Columbia Gas of Kentucky, Inc.
Case No. 2026-00099
Gross Employee Wages Per NiSource W2 - Columbia Gas Of Kentucky

Year	Level	Regular	Standby (Premium)	Overtime	Vacation Payout	Short-Term Incentive & Discretionary Awards	Long Term Incentive & Deferred Compensation	Other [1]	Total
2023	Exempt - Officer - President & COO	$ 338,250	N/A	N/A	$ -	$ 152,776	$ -	$ -	$ 491,027
2023	Exempt - Officer - VP Gas Operations	204,383	N/A	N/A	-	105,400	-	200,000	509,783
2023	Exempt - Directors	349,404	-	-	-	181,179	-	-	530,582
2023	Exempt - Managers	1,196,753	1,200	-	-	184,957	-	45,000	1,427,910
2023	Exempt - Supervisors	2,092,774	129,600	-	-	232,310	-	33,010	2,487,694
2023	Exempt - All Other	813,523	-	-	-	68,042	-	220	881,784
2023	Union	11,488,935	133,116	1,386,125	1,440	506,225	-	140,306	13,656,146
2023	Non-Exempt	1,402,887	-	19,613	-	56,086	-	7,640	1,486,226
	2023 Total	**$ 17,886,908**	**$ 263,916**	**$ 1,405,738**	**$ 1,440**	**$ 1,486,975**	**$ -**	**$ 426,176**	**$ 21,471,153**
2024	Exempt - Officer - President & COO	$ 351,230	N/A	N/A	$ -	$ 287,513	$ -	$ -	$ 638,743
2024	Exempt - Officer - VP Gas Operations	230,463	N/A	N/A	-	130,089	-	-	360,552
2024	Exempt - Directors	364,412	-	-	-	167,041	-	1,320	532,773
2024	Exempt - Managers	1,163,566	-	-	-	326,690	-	2,001	1,492,257
2024	Exempt - Supervisors	2,186,453	147,600	-	-	511,897	-	3,310	2,849,260
2024	Exempt - All Other	1,002,518	-	-	-	124,930	-	1,090	1,128,538
2024	Union	11,770,193	112,365	1,530,155	3,250	855,768	-	144,938	14,416,670
2024	Non-Exempt	1,730,811	-	33,084	-	128,348	-	9,199	1,901,443
	2024 Total	**$ 18,799,647**	**$ 259,965**	**$ 1,563,239**	**$ 3,250**	**$ 2,532,276**	**$ -**	**$ 161,858**	**$ 23,320,236**
2025	Exempt - Officer - President & COO	$ 362,333	N/A	N/A	$ -	$ 335,000	$ -	$ -	$ 697,333
2025	Exempt - Officer - VP Gas Operations	242,414	N/A	N/A	-	177,220	-	-	419,635
2025	Exempt - Directors	350,302	-	-	-	194,208	-	930	545,439
2025	Exempt - Managers	1,359,450	-	-	-	364,464	-	4,364	1,728,279
2025	Exempt - Supervisors	2,280,582	185,300	2,589	-	499,476	-	3,640	2,971,587
2025	Exempt - All Other	1,073,603	-	953	2,117	182,192	-	1,800	1,260,665
2025	Union	11,751,988	113,042	1,653,055	2,486	999,478	-	149,830	14,669,879
2025	Non-Exempt	1,674,793	-	29,236	-	138,154	-	7,210	1,849,393
	2025 Total	**$ 19,095,465**	**$ 298,342**	**$ 1,685,833**	**$ 4,603**	**$ 2,890,193**	**$ -**	**$ 167,774**	**$ 24,142,210**
Base Period [2]	Exempt - Officer - President & COO	$ 369,562	N/A	N/A	$ -	$ 251,278	$ -	$ -	$ 620,840
Base Period [2]	Exempt - Officer - VP Gas Operations	247,348	N/A	N/A	-	134,491	-	-	381,839
Base Period [2]	Exempt - Directors	311,703	-	-	-	127,000	-	1,238	439,941
Base Period [2]	Exempt - Managers	1,299,054	-	-	-	327,532	-	9,294	1,635,880
Base Period [2]	Exempt - Supervisors	1,927,946	137,692	-	-	460,005	-	3,210	2,528,853
Base Period [2]	Exempt - All Other	1,144,102	18,565	1,228	-	129,848	-	2,527	1,296,270
Base Period [2]	Union	9,705,046	96,607	1,456,584	-	758,363	-	134,032	12,150,631
Base Period [2]	Non-Exempt	1,370,799	-	36,020	-	97,182	-	6,072	1,510,074
	Base Period [2] Total	**$ 16,375,560**	**$ 252,864**	**$ 1,493,833**	**$ -**	**$ 2,285,700**	**$ -**	**$ 156,373**	**$ 20,564,330**

[1] "Other" amounts paid and/or reported on the employee W-2.

Table 1-41-A

Other	2023 Officers	2023 All Other	2024 Officers	2024 All Other	2025 Officers	2025 All Other	Base Period [2] Officers	Base Period [2] All Other
Employee Insuarance Plans, Pension, & OPEB								
Workers Compensation	$ -	$ (2,167)	$ -	$ (8,747)	$ -	$ (9,791)	$ -	$ -
Flex Credits	-	27,870	-	34,810	-	36,050	$ -	$ 32,541
Other								
Education Assistance	-	5,250	-	2,001	-	3,814	-	7,025
Financial Planning	-	-	-	-	-	-	-	-
Meal Allowance	-	125,223	-	125,850	-	137,101	-	114,680
Misc. Reimbursement/Pay	-	-	-	444	-	600	-	2,127
Ordinary Income - Sell ESPP	-	-	-	-	-	-	-	-
No Gross Taxable	-	-	-	-	-	-	-	-
Personal Use of Company Vehicle	-	-	-	-	-	-	-	-
Relocation	200,000	70,000	-	-	-	-	-	-
Union Contract Signing Bonus	-	-	-	-	-	-	-	-
Special Agreement	-	-	-	7,500	-	-	-	-
Total Other	**200,000**	**226,176**	**-**	**161,858**	**-**	**167,774**	**-**	**156,373**

[2] Base year includes actual compensation for September 2025 through April 2026 and May 2026 through August 2026 projection per the Budget; see Columbia's response to KY PSC Case No. 2026-00099, Staff 1-38.