

Response: Topeka Employees

<u>Year</u>	<u>Name</u>	<u>Title</u>	<u>Description of Services</u>
<u>1992</u>	Bert Phillips	Group Vice President Water Resource Operations	Responsible for developing and implementing policies, strategies, goals and procedures of Topeka. See Executive Officer List
<u>1991</u>	Bert Phillips	Group Vice President Water Resource Operations	Responsible for developing and implementing policies, strategies, goals and procedures of Topeka. See Executive Officer List
	Scott Vierima	Director-Finance & Administration	Responsible for overall operations and administrative activities of Topeka. \$ 83,386
	Phil Bergerson	Financial Analyst Senior-Topeka	Financial and economical analysis of financial plans and investment alternatives. \$ 47,033
	Donna Wilson	Acctng. Analyst-Topeka	Provide accounting support to Topeka and subsidiaries. \$ 32,875
<u>1990</u>	Bert Phillips	Group Vice President General Manager-Topeka	Responsible for developing and implementing policies, strategies, goals and procedures of Topeka. See Executive Officer List
	Geraldine VanTassel	Director-Acquisitions & Development	Coordinate acquiring and consolidating utility acquisitions. \$ 91,088*
	Donnie Crandell	Director-Business Development	Responsible for development of business plans for Topeka and its subsidiaries. \$ 131,269
	Scott Vierima	Director-Finance & Administration	Responsible for overall operations and administrative activities of Topeka. \$ 90,005
	Phil Bergerson	Financial Analyst Senior-Topeka	Financial and economical analysis of financial plans and investment alternatives. \$ 45,221
	Donna Wilson	Acctng. Analyst-Topeka	Provide accounting support to Topeka and subsidiaries. \$ 30,903
	Helen Pananen	Executive Assistant	Administrative and staff assistant to executive management. \$ 33,201

* Includes Minnesota Power and Topeka Year To Date Compensation.

CONFIDENTIAL COMPOSITE EXHIBIT "A"

Declassified
(See 11945-92)
SEP-18-92 FRI 12:22

DOCUMENT NUMBER DATE
10974 SEP 21 1992
FPSC-RECORDS/REPORTING

DOCKET 920199-WS
CASE # 93-03324
CASE # 93-04089
VOLUME # 81

Executive Officers of the Registrant

<u>Executive Officers</u>	<u>Initial Effective Date</u>	1990 Total Compensat
Arend J. Sandbulte, Age 58 Chairman, President and Chief Executive Officer	May 9, 1989	\$ 525,956
President and Chief Executive Officer	May 10, 1988	
President and Chief Operating Officer	May 8, 1984	
Robert O. Edwards, Age 47 Group Vice President-Corporate Services and Chief Financial Officer	January 1, 1991	\$ 218,247
Group Vice President-Finance and Chief Financial Officer	May 10, 1988	
Vice President-Finance and Chief Financial Officer	May 8, 1984	
Allen O. Harmon, Age 40 Group Vice President-Electric Utility Operations	January 1, 1991	\$ 170,347
Group Vice President-Customer Service	May 10, 1988	
Jack R. McDonald, Age 54 Group Vice President-Corporate Development	January 1, 1991	\$ 230,449
Group Vice President-Power Systems	February 1, 1990	
Group Vice President-Topeka Group	May 10, 1988	
Vice President-General Manager of Topeka Group	May 13, 1988	
Thomas A. Micheletti, Age 45 Group Vice President-Core Support Operations & Secretary	January 1, 1991	\$ 203,956
Group Vice President-General Counsel and Secretary	May 10, 1988	
Vice President-General Counsel and Secretary	September 15, 1987	
Bert T. Phillips, Age 51 Group Vice President-Water Resources Operations	January 1, 1991	\$ 194,342
Group Vice President-Topeka Group	February 1, 1990	
Group Vice President-Power Systems	May 10, 1988	
Vice President-Power Supply	May 10, 1983	
David G. Gartzke, Age 48 Vice President-Finance and Treasurer	January 1, 1991	\$ 134,119
Vice President and Treasurer	May 9, 1989	
Treasurer	May 10, 1988	
Phillip R. Halverson, Age 43 General Counsel and Assistant Secretary	January 23, 1991	\$ 107,167
Eugene G. McGillis, Age 57 Vice President-Customer Operations	April 17, 1989	\$ 143,166
Gerald B. Ostroski, Age 51 Vice President	January 1, 1991	\$ 156,882
Vice President-Information and Environmental Services	May 10, 1988	
Vice President-Information and Planning	May 11, 1982	
Stephen D. Shemer, Age 41 Vice President-Strategic Resource Management	May 10, 1988	\$ 126,637
Donnie R. Crandell Vice President-Corporate Development-Topeka Group	February 28, 1991	

* Includes Minnesota Power and Topeka Year To Date Compensation.

Executive Officers of the Registrant

<u>Executive Officers</u>	<u>Initial Effective Date</u>	<u>1991 Total Compensation</u>
Arend J. Sandbulte, Age 58 Chairman, President and Chief Executive Officer	May 9, 1989	\$ 563,925
President and Chief Executive Officer	May 10, 1988	
President and Chief Operating Officer	May 8, 1984	
Robert D. Edwards, Age 47 Group Vice President-Corporate Services and Chief Financial Officer	January 1, 1991	\$ 235,365
Group Vice President-Finance and Chief Financial Officer	May 10, 1988	
Vice President-Finance and Chief Financial Officer	May 8, 1984	
Allen D. Harmon, Age 40 Group Vice President-Electric Utility Operations	January 1, 1991	\$ 198,767
Group Vice President-Customer Service	May 10, 1988	
Jack R. McDonald, Age 54 Group Vice President-Corporate Development	January 1, 1991	\$ 222,398
Group Vice President-Power Systems	February 1, 1990	
Group Vice President-Topeka Group	May 10, 1988	
Vice President-General Manager of Topeka Group	May 13, 1988	
Thomas A. Micheletti, Age 45 Group Vice President-Core Support Operations & Secretary	January 1, 1991	\$ 224,600
Group Vice President-General Counsel and Secretary	May 10, 1988	
Vice President-General Counsel and Secretary	September 15, 1987	
Bert T. Phillips, Age 51 Group Vice President-Water Resources Operations	January 1, 1991	\$ 213,037
Group Vice President-Topeka Group	February 1, 1990	
Group Vice President-Power Systems	May 10, 1988	
Vice President-Power Supply	May 10, 1983	
David G. Gartzke, Age 48 Vice President-Finance and Treasurer	January 1, 1991	\$ 148,783
Vice President and Treasurer	May 9, 1989	
Treasurer	May 10, 1988	
Philip R. Halverson, Age 43 General Counsel and Assistant Secretary	January 23, 1991	\$ 117,971
Eugene G. McGillis, Age 57 Vice President-Customer Operations	April 17, 1989	\$ 153,059
Gerald B. Ostroski, Age 51 Vice President	January 1, 1991	\$ 165,727
Vice President-Information and Environmental Services	May 10, 1988	
Vice President-Information and Planning	May 11, 1982	
Stephen D. Shemer, Age 41 Vice President-Strategic Resource Management	May 10, 1988	\$ 132,542
Donnie R. Crandell Vice President-Corporate Development-Topeka Group . . .	February 28, 1991	\$ 113,918*

* Includes Minnesota Power and Topeka Year To Date Compensation,

Executive Officers of the Registrant

<u>Executive Officers</u>	<u>Initial Effective Date</u>	<u>1992 Total Compensation</u> **
Arnd J. Sandbulte, Age 58		
Chairman, President and Chief Executive Officer	May 9, 1989	
President and Chief Executive Officer	May 10, 1988	
President and Chief Operating Officer	May 8, 1984	
Robert D. Edwards, Age 47		
Group Vice President-Corporate Services and Chief Financial Officer	January 1, 1991	
Group Vice President-Finance and Chief Financial Officer	May 10, 1988	
Vice President-Finance and Chief Financial Officer	May 8, 1984	
Allen D. Harmon, Age 40		
Group Vice President-Electric Utility Operations	January 1, 1991	
Group Vice President-Customer Service	May 10, 1988	
Jack R. McDonald, Age 54		
Group Vice President-Corporate Development	January 1, 1991	
Group Vice President-Power Systems	February 1, 1990	
Group Vice President-Topeka Group	May 10, 1988	
Vice President-General Manager of Topeka Group	May 13, 1988	
Thomas A. Micheletti, Age 45		
Group Vice President-Core Support Operations & Secretary	January 1, 1991	
Group Vice President-General Counsel and Secretary	May 10, 1988	
Vice President-General Counsel and Secretary	September 15, 1987	
Ben T. Phillips, Age 51		
Group Vice President-Water Resources Operations	January 1, 1991	
Group Vice President-Topeka Group	February 1, 1990	
Group Vice President-Power Systems	May 10, 1988	
Vice President-Power Supply	May 10, 1983	
David G. Garzka, Age 48		
Vice President-Finance and Treasurer	January 1, 1991	
Vice President and Treasurer	May 9, 1988	
Treasurer	May 10, 1988	
Philip R. Halverson, Age 43		
General Counsel and Assistant Secretary	January 23, 1991	
Eugene G. McGillis, Age 57		
Vice President-Customer Operations	April 17, 1989	
Gerald B. Ostroski, Age 51		
Vice President	January 1, 1991	
Vice President-Information and Environmental Services	May 10, 1988	
Vice President-Information and Planning	May 11, 1982	
Stephen D. Shemer, Age 41		
Vice President-Strategic Resource Management	May 10, 1988	
Donnie R. Crandell		
Vice President-Corporate Development-Topeka Group	February 28, 1991	

** 1992 Compensation amounts are unavailable because they are not determinable until year end. However, the company does not anticipate any significant change from 1991 amounts.