plan Participant, or a Qualified Beneficiary may elect or change a Post-65 Retiree Coverage Option or Category of Coverage during the

Annual Enrollment Period. Such election shall be effective for the period beginning on the first day of the following Plan Year and ending on the last day of such following Plan Year; provided, however, if such Post-65 Retiree, Pre-65 Retiree Plan Participant or Qualified Beneficiary makes no election or change during the Annual Enrollment Period, such Post-65 Retiree, Pre-65 Retiree or Qualified Beneficiary shall be deemed to have elected a Post-65 Retiree Coverage Option and Category of Coverage for the following Plan Year as described in Sections 3.04 and 3.05.

(c) Status Change Enrollment. If a Status Change occurs, a Post-65 Retiree or a Pre-65 Retiree Plan Participant may make a Category of Coverage change during the Status Change Enrollment Period provided under this subsection; provided, however, if required by Section 125 of the Code and the regulations, rulings and releases issued thereunder, such Category of Coverage change shall be consistent with the Status Change event. A Category of Coverage change is consistent with a Status Change event if, and only if, (1) the Status Change results in a Post-65 Retiree or Dependent gaining or losing eligibility for coverage under either the Plan or an accident or health plan of the Dependent's employer; and (2) the Category of Coverage change corresponds with such gain or loss of coverage.

Such Status Change Enrollment Period shall begin on the date of the Status Change event, and shall expire 31 days thereafter. Accordingly, to obtain or modify coverage under this subsection, the Post-65 Retiree shall properly modify his or her enrollment during such Status Change Enrollment Period. Any Category of Coverage change under this subsection shall be effective as of the date it is approved by the Plan. Notwithstanding the foregoing, the portion of the Outbreak Period that is before January 1, 2021 shall be disregarded in determining the 31-day period within which to obtain or modify coverage under this subsection.

(d) Entitlement to Medicare or Medicaid. A Post-65 Retiree or a Pre-65 Retiree Plan Participant may make a Category of Coverage change if a Covered Person becomes enrolled under Medicare Parts A, B or C, or Medicaid, other than coverage consisting solely of benefits under Section 1928 of the Social Security Act (the program for distribution of pediatric vaccines). Any such Category of Coverage change must be requested in the manner prescribed by the Plan Administrator within 31 days after the occurrence of the applicable event giving rise to the requested change and will become effective as of the date such change is approved by the Plan.

(e) Automatic Cost Change. If the cost of the Plan increases or decreases during a Plan Year, a Covered Participant is required to make corresponding change in his or her payments under the Plan. In such event, on a prospective basis, the Plan Administrator shall automatically effectuate the increase or decrease in the Covered Participant's elective Covered Person Contributions.

(f) Significant Cost Change. Subject to the provisions of Section 3.04 and Article IV, a Covered Participant may make a Post-65 Retiree Coverage Option change if the cost of a Post-65 Retiree Coverage Option under the Plan significantly increases or decreases during a Plan Year. Any Post-65 Retiree Coverage Option change must correspond with such increase or decrease in cost. Changes that are permitted include commencing participation in a Post-65 Retiree Coverage Option that significantly decreases in cost, or, in the case of a Post-65 Retiree Coverage Option that significantly increases in cost, revoking an election for that Post-65 Retiree Coverage Option and, in lieu thereof, either

receiving on a prospective basis coverage under another Post-65 Retiree Coverage Option providing similar coverage or dropping the Post-65 Retiree Coverage Option if no other Post-65 Retiree Coverage Option providing similar coverage is available. Any such Coverage Option change must be requested in the manner prescribed by the Plan Administrator within 31 days after the occurrence of the applicable event giving rise to the requested change and will become effective as of the date such change is approved by the Plan..

(g) Significant Coverage Change. Subject to the provisions of Section 3.04 and Article IV, a Covered Participant may make a Post-65 Retiree Coverage Option change:

(1) If the coverage under a Post-65 Retiree Coverage Option is significantly curtailed during a period of coverage, in which case the Covered Participant may revoke his or her election for coverage under such Post-65 Retiree Coverage Option and, in lieu thereof, elect to receive on a prospective basis coverage under another Post-65 Retiree Coverage Option providing similar coverage;

(2) If the coverage under a Post-65 Retiree Coverage Option ceases during a period of coverage, in which case the Covered Participant may revoke his or her election for coverage under such Post-65 Retiree Coverage Option and, in lieu thereof, elect to receive on a prospective basis coverage under another Post-65 Retiree Coverage Option providing similar coverage, or elect the No Coverage Option if no Post-65 Retiree Coverage Option providing similar coverage is available;

(3) If the Plan adds a new benefit or other coverage option or the terms of a benefit offered under the Plan are significantly improved during a period of coverage; or

(4) On account of and corresponding with a change made under another employer's plan if (i) the other cafeteria plan or qualified benefits plan permits participants to make an election that is consistent with the permitted election change rules under Section 125 of the Code and the regulations issued thereunder, or (ii) the Plan permits Covered Participants to make an election for a period of coverage that is different from the period of coverage under the other employer's cafeteria plan or qualified benefits plan.

Any such Coverage Option change must be requested in the manner prescribed by the Plan Administrator within 31 days after the occurrence of the applicable event giving rise to the requested change and will become effective as of the date such change is approved by the Plan..

(h) Election Changes involving the HMO Option or Other Insured Arrangements. Notwithstanding any other provision of the Plan, enrollment or a change in enrollment in any HMO Option or Other Insured Arrangement shall be subject to any additional terms or conditions imposed by the insurer under such HMO Option or Other Insured Arrangement.

(i) Revocation of Dependent Coverage. Notwithstanding the foregoing, enrollment of a Dependent may be revoked by the Plan Administrator or its designee if a Covered Participant fails to provide information and evidence reasonably requested by the Plan Administrator concerning the Dependent's eligibility for coverage.

(j) Reinstatement of Retiree Coverage. In the event of termination of retiree medical coverage for non-payment of premiums during a Plan Year, a Post-65 Retiree or a Pre-65 Retiree Plan Participant (on behalf of his or her Dependents) may obtain reinstatement of coverage retroactive to the date of termination only upon (i) written application to the NiSource Benefits Department during the same Plan Year, (b) the demonstration to the satisfaction of the Benefits Department (with such determination being made by the Benefits Department in its sole and absolute discretion) of sufficient extenuating circumstances leading to such missed payment, and (c) repayment to the Plan of any missed premiums prior to such reinstatement and prior to the end of the Plan Year.

3.03 Categories of Coverage. The Plan offers the following Categories of Coverage within each Post-65 Retiree Coverage Option:

(a) Post-65 Retiree-Only;

(b) Post-65 Retiree + Spouse;

(c) Spouse Only (only in case of Spouse of Pre-65 Retiree Plan Participant or in the case of a survivor of a deceased Employee or Retiree); and

(d) No Coverage.

3.04 Election of a Post-65 Retiree Coverage Option. A Post-65 Retiree or a Pre-65 Retiree Plan Participant may select a Post-65 Retiree Coverage Option as permitted in Article IV. Subject to the provisions of Article IV, such selection shall remain effective until properly changed during an Annual Enrollment Period, by reason of an event described in subsections 3.02(c)-(g), or by reason of the selection of the No Coverage Option at any time during the Plan Year. A Pre-65 Retiree Plan Participant who previously selected a Post-65 Retiree Plan Coverage Option for his or her Dependent and who subsequently becomes eligible for coverage under the Plan upon attaining age 65 may select only that Post-65 Retiree Coverage Option in which his or her Dependent is or has been enrolled or the No Coverage Option.

If a Pre-65 Retiree Plan Participant fails to properly enroll his or her eligible Dependent for coverage upon such Dependent attaining age 65, such Pre-65 Retiree Plan Participant shall be deemed to have selected the No Coverage Option. Such Pre-65 Retiree Plan Participant shall have an opportunity to enroll his or her eligible Dependent for coverage during each Annual Enrollment Period thereafter.

If a Post-65 Retiree fails to properly enroll for coverage upon the later of reaching age 65 or becoming a Retiree, he shall be deemed to have selected the No Coverage Option; provided, however, that if such Post-65 Retiree's Spouse is already enrolled in coverage under the Plan, the Post-65 Retiree will be deemed to have selected the Post-65 Retiree Coverage Option in which his or her Spouse is enrolled. A Post-65 Retiree who is deemed to have selected the No Coverage Option shall have an opportunity to enroll for coverage during each Annual Enrollment Period thereafter.

Except as provided in the immediately following sentence, once a Post-65 Retiree or Pre-65 Retiree Plan Participant selects a Post-65 Retiree Coverage Option other than the No Coverage Option, he may not thereafter select a different Post-65 Retiree Coverage Option, other than the No Coverage Option. A Post-65 Retiree or Pre-65 Retiree Plan Participant may (i) select the No Coverage Option at any time during a Plan Year; (ii) during each Annual Enrollment Period or as otherwise permitted pursuant to subsections 3.02(c)-(g), make a change from the MAP Option to

the MAP-Med Only Option, or from the Medigap Supplement Option to the Medigap Med Only Supplement Option; and (iii) during each Annual Enrollment Period or as otherwise permitted pursuant to subsections 3.02(c)-(g), enroll again in the Post-65 Retiree Coverage Option (other than the No Coverage Option) initially selected under the Plan, if such Post-65 Retiree or Pre-65 Retiree Plan Participant is currently enrolled in the No Coverage Option; provided, however, that enrollment in the MAP Option or the Medigap Supplement Option shall not be permitted if a Post-65 Retiree or Pre-65 Retiree Plan Participant has at any time enrolled in the MAP-Med Only Option or the Medigap Med Only Supplement Option. For the avoidance of doubt, a change in Post-65 Retiree Coverage Option may not be made from the MAP-Med Only Option to the MAP Option or from the Medigap Med Only Supplement Option to the Medigap Supplement Option. Further, once a lifetime maximum has been attained by a Covered Person with respect to any Post-65 Retiree Coverage Option, no further coverage is available under the Plan. If a Post-65 Retiree or Pre-65 Retiree Plan Participant selects the No Coverage Option at any time during a Plan Year, he may not enroll again in the Post-65 Retiree Coverage Option he initially selected under the Plan except during the Annual Enrollment Period or as otherwise permitted pursuant to subsections 3.02(c)-(g).

3.05 Election of a Category of Coverage. Subject to the provisions of Section 3.04 and Article IV, a Post-65 Retiree or a Pre-65 Retiree Plan Participant may select or change a Category of Coverage during the enrollment periods set forth in Section 3.02. Any such selection shall remain effective until properly changed by the Post-65 Retiree or Pre-65 Retiree during an Annual Enrollment Period, or by reason of an event described in subsections 3.02(c)-(g). A Retiree or Pre-65 Retiree Plan Participant (on behalf of his or her eligible Dependents) may change his or her Category of Coverage to No Coverage or may reduce the number of Covered Persons at any time during the Plan Year; provided, however, that no further change of Category of Coverage may be made except in connection with an Annual Enrollment Period or by reason of an event described in subsections 3.02(c)-(g).

ARTICLE IV
RETIREE COVERAGE

4.01 Participation in Particular Post-65 Retiree Coverage Options.

(a) Eligibility. Subject to the provisions of Article III, when a Retiree attains age 65 or becomes a Retiree after attaining age 65, or when his or her Dependent, or a Dependent of a Pre-65 Retiree Plan Participant, attains age 65, such person shall be eligible to participate in an Available Post-65 Retiree Coverage Option.

(b) Enrollment. Subject to the provisions of Article III, upon attaining age 65 or upon becoming a Retiree, a person described in Section 4.01(a) above may enroll or be enrolled in an Available Post-65 Retiree Coverage Option or may elect or have elected for him the No Coverage Option.

(c) Contributions. The following provisions apply with respect to contributions toward the cost of coverage under the Plan:

(1) A Participant who participates in an Available Post-65 Retiree Coverage Option shall be required to contribute toward his or her coverage, and such Participant or a Pre-65 Retiree Plan Participant shall be required to contribute toward the coverage of his or her Dependents who are covered under the Plan, in an amount as determined from time to time by the Plan Administrator.

(2) If a Post-65 Retiree is eligible for Medicare coverage and is a member of a Covered Retiree Group for which a Defined Dollar Subsidy or other premium subsidy is made available, as indicated by Schedule 1 attached hereto, such Post-65 Retiree and his or her Spouse, if the Spouse is over age 65 and a Covered Person, shall be credited with an annual Defined Dollar Subsidy or other premium subsidy, as applicable, toward the cost of coverage in the amount indicated by Schedule 1. If a Pre-65 Retiree Plan Participant is a member of a Covered Retiree Group for which a Defined Dollar Subsidy or other premium subsidy is made available, as indicated by Schedule 1 attached hereto, his or her Spouse, if over age 65 and a Covered Person, shall be credited with an annual Defined Dollar Subsidy or other premium subsidy, as applicable, toward the cost of coverage in the amount indicated by Schedule 1. The Covered Participant shall remain responsible for the cost of coverage to the extent such cost exceeds the Defined Dollar Subsidy or other premium subsidy.

(3) The Defined Dollar Subsidy for an eligible Post-65 Retiree is an annual amount to be applied toward the cost of coverage under the Plan that is equal to the product of (i) a dollar value, as specified in Schedule 1 attached hereto, multiplied by (ii) the Post-65 Retiree's Years of Service. The Defined Dollar Subsidy for an eligible Covered Participant's Spouse who is a Covered Person is an annual amount to be applied toward the cost of coverage for the Spouse under the Plan that is equal to the product of (i) a dollar value, as specified in Schedule 1 attached hereto, multiplied by (ii) the Covered Participant's Years of Service. For purposes of this Section 4.01(c)(3) only, "Years of Service" equals the total number of Years of Service at retirement, rounded up to the nearest whole number, earned by the Post-65 Retiree or Pre-65 Retiree Plan Participant for purposes of benefit accrual (including all service prior to a distribution that causes any prior service to be disregarded) under each defined benefit pension plan maintained by the Company or an affiliate in which the former Employee accrued a benefit, as calculated under the terms of each applicable defined benefit pension plan. Notwithstanding the foregoing, for purposes of the Special Provisions Applicable to Certain Outsourced and Severed Employees described in Section 4.03, "Years of Service" for purposes of this Section 4.01(c)(3) shall mean "Years of Service" as defined in subsection 4.03(d).

Notwithstanding the foregoing, for a Special CMA Retiree other than a former Employee who was represented by either the International Brotherhood of Electrical Workers Local Union No. 486 (Northampton) or the United Steel Workers Local Union No. 12026 (Springfield Operating), "Years of Service" equals

(A) with respect to a Special CMA Retiree who was a former Represented Employee, the greater of (x) ten (10) years, and (y) the sum, rounded up to the nearest whole number, of

(i) the total number of years of service as of October 9, 2020, earned by the Post-65 Retiree or Pre-65 Retiree Plan Participant for purposes of benefit accrual (including all service prior to a distribution that causes any prior service to be disregarded) under each defined benefit pension plan maintained by the Company or an affiliate in which the former Employee accrued a

benefit, as calculated under the terms of each applicable defined benefit pension plan; plus

(ii) the total number of years from October 9, 2020, to the following date (with respect to a particular Employee, his or her "Collective Bargaining Expiration Date"):

1. with respect to an Employee who, immediately prior to the closing of the CMA Transaction, was represented by the Utility Workers Union of America, AFL-CIO, Local Union No. 273 (Brockton Clerical/Technical), April 1, 2023;

2. with respect to an Employee who, immediately prior to the closing of the CMA Transaction, was represented by the Utility Workers Union of America, AFL-CIO, Local Union No. 273 (Brockton Operating), March 1, 2022;

3. with respect to an Employee who, immediately prior to the closing of the CMA Transaction, was represented by the International Brotherhood of Electrical Workers Local Union No. 326 (Lawrence), June 17, 2022; and

4. with respect to an Employee who, immediately prior to the closing of the CMA Transaction, was represented by the United Steel Workers Local Union No. 12026 (Springfield Clerical/Technical), May 15, 2021;

(B) with respect to a Special CMA Retiree who was a former Represented Employee (other than a former Employee who was represented by either the International Brotherhood of Electrical Workers Local Union No. 486 (Northampton) or the United Steel Workers Local Union No. 12026 (Springfield Operating)) and who was an Inactive Employee (as that term is defined in the CMA Asset Purchase Agreement) as of October 9, 2020, the greater of (x) ten (10) years, and (y) the sum, rounded up to the nearest whole number, of

(i) the total number of years of service at retirement earned by the Post-65 Retiree or Pre-65 Retiree Plan Participant for purposes of benefit accrual (including all service prior to a distribution that causes any prior service to be disregarded) under each defined benefit pension plan maintained by the Company or an affiliate in which the former Employee accrued a benefit, as calculated under the terms of each applicable defined benefit pension plan; plus

(ii) the total number of years from the date of such Special CMA Retiree's retirement, to his or her Collective Bargaining Agreement Expiration Date, if the Special CMA Retiree retires before the Collective Bargaining Agreement Expiration Date;

(C) with respect to a Special CMA Retiree who was not a former Represented Employee,

(i) the total number of years of service as of October 9, 2020, rounded up to the nearest whole number, earned by the Post-65 Retiree or Pre-65 Retiree Plan Participant for purposes of benefit accrual (including all service prior to a distribution that causes any prior service to be disregarded) under each defined benefit pension plan maintained by the Company or an affiliate in which the former Employee accrued a benefit, as calculated under the terms of each applicable defined benefit pension plan, if such total number, as rounded up, is immediately prior to the closing of the CMA Transaction greater than or equal to ten (10) years; and

(ii) ten (10) years, if the total number of years of service as of October 9, 2020, rounded up to the nearest whole number, earned by the Post-65 Retiree or Pre-65 Retiree Plan Participant for purposes of benefit accrual (including all service prior to a distribution that causes any prior service to be disregarded) under each defined benefit pension plan maintained by the Company or an affiliate in which the former Employee accrued a benefit, as calculated under the terms of each applicable defined benefit pension plan, is less than ten (10) years; and

(D) with respect to a Special CMA Retiree who was not a former Represented Employee, but who was an Inactive Employee (as that term is defined in the CMA Asset Purchase Agreement) as of October 9, 2020,

(i) the total number of years of service as of the date of retirement, rounded up to the nearest whole number, earned by the Post-65 Retiree or Pre-65 Retiree Plan Participant for purposes of benefit accrual (including all service prior to a distribution that causes any prior service to be disregarded) under each defined benefit pension plan maintained by the Company or an affiliate in which the former Employee accrued a benefit, as calculated under the terms of each applicable defined benefit pension plan, if such total number, as rounded up, is greater than or equal to ten (10) years; and

(ii) ten (10) years, if the total number of years of service as of the date of retirement, rounded up to the nearest whole number, earned by the Post-65 Retiree or Pre-65 Retiree Plan Participant for purposes of benefit accrual (including all service prior to a distribution that causes any prior service to be disregarded) under each defined benefit pension plan maintained by the Company or an affiliate in which the former Employee accrued a benefit, as calculated under the terms of each applicable defined benefit pension plan, is less than ten (10) years.

Any increase in the dollar value indicated in Schedule 1 that is negotiated by a particular union with the Company or another Employer after October 9, 2020 shall be applied to a Retiree who is a former Represented Employee of Bay State Gas Company and who was represented by such union immediately prior to his or her retirement.

(4) If a Covered Participant dies prior to his or her eligible Spouse, the surviving Spouse, if age 65 or older, shall be credited with a Defined Dollar Subsidy in the same amount as a Post-65 Retiree who is a member of the same Covered Retiree Group as the Covered Participant.

(5) If a Post-65 Retiree is a member of a Covered Retiree Group for which a Medicare Part B reimbursement, a Medicare Part D reimbursement, or any other reimbursement is made available, as indicated by Schedule 1 attached hereto, the Post-65 Retiree shall be entitled to such reimbursement only upon providing evidence satisfactory to the Plan Administrator or its designee of such Retiree's enrollment in Medicare Part B or D, with respect to a Medicare Part B or D reimbursement, and upon satisfaction of any other requirements prescribed by the Plan Administrator or its designee. Such reimbursement shall begin effective as of the first day of the month following receipt by the Plan Administrator or its designee of the evidence described in this paragraph and the satisfaction of all other requirements prescribed by the Plan Administrator or its designee; provided, however, reimbursement shall begin effective as of the date of enrollment in Medicare Part B or D, as the case may be, if such evidence is received by the Plan Administrator or its designee, and all such other requirements are satisfied, within 60 days of the Post-65 Retiree's enrollment in Medicare Part B or D.

(6) Contributions shall also be governed by Article VIII. The Committee reserves the right to modify these contribution provisions from time to time.

(d) Rehires. Notwithstanding any other provision of the Plan, except for a person who is rehired as a Full-Time NIPSCO Represented Employee or as a Safety Plan Rehire (to the extent such Safety Plan Rehire is not thereafter rehired by an Employer), none of the following persons shall be eligible for benefits under the Plan as a 'Retiree,' whether at the time of his or her rehire or upon his or her subsequent termination of employment:

(1) an Exempt Employee who was rehired on or after January 1, 2010;

(2) a Non-Exempt Employee (including a Represented Employee, but excluding a Full-Time NIPSCO Represented Employee), to the extent not otherwise described in the following subsections of this Section 4.01(d), who was rehired on or after January 1, 2013;

(3) an Employee of Bay State Gas Company represented by the Utility Workers Union of America, AFL-CIO, Local Union No. 273 (Brockton Clerical/Technical) who was rehired on or after June 1, 2013;

(4) an Employee of Bay State Gas Company represented by the Utility Workers Union of America, AFL-CIO, Local Union No. 273 (Brockton Operating) who was rehired on or after January 1, 2013;

(5) an Employee of Bay State Gas Company represented by the International Brotherhood of Electrical Workers Local Union No. 326 (Lawrence) who was rehired on or after January 1, 2013;

(6) an Employee of Bay State Gas Company represented by the International Brotherhood of Electrical Workers Local Union No. 486 (Northampton) who was rehired after June 18, 1999;

(7) an Employee of Bay State Gas Company represented by the United Steel Workers Local Union No. 12026 (Springfield Clerical/Technical) who was rehired on or after January 1, 2011; and

(8) an Employee of Bay State Gas Company represented by the United Steel Workers Local Union No. 12026 (Springfield Operating) who was rehired on or after May 15, 1999.

For purposes of this Plan, a "Safety Plan Rehire" is (i) a Retiree who is rehired by Columbia Gas of Ohio, Inc. after January 1, 2019 to support the construction activities associated with regulator station replacement in conjunction with the LP-Enhanced Safety Plan and natural gas system replacement projects, or (ii) a retiree who was rehired by Bay State Gas Company after January 1, 2019 for a short-term position as Department of Public Utilities liaison for the third-party audit of post-incident construction.

(e) Transfer Provisions. Notwithstanding any other provision of the Plan, except for a Safety Plan Rehire (to the extent such Safety Plan Rehire is not thereafter rehired by an Employer or transferred to another Employee status) and except for an Employee who transfers to a status as a Full-Time NIPSCO Represented Employee and who otherwise satisfies the criteria for being a 'Retiree,' the following persons shall not be eligible for benefits under the Plan as a 'Retiree':

(1) an Employee who was hired or rehired on or after January 1, 2010 and who transfers to an Exempt Employee status on or after January 1, 2010 from a status other than as an Exempt Employee; or

(2) any NIPSCO Represented Employee hired or rehired on or after January 1, 2013, or any Next Gen Employee, who transfers to a Non-Exempt Employee status (other than to a status as a Full-Time NIPSCO Represented Employee).

Any Employee who transfers into an Employee status referred to in clauses (1) or (2) will be deemed a Next Gen Employee and will not thereafter be eligible for benefits under the Plan as a 'Retiree,' unless such Employee transfers to a status as a Full-Time NIPSCO Represented Employee.

4.02 MAP Option. The terms and conditions of coverage under the MAP Option are as follows:

(a) MAP Deductible.

(1) Medicare Part A. All services considered under Medicare Part A are subject to the payment of the MAP Deductible.

(2) Medicare Part B. All services considered under Medicare Part B are subject to the payment of the MAP Deductible.

(b) Lifetime Maximum. The total maximum benefit payable under the MAP Option and the MAP-Med Only Option, separately and collectively, with respect to each Covered Person during such person's lifetime shall not exceed $50,000.

(c) Benefits. The MAP Option provides the following benefits:

(1) Physician Services. For office visits (primary care and specialist visits), up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible.

(2) Preventive and Wellness Services. Up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible, for the following services:

(A) Routine gynecological exam;

(B) Routine annual mammogram;

(C) Routine annual Pap smear test;

(D) Routine flexible sigmoidoscopy; and

(E) Routine prostate cancer screening;

Routine physical exams are not covered under this Option.

(3) Diagnostic Services. For x-rays, allergy tests and laboratory tests, up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible.

(4) Outpatient Services. For surgery, up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible.

(5) Emergency Services. For emergency room services, up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare deductible and the MAP Deductible.

(6) Hospital Services.

(A) Inpatient days covered by Medicare (including the inpatient deductible for inpatient days covered by Medicare) are not covered or payable under the Plan. Without limiting the generality of the foregoing, inpatient facility charges and skilled nursing facility charges covered by Medicare are not covered by the Plan.

(B) For semi-private room and board charges, surgery services and x-ray and laboratory services, after Covered Person's payment of the MAP Deductible, 80% of charges not covered by Medicare due to Medicare day maximum being exhausted.

(7) Transplant Services. Up to 20% of Medicare-approved charges for which Medicare pays 80%. The Plan shall provide assistance with reasonable and

necessary travel expenses as determined by the Plan Administrator when the Covered Person obtains prior approval and is required to travel more than 100 miles from his or her residence to reach the Hospital where the covered transplant procedure will be performed. The Plan's assistance with travel expenses includes transportation to and from the Hospital and lodging for the patient and one companion. Benefits for lodging are limited to $75.00 per day. Travel expenses and lodging expenses, on a combined basis, are limited to $20,000. To obtain reimbursement, the Covered Person must submit itemized receipts for transportation and lodging expenses in a form satisfactory to the Plan Administrator.

(8) Prescription Drug Coverage. The MAP Option shall provide prescription drug coverage. A Post-65 Retiree who enrolls in Medicare Part D shall automatically be deemed to have elected the MAP-Med Only Option. A Post-65 Retiree who elects, or is deemed to have elected, the MAP-Med Only Option shall not be eligible to participate in the MAP Option at a later date. Prescription drug coverage under the MAP Option shall be provided in accordance with the provisions of Article IX.

(9) Mental Health Services.

(A) *Inpatient Treatment - Facility.* After Covered Person's payment of the MAP Deductible, 85% of charges not covered by Medicare.

(B) *Inpatient Treatment - Professional.* After Covered Person's payment of the MAP Deductible, remaining 20% of charges not covered by Medicare.

(C) *Outpatient Treatment.* After Covered Person's payment of the MAP Deductible, 85% of Medicare-approved charges not paid by Medicare.

(10) Substance Use Disorder Services.

(A) *Inpatient Treatment - Facility.* After Covered Person's payment of the MAP Deductible, 85% of charges not covered by Medicare.

(B) *Inpatient Treatment - Professional.* After Covered Person's payment of the MAP Deductible, remaining 20% of charges not covered by Medicare.

(C) *Outpatient Treatment.* After Covered Person's payment of the MAP Deductible, 85% of Medicare-approved charges not paid by Medicare.

(11) Other Services. For durable medical equipment, vision benefits (one routine vision exam and refraction per year) and hearing benefits (diagnostic hearing exams only), up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible.

4.03 MAP-Med Only Option. The terms and conditions of coverage under the MAP-Med Only Option are as follows:

(a) MAP Deductible.

(1) Medicare Part A. All services considered under Medicare Part A are subject to the payment of the MAP Deductible.

(2) Medicare Part B. All services considered under Medicare Part B are subject to the payment of the MAP Deductible.

(b) Lifetime Maximum. The total maximum benefit payable under the MAP Option and the MAP-Med Only Option, separately and collectively, with respect to each Covered Person during such person's lifetime shall not exceed $50,000.

(c) Benefits. The MAP Option provides the following benefits:

(1) Physician Services. For office visits (primary care and specialist visits) and surgical/hospital visits, up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible.

(2) Preventive and Wellness Services. Up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible, for the following services:

(A) Routine gynecological exam;

(B) Routine annual mammogram;

(C) Routine annual Pap smear test;

(D) Routine flexible sigmoidoscopy; and

(E) Routine prostate cancer screening;

Routine physical exams are not covered under this Option.

(3) Diagnostic Services. For x-rays, allergy tests and laboratory tests, up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible.

(4) Outpatient Services. For surgery, up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible.

(5) Emergency Services. For emergency room services, up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare deductible and the MAP Deductible.

(6) Hospital Services.

(A) Inpatient days covered by Medicare (including the inpatient deductible for inpatient days covered by Medicare) are not covered or payable under the Plan. Without limiting the generality of the foregoing, inpatient facility charges and skilled nursing facility charges covered by Medicare are not covered by the Plan.

(B) For semi-private room and board charges, surgery services and x-ray and laboratory services, after Covered Person's payment of the MAP Deductible, 80% of charges not covered by Medicare due to Medicare day maximum being exhausted.

(7) Transplant Services. Up to 20% of Medicare-approved charges for which Medicare pays 80%. The Plan shall provide assistance with reasonable and necessary travel expenses as determined by the Plan Administrator when the Covered Person obtains prior approval and is required to travel more than 100 miles from his or her residence to reach the Hospital where the covered transplant procedure will be performed. The Plan's assistance with travel expenses includes transportation to and from the Hospital and lodging for the patient and one companion. Benefits for lodging are limited to $75.00 per day. Travel expenses and lodging expenses, on a combined basis, are limited to $20,000. To obtain reimbursement, the Covered Person must submit itemized receipts for transportation and lodging expenses in a form satisfactory to the Plan Administrator.

(8) Prescription Drug Coverage. The MAP-Med Only Option does not provide prescription drug coverage. A Post-65 Retiree who enrolls in Medicare Part D shall automatically be deemed to have elected the MAP-Med Only Option. A Post-65 Retiree who elects, or is deemed to have elected, the MAP-Med Only Option shall not be eligible to participate in the MAP Option at a later date.

(9) Mental Health Services.

(A) *Inpatient Treatment - Facility.* After Covered Person's payment of the MAP Deductible, 85% of charges not covered by Medicare.

(B) *Inpatient Treatment - Professional.* After Covered Person's payment of the MAP Deductible, remaining 20% of charges not covered by Medicare.

(C) *Outpatient Treatment.* After Covered Person's payment of the MAP Deductible, 85% of Medicare-approved charges not paid by Medicare.

(10) Substance Use Disorder Services.

(A) *Inpatient Treatment - Facility.* After Covered Person's payment of the MAP Deductible, 85% of charges not covered by Medicare.

(B) *Inpatient Treatment - Professional.* After Covered Person's payment of the MAP Deductible, remaining 20% of charges not covered by Medicare.

(C) *Outpatient Treatment.* After Covered Person's payment of the MAP Deductible, 85% of Medicare-approved charges not paid by Medicare.

(11) Other Services. For durable medical equipment, vision benefits (one routine vision exam and refraction per year) and hearing benefits (diagnostic hearing exams only), up to 20% of Medicare-approved charges for which Medicare pays 80%, after Covered Person's payment of the Medicare Part B deductible and the MAP Deductible.

4.04 Medicare Supplement Option. The terms and conditions of coverage under the Medicare Supplement Option are as follows:

(a) Payment of Medicare Deductibles.

(1) Medicare Part A. The Plan pays the Medicare Part A deductible, except for lifetime reserve days.

(2) Medicare Part B. The Plan pays one hundred percent of the annual Medicare Part B deductible.

(b) Benefits. The Medicare Supplement Option provides the following benefits:

(1) Physician Services. For office visits (primary care and specialist visits), Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%.

(2) Preventive and Wellness Services. Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80% for the following services:

(A) Flu, pneumonia and hepatitis B shots;

(B) Routine gynecological exam (once every 24 months);

(C) Routine annual mammogram;

(D) Routine Pap smear test (once every 24 months);

(E) Routine flexible sigmoidoscopy (once every 48 months); and

(F) Routine prostate cancer screening (once every 12 months);

Routine physical exams are not covered under this Option.

(3) Diagnostic Services. For x-rays and allergy tests, Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%. Laboratory services are not covered.

(4) Outpatient Services. For surgery, Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%.

(5) Emergency Services. For emergency room services, Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%.

(6) Hospital Services.

(A) For semi-private room and board charges, Medicare Part A deductible and 100% of charges not paid by Medicare from days 61-90 of confinement.

(B) For x-ray and laboratory services, payment of the Medicare Part A deductible.

(7) Transplant Services. Up to 20% of Medicare-approved charges for which Medicare pays 80%. Meals are not covered.

(8) Surgical Charges Above Those Covered by Medicare. 80% of Maximum Allowed Amount, after a $50 Deductible per year, for surgical charges above those covered by Medicare, up to a maximum of $10,000 per year.

(9) Skilled Nursing Facility. 12.5% of the Medicare inpatient hospital deductible for room and board charges from day 21 to day 100 for a skilled nursing facility confinement in a facility approved by Medicare.

(10) Prescription Drug Coverage. The Medicare Supplement Option does not provide prescription drug coverage.

(11) Mental Health Services.

(A) *Inpatient Treatment.* After Plan payment of Medicare deductible, 80% of charges not covered by Medicare due to Medicare day maximum being exhausted.

(B) *Outpatient Treatment.* After Plan payment of Medicare deductible, 80% of Medicare-approved charges not paid by Medicare.

(12) Substance Use Disorder Services.

(A) *Inpatient Treatment.* After Plan payment of Medicare deductible, 80% of charges not covered by Medicare due to Medicare day maximum being exhausted.

(B) *Detoxification.* After Plan payment of Medicare deductible, 80% of charges not covered by Medicare due to Medicare day maximum being exhausted.

(C) *Outpatient Treatment.* After Plan payment of Medicare deductible, 80% of Medicare-approved charges not paid by Medicare.

(13) Other Services. For durable medical equipment, vision benefits (diagnostic vision exams only) and hearing benefits (diagnostic hearing exams only), Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%.

4.05 NIPSCO Medicare Supplement Option. The terms and conditions of coverage under the NIPSCO Medicare Supplement Option are as follows:

(a) Payment of Medicare Deductibles.

(1) Medicare Part A. The Plan pays the Medicare Part A deductible, except for lifetime reserve days.

(2) Medicare Part B. The Plan pays one hundred percent of the annual Medicare Part B deductible.

(b) Benefits. The Medicare Supplement Option provides the following benefits:

(1) Physician Services. For office visits (primary care and specialist visits) and surgical/hospital visits, Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%.

(2) Preventive and Wellness Services. Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80% for the following services:

(A) Flu, pneumonia and hepatitis B shots;

(B) Routine gynecological exam (once every 24 months);

(C) Routine annual mammogram;

(D) Routine Pap smear test (once every 24 months);

(E) Routine flexible sigmoidoscopy (once every 48 months); and

(F) Routine prostate cancer screening (once every 12 months);

Routine physical exams are not covered under this Option.

(3) Diagnostic Services. For x-rays, allergy tests and laboratory tests, Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%.

(4) Outpatient Services. For surgery, Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%.

(5) Emergency Services. For emergency room services, Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%.

(6) Hospital Services.

(A) For semi-private room and board charges, Medicare Part A deductible and 25% of the Medicare-eligible charges not paid by Medicare from days 61-90 of confinement.

(B) For x-ray and laboratory services, payment of the Medicare Part A deductible.

(7) Transplant Services. Up to 20% of Medicare-approved charges for which Medicare pays 80%, provided that benefits payable for transplant services shall not exceed $10,000 per Covered Person per year. Meals are not covered.

(8) Surgical Charges Above Those Covered by Medicare. 80% of Maximum Allowed Amount, after a $50 Deductible per year, for surgical charges above those covered by Medicare, up to a maximum of $10,000 per year.

(9) Prescription Drug Coverage. There is a 100% co-pay requirement for all prescription drugs. A Covered Participant's medical identification card may be used to obtain discounts at participating pharmacies.

(10) Mental Health Services.

(A) *Inpatient Treatment.* After Plan payment of Medicare deductible, 80% of charges not covered by Medicare due to Medicare day maximum being exhausted.

(B) *Outpatient Treatment.* After Plan payment of Medicare deductible, 80% of Medicare-approved charges not paid by Medicare.

(11) Substance Use Disorder Services.

(A) *Inpatient Treatment.* After Plan payment of Medicare deductible, 80% of charges not covered by Medicare due to Medicare day maximum being exhausted.

(B) *Detoxification.* After Plan payment of Medicare deductible, 80% of charges not covered by Medicare due to Medicare day maximum being exhausted.

(C) *Outpatient Treatment.* After Plan payment of Medicare deductible, 80% of Medicare-approved charges not paid by Medicare.

(12) Other Services. For durable medical equipment, vision benefits (diagnostic vision exams only) and hearing benefits (diagnostic hearing exams only), Medicare deductible and up to 20% of Medicare-approved charges for which Medicare pays 80%.

4.06 Medigap Supplement Option. The terms and conditions of coverage under the Medigap Supplement Option are as follows:

(a) Medical Benefits. Medical benefits under the Medigap Supplement Option are offered through an Other Insured Arrangement Option.

(b) Prescription Drug Coverage. Prescription drug coverage under the Medigap Supplement Option shall be provided in accordance with the provisions of Article IX, but shall be limited to an annual maximum of $5,000 per Covered Person per Plan Year.

4.07 Medigap Med-Only Supplement Option. The terms and conditions of coverage under the Medigap Med-Only Supplement Option are as follows:

(a) Medical Benefits. Medical benefits under the Medigap Supplement Option are offered through an Other Insured Arrangement Option.

(b) Prescription Drug Coverage. No prescription drug coverage is provided under the Medigap Med-Only Supplement Option. A Post-65 Retiree who enrolls in Medicare Part D and who elects Medigap coverage shall automatically be deemed to have elected the Medigap Med-Only Supplement Option. A Post-65 Retiree who elects, or is deemed to have elected, the Medigap Med-Only Supplement Option shall not be eligible to participate in the Medigap Supplement Option at a later date.

4.08 Special Provisions Applicable to Post-65 Retirees Who Are Former Represented Employees.

(a) Eligibility. Notwithstanding any other provision in Article IV, Post-65 Retirees who retired from employment with an Employer as Represented Employees, and their Dependents, shall be eligible for coverage under this Article IV only to the extent provided by the respective collective bargaining agreements applicable to such Post-65 Retirees as former Represented Employees.

(b) Contributions. Notwithstanding any other provision in Article IV, Post-65 Retirees who retired from employment with an Employer as Represented Employees shall be required to contribute to coverage under this Article IV as provided by the respective collective bargaining agreements applicable to such Post-65 Retirees as former Represented Employees.

ARTICLE V
HMO OPTION

The Plan may make an HMO Option available. The terms and conditions applicable to such Option shall be contained in the certificate of coverage, the group insurance policy, and other applicable governing documents, which are incorporated herein by reference.

ARTICLE VI
OTHER INSURED ARRANGEMENT OPTION

The Plan may make an Other Insured Arrangement Option available. The terms and conditions applicable to such Option shall be contained in applicable certificates of coverage, any applicable group insurance policy, and other applicable governing documents, which are incorporated herein by reference.

ARTICLE VII
PARTICIPANT PAYMENTS AND LIMITS

7.01 Deductible. The Deductible is the amount of Covered Expenses that must be incurred by an individual or Family in a Plan Year before the Plan will pay benefits.

7.02 Co-Insurance. After Covered Expenses incurred in a calendar year equal the Deductible amount, the Plan will pay the Covered Percentage of Covered Expenses incurred in that calendar

year. The Covered Participant shall be responsible for any applicable Co-Insurance. Applicable Covered Percentages and Co-Insurance are set forth in Article IV.

7.03 **Co-Payments**. A Co-Payment applies to certain Covered Expenses. Applicable Co-Payments are set forth in the Plan.

7.04 **Out-of-Pocket Expense Limitation**. The out-of-pocket expenses of a Covered Person for Co-Insurance during any Plan Year shall be limited to the amount set forth in Articles IV and IX. Once the applicable Out-of-Pocket Expense Limitation has been reached, 100% of any remaining Covered Expenses for such person or family shall be paid during the balance of that Plan Year. Any out-of-pocket expenses applied to the In-Network Out-of-Pocket Expense Limitation shall also apply to the Out-of-Network Out-of-Pocket Expense Limitation, and any out-of-pocket expenses applied to the Out-of-Network Out-of-Pocket Expense Limitation shall also apply to the In-Network Out-of-Pocket Expense Limitation.

7.05 **Maximum Benefits**. Lifetime and annual maximum limits on benefits payable under the Plan are set forth in Article IV. In computing any such maximum limits, benefits paid to or on behalf of any Covered Person under a Predecessor Medicare Supplement Option shall be applied against the maximum limits set forth in Article IV. Without limiting the generality of the foregoing, and by way of example only, benefits paid to or on behalf of a Covered Person under the Medical Assistance Plan Option of the Consolidated Flex Medical Plan, as in effect prior to September 1, 2010, or under any predecessor plan with respect to the Medical Assistance Plan, shall be counted against the maximum limit set forth in Sections 4.04 and 4.05 with respect to the MAP Option and the MAP-Med Only Option.

ARTICLE VIII
CONTRIBUTIONS TO THE PLAN

8.01 **Employer Contributions**. Except as provided in Article IV and subsection 15.02(e), each Employer will contribute to the cost of the Plan. The amount of the Employer contribution shall be determined by the Company or Plan Administrator on an annual basis or as otherwise required by a collective bargaining agreement.

8.02 **Covered Person Contributions**. As a condition of participation, a Covered Person shall contribute to the cost of coverage in such amount as may be determined from time to time by the Company. The Covered Person contribution shall be the cost of the Plan less any Employer contribution described in Section 8.01.

ARTICLE IX
PRESCRIPTION DRUG COVERAGE

9.01 **General**. The Plan provides prescription drug coverage in accordance with the provisions in this Article. A prescription drug card shall be issued to each Covered Person which shall provide coverage as set forth in the remainder of this Section.

9.02 **Medicare Part D**. A Covered Person may not be covered by the prescription drug provisions of the MAP Option, the Medigap Supplement Option, or any other Post-65 Retiree Coverage Option and a Medicare Part D plan at the same time. If such Covered Person enrolls in a Medicare Part D plan, he will no longer be eligible to participate in a Post-65 Retiree Coverage Option that provides prescription drug coverage. If the Covered Person later loses or drops his or her

Medicare Part D coverage, he will not be able to resume participation in a Post-65 Retiree Coverage Option that provides prescription drug coverage.

9.03 Co-Payments, Co-Insurance and Deductibles. The amount of prescription drug Co-Payment depends on the category of drug the Covered Participant purchases. The Out-of-Pocket Expense Limitation on prescription drugs for the MAP Option is $750 per person per calendar year. There is no Out of Pocket Expense Limitation for the Medigap Supplement Option.

(a) *Retail Pharmacy*. For a 30-day supply, a Covered Participant shall pay 20 percent of the cost of the drug, subject to a minimum and maximum cost, as set forth in the table below.

MAP Option			
30-Day Supply	Co-Payment	Minimum	Maximum
Generic	20% of the drug cost	$5	$15
Formulary	20% of the drug cost	$15	$45
Non-formulary	20% of the drug cost	$30	$90

Medigap Supplement Option			
30-Day Supply	Co-Payment	Minimum	Maximum
Generic	20% of the drug cost	$5	$15
Formulary	20% of the drug cost	$15	$45
Non-formulary	20% of the drug cost	$30	$90

(b) *Mail Order*. The Co-Payment for a prescription drug ordered through the mail-order service shall be based on the coverage class of the drug.

MAP Option			
90-Day Supply	Co-Payment	Minimum	Maximum
Generic	$10	NA	NA
Formulary	$30	NA	NA
Non-formulary	$60	NA	NA

(c) *Ninety-Day Supply at Retail Program*. Covered Participants in the MAP Option and the Medigap Supplement Option may purchase a 90-day supply of prescription drugs from a participating retail pharmacy under the Ninety-Day Supply at Retail Program. The Co-Payment for such 90-day supply shall be as set forth in the table below.

MAP Option			
90-Day Supply	Co-Payment	Minimum	Maximum
Generic	20% of the drug cost	$15	$45
Formulary	20% of the drug cost	$45	$135
Non-formulary	100% of the drug cost	$90	$270

Medigap Supplement Option			
90-Day Supply	Co-Payment	Minimum	Maximum
Generic	20% of the drug cost	$10	$30
Formulary	20% of the drug cost	$30	$90
Non-formulary	20% of the drug cost	$60	$180

9.04 Definitions. For purposes of this Section, the following definitions shall apply:

(a) "Generic" means drugs no longer covered by the original patent.

(b) "Formulary" means a list of approved drugs covered under the prescription drug plan.

(c) "Non-formulary" means drugs not chosen for the Formulary, which do not qualify as Generic.

(d) "Brand" means a drug that has been patented and is only available through one manufacturer.

9.05 Items Covered. Items covered under this Section include, without limitation, the following Federal legend drugs and supplies, but excluding any item described in Section 9.06 below:

(a) Insulin;

(b) Disposable insulin needles/syringes;

(c) AZT (Retrovir);

(d) Chemotherapeutics;

(e) Immunosuppressants;

(f) Immune serums;

(g) Diabetic diagnostics;

(h) Contraceptives, except for implants and IUDs;

(i) Injectables, other than insulin;

(j) Vitamins (only if prescribed);

(k) Compound medications of which at least one ingredient is a Federal legend drug; and

(l) Any other drugs that under the applicable state law may only be dispensed upon the written prescription of a Physician or other lawful prescriber.

9.06 Items Not Covered. Items not covered under this Section include, without limitation, the following, in addition to other items that the Plan Administrator determines from time to time are not eligible for coverage:

(a) Drugs or medicines that are lawfully obtainable without the prescription of a Physician, whether or not such drugs are actually obtained by prescription;

(b) Prescription drugs dispensed through a retail pharmacy that is not a member of the network of participating retail pharmacies established by the Plan's pharmacy benefit manager;

(c) Drugs prescribed for cosmetic reasons;

(d) Drugs used for the treatment of infertility or relating to conception;

(e) Hair treatments;

(f) Anti-wrinkle treatment;

(g) Blood glucose testing machines;

(h) Vaccines, serums (except for immune serums) and allergens;

(i) Nutritional dietary supplements;

(j) Certain smoking cessation products;

(k) Over-the-counter medications; and

(l) Any item that is not legally procured, including without limitation any Federal legend drug that may not legally be imported from another county.

9.07 Preauthorization. The Plan may require authorization before it will cover certain drugs. Such authorization shall be requested and granted pursuant to procedures as the Plan may establish.

ARTICLE X
EMPLOYEE ASSISTANCE PROGRAM COVERAGE

10.01 Benefits. Provided such person satisfies the eligibility requirements of Section 3.01, each Retiree and each Dependent of an Retiree, or Pre-65 Retiree Plan Participant shall automatically be enrolled for Employee Assistance Program benefits for which he or she is eligible, as set forth in the applicable Summary Plan Description, regardless of whether such person is enrolled for any other benefits under the Plan.

10.02 Claim for Benefits. Any Covered Person, or his or her duly authorized representative, may file a claim in accordance with the procedures set forth in the applicable Summary Plan Description for the benefits offered hereunder to which the claimant believes he or she is entitled, but that have been previously denied by the Plan Administrator.

ARTICLE XI
SUBROGATION

11.01 Subrogation. If an Other Party is liable or legally responsible to pay expenses, compensation and/or damages in relation to a Sickness or an Injury incurred by any Covered Person, and benefits are payable under the Plan in relation to such Sickness or Injury, the Plan shall be subrogated to all rights of recovery of such Covered Person. The Covered Person or his or her legal representative shall transfer to the Plan any rights he may have to take legal action arising from the Sickness or Injury so that the Plan may recover any sums paid on behalf of the Covered Person. If the Covered Person fails to take legal action against an Other Party, and the Plan elects

to take such legal action against such Other Party, in addition to the right to recover Plan benefits paid, the Plan shall be entitled to all expenses, including reasonable attorney's fees, incurred for such recovery. If the Plan recovers an amount greater than Plan benefits paid, the excess, reduced by the expenses of recovery, including reasonable attorney's fees, shall be paid to the Covered Person. The Plan shall have the right, with prior notice to, but without the consent of, the Covered Person, to compromise the amount of its claim if, in the opinion of the Plan Administrator, it is appropriate to do so.

11.02 Right of Recovery. The Plan may recover from a Covered Person or his or her legal representative the amount of any benefits paid under the Plan from any payment the Covered Person receives or is entitled to receive from an Other Party. The Plan shall not be responsible for any attorney's fees associated with any payment received by a Covered Person, unless the Plan expressly assumes such obligation prior to the Covered Person's recovery. Accordingly, unless the Plan expressly agrees otherwise, its recovery shall not be offset by any attorney's fees incurred by a Covered Person.

11.03 Application to Funds Recovered. For the avoidance of doubt, the Plan's right of subrogation described in Section 11.01 and its right of recovery described in Section 11.02 apply to any funds recovered from an Other Party by or on behalf a Retiree, a Retiree's covered Dependent, the estate of any Covered Person or any incapacitated person.

11.04 Cooperation Required. The Covered Person or his or her legal representative shall cooperate fully with the Plan in asserting its subrogation and recovery rights. The Covered Person or his or her legal representative shall, upon request from the Plan, provide all information and sign and return all documents or agreements deemed by the Plan Administrator to be necessary for the Plan to exercise its rights under this Article. No Covered Person shall take any action to prejudice the Plan's subrogation rights. Each Covered Person shall provide notice to the Plan within a reasonable time prior to the date that he or she expects to receive a payment from an Other Party. As a condition of participating in the Plan, each Covered Person acknowledges that the Plan has a right to intervene in any lawsuit involving an Other Party, and such Covered Person consents to the unfettered exercise of that right. Failure or refusal to execute any of the aforementioned documents or agreements or to furnish information, to comply with the obligations under such agreements or to cooperate fully with the Plan in asserting its subrogation and recovery rights does not preclude the Plan from exercising its right to subrogation or obtaining full reimbursement, and in such case, the Plan may cease paying benefits and reduce future benefits payable until full reimbursement is received.

11.05 First Lien Created. The Plan shall have a first lien and priority right upon any recovery, whether by settlement, judgment, mediation, arbitration or any other means, that the Covered Person receives or is entitled to receive from any Other Party. Such lien and priority right shall extend to the first proceeds of any such recovery in the possession of the Covered Person, his or her legal representative or any third party, who shall hold the same in trust for the benefit of the Plan. Such lien shall not exceed the lesser of:

(a) The amount of benefits paid by the Plan for the Sickness or Injury, plus the amount of all future benefits that may become payable under the Plan that result from the Sickness or Injury. The Plan shall have the right to offset or recover such future benefits from the amount received from the Other Party; or

(b) The amount recovered from the Other Party.

The Plan's first lien rights will not be reduced (1) due to the Covered Person's own negligence; (2) due to the Covered Person not being made whole; or (3) due to any attorney's fees and costs incurred by the Covered Person. Without limiting the generality of the foregoing, neither the "common fund" or "make whole" doctrines shall be applicable with regard to the Plan, and as a condition of participating in the Plan, each Covered Person agrees that he or she will not retain counsel, unless such counsel agrees to not assert either of these doctrines during the representation.

11.06 Constructive Trust. A Covered Person and his or her legal representative shall place any and all funds recovered from an Other Party in a separate reserve account under the control of the Covered Person and/or his or her legal representative. As a condition of participating in the Plan, a Covered Person and his or her legal representative shall agree that any funds received from an Other Party rightfully and in good conscience belong to the Plan in accordance with this Article, and that such funds shall be held in a constructive trust until distributed in accordance with this Article.

11.07 Personal Liability Created. If a Covered Person or his or her legal representative makes any recovery from any Other Party and fails to reimburse the Plan for any benefits paid as a result of the Sickness or Injury, then (1) the Covered Person or his or her legal representative shall be personally liable to the Plan for the amount of the benefits paid under the Plan; and (2) the Plan may reduce future benefits payable by the amount of payment that the Covered Person or his or her legal representative has received from the Other Party. If the Plan institutes legal action against a Covered Person who fails to reimburse the Plan as required by this Section, in addition to liability to the Plan for the amount of benefits paid under the Plan, such Covered Person shall be liable to the Plan for the amount of the Plan's costs of collection, including reasonable attorney's fees.

ARTICLE XII
NONDUPLICATION OF BENEFITS

12.01 General. Nonduplication of Benefits rules set forth the order of payment of Covered Expenses when two or more plans, including Medicare, are liable for payment. This Article shall not apply to benefits obtained by a Covered Person from an individual medical insurance policy under which such Covered Person is entitled to benefits as a named person.

12.02 Definitions. For purposes of this Article, the following definitions shall apply:

(a) "Allowable Expense" shall mean the amount of expenses, at least a portion of which is paid under at least one of any multiple plans covering the person for whom the claim is made.

(b) "Plan" or "Benefit Plan" means this Plan or any one of the following plans:

(1) Group or blanket benefit plans, including health maintenance organizations;

(2) Blue Cross and Blue Shield group plans;

(3) Group practice and other group prepayment plans;

(4) Federal government plans or programs, including Medicare;

(5) Other plans required or provided by law; and

(6) "No fault vehicle insurance," by whatever name it is called, when inclusion is not prohibited by law.

"Plan" or "Benefit Plan" shall not encompass Medicaid or any other plan, program, policy or arrangement that, by its terms, does not allow coordination, integration or carve out of benefits.

(c) "Order of Benefits Determination" shall mean the method for ascertaining the order in which the Plan renders payment hereunder.

12.03 Application of the Rules. The Plan that is obligated to pay its benefits first shall be known as the "Primary" Plan. The Plan that, by its terms, is obligated to pay additional benefits for Allowable Expenses not paid by the Primary Plan is known as the "Secondary" Plan. Where another Plan contains a provision providing for coordination, integration or carve out of benefits, the following Order of Benefits Determination shall establish the responsibility for payment hereunder:

(a) The Plan covering the patient as an employee shall be deemed to be the Primary Plan and is obligated to pay before the Plan covering the patient as a Dependent.

(b) The Plan covering the patient as a Dependent of a person with a birthday earlier in the year shall be deemed to be the Primary Plan and is obligated to pay before the Plan covering the patient as a Dependent of a person with a birthday later in the year.

(c) Where the order of payment cannot be determined in accordance with (a) and (b) above, the Primary Plan shall be deemed to be the Plan that has covered the patient for the longer period of time.

12.04 Plan As Primary Payor. If this Plan is Primary, it will provide payment in accordance with its terms.

12.05 Plan As Secondary Payor. If this Plan is Secondary, it will provide payment in accordance with its terms, considering as a Covered Expense the amount that would have been a Covered Expense in the absence of the Primary Plan, less the amount payable from the Primary Plan.

12.06 When Other Plan Has No Nonduplication of Benefits Rules. This Plan shall be considered to be Secondary when the other Plan does not contain a coordination, integration or carve-out of benefits provision, or if the other Plan provides that it will be Secondary payor in all instances.

12.07 Vehicle Coverage Limitation. When medical benefits are available under vehicle insurance, this Plan shall always be considered as Secondary regardless of the individual's election under PIP (personal injury protection) coverage with the vehicle insurance carrier.

12.08 If Medicare Is Involved.

(a) General. Notwithstanding anything in the Plan to the contrary, the provisions of this Section apply if Medicare is involved. Medicare shall be deemed to be "involved" if any Covered Person is eligible for benefits from Medicare, regardless of whether such Person has enrolled for coverage under Medicare. A Medicare-eligible Covered Person who fails to enroll for Medicare coverage shall be deemed to be enrolled under all parts of Medicare except Medicare Part D.

(b) Definitions. The following terms have the meanings set forth herein for purposes of this Section:

(1) "Benefits" means any service or supply for which an MA Organization incurs a liability under an MA plan.

(2) "Current Employment Status" has the meaning given such term in 42 C.F.R. § 411.104, or in any successor regulation or provision implementing the Medicare Secondary Payer Rule, 42 U.S.C. § 1395y(b)(1).

(3) "MA" means Medicare Advantage.

(4) "MA Plan Enrollee" means an MA eligible individual who has enrolled in an MA Plan.

(5) "MA Organization" means a public or private entity organized and licensed by a State as a risk bearing entity (with the exception of provider sponsored organizations receiving waivers) that is certified by the Centers for Medicare and Medicaid Services ("CMS") as meeting the requirements for participation in the MA program.

(6) "MA Plan" means health benefits coverage offered under a policy or contract by an MA Organization.

(7) "MA Provider" means any provider authorized to provide medical services or supplies under the MA program.

(8) "MA Provider Network" means the MA Providers with which an MA Organization contracts or makes arrangements to furnish covered health care services to MA Plan Enrollees.

(9) "Medicare" means Title XVIII (Health Insurance for the Aged) of the United States Social Security Act, as amended.

(10) "Order of Benefits Determination" means the order in which Medicare benefits are paid, in relation to the benefits of this Plan.

(11) "Person" means a person who is eligible for benefits as a Covered Person under this Plan and who is or could be covered by Medicare Parts A and B, whether or not actually enrolled.

(c) Order of Benefits Determination. When Medicare is involved, the Order of Benefits Determination shall be as follows:

(1) For Post-65 Retirees who are Covered Persons, and for their Dependents who are Covered Persons and eligible for Medicare, this Plan will be Secondary payor and Medicare will be Primary payor.

(2) For a Pre-65 Retiree Plan Participant's Dependent who is a Covered Person, this Plan will be Secondary payor and Medicare will be Primary payor.

(3) For Covered Persons eligible for Medicare, either entirely or in part, by reason other than age, the following provisions shall apply:

(A) For persons eligible for Medicare by reason of disability, this Plan will be Secondary payor and Medicare will be Primary payor;

(B) Subject to subparagraph (C) below, for a Covered Person eligible for Medicare by reason of end-stage renal disease, benefits of this Plan shall be Primary during the initial thirty-month period that begins on the date such Covered Person first becomes eligible for Medicare due to end-stage renal disease. Once the thirty-month period has expired, Medicare shall be Primary.

(C) For a Covered Person eligible for Medicare by reason of end-stage renal disease and for whom Medicare was already Primary at the time such Covered Person became eligible for Medicare due to end-stage renal disease, benefits of this Plan shall continue to be Secondary and Medicare shall be Primary. Provided, however, that Medicare must have been Primary at the time the Covered Person became eligible for Medicare due to end-stage renal disease because all of the following are true: (i) the Covered Person was already entitled to Medicare on the basis of age or disability; (ii) the Covered Person did not have coverage under the Plan by virtue of his or her own Current Employment Status or the Current Employment Status of another Covered Person; and (iii) the Plan was Secondary because it had justifiably taken into account the age-based or disability based Medicare entitlement of the Covered Person.

(4) For Covered Persons who are MA Plan Enrollees, this Plan shall be either a Primary or Secondary payor in accordance with subparagraphs (1), (2) or (3) above.

(d) Payment Provisions. If this Plan is Secondary to Medicare, this Plan will provide payment in accordance with its terms, considering as a Covered Expense the amount that would have been a Covered Expense in the absence of Medicare, less (1) the amount payable from Medicare; and (2) the amount denied by Medicare for which a Covered Person is not legally responsible. An amount shall be deemed "payable" from or "denied" by Medicare without regard for whether the person is enrolled under Medicare. If an MA Plan Enrollee who is a Covered Person receives services or supplies for which no Benefits are payable because such services or supplies are from a provider that is not an MA Provider, or are provided outside of an MA Provider Network, this Plan, if a Secondary payor, shall provide benefits in the same amount as if the Covered Person had received Benefits.

(e) Coordination of Medicare Part D. If a Covered Person has prescription drug coverage under the Plan and Medicare Part D simultaneously, such coverage shall coordinate as provided by law.

ARTICLE XIII
ADMINISTRATION OF PLAN

13.01 Committee to Administer the Plan. The Plan shall be administered by the Committee. The Committee shall be the "Named Fiduciary" and the "Plan Administrator" within the meaning of ERISA. The Committee may delegate its fiduciary responsibilities under the Plan to the extent permitted by ERISA. Without limiting the generality of the foregoing or of any other provision

of the Plan, the Committee delegates to the Claims Administrator, and the Claims Administrator shall have, the responsibility for deciding all claims for benefits and appeals of denied claims and to make any determinations of eligibility for benefits in deciding any such claims and appeals, and shall have the full power and authority to interpret and apply the terms of the Plan as they relate to benefits provided hereunder and to make any findings of fact. In exercising such delegated authority, the Claims Administrator shall act as a named fiduciary of the Plan and shall have the powers of the Plan Administrator. The Committee also delegates to the NiSource Benefits Department the authority to decide claims for benefits and appeals of denied claims under the Plan, including claims of eligibility, for which the Claims Administrator has not been delegated authority, or has not assumed authority or has chosen not to exercise authority, to decide. In exercising such delegated authority, the NiSource Benefits Department shall have the powers of the Plan Administrator, including the full power and authority to interpret and apply the terms of the Plan as they relate to benefits provided hereunder and to make any findings of fact.

13.02 The Committee. The powers of the Committee are set forth below and in the charter of the Committee, as such charter may be modified from time to time.

13.03 Powers of the Plan Administrator. The Plan Administrator shall have the duties and powers necessary to administer the Plan properly, including, but not limited to, the following:

(a) To maintain all Plan records;

(b) To file all required government reports and other documents;

(c) To provide required disclosures to Covered Persons;

(d) To direct the Claims Administrator to process claims;

(e) To interpret the Plan, construe Plan terms and decide questions and disputes, which interpretations, constructions and decisions shall be conclusive for all purposes of the Plan;

(f) To make factual determinations;

(g) To determine eligibility for and the amount of benefits payable under the Plan;

(h) To determine the status and rights of all Covered Persons;

(i) To make regulations and prescribe procedures;

(j) To authorize the Claims Administrator to make benefit payments to any person entitled to benefits under the Plan;

(k) To obtain from the Company, Covered Persons and others, such information as is necessary for the proper administration of the Plan;

(l) To determine and establish the level of cash reserves, if any, as may be necessary, appropriate or desirable to administer the Plan properly and accomplish its objectives;

(m) To retain and pay the reasonable expenses of such legal, consulting, medical, accounting, clerical and other assistance as it deems necessary or desirable to assist it in the

administration of the Plan. The Plan Administrator shall be entitled to rely upon any information from any source assumed in good faith to be correct; and

(n) To exercise any other authority necessary, appropriate or helpful to manage and administer the Plan.

13.04 Interpretative Authority. The Plan Administrator has the full and final discretionary authority to decide all questions or controversies of whatever character arising in any manner between any parties or persons in connection with the Plan or the interpretation thereof, including, without limitation, the construction of the language of the Plan and the Summary Plan Description thereunder. Any writing, decision, determination of benefit eligibility or any other determination or instrument created by the Plan Administrator in connection with the operation of the Plan shall be binding upon all persons dealing with the Plan or claiming any benefits thereunder, except to the extent that the Plan Administrator may subsequently determine, in its sole discretion, that its original decision was in error, or to the extent such decision may be determined to be arbitrary or capricious by a court or other entity having jurisdiction over such matters. Benefits under the Plan shall be paid only if the Plan Administrator decides in its discretion that the applicant is entitled to them.

13.05 Appointment of the Claims Administrator. The Plan Administrator shall appoint a Claims Administrator to provide administrative services to the Plan Administrator in connection with the operation of the Plan and to perform such other functions, including processing and payment of claims, as may be delegated to it. The person, persons or entity serving as Claims Administrator shall serve at the pleasure of the Plan Administrator.

ARTICLE XIV
CLAIMS FOR BENEFITS

14.01 Consideration of Initial Claim.

(a) Filing Initial Claim. The Claims Administrator shall process benefit claims pursuant to the procedures set forth below. Initial claims shall be filed within eighteen months from the date a charge is incurred. The Plan Administrator, a member of the Company's Human Resource Benefits Department or such other designee of the Plan Administrator may decide benefit claims requiring a determination of whether an individual meets the requirements for eligibility under the terms of the Plan, which determination may result in a denial, reduction, or termination of, or failure to provide payment for, a benefit. Solely with respect to claims involving a determination of an individual's eligibility under the Plan, the term "Claims Administrator" as used in this Article shall refer also to the Plan Administrator, a member of the Company's Human Resource Benefits Department or such other designee of the Plan Administrator.

(b) Urgent Care Claims. In the case of an Urgent Care Claim, the Claims Administrator shall provide notice to the claimant of its decision regarding his or her claim within a reasonable period of time appropriate to the medical circumstances, but not later than 72 hours after receipt of the claim by the Plan, unless the claimant fails to provide sufficient information to permit a determination whether, or to what extent, benefits are covered or payable under the Plan. If the claimant does not provide sufficient information for the Claims Administrator to make such determination, then within 24 hours after the Claims Administrator's receipt of the claim, the claimant shall be notified of the specific information needed to complete the claim. Notice regarding missing information may be

provided orally, unless a claimant or his or her authorized representative specifically request written notification. Once the claimant is notified, he shall have a reasonable amount of time, but not less than 48 hours, to provide the missing information. The Claims Administrator shall notify the claimant of its decision regarding the claim within 48 hours of the earlier of (i) the Claims Administrator's receipt of the specified information, or (ii) the end of the period afforded the claimant to provide the specified additional information.

An "Urgent Care Claim" is any claim that must be processed on an expedited basis because a delay in processing could seriously jeopardize the life or health of the claimant or the ability of the claimant to regain maximum function, or in the opinion of the claimant's doctor with knowledge of the claimant's medical condition, a delay would subject the claimant to severe pain that cannot be adequately managed without the care or treatment that is the subject of the claim.

(c) Pre-Service Claims. In the case of a Pre-Service Claim, the Claims Administrator shall provide notice to the claimant of its decision regarding his or her claim within a reasonable period of time appropriate to the medical circumstances, but not later than 15 days after receipt of the claim by the Plan. This 15-day period may be extended for up to 15 days due to matters beyond the control of the Plan if, prior to the expiration of the initial 15-day period, the Claims Administrator notifies the claimant of the circumstances requiring the extension and the date by which the Claims Administrator expects to render a decision. If the claimant does not provide sufficient information for the Claims Administrator to make a determination, within five days after receipt of the claim he shall be notified of the specific information necessary to complete the claim. Notice regarding missing information may be provided orally, unless a claimant or his or her authorized representative specifically request written notification. Once the claimant is notified, he shall have a reasonable amount of time, but not less than 45 days from receipt of the notice, to provide the missing information.

A "Pre-Service Claim" is any claim where the Plan requires approval of the benefit in advance of obtaining the medical care, in whole or in part.

(d) Post-Service Claims. In the case of a Post-Service Claim, the Claims Administrator shall provide notice of an adverse determination to the claimant within a reasonable period of time, but not later than 30 days after receipt of the claim by the Plan. This 30-day period may be extended for up to 15 days for matters beyond the control of the Plan if, prior to the expiration of the initial 30-day period, the Claims Administrator notifies the claimant of the circumstances requiring the extension and the date by which the Claims Administrator expects to render a decision. If the claimant does not provide sufficient information for the Claims Administrator to make a determination, the claimant shall receive notice of the specific information necessary to complete the claim. Once the claimant is notified he shall have a reasonable amount of time, but not less than 45 days from receipt of the notice, to provide the missing information.

A "Post-Service Claim" is any claim that is not an Urgent Care Claim, a Pre-Service Claim or a Concurrent Care Claim.

(e) Concurrent Care Claims. In the case of an ongoing course of treatment, the claimant shall receive notice of any reduction or early termination of treatment in advance so that the claimant may appeal the reduction or termination and obtain a determination on review before the treatment is reduced or terminated. If the claimant submits an Urgent

Care Claim to extend any ongoing course of treatment beyond the period of time or number of treatments initially prescribed, the Claims Administrator shall notify the claimant of the determination to extend the treatment within 24 hours after receipt of the claim, provided the claimant submits the claim at least 24 hours prior to the expiration of the prescribed treatment. If the request to extend any ongoing course of treatment is not an Urgent Care Claim, the Claims Administrator will treat the claim as either a Pre-Service Claim or a Post-Service Claim (as applicable) and will consider the claim according to the timeframes applicable to Pre-Service Claims or Post-Service Claims, whichever applies. The Claims Administrator shall be solely responsible for handling all Concurrent Care Claims.

A "Concurrent Care Claim" is any claim involving (i) a decision to reduce or terminate an ongoing course of treatment to be provided over a period of time or number of treatments or (ii) a request by a claimant to extend a course of treatment beyond the period of time or number of treatments that have been approved.

14.02 If the Claims Administrator Denies the Initial Claim. If the Claims Administrator denies all or any portion of a claim, it shall provide notice of the denial stating (1) the specific reason for the denial; (2) the specific Plan provisions on which the denial is based; (3) a description of any additional material or information necessary for the claimant to perfect the claim and an explanation of why such material or information is necessary; and (4) a description of the Plan's review procedures (as set forth below) and the time limits applicable to such procedures, including a statement of the claimant's right to bring a civil action under section 502(a) of ERISA following an adverse determination on all appeals.

If the Claims Administrator relied upon an internal rule, guideline, protocol, or other similar criterion in making the adverse determination, either the specific rule, guideline, protocol, or other similar criterion shall be provided to the claimant free of charge, or the claimant shall be informed that such rule, guideline, protocol, or other criterion shall be provided free of charge to the claimant upon request. If the Claims Administrator relied upon medical necessity or experimental treatment or similar exclusion or limit in making the adverse determination, either an explanation of the scientific or clinical judgment for the determination (applying the terms of the Plan to the medical circumstances) shall be provided free of charge to the claimant, or the claimant shall be informed that such explanation shall be provided free of charge to the claimant upon request.

If the Claims Administrator denies a claimant's Urgent Care Claim in whole or in part, the Claims Administrator shall provide a description of the expedited review process for Urgent Care Claims (as set forth below). The Claims Administrator shall provide notice to the claimant orally, followed by written or electronic notice within three days of the oral notification.

14.03 Appeal to the Claims Administrator.

(a) General. If the Claims Administrator denies all or any portion of a claim on appeal, a claimant or his or her duly authorized representative may request a review of such denial by the Claims Administrator by sending a written request for review to the Claims Administrator within 180 days of receipt of the Claims Administrator's notice of claim denial.

A claimant may submit written comments, documents, records, and other information relating to his or her claim for benefits. Upon request, a claimant shall receive, free of

charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim.

A claimant's written request should state why he thinks the claim should not have been denied. The claimant's request also should include any denial letter he received and any additional documents, information or comments he thinks may have a bearing on the claim.

Upon receipt of a request for review, the Claims Administrator shall conduct a review that takes into account all comments, documents, records, and other information submitted by a claimant or his or her authorized representative relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination. The review shall not afford any deference to the Claims Administrator's adverse benefit determination, and shall be conducted by an individual who is neither the individual who made the adverse benefit determination that is subject of the appeal, nor the subordinate of such individual.

If the denial was based in whole or in part on a medical judgment, the Claims Administrator shall consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment. This health care professional consultant shall be neither the individual who made the adverse benefit determination that is the subject of the appeal, nor the subordinate of such individual. The Claims Administrator shall provide to the claimant upon request the identities of any medical or vocational experts whose advice was obtained on behalf of the Plan in connection with a claimant's adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination.

(b) Expedited Review for Urgent Care Claims. In the case of an Urgent Care Claim, a claimant may submit a request for an expedited appeal either in writing or orally. All necessary information for the review, including the Claims Administrator's determination on review, shall be transmitted between the Plan and the claimant by telephone, facsimile, or another similarly expeditious method. The Claims Administrator shall notify the claimant of its determination on review as soon as possible, taking into account the medical exigencies, but not later than 72 hours after receipt of the claimant's request for review of an adverse benefit determination.

(c) Pre-Service Claims. In the case of a Pre-Service Claim, the Claims Administrator shall notify the claimant of its determination on review within a reasonable period of time appropriate to the medical circumstances, but not later than 15 days after receipt of a claimant's request for review.

(d) Post-Service Claims. In the case of a Post-Service Claim, the Claims Administrator shall provide the claimant with notice of its determination on review within a reasonable period of time, but not later than 30 days after receipt of the claimant's request for review.

14.04 If the Claims Administrator Denies a Claim on Appeal. If the Claims Administrator denies all or any portion of a claim on appeal, it shall notify the claimant of the following, in a manner calculated to be understood by the claimant: (1) the specific reason or reasons for the denial; (2) reference to the specific Plan provisions on which the denial is based; (3) a statement that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim; (4) a statement

describing any voluntary appeal procedures offered by the Plan and a claimant's right to obtain information about such procedures; and (5) a statement indicating that a claimant has a right to file a lawsuit upon completion of the claims procedure process.

If the Claims Administrator relied upon an internal rule, guideline, protocol, or other similar criterion in making the adverse determination, either the specific rule, guideline, protocol, or other similar criterion shall be provided to the claimant free of charge, or the claimant shall be informed that such rule, guideline, protocol, or other criterion shall be provided free of charge to the claimant upon request. If the Claims Administrator relied upon medical necessity or experimental treatment or similar exclusion or limit in making the adverse determination, either an explanation of the scientific or clinical judgment for the determination (applying the terms of the Plan to the claimant's medical circumstances) shall be provided to the claimant free of charge, or the claimant shall be informed that such explanation shall be provided free of charge to the claimant upon request.

14.05 Appeal to the Claims Administrator of Pre- and Post-Service Claim Denials.

(a) General. If the Claims Administrator denies all or any portion of a Pre-Service Claim or a Post-Service Claim on appeal, a claimant or his or her duly authorized representative may request a review of such denial by the Claims Administrator by sending a written request for review to the Claims Administrator within 180 days of receipt of the Claims Administrator's notice of claim denial.

Requests for review should be sent to the Claims Administrator at the address furnished by the Plan Administrator from time to time.

A claimant may submit written comments, documents, records, and other information relating to his or her claim for benefits. Upon request, a claimant shall receive, free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim.

A claimant's written request should state why he thinks the claim should not have been denied. The claimant's request also should include any denial letter he received and any additional documents, information or comments he thinks may have a bearing on the claim.

Upon receipt of a request for review, the Claims Administrator shall conduct a review that takes into account all comments, documents, records, and other information submitted by a claimant or his or her authorized representative relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination. The review shall not afford any deference to the Claims Administrator's adverse benefit determination on appeal, and shall be conducted by an individual who is neither the individual who made the adverse benefit determination that is subject of the appeal, nor the subordinate of such individual.

If the denial was based in whole or in part on a medical judgment, the Claims Administrator shall consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment. This health care professional consultant shall be neither the individual who made the adverse benefit determination that is the subject of the appeal, nor the subordinate of such individual. The Claims Administrator shall provide to the claimant the identities of any medical or vocational experts whose advice was obtained on behalf of the Plan in connection with a

claimant's adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination.

(b) Pre-Service Claims. In the case of a Pre-Service Claim, the Claims Administrator shall notify the claimant of its determination on review within a reasonable period of time appropriate to the medical circumstances, but not later than 15 days after receipt of a claimant's request for review.

(c) Post-Service Claims. In the case of a Post-Service Claim, the Claims Administrator shall provide the claimant with notice of its determination on review within a reasonable period of time, but not later than 30 days after receipt of the claimant's request for review.

14.06 If the Claims Administrator Denies a Claim on Appeal. If the Claims Administrator denies all or any portion of a claim on appeal, it shall notify the claimant of the following, in a manner calculated to be understood by the claimant: (1) the specific reason or reasons for the denial; (2) reference to the specific Plan provisions on which the denial is based; (3) a statement that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his or her claim; (4) a statement describing any voluntary appeal procedures offered by the Plan and a claimant's right to obtain information about such procedures; and (5) a statement indicating that a claimant has a right to file a lawsuit upon completion of the claims procedure process.

If the Claims Administrator relied upon an internal rule, guideline, protocol, or other similar criterion in making the adverse determination, either the specific rule, guideline, protocol, or other similar criterion shall be provided to the claimant free of charge, or the claimant shall be informed that such rule, guideline, protocol, or other criterion shall be provided free of charge to the claimant upon request. If the Claims Administrator relied upon medical necessity or experimental treatment or similar exclusion or limit in making the adverse determination, either an explanation of the scientific or clinical judgment for the determination (applying the terms of the Plan to the claimant's medical circumstances) shall be provided to the claimant free of charge, or the claimant shall be informed that such explanation shall be provided free of charge to the claimant upon request.

14.07 Limitations Upon Civil Actions. No civil action regarding a claim for benefits under the Plan may be commenced unless the claims procedure process described in this Article XXI has been exhausted. In addition, in no event may any civil action regarding a claim for benefits be commenced later than three years after the date such claim was incurred. A claim for benefits is incurred when the services giving rise to the claim were rendered.

14.08 Construction of Article. This Article shall be construed in a manner consistent with Department of Labor Regulations governing claims procedures applicable to group health plans. Without limiting the generality of the foregoing, the Plan shall disregard the Outbreak Period in determining the date within which individuals may file a benefit claim or an appeal of an adverse benefit determination under the Plan's claims procedures.

ARTICLE XV
TERMINATION OF PARTICIPATION AND CONTINUATION COVERAGE

15.01 Cessation of Participation. Except as otherwise provided in this Article:

(a) A Post-65 Retiree shall cease to participate in the Plan on the earliest of the following dates:

(1) The date as of which the Plan is terminated;

(2) The date of the death of the Post-65 Retiree;

(3) The last day of the month in which a Post-65 Retiree is no longer eligible for coverage under Article III, including without limitation as a result of the Post-65 Retiree's former employer no longer being a Related Employer, unless the Plan Administrator determines, in its discretion, that such event shall not cause a loss of coverage;

(4) The Separation Date, with respect to any Post-65 Retiree who retired from employment with a Columbia Divested Company;

(5) The last day of the last month for which any required Covered Person Contribution was made, in the case of cessation of required Covered Person Contributions; or

(6) The date Post-65 Retiree coverage ceases pursuant to any Plan amendment.

(b) A Dependent of a Retiree shall cease to participate in the Plan on the earliest of the following dates:

(1) The date as of which the Plan is terminated;

(2) The last day of the month in which the Post-65 Retiree's coverage under the Plan, or the Pre-65 Retiree Plan Participant's coverage under the Consolidated Flex Plan ends, except that

(A) if coverage ends due to the death of a Retiree within 30 days preceding, or at any time on or after, May 1, 2010, and if COBRA Continuation Coverage is elected pursuant to Section 15.02 by or on behalf of such Dependent who is a Qualified Beneficiary and such coverage is not terminated prior to the maximum continuation coverage period specified in Section 15.02 being exhausted, then coverage under the Plan may be continued for such Dependent until the earlier of (i) the date of the death of the Retiree's Spouse; (ii) the date on which the Retiree's Spouse remarries or enters into a domestic partnership or civil union with another person; (iii) the last day of the last month for which any required Covered Person Contributions for such coverage are made, in the case of cessation of required Covered Person Contributions; (iv) the Separation Date, in the case of a Retiree who retired from employment with a Columbia Divested Company; and (v) the date the Employer from whom the Retiree retired from employment ceases to be a Related Employer, unless the Plan Administrator determines, in its discretion, that such

event shall not cause a loss of coverage. If such Dependent's COBRA continuation coverage pursuant to Section 15.02 has terminated for any reason before the maximum COBRA continuation coverage period was exhausted, or if any coverage provided beyond the maximum COBRA continuation coverage period is terminated for any reason (including without limitation the voluntary relinquishment of such coverage), no further coverage is available under the Plan; and

(B) if coverage ends due to the death of an Employee within thirty days preceding, or at any time on or after, May 1, 2010, and if such Employee would have been eligible for benefits as a Retiree hereunder had such Employee terminated employment as of the day immediately preceding his or her death, then solely for the purpose of COBRA Continuation Coverage and survivor coverage hereunder for any surviving Dependents covered under the Consolidated Flex Plan at the time of the Employee's death, the Employee will be deemed to have (i) retired from service with an Employer on the day immediately preceding his or her death (the "Deemed Retirement Date") and be a "Deemed Retiree," (ii) enrolled in retiree medical coverage on the Deemed Retirement Date, and (iii) enrolled each such surviving Dependent who had attained age 65 in coverage under the Plan (in an available coverage option selected by the Dependent). If COBRA Continuation Coverage is elected by or on behalf of such Dependent of a Deemed Retiree who is also a Qualified Beneficiary and such coverage is not terminated prior to the maximum continuation coverage period specified in Section 15.02 being exhausted, then coverage under the Plan may be continued for such Dependent until the earliest of (i) the date of the death of the Deemed Retiree's Spouse; (ii) the last day of the month in which the Deemed Retiree's Spouse remarries or enters into a domestic partnership or civil union with another person; (iii) the date on which any required Covered Person Contributions for such coverage are made, in the case of cessation of required Covered Person Contributions; (iv) the Separation Date, in the case of an Deemed Retiree whose last employment was with a Columbia Divested Company or CPG Related Employer; and (v) the date the Employer of such Deemed Retiree ceases to be a Related Employer, unless the Plan Administrator determines, in its discretion, that such event shall not cause a loss of coverage. If such Dependent's COBRA Continuation Coverage terminates for any reason before the maximum COBRA continuation coverage period has been exhausted, or if any coverage provided beyond the maximum COBRA continuation coverage period is terminated for any reason (including without limitation the voluntary relinquishment of such coverage), no further coverage is available under the Plan;

(3) The last day of the last month for which any required Covered Person Contributions for Dependent coverage were made, in the case of cessation of required Covered Person Contributions;

(4) With respect to a Spouse, the date of divorce or legal separation from a Covered Participant; or

(5) The last day of the month in which a Dependent no longer qualifies as a Dependent.

(c) Notwithstanding the foregoing, for a Covered Person who experiences a Qualifying Event, Employee Assistance Program benefits under the Plan shall cease one day after the maximum COBRA Continuation Coverage period would otherwise expire for such person on account of such Qualifying Event.

15.02 COBRA. The Plan offers continuation of coverage to the extent required by COBRA.

(a) Continuation of Coverage. If Plan coverage ends because of a Qualifying Event, a Qualified Beneficiary may elect to continue the Coverage Option in force immediately prior to the Qualifying Event, subject to the provisions below.

(b) Election Period. A Qualified Beneficiary may elect COBRA Continuation Coverage only during the election period. The election period begins on the date of the Qualifying Event and ends on the later of (1) 60 days after the date coverage would have stopped due to the Qualifying Event; or (2) 60 days after the date the Qualified Beneficiary is sent notice of the right to continue coverage under COBRA.

A Covered Employee's, Pre-65 Retiree Plan Participant's or Spouse's election of COBRA Continuation Coverage shall be considered an election on behalf of all other Qualified Beneficiaries who would also lose coverage because of the same Qualifying Event.

If COBRA Continuation Coverage is elected within the election period, coverage shall be reinstated retroactively to the date of the Qualifying Event. If a Qualified Beneficiary waives COBRA Continuation Coverage during the election period, the Qualified Beneficiary may revoke that waiver at any time before the end of the election period and elect COBRA Continuation Coverage retroactive to the date of the Qualifying Event.

(c) Coverage Period. COBRA Continuation Coverage shall begin as of the date of the Qualifying Event and shall continue until the earliest of the following dates:

(1) 36 months from the date coverage would have ended due to a Qualifying Event.

(2) The date on which the Company ceases to provide any Group Health Plan to any Employee.

(3) If the Qualified Beneficiary fails to make a required Covered Person Contribution, the end of the period for which the last Contribution was made.

(4) The date the Qualified Beneficiary first becomes covered under any other Group Health Plan that does not contain any exclusion or limitation with respect to any pre-existing condition, and such pre-existing condition limitation is permissible pursuant to HIPAA.

(5) In the case of a Qualifying Event described in subsection 2.82(c), the date of death of the Retiree or, for a Qualified Beneficiary described in subsection 2.81(b) who is the surviving Spouse of the Retiree, the earlier of the date of such Qualified Beneficiary's death or 36 months after the date of the death of the Retiree.

(6) The Separation Date, in the case of a person (A) who is or was a dependent of a former employee of the Company, a Related Employer, a CPG Related Employer, or a Columbia Divested Company, if the former employee's last employment with any of such parties prior to termination of employment was with a CPG Related Employer or a Columbia Divested Company; and (B) whose coverage under the Plan ended prior to the Separation Date because of a Qualifying Event.

(d) Notification Requirements. A Qualified Beneficiary shall notify the Plan Administrator within 60 days of the later of (i) the date of the Qualifying Event, or (ii) the date the Qualified Beneficiary would lose coverage on account of the Qualifying Event, with respect to the Qualifying Event set forth in subsection 2.82(b). If such notice is not given, the Qualified Beneficiary shall not be eligible for COBRA Continuation Coverage.

(e) Required Contributions. Except as provided in subsection 15.02(f), the Company will not make any contribution toward the cost of COBRA Continuation Coverage. A Qualified Beneficiary electing COBRA Continuation Coverage shall be responsible for a Covered Person Contribution in the amount of 102% of what is calculated to be the total cost of the Coverage Option being continued. Premiums for the period of COBRA Continuation Coverage prior to the date of the election will be due 45 days after the COBRA Continuation Coverage is elected. Thereafter, monthly premiums shall be due the first day of the calendar month. There shall be a grace period of 30 days for the payment of regularly scheduled monthly premiums.

(f) Subsidized COBRA. The Company may subsidize all or a portion of the cost of COBRA Continuation Coverage. If the Company so elects, the period of such subsidized coverage shall count towards the COBRA Continuation Coverage period required under this Section.

(g) Disregard of Outbreak Period in Calculating Certain Time Periods. Notwithstanding any other provision of this Section 15.02, the Plan shall disregard the Outbreak Period in determining (i) the 60-day election period for COBRA continuation coverage, (ii) the date for making COBRA premium payments, and (iii) the date for individuals to notify the Plan of a Qualifying Event or determination of disability.

ARTICLE XVI
PROVISIONS CONCERNING PROTECTED HEALTH INFORMATION

16.01 General. The Department of Health and Human Services has issued Standards for Privacy of Individually Identifiable Health Information (the "Privacy Standards"), effective April 14, 2003, that govern the manner in which the Plan must handle Protected Health Information. "Protected Health Information" means individually identifiable health information related to a Covered Employee or Dependent.

16.02 Permitted Uses and Disclosure. The Plan may use and disclose Protected Health Information to carry out payment and health care operations without consent or authorization. If the Plan must use and disclose Protected Health Information for purposes other than payment or health care operations, patient authorization for such use or disclosure shall be required, unless such use or disclosure is expressly permitted by the Policies and Procedures Regarding Protected Health Information related to the Plan or the Privacy Standards.

16.03 Disclosures to Company. The Plan may disclose Protected Health Information to the Company to the extent that such disclosure is permissible under law, but prior to any such disclosure the Company shall certify that (1) the Plan documents have been amended as required by the Privacy Standards; and (2) the Company has agreed to certain conditions set forth in the Privacy Standards regarding the use and disclosure of that Protected Health Information.

The Company, in its capacity as sponsor of the Plan, agrees to:

(a) not use or further disclose Protected Health Information received from the Plan other than as permitted or required by the Plan documents or as required by law;

(b) ensure that any agents to whom it provides Protected Health Information received from the Plan agree to the same restrictions and conditions that apply to the Company with respect to such information;

(c) not use or disclose Protected Health Information received from the Plan for employment-related actions and decisions;

(d) not use or disclose Protected Health Information received from the Plan in connection with any other benefit or employee benefit plan of the Company (except to the extent that such other benefit, or benefit plan, program, or arrangement is part of an organized health care arrangement of which the Plan is a part);

(e) report to the Privacy Official, acting on behalf of the Plan, any use or disclosure of Protected Health Information received from the Plan that is inconsistent with the uses or disclosures authorized by this Section and of which the Company becomes aware;

(f) make available Protected Health Information in accordance with 45 C.F.R. § 164.524 (pertaining to an individual's access to his or her own Protected Health Information) and in accordance with the Policies and Procedures Regarding Protected Health Information related to the Plan;

(g) make available Protected Health Information for amendment and incorporate any amendments to Protected Health Information in accordance with 45 C.F.R. § 164.526 and in accordance with the Policies and Procedures Regarding Protected Health Information related to the Plan;

(h) make available the information required to provide an accounting of disclosures in accordance with 45 C.F.R. § 164.528 and in accordance with the Policies and Procedures Regarding Protected Health Information related to the Plan;

(i) make its internal practices, books, and records relating to the use and disclosure of Protected Health Information received from the Plan available to the Secretary of Health and Human Services ("HHS") or to any other officer or employee of HHS to whom the authority involved has been delegated, for purposes of determining compliance by the Plan with 45 C.F.R. Subchapter C, Subpart E; and

(j) if feasible, return or destroy all Protected Health Information received from the Plan that the Company still maintains in any form and retain no copies of such information when no longer needed for the purpose for which disclosure was made, except that, if such return or destruction is not feasible, the Company shall limit further uses and disclosures to those purposes that make the return or destruction of the information infeasible.

The foregoing restrictions do not apply to disclosures of enrollment information or summary health information by or on behalf of the Plan to the Company or any other Employer, acting in their respective capacities as an employer.

16.04 **Adequate Separation**. There shall be adequate separation between the Plan and the Company to help ensure that only persons involved in Plan administration have access to Protected Health Information. Only the following employees, classes of employees or other persons under the control of the Company or its affiliates may have access to Protected Health Information created under the Plan:

Privacy Official
Security Official
Members of the Benefits Department
HRIS-Benefits Analyst
Members of the Legal Department
Members of the Internal Audit Department
Members of the Committee
Any other employee of the Company or its affiliates who performs plan administration functions for the Plan and who is designated in writing by the Privacy Official or a member of the Committee as being entitled to access to Protected Health Information.

Access to and use by such individuals shall be restricted to the plan administration functions that the Company and its affiliates perform for the Plan. The Plan or the Company (or an affiliate) has retained one or more third party administrators and others that receive Protected Health Information in the ordinary course of business performed on behalf of the Plan. Such persons or entities, known in the Privacy Standards as "Business Associates," shall enter into agreements with the Plan governing their obligations under the Privacy Standards.

16.05 **Unauthorized Use or Disclosure**. The improper use or disclosure of Protected Health Information by an employee of Company (or an affiliate) shall be governed by the Policies and Procedures Regarding Protected Health Information related to the Plan. The terms of the applicable Business Associate Agreement shall address non-compliance with the Privacy Standards by a Business Associate.

16.06 **Special Amendatory Authority**. The Privacy Official appointed by the Plan Administrator pursuant to the Privacy Standards shall be authorized to make and execute any amendment to this Article that such Privacy Official deems necessary or appropriate.

ARTICLE XVII
PROVISIONS CONCERNING THE SECURITY OF ELECTRONIC PROTECTED HEALTH INFORMATION

17.01 **General**. The Department of Health and Human Services has issued Regulations, effective April 20, 2005, that govern the manner in which a group health plan, such as the Plan, must handle Electronic Protected Health Information. "Electronic Protected Health Information" refers to Protected Health Information that is (i) maintained in Electronic Media (as defined in 45 C.F.R. Section 160.103), or (ii) transmitted by Electronic Media.

17.02 Duty of the Plan Sponsor. The Company shall reasonably and appropriately safeguard Electronic Protected Health Information created, received, maintained or transmitted to or by the Company on behalf of the Plan. To this end, the Company shall: (i) implement administrative, physical, and technical safeguards that reasonably and appropriately protect the confidentiality, integrity and availability of the Electronic Protected Health Information that the Company creates, receives, maintains or transmits on behalf of the Plan; (ii) ensure that the adequate separation required by Section 16.04 above is supported by reasonable and appropriate security measures; (iii) ensure that any agent, including a subcontractor, to whom or which the Company provides Electronic Protected Health Information agrees to implement reasonable and appropriate security measures to protect such Electronic Protected Health Information; and (iv) report to the Plan any security incident involving Electronic Protected Health Information of which the Company becomes aware.

ARTICLE XVIII
GENERAL EXCLUSIONS

18.01 General. Notwithstanding any other Plan provision, and without limiting the generality of any other provision of the Plan, the Plan shall not provide coverage for any of the following:

(a) except as expressly provided otherwise in the Plan, any service, supply or item for which Medicare does not make any payment;

(b) any charge that a Covered Person is not legally required to pay;

(c) any charge that would not have been made if the Plan had not existed; and

(d) any charge incurred prior to the effective date of coverage, or after the termination date of coverage.

ARTICLE XIX
MISCELLANEOUS PROVISIONS

19.01 Assignment of Benefits. Except as required by applicable law, no right or interest of any Covered Person, and no benefit payable at any time, under the Plan shall in any manner be alienated, sold, assigned or transferred, or be subject to any lien, pledge or encumbrance, in whole or in part, either directly or by operation of law or otherwise, including without limitation by execution, levy, garnishment, attachment, pledge, or bankruptcy, nor will any benefit payable under the Plan be liable for, or subject to, any obligation or liability of any Covered Person. Without limiting the generality of the foregoing, except as required by applicable law, no Covered Person may assign or transfer to any third party, including without limitation any person or institution providing medical care, treatment, services or supplies, the right to receive benefit payments under the Plan, or the right to pursue a claim, to appeal an adverse benefit determination or to maintain a cause of action under ERISA in respect of any benefit covered, alleged to be covered or denied under the Plan, and any such attempted assignment or transfer is void.

Nothing contained herein, nor any course of dealing, act or omission on the part of the Plan, the Plan Administrator or any Claims Administrator or other party, shall be construed to make the Plan liable to any third party to whom a Covered Person may be liable for medical care, treatment, services or supplies. Although the Plan may, at the direction of a Covered Person or otherwise, make payments directly to persons or institutions providing covered services under the

Plan, no such direction or payment shall be deemed to constitute an assignment, or an acknowledgment or acceptance of any purported assignment, of any benefits or other rights or interests under the Plan, including without limitation any legal or equitable right to institute any court proceeding. Any such payments by the Plan shall constitute a complete discharge of the obligation of the Plan to such Covered Person. Under no circumstances will any person or institution providing medical care, treatment, services or supplies to a Covered Person be deemed a participant or beneficiary under the Plan.

If any Covered Person entitled to a benefit under the Plan attempts to alienate, sell, transfer, assign, pledge or otherwise impede a benefit or any part, or if by reason of his or her bankruptcy or other event happening at any time, a benefit devolves upon anyone else or would not be enjoyed by him or her, then upon becoming aware of any such attempted alienation, sale, transfer, assignment or pledge, the Plan Administrator in its discretion, which will be exercised uniformly by treating individuals in similar circumstances alike, may terminate his or her interest in any such benefit and hold or apply it to or for his or her benefit or the benefit of his or her Dependents, in a manner the Plan Administrator may deem proper.

19.02 Information To Be Furnished. Covered Persons shall provide such information and evidence, and shall sign such documents, as may reasonably be requested from time to time for the purpose of administration of the Plan.

19.03 Limitation of Rights. Neither the establishment of the Plan nor any amendment thereof, nor the payment of any benefits, will be construed as giving to any Covered Person any legal or equitable right against the Company or any Employer, except as provided herein.

19.04 Plan Not Contract. The Plan shall not be deemed to constitute a contract between the Company or any Employer and any Covered Participant or to be a consideration for, or an inducement or condition of, the employment of any Employee. Nothing in the Plan shall be deemed to give any Employee the right to be retained in the service of the Company or of any Employer or to interfere with the right of the Company or of any Employer to discharge any Employee at any time; provided, however, that the foregoing shall not be deemed to modify the provisions of any collective bargaining agreement that may be made by the Company with the bargaining representative of any Employee.

19.05 Fiduciary Operation. Each Plan Fiduciary shall discharge his or her duties with respect to the Plan solely in the interest of the participants and beneficiaries (as those terms are defined in ERISA) and (1) for the exclusive purpose of providing benefits to participants and their beneficiaries and defraying reasonable expenses of administering the Plan; (2) with care, skill, prudence and diligence under the circumstances then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims; and (3) in accordance with the documents and instruments governing the Plan, except as otherwise required by law.

19.06 No Guaranty. No person shall have any right or interest in the Plan other than as specifically provided herein. Except to the extent required by law, neither the Company nor any Employer shall be liable for the payment of any benefit provided for herein; all benefits hereunder shall be payable only from the Plan, and only to the extent that the Plan has been allocated sufficient assets.

19.07 Misrepresentation. Any material misrepresentation on the part of any Covered Person in making application for coverage, or any application for reclassification thereof, shall render the coverage null and void.

19.08 Inadvertent Error. Inadvertent error by the Plan Administrator in the keeping of records or the transmission of any Enrollment Form shall not deprive any Covered Participant or Dependent of benefits otherwise due, if such inadvertent error is corrected by the Plan Administrator within 90 days after it was made.

19.09 No Liability for Acts of Any Provider. Nothing contained herein shall confer upon a Covered Person any claim, right or cause of action, either at law or at equity, against the Plan for the acts of any Hospital in which he receives care, or for the acts of any Physician from whom he receives service under this Plan.

19.10 Covered Persons Responsibilities. Each Covered Person is responsible for providing the Plan Administrator with his or her current address. Any notices required or permitted to be given shall be deemed given if directed to such address and mailed by regular United States mail. Neither the Plan Administrator nor the Claims Administrator shall have any obligation or duty to locate a Covered Person. If a Covered Person becomes entitled to a payment under the Plan and it cannot be made because (1) the current address is incorrect; (2) the Covered Person does not respond to the notice sent to the current address; (3) there are conflicting claims to such payment; or (4) any other reason, the amount of such payment, if and when made, shall be that determined under the terms of the Plan, without interest. Each Covered Participant shall also notify the Plan in writing when any person is no longer eligible for coverage as his or her Dependent hereunder.

19.11 Right of Recovery. Whenever the Plan, for whatever reason, has overpaid the amount of benefits that should have been provided, the Plan shall have the right to offset the overpaid amount against future benefits that are payable or to recover such payments, to the extent of such excess, from among one or more of the following as the Plan shall determine: any persons to, or for, or with respect to whom, such payments were made, and/or any insurance company or other organization. Without limiting the generality of the foregoing, the Plan shall have the right to recover any amounts it pays in respect of a person who is not an eligible Participant or Dependent.

19.12 Governing Law and Venue. The Plan shall be governed by and construed according to ERISA, the Code, and the laws of the State of Indiana, to the extent Indiana law does not conflict with the Code and ERISA, and to the extent Indiana law is not preempted by ERISA. In order to benefit Participants under this Plan by establishing a uniform application of law with respect to the administration of the Plan, the provisions of this Section 19.12 shall apply. Any suit, action or proceeding seeking to enforce any provision of, or based on any matter arising out of or in connection with, this Plan shall be brought in any court of the State of Indiana or in the United States District Court for the Northern District of Indiana. The Company, each Employer, each Participant, and any related parties irrevocably and unconditionally consent to the exclusive jurisdiction of such courts in any such litigation related to this Plan and any transactions contemplated hereby. Such parties irrevocably and unconditionally waive any objection that venue is improper or that such litigation has been brought in an inconvenient forum.

19.13 Severability. In the event any portion of this Plan is declared by a court of competent jurisdiction to be void, said portion shall be deemed severed from the remainder of this Plan, and the balance of the Plan shall remain in full force and effect.

19.14 Participant Litigation. In any action or proceeding involving the Plan, Covered Persons or any other person having or claiming to have an interest in the Plan shall not be necessary parties to such action or proceeding and shall not be entitled to any notice or process thereof, except as required by applicable law. Any final judgment which is not appealed or appealable that may be entered in any such action or proceeding shall be binding and conclusive upon the parties hereto

and upon all persons having or claiming to have any interest in the Plan. To the extent permitted by law, if a legal action is begun against the Company or other organization or institution providing benefits under the Plan by or on behalf of any person, and such action results adversely to such person or, if a legal action arises because of conflicting benefit claims, the cost to the Company or other organization or institution of defending the action will be charged to the sums, if any, which were involved in the action or were payable to the Covered Person or other person concerned. To the extent permitted by applicable law, an election to become a Covered Person under the Plan shall constitute a release of the Company and its agents from any and all liability and obligation not involving willful misconduct or gross neglect.

19.15 Counterparts. This Plan document may be executed in any number of identical counterparts, each of which shall be deemed a complete original in itself and may be introduced in evidence or used for any other purpose without the production of any other counterparts.

19.16 Notice. Any notice given under this Plan shall be sufficient, if given to the Plan Administrator when addressed to it at its office; if given to the Claims Administrator, when addressed to it at its home office; or if given to a Covered Participant, when addressed to the Covered Participant at his or her address as it appears on the records of the Claims Administrator.

19.17 Extension of Plan to Related Employers.

(a) With the approval of the Plan Administrator, any Related Employer may adopt the Plan and qualify its Employees and Retirees to become Covered Participants hereunder by taking such action to adopt the Plan and making such contributions to the cost of coverage as the Plan Administrator may require.

(b) The Plan will terminate with respect to any Employer that has adopted the Plan pursuant to this Section if the Employer ceases to be a Related Employer, revokes its adoption of the Plan by appropriate corporate action, permanently discontinues any required contributions for its Employees, is judicially declared bankrupt, makes a general assignment for the benefit of creditors, or is dissolved.

(c) The Committee shall have the sole right to amend or terminate the Plan and shall act as the agent for each Related Employer that adopts the Plan for all purposes of administration thereof.

ARTICLE XX
FUNDING, AMENDMENT AND TERMINATION OF THE PLAN

20.01 Plan Self-Insured. Except with respect to those benefits offered under an HMO Option or an Other Insured Arrangement, the Plan is a self-insured plan. All contributions made to the Plan are used to pay claims and related expenses thereunder.

20.02 Participants' and Dependents' Rights Unsecured. The right of a Covered Person or any other person to receive a distribution hereunder, shall be an unsecured claim against the general assets of the Company and no Covered Person or any other person shall have any rights in any amount allocated for his or her benefit under the terms of the Plan, or any other specific assets of the Company. All amounts allocated pursuant to the terms of the Plan shall constitute general assets of the Company and may be disposed of by the Committee at such time and for such purpose as it may deem appropriate. Benefits payable pursuant to the terms of the Plan shall be paid solely as

required out of the general assets of the Company or from any other funding vehicle as may be established by the Company.

20.03 **Amendment**. The Committee reserves the right at any time and from time to time to change or amend, in whole or in part, any or all of the provisions of the Plan. In addition, (i) the Committee delegates to the Director, Benefits, or to an employee of the Company or its affiliates succeeding to the duties and responsibilities of such person, the right at any time and from time to time to change or amend, in whole or in part, by a writing adopted by such person, any or all of the provisions of the Plan as may be necessary or desirable to comply with applicable law or regulations, and (ii) the Senior Vice President and Chief Human Resources Officer of the Company and the Director, Benefits of the Company (or officers or employees of the Company or its affiliates succeeding to the duties and responsibilities of such persons) may adopt amendments to, or guidelines with respect to the administration of, the Plan, and may take such other actions with respect to the Plan, as such persons deem necessary or desirable in response to the health emergency created by the COVID-19 virus or to any other similar health emergency and in response to the effect of any such emergency upon the Plan or the participants thereunder, provided that any such actions shall be evidenced by a writing signed by such persons and such persons shall report to the Committee any actions taken pursuant to such delegated authority. Unless expressly provided, no amendment shall affect, or be construed to affect, any existing delegations to amend the Plan. Any such amendment may have retroactive or prospective effect. However, no change or amendment shall be made that enables any part of Plan assets to be used for, or diverted to, purposes other than the exclusive benefit of those entitled to benefits hereunder and the payment of reasonable expense of administration. To the extent that any applicable collective bargaining agreement imposes a more restrictive requirement regarding Plan eligibility or benefits than is set forth herein, such requirement, as applied solely to those Represented Retirees subject to the collective bargaining agreement, is incorporated herein by this reference. Notwithstanding anything contained herein to the contrary, any change or amendment (other than a Plan administration change, the addition or deletion of network providers, drug formulary changes or similar changes) affecting coverage for any NIPSCO Represented Retiree or Dependent shall only be made effective as of January 1 of any year, and notification of such change or amendment shall be made to affected NIPSCO Represented Retirees during the Annual Enrollment Period.

20.04 **Termination**. The Company is not and shall not be under any obligation or liability whatsoever to continue its contributions to, or to maintain, the Plan for any given length of time. In their sole and absolute discretion, the Company may discontinue contributions to the Plan and the Committee may terminate the Plan, in whole or in part, at any time, in each case without liability for such discontinuance or termination.

20.05 **Collective Bargaining Agreement**. Notwithstanding the foregoing provisions of this Article, the right to amend or terminate the Plan shall be subject to the express terms of any applicable collective bargaining agreement.

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IN WITNESS WHEREOF, the Committee has caused this amended and restated Plan to be executed on its behalf, by one of its members duly authorized, effective as of January 1, 2026.

NISOURCE BENEFITS COMMITTEE

By: Chris Means 12/30/2025

One of the Members of the Committee

SCHEDULE 1
UNION POST-65 RETIREE BENEFIT PROGRAM MATRIX

Summary of Union Post-65 Medical Plan Provisions

Eligibility for Participation	Immediate. Groups excluded from coverage are noted in table below.
Eligibility for Benefits	Age 55 and 10 years of service, subject to the other terms and conditions of the NiSource Union Post-65 Retiree Medical Plan.
Continuation to Spouses of Deceased Retirees	Subject to the other terms and conditions of the NiSource Union Post-65 Retiree Medical Plan, coverage continues until death of spouse or until spouse remarries.
Available Coverage[1]	Medicare Supplement NIPSCO Union Medicare Supplement MAP MAP (Medical Only) Highmark Medicare Advantage Medigap Supplement
Medical Plan Options	See table below.
Cost Sharing	See table below.

[1] For detail on specific plan benefit provisions, see the plan document for the NiSource Union Post-65 Retiree Medical Plan.

Retiree Benefit Program (RBP)	Group	Medicare Medical Options	Company Subsidy	Medicare Part B Reimbursement	NiSource Part B Reimbursement	NIPSCO Medicare Part D Reimbursement
101M	NIFL FT retired on or before 01/01/2002	Medigap Supplement	100% of premium	N/A	N/A	N/A
101N	NIFL FT retired after 01/01/2002 and prior to 02/01/2004; retirement eligible as of 12/31/2001	Medigap Supplement	100% of premium	N/A	N/A	N/A
221	NIPSCO Union FT retired before 01/01/2005	NIPSCO Union Medicare Supplement	100% of premium	N/A	N/A	N/A
221Y05	NIPSCO Union FT hired before 06/01/2004 and retired on or after 01/01/2005 and before 01/01/2015	NIPSCO Union Medicare Supplement	77% of premium	N/A	N/A	$40 per month for retiree only
221Y14	NIPSCO Union FT hired on or after 06/01/2004 and before 06/01/2009 and retired before 01/01/2015	NIPSCO Union Medicare Supplement	70% of premium	N/A	N/A	$40 per month for retiree only
221Y15	NIPSCO Union FT hired before 06/01/2004 and retired on or after 01/01/2015 and before 02/01/2017	NIPSCO Union Medicare Supplement	Choice between: (a) Defined Dollar $65 x service retiree $45 x service spouse (b) 77% of premium	N/A	$500 annually for retiree only (if elect Defined Dollar) [2]	$40 per month for retiree only
221Y17	NIPSCO Union FT hired before 06/01/2004 and retired on or after 02/01/2017	NIPSCO Union Medicare Supplement	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$500 annually for retiree only[2]	$40 per month for retiree only

[2] $525 effective 1/1/2026.

Retiree Benefit Program (RBP)	Group	Medicare Medical Options	Company Subsidy	Medicare Part B Reimbursement	NiSource Part B Reimbursement	NIPSCO Medicare Part D Reimbursement
225Y15	NIPSCO Union FT hired on or after 06/01/2004 and before 06/01/2009 and retired on or after 01/01/2015 and before 02/01/2017	NIPSCO Union Medicare Supplement	Choice between: (a) Defined Dollar $65 x service retiree $45 x service spouse (b) 70% of premium	N/A	$500 annually for retiree only (if elect Defined Dollar) [2]	$40 per month for retiree only
225Y17	NIPSCO Union FT hired on or after 06/01/2004 and before 06/01/2009 and retired on or after 02/01/2017	NIPSCO Union Medicare Supplement	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$500 annually for retiree only[2]	$40 per month for retiree only
226Y19	NIPSCO Union FT hired on or after 06/01/2009 and retired on or after 06/01/2019	NIPSCO Union Medicare Supplement	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$500 annually for retiree only[2]	$40 per month for retiree only
321	NIFL Union FT retired on or after 01/01/2006 but before 01/01/2012	Medicare Supplement MAP MAP—Med Only	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$500 annually for retiree only[2]	N/A
321Y12	NIFL Union FT hired before 01/01/2012 and retired on or after 01/01/2012 and before 01/01/2015	NIPSCO Union Medicare Supplement	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$500 annually for retiree only[2]	$40 per month for retiree only
321Y15	NIFL Union FT hired before 01/01/2012 and retired on or after 01/01/2015	NIPSCO Union Medicare Supplement	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$500 annually for retiree only[2]	$40 per month for retiree only
621	CEG Union FT hired before 01/01/2013 and retired after 01/01/2004	Medicare Supplement MAP MAP—Med Only Highmark Medicare Advantage	Defined Dollar $65 x service retiree $45 x service spouse (0% of premium for Highmark)	N/A	$525 annually for retiree only	N/A
621A	CEG Union FT retired before 01/01/1993	MAP MAP—Med Only Highmark Medicare Advantage	50% of premium (0% of premium for Highmark)	$174.70[1] monthly for retiree only	N/A	N/A

[1] Adjusted annually by CMS to equal 25% of the estimated Part B program cost. $185.00 for 2025.
[2] $525 effective 1/1/2026.

Retiree Benefit Program (RBP)	Group	Medicare Medical Options	Company Subsidy	Medicare Part B Reimbursement	NiSource Part B Reimbursement	NIPSCO Medicare Part D Reimbursement
621B	CEG Union FT hired before 01/01/1993 and retired after 01/01/1993 and before 02/01/2004	MAP MAP—Med Only Highmark Medicare Advantage	50% of premium (0% of premium for Highmark)	$174.70[1] monthly for retiree only	N/A	N/A
621C	CEG Union FT hired after 01/01/1993 and retired after 01/01/1993 and before 02/01/2004	MAP MAP—Med Only	50% of premium	$174.70[1] monthly for retiree only	N/A	N/A
621D	CEG Union FT—2002 ERW/VSP Group Age 50–52 (Salary Continuation)	Medicare Supplement MAP MAP—Med Only	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$525 annually for retiree only	N/A
621E	CEG Union FT—2002 ERW/VSP Group Age 53–55, retired on or after 02/01/2004	MAP MAP—Med Only	50% of premium	$174.70[1] monthly for retiree only	N/A	N/A
622	CEG Union PT hired before 01/01/2013 and retired after 02/01/2004	Medicare Supplement MAP MAP—Med Only	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$525 annually for retiree only	N/A
622C	CEG Union PT hired after 01/01/1993 and retired after 01/01/1993 and before 02/01/2004	MAP MAP—Med Only	50% of premium	$174.70[1] monthly for retiree only	N/A	N/A
721Y05	Kokomo Union FT Outside (majority) retired after 01/01/2005 but before 01/01/2012	Medicare Supplement MAP MAP—Med Only	Defined Dollar $65 x service retiree $45 x service spouse	N/A	N/A	N/A
721Y12	Kokomo Union FT hired before 01/01/2012 and retired on or after 01/01/2012 and before 01/01/2015	NIPSCO Union Medicare Supplement	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$500 annually for retiree only[2]	$40 per month for retiree only

[1] Adjusted annually by CMS to equal 25% of the estimated Part B program cost. $185.00 for 2025.
[2] $525 effective 1/1/2026.

Retiree Benefit Program (RBP)	Group	Medicare Medical Options	Company Subsidy	Medicare Part B Reimbursement	NiSource Part B Reimbursement	NIPSCO Medicare Part D Reimbursement
721Y15	Kokomo Union FT hired before 01/01/2012 and retired on or after 01/01/2015	NIPSCO Union Medicare Supplement	Defined Dollar $65 x service retiree $45 x service spouse	N/A	$500 annually for retiree only[2]	$40 per month for retiree only
823	Bay State Union Granite FT retired after 01/01/2004	COBRA Active Medical, if retired after Medicare eligibility date	None	N/A	N/A	N/A
824	Bay State Union Lawrence FT retired after 01/01/2004 and retired before 01/01/2013 and does not meet requirements of 824A	COBRA Active Medical, if retired after Medicare eligibility date	None	N/A	N/A	N/A
825	Bay State Union Northampton FT hired after 06/18/1999 but before 01/01/2011 and retired before 01/01/2016	COBRA Active Medical, if retired after Medicare eligibility date	None	N/A	N/A	N/A
826	Bay State Union Portland FT retired after 01/01/2004 and does not meet requirements of 826A	COBRA Active Medical, if retired after Medicare eligibility date	None	N/A	N/A	N/A
827	Bay State Union Portsmouth FT hired after 06/04/1999	COBRA Active Medical, if retired after Medicare eligibility date	None	N/A	N/A	N/A
828	Bay State Union Springfield Operating FT hired after 05/14/1999 and retired before 05/15/2013	COBRA Active Medical, if retired after Medicare eligibility date	None	N/A	N/A	N/A
828Y13	Bay State Union Springfield Operating FT hired after 05/14/1999 and retired on or after 05/15/2013	COBRA Active Medical, if retired after Medicare eligibility date	None	N/A	N/A	N/A
829	Bay State Union Springfield C/T FT retired after 01/01/2004 and on or before 01/01/2008 and does not meet the requirements of 829A	COBRA Active Medical, if retired after Medicare eligibility date	None	N/A	N/A	N/A

Active Programs That Will Not Receive Retiree Benefits

Active Benefit Program	Group
106	All Nonunion Exempt FT hired or rehired on or after 01/01/2010
107	All Nonunion Exempt PT hired or rehired on or after 01/01/2010
108	All Nonunion Non-Exempt FT hired or rehired on or after 01/01/2013
109	All Nonunion Non-Exempt PT hired or rehired on or after 01/01/2013
222	NIPSCO Union PT
223	NIPSCO Union TMP
224	NIPSCO Union TWF
623	CEG Union FT hired or rehired on or after 01/01/2013
624	CEG Union PT hired or rehired on or after 01/01/2013
830	Bay State Union Springfield C/T PT hired before 01/01/2011
831	Bay State Union Brockton Operating FT hired or rehired on or after 01/01/2013
832	Bay State Union Brockton C/T FT hired or rehired on or after 06/01/2013 and retired after 05/01/2013
834	Bay State Union Brockton C/T PT hired on or before 05/31/2013
835	Bay State Union Northampton FT hired or rehired on or after 01/01/2011
838	Bay State Union Springfield Operating FT hired or rehired on or after 01/01/2014
839	Bay State Union Springfield C/T FT hired or rehired on or after 01/01/2011
840	Bay State Union Springfield C/T PT hired or rehired on or after 01/01/2011
844	Bay State Union Brockton C/T PT hired or rehired on or after 06/01/2013
854	Bay State Union Lawrence FT hired or rehired on or after 01/01/2013

Active Programs That Receive Retiree Benefits Under the NiSource Post-65 Retiree Health Reimbursement Arrangement That Will Not Receive Retiree Benefits Under the NiSource Union Post-65 Retiree Medical Plan

Active Benefit Program	Group
101	Exempt FT hired or rehired before 01/01/2010 and retired on or after 02/01/2004 and before 02/01/2006 and Nonunion Non-Exempt FT hired or rehired before 01/01/2013 and retired on or after 02/01/2004
101A	Bay State Nonunion FT retired on or before 01/01/2002
101B	Bay State Nonunion FT retired after 01/01/2002 and age 45 or older as of 01/01/1992 and hired before 09/01/1990 and elected retiree medical coverage and waived special saving plans match
101C	Bay State Nonunion FT retired after 01/01/2002 and before 02/01/2004
101D	CEG Nonunion FT retired before 01/01/1993
101E	CEG Nonunion FT hired before 01/01/1993 and retired on or after 01/01/1993 and before 02/01/2004
101F	CEG Nonunion FT hired on or after 01/01/1993 and retired on or after 01/01/1993 and before 02/01/2004
101G	Columbia Nonunion FT—2002 ERW/VSP Age 50–52 (Salary continuation)
101H	Columbia Nonunion FT—2002 ERW/VSP Group Age 53–55, retired on or after 02/01/2004
101I	Kokomo Nonunion FT retired on or before 01/01/2002
101J	Kokomo Nonunion FT retired after 01/01/2002 and before 02/01/2004
101K	NiSource Nonunion FT retired on or before 02/01/1997
101L	NiSource Nonunion FT retired after 02/01/1997 and before 02/01/2004
101O	NIFL FT retired after 01/01/2002 and prior to 02/01/2004 and not retirement eligible as of 01/01/2002
101Y21	NiSource Non-Union Full Time (Non-Exempt hired before 01/01/2013 and Exempt Hired before 01/01/2010) and retired through CMA Bridging on or after 10/09/2020
102	Exempt PT hired or rehired before 01/01/2010 and retired on or after 02/01/2004 and before 02/01/2006 and Nonunion Non-Exempt PT hired or rehired before 01/01/2013 and retired on or after 02/01/2004
102D	Columbia Nonunion PT—2002 ERW/VSP Age 50–52

104	Exempt FT hired or rehired before 01/01/2010 and retired on or after 02/01/2006
105	Exempt PT hired or rehired before 01/01/2010 and retired on or after 02/01/2006
132	Special 4th Quarter FT VSP retired before 02/01/2004
821	Bay State Union Brockton Operating FT hired before 01/01/2013, retired on or before 01/01/2017, and does not meet requirements of 821A
821A	Bay State Union Brockton Operating FT hired before 03/01/1991 and age 45 on 09/01/1991
821Y17	Bay State Union Brockton Operating FT hired before 01/01/2013 and retired on or after 02/01/2017; and does not meet requirements of 821A
821Y21	Bay State Union Brockton Operating FT hired before 01/01/2013 and retired through CMA Bridging on or after 10/09/2020
822	Bay State Union Brockton C/T FT hired before 06/01/2013, retired before 05/01/2013 and does not meet requirements of 822A
822A	Bay State Union Brockton C/T FT hired before 10/01/1990 and age 45 by 01/01/1992
822Y13	Bay State Union Brockton C/T FT hired before 06/01/2013 and retired on or after 05/01/2013 and before 4/1/2018
822Y18	Bay State Union Brockton C/T FT hired before 06/01/2013 and retired on or after 04/01/2018
822Y21	Bay State Union Brockton C/T FT and PT hired before 06/01/2013 and retired through CMA Bridging on or after 10/09/2020
823A	Bay State Union Granite FT hired before 05/01/1991 and age 45 by 05/01/1991 and retired before 01/01/2004
824A	Bay State Union Lawrence FT hired before 01/01/1994 and age 45 by 01/01/1994 and retired before 01/01/2013
824Y13	Bay State Union Lawrence FT hired before 01/01/2013 and retired on or after 01/01/2013 and before 07/01/2017
824Y17	Bay State Union Lawrence FT hired before 01/01/2013 and retired on or after 07/01/2017
824Y21	Bay State Union Lawrence FT hired before 01/01/2013 and retired through CMA Bridging on or after 10/09/2020
825B	Bay State Union Northampton FT hired before 06/18/1999 and not age 45 on 01/01/1993 and retired before 01/01/2013
825B13	Bay State Union Northampton FT hired before 06/18/1999 and not age 45 on 01/01/1993 and retired between 01/01/2013 and 12/31/2015
825B16	Bay State Union Northampton FT hired before 06/18/1999 and not age 45 on 01/01/1993 and retired on or after 01/01/2016
826A	Bay State Union Portland FT hired before 04/01/1991 and age 45 by 04/01/1991
827A	Bay State Union Portsmouth FT hired before 06/04/1999 and age 45 on 01/01/1993

827B	Bay State Union Portsmouth FT hired before 06/04/1999 and not age 45 on 01/01/1993
828A	Bay State Union Springfield Operating FT hired before 05/14/1999 and at least age 45 on 01/01/1993
828B	Bay State Union Springfield Operating FT hired before 05/14/1999 and not age 45 on 01/01/1993 and retired before 05/15/2013
828B13	Bay State Union Springfield Operating FT hired before 05/14/1999 and not age 45 on 01/01/1993 and retired between 05/15/2013 and 12/31/2013
828B14	Bay State Union Springfield Operating FT hired before 05/14/1999 and not age 45 on 01/01/1993 and retired on or after 01/01/2014
828B21	Bay State Union Springfield Operating FT hired before 05/14/1999 and retired through CMA Bridging on or after 10/09/2020
829A	Bay State Union Springfield C/T FT hired before 10/01/1990 and age 45 by 01/01/1992
829Y08	Bay State Union Springfield C/T FT retired after 01/01/2008 and retired before 01/01/2011 and does not meet the requirements of 829A
829Y11	Bay State Union Springfield C/T FT hired before 01/01/2011 and retired on or after 01/01/2011 and before 01/01/2016 and does not meet the requirements of 829A
829Y16	Bay State Union Springfield C/T FT hired before 01/01/2011 and retired after 01/01/2016 and does not meet the requirements of 829Y11
829Y21	Bay State Union Springfield (C/T) FT hired before 01/01/2011 and retired through CMA Bridging on or after 10/09/2020

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a complete description of the financial reporting and ratemaking treatment of Columbia Kentucky's pension costs.

Response:

Columbia's financial reporting and ratemaking for pension costs are recorded in accordance with Accounting Standards Codification (ASC) 715 (applicable to current active employees) and ASC 712 (former employees, i.e. retirees) on an accrual accounting basis each month. The actuarial gains/losses and the prior service costs/credits are recognized as a component of Other Comprehensive Income (OCI); amounts recognized in OCI are adjusted as the costs are recognized as a component of pension costs. In Case No. 2007-00008, Columbia received approval to apply regulatory accounting treatment that allows the OCI activity to be captured as a regulatory asset.

Pension costs are further distinguished by two categories:

- Service Costs – the actuarial present value of the projected pension benefit earned by eligible participants in the current year; and

- Non-Service Costs – interest costs, return on trust fund assets, and amortization of prior service costs and gain/loses.

The following are the entries when recording pension costs:

1. Service & non-service pension costs are expensed each month per actuarial studies. The offsetting account is a prepayment if Columbia is in a prepaid position, otherwise the offset is to a liability account with an offset to the regulatory asset/liability for the OCI activity as shown below:

   Debit 926
   Credit 12800000 or 22838020
   Credit 18235115 or 25405970

2. The Retirement Income Plan trust is funded through NiSource Corporate Services Company. The following entry is recorded when the trust is funded:

   Debit 12800000 or 22838020
   Credit 234
   Debit 234
   Credit 131 (cash or its equivalent)

3. All costs associated with construction projects are capitalized and recovered over the life of the asset. This includes, among other costs, labor and associated labor overheads (i.e. labor-related benefits including pension costs). As employees' labor is charged to capital accounts, overheads are applied to determine the capitalized amount of pension service costs. Non-service pension costs are not capitalized.

   Debit 107 (or other capital account, for pension service costs only)
   Credit 926

4. When an affiliate company is billed by Columbia for labor and associated labor overheads, pension service costs are included in the billing. The entry is the same as in #3 above with a debit recorded to a 146 Accounts Receivable account from the affiliate.

5. In a similar fashion, when labor is billed to Columbia by an affiliate it includes pension service costs in the associated labor overheads. The entry is as follows:

Debit 926 or 107 (or other capital account)
Credit 234 – Accounts Payable

In accordance with ASC 715, Columbia assesses (on at least a quarterly basis) the probability of meeting the criteria for settlement accounting. Pension settlements may be recorded in an interim period in which it is probable that the cumulative current year's settlements are expected to exceed the service cost and interest components of the net periodic pension cost for the pension plan for the same year. If it is probable, a settlement charge will be recognized for the portion of the liability settled. In addition, annually as of December 31st, a remeasurement is performed for defined benefit plans. The defined benefits plans are monitored quarterly for significant events. If a significant event is identified, a qualitative and quantitative assessment is performed to determine if the resulting remeasurement would materially impact the NiSource financial statements. If material, an interim remeasurement is performed. Note, the settlement charges are considered non-service pension costs.

In regulatory reporting (FERC), net pension service and non-service costs are reported as Operating & Maintenance Expense in Account 926. In NiSource SEC financial reporting (i.e. 10-K, 10-Q, etc.), which follows GAAP accounting guidelines, the non-service pension costs are reported as Other Income/Deductions.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide detailed descriptions of all early retirement plans or other staff reduction programs Columbia Kentucky has offered or intends to offer its employees during either the base period or the forecasted test period. Include all cost-benefit analyses associated with these programs.

Response:

Columbia did not offer any early retirement programs during the base period and does not currently plan to offer any early retirement plans during the forecasted test year.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide all current labor contracts and the most recent labor contracts previously in effect.

Response:

2026-00099_PSC_Staff_DR_Set_1_No_37_Attachment_A is the current labor contract entered into effect on December 1, 2021, 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. This agreement expires December 1, 2026.

AGREEMENT

BETWEEN

COLUMBIA GAS OF KENTUCKY, INCORPORATED

AND

UNITED STEEL, PAPER AND FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION
ON BEHALF OF LOCAL 372

LEXINGTON, KENTUCKY
DECEMBER 1, 2021

TABLE OF CONTENTS

	PAGE
Obligations	4
Recognition	5
Definition of Employee	5
Temporary	5
Regular	5
Loss of Classification	6
Supervisors Working	6
Check Off	6
Leave of Absence for Union Activity	6
Bulletin Boards	7
Seniority	7
Residency Requirement	8
Effect of Transfer	9
Credit for Lost Time	9
Contracting Out	10
Physical Examinations	11
Short-Term Disability	11
Long-Term Disability	13
Vacations	15
Off-Duty Pay	17
Termination Pay	17
Leaves of Absence	18
Safety	18
Pay Days	18
Lunch Period	19
Pay in Lieu of Meal	19
Schedule of Hours	19
Overtime & Premium Pay	19
Daily Overtime	19
Weekly	19
Sunday	19
Call Out	19
Report to Work	20
Shift Change	20
Double Shift	20
Continuous Work	20
Equalization of Overtime	20
Rest Period	21
Classifications	23
Progression Credits	23
Demotions	23

Furloughed	24
Wearing Apparel	24
Holidays	25
Jury Duty	25
Travel and Expenses	26
Benefit Plans	26
Job Posting & Bidding	26
Emergency Response	29
Worker's Committee	29
Grievance Procedure	30
Arbitration	30
Validation	31
Term of Agreement	31
Guarantee	31
Addendum A - Job Classifications & Schedule of Wages	34
Addendum B – Shift	39
Shift: Definition	39
Shift: Differential	39
Letter of Agreement	40

This Agreement made and entered into this 1st day of December 2021, by and between COLUMBIA GAS OF KENTUCKY, INC., hereinafter referred to as the "Company", its successors and assigns, and the UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO-CLC, hereinafter referred to as the "Union", on behalf of Local Union 372-01.

WITNESSETH

WHEREAS, the Company is engaged in furnishing essential public services which vitally affect the health, safety, comfort, and well-being of a large majority of the population in the territory covered by its operations, and its very existence is dependent upon the faithful carrying out of its obligations and responsibility to the public; which responsibility is recognized by the parties hereto as being imposed upon the Management and employees of the Company mutually, and that properly to fulfill the same requires that any disputes arising between them be adjusted and settled in an orderly manner without interruption of the Company's services to the public:

WHEREAS, the parties have, through collective bargaining in accordance with the law, agreed upon the incidents of the employment relationship on a contractual basis; and,

WHEREAS, it is the desire of the Company and the Union to continue the policy and practice of nondiscrimination because race, color, age, sex, sexual orientation, gender identity, physical or mental disability, religion, national origin or ancestry, pregnancy, military or veteran status, citizenship or immigration status, genetic information, or any other legally protected characteristic or status, in accordance with applicable federal, state, or local law, and to comply as applicable with the affirmative action and non-discrimination obligations of federal contractors, including those under Executive Order 11246, Section 503 of the Rehabilitation Act, and the Vietnam Era Veterans' Readjustment Assistance Act.

WHEREAS, while certain job classifications and pronoun references are in the male gender, it is understood that they do not refer exclusively to males and corresponding feminine gender usages will be substituted when appropriate.

NOW, THEREFORE, it is agreed by the parties hereto as follows:

ARTICLE I
Obligations

Section 1. It is recognized that the Company is engaged in rendering a public service and is under the duty to the public of operating and maintaining its public utility service without interruption, and therefore nothing contained in this Agreement shall be construed to conflict or to be incompatible with such duty.

Section 2. It is agreed that during the term of this contract, or during any period of time while negotiations are in progress between the parties hereto for the continuance or renewal of this contract, that there shall be no lockouts, strikes, stoppage of work, or interruption of service to the public.

Section 3. It is agreed that the Company will not discriminate, coerce, or intimidate any member of the Union on account of his membership in the Union. The Union agrees that its officers and members will not solicit membership in the Union among employees of the Company when said

employees are on duty or Company property, and will not interfere with or restrain or coerce employees of the Company in attempting to influence them to be members of the Union.

ARTICLE II
Recognition

Section 1. The Company recognizes the Union as the exclusive representative of all the employees, as such term is defined and delimited in Section 3 of this Article, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment: Provided, that any individual employee or a group of employees shall have the right at any time to present grievances to the Company and to have such grievances adjusted, without the intervention of the Union, as long as the adjustment is not inconsistent with the terms of this Agreement: Provided, further, that the Union has been given opportunity to be present at such adjustment.

Section 2. It is agreed that there shall be no hindrance or interference with the Management of the Company in its several departments, including the determination of the Company policy, which does not interfere with the conditions of this Agreement as affecting wages, hours of work, and working conditions. All rights of Management, except insofar as the same are expressly modified in the terms of this Agreement, are hereby reserved to the Company, and the Company specifically has the power and the right to manage the business and direct the working forces, including but not limited to, the right to hire, suspend, or discharge for proper cause, promote, demote, to transfer employees from one job to another (provided, however, that no employee may be permanently transferred from one basic seniority unit to another, without his permission), to lay off employees in accordance with seniority, as specified herein, to reduce working hours, to move or to close any departments or other segments of the business because of lack of work, or to otherwise generally manage the Company's business.

Nothing in this Section shall be construed to supersede or nullify any of the provisions contained in other Articles.

Section 3. (a) The term "employee," as used in this Agreement, shall include all production and maintenance employees of the Company in the said bargaining unit, but shall exclude all clerical, supervisory, executive, administrative, professional, temporary employees, and all others excluded by law. "Temporary employees" are hereby defined to mean those employees hired for a specific project or for a specified length of time.

(b) In accordance with the requirement of Section 1, hereunder, an employee will be classified as a Regular employee following any six-months' period. Provided, that he meets the Company's requirements as to ability and efficiency, integrity, and physical fitness: Provided, further, that he has submitted record of birth which is satisfactory to the Company. The Company will provide the Union President an assessment/evaluation of the probationary employee's progression after three (3) months. If requested, an update will be presented to the Union President in the fourth and fifth month of the probationary period.

If needed, based on an employee's performance, the Company may extend the probationary period for that employee from six (6) months up to (9) months. The Union President will be notified, if such a case occurs. The employee and Union will be provided a written performance improvement plan at the time of the extended probationary period. Periodic reviews of the performance improvement plan which will include management, a union committeeman and the employee will be conducted every 30 days.

(c) An employee shall lose his classification as a Regular employee under the following conditions:

(1) Resignation.

(2) Discharge for cause.

(3) Acceptance of other employment except as provided in Article V hereof.

(4) Refusal to accept reemployment within 72 hours after receipt of notification by the Company that employment is available in the basic seniority unit from which the employee was laid off because of lack of work. Such notice may be given by letter at the employee's last known address, by telephone, or by personal contact.

(5) Layoffs of more than one year duration, except in the case of employees with fifteen (15) or more years of accredited service, in which case it shall be layoffs of more than four-years' duration.

(d) The Company agrees to notify the Union of an offer of reemployment made by the Company to an employee. Such notice will be either a copy of the notice sent to the employee or will be a notice stating in which other manner the employee was notified.

(e) The performance of non-bargaining unit work by bargaining unit employees will be on a voluntary basis.

Section 4. The Company will include (15) fifteen minutes during the first day of new hire orientation for the union to introduce themselves to the new employees. In addition, the employer and union shall mutually agree upon a time for a union representative too meet with the new bargaining unit members for 2 hours within 30 days after the new hire returns from their scheduled 3 weeks training program. The employer and union representative will schedule a time that is mutually agreed upon by both parties.

ARTICLE III
Supervisors Performing Production and Maintenance Work

Under normal operating conditions, supervisors are not assigned duties that are usually performed by production and maintenance employees.

Supervisors are expected to devote full time to their supervisory duties under normal operating conditions. This policy does not, however, prevent supervisors from performing such necessary functions as job instruction or training of employees; inspecting work, either in progress or completed; operating equipment and facilities in experimental or initial testing operations; and operating in emergency situations or where the safety of people or facilities is in jeopardy.

ARTICLE IV
Check Off

It is agreed that all employees, including current employees as of the effective or execution date of this Agreement and all employees who thereafter have become or may hereafter become members of the Union, shall remain members of the Union in good standing for the duration of this Agreement as a condition of continued employment by the Company; and further that all new employees covered by this Agreement hired after the date of this Agreement, shall, after thirty (30) days of employment, become members of the Union and remain members in good standing for the duration of this Agreement as a condition of continued employment. Good standing shall mean only the payment of the initiation fee and periodic dues.

The Company agrees to deduct, from each pay period, from the wages of said employee, any Union initiation fee and dues of such amount as may, now or hereafter, be established in accordance with the Constitution and By-laws of the Union. Such deductions shall be designated by and submitted to the International Secretary Treasurer.

The International Union and Local No. 372 agree to protect the Company under this section and to refund to the Company money that may be involved in the event a member from whose earnings, dues, and initiation fees shall have been deducted by the Company should resort to or cause legal action to be taken against the Company because of such deductions.

ARTICLE V
Leave of Absence for Union Activity

Upon written request fifteen (15) days in advance by the Local Union, the Company shall grant a leave of absence to not more than two employees for Union activities. An employee elected to a Union position or selected by the Union to do work which takes him from his employment with the Company shall, upon the written request of the Union, receive a temporary leave of absence for the period of his services for the Union. Upon his return, providing his seniority qualifies him, such employee shall be reemployed to his job or at work generally similar to that in which he was engaged last prior to his leave of absence, and his seniority shall accumulate throughout the period of his leave of absence. Such leave of absence shall be made and granted yearly, subject, however, to the provision of Article IX hereof.

ARTICLE VI
Bulletin Boards

The Company will provide bulletin boards of at least 2' by 2' to be placed on its property where they may be seen by employees entering and leaving their places of employment. Such boards shall be used exclusively by the Union, such use to be confined exclusively to posting on said boards notices pertaining to dues, meetings, and other usual, regular and bonafide activities of the Union, it being the intention hereof that the Union will not use said boards for the direct solicitation of membership in the Union.

ARTICLE VII
Seniority

Section 1. For seniority purposes, the Company shall be divided into the following separate basic seniority units. However, employees laid off from one basic seniority unit will be given preference in case of hiring by another basic seniority unit, if the laid off employee(s) is qualified.

I. Columbia Gas of Kentucky, Inc.

A. Lexington Distribution Seniority Unit consisting of the following work locations:

Frankfort, KY
Irvine, KY
Lexington, KY
Maysville, KY
Paris, KY
Winchester, KY
Mt. Sterling, KY

B. Ashland Distribution Seniority Unit consisting of the following work locations:

Ashland, KY
Inez, KY
East Point, KY

C.

1. Those employees that were hired in at 25 miles or 30 minutes, will be grandfathered for major locations with the residency requirement from the center of town. With the exception of a grandfathered employee's current work location.
2. If an employee who was grandfathered bids on a remote area, he/she will have a residency requirement of 20 miles or 25 minutes. The remote area positions will be posted from the center of town with the exception of East Point area which will be posted based on current business need.
3. All employees hired in at 15 miles will have a residency requirement of 20 miles or 25 minutes from the center of town for all areas.
4. All new hires will have residency requirement of 20 miles or 25 minutes from the center of town. For East Point only: New Hires will be required to live 15 miles or 25 minutes from a location based on current business need.
5. A remote area is defined as **any city or town not listed as a work location (see Article VII, Section 1 – A&B) within Columbia Gas of Kentucky's Operating Area**.
6. This language only pertains to Utility, Street Service, Combo, Service, Utility Specialist and any other mutually agreed upon positions.

Section 2. Seniority shall be established upon the date the employee is classified as a Regular employee and shall relate back to the date six (6) months next preceding such classification.

Section 3. It is agreed, except as set out, that the Company will in all cases of promotion, demotion, transfer, and decrease or increase of personnel, consider the following factors, and where factors (a) and (b) are, in the opinion of the Company, relatively equal, seniority shall govern.

(a) Training, ability, skill and efficiency, and previously held classification for minimum of 3 years specific to job requirements.

(b) Physical fitness

(c) Seniority shall govern in the following order:

(1) In the basic seniority unit

(2) In the respective Company

(3) Within the Bargaining Unit

In making transfers, the Company will attempt to avoid transferring any employees who prefer not to be transferred.

Nothing in this Section shall be construed to supersede or nullify any of the provisions contained in other Articles.

Section 4. In the event of a "reduction in force," layoff, or closing of a facility, which results in a net decrease of personnel within the respective Company, the following process shall apply:

(a) When an employee is displaced as described above, he may exercise his bargaining unit seniority over the most junior employee within his same classification either within his basic seniority unit or within the respective Company or, if qualified, over the most junior employee in any classification at the work location or in his basic seniority unit. This process shall continue until the employee is deemed qualified over the next junior employee or is unable to exercise his seniority.

(b) The displaced employee from (a) may then exercise his bargaining unit seniority over the most junior employee in his same classification within the respective Company or, if qualified, over the most junior employee in any classification in the respective Company. This process shall continue until the employee is deemed qualified over the next junior employee or is unable to exercise his seniority.

(c) If an employee is displaced in (b) he, if qualified, may then exercise his bargaining unit seniority over the most junior employee in the respective company. This process shall continue until the employee is deemed qualified over the next junior employee or is unable to exercise his seniority.

(d) If in any of the preceding steps an employee elects not to or can no longer exercise his seniority, he will be the individual that is displaced.

(e) In all other Section 3 situations, such as re-allocation of the workforce, Article II, Section 2 and Article VII, Section 3 will govern.

(f) If the cause of the reduction in force is a direct result of contracting out, then the provisions of Article VIII will apply.

Section 5. Whenever an employee is permanently transferred from one basic seniority unit to another, he shall be considered a new employee insofar as his seniority in the new basic seniority unit so transferred to, is concerned. However, such employee shall retain his Company seniority and also the seniority he had accumulated in the basic seniority unit from which he was transferred. It is understood that the temporary transfer of an employee will in no way affect his seniority status, and the Company shall be required to notify the employee involved as to the temporary or permanent nature of the work.

Section 6. For seniority purposes, each employee shall be credited, except as otherwise provided, with all periods of actual service accruing after the commencement day of said seniority and, in addition thereto, shall be credited with time lost resulting from (a) jury service or serving as a witness under Court subpoena; (b) layoffs of not more than six-months' duration; (c) illness or injury regardless of duration; (d) service in the military forces of the United States or service upon being drafted in an essential war industry by the Government: Provided, however, that such accrued time shall not continue for a period more than that required by law after discharge or release from such service.

Section 7. An employee shall lose his seniority rights under the same terms that he loses his classification as a Regular employee, as provided in Article II, Section 3(c) of this Agreement.

Section 8. The Company shall furnish the Secretaries of the Union with the seniority list for each Basic Seniority Unit on an annual basis. Said seniority list shall show the employee's Bargaining Unit Seniority Date, Company Seniority Date, and Basic Seniority Unit Date.

Section 9. The Company agrees, upon request, to review with employees or their representatives any cause of layoff, transfer, or rehire, or promotion affecting a worker's seniority status, or any training situation involving one or more employees in which an injustice is alleged and, in the event an injustice is done, will rectify such injustice, provided such request is made within thirty days from the date the injustice first occurred. If no agreement is reached, the matter will assume the status of a controversy subject to the grievance and arbitration procedure provided for in Articles XXVIII and XXVIX hereof, and the Arbitrators shall have the right to reverse a Company decision in matters relating to Section 3 hereof when there is proof of abuse of the Company's discretion.

Section 10. In order to clarify the seniority status of an employee who (a) transfers from a work location not covered by the Agreement to a position covered by the Agreement or (b) was once in the bargaining unit and transfers out (for any reason) and then returns to a position covered by the Agreement will be treated as follows:

> It is the position of the Union that all employees initially entering or re-entering the bargaining unit do so as a new employee and are subject to all the provisions of the Agreement, provided however, if an employee who is covered by the Agreement is declared "surplus" (see Article XXV, Section 2) and accepts a position with a Columbia company at a work location not covered by the Agreement, such employee will no longer accumulate, but will retain, the seniority he achieved while in the bargaining unit, IF the employee returns to a position covered by the Agreement on the first opportunity given to him. No regular employee shall be demoted when an employee returns to the bargaining unit under this provision.

ARTICLE VIII
Contracting Out

Pursuant to Article II, Section 2 of this Agreement, the parties understand that the Company may elect to use independent contractors. However, it is further understood that the Company shall not so contract any work which is performed by its Regular employees which will directly result in one or more Regular employees being laid off. It is further understood that if any Regular employee is permanently transferred to a new work station as the direct result of such contracting out of work, the Company shall pay the employee's reasonable costs and expenses incurred incident to such transfer in an amount not less than those specified and provided for the

applicable employees in the respective Company's current Transfer of Personnel Policy.

ARTICLE IX
Physical Examinations

Section 1. The Company may, in cases of frequently recurring absences from duty, or in other exceptional cases, require an examination of any Regular employee by a physician of his own choosing as a condition of continued employment. If the Company is not satisfied with the report of the physician chosen by the employee, the Company may require a reexamination of such employee by a physician chosen by the Company. If the two examinations are not in accord, then the physician chosen by the employee and the one chosen by the Company may elect a third physician to make an examination of such employee, and the decision of the third shall be final.

ARTICLE X
Employee Disability Plans

The Short-Term Disability Plan

The purpose of the Short-Term Disability Plan is to provide all employees, as defined in Article II, Section 3(a) of this Agreement, greater economic security by providing wage allowances during the periods when such employees may be absent from work by reason of a disability due to personal illness, injury, or serious illness or accident.

Eligibility Requirements

To be eligible for such allowances under this Plan, the employee must:

A. Be classified as an employee, as defined in Article II, Section 3 (a), of this Agreement.

B. Permit examination or inquiry by the Company, and furnish a physician's certificate upon request, and must have reported the cause of absence at or as soon after the beginning of the first scheduled working day of absence as the circumstances (including the nature of the disability or illness) reasonably permit.

Basis for Determining Pay

A. Short-Term Disability payments will be computed on the basis prescribed by Article XII of this Agreement.

B. In our current timekeeping system, the employee will need to charge their absence time against their Sick Time allowance. This does not include the doctor/dentist allowance.

C. Short-Term Disability payments will not be allowed for disability incurred while an employee is on leave of absence, furlough, suspension from work, for an illness or injury which may obviously be the result of the employee's own misconduct, or, except as hereinafter provided, for disability which is compensatory under the Workers' Compensation Law of the State of employment or any State or Federal Disability Law.

D. For the purpose of this plan, employees will be credited with one calendar year of service as of the December 31 following date of employment and shall be credited with an additional year on each subsequent December 31.

E. When a period of continuous absence extends from one calendar year into the next, the Short-Term Disability allowance is continued until any unused portion of the

maximum allowance based on the credited calendar years of service at the beginning of such continuous absence has been paid. On the expiration of benefits, the time allowable for the current calendar year will not commence until after the employee has returned to work.

F. Payment by the Company to an employee absent for disability compensatory under the State Workers' Compensation Laws, or any State or Federal Disability Law, shall be limited to the difference between the amount of compensation receivable and the Short-Term Disability allowance under this plan.

G. You may receive short-term disability benefits for up to eight (8) hours, twice per calendar year, if a sudden onset of a serious illness or injury to your immediate family prevents you from working, and the medical situation is such that it absolutely requires the employee be in attendance. This time allows the employee to make arrangements for care of the family member and/or be available to make treatment decisions for medical emergencies. Subject to supervisory approval the time necessarily absent from work shall not exceed a reasonable period.

Schedule of Payments

Post January 1, 2004, the “Schedule of Payments” is as follows:

Years of Service	Maximum Benefit Period	Weeks at Full Pay	Weeks at 60% Pay
1 to 9	26	8	18
10 to 19	26	16	10
20 and above	26	26	0

The preceding "Schedule of Payments" represents the maximum allowance for absence permitted an employee on account of personal illness or for serious illness.

Prior to January 1, 2004, where an employee has 20 years or more of service, a special recommendation will be made by the supervisor and submitted to the Management for consideration for extension beyond the above disability schedule.

Effective January 1, 2018

New hires or rehires paid 100% sick pay week of eligibility would be prorated in the first year of hire and then follow sick leave schedule accordingly as of January 1st each year immediately prior to date of disability:
1st Q-4 days
2nd Q-3 days
3rd-Q-2 days
4th Q-1 day

1 year to 9 years--100% 8 weeks/60% 18 weeks
10 years to 19 years-100% 16 weeks/60% 10 weeks
20 years or more-100% 26 weeks

If an employee is absent due to personal illness, injury, or serious illness or accident, the time necessarily absent from work shall not exceed a reasonable period: Provided, however, that if an employee is absent from work due to death in his immediate family, such absence shall not be charged against the benefits to which such employee is entitled; however, such absence from work for any such death shall not exceed a reasonable period.

In all cases of excusable absence from work, the employee is expected to return as soon as reasonably possible, and failure to do so will give the Company the privilege of modifying the above schedule as to such employee in such manner as it shall deem advisable under the circumstances.

Employees With Less Than One Year's Service

When an employee with less than one credited calendar year of service is absent because of personal illness, injury, or serious illness or accident, a recommendation of time off with pay not to exceed a total of five (5) days will be considered.

The Long-Term Disability Plan

The purpose of the Long-Term Disability Plan is to provide all employees, as defined in Article II, Section 3(a) of this Agreement, additional economic security during periods of total disability.

Eligibility for Coverage

All employees are automatically covered by the Plan on a noncontributory basis beginning with the first day they are actively at work.

Commencement and Duration of Benefits

A. An employee will be eligible for Long-Term Disability income, subject to the exceptions in this Section, if his disability prevents him from performing his own duties and engaging in any other reasonable occupation for 26 consecutive weeks: Provided, that separate periods of disability are considered as one continuous period if they arise from the same or related causes and are interrupted by no more than six months of active service. Once started, LTD benefits beginning before age 60 will continue to age 65 or until recovery, whichever occurs first. LTD benefits beginning at age 60 or after will continue for five (5) years after payments begin under the Plan, or to age 70, or until recovery, whichever occurs first. Proof of disability will be required before an employee can qualify for benefits, and the insurance company may require proof, from time to time, that the disability still exists.

B. No benefits are payable for a disability starting during the first twelve months of an employee's participation in the Long-Term Disability Plan if the disability is connected with an illness or injury for which the employee received medical treatment or services during the three-month period just before his participation began.

C. During furloughs (but not layoffs) and approved leaves of absence (except for military service), an employee's Long-Term Disability Plan coverage will continue for the first two months of leave.

D. No benefits will be payable for disabilities resulting from intentional self-inflicted injury, or insurrection, riots, war (declared or undeclared), etc., or commission of, or an attempt to commit, a crime.

Long-Term Disability Income

A. Any employee who qualifies for Long-Term Disability will receive a monthly benefit equal to 50% of his base monthly pay. The monthly disability income benefit payable from these plans will be reduced by amounts received from any retirement, unemployment, Workers' Compensation, or disability benefits provided under any state or federal plan, except Social Security or if you receive other forms of compensation or disability benefits from Columbia. Any primary Social Security disability benefits which are payable or may become payable

to the employee will not affect the Long-Term Disability benefit, except that total disability income from all above sources may not exceed 70% of the employee's base monthly salary.

B. The full amount of Columbia's portion of an employee's Group Life Insurance continues in force as long as he is receiving Long-Term Disability benefits. An employee's Accidental Death and Dismemberment Insurance coverage will be suspended during his period of total disability.

Contributions by Employees

Long-Term Disability Plan coverage at the 50% level will be noncontributory and participants may elect to purchase additional coverage at the 60% level.

Miscellaneous Provisions

A. An employee may continue coverage under Columbia's Comprehensive Medical Expense Plan for his eligible dependents by paying the normal employee monthly contribution rate.

B. If the Long-Term Disability Group Insurance Contract is terminated, the employee's Long-Term Disability rights under this Plan will terminate: Provided, however, that an employee who is totally disabled when the Group Insurance Contract is terminated will continue to be covered by the Long-Term Disability Plan.

Further, termination of employment will terminate rights under this Plan.

C. The preceding paragraphs set forth the basic features of the Long-Term Disability Plan and are subject to the provisions of the Long-Term Disability Group Insurance Contract with Aetna Life Insurance Company or a successor Insurer.

ARTICLE XI
Vacations

EMPLOYEES HIRED BEFORE JANUARY 1, 2000

Full Years of Service Completed	Vacation Eligibility granted January 1	Total Hours
At least 1 year, but less than 3 years at December 31	2 weeks granted the following vacation year	80
3 to 9 years at December 31	3 weeks granted the following vacation year	120
10 to 23 years at December 31	4 weeks granted the following vacation year	160
24 to 33 years at December 31	5 weeks granted the following vacation year	200
34+ years at December 31	6 weeks granted the following vacation year	240

EMPLOYEES HIRED OR REHIRED AFTER JANUARY 1, 2000 AND BEFORE JANUARY 1, 2013

Full Years of Service Completed	Vacation Eligibility granted January 1	Total Hours
At least 1 year, but less than 3 years at December 31	2 weeks granted the following vacation year	80
3 to 9 years at December 31	3 weeks granted the following vacation year	120
10 or more years at December 31	4 weeks granted the following vacation year	160

EMPLOYEES HIRED OR REHIRED

AFTER JANUARY 1, 2013

Full Years of Service Completed	Vacation Eligibility granted January 1	Total Hours
At least 1 year, but less than 3 years at December 31	3 weeks granted the following vacation year	120
4 or more years at December 31	4 weeks granted the following vacation year	160

Vacation bonus of 5 days at every 5 year service intervals.

EMPLOYEES HIRED OR REHIRED AFTER JANUARY 1, 2018

Full Years of Service Completed	Vacation Eligibility granted January 1	Total Hours
Prorate Hire Year of Vacation	Calculated based on the remaining full months in the calendar year beginning with the month after the hire date month	
At least 1 year, but less than 3 years at December 31	3 weeks granted the following vacation year	120
4 or more years at December 31	4 weeks granted the following vacation year	160

Employees hired any time during the month of December will, for vacation purposes only, be deemed to have been hired on the first day of December.

Retiring employees (either normal or early retirement) will receive payment for vacation time accrued during the year of retirement. The payment will be computed on the basis of 1/12 of the vacation eligibility for each full month of service in his final calendar year up to the date he enters retirement status. Vacation eligibility will be determined on the basis of total years of service as of the end of the final calendar year of employment. A vacation payment for employees who become deceased will be made for vacation time accrued during the year in which death occurs. The payment will be computed on the basis of 1/12 of the vacation eligibility for each full month of service in his final calendar year up to the date he becomes deceased. Vacation eligibility will be determined on the basis of total years of service as of the end of the calendar year of employment. Payment to the survivor(s) of the deceased employee will be made in accordance with the laws of the state in which he was a resident.

Eligibility Requirements

To be eligible for vacation, the employee must:

A. Be classified as a Regular employee, and

B. Be actively employed at the time the vacation is scheduled to commence.

General

A. The vacation period will extend from January 1 through December 31 of each year. Upon reasonable notice, an employee may request that his vacation be scheduled for any period between these two dates.
In order that the service of the Company may be adequately and properly maintained, the Company reserves the right to fix the time at which a vacation may be taken, but will endeavor in all cases to arrange such vacation at a time desired by the employee. Upon approval of an employee's request the time set will be

considered as the employee's scheduled vacation period.
However, the Company recognizes that from time to time employees are confronted with unusual situations that conflict with their scheduled vacation. When this occurs, employees may request a change in their scheduled vacation. This request must be submitted ten days in advance to the requested change. Vacation may be deferred within the calendar year if the employee is hospitalized prior to commencement of vacation, with proper prior notice to his supervisor. Upon receipt of the employee's request, the supervisor will grant the request, provided it does not interfere with either the operations of the Company or the previously scheduled vacation of other employee(s).

B. Vacation will commence upon the first normal work day or shift from which the employee is absent on account of vacation, and will run consecutively for the vacation period to which he is entitled.

C. An employee will be entitled to receive an additional day of vacation for a holiday observed by the Company which occurs within his scheduled vacation period, if such holiday occurs within his regularly scheduled work week.

D. An employee with three (3) weeks or more vacation allowance may split one (1) week of said vacation allowance into one (1) or more full days. An employee with four (4) weeks or more vacation allowance may split two (2) weeks of said vacation allowance into one (1) or more full days. Employees should submit their request for split week vacation allowance as required under Paragraphs A and L herein; however, when unforeseen circumstances occur and reasonable notice thereof is afforded to the Company, an employee will be granted a change in his split vacation allowance if it does not interfere with the operations of the Company or the previously scheduled vacation of other employee(s).

E. It shall not be permissible to postpone a vacation from one year to another, nor to draw vacation pay in lieu of a vacation, except as noted in Paragraphs F, G, H, I, and J, below.

F. An employee whose retirement has been approved will be entitled to receive a vacation, or to draw vacation pay in lieu of such vacation, in the year in which the retirement takes place.

G. An employee entitled to a vacation, who is laid off due to lack of work, will be entitled to receive vacation pay in lieu of such vacation. A furloughed employee who accepts temporary reemployment and who is entitled to a vacation will have the option to take vacation pay in lieu of such vacation or to have his vacation rescheduled to a time in the vacation period after he returns to his former job.

H. An employee who resigns or is discharged will be entitled to receive vacation pay in lieu of such vacation, if otherwise eligible.

I. Regular employees entitled to a vacation who enter Military Service will be entitled to vacation pay in lieu of vacation in the year in which they enter Military Service, and also in the year in which they return to the Company from Military Service: Provided, however, that they do not enter Military Service and return from Military Service in the same year.

J. Eligible employees may exercise a vacation carryover option subject to the following

requirements:

(1) Employees eligible for three (3) weeks vacation must take two weeks of vacation. Up to 40 hours of carry over may be approved with management's discretion.
Employees eligible for three (3) or more weeks of vacation may apply for a vacation carryover for only that portion of the vacation allowance in excess of two (2) weeks.

(2) Vacations will normally be taken in units of five (5) days, except that employees may be granted permission to split their vacation into lesser full day periods.

(3) The right to exercise the carryover option shall be subject to the approvals provided in Subparagraph A above.

(4) The request for carryover must be made in writing by the employee no later than the beginning of the next year of the vacation period preceding that in which the carryover is to be effective.

(5) Vacation weeks carried over must be taken during the immediately following vacation period.

K. The survivor(s) of an employee, who is deceased prior to receiving a vacation to which he would have been entitled, shall receive pay in lieu of vacation. Payment will be made in accordance with the laws of the State in which he was a resident.

L. Employees will be given an opportunity to signify, in writing, prior to the 15th day of March, upon a list to be furnished by the Company and posted in each Department, their choices of vacation dates: Provided, however, that any employee desiring his vacation between January 1 and April 1 must make arrangements with his supervisor. Seniority shall be given paramount consideration.

ARTICLE XII
Off-Duty Pay

All authorized off-duty pay for such purposes as vacations, holidays, illness, jury service, or for any other reason provided herein shall be at the rate of pay of the employee's regular classification for the number of hours regularly scheduled to work. The foregoing provisions of this Article are, however, subject to the provisions of Article X hereof.

ARTICLE XIII
Termination Pay

Nothing herein contained shall be construed to interfere with the right of the Company to suspend or discharge or lay off an employee for just cause: Provided, however, that when a reduction in the Regular personnel is necessary, the employees whose services are to be discontinued shall be given five days' advance notice thereof; and in the event such notice is not given, the Company will pay such employee the equivalent of five days' pay at his regular rate.
The respective Company agrees that if there is a need to reduce its regular personnel during the term of the Agreement, due to a "reduction in force," layoff, or closing of a facility, which affects one or more employees, to meet with the Union to discuss the provisions of a special severance program which may be available.

ARTICLE XIV
Leaves of Absence

Section 1. When its business permits, the Company may grant a leave of absence to an employee, upon request, for a period of not to exceed three months, for any reason other than for the purpose

of seeking or accepting other employment. Such leave of absence may also be extended for a similar period, if mutually agreed upon between the Company and the employee.

Section 2. All leaves of absence in excess of thirty days shall be in writing, and a copy thereof furnished the employee and the Union.

Section 3. Before the expiration of any leave of absence in excess of thirty days, or an extension thereof, the employee shall apply for reinstatement and, if he is physically qualified to perform his former duties, shall be reinstated. The Company may require, as a condition precedent to reinstatement, a physical examination, as provided for in Section 2 of Article IX.

Section 4. If such employee does not apply for reinstatement before expiration of the period of the leave of absence, or if he accepts other employment during such leave of absence without the written consent of the Company, or if he is physically unqualified to perform his accustomed work his employment with the Company will cease and terminate.

Section 5. Upon reinstatement of the employee at the expiration of leave of absence, he shall resume his employment in the job classification which he left with the Company and shall receive his seniority and other benefits to which he was entitled at the time his leave was commenced.

ARTICLE XV
Safety

The parties hereto agree that safety of employment is of vital importance both to the Company and the employee, and further agree that no employee shall be required to perform any work, unless reasonably proper safeguards are maintained. An inspection of any equipment may be secured at all reasonable times upon the recommendation of any employee working on or near such equipment. The local Worker's Committee may meet with the Operations Manager and if not satisfied, then with the Management, for the purpose of discussing the elimination of hazards in order to prevent accidents.

ARTICLE XVI
Pay Days

Section 1. The Company shall pay its employees on a bi-weekly basis. Employees will have their pay directly deposited. Employees will have their pay stub mailed directly to their residence and may access the details of the pay available to them through the Company employee intranet site. Whenever a regular pay day falls on a recognized holiday, the Company shall endeavor to have the checks to the employees on the workday preceding the holiday.

Section 2. There shall be a two week lag for the payment of exception pay by the Company. At the time the exception pay is paid, the Company will provide information to the employee identifying the period of time for which the employee is being paid exception pay.

Section 3. If an employee's check is incorrect, due to the Company's error, the Company will issue a Visa debit card with instructions as to options to cash or deposit to a bank account. The debit card will be mailed overnight.

If the error is on the part of the employee, such as not submitting hours worked in a timely manner, or not responding with correct information to complete in a timely manner, the employee must wait until the next pay cycle.

ARTICLE XVII
Lunch Period

Section 1. Each employee shall be entitled to a lunch period after the employee has been on duty for four hours. The length of time for said lunch period shall be reasonable and shall be fixed by agreement between the Worker's Committee and the Company, or a representative thereof.

Section 2. Whenever continuous overtime work of two hours or more is required and at intervals of four hours subsequent thereto, the Company shall, for each and every occurrence, furnish the employee a meal at its own expense and afford the employee an opportunity of eating same, or in lieu thereof such employee shall be paid $30.00 for each occurrence.

Section 3. Whenever a call-out involves continuous work of five (5) or more hours, the Company shall, after four (4) hours, furnish the employee a meal at its expense and afford the employee an opportunity of eating same, or in lieu thereof such employee shall be paid $30.00. The foregoing requirement shall not apply in the case of an employee who is called out to perform a scheduled shift.

ARTICLE XVIII
Schedule of Hours

Section 1. Time and one-half shall be paid for all overtime in excess of eight hours on any work day, and for all overtime in excess of forty hours in any one work week: Provided, that no employee shall be paid both daily and weekly overtime on account of the same hours of overtime worked: Provided, further, that an employee shall not be laid off in order to avoid overtime payments.

Section 2. All work performed on Sunday by other than shift workers shall be paid for at the rate of double-time the employee's regular rate: Provided, however, that such premium payments for Sunday work shall be credited against any weekly overtime which may accrue.

Section 3. When an off-duty employee is called out to work outside of his regular hours, he shall receive:

(a) overtime pay at the time and one-half rate for the hours actually worked on the call-out; plus

(b) a call-out allowance at the straight-time rate for the difference between the hours actually worked and four hours.

If a call-out involves four or more hours of work, the call-out allowance shall not be payable, inasmuch as all hours are at the overtime rate: Provided, that for the purpose of determining call-out pay, the period of any call-out shall not extend past the commencement of the affected employee's next regular work period.

Section 4. Callout Acceptance – The standard amount of individual callout overtime acceptance required shall be 33% for the first year of the program. All employees who achieve a 33% or higher rate during the first 12 month period shall revert to an annual callout acceptance of at least 25%. Any employee who does not achieve the 33% rate in the first year will remain at the 33% performance level. Individual performance levels will be evaluated for all employees on an annual basis. Failure to meet this requirement of callout overtime will be addressed by management on a case by case basis.

Performance expectations around callout acceptance will be evaluated by management

on an ongoing basis and employees may be moved up or down between the 25% and 33% expectation rates based on their individual performance.

Special consideration will be given to the following, but not all inclusive of:

(a) Emergency Response
(b) Continuous Overtime
(c) Volume of Calls

Employees would not be held accountable for the above percentage while on approved sick time or any scheduled approved vacation.

All employees will receive a quarterly update of their callout performance and the Union will receive a quarterly list of the entire local (subject to implementation of an automated call-out system).

Callout percentages will be discussed at union management meetings and reviewed quarterly on a case by case basis.

Section 5. When an employee reports for work as scheduled or as requested under other circumstances than those covered by Section 3 of this Article, he shall receive the greater of (a) his appropriate rate for the hours worked or (b) four hours' pay at straight-time: Provided, that such reporting pay shall not be payable if four hours prior to the time for reporting, the employee is notified by the Company not to report. If as much as five hours' work is done, he shall be compensated for a full day's work at straight-time.

Section 6. Each employee shall be given at least one week's prior notice of any change in his regular day off or any change in his scheduled shift. Upon failure of the Company to give such notice, such employee shall receive premium pay at the rate of time and one-half his regular rate for the first eight hours worked on his first previously scheduled day off, or on his changed shift: Provided, that an employee shall not receive any premium pay under this Section when such employee's own schedule is changed:

(a) at his request,
(b) as the result of his filling a job under the posting procedure, or
(c) as a result of his placement because of his physical disability.

Section 7. Any employee who works a double shift at the request of the Company shall receive premium pay at the rate of time and one-half his regular rate for the second shift: Provided, however, that any such premium pay shall be credited against any daily or weekly overtime which may have accrued.

Section 8. Overtime at the rate of time and one-half shall be paid for hours worked in excess of eight in the case of continuous work, even though two different work days are involved. In addition, whenever an employee is required to work more than sixteen (16) consecutive hours, he shall be paid for all consecutive hours worked in excess of sixteen (16) at two (2) times his straight-time rate until released from duty by the Company: Provided, however, that any such premium pay shall be credited against any daily or weekly overtime which may have accrued.

Section 9. When a call-out or prescheduled overtime is required, it shall be apportioned as reasonably practicable among qualified employees, who are either permanently or temporarily assigned to the work location. Consideration will then be given to the available employee in the classification that normally performs the work including those temporarily assigned employees who have been assigned or upgraded into a “fill-in” position for normal operations for 30 or more consecutive work days. A record of the overtime hours worked by each employee will be posted monthly by Columbia Gas of Kentucky, Inc.

When continuous overtime is required by the Company, the employee(s) who is working on

the job will be allowed to work the overtime. The Company will not be required to pay for time not worked under this section; however, the Company will endeavor to equalize the overtime as reasonably as practicable.

Section 10. Whenever an employee has worked in excess of sixteen (16) hours, whether continuous or non-continuous, within a twenty-four (24) hour period (start of shift to start of shift makes up the 24 hour period) and has been released from duty by the Company, the employee, when possible, should be entitled to a nine (9) hour rest period before their return to work.

Whenever an employee has worked more than 13 hours but less than 16 actual hours continuous or non-continuous, within a twenty-four (24) hour period (start of shift to start of shift makes up the 24 hour period) and has been released from duty by the company, the employee, when possible, should be entitled to a five (5) hour rest period before returning to work.

If the rest period extends into the employee's regular scheduled shift, they shall be excused with pay at their straight time rate for that part of their regular scheduled shift necessary to make up the nine (9) or five (5) hour rest period. In the event that an employee is required to work during such rest period, they shall receive straight time pay for the hours worked in addition to rest-period pay.

Whenever an employee is required to work more than sixteen (16) consecutive actual hours, they shall be paid for all hours worked in excess of sixteen (16) at two (2) times straight time rate until released from duty by the Company.

Employees on call-out/standby will be required to complete on call period into their next shift.

Section 11. Paid vacation time, jury duty, short term disability, and military leave shall be considered as time worked for the purpose of computing overtime.

Section 12. Employee will be afforded opportunity to work overtime equal to the hours and rate of pay for which the employee was incorrectly deprived after the employee has selected three (3) dates within a one-week period for each eight (8) hours of remedial overtime.

Section 13. Columbia Gas of Kentucky, Inc., Work Schedules:

A. Flexible Work Hour Schedule

The Company will offer a four (4) ten hour work day schedules, which may include weekend shifts. During such a ten (10) hour schedule premium pay and shift differential, if applicable, will begin after ten (10) hours of work on a scheduled ten (10) hour day and for any time worked in excess of 40 hours in one week. If an employee is scheduled to work on any day of rest except for Sunday, he/she will be paid at the rate of time and one half. All work performed on Sunday shall be paid for at the rate of double time unless it is part of the employee's normal work schedule.

The four (4) ten (10) hour schedules will be offered on a voluntary basis and either party can opt out of this schedule with a two week notice to the opposite party. If there are more employees who volunteer for the four (4) ten (10) hour schedules than available schedules, the Company will staff the schedules by work location on a qualified senior basis.

Sick Leave, Vacation, Personal Holidays

An employee who misses work due to illness, vacation or personal holiday, will

be charged for all hours of scheduled work missed (i.e., ten (10) hours of short-term disability for one (1) ten (10) hour day of absence).

Company Holidays

If the holiday falls on a day off - Employee will be given a day off in lieu of the holiday during the same week the holiday occurs. Eight (8) hours will be charged to holiday. The employee can work two extra hours during that week, but such two hours will be at straight pay. The two extra hours to be determined by the Company, (or use personal holiday or vacation to make up the two hours or as an alternative, an employee may revert to a standard eight (8) hour day, for a five (5) consecutive day work week at any time with approval of his/her immediate supervisor).

If the holiday falls on a regularly scheduled day of work - Employee is charged with eight (8) hours of holiday and will make up the two hours needed during that work week at straight time pay. The two extra hours to be determined by the Company, (or use personal or vacation to make up the two hours, or as an alternative, an employee may revert to a standard eight (8) hour day, for a five (5) day work week at any time with approval of his/her immediate supervisor). If two holidays occur in any one week, the employee's regular work schedule will revert to a standard eight (8) hour day for a five (5) consecutive day work week.

Overtime/Meals

The employee working this shift must work in excess of 16 consecutive hours to qualify for double time pay. Employees working a ten (10) hour schedule will not be eligible for an overtime meal until after twelve (12) hours of work and at intervals of four hours subsequent thereto.

B. Shift Differential Payments

Notwithstanding the language in Addendum B relating to the definition of a shift worker, if the majority of a Columbia Gas of Kentucky employee's regularly assigned eight (8) hour schedule is before 7:00 a.m. or after 5:00 p.m., then the employee will be paid the appropriate shift differential for their entire eight (8) hour schedule. If the majority of the regularly assigned eight (8) hour schedule occurs between 7:00 a.m. and 5:00 p.m., then the appropriate shift premium will only apply to hours worked before 7:00 a.m. or after 5:00 p.m.

The Company will not pay both shift differential and premium rates of pay, as determined by Article XVIII, to those employees whose regular eight (8) hour work schedule is between 7:00 a.m. and 5:00 p.m.

C. Sunday Work

This language applies to employees who are regularly scheduled to work on Sunday as part of their normal 40 hour work week. Such employees will be exempted from Article XVIII, Section 2 regarding double time for work performed on Sunday (the same as shift workers who work on Sunday). However, if an employee is required to work on the sixth (6th) day in any seven (7) day period, he/she will be paid at the rate of time and one half. If an employee is required to work on the seventh (7th) day in any seven (7) day period, he/she will be paid at a rate of two times his/her regular rate, provided, however, that such premium payments shall be credited against any weekly overtime which may accrue.

ARTICLE XIX
Classifications

Section 1. An employee entering a classification shall receive the rate of pay shown in Addendum A. An employee required to work temporarily in a lower job classification shall, nevertheless, receive his achieved classified rate set forth in Addendum A. Further, an employee permanently reclassified to, or required to work temporarily in another job in the same job grade, shall retain his achieved classified rate set forth in Addendum A.

Section 2. Except as provided in the following paragraphs in this section, an employee required to work temporarily in a higher job classification shall receive the Replacement Rate therefore set forth in Addendum A.

An employee who has attained a higher regular job classification and who was demoted shall receive the highest rate which he had attained whenever he is required to work in such higher job classification.

An employee who works temporarily in a higher job classification shall receive credit toward the higher rates for all hours worked in such higher job classification. When an employee has amassed 1,040 work hours in such capacity, he shall thereafter receive the Six-Month Rate for work in the higher classification. When he has amassed an additional 1,040 work hours in such capacity, he shall receive the Twelve-Month Rate for work in the higher classification. An employee who has attained a higher regular job classification, and who was demoted, shall have the number of actual work hours in such higher regular job classification credited toward the aggregate 1,040 work hour periods set out in this paragraph.

Notwithstanding the preceding provisions, when upgrading is used to fill a position on a daily basis for a period of 130 work days in any calendar year, and, if the Company thereafter determines a permanent vacancy exists, this vacancy will be posted in accordance with provisions of Article XXV hereof.

Section 3. An employee is considered to be promoted when he is permanently reclassified to a job in a higher job grade. At the same time, except as provided in the following paragraphs of this section, his rate shall be increased to the Beginning Rate set forth in Addendum A, and in due course to the Six-Month Rate and to the Twelve-Month Rate.

An employee who has attained such regular job classification, and who was demoted, shall receive the highest rate which he had attained when he is again promoted to that classification.

In addition, the proper rate for an employee who has been promoted will be determined as follows:

(a) Employees who have amassed between 520 and 1040 hours in the classification to which they were promoted will receive the Six-Month Rate.
Employees who have amassed between 1,040 and 2080 hours in such classification to which they were promoted, will be credited with the Twelve-Month Rate. Employees with less than 520 hours will be awarded the beginning rate and progression will be time based.

Section 4. An employee is considered to be demoted when he is permanently reclassified to a job in a lower job grade. At the same time, his wage shall be reduced to the Twelve Month Rate set forth in Addendum A for such lower job.

Section 5. A Regular employee who is furloughed for lack of work and who is offered temporary reemployment by the Company shall be entitled to receive his regular classified rate of pay while performing temporary work during the period of his furlough, even though he is employed on work of a lower classified rate of pay.

For the purpose of this Section 5, a furloughed employee shall be construed to mean one laid off for lack of work, but whom the Company intends to recall upon the resumption of operations at his regular place of employment.

Section 6. In recognition of the Company's need to maintain efficient operations and achieve a diversified skilled workforce, when upgrading is required, within the Basic Seniority Unit, consideration will be given to the available qualified senior employee at the work location involved.

It is understood that the above is not applicable to any other provisions of the Agreement

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ARTICLE XX
Wearing Apparel

Section 1. In conformity with the present practice of the Company, employees required to work under extreme weather conditions shall, if possible, be furnished with rain coats and rubber boots, which shall remain the property of the Company. Upon failure of any employee to return such apparel, he shall be charged for same, and said charge may be deducted from any sum due such employee by the Company: Provided, however, that where the Company requires its employees to wear a particular kind of apparel, the Company agrees to furnish same in the first instance, the cost of replacement, however, to be borne 75% by the Company and 25% by the employee.

Section 2. The Distribution Company agrees to furnish the first two (2) pairs of coveralls or the option of one (1) pair of coveralls and one (1) two-piece set of work clothing (outerwear) and the first two (2) T-shirts to outside Distribution Plant employees, excluding employees who are required to wear a uniform. Distribution employees may substitute a one-piece set of work clothing (outerwear) for the aforementioned two-piece set of work clothing (outerwear).

Section 3. The Distribution Company will provide annually $700 allotment for purchase of wearing apparel through approved Company vendor. Allotment will be loaded annually at the same time as any applicable increases. The purchase of boots will be included in the above defined allotment and may be reimbursed through the aforementioned allotment. An employee must purchase boots that meet all safety requirements. Such clothing will be provided to new hires on the following basis: (a) The Distribution Company will provide the first two (2) pairs of coveralls or one (1) pair of coveralls and one (1) two-piece set of work clothing and the first two (2) T-shirts without cost.

ARTICLE XXI
Holidays

Holidays shall be:

- New Year's Day
- Memorial Day (last Monday in May)
- Independence Day
- Labor Day
- Thanksgiving
- The Day After Thanksgiving
- Christmas
- Five (5) Personal (Floating) Days*

*Only the Personal (Floating) Days may be taken in increments of four hours.

In the year of hire, new employees will be granted floating holidays as follows:

- Employees hired between January 1 and March 31 will be granted 4 floating holidays.
- Employees hired between April 1 and June 30 will be granted 3 floating holidays.
- Employees hired between July 1 and September 30 will be granted 2 floating holidays.
- Employees hired between October 1 and December 1 will be granted 1 floating holiday.

In order that the service of the Company may be adequately and properly maintained, the Personal (Floating) Days are established with the understanding that the Company reserves the right to fix the time at which the Holidays may be taken, but will endeavor to arrange the day, if possible, at a time desired by the employee. If any of the above holidays fall on Sunday, the following Monday shall be observed as the holiday, except when such Sunday falls on a regularly scheduled work day of an employee; and if any of the above holidays fall on Saturday, the preceding Friday shall be observed as the holiday, except when such Saturday falls on a regularly scheduled work day of an employee. Employees required to work on any of the above holidays shall be compensated for hours worked at the rate of two and one-half times their regular rate of pay for the first eight hours worked, and at the rate of time and one-half their regular rate of pay for any hours in excess of the first eight hours worked. Regular employees not working on any of the above holidays shall receive eight hours' pay at their regular rate; and further, if any observed holiday falls on one of their regularly scheduled work days, such holiday shall be considered as time worked for the purpose of computing overtime.

ARTICLE XXII
Jury Duty

In the event a Regular employee is called for jury service, said employee shall request time off from his supervisor. The Company will pay the employee his regular base pay while serving such duty.

Shift workers who are selected to serve on a jury (Federal or State), and are scheduled to work an evening or morning shift, may request a schedule change as provided by Article XVIII, Section 5. The Company will endeavor to accommodate the employee’s request as reasonably as practicable.

ARTICLE XXIII
Travel and Expenses

Section 1. An employee temporarily assigned from his home work station to another work station for a specific project anticipated to require one or more days of work, or for a specified length of time of one or more days, shall be (a) allowed to travel from his residence on Company time when first reporting to work at the temporary work station and when returning to his residence when the Company decides that his services at the temporary station are no longer required; (b) afforded the opportunity to travel to his residence and back to his temporary station every other weekend on Company time; (c) when the nearest suitable temporary lodging is more than ten miles away from the temporary work station, allowed to travel on Company time for the distance over ten miles both in reporting to the temporary station each morning and in returning to the place of temporary lodging each night; and (d) reimbursed for his reasonable and actual cost of temporary lodging and meals

while away from home and lawful travel expenses and other reasonable and actual expenses incurred while away from home: Provided, that in lieu of the foregoing travel time allowances and expense reimbursements, the Company will reimburse the employee for the actual cost of his mid-day meal and his actual daily travel expenses between his residence and the temporary station and back if the distance between his residence and the temporary station is reasonably close, and if such alternative does not impair or disrupt the work continuity, or create added expense, or adversely affect the employee's performance of his temporary assignment. An employee in a daily travel situation under the "proviso" portion of Section 1, under normal driving conditions, will travel the first thirty (30) minutes going to and returning from the temporary assignment each day on his own time. Any travel time required beyond thirty (30) minutes will be considered as time worked.

Section 2. During the term of this Agreement, the personal vehicle mileage reimbursement rate shall be the Internal Revenue Service rate applicable to that period.

ARTICLE XXIV
Benefit Plans

The Company agrees to continue during the life of this agreement, the current Retirement Income Plan (through 12/31/2012), the Account Balance Pension Plan, Long Term Disability, Group Life Insurance and PPO Medical Plan, unless modified by mutual agreement between the Company and the Union. The Company reserves the right to change plan administrators and vendors, eliminate any other medical plans, and modify savings plan options, and modify plans to be compliant with all government regulations.

ARTICLE XXV
Job Posting and Bidding

Section 1. When a permanent vacancy which is to be filled occurs within any of the job classifications set out in Addendum A, except Utility, the Company will post notice thereof, including the intended date the vacancy is to be filled, in the particular basic seniority unit involved (as set forth by Article VII, Section 3(c)(1)) for a period of not less than ten (10) days prior to the time such vacancy is to be filled, during which time any eligible employee in such basic seniority unit may apply therefor; provided, however, that if any employee accepts a job that does not involve a change in his job classification, he shall be ineligible to exercise his rights to apply for another job that does not involve a change in his job classification for a period of twelve months following the effective date of job acceptance (provided further that an employee may exercise his rights to apply for another job that does not involve a change in his job classification if his work location is closed. Any such vacancy will be filled in accordance with the terms of this Agreement, and the Company will post the name of the employee awarded any such vacancy, within two weeks after the expiration of the ten-day posting period, at all such work locations within the same basic seniority unit.

The Company will give notice of available Utility job vacancies within the Operating Area in which the vacancy exists to insure that all employees are aware of these openings and can make their interests known and are given equal opportunity for advancement.

Posting and bidding rights will continue between local 372 Columbia Gas of Kentucky and Columbia Gas of Ohio, Ironton. When posting, the Company will post in the Ashland and Lexington Distribution seniority units and Columbia Gas of Ohio Ironton, concurrently. CKY employees will be given first preference based on Article VII, Section 3. Columbia Gas of Ohio, Ironton, employees will be considered next if the position is not successfully awarded to a CKY employee. Requests for Transfer will no longer be necessary between the basic seniority units.

If an employee has a minimum of 3 years plant experience as a company employee in pipeline construction and maintenance or is currently operator qualified in plant pipeline construction and maintenance, the employee is eligible to be awarded the Construction Coordinator or a plant position. If more than one candidate meets one or both criteria, the position will be awarded on the basis of seniority.

If an employee has a minimum of 3 years customer service experience as a company employee, or is currently operator qualified in customer service the employee is eligible to be awarded a service position. To be eligible for a plant/service combination, the employee must have a minimum of 3 years of experience in both plant and service, or is currently operator qualified in plant and customer service. If more than one candidate meets one or both criteria, the position will be awarded on the basis of seniority.

When technical training is offered that pertains to tasks outside the employee's classification, it will be posted and offered based on work unit needs and seniority. Training includes, plant, service, or specialized training, such as large volume. In the event that a posting is not feasible due to timing, the leader will contact the union committeeman to make notification to the member.

A newly hired employee that has bid on another classification before completing operator qualifications for his original position will be given a one-time opportunity to complete said operator qualifications of the originally hired in classification. The timing of this opportunity is dependent upon the availability of the training and workload.

Section 2. In the case of a permanent vacancy posted under Section 1 of this Article but not filled by a bidder and in the case of a permanent vacancy within the Utility job classification, the Company shall forthwith proceed to consider the following Regular employee groups in the order listed:

(a) in the instance of a three (3) day Utility notice, the job will be awarded based on an employee's seniority in the bargaining unit.
(b) laid off employees who still retain their classifications as Regular employees under Article II, Section 3(c) hereof;
(c) surplus employees;
(d) pre-surplus employees;
(e) furloughed employees

Section 3. In the case of a permanent vacancy posted under Section 1 but not filled under preceding sections of this Article, before filling said permanent vacancy with a person who is not a Regular employee, as defined in Section 3 of Article II of this Agreement, the Company shall post notice of said permanent vacancy at all other work locations within the bargaining unit which is covered by this Agreement. In the event the permanent vacancy is not filled within the bargaining unit which is covered by this Agreement, the Company will post the permanent vacancy in Local 372, Columbia Gas of Ohio, Ironton prior to filling said permanent vacancy with a person who is not a Regular employee.

Such posting shall be for a period of not less than ten (10) days, during which time any eligible employee (except those in the basic seniority unit involved) may apply therefor.

Any such vacancy will be filled in accordance with the terms of this Agreement; and the Company will post the name of the employee awarded any such vacancy, within two weeks after the expiration of the ten-day posting period, at all such work locations: Provided, that nothing in this Article or other Articles of this Agreement shall be construed as requiring the Company to post the same job classification under Section 3 that was not filled under the preceding Sections of this Article.

Section 4. The Union and the Company, being appreciative of the fact that the prompt filling of vacancies is to their mutual advantage, agree that if the filling of a vacancy by the Job Posting and Bidding Procedure results in one or more additional, permanent vacancies (secondary vacancies) to be filled, the Company will endeavor to post such secondary vacancies at the time of the posting of the primary vacancy. The Company will process the filling of all vacancies with all reasonable dispatch.

Section 5. Newly hired employees shall be ineligible to bid to another job for a period of twelve (12) months following the effective day of job acceptance, except where such bid would involve a promotion to a higher job classification. Nothing in this Section 5 shall be construed as limiting the Company's right to transfer or to reassign employees.

Section 6. All vacant jobs and newly created jobs covered by this agreement, as determined by the Company, shall be posted via the electronic posting/bidding process along with the standard bulletin board posting process until 1/1/2023. On this date, the electronic posting/bidding process will be the standard process going forward. The Company will notify employees of the posting via company e-mail. The employee will receive confirmation via e-mail confirming their bid received.

ARTICLE XXVI
Emergency Response

1. Emergency response is the highest priority type of work or activity. To improve and ensure maximum emergency response in accordance with Gas Standards 6100.010(CG), an “Emergency Responder” rotation process shall be established to respond to all “PR and EI” orders.
   All qualified employees, *with the minimum training of Customer Service B,* including but not limited to, plant, service, and construction shall be required to participate in the Emergency Responder rotation process.

PROCESS

1. A rotation process shall be established for designating “Emergency Responders” *and discussed with the Union.*
2. Emergency responders shall be determined by qualification and closest geographic proximity to an emergency regardless of work location *in the Bargaining Unit first. If an Emergency Responder responds to an emergency outside of the CKY operating area the response shall count toward the employee’s callout acceptance percentage. If an Emergency Responder declines or does not respond to an emergency outside of his/her designated area, the non-response shall not count toward that employee’s acceptance percentage.*
3. Emergency shall be defined as any “PR” or “EI” order.
4. Emergency responder rotation will be determined on a daily (24 hr.) or weekly basis as determined by management *and discussed with the Union to determine what would be best for that location and seniority shall prevail.*
5. The Gas Integration Center (IC) will be provided with one (1) contact number for each Emergency Responder that the employee will be available at for emergency response.
6. Emergency Responders may forego up to 50 percent (50%) of their scheduled on call. However, an Emergency Responder may not take on call more than 2 weeks in a row and cannot exceed 26 weeks per year. Accordingly, the employee is responsible for finding a qualified replacement within their current call out rotation list. The employee is responsible for making the appropriate notifications and contacting the leader within 24 hours prior to the start of the on call. If a qualified

replacement is not found or becomes unavailable, then the original employee is responsible for being on call.

Management will provide the on call schedule list. Thereafter, employees will be responsible for managing their on call schedules and any subsequent changes in accordance with this section.

a. In the case of a personal emergency, it is the employee's responsibility to directly contact their Front Line Leader.
b. Non- emergency replacements for special situations are the obligation of the employee and notification to the IC must be made at least 24 hours prior to the "Emergency Responder" rotation.

7. The order in which Emergency Responders are called shall be determined by management.
8. Emergency Responders shall be required to take a company vehicle home and if their community does not allow parking on the street, the Company will make arrangements to park the vehicle at an alternate location.
9. Emergency Responders will be determined by management.
10. Emergency Responder will be an agenda item at all Labor/Management meetings.
11. Emergency Responder will be removed from the callout responsibility at the end of the employee's weekly on call shift until the following Monday at the start of shift. The Emergency Responder may put themselves back in the rotation; however, any callouts will be counted toward their percentage. Management reserves the right to require employees to remain in the rotation based on business needs such as holidays and peak vacation time. In this case the employee may choose to be removed from the rotation on an alternate weekend that is mutually agreed upon by Management.

COMPENSATION

Emergency Responders on rotation will be paid $30.00 for Monday thru Friday and $40.00 Saturday, Sunday and Holidays

Emergency Responders on rotation shall be entitled to Emergency Responder pay in addition to callout pay, if called.

2. Mutual Aid

Mutual aid is defined as any time a Columbia Gas (NiSource) employee is required to assist another Columbia (NiSource) company or public utility, to provide assistance during a catastrophic, high-demand, gas emergency which may include gas relights, outages and extensive distribution system restoration. (i.e. event requiring employee to be away 5 or more consecutive days). Mutual aid does not apply to regular operational outages throughout the NiSource operating area (e.g. Columbia Gas of OH - Ironton).

When an employee is assigned to work a mutual aid assignment, the Company and the Union agree to the following guidelines:

<u>Assignment of Work</u>

1. The Company will make every reasonable effort to determine the type of restoration work to be performed prior to the employees departing to the assignment in the service territory requesting mutual assistance.
2. When sending bargaining unit employees on a mutual aid assignment, the Company will notify the local union president as soon as possible.
3. Assignments for the mutual aid shall be voluntary.
    - Using the current seniority roster and starting with the most senior qualified and available employee in the classification(s) that normally perform the work, the Company shall request volunteers to fill the number of positions required. This volunteer process, from most senior to least senior, shall continue until all the positions are filled.
    - If the number of positions required remains unfilled, the Company may assign open positions to any qualified and available employees, beginning with the least senior qualified employee to the most senior qualified employee.
4. In the event an employee is assigned to work, the employee shall remain on site at the outside location for the duration of the assignment or for a period no less than 14 calendar days after arriving at the location.
    - With supervisor approval, an employee may elect to remain on site at the outside location for a period longer than 14 days, depending on the need and the duration of the assignment.
    - In the event an employee assigned to work an overnight assignment chooses not to remain on the assignment after fourteen (14) calendar days, the Company will follow the process outlined in paragraph 3 for selecting a replacement.

5. An individual who is assigned to be on standby, in the state in which they are employed, will be excluded from a mutual aid assignment.

Hours and Pay

1. Employees will be paid under the terms, and will work under the jurisdiction, of the collective bargaining agreement between the Company and Local 372 (“CBA”).
2. Meal allowances will be paid according to the employee's collective bargaining agreement.
3. When the Company requires employees to be away from their homes overnight, the Company shall pay for adequate lodgings and meals. The Company will make every reasonable effort to assure adequate lodging before committing personnel to provide assistance.
4. Hours worked on mutual aid will not be added to the overtime list.
5. Any employee who works for mutual aid project will be paid $125 per diem per day in addition to all other contractual benefits, if they work (5) five consecutive days. The per diem will be retroactive to the first day worked.
6. In the event that Union employee are sent to a non NiSource public utility company during a catastrophic event, employees will be paid time and a half from the time leaving their operating area until their return.

Travel

Assigned employees will be required to use their Company vehicle. In the event of any circumstances impacting the availability of Company vehicles, the Company and Union will meet to discuss alternative transportation options.

ARTICLE XXVII
Worker's Committee

Section 1. The Union shall elect not more than five (5) members from Local 372 to represent it in negotiations with the Company, those representatives to be the group herein referred to as the "Worker's Committee."

The foregoing shall have no effect upon the number of Worker's Committee members authorized under Article XXVIII to participate in the Grievance Procedure, except that at least one of the authorized Committee members so participating shall be an employee of the particular company involved in the grievance or controversy.

Section 2. The Committee above mentioned shall be selected from among and by the employees subject to this Agreement; and in order to be eligible for membership on such Committee, an employee must be a Regular employee of one of the Companies party to this Agreement, a member of the Union, and an American citizen.

Section 3. It is agreed that the Union will furnish the Company with a certified list of the members of said Committee and advise the Company, in writing, of any changes made therein from time to time, and only such members as have been duly certified by the Union shall be entitled to attend the meetings of said Committee and shall suffer no loss of pay therefor.

ARTICLE XXVIII
Grievances

Section 1. Any employee **shall** discuss with his immediate supervisor any complaint or other matter which he feels requires adjustment. The employee may be accompanied by his committeeman or his steward if he so desires.

Section 2. If a settlement is not obtained in Section 1 the employee or group of employees may seek redress as follows:

> Step I. The aggrieved employee or group of employees shall present the grievance in writing, on forms to be supplied by the Company, to the appropriate immediate supervisor within thirty (30) calendar days after the occurrence giving rise to the grievance. The Operations Center Manager or the appropriate Operations Manager, as the case may be, and/or such other Company representative as he may designate shall within ten (10) days (excluding Saturday, Sunday and Holidays) investigate and meet with the aggrieved employee, or one member of a group of aggrieved employees, and not more than three (3) members of the Worker's Committee at a mutually agreed upon location. Within ten (10) days (excluding Saturday, Sunday and Holidays) after such meeting, the Company's decision shall be communicated by e-mail to the employee or employees concerned, the Worker's Committee, and the Secretary of the Local.

Step II. If results satisfactory to the employee or employees are not obtained in Step I, the case may then be submitted, in writing, within 30 days after the issuance of the Company's Step I answer for final determination by the Company to the designated Human Resources representative. The Company shall within thirty (30) days (excluding Saturday, Sunday and Holidays) or by mutual agreement, meet with the aggrieved employee, or one member of a group of aggrieved employees, and not more than three (3) members of the Worker's Committee. This grievance meeting may be in person or virtual, as long as it is mutually agreed upon by both parties. Within ten (10) days (excluding Saturday, Sunday and Holidays) after such meeting, the Company will communicate its decision in writing to the Union.

Section 3. It is agreed that if a grievance is not referred or appealed to the next Step within the specified time limits, as set out in Steps I and II above, it shall be considered settled without prejudice. The Management agrees that it will meet with the Worker's Committee at such times as may be agreeable, and those members of the Committee who are caused to lose time from their regular schedules because of such meetings shall suffer no loss of pay.

ARTICLE XXIX
Arbitration

Section 1. If there arises any controversy between the employee or a group of employees and the Company, with respect to the interpretation of the provisions of this Agreement, or wherein there is alleged a violation of the terms of this Agreement, such controversy shall first be treated as an ordinary grievance and processed through the Steps, as provided for in Article XXVIII.
An earnest effort shall be made by the Company and the Union to reach an amicable adjustment of all grievances.

Section 2. In the event an amicable adjustment of a grievance, as defined in Section 1 of this Article, cannot be reached by the grievance procedure as set out in Article XXVIII of this Agreement, the matter shall be submitted to Arbitration as provided in Section 3 hereof, after notice is given in writing within thirty (30) days after the completion of the grievance procedure. Unless notice is given within thirty (30) days as set forth above, the grievance shall be considered settled without prejudice.

Section 3. (a) If any controversy or grievance arising under the terms of this Agreement cannot be adjusted and settled in the manner above provided, the parties will submit a request to the Federal Mediation and Conciliation Service and follow their process to identify a panel of 7 arbitrators for selection. The arbitrator's decision shall be final and binding upon both parties. It is agreed that the arbitrator will have no authority to add to, subtract from, or modify any of the terms or provisions of this Agreement. It is further agreed that each of the parties shall share equally in the payment of fees and expenses of the arbiter.

(b) If an employee's case is at any stage decided in his favor, he will be put in the same financial position by the Company as if it had been originally so decided and his seniority shall not be affected.

(c) Any number of grievances may be presented at the same arbitration hearing or hearings so long as the latest of those selected for hearing was appealed to arbitration no more than sixty (60) days after the date first was appealed to arbitration.

ARTICLE XXX

If any Court shall hold any part of this Agreement invalid, such decisions shall not invalidate the entire Agreement.

ARTICLE XXXI

This Agreement shall be effective from December 1, 2021, to the first day of December 2026**,** and, unless terminated at the end of that period by sixty (60) days' prior written notice from one party to the other, shall continue thereafter until terminated by either party on a sixty (60) days' written notice or amended by mutual consent.

ARTICLE XXXII

The United Steelworkers guarantees the Company performance of this Agreement by Local Unions No. 372 of the UNITED STEELWORKERS INTERNATIONAL UNION.

ARTICLE XXXIII

All notices in connection with the operation of this Agreement shall be mailed to:

Director, Employee and Labor Relations
NiSource Corporate Services
290 W. Nationwide Blvd.
Columbus, OH 43215

Manager of Human Resources
Sr. Human Resources Consultant
Columbia Gas of Kentucky, Inc.
2001 Mercer Road
Lexington, KY 40511

Secretary-Treasurer
Local 372
P.O. Box 2082
Inez, KY 41224

Financial Secretary
38 Cromwell Estates Road
Clendenin, WV 25045

United Steelworkers International Union
5 Gateway Center
Pittsburgh, PA 25111

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives, this 1st day of December 2016:

IN WITNESS WHEREOF, this Agreement has been signed on behalf of the Company by its duly authorized officials, and on behalf of the Union by its duly authorized officials.

Columbia Gas of Kentucky, Inc.

David Roy, VP & General Manager

Timothy McKune, Manager, Construction

James Cooper, Operations Center Manager

Terry Nichols, Manager System Operations

Jodi Falknor, Manager, Employee Relations

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO-CLC

Thomas Conway, International President

John E. Shinn, Int. Secretary-Treasurer

DR McCall, Int. Vice President (Administration)

Kevin Mapp, Int'l VP (Human Affairs)

Larry R. Ray, District 8 Director

Heather Anderson, Sub-District Director

Brian Wedge, Staff Representative

USW LU 372-01

Carter Messer, President
USW LU 372

Ed Fox, Committeeman
USW LU 372-01

Matt Ryan, Committeeman
USW LU 372-01

Andrew McCormick, Committeeman
USW LU 372-01

Jamie Ensminger, Committeeman
USW LU 372-01

ADDENDUM A

COLUMBIA GAS OF KENTUCKY, INC.
The following schedule of wages shall apply to the following classifications for the respective periods set forth below.

SCHEDULE 1

December 2021 Rates

Job Classification	Step 1	Step 2	Step 3	Step 4
Building Maintenance Operator	37.42	37.77	38.26	
Construction Coordinator	39.25	39.78	40.9	
Construct-Regulator Operator	39.36	39.9	41.3	
Customer Service A	37.73	38.13	38.62	
Customer Service B	36.36	36.51	36.97	
Customer Service Sr	41.06	41.59	43.12	
Dispatcher A	36.57	36.72	37.18	
General Utility A	39.01	39.54	39.94	
General Utility B	36.36	36.51	36.97	
Heavy Equip Operator	37.41	37.77	38.26	
Leakage Inspector A	36.69	36.85	37.28	
Leakage Inspector B	35.19	35.31	35.67	
M&R Tech 1	41.09	41.58	43.13	
M&R Tech 2	39.23	39.74	40.14	
M&R Tech Sr	43.11	43.61	45.21	
Measure Regulator Inspect B	36.36	36.51	36.97	
Meter Reader	35.18	35.3	35.68	
Meter Reader*	30.89	32.51	34.07	
Plant/Service Combination	39.19	39.75	40.89	
Plant/Service Combination Sr	41.06	41.59	43.12	
Regulator Inspector A	39.11	39.62	40.04	
Regulator Inspector AA	40.64	41.18	41.63	
Street Service A	37.65	37.86	38.3	
Truck Driver	35.18	35.3	35.67	
Truck Driver Heavy	36.36	36.51	36.97	
Utility A	26.12	26.3	26.82	27.34
Utility B	24.61	24.81		
Utility Clerk	29.75	30.34	30.93	
Utility Representative	34.23	34.53	34.7	
Utility Specialist	25.21	25.88	26.13	26.31
Warehouseman	35.19	35.32	35.68	
Welder A	37.42	37.77	38.26	
Welder AA	39.01	39.54	39.94	
Welder AAA	41.09	41.59	43.13	
Welder B	36.36	36.51	36.97	

SCHEDULE 2

December 2022 Rates

Job Classification	Step 1	Step 2	Step 3	Step 4
Building Maintenance Operator	38.54	38.90	39.41	
Construction Coordinator	40.43	40.97	42.13	
Construct-Regulator Operator	40.54	41.10	42.54	
Customer Service A	38.86	39.27	39.78	
Customer Service B	37.45	37.61	38.08	
Customer Service Sr	42.29	42.84	44.41	
Dispatcher A	37.67	37.82	38.30	
General Utility A	40.18	40.73	41.14	
General Utility B	37.45	37.61	38.08	
Heavy Equip Operator	38.53	38.90	39.41	
Leakage Inspector A	37.79	37.96	38.40	
Leakage Inspector B	36.25	36.37	36.74	
M&R Tech 1	42.32	42.83	44.42	
M&R Tech 2	40.41	40.93	41.34	
M&R Tech Sr	44.40	44.92	46.57	
Measure Regulator Inspect B	37.45	37.61	38.08	
Meter Reader	36.24	36.36	36.75	
Meter Reader*	31.82	33.49	35.09	
Plant/Service Combination	40.37	40.94	42.12	
Plant/Service Combination Sr	42.29	42.84	44.41	
Regulator Inspector A	40.28	40.81	41.24	
Regulator Inspector AA	41.86	42.42	42.88	
Street Service A	38.78	39.00	39.45	
Truck Driver	36.24	36.36	36.74	
Truck Driver Heavy	37.45	37.61	38.08	
Utility A	26.90	27.09	27.62	28.16
Utility B	25.35	25.55		
Utility Clerk	30.64	31.25	31.86	
Utility Representative	35.26	35.57	35.74	
Utility Specialist	25.97	26.66	26.91	27.10
Warehouseman	36.25	36.38	36.75	
Welder A	38.54	38.90	39.41	
Welder AA	40.18	40.73	41.14	
Welder AAA	42.32	42.84	44.42	
Welder B	37.45	37.61	38.08	

SCHEDULE 3

December 2023 Rates

Job Classification	Step 1	Step 2	Step 3	Step 4
Building Maintenance Operator	39.70	40.07	40.59	
Construction Coordinator	41.64	42.20	43.39	
Construct-Regulator Operator	41.76	42.33	43.82	
Customer Service A	40.03	40.45	40.97	
Customer Service B	38.57	38.73	39.22	
Customer Service Sr	43.56	44.12	45.75	
Dispatcher A	38.80	38.96	39.44	
General Utility A	41.39	41.95	42.37	
General Utility B	38.57	38.73	39.22	
Heavy Equip Operator	39.69	40.07	40.59	
Leakage Inspector A	38.92	39.09	39.55	
Leakage Inspector B	37.33	37.46	37.84	
M&R Tech 1	43.59	44.11	45.76	
M&R Tech 2	41.62	42.16	42.58	
M&R Tech Sr	45.74	46.27	47.96	
Measure Regulator Inspect B	38.57	38.73	39.22	
Meter Reader	37.32	37.45	37.85	
Meter Reader*	32.77	34.49	36.14	
Plant/Service Combination	41.58	42.17	43.38	
Plant/Service Combination Sr	43.56	44.12	45.75	
Regulator Inspector A	41.49	42.03	42.48	
Regulator Inspector AA	43.11	43.69	44.17	
Street Service A	39.94	40.17	40.63	
Truck Driver	37.32	37.45	37.84	
Truck Driver Heavy	38.57	38.73	39.22	
Utility A	27.71	27.90	28.45	29.01
Utility B	26.11	26.32		
Utility Clerk	31.56	32.19	32.81	
Utility Representative	36.31	36.63	36.81	
Utility Specialist	26.75	27.46	27.72	27.91
Warehouseman	37.33	37.47	37.85	
Welder A	39.70	40.07	40.59	
Welder AA	41.39	41.95	42.37	
Welder AAA	43.59	44.12	45.76	
Welder B	38.57	38.73	39.22	

SCHEDULE 4

December 2024 Rates

Job Classification	Step 1	Step 2	Step 3	Step 4
Building Maintenance Operator	40.89	41.27	41.81	
Construction Coordinator	42.89	43.47	44.69	
Construct-Regulator Operator	43.01	43.60	45.13	
Customer Service A	41.23	41.67	42.20	
Customer Service B	39.73	39.90	40.40	
Customer Service Sr	44.87	45.45	47.12	
Dispatcher A	39.96	40.12	40.63	
General Utility A	42.63	43.21	43.64	
General Utility B	39.73	39.90	40.40	
Heavy Equip Operator	40.88	41.27	41.81	
Leakage Inspector A	40.09	40.27	40.74	
Leakage Inspector B	38.45	38.58	38.98	
M&R Tech 1	44.90	45.44	47.13	
M&R Tech 2	42.87	43.42	43.86	
M&R Tech Sr	47.11	47.65	49.40	
Measure Regulator Inspect B	39.73	39.90	40.40	
Meter Reader	38.44	38.57	38.99	
Meter Reader*	33.75	35.52	37.23	
Plant/Service Combination	42.82	43.44	44.68	
Plant/Service Combination Sr	44.87	45.45	47.12	
Regulator Inspector A	42.74	43.29	43.75	
Regulator Inspector AA	44.41	45.00	45.49	
Street Service A	41.14	41.37	41.85	
Truck Driver	38.44	38.57	38.98	
Truck Driver Heavy	39.73	39.90	40.40	
Utility A	28.54	28.74	29.31	29.88
Utility B	26.89	27.11		
Utility Clerk	32.51	33.15	33.80	
Utility Representative	37.40	37.73	37.92	
Utility Specialist	27.55	28.28	28.55	28.75
Warehouseman	38.45	38.60	38.99	
Welder A	40.89	41.27	41.81	
Welder AA	42.63	43.21	43.64	
Welder AAA	44.90	45.45	47.13	
Welder B	39.73	39.90	40.40	

SCHEDULE 5

December 2025 Rates

Job Classification	Step 1	Step 2	Step 3	Step 4
Building Maintenance Operator	41.91	42.30	42.85	
Construction Coordinator	43.96	44.56	45.81	
Construct-Regulator Operator	44.08	44.69	46.26	
Customer Service A	42.26	42.71	43.26	
Customer Service B	40.72	40.89	41.41	
Customer Service Sr	45.99	46.58	48.30	
Dispatcher A	40.96	41.13	41.64	
General Utility A	43.69	44.29	44.73	
General Utility B	40.72	40.89	41.41	
Heavy Equip Operator	41.90	42.30	42.85	
Leakage Inspector A	41.09	41.27	41.76	
Leakage Inspector B	39.41	39.55	39.95	
M&R Tech 1	46.02	46.57	48.31	
M&R Tech 2	43.94	44.51	44.96	
M&R Tech Sr	48.29	48.85	50.64	
Measure Regulator Inspect B	40.72	40.89	41.41	
Meter Reader	39.40	39.54	39.96	
Meter Reader*	34.60	36.41	38.16	
Plant/Service Combination	43.89	44.52	45.80	
Plant/Service Combination Sr	45.99	46.58	48.30	
Regulator Inspector A	43.80	44.38	44.85	
Regulator Inspector AA	45.52	46.12	46.63	
Street Service A	42.17	42.40	42.90	
Truck Driver	39.40	39.54	39.95	
Truck Driver Heavy	40.72	40.89	41.41	
Utility A	29.26	29.46	30.04	30.62
Utility B	27.56	27.79		
Utility Clerk	33.32	33.98	34.64	
Utility Representative	38.34	38.68	38.87	
Utility Specialist	28.24	28.99	29.27	29.47
Warehouseman	39.41	39.56	39.96	
Welder A	41.91	42.30	42.85	
Welder AA	43.69	44.29	44.73	
Welder AAA	46.02	46.58	48.31	
Welder B	40.72	40.89	41.41	

The Utility A classification is not eligible for upgrade for: Heavy Equipment Operator, Street Service A, Truck Driver and Heavy Truck Driver.

ADDENDUM B

The term "shift" within the meaning of this Agreement applies to operations wherein there is a change of one set of employees, that is, one or more employees, for another in order to maintain operations on a continuous or nearly continuous basis for at least three (3) or more consecutive days. A shift worker is an employee assigned to a shift for the above-stated purpose.

The term "1st shift" means the shift normally beginning at 12:00 A.M., and ending at 8:00 A.M. The term "2nd shift" refers to the shift immediately following the 1st shift, normally beginning at 8:00 A.M., and ending at 4:00 P.M. The term "3rd shift" refers to the shift immediately following the 2nd shift, normally beginning at 4:00 P.M. and ending at 12:00 A.M. These shifts align with the Company's current timekeeping system. If there are any changes to the system, Union members will be notified.

There shall be paid a shift premium of differential to shift workers working on shifts other than the day shift as follows:

Year 1: 2nd Shift	$1.90 per hour
Year 1: 3rd Shift	$2.15 per hour
Year 2: 2nd Shift	$1.95 per hour
Year 2: 3rd Shift	$2.20 per hour
Year 3: 2nd Shift	$2.00 per hour
Year 3: 3rd Shift	$2.25 per hour
Year 4: 2nd Shift	$2.05 per hour
Year 4: 3rd Shift	$2.30 per hour
Year 5: 2nd Shift	$2.10 per hour
Year 5: 3rd Shift	$2.35 per hour

COLUMBIA GAS OF KENTUCKY, INC.
AND
UNITED STEELWORKERS
INTERNATIONAL UNION LOCALS 372

LETTER OF AGREEMENT

It is understood that the following will be applicable during the term of the present labor agreement executed December 1, 2016. Upon expiration of said agreement, the following are terminated:

1. Utility Specialist Job Postings

   The company will add 2 Utility Specialists to the bargaining unit at a wage rate of $21.50/hr. Their duties will include general utility work, non-gauge service work, locating and emergency response.

2. Censure Reports

   As a policy, censure reports are reviewed periodically by each supervisor to determine if the censure is still applicable to its original intent. Those not pertinent are destroyed.

   To assure each employee concerned that the above procedure is followed, the Company will, beginning January 1, 1995, request each supervisor to review all censures on file and destroy those no longer deemed relevant. Censures still deemed material will be reviewed annually and treated as stated above. Affected employees will be notified when their censure is destroyed.

3. Utility Classification Vacancy Notices

   Although Article XXV (Job Posting and Bidding) of the Agreement does not require the posting of a permanent Utility vacancy, the Company will give notice of available Utility job vacancies within the Operating Area in which the vacancy exists to insure that all employees are aware of these openings and can make their interests known and are given equal opportunity for advancement.

4. Utility Progressions

   A. Columbia Gas of Kentucky, Inc.

      Those qualified employees having twenty-four (24) months of service in the Utility classification will be upgraded to the beginning rate of the Street Service A classification.

   B. The progression will be as follows:

Utility B	12 Months
Utility A	12 Months

5. Article XVIII, Section 2 - Sunday Premium for Shift Workers

Although Section 2 of Article XVIII does not require the payment of the Sunday Premium (double time) to shift workers, the Parties agree that the Sunday Premium would be applicable to shift workers under the following:

A. Double time will now be paid to non-scheduled shift workers who are called out to work on Sunday. In addition to the Sunday Premium, the employees will also receive the applicable shift differential.

B. A shift worker required to work a double shift on Sunday will be (1) paid his regular rate and the applicable shift differential while working his regularly scheduled shift, and (2) will be paid double time plus the applicable shift differential while working on the second shift on Sunday. [(2) modifies Section 6 of Article XVIII only to the extent of the rate of pay to be paid on the double shift on Sunday.]

C. A shift worker scheduled to work on Sunday will receive his regular rate of pay and the applicable shift differential. To further clarify the Parties' interpretation of the above, if any employee's scheduled shift or his regular day off is changed any time prior to a Sunday, the Section 5 of Article XVIII is applicable and not Section 2, since the employee would have received prior notice and have been scheduled to work on that Sunday. If an employee's scheduled shift or his regular day off is changed on a Sunday, then the employee would receive the appropriate compensation from either Section 2 or from Section 5 of Article XVIII, whichever is the higher, but not both. Of course, any other condition or qualification contained in Sections 2 and 5 must be considered in determining the appropriate rate of compensation.

6. USW-COPE Checkoff

The Company agrees to deduct from the wages of those employees who are members of the Union and who voluntarily authorize such deductions on forms provided by the Union, the amount specified as the employees' contributions to the United Steelworkers INTERNATIONAL UNION Committee on Political Education Fund (USW-COPE).

The Company also agrees to transmit said payroll deductions immediately to the Secretary-Treasurer of Local 372, together with a list of the names of employees for whom the deductions have been made and the amount deducted for each such employee.

The amount and timing of such payroll deductions and the transmittal of such voluntary contributions shall be as specified in such forms and in conformance with any applicable state or federal statute.

The Union agrees to reimburse the Company for the full costs incurred in making the USW-COPE payroll deductions, which costs will be deducted from employee contributions before transmittal to the Secretary-Treasurer of Local 372.

The signing of such USW-COPE checkoff form and the making of such voluntary annual contributions are not conditions of membership in the Union or of employment with the Company.

The Union shall indemnify and save the Company harmless against any and all claims, demands, suits, or other form of liability that shall arise out of or by reason of action taken or not taken by the Company for the purpose of complying with any of the provisions of this Agreement.

7. Columbia Gas of Kentucky, Inc. - Service Work Training Requirement

All classifications that require Service Work (Customer Service B and Plant and Service Combination) in the job description for the classification will be required to successfully complete the Customer Service training program. One year following completion of the Customer Service training program the employee will be given a mandatory skills review qualification test. A grade of 80% must be achieved on the skills review qualification test to pass the qualification test.

In the event that an employee fails the required test, he will be given the opportunity to remain in his classification for an additional six (6) months, at which time he will be given another test.

If an employee fails the second test, then he will be placed in a job, if available, for which he is qualified and able to perform.

Employees that hold classifications that do not require Service Work in their job description but voluntarily accept Customer Service training, when available, will be required to take a skills review qualification test one (1) year following completion of the Customer Service training. A grade of 80% must be achieved on the skills review qualification test to pass the qualification test.

In the event that an employee fails the required test, he will be given the opportunity to take a second test six (6) months following the date of the first test.

An employee that has voluntarily taken service training that fails the second test will no longer be qualified to perform service work.

An employee that has voluntarily taken service training that has successfully completed the training and has passed the skills review qualification will receive upgrade pay when applicable at the appropriate Customer Service A rate when performing service work.

CLASSIFICATIONS

Customer Service-B

This will be the entry level job for new Customer Service employees; the employees will be required to remain in this classification until they have successfully completed all the requirements of the Service Training Program and the mandatory skills review qualification test.

Current Customer Service-C employees with two (2) or more years of service may progress to the Customer Service-A classification by requesting and passing the test. If the current employees do not pass the test, or choose not to take the test, then they will remain Customer Service-B's for as long as they are in the Service Department or until they pass the test.

Customer Service-A

This classification provides for progression of an employee who has successfully completed the Customer Service Training program and passed the skills review qualification test. An employee serving in this classification for a period of five (5) years may then request to be tested for progression to the Customer Service Senior classification. This test is voluntary.

If an employee elects to take the test, and he fails, then he may not take the test for a period of one (1) year.

Current Customer Service-B employees with five (5) or more years of service may progress to the Customer Service-Senior classification by requesting and passing the test.

Customer Service-Senior/Plant and Service Combination Senior

These classifications provide for the progression of Customer Service-A and Plant and Service Combination employees who have successfully passed the Customer Service-A test and satisfactorily performed the duties of the respective classification for a period of five (5) years or more after passing the Customer Service-A test. After completion of the qualification requirements in passing the Customer Service Senior Test the employee will advance to the senior classification.

The remaining general information pertains to service classifications only.

GENERAL INFORMATION

1. The wage structure for the three (3) classifications remain the same as the current wage structure.

2. Current employees in the Service Department are "grandfathered." They will not be required to progress to the Customer Service-A classification or Customer Service-Senior classification. Additionally, should a current employee elect to take the qualification test and fail, he may remain in his classification. However, the applicable time periods mentioned with regard to retesting will be followed.

3. The guidelines below regarding the Service Department qualification tests for progression are to be followed in order to establish uniformity and consistency within the program. These guidelines have been developed in response to questions concerning present Service Department employees in the entry-level classifications, and new Service Department employees who may have had previous experience as

Servicemen.

A. Present Servicemen in the entry-level classifications who have seven or more years' experience in those classifications may request to take a qualification test for either the new Customer Service-A or Senior classification.

(1) If the employee requests to take the test for Customer Service-Senior and he passes, then he will be classified as a Customer Service Senior.

(2) If the employee fails the Senior test, then he may take the test for Customer Service-A. If he passes the Customer Service-A test, then he will be classified as a Customer Service-A. He will then be required to complete five years of service within that classification before he may take the senior test.

(3) If the employee fails the A classification test, then he must wait six months before he can be retested. If he fails the test a second time, then he must wait one year before he will be retested.

B. New Service Department employees who have two or more years' previous experience in the Service Department may request to take the test for progression to Customer Service-A only. If he passes the A test, then he will be classified as a Customer Service-A. He will then be required to complete five years of service within that classification before he may take the Senior test. If the employee fails the A classification test, then he must complete two years of service in the Customer Service-B classification before he can take the A test. At this point, the procedures outlined in the original program become effective.

4. Service Department job postings in the future will be as follows:

"Customer Service-B - Customer Service-A"

8. Automatic Progressions

Leakage Inspector jobs will be posted as Leakage Inspector A. The position will be awarded as Leakage Inspector A if the successful candidate is an existing Columbia Gas of Kentucky field employee. If the successful candidate is external or is an internal candidate without field experience, the position will be awarded at the Leakage Inspector B level. Leakage Inspector B will progress to the beginning rate of the Leakage Inspector A after 12 months.

9. M&R Tech Progressions

The entry level position M&R Tech will be retitled to M&R Tech II.
The current job classification of M&R Tech II will be retitled, to the next level position, of M&R Tech I.

The M&R progression will be implemented as follows:

- The entry level for M&R will be M&R Tech II.

- The employee will automatically progress to M&R Tech I after 24 months or when the employee acquires the KY Meterman Certification and completes all required training and obtains all Operator Qualifications (whichever occurs sooner).

M&R Tech II shall acquire KY Meterman Certification in a period of no sooner than 6 months and prior to 12 months provided appropriate Operator Qualifications and training have been received. If the M&R Tech II fails the initial test, the M&R Tech II has an additional 6 months to pass the Meterman Certification test. In the event, an employee is unsuccessful on the second attempt, management will review with the Union, on a case by case basis.

Due to the extensive M&R training program, the significant changes related to controls and the increased rigor in the department, the following outlines an enhanced M&R Technician job progression:

M&R Technician 3→ M&R Technician 2→ M&R Technician 1 (4 years)

The M&R Technician 3 position will be the entry level position for a nontraditional incumbent into the job classification. A nontraditional incumbent is defined as follows:

1. **Any internal field employee with less than one year experience in plant or service or;**
2. **A current employee transferring from a company department with no previous plant or service experience or;**
3. **An external individual hired directly into the M&R Technician position.**

The employee will participate in an extensive training period both on-the-job and in the classroom; after completing a required two years in the M&R Technician 3 position, the employee will progress to the M&R Technician 2.

After two years in the M&R Technician 2 position, the employee will automatically progress to the M&R Tech 1 after 24 months or when the employee passes the KY Meterman Certification, completes all required training and obtains all Operator Qualifications (whichever occurs sooner). The total training period and timeline to progress to an M&R Technician 1 will be four years if entering the job family as an M&R Technician 3.

M&R Technician 2→ M&R Technician 1

The M&R Technician 2 position will be the entry level position for any employee with one year or more of plant or service experience. The employee will be required to remain in the M&R Technician 2 position until completing and passing the required progression tests to be placed in the M&R Technician 1 role.

The employee will automatically progress to the M&R Tech 1 after 24 months or when the employee passes the KY Meterman Certification, completes all required training and obtains all Operator Qualifications (whichever occurs sooner).

Additionally, the Company and Union agree to remove the following job

classifications from the CBA.

M&R Inspect B
Reg Tech II
Reg Inspect A
Reg Inspect AA

If the positions (M&R Inspect B, Reg Tech II, Reg Inspect A, Reg Inspect AA) are reinstated in the future, the Company agrees that they will automatically be deemed bargaining unit positions and the Union would not be required to engage in any issues regarding representation.

10. Job Classifications

The Company and Union agree to remove the following job classifications from the CBA:

Building Maintenance Operator
Dispatcher A and B
Meter Reader (rate starting at 26.3170)
Meter Reader (rate starting at 23.0588)
Street Service B
Street Service C
Warehouseman

If the positions (Building Maintenance Operator, Dispatcher A and B, Meter Reader (rate starting at 26.3170), Meter Reader (rate starting at 23.0588), Street Service B, Street Service C, Warehouseman) are reinstated in the future, the Company agrees that they will automatically be deemed bargaining unit positions and the Union would not be required to engage in any issues regarding representation.

11. Pagers

Issuance of pagers will be on a voluntary basis and the employee with the pager has an obligation to call back when the pager goes off. It is mutually understood by both parties that reasonable cooperation is expected.

Future situations should be resolved under this understanding.

12. Seasonal Work Hours

Seasonal work hours, during Daylight Savings Time, will continue on a voluntary basis by each work location or region. Each work location or region will be offered the opportunity to decide by a two-thirds vote of that location or region whether to accept a Seasonal Work Hours schedule proposed by the Company.

13. Columbia Gas of Kentucky, Inc., Jurisdictional Areas

It is agreed that following ratification of the collective bargaining agreement, Article XXIII Travel and Expenses, “jurisdictional areas” shall be defined as:

Ashland Operating Area
East Point Operating Area
Winchester Operating Area (including the old Paris/Cynthiana Operating Areas and Richmond)
Maysville Operating Area
Lexington Operating Area
Frankfort Operating Area (including Versailles, Midway and Georgetown)

14. Successorship

This Memorandum of Agreement is entered into between Columbia Gas of Kentucky, Inc., (hereinafter the "Company") and Paper, Allied-Industrial, Chemical & Energy Workers International Union Locals 372 (hereinafter the "Union"), this 21st day of September 2002, as a supplement to the Labor Agreement to define how affected members of the bargaining unit will be treated in the event there is a sale of the stock of the Company or a divestiture of substantially all of the assets of the Company.

Further, this Memorandum of Agreement sets forth the principles to establish a new and progressive relationship between the parties. The relationship will establish a positive partnership, embedded in trust, mutual respect, and a common interest in quality workmanship and superior customer service to our customers.

1. This Memorandum of Agreement applies in the event of (1) a sale of the Company's stock, or (2) a merger, divestiture, sale, transfer, or swap of substantially all of the Company assets that results in the termination of the Company's employment of members of the bargaining unit (hereinafter, a "Covered Transaction").

2. This Memorandum of Agreement shall be binding upon the Company regardless of whether it changes its name, corporate identity, organization, legal status, or management.

3. The Company agrees to make assumption of the Labor Agreement and assumption of this Memorandum of Agreement a condition of any Covered Transaction, and shall provide the Union with copies of those documents that are necessary to demonstrate compliance with this Memorandum of Agreement. The Company agrees to provide the Union notice of a contemplated Covered Transaction a reasonable period of time prior to the closing of any such Covered Transaction.

4. Upon transfer of the assets pursuant to a Covered Transaction, the Company is relieved of obligations and liabilities under the Labor Agreement or otherwise to all affected bargaining unit employees who become employees of the Buyer.

5. During the term of the Labor Agreement, the Union will support and not oppose or in any way support or encourage opposition to the Company's position before regulatory or administrative agencies, in legislatures, or in court regarding any rate proceedings or any Covered Transaction announced, begun, or pending during the term of the Labor Agreement.

6. The Union will support the Company's efforts to obtain approval from any applicable regulatory agency for recovery of its stranded costs and will support the Company's position that the stranded costs it has identified as reasonable in the amount and fully recoverable from customers.

7. This Memorandum of Agreement will terminate on the termination date of the Labor Agreement.

15. RESOURCE SHARING AND LABOR MANAGEMENT AGREEMENT

The parties hereto referenced above agree to Resource Sharing for the purpose of performing work between Ironton, OH and Columbia Gas of Kentucky. This agreement shall remain in effect during the term of this agreement. Resource Sharing will include the following functions: construction, welding, measurement and regulation.

The next M&R Tech vacancy will be posted in Ironton, OH, with the understanding that this position will meet all of the Kentucky state licensing and DOT requirements.

The next addition to compliment in the East for the Construction Coordinator position will be posted in Ashland, KY. Following this posting, all Construction Coordinator positions will be posted based on business needs; rather than alternating postings as previously agreed upon.

APPROVED

FOR THE COMPANIES:

David Roy _____

Jodi Falknor _____

FOR THE UNION:

Carter Messer _____

Brian P. Wedge _____

DATE: December 1, 2021

INDEX

	ARTICLE	SECTION	PAGE
Arbitration	XXIX		32
Benefit Plans	XXIV		26
Bulletin Boards	VI		7
Call Out	XVIII		19
Check Off	IV		7
Classifications	XIX		23
Contracting Out	VIII		10
Demotions	XIX	4	23
Disability Plans	X		
Short-Term			11
Long-Term			13
Emergency Response	XXVI		28
Employee - Definition of	II	3(a)	5
Loss of Classification of	II	3(c)	6
Furloughed	XIX	5	24
Regular	II	3(b)	5
Temporary	II	3(a)	5
Grievance Procedure	XXVIII		31
Holidays	XXI		24
Job Classifications & Schedule of Pay - Addendum A			35
Job Posting & Bidding	XXV		26
Jury Duty	XXII		25
Leave of Absence			
Union Activity	V		7
Other	XIV		17
Letter of Agreement			41
Lunch Period	XVII		19
Mutual Aid	XXVI	2	29
Obligations	I		4
Off-Duty Pay	XII		17
Overtime & Premium Pay	XVIII		19
Call Out		4	19
Call Up		6	20
Continuous Work		9	20
Daily Overtime		1	20
Double Shift		8	21
Equalization of Overtime		9	20
Report to Work		5	20
Rest Period		10	21
Resource Agreement			49
Shift Change		6	20
Sunday		2	19
Weekly		1	19
Pay Days	XVI		18
Pay in Lieu of Meal	XVII	2	19

Progression Credits	XIX	2	23
Recognition	II		5
Reporting Pay	XVIII	5	20
Residency Requirement	VII	1C	8
Safety	XV		18
Seniority	VII		7
Credit for Lost Time		6	9
Effect of Transfer		5	9
Establishment of		2	8
Governing Factors		3	8
Loss of		7	10
Review of		9	10
Seniority List		8	10
Shift			
Definition - Addendum B			40
Differential - Addendum B			40
Supervisors Working	III		6
Term of Agreement	XXXI		33
Termination Pay	XIII		17
Travel and Expenses	XXIII		25
Vacations	XI		14
Wearing Apparel	XX		24
Worker's Committee	XXVII		31

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

For each employee group, state the amount, percentage increase, and effective dates for general wage increases and, separately, for merit increases granted or to be granted in the past two calendar years, the base period, and the forecasted test period.

Response:

Please see table below for the general wage and merit increases granted or to be granted in the past two calendar years, the base period, and the forecasted test period.

Year	Union[1]	Non-Exempt (Non-Union)	Exempt
Forecast Period = 2027	Not determined yet	Not determined yet[6]	Not determined yet[6]
Base Period = Sept 2025-Aug 2026	2.5%[2] 3%[3]	3%[7]	3%[7]
2024	3%[4]	4%[8]	4%[8]
2023	3%[5]	3%[9]	3%[9]

[1] The most recent negotiations for the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union Local 372 were held in fall of 2021. Wage increases were determined as part of the formal negotiating process for the period December 2021 through November 2026.
[2] All union employee increases took place 12/1/25.
[3] All union employee increases took place 12/1/24.
[4] All union employee increases took place 12/1/23.
[5] All union employee increases took place 12/1/22.
[6] The merit budget to be effective 3/1/27 has not yet been determined. This is the value included in the forecasted financial plan.
[7] All non-union and exempt employee increases took place 3/1/25 and 3/1/26.
[8] All non-union and exempt employee increases took place 3/1/24.
[9] All non-union and exempt employee increases took place 3/1/23.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

For the base period and three most recent calendar years, provide a schedule reflecting the job title, duties and responsibilities of each executive officer, the number of employees who report to each officer, and to whom each officer reports, and the percentage annual increase and the effective date of each increase. For employees elected to executive officer status since the test year in Columbia Kentucky's most recent rate case, provide the salaries for the persons they replaced.

Response:

For the base period and three most recent calendar years, 2026-00099_PSC_Staff_DR_Set_1_No_40_Attachment_A provides the job title, duties and responsibilities of each executive officer, the number of employees who reported to each officer, to whom each officer reports, percentage annual increase and the effective date of each increase. It also includes, for employees elected to executive officer status since the test year in the utility's most recent rate case, the salary for the person they replaced.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide, in the format provided in Schedule K, the following information for Columbia Kentucky's compensation and benefits, for the three most recent calendar years and the base period. Provide the information individually for each corporate officer and by category for Directors, Managers, Supervisors, Exempt, Non-Exempt, Union, and Non-Union Hourly. Provide the amounts, in gross dollars, separately for total company operations and jurisdictional operations.

a. Regular salary or wages.

b. Overtime pay.

c. Excess vacation payout.

d. Standby/Dispatch pay.

e. Bonus and incentive pay.

f. Any other forms of incentives, including stock options or forms of deferred compensation (specify).

g. Other amounts paid and reported on the employees' W-2 (specify).

h. Healthcare benefit cost.

(1) Amount paid by Columbia Kentucky.

(2) Amount paid by the employee.

i. Dental benefits cost.

(1) Amount paid by Columbia Kentucky.

(2) Amount paid by the employee.

j. Vision benefits cost.

(1) Amount paid by Columbia Kentucky.

(2) Amount paid by the employee.

k. Life insurance cost.

(1) Amount paid by Columbia Kentucky.

(2) Amount paid by the employee.

l. Accidental death and disability benefits.

(1) Amount paid by Columbia Kentucky.

(2) Amount paid by the employee.

m. Defined Benefit Retirement cost.

(1)Amount paid by Columbia Kentucky.

(2) Amount paid by the employee.

n. Defined Contribution – 401(k) or similar plan cost. Provide the amount paid by Columbia Kentucky.

o. Cost of any other benefit available to an employee, including fringe benefits (specify).

Response:

See 2026-00099_PSC_Staff_DR_Set_1_No_41_Attachment_A_CONFIDENTIAL for requested information for Sub-Parts a. through g. detailing Columbia Gas of Kentucky employees' wages and compensation for the three most recent calendar years and the unadjusted base period by each company officer and requested employee categories.

See 2026-00099_PSC_Staff_DR_Set_1_No_41_Attachment_B_CONFIDENTIAL for requested information for Sub-Parts h. thru n. detailing Columbia Gas of Kentucky employees' benefit costs for the three most recent calendar years and the unadjusted base period by each company officer and requested employee categories. The Company does not capture benefit costs by employee category. Therefore, the gross employer (ER) costs per Columbia's general ledger have been allocated as based upon the employee enrollment (EE) for the benefit category as provided by the Company's actuary with exception of long-term disability which has been allocated based on total wages by employee category. Note, the Defined Benefit Retirement costs are only applicable to those exempt employees hired prior to 1/1/10 or union or non-exempt employees hired prior to 1/1/13 with the cost based upon an actuarial calculation. These dynamics do not lend themselves to allocating across all employees in all employee categories and therefore were not detailed.

Please refer to Columbia's response to KY PSC Case No. 2026-00099, Staff 1-47 for additional information on Sub-Parts h. through o. of this request.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

For each benefit listed in Item 41 above for which an employee is required to pay part of the cost, provide a detailed explanation as to how the employee contribution rate was determined.

Response:

NiSource engages Lockton, a global consulting leader in the health and benefits marketplace, to help determine the estimated cost of health plans for the upcoming year. NiSource is self-insured, which means actual plan experience is used to determine estimates of future costs. NiSource's consultant uses underwriting techniques, based on actuarial guidelines, to project the future plan costs for the self-funded plans. Employee contribution rates are determined by market competitiveness, premium cost of plan and employee classification/status.

A summary of employee contribution rates for medical benefits is as follows:

Population Description	Plan Design	Employee Contribution Rate
Exempt	Non-Union PPO	30% of premium
	High Deductible Plan 1	30% of premium
	High Deductible Plan 2	15% of premium
Union & Non-Exempt Non-Union	PPO	25% of premium
	Non-Union PPO	25% of premium
	High Deductible Plan 1	25% of premium
	High Deductible Plan 2	15% of premium
Exempt & Non-Exempt Non-Union	High Deductible Plan 3	12.5% of premium

A summary of employee contribution rates for dental benefits is as follows:

Population Description	Plan Design	Employee Contribution Rate
Exempt	Preventive Dental	Minimum contribution amounts of $1.00 / $2.00 / $2.00 / $3.00 for Employee / Employee + Spouse / Employee + Children / Family coverage
	Dental	30% of premium
	Dental Plus	40.1% of premium
Union & Non-Exempt Non-Union	Preventive Dental	Minimum contribution amounts of $1.00 / $2.00 / $2.00 / $3.00 for Employee / Employee + Spouse / Employee + Children / Family coverage
	Dental	25% of premium
	Dental Plus	35.8% of premium

A summary of employee contribution rates for vision benefits is as follows:

Population Description	Plan Design	Employee Contribution Rate
Exempt	Basic Vision (Discount Plan)	No contribution
	Vision	30% of premium
Union & Non-Exempt Non-Union	Basic Vision (Discount Plan)	No contribution
	Vision	25% of premium

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a listing of all health care plan categories, dental plan categories, and vision plan categories available to corporate officers individually and to groups defined as Directors, Managers, Supervisors, Exempt, Non-Exempt, Union, and Non-Union Hourly employees (e.g., single, family, etc.). Include the associated employee contribution rates and employer contribution rates of the total premium cost for each category, and each plan's deductible(s) amounts.

Response:

All employees are offered two High Deductible Health Plan (HDHP) medical plans, a PPO plan, and the same dental and vision plan options with the same deductible amounts. Non-Represented (Exempt and non-exempt, non-union) employees are offered a third HDHP medical plan in addition to the plans outlined above. This is detailed in 2026-00099_PSC_Staff_DR_Set_1_No_43_Attachment_A through J summarized below. Plan categories offered to all employee groups are employee (EE), employee + spouse (SP), employee + children (CH) and employee + family (FM) with employee contribution rates as detailed in 2026-00099_PSC_Staff_DR_Set_1_No_43_Attachment_K.

Plan Category	Provider	Plan Name	Eligible Employees	Attachment
Medical	Anthem	High Deductible PPO 1	Footnote 1	A
Medical	Anthem	High Deductible PPO 2	Footnote 1	B
Medical	Anthem	Non-Union PPO	Footnote 2	C
Medical	Anthem	PPO	Footnote 3	D
Medical	Anthem	High Deductible PPO 3	Footnote 2	E
Dental	CIGNA	Preventive Dental	Footnote 1	F
Dental	CIGNA	Dental	Footnote 1	G
Dental	CIGNA	Dental Plus	Footnote 1	H
Vision	VSP	Basic Vision	Footnote 1	I
Vision	VSP	Vision	Footnote 1	J
2025 and 2026 Medical, Dental and Vision Contribution Rates				K

1=Corporate Officers, Directors, Managers, Supervisors, Exempt, Non-Exempt, Union, and Non-Union Hourly employees in all locations

2=Corporate Officers, Directors, Managers, Supervisors, Exempt, Non-Exempt, and Non-Union Hourly employees in all locations

3=Union employees in all locations

Return to Medical

Medical Plan Details - High Deductible PPO 1

Summary of Benefits and Coverage
Medical Plan Facts
Cost
Medical Cost
Rx
Coverage

Summary of Benefits and Coverage

Compare different plans

	High Deductible PPO 1 Choose
Coverage Details	2026 SBC HD PPO 1 (PDF)

Top

Medical Plan Facts

Compare different plans

Medical Plan Facts	High Deductible PPO 1 Choose

Medical Plan Facts	High Deductible PPO 1
Member services phone number	1-800-228-2891; (Group ID 213064); Package M7
Website	anthem.com

Hours Of Operation	High Deductible PPO 1
Hours of operation: Monday-Friday	8:00 a.m. to 8:00 p.m. (ET)
Hours of operation: Saturday-Sunday	IVR is available for member self-service 24/7.

↑ Top

Cost

Compare different plans

Plan Prices	High Deductible PPO 1 Choose
You only	$237.37
You and spouse	$522.22
You and child	$462.87
You and family	$771.45

↑ Top

Medical Cost

Compare different plans

Your Medical Expenses	High Deductible PPO 1 Choose
Annual deductible	**In Network** $1,700 Individual; $3,400 Individual + Spouse; $3,400 Individual + Child(ren); $3,400 Family; Combined in and out-of-network deductible. **Out of Network** $3,000 Individual; $6,000 Individual + Spouse; $6,000 Individual + Child(ren); $6,000 Family; Combined in and out-of-network deductible.
Out-of-pocket maximum	**In Network** $3,000 Individual; $6,000 Individual + Spouse; $6,000 Individual + Child(ren); $6,000 Family; includes deductible **Out of Network** $6,000 Individual; $12,000 Individual + Spouse; $12,000 Individual + Child(ren); $12,000 Family; includes deductible

Your Medical Expenses	High Deductible PPO 1
Coinsurance percentage	**In Network** 80% covered until out-of-pocket maximum is met **Out of Network** 60% covered until out-of-pocket maximum is met
Primary doctor office visit	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Specialist office visit	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Emergency room (not followed by admission)	**In Network** 80% covered after deductible is met **Out of Network** 80% covered after deductible is met
Urgent care clinic visit	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Your Medical Expenses	High Deductible PPO 1
Lifetime coverage limit	**In Network** Limit does not apply **Out of Network** Limit does not apply
Hospital copay	**In Network** Not applicable **Out of Network** Not applicable

↑ Top

Rx

Compare different plans

Prescription Drug Facts	High Deductible PPO 1 Choose
Prescription drug vendor	CarelonRx
Prescription drug member services phone number	1-800-228-2891
Rx subject to overall medical deductible & OOP	Yes
Rx subject to overall medical OOP max only (not medical ded)	No

Prescription Drug Facts	High Deductible PPO 1
Does Rx deductible apply to medical OOP max?	No
Annual prescription deductible	**In Network** Not applicable **Out of Network** Not applicable
Annual prescription out-of-pocket maximum	**In Network** Prescription drug out-of-pocket maximum is included in medical out-of-pocket maximum **Out of Network** Prescription drug out-of-pocket maximum is included in medical out-of-pocket maximum

Your Prescription Drug Expense: Retail	High Deductible PPO 1
Retail generic	**In Network** 80% covered after deductible is met; 30 day supply **Out of Network** 60% covered after deductible is met; 30 day supply

Your Prescription Drug Expense: Retail	High Deductible PPO 1
Retail formulary brand	**In Network** 80% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost **Out of Network** 60% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Retail nonformulary brand	**In Network** 80% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost **Out of Network** 60% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Your Prescription Drug Expense: Mail Order	**High Deductible PPO 1**

Your Prescription Drug Expense: Mail Order	High Deductible PPO 1
Mail order generic	80% covered after deductible is met; 90 day supply
Mail order formulary brand	80% covered after deductible is met; 90 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Mail order nonformulary brand	80% covered after deductible is met; 90 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Mandatory Generic	Member pays the difference in cost between brand and generic if member or doctor requests brand when generic is available

Other	High Deductible PPO 1
Oral contraceptives	**In Network** 100% covered; Generic and OTC products **Out of Network** Not covered

↑ Top

Coverage

Compare different plans

Preventive Care	High Deductible PPO 1 Choose
Annual physical exam	**In Network** 100% covered **Out of Network** 100% covered
Well-woman exam (includes pap)	**In Network** 100% covered **Out of Network** 100% covered
Fertility Reproductive Treatment	Fertility reproductive treatment coverage available through Progyny. Call (888) 597-2959 to review plan details and find a network provider. Deductible and coinsurance apply.
Mammogram	**In Network** 100% covered **Out of Network** 100% covered
Pediatric exams	**In Network** 100% covered **Out of Network** 100% covered

Preventive Care	**High Deductible PPO 1**
Immunizations (child)	**In Network** 100% covered **Out of Network** 100% covered
Immunizations (adult)	**In Network** 100% covered **Out of Network** 100% covered
Allergy tests and treatments	**In Network** 80% covered after deductible is met. **Out of Network** 60% covered after deductible is met.
Outpatient Care	**High Deductible PPO 1**
Outpatient surgery	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Outpatient laboratory services	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Family Planning	**High Deductible PPO 1**

Family Planning	High Deductible PPO 1
Office visit: Pre/postnatal	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Inpatient Hospital Care	**High Deductible PPO 1**
Hospital semi-private room	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible
Hospital private room	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible; Must be medically necessary.
Intensive care	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible
Mental Health and Substance Abuse Care	**High Deductible PPO 1**

Mental Health and Substance Abuse Care	High Deductible PPO 1
Mental Health: Outpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Mental Health: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Detox: Outpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Detox: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Rehab: Outpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Mental Health and Substance Abuse Care	High Deductible PPO 1
Rehab: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Alternative Care	High Deductible PPO 1
Chiropractic	**In Network** 80% covered after deductible is met; limited to 26 spinal adjustments / manipulations per year **Out of Network** 60% covered after deductible is met; limited to 26 spinal adjustments / manipulations per year

↑ Top

Review the charts online while processing your elections for the plan year to compare the health care options available to you. The online chart provides general information across plans. If you would like more detailed information on a particular plan, please contact the plan at the number that appears online.

The comparison charts are compiled using information that applies to a large number of health plan users and is commonly reported by the health plans. Depending on the chart type, such as charts for dental and vision plans, certain information and/or sections won't appear because the necessary data isn't available. If you have questions about a topic that isn't covered in the charts, contact the plan's member services department for additional information. Also, keep in mind that the information on access and quality of care is provided by the health plans. Neither Nisource Inc. nor Alight Solutions is responsible for the accuracy of this information. If there is a discrepancy between the information displayed on these charts and the official plan documents, the official plan documents will control. Nisource Inc. reserves the right to amend, suspend, or terminate the plan(s) or program(s) at any time.

Impact from Health Care Reform is subject to interpretation by the health plan. Consult your health plan for more specific details.

Return to Medical

Medical Plan Details - High Deductible PPO 2

Summary of Benefits and Coverage
Medical Plan Facts
Cost
Medical Cost
Rx
Coverage

Summary of Benefits and Coverage

Compare different plans

	High Deductible PPO 2
	Choose
Coverage Details	2026 SBC HD PPO 2 (PDF)

Top

Medical Plan Facts

Compare different plans

Medical Plan Facts	High Deductible PPO 2
	Choose

Medical Plan Facts	High Deductible PPO 2
Member services phone number	1-800-228-2891; (Group ID 213064); Package M6
Website	anthem.com

Hours Of Operation	High Deductible PPO 2
Hours of operation: Monday-Friday	8:00 a.m. to 8:00 p.m. (ET)
Hours of operation: Saturday-Sunday	IVR is available for member self-service 24/7.

↑ Top

Cost

Compare different plans

Plan Prices	High Deductible PPO 2 Choose
You only	$106.56
You and spouse	$234.45
You and child	$207.83
You and family	$346.38

↑ Top

Medical Cost

Compare different plans

Your Medical Expenses	High Deductible PPO 2 Choose
Annual deductible	**In Network** $2,500 Individual; $5,000 Individual + Spouse; $5,000 Individual + Child(ren); $5,000 Family; Combined in and out-of-network deductible. **Out of Network** $5,000 Individual; $10,000 Individual + Spouse; $10,000 Individual + Child(ren); $10,000 Family; Combined in and out-of-network deductible.
Out-of-pocket maximum	**In Network** $5,000 Individual; $10,000 Individual + Spouse; $10,000 Individual + Child(ren);$10,000 Family; includes deductible; Subject to $9,100 per individual family member **Out of Network** $10,000 Individual; $20,000 Individual + Spouse; $20,000 Individual + Child(ren); $20,000 Family; includes deductible

Your Medical Expenses	High Deductible PPO 2
Coinsurance percentage	**In Network** 80% covered until out-of-pocket maximum is met **Out of Network** 60% covered until out-of-pocket maximum is met
Primary doctor office visit	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Specialist office visit	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Emergency room (not followed by admission)	**In Network** 80% covered after deductible is met **Out of Network** 80% covered after deductible is met
Urgent care clinic visit	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Your Medical Expenses	High Deductible PPO 2
Lifetime coverage limit	**In Network** Limit does not apply **Out of Network** Limit does not apply
Hospital copay	**In Network** Not applicable **Out of Network** Not applicable

↑ Top

Rx

Compare different plans

Prescription Drug Facts	High Deductible PPO 2 Choose
Prescription drug vendor	CarelonRx
Prescription drug member services phone number	1-800-228-2891
Rx subject to overall medical deductible & OOP	Yes
Rx subject to overall medical OOP max only (not medical ded)	No

Prescription Drug Facts	High Deductible PPO 2
Does Rx deductible apply to medical OOP max?	No
Annual prescription deductible	**In Network** Not applicable **Out of Network** Not applicable
Annual prescription out-of-pocket maximum	**In Network** Prescription drug out-of-pocket maximum is included in medical out-of-pocket maximum **Out of Network** Prescription drug out-of-pocket maximum is included in medical out-of-pocket maximum

Your Prescription Drug Expense: Retail	High Deductible PPO 2
Retail generic	**In Network** 80% covered after deductible is met; 30 day supply **Out of Network** 60% covered after deductible is met; 30 day supply

Your Prescription Drug Expense: Retail	High Deductible PPO 2
Retail formulary brand	**In Network** 80% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost **Out of Network** 60% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Retail nonformulary brand	**In Network** 80% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost **Out of Network** 60% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Your Prescription Drug Expense: Mail Order	**High Deductible PPO 2**

Your Prescription Drug Expense: Mail Order	High Deductible PPO 2
Mail order generic	80% covered after deductible is met; 90 day supply
Mail order formulary brand	80% covered after deductible is met; 90 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Mail order nonformulary brand	80% covered after deductible is met; 90 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Mandatory Generic	Member pays the difference in cost between brand and generic if member or doctor requests brand when generic is available

Other	High Deductible PPO 2
Oral contraceptives	**In Network** 100% covered; Generic and OTC products **Out of Network** Not covered

↑ Top

Coverage

Compare different plans

Preventive Care	High Deductible PPO 2 Choose
Annual physical exam	**In Network** 100% covered **Out of Network** 100% covered
Well-woman exam (includes pap)	**In Network** 100% covered **Out of Network** 100% covered
Fertility Reproductive Treatment	Fertility reproductive treatment coverage available through Progyny. Call (888) 597-2959 to review plan details and find a network provider. Deductible and coinsurance apply.
Mammogram	**In Network** 100% covered **Out of Network** 100% covered
Pediatric exams	**In Network** 100% covered **Out of Network** 100% covered

Preventive Care	**High Deductible PPO 2**
Immunizations (child)	**In Network** 100% covered **Out of Network** 100% covered
Immunizations (adult)	**In Network** 100% covered **Out of Network** 100% covered
Allergy tests and treatments	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Outpatient Care	**High Deductible PPO 2**
Outpatient surgery	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Outpatient laboratory services	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Family Planning	**High Deductible PPO 2**

Family Planning	**High Deductible PPO 2**
Office visit: Pre/postnatal	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Inpatient Hospital Care	**High Deductible PPO 2**
Hospital semi-private room	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible
Hospital private room	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible; Must be medically necessary.
Intensive care	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible
Mental Health and Substance Abuse Care	**High Deductible PPO 2**

Mental Health and Substance Abuse Care	High Deductible PPO 2
Mental Health: Outpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Mental Health: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Detox: Outpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Detox: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Rehab: Outpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Mental Health and Substance Abuse Care	High Deductible PPO 2
Rehab: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Alternative Care	High Deductible PPO 2
Chiropractic	**In Network** 80% covered after deductible is met; limited to 26 spinal adjustments / manipulations per year **Out of Network** 60% covered after deductible is met; limited to 26 spinal adjustments / manipulations per year

↑ Top

Review the charts online while processing your elections for the plan year to compare the health care options available to you. The online chart provides general information across plans. If you would like more detailed information on a particular plan, please contact the plan at the number that appears online.

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Impact from Health Care Reform is subject to interpretation by the health plan. Consult your health plan for more specific details.

Return to Medical

Medical Plan Details - Non-Union PPO

Summary of Benefits and Coverage
Medical Plan Facts
Cost
Medical Cost
Rx
Coverage

Summary of Benefits and Coverage

Compare different plans

	Non-Union PPO
	Choose
Coverage Details	2026 SBC Non Union PPO (PDF)

Top

Medical Plan Facts

Compare different plans

Medical Plan Facts	Non-Union PPO
	Choose

Medical Plan Facts	Non-Union PPO
Member services phone number	1-800-228-2891; (Group ID 213064); Package M5
Website	anthem.com

Hours Of Operation	Non-Union PPO
Hours of operation: Monday-Friday	8:00 a.m. to 8:00 p.m. (ET)
Hours of operation: Saturday-Sunday	IVR is available for member self-service 24/7.

↑ Top

Cost

Compare different plans

Plan Prices	Non-Union PPO Choose
You only	$573.04
You and spouse	$1,146.14
You and child	$1,117.45
You and family	$1,862.46

↑ Top

Medical Cost

Compare different plans

Your Medical Expenses	Non-Union PPO Choose
Annual deductible	**In Network** $500 Individual; $1,000 Individual + Spouse; $1,000 Individual + Child(ren); $1,500 Family **Out of Network** $1,000 Individual; $2,000 Individual + Spouse; $2,000 Individual + Child(ren); $3,000 Family
Out-of-pocket maximum	**In Network** $1,500 Individual; $3,000 Individual + Spouse; $3,000 Individual + Child(ren); $4,500 Family; includes deductible and copays **Out of Network** $3,000 Individual; $6,000 Individual + Spouse; $6,000 Individual + Child(ren); $9,000 Family; includes deductible and copays

Your Medical Expenses	Non-Union PPO
Coinsurance percentage	**In Network** 80% covered until out-of-pocket maximum is met **Out of Network** 60% covered until out-of-pocket maximum is met
Primary doctor office visit	**In Network** $35 copay **Out of Network** 60% covered after deductible is met
Specialist office visit	**In Network** $40 copay **Out of Network** 60% covered after deductible is met

Your Medical Expenses	Non-Union PPO
Emergency room (not followed by admission)	**In Network** 100% covered; after $150 copay; accidents (true emergencies); 80% covered after deductible is met; medical and non-medical emergencies **Out of Network** 100% covered; after $150 copay; accidents (true emergencies); 80% covered after deductible is met; medical and non-medical emergencies; same as In Network
Urgent care clinic visit	**In Network** $35 copay **Out of Network** 80% covered after deductible is met
Lifetime coverage limit	**In Network** Limit does not apply **Out of Network** Limit does not apply
Hospital copay	**In Network** Not applicable **Out of Network** Not applicable

↑ Top

Rx

Compare different plans

Prescription Drug Facts	Non-Union PPO Choose
Prescription drug vendor	CarelonRx
Prescription drug member services phone number	1-800-228-2891
Rx subject to overall medical deductible & OOP	No
Rx subject to overall medical OOP max only (not medical ded)	No
Does Rx deductible apply to medical OOP max?	No
Annual prescription deductible	**In Network** Not applicable **Out of Network** Not covered
Annual prescription out-of-pocket maximum	**In Network** $1,500 Individual; $8,700 Family **Out of Network** Not covered

Your Prescription Drug Expense: Retail	Non-Union PPO

Your Prescription Drug Expense: Retail	Non-Union PPO
Retail generic	**In Network** 80% covered; $5 minimum copay; $15 maximum copay; 30 day supply **Out of Network** Not covered
Retail formulary brand	**In Network** 80% covered; $15 minimum copay; $45 maximum copay; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost **Out of Network** Check with Plan
Retail nonformulary brand	**In Network** 80% covered; $30 minimum copay; $90 maximum copay; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost **Out of Network** Check with Plan

Your Prescription Drug Expense: Mail Order	Non-Union PPO
Mail order generic	$20 copay; 90 day supply

Your Prescription Drug Expense: Mail Order	Non-Union PPO
Mail order formulary brand	$60 copay; 90 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Mail order nonformulary brand	$120 copay; 90 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Mandatory Generic	Member pays the difference in cost between brand and generic if member or doctor requests brand when generic is available

Other	Non-Union PPO
Oral contraceptives	**In Network** 100% covered; Generic and OTC products **Out of Network** Not covered

↑ Top

Coverage

Compare different plans

Preventive Care	**Non-Union PPO** Choose
Annual physical exam	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Well-woman exam (includes pap)	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Fertility Reproductive Treatment	Fertility reproductive treatment coverage available through Progyny. Call (888) 597-2959 to review plan details and find a network provider. Deductible and coinsurance apply.
Mammogram	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Pediatric exams	**In Network** 100% covered **Out of Network** 60% covered after deductible is met

Preventive Care	Non-Union PPO
Immunizations (child)	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Immunizations (adult)	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Allergy tests and treatments	**In Network** 100% covered; injections, serum; $40 copay office visit for testing **Out of Network** 60% covered after deductible is met; injections, serum, and testing.

Outpatient Care	Non-Union PPO
Outpatient surgery	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Outpatient Care	Non-Union PPO
Outpatient laboratory services	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Family Planning	Non-Union PPO
Office visit: Pre/postnatal	**In Network** $40 copay **Out of Network** 60% covered after deductible is met

Inpatient Hospital Care	Non-Union PPO
Hospital semi-private room	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible
Hospital private room	**In Network** 80% covered after plan deductible; At semi-private rate; member will be responsible for paying the difference between private and semi-private care. **Out of Network** 60% covered after plan deductible

Inpatient Hospital Care	Non-Union PPO
Intensive care	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible

Mental Health and Substance Abuse Care	Non-Union PPO
Mental Health: Outpatient coverage	**In Network** $35 copay **Out of Network** 60% covered after deductible is met
Mental Health: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Detox: Outpatient coverage	**In Network** $35 copay **Out of Network** 60% covered after deductible is met
Detox: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Mental Health and Substance Abuse Care	Non-Union PPO
Rehab: Outpatient coverage	**In Network** $35 copay **Out of Network** 60% covered after deductible is met
Rehab: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Alternative Care	Non-Union PPO
Chiropractic	**In Network** $40 copay; limited to 26 spinal adjustments / manipulations per year **Out of Network** 60% covered after deductible is met; limited to 26 spinal adjustments / manipulations per year

↑ Top

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Return to Medical

Medical Plan Details - PPO

Summary of Benefits and Coverage
Medical Plan Facts
Cost
Medical Cost
Rx
Coverage

Summary of Benefits and Coverage

Compare different plans

	PPO Keep
Coverage Details	2026 SBC PPO (PDF)

Top

Medical Plan Facts

Compare different plans

Medical Plan Facts	PPO Keep

Medical Plan Facts	PPO
Member services phone number	1-800-228-2891; (Group ID 213064); Package M4
Website	anthem.com

Hours Of Operation	PPO
Hours of operation: Monday-Friday	8:00 a.m. to 8:00 p.m. (ET)
Hours of operation: Saturday-Sunday	IVR is available for member self-service 24/7.

↑ Top

Cost

Compare different plans

Plan Prices	PPO Keep
You only	$477.35
You and spouse	$954.68
You and child	$930.82
You and family	$1,551.37

↑ Top

Medical Cost

Compare different plans

Your Medical Expenses	PPO Keep
Annual deductible	**In Network** $500 Individual; $1,000 Individual + Spouse; $1,000 Individual + Child(ren); $1,500 Family **Out of Network** $1,000 Individual; $2,000 Individual + Spouse; $2,000 Individual + Child(ren); $3,000 Family
Out-of-pocket maximum	**In Network** $1,500 Individual; $3,000 Individual + Spouse; $3,000 Individual + Child(ren); $4,500 Family; includes deductible and copays **Out of Network** $3,000 Individual; $6,000 Individual + Spouse; $6,000 Individual + Child(ren); $9,000 Family; includes deductible and copays

Your Medical Expenses	PPO
Coinsurance percentage	**In Network** 80% covered until out-of-pocket maximum is met **Out of Network** 60% covered until out-of-pocket maximum is met
Primary doctor office visit	**In Network** $35 copay **Out of Network** 60% covered after deductible is met
Specialist office visit	**In Network** $40 copay **Out of Network** 60% covered after deductible is met

Your Medical Expenses	PPO
Emergency room (not followed by admission)	**In Network** 100% covered; after $150 copay; accidents (true emergencies); 80% covered after deductible is met; medical and non-medical emergencies **Out of Network** 100% covered; after $150 copay; accidents (true emergencies); 80% covered after deductible is met; medical and non-medical emergencies; same as In Network
Urgent care clinic visit	**In Network** $35 copay **Out of Network** 80% covered after deductible is met
Lifetime coverage limit	**In Network** Limit does not apply **Out of Network** Limit does not apply
Hospital copay	**In Network** Not applicable **Out of Network** Not applicable

↑ Top

Rx

Compare different plans

Prescription Drug Facts	PPO Keep
Prescription drug vendor	CarelonRx
Prescription drug member services phone number	1-800-228-2891
Rx subject to overall medical deductible & OOP	No
Rx subject to overall medical OOP max only (not medical ded)	No
Does Rx deductible apply to medical OOP max?	No
Annual prescription deductible	**In Network** Not applicable **Out of Network** Not covered
Annual prescription out-of-pocket maximum	**In Network** $1,500 Individual; $8,700 Family **Out of Network** Not covered
Your Prescription Drug Expense: Retail	**PPO**

Your Prescription Drug Expense: Retail	PPO
Retail generic	**In Network** 80% covered; $5 minimum copay; $15 maximum copay; 30 day supply **Out of Network** Not covered
Retail formulary brand	**In Network** 80% covered; $15 minimum copay; $45 maximum copay; 30 day supply; if member requests branded drug when generic is available, member will pay the difference in cost **Out of Network** Check with Plan
Retail nonformulary brand	**In Network** 80% covered; $30 minimum copay; $90 maximum copay; 30 day supply; if member requests branded drug when generic is available, member will pay the difference in cost **Out of Network** Check with Plan

Your Prescription Drug Expense: Mail Order	PPO
Mail order generic	$20 copay; 90 day supply

Your Prescription Drug Expense: Mail Order	PPO
Mail order formulary brand	$60 copay; 90 day supply; if member requests branded drug when generic is available, member will pay the difference in cost
Mail order nonformulary brand	$120 copay; 90 day supply; if member requests branded drug when generic is available, member will pay the difference in cost
Mandatory Generic	Member pays the difference in cost between brand and generic if member requests brand when generic is available

Other	PPO
Oral contraceptives	**In Network** 100% covered; Generic and OTC products **Out of Network** Not covered

↑ Top

Coverage

Compare different plans

Preventive Care	**PPO** Keep
Annual physical exam	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Well-woman exam (includes pap)	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Fertility Reproductive Treatment	Not covered
Mammogram	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Pediatric exams	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Immunizations (child)	**In Network** 100% covered **Out of Network** 60% covered after deductible is met

Preventive Care	**PPO**
Immunizations (adult)	**In Network** 100% covered **Out of Network** 60% covered after deductible is met
Allergy tests and treatments	**In Network** 100% covered; injections, serum; $40 copay office visit for testing. **Out of Network** 60% covered after deductible is met; injections, serum, and testing.
Outpatient Care	**PPO**
Outpatient surgery	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Outpatient laboratory services	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Family Planning	**PPO**

Family Planning	**PPO**
Office visit: Pre/postnatal	**In Network** $40 copay **Out of Network** 60% covered after deductible is met
Inpatient Hospital Care	**PPO**
Hospital semi-private room	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible
Hospital private room	**In Network** 80% covered after plan deductible; At semi-private rate; member will be responsible for paying the difference between private and semi-private care. **Out of Network** 60% covered after plan deductible
Intensive care	**In Network** 80% covered after plan deductible **Out of Network** 60% covered after plan deductible
Mental Health and Substance Abuse Care	**PPO**

Mental Health and Substance Abuse Care	PPO
Mental Health: Outpatient coverage	**In Network** $35 copay **Out of Network** 60% covered after deductible is met
Mental Health: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Detox: Outpatient coverage	**In Network** $35 copay **Out of Network** 60% covered after deductible is met
Detox: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met
Rehab: Outpatient coverage	**In Network** $35 copay **Out of Network** 60% covered after deductible is met

Mental Health and Substance Abuse Care	PPO
Rehab: Inpatient coverage	**In Network** 80% covered after deductible is met **Out of Network** 60% covered after deductible is met

Alternative Care	PPO
Chiropractic	**In Network** $40 copay; limited to 26 spinal adjustments / manipulations per year **Out of Network** 60% covered after deductible is met; limited to 26 spinal adjustments / manipulations per year

↑ Top

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Return to Medical

Medical Plan Details - High Deductible PPO 3

Summary of Benefits and Coverage
Medical Plan Facts
Cost
Medical Cost
Rx
Coverage

Summary of Benefits and Coverage

Compare different plans

	High Deductible PPO 3 Choose
Coverage Details	2026 SBC HDPPO3 (PDF)

Top

Medical Plan Facts

Compare different plans

Medical Plan Facts	High Deductible PPO 3 Choose

Medical Plan Facts	High Deductible PPO 3
Member services phone number	1-800-228-2891; (Group ID 213064); Package M6
Website	anthem.com

Hours Of Operation	High Deductible PPO 3
Hours of operation: Monday-Friday	8:00 a.m. to 8:00 p.m. (ET)
Hours of operation: Saturday-Sunday	IVR is available for member self-service 24/7.

↑ Top

Cost

Compare different plans

Plan Prices	High Deductible PPO 3 Choose
You only	$83.51
You and spouse	$175.36
You and child	$162.00
You and family	$269.72

↑ Top

Medical Cost

Compare different plans

Your Medical Expenses	High Deductible PPO 3 Choose
Annual deductible	**In Network** $3,500 Individual; $7,000 Individual + Spouse; $7,000 Individual + Child(ren); $7,000 Family; Combined in and out-of-network deductible. **Out of Network** $7,000 Individual; $14,000 Individual + Spouse; $14,000 Individual + Child(ren); $14,000 Family; Combined in and out-of-network deductible.
Out-of-pocket maximum	**In Network** $7,000 Individual; $14,000 Individual + Spouse; $14,000 Individual + Child(ren);$14,000 Family; includes deductible; Subject to $10,150 per individual family member **Out of Network** $14,000 Individual; $28,000 Individual + Spouse; $28,000 Individual + Child(ren); $28,000 Family; includes deductible

Your Medical Expenses	High Deductible PPO 3
Coinsurance percentage	**In Network** 70% covered until out-of-pocket maximum is met **Out of Network** 50% covered until out-of-pocket maximum is met
Primary doctor office visit	**In Network** 70% covered after deductible is met **Out of Network** 50% covered until out-of-pocket maximum is met
Specialist office visit	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Emergency room (not followed by admission)	**In Network** 70% covered after deductible is met **Out of Network** 70% covered after deductible is met

Your Medical Expenses	High Deductible PPO 3
Urgent care clinic visit	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Lifetime coverage limit	**In Network** Limit does not apply **Out of Network** Limit does not apply
Hospital copay	**In Network** Not applicable **Out of Network** Not applicable

↑ Top

Rx

Compare different plans

Prescription Drug Facts	High Deductible PPO 3 **Choose**
Prescription drug vendor	CarelonRx
Prescription drug member services phone number	1-800-228-2891

Prescription Drug Facts	**High Deductible PPO 3**
Rx subject to overall medical deductible & OOP	Yes
Rx subject to overall medical OOP max only (not medical ded)	No
Does Rx deductible apply to medical OOP max?	No
Annual prescription deductible	**In Network** Not applicable **Out of Network** Not applicable
Annual prescription out-of-pocket maximum	**In Network** Prescription drug out-of-pocket maximum is included in medical out-of-pocket maximum **Out of Network** Prescription drug out-of-pocket maximum is included in medical out-of-pocket maximum
Your Prescription Drug Expense: Retail	**High Deductible PPO 3**

Your Prescription Drug Expense: Retail	High Deductible PPO 3
Retail generic	**In Network** 70% covered after deductible is met; 30 day supply **Out of Network** 50% covered after deductible is met; 30 day supply
Retail formulary brand	**In Network** 70% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost **Out of Network** 50% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost

Your Prescription Drug Expense: Retail	High Deductible PPO 3
Retail nonformulary brand	**In Network** 70% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost **Out of Network** 50% covered after deductible is met; 30 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost

Your Prescription Drug Expense: Mail Order	High Deductible PPO 3
Mail order generic	70% covered after deductible is met; 90 day supply
Mail order formulary brand	70% covered after deductible is met; 90 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost

Your Prescription Drug Expense: Mail Order	High Deductible PPO 3
Mail order nonformulary brand	70% covered after deductible is met; 90 day supply; if member or doctor requests branded drug when generic is available, member will pay the difference in cost
Mandatory Generic	Member pays the difference in cost between brand and generic if member or doctor requests brand when generic is available

Other	High Deductible PPO 3
Oral contraceptives	**In Network** 100% covered; Generic and OTC products **Out of Network** Not covered

↑ Top

Coverage

Compare different plans

Preventive Care	High Deductible PPO 3
	Choose

Preventive Care	High Deductible PPO 3
Annual physical exam	**In Network** 100% covered **Out of Network** 100% covered
Well-woman exam (includes pap)	**In Network** 100% covered **Out of Network** 100% covered
Fertility Reproductive Treatment	Fertility reproductive treatment coverage available through Progyny. Call (888) 597-2959 to review plan details and find a network provider. Deductible and coinsurance apply.
Mammogram	**In Network** 100% covered **Out of Network** 100% covered
Pediatric exams	**In Network** 100% covered **Out of Network** 100% covered
Immunizations (child)	**In Network** 100% covered **Out of Network** 100% covered

Preventive Care	**High Deductible PPO 3**
Immunizations (adult)	**In Network** 100% covered **Out of Network** 100% covered
Allergy tests and treatments	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Outpatient Care	**High Deductible PPO 3**
Outpatient surgery	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Outpatient laboratory services	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Family Planning	**High Deductible PPO 3**

Family Planning	**High Deductible PPO 3**
Office visit: Pre/postnatal	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Inpatient Hospital Care	**High Deductible PPO 3**
Hospital semi-private room	**In Network** 70% covered after plan deductible **Out of Network** 50% covered after plan deductible
Hospital private room	**In Network** 70% covered after plan deductible **Out of Network** 50% covered after plan deductible; Must be medically necessary.
Intensive care	**In Network** 70% covered after plan deductible **Out of Network** 50% covered after plan deductible
Mental Health and Substance Abuse Care	**High Deductible PPO 3**

Mental Health and Substance Abuse Care	High Deductible PPO 3
Mental Health: Outpatient coverage	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Mental Health: Inpatient coverage	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Detox: Outpatient coverage	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Detox: Inpatient coverage	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met
Rehab: Outpatient coverage	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met

Mental Health and Substance Abuse Care	High Deductible PPO 3
Rehab: Inpatient coverage	**In Network** 70% covered after deductible is met **Out of Network** 50% covered after deductible is met

Alternative Care	High Deductible PPO 3
Chiropractic	**In Network** 70% covered after deductible is met; limited to 26 spinal adjustments / manipulations per year **Out of Network** 50% covered after deductible is met; limited to 26 spinal adjustments / manipulations per year

↑ Top

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Return to Dental

Dental Plan Details - Preventive Dental

Dental Plan Facts
Cost
Coverage

Dental Plan Facts

Compare different plans

Dental Plan Facts	Preventive Dental Choose
Member services phone number	1-800-CIGNA24; 1-800-244-6224
Website	myCIGNA.com

Top

Cost

Compare different plans

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Plan Prices	Preventive Dental
You and child	$2.00
You and family	$3.00

↑ Top

Coverage

Compare different plans

General Dental Expenses	Preventive Dental Choose
Annual deductible	$75 Individual; $225 Family
Annual maximum coverage per person	$2,000

Preventive Care	Preventive Dental
Primary covered preventive services	Check with Plan
Preventive care benefits	100% covered
Annual service limits--preventive care	Check with Plan

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Basic Services	Preventive Dental
Routine extractions	50% covered; subject to annual deductible

Major Services	Preventive Dental
Dentures	Not covered
Bridges	Not covered
Oral surgery	50% covered; subject to annual deductible
Anesthesia for dental care	50% covered; subject to annual deductible

Orthodontia Services	Preventive Dental
Orthodontia benefits	Not covered

↑ Top

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Return to Dental

Dental Plan Details - Dental

Dental Plan Facts
Cost
Coverage

Dental Plan Facts

Compare different plans

Dental Plan Facts	Dental Keep
Member services phone number	1-800-CIGNA24; 1-800-244-6224
Website	myCIGNA.com

Top

Cost

Compare different plans

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Plan Prices	Dental
You and child	$24.84
You and family	$41.40

↑ Top

Coverage

Compare different plans

General Dental Expenses	Dental Keep
Annual deductible	$50 Individual; $150 Family
Annual maximum coverage per person	Not applicable

Preventive Care	Dental
Primary covered preventive services	Check with Plan
Preventive care benefits	100% covered
Annual service limits--preventive care	Check with Plan

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Basic Services	Dental
Routine extractions	80% covered; subject to annual deductible

Major Services	Dental
Dentures	50% covered; subject to annual deductible
Bridges	50% covered; subject to annual deductible
Oral surgery	80% covered; subject to annual deductible
Anesthesia for dental care	80% covered; subject to annual deductible

Orthodontia Services	Dental
Orthodontia benefits	Not covered

↑ Top

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Return to Dental

Dental Plan Details - Dental Plus

Dental Plan Facts
Cost
Coverage

Dental Plan Facts

Compare different plans

Dental Plan Facts	Dental Plus Choose
Member services phone number	1-800-CIGNA24; 1-800-244-6224
Website	myCIGNA.com

Top

Cost

Compare different plans

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Plan Prices	Dental Plus
You and child	$38.83
You and family	$64.69

↑ Top

Coverage

Compare different plans

General Dental Expenses	Dental Plus Choose
Annual deductible	$0 Individual; $0 Family
Annual maximum coverage per person	$2,000

Preventive Care	Dental Plus
Primary covered preventive services	Check with Plan
Preventive care benefits	100% covered
Annual service limits--preventive care	Check with Plan

Basic Services	Dental Plus

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Major Services	Dental Plus
Dentures	50% covered
Bridges	50% covered
Oral surgery	80% covered
Anesthesia for dental care	80% covered

Orthodontia Services	Dental Plus
Orthodontia benefits	50% covered; $1,500 lifetime maximum

↑ Top

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Return to Vision

Vision Plan Details - Basic Vision

Plan Facts
Cost
Coverage

Plan Facts

Compare different plans

Vision Plan Facts	Basic Vision Choose
Member services phone number	1-800-877-7195
Website	vsp.com

Top

Cost

Compare different plans

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Customize

Reject Cookies

Accept Cookies

Plan Prices	Basic Vision
You and child	$0.00
You and family	$0.00

↑ Top

Coverage

Compare different plans

General Vision Expenses	Basic Vision Choose
Plan description	Choice Network: Exam Plus
Vision limits	**In Network** Exam plus material discount every plan year beginning in January. **Out of Network** Exam every plan year beginning in January.
Other information about vision care benefits	**In Network** Discounts on services outside of exam. **Out of Network**

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Exams and Other Services	Basic Vision
Routine vision exams	**In Network** 100% covered; limited to one exam every plan year beginning in January; check with VSP for details. **Out of Network** $45 allowance; limited to one exam every plan year beginning in January.
Laser surgery	**In Network** Average 15% discount available at VSP-contracted laser centers. **Out of Network** Not covered

Lenses and Frames	Basic Vision
Single vision	**In Network** 20% discount when a complete pair of glasses is purchased. **Out of Network** Not covered
Lined Bifocal	**In Network** 20% discount when a complete pair of

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Lenses and Frames	Basic Vision
Lined Trifocal	**In Network** 20% discount when a complete pair of glasses is purchased. **Out of Network** Not covered
Lenticular	**In Network** 20% discount when a complete pair of glasses is purchased. **Out of Network** Not covered
Progressive	**In Network** Discounts available. **Out of Network** Not covered
Scratch resistant coating	**In Network** Up to 20% savings on lens extras; check with VSP for details. **Out of Network** Not covered
Tints	**In Network** Up to 20% savings on lens extras; check with VSP for details. **Out of Network**

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Lenses and Frames	Basic Vision
Frame benefits	**In Network** 20% discount when a complete pair of glasses is purchased. **Out of Network** Not covered

Contact Lenses	Basic Vision
Medically necessary lenses	**In Network** 15% discount off contact lens fitting and evaluation exam; this exam is in addition to your vision exam to ensure proper fit of your contact. **Out of Network** Not covered
Elective lenses	**In Network** 15% discount off contact lens fitting and evaluation exam; this exam is in addition to your vision exam to ensure proper fit of your contact. **Out of Network** Not covered

↑ Top

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certain information and/or sections won't appear because the necessary data isn't available. If you have questions about a topic that isn't covered in the charts, contact the plan's member services department for additional information. Also, keep in mind that the information on access and quality of care is provided by the health plans. Neither Nisource Inc. nor Alight Solutions is responsible for the accuracy of this information. If there is a discrepancy between the information displayed on these charts and the official plan documents, the official plan documents will control. Nisource Inc. reserves the right to amend, suspend, or terminate the plan(s) or program(s) at any time.

Impact from Health Care Reform is subject to interpretation by the health plan. Consult your health plan for more specific details.

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Return to Vision

Vision Plan Details - Vision Plan

Plan Facts
Cost
Coverage

Plan Facts

Compare different plans

Vision Plan Facts	Vision Plan Keep
Member services phone number	1-800-877-7195
Website	vsp.com

Top

Cost

Compare different plans

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Plan Prices	Vision Plan
You and child	$5.08
You and family	$6.72

↑ Top

Coverage

Compare different plans

General Vision Expenses	Vision Plan Keep
Plan description	Choice Network: Flex Plan
Vision limits	**In Network** Exams and lenses every plan year beginning in January; frames every other plan year beginning in January. **Out of Network** Exams and lenses every plan year beginning in January; frames every other plan year beginning in January.

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General Vision Expenses	Vision Plan
Other information about vision care benefits	**In Network** KidsCare Program included (Kids get an extra exam if needed, frames every year, and new lenses should they have a change in Rx). **Out of Network** Coverage included for exam, lenses, and frames.

Exams and Other Services	Vision Plan
Routine vision exams	**In Network** 100% covered; limited to one exam every plan year beginning in January; check with VSP for details. **Out of Network** $45 allowance; limited to one exam every plan year beginning in January.
Laser surgery	**In Network** Average 15% discount available at VSP-contracted laser centers

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Lenses and Frames	Vision Plan
Single vision	**In Network** 100% covered; benefits limited to once every plan year beginning in January. **Out of Network** $30 allowance; single vision lenses; limited to once every plan year beginning in January.
Lined Bifocal	**In Network** 100% covered; benefits limited to once every plan year beginning in January. **Out of Network** $50 allowance; limited to once every plan year beginning in January.
Lined Trifocal	**In Network** 100% covered; benefits limited to once every plan year beginning in January. **Out of Network** $65 allowance; lined trifocal lenses; limited to once every plan year beginning in January.

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Lenses and Frames	Vision Plan
Lenticular	**In Network** $100 allowance; benefits limited to once every plan year beginning in January. **Out of Network** $100 allowance; lined lenticular lenses; limited to once every plan year beginning in January.
Progressive	**In Network** Up to 30% savings on lens extras. **Out of Network** $50 allowance; limited to once every plan year beginning in January.
Scratch resistant coating	**In Network** Up to 30% savings on lens extras. **Out of Network** Not covered
Tints	**In Network** Up to 30% savings on lens extras. **Out of Network** Not covered

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Lenses and Frames	Vision Plan
Frame benefits	**In Network** $200 allowance ($250 for Featured Frames); plus 20% off the amount over your allowance; benefits limited to every other plan year beginning in January. **Out of Network** $70 allowance; benefits limited to every other plan year beginning in January.

Contact Lenses	Vision Plan
Medically necessary lenses	**In Network** 100% covered after materials copay. **Out of Network** $210 allowance

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Contact Lenses	Vision Plan
Elective lenses	**In Network** $175 allowance for contacts in lieu of glasses; 15% off contact lens exam up to $50 max copay; benefits limited to once every plan year beginning in January. **Out of Network** $105 allowance; exam and fitting 100% up to $105 in lieu of glasses; benefits limited to once every plan year beginning in January.

↑ Top

Review the charts online while processing your elections for the plan year to compare the health care options available to you. The online chart provides general information across plans. If you would like more detailed information on a particular plan, please contact the plan at the number that appears online.

The comparison charts are compiled using information that applies to a large number of health plan users and is commonly reported by the health plans. Depending on the chart type, such as charts for dental and vision plans, certain information and/or sections won't appear because the necessary data isn't available. If you have questions about a topic that isn't covered in the charts, contact the plan's member services department for additional information. Also, keep in mind that the information on access and quality of care is provided by the health plans. Neither Nisource Inc. nor Alight Solutions is responsible for the accuracy of this information. If there is a discrepancy between the information displayed on these charts and the official plan documents, the official plan documents will control. Nisource Inc. reserves the right to amend, suspend, or terminate the plan(s) or program(s) at any time.

Impact from Health Care Reform is subject to interpretation by the health plan. Consult your health plan for more specific details.

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ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide each medical insurance policy that Columbia Kentucky currently maintains.

Response:

See 2026-00099_PSC_Staff_DR_Set_1_No_44_Attachment_A through E for a detailed description of the medical insurance policies the Company currently maintains.

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services
NiSource, Inc.: PPO Plan

Coverage Period: 01/01/2026-12/31/2026
Coverage for: Individual + Family | Plan Type: PPO

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, www.mysourceforhr.com. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary/ or call (888) 640-3320 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	**$500**/individual or **$1,000**/individual +spouse or **$1,000**/individual + child (ren) or **$1,500**/family for In-Network Providers. **$1,000**/individual or **$2,000**/individual + spouse or **$2,000**/individual+ child (ren) or **$3,000**/family for Out-of-Network Providers.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
Are there services covered before you meet your deductible?	Yes. Prescription Drugs, Preventive care and primary care and Specialist visits are covered before you meet your deductible.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	For network providers **$1,500**/individual or **$3,000**/individual + spouse or **$3,000**/individual + child (ren) or **$4,500**/family; for out- of-network providers **$3,000**/individual or **$6,000**/individual + spouse or **$6,000**/individual + child (ren) or **$9,000**/family. This plan has a	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limit until the overall family out-of-pocket limit has been met.

Important Questions	Answers	Why This Matters:
	separate Out of Pocket Maximum of **$1,500** individual or **$8,700**/family for In-Network Prescription Drugs.	
What is not included in the out-of-pocket limit?	Penalties for non-compliance, premiums, balance-billing charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes, Blue Card PPO. See www.anthem.com or call (800) 228-2891 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No.	You can see a specialist you choose without a referral.

All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$35/visit deductible does not apply	40% coinsurance	None
	Specialist visit	$40/visit deductible does not apply	40% coinsurance	None
	Preventive care/screening/ immunization	No charge	40% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	40% coinsurance	None
	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	
If you need drugs to treat your illness or	Generic drugs (Tier 1)	20% coinsurance, $5 minimum copay up to $15 maximum per	Not Covered	*See Prescription Drug section

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
condition More information about **prescription drug coverage** is available at www.anthem.com/pharmacyinformation/		prescription (retail only) and $20 copay per prescription (home delivery only)		
	Preferred brand drugs (Tier 2)	20% coinsurance, $15 minimum copay up to $45 maximum per prescription (retail only) and $60 copay per prescription (home delivery only)	Not Covered	
	Non-preferred brand drugs (Tier 3)	20% coinsurance, $30 minimum copay up to $90 maximum per prescription (retail only) and $120 copay per prescription (home delivery only)	Not Covered	
	Specialty drugs (Tier 4)	Covered same as any other drug, retail and home delivery coverage applies	Not Covered	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	40% coinsurance	None
	Physician/surgeon fees	20% coinsurance	40% coinsurance	None
If you need immediate medical attention	Emergency room care	20% coinsurance	20% coinsurance	Accidents (true emergencies) 100% covered after a $150 copay.
	Emergency medical transportation	20% coinsurance	20% coinsurance	
	Urgent care	$35/visit deductible does not apply	20% coinsurance	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	40% coinsurance	Preauthorization is required.
	Physician/surgeon fees	20% coinsurance	40% coinsurance	None

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Office Visit $35/visit deductible does not apply Other Outpatient $35/visit deductible does not apply	Office Visit 40% coinsurance Other Outpatient 40% coinsurance	None
	Inpatient services	20% coinsurance	40% coinsurance	
If you are pregnant	Office visits	$40/visit first 1 visit deductible does not apply then 20% coinsurance	40% coinsurance	Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	
	Childbirth/delivery facility services	20% coinsurance	40% coinsurance	
If you need help recovering or have other special health needs	Home health care	20% coinsurance	40% coinsurance	120 visits/benefit period
	Rehabilitation services	$40/visit deductible does not apply	40% coinsurance	*See Therapy Services section
	Habilitation services	$40/visit deductible does not apply	40% coinsurance	
	Skilled nursing care	20% coinsurance	40% coinsurance	None
	Durable medical equipment	20% coinsurance	20% coinsurance	None
	Hospice services	20% coinsurance	40% coinsurance	None
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	*See Vision Services section
	Children's glasses	Not covered	Not covered	*See Vision Services section
	Children's dental check-up	Not covered	Not covered	*See Dental Services section

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)		
• Cosmetic surgery • Dental care (Adult) • Infertility treatment	• Long-term care • Weight loss programs	• Routine eye care (Adult) • Routine foot care unless you have been diagnosed with diabetes.

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)		
• Acupuncture • Bariatric surgery	• Chiropractic care 26 visits/benefit period. • Hearing aids	• Private-duty nursing • Most coverage provided outside the United States. See www.bcbsglobalcore.com

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: DOL, Employee Benefits Security Administration, (866) 444-EBSA (3272), www.dol.gov/ebsa/healthreform. Other coverage options may be available to you, too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318- 2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information on how to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact:

ATTN: Grievances and Appeals, P.O. Box 105568, Atlanta GA 30348-5568

Department of Labor, Employee Benefits Security Administration, (866) 444-EBSA (3272), www.dol.gov/ebsa/healthreform

Does this plan provide Minimum Essential Coverage? Yes.
Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet the Minimum Value Standards? Yes.
If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al (800) 228-2891.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa (800) 228-2891.

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Chinese (中文): **如果需要中文的帮助**，请拨打这个号码 (800) 228-2891.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' (800) 228-2891.

To see examples of how this plan might cover costs for a sample medical situation, see the next section.

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About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost-sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	**$500**
Specialist coinsurance	**40%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Specialist office visits *(prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests *(ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,840**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$500
Copayments	$0
Coinsurance	$1,007
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$1,567**

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	**$500**
Specialist copayment	**$40**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$7,460**

In this example, Joe would pay:

Cost Sharing	
Deductibles*	$500
Copayments	$360
Coinsurance	$1,224
What isn't covered	
Limits or exclusions	$55
The total Joe would pay is	**$2,139**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	**$500**
Specialist copayment	**$40**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,010**

In this example, Mia would pay:

Cost Sharing	
Deductibles*	$500
Copayments	$260
Coinsurance	$283
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$1,043**

The plan would be responsible for the other costs of these EXAMPLE covered services.

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services
NiSource, Inc.: Non-Union PPO Plan

Coverage Period: 01/01/2026-12/31/2026
Coverage for: Individual + Family | Plan Type: PPO

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, www.mysourceforhr.com. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary/ or call (888) 640-3320 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	**$500**/individual or **$1,000**/individual +spouse or **$1,000**/individual + child (ren) or **$1,500**/family for In-Network Providers. **$1,000**/individual or **$2,000**/individual + spouse or **$2,000**/individual+ child (ren) or **$3,000**/family for Out-of-Network Providers.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
Are there services covered before you meet your deductible?	Yes. Prescription Drugs, Preventive care and primary care and Specialist visits are covered before you meet your deductible.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	For network providers **$1,500**/individual or **$3,000**/individual + spouse or **$3,000**/individual + child (ren) or **$4,500**/family; for out- of-network providers **$3,000**/individual or **$6,000**/individual + spouse or **$6,000**/individual + child (ren) or **$9,000**/family. This plan has a	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limit until the overall family out-of-pocket limit has been met.

Important Questions	Answers	Why This Matters:
	separate Out of Pocket Maximum of **$1,500** individual or **$8,700**/family for In-Network Prescription Drugs.	
What is not included in the out-of-pocket limit?	Penalties for non-compliance, premiums, balance-billing charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes, Blue Card PPO. See www.anthem.com or call (800) 228-2891 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No.	You can see a specialist you choose without a referral.

All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$35/visit deductible does not apply	40% coinsurance	None
	Specialist visit	$40/visit deductible does not apply	40% coinsurance	None
	Preventive care/screening/ immunization	No charge	40% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	40% coinsurance	None
	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	
If you need drugs to treat your illness or	Generic drugs (Tier 1)	20% coinsurance, $5 minimum copay up to $15 maximum per	Not Covered	*See Prescription Drug section

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
condition More information about **prescription drug coverage** is available at www.anthem.com/pharmacyinformation/		prescription (retail only) and $20 copay per prescription (home delivery only)		
	Preferred brand drugs (Tier 2)	20% coinsurance, $15 minimum copay up to $45 maximum per prescription (retail only) and $60 copay per prescription (home delivery only)	Not Covered	
	Non-preferred brand drugs (Tier 3)	20% coinsurance, $30 minimum copay up to $90 maximum per prescription (retail only) and $120 copay per prescription (home delivery only)	Not Covered	
	Specialty drugs (Tier 4)	Covered same as any other drug, retail and home delivery coverage applies	Not Covered	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	40% coinsurance	None
	Physician/surgeon fees	20% coinsurance	40% coinsurance	None
If you need immediate medical attention	Emergency room care	20% coinsurance	20% coinsurance	Accidents (true emergencies) 100% covered after a $150 copay.
	Emergency medical transportation	20% coinsurance	20% coinsurance	
	Urgent care	$35/visit deductible does not apply	20% coinsurance	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	40% coinsurance	Preauthorization is required.
	Physician/surgeon fees	20% coinsurance	40% coinsurance	None

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Office Visit $35/visit deductible does not apply Other Outpatient $35/visit deductible does not apply	Office Visit 40% coinsurance Other Outpatient 40% coinsurance	None
	Inpatient services	20% coinsurance	40% coinsurance	
If you are pregnant	Office visits	$40/visit first 1 visit deductible does not apply then 20% coinsurance	40% coinsurance	Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	
	Childbirth/delivery facility services	20% coinsurance	40% coinsurance	
If you need help recovering or have other special health needs	Home health care	20% coinsurance	40% coinsurance	120 visits/benefit period
	Rehabilitation services	$40/visit deductible does not apply	40% coinsurance	*See Therapy Services section.
	Habilitation services	$40/visit deductible does not apply	40% coinsurance	
	Skilled nursing care	20% coinsurance	40% coinsurance	None
	Durable medical equipment	20% coinsurance	20% coinsurance	None
	Hospice services	20% coinsurance	40% coinsurance	None
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	*See Vision Services section
	Children's glasses	Not covered	Not covered	*See Vision Services section
	Children's dental check-up	Not covered	Not covered	*See Dental Services section

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)		
• Cosmetic surgery • Dental care (Adult) • Infertility treatment	• Long-term care • Weight loss programs	• Routine eye care (Adult) • Routine foot care unless you have been diagnosed with diabetes.

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)		
• Acupuncture • Bariatric surgery	• Chiropractic care 26 visits/benefit period. • Hearing aids	• Private-duty nursing • Most coverage provided outside the United States. See www.bcbsglobalcore.com

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: DOL, Employee Benefits Security Administration, (866) 444-EBSA (3272), www.dol.gov/ebsa/healthreform. Other coverage options may be available to you, too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318- 2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information on how to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact:

ATTN: Grievances and Appeals, P.O. Box 105568, Atlanta GA 30348-5568

Department of Labor, Employee Benefits Security Administration, (866) 444-EBSA (3272), www.dol.gov/ebsa/healthreform

Does this plan provide Minimum Essential Coverage? Yes.
Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet the Minimum Value Standards? Yes.
If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al (800) 228-2891.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa (800) 228-2891.

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Chinese (中文): **如果需要中文的帮助**，请拨打这个号码 (800) 228-2891.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' (800) 228-2891.

To see examples of how this plan might cover costs for a sample medical situation, see the next section.

PRA Disclosure Statement: According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is **0938-1146**. The time required to complete this information collection is estimated to average **0.08** hours per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. If you have comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: CMS, 7500 Security Boulevard, Attn: PRA Reports Clearance Officer, Mail Stop C4-26-05, Baltimore, Maryland 21244-1850.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost-sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	**$500**
Specialist coinsurance	**40%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Specialist office visits *(prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests *(ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,840**
In this example, Peg would pay:	
Cost Sharing	
Deductibles	$500
Copayments	$0
Coinsurance	$1,007
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$1,567**

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	**$500**
Specialist copayment	**$40**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$7,460**
In this example, Joe would pay:	
Cost Sharing	
Deductibles*	$500
Copayments	$360
Coinsurance	$1,224
What isn't covered	
Limits or exclusions	$55
The total Joe would pay is	**$2,139**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	**$500**
Specialist copayment	**$40**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,010**
In this example, Mia would pay:	
Cost Sharing	
Deductibles*	$500
Copayments	$260
Coinsurance	$283
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$1,043**

The plan would be responsible for the other costs of these EXAMPLE covered services.

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services
NiSource, Inc.: HD PPO 1

Coverage Period: 01/01/2026-12/31/2026
Coverage for: Individual + Family | Plan Type: CDHP

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, www.mysourceforhr.com. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary/ or call (888) 640-3320 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	**$1,700**/individual or **$3,400**/individual +spouse or **$3,400**/individual + child (ren) or **$3,400**/family for In-Network Providers. **$3,000**/individual or **$6,000**/individual + spouse or **$6,000**/individual+ child (ren) or **$6,000**/family for Out-of-Network Providers.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, the overall family deductible must be met before the plan begins to pay.
Are there services covered before you meet your deductible?	Yes. Preventive care and primary care services are covered before you meet your deductible.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	For network providers **$3,000**/individual or **$6,000**/individual + spouse or **$6,000**/individual + child (ren) or **$6,000**/family; for out- of-network providers **$6,000**/individual or **$12,000**/individual + spouse or **$12,000**/individual + child (ren) or **$12,000**/family	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, the overall family out-of-pocket limit must be met.

Important Questions	Answers	Why This Matters:
What is not included in the out-of-pocket limit?	Penalties for non-compliance, premiums, balance-billing charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes. See www.anthem.com or call (800) 228-2891 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No.	You can see a specialist you choose without a referral.

⚠ All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	20% coinsurance	40% coinsurance	None
	Specialist visit	20% coinsurance	40% coinsurance	None
	Preventive care/screening/ immunization	No charge	No charge	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	40% coinsurance	None
	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at www.anthem.com/pharmacyinformation/	Generic drugs (Tier 1)	20% coinsurance	40% coinsurance	*See Prescription Drug section Covers up to a 30-day supply (retail subscription); 31–90-day supply (mail order prescription – in-network only).
	Preferred brand drugs (Tier 2)	20% coinsurance	40% coinsurance	
	Non-preferred brand drugs (Tier 3)	20% coinsurance	40% coinsurance	
	Specialty drugs (Tier 4)	20% coinsurance	40% coinsurance	

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	40% coinsurance	None
	Physician/surgeon fees	20% coinsurance	40% coinsurance	None
If you need immediate medical attention	Emergency room care	20% coinsurance	20% coinsurance	None
	Emergency medical transportation	20% coinsurance	20% coinsurance	
	Urgent care	20% coinsurance	40% coinsurance	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	40% coinsurance	Preauthorization is required.
	Physician/surgeon fees	20% coinsurance	40% coinsurance	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	20% coinsurance	40% coinsurance	None
	Inpatient services	20% coinsurance	40% coinsurance	
If you are pregnant	Office visits	20% coinsurance	40% coinsurance	Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	
	Childbirth/delivery facility services	20% coinsurance	40% coinsurance	
If you need help recovering or have other special health needs	Home health care	20% coinsurance	40% coinsurance	120 visits/benefit period
	Rehabilitation services	20% coinsurance	40% coinsurance	*See Therapy Services section
	Habilitation services	20% coinsurance	40% coinsurance	
	Skilled nursing care	20% coinsurance	40% coinsurance	120 visits/benefit period
	Durable medical equipment	20% coinsurance	20% coinsurance	None
	Hospice services	20% coinsurance	40% coinsurance	None
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	*See Vision Services section
	Children's glasses	Not covered	Not covered	*See Vision Services section
	Children's dental check-up	Not covered	Not covered	*See Dental Services section

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Cosmetic surgery
- Dental care (Adult)
- Infertility treatment
- Long-term care
- Weight loss programs
- Routine eye care (Adult)
- Routine foot care unless you have been diagnosed with diabetes.

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Acupuncture
- Bariatric surgery
- Chiropractic care 26 visits/benefit period.
- Hearing aids
- Private-duty nursing
- Most coverage provided outside the United States. See www.bcbsglobalcore.com

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: DOL, Employee Benefits Security Administration, (866) 444-EBSA (3272), www.dol.gov/ebsa/healthreform. Other coverage options may be available to you, too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318- 2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information on how to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact:

ATTN: Grievances and Appeals, P.O. Box 105568, Atlanta GA 30348-5568

Department of Labor, Employee Benefits Security Administration, (866) 444-EBSA (3272), www.dol.gov/ebsa/healthreform

Does this plan provide Minimum Essential Coverage? Yes.
Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet the Minimum Value Standards? Yes.
If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al (800) 228-2891.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa (800) 228-2891.

Chinese (中文): 如果需要中文的帮助，请拨打这个号码 (800) 228-2891.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' (800) 228-2891.

To see examples of how this plan might cover costs for a sample medical situation, see the next section.

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

PRA Disclosure Statement: According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is **0938-1146**. The time required to complete this information collection is estimated to average **0.08** hours per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. If you have comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: CMS, 7500 Security Boulevard, Attn: PRA Reports Clearance Officer, Mail Stop C4-26-05, Baltimore, Maryland 21244-1850.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost-sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	**$1,700**
Specialist coinsurance	**20%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Specialist office visits *(prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests *(ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,840**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$1,700
Copayments	$0
Coinsurance	$1,500
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$3,260**

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	**$1,700**
Specialist copayment	**20%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$7,460**

In this example, Joe would pay:

Cost Sharing	
Deductibles*	$1,700
Copayments	$0
Coinsurance	$1,437
What isn't covered	
Limits or exclusions	$55
The total Joe would pay is	**$3,192**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	**$1,700**
Specialist copayment	**20%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,010**

In this example, Mia would pay:

Cost Sharing	
Deductibles*	$1,700
Copayments	$0
Coinsurance	$385
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$2,085**

The plan would be responsible for the other costs of these EXAMPLE covered services.

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services
NiSource, Inc.: HD PPO 2

Coverage Period: 01/01/2026-12/31/2026
Coverage for: Individual + Family | Plan Type: CDHP

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, www.mysourceforhr.com. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary/ or call (888) 640-3320 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	**$2,500**/individual or **$5,000**/individual +spouse or **$5,000**/individual + child (ren) or **$5,000**/family for In-Network Providers. **$5,000**/individual or **$10,000**/individual + spouse or **$10,000**/individual+ child (ren) or **$10,000**/family for Out-of-Network Providers.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, the overall family deductible must be met before the plan begins to pay.
Are there services covered before you meet your deductible?	Yes. Preventive care and primary care services are covered before you meet your deductible.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	For network providers (each individual family member is subject to no more than **$9,100**) **$5,000**/individual or **$10,000**/individual + spouse or **$10,000**/individual + child (ren) or **$10,000**/family; for out- of-network providers (each individual family member is subject to no more than **$15,000**)	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, the overall family out-of-pocket limit must be met.

Important Questions	Answers	Why This Matters:
	$10,000/individual or **$20,000**/individual + spouse or **$20,000**/individual + child (ren) or **$20,000**/family	
What is not included in the out-of-pocket limit?	Penalties for non-compliance, premiums, balance-billing charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes, Blue Card PPO. See www.anthem.com or call (800) 228-2891 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No.	You can see a specialist you choose without a referral.

All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	20% coinsurance	40% coinsurance	None
	Specialist visit	20% coinsurance	40% coinsurance	None
	Preventive care/screening/ immunization	No charge	No charge	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	40% coinsurance	None
	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	
If you need drugs to treat your illness or condition	Generic drugs (Tier 1)	20% coinsurance	40% coinsurance	*See Prescription Drug section
	Preferred brand drugs (Tier 2)	20% coinsurance	40% coinsurance	Covers up to a 30-day supply (retail

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
More information about **prescription drug coverage** is available at www.anthem.com/pharmacyinformation/	Non-preferred brand drugs (Tier 3)	20% coinsurance	40% coinsurance	subscription); 31–90-day supply (mail order prescription – in-network only).
	Specialty drugs (Tier 4)	20% coinsurance	40% coinsurance	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	40% coinsurance	None
	Physician/surgeon fees	20% coinsurance	40% coinsurance	None
If you need immediate medical attention	Emergency room care	20% coinsurance	20% coinsurance	None
	Emergency medical transportation	20% coinsurance	20% coinsurance	
	Urgent care	20% coinsurance	40% coinsurance	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	40% coinsurance	Preauthorization is required.
	Physician/surgeon fees	20% coinsurance	40% coinsurance	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	20% coinsurance	40% coinsurance	None
	Inpatient services	20% coinsurance	40% coinsurance	
If you are pregnant	Office visits	20% coinsurance	40% coinsurance	Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	
	Childbirth/delivery facility services	20% coinsurance	40% coinsurance	
If you need help recovering or have other special health needs	Home health care	20% coinsurance	40% coinsurance	120 visits/benefit period
	Rehabilitation services	20% coinsurance	40% coinsurance	*See Therapy Services section
	Habilitation services	20% coinsurance	40% coinsurance	
	Skilled nursing care	20% coinsurance	40% coinsurance	120 visits/benefit period
	Durable medical equipment	20% coinsurance	20% coinsurance	None
	Hospice services	20% coinsurance	40% coinsurance	None
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	*See Vision Services section
	Children's glasses	Not covered	Not covered	*See Vision Services section

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
	Children's dental check-up	Not covered	Not covered	*See Dental Services section

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Cosmetic surgery
- Dental care (Adult)
- Infertility treatment
- Long-term care
- Weight loss programs
- Routine eye care (Adult)
- Routine foot care unless you have been diagnosed with diabetes.

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Acupuncture
- Bariatric surgery
- Chiropractic care 26 visits/benefit period.
- Hearing aids
- Private-duty nursing
- Most coverage provided outside the United States. See www.bcbsglobalcore.com

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: DOL, Employee Benefits Security Administration, (866) 444-EBSA (3272), www.dol.gov/ebsa/healthreform. Other coverage options may be available to you, too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318- 2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information on how to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact:

ATTN: Grievances and Appeals, P.O. Box 105568, Atlanta GA 30348-5568

Department of Labor, Employee Benefits Security Administration, (866) 444-EBSA (3272), www.dol.gov/ebsa/healthreform

Does this plan provide Minimum Essential Coverage? **Yes.**
Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet the Minimum Value Standards? **Yes.**
If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al (800) 228-2891.

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Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa (800) 228-2891.

Chinese (中文): 如果需要中文的帮助，请拨打这个号码 (800) 228-2891.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' (800) 228-2891.

To see examples of how this plan might cover costs for a sample medical situation, see the next section.

PRA Disclosure Statement: According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is **0938-1146**. The time required to complete this information collection is estimated to average **0.08** hours per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. If you have comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: CMS, 7500 Security Boulevard, Attn: PRA Reports Clearance Officer, Mail Stop C4-26-05, Baltimore, Maryland 21244-1850.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost-sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	**$2,500**
Specialist coinsurance	**20%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Specialist office visits *(prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests *(ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,840**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$2,500
Copayments	$0
Coinsurance	$2,500
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$5,060**

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	**$2,500**
Specialist copayment	**20%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$7,460**

In this example, Joe would pay:

Cost Sharing	
Deductibles*	$2,500
Copayments	$0
Coinsurance	$1,437
What isn't covered	
Limits or exclusions	$55
The total Joe would pay is	**$3,992**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	**$2,500**
Specialist copayment	**20%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,010**

In this example, Mia would pay:

Cost Sharing	
Deductibles*	$2,500
Copayments	$0
Coinsurance	$385
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$2,885**

The plan would be responsible for the other costs of these EXAMPLE covered services.

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services
NiSource, Inc.: HD PPO 3

Coverage Period: 01/01/2026-12/31/2026
Coverage for: Individual + Family | Plan Type: CDHP

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, www.mysourceforhr.com. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary/ or call (888) 640-3320 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	**$3,500**/individual or **$7,000**/individual +spouse or **$7,000**/individual + child (ren) or **$7,000**/family for In-Network Providers. **$7,000**/individual or **$14,000**/individual + spouse or **$14,000**/individual+ child (ren) or **$14,000**/family for Out-of-Network Providers.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, the overall family deductible must be met before the plan begins to pay.
Are there services covered before you meet your deductible?	Yes. Preventive care and primary care services are covered before you meet your deductible.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	For network providers (each individual family member is subject to no more than **$10,150**) **$7,000**/individual or **$14,000**/individual + spouse or **$14,000**/individual + child (ren) or **$14,000**/family; for out- of-network providers (each individual family member is subject to no more than **$20,000**)	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, the overall family out-of-pocket limit must be met.

Important Questions	Answers	Why This Matters:
	$14,000/individual or **$28,000**/individual + spouse or **$28,000**/individual + child (ren) or **$28,000**/family	
What is not included in the out-of-pocket limit?	Penalties for non-compliance, premiums, balance-billing charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes, Blue Card PPO. See www.anthem.com or call (800) 228-2891 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No.	You can see a specialist you choose without a referral.

All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	30% coinsurance	50% coinsurance	None
	Specialist visit	30% coinsurance	50% coinsurance	None
	Preventive care/screening/ immunization	No charge	No charge	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	30% coinsurance	50% coinsurance	None
	Imaging (CT/PET scans, MRIs)	30% coinsurance	50% coinsurance	
If you need drugs to treat your illness or condition	Generic drugs (Tier 1)	30% coinsurance	50% coinsurance	*See Prescription Drug section
	Preferred brand drugs (Tier 2)	30% coinsurance	50% coinsurance	Covers up to a 30-day supply (retail

* For more information about limitations and exceptions, see the plan or policy document at www.mysourceforhr.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
More information about **prescription drug coverage** is available at www.anthem.com/pharmacyinformation/	Non-preferred brand drugs (Tier 3)	30% coinsurance	50% coinsurance	subscription); 31–90-day supply (mail order prescription – in-network only).
	Specialty drugs (Tier 4)	30% coinsurance	50% coinsurance	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	30% coinsurance	50% coinsurance	None
	Physician/surgeon fees	30% coinsurance	50% coinsurance	None
If you need immediate medical attention	Emergency room care	30% coinsurance	30% coinsurance	None
	Emergency medical transportation	30% coinsurance	30% coinsurance	
	Urgent care	30% coinsurance	50% coinsurance	
If you have a hospital stay	Facility fee (e.g., hospital room)	30% coinsurance	50% coinsurance	Preauthorization is required.
	Physician/surgeon fees	30% coinsurance	50% coinsurance	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	30% coinsurance	50% coinsurance	None
	Inpatient services	30% coinsurance	50% coinsurance	
If you are pregnant	Office visits	30% coinsurance	50% coinsurance	Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
	Childbirth/delivery professional services	30% coinsurance	50% coinsurance	
	Childbirth/delivery facility services	30% coinsurance	50% coinsurance	
If you need help recovering or have other special health needs	Home health care	30% coinsurance	50% coinsurance	120 visits/benefit period
	Rehabilitation services	30% coinsurance	50% coinsurance	*See Therapy Services section
	Habilitation services	30% coinsurance	50% coinsurance	
	Skilled nursing care	30% coinsurance	50% coinsurance	120 visits/benefit period
	Durable medical equipment	30% coinsurance	30% coinsurance	None
	Hospice services	30% coinsurance	50% coinsurance	None
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	*See Vision Services section
	Children's glasses	Not covered	Not covered	*See Vision Services section

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Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
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About these Coverage Examples:

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Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	**$3,500**
Specialist coinsurance	**20%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Specialist office visits *(prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests *(ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,840**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$3,500
Copayments	$0
Coinsurance	$2,500
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$6,060**

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	**$3,500**
Specialist copayment	**20%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$7,460**

In this example, Joe would pay:

Cost Sharing	
Deductibles*	$3,500
Copayments	$0
Coinsurance	$1,437
What isn't covered	
Limits or exclusions	$55
The total Joe would pay is	**$4,992**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	**$3,500**
Specialist copayment	**20%**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,010**

In this example, Mia would pay:

Cost Sharing	
Deductibles*	$2,010
Copayments	$0
Coinsurance	$0
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$2,010**

The plan would be responsible for the other costs of these EXAMPLE covered services.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the information requested in Schedule J for budgeted and actual numbers of full- and part-time employees, regular wages, overtime wages, and total wages by employee group, by month, for the three most recent calendar years, the base period, and the forecasted test period. Explain any variance exceeding 5 percent.

Response:

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_38_Attachment_A for a schedule showing budgeted and actual numbers of full-time and part-time employees, regular wages, overtime and premium pay[1] and total wages by employee group by month for the historical actual months of January 2023 through April 2026, the Base Period (September 2025 through April 2026 actuals, and May through August 2026 forecast), and the Forecasted Test Period. The Company currently does not capture wage information by employee group for the budget in the calendar years provided.

Actual data reflects employees that are active during the periods. Budget data is based on the original budget at the beginning of the year and reflects positions that are filled, as well as vacancies expected to be filled through the calendar year. Individual

months can vary materially from budgeted levels as the result of operational needs and labor attrition. In addition, please note the following drivers in regard to the historical budget to actual variances for calendar years 2023 through 2025:

2023 – The 2023 reduction in wages is primarily due to actual headcounts being below budgeted levels. The reduced headcounts primarily reside within Field Operations and Construction Services.

2024 – The 2024 budget to actual variance does not exceed 5%.

2025 – The increase in actual wages for 2025 is primarily due to operational requirements for Columbia related to customer demand driven work. Activities such as work completed during cold weather months for water-offs, freeze-offs, and drips contributed to the budget to actual overrun.

[1] Employees, except those who are exempt from payment of overtime under the Fair Labor Standards Act (the Federal Wage-Hour Law), as amended, will be paid overtime for all unscheduled hours worked in excess of their regular weekly schedule. Overtime pay is based upon those hours worked in excess of 40 hours during any one work week. No employee is compensated for both daily overtime and weekly overtime for the same hours.

Premium Pay includes both shift differential pay and upgrade pay. Under Columbia's bargaining agreements, an employee is paid shift differential pay if the employee works the second or third shifts, and an employee who is temporarily assigned to a higher rated position is paid the rate of the higher rated position, or the upgrade pay. Non-union, non-exempt employees may be eligible for shift differential pay based upon their assigned work schedule.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a listing of all life insurance plan categories available to corporate officers individually and to groups defined as Directors, Managers, Supervisors, Exempt, Non-Exempt, Union, and Non-Union Hourly employees. Include the associated employee contribution rates and employer contribution rates of the total premium cost for each plan category.

Response:

All employees are offered the same basic life insurance, employee supplemental life insurance, and dependent life insurance options. For basic life insurance of two times (2x) base salary, there is no employee contribution, and the company contribution is $0.1560 per $1,000 of annual salary. The employee pays the full cost for employee supplemental life insurance and dependent life insurance.

The 2025 and 2026 employee rates are provided below. We are not able to estimate 2027 rates yet.

Plan Name	**Option Availability**	**Participant Paid Rate Per 1000 per month (Price Tag)**		**Comments**
Supplemental Employee Life	3 – 7 x pay	Age	Rate	Optional Coverage is 100% employee 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	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	$0.938/$5000 $1.874/$10,000		Child life is 100% paid by employee.

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide a listing of all retirement plans available to corporate officers individually and to groups defined as Directors, Managers, Supervisors, Exempt, Non-Exempt, Union, and Non-Union Hourly employees. Include the associated employee contribution rates, if any, and employer contribution rates of the total cost for each plan category.

Response:

Retirement plans available to all Columbia employees based upon eligibility are as follows:

Retirement Plans	Employee Contribution Rates	Company Contribution Rates
401(k) Retirement Savings Plan - (eligible if exempt employee hired prior to 1/1/10 or union or non-exempt employee hired prior to 1/1/13)	Employee will need to defer wages to receive matching contribution	The Company will make a matching contribution equal to $1.00 for each $1.00 an employee contributes as an elective deferral contribution up to the first 6% of compensation
401(k) Retirement Savings Plan - (eligible if exempt employee hired on or after 1/1/10 or union or non-exempt employee hired after 1/1/13)	Employee will need to defer wages to receive matching contribution	The Company will make an employer contribution in the amount of 4.5% of compensation whether or not the employee makes a contribution to the plan. Additionally, the Company will make a matching contribution equal to $0.50 for each $1.00 an employee contributes as an elective deferral contribution up to the first 6% of compensation
Account Balance Pension Plan- (eligible if exempt employee hired prior to 1/1/10 or union or non- exempt employee hired prior to 1/1/13	No cost to the employee	The Company makes contributions which are based upon the employee's age, years of service and eligible pay taking into consideration the Social Security taxable wage base and the Pension Plan's interest credit rate

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Concerning employee fringe benefits:

a. Provide a detailed list of all fringe benefits available to Columbia Kentucky's employees. Indicate any fringe benefits that are limited to management employees.

b. Provide comparative cost information for the 12 months preceding the base period and the base period. Explain any changes in fringe benefits occurring over this 24-month period.

Response:

See 2026-0009_PSC_Staff_DR_Set_1_No_47_Attachment_A for a detailed list of fringe benefits available to Columbia Gas of Kentucky employees and eligible employee groups, as well as a comparison of the unadjusted base period to the 12 months preceding the base period. There have been no program changes in fringe benefits that have occurred over this 24-month period.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

State whether the utility, through an outside consultant or otherwise, performed a study or survey to compare its wages, salaries, benefits, and other compensation to those of other utilities in the region, or to other local or regional enterprises.

a. If comparisons were performed, provide the results of the study or survey, including all workpapers and discuss the results of such comparisons. State whether any adjustments to wages, salaries, benefits, and other compensation in the rate application are consistent with the results of such comparisons.

b. If comparisons were not performed, explain why such comparisons were not performed.

Response:

NiSource Corporate Services Company (NCSC), on behalf of the utility, performed studies to compare the utility and NCSC wages, salaries, benefits, and other compensation to those of other utilities and employers nationally and in the Southeast region. The results of these studies are discussed in detail in Witness Owens' submitted testimony and Attachments EJO-1, EJO-2, and EJO-3 of said testimony, which can be

found at Tab 32 of the Application filed on May 20, 2026. Adjustments to wages, salaries, benefits, and other compensation in the rate application are consistent with the results of such comparison. Please see CONFIDENTIAL 2026-00099_PSC_Staff_DR_Set_1_No_48_Attachment_A for the for the workpapers supporting the employee data contained within these exhibits.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Regarding Columbia Kentucky's employee compensation policy:

a. Provide Columbia Kentucky's written compensation policy as approved by the board of directors.

b. Provide a narrative description of the compensation policy, including the reasons for establishing the policy and Columbia Kentucky's objectives for the policy.

c. Explain whether the compensation policy was developed with the assistance of an outside consultant. If the compensation policy was developed or reviewed by a consultant, provide any study or report provided by the consultant.

d. Explain when Columbia Kentucky's compensation policy was last reviewed or given consideration by the board of directors.

e. Explain whether Columbia Kentucky's expenses for wages, salaries, benefits, and other compensation included in the base period and any adjustments to the base period, are compliant with the board of director's compensation policy.

Response:

a. For a detailed explanation of the utility's written compensation policy as approved by the board of directors, see Pages 34 through 46 and Page 65 (as printed on the pages) in the attached 2026-00099_PSC_Staff_DR_Set_1_No_49_Attachment_A, the 2026 Proxy Statement of NiSource Inc.

b. See response to part a.

c. The compensation policy was developed with the assistance of an outside consultant, Meridian Compensation Partners. See 2026-00099_PSC_Staff_DR_Set_1_No_49_Attachment_A, Page 44 (as printed on the pages).

d. The compensation policy was last reviewed by the NiSource Board of Directors on March 16, 2026.

e. Expenses for wages, salaries, benefits, and other compensation included in the base period and any adjustments to the base period, are compliant with the board of director's compensation policy.

2026

Proxy Statement







NiSource®

NiSource Inc.
801 E. 86th Avenue
Merrillville, Indiana 46410
(614) 460-6000

Notice of Annual Meeting

March 30, 2026

TIME AND DATE	WHERE	RECORD DATE
Monday May 11, 2026 10:30 a.m. Central Time	Virtual format only via live audio webcast **www.virtualshareholdermeeting.com/NI2026**	Close of business on March 16, 2026

To the Holders of Our Common Stock:

The 2026 annual meeting of stockholders (the "Annual Meeting") of NiSource Inc., a Delaware corporation, will be conducted in a virtual format only via live audio webcast on Monday, May 11, 2026, at 10:30 a.m. Central Time at www.virtualshareholdermeeting.com/NI2026, for the following purposes:

1. To elect twelve directors named in the proxy statement to hold office until the next annual stockholders' meeting and until their respective successors have been elected or appointed and qualified;
2. To approve the compensation of our named executive officers on an advisory basis;
3. To ratify the appointment of Deloitte & Touche LLP as our independent registered public accounting firm for 2026; and

To transact such other business as may properly come before the Annual Meeting and any adjournment or postponement thereof.

The Annual Meeting will be conducted in a virtual format only to provide access to all of our stockholders regardless of geographic location. There is no in-person meeting for you to attend. A virtual-only meeting enables increased stockholder attendance and participation, improves efficiency, and reduces costs. We designed the format of the Annual Meeting to ensure that our stockholders who attend the Annual Meeting will be afforded similar rights and opportunities to participate as they would at an in-person meeting.

All stockholders of record as of the close of business on March 16, 2026, are eligible to vote at the Annual Meeting and any adjournment or postponement thereof.

This year, we are pleased to continue to help protect the environment and save costs by using the "Notice and Access" method of delivery. Instead of receiving paper copies of our proxy materials in the mail, many stockholders will receive a Notice of Internet Availability of Proxy Materials (the "Notice").

YOUR VOTE IS VERY IMPORTANT. Although you may vote during the Annual Meeting by following the instructions available on the meeting website, we urge you to submit your vote as soon as possible as instructed in the Notice, proxy card or voting instruction form. You can vote via mail, telephone or the Internet.

Kimberly S. Cuccia
Executive Vice President,
General Counsel and Corporate Secretary

Important Notice Regarding the Availability of Proxy Materials for the Annual Meeting of Stockholders to be Held on May 11, 2026

The Proxy Statement, Notice of Annual Meeting and 2025 Annual Report to Stockholders are available at https://www.nisource.com/filings

Table of Contents

1	**PROXY STATEMENT SUMMARY**
5	**PROXY STATEMENT**
5	Who May Vote
5	Voting Your Proxy
5	Discretionary Voting by Brokers and "Broker Non-Votes"
6	Voting Shares Held in Our 401(k) Plan
6	Attending and Voting During the Virtual Annual Meeting
6	Revoking Your Proxy
7	Quorum for the Meeting
8	**PROPOSAL 1 – ELECTION OF DIRECTORS**
22	**CORPORATE GOVERNANCE**
22	Director Independence
22	Policies and Procedures with Respect to Transactions with Related Persons
23	Communications with the Board and Non-Management Directors
23	Stockholder Engagement
23	Code of Business Conduct
24	Corporate Governance Guidelines
24	Board Leadership Structure
24	Board Oversight of Risk
25	Oversight of Cybersecurity
25	Succession Planning
26	Meetings and Committees of the Board
26	Board Committee Composition
31	**2025 DIRECTOR COMPENSATION**
32	**SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT**
34	**COMPENSATION DISCUSSION AND ANALYSIS ("CD&A")**
34	Executive Overview
37	Components of 2025 Executive Compensation
43	Establishing Executive Compensation
47	**COMPENSATION AND HUMAN CAPITAL COMMITTEE REPORT**
48	**COMPENSATION AND HUMAN CAPITAL COMMITTEE INTERLOCKS AND INSIDER PARTICIPATION**
48	**ASSESSMENT OF RISK**
49	**2025 EXECUTIVE COMPENSATION**
49	2025 Summary Compensation Table
51	2025 Grants of Plan-Based Awards
52	Outstanding Equity Awards at 2025 Fiscal Year-End
54	2025 Option Exercises and Stock Vested
54	2025 Non-Qualified Deferred Compensation
55	Potential Payments upon Termination of Employment or a Change-in-Control of the Company
58	Pay Ratio
59	**2025 PAY VERSUS PERFORMANCE**
64	**EQUITY COMPENSATION PLAN INFORMATION**
65	**PROPOSAL 2 – ADVISORY APPROVAL OF NEO COMPENSATION**
66	**PROPOSAL 3 – RATIFICATION OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM**
67	**AUDIT COMMITTEE REPORT**
69	**INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FEES**
69	**DELINQUENT SECTION 16(A) REPORTS**
69	**STOCKHOLDER PROPOSALS AND NOMINATIONS FOR 2027 ANNUAL MEETING**
70	**FORM 10-K, ANNUAL REPORT AND FINANCIAL STATEMENTS**
70	**AVAILABILITY OF PROXY MATERIALS**
70	**MULTIPLE STOCKHOLDERS SHARING THE SAME ADDRESS — "HOUSEHOLDING"**
71	**OTHER BUSINESS**
71	Cautionary Note Regarding Forward-Looking Information
A-1	**APPENDIX A**

Proxy Statement Summary

This summary highlights information that may be expanded upon elsewhere in this proxy statement ("Proxy Statement"). This summary does not contain all of the information that you should consider, and you should read the entire Proxy Statement before voting. The accompanying proxy is solicited on behalf of the Board of Directors of NiSource Inc. (the "Board") for the 2026 annual meeting of stockholders (the "Annual Meeting").

2026 Annual Meeting of Stockholders

TIME AND DATE	WHERE	RECORD DATE
Monday, May 11, 2026 10:30 a.m. Central Time	Virtual format only via live audio webcast **www.virtualshareholdermeeting.com/NI2026**	Close of business on March 16, 2026

SHARES OF COMMON STOCK OUTSTANDING ON RECORD DATE: 479,357,787

VOTING

Each share is entitled to one vote for each director to be elected and on each matter to be voted upon at the Annual Meeting.

This Proxy Statement and the accompanying proxy card are first being sent to stockholders on March 30, 2026.

WHO WE ARE

NiSource is one of the largest fully regulated utility companies in the United States, serving approximately 3.8 million natural gas and electric customers across six states, Indiana, Ohio, Pennsylvania, Maryland, Virginia and Kentucky, through our local Columbia Gas and NIPSCO brands. We are based in Merrillville, Indiana, and have approximately 7,700 employees focused on safely delivering reliable and affordable energy to our customers and the communities we serve. We have a vision to be a premier, innovative and trusted energy partner and we exist to deliver safe, reliable energy that drives value to our customers.

We use the terms "NiSource," the "Company," "we," "our" and "us" in this Proxy Statement to refer to NiSource Inc.

VOTING MATTERS AND BOARD RECOMMENDATIONS

Proposal		Board Recommendations	Page Reference
1	To elect twelve directors named in this proxy statement to hold office until the next annual stockholders' meeting and until their respective successors have been elected or appointed and qualified.	✓ **FOR** ALL NOMINEES	8
2	To approve the compensation of our named executive officers (the "Named Executive Officers" or "NEOs") on an advisory basis.	✓ **FOR**	65
3	To ratify the appointment of Deloitte & Touche LLP ("Deloitte") as our independent registered public accounting firm for 2026.	✓ **FOR**	66

BOARD OF DIRECTORS NOMINEES

Director Nominees (12)

Name and Position	Age	Director Since	Board Committees: Audit	Compensation & Human Capital	Finance	Nominating & Governance	Safety Operations, Regulatory & Policy	Executive
Peter A. Altabef Chair of the Board, Unisys Corporation	66	2017		CHAIR		✓		✓
Sondra L. Barbour Retired EVP, Lockhead Martin Corporation	63	2022	CHAIR		✓			✓
Theodore H. Bunting, Jr. Retired Group President, Entergy Corporation	67	2018	✓			✓		
Eric L. Butler President and CEO, Aswani- Butler Investment Associates	65	2017			✓		✓	
Deborah A. Henretta Partner, Council Advisors; Retired Group President, Procter & Gamble Co.	64	2015		✓		CHAIR		✓
Deborah A. P. Hersman Retired Chair, National Transportation Safety Board	55	2019		✓			✓	
Michael E. Jesanis Retired President & CEO, National Grid USA	69	2008	✓		CHAIR			✓
William D. Johnson Retired President & CEO, Pacific Gas & Electric Corporation	72	2022				✓	CHAIR	✓
Kevin T. Kabat Chair of the Board, NiSource Inc. Retired CEO, Fifth Third Bancorp	69	2015				✓		CHAIR
Cassandra S. Lee Chief Financial Officer, Mobility and Consumer Wireline Segments, AT&T Inc.	57	2022	✓		✓			
John McAvoy Retired Chair, President & CEO, Consolidated Edison, Inc. and Retired Chair & CEO of Consolidated Edison of New York, Inc.	65	2024		✓			✓	
Lloyd M. Yates President & CEO, NiSource Inc.	65	2020						

Independent

92% Independent

11 of 12 DIRECTORS ARE INDEPENDENT

Female

33% Female | 67% Male

4 of 12 DIRECTORS ARE FEMALE

Race/Ethnicity

33% Diverse | 75% Non-Diverse

4 of 12 DIRECTORS ARE RACIALLY OR ETHNICALLY DIVERSE

Age

33% <65 | 67% !65

65 Years AVERAGE AGE

Tenure

58% <7.3 | 42% >7.3

7.3 Years AVERAGE TENURE

See "Proposal 1 – Election of Directors" for more information on our director nominees.

GOVERNANCE HIGHLIGHTS

- ✓ Annual election of directors
- ✓ Majority voting for all directors with resignation policy
- ✓ No supermajority voting provisions
- ✓ No stockholder rights plan ("poison pill")
- ✓ Proxy access by-law (3% ownership / 3 years duration / up to 20 stockholders / 20% of board)
- ✓ Stockholder right to call special meetings
- ✓ Separate chair and CEO
- ✓ All directors independent, except CEO
- ✓ Board committees comprised of all independent directors
- ✓ Regular executive sessions of independent directors
- ✓ Annual Board and committee evaluation process and ongoing evaluations of individual directors
- ✓ Strategic and risk oversight by Board and committees
- ✓ Annual "Say-on-Pay" advisory votes
- ✓ Strong alignment between pay and performance in incentive plans
- ✓ Commitment to safety and customer experience
- ✓ Political contributions disclosure
- ✓ Enhanced independent registered public accounting firm disclosure
- ✓ Publication of annual sustainability report

See "Corporate Governance" for more information on our corporate governance practices.

EXECUTIVE COMPENSATION HIGHLIGHTS

We have designed our executive compensation program to meet our business objectives, including attracting and retaining top-level executive talent, using various compensation elements and to align executive pay with the long-term and short-term interests of our stockholders. We received approximately 97% stockholder support for our Say-on-Pay vote in 2025. We recognize and reward our executive officers through compensation arrangements that link their pay to the Company's performance, and we seek to ensure an alignment of interests with our stockholders, by including a significant portion of total compensation consisting of at-risk performance-based compensation.

We DO Have This Practice

- ✓ Significant portion of executive compensation is variable and entirely contingent on performance against pre-established Company and individual performance goals
- ✓ Incentive award metrics that are tied to key Company performance measures
- ✓ One-year minimum vesting for equity awards
- ✓ Double-trigger severance benefits upon a change-in-control
- ✓ Limited perquisites
- ✓ Share ownership guidelines applicable to executive officers and independent directors
- ✓ Compensation recoupment policies
- ✓ Annual Say-on-Pay vote by stockholders
- ✓ Independent compensation consultant

We Do NOT Have This Practice

- ✗ Repricing of options without stockholder approval
- ✗ Hedging or pledging transactions or short sales by executive officers or directors
- ✗ Tax gross ups for Named Executive Officers
- ✗ Automatic single-trigger equity vesting upon a change-in-control
- ✗ Excise tax gross-ups under change-in-control agreements
- ✗ Excessive pension benefits or defined benefit supplemental executive retirement plan
- ✗ Excessive use of non-performance-based compensation
- ✗ Excessive severance benefits

See "Compensation Discussion and Analysis (CD&A)" and "Components of 2025 Executive Compensation" for more information on our executive compensation program.

ECONOMIC, ENVIRONMENTAL AND SOCIAL HIGHLIGHTS

We are focused on helping ensure the work we do satisfies long-term energy needs in a way that balances the interests of our stakeholders. Guiding principles that shape and inform how we make many of our decisions include, but are not limited to:

- Requiring that people must be at the center of any effort aimed at shifting to a cleaner, more sustainable energy model.
- Recognizing the decisions we make have a lasting and meaningful effect on our customers, employees, the communities we serve, our stockholders, and other stakeholders.
- Having a balanced, holistic approach in identifying solutions that allow us to remain flexible and adaptable for future policy changes, advancements in technology, and changing market conditions.

We announced a goal of net zero GHG emissions by 2040 covering both Scope 1 and Scope 2 GHG emissions ("Net Zero Goal"). Our Net Zero Goal builds on GHG emission reductions achieved to-date. We plan to achieve our Net Zero Goal primarily through the continuation and enhancement of existing programs, such as retiring and replacing coal-fired electric generation with low- or zero-emission electric generation, ongoing pipe replacement and modernization programs, and deployment of advanced leak-detection technologies. In addition, we plan to advance other low or zero-emission energy resources and technologies, which may include hydrogen, renewable natural gas, long-duration storage, and/or deployment of carbon capture and utilization technologies, if and when these become technologically and economically feasible. Carbon offsets and renewable energy credits may also be used to support achievement of our Net Zero Goal. Our GHG emissions projections, including achieving a Net Zero Goal, are subject to various assumptions that involve risks and uncertainties, and did not include any assumptions related to data center development and associated load growth. We remain committed to our Net Zero Goal; however, certain of our interim goals may evolve as we assess and respond to business opportunities such as data centers. Achievement of our Net Zero Goal by 2040 will require supportive regulatory and legislative policies, favorable stakeholder environments and advancement of technologies that are not currently economically or technologically feasible to deploy at scale, as well as execution of our business plan.

We are keenly aware that in addition to being a business entity, we are also a social and community enterprise that includes our employees, partners, customers and the communities we serve. For more information about our business and strategy and about our corporate responsibility and sustainability efforts, see our 2025 Annual Report on Form 10-K and our website at *www.nisource.com*.

GENERAL INFORMATION

Stock Symbol: NI
Stock Exchange: New York Stock Exchange ("NYSE")
Registrar and Transfer Agent: Computershare Investor Services
State of Incorporation: Delaware

Corporate Headquarters: 801 E. 86th Avenue, Merrillville, Indiana 46410
Corporate Website: www.nisource.com

Proxy Statement

The accompanying proxy is solicited on behalf of the Board for the Annual Meeting to be held on Monday, May 11, 2026 at 10:30 a.m. Central Time, in a virtual format only via live audio webcast at www.virtualshareholdermeeting.com/NI2026. The common stock, $.01 par value per share, of the Company represented by the accompanying proxy will be voted as directed. If you return a signed proxy card without indicating how you want to vote your shares, the shares represented by the accompanying proxy will be voted as recommended by the Board:

- "FOR" all of the nominees for director;
- "FOR" advisory approval of the compensation of our NEOs; and
- "FOR" the ratification of the appointment of Deloitte as our independent registered public accounting firm for 2026.

This Proxy Statement and the accompanying proxy card are first being sent to stockholders on March 30, 2026. We will bear the expense of this solicitation, which may be supplemented by telephone, facsimile, email and personal solicitation by our officers, employees and agents. To aid in the solicitation of proxies, we have retained D.F. King for a fee of $12,500, plus reimbursement of expenses. We may incur additional fees if we request additional services. We will also request brokerage houses and other nominees and fiduciaries to forward proxy materials, at our expense, to the beneficial owners of stock held as of the close of business on March 16, 2026, the record date for voting.

Who May Vote

Holders of shares of common stock as of the close of business on March 16, 2026, are entitled to notice of and to vote at the Annual Meeting and any adjournment or postponement thereof. As of March 16, 2026, 479,357,787 shares of common stock were issued and outstanding. Each share of common stock outstanding on that date is entitled to one vote on each matter presented at the Annual Meeting.

Voting Your Proxy

If you are a "stockholder of record" (that is, if your shares of common stock are registered directly in your name on the Company's records), you may vote your shares by proxy in advance of the Annual Meeting using any of the following methods:

- Telephoning the toll-free number listed on the proxy card;
- Using the Internet website listed on the proxy card: *www.proxyvote.com*; or
- Marking, dating, signing and returning the enclosed proxy card.

All votes must be received by the proxy tabulator by 11:59 p.m. Eastern Time on May 10, 2026. If your shares are held in a brokerage account or by a bank, broker, trust or other nominee (herein referred to as a "Broker"), you are considered a "beneficial owner" of shares held in "street name." As a beneficial owner, you will receive proxy materials and voting instructions from the stockholder of record that holds your shares. You must follow the voting instructions in order to vote your shares of common stock.

Discretionary Voting by Brokers and "Broker Non-Votes"

If your shares are held in street name and you do not provide the Broker with instructions as to how to vote such shares, your Broker will only be able to vote your shares at its discretion on certain "routine" matters as permitted by NYSE rules. The proposal to ratify the appointment of our independent registered public accounting firm is considered a routine matter and, accordingly, at the Annual Meeting, Brokers will only have discretionary authority to vote your shares regarding Proposal No. 3, the ratification of the appointment of Deloitte as our independent registered public accounting firm for 2026. A "broker non-vote" occurs when a Broker holding shares for a beneficial owner does not have discretionary authority to vote the shares and has not received instructions from the beneficial owner as to how the beneficial owner would like the shares to be voted. Brokers will not have discretionary authority to vote your shares with respect to the other proposals presented at the Annual Meeting. Therefore, it is important that you instruct your Broker how to vote your shares. If Brokers exercise their discretionary voting authority on Proposal No. 3, such shares will be considered present at the Annual Meeting for quorum purposes and broker non-votes will occur as to each of the other proposals presented at the Annual Meeting, which are considered "non-routine."

Voting Shares Held in Our 401(k) Plan

If you hold your shares of common stock in our 401(k) Plan, those shares are held in the name of Fidelity Management Trust Company (“Fidelity”), the administrator of the 401(k) Plan. You will receive a proxy card that includes the number of shares of our common stock held in the 401(k) Plan. You should instruct Fidelity how to vote your shares by completing and returning the proxy card or by voting your shares by Internet or by telephone, as detailed above under “Voting Your Proxy.” If you do not instruct Fidelity how to vote your shares, or if you sign the proxy card with no further instructions as to how to vote your shares, Fidelity will vote your shares in the same proportion as the shares for which it receives instructions from all other participants to the extent permitted under applicable law. To allow enough time for Fidelity to vote your shares in accordance with your direction, your voting instructions must be received by Fidelity no later than 11:59 p.m. Eastern Time on May 6, 2026.

Attending and Voting During the Virtual Annual Meeting

Format of Meeting. The Annual Meeting will be conducted in a virtual format only to provide access to all our stockholders regardless of geographic location. There is no in-person meeting for you to attend. We designed the format of the Annual Meeting to ensure that our stockholders who attend the Annual Meeting will be afforded similar rights and opportunities to participate as they would at an in-person meeting.

Attending the Meeting. You are entitled to attend and participate in the Annual Meeting if you were a stockholder of record as of the close of business on March 16, 2026, the record date, or hold a legal proxy for the Annual Meeting provided by your Broker as described below. To attend and participate in the Annual Meeting, visit *www.virtualshareholdermeeting.com/NI2026* and enter your 16-digit control number, which can be found on your proxy card, voting instruction form or email you received with your proxy materials. If your shares are held by a Broker and you do not have a control number, please contact your Broker as soon as possible so that you can be provided with a control number.

Voting During the Meeting. You may vote during the Annual Meeting by following the instructions available on the meeting website during the meeting. If your shares are held in street name by a Broker, then, to be able to vote at the Annual Meeting, you must obtain an executed legal proxy from the Broker indicating that you were the beneficial owner of the shares as of the close of business on March 16, 2026, the record date for voting, and that the Broker is giving you its proxy to vote the shares. If your shares are held in the 401(k) Plan, you will not be able to vote your shares at the Annual Meeting. Whether or not you plan to attend the Annual Meeting, we urge you to vote and submit your proxy in advance of the meeting by one of the methods described above under “Voting Your Proxy.” Votes cast at the Annual Meeting or represented by proxy at the Annual Meeting will be tabulated by the inspector of election.

Technical Assistance. The Annual Meeting will begin promptly at 10:30 a.m. Central Time on Monday, May 11, 2026. We encourage you to access the Annual Meeting approximately 15 minutes in advance to allow ample time for you to log in to the meeting and test your computer audio system. We recommend that you carefully review the above procedures needed to gain admission in advance. Technicians will be ready to assist you with any technical difficulties you may have accessing the virtual meeting. If you encounter any difficulties accessing the virtual meeting during check-in or during the meeting, please call the technical support number that will be posted on the meeting login page at *www.virtualshareholdermeeting.com/NI2026*.

Submitting Questions During the Meeting. As part of the Annual Meeting, we will hold a question and answer session during which we intend to answer questions submitted during the meeting that are relevant to the purposes of the meeting and the Company’s business in accordance with the Annual Meeting procedures posted on the meeting website, as time permits. Questions may be submitted by stockholders that have used their 16-digit control number to enter the meeting at *www.virtualshareholdermeeting.com/NI2026*. Questions and answers may be grouped by topic and substantially similar questions may be grouped and answered once.

Revoking Your Proxy

You may revoke your proxy at any time before a vote is taken or the authority granted is otherwise exercised. To revoke a proxy, you may send a letter to our Corporate Secretary (which must be received before a vote is taken at the Annual Meeting) indicating that you want to revoke your proxy, or you can supersede your initial proxy by submitting a duly executed proxy bearing a later date, voting by telephone or through the Internet on a later date, or attending the virtual Annual Meeting and voting during the meeting. Attending the virtual Annual Meeting will not in and of itself revoke a proxy.

Quorum for the Meeting

A quorum of stockholders is necessary to take action at the Annual Meeting. A majority of the outstanding shares of our common stock, present during the virtual Annual Meeting or represented by proxy, will constitute a quorum at the Annual Meeting. The inspectors of election appointed for the Annual Meeting will determine whether a quorum is present. Abstentions are counted for purposes of determining whether a quorum is present. As explained above under ‘‘Discretionary Voting by Brokers and ‘Broker Non-Votes’,’’ if Brokers exercise their discretionary voting authority on Proposal No. 3, such shares will be considered present at the meeting for quorum purposes and broker non-votes will occur as to each of the other proposals presented at the Annual Meeting.

Proposal 1 – Election of Directors

At the recommendation of the Nominating & Governance (“N&G”) Committee, the Board has nominated the persons listed below to serve as directors, each for a one-year term, beginning at the Annual Meeting on May 11, 2026, and expiring at the 2027 annual meeting of our stockholders (the “2027 Annual Meeting”) and until their successors are duly elected or appointed and qualified. The nominees include eleven independent directors, as defined in the applicable rules of the NYSE, and our President and CEO. All of the nominees currently serve on the Board and each nominee has consented to being named in the Proxy Statement and to serving, if elected. The Board does not anticipate that any of the nominees will be unable to serve, but if any nominee is unable to serve, the proxies may be voted for substitute nominees and will be voted in accordance with the judgment of the person or persons voting the proxies. Set forth below is information regarding all of our nominees.

VOTE REQUIRED

To be elected, a nominee must receive more votes cast in favor of his or her election than against election. Abstentions by those present or represented by proxy will not be counted as a vote cast either “for” or “against” with respect to the election of directors and, therefore, will have no effect on the outcome. Brokers will not have discretionary authority to vote on the election of directors. Accordingly, there could be broker non-votes, which will have no effect on the vote.

Under our Corporate Governance Guidelines, each nominee will tender a conditional resignation prior to the Annual Meeting, effective only if both (a) the votes “against” a nominee’s election exceed the votes “for” election (a “failed re-election”) and (b) such resignation is subsequently accepted by the Board. Any failed re-election will be referred to the N&G Committee, which will make a recommendation to the Board as to whether to accept or reject the resignation. The Board will decide and publicly disclose its decision, the rationale for the decision and the directors who participated in the process within 90 days after the election. The Board expects the director who has not been re-elected to abstain from participating in the N&G Committee or Board discussion or vote regarding whether to accept his or her resignation offer. A director who has had a failed re-election may participate in discussions or votes with respect to other directors who have had a failed re-election.

NOMINEE SKILLS, DEMOGRAPHICS AND BIOGRAPHIES

We believe that our diverse slate of director nominees possess the necessary breadth and depth of skills and experience to oversee our business operations and long-term strategy. The following tables and biographies identify the balance of experience, skills and qualifications that the director nominees bring to the Board. The fact that a particular skill or qualification is not designated as to one or more nominees does not mean that those nominees do not also possess the specific experience and qualification.

Skill and Experience	Altabef	Barbour	Bunting	Butler	Henretta	Hersman	Jesanis	Johnson	Kabat	Lee	McAvoy	Yates	Total*
Industry Experience			●				●	●			●	●	42%
Other Operations / Customer Service	●	●	●	●	●	●		●	●	●	●	●	92%
Government and Regulatory	●	●	●	●	●	●	●	●	●	●	●	●	100%
Public Company Board	●	●	●	●	●	●	●	●	●	●	●	●	100%
Financial or Capital Markets	●		●	●			●	●	●	●	●	●	75%
Risk Management	●	●	●	●	●	●	●	●	●	●	●	●	100%
Technology / Cybersecurity	●	●	●		●	●				●	●	●	67%
Safety	●	●	●	●	●	●	●	●			●	●	83%
Environmental, Sustainability, Corporate Responsibility and Ethics	●	●	●	●	●	●	●	●	●	●	●	●	100%
Non-Profit Board / Community Service	●		●	●	●	●	●	●	●	●	●	●	92%
CEO (Current or Prior)	●					●	●	●	●		●	●	58%
Strategic Planning	●	●	●	●	●	●	●	●	●	●	●	●	100%
Financial Literacy and Expertise	●	●	●	●	●	●	●	●	●	●	●	●	100%
Talent Management (Executive Compensation and Benefits, Talent Development)	●	●	●	●	●	●	●	●	●	●	●	●	100%
DEMOGRAPHICS													
Race / Ethnicity													
African American			✓	✓						✓		✓	33%
Asian / Pacific Islander													
White / Caucasian	✓	✓			✓	✓	✓	✓	✓	✓	✓		75%
Hispanic / Latino													
Native American													
Gender													
Male	✓		✓	✓			✓	✓	✓		✓	✓	67%
Female		✓			✓	✓				✓			33%

* Percentages shown in this table represent the portion of the Board with the indicated skill or experience.

THE BOARD UNANIMOUSLY RECOMMENDS THAT YOU VOTE "**FOR**" THE ELECTION OF EACH OF THE NOMINEES LISTED BELOW.



PETER A. ALTABEF

Age: 66

Director Since: 2017

Standing Board Committees:

- Compensation and Human Capital Committee (Chair)
- Nominating and Governance Committee
- Executive Committee

Executive Experience:

Mr. Altabef currently serves as chair of the board of Unisys Corporation, a global information technology company, a position he has held since April 2018. He previously served as CEO of Unisys Corporation from January 2015 to April 2025. Mr. Altabef also served as president from January 2015 through March 2020 and from November 2021 to May 2022. Prior to joining Unisys Corporation, he served as president and CEO of MICROS Systems, Inc., a provider of integrated software and hardware solutions to the hospitality and retail industries, from 2013 to 2014, when it was acquired by Oracle Corporation. Before that, he served as president and CEO of Perot Systems Corporation from 2004 to 2009, when it was acquired by Dell Inc. Following the acquisition, Mr. Altabef served as president of Dell Services, the information technology services and business process solutions unit of Dell Inc., until his departure in 2011.

Outside Board and Other Experience:

Mr. Altabef is chair of the board of directors of Unisys Corporation. He is also a member of the President's National Security Telecommunications Advisory Committee (NSTAC), a trustee of the Committee for Economic Development (CED), a member of the advisory board of Merit Energy Company, LLC and of the board of directors of Petrus Trust Company, LTA. He previously served as a senior advisor to 2M Companies, Inc., in 2012, and as a director of MICROS Systems, Perot Systems Corporation and Belo Corporation. He is also active in community service activities, having served on the boards and committees of several cultural, medical, educational and charitable organizations and events.

Skills and Qualifications:

Mr. Altabef has experience leading large organizations as CEO and a strong background in strategic planning, financial reporting, risk management, business operations and corporate governance. He also has more than 25 years of senior leadership experience at some of the world's leading information technology companies. As a result, he has a deep understanding of the cybersecurity issues facing businesses today. His overall leadership experience and his cybersecurity background provide the Board with valuable perspective and insight into significant issues that we face.



SONDRA L. BARBOUR

Age: 63

Director Since: 2022

Standing Board Committees:

- Audit Committee (Chair)
- Finance Committee
- Executive Committee

Executive Experience:

Ms. Barbour retired as executive vice president, information systems and global solutions, of Lockheed Martin Corporation (“Lockheed Martin”) in 2016 and served in a transition role at Leidos Holdings until her retirement in 2017. Ms. Barbour joined Lockheed Martin in 1986 and served in various leadership capacities and has extensive technology experience, notably in the design and development of large-scale information systems. From 2008 to 2013, Ms. Barbour served as senior vice president, enterprise business services and chief information officer, heading all of Lockheed Martin’s internal information technology operations, including protecting the company’s infrastructure and information from cyber threats. Prior to that role, Ms. Barbour served as vice president, corporate shared services and vice president, corporate internal audit providing oversight of supply chain activities, internal controls, and risk management.

Outside Board and Other Experience:

Ms. Barbour serves as a director of AGCO Corporation, where she chairs the Talent & Compensation Committee, and is also a member of the Audit, Finance, and Executive Committees. Ms. Barbour is the Chair of Temple University’s Fox School of Business Management Information Systems Advisory Board. Ms. Barbour previously served as a director for each of 3M Company and Perspecta Inc.

Skills and Qualifications:

Ms. Barbour’s significant experience with information technology systems and cybersecurity is valuable in helping steer our development of technology and management of cyber risks. Ms. Barbour brings 30 years of leadership experience from her roles at Lockheed Martin where she oversaw complex information technology systems of a 110,000+ employee business. She brings significant risk management knowledge related to technology and supply chain oversight, which are of key importance to our success. Ms. Barbour also enhances the Board’s public company experience in the areas of internal controls, accounting, audit, risk management and cybersecurity.



THEODORE H. BUNTING, JR.

Age: 67

Director Since: 2018

Standing Board Committees:

- Audit Committee
- Nominating and Governance Committee

Executive Experience:

Mr. Bunting most recently served as group president, utility operations, at Entergy Corporation (“Entergy”), an integrated energy company, from 2012 until his retirement in 2017. Before that, he was senior vice president and chief accounting officer at Entergy from 2007 to 2012 and chief financial officer (“CFO”) of several subsidiaries from 2000 to 2007. He held other management positions of increasing responsibility in accounting and operations at Entergy since joining the company in 1983.

Outside Board and Other Experience:

Mr. Bunting has been a director of Unum Group since 2013 and is currently chair of its Audit Committee and a member of its Regulatory Compliance Committee. Mr. Bunting has been a director of the Hanover Group since 2020 and is a member of the Audit Committee. Mr. Bunting previously served as a director of Infrastructure and Energy Alternatives (IEA) from 2021 until October 2022 and as a member of the Nominating & Governance and Compensation Committees. He previously served as a director of Imation Corp., a global data storage and information security company. He also serves on the boards of Foundation for the Mid South and National Association of Black Accountants Inc. (NABA) and previously served on the board of Hendrix College.

Skills and Qualifications:

Mr. Bunting’s utility industry knowledge, including his experience in customer service, safety and regulatory relations, are valuable to us as we continue to execute on our robust long-term utility infrastructure investment plans. He also brings additional public company experience in the areas of strategic finance, accounting, auditing, and capital and risk management to the Board. He is a certified public accountant.



ERIC L. BUTLER

Age: 65

Director Since: 2017

Standing Board Committees:

- Finance Committee
- Safety, Operations, Regulatory and Policy Committee

Executive Experience:

Mr. Butler currently is president and CEO of Aswani-Butler Investment Associates, a private equity investment firm. Previously he served in a number of executive leadership roles at Union Pacific Corporation (“Union Pacific”), a transportation company located in Omaha, Nebraska, until his retirement in February 2018. He began his career at Union Pacific in 1986 and held leadership roles in finance, accounting, marketing and sales, supply, operations research and planning and human resources. He was vice president of financial planning and analysis from 1997 to 2000, vice president of purchasing and supply chain from 2000 to 2003, vice president and general manager of the automotive business from 2003 to 2005 and vice president and general manager of the industrial products business from 2005 to 2012. He was executive vice president of marketing and sales and chief commercial officer and ran the worldwide commercial business from 2012 to 2017. He served as executive vice president, chief administrative officer and corporate secretary from 2017 until his retirement.

Outside Board and Other Experience:

Mr. Butler was appointed to the Federal Reserve Bank of Kansas City’s Omaha Branch Board in 2015 and in 2018 was elected chair. His term on the Federal Reserve board ended in December 2020. He currently serves on the board of the Omaha Airport Authority, which he joined in 2007, the Eastman Chemical Company board of directors, which he joined in 2022, and the West Fraser Timber Co. Ltd board of directors, which he joined in 2023. Mr. Butler is also a member of the board of directors of the nonprofit organizations Joy of Life Faith Ministries, Inc. and Purpose Driven Advocacy Center, Inc. in Omaha, Nebraska.

Skills and Qualifications:

Mr. Butler developed and led strategic and financial planning, marketing, sales, commercial, and supply, procurement and purchasing for one of the largest transportation companies in the world, Union Pacific. He most recently led the corporate governance, human resources, labor relations and administration functions at Union Pacific. His knowledge of the railroad transportation industry and the challenges in maintaining top-tier safety, customer service and risk management standards while providing an important part of the nation’s infrastructure provides him with unique skills and insights that are valuable to the Board. In addition, he has experience in the purchase of fuel and energy materials and equipment. As a result, Mr. Butler has an understanding of the aging infrastructure, safety, organizational and regulatory issues facing utilities today and provides a viewpoint from an industry that is similarly positioned. His overall leadership experience and his regulated public company background provides the Board with another perspective on significant issues that we face.



DEBORAH A. HENRETTA

Age: 64

Director Since: 2015

Standing Board Committees:

- Nominating and Governance Committee (Chair)
- Compensation and Human Capital Committee
- Executive Committee

Executive Experience:

Ms. Henretta currently is a partner at Council Advisors company, where she serves as Senior Advisor spearheading digital transformation practice for SSA & Company. She retired from Procter & Gamble ("P&G") in 2015, where she served as group president of Global e-Business. Prior to her appointment as group president of Global e-Business, she held various senior positions throughout several P&G sectors, including as group president of Global Beauty from 2012 to 2015 and as group president of P&G Asia from 2007 to 2012. Prior to her appointment as group president of P&G Asia, she was president of P&G's business in ASEAN, Australia and India from 2005 to 2007. She joined P&G in 1985.

Outside Board and Other Experience:

Ms. Henretta has been a director at American Eagle Outfitters, Inc. since 2019, and a director at Meritage Homes since 2017. Ms. Henretta previously served as a director at Corning Incorporated from 2013 to 2025 and Staples, Inc. from June 2016 until September 2017. Additionally, she serves on the board of trustees for Syracuse University.

Skills and Qualifications:

Ms. Henretta has over 30 years of business leadership experience with P&G in a multi-jurisdictional regulatory and competitive business environment. She has experience across many markets, including profit and loss responsibility for multi-billion-dollar businesses at P&G and responsibility for strategic planning, sales, marketing, e-business, government relations and customer service. Ms. Henretta led a dynamic business segment and is, therefore, keenly aware of the delicate balance of keeping pace with customer expectations in a changing environment, as well as maximizing the benefits that inclusion and diversity can provide. Because of this experience, Ms. Henretta brings valuable insights to the Board and strategic leadership to us as we operate in multiple regulatory environments and develop products and customer service programs to meet our customer commitments. In her previous partner role at G100 Companies, she assisted in establishing a Board Excellence Program, which provides board director education.



DEBORAH A. P. HERSMAN

Age: 55

Director Since: 2019

Standing Board Committees:

- Compensation and Human Capital Committee
- Safety, Operations, Regulatory and Policy Committee

Executive Experience:

From November 2024 to December 2024, Ms. Hersman served as special assistant to Senator Thomas Carper. Ms. Hersman served as chief safety officer and advisor at Waymo LLC, the self-driving car technology subsidiary of Alphabet Inc., from January 2019 to December 2020. From 2014 to 2019, she served as president and CEO of the National Safety Council, a nonprofit organization focused on eliminating preventable deaths at work, in homes and communities, and on the road through leadership, research, education and advocacy.

Outside Board and Other Experience:

From 2004 to 2014, Ms. Hersman served as a board member and from 2009 to 2014 as chair of the National Transportation Safety Board (the ‘‘NTSB’’). Previously she served in a professional staff role for the U.S. Senate Commerce, Science and Transportation Committee where she played key roles in crafting the Pipeline Safety Improvement Act of 2002 and legislation establishing a new modal administration focused on bus and truck safety. On June 29, 2023, she was appointed to the board of directors of One Gas Inc. and will become chair of the board in May 2026. In January 2026, she was appointed to the board of directors of Lyft, Inc. She previously served on the board of directors of Velodyne.

Skills and Qualifications:

Ms. Hersman is a seasoned executive, having previously served as the CEO of the National Safety Council and as the chair and chief executive at the NTSB. She has a successful track record running complex safety-focused organizations with numerous stakeholders. A widely respected safety leader driven by mission and a passion for preserving human life, Ms. Hersman also has expertise in the details of navigating crises and strong experience with safety policy legislation and advocacy. Ms. Hersman’s extensive safety experience is of great value to the Board as we continue to implement our safety management system and meet our safety commitments to our employees, customers and stakeholders.



MICHAEL E. JESANIS

Age: 69

Director Since: 2008

Standing Board Committees:

- Finance Committee (Chair)
- Audit Committee
- Executive Committee

Executive Experience:

Mr. Jesanis co-founded and was from 2013 to 2021 managing director of HotZero, LLC, a firm formed to develop hot water district energy systems in New England. Mr. Jesanis has served as an advisor to several startups in energy-related fields. From July 2004 through December 2006, Mr. Jesanis was president and CEO of National Grid USA, a natural gas and electric utility, and a subsidiary of National Grid plc, of which Mr. Jesanis was also an executive director. Prior to that position, Mr. Jesanis was chief operating officer (“COO”) and CFO of National Grid USA from January 2001 to July 2004 and CFO of its predecessor utility holding company from 1998 to 2000.

Outside Board and Other Experience:

Mr. Jesanis is a board member of El Paso Electric Company. He previously served as a director for several electric and energy companies, including Ameresco, Inc. Mr. Jesanis is the former chair of the board of a college and a past trustee (and past chair of the Audit Committee) of a university.

Skills and Qualifications:

By virtue of his former positions as president and CEO, COO and, prior thereto CFO, of a major electric and gas utility holding company as well as his role with an energy efficiency consulting firm, Mr. Jesanis has extensive experience with regulated utilities. He has strong financial acumen and extensive managerial experience, having led modernization efforts in the areas of operating infrastructure improvements, customer service enhancements and management team development. Mr. Jesanis also demonstrates a commitment to education as the former chair of the board of a college and a past trustee (and past chair of the Audit Committee) of a university. As a result of his former senior managerial roles and his non-profit board service, Mr. Jesanis also has expertise with board governance issues.



WILLIAM D. JOHNSON

Age: 72

Director Since: 2022

Standing Board Committees:

- Safety, Operations, Regulatory and Policy Committee (Chair)
- Nominating and Governance Committee
- Executive Committee

Executive Experience:

Mr. Johnson most recently served as president and chief executive officer of Pacific Gas & Electric Corporation, a utility company, from May 2019 through June 2020. Mr. Johnson also served as president and chief executive officer of Tennessee Valley Authority, an electric utility company, from January 2013 to May 2019. Prior to joining Tennessee Valley Authority, Mr. Johnson held the positions of chairman, president and CEO of Progress Energy, Inc. (‘‘Progress’’) from October 2007 to July 2012, and previously to that as president and chief operating officer from 2005 to 2007. His career at Progress included leadership roles of increasing responsibility including as president, energy delivery from 2004 to 2005, president and chief executive officer from 2002 to 2003, and executive vice president and general counsel from 2000 to 2002 of Progress Energy Service Company. Mr. Johnson’s career began in 1992 at Carolina Power & Light Company (predecessor to Progress) where he held increasing senior management roles of associate general counsel and manager, legal department; vice president, senior counsel and corporate secretary and senior vice president and corporate secretary.

Outside Board and Other Experience:

Mr. Johnson has been a director of TC Energy Corp. since June 2021, where he currently serves on the Audit Committee and Human Resources Committee. Mr. Johnson has also been a director of Terrestrial Energy since 2023. Terrestrial Energy went public in November 2025. Mr. Johnson previously served on the boards of directors of the following utility industry groups or associations: Edison Electric Institute as Vice Chair, Nuclear Energy Institute as Chair, Institute of Nuclear Power Operations, World Association of Nuclear Operators as Governor and Nuclear Electric Insurance Limited.

Skills and Qualifications:

Mr. Johnson brings three decades of industry and leadership expertise to the Board. Mr. Johnson’s multiple tenures as CEO and vast experience with industry groups related to gas, electric, nuclear and other utilities provide him with extensive leadership skills in the utilities industry and a deep understanding of regulated industry operations. Mr. Johnson guided Pacific Gas & Electric Corporation through its emergence from bankruptcy and served as CEO of Progress during its merger with Duke Energy, through which he gained significant experience in complex corporate restructuring, transactions, and strategy. His experience has also informed an understanding of safety and risk oversight in the utilities industry that the Board values. This extensive experience and depth of knowledge gives Mr. Johnson a strong perspective on strategic operations within the industry and makes Mr. Johnson a valuable asset to the Board.



KEVIN T. KABAT

Age: 69

Director Since: 2015

Chair of the Board

Standing Board Committees:

- Executive Committee (Chair)
- Nominating and Governance Committee

Executive Experience:

From April 2007 to November 2015, Mr. Kabat was CEO of Fifth Third Bancorp, a bank holding company. He continued to serve as vice chair of the board of directors of Fifth Third Bancorp until his retirement in April 2016. Before becoming CEO, he served as Fifth Third Bancorp's president from June 2006 to September 2012 and as executive vice president from December 2003 to June 2006. Additionally, he was previously president and CEO of Fifth Third Bank (Michigan). Prior to that position, he was vice chair and president of Old Kent Bank, which was acquired by Fifth Third Bancorp in 2001.

Outside Board and Other Experience:

Mr. Kabat has been a director of Unum Group since 2008 and is currently chair of the board. Mr. Kabat has been a director of Crown Castle Inc. since August 1, 2023. He previously served as a chair of the board of AltiGlobal Inc. from January 2023 to August 2023. He also previously served as the lead independent director of E*TRADE Financial Corporation. He has also held leadership positions on the boards and committees of local business, educational, cultural and charitable organizations and campaigns.

Skills and Qualifications:

Mr. Kabat has significant leadership experience as a CEO in a regulated industry at a public company. As a result, he has a deep understanding of operating in a regulatory environment and balancing the interests of many stakeholders. His extensive experience in strategic planning, risk management, financial reporting, internal controls and capital markets makes him an asset to the Board, as he is able to provide unique strategic insight, financial expertise and risk management skills. In addition, he has broad corporate governance skills and perspective gained from his service in leadership positions on the boards of other publicly traded companies.



CASSANDRA S. LEE

Age: 57

Director Since: 2022

Standing Board Committees:

- Audit Committee
- Finance Committee

Executive Experience:

Ms. Lee is an experienced financial and operational leader with extensive knowledge of the telecommunication industry, currently serving as senior vice president and CFO for AT&T Inc. (“AT&T”) Mobility and Consumer Wireline Segments, a position she has held since 2024. Ms. Lee joined AT&T in 1993 and has served in various leadership capacities, including chief audit executive from 2021 to 2024 and senior vice president and chief financial officer, AT&T Network, Technology and Capital Management from 2018 to 2021.

Outside Board and Other Experience:

Ms. Lee currently serves on the board of directors of Andretti Acquisition Corp. II and on the board of trustees for the National Urban League. Ms. Lee previously served as a director of Andretti Acquisition Corp.

Skills and Qualifications:

In more than three decades with AT&T, Ms. Lee has acquired a wealth of expertise in various areas including retail operations, distribution strategy, global supply chain, mergers, acquisitions, and integration, capital management, network and other capacity planning, and shared services operations. Her vast and multifaceted experience in the telecommunication industry translates well in her service on the Board. Ms. Lee also has significant public company financial oversight and leadership experience that strengthens the Board’s depth of financial acumen. Ms. Lee is a certified public accountant and veteran of the United States Army.



JOHN MCAVOY

Age: 65

Director Since: 2024

Standing Board Committees:

- Compensation and Human Capital Committee
- Safety, Operations, Regulatory and Policy Committee

Executive Experience:

Mr. McAvoy most recently served as president and chief executive officer of Consolidated Edison, Inc. (“ConEdison”) and chief executive officer of Consolidated Edison Company of New York, Inc. (“ConEdison of New York”) from December 2013 through December 28, 2020. He continued to serve as director of ConEdison until his retirement in May 2023 after forty-three years of experience with ConEdison, including serving as non-executive chairman of the board of ConEdison and the board of ConEdison of New York from January 2021 until December 2021, as well as chairman of the board of ConEdison and ConEdison of New York from May 2014 until December 2020. Prior to Mr. McAvoy’s service as president and chief executive officer, he was president and chief executive officer of Orange and Rockland Utilities, Inc., a subsidiary of ConEdison, from January 2013 to December 2013. Prior to that, Mr. McAvoy was senior vice president of central operations for ConEdison of New York from February 2009 to December 2012.

Outside Board and Other Experience:

Mr. McAvoy was a trustee of the Intrepid Sea, Air & Space Museum and of Manhattan College until December 2023 and October 2023, respectively. Until January 2021, Mr. McAvoy served as a director or trustee of the American Gas Association, the Edison Electric Institute, the Mayor’s Fund to Advance New York City, the Partnership for New York City, and the Electric Power Research Institute. Mr. McAvoy also served as chairman of the board of directors of Orange & Rockland until December 2020, and as a director of the New York State Energy Research and Development Authority until 2018 and the Business Council of New York State Inc. until 2016. Mr. McAvoy was also a member of the Electric Subsector Coordinating Council and chairman of the Members Executive Committee for the Electricity Information Sharing and Analysis Center.

Skills and Qualifications:

Mr. McAvoy has leadership, engineering, financial, and operations experience, as well as knowledge of the utility industry. Mr. McAvoy’s experience from his leadership positions at a public company and within a public utility, and his service on other boards, is critical to support in the board’s oversight of the Company’s management, financial, operations, and strategic planning activities and relationships with stakeholders.



LLOYD M. YATES

Age: 65

Director Since: 2020

President and CEO since 2022

Standing Board Committees:

- None

Executive Experience:

Mr. Yates has served as president and CEO of NiSource since February 2022. Mr. Yates retired in 2019 from Duke Energy, where he most recently served as executive vice president, customer and delivery operations, and president, Carolinas Region, since 2014. In this role, he was responsible for aligning customer-focused products and services to deliver a personalized end-to-end customer experience to position Duke Energy for long-term growth, as well as for the profit/loss, strategic direction and performance of Duke Energy's regulated utilities in North Carolina and South Carolina. Previously, he served as executive vice president of regulated utilities at Duke Energy, overseeing Duke Energy's utility operations in six states, federal government affairs, and environmental and energy policy at the state and federal levels, as well as executive vice president, customer operations, where he led the transmission, distribution, customer services, gas operations and grid modernization functions for millions of utility customers. He held various senior leadership roles at Progress Energy, Inc., prior to its merger with Duke Energy, from 2000 to 2012.

Outside Board and Other Experience:

Mr. Yates currently serves on the board of directors of Marsh & McLennan Companies. He previously served on the board of directors of American Water Works Company Inc. and Sonoco Products Company.

Skills and Qualifications:

Mr. Yates brings significant energy and regulated utility experience to our Board. He has over 40 years of experience in the energy industry, including in the areas of profit/loss management, customer service, nuclear and fossil generation and energy delivery. At Duke Energy, he used his operational experience to improve safety, reliability and the overall customer experience for millions of customers. He has expertise overseeing regulated utility operations, working with state regulators, and managing consumer and community affairs. He also has experience managing gas and grid modernization functions, which is valuable to our Board as we execute our business strategies. In addition, his experience as a director for other prominent public companies benefits our Board by bringing additional perspective to a variety of important areas of governance and strategic planning.

Corporate Governance

Director Independence

Under our Corporate Governance Guidelines, a majority of the Board must be comprised of ‘‘independent directors’’. In order to assist the Board in making its determination of director independence, the Board has adopted categorical standards of independence consistent with the standards contained in Section 303A.02 of the NYSE Listed Company Manual. A copy of our Corporate Governance Guidelines is posted on our website at *https://www.nisource.com/investors/governance*.

In considering Mr. Johnson’s independence, the Board considered the ordinary course and arms-length business relationship between subsidiaries of the Company and TC Energy Corp., where Mr. Johnson serves as a member of the board of directors. The Board has affirmatively determined that, with the exception of Mr. Yates, all of the members of the Board and all nominees are ‘‘independent directors’’ as defined in Section 303A.02 of the NYSE Listed Company Manual and our Corporate Governance Guidelines.

Policies and Procedures with Respect to Transactions with Related Persons

We have established policies and procedures with respect to the review, approval and ratification of any transactions with related persons.

Under its charter, the N&G Committee reviews reports and disclosures of related party transactions. Under our Conflicts of Interest policy, the following situations may present a conflict of interest and must be reviewed to determine if they involve a direct or indirect interest of any 5% stockholder, director, executive officer or employee (including immediate family members) or otherwise present a conflict of interest:

- owning more than a 10% equity interest or a general partner interest in any entity that transacts business with the Company (including lending or leasing transactions, but excluding the receipt of utility service from the Company at tariff rates), if the total amount involved in such transactions may exceed $120,000;
- selling anything to the Company or buying anything from the Company (including lending or leasing transactions, but excluding the receipt of utility service from the Company at tariff rates), if the total amount involved in such transactions may exceed $120,000;
- consulting for or being employed by a competitor of the Company; and
- being in the position of supervising, reviewing or having any influence on the job evaluation, pay or benefit of any immediate family member employed by the Company.

Related person transactions are subject to a prior review and approval and in certain circumstances as may be necessary, are ratified by the N&G Committee. Directors are expected to raise any potential transactions involving a conflict of interest that relate to them with the N&G Committee so that they may be reviewed in a prompt manner. Additionally, officers are expected to raise any potential transactions involving a conflict of interest that relate to them with the General Counsel so that they may be reviewed in a prompt manner. The General Counsel’s office will review with the N&G Committee situations that may present a conflict of interest. Related person transactions are reviewed annually.

There were no transactions between the Company and any 5% stockholder, officer, director or nominee for director, or any affiliate of or person related to any of them, since January 1, 2025, of the type or amount required to be disclosed under the applicable Securities and Exchange Commission (‘‘SEC’’) rules.

Communications with the Board and Non-Management Directors

Stockholders and other interested persons may communicate any concerns they may have regarding the Company as follows:

- Communications to the Board may be made to the Board generally, any director individually, the non-management directors as a group, or the Chair of the Board, by writing to the below address. The Corporate Secretary will review and forward, as appropriate, such correspondence in order to facilitate communication with the Board, its committees, the independent directors, or individual members.

  NiSource Inc.
  Attention: Board of Directors, or any Board member, or non-management directors, or Chair of the Board
  c/o Corporate Secretary
  801 E. 86th Avenue
  Merrillville, Indiana 46410

- The Audit Committee has approved procedures with respect to the receipt, retention and treatment of complaints regarding accounting, internal accounting controls or audit matters. Communications regarding such matters may be made by contacting our Ethics department at *ethics@nisource.com*, calling the business ethics hotline at 1-800-457-2814, or writing to:

  NiSource Inc.
  Attention: Director, Corporate Ethics
  801 E. 86th Avenue
  Merrillville, Indiana 46410

Stockholder Engagement

We are committed to engaging with our stockholders and soliciting their views and input on matters important to them. Our N&G Committee is responsible for overseeing the stockholder engagement process and the periodic review and assessment of stockholder input on governance matters. In 2025, as part of our stockholder engagement process, management held conversations with various stockholders throughout the year in a variety of forums. These conversations cover many corporate governance topics, including Board composition, executive compensation and other matters. In addition, in response to the stockholder proposal at the 2025 Annual Meeting seeking to lower the current 25% ownership threshold to call a special meeting, these conversations also allowed an opportunity to discuss this topic. These engagements provided us an opportunity to understand certain stockholders' perspectives. The information obtained from these discussions with stockholders was used to evaluate and review our practices and disclosures. We intend to continue stockholder engagement on governance and other matters each year outside of the proxy season. Our independent directors are available to engage in dialogue with stockholders on matters of significance to understand stockholders' views. In addition, management regularly participates in investor and industry conferences throughout the year to discuss performance and share its perspective on the Company and industry developments.

Code of Business Conduct

We have a Code of Business Conduct to promote: (i) ethical behavior, including the ethical handling of conflicts of interest; (ii) full, fair, accurate, timely and understandable financial disclosure; (iii) compliance with applicable laws, rules and regulations; (iv) accountability for adherence to our Code of Business Conduct; and (v) prompt internal reporting of violations of our code. Our Code of Business Conduct satisfies applicable SEC and NYSE requirements and applies to all directors, officers (including our principal executive officer, principal financial officer, principal accounting officer and controller), and all other employees of the Company and our affiliates. A copy of our Code of Business Conduct is available on our website at *https://www.nisource.com/investors/governance* and also is available to any stockholder upon written request to our Corporate Secretary at the address noted above under the heading "Communications with the Board and Non-Management Directors".

Any waiver of our Code of Business Conduct for any director, executive officer or Section 16 Officer may be made only by the Audit Committee of the Board and must be promptly disclosed to the extent and in the manner required by the SEC or the NYSE and posted on our website. No such waivers were granted in 2025.

To instill and reinforce our values and culture, we require our employees to participate in regular training on rotating ethics and compliance topics each year, including, among others, raising concerns, treating others with respect, preventing discrimination in the

workplace, anti-bribery and corruption, data protection, harassment, conflicts of interest, and the anonymous ethics and compliance hotline. All employees receive training on our Code of Business Conduct annually or more frequently if there is a material change in content. Our business ethics program, including the employee training program, is reviewed annually by our executive leadership team and the Audit Committee of the Board. Our Audit Committee receives regular updates throughout the year.

Corporate Governance Guidelines

The N&G Committee is responsible for annually reviewing and reassessing the Corporate Governance Guidelines and submitting any recommended changes to the Board for its approval. A copy of the Corporate Governance Guidelines can be found on our website at *https://www.nisource.com/investors/governance* and is also available to any stockholder upon written request to our Corporate Secretary.

Board Leadership Structure

Our Corporate Governance Guidelines state that we reserve the right to consider leadership of the Board in the way that best serves our interests at the time and, accordingly, the Board has no fixed policy with respect to combining or separating the offices of Chair and CEO. If the Chair is not an independent director, an independent Lead Director will be chosen annually by the Board, taking into account the recommendation of the N&G Committee. The Chair or, if the Chair is not an independent director, the Lead Director, will be the presiding director of executive sessions of the Board. To promote open discussion among the non-management directors, the Board schedules regular executive sessions at meetings of the Board and each of its committees.

Since late 2006, the offices of Chair and CEO of the Company have been held by different individuals, with the Chair being an independent director.

The duties of the Chair of the Board are as follows:

- providing leadership to the Board and management, and monitoring the discharge of their duties;
- presiding at meetings of stockholders and the Board, including executive sessions of the Board and meetings of the independent directors;
- serving as a liaison between the independent directors and management;
- in consultation with the CEO, setting agendas for the meetings of the Board, and developing annual Board meeting schedules for approval by the Board;
- ensuring proper flow of information to the Board;
- having the authority to call special meetings of the Board and independent directors;
- being available for consultation and direct communication with stockholders and other key stakeholders, as appropriate; and
- having such other responsibilities and performing such duties as may from time to time be assigned to him or her by the Board.

The Board periodically reviews the structure and the division of responsibilities between the role of independent Chair and CEO. The structure and division of responsibilities is intended to maintain the integrity of the oversight function of the Board by providing a separate framework of responsibilities for the independent Chair as set forth above.

Board Oversight of Risk

Similar to other large corporations, we face a myriad of risks. Our Board takes an active role in monitoring and assessing our strategic, compliance, operational and financial risks, as well as cybersecurity risks. The Board also has oversight over risks related to environmental, social and governance strategy, including assuring that these risks and opportunities are directly tied to our business strategy and understanding how we are measuring progress toward goals. The Board administers its oversight function through utilization of its various committees.

Board oversight includes consideration of management's process for assessing existing risks and emerging risks and the policies management has implemented to monitor and control such risks and elevate major and emerging risks for discussion with the Board, which includes the Company's Risk Management Committee. Our Risk Management Committee, which consists of

members of our senior management, is responsible for oversight of our risk management process. Senior management regularly provide reports on our risks and emerging risks to the Board, the Audit Committee and the other Board committees that oversee the applicable risks. Additionally, the Audit Committee discusses with management and the independent registered public accounting firm the effect of regulatory and accounting initiatives on our financial statements and is responsible for review and evaluation of our major risk exposures, including cybersecurity and supplier risks, and the steps management has taken to monitor and control such exposures.

The Compensation & Human Capital (“C&HC”) Committee, the Safety, Operations, Regulatory and Policy (“SORP”) Committee, the Finance Committee and the N&G Committee are each charged with overseeing the risks associated with their respective areas of responsibility. The C&HC Committee oversees risks related to executive compensation and human capital management matters, including incentive compensation, succession planning, workforce initiatives, employee engagement, culture and talent management. The SORP Committee oversees risks related to safety and operations. The Finance Committee oversees risks related to capital management and allocation and investor relations. The N&G Committee oversees risks related to environmental, social, sustainability and climate change matters, public company governance, CEO succession planning, political spending and stockholder engagement. For more information regarding the oversight responsibilities of the Board Committees, see the descriptions of the committees below.

Generally, at each Board meeting, the chairs of each committee provide a report to the Board on any key items and risks discussed at the respective committee meetings. In addition, the Board regularly discusses the Company’s short-, medium-, and long-term strategy and risks. Shorter term risks and related matters are generally discussed at meetings of the Board and applicable committee on a regular and recurring basis, whereas longer term risks are discussed at least annually and as appropriate throughout the course of the year. Our Board or applicable committee receives information from external advisors and others, including the Company’s independent auditors, legal counsel, compensation consultant, and financial advisors, to advise on key risks and other issues relevant to the Company.

Oversight of Cybersecurity

As noted above, the Board is responsible for overseeing our risks and this oversight is administered through the utilization of its committees. Specifically, the Audit Committee is primarily responsible for oversight of the cybersecurity program and risks from cybersecurity threats, with input from the Company’s Risk Management Committee through our cybersecurity program. The cybersecurity program includes a variety of security controls and measures designed to identify, assess, and manage material cybersecurity risks. The key components of the cybersecurity program are risk assessment, third-party risk management, security controls and incident response.

The Audit Committee meets quarterly and, as needed, reviews the Company’s cybersecurity posture and makes recommendations for improvement. The Chief Information Security Officer (“CISO”) regularly briefs the Audit Committee on cybersecurity risks and the efforts to address them. In addition, the Board of Directors is briefed regularly, through written reports and updates by the Audit Committee, about key and emerging cybersecurity risks.

At the management level, the CISO leads the cybersecurity program and is responsible for assessing and managing cybersecurity risks. The CISO is supported by the NiSource Enterprise Security team which performs the cybersecurity function and engages directly on the prevention, detection, mitigation, and remediation of cybersecurity incidents.

NiSource monitors the increasing sophistication of cybersecurity threats and continues to contribute resources to improve its cybersecurity program to protect its information systems and assets. No cybersecurity program is effective to identify and mitigate all threats, and NiSource cannot guarantee that it will be able to prevent all cybersecurity incidents.

Succession Planning

Our management team performs succession planning for officer-level and critical roles to ensure that we develop and sustain a strong bench of talent capable of performing at the highest levels. Not only is talent identified, but potential paths of development are discussed to ensure that employees have an opportunity to build their skills and are well prepared for future roles. We maintain formal succession plans for our CEO and key executive officers. The succession plan for our CEO is reviewed by the N&G Committee and the succession plans for executive officers (other than the CEO) are reviewed by the C&HC Committee annually or more frequently as needed.

Meetings and Committees of the Board

The Board met 14 times during 2025. Each incumbent director attended at least 75% of the total number of meetings of the Board and of the committees of the Board on which he or she served and, in each case, during the periods that he or she served. Pursuant to our Corporate Governance Guidelines, directors are expected to attend all Board meetings, to spend the time needed to discharge their responsibilities as directors and to attend the annual meeting of stockholders.

100% of directors attended the 2025 annual meeting of stockholders.

Pursuant to our Corporate Governance Guidelines, the Board expects that our senior officers will regularly attend Board and Committee meetings, present proposals and otherwise assist in the work of the Board. Members of the Board have direct access to all of our employees, outside advisors and independent registered public accounting firm.

The Board has established six standing committees to assist the Board in carrying out its duties: the Audit Committee, the C&HC Committee, the Finance Committee, the N&G Committee, the SORP Committee and the Executive Committee. The Board generally evaluates the structure and membership of its committees on an annual basis, appoints the independent members of the Board to serve on the committees and elects committee chairs following the annual meeting of stockholders.

The following table shows the composition of each standing Board committee as of the date of this Proxy Statement. Mr. Yates does not serve on any committee but is invited to attend various committee meetings. Mr. Kabat, Chair of the Board, serves as chair of the Executive Committee, on the N&G Committee and is invited to attend all meetings of each of the other committees.

Board Committee Composition

This table represents current committee membership as of March 30, 2026.

Director	Audit	C&HC	Finance	N&G	SORP	Executive
Peter A. Altabef		CHAIR		✓		✓
Sondra L. Barbour(1)	CHAIR		✓			✓
Theodore H. Bunting, Jr.(1)	✓			✓		
Eric L. Butler			✓		✓	
Deborah A. Henretta		✓		CHAIR		✓
Deborah A. P. Hersman		✓			✓	
Michael E. Jesanis(1)	✓		CHAIR			✓
William D. Johnson				✓	CHAIR	✓
Kevin T. Kabat(2)				✓		CHAIR
Cassandra S. Lee(1)	✓		✓			
John McAvoy		✓			✓	
Lloyd M. Yates						

(1) Audit Committee Financial Expert, as defined by SEC rules.

(2) Independent Chair of the Board.

The summaries below are qualified by reference to the entire charter for each of the Audit, C&HC, Finance, N&G, SORP and Executive Committees; each of which can be found on our website at *https://www.nisource.com/investors/governance* and is also available to any stockholder upon written request to our Corporate Secretary. Additionally, any committee may perform other duties and responsibilities, consistent with their respective charters, our Amended and Restated Bylaws (our "Bylaws"), Delaware law, the rules of the NYSE, the federal securities laws and such other requirements applicable to us, delegated to any committee by the Board, or in the case of the C&HC Committee, under any provision of any of our benefit or compensation plans.

AUDIT COMMITTEE

The Audit Committee met ten times in 2025. Our Audit Committee is responsible for the oversight of our internal audit function and financial reporting process. The Audit Committee has the sole authority to appoint, retain or replace our independent registered public accounting firm and is responsible for, among other things:

- monitoring the integrity of the financial statements of the Company;
- reviewing our independent registered public accounting firm's qualifications and independence and compensating our independent registered public accounting firm;
- overseeing the performance of our internal audit function and our independent registered public accounting firm;
- reviewing and discussing with management and our independent registered public accounting firm our annual and quarterly financial statements before earnings announcements;
- reviewing and discussing with management our annual and quarterly earnings press releases;
- reviewing and discussing with management and our independent registered public accounting firm major issues regarding accounting principles and financial statement presentations, adequacy of internal controls, and any critical judgments or accounting estimates made in connection with the preparation of financial statements;
- reviewing and evaluating our major risk exposures, including cybersecurity and supplier and technological innovation, obsolescence, and failure risks, and the steps management has taken to monitor and control such exposures, including discussion of our risk assessment and risk management policies; and
- overseeing our compliance with legal and regulatory requirements, other than to the extent such matters are overseen by the SORP Committee.

The Board has determined that all of the members of the Audit Committee are independent as defined under the applicable NYSE and SEC rules, including the additional independence standard for audit committee members, and under our Corporate Governance Guidelines.

For more information regarding the Audit Committee, see ‘‘Audit Committee Report,’’ ‘‘Proposal 3 — Ratification of Independent Registered Public Accounting Firm’’ and ‘‘Independent Registered Public Accounting Firm Fees’’ below.

C&HC COMMITTEE

The C&HC Committee met five times in 2025. The C&HC Committee is responsible for reviewing our human capital management programs, apprising the Board with respect to the evaluation, compensation and benefits of our executives, and reviewing policies and programs to attract, retain, and appropriately reward employees. The C&HC Committee's responsibilities include, among other items, the following:

- evaluating the performance of our CEO and other executive officers considering our goals and objectives;
- reviewing and approving the goals and objectives relevant to CEO and executive officer compensation;
- making recommendations to the independent Board members regarding CEO compensation and approving compensation of the other executive officers;
- reviewing and approving periodically a general compensation policy for our other officers and officers of our principal subsidiaries;
- approving, or if appropriate, making recommendations to the Board with respect to incentive compensation plans and equity-based plans;
- reviewing our officer candidates for election by the Board;
- reviewing and evaluating the executive officers' development and succession plan (other than our CEO's succession plan, which is reviewed by the N&G Committee);
- evaluating the risks associated with our compensation policies and practices and the steps management has taken to monitor and control such risks; and
- overseeing the Company's human capital management function, including procedures, programs, policies and practices with respect to equal employment opportunity and workforce initiatives; employee engagement and corporate culture; and leadership talent and workforce development.

All of the directors serving on the C&HC Committee are: (i) independent as defined under the applicable NYSE and SEC rules and under our Corporate Governance Guidelines and the additional NYSE independence standard for members of compensation committees and (ii) ‘‘non-employee directors’’ as defined under Rule 16b-3 of the Exchange Act. For additional information regarding the C&HC Committee’s principles, policies and practices, please see the discussion under ‘‘Compensation Discussion and Analysis (CD&A)’’.

FINANCE COMMITTEE

The Finance Committee met five times during 2025. Its responsibilities include the following, among others:

- reviewing and evaluating our financial plans, capital structure, equity and debt levels, credit ratings, dividend policy and financial policies;
- reviewing our corporate insurance programs;
- reviewing our investment strategy and investments;
- reviewing and evaluating our financial, tax, interest rate exposure to economic risks, and as appropriate, third party credit and commodity risks, and the steps management has taken to monitor and control such risks;
- reviewing our annual earnings guidance and capital budgets and review capital investment opportunities and programs, and recommend approval of capital budgets to the Board; and
- reviewing our hedging policies and exempt swap transactions.

N&G COMMITTEE

The N&G Committee met five times in 2025. Its responsibilities include, among others:

- identifying individuals qualified to become Board members, consistent with criteria approved by the Board;
- recommending to the Board director nominees for election at the next annual meeting of the stockholders;
- developing and recommending to the Board the Corporate Governance Guidelines;
- consulting with management to determine the appropriate response to stockholder proposals submitted pursuant to SEC rules, excluding proposals regarding safety, operations, regulatory policy matters and compensation and human capital matters, which are reviewed by the SORP Committee and the C&HC Committee, respectively;
- overseeing our environmental, social, nominating and governance-related stockholder engagement process and periodically reviewing stockholder input on corporate governance matters;
- reviewing and evaluating our CEO succession plan and working with the Board to evaluate potential successors to our CEO;
- reviewing and overseeing, at least annually, corporate and business unit political spending;
- reviewing and considering independence and possible conflicts of interest of members of the Board and executive officers and reviewing reports and disclosures of related party transactions and conducting a reasonable prior review of such related-party transactions in accordance with legal and regulatory requirements;
- reviewing and evaluating our strategy, efforts, programs, policies, practices and performance with respect to environmental, social, sustainability and climate change matters to ensure they are consistent with the long-term strategic objectives and good corporate citizenship;
- evaluating any resignation tendered by a director and making recommendations to the Board about whether to accept such resignation; and
- overseeing the evaluation of the performance of the Board and its committees.

SORP COMMITTEE

The SORP Committee met five times during 2025. The SORP Committee assists the Board in overseeing the programs, performance and risks relative to the oversight and review of our operations, including safety, performance and regulatory compliance matters. Its responsibilities include, among others:

- overseeing the overall performance of our utility company operations and our compliance with operational, legal and regulatory requirements;
- evaluating our safety policies, practices and performance relating to our employees, contractors and the general public;
- reviewing and assessing stockholder proposals related to safety, operations, regulatory or policy;
- monitoring our relationships with regulatory and governmental authorities and our ability to make timely, complete and accurate regulatory filings;
- reviewing and monitoring major legislation, regulation and other external influences that pertain to the SORP Committee's responsibilities and assessing the impact on us; and
- reviewing and evaluating our programs, policies, practices and performance with respect to health and safety compliance auditing.

The N&G Committee, with the assistance of the independent compensation consultant, annually reviews the amount and composition of non-employee director compensation. Please see the discussion under the heading ‘‘2025 Director Compensation’’ for a description of the compensation we provide to our non-employee directors. The N&G Committee also leads the processes set forth below.

Director Selection Process. The N&G Committee identifies and screens candidates for director and makes its recommendations for director to the Board. At times the Board may establish an ad hoc search committee to assist the N&G Committee in this process. Additionally, the N&G Committee has the authority to retain a search firm to help it identify director candidates to the extent it deems necessary or appropriate. Any search firm that is engaged will include women and minority candidates in the pool of director candidates presented to the N&G Committee. In considering candidates for director, the N&G Committee considers the skills, expertise, experience and qualifications that will best complement the overall mix of skills and expertise of the Board in view of the strategy of, and the risks and opportunities that we face, as well as each candidate's relevant business, academic and industry experience, professional background, age, current employment, community service, other board service and other factors. In addition, the N&G Committee takes into account the racial, ethnic and gender diversity of the Board and actively seeks minority and female candidates.

The N&G Committee seeks to identify and recommend candidates with a reputation for, and record of, integrity and good business judgment who have experience in positions with a high degree of responsibility and are leaders in the organizations with which they are affiliated; are effective in working in complex collegial settings; are free from conflicts of interest that could interfere with a director's duties to us and our stockholders; and are willing and able to make the necessary commitment of time and attention required for effective service on the Board, including limiting their service on other boards to a reasonable number. The N&G Committee also takes into account the candidate's level of financial literacy. The N&G Committee monitors the mix of skills and experience of the directors in order to assess whether the Board has the necessary tools to perform its oversight function effectively. The N&G Committee also assesses the diversity of the Board as a part of its annual self-assessment process as described in more detail below. The N&G Committee will consider nominees for directors recommended by stockholders and will use the same criteria to evaluate candidates proposed by stockholders as it uses to evaluate the candidates identified by the Board.

The Board has determined that all of the members of the N&G Committee are independent as defined under the applicable NYSE rules and our Corporate Governance Guidelines.

For information on how to nominate a person for election as a director at the 2027 Annual Meeting, please see the discussion under the heading ‘‘Stockholder Proposals and Nominations for 2027 Annual Meeting.’’

Evaluation Processes. The Board recognizes that a robust and constructive performance evaluation process is an essential component of Board effectiveness. As such, the Board conducts (a) director and (b) board and committee annual performance evaluations that are intended to determine whether the Board, each of its committees, and individual Board members are functioning effectively and to provide them with an opportunity to reflect upon and improve processes and effectiveness. The N&G Committee oversees these evaluation processes. Annually at its meeting in March, the N&G Committee initiates the board and committee self-evaluation process and approves the form of written evaluation questionnaires that are distributed to each director for completion. The written evaluation questionnaires are updated each year as necessary to reflect changes identified in the prior

year, any committee charter changes and any suggestions from the directors. The questionnaires solicit feedback on Board composition, Board meeting mechanics, including information received, core responsibilities, relationship with management, committee functioning and other relevant matters. Annually at its meeting in October, the N&G Committee initiates the director peer evaluation process. As part of the director peer evaluations, the N&G Chair meets with each director individually to solicit feedback with respect to individual director performance and Board dynamics. Our Board utilizes the results of these evaluations in making decisions on Board agendas, Board structure, committee responsibilities and agendas, information presented to the Board, and continued service of individual directors on the Board. This information is then shared with the Board, and appropriate actions or changes are then identified.

Director Education. At the Company's expense, all directors are encouraged to periodically attend director continuing education programs offered by various organizations. The Company also maintains an orientation program that consists of written materials, oral presentations, and site visits. In addition to orientation, we maintain an internal director education program where corporate and industry information is disseminated through various mediums, including presentations and written materials, webinars and seminars and site visits.

Retirement Age*; *No Term Limits. The Board periodically evaluates the performance and qualifications of individual directors in connection with the nomination process, including the appropriate time for retirement of directors. However, no director after having attained the age of 72 years will be nominated for re-election to the Board unless the Board determines that the nomination is in the best interests of the Company. In consideration of the significant recent commercial transactions and the value of retaining a director who has deep insights into our industry and extensive leadership skills as a former CEO, executive and director of other publicly traded companies, the Board determined that it would be in the best interests of NiSource and its stockholders to ask Mr. Johnson to stand for re-election at the 2026 Annual Meeting, as permitted under our Corporate Governance Guidelines, although he has attained the age of 72. Although the N&G Committee will consider length of service in recommending candidates for re-election, the Board does not believe that adopting a set term limit for directors serves our interests. Such limits may result in the loss of contributions from directors who have been able to develop, over a period of time, increasing insight into our operations and our strategic direction. The N&G Committee reviews these policies as part of its annual governance review and will consider modifications to these policies as deemed necessary and in our best interests and the best interests of our stockholders.

Director Compensation. This section describes compensation for our non-employee directors. To attract and retain highly qualified candidates to serve on the Board, we provide a combination of cash and equity awards. Our non-employee director compensation is reviewed annually by our N&G Committee with the assistance of Meridian Compensation Partners, LLC (''Meridian''), the C&HC Committee's independent compensation consultant. A full-time employee who serves as a director does not receive any additional compensation for service on the Board.

A substantial portion of each non-employee director's annual retainer is in the form of equity awards. For 2025, each non-employee director received an annual retainer of $290,000, consisting of $116,000 in cash and an award of restricted stock units (''RSUs'') valued at $174,000 at the time of grant. The cash retainer is paid in arrears in four equal installments at the end of each calendar quarter.

RSUs are awarded annually on the date of each annual meeting of stockholders and generally vest on the first anniversary of the grant date, subject to continued service on the Board through the vesting date. The number of RSUs is determined by dividing the value of the grant by the closing price of our common stock on the grant date.

A non-employee director who is newly appointed to the Board other than in connection with an annual meeting of stockholders will receive a grant of RSUs upon appointment and the number of RSUs awarded is determined in the same manner as described above for annual awards, but the award is pro-rated based on the portion of the vesting period that has passed since the last annual meeting. Initial director awards are scheduled to vest on the first anniversary of the grant date, subject to continued service on the Board through the vesting date. The RSUs granted at and after the 2020 annual meetings of stockholders were granted under the NiSource Inc. 2020 Omnibus Incentive Plan (''2020 Omnibus Plan''), while RSU awards granted prior to the 2020 annual meeting of stockholders were granted under the NiSource Inc. 2010 Omnibus Incentive Plan (''2010 Omnibus Plan''). General vesting dates may be impacted by (i) elections to defer receipt of RSU awards, (ii) a ''change-in-control'' (as defined in the 2020 Omnibus Plan or 2010 Omnibus Plan, as applicable), or (iii) separation due to retirement, death or disability. RSUs accrue dividends prior to settlement in shares of our common stock. If a non-employee director elects to defer receipt of his or her RSUs, then such deferred stock units will be paid in shares of our common stock upon the non-employee director's separation from the Board or such other date selected by the non-employee director.

Each non-employee director who serves as chair of a Board committee receives compensation for the additional responsibilities associated with such service. The 2025 committee chair fees were $20,000 for each of the standing committees. The Chair of the Board received additional annual compensation of $160,000 for his role. These fees are paid in cash in arrears in four equal installments and are prorated in the case of partial year service.

All Other Compensation. The compensation included under the column "All Other Compensation" in the 2025 Director Compensation Table below consists of matching contributions made by the NiSource Charitable Foundation (the "Foundation").

Director Stock Ownership. The Board maintains stock ownership requirements for directors that are included in our Corporate Governance Guidelines. Within five years of becoming a non-employee director, each non-employee director is required to hold an amount of our stock with a value equal to five times the annual cash retainer paid to directors. Company stock that counts towards satisfaction of this requirement includes shares purchased on the open market, awards of restricted stock or RSUs, and shares beneficially owned in a trust or by a spouse or other immediate family member residing in the same household. All of the non-employee director nominees are in compliance with the stock ownership guidelines or are within the five-year transition period included in the Corporate Governance Guidelines.

Each director has a significant portion of his or her compensation directly aligned with long-term stockholder value. Approximately sixty percent (60%) of a non-employee director's 2025 annual retainer (valued as of the time of award and excluding committee retainers) consisted of RSUs, which are converted into common stock when vested and distributed to the director.

2025 Director Compensation

The table below sets forth all compensation earned by or paid to our non-employee directors in 2025. Mr. Yates did not receive any additional compensation for his service on the Board. Mr. Yates' compensation for serving as President and CEO during 2025 is discussed in the Executive Compensation section of this Proxy Statement.

Name	Fees Earned or Paid in Cash ($)[1]	Stock Awards ($)[2][3]	All Other Compensation ($)[4]	Total ($)
Peter A. Altabef	$128,743	$174,000	$20,000	$322,743
Sondra L. Barbour	$128,743	$174,000		$302,743
Theodore H. Bunting, Jr.	$123,313	$174,000		$297,313
Eric L. Butler	$123,313	$174,000		$297,313
Deborah A. Henretta	$136,000	$174,000		$310,000
Deborah A.P. Hersman	$116,000	$174,000	$ 2,000	$292,000
Michael E. Jesanis	$136,000	$174,000	$15,000	$325,000
William D. Johnson	$136,000	$174,000		$310,000
Kevin T. Kabat	$276,000	$174,000		$450,000
Cassandra S. Lee	$116,000	$174,000	$12,500	$302,500
John McAvoy	$116,000	$174,000		$290,000

(1) The fees shown include the annual cash retainer and any Board and chair fees paid during the year to each non-employee director.

(2) The amounts shown reflect the grant date fair value of awards computed in accordance with the Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") Topic 718. For RSUs, the grant date fair value is the number of shares multiplied by the closing price of our stock on the award date. On May 12, 2025, each non-employee director received an award of RSUs valued at $174,000, which was equal to approximately 4,541 RSUs valued at $38.32 per unit, the closing price of our common stock on that date. For information on the valuation assumptions used in these computations, see Note 17 to our consolidated financial statements included in our Annual Report on Form 10-K for the fiscal year ended December 31, 2025 (the "2025 Annual Report on Form 10-K").

(3) As of December 31, 2025, the number of equity awards (in the form of RSUs or deferred stock units) that were outstanding for each non-employee director was as follows: Mr. Altabef, 4,601.076; Ms. Barbour, 25,227.117; Mr. Bunting, 10,528.001; Mr. Butler, 4,601.076; Ms. Henretta, 72,700.763; Ms. Hersman, 43,113.738; Mr. Jesanis, 4,601.076; Mr. Johnson, 24,466.065; Mr. Kabat, 4,601.076; Ms. Lee, 25,005.271; and Mr. McAvoy, 11,881.245. For Mr. Yates, the number of RSUs or deferred stock units he received while serving as a non-employee director which were outstanding as of December 31, 2025 was 15,231.417.

(4) The amounts shown reflect matching contributions made by the Foundation under the Director Charitable Match Program. The Foundation matches up to $10,000 annually in contributions by any non-employee director to approved tax-exempt charitable organizations. Any amount not utilized for the match in the year it is first available is carried over to the following year.

Security Ownership of Certain Beneficial Owners and Management

The following table shows as of March 16, 2026, the number of shares of our outstanding common stock beneficially owned by (which includes any shares that would be distributable within 60 days of March 16, 2026): (i) beneficial owners of more than 5% of our outstanding common stock (based solely on the Schedule 13G filings and any amendments thereto filed with the SEC on or before March 16, 2026) except as noted below; (ii) each of our directors and NEOs; and (iii) our directors and executive officers as a group. None of the NEOs or directors have any outstanding stock options as of that date. The business address of each of our directors and executive officers is our address.

Name and Address of Beneficial Owner	Number of Shares of Common Stock Beneficially Owned	Percent of Class Outstanding[9]
5% Owners		
The Vanguard Group[1] 100 Vanguard Blvd. Malvern, PA 19355	53,932,502	11.3%
T. Rowe Price Investment Management, Inc.[2] 1307 Point Street Baltimore, MD 21231	50,331,635	10.5%
BlackRock, Inc.[3] 50 Hudson Yards New York, NY 10001	47,256,914	9.9%
State Street Corporation[4] One Congress Street, Suite 1 Boston, MA 02114	23,762,068	5.0%
Directors and Named Executive Officers		
Shawn Anderson[6]	109,910	*
Peter A. Altabef[5]	46,631	*
Sondra L. Barbour[5]	25,391	*
Melody Birmingham	100,399	*
Theodore H. Bunting, Jr.[5]	46,125	*
Eric L. Butler[5]	63,886	*
Deborah A. Henretta[5]	7,281	*
Deborah A.P. Hersman[5]	26,713	*
William Jefferson, Jr.	72,612	*
Michael E. Jesanis[5]	18,675	*
William D. Johnson[5]	24,625	*
Kevin T. Kabat[5]	62,649	*
Cassandra S. Lee[5]	25,168	*
Michael Luhrs[7]	59,394	*
John McAvoy[5]	11,971	*
Lloyd M. Yates[5][7][8]	959,287	*
All directors and executive officers as a group (19 persons)	1,761,289	*

*Less than 1%

(1) As last reported on an amendment to statement on Schedule 13G/A filed with the SEC on behalf of The Vanguard Group on February 13, 2024. The Vanguard Group reported shared voting power with respect to 703,062 shares, sole dispositive power with respect to 51,971,358 shares and shared dispositive power with respect to 1,961,144 shares. There have been no further Schedule 13G reports filed since February 13, 2024.

(2) As last reported on an amendment to statement on Schedule 13G/A filed with the SEC on behalf of T. Rowe Price Investment Management, Inc. on December 5, 2025. T. Rowe Price Investment Management, Inc. reported sole voting power with respect to 47,147,758 shares and sole dispositive power with respect to 50,292,275 shares. There have been no further Schedule 13G reports filed since December 5, 2025.

(3) As last reported on an amendment to statement on Schedule 13G/A filed with the SEC on behalf of BlackRock, Inc. on September 10, 2024. BlackRock, Inc. reported sole voting power with respect to 44,147,267 shares and sole dispositive power with respect to 47,256,914 shares. There have been no further Schedule 13G reports filed since September 10, 2024.

(4) As reported on a statement on Schedule 13G filed with the SEC on behalf of State Street Corporation on May 13, 2025. State Street Corporation reported shared voting power with respect to 15,670,335 shares and shared dispositive power with respect to 23,760,283 shares. There have been no further schedule 13G reports filed since May 13, 2025.

(5) Does not include RSUs issued under the 2020 Omnibus Plan or the 2010 Omnibus Plan unless the shares have been distributed or the non-employee director has the right to acquire the shares within 60 days of March 16, 2026.

(6) Includes shares held in our 401(k) Plan.

(7) These individuals participate in our Employee Stock Purchase Plan. This table excludes shares that may be distributable within 60 days of March 16, 2026. The actual number of shares that may be acquired under the Employee Stock Purchase Plan will not be determinable until the end of the offering period.

(8) Includes certain PSUs to which Mr. Yates is entitled upon a voluntary termination. The number of PSUs included is based upon target performance because actual performance is not yet known.

(9) Calculated based on the number of shares reported divided by the number of shares outstanding as of March 16, 2026.

Compensation Discussion and Analysis (“CD&A”)

In this section, we describe and discuss our executive compensation programs, including objectives and elements, as well as determinations made by the Compensation and Human Capital (“C&HC”) Committee regarding the compensation decisions for the below named executive officers (“NEOs”) as of December 31, 2025.

OUR NAMED EXECUTIVE OFFICERS



Lloyd Yates
President and Chief Executive Officer (“CEO”)



Shawn Anderson
Executive Vice President and Chief Financial Officer (“CFO”)



Melody Birmingham
Executive Vice President and Group President, Utilities



William Jefferson
Executive Vice President, Chief Operating and Safety Officer



Michael Luhrs
Executive Vice President, Technology, Customer and Chief Commercial Officer

Executive Overview*

During 2025, NiSource delivered financial results that exceeded our adjusted EPS guidance range. We achieved this by executing a base business plan that is supported by disciplined cost management, prudent investment strategies and efficient capital deployment across our operating companies. NiSource’s adjusted earnings per share (“EPS”) increased, driven by regulatory execution, including the implementation of approved rate cases across our operating segments.

Customer satisfaction and employee engagement remain top priorities, supported by our commitment to continuous improvement, new technology, and a collaborative culture. Guided by Lloyd Yates, our executive leadership team advanced these priorities in 2025 and remains committed to sustained growth and long-term shareholder value while executing strategic and operational objectives.

* See “Non-GAAP Disclosure” at the end of the Executive Overview.

2025 priorities focused on key performance drivers



FINANCIAL RESULTS

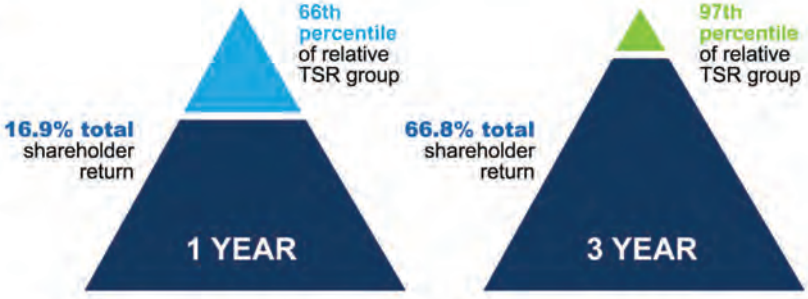
Exceeded 2025 Earnings Guidance

$1.90
FULL-YEAR ADJUSTED EARNINGS PER SHARE

8.6%
GROWTH IN ADJUSTED EARNINGS PER SHARE

Delivered Significant Shareholder Return

$1.12
PER SHARE PAID IN DIVIDENDS



Generated Cash Flow and Controlled Costs

ACHIEVED **16.1%** FFO/DEBT RATIO*

COMPENSATION OUTCOMES FOR 2025

Our executive compensation program directly links pay to performance that is measured by key performance drivers and demonstrates execution of our long-term business strategy. Outstanding results in these areas drove 2025 Annual Short-Term Incentive ("STI") and Long-Term Incentive ("LTI") compensation outcomes and decisions.

Overall 2025 STI Results

146%
OF TARGET

Shareholder Rewards

- OUTSTANDING TOTAL SHAREHOLDER RETURN
- INCREASED STOCK PRICE



Overall LTI Results

Met or exceeded all targets

FOR 2023-2025 PERFORMANCE PERIOD

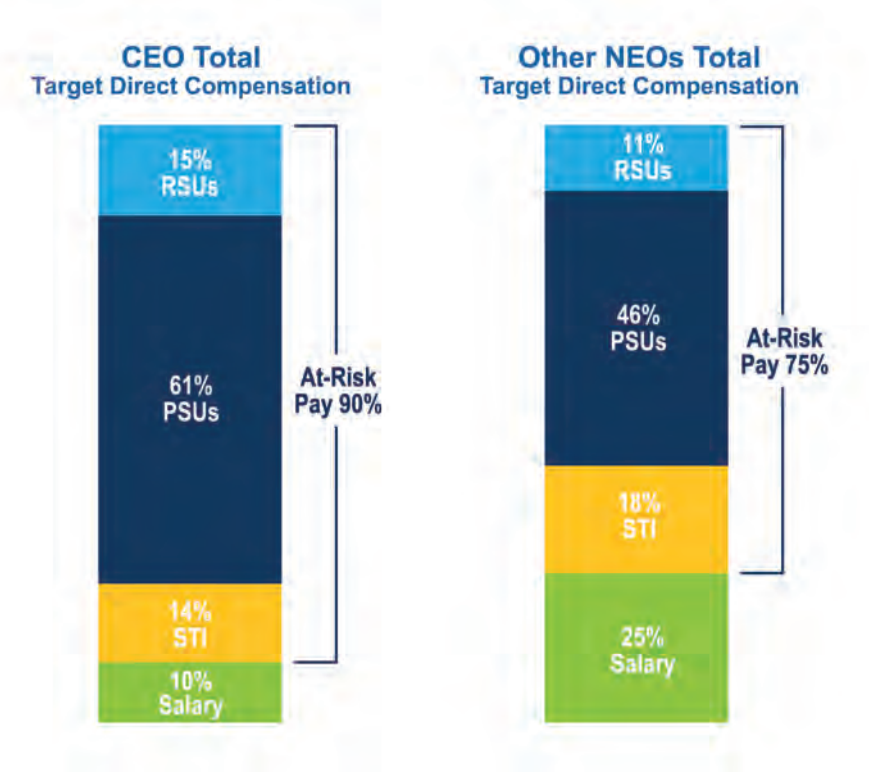
190%
OF TARGET

* See "Non-GAAP Disclosure" at the end of the Executive Overview.

2025 EXECUTIVE COMPENSATION PAY MIX SUMMARY

For 2025, the C&HC Committee approved a mix of pay that balances short-term and long-term incentives and focuses the efforts of our NEOs on the achievement of both short-term and long-term strategic objectives. The majority of our NEOs' total target direct compensation was in the form of equity awards to align the interests of NEOs with stockholders. The mix of key elements of compensation (expressed as a proportion of total compensation) awarded to our NEOs, including the CEO, reflects a significant portion of the total target direct compensation being at-risk, which is consistent with our pay for performance philosophy. For more information, see "Components of 2025 Executive Compensation".

The following chart shows the mix of 2025 total target direct compensation for our CEO, the 2025 average total target direct compensation for other NEOs, and the portion that is performance based and/or at-risk.



The C&HC Committee approved annualized 2025 total target direct compensation and each component of total target direct compensation for the listed NEOs as reflected in the table below.

NEO[1]	Base Salary as of 12/31/25 ($)	Annual Short-Term Incentive Target as % of Base Salary	Annual Short-Term Incentive Target as of 12/31/25 ($)	PSUs at Target ($)	RSUs ($)	Total Target Direct Compensation ($)
Lloyd Yates	1,200,000	130%	1,560,000	7,200,000	1,800,000	11,760,000
Shawn Anderson	675,000	75%	506,250	1,350,000	337,500	2,868,750
Melody Birmingham	690,000	75%	517,500	1,242,000	310,500	2,760,000
William Jefferson	650,000	75%	487,500	1,170,000	292,500	2,600,000
Michael Luhrs[1]	650,000	75%	487,500	1,170,000	292,500	2,600,000

(1) The table above excludes a retention award for Mr. Luhrs since it is not a part of his regular annual executive compensation. For more information regarding Mr. Luhrs' retention award, see the "Retention Award" section under "Components of 2025 Executive Compensation".

Our executive compensation program helps attract and retain the best leadership talent in the industry and aligns our executives' interests with those of our stockholders. We pay for performance and the C&HC Committee believes the 2025 compensation awards and outcomes were appropriate and are reflective of these remarkable achievements. Detailed results are outlined below.

**Non-GAAP Disclosure - This Executive Overview includes financial measures for NiSource used by our management including funds from operations (FFO)/Debt and Adjusted EPS, which are non-GAAP financial measures as defined by the SEC. The company discloses these measures because management believes they permit investors to view the company's performance using the same tools that management uses and to better evaluate the company's ongoing business performance. For GAAP diluted EPS and GAAP Net Cash Flows from Operating Activities/Debt and the reconciliation non-GAAP diluted EPS and non-GAAP FFO/Debt, see Appendix A to this Proxy Statement.*

Components of 2025 Executive Compensation

The following section outlines the components that comprise the NEOs' compensation.

2025 BASE SALARY

Base salary provides fixed pay commensurate with each NEO's role and responsibilities. In January 2025, the C&HC Committee approved the following increases by reviewing Pay Factors, the pay competitiveness, industry experience, individual and Company performance, and the CEO's recommendation when determining the salary increases for the other NEOs. The C&HC Committee evaluated and made a recommendation to the Board of Directors who approved a base salary increase for Mr. Yates.

NEO	Base Salary as of 12/31/24 ($)	% Change	Date of Increase	Base Salary as of 12/31/25 ($)
Lloyd Yates	1,150,000	4.3%	3/1/2025	1,200,000
Shawn Anderson	650,000	3.8%	3/1/2025	675,000
Melody Birmingham	670,000	3.0%	3/1/2025	690,000
William Jefferson	625,000	4.0%	3/1/2025	650,000
Michael Luhrs	600,000	8.3%	3/1/2025	650,000

See the section entitled "Establishing Executive Compensation – Role of the Compensation & Human Capital Committee" for the Pay Factors definition.

2025 SHORT-TERM INCENTIVE ("STI") PROGRAM DESIGN AND RESULTS

Throughout 2025 NiSource drove forward our mission of delivering safe, reliable energy to our customers and increased stockholder value. We achieved $1.90 adjusted EPS (non-GAAP) which reflects 8.6% growth from 2024, had zero significant injuries or fatalities ("SIF") or Pipeline and Hazardous Materials Safety Administration ("PHMSA") reportable incidents due to operations or process failures, and continued our focus on safety and customer satisfaction.

PLAN CONCEPT AND MECHANICS

The following formula is used to calculate each NEO's 2025 STI award.



2025 Individual STI Target %. The C&HC Committee set the STI target percentage (expressed as a percentage of base salary) for each NEO except for Mr. Yates. For Mr. Yates, the C&HC Committee made a recommendation to the Board of Directors which approved his STI target percentage. The Pay Factors, peer group and market data are considered when setting the STI target percentage for each NEO. The C&HC Committee and Board, respectively, confirmed that the STI target percentage for the NEOs was reflective of peer group practice and was appropriately aligned with competitive market practice to help ensure retention of our executive talent.

2025 STI Scorecard Performance Measures. In January 2025, the C&HC Committee approved the following performance measures for the 2025 STI program. The C&HC Committee chose these measures because they align with our commitment to deliver safe and reliable energy to our customers and drive stockholder value.

Performance Measure	Description
Adjusted EPS	Adjusted EPS is a financial measure that is most representative of our profitability, is aligned with stockholder value creation and is generally consistent with our external reporting of results. The targets are reflective of our expected annual Adjusted EPS growth. The definition of Adjusted EPS (a non-GAAP financial measure) is income from continuing operations determined in accordance with GAAP, including, without limitation, the impact of incentive payouts and adjusted for certain items, such as fluctuations in weather and other significant unusual events disclosed in our earnings reports (examples of which may include transaction-related costs, debt extinguishment costs or certain income tax items). Appendix A to this Proxy Statement contains a full reconciliation of GAAP EPS to Adjusted EPS.
Operational Excellence	Operational Excellence emphasizes our focus on maintaining safe operations and processes for our employees and is measured against the number of SIF or PHMSA reportable incidents due to operations or process failures.
Safety	The company drives safety toward top energy-industry performance in Days Away, Restricted or Transferred (“DART”) rate and Preventable Vehicle Collisions (“PVC”) rate. DART and PVC targets represent a year-over-year improvement methodology for advancements from the 2024 results. • DART: incident rate relates to all injuries meeting Occupational Safety and Health Administration (“OSHA”) reportability that require an employee to not report to work, to restrict their duties or transfer to another role due to the injury • PVC: rate relates to all vehicle crashes deemed to be the responsibility of the company-employed driver
Customer	Customer Satisfaction means our customers' needs and expectations are met. We conduct Customer Satisfaction Surveys that measure five post-transactional customer channels (Customer Service Representatives, Field Service, Interactive Voice Response, Online Interaction, and Project Work/Site Restoration) and one customer relationship survey that measures our customers' overall satisfaction with our Columbia Gas and NIPSCO brands. The targets are based upon a glidepath to achieve and maintain a top quartile in the “very satisfied” rating of customer satisfaction by 2027.

2025 STI SCORECARD PERFORMANCE MEASURES, GOALS AND RESULTS

The STI pool is funded based on the formulaic incentive opportunity under the STI plan. At the end of the performance period, the result of each performance measure is calculated, and the sum of the weighted results is the STI scorecard result. The table below shows each performance measure, goals, results, weight and the percentage of target achievement. Under the STI plan, the C&HC Committee retains discretion to adjust STI awards, either on a formulaic or discretionary basis.

Performance Measure	Goals			Result[1]	Weight	Formulaic Result as % Target[1]	Weighted % Achievement
	Threshold	Target	Stretch				
Adjusted EPS	$1.85	$1.88	$1.91	$1.90[2]	70%	167%	117%
Operational Excellence	2	1	0	0	10%	200%	20%
Safety							
--DART	0.59	0.56	0.50	0.51	5%	183%	9%
--PVC	1.35	1.29	1.16	1.57	5%	0%	0%
Customer Satisfaction	71.0%	73.0%	75.0%	69.8%	10%	0%	0%
					Overall STI Scorecard Result as % of Target		**146%**

(1) If actual results fall between two performance levels (for example, between target and stretch goals), the incentive opportunity is determined by interpolation where threshold is 50%, target is 100% and stretch is 200%.

(2) Appendix A to this Proxy Statement contains a full reconciliation of GAAP EPS to Adjusted EPS.

2025 INDIVIDUAL PERFORMANCE MODIFIER

The CEO assessed the performance and contributions of each of the non-CEO NEOs, assessed and made recommendations for their individual performance modifiers, and the C&HC Committee approved final STI values. In addition, the C&HC Committee assessed the performance and contributions of the CEO then made a recommendation for an STI award value to the Board. The Board also assessed the performance and contributions of the CEO and approved his STI award. When considering the individual performance modifier, factors considered include leadership effectiveness on key strategic initiatives, contributions to operational and organizational excellence, and overall assessment of financial results and value creation of the company. The table below illustrates the individual performance modifier for each NEO and the computation of the final earned award.

2025 STI AWARDS: CALCULATION OF INDIVIDUAL NEO STI AWARDS

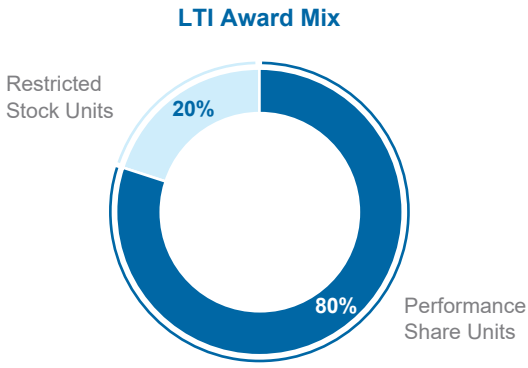
NEO	Target Annual Incentive Award		STI Scorecard Results	Individual Performance Modifier	Final Annual STI Award $
	2025 STI Target %	Earnings Paid During Year			
Lloyd Yates	130	$1,191,667	146%	100%	$2,261,784
Shawn Anderson	75	$ 670,833	146%	100%	$ 734,563
Melody Birmingham	75	$ 686,667	146%	100%	$ 751,900
William Jefferson	75	$ 645,833	146%	100%	$ 707,188
Michael Luhrs	75	$ 641,667	146%	142.3%	$1,000,000

For Mr. Luhrs, a performance modifier was applied to recognize his leadership during 2025.

2025 LONG-TERM INCENTIVE ("LTI") PROGRAM DESIGN AND RESULTS

The C&HC Committee reviewed the Pay Factors to establish LTI values for each NEO, other than Mr. Yates. For Mr. Yates, the C&HC Committee evaluated and made a recommendation to the Board of Directors which approved the LTI value. The awarded values are included in the Summary Compensation Table.

For 2025, the C&HC Committee approved the following mix of LTI awards granted to our NEOs based upon a review of our peer companies' compensation practices, the importance of executive retention, the goal to align pay with performance and consideration of our compensation philosophy:



2025 PERFORMANCE SHARE UNITS ("PSU")

PSU Objectives. The key objectives of our 2025 PSU grants are to:

- Motivate NEOs to achieve critical long-term financial and relative total stockholder return goals (relative to peers) and achieve critical business imperatives related to operational excellence and safety, workforce and sustainability
- Align the interests of NEOs with stockholders
- Retain NEOs
- Provide market competitive performance based LTI opportunities (when aggregated with RSU grants, which are discussed below)

PSU OVERVIEW

Given these objectives, the C&HC Committee chose the following measures because they align with our commitment to deliver safe and reliable energy to our customers and drive stockholder value.

Performance Measure	Description
Financial: Three-Year Cumulative Adjusted EPS	Meeting earnings commitments is the foundation for long-term stockholder value creation and dividend growth. The target three-year cumulative Adjusted EPS performance goals are based upon our expected annual growth rate. For the definition and calculation of Adjusted EPS, see above under "Plan Concept and Mechanics."
Financial: Three-Year Relative Total Stockholder Return ("RTSR")	This measure aligns the interests of our NEOs with those of our stockholders. RTSR is measured by ranking the Company's total stockholder return over the 3-year period ending on December 31, 2027, relative to the total stockholder return of each company within a 33-company peer group.
People and Culture: Employee Engagement Index Score	The Employee Engagement Index Score is measured over the three-year performance period through an employee survey with a goal to create an enviable employee experience and continue to increase engagement results.
Sustainability: Methane Emissions Reduction	The Methane Emissions Reduction goal is to reduce NiSource local distribution company (LDC) fugitive and vented methane emissions from a 2005 baseline through quantifiable emission reductions, utilizing advanced leak detection and repair as well as other quantifiable methods.
Operational Excellence and Safety: Annual Operational Index Scorecard: 3 Year Average	The Safety Index Scorecard measures the effectiveness of our strategy to proactively mitigate risk. These measures are recognized as top-tier industry risk-reduction programs. The 2025 goals include the following measures: (i) In Line Inspection ("ILI") Miles, (ii) Pipe Installed, (iii) Leak Repair; (iv) System Average Interruption Frequency Index ("SAIFI"), (v) Electric Poles Inspected, and (vi) Cyber Behavior Accountability. The 2026 and 2027 goals will be determined by the C&HC Committee at the beginning of 2026 and 2027, respectively.

An NEO may earn up to 200% of his or her target PSUs, depending on the level of achieved performance. Alternatively, if threshold performance is not achieved with respect to a performance measure, then no PSUs will be earned for that measure. The number of PSUs earned and vested at the end of the three-year performance period will be settled in a like number of shares of our common stock.

Annual PSUs granted in 2025 may be earned after the end of the three-year performance period, as long as the NEO is continuously employed through the end of February 2028. Special vesting rules may apply and are described in the section entitled "2025 Executive Compensation – Potential Payments upon Termination of Employment or a Change-in-Control of the Company". The number of PSUs that vest at the end of the service period will be settled in a like number of shares of our common stock.

If the Company declares a cash dividend or distribution on shares, dividend equivalent rights will be reinvested as additional PSUs that are subject to the same terms regarding vesting and forfeiture as the underlying award. The dividend equivalents will be converted to cash and paid in cash at the time the underlying PSUs are settled.

2025 PSU Performance Measures. In January 2025, the C&HC Committee approved the following performance measures and goals for the 2025 PSU grants.

2025 PSU PERFORMANCE MEASURES AND GOALS

Performance Measure	Weight	Threshold	Target	Stretch
Three-Year Cumulative Adjusted EPS	50%	$5.94	$6.04	$6.16
Three-Year RTSR	30%	30th Percentile	50th Percentile	80th Percentile
Operational Excellence and Safety				
Annual Operational Excellence and Safety Index Scorecard: 3 Year Average	10%	See performance measures outlined in the table above.		
Workforce and Sustainability				
Employee: Engagement Index Score	5%	82%	84%	86%
Environmental: Methane Emissions Reductions (% Reduction of Fugitive and Vented Methane Emissions from 2005)	5%	46%	48%	52%

2025 RESTRICTED STOCK UNITS ("RSU")

RSUs reward long-term service, help to retain NEOs over a multi-year service period, and align the interests of our NEOs with those of our stockholders.

Annual RSUs granted in 2025 will vest at the end of the three-year performance period, as long as the NEO is continuously employed through the end of February 2028. Special vesting rules may apply and are described in the section entitled "2025 Executive Compensation – Potential Payments upon Termination of Employment or a Change-in-Control of the Company". The RSUs that vest at the end of the service period will be settled in a like number of shares of our common stock.

If the Company declares a cash dividend or distribution on shares, the NEOs will be entitled to receive a cash payment equal to the amount of the cash dividend, subject to the same terms regarding vesting and forfeiture as the underlying award.

RETENTION AWARD

To recognize his substantial contributions and to encourage his continued employment, Mr. Luhrs was awarded an RSU grant on January 22, 2025 under the Company's long-term incentive program with a grant date fair value of $2,000,000 that vests 33% on January 22, 2026, 33% on January 22, 2027, and 34% on January 22, 2028, subject to his continued employment.

FINAL SETTLEMENT OF 2023-2025 PSU AWARDS

In 2023, the C&HC Committee approved a PSU award to the NEOs, other than the CEO, and the Full Board approved a PSU award to the CEO. The NEOs earned PSUs at 190% of target.

Formula Used to Determine LTI Results. The following formula was used to calculate LTI results.



The table below illustrates the metrics, goals and respective performance results.

	Goals						
Measure	Threshold	Target	Stretch	Result	Weight	Formulaic Result as % Target	Weighted % Achievement
Cumulative Adjusted EPS	$4.86	$5.01	$5.16	$5.25	50%	200%	100%
rTSR[1] (percentile)	30th	50th	80th	97th	25%	200%	50%
Annual Operational Excellence Index Scorecard: 3 Year Average	See performance measures described below[2]			1.05	10%	194%	19%
Employee Engagement Index Score[3]	77%	79%	81%	79%	5%	100%	5%
Economic Inclusion[4]	22%	25%	30%	26%	5%	120%	6%
Greenhouse Gas Emission Reduction[5]: Retire Schahfer Generating Station coal units and reduce NI LDC fugitive and vented methane emissions by the following percent:	<15.3%	15.3%	34%	41.6%	5%	200%	10%
						Final LTI Result as % of Target	**190%**

(1) For purposes of calculating RTSR achievement, the Company utilized a performance peer group consisting of the following 31 companies: Alliant Energy Corp, Ameren Corporation, American Electric Power Company, Inc., Atmos Energy Corporation, Avista Corporation, Black Hills Corporation, CenterPoint Energy, Inc., CMS Energy Corporation, Consolidated Edison, Inc., Dominion Energy, DTE Energy Company, Inc, Duke Energy Corporation, Edison International, Entergy Corporation, Eversource Energy, FirstEnergy Corp., New Jersey Resources Corporation, NextEra Energy, Inc., OGE Energy Corp., ONE Gas, Inc., Pinnacle West Capital Corporation, PNM Resources, Inc., PPL Corporation, Public Service Enterprise Group Incorporated, Sempra, The Southern Company, Southwest Gas Holdings, Inc., Spire Inc., UGI Corporation, WEC Energy Group Inc, and Xcel Energy Inc.

(2) Measures the effectiveness of our strategy, over a three-year performance period, to proactively mitigate risk. These measures are recognized as top-tier industry risk-reduction programs. The goals included the following measures: (i) ILI Miles, (ii) Pipe Installed, (iii) SAIFI, (iv) electric poles inspected, (v) Cross Bore Inspections and (vi) Cyber Behavior Accountability.

(3) Measures employee engagement throughout a three-year period.

(4) Measures Company spend on Tier 1 and Tier 2 diverse suppliers as a proportion of total supplier spend.

(5) Schahfer Generating Station coal Units 17 and 18 were scheduled to retire by 2025 (to reduce CO2 emissions by 11.9 million tonnes), with an exception provided if any of these units are required to operate for reliability purposes beyond 2025. On December 23, 2025, Northern Indiana Public Service Company ("NIPSCO") received a federal directive ordering NIPSCO to continue operating Units 17 and 18 beyond the previously scheduled retirement date of December 31, 2025, therefore this exception was applied and the final results are based solely on the achievement of the methane emissions reductions goal; this is consistent with an exemption that was applied to the same goal within the 2022-2024 LTI program and results that the Committee approved January 2025.

Annual PSUs granted in 2023 vested after the end of the three-year performance period, as long as the NEO was continuously employed through February 27, 2026. Special vesting rules may apply and are described in the section entitled "2025 Executive Compensation – Potential Payments upon Termination of Employment or a Change-in-Control of the Company". The following table shows the target number of shares subject to the 2023 PSUs as well as the number of shares of common stock that vested pursuant to the terms of the 2023 PSUs.

NEO	Target Number of 2023 PSUs Awarded	Number of 2023 PSUs Vested
Lloyd Yates	145,243	275,962
Shawn Anderson	29,702	56,434
Melody Birmingham	37,418	71,094
William Jefferson	31,907	60,623
Michael Luhrs	32,532	61,811

Establishing Executive Compensation

2025 SAY-ON-PAY RESULTS

The C&HC Committee considers the stockholders' views when making compensation decisions. In 2025, approximately 97% of the votes cast by our stockholders were voted in favor of our say-on-pay proposal at our 2025 annual meeting. No changes were made to the design of our executive compensation program in response to the 2025 say-on-pay advisory vote.

COMPENSATION PHILOSOPHY AND OBJECTIVES

Our executive compensation programs are designed to attract, reward and retain highly talented individuals with diverse backgrounds and experiences who are committed to deliver safe, reliable energy to our customers. We do this by focusing on the following:

Pay for performance - A significant portion of NEO compensation is variable and directly linked to individual and Company performance, including operational and financial performance that drives the creation of long-term stockholder value.

Commitment to strategic priorities - Compensation opportunities are directly linked to the executives' commitment to safety, people & culture, operational excellence, sustainability, customer experience, and financial stewardship which are incorporated into specific and measurable metrics in our incentive programs.

Market driven competitive compensation - Compensation is viewed in relation to peers as a starting point, with flexibility to adjust compensation elements based on a range of factors, including individual job requirements and scope, business needs, experience, qualifications and performance to attract and retain critical talent.

Long term focus - Compensation is heavily weighted to long-term stock-based components to ensure that a significant portion of compensation opportunity is aligned with our long-term strategy and stockholder value creation. Short- and long-term incentives are designed with multi-year business plans in mind.

ROLE OF THE COMPENSATION & HUMAN CAPITAL COMMITTEE

The C&HC Committee is responsible for establishing, implementing and monitoring our executive compensation program objectives and assuring alignment with our business objectives. In overseeing our executive compensation programs, the C&HC Committee identifies and approves performance measures and goals under our STI and LTI programs. Additionally, the C&HC Committee approves annual long-term equity incentive awards and periodic long-term equity incentive awards granted to newly hired and promoted Executive Officers. The C&HC Committee also oversees the administration of our equity plans.

The C&HC Committee evaluates and determines the compensation of our Executive Officers. The C&HC Committee reviews the performance and compensation of our CEO and our Executive Officers each year with input from Meridian and apprises the Board accordingly. For our CEO, the C&HC Committee evaluates CEO performance and submits its compensation recommendations to the independent members of the Board for review and approval. When considering changes in compensation for our Executive Officers, including the NEOs, the C&HC Committee considers input from the CEO, the Executive Vice President, Chief Human Resources Officer and Meridian. Our CEO is not involved in making recommendations with respect to his compensation.

The C&HC Committee also has continuous involvement with our human resources talent management initiatives regarding our CEO and our executive leadership team. The C&HC Committee also leads our development and succession efforts by providing strategic direction as we identify key executive skill and capability talent priorities. The C&HC Committee reviews the performance of our CEO and executive leadership team against leadership skills and capability requirements designed to identify, attract and develop highly-qualified executives that promote continuous learning; foster workplace connections; deliver safety, reliability and customer service performance improvements; and ultimately support our long-term strategy to build value for all our stakeholders, including our customers, employees, communities and stockholders.

The C&HC Committee is responsible for annually reviewing and approving (or, in the case of our CEO, recommending to the independent members of the Board for approval) each element of total target direct compensation for our executive officers including our NEOs. All of the executive compensation decisions made by the C&HC Committee were based primarily on the following Pay Factors:

- Corporate performance and attainment of our established business and financial goals
- Competitiveness of our compensation program (each NEO's total target direct compensation and each element of compensation) versus market data of our Compensation Comparator Group
- Executive officer's/NEO's position, experience, role, responsibilities and performance relative to achievement of business goals
- Internal pay equity
- Mix of variable at-risk pay versus fixed pay
- Mix of cash versus equity pay

INDEPENDENT COMPENSATION CONSULTANT

For 2025, the C&HC Committee engaged the services of Meridian Compensation Partners as its independent compensation consultant to advise it with respect to executive compensation design, comparative compensation practices and compensation matters relating to the Board. The C&HC Committee takes recommendations from Meridian into consideration along with its evaluation of the individual performance of each executive officer.

Each year, the C&HC Committee evaluates the independence and quality of the services provided by its independent compensation consultant. In reviewing Meridian's engagement for 2025, the C&HC Committee considered the factors set forth in SEC Rule 10C-1(b)(4) and the applicable NYSE rules and determined that Meridian was independent and there were no conflicts of interest with respect to Meridian's work for the C&HC Committee.

COMPETITIVE MARKET REVIEW

In connection with its compensation decision making, the C&HC Committee reviews the executive compensation practices in effect at other companies in the Compensation Comparator Group. The compensation data provided by Meridian and other third-party data is used to obtain a general understanding of current market practices when designing our executive compensation program – it is not used exclusively, but rather as a reference point in conjunction with other factors.

The Compensation Comparator Group consists of a mix of gas, electric and multi-line utilities that are operationally similar to us, with which we compete for similar executive talent, and with similar trailing 12-month revenue and market capitalization data. The Compensation Comparator Group for the purpose of evaluating 2025 compensation practices is shown below. The below comparator group reflects the removal of Entergy Corporation compared to the prior year disclosure.

Compensation Comparator Group		
Alliant Energy Corporation	Dominion Energy, Inc.	ONE Gas, Inc.
Ameren Corporation	DTE Energy Company	PPL Corporation
American Electric Power Company, Inc.	Evergy	Public Service Enterprise Group
Atmos Energy Corporation	Eversource Energy	Sempra Energy
Black Hills Corporation	FirstEnergy Corporation	Southwest Gas Holdings, Inc.
CenterPoint Energy, Inc.	New Jersey Resources Corporation	Spire, Inc.
CMS Energy Corporation	OGE Energy Corp.	WEC Energy Group, Inc.

OTHER COMPENSATION AND BENEFITS

Our NEOs may elect to participate in an executive deferred compensation plan, have change-in-control agreements, and are eligible for an executive severance policy. In addition, we provide our NEOs with a limited number of perquisites and other broad-based employee benefits that are generally extended to our entire employee population. We believe that these other forms of compensation and benefits are aligned with our compensation objectives and are generally comparable to those that are provided to similarly situated executives at other comparable companies.

Severance and Change-in-Control Benefits. Each NEO is covered under a separate change-in-control and termination agreement (''CIC Agreement''). The CIC Agreements are intended to ensure that the NEOs continue to apply thoroughly objective judgment to appropriately safeguard stockholder value and maximize investor return in relation to any potential change-in-control. The CIC Agreements provide cash severance benefits upon a double-trigger (meaning there must be both a qualifying change-in-control and termination of employment) and do not include any ''gross-up'' payments to cover an executive's excise taxes incurred with respect to the receipt of payments in connection with a change-in-control. Each NEO is subject to our executive severance policy.

Our 2020 Omnibus Plan provides for double-trigger vesting for equity awards that are assumed or replaced by an acquiring company upon a change-in-control. In the event equity awards are not assumed or replaced in a change-in-control, then the outstanding equity awards will vest upon the occurrence of such change-in-control. For further information regarding the benefits to be received upon termination of employment or change-in-control, see the section entitled ''2025 Executive Compensation – Potential Payments upon Termination of Employment or a Change-in-Control of the Company''.

Perquisites. Perquisites are not a principal element of our executive compensation program. We provide a limited number of perquisites to each NEO. We do not reimburse NEOs for the payment of individual income taxes they might incur in connection with their receipt of these benefits. For information regarding 2025 perquisites, see the 2025 Summary Compensation Table and footnote (5) to that table.

Deferred Compensation Plan. Eligible executives, including the NEOs, may elect to defer between 5% and 80% of their base salary and/or STI payout under our Executive Deferred Compensation Plan (the ''Deferred Compensation Plan''). The Deferred Compensation Plan provides an opportunity for eligible executives to defer their cash compensation without regard to the limits imposed by the Internal Revenue Service (''IRS'') for amounts that may be deferred under our 401(k) Plan. For information regarding the Deferred Compensation Plan, see the 2025 Non-Qualified Deferred Compensation table and accompanying narrative.

Savings Programs. The NEOs are eligible to participate in the same tax-qualified 401(k) Plan as most employees and in a non-qualified defined contribution plan (the ''Savings Restoration Plan'') maintained for eligible executives. The 401(k) Plan includes a Company match and a Company profit sharing contribution for most employees between 0.5% and 2.0% of the employee's eligible earnings based on achievement of the overall STI results. In addition, for salaried employees hired after January 1, 2010 and non-union non-exempt employees hired after January 1, 2013, the 401(k) Plan now includes a 4.5% Company contribution to the employee accounts. The Savings Restoration Plan provides for Company contributions in excess of IRS limits under the 401(k) Plan for eligible employees, including the NEOs. For information regarding the Savings Restoration Plan, see the 2025 Non-Qualified Deferred Compensation table and accompanying narrative.

Health and Welfare Benefits. We also provide the NEOs other broad-based benefits such as medical, dental, life insurance and long-term disability coverage on the same terms and conditions to all employees.

STOCK OWNERSHIP AND RETENTION GUIDELINES

Our executive leadership team, which includes the NEOs, and other senior leaders are subject to stock ownership and retention guidelines. We maintain these guidelines to ensure that our executive leadership and senior leaders maintain a significant investment in our stock, which in turn helps to align the interests of our executive leadership and senior leaders with those of our stockholders.

Our executive leadership team and senior leaders are generally expected to satisfy their applicable ownership guideline (as described below) within five years of becoming subject to the guidelines. Once applicable share ownership levels are satisfied, the senior executive must continue to own enough shares to remain in compliance. Until such time as the applicable stock ownership guideline is satisfied, the CEO and Executive Vice Presidents are required to hold at least 50% of the shares of common stock received upon the vesting of equity awards. As of the record date, the NEOs are on a path to achieving the applicable ownership guideline within the five-year requirement. Shares counted toward ownership targets include common stock held and unvested RSUs.

Executive Level	Stock Ownership Level
CEO	6x base salary
Executive Vice President	3x base salary
Senior Vice President	2x base salary

RISK MANAGEMENT POLICIES AND GUIDELINES

Trading Windows/Trading Plans. We restrict the ability of directors, executive officers and employees who work in designated areas to freely trade in our common stock because of their periodic access to our material non-public information. Under our insider trading policy, also referred to as our ‘‘Securities Transaction Compliance Policy,’’ such persons are prohibited from trading in our securities during quarterly blackout periods, and at such other times as the General Counsel may deem appropriate. We believe our policy is reasonably designed to promote compliance with insider trading laws, rules and regulations and the exchange listing standards applicable to us. Our policy is filed as exhibit 19.1 to our 2025 Annual Report on Form 10-K.

Anti-Hedging Policy/Pledging. Under our Securities Transaction Compliance Policy, all directors, executive officers and employees who work in designated areas are prohibited from engaging in short sales of our equity securities or buying or selling puts or calls or other options on our securities. We do not have such a policy for employees who work in areas other than the designated areas.

Compensation Recovery for Misconduct and in the Event of a Financial Restatement. Included in our 2020 Omnibus Plan is a ‘‘clawback’’ provision that states the employee shall reimburse the Company amounts received under STI and LTI awards if we are required to prepare an accounting restatement as a result of the employee’s misconduct. Our Board has also adopted a standalone executive compensation recoupment policy consistent with the requirements of the Securities Exchange Act of 1934, as amended (the ‘‘Exchange Act’’) Rule 10D-1 and the NYSE listing standards thereunder, which requires the Company to recover ‘‘excess’’ incentive compensation received by NEOs due to a financial restatement (except in certain limited cases permitted by regulation) to help ensure that incentive compensation is paid based on accurate financial and operating data, and the correct calculation of performance against incentive targets.

Grant Practices Specific to Stock Options. We do not currently grant stock options as part of our equity compensation programs. If stock options were to be granted in the future, the Company would not grant such options in anticipation of the release of material non-public information that is likely to result in changes to the price of our common stock.

Compensation and Human Capital Committee Report

The C&HC Committee of the Board (the ‘‘Committee’’) has furnished the following report in accordance with rules adopted by the Securities and Exchange Commission.

The Committee states that it reviewed and discussed with management the Company’s Compensation Discussion and Analysis contained in this Proxy Statement.

Based upon the review and discussions referred to above, the Committee recommended to the Board that the Compensation Discussion and Analysis be included in this Proxy Statement and the Company’s 2025 Annual Report on Form 10-K.

This report is submitted on behalf of the members of the Committee:

Peter A. Altabef, Chair
Deborah A. Henretta
Deborah A.P. Hersman
John McAvoy

Compensation and Human Capital Committee Interlocks and Insider Participation

During 2025, Messrs. Altabef, Bunting, Butler and McAvoy and Mses. Henretta and Hersman served on the C&HC Committee. None of these persons had ever been an officer or employee of the Company or any of its subsidiaries while serving on the C&HC Committee. No executive officer of the Company served on the board of directors or compensation committee of any other entity that had one or more executive officers who served as a member of the C&HC Committee during 2025. On May 12, 2025, Messrs. Bunting and Butler departed the C&HC Committee and Mr. Altabef and Ms. Hersman joined the C&HC Committee.

Assessment of Risk

We perform an annual risk assessment of our compensation programs. We concluded that risks arising from our compensation programs are *not* reasonably likely to have a material adverse effect on the Company, based on the following:

- Executive/Board Oversight—Our executive leadership and Board regularly monitor our programs and people to ensure decisions are made with integrity and in the best long-term interests of the Company;
- Strategic Consistency—Our compensation program is aligned with our goals without promoting excessive risk;
- Sound Performance Criteria—Performance measures for incentive awards are consistent with long-term stockholder value and operational excellence; measures and underlying goals are approved by the C&HC Committee of the Board;
- Long-term Focus—Executive compensation is weighted toward LTI, aligning executives with long-term results and stockholders;
- Performance Focus—LTI awards for executives are predominately performance-based;
- Stock Ownership Guidelines—Executives are subject to stock ownership guidelines set by the C&HC Committee; this further reinforces the need for a long-term view in decision making;
- Operational Excellence and Safety—Incentive compensation is partially tied to safety and other operational metrics to encourage a culture of safety and motivate the prioritization of safe operations; and
- Clawback Policy—Policies are in place to recoup compensation and help ensure that incentive compensation is paid based on accurate financial and operating data, and the correct calculation of performance against incentive targets.

2025 Executive Compensation

The following table summarizes compensation for services to the Company and its affiliates earned by or paid to each of the NEOs during 2025. In accordance with SEC disclosure rules, the stock awards reported in the table below are reported based on the aggregate grant date fair value and do not represent the amounts actually realized by the NEOs. The actual values realized by the NEOs, if any, are impacted by the Company's performance against the pre-established performance goals for PSUs and the Company's stock price at settlement for all stock awards.

2025 Summary Compensation Table

Name and Principal Position	Year	Salary ($)[1]	Bonus ($)[2]	Stock Awards ($)[3]	Non-equity Incentive Plan Compensation ($)[4]	All Other Compensation ($)[5]	Total ($)
Lloyd Yates President and CEO	2025	1,191,667	—	9,619,864	2,261,784	124,485	13,197,800
	2024	1,133,334	—	8,266,041	3,230,100	155,495	12,784,970
	2023	1,041,667	—	5,208,422	2,500,000	466,592	9,216,680
Shawn Anderson EVP and CFO	2025	670,833	—	1,818,069	734,563	72,958	3,296,423
	2024	633,333	—	3,562,248	925,000	74,657	5,195,238
	2023	518,478	—	1,137,093	809,798	95,367	2,560,736
Melody Birmingham EVP and Group President, Utilities	2025	686,667	—	1,672,630	751,900	56,610	3,167,807
	2024	665,883	—	1,583,297	975,000	77,285	3,301,416
	2023	641,667	—	1,335,553	818,125	112,704	2,908,049
William Jefferson EVP, Chief Operating and Safety Officer	2025	645,833	—	1,575,681	707,188	69,778	2,998,480
	2024	612,500	—	1,476,953	925,000	74,033	3,088,486
	2023	537,500	—	1,138,849	805,242	96,247	2,577,838
Michael Luhrs EVP, Technology, Customer and Chief Commercial Officer	2025	641,667	—	3,595,266	1,000,000	59,430	5,296,363
	2024	591,667	—	1,417,877	975,000	55,558	3,040,101
	2023	422,464	350,000	1,443,585	538,641	171,754	2,926,443

(1) Any salary deferred at the election of the NEO is reported as salary in the year in which such salary was earned.

(2) The amount reported in this column for 2023 represents a $350,000 sign on bonus paid to Mr. Luhrs.

(3) Amounts reported in this column for 2025 represent the aggregate grant date fair value, computed in accordance with FASB ASC Topic 718, with respect to the PSUs and RSUs granted in 2025. For information on the valuation assumptions used in these computations, see Note 17 to our consolidated financial statements included in our 2025 Annual Report on Form 10-K. The PSUs are subject to performance conditions; therefore, the value reported in this column for these awards is based upon the target outcome of such conditions.

The following table shows the number of PSU and RSU shares awarded in 2025 and the value of the PSUs at the grant date assuming that the highest level of performance conditions are achieved.

NEO	2025 Number of RSUs Awarded	2025 Number of PSUs Awarded	Maximum PSU Fair Value
Lloyd Yates	47,872	191,490	$17,436,869
Shawn Anderson	8,933	35,733	$ 3,295,343
Melody Birmingham	8,219	32,874	$ 3,031,704
William Jefferson	7,742	30,969	$ 2,856,004
Michael Luhrs	60,680	30,969	$ 4,875,589

(4) Amounts reported in this column represent each NEOs 2025 STI payout. For a discussion of the STI awards, please see the "2025 Short-Term Incentive ("STI") Program Design and Results" section in the CD&A under "Components of 2025 Executive Compensation" above.

(5) The table below provides a breakdown of the amounts shown in the "All Other Compensation" column for each NEO in 2025.

	Other Compensation			
Name	Perquisites and Personal Benefits[a] ($)	Company Contributions To 401(k) Plan[b] ($)	Company Contributions To Savings Restoration Plan[c] ($)	Total ($)
Lloyd Yates	30,000	31,360	63,125	124,485
Shawn Anderson	17,535	31,360	24,063	72,958
Melody Birmingham	0	31,360	25,250	56,610
William Jefferson	16,230	31,360	22,188	69,778
Michael Luhrs	6,195	31,360	21,875	59,430

(a) All perquisites are valued based on the aggregate incremental cost to the Company, as required by applicable SEC regulations. Please see the "Other Compensation and Benefits – Perquisites" section above in the CD&A under "Establishing Executive Compensation" for additional information about the perquisites we provide to the NEOs. For Messrs. Anderson, Jefferson, and Luhrs, the perquisite amount listed above represents the cost of financial planning and tax services. For Mr. Yates, the perquisite amount listed above represents the value of his personal use of Company or leased aircraft ($30,000). The incremental cost to the Company of Mr. Yates' personal use of Company aircraft is determined based on calculating the average cost per hour to operate the aircraft taking into account direct costs such as fuel costs, trip-related maintenance, universal weather-monitoring costs, on-board catering, landing/ramp fees, and other miscellaneous variable costs, and multiplying the calculated average cost by the time of each trip assessed. Fixed costs which do not change based on usage, such as pilots' salaries, the amortized costs of the aircraft, and the cost of maintenance not related to trips are excluded. With respect to flights on a third-party leased or chartered airplane, aggregate incremental cost equals the amount that the third-party charges the Company for such trip. NEOs are also permitted to invite their spouse or other guests to accompany them on business trips when space is available.

(b) This column reflects Company matching contributions, profit-sharing contributions, and a Company non-elective contribution of 4.5% of eligible earnings under the 401(k) Plan. The 401(k) Plan is a tax-qualified defined contribution plan, as described above in the "Other Compensation and Benefits – Savings Programs" section in the CD&A under "Establishing Executive Compensation".

(c) This column reflects Company matching contributions, profit-sharing contributions, and a Company non-elective contribution of 4.5% of eligible earnings in excess of IRS limits to the Savings Restoration Plan. The Savings Restoration Plan is a non-qualified defined contribution plan, as described above in the "Other Compensation and Benefits – Savings Programs" section in the CD&A under "Establishing Executive Compensation" above, and in the narrative following the 2025 Non-Qualified Deferred Compensation Table.

2025 Grants of Plan-Based Awards

The following table provides information for plan-based awards granted under the 2020 Omnibus Plan to the NEOs in 2025.

Name	Grant Date	Date Approved	Estimated Future Payouts Under Non-Equity Incentive Plan Awards[1]			Estimated Future Payouts Under Equity Incentive Plan Awards[2]			All Other Stock Awards Number of Shares of Stock or Units (#)[3]	Grant Date Fair Value of Stock and Option Awards ($)[4]
			Threshold ($)	Target ($)	Maximum ($)	Threshold (#)	Target (#)	Maximum (#)		
Lloyd Yates	—	—	780,000	1,560,000	3,120,000	—	—	—	—	—
	1/23/2025	1/23/2025	—	—	—	95,745	191,490	382,980	—	7,817,005
	1/23/2025	1/23/2025	—	—	—	—	—	—	47,872	1,802,860
Shawn Anderson	—	—	253,125	506,250	1,012,500	—	—	—	—	—
	1/22/2025	1/22/2025	—	—	—	17,867	35,733	71,466	—	1,477,275
	1/22/2025	1/22/2025	—	—	—	—	—	—	8,933	340,794
Melody Birmingham	—	—	258,750	517,500	1,035,000	—	—	—	—	—
	1/22/2025	1/22/2025	—	—	—	16,437	32,874	65,748	—	1,359,075
	1/22/2025	1/22/2025	—	—	—	—	—	—	8,219	313,555
William Jefferson	—	—	243,750	487,500	975,000	—	—	—	—	—
	1/22/2025	1/22/2025	—	—	—	15,485	30,969	61,938	—	1,280,324
	1/22/2025	1/22/2025	—	—	—	—	—	—	7,742	295,357
Michael Luhrs	—	—	243,750	487,500	975,000	—	—	—	—	—
	1/22/2025	1/22/2025	—	—	—	15,485	30,969	61,938	—	1,280,324
	1/22/2025	1/22/2025	—	—	—	—	—	—	7,742	295,357
	1/22/2025	1/22/2025	—	—	—	—	—	—	52,938	2,019,585

(1) The information in the "Threshold", "Target", and "Maximum" columns reflects potential payouts based on the performance targets set under the STI program excluding any individual performance modifiers that may be applied. The amount reported in the "Threshold" column represents the threshold level of achievement of each incentive plan goal. The amount reported in the "Target" column represents target achievement of each goal. The amount reported in the "Maximum" column represents maximum achievement of each goal. The amounts actually paid based on Company performance appear in the "Non-Equity Incentive Plan Compensation" column of the 2025 Summary Compensation Table. For a discussion of the STI awards, please see the "2025 Short-Term Incentive ("STI") Program Design and Results" section in the CD&A under "Components of 2025 Executive Compensation" above.

(2) The information in the "Threshold", "Target", and "Maximum" columns reflects the potential share payouts under the portion of the 2025 LTI award granted in the form of PSUs. Under the terms of the PSU awards, the PSUs will be earned based on continued employment and the achievement of pre-determined performance goals. The amount reported in the "Threshold" column represents the minimum level of the PSUs that may vest based on the achievement of the threshold level of achievement for each goal. The amount reported in the "Target" column represents target achievement of each goal. The amount reported in the "Maximum" column represents maximum achievement of each goal. For further information regarding these awards, please see the "2025 Long-Term Incentive ("LTI") Program Design and Results" section in the CD&A under "Components of 2025 Executive Compensation" above.

(3) Represents the portion of the 2025 LTI award granted in the form of RSUs. For further information regarding these awards, please see the "2025 Long-Term Incentive ("LTI") Program Design and Results" section in the CD&A under "Components of 2025 Executive Compensation" above.

(4) Amounts reported in this column represent the aggregate grant date fair value, computed in accordance with FASB ASC Topic 718, with respect to the PSUs and RSUs granted in 2025. All the PSUs are subject to performance conditions and the values reported in this column for the PSU awards are based upon the probable outcome of such conditions (i.e., target performance). The values set forth in this table may not correspond to the actual values that may ultimately be realized by the NEOs upon vesting and settlement.

Outstanding Equity Awards at 2025 Fiscal Year-End

The following table sets forth information at fiscal year-end concerning outstanding grants of equity awards to the NEOs. At fiscal year-end, none of our NEOs held any outstanding option awards with respect to the Company.

Name	Number of Shares or Units of Stock That Have Not Vested (#)	Market Value of Shares or Units of Stock That Have Not Vested ($)[1]	Equity Incentive Plan Awards: Number of Unearned Shares, Units or Other Rights That Have Not Vested (#)	Equity Incentive Plan Awards: Market or Payout Value of Unearned Shares, Units or Other Rights That Have Not Vested ($)[2]
Lloyd Yates	36,311[3]	1,516,347	—	—
	62,598[7]	2,614,092	—	—
	47,872[9]	1,999,135	—	—
	—	—	320,680[4]	13,391,586
	—	—	532,634[8]	22,242,800
	—	—	393,534[10]	16,433,959
Shawn Anderson	7,342[3]	306,602	—	—
	3,142[5]	131,210	—	—
	11,615[7]	485,042	—	—
	8,933[9]	373,042	—	—
	53,217[11]	2,222,342	—	—
	—	—	37,825[4]	1,579,592
	—	—	27,500[6]	1,148,391
	—	—	98,845[8]	4,127,769
	—	—	73,435[10]	3,066,660
Melody Birmingham	9,355[3]	390,665	—	—
	11,974[7]	500,034	—	—
	8,219[9]	343,225	—	—
	—	—	82,615[4]	3,449,986
	—	—	101,883[8]	4,254,621
	—	—	67,560[10]	2,821,296
William Jefferson	7,977[3]	333,120	—	—
	11,170[7]	466,459	—	—
	7,742[9]	323,306	—	—
	—	—	70,447[4]	2,941,865
	—	—	95,039[8]	3,968,848
	—	—	63,645[10]	2,657,806
Michael Luhrs	8,133[5]	339,634	—	—
	10,723[7]	447,792	—	—
	7,742[9]	323,306	—	—
	52,938[12]	2,210,691	—	—
	—	—	71,171[6]	2,972,113
	—	—	91,238[8]	3,810,104
	—	—	63,645[10]	2,657,806

(1) Amounts shown represent the market value of the unvested RSUs calculated using the closing sale price of our common stock on December 31, 2025, the last trading day of fiscal 2025, which was $41.76 per share.

(2) Amounts shown represent the market value of the unvested PSUs, calculated using the closing sale price of our common stock on December 31, 2025, the last trading day of fiscal 2025, which was $41.76 per share. The amounts presented are based on achieving the maximum performance level.

(3) The awards shown represent RSUs granted on January 25, 2023, except for Mr. Yates' award, which was granted on January 26, 2023. These shares will vest on February 27, 2026, provided the executive continues to be employed through such date.

(4) The awards shown represent PSUs granted on January 25, 2023, except for Mr. Yates' award, which was granted on January 26, 2023. The number of shares that will vest is dependent upon our performance relative to three-year performance goals over the 2023-2025 performance period and the executive's continued employment through February 27, 2026. The amounts presented are based on achieving the maximum performance level.

(5) The awards shown represent RSUs granted on March 27, 2023. These shares will vest on February 27, 2026, provided the executive continues to be employed through such date.

(6) The awards shown represent PSUs granted on March 27, 2023. The number of shares that will vest is dependent upon our performance relative to three-year performance goals over the 2023-2025 performance period and the executive's continued employment through February 27, 2026. The amounts presented are based on achieving the maximum performance level.

(7) The awards shown represent RSUs granted on January 24, 2024, except for Mr. Yates' award, which was granted on January 25, 2024. These shares will vest on February 26, 2027, except for Mr. Yates' award, which will vest on February 27, 2027, provided the executive continues to be employed through such date.

(8) The awards shown represent PSUs granted on January 24, 2024, except for Mr. Yates' award, which was granted on January 25, 2024. The number of shares that will vest is dependent upon our performance relative to three-year performance goals over the 2024-2026 performance period and the executive's continued employment through February 26, 2027, except for Mr. Yates' award, which will vest on February 27, 2027. The amounts presented are based on achieving the maximum performance level.

(9) The awards shown represent RSUs granted on January 22, 2025, except for Mr. Yates' award, which was granted on January 23, 2025. These shares will vest on February 29, 2028, provided the executive continues to be employed through such date.

(10) The awards shown represent PSUs granted on January 22, 2025, except for Mr. Yates' award, which was granted on January 23, 2025. The number of shares that will vest is dependent upon our performance relative to three-year performance goals over the 2025-2027 performance period and the executive's continued employment through February 29, 2028. The amounts presented are based on achieving the maximum performance level.

(11) The award shown represents a special retention award of service based RSUs granted on January 24, 2024. The award vests on January 24, 2025, January 24, 2026 and January 24, 2027, provided the executive continues to be employed through the applicable date.

(12) The award shown represents a special retention award of service based RSUs granted on January 22, 2025. The award vests on January 22, 2026, January 22, 2027 and January 22, 2028, provided the executive continues to be employed through the applicable date.

2025 Option Exercises and Stock Vested

The following table sets forth information regarding the vesting of stock awards during 2025. During 2025, none of our NEOs exercised or held option awards with respect to the Company.

	Stock Awards	
Name	Number of Shares Acquired on Vesting (#)	Value Realized on Vesting ($)[4]
Lloyd Yates	264,436[1]	10,791,633
Shawn Anderson	71,137[2]	2,748,167
Melody Birmingham	71,547[1]	2,919,833
William Jefferson	40,781[1]	1,664,273
Michael Luhrs	11,091[3]	440,867

(1) This amount represents 2022 PSUs and RSUs which vested on February 28, 2025.

(2) This amount represents 2022 PSUs and RSUs which vested on February 28, 2025; 2022 special RSUs which vested on January 28, 2025; and 2024 special RSUs which vested on January 24, 2025.

(3) This amount represents 2023 special RSUs which vested on March 27, 2025.

(4) Amounts shown reflect the value realized upon the vesting of stock awards during 2025, computed by multiplying the number of shares that vested by the market value of our common stock on the applicable vesting date.

2025 Non-Qualified Deferred Compensation

The following table provides information regarding deferred compensation with respect to our NEOs under the Deferred Compensation Plan and the Savings Restoration Plan.

Name	Plan Name[5][6]	Executive Contributions in Last FY ($)[1]	Registrant Contributions in Last FY ($)[2]	Aggregate Earnings in Last FY ($)[3]	Aggregate Withdrawals/ Distributions ($)	Aggregate Balance at Last FYE ($)[4]
Lloyd Yates	Deferred Compensation Plan	—	—	—	—	—
	Savings Restoration Plan	—	63,125	11,714	—	202,566
Shawn Anderson	Deferred Compensation Plan	—	—	—	—	—
	Savings Restoration Plan	—	24,063	10,456	—	68,324
Melody Birmingham	Deferred Compensation Plan	—	—	—	—	—
	Savings Restoration Plan	—	25,250	3,641	—	65,323
William Jefferson	Deferred Compensation Plan	—	—	—	—	—
	Savings Restoration Plan	—	22,188	2,512	—	48,153
Michael Luhrs	Deferred Compensation Plan	—	—	—	—	—
	Savings Restoration Plan	—	21,875	5,825	—	38,122

(1) Amounts shown, if any, were deferred under our Deferred Compensation Plan.

(2) The amount of Company contributions for each NEO in this column is included in each NEO's compensation reported in the 2025 Summary Compensation Table under the column "All Other Compensation".

(3) The aggregate earnings in this column are not reported in the 2025 Summary Compensation Table. For a discussion of investment options under these plans, see the narrative accompanying this table.

(4) The aggregate balance includes amounts for each NEO that would have been previously reported as compensation in the Summary Compensation Table for prior years had he or she been a NEO in those prior years with the exception of any amounts shown for the aggregate earnings on deferred compensation.

(5) For a description of the Deferred Compensation Plan, please see the "Other Compensation and Benefits – Deferred Compensation Plan" section in the CD&A under "Establishing Executive Compensation" and the narrative accompanying this table.

(6) For a description of the Savings Restoration Plan, please see the "Other Compensation and Benefits – Savings Programs" section in the CD&A under "Establishing Executive Compensation" and the narrative accompanying this table. These contributions are fully vested.

We sponsor the Savings Restoration Plan and the Deferred Compensation Plan, two non-qualified defined contribution plans, neither of which credits above-market or preferential earnings. Amounts due under the plans are unsecured contractual obligations that are paid from our general assets.

Deferred Compensation Plan. The Deferred Compensation Plan provides employees at certain job levels, including the NEOs, the ability to defer compensation on a pre-tax basis, including compensation that would otherwise be limited by the Code. Participants may elect to defer and invest between 5% and 80% of their base compensation and/or between 5% and 80% of their annual bonus on a pre-tax basis. Participant deferrals are fully vested.

Savings Restoration Plan. The Savings Restoration Plan provides a supplemental benefit to eligible employees, including the NEOs, equal to the difference between: (i) the employer contributions (including matching, non-elective and profit sharing contributions) an employee would have received under our Retirement Savings Plan had such benefit not been limited by Sections 415 (a limitation on annual contributions under a defined contribution plan of $70,000 for 2025) and 401(a)(17) (a limitation on annual compensation of $350,000 for 2025) of the Code, and the Retirement Savings Plan's definition of compensation, which excludes deferrals into our Deferred Compensation Plan for purposes of calculating certain employer contributions, minus (ii) the actual employer contributions the employee received under the Retirement Savings Plan. Amounts credited under the Savings Restoration Plan are deferred on a pre-tax basis. Participants' accounts under the Savings Restoration Plan are 100% vested. Employees designate how these contributions will be invested, with the investment options generally the same as those available under our Retirement Savings Plan.

Potential Payments upon Termination of Employment or a Change-in-Control of the Company

Each NEO is eligible for certain benefits, upon certain types of terminations of employment, including a termination of employment involving a change-in-control of the Company (''CIC''). These benefits are in addition to the benefits to which all employees would be entitled upon a termination of employment generally (*i.e.,* (i) vested retirement benefits accrued as of the date of termination, (ii) stock-based awards that are vested as of the date of termination, and (iii) the right to continue medical coverage pursuant to COBRA (as defined in the Internal Revenue Code of 1986, as amended (the ''Code'') and the Employee Retirement Income Security Act of 1974). The additional benefits are described below.

Executive Severance Policy. Our Executive Severance Policy provides severance pay and other benefits to terminated employees at a certain job level, including our NEOs, provided they satisfy the terms of the policy. No severance pay or other benefits are paid under this policy if the termination of employment occurs in connection with a CIC. Under the Executive Severance Policy, an employee becomes eligible to receive benefits only if he or she is terminated under any of the following scenarios: (a) a position elimination due to a reduction in force or other restructuring; (b) the position is moved to a principal employment location outside of a 50 mile radius from the Participant's principal employment location on the date of termination of employment and such move would result in the Participant having a commute more than 20 miles longer, and provided that the Participant chooses not to relocate to the new location for such position; or (c) employment is constructively terminated. Constructive termination means a material reduction with respect to: (1) the scope of the employee's position; (2) the employee's base pay; or (3) the employee's annual incentive opportunity; and as a result of any such event, the employee chooses to terminate employment. Under our Executive Severance Policy, an eligible employee receives severance pay in the amount of 52 weeks of base salary at the rate in effect on the date of termination. The employee also receives a lump sum amount equivalent to 130% of 52 weeks of COBRA continuation coverage premiums and outplacement services.

Change-in-Control and Termination Agreements. As of December 31, 2025, we had CIC and Termination Agreements with each of the NEOs. We entered into these agreements based upon our belief that they are in the best interests of the stockholders. They are designed to help ensure that in the event of extraordinary events, a thoroughly objective judgment is made on any potential corporate transaction, so that stockholder value is appropriately safeguarded and maximized. The CIC and Termination Agreements provide for cash severance benefits if the executive terminates employment for ''Good Reason'' (as defined below) or is terminated by the Company for any reason other than ''Good Cause'' (as defined below) within 24 months following certain CIC events (referred to as a ''double trigger''). In addition, pursuant to the terms of the 2020 Omnibus Plan and 2010 Omnibus Plan, the executives' equity awards are subject to double trigger accelerated vesting in the event of a CIC unless an acquiring company does not assume or replace such awards upon the CIC. None of the agreements contain a ''gross-up'' provision to reimburse executives for excise taxes incurred with respect to benefits received under a CIC and Termination Agreement. The CIC and Termination Agreements can be terminated on twelve months' notice to the Participant. For purposes of the CIC and Termination Agreements:

''Good Cause'' shall be deemed to exist if, and only if, we notify the executive, in writing, within 60 days of our knowledge that one of the following events occurred: (1) the executive has engaged in acts or omissions constituting dishonesty, intentional

breach of fiduciary obligation or intentional wrongdoing or malfeasance, in each case that results in substantial harm to the Company; or (2) the executive has been convicted of a criminal violation involving fraud or dishonesty.

"Good Reason" shall be deemed to exist if, and only if: (1) there is a significant diminution in the nature or the scope of the executive's authorities or duties; (2) there is a significant reduction in the executive's monthly rate of base salary and the executive's opportunity to earn a bonus under an incentive bonus compensation plan we maintain or the executive's benefits; (3) we change by 50 miles or more the principal location at which the executive is required to perform services as of the date of a CIC; or (4) there is a material breach of the CIC and Termination Agreement. The CIC and Termination Agreements provide for a lump sum payment of two (three in the case of Mr. Yates) times the executive's current annual base salary and target annual incentive bonus compensation. The executive will also receive a pro rata portion of the executive's targeted annual incentive bonus for the year of termination. The CIC and Termination Agreements also provide that in the event of a CIC, the executive's total CIC related payments will be equal to the best ''net benefit'' which is equal to the greater of: (i) the after-tax value of the executive's total CIC related payments reduced by the 20% excise tax and other federal, state, local and other taxes; and (ii) the after-tax value of the executive's CIC related payments that has been reduced to the extent necessary so that it would not trigger an excise tax, reduced for federal, state, local and other taxes (in each case, without a gross-up).

In addition, the CIC and Termination Agreements provide for the executives to receive a lump sum amount equivalent to 130% of the COBRA continuation premiums due for the two-year period (three in the case of Mr. Yates) following termination. In the event of a CIC, all outstanding equity awards granted to each of the NEOs under the applicable Omnibus Plan as of December 31, 2025 will vest only upon a termination of employment in connection with a CIC.

For the NEOs, we have quantified the potential payments upon termination under various termination scenarios as of December 31, 2025.

Potential Payments upon Termination of Employment or a Change-in-Control of the Company at December 31, 2025[1]

	Severance ($)	Pro Rata Bonus Payment[5] ($)	Equity Grants ($)	Cash Awards ($)	Welfare Benefits ($)	Outplacement ($)	Total Payment ($)
Lloyd Yates							
Voluntary Termination	—	—	20,113,327	—	—	—	20,113,327
Retirement[2]	—	—	—	—	—	—	—
Disability[2]	—	2,261,784	20,113,327	—	—	—	22,375,111
Death[2]	—	2,261,784	20,113,327	—	—	—	22,375,111
Involuntary Termination[3]	1,200,000	—	20,113,327	—	29,523	25,000	21,367,850
Change-in-Control[4]	10,385,351	2,261,784	32,163,747	—	96,994	25,000	44,932,875
Shawn Anderson							
Voluntary Termination	—	—	—	—	—	—	—
Retirement[2]	—	—	—	—	—	—	—
Disability[2]	—	734,563	5,699,097	—	—	—	6,433,659
Death[2]	—	734,563	5,699,097	—	—	—	6,433,659
Involuntary Termination[3]	675,000	—	—	—	29,295	25,000	729,295
Change-in-Control[4]	2,819,125	734,563	8,479,444	—	63,645	25,000	12,121,777
Melody Birmingham							
Voluntary Termination	—	—	—	—	—	—	—
Retirement[2]	—	—	—	—	—	—	—
Disability[2]	—	751,900	4,217,553	—	—	—	4,969,454
Death[2]	—	751,900	4,217,553	—	—	—	4,969,454
Involuntary Termination[3]	690,000	—	—	—	26,360	25,000	741,360
Change-in-Control[4]	2,883,800	751,900	6,496,876	—	57,886	25,000	10,215,463
William Jefferson							
Voluntary Termination	—	—	—	—	—	—	—
Retirement[2]	—	—	—	—	—	—	—
Disability[2]	—	707,188	3,778,789	—	—	—	4,485,977
Death[2]	—	707,188	3,778,789	—	—	—	4,485,977
Involuntary Termination[3]	650,000	—	—	—	29,523	25,000	704,523
Change-in-Control[4]	2,714,375	707,188	5,907,144	—	63,914	25,000	9,417,621
Michael Luhrs							
Voluntary Termination	—	—	—	—	—	—	—
Retirement[2]	—	—	—	—	—	—	—
Disability[2]	—	702,625	4,999,377	—	—	—	5,702,002
Death[2]	—	702,625	4,999,377	—	—	—	5,702,002
Involuntary Termination[3]	650,000	—	—	—	14,227	25,000	689,227
Change-in-Control[4]	2,705,250	702,625	8,041,435	—	33,321	25,000	11,507,632

(1) Amounts payable to each of the NEOs as shown in the Pension Benefits Table, the Non-Qualified Deferred Compensation Table, and under the tax-qualified, non-discriminatory 401(k) Plan are not included in this table.

(2) For all NEOs, special vesting rules apply in the event the applicable NEO's employment terminates following the NEO becoming retirement eligible or as a result of the NEO's death or disability. None of the NEOs were retirement eligible as of December 31, 2025.

For NEOs other than Mr. Yates, if the NEO's employment had terminated as a result of the NEO's death or disability as of December 31, 2025, the NEO would have been entitled to pro-rata vesting as of the termination date, with the PSUs vesting based on actual performance; provided that, for the 2024 and 2025 PSUs, the PSU vesting would have been based on target performance if termination resulted from the NEO's death.

For Mr. Yates, if his employment had terminated as a result of his death or disability as of December 31, 2025, he would have been entitled to pro-rata vesting as of the termination date, with the PSUs vesting based on actual performance; provided that, for the 2025 PSUs, the PSU vesting would have been based on target performance if termination resulted from the NEO's death. If his employment had terminated as a result of voluntary termination or involuntary termination as of December 31, 2025, he would have been entitled to pro-rata vesting as of the termination date, with the PSUs vesting based on actual performance.

The figures above represent target performance because as of December 31, 2025 actual performance was not yet known. The value of the equity grants was determined by multiplying the closing price of our common stock on December 31, 2025, which was $41.76 per share, by the number of shares that would have vested upon termination of employment as a result of the NEO's retirement, disability or death, as applicable.

(3) Amounts shown reflect payments that would be made upon the involuntary termination of each NEO eligible under our Executive Severance Policy as described above.

(4) Amounts shown reflect payments to be made upon termination of employment in the event of a Change-in-Control of the Company under the CIC and Termination Agreements as described above in the ''Change-in-Control and Termination Agreements'' section.

(5) Bonus Payments were calculated using the NEO's eligible earnings for 2025 and known company STI scorecard results for 2025.

Pay Ratio

As required by Section 953(b) of the Dodd-Frank Wall Street Reform and Consumer Protection Act, we are providing the following disclosure about the relationship of the annual total compensation of our employees to the annual total compensation of our CEO.

For 2025, the ratio of the compensation of Mr. Yates, our CEO during 2025, to the compensation of the median employee is 106 to 1.

To identify the median of the annual total compensation of all our employees (other than our CEO), as well as to determine the annual total compensation of our median employee and our CEO, we took the following steps consistent with Item 402(u) of Regulation S-K:

1. To identify the ''median employee'' from our employee population, we prepared a full census of all our employees (except our CEO) using our existing centralized payroll database of base cash compensation (base salary plus overtime and shift premiums, calculated based on the hours worked during the relevant period) that is used internally to calculate annual cash (STI) incentive compensation and profit-sharing eligibility. We used base cash compensation as our compensation measure as it is the principal form of compensation delivered to all of our employees. We used the same median employee for 2024 and 2025. In 2024, we used the following methodology to identify the median employee:
   - We determined that, as of December 31, 2024, our employee population consisted of approximately 7,743 employees, with all of our employees located in the United States. This population consisted of our full-time, part-time and temporary employees, as determined for employment law purposes.
   - We adjusted as of December 31, 2024, the compensation of 619 full-time employees and 57 part-time employees hired during 2024 to annualize compensation for any portion of the measurement period that they were not with the Company.
   - Although all of our employees are eligible for an annual cash (STI) incentive (paid in 2025 for 2024 individual and Company performance), we excluded this for all employees because we determined its inclusion would not have a meaningful effect on the determination of the median employee.
   - Since we do not widely distribute annual equity awards to our employees, such awards were excluded from our compensation measure.
2. We identified our median employee from a full census report compiled using base cash compensation as our consistently applied compensation measure. Since all our employees are located in the United States, as is our CEO, we did not make any cost-of-living adjustments identifying the ''median employee.''
3. Once we identified our median employee, we combined all of the elements of such employee's compensation for 2025 in accordance with the requirements of Item 402(c)(2)(x) of Regulation S-K, resulting in annual total compensation of $125,021.
4. For the year ended December 31, 2025, the total compensation for our CEO, Mr. Yates, was $13,197,800 as reported in the ''Total'' column of the Summary Compensation Table of this Proxy Statement.

2025 Pay Versus Performance

As required by Section 953(a) of the Dodd-Frank Wall Street Reform and Consumer Protection Act, and Item 402(v) of Regulation S-K, we are providing the following information about the relationship between executive Compensation Actually Paid (“CAP”) to our CEOs and to our non-CEO NEOs and certain financial performance of the Company. CAP, as determined under SEC requirements, does not reflect the actual amount of compensation earned by or paid to our executive officers during a covered year. For further information concerning the Company’s variable pay-for-performance philosophy and how the Company aligns executive compensation with the Company’s performance, refer to the “Compensation Discussion and Analysis (CD&A)” section above.

	CEO		Former CEO		Other NEO Pay		Value of Initial Fixed $100 Invested Based on:			
Year	Summary Compensation Table Total for CEO	Compensation Actually Paid to CEO[6]	Summary Compensation Table Total for Former CEO	Compensation Actually Paid to Former CEO[7]	Average Summary Compensation Table Total for Other NEO's	Average Compensation Actually Paid to Other NEO's	Total Shareholder Return (TSR)	Dow Jones Utilities Index Peer Group TSR	Net Income (in millions)	Adjusted EPS[8]
2025[1]	$13,197,800	$26,178,851	$ 0	$ 0	$3,689,768	$6,200,227	$216	$159	$1,013	$1.90
2024[2]	$12,784,970	$34,023,789	$ 0	$ 0	$3,656,310	$7,905,729	$185	$137	$ 845	$1.75
2023[3]	$ 9,216,680	$ 9,913,336	$ 0	$ 0	$2,869,181	$3,127,806	$129	$ 111	$ 674	$1.60
2022[4]	$ 7,113,506	$ 6,720,202	$1,352,993	($ 3,953,194)[6]	$2,221,932	$1,305,705	$128	$119	$ 792	$1.47
2021[5]	$ 0	$ 0	$9,535,782	$13,795,347	$2,491,010	$3,453,360	$125	$117	$ 589	$1.37

(1) For 2025, the table includes Lloyd Yates as CEO. The other NEOs were Shawn Anderson, Melody Birmingham, William Jefferson and Michael Luhrs.

(2) For 2024, the table includes Lloyd Yates as CEO. The other NEOs were Shawn Anderson, Melody Birmingham, William Jefferson and Michael Luhrs.

(3) For 2023, the table includes Lloyd Yates as CEO. The other NEOs were Donald E. Brown, Shawn Anderson, Melody Birmingham, William Jefferson and Michael Luhrs.

(4) For 2022, the table includes Lloyd Yates as CEO and Joseph Hamrock as Former CEO. The other NEOs were Donald E. Brown, Shawn Anderson, Melody Birmingham, William Jefferson and Pablo A. Vegas.

(5) For 2021, the table includes Joseph Hamrock as CEO. The other NEOs were Donald E. Brown, Pablo A. Vegas, Violet G. Sistovaris and Charles E. Shafer.

(6) In accordance with the SEC rules, the amounts reported in these columns for each year were calculated by making the adjustments shown in the following tables to amounts reported for the CEOs in the Summary Compensation Table in the total column. Amounts for each year do not reflect the actual amount of compensation earned by or paid to the CEO during the applicable year.

(7) A pro rata portion of all outstanding, unvested equity award vesting in connection with Mr. Hamrock’s retirement in 2022.

(8) Adjusted EPS is a non-GAAP financial measure. Appendix A to this Proxy Statement contains a full reconciliation of GAAP EPS to Adjusted EPS.

To calculate CAP, the following amounts were deducted from and added to Summary Compensation Table ("SCT") total compensation:

CEO SCT to CAP Reconciliation:

Year	Reported SCT Total for Covered Year		Reported Value of Equity Awards in SCT for Covered Year[a]		Equity Award Adjustments for Covered Year[b]		Reported Change in the Actuarial Present Value of Pension Benefits for Covered Year		Pension Benefits Adjustments for Covered Year		Compensation Actually Paid for Covered Year
2025	$13,197,800	–	$9,619,864	+	$22,600,915	–	$0	+	$0	=	$26,178,851

Other NEOs SCT to CAP Reconciliation:

Year	Average Reported SCT Total for Covered Year		Average Reported Value of Equity Awards in SCT for Covered Year[a]		Average Equity Award Adjustments for Covered Year[b]		Average Reported Change in the Actuarial Present Value of Pension Benefits for Covered Year		Average Pension Benefits Adjustments for Covered Year[c]		Average of Compensation Actually Paid for Covered Year
2025	$3,689,768	–	$2,165,412	+	$4,675,871	–	$0	+	$0	=	$6,200,227

(a) Represents the amounts reported in the Summary Compensation Table in the Stock Awards Column.

(b) See reconciliation of the Equity Award Adjustments below.

(c) See reconciliation of the Average Pension Benefits Adjustments below.

CEO Equity Adjustment to CAP Reconciliation

Year	Covered Year-End Fair Value of Equity Awards Granted During Covered Year That Remained Outstanding and Unvested as of Last Day of Covered Year ($)	Change in Fair Value as of Last Day of Covered Year (as compared to Last Day of Prior Year) of Equity Awards Granted Prior to Covered Year and Outstanding and Unvested as of Last Day of Covered Year ($)	Vesting Date Fair Value of Equity Awards Granted During Covered Year that Vested During Covered Year ($)	Change in Fair Value from Last Day of Prior Year to Vesting Date of Equity Awards Granted Prior to Covered Year that Vested During Covered Year ($)	Fair Value as of Last Day of Prior Year of Equity Awards that Failed to Meet Vesting Conditions During the Covered Year ($)	Value of Dividends or Other Earnings Paid on Equity Awards Not Otherwise Included as of Last Day of Covered Year ($)	Total - Inclusion of Equity Values ($)
2025	$14,535,760	$7,020,374	$0	$1,044,781	$0	$0	$22,600,915

Other NEOs Equity Adjustment to CAP Reconciliation

Year	Average Covered Year-End Fair Value of Equity Awards Granted During Covered Year That Remained Outstanding and Unvested as of Last Day of Covered Year ($)	Average Change in Fair Value as of Last Day of Covered Year (as compared to Last Day of Prior Year) of Equity Awards Granted Prior to Covered Year and Outstanding and Unvested as of Last Day of Covered Year ($)	Average Vesting Date Fair Value of Equity Awards Granted During Covered Year that Vested During Covered Year ($)	Average Change in Fair Value from Last Day of Prior Year to Vesting Date of Equity Awards Granted Prior to Covered Year that Vested During Covered Year ($)	Average Fair Value as of Last Day of Prior Year of Equity Awards that Failed to Meet Vesting Conditions During the Covered Year ($)	Average Value of Dividends or Other Earnings Paid on Equity Awards Not Otherwise Included as of Last Day of Covered Year ($)	Total - Average Inclusion of Equity Values ($)
2025	$3,046,028	$1,477,419	$0	$152,424	$0	$0	$4,675,871

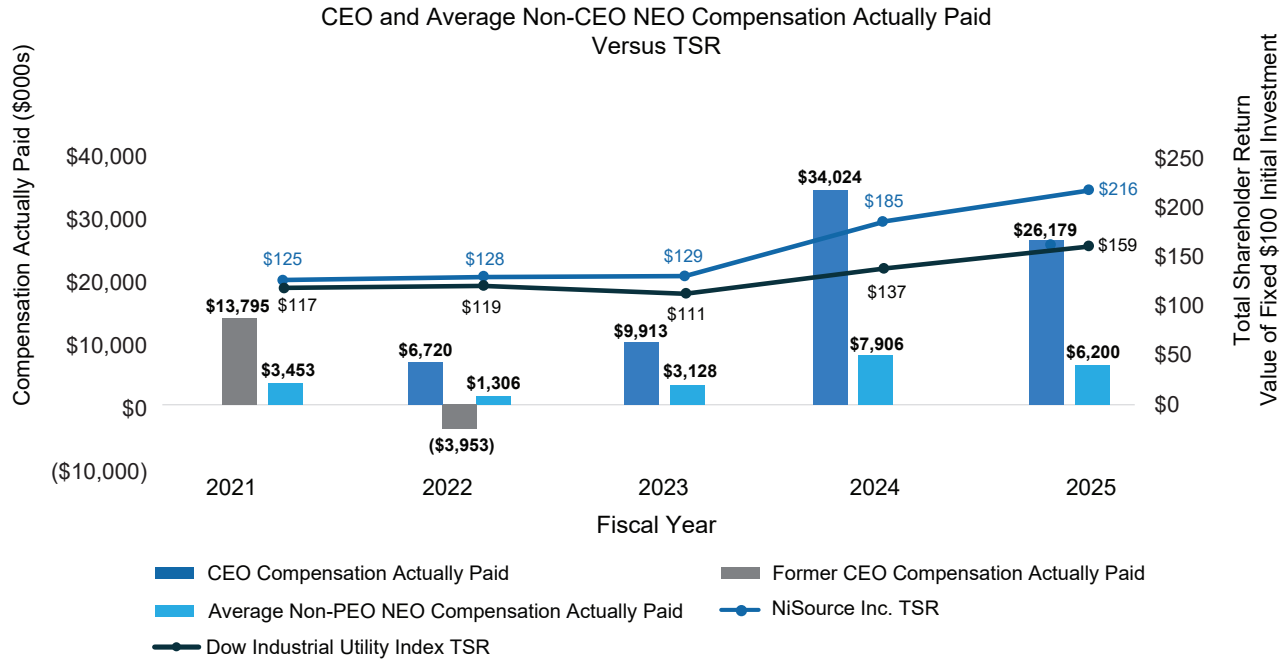
Fair values reported in this table are computed in accordance with FASB ASC Topic 718.

CEO and Other NEOs Pension Adjustment to CAP Reconciliation

Year	Plan	Service Cost	Prior Service Cost	Total Average Pension Benefit Adjustment (Service Cost ÷ by number of Other NEOs in applicable year)
2025	Pension Plan	$0	$0	$0
	Pension Restoration Plan	$0	$0	$0
	Total	$0	$0	$0

CAP* VERSUS TOTAL SHAREHOLDER RETURN

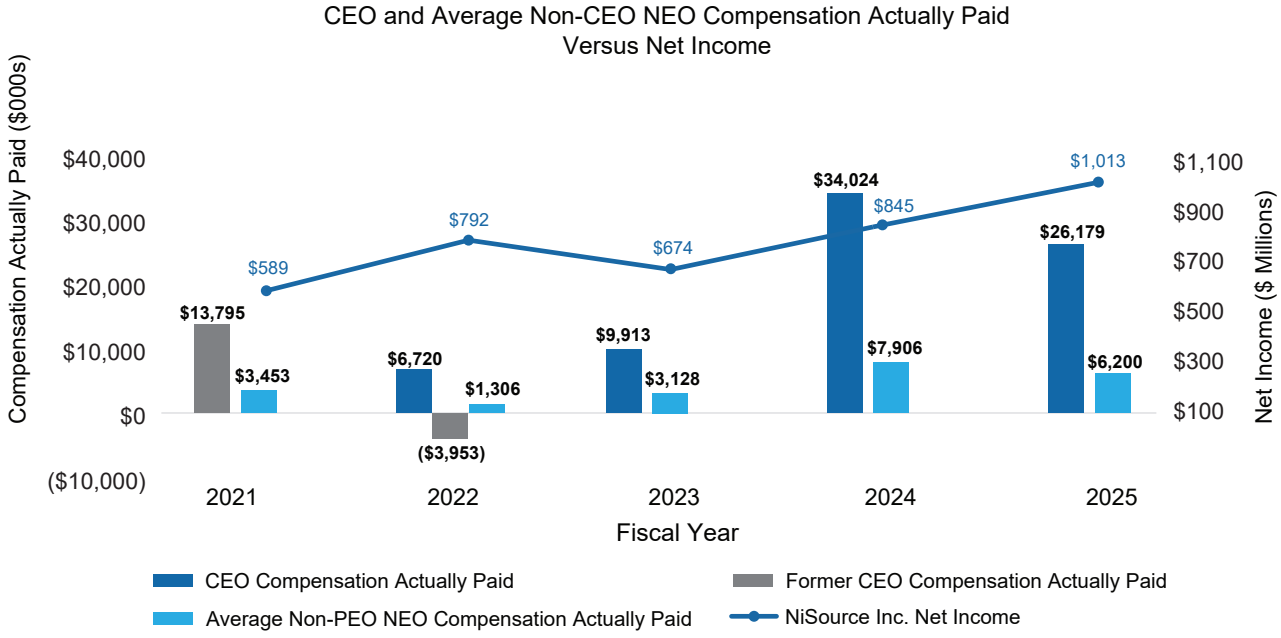
The graph below represents the relationship between CAP to our CEO, the average CAP to our Non-CEO NEOs and Total Shareholder Return ("TSR") for NiSource and the Dow Jones U.S. Utilities Index.



*CAP, as determined under SEC requirements, does not reflect the actual amount of compensation earned by or paid to our executive officers during a covered year.

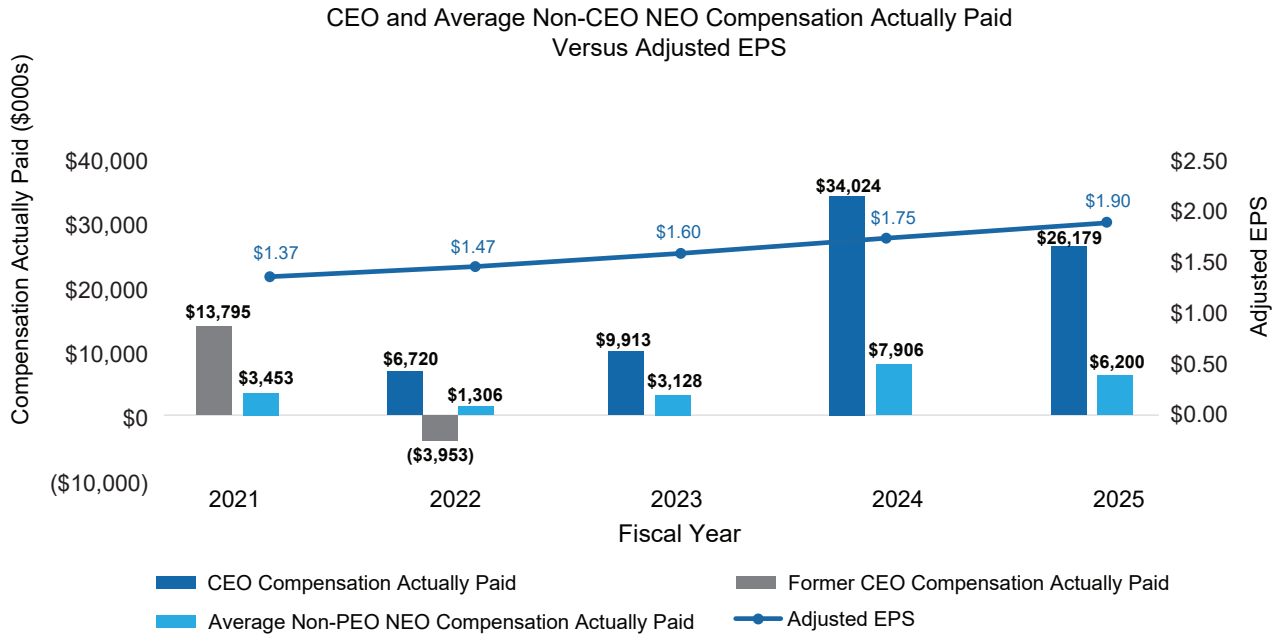
CAP VERSUS NET INCOME

The graph below shows the relationship between the Company's net income and the CEO and Non-CEO NEOs' CAP. The Company does not use Net Income to determine compensation and is not included in incentive plans.



CAP VERSUS COMPANY SELECTED MEASURES: ADJUSTED EPS

The graph below shows the relationship between the Company's adjusted EPS and the CEO and Non-CEO NEOs' CAP. Adjusted EPS is a non-GAAP financial measure. Appendix A to this Proxy Statement contains a full reconciliation of GAAP EPS to Adjusted EPS.



COMPANY SELECTED PERFORMANCE MEASURES

The following were the three most important performance measures as determined by the Company that link compensation actually paid to our NEOs to the Company's performance for the most recently completed fiscal year. Adjusted EPS and RTSR are the only two financial measures used as part of the Company's compensation programs and to link compensation actually paid and Company performance. Safety is the most important non-financial measure used to link compensation actually paid to Company performance.

Company Selected Performance Measures
Adjusted EPS
RTSR
Safety

Equity Compensation Plan Information

The following table provides information as of December 31, 2025 regarding the number of shares of our common stock that may be issued under our equity compensation plans.

Plan Category	Number of Securities to be Issued Upon Exercise of Outstanding Options, Warrants and Rights (#)(a)[1]	Weighted-Average Exercise Price of Outstanding Options, Warrants and Rights ($)(b)[2]	Number of Securities Remaining Available for Future Issuance Under Equity Compensation Plans (Excluding Securities Reflected in Column (a)) (#)(c)[3]
Equity compensation plans approved by security holders[1]	3,654,769	—	6,537,216
Equity compensation plans not approved by security holders	—	—	—
Total	3,654,769	—	6,537,216

(1) Plans approved by security holders consist of the following: the 2010 Omnibus Plan, approved by stockholders on May 11, 2010 (no shares remain available for future grants under the plan); the 2020 Omnibus Plan approved by the stockholders on May 19, 2020; and the Company's Employee Stock Purchase Plan, approved by the stockholders on May 7, 2019 and May 13, 2024.

(2) Restricted stock units and performance share awards are payable at no cost to the grantee on a one-for-one basis. As of December 31, 2025, there were no outstanding stock options under the 2010 Omnibus Plan or the 2020 Omnibus Plan.

(3) As of December 31, 2025, 6,537,216 shares remained available for issuance under the 2020 Omnibus Plan and 1,140,407 shares remained available for purchase under the Employee Stock Purchase Plan. The Employee Stock Purchase Plan provides the opportunity for eligible employees to acquire shares of our common stock at a 10% discount. For purposes of this table, we have included the number of shares issuable under outstanding performance share awards assuming performance targets are achieved at the maximum achievement level.

Proposal 2 – Advisory Approval of NEO Compensation

Pursuant to Section 14A of the Exchange Act, we are asking stockholders to approve, in a non-binding advisory vote, the compensation paid to our NEOs, as disclosed under the headings ‘‘2025 Executive Compensation’’ and ‘‘Compensation Discussion and Analysis (CD&A)’’ above, commonly known as a ‘‘Say-on-Pay’’ proposal.

At the 2023 annual meeting of stockholders, we provided our stockholders with an advisory vote regarding how frequently the Company will conduct future stockholder advisory votes to approve the compensation paid to our NEOs. A majority of the shares present or represented at the meeting were voted in favor of an annual vote, consistent with the Board’s recommendation. Based on these results, the Board has determined to hold an annual advisory vote on the compensation paid to our NEOs.

The Board encourages stockholders to carefully review the 2025 Executive Compensation and CD&A sections of this Proxy Statement, for a thorough discussion of our executive compensation program and philosophy. Our compensation program is designed to be significantly performance-based and to attract and retain highly qualified individuals who enhance long-term stockholder value by contributing to our ongoing success. All facets of our compensation program are regularly monitored by the C&HC Committee to ensure that the program is well-tailored to fulfill our compensation philosophy and objectives.

In considering this proposal, stockholders may wish to consider the following factors that we believe demonstrate our commitment to maintaining a robust compensation program:

- Compensation is closely tied to both corporate and individual performance;
- Annual and long-term incentive compensation opportunities are contingent on the Company achieving pre-established goals;
- Total compensation packages are competitive to our Compensation Comparator Group;
- Perquisites are appropriately limited in number and modest in dollar value; and
- We believe our compensation program does not create incentives for behaviors that create material risk to the Company.

As discussed in the CD&A and 2025 Executive Compensation sections of this Proxy Statement, the C&HC Committee and the Board believe that our executive compensation program fulfills the objectives of our compensation philosophy in a prudent and effective manner.

Accordingly, the following resolution is submitted for an advisory stockholder vote at the Annual Meeting:

RESOLVED, that the compensation paid to our NEOs, as disclosed pursuant to Item 402 of Regulation S-K, including the Compensation Discussion and Analysis, compensation tables and narrative discussion, is hereby approved on an advisory basis.

As this is an advisory vote, the result will not be binding on the Company, the Board or the C&HC Committee, although the C&HC Committee and the Board will carefully consider the outcome of the vote when evaluating our compensation program and philosophy.

VOTE REQUIRED

The affirmative vote of a majority of the shares present at the virtual Annual Meeting or represented by proxy at the meeting and entitled to vote is needed to approve the advisory vote on the compensation of the NEOs. Proxies submitted without direction pursuant to this solicitation will be voted ‘‘FOR’’ the advisory approval of executive compensation of our NEOs. Abstentions by those present or represented by proxy will have the same effect as a vote against the proposal. Brokers will not have discretionary authority to vote on the proposal. Accordingly, there could be broker non-votes, which will have no effect on the vote.

THE BOARD UNANIMOUSLY RECOMMENDS A VOTE ‘‘**FOR**’’ THE APPROVAL OF NEO COMPENSATION ON AN ADVISORY BASIS.

Proposal 3 – Ratification of Independent Registered Public Accounting Firm

The Audit Committee of the Board is directly responsible for the appointment, compensation, retention and oversight of the independent registered public accounting firm retained to audit our financial statements. The Audit Committee appointed Deloitte as our independent registered public accounting firm for 2026. As part of its oversight of our relationship with our independent registered public accounting firm and to assure continuing independence of such firm, the Audit Committee considers whether it is appropriate to adopt a policy of rotating its independent registered public accounting firm on a regular basis. Further, in conjunction with ensuring the rotation of such firm's lead engagement partner, the Audit Committee and its Chair are directly involved with the selection of Deloitte's lead engagement partner. The Audit Committee also reviews proposals for all auditing services (including fees and terms thereof) of our independent registered public accounting firm and approves all such proposals prior to the commencement or performance of such services, subject to the pre-approval policies and procedures described under "Independent Registered Public Accounting Firm Fees".

Deloitte has served as our independent registered public accounting firm since 2002 and has the requisite understanding of our business, accounting policies and practices, and internal control over financial reporting to drive audit quality and efficient fee structures. As a result of this expertise, and, as noted above, the Audit Committee's oversight designed to assure continuing independence, the Board and its Audit Committee consider Deloitte well qualified to serve as our independent registered public accounting firm. Further, the Board believes that the continued retention of Deloitte is in our best interest and the best interest of our stockholders. Although action by stockholders for this matter is not required, the Board and the Audit Committee believe that it is appropriate to seek stockholder ratification of this appointment to provide stockholders a means of communicating the stockholders' level of satisfaction with the performance of the independent registered public accounting firm and their level of independence from management. If the proposal is not approved and the appointment of Deloitte is not ratified by the stockholders, the Audit Committee will take this into consideration and will reconsider the appointment. A representative of Deloitte will be present at the virtual Annual Meeting and will be given an opportunity to make a statement if he or she so desires and will be available to respond to appropriate questions.

VOTE REQUIRED

The affirmative vote of a majority of the shares present during the virtual Annual Meeting or represented by proxy and entitled to vote is needed to ratify the appointment of Deloitte as our independent registered public accounting firm for 2026. Proxies submitted without direction pursuant to this solicitation will be voted "FOR" the ratification of the appointment of Deloitte. Abstentions by those present or represented by proxy will have the same effect as a vote against the proposal. Brokers will have discretionary authority to vote on this proposal, and, accordingly, there will not be any broker non-votes.

THE BOARD AND ITS AUDIT COMMITTEE UNANIMOUSLY RECOMMEND A VOTE "**FOR**" THE RATIFICATION OF THE APPOINTMENT OF DELOITTE AS OUR INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR 2026.

Audit Committee Report

Our Audit Committee consists of Messrs. Bunting and Jesanis and Mses. Barbour and Lee. Each member of the Audit Committee is independent as defined by the applicable NYSE and SEC rules and meets the additional independence standard set forth by the Board in the Corporate Governance Guidelines. Each member of the Audit Committee also is ‘‘financially literate’’ for purposes of applicable NYSE rules. The Board has determined that Messrs. Bunting and Jesanis and Mses. Barbour, the Chair of the Audit Committee, and Lee are each an ‘‘audit committee financial expert’’ as defined by SEC rules.

The Audit Committee is responsible for, among other things, assisting the Board in monitoring the integrity of our financial statements; reviewing the qualifications and independence of our independent registered public accounting firm; overseeing the performance of our internal audit function and independent registered public accounting firm; monitoring compliance with legal and regulatory requirements; and reviewing our risk assessment process. The Audit Committee’s charter describes in greater detail the full responsibilities of the committee and is available on our website. The Audit Committee has the sole authority to appoint, retain or replace the independent registered public accounting firm and is directly responsible for the compensation and oversight of the work of the independent registered public accounting firm for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for us. The independent registered public accounting firm reports directly to the Audit Committee. Further information about the Audit Committee is detailed in the ‘‘Corporate Governance’’ section, see pages 22-31 of this Proxy Statement.

In 2025, the Committee met ten times. Meetings are designed to facilitate and encourage open communication among the members of the Audit Committee, management, the internal auditors, and the Company’s independent auditors, Deloitte & Touche LLP (‘‘Deloitte’’). In the performance of its responsibilities, the Audit Committee met regularly with the members of our internal audit function and Deloitte, with and without management present, to discuss, among other items, the results of its examinations, evaluations of our internal controls, the overall quality, not just the acceptability, of our financial reporting. The Audit Committee also met regularly with management, our internal audit function and Deloitte on a recurring basis to review and discuss the audit process, accounting, auditing, internal controls over financial reporting, annual and quarterly financial statements and related disclosures in reports filed with the SEC, earnings and risk assessment and risk management matters. In addition, during these meetings, the Audit Committee reviewed and discussed, among other items, the audited consolidated financial statements, the unaudited interim financial statements, significant accounting policies applied by us in our financial statements and non-GAAP financial measures, preapproval of audit services and permissible non-audit services performed by Deloitte, and policies and procedures related to compliance, ethics and legal and regulatory matters. The Audit Committee also discussed with, and received regular status reports from, our internal audit function and Deloitte on the overall scope and plans for their audits, including the scope and plans for evaluating the effectiveness of internal controls over financial reporting.

The Audit Committee has discussed with Deloitte the matters required to be discussed by the applicable requirements of the PCAOB and the SEC. The Audit Committee also has received the written disclosures and the letter from Deloitte required by the applicable requirements of the PCAOB regarding the independent registered public accounting firm’s communications with audit committees concerning independence and has discussed with Deloitte its independence. The Audit Committee has considered whether Deloitte’s provision of non-audit services to us is compatible with maintaining Deloitte’s independence. In reliance on the review and discussions referred to above, the Audit Committee recommended to the Board that the audited consolidated financial statements be included in our 2025 Annual Report on Form 10-K.

The Audit Committee evaluates the performance of its independent auditor annually, including the senior audit engagement team, and considers whether to retain the current independent auditor or consider rotating the engagement to a different audit firm. The annual review is a rigorous evaluation and takes into account various factors, including the historical and recent performance of Deloitte on the audit; the professional qualifications of the firm and the lead audit partner; the quality of ongoing discussions with Deloitte; the results of an internal survey of Deloitte’s service and quality; the appropriateness of fees; and evidence supporting the firm’s independence, objectivity and professional skepticism.

Based on its evaluation, the Audit Committee has appointed Deloitte to serve as our independent registered public accounting firm for the year ending December 31, 2026. Deloitte has served as the company's independent auditor since 2002. Although the Audit Committee has sole authority to appoint the independent registered public accounting firm, the Audit Committee has recommended that the Board seek stockholder ratification of the appointment at the Annual Meeting as a matter of good corporate governance.

Audit Committee

Sondra L. Barbour, Chair
Theodore H. Bunting, Jr., CPA
Michael E. Jesanis
Cassandra S. Lee, CPA

Independent Registered Public Accounting Firm Fees

The following table represents the aggregate fees for professional services billed by Deloitte for the fiscal years ended December 31, 2025 and 2024.

	2025	2024
Audit Fees[1]	$7,214,600	$6,126,550
Audit-Related Fees[2]	$ 45,000	—
Tax Fees		
Tax Compliance[3]	$ 410,375	—
Tax Advice and Tax Planning[4]	—	—
All Other Fees[5]	$ 6,140	$ 6,111

(1) Audit Fees — Fees for professional services performed by Deloitte for the audit of our annual financial statements in our 2025 Annual Report on Form 10-K and review of financial statements included in our Quarterly Report on Form 10-Q filings and services that are normally provided in connection with statutory and regulatory filings or engagements.

(2) Audit-Related Fees — Fees for the assurance and related services performed by Deloitte that are reasonably related to the performance of the audit or review of our financial statements.

(3) Tax Compliance — Fees for professional services performed by Deloitte with respect to tax compliance.

(4) Tax Advice and Tax Planning — Fees for professional services performed by Deloitte with respect to tax advice and tax planning.

(5) All Other Fees — Fees for permissible work performed by Deloitte that does not fit within the above categories.

Pre-Approval Policies and Procedures. During 2025, the Audit Committee approved all audit, audit-related and non-audit services provided to us by Deloitte prior to management engaging the independent registered public accounting firm for those purposes. The Audit Committee's current practice is to consider for pre-approval annually all audit, audit-related and non-audit services proposed to be provided by our independent registered public accounting firm for the year. Additional fees for other proposed audit-related or non-audit services (not within the scope of the approved audit engagement) which have been properly presented to the Pre-Approval Subcommittee of the Audit Committee (consisting of the then-acting Audit Committee chair) by our chief accounting officer may be considered and, if appropriate, approved by the Pre-Approval Subcommittee of the Audit Committee, subject to later ratification by the full Audit Committee. In no event, however, will any non-audit service be approved by the Pre-Approval Subcommittee that would result in the independent registered public accounting firm no longer being considered independent under the applicable SEC rules. In appointing Deloitte as our independent registered public accounting firm, the Audit Committee has considered whether the provision of the non-audit services rendered by Deloitte is compatible with maintaining the firm's independence.

Delinquent Section 16(a) Reports

Based on a review of reports filed with the SEC and written representations that no other reports were required under Section 16(a) of the Exchange Act, we believe that all of our directors, officers and beneficial owners of more than 10% of our common stock who are required to file such reports did file all such reports on a timely basis during 2025.

Stockholder Proposals and Nominations for 2027 Annual Meeting

Stockholders may submit proposals appropriate for stockholder action at the 2027 Annual Meeting consistent with the requirements of Rule 14a-8 under the Exchange Act, all other rules of the SEC relating to stockholder proposals and our Bylaws. Written notice containing the required information should be addressed to the attention of our Corporate Secretary at NiSource Inc., 801 E. 86th Avenue, Merrillville, Indiana 46410. For your proposal to be considered for inclusion in our Proxy Statement in connection with the 2027 Annual Meeting, we must receive your written proposal no later than November 30, 2026.

Stockholder proposals not intended to be included in our Proxy Statement (including director nominations) may be brought before the 2027 Annual Meeting by filing a notice of stockholder's intent to do so no earlier than January 11, 2027, and no later than February 10, 2027. The notice must include all of the information required to be set forth in any such notice by our Bylaws.

Stockholders who intend to submit director nominees for inclusion in our proxy materials for the 2027 Annual Meeting must comply with the requirements of proxy access as set forth in our Bylaws. The stockholder or group of stockholders who wish to submit director nominees pursuant to proxy access must deliver the required materials to us no earlier than the close of business on October 31, 2026, and no later than the close of business on November 30, 2026.

In addition to satisfying the foregoing requirements under our Bylaws, to comply with the universal proxy rules, stockholders who intend to solicit proxies in support of director nominees other than the Company's nominees must provide notice that sets forth the information required by Rule 14a-19 under the Exchange Act no later than March 12, 2027.

If you would like a copy of our Bylaws, please contact our Corporate Secretary at the above address or access our Bylaws on our website at https://www.nisource.com/investors/governance. Failure to comply with our Bylaw procedures and deadlines may preclude presentation and consideration of the matter or of the proposed nominee for election at the 2027 Annual Meeting.

Form 10-K, Annual Report and Financial Statements

A copy of our 2025 Annual Report on Form 10-K, including the financial statements and the financial statement schedules, but without exhibits, is contained within our Annual Report to Stockholders, which is available on our website at https://www.nisource.com/filings. We will mail a copy of our 2025 Annual Report on Form 10-K, including the financial statements and the financial statement schedules, but without exhibits, free of charge to any stockholder upon written request to NiSource Inc., c/o Corporate Secretary, 801 E. 86th Avenue, Merrillville, Indiana 46410.

Availability of Proxy Materials

In accordance with SEC rules, we are using the internet as our primary means of furnishing proxy materials to stockholders. Consequently, most stockholders will not receive paper copies of our proxy materials. We will instead send these stockholders a Notice of Internet Availability of Proxy Materials with instructions for accessing the proxy materials, including our Proxy Statement and Annual Report for the year ended December 31, 2025, and voting via the internet. The Notice of Internet Availability of Proxy Materials also provides information on how stockholders may obtain paper copies of our proxy materials if they so choose. This makes the proxy distribution process more efficient and less costly and helps conserve natural resources. If you previously elected to receive our proxy materials electronically, these materials will continue to be sent via email unless you change your election.

Multiple Stockholders Sharing the Same Address — "Householding"

The SEC has adopted rules that permit companies and intermediaries (e.g., brokers) to satisfy the delivery requirements for proxy statements with respect to two or more stockholders sharing the same address by delivering a single set of proxy materials addressed to those stockholders. This process, which is commonly referred to as "householding," may potentially provide extra convenience for stockholders and cost savings for companies or the intermediary.

You may receive proxy materials through an intermediary who uses householding to deliver proxy materials. If so, a single copy of the proxy materials, including the Notice of Internet Availability of Proxy Materials, may be delivered to multiple stockholders sharing an address unless the affected stockholder provides contrary instructions. Once you have received notice from your broker that they will be householding communications to your address, householding will continue until you are notified otherwise or until you revoke your consent. If this applies to you and you would prefer to receive separate copies of the proxy materials, including the Notice of Internet Availability of Proxy Materials, please notify your broker that you no longer wish to participate in householding. Additionally, you may direct your written request for a copy of the proxy materials to NiSource Inc., c/o Corporate Secretary, 801 E. 86th Avenue, Merrillville, Indiana 46410, or you may request a copy by telephone at (614) 460-6000. If your broker is not currently householding (i.e., you received multiple copies of our Notice of Availability of Proxy Materials), and you would like to request delivery of a single copy, you should contact your broker and find out if this option is available to you.

Other Business

The Board does not intend to bring any other matters before the Annual Meeting other than those described in this Proxy Statement. If any other matters do properly come before the meeting, it is the intention of the persons named in the enclosed form of proxy to vote the proxy in accordance with their judgment on such matters.

Whether or not you plan to attend the virtual Annual Meeting, you can be sure your shares are represented at the meeting by submitting your completed proxy by telephone, through the Internet or by promptly marking, dating, signing and returning the enclosed proxy card.

BY ORDER OF THE BOARD OF DIRECTORS

Kimberly S. Cuccia
Executive Vice President, General Counsel and
Corporate Secretary

Dated: March 30, 2026

Cautionary Note Regarding Forward-Looking Information

This Proxy Statement contains ‘‘forward-looking statements’’ as defined by the Private Securities Litigation Reform Act of 1995. The use of ‘‘might,’’ ‘‘may,’’ ‘‘could,’’ ‘‘should,’’ ‘‘anticipates,’’ ‘‘believes,’’ ‘‘estimates,’’ ‘‘expects,’’ ‘‘intends,’’ ‘‘plans,’’ ‘‘projects,’’ ‘‘forecasts,’’ ‘‘predicts,’’ ‘‘assumes,’’ ‘‘goal’’ and other similar words is intended to identify forward-looking statements that involve risk and uncertainty. These forward-looking statements are subject to various factors that could cause actual results to differ materially from the results anticipated in these statements. These factors include, but are not limited to, those discussed in the ‘‘FORWARD-LOOKING STATEMENTS AND INFORMATION’’ and ‘‘RISK FACTORS’’ sections of 2025 Annual Report on Form 10-K, as updated in subsequent reports we file with the SEC. We have no obligation to update or revise forward-looking statements regardless of whether new information, future events, or any other factors affect the information contained in the statements. References to our website or other links to our publications or other information are provided for the convenience of our stockholders. None of the information or data included on our websites or accessible at these links is incorporated into, and will not be deemed to be a part of, this Proxy Statement or any of our other filings with the SEC.

Appendix A to Proxy Statement

Reconciliation of Consolidated Net Income Available to Common Shareholders to Adjusted Net Income Available to Common Shareholders (Non-GAAP) and Adjusted Earnings Per Share (Non-GAAP) (Unaudited)

	For the Year Ended				
(in millions, except per share amounts)	**2025**	**2024**	**2023**	**2022**	**2021**
GAAP Net Income Available to Common Shareholders	**$929.5**	$739.7	$661.7	$ 749.0	$529.8
Adjustments to Operating Income:					
Operating Revenues:					
Weather - compared to normal[1]	**(32.6)**	60.4	60.6	(24.9)	1.2
FAC adjustment[2]	**—**	—	—	8.0	—
Operating Expenses:					
Greater Lawrence Incident	**—**	—	—	—	9.2
Plant retirement costs	**—**	—	—	—	14.1
NiSource Next initiative[3]	**—**	—	—	3.3	24.7
Massachusetts Business related amounts[4]	**—**	—	—	(105.0)	6.8
Total adjustments to operating income	**(32.6)**	60.4	60.6	(118.6)	56.0
Other Income (Deductions):					
Interest rate swap settlement gain	**—**	—	—	(10.0)	—
Income Taxes:					
Tax effect of above items[5]	**8.3**	(15.5)	(15.8)	27.8	(14.6)
Preferred Dividends:					
Preferred dividends redemption premium[6]	**—**	14.0	9.8	—	—
Total adjustments to net income	**(24.3)**	58.9	54.6	(100.8)	41.4
Adjusted Net Income Available to Common Shareholders	**$905.2**	$798.6	$716.3	$ 648.2	$571.2
Diluted Average Common Shares	**474.5**	456.0	447.9	442.7	417.3
GAAP Diluted Earnings Per Share[7]	**$ 1.95**	$ 1.62	$ 1.48	$ 1.70	$ 1.27
% Growth in Diluted Earnings Per Share from Prior Year[8]	**20.4%**	9.5%	(12.9)%	33.9%	
Adjustments to diluted earnings per share	**(0.05)**	0.13	0.12	(0.23)	0.10
Adjusted Earnings Per Share	**$ 1.90**	$ 1.75	$ 1.60	$ 1.47	$ 1.37
% Growth in Adjusted Earnings Per Share from Prior Year[9]	**8.6%**	9.4%	8.8%	7.3%	

(1) Represents the estimated impact of actual weather during the period compared to expected normal weather. Beginning in 2024, the adjustment for NIPSCO Operations excludes the impact of non-controlling interest.

(2) Represents fuel costs deemed over-collected from customers through the FAC mechanism and ordered to be refunded to customers.

(3) Represents incremental severance and third-party consulting costs incurred in connection with the NiSource Next initiative.

(4) 2022 represents proceeds from a property insurance settlement related to the Greater Lawrence Incident. 2021 primarily represents final net working capital adjustments to the purchase price for the loss incurred on the sale of the Massachusetts Business.

(5) Represents income tax expense associated with adjustments to GAAP amounts calculated using the applicable statutory tax rates for legal entities.

(6) 2024 represents the difference between the carrying value on the redemption date of the Series B Preferred Stock and the total amount of consideration paid to redeem. 2023 represents the difference between the carrying value on the redemption date of the Series A Preferred Stock and the total amount of consideration paid to redeem plus an excise tax liability incurred under the IRA, net of the fair value of common shares issued during 2023.

(7) GAAP Diluted Earnings Per Share includes the effects of income allocated to participating securities.

(8) % growth taken from change in diluted earnings per share over prior year divided by prior year diluted earnings per share.

(9) % growth take from change in adjusted earnings per share over prior year divided by prior year adjusted earnings per share.

Beginning with the first quarter of 2024, the Company changed its disclosure of non-GAAP results and guidance for net operating earnings available to common shareholders to adjusted net income available to common shareholders and for net operating EPS to adjusted EPS to better align with the presentation used by many companies to report their non-GAAP results. The change reflects a name change only and the calculations of each of these non-GAAP metrics remains consistent with the historical calculations.

Reconciliation of Net Cash Flows from Operating Activities to FFO to Debt (Adjusted) (Non-GAAP) (Unaudited)

Annual FFO/Debt Reconciliation
($ in millions)

	2025
Net Cash Flows from Operating Activities	2,362
- Accounts receivable	(273)
- Inventories	(60)
- Accounts payable	132
- Exchange gas receivable/payable	136
- Other accruals	68
- Prepayments and other current assets	(37)
- Other adjustments	(36)
Funds from Operations (Adjusted)	**2,434**
Long-term debt	15,458
+ Current portion of long-term debt	20
+ Short-term borrowings	736
+ Other adjustments	(1,110)
Total Adjusted Debt	**15,103**
FFO to Debt (Adjusted)	**16.1%**

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

To the extent not provided in the responses above, provide all wage, compensation, or employee benefits studies, analyses, or surveys conducted since Columbia Kentucky's last rate case or that are currently utilized by Columbia Kentucky.

Response:

On a regular basis, NiSource participates in various compensation and employee benefits surveys. NiSource utilizes these surveys for regular review of employee compensation and benefits. A listing provided by survey publisher, survey type and survey name is provided below. Responsive information is voluminous in nature, is considered to be proprietary by the vendor, and is subject to licensing agreements. Additionally, generally speaking, the responsive information in its raw, native format is not usable without a service provider to aggregate the data.

As a result, NiSource will make available for review any of the survey information at a time convenient to the Commission. NiSource is willing to make this information available in Lexington at a mutually agreed date and time along with the appropriate confidentiality protections.

Also see the Direct Testimony of Elizabeth J. Owens as well as Attachments EJO-1, EJO-2, and EJO-3, which can be found at Tab 32 of the Application filed on May 20, 2026.

Participation Year	Survey Type	Survey Publisher	Survey Status
2026	Compensation	Various	Participation is underway at the time of this documentation. Results will be available in Fall 2026.

Participation Year	Survey Type	Survey Publisher	Survey Name
2025	Compensation	The Conference Board	2025-2026 U.S. Salary Increase Budgets and Structure Survey
2025	Compensation	Equilar	2025 Executive Top 50 Compensation Survey
2025	Compensation	Mercer	U.S. Mercer Benchmark Database (MBD)
2025	Compensation	Mercer	U.S. Contact Center & Customer Service Compensation Survey
2025	Compensation	Mercer	U.S. Mercer Total Compensation Survey (MTCS) General Benchmark Survey
2025	Compensation	Mercer	U.S. MTCS Field Operations Survey
2025	Compensation	Mercer	U.S. MTCS Utilities and Renewable/ Alternative Energy Module
2025	Compensation	Mercer	Salary Budget Pulse Survey
2025	Compensation	Salary.com	2025-26 Salary Budget Survey
2025	Compensation	Willis Towers Watson	American Gas Association (AGA) Compensation Survey
2025	Compensation	Willis Towers Watson	Energy Services Executive Compensation Survey
2025	Compensation	Willis Towers Watson	General Industry Executive Survey
2025	Compensation	Willis Towers Watson	Annual Incentive Plan Design Survey
2025	Compensation	Willis Towers Watson	Energy Services Middle Management, Professional and Support (MMPS) U.S. Policies and Practices Survey
2025	Compensation	WorldatWork	2025-26 Salary Budget Survey

Participation Year	Survey Type	Survey Publisher	Survey Name
2024	Compensation	BDO	NBAA (Aviation) Compensation Survey
2024	Compensation	Gallagher Surveys	Aviation Compensation Survey
2024	Compensation	Littler	Employer Survey
2024	Compensation	Mercer	U.S. MBD
2024	Compensation	Mercer	U.S. MTCS General Benchmark Survey
2024	Compensation	Mercer	U.S. MTCS Utilities and Renewable/ Alternative Energy Module
2024	Compensation	Mercer	U.S. MTCS Energy Trading Module
2024	Compensation	Mercer	U.S. Contact Center & Customer Service Compensation Survey
2024	Compensation	Mercer	March Quick Pulse Survey - Compensation Planning
2024	Compensation	Willis Towers Watson	AGA Compensation Survey
2024	Compensation	Willis Towers Watson	Energy Services MMPS Compensation Survey
2024	Compensation	Willis Towers Watson	Energy Services MMPS US Policies and Practices Survey
2024	Compensation	Willis Towers Watson	Energy Services Executive Compensation Survey
2024	Compensation	Willis Towers Watson	General Industry Executive Survey
2024	Compensation	Willis Towers Watson	General Industry MMPS Survey
2024	Compensation	Willis Towers Watson	Annual Incentive Plan Design Survey
2024	Compensation	Willis Towers Watson	HR Policies and Practices (HRP) Survey

Participation Year	Survey Type	Survey Publisher	Survey Name
2023	Compensation	Aon	Radford Executive Practices Study
2023	Compensation	Aon	Radford Global Compensation Database (RGCD) Survey (by Independent Energy Human Resources Assn "IEHRA")
2023	Compensation	Aon	RGCD Renewable Energy Compensation (REC) Report
2023	Compensation	Aon	Radford Short- and Long-Term Incentive Design Study
2023	Compensation	Aon	2Q Renewable Energy Trends Pulse Survey

2023	Compensation	Aon	Salary Increase and Turnover Study-Second Edition
2023	Compensation	Aviation Personnel International (API)	Aviation Comp Range Updates 2Q23
2023	Compensation	The Conference Board	2023-2024 US Salary Increase Budgets and Structure Survey
2023	Compensation	Gallagher Surveys	Aviation Compensation Survey
2023	Compensation	Goldman Sachs/Ayco	Executive Benefits Survey
2023	Compensation	Mercer	U.S. MBD
2023	Compensation	Mercer	U.S. MTCS General Benchmark Survey
2023	Compensation	Mercer	MTCS Utilities and Renewable/ Alternative Energy Module
2023	Compensation	Mercer	U.S. MBD Long-Term Incentive and Equity Report
2023	Compensation	Mercer	U.S. Short-Term Incentive Plan Design Survey
2023	Compensation	Mercer	Incentive Plan Design in Utility/Energy spot survey
2023	Compensation	Mercer	2023-24 US Compensation Planning Survey - November Edition
2023	Compensation	Mercer	Salary Budget Snapshot E2
2023	Compensation	Mercer	Salary Budget Snapshot E3
2023	Compensation	Mercer	Compensation Planning QuickPulse survey
2023	Compensation	Meridian	2024 Utility Industry Pulse Survey (salary, exec, STI+LTI)
2023	Compensation	Payscale	2024 Salary Budget Survey
2023	Compensation	Willis Towers Watson	AGA Compensation Survey
2023	Compensation	Willis Towers Watson	Energy Services MMPS Compensation Survey
2023	Compensation	Willis Towers Watson	Energy Services Executive Compensation Survey
2023	Compensation	Willis Towers Watson	General Industry Executive Survey
2023	Compensation	Willis Towers Watson	General Industry MMPS Survey
2023	Compensation	Willis Towers Watson	Long-Term Incentives Policies and Practices Report - U.S.
2023	Compensation	Willis Towers Watson	Annual Incentive Plan Design Survey
2023	Compensation	Willis Towers Watson	Energy Services MMPS US Policies and Practices Survey
2023	Compensation	Willis Towers Watson	Salary Budget Planning Survey (US)

2023	Compensation	WorldatWork	2024 Salary Budget Survey

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide the average number of customers on Columbia Kentucky's system (actual and projected), by rate schedule, for the base period and the three most recent calendar years.

Response:

Please see 2026-00099_PSC_Staff_DR_Set_1_No_51_Attachment_A.

Columbia Gas of Kentucky, Inc.
Case No. 2026-00099
Average Number of Natural Gas Customers by Rate Schedule
For the Three Most Recent Calendar Years and the Twelve Months Ended August 31, 2026

Line No.	Rate Schedule	2023	2024	2025	Base Period TME 08/31/2026
1	**Sales Customers**				
2	Residential				
3	GSR	111,406	112,597	113,824	114,156
4	G1R	2	2	3	3
5	IN3	7	7	7	7
6	IN5	2	2	2	2
7	LG2	1	1	1	1
8	LG3	1	1	1	1
9	LG4	-	-	-	-
10	Commercial				
11	LG2	-	-	-	-
12	GSO	11,822	11,930	12,021	12,038
13	Industrial				
14	LG2	1	-	-	-
15	GSO	51	50	51	50
16	IS	-	-	-	-
17	Public Utilities				
18	IUS	2	2	2	2
19	**Transportation Customers**				
20	Residential				
21	GTR	11,945	11,028	10,344	10,058
22	Commercial				
23	GTO	1,929	1,802	1,710	1,700
24	DS	24	23	22	22
25	GDS	15	15	15	15
26	Industrial				
27	GTO	12	12	12	13
28	DS	40	41	40	41
29	GDS	3	3	3	3
30	DS3	3	3	3	3
31	FX5	3	3	3	3
32	**Total**	137,269	137,522	138,064	138,118

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

In the formats provided in Schedule L2, provide schedules of gas operations per MCF sold, per company books for the base period and the three calendar years preceding the base period.

Response:

Refer to 2026-00099_PSC_Staff_DR_Set_1_No_52_Attachment_A.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

Provide, in the formats provided in Schedule M, operating statistics for gas operations.

Response:

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_53_Attachment_A.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

To the extent not already provided, provide a copy of each cost of service study, billing analysis, and all exhibits and schedules that were prepared in Columbia Kentucky's rate application in Excel spreadsheet format with all formulas, columns, and rows unprotected and fully accessible.

Response:

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_54, CONFIDENTIAL_Attachment_A, for the Excel workbook supporting FR 807 KAR 5:001 Section 16(8)(a) through 16(8)(k).

Please refer to 2026-00099_PSC_ Staff_DR_Set_1_No_54_Attachment_B and C, for the Excel workbook supporting FR 807 KAR 5:001 Section 16(8)(m).

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_54_Attachment_D and E, for the Excel workbook supporting FR 807 KAR 5:001 Section 16(8)(n).

Please refer to 2026-00099_PSC_Staff_DR_Set_1_No_54_Attachment_F, G and H, for the Excel workbooks supporting FR 807 KAR 5:001 Section 16(7)(v).

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

To the extent not already provided, provide all workpapers, calculations, and assumptions Columbia Kentucky used to develop its forecasted test period financial information in Excel spreadsheet format with all formulas, columns, and rows unprotected and fully accessible.

Response:

Refer to 2026-00099_PSC_Staff_DR_Set_1_No_55_Attachment_A through R.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED May 7, 2026

To the extent not already provided, provide cost justification for all of Columbia Kentucky's non-recurring charges in Excel spreadsheet format with all formulas, columns, and rows unprotected and fully accessible.

Response: The Company has identified non-recurring charges as reconnect fees, returned payment fees and late payment penalties. The Company charges customers the approved fee rates from its most recent rate case, PSC Case No. 2024-00092. Per the approved tariff pages, reconnect fee is $20 and returned payment fee is $14 for all customers. Late payment penalty is five percent (5%) for non-residential customers only. Please see 2026-00099_PSC_Staff_Set_1_No_56_Attachment_A.

ATTACHMENTS ARE EXCEL SPREADHSEETS AND UPLOADED SEPERATELY