

110257-WS

**Sanlando Utility Corp.
Confidential Workpaper Index
Test Year Ended December 31, 2010**

REDACTED

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Total Company

CONFIDENTIAL

Sanlando Utilities Corporation
Rate Case
Dkt# 110257-WS, ACN 11-315-4-1
TYE 2010
Title Total Company

yc
12/5/11
kw
12/16/11

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

(CONFIDENTIAL)

Totals				(a)	(b)	(c)	(d)	(e)
Name	Position	State	Department	Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(1) Andrejko, James	Controller	IL	611000					
(2) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(3) Chang, Tac	AP Clerk	IL	611000					
(4) Vacant	Fixed Asset Accounting Manager	IL	611000					
(5) Coughlin, Erin R.	Capital Projects Manager	IL	611000					
(6) Vacant	Capital Projects Assistant	IL	611000					
(7) Federico, Antoinette	AP Supervisor	IL	611000					
(8) Friedman, Avchana	Tax Specialist	IL	611000					
(9) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000					
(10) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000					
(11) Kim, Christine	Corporate Accounting Manager	IL	611000					
(12) Lingsman, Samuel W.	Senior Financial Analyst	IL	611000					
(13) Luppino, Nancy L.	AP Clerk	IL	611000					
(14) Luppino, Phyllis A.	AP Clerk	IL	611000					
(15) McLean, Pamela J.	Payroll Supervisor	IL	611000					
(16) Metcalf, Janice L.	AP Clerk	IL	611000					
(17) Miranda, Margarita	AP Clerk	IL	611000					
(18) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(19) Shimkus, Matthew D.	Financial Plan & Analysis Mgr	IL	611000					
(20) Zavilla, Annette	AP Clerk	IL	611000					
(21) Stone, Leslie A.	Executive Assistant	IL	611500					
(22) Hoy, John P.	Chief Operating Officer	IL	612000					
(23) Japczyk, James F.	Chief Financial Officer	IL	612000					
(24) Sparrow, Lisa A.	President & CEO	IL	612000					
(25) Stover, John R.	VP, General Counsel	IL	612000					
(26) Sudduth, Donald E.	VP, Corporate Development	FL	612000					
(27) Blomquist, Laura Louise	HR Generalist	IL	612500					
(28) Devine, James P.	HR Manager	IL	612500					
(29) McLoughlin, Kristi M.	Benefits Administrator	IL	612500					
(30) Davo, Hardik	Desktop Support Analyst II	IL	613000					
(31) Ostler, Tom G.	IT Manager	IL	613000					
(32) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000					
(33) Smutny, Thomas A.	Network Administrator	IL	613000					
(34) Bonagura, John P.	Regional Finance Manager	FL	613500					
(35) Durham, Rick J.	RVP	FL	613500					
(36) Flynn, Patrick C.	Regional Director	FL	613500					
(37) Haws, Scotty L.	Regl Compliance & Safety Advsr	FL	613500					
(38) Paule, Nancy P.	Receptionist	IL	613500					
(39) Rose, Kendra E.	Compliance & Safety Coord	IL	613500					
(40) Vacant	Operations Administration Mgr	IL	613500					
(41) Vacant	Operations Administrator	IL	613500					
(42) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000					
(43) Ciecioriski, Daniel	Regulatory Staff Accountant I	IL	614000					
(44) Georkiev, Lena	Regulatory Accounting Manager	IL	614000					
(45) Lubertotzi, Steven M.	Exec Dir, Regulatory Account	IL	614000					
(46) Mehta, Dhwanii S.	Regulatory Staff Accountant I	IL	614000					
(47) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000					
(48) Nevezman, Dimitry	Senior Regulatory Accountant	IL	614000					
(49) Powch, Erin F.	Senior Regulatory Accountant	IL	614000					
(50) Shrage, Brian W.	Senior Regulatory Accountant	IL	614000					
(51) Valrie, Lawenda N.	Regulatory Assistant	IL	614000					
(52) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(53) Williams III, John D.	Dir, Governmental Affairs	FL	614000					
(54) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(55) Yan Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(56) Abbott, Lonetta E.	CSR II	FL	614500					
(57) Anderson, Tricia D.	CSR I	NC	614500					
(58) Bachmann, Lisa A.	CSR I	FL	614500					
(59) Bennett, Kimberly J.	Customer Account Specialist	FL	614500					
(60) Calbreath, Stephanie R.	CSR II	NC	614500					
(61) Campbell, Pamela J.	CSR II	NV	614500					
(62) Chandler, Matthew R.	CSR II	FL	614500					
(63) Christian, Elise S.	Customer Relations Specialist	FL	614500					
(64) Collado, Madalin	CSR I	NC	614500					
(65) Deere, Brandi N.	CSR I	FL	614500					
(66) Demonbreun, Sheri D.	CSR I	FL	614500					
(67) Dugan, Grace A.	Customer Care Manager	NV	614500					
(68) Harden, Cristina	CSR I	FL	614500					
(69) Iwinski, Cammy Andrea	CSR I	NV	614500					
(70) Jenkins, Ingrid E.	CSR II	NC	614500					

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Traced to Audit of Affiliate Transactions
Doc# 110257-WS, ACN # 11-315-4-1
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Total Company

CONFIDENTIAL

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals		(f)	(g)	(h)	(i)	(j)		
Name	Position	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(1) Andrejko, James	Controller	IL	611000					
(2) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(3) Chang, Tae	AP Clerk	IL	612000					
(4) Vacant	Fixed Asset Accounting Manager	IL	612000					
(5) Coughlin, Erin R.	Capital Projects Manager	IL	611000					
(6) Vacant	Capital Projects Assistant	IL	611000					
(7) Federico, Antoinette	AP Supervisor	IL	611000					
(8) Friedman, Avelina	Tax Specialist	IL	611000					
(9) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000					
(10) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000					
(11) Kim, Christine	Corporate Accounting Manager	IL	611000					
(12) Linszeman, Samuel W.	Senior Financial Analyst	IL	611000					
(13) Luppino, Nancy L.	AP Clerk	IL	611000					
(14) Luppino, Phyllis A.	AP Clerk	IL	612000					
(15) McLean, Pamela J.	Payroll Supervisor	IL	612000					
(16) Metcalf, Janice L.	AP Clerk	IL	611000					
(17) Miranda, Margarita	AP Clerk	IL	612000					
(18) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(19) Shimkus, Matthew D.	Financial Plan & Analysis Mgr	IL	611000					
(20) Zavilla, Annette	AP Clerk	IL	611000					
(21) Stone, Leslie A.	Executive Assistant	IL	611500					
(22) Hoy, John P.	Chief Operating Officer	IL	612000					
(23) Japczyk, James F.	Chief Financial Officer	IL	612000					
(24) Sparrow, Lisa A.	President & CEO	IL	612000					
(25) Stover, John R.	VP, General Counsel	IL	612000					
(26) Sudduth, Donald E.	VP, Corporate Development	FL	612000					
(27) Blomquist, Laura Louise	HR Generalist	IL	612500					
(28) Devine, James P.	HR Manager	IL	612500					
(29) McLoughlin, Kristi M.	Benefits Administrator	IL	612500					
(30) Dave, Hardik	Desktop Support Analyst II	IL	613000					
(31) Ostler, Tom G.	IT Manager	IL	613000					
(32) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000					
(33) Smutny, Thomas A.	Network Administrator	IL	613000					
(34) Bonagura, John F.	Regional Finance Manager	FL	613500					
(35) Durham, Rick J.	RVP	FL	613500					
(36) Flynn, Patrick C.	Regional Director	FL	613500					
(37) Hawn, Scotty L.	Regnl Compliance & Safety Advsr	FL	613500					
(38) Paulk, Nancy P.	Receptionist	IL	613500					
(39) Rose, Kendra E.	Compliance & Safety Coord	IL	613500					
(40) Vacant	Operations Administration Mgr	IL	613500					
(41) Vacant	Operations Administrator	IL	613500					
(42) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000					
(43) Ciederski, Daniel	Regulatory Staff Accountant I	IL	614000					
(44) Geortziew, Lena	Regulatory Accounting Manager	IL	614000					
(45) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000					
(46) Mehta, Dhwanj S.	Regulatory Staff Accountant I	IL	614000					
(47) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000					
(48) Nevezelman, Dimitry	Senior Regulatory Accountant	IL	614000					
(49) Povich, Erin P.	Senior Regulatory Accountant	IL	614000					
(50) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000					
(51) Valrie, Lawanda N.	Regulatory Assistant	IL	614000					
(52) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(53) Williams III, John D.	Dir, Governmental Affairs	FL	614000					
(54) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(55) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(56) Abbott, Loretta E.	CSR II	FL	614500					
(57) Anderson, Tricia D.	CSR I	NC	614500					
(58) Bachmann, Lisa A.	CSR I	FL	614500					
(59) Bennett, Kimberly J.	Customer Account Specialist	NC	614500					
(60) Calbreath, Stephanie R.	CSR II	NC	614500					
(61) Campbell, Pamela J.	CSR II	NV	614500					
(62) Chandler, Matthew R.	CSR II	FL	614500					
(63) Christian, Elise S.	Customer Relations Specialist	FL	614500					
(64) Collado, Madein	CSR I	NC	614500					
(65) Decre, Brandi N.	CSR I	FL	614500					
(66) Demombreun, Sheri D.	CSR I	FL	614500					
(67) Duran, Grace A.	Customer Care Manager	NV	614500					
(68) Harden, Cristina	CSR I	FL	614500					
(69) Iwinaki, Cammy Andrea	CSR I	NV	614500					
(70) Jenkins, Ingrid E.	CSR II	NC	614500					

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CONFIDENTIAL

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

w/p a

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(1) Andrejko, James	Controller	IL	611000						
(2) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000						
(3) Chang, Tao	AP Clerk	IL	611000						
(4) Vacant	Fixed Asset Accounting Manager	IL	611000						
(5) Coughlin, Erin R.	Capital Projects Manager	IL	611000						
(6) Vacant	Capital Projects Assistant	IL	611000						
(7) Federico, Antoinette	AP Supervisor	IL	611000						
(8) Friedman, Avelina	Tax Specialist	IL	611000						
(9) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000						
(10) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000						
(11) Kim, Christine	Corporate Accounting Manager	IL	611000						
(12) Lingeman, Samuel W.	Senior Financial Analyst	IL	611000						
(13) Luppino, Nancy L.	AP Clerk	IL	611000						
(14) Luppino, Phyllis A.	AP Clerk	IL	611000						
(15) McLean, Pamela J.	Payroll Supervisor	IL	611000						
(16) Metcalf, Janice L.	AP Clerk	IL	611000						
(17) Miranda, Margarita	AP Clerk	IL	611000						
(18) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000						
(19) Shinkus, Matthew D.	Financial Plan & Analysis Mgr	IL	611000						
(20) Zavilla, Annette	AP Clerk	IL	611000						
(21) Stone, Leslie A.	Executive Assistant	IL	611500						
(22) Hoy, John P.	Chief Operating Officer	IL	612000						
(23) Japczyk, James F.	Chief Financial Officer	IL	612000						
(24) Sparrow, Lisa A.	President & CEO	IL	612000						
(25) Stover, John R.	VP, General Counsel	IL	612000						
(26) Sudduth, Donald E.	VP, Corporate Development	FL	612000	0649	Jan-06	29,740	(24,791)	4,958	6,081
(27) Blomquist, Laura Louise	HR Generalist	IL	612500						
(28) Devine, James P.	HR Manager	IL	612500						
(29) McLoughlin, Kristi M.	Benefits Administrator	IL	612500						
(30) Dave, Hardik	Desktop Support Analyst II	IL	613000						
(31) Ostler, Tom G.	IT Manager	IL	613000						
(32) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000						
(33) Smutny, Thomas A.	Network Administrator	IL	613000						
(34) Bonagura, John F.	Regional Finance Manager	FL	613500						
(35) Durham, Rick J.	RVP	FL	613500	0853	Nov-07	45,625	(24,080)	7,604	6,081
(36) Flynn, Patrick C.	Regional Director	FL	613500	0512	Feb-05	53,358	(52,617)	8,893	6,081
(37) Haws, Scotty L.	Regnl Compliance & Safety Adver	FL	613500	0729	Dec-06	29,356	(19,978)	4,893	6,081
(38) Paule, Nancy P.	Receptionist	IL	613500						
(39) Rose, Kendra E.	Compliance & Safety Coord	IL	613500						
(40) Vacant	Operations Administration Mgr	IL	613500						
(41) Vacant	Operations Administrator	IL	613500						
(42) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000						
(43) Ciocierski, Daniel	Regulatory Staff Accountant I	IL	614000						
(44) Georgiev, Lena	Regulatory Accounting Manager	IL	614000						
(45) Libertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000						
(46) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000						
(47) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000						
(48) Nevezelman, Dimirty	Senior Regulatory Accountant	IL	614000						
(49) Povich, Erin P.	Senior Regulatory Accountant	IL	614000						
(50) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000						
(51) Valrie, Lawanda N.	Regulatory Assistant	IL	614000						
(52) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000						
(53) Williams III, John D.	Dir, Governmental Affairs	FL	614000						
(54) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000						
(55) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000						
(56) Abbott, Loretta E.	CSR II	FL	614500						
(57) Anderson, Tricia D.	CSR I	NC	614500						
(58) Bachmann, Lisa A.	CSR I	FL	614500						
(59) Bennett, Kimberly J.	Customer Account Specialist	FL	614500						
(60) Calbreath, Stephanie R.	CSR II	NC	614500						
(61) Campbell, Pamela J.	CSR II	NV	614500						
(62) Chandler, Matthew R.	CSR II	FL	614500						
(63) Christian, Elise S.	Customer Relations Specialist	FL	614500						
(64) Collado, Madelin	CSR I	NC	614500						
(65) Deere, Brandi N.	CSR I	FL	614500						
(66) Demombreun, Sheri D.	CSR I	FL	614500						
(67) Dugan, Grace A.	Customer Care Manager	NV	614500						
(68) Harden, Cristina	CSR I	FL	614500						
(69) Iwinski, Cammy Andrea	CSR I	NV	614500						
(70) Jenkins, Ingrid E.	CSR II	NC	614500						

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Total Company

CONFIDENTIAL

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals				(a)	(b)	(c)	(d)	(e)
Name	Position	State	Department	Current Salary	2011 Overtime Annualized	Total	3% Increase Effective April 1st included in column (a)	Total Pro Forma Salary
(71) Jones, Linda S.	CSR I	FL	614500					
(72) Jones, Lori Lynn	CSR I	FL	614500					
(73) Mayeski, Lorie L.	CSR II	FL	614500					
(74) Norris, Maxine N	CSR I	NC	614500					
(75) Owens, Linette C	CSR I	FL	614500					
(76) Raponi, Ann M.	Customer Care Manager	FL	614500					
(77) Roberts, Miranda Ann	CSR I	NV	614500					
(78) Robinson, Shona N.	CSR II	NC	614500					
(79) Robinson, Vanessa F.	CSR II	NC	614500					
(80) Sasic, Karen L.	Director, Customer Care	FL	614500					
(81) Self, Rose D.	Customer Care Manager	NC	614500					
(82) Sillitoe, Jacqueline M.	Customer Care Specialist	FL	614500					
(83) Silva, Lisa M.	CSR II	NC	614500					
(84) Tackett, Samantha R.	CSR I	NV	614500					
(85) Thimmes, Karen L.	CSR I	FL	614500					
(86) Trowinger, Farrellyn L.	Lead CSR	FL	614500					
(87) Volz, Deborah E.	CSR I	FL	614500					
(88) Wilson, Vicki L.	CSR I	FL	614500					
(89) Krudler, Adrienne R.	Billing Manager	IL	614500					
(90) Sverida, Agnes	Asst Mgr of Billing	IL	614500					
(91) Ceballos, Isabel	Collections Specialist	FL	614700					
(92) Lybarger, Andras	Collections Specialist	FL	614700					
(93) Sowell, George William	Corporate Services Manager	SC	614700					
(94) Alberigi, David J.	Field Tech I	FL	615000					
(95) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(96) Austin, Arthur C.	Field Tech II	FL	615000					
(97) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000					
(98) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000					
(99) Brown, Donna R.	Field Tech I	FL	615000					
(100) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(101) Callahan, Robert L.	Field Tech II	FL	615000					
(102) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000					
(103) Carver, Nathaniel O.	Area Manager	FL	615000					
(104) Chard, Ronald	Cross Connection Tech	FL	615000					
(105) Cook, James H.	Lead Water-Wastewater Operator	FL	615000					
(106) Cooper, Robert K.	Field Tech III	FL	615000					
(107) Ebert, Harold	Field Tech II	FL	615000					
(108) Ebert, Shawn M.	Field Tech II	FL	615000					
(109) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000					
(110) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000					
(111) Finch, Allan	Water-Wastewater Operator II	FL	615000					
(112) Pinchirah, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(113) Pinizan, Michael A.	Field Tech I	FL	615000					
(114) Gentiluoci, Domenic V	Area Manager	FL	615000					
(115) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000					
(116) Gongre, Bryan K.	Regional Manager	FL	615000					
(117) Gongre, Jeremy R.	Field Tech I	FL	615000					
(118) Gonnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000					
(119) Grainger Jr, Leroy	Field Tech I	FL	615000					
(120) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(121) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000					
(122) Hermans, Rodel R.	Field Tech I	FL	615000					
(123) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(124) Hollister, Jimmie H.	Field Tech II	FL	615000					
(125) Inclima, Luke John	Water-Wastewater Operator II	FL	615000					
(126) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000					
(127) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000					
(128) Marinelli, John A.	Area Manager	FL	615000					
(129) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000					
(130) Morrell, Matthew J.	Field Tech II	FL	615000					
(131) Murphy, Eric	Operator II	FL	615000					
(132) Neal, William L.	Area Manager	FL	615000					
(133) Overton, Michael A.	Cross Connection Tech	FL	615000					
(134) Owens, Brian S.	Field Tech I	FL	615000					
(135) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(136) Peadar II, Mark A.	Field Tech I	FL	615000					
(137) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(138) Phillips, Christopher	Field Tech I	FL	615000					
(139) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(140) Raddiff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(141) Raines, Craig A.	Water-Wastewater Operator II	FL	615000					

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1-17-11

Total Company

CONFIDENTIAL

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals		(f)	(g)	(h)	(i)	(j)		
Name	Position	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(71) Jones, Linda S.	CSR I	FL	614500					
(72) Jones, Lori Lynn	CSR I	FL	614500					
(73) Mayeski, Lorie L.	CSR II	FL	614500					
(74) Norris, Maxine N.	CSR I	NC	614500					
(75) Orenco, Linette C.	CSR I	FL	614500					
(76) Raponi, Ann M.	Customer Care Manager	FL	614500					
(77) Roberts, Miranda Ann	CSR I	NV	614500					
(78) Robinson, Shona N.	CSR II	NC	614500					
(79) Robinson, Vanessa F.	CSR II	NC	614500					
(80) Sasic, Karen L.	Director, Customer Care	FL	614500					
(81) Self, Rose D.	Customer Care Manager	NC	614500					
(82) Sillito, Jacqueline M.	Customer Care Specialist	FL	614500					
(83) Silva, Lisa M.	CSR II	NC	614500					
(84) Tackett, Samantha R.	CSR I	NV	614500					
(85) Thimmes, Karen L.	CSR I	FL	614500					
(86) Trovinger, Ferrellyn L.	Lead CSR	FL	614500					
(87) Volk, Deborah E.	CSR I	FL	614500					
(88) Wilson, Vicki L.	CSR I	FL	614500					
(89) Krupier, Adrienne R.	Billing Manager	IL	614600					
(90) Sverida, Agnes	Asst Mgr of Billing	IL	614600					
(91) Ceballos, Isabel	Collections Specialist	FL	614700					
(92) Lybarger, Andrea	Collections Specialist	FL	614700					
(93) Sowell, George William	Corporate Services Manager	SC	614700					
(94) Alberici, David J.	Field Tech I	FL	615000					
(95) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(96) Austin, Arthur C.	Field Tech II	FL	615000					
(97) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000					
(98) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000					
(99) Brown, Donna R.	Field Tech I	FL	615000					
(100) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(101) Callahan, Robert L.	Field Tech II	FL	615000					
(102) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000					
(103) Carver, Nathaniel Q.	Area Manager	FL	615000					
(104) Chard, Ronald	Cross Connection Tech	FL	615000					
(105) Cook, James H.	Lead Water-Wastewater Operator	FL	615000					
(106) Cooper, Robert K.	Field Tech III	FL	615000					
(107) Ebert, Harold	Field Tech II	FL	615000					
(108) Ebert, Shawn M.	Field Tech II	FL	615000					
(109) Eubanks, Brian J.	Water-Wastewater Operator III	FL	615000					
(110) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000					
(111) Finch, Allan	Water-Wastewater Operator II	FL	615000					
(112) Finchrah, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(113) Finigan, Michael A.	Field Tech I	FL	615000					
(114) Gentilucci, Domenic V.	Area Manager	FL	615000					
(115) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000					
(116) Gouge, Bryan K.	Regional Manager	FL	615000					
(117) Gouge, Jeremy R.	Field Tech I	FL	615000					
(118) Goenell, Scotty G.	Lead Water-Wastewater Operator	FL	615000					
(119) Grainger Jr, Leroy	Field Tech I	FL	615000					
(120) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(121) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000					
(122) Hermano, Rodol R.	Field Tech I	FL	615000					
(123) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(124) Hollister, Jimmie H.	Field Tech II	FL	615000					
(125) Indima, Luke John	Water-Wastewater Operator II	FL	615000					
(126) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000					
(127) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000					
(128) Marinelli, John A.	Area Manager	FL	615000					
(129) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000					
(130) Morrell, Matthew J.	Field Tech II	FL	615000					
(131) Murphy, Eric	Operator II	FL	615000					
(132) Neal, William L.	Area Manager	FL	615000					
(133) Overton, Michael A.	Cross Connection Tech	FL	615000					
(134) Owens, Brian S.	Field Tech I	FL	615000					
(135) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(136) Peadar II, Mark A.	Field Tech I	FL	615000					
(137) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(138) Phillips, Christopher	Field Tech I	FL	615000					
(139) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(140) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(141) Raines, Craig A.	Water-Wastewater Operator II	FL	615000					

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CONFIDENTIAL

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

w/p a

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(71) Jones, Linda S.	CSR I	FL	614500						
(72) Jones, Lori Lynn	CSR I	FL	614500						
(73) Mayaski, Lorie L.	CSR II	FL	614500						
(74) Norris, Maxine N.	CSR I	NC	614500						
(75) Oranzo, Linette C.	CSR I	FL	614500						
(76) Raponi, Ann M.	Customer Care Manager	FL	614500						
(77) Roberts, Miranda Ann	CSR I	NV	614500						
(78) Robinson, Shona N.	CSR II	NC	614500						
(79) Robinson, Vanessa F.	CSR II	NC	614500						
(80) Sasic, Karen L.	Director, Customer Care	FL	614500						
(81) Self, Rose D.	Customer Care Manager	NC	614500						
(82) Sillitoe, Jacqueline M.	Customer Care Specialist	FL	614500						
(83) Silva, Lisa M.	CSR II	NC	614500						
(84) Tackett, Samantha R.	CSR I	NV	614500						
(85) Thimmes, Karen L.	CSR I	FL	614500						
(86) Trovinger, Ferrellyn L.	Lead CSR	FL	614500						
(87) Volz, Deborah E.	CSR I	FL	614500						
(88) Wilson, Vicki L.	CSR I	FL	614500						
(89) Krugler, Adrienne R.	Billing Manager	IL	614600						
(90) Sverida, Agnes	Asst Mgr of Billing	IL	614600						
(91) Ceballos, Isabel	Collections Specialist	FL	614700						
(92) Lybarger, Andrea	Collections Specialist	FL	614700						
(93) Sowell, George William	Corporate Services Manager	SC	614700						
(94) Alberigi, David J.	Field Tech I	FL	615000	0807	Jul-07	20,310	(11,847)	3,385	6.081
(95) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000	0901	Dec-08	18,434	(6,401)	3,072	6.081
(96) Austin, Arthur C.	Field Tech II	FL	615000	0514	Feb-05	19,024	(18,760)	3,171	6.081
(97) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000	0220	May-02	13,356	(13,356)	-	6.081
(98) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000	0454	Jun-04	19,361	(19,361)	1,345	6.081
(99) Brown, Donna R.	Field Tech I	FL	615000	0812	Jul-07	20,347	(11,869)	3,391	6.081
(100) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000	0831	Oct-07	19,447	(10,534)	3,241	6.081
(101) Callahan, Robert L.	Field Tech II	FL	615000	0726	Dec-06	17,224	(11,722)	2,871	6.081
(102) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000	0657	May-06	19,968	(15,831)	3,328	6.081
(103) Carver, Nathaniel Q.	Area Manager	FL	615000	0659	Jul-06	26,206	(19,685)	4,368	6.081
(104) Chard, Ronald	Cross Connection Tech	FL	615000	0803	Aug-07	17,962	(10,229)	2,994	6.081
(105) Cook, James H.	Lead Water-Wastewater Operator	FL	615000	0453	Jun-04	23,158	(23,158)	1,608	6.081
(106) Cooper, Robert K.	Field Tech III	FL	615000	0431	Mar-04	25,240	(25,240)	701	6.081
(107) Ebert, Harold	Field Tech II	FL	615000	0109	May-01	19,067	(19,067)	-	6.081
(108) Ebert, Shawn M.	Field Tech II	FL	615000	0455	Jun-04	19,386	(19,386)	1,346	6.081
(109) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000	0827	Nov-07	17,577	(9,277)	2,930	6.081
(110) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000	0703	Sep-06	17,364	(12,541)	2,894	6.081
(111) Finch, Allan	Water-Wastewater Operator II	FL	615000	0102	Oct-00	15,517	(15,517)	-	6.081
(112) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000	0637	Jan-06	19,386	(16,155)	3,231	6.081
(113) Finigan, Michael A.	Field Tech I	FL	615000	0429	Mar-04	18,233	(18,233)	506	6.081
(114) Gentiluoci, Domenic V.	Area Manager	FL	615000	0864	Feb-08	22,372	(10,875)	3,729	6.081
(115) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000	0638	Jan-06	19,634	(16,362)	3,272	6.081
(116) Gongre, Bryan K.	Regional Manager	FL	615000	0818	Sep-07	29,220	(16,234)	4,870	6.081
(117) Gongre, Jeremy R.	Field Tech I	FL	615000	0301	Aug-02	19,053	(19,053)	-	6.081
(118) Goenell, Scotty G.	Lead Water-Wastewater Operator	FL	615000	0639	Jan-06	25,852	(21,544)	4,309	6.081
(119) Grainger Jr, Leroy	Field Tech I	FL	615000	0610	Aug-05	18,681	(16,865)	3,114	6.081
(120) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000	0868	Feb-08	2,897	(1,408)	483	6.081
(121) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000	0739	Mar-07	17,044	(10,876)	2,837	6.081
(122) Hermans, Rodel R.	Field Tech I	FL	615000	0802	Aug-07	17,962	(10,229)	2,994	6.081
(123) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000	0771	May-07	16,222	(9,688)	2,704	6.081
(124) Hollister, Jimmie H.	Field Tech II	FL	615000	0612	Aug-05	16,472	(14,870)	2,745	6.081
(125) Inclina, Luke John	Water-Wastewater Operator II	FL	615000	0461	Jul-04	16,797	(16,797)	1,400	6.081
(126) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000	9834	Aug-98	16,144	(16,144)	-	6.081
(127) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000	0014	Jan-00	15,363	(15,363)	-	6.081
(128) Marinelli, John A.	Area Manager	FL	615000	0509	Feb-05	29,473	(29,063)	4,912	6.081
(129) McPhoe, Allison S.	Lead Water-Wastewater Operator	FL	615000	0448	Jun-04	18,713	(18,713)	1,299	6.081
(130) Morrell, Matthew J.	Field Tech II	FL	615000	0808	Jul-07	20,347	(11,869)	3,391	6.081
(131) Murphy, Eric	Operator II	FL	615000						
(132) Neal, William L.	Area Manager	FL	615000	0825	Nov-07	22,388	(11,816)	3,731	6.081
(133) Overton, Michael A.	Cross Connection Tech	FL	615000	0833	Nov-07	20,253	(10,689)	3,376	6.081
(134) Owens, Brian S.	Field Tech I	FL	615000	0741	Feb-07	16,707	(10,906)	2,785	6.081
(135) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000	0702	Oct-06	17,540	(12,424)	2,923	6.081
(136) Peaden II, Mark A.	Field Tech I	FL	615000	0730	Dec-06	16,504	(11,232)	2,751	6.081
(137) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000	0704	Sep-06	17,540	(12,668)	2,923	6.081
(138) Phillips, Christopher	Field Tech I	FL	615000	0503	Dec-04	17,389	(17,389)	2,657	6.081
(139) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000	0823	Nov-07	17,577	(9,277)	2,930	6.081
(140) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000	0423	Mar-04	19,058	(19,058)	529	6.081
(141) Raines, Craig A.	Water-Wastewater Operator II	FL	615000	0751	May-07	16,222	(9,688)	2,704	6.081

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Total Company

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2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals		Position	State	Department
	NAME			
(142)	Remigio, Roberto V.	Field Tech I	FL	615000
(143)	Richardson, James P.	Field Tech I	FL	615000
(144)	Schneider, Keith C.	Water-Wastewater Operator II	FL	615000
(145)	Schwades, Charles G.	Area Manager	FL	615000
(146)	Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000
(147)	Shue, Mickey A.	Field Tech II	FL	615000
(148)	Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000
(149)	Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000
(150)	Smith, Donald D.	Field Tech II	FL	615000
(151)	Straight, James L.	Water-Wastewater Operator I	FL	615000
(152)	Sudol, Corey	Water-Wastewater Operator II	FL	615000
(153)	Swogelmer, James A.	Lead Water-Wastewater Operator	FL	615000
(154)	Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000
(155)	Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000
(156)	Watkins, Cedric	Field Tech II	FL	615000
(157)	White, Ronald D.	Field Tech II	FL	615000
(158)	Wilson, Michael A.	Regional Manager	FL	615000
(159)	Worrell, David R.	Water-Wastewater Operator II	FL	615000
(160)	Wright, Thomas L.	Field Tech I	FL	615000
(161)	Vacant	Field Tech I	FL	615000
(162)	Vacant	Lead Water-Wastewater Operator	FL	615000
(163)	Vacant	Water-Wastewater Operator I	FL	615000
(164)	Dipasquale, Susan M.	Administrative Assistant	FL	615500
(165)	Hanks, Peggy J.	Administrative Assistant	FL	615500
(166)				

(a)	(b)	(c)	(d)	(e)
Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
\$9,048,958	\$160,241	\$9,209,199	\$0	\$9,209,199

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Total Company

CONFIDENTIAL

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals			(f)	(g)	(h)	(i)	(j)		
	Name	Position	State	Department	Pro Forma EICA	Pro Forma RUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(142)	Remigio, Roberto V.	Field Tech I	FL	615000					
(143)	Richardson, James P.	Field Tech I	FL	615000					
(144)	Schneider, Keith C.	Water-Wastewater Operator II	FL	615000					
(145)	Schwades, Charles G.	Area Manager	FL	615000					
(146)	Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000					
(147)	Shue, Mickey A.	Field Tech II	FL	615000					
(148)	Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000					
(149)	Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000					
(150)	Smith, Donald D.	Field Tech II	FL	615000					
(151)	Straight, James L.	Water-Wastewater Operator I	FL	615000					
(152)	Sudol, Corey	Water-Wastewater Operator II	FL	615000					
(153)	Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000					
(154)	Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000					
(155)	Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000					
(156)	Watkins, Cedric	Field Tech II	FL	615000					
(157)	White, Ronald D.	Field Tech II	FL	615000					
(158)	Wilson, Michael A.	Regional Manager	FL	615000					
(159)	Worrell, David R.	Water-Wastewater Operator II	FL	615000					
(160)	Wright, Thomas L.	Field Tech I	FL	615000					
(161)	Vacant	Field Tech I	FL	615000					
(162)	Vacant	Lead Water-Wastewater Operator	FL	615000					
(163)	Vacant	Water-Wastewater Operator I	FL	615000					
(164)	Dipasquale, Susan M.	Administrative Assistant	FL	615500					
(165)	Hanks, Peggy J.	Administrative Assistant	FL	615500					
(166)									
					\$649,790	\$9,240	\$78,118	\$494,474	\$1,374,970

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at 1-11-11

CONFIDENTIAL

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

w/p a

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(142) Remigio, Roberto V.	Field Tech I	FL	615000	0824	Nov-07	17,577	(9,277)	2,930	6,081
(143) Richardson, James P.	Field Tech I	FL	615000	0533	Apr-05	18,131	(17,375)	3,022	6,081
(144) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000	0671	Apr-06	13,318	(10,544)	2,220	6,081
(145) Schwedes, Charles G.	Ares Manager	FL	615000	0544	May-06	23,201	(18,046)	3,867	6,081
(146) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000	0608	Aug-05	19,546	(17,646)	3,258	6,081
(147) Shue, Mickey A.	Field Tech II	FL	615000	0312	Aug-02	19,053	(19,053)	-	6,081
(148) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000	0428	Mar-04	27,110	(27,110)	3,012	6,081
(149) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000						
(150) Smith, Donald D.	Field Tech II	FL	615000	0513	Dec-04	22,344	(22,344)	3,414	6,081
(151) Straight, James L.	Water-Wastewater Operator I	FL	615000	0436	Mar-04	18,847	(18,847)	524	6,081
(152) Sudol, Corey	Water-Wastewater Operator II	FL	615000	0636	Jan-06	17,700	(14,750)	2,950	6,081
(153) Swezghelmer, James A.	Lead Water-Wastewater Operator	FL	615000	0740	Mar-07	16,424	(10,493)	2,737	6,081
(154) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000	0705	Sep-06	18,392	(13,283)	3,065	6,081
(155) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000	0062	Jan-00	15,358	(15,358)	-	6,081
(156) Watkins, Cedric	Field Tech II	FL	615000	0829	Nov-07	20,820	(10,989)	3,470	6,081
(157) White, Ronald D.	Field Tech II	FL	615000	0811	Jul-07	20,310	(11,847)	3,385	6,081
(158) Wilson, Michael A.	Regional Manager	FL	615000	0728	Dec-06	28,711	(19,540)	4,785	6,081
(159) Worrell, David R.	Water-Wastewater Operator II	FL	615000	0828	Nov-07	16,940	(8,941)	2,823	6,081
(160) Wright, Thomas L.	Field Tech I	FL	615000	0731	Dec-06	18,387	(12,513)	3,064	6,081
(161) Vacant	Field Tech I	FL	615000						
(162) Vacant	Lead Water-Wastewater Operator	FL	615000						
(163) Vacant	Water-Wastewater Operator I	FL	615000						
(164) Dipsasquale, Susan M.	Administrative Assistant	FL	615500						
(165) Hanks, Peggy J.	Administrative Assistant	FL	615500						
(166)									
						<u>\$1,400,232</u>	<u>(\$1,088,359)</u>	<u>\$188,622</u>	<u>\$419,581</u>

2011-1-15

Sanlando Utilities Corporation

Rate Case

Dkt# 110257-WS, ACN 11-315-4-1

TYE 2010

Title Sanlando Utilities salaries

YLC
12/5/11
KW
12/6/11

CONFIDENTIAL

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

SANLANDO

Totals				(a)	(b)	(c)	(d)	(e)
Name	Position	State	Department	Current Salary	2011 Overtime Annualized	Total	3% Increase Effective April 1st included in column (a)	Total Pro Forma Salary
Sanlando Utilities Corp				(a)	(b)	(c)	(d)	(e)
Name	Position	State		Current Salary	2010 Overtime Annualized	Total	3% Increase Effective April 1st included in column (a)	Total Pro Forma Salary
(333) Andrejko, James	Controller	IL	611000	45-1	7.96%			
(334) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000		7.96%			
(335) Chang, Tae	AP Clerk	IL	611000		7.96%			
(336) Vacant	Fixed Asset Accounting Manager	IL	611000		7.96%			
(337) Coughlin, Erin R.	Capital Projects Manager	IL	611000		7.96%			
(338) Vacant	Capital Projects Assistant	IL	611000		7.96%			
(339) Federico, Antoinette	AP Supervisor	IL	611000		7.96%			
(340) Friedman, Avelina	Tax Specialist	IL	611000		7.96%			
(341) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000		7.96%			
(342) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000		7.96%			
(343) Kim, Christine	Corporate Accounting Manager	IL	611000		7.96%			
(344) Lingeman, Samuel W.	Senior Financial Analyst	IL	611000		7.96%			
(345) Luppino, Nancy L.	AP Clerk	IL	611000		7.96%			
(346) Luppino, Phyllis A.	AP Clerk	IL	611000		7.96%			
(347) McLean, Pamela J.	Payroll Supervisor	IL	611000		7.96%			
(348) Metcalf, Janice L.	AP Clerk	IL	611000		7.96%			
(349) Miranda, Margarita	AP Clerk	IL	611000		7.96%			
(350) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000		7.96%			
(351) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000		7.96%			
(352) Zavilla, Annette	AP Clerk	IL	611000		7.96%			
(353) Stone, Leslie A.	Executive Assistant	IL	611500		7.96%			
(354) Hoy, John P.	Chief Operating Officer	IL	612000		7.96%			
(355) Jadczyk, James F.	Chief Financial Officer	IL	612000		7.96%			
(356) Sparrow, Lisa A.	President & CEO	IL	612000		7.96%			
(357) Stover, John R.	VP, General Counsel	IL	612000		7.96%			
(358) Sudduth, Donald E.	VP, Corporate Development	FL	612000		7.96%			
(359) Blomquist, Laura Louise	HR Generalist	IL	612500		7.96%			
(360) Devine, James P.	HR Manager	IL	612500		7.96%			
(361) McLoughlin, Kristi M	Benefits Administrator	IL	612500		7.96%			
(362) Dave, Hardik	Desktop Support Analyst II	IL	613000		7.96%			
(363) Ostler, Tom G.	IT Manager	IL	613000		7.96%			
(364) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000		7.96%			
(365) Smutny, Thomas A.	Network Administrator	IL	613000		7.96%			
(366) Bonagura, John F.	Regional Finance Manager	FL	613500	45-2	13.34%			
(367) Durham, Rick J.	RVP	FL	613500	45-2	13.34%			
(368) Flynn, Patrick C.	Regional Director	FL	613500	45-3	22.40%			
(369) Haws, Scotty L.	Rgnl Compliance & Safety Advsr	IL	613500	45-2	13.34%			
(370) Paule, Nancy P.	Receptionist	IL	613500	45-1	7.96%			
(371) Rose, Kendra E.	Compliance & Safety Coord	IL	613500		7.96%			
(372) Vacant	Operations Administration Mgr	IL	613500		7.96%			
(373) Vacant	Operations Administrator	IL	613500		7.96%			
(374) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000	45-2	13.34%			
(375) Cielerski, Daniel	Regulatory Staff Accountant I	IL	614000		13.34%			
(376) Georgiev, Lena	Regulatory Accounting Manager	IL	614000		0.00%			
(377) Lubertozi, Steven M.	Exec Dir, Regulatory Account	IL	614000	45-1	7.96%			
(378) Mehta, Dhruv S.	Regulatory Staff Accountant I	IL	614000		0.00%			
(379) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000	45-2	13.34%			
(380) Neyzelman, Dmitry	Senior Regulatory Accountant	IL	614000		0.00%			
(381) Povlich, Erin P.	Senior Regulatory Accountant	IL	614000	45-2	13.34%			
(382) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000		0.00%			
(383) Valrie, Lawanda N.	Regulatory Assistant	IL	614000	45-1	7.96%			
(384) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000	45-2	13.34%			
(385) Williams III, John D.	Dir, Governmental Affairs	FL	614000	45-1	7.96%			
(386) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000	45-2	13.34%			
(387) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000		0.00%			
(388) Abbott, Loretta E.	CSR II	FL	614500	45-1	7.96%			
(389) Anderson, Tricia D.	CSR I	NC	614500		7.96%			
(390) Bachmann, Lisa A.	CSR I	FL	614500		7.96%			
(391) Bennett, Kimberly J.	Customer Account Specialist	FL	614500		7.96%			
(392) Calbreath, Stephanie R.	CSR II	NC	614500		7.96%			
(393) Campbell, Pamela J.	CSR II	NV	614500		7.96%			
(394) Chandler, Matthew R.	CSR II	FL	614500		7.96%			
(395) Christian, Elise S.	Customer Relations Specialist	FL	614500		7.96%			
(396) Collado, Madelin	CSR I	NC	614500		7.96%			
(397) Deere, Brandi N	CSR I	FL	614500		7.96%			
(398) Demonbreun, Sheri D.	CSR I	FL	614500		7.96%			
(399) Dugan, Grace A.	Customer Care Manager	NV	614500		7.96%			

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see Revised schedule with new allocation on wp 44-6 sanlando affiliate salaries.xlsx

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2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals		(c)	(c)	(b)	(i)	(i)		
Name	Position	State	Department	Pro Forma FICA (f)	Pro Forma FUTA (x)	Pro Forma SUTA (b)	Pro Forma 401K (f)	Pro Forma Health Insurance and Benefits (i)
Sanlando Utilities Corp								
Name	Position	State		Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(333) Andrejko, James	Controller	IL	611000					
(334) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(335) Chang, Tae	AP Clerk	IL	611000					
(336) Vacant	Fixed Asset Accounting Manager	IL	611000					
(337) Coughlin, Erin R.	Capital Projects Manager	IL	611000					
(338) Vacant	Capital Projects Assistant	IL	611000					
(339) Federico, Antoinette	AP Supervisor	IL	611000					
(340) Friedman, Avelina	Tax Specialist	IL	611000					
(341) Haynes Jr, John S.	Dir. Tax & Accounting Ops	IL	611000					
(342) Kenney, Justin F.	Corporate Staff Accountant I	IL	611000					
(343) Kim, Christine	Corporate Accounting Manager	IL	611000					
(344) Lingeman, Samuel W.	Senior Financial Analyst	IL	611000					
(345) Luppino, Nancy L.	AP Clerk	IL	611000					
(346) Luppino, Phyllis A.	AP Clerk	IL	611000					
(347) McLean, Pamela J.	Payroll Supervisor	IL	611000					
(348) Metcalf, Janice L.	AP Clerk	IL	611000					
(349) Miranda, Margarita	AP Clerk	IL	611000					
(350) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(351) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000					
(352) Zavilla, Annette	AP Clerk	IL	611000					
(353) Stone, Leslie A.	Executive Assistant	IL	611500					
(354) Hoy, John P.	Chief Operating Officer	IL	612000					
(355) Jacecyk, James F.	Chief Financial Officer	IL	612000					
(356) Spearow, Lisa A.	President & CEO	IL	612000					
(357) Stover, John R.	VP, General Counsel	IL	612000					
(358) Sudduth, Donald E.	VP, Corporate Development	FL	612000					
(359) Blomquist, Laura Louise	HR Generalist	IL	612500					
(360) Devine, James P.	HR Manager	IL	612500					
(361) McLoughlin, Kristi M	Benefits Administrator	IL	612500					
(362) Dave, Hardik	Desktop Support Analyst II	IL	613000					
(363) Oetler, Tom G.	IT Manager	IL	613000					
(364) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000					
(365) Smutny, Thomas A.	Network Administrator	IL	613000					
(366) Bonagura, John F.	Regional Finance Manager	FL	613500					
(367) Durban, Rick J.	RVP	FL	613500					
(368) Flynn, Patrick C.	Regional Director	FL	613500					
(369) Haws, Scotty L.	Rgnl Compliance & Safety Advr	FL	613500					
(370) Paule, Nancy P.	Receptionist	IL	613500					
(371) Rose, Kendra E.	Compliance & Safety Coord	IL	613500					
(372) Vacant	Operations Administration Mgr	IL	613500					
(373) Vacant	Operations Administrator	IL	613500					
(374) Barrett, Jason D.	Regulatory Staff Accountant II	IL	614000					
(375) Clederski, Daniel	Regulatory Staff Accountant I	IL	614000					
(376) Georgiev, Lena	Regulatory Accounting Manager	IL	614000					
(377) Lubertuzzi, Steven M.	Exec Dir, Regulatory Account	IL	614000					
(378) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000					
(379) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000					
(380) Neyzelman, Dimitry	Senior Regulatory Accountant	IL	614000					
(381) Povich, Erin P.	Senior Regulatory Accountant	IL	614000					
(382) Shraek, Brian W.	Senior Regulatory Accountant	IL	614000					
(383) Valrie, Lawanda N.	Regulatory Assistant	IL	614000					
(384) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(385) Williams III, John D.	Dir, Governmental Affairs	FL	614000					
(386) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(387) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(388) Abbott, Loretta E.	CSR II	FL	614500					
(389) Anderson, Tricia D.	CSR I	NC	614500					
(390) Bachmann, Lisa A.	CSR I	FL	614500					
(391) Bennett, Kimberlv J.	Customer Account Specialist	FL	614500					
(392) Calbreath, Stephanie R.	CSR II	NC	614500					
(393) Campbell, Pamela J.	CSR II	NV	614500					
(394) Chandler, Matthew R.	CSR II	FL	614500					
(395) Christian, Elise S.	Customer Relations Specialist	FL	614500					
(396) Collado, Madelin	CSR I	NC	614500					
(397) Deere, Brandi N.	CSR I	FL	614500					
(398) Demonbreun, Sheri D.	CSR I	FL	614500					
(399) Dugan, Grace A.	Customer Care Manager	NV	614500					

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2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

w/p a

Totals		(k)	(l)	(m)	(n)	(o)	(p)		
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
Sanlando Utilities Corp		(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Name	Position	State		Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(333) Andreiko, James	Controller	IL	611000						
(334) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000						
(335) Chang, Tae	AP Clerk	IL	611000						
(336) Vacant	Fixed Asset Accounting Manager	IL	611000						
(337) Coughlin, Erin R.	Capital Projects Manager	IL	611000						
(338) Vacant	Capital Projects Assistant	IL	611000						
(339) Federico, Antoinette	AP Supervisor	IL	611000						
(340) Friedman, Avelina	Tax Specialist	IL	611000						
(341) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000						
(342) Kenney, Justin P.	Corporate Staff Accountant I	IL	611000						
(343) Kim, Christine	Corporate Accounting Manager	IL	611000						
(344) Lingeman, Samuel W.	Senior Financial Analyst	IL	611000						
(345) Luppino, Nancy L.	AP Clerk	IL	611000						
(346) Luppino, Phyllis A.	AP Clerk	IL	611000						
(347) McLean, Pamela J.	Payroll Supervisor	IL	611000						
(348) Metcalf, Janice L.	AP Clerk	IL	611000						
(349) Miranda, Margarita	AP Clerk	IL	611000						
(350) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000						
(351) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000						
(352) Zavilla, Annaette	AP Clerk	IL	611000						
(353) Stone, Leslie A.	Executive Assistant	IL	611500						
(354) Hov, John P.	Chief Operating Officer	IL	612000						
(355) Japczyk, James F.	Chief Financial Officer	IL	612000						
(356) Sparrow, Lisa A.	President & CEO	IL	612000						
(357) Stever, John R.	VP, General Counsel	IL	612000						
(358) Sudduth, Donald E.	VP, Corporate Development	FL	612000	0649	Jan-06	2,368	(1,973)	395	484
(359) Blomquist, Laura Louise	HR Generalist	IL	612500						
(360) Deviane, James P.	HR Manager	IL	612500						
(361) McLoughlin, Kristi M	Benefits Administrator	IL	612500						
(362) Dave, Hardik	Desktop Support Analyst II	IL	613000						
(363) Oatler, Tom G.	IT Manager	IL	613000						
(364) Panco, Nicholas James	Desktop Support Analyst II	IL	613000						
(365) Smutny, Thomas A.	Network Administrator	IL	613000						
(366) Bonagura, John F.	Regional Finance Manager	FL	613500						
(367) Flynn, Patrick C.	RVP	FL	613500	0853	Nov-07	6,086	(3,212)	1,014	811
(368) Hawn, Scotty L.	Regional Director	FL	613500	0512	Feb-05	11,950	(11,784)	1,992	1,362
(369) Hawn, Scotty L.	Regl Compliance & Safety Advsr	FL	613500	0729	Dec-06	3,916	(2,665)	653	811
(370) Paule, Nancy P.	Receptionist	IL	613500						
(371) Rose, Kendra E.	Compliance & Safety Coord	IL	613500						
(372) Vacant	Operations Administration Mgr	IL	613500						
(373) Vacant	Operations Administrator	IL	613500						
(374) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000						
(375) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000						
(376) Georgiev, Lena	Regulatory Accounting Manager	IL	614000						
(377) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000						
(378) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000						
(379) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000						
(380) Neyselman, Dimitry	Senior Regulatory Accountant	IL	614000						
(381) Povich, Erin P.	Senior Regulatory Accountant	IL	614000						
(382) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000						
(383) Valric, Lawanda N.	Regulatory Assistant	IL	614000						
(384) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000						
(385) Williams III, John D.	Dir, Governmental Affairs	FL	614000						
(386) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000						
(387) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000						
(388) Abbott, Loretta E.	CSR II	FL	614500						
(389) Anderson, Tricia D.	CSR I	NC	614500						
(390) Bachmann, Lisa A.	CSR I	FL	614500						
(391) Bennett, Kimberly J.	Customer Account Specialist	FL	614500						
(392) Calbreath, Stephanie R.	CSR II	NC	614500						
(393) Campbell, Pamela J.	CSR II	NV	614500						
(394) Chandler, Matthew R.	CSR II	FL	614500						
(395) Christian, Elise S.	Customer Relations Specialist	FL	614500						
(396) Collado, Madelin	CSR I	NC	614500						
(397) Deere, Brandi N	CSR I	FL	614500						
(398) Demonbrun, Sheri D.	CSR I	FL	614500						
(399) Dugan, Grace A.	Customer Care Manager	NV	614500						

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2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals			(a)	(b)	(c)	(d)	(e)
Name	Position	State Department	Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(400) Harden, Cristina	CSR I	FL 614500	415-1	7.96%			
(401) Iwinski, Cammy Andrea	CSR I	NV 614500		7.96%			
(402) Jenkins, Ingrid E.	CSR II	NC 614500		7.96%			
(403) Jones, Linda S.	CSR I	FL 614500		7.96%			
(404) Jones, Lori Lynn	CSR I	FL 614500		7.96%			
(405) Mavreski, Loris L.	CSR II	FL 614500		7.96%			
(406) Norris, Maxine N.	CSR I	NC 614500		7.96%			
(407) Orengo, Linette C.	CSR I	FL 614500		7.96%			
(408) Raponi, Ann M.	Customer Care Manager	FL 614500		7.96%			
(409) Roberts, Miranda Ann	CSR I	NV 614500		7.96%			
(410) Robinson, Shona N.	CSR II	NC 614500		7.96%			
(411) Robinson, Vanessa F.	CSR II	NC 614500		7.96%			
(412) Sisk, Karen L.	Director, Customer Care	FL 614500		7.96%			
(413) Self, Rose D.	Customer Care Manager	NC 614500		7.96%			
(414) Sillitoe, Jacqueline M.	Customer Care Specialist	FL 614500		7.96%			
(415) Silva, Lisa M.	CSR II	NC 614500		7.96%			
(416) Tackett, Samantha R.	CSR I	NV 614500		7.96%			
(417) Thimmes, Karen L.	CSR I	FL 614500		7.96%			
(418) Trovinger, Ferrellyn L.	Lead CSR	FL 614500		7.96%			
(419) Vols, Deborah E.	CSR I	FL 614500		7.96%			
(420) Wilson, Vicki L.	CSR I	FL 614500		7.96%			
(421) Krudler, Adrienne R.	Billing Manager	IL 614600		7.96%			
(422) Sverika, Agnes	Ast Mgr of Billing	IL 614600		7.96%			
(423) Ceballos, Isabel	Collections Specialist	FL 614700		7.96%			
(424) Lybarger, Andrea	Collections Specialist	FL 614700		7.96%			
(425) Sowell, George William	Corporate Services Manager	SC 614700		7.96%			
(426) Alberici, David J.	Field Tech I	FL 615000	45-50	0.00%			
(427) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL 615000		0.00%			
(428) Austin, Arthur C.	Field Tech II	FL 615000		0.00%			
(429) Bailey, Alan R.	Water-Wastewater Operator II	FL 615000	45-50	100.00%			
(430) Boersma, David A.	Lead Water-Wastewater Operator	FL 615000		0.00%			
(431) Brown, Donna R.	Field Tech I	FL 615000	45-50	77.89%			
(432) Buono, Robert A.	Lead Water-Wastewater Operator	FL 615000		0.00%			
(433) Callahan, Robert L.	Field Tech II	FL 615000	45-50	77.89%			
(434) Cardinal, Anthony A.	Water-Wastewater Operator I	FL 615000		0.00%			
(435) Carver, Nathaniel O.	Area Manager	FL 615000		69.27%			
(436) Chard, Ronald	Cross Connection Tech	FL 615000		0.00%			
(437) Cook, James H.	Lead Water-Wastewater Operator	FL 615000		0.00%			
(438) Cooper, Robert K.	Field Tech III	FL 615000	45-50	77.89%			
(439) Ebert, Harold	Field Tech II	FL 615000		100.00%			
(440) Ebert, Shawn M.	Field Tech II	FL 615000	45-50	77.89%			
(441) Eubanks, Brian J.	Water-Wastewater Operator II	FL 615000		0.00%			
(442) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL 615000		0.00%			
(443) Finch, Allan	Water-Wastewater Operator II	FL 615000	45-40	100.00%			
(444) Finehrsh, Jeffrey S.	Water-Wastewater Operator I	FL 615000		0.00%			
(445) Flanagan, Michael A.	Field Tech I	FL 615000	45-40	77.89%			
(446) Gentilucci, Domenic V.	Area Manager	FL 615000		0.00%			
(447) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL 615000		0.00%			
(448) Gosgre, Bryan K.	Regional Manager	FL 615000	45-40	49.37%			
(449) Gosgre, Jeremy R.	Field Tech I	FL 615000		0.00%			
(450) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL 615000	45-40	77.89%			
(451) Grainger Jr, Leroy	Field Tech I	FL 615000	45-40	77.89%			
(452) Hamilton, Don L.	Water-Wastewater Operator II	FL 615000		0.00%			
(453) Hasty, Donald L.	Water-Wastewater Operator II	FL 615000	45-40	81.16%			
(454) Hermano, Rodel R.	Field Tech I	FL 615000	45-40	77.89%			
(455) Hoque, Raymond H.	Water-Wastewater Operator II	FL 615000		0.00%			
(456) Hollister, Jimmie H.	Field Tech II	FL 615000		0.00%			
(457) Indima, Luke John	Water-Wastewater Operator II	FL 615000		0.00%			
(458) Keys, Thomas E.	Water-Wastewater Operator II	FL 615000	45-40	100.00%			
(459) Lorenzo, Alexander	Water-Wastewater Operator II	FL 615000	45-40	100.00%			
(460) Marinelli, John A.	Area Manager	FL 615000	45-40	77.89%			
(461) McPhee, Allison S.	Lead Water-Wastewater Operator	FL 615000		0.00%			
(462) Morrell, Matthew J.	Field Tech II	FL 615000	45-40	77.89%			
(463) Murphy, Eric	Operator II	FL 615000		0.00%			
(464) Neal, William L.	Area Manager	FL 615000		0.00%			
(465) Overton, Michael A.	Cross Connection Tech	FL 615000	45-40	45.55%			
(466) Owens, Brian S.	Field Tech I	FL 615000		0.00%			
(467) Parrish, Raymond A.	Water-Wastewater Operator II	FL 615000		0.00%			
(468) Peaden II, Mark A.	Field Tech I	FL 615000		0.00%			
(469) Pouts, Steve L.	Lead Water-Wastewater Operator	FL 615000		0.00%			
(470) Phillips, Christopher	Field Tech I	FL 615000		0.00%			

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2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals		(f)	(g)	(h)	(i)	(j)		
Name	Position	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(400) Harden, Cristina	CSR I	FL	614500					
(401) Iwinski, Cammy Andrea	CSR I	NV	614500					
(402) Jenkins, Ingrid E.	CSR II	NC	614500					
(403) Jones, Linda S.	CSR I	FL	614500					
(404) Jones, Lori Lynn	CSR I	FL	614500					
(405) Mayeski, Lorie L.	CSR II	FL	614500					
(406) Norris, Maxine N	CSR I	NC	614500					
(407) Orenzo, Linette C	CSR I	FL	614500					
(408) Raponi, Ann M.	Customer Care Manager	FL	614500					
(409) Roberts, Miranda Ann	CSR I	NV	614500					
(410) Robinson, Shona N.	CSR II	NC	614500					
(411) Robinson, Vanessa F.	CSR II	NC	614500					
(412) Sasic, Karen L.	Director, Customer Care	FL	614500					
(413) Self, Rose D.	Customer Care Manager	NC	614500					
(414) Sillitoe, Jacqueline. M.	Customer Care Specialist	FL	614500					
(415) Silva, Lisa M.	CSR II	NC	614500					
(416) Tackett, Samantha R.	CSR I	NV	614500					
(417) Thimmes, Karen L.	CSR I	FL	614500					
(418) Trovinger, Ferrellyn L.	Lead CSR	FL	614500					
(419) Volz, Deborah E.	CSR I	FL	614500					
(420) Wilson, Vicki L.	CSR I	FL	614500					
(421) Krugler, Adrienne R.	Billing Manager	IL	614500					
(422) Sverida, Agnes	Asst Mgr of Billing	IL	614500					
(423) Ceballos, Isabel	Collections Specialist	FL	614700					
(424) Lybanzer, Andrea	Collections Specialist	FL	614700					
(425) Sowell, George William	Corporate Services Manager	SC	614700					
(426) Alberici, David J.	Field Tech I	FL	615000					
(427) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(428) Austin, Arthur C.	Field Tech II	FL	615000					
(429) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000					
(430) Boerns, David A.	Lead Water-Wastewater Operator	FL	615000					
(431) Brown, Donna R.	Field Tech I	FL	615000					
(432) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(433) Callahan, Robert L.	Field Tech II	FL	615000					
(434) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000					
(435) Carver, Nathaniel O.	Area Manager	FL	615000					
(436) Chard, Ronald	Cross Connection Tech	FL	615000					
(437) Cook, James H.	Lead Water-Wastewater Operator	FL	615000					
(438) Cooper, Robert K.	Field Tech III	FL	615000					
(439) Ebert, Harold	Field Tech II	FL	615000					
(440) Ebert, Shawn M.	Field Tech II	FL	615000					
(441) Eubanka, Brian J.	Water-Wastewater Operator II	FL	615000					
(442) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000					
(443) Finch, Allan	Water-Wastewater Operator II	FL	615000					
(444) Finehish, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(445) Finigan, Michael A	Field Tech I	FL	615000					
(446) Gentiluoci, Domenic V	Area Manager	FL	615000					
(447) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000					
(448) Gongre, Bryan K	Regional Manager	FL	615000					
(449) Gongre, Jeremy R.	Field Tech I	FL	615000					
(450) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000					
(451) Grainger Jr, Leroy	Field Tech I	FL	615000					
(452) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(453) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000					
(454) Hermans, Rodel R.	Field Tech I	FL	615000					
(455) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(456) Hollister, Jimmie H.	Field Tech II	FL	615000					
(457) Inclima, Luke John	Water-Wastewater Operator II	FL	615000					
(458) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000					
(459) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000					
(460) Marinelli, John A.	Area Manager	FL	615000					
(461) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000					
(462) Morrell, Matthew J.	Field Tech II	FL	615000					
(463) Murphy, Eric	Operator II	FL	615000					
(464) Neal, William L.	Area Manager	FL	615000					
(465) Overton, Michael A.	Cross Connection Tech	FL	615000					
(466) Owens, Brian S.	Field Tech I	FL	615000					
(467) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(468) Pearden II, Mark A.	Field Tech I	FL	615000					
(469) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(470) Phillips, Christopher	Field Tech I	FL	615000					

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30,718,000

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

w/p a

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(400) Harden, Cristina	CSR I	FL	614500						
(401) Iwinski, Cammy Andrea	CSR I	NV	614500						
(402) Jenkins, Ingrid E.	CSR II	NC	614500						
(403) Jones, Linda S.	CSR I	FL	614500						
(404) Jones, Lori Lynn	CSR I	FL	614500						
(405) Maveski, Lorie L.	CSR II	FL	614500						
(406) Norris, Maxine N	CSR I	NC	614500						
(407) Orenko, Linette C	CSR I	FL	614500						
(408) Raponi, Ann M.	Customer Care Manager	FL	614500						
(409) Roberts, Miranda Ann	CSR I	NV	614500						
(410) Robinson, Shona N.	CSR II	NC	614500						
(411) Robinson, Vanessa F.	CSR II	NC	614500						
(412) Saic, Karen L.	Director, Customer Care	FL	614500						
(413) Self, Rose D.	Customer Care Manager	NC	614500						
(414) Sillitoe, Jacqueline. M.	Customer Care Specialist	FL	614500						
(415) Silva, Lisa M.	CSR II	NC	614500						
(416) Tackett, Samantha R.	CSR I	NV	614500						
(417) Thimmes, Karen L.	CSR I	FL	614500						
(418) Trowinger, Ferrellyn L.	Lead CSR	FL	614500						
(419) Volk, Deborah E.	CSR I	FL	614500						
(420) Wilson, Vicki L.	CSR I	FL	614500						
(421) Krugler, Adrienne R.	Billing Manager	IL	614500						
(422) Sverida, Agnes	Asst Mgr of Billing	IL	614500						
(423) Ceballos, Isabel	Collections Specialist	FL	614700						
(424) Lybarger, Andrea	Collections Specialist	FL	614700						
(425) Sowell, George William	Corporate Services Manager	SC	614700						
(426) Albertid, David J.	Field Tech I	FL	615000						
(427) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000						
(428) Austin, Arthur C.	Field Tech II	FL	615000						
(429) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000	0220	May-02	13,356	(13,356)	-	6,081
(430) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000						
(431) Brown, Donna R.	Field Tech I	FL	615000	0812	Jul-07	15,849	(9,245)	2,641	4,736
(432) Buonc, Robert A.	Lead Water-Wastewater Operator	FL	615000						
(433) Callahan, Robert L.	Field Tech II	FL	615000	0726	Dec-06	13,416	(9,131)	2,236	4,736
(434) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000						
(435) Carver, Nathaniel Q.	Area Manager	FL	615000	0659	Jul-06	18,153	(13,615)	3,025	4,212
(436) Chard, Ronald	Cross Connection Tech	FL	615000						
(437) Cook, James H.	Lead Water-Wastewater Operator	FL	615000						
(438) Cooper, Robert K.	Field Tech III	FL	615000	0431	Mar-04	19,660	(19,660)	546	4,736
(439) Ebert, Harold	Field Tech II	FL	615000	0109	May-01	19,067	(19,067)	-	6,081
(440) Ebert, Shawn M.	Field Tech II	FL	615000	0455	Jun-04	15,100	(15,100)	1,049	4,736
(441) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000						
(442) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000						
(443) Finch, Allan	Water-Wastewater Operator II	FL	615000	0102	Oct-00	15,517	(15,517)	-	6,081
(444) Flinchin, Jeffrey S.	Water-Wastewater Operator I	FL	615000						
(445) Flinigan, Michael A.	Field Tech I	FL	615000	0429	Mar-04	14,202	(14,202)	395	4,736
(446) Gentilucci, Domenic V	Area Manager	FL	615000						
(447) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000						
(448) Gouge, Bryan K.	Regional Manager	FL	615000	0818	Sep-07	14,425	(8,014)	2,404	3,002
(449) Gouge, Jeremy R.	Field Tech I	FL	615000						
(450) Gosnell, Sooty G.	Lead Water-Wastewater Operator	FL	615000	0639	Jan-06	20,137	(16,781)	3,356	4,736
(451) Granger Jr, Leroy	Field Tech I	FL	615000	0610	Aug-05	14,551	(13,137)	2,425	4,736
(452) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000						
(453) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000	0739	Mar-07	13,850	(8,848)	2,308	4,947
(454) Hermano, Rodol R.	Field Tech I	FL	615000	0802	Aug-07	13,991	(7,967)	2,332	4,736
(455) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000						
(456) Hollister, Jimmie H.	Field Tech II	FL	615000						
(457) Inclina, Lake John	Water-Wastewater Operator II	FL	615000						
(458) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000	9834	Aug-98	16,144	(16,144)	-	6,081
(459) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000	0014	Jan-00	15,363	(15,363)	-	6,081
(460) Marinelli, John A.	Area Manager	FL	615000	0509	Feb-05	22,957	(22,638)	3,826	4,736
(461) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000						
(462) Morrell, Matthew J.	Field Tech II	FL	615000	0808	Jul-07	15,849	(9,245)	2,641	4,736
(463) Murphy, Eric	Operator II	FL	615000						
(464) Neal, William L.	Area Manager	FL	615000						
(465) Overton, Michael A.	Cross Connection Tech	FL	615000	0833	Nov-07	9,225	(4,869)	1,537	2,770
(466) Owens, Brian S.	Field Tech I	FL	615000						
(467) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000						
(468) Padden II, Mark A.	Field Tech I	FL	615000						
(469) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000						
(470) Phillips, Christopher	Field Tech I	FL	615000						

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2011 RATE CASES SALARY ADJUSTMENT
 DETAILED SALARY BY EMPLOYEE

Totals			(a)	(b)	(c)	(d)	(e)
Name	Position	State Department	Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(471) Powell, Trevor B.	Water-Wastewater Operator II	FL 615000	0.00%				
(472) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL 615000	0.00%				
(473) Raines, Craig A.	Water-Wastewater Operator II	FL 615000	0.00%				
(474) Remigio, Roberto V.	Field Tech I	FL 615000	45-2 P10 100.00%				
(475) Richardson, James P.	Field Tech I	FL 615000	0.00%				
(476) Schneider, Keith C.	Water-Wastewater Operator II	FL 615000	0.00%				
(477) Schwades, Charles G.	Area Manager	FL 615000	0.00%				
(478) Shoffstall, David E.	Lead Water-Wastewater Operator	FL 615000	0.00%				
(479) Shue, Mickey A.	Field Tech II	FL 615000	45-2 P11 83.02%				
(480) Sillitoe, Kathy A.	Water Conservation Coordinator	FL 615000	0.00%				
(481) Sillitoe, Terry W.	Water-Wastewater Operator II	FL 615000	45-2 P11 81.90%				
(482) Smith, Donald D.	Field Tech II	FL 615000	0.00%				
(483) Straight, James L.	Water-Wastewater Operator I	FL 615000	0.00%				
(484) Sudol, Corey	Water-Wastewater Operator II	FL 615000	45-2 P11 100.00%				
(485) Swegheimer, James A.	Lead Water-Wastewater Operator	FL 615000	1 100.00%				
(486) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL 615000	0.00%				
(487) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL 615000	0.00%				
(488) Watkins, Cedric	Field Tech II	FL 615000	0.00%				
(489) White, Ronald D.	Field Tech II	FL 615000	0.00%				
(490) Wilson, Michael A.	Regional Manager	FL 615000	0.00%				
(491) Worrell, David R.	Water-Wastewater Operator II	FL 615000	0.00%				
(492) Wright, Thomas L.	Field Tech I	FL 615000	0.00%				
(493) Vacant	Field Tech I	FL 615000	45-2 P-1377.89%				
(494) Vacant	Lead Water-Wastewater Operator	FL 615000	0.00%				
(495) Vacant	Water-Wastewater Operator I	FL 615000	0.00%				
(496) DiPasquale, Susan M.	Administrative Assistant	FL 615000	45-4 33.99%				
(497) Hanks, Pezxy J.	Administrative Assistant	FL 615000	1 33.99%				
(498)							
			\$1,982,608	\$38,788	\$1,421,996	\$42,642	\$1,464,638

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2011 RATE CASES SALARY ADJUSTMENT
 DETAILED SALARY BY EMPLOYEE

Totals			(f)	(g)	(h)	(i)	(j)
Name	Position	State Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(471) Powell, Trevor B.	Water-Wastewater Operator II	FL 615000					
(472) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL 615000					
(473) Raines, Craig A.	Water-Wastewater Operator II	FL 615000					
(474) Remigio, Roberto V.	Field Tech I	FL 615000					
(475) Richardson, James P.	Field Tech I	FL 615000					
(476) Schneider, Keith C.	Water-Wastewater Operator II	FL 615000					
(477) Schwades, Charles G.	Area Manager	FL 615000					
(478) Shoffstall, David E.	Lead Water-Wastewater Operator	FL 615000					
(479) Shue, Mickey A.	Field Tech II	FL 615000					
(480) Sillitoe, Kathy A.	Water Conservation Coordinator	FL 615000					
(481) Sillitoe, Terry W.	Water-Wastewater Operator II	FL 615000					
(482) Smith, Donald D.	Field Tech II	FL 615000					
(483) Straight, James L.	Water-Wastewater Operator I	FL 615000					
(484) Sudol, Corey	Water-Wastewater Operator II	FL 615000					
(485) Sweigheimer, James A.	Lead Water-Wastewater Operator	FL 615000					
(486) Szczeptowski, Stephen A.	Lead Water-Wastewater Operator	FL 615000					
(487) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL 615000					
(488) Watkins, Cedric	Field Tech II	FL 615000					
(489) White, Ronald D.	Field Tech II	FL 615000					
(490) Wilson, Michael A.	Regional Manager	FL 615000					
(491) Worrall, David R.	Water-Wastewater Operator II	FL 615000					
(492) Wright, Thomas L.	Field Tech I	FL 615000					
(493) Vacant	Field Tech I	FL 615000					
(494) Vacant	Lead Water-Wastewater Operator	FL 615000					
(496) Vacant	Water-Wastewater Operator I	FL 615000					
(496) Dipasquale, Susan M.	Administrative Assistant	FL 615500					
(497) Hanks, Peggy J.	Administrative Assistant	FL 615500					
(498)							
			\$104,023	\$1,623	\$12,189	\$75,809	\$238,385

Payroll taxes

Benefits

\$117,835

\$314,194

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*- 117,835
 P difference*

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2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals		(k)	(l)	(m)	(n)	(o)	(p)		
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(471) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000						
(472) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000						
(473) Raines, Craig A.	Water-Wastewater Operator II	FL	615000						
(474) Remigio, Roberto V.	Field Tech I	FL	615000	0824	Nov-07	17,577	(9,277)	2,930	6,081
(475) Richardson, James P.	Field Tech I	FL	615000						
(476) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000						
(477) Schwades, Charles G.	Area Manager	FL	615000						
(478) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000						
(479) Shue, Mickey A.	Field Tech II	FL	615000	0312	Aug-02	15,818	(15,818)		5,048
(480) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000						
(481) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000						
(482) Smith, Donald D.	Field Tech II	FL	615000						
(483) Straight, James L.	Water-Wastewater Operator I	FL	615000						
(484) Sudol, Corey	Water-Wastewater Operator II	FL	615000	0636	Jan-06	17,700	(14,750)	2,950	6,081
(485) Sweghelmer, James A.	Lead Water-Wastewater Operator	FL	615000	0740	Mar-07	15,424	(10,493)	2,737	6,081
(486) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000						
(487) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000						
(488) Watkins, Cedric	Field Tech II	FL	615000						
(489) White, Ronald D.	Field Tech II	FL	615000						
(490) Wilson, Michael A.	Regional Manager	FL	615000						
(491) Worrell, David R.	Water-Wastewater Operator II	FL	615000						
(492) Wright, Thomas L.	Field Tech I	FL	615000						
(493) Vacant	Field Tech I	FL	615000						
(494) Vacant	Lead Water-Wastewater Operator	FL	615000						
(495) Vacant	Water-Wastewater Operator I	FL	615000						
(496) Dipasquale, Susan M.	Administrative Assistant	FL	615,500						
(497) Hanks, Peggy J.	Administrative Assistant	FL	615,500						
(498)									
						\$302,649	(\$321,869)	\$43,393	\$119,459

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2-2 P3
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CONFIDENTIAL (CONFIDENTIAL)

For Revised ERC'S

Sanlando Utilities Corporation
Rate Case
Dkt# 110257-WS, ACN 11-315-4-1
TYE 2010

10/11/12
B/C
1/9/12

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Title Detailed Salary by employee

Totals				(a)	(b)	(c)	(d)	(e)
Name	Position	State	Department	Current Salary (a)	2011 Overtime Annualized (b)	Total (c)	3% Increase Effective April 1st Included in column (a) (d)	Total Pro Forma Salary (e)
Name	Position	State		Current Salary	2010 Overtime Annualized	Total	3% Increase Effective April 1st Included in column (a)	Total Pro Forma Salary
(323) Andrejko, James	Controller	IL	611000	7.79%				
(324) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000	7.79%				
(325) Chang, The	AP Clerk	IL	611000	7.79%				
(326) Vacant	Fixed Asset Accounting Manager	IL	611000	7.79%				
(327) Coughlin, Erin R.	Capital Projects Manager	IL	611000	7.79%				
(328) Vacant	Capital Projects Assistant	IL	611000	7.79%				
(329) Federico, Antoinette	AP Supervisor	IL	611000	7.79%				
(340) Friedman, Avelina	Tier Specialist	IL	611000	7.79%				
(341) Haynes Jr, John B.	Dir. Tax & Accounting Ops	IL	611000	7.79%				
(342) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000	7.79%				
(343) Kim, Christine	Corporate Accounting Manager	IL	611000	7.79%				
(344) Lingeman, Samuel W.	Senior Financial Analyst	IL	611000	7.79%				
(345) Luppino, Nancy L.	AP Clerk	IL	611000	7.79%				
(346) Luppino, Phyllis A.	AP Clerk	IL	611000	7.79%				
(347) McLean, Pamela J.	Payroll Supervisor	IL	611000	7.79%				
(348) Metcalf, Janice L.	AP Clerk	IL	611000	7.79%				
(349) Miranda, Margarita	AP Clerk	IL	611000	7.79%				
(350) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000	7.79%				
(351) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000	7.79%				
(352) Zavilla, Annens	AP Clerk	IL	611000	7.79%				
(353) Stone, Leslie A.	Executive Assistant	IL	611500	7.79%				
(354) Hoy, John P.	Chief Operating Officer	IL	612000	7.79%				
(355) Japczyk, James F.	Chief Financial Officer	IL	612000	7.79%				
(356) Sparrow, Lisa A	President & CEO	IL	612000	7.79%				
(357) Stover, John R.	VP, General Counsel	IL	612000	7.79%				
(358) Suduth, Donald E.	VP, Corporate Development	FL	612000	7.79%				
(359) Blomquist, Laura Louise	HR Generalist	IL	612500	7.79%				
(360) Devine, James P.	HR Manager	IL	612500	7.79%				
(361) McLoughlin, Kristi M	Benefits Administrator	IL	612500	7.79%				
(362) Dave, Hardik	Desktop Support Analyst II	IL	613000	7.79%				
(363) Oudler, Tom G.	IT Manager	IL	613000	7.79%				
(364) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000	7.79%				
(365) Smutny, Thomas A.	Network Administrator	IL	613000	7.79%				
(366) Bonasura, John P.	Regional Finance Manager	FL	613500	13.34%				
(367) Durham, Rick J.	RVP	FL	613500	13.34%				
(368) Flynn, Patrick C.	Regional Director	FL	613500	22.40%				
(369) Haws, Scotty L.	Risk Compliance & Safety Adver	FL	613500	13.34%				
(370) Paule, Nancy P.	Receptionist	IL	613500	7.79%				
(371) Rose, Kendra E.	Compliance & Safety Coord	IL	613500	7.79%				
(372) Vacant	Operations Administration Mgr	IL	613500	7.79%				
(373) Vacant	Operations Administrator	IL	613500	7.79%				
(374) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000	13.34%				
(375) Cleideraki, Daniel	Regulatory Staff Accountant I	IL	614000	13.34%				
(376) Georgiev, Lena	Regulatory Accounting Manager	IL	614000	0.00%				
(377) Lubertson, Steven M.	Exec Dir, Regulatory Account	IL	614000	7.79%				
(378) Mehta, Dhwanil S.	Regulatory Staff Accountant I	IL	614000	0.00%				
(379) Nedved, Spencer I.	Regulatory Staff Accountant I	IL	614000	13.34%				
(380) Neyzelman, Dimitry	Senior Regulatory Accountant	IL	614000	0.00%				
(381) Powich, Erin P.	Senior Regulatory Accountant	IL	614000	13.34%				
(382) Strake, Brian W.	Senior Regulatory Accountant	IL	614000	0.00%				
(383) Vairie, Lawanda N.	Regulatory Assistant	IL	614000	7.79%				
(384) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000	13.34%				
(385) Williams III, John D.	Dir, Governmental Affairs	FL	614000	7.79%				
(386) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000	13.34%				
(387) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000	0.00%				
(388) Abbott, Lorena E.	CSR II	FL	614500	7.79%				
(389) Anderson, Tricia D.	CSR I	NC	614500	7.79%				
(390) Bachmann, Lisa A	CSR I	FL	614500	7.79%				
(391) Bennett, Kimberly J.	Customer Account Specialist	FL	614500	7.79%				
(392) Calbreath, Stephanie R.	CSR II	NC	614500	7.79%				
(393) Campbell, Pamela J.	CSR II	NV	614500	7.79%				
(394) Chandler, Matthew R.	CSR II	FL	614500	7.79%				
(395) Christian, Elise S.	Customer Relations Specialist	FL	614500	7.79%				
(396) Collado, Madelin	CSR I	NC	614500	7.79%				
(397) Deere, Brandi N	CSR I	FL	614500	7.79%				
(398) Demontbreun, Sheri D.	CSR I	FL	614500	7.79%				
(399) Dugan, Grace A.	Customer Care Manager	NV	614500	7.79%				

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**2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE**

Totals				(a)	(b)	(c)	(d)	(e)
Name	Position	State	Department	Current Salary	2011 Overtime Annualized	Total	3% Increase Effective April 1st included in column (a)	Total Pro Forma Salary
(400) Harden, Cristina	CSR I	FL	614500	7.79%				
(401) Iwinski, Cammy Andrea	CSR I	NV	614500	7.79%				
(402) Jenkins, Ingrid K.	CSR II	NC	614500	7.79%				
(403) Jones, Linda S.	CSR I	FL	614500	7.79%				
(404) Jones, Lori Lynn	CSR I	FL	614500	7.79%				
(405) Mayaski, Loris L.	CSR II	FL	614500	7.79%				
(406) Norris, Madeline N.	CSR I	NC	614500	7.79%				
(407) Orenco, Linette C.	CSR I	FL	614500	7.79%				
(408) Raponi, Ann M.	Customer Care Manager	FL	614500	7.79%				
(409) Roberts, Miranda Ann	CSR I	NV	614500	7.79%				
(410) Robinson, Shona N.	CSR II	NC	614500	7.79%				
(411) Robinson, Vanessa F.	CSR II	NC	614500	7.79%				
(412) Sack, Karen L.	Director, Customer Care	FL	614500	7.79%				
(413) Self, Rose D.	Customer Care Manager	NC	614500	7.79%				
(414) Silhtoe, Jacqueline M.	Customer Care Specialist	FL	614500	7.79%				
(415) Silva, Lisa M.	CSR II	NC	614500	7.79%				
(416) Tackett, Samantha R.	CSR I	NV	614500	7.79%				
(417) Thimmes, Karen L.	CSR I	FL	614500	7.79%				
(418) Trowinger, Ferrellyn L.	Lead CSR	FL	614500	7.79%				
(419) Vais, Deborah K.	CSR I	FL	614500	7.79%				
(420) Wilson, Vicki L.	CSR I	FL	614500	7.79%				
(421) Krugler, Adrienne R.	Billing Manager	IL	614500	7.79%				
(422) Sverida, Agnes	Asst Mgr of Billing	IL	614500	7.79%				
(423) Ceballos, Isabel	Collections Specialist	FL	614700	7.79%				
(424) Lybarger, Andrea	Collections Specialist	FL	614700	7.79%				
(425) Sowell, George William	Corporate Services Manager	SC	614700	7.79%				
(426) Albertel, David J.	Field Tech I	FL	615000	0.00%				
(427) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000	0.00%				
(428) Austin, Arthur C.	Field Tech II	FL	615000	0.00%				
(429) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000	100.00%				
(430) Boerama, David A.	Lead Water-Wastewater Operator	FL	615000	0.00%				
(431) Brown, Donna R.	Field Tech I	FL	615000	77.84%				
(432) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000	0.00%				
(433) Callahan, Robert L.	Field Tech II	FL	615000	77.84%				
(434) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000	0.00%				
(435) Carver, Nathaniel O.	Area Manager	FL	615000	69.27%				
(436) Chard, Ronald	Cross Connection Tech	FL	615000	0.00%				
(437) Cook, James H.	Lead Water-Wastewater Operator	FL	615000	0.00%				
(438) Cooper, Robert K.	Field Tech III	FL	615000	77.84%				
(439) Ebert, Harold	Field Tech II	FL	615000	100.00%				
(440) Ebert, Shawn M.	Field Tech II	FL	615000	77.84%				
(441) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000	0.00%				
(442) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000	0.00%				
(443) Finch, Allan	Water-Wastewater Operator II	FL	615000	100.00%				
(444) Finchirah, Jeffrey S.	Water-Wastewater Operator I	FL	615000	0.00%				
(445) Finlan, Michael A.	Field Tech I	FL	615000	77.84%				
(446) Gentilucci, Domenic V.	Area Manager	FL	615000	0.00%				
(447) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000	0.00%				
(448) Gonore, Bryan R.	Regional Manager	FL	615000	49.57%				
(449) Gonore, Jeremy R.	Field Tech I	FL	615000	0.00%				
(450) Gozell, Scotty G.	Lead Water-Wastewater Operator	FL	615000	77.84%				
(451) Gralinger Jr, Leroy	Field Tech I	FL	615000	77.84%				
(452) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000	0.00%				
(453) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000	81.98%				
(454) Herrmann, Rodel R.	Field Tech I	FL	615000	77.84%				
(455) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000	0.00%				
(456) Hollister, Jummie H.	Field Tech II	FL	615000	0.00%				
(457) Inclina, Luke John	Water-Wastewater Operator II	FL	615000	0.00%				
(458) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000	100.00%				
(459) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000	100.00%				
(460) Martindell, John A.	Area Manager	FL	615000	77.84%				
(461) McPhee, Alison S.	Lead Water-Wastewater Operator	FL	615000	0.00%				
(462) Morrell, Matthew J.	Field Tech II	FL	615000	77.84%				
(463) Murphy, Eric	Operator II	FL	615000	0.00%				
(464) Neel, William L.	Area Manager	FL	615000	0.00%				
(465) Overton, Michael A.	Cross Connection Tech	FL	615000	45.55%				
(466) Owens, Brian S.	Field Tech I	FL	615000	0.00%				
(467) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000	0.00%				
(468) Peaden II, Mark A.	Field Tech I	FL	615000	0.00%				
(469) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000	0.00%				
(470) Phillips, Christopher	Field Tech I	FL	615000	0.00%				

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2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals			(a)	(b)	(c)	(d)	(e)
Name	Position	State Department	Current Salary	2011 Overtime Annualized	Total	3% Increase Effective April 1st Included in column (a)	Total Pro Forma Salary
(471) Powell, Trevor B.	Water-Wastewater Operator II	FL 615000	0.00%				
(472) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL 615000	0.00%				
(473) Raines, Craig A.	Water-Wastewater Operator II	FL 615000	0.00%				
(474) Ramajo, Roberto V.	Field Tech I	FL 615000	100.00%				
(475) Richardson, James P.	Field Tech I	FL 615000	0.00%				
(476) Schneider, Keith C.	Water-Wastewater Operator II	FL 615000	0.00%				
(477) Schwedes, Charles G.	Area Manager	FL 615000	0.00%				
(478) Shoffstall, David E.	Lead Water-Wastewater Operator	FL 615000	0.00%				
(479) Shue, Mickey A.	Field Tech II	FL 615000	83.02%				
(480) Sillhoe, Kathy A.	Water Conservation Coordinator	FL 615000	0.00%				
(481) Sillhoe, Terry W.	Water-Wastewater Operator II	FL 615000	81.90%				
(482) Smith, Donald D.	Field Tech II	FL 615000	0.00%				
(483) Straight, James L.	Water-Wastewater Operator I	FL 615000	0.00%				
(484) Sudol, Corey	Water-Wastewater Operator II	FL 615000	100.00%				
(485) Swezghelmer, James A.	Lead Water-Wastewater Operator	FL 615000	100.00%				
(486) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL 615000	0.00%				
(487) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL 615000	0.00%				
(488) Watkins, Cedric	Field Tech II	FL 615000	0.00%				
(489) White, Ronald D.	Field Tech II	FL 615000	0.00%				
(490) Wilson, Michael A.	Regional Manager	FL 615000	0.00%				
(491) Worrell, David R.	Water-Wastewater Operator II	FL 615000	0.00%				
(492) Wright, Thomas L.	Field Tech I	FL 615000	0.00%				
(493) Vacant	Field Tech I	FL 615000	77.89%				
(494) Vacant	Lead Water-Wastewater Operator	FL 615000	0.00%				
(495) Vacant	Water-Wastewater Operator I	FL 615000	0.00%				
(496) DiPasquale, Susan M.	Administrative Assistant	FL 612500	33.99%				
(497) Hanks, Peggy J.	Administrative Assistant	FL 612500	33.99%				
(498)							
			\$1,574,220	\$38,727	\$1,412,947	\$19,388	\$1,432,335

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2014 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals		(f)	(g)	(h)	(i)	(j)		
Name	Position	State	Department	Pro Forma FICA (f)	Pro Forma FLTA (g)	Pro Forma SUTA (h)	Pro Forma 401K (i)	Pro Forma Health Insurance and Benefits (j)
Sanlendo Utilities Corp								
Name	Position	State		Pro Forma FICA	Pro Forma FLTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(333) Andrejko, James	Controller	IL	611000					
(334) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(335) Chang, Tao	AP Clerk	IL	611000					
(336) Vacant	Fixed Asset Accounting Manager	IL	611000					
(337) Cappella, Erin R.	Capital Projects Manager	IL	611000					
(338) Vacant	Capital Projects Assistant	IL	611000					
(339) Federico, Antoinette	AP Supervisor	IL	611000					
(340) Friedman, Avelina	Tax Specialist	IL	611000					
(341) Hayes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000					
(342) Kasey, Justin F.	Corporate Staff Accountant I	IL	611000					
(343) Kim, Christine	Corporate Accounting Manager	IL	611000					
(344) Livingston, Samuel W.	Senior Financial Analyst	IL	611000					
(345) Luppino, Nancy L.	AP Clerk	IL	611000					
(346) Luppino, Phyllis A.	AP Clerk	IL	611000					
(347) McLain, Pamela J.	Payroll Supervisor	IL	611000					
(348) Metcalf, Janice L.	AP Clerk	IL	611000					
(349) Miranda, Margarita	AP Clerk	IL	611000					
(350) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(351) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000					
(352) Zavilla, Annetta	AP Clerk	IL	611000					
(353) Stone, Leslie A.	Executive Assistant	IL	611500					
(354) Hoy, John P.	Chief Operating Officer	IL	612000					
(355) Jarczyk, James F.	Chief Financial Officer	IL	612000					
(356) Sparrow, Lisa A.	President & CEO	IL	612000					
(357) Skower, John R.	VP, General Counsel	IL	612000					
(358) Buddick, Donald E.	VP, Corporate Development	FL	612000					
(359) Homquist, Laura Louise	HR Generalist	IL	612500					
(360) Devine, James P.	HR Manager	IL	612500					
(361) McLoughlin, Kristi M	Benefits Administrator	IL	612500					
(362) Dave, Harshik	Desktop Support Analyst II	IL	613000					
(363) Oehler, Tom G.	IT Manager	IL	613000					
(364) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000					
(365) Emunty, Thomas A.	Network Administrator	IL	613000					
(366) Bonasera, John F.	Regional Finance Manager	FL	613500					
(367) Duriam, Rick J.	RVP	FL	613500					
(368) Flynn, Patrick C.	Regional Director	FL	613500					
(369) Hays, Scotty L.	Risk Compliance & Safety Adver	FL	613500					
(370) Parle, Nancy P.	Receptionist	IL	613500					
(371) Rose, Kendra E.	Compliance & Safety Coord	IL	613500					
(372) Vacant	Operations Administration Mgr	IL	613500					
(373) Vacant	Operations Administrator	IL	613500					
(374) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000					
(375) Cockerell, Daniel	Regulatory Staff Accountant I	IL	614000					
(376) Georgiev, Lena	Regulatory Accounting Manager	IL	614000					
(377) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000					
(378) Mehta, Divyani B.	Regulatory Staff Accountant I	IL	614000					
(379) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000					
(380) Neyselman, Dimitry	Senior Regulatory Accountant	IL	614000					
(381) Povich, Erin P.	Senior Regulatory Accountant	IL	614000					
(382) Shralke, Brian W.	Senior Regulatory Accountant	IL	614000					
(383) Valric, Leawanda N.	Regulatory Assistant	IL	614000					
(384) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(385) Williams III, John D.	Dir, Governmental Affairs	FL	614000					
(386) Whana, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(387) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(388) Abbott, Lovetta E.	CSR II	FL	614500					
(389) Anderson, Tylicia D.	CSR I	NC	614500					
(390) Bachmann, Lisa A.	CSR I	FL	614500					
(391) Bennett, Kimberly J.	Customer Account Specialist	FL	614500					
(392) Calbreath, Stephanie R.	CSR II	NC	614500					
(393) Campbell, Pamela J.	CSR II	NV	614500					
(394) Chandler, Matthew R.	CSR II	FL	614500					
(395) Christian, Elise S.	Customer Relations Specialist	FL	614500					
(396) Collado, Madelin	CSR I	NC	614500					
(397) Deera, Brandi N.	CSR I	FL	614500					
(398) Demonbreun, Sheri D.	CSR I	FL	614500					
(399) Dusan, Grace A.	Customer Care Manager	NV	614500					

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2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals			(f)	(g)	(h)	(i)	(j)	
Name	Position	State	Department	Pro Forma EICA	Pro Forma RUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(400) Harden, Christine	CSR I	FL	614900					
(401) Iwnicki, Camsy Andrea	CSR I	NV	614900					
(402) Jenkins, Ingrid E.	CSR II	NC	614900					
(403) Jones, Linda S.	CSR I	FL	614900					
(404) Jones, Lori Lynn	CSR I	FL	614900					
(405) Maysaki, Lorie L.	CSR II	FL	614900					
(406) Norris, Maxine N	CSR I	NC	614900					
(407) Orango, Linette C	CSR I	FL	614900					
(408) Rapson, Ann M.	Customer Care Manager	FL	614900					
(409) Roberts, Miranda Ann	CSR I	NV	614900					
(410) Robinson, Shona N.	CSR II	NC	614900					
(411) Robinson, Vanessa P.	CSR II	NC	614900					
(412) Sade, Karen L.	Director, Customer Care	FL	614900					
(413) Self, Rose D.	Customer Care Manager	NC	614900					
(414) Elliott, Jacqueline M.	Customer Care Specialist	FL	614900					
(415) Silva, Lisa M.	CSR II	NC	614900					
(416) Tachet, Samantha R.	CSR I	NV	614900					
(417) Thimmes, Karen L.	CSR I	FL	614900					
(418) Trovinger, Ferrilyn L.	Lead CSR	FL	614900					
(419) Vola, Deborah E.	CSR I	FL	614900					
(420) Wilson, Vicki L.	CSR I	FL	614900					
(421) Krueger, Adrienne R.	Billing Manager	IL	614600					
(422) Sverida, Anne	Asst Mgr of Billing	IL	614600					
(423) Coballos, Isabel	Collections Specialist	FL	614700					
(424) Lybarner, Andrea	Collections Specialist	FL	614700					
(425) Swell, George William	Corporate Services Manager	SC	614700					
(426) Albert, David J.	Field Tech I	FL	619000					
(427) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	619000					
(428) Austin, Arthur C.	Field Tech II	FL	619000					
(429) Bailey, Alan R.	Water-Wastewater Operator II	FL	619000					
(430) Boersma, David A.	Lead Water-Wastewater Operator	FL	619000					
(431) Brown, Donna R.	Field Tech I	FL	619000					
(432) Busco, Robert A.	Lead Water-Wastewater Operator	FL	619000					
(433) Callahan, Robert L.	Field Tech II	FL	619000					
(434) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	619000					
(435) Carver, Nathaniel Q.	Area Manager	FL	619000					
(436) Chard, Ronald	Cross Connection Tech	FL	619000					
(437) Cook, James H.	Lead Water-Wastewater Operator	FL	619000					
(438) Cooper, Robert K.	Field Tech III	FL	619000					
(439) Ebert, Harold	Field Tech II	FL	619000					
(440) Ebert, Shawn M.	Field Tech II	FL	619000					
(441) Subanka, Brian J.	Water-Wastewater Operator II	FL	619000					
(442) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	619000					
(443) Finch, Allan	Water-Wastewater Operator II	FL	619000					
(444) Finckh, Jeffrey S.	Water-Wastewater Operator I	FL	619000					
(445) Fishman, Michael A.	Field Tech I	FL	619000					
(446) Gentile, Domenic V.	Area Manager	FL	619000					
(447) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	619000					
(448) Gouge, Bryan K.	Regional Manager	FL	619000					
(449) Gouge, Jeremy R.	Field Tech I	FL	619000					
(450) Gossell, Scotty G.	Lead Water-Wastewater Operator	FL	619000					
(451) Granger Jr, Leroy	Field Tech I	FL	619000					
(452) Hamilton, Don L.	Water-Wastewater Operator II	FL	619000					
(453) Hamy, Donald L.	Water-Wastewater Operator II	FL	619000					
(454) Hernandez, Rodel R.	Field Tech I	FL	619000					
(455) Hooper, Raymond H.	Water-Wastewater Operator II	FL	619000					
(456) Holler, Jimmie H.	Field Tech II	FL	619000					
(457) Inclina, Luke John	Water-Wastewater Operator II	FL	619000					
(458) Keys, Thomas E.	Water-Wastewater Operator II	FL	619000					
(459) Lorenso, Alexander	Water-Wastewater Operator II	FL	619000					
(460) Marselli, John A.	Area Manager	FL	619000					
(461) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	619000					
(462) Morrell, Matthew J.	Field Tech II	FL	619000					
(463) Murphy, Eric	Operator II	FL	619000					
(464) Neal, William L.	Area Manager	FL	619000					
(465) Overton, Michael A.	Cross Connection Tech	FL	619000					
(466) Owens, Brian S.	Field Tech I	FL	619000					
(467) Farris, Raymond A.	Water-Wastewater Operator II	FL	619000					
(468) Padden II, Mark A.	Field Tech I	FL	619000					
(469) Hout, Steve L.	Lead Water-Wastewater Operator	FL	619000					
(470) Phillips, Christopher	Field Tech I	FL	619000					

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2011 RATE CASES SALARY ADJUSTMENT
 DETAILED SALARY BY EMPLOYEE

Totals			(f)	(g)	(h)	(i)	(j)
Name	Position	State Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(471) Powell, Trevor B.	Water-Wastewater Operator II	FL 615000					
(472) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL 615000					
(473) Raines, Craig A.	Water-Wastewater Operator II	FL 615000					
(474) Remigio, Roberto V.	Field Tech I	FL 615000					
(475) Richardson, James F.	Field Tech I	FL 615000					
(476) Schneider, Keith C.	Water-Wastewater Operator II	FL 615000					
(477) Schwedes, Charles G.	Area Manager	FL 615000					
(478) Shoffstall, David E.	Lead Water-Wastewater Operator	FL 615000					
(479) Shue, Mickey A.	Field Tech II	FL 615000					
(480) Sillitoe, Kathy A.	Water Conservation Coordinator	FL 615000					
(481) Sillitoe, Terry W.	Water-Wastewater Operator II	FL 615000					
(482) Smith, Donald D.	Field Tech II	FL 615000					
(483) Straight, James L.	Water-Wastewater Operator I	FL 615000					
(484) Sudol, Corey	Water-Wastewater Operator II	FL 615000					
(485) Sveschdelmer, James A.	Lead Water-Wastewater Operator	FL 615000					
(486) Suszpanowski, Stephen A.	Lead Water-Wastewater Operator	FL 615000					
(487) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL 615000					
(488) Watkins, Cadric	Field Tech II	FL 615000					
(489) White, Ronald D.	Field Tech II	FL 615000					
(490) Wilson, Michael A.	Regional Manager	FL 615000					
(491) Worrell, David R.	Water-Wastewater Operator II	FL 615000					
(492) Wright, Thomas L.	Field Tech I	FL 615000					
(493) Vacant	Field Tech I	FL 615000					
(494) Vacant	Lead Water-Wastewater Operator	FL 615000					
(495) Vacant	Water-Wastewater Operator I	FL 615000					
(496) Dipsquale, Susan M.	Administrative Assistant	FL 615500					
(497) Hanks, Perry J.	Administrative Assistant	FL 615500					
(498)							
			\$103,461	\$1,616	\$12,118	\$75,390	\$237,278

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2011 RATE CASES SALARY ADJUSTMENT
 DETAILED SALARY BY EMPLOYEE

w/p a

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
Name	Position	State	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/R Balance	Vehicle Depreciation Expense	Transportation Expense	
(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	
Name	Position	State	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/R Balance	Vehicle Depreciation Expense	Transportation Expense	
(933) Andrejko, James	Controller	IL	611000						
(934) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000						
(935) Chang, Tae	AP Clerk	IL	611000						
(936) Vacant	Fixed Asset Accounting Manager	IL	611000						
(937) Crowley, Erin R.	Capital Projects Manager	IL	611000						
(938) Vacant	Capital Projects Assistant	IL	611000						
(939) Federico, Antoinette	AP Supervisor	IL	611000						
(940) Friedman, Avelina	Tax Specialist	IL	611000						
(941) Haynes Jr, John S.	Dir. Tax & Accounting Ops	IL	611000						
(942) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000						
(943) Kian, Christine	Corporate Accounting Manager	IL	611000						
(944) Linselman, Samuel W.	Senior Financial Analyst	IL	611000						
(945) Luppino, Nancy L.	AP Clerk	IL	611000						
(946) Luppino, Phyllis A.	AP Clerk	IL	611000						
(947) McLean, Pamela J.	Payroll Supervisor	IL	611000						
(948) Metcalf, Jarden L.	AP Clerk	IL	611000						
(949) Miranda, Margarita	AP Clerk	IL	611000						
(950) Petrus, Victoria M.	Senior Corporate Accountant	IL	611000						
(951) Shilkin, Matthew D	Financial Plan & Analysis Mgr	IL	611000						
(952) Zavilla, Annette	AP Clerk	IL	611000						
(953) Stone, Leslie A.	Executive Assistant	IL	611500						
(954) Hoy, John P.	Chief Operating Officer	IL	612000						
(955) Japczyk, James F.	Chief Financial Officer	IL	612000						
(956) Sparrow, Lisa A.	President & CEO	IL	612000						
(957) Stover, John R.	VP, General Counsel	IL	612000						
(958) Sudduth, Donald E.	VP, Corporate Development	FL	612000	0649	Jan-06	2,317	(1,991)	386	474
(959) Blomquist, Laura Louise	HR Generalist	IL	612500						
(960) Devine, James P.	HR Manager	IL	612500						
(961) McLoughlin, Kristi M	Benefits Administrator	IL	612500						
(962) Drev, Hardik	Desktop Support Analyst II	IL	613000						
(963) Oetler, Tom G.	IT Manager	IL	613000						
(964) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000						
(965) Smutny, Thomas A.	Network Administrator	IL	613000						
(966) Bonasera, John F.	Regional Finance Manager	FL	613500						
(967) Durham, Rick J.	RVP	FL	613500	0853	Nov-07	6,086	(9,212)	1,014	811
(968) Flynn, Patrick C.	Regional Director	FL	613500	0512	Feb-05	11,050	(11,784)	1,992	1,362
(969) Hawn, Scotty L.	Risk Compliance & Safety Adver	FL	613500	0729	Dec-06	3,916	(2,665)	653	811
(970) Paula, Nancy P.	Receptionist	IL	613500						
(971) Rose, Kendra E.	Compliance & Safety Coord	IL	613500						
(972) Vacant	Operations Administration Mgr	IL	613500						
(973) Vacant	Operations Administrator	IL	613500						
(974) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000						
(975) Clederski, Daniel	Regulatory Staff Accountant I	IL	614000						
(976) Georjiev, Lena	Regulatory Accounting Manager	IL	614000						
(977) Lubertossi, Steven M.	Exec Dir, Regulatory Account	IL	614000						
(978) Mehta, Dhwanil B.	Regulatory Staff Accountant I	IL	614000						
(979) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000						
(980) Neyselman, Dimitry	Senior Regulatory Accountant	IL	614000						
(981) Povich, Erin P.	Senior Regulatory Accountant	IL	614000						
(982) Shraga, Brian W.	Senior Regulatory Accountant	IL	614000						
(983) Valrie, Lewanda N.	Regulatory Assistant	IL	614000						
(984) Weeks, Kirstan E.	Regulatory Accounting Manager	IL	614000						
(985) Williams III, John D.	Dir, Governmental Affairs	FL	614000						
(986) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000						
(987) Yao Jr., Lowell M.	Regulatory Staff Accountant I	FL	614000						
(988) Abbott, Loretta E.	CSR II	FL	614500						
(989) Anderson, Tricia D.	CSR I	NC	614500						
(990) Bachmann, Lisa A.	CSR I	FL	614500						
(991) Bennett, Kimberly J.	Customer Account Specialist	FL	614500						
(992) Calbreath, Stephanie R.	CSR II	NC	614500						
(993) Campbell, Pamela J.	CSR II	NV	614500						
(994) Chandler, Matthew R.	CSR II	FL	614500						
(995) Christian, Elise S.	Customer Relations Specialist	FL	614500						
(996) Collado, Madelin	CSR I	NC	614500						
(997) Deers, Brandi N.	CSR I	FL	614500						
(998) Demombroun, Sheri D.	CSR I	FL	614500						
(999) Dusan, Grace A.	Customer Care Manager	NV	614500						

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2011 RATE CASES SALARY ADJUSTMENT
 DETAILED SALARY BY EMPLOYEE

w/p a

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/R Balance	Vehicle Depreciation Expense	Transportation Expense
(400) Harden, Cristina	CSR I	FL	614500						
(401) Iwinski, Cammy Andrea	CSR I	NV	614500						
(402) Jenkins, Ingrid E.	CSR II	NC	614500						
(403) Jones, Linda B.	CSR I	FL	614500						
(404) Jones, Lori Lynn	CSR I	FL	614500						
(405) Mayeski, Lorie L.	CSR II	FL	614500						
(406) Norris, Mardine N	CSR I	NC	614500						
(407) Orsano, Linette C	CSR I	FL	614500						
(408) Rapson, Ann M.	Customer Care Manager	FL	614500						
(409) Roberts, Miranda Ann	CSR I	NV	614500						
(410) Robinson, Rhona N.	CSR II	NC	614500						
(411) Robinson, Vanessa F.	CSR II	NC	614500						
(412) Saack, Karen L.	Director, Customer Care	FL	614500						
(413) Self, Rose D.	Customer Care Manager	NC	614500						
(414) Sillitor, Jacqueline M.	Customer Care Specialist	FL	614500						
(415) Silva, Lisa M.	CSR II	NC	614500						
(416) Tackett, Samantha R.	CSR I	NV	614500						
(417) Thimmes, Karen I.	CSR I	FL	614500						
(418) Trovinger, Ferrellyn L.	Lead CSR	FL	614500						
(419) Vols, Deborah E.	CSR I	FL	614500						
(420) Wilson, Vicki L.	CSR I	FL	614500						
(421) Krupiec, Adrienne R.	Billing Manager	IL	614500						
(422) Sverdrup, Agnes	Asst Mgr of Billing	IL	614500						
(423) Coballo, Isabel	Collections Specialist	FL	614700						
(424) Lybaemper, Andrea	Collections Specialist	FL	614700						
(425) Lybaemper, George William	Corporate Services Manager	SC	614700						
(426) Albert, David J.	Field Tech I	FL	615000						
(427) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000						
(428) Austin, Arthur C.	Field Tech II	FL	615000						
(429) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000	0220	May-02	13,356	(13,356)	-	6,081
(430) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000						
(431) Brown, Donna R.	Field Tech I	FL	615000	0812	Jul-07	15,849	(9,245)	2,641	4,736
(432) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000						
(433) Callahan, Robert L.	Field Tech II	FL	615000	0726	Dec-06	13,416	(9,131)	2,236	4,736
(434) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000						
(435) Carver, Nathaniel O.	Area Manager	FL	615000	0699	Jul-06	18,153	(13,615)	3,025	4,212
(436) Chad, Ronald	Cross Connection Tech	FL	615000						
(437) Cook, James H.	Lead Water-Wastewater Operator	FL	615000						
(438) Cooper, Robert K.	Field Tech III	FL	615000	0431	Mar-04	19,660	(19,660)	546	4,736
(439) Ebert, Harold	Field Tech II	FL	615000	0109	May-01	19,067	(19,067)	-	6,081
(440) Ebert, Shawn M.	Field Tech II	FL	615000	0455	Jun-04	15,100	(15,100)	1,049	4,736
(441) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000						
(442) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000						
(443) Finch, Allan	Water-Wastewater Operator II	FL	615000	0102	Oct-00	15,517	(15,517)	-	6,081
(444) Finckel, Jeffrey S.	Water-Wastewater Operator I	FL	615000						
(445) Finkman, Michael A.	Field Tech I	FL	615000	0429	Mar-04	14,202	(14,202)	395	4,736
(446) Gentilucci, Domenic V	Area Manager	FL	615000						
(447) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000						
(448) Gozore, Bryan K.	Regional Manager	FL	615000	0818	Sep-07	14,425	(8,014)	2,404	3,002
(449) Gozore, Jeremy R.	Field Tech I	FL	615000						
(450) Gozore, Scotty G.	Lead Water-Wastewater Operator	FL	615000	0639	Jan-06	20,137	(16,781)	3,356	4,736
(451) Gransinger Jr, Leroy	Field Tech I	FL	615000	0610	AUG-05	14,551	(13,137)	2,495	4,736
(452) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000						
(453) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000	0739	Mar-07	13,860	(8,848)	2,308	4,947
(454) Hernandez, Rodel R.	Field Tech I	FL	615000	0802	AUG-07	13,991	(7,967)	2,322	4,736
(455) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000						
(456) Hollister, Jimmie H.	Field Tech II	FL	615000						
(457) Indiana, Luke John	Water-Wastewater Operator II	FL	615000						
(458) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000	9834	Aug-98	16,144	(16,144)	-	6,081
(459) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000	0014	Jan-00	15,363	(15,363)	-	6,081
(460) Marshall, John A.	Area Manager	FL	615000	0509	Feb-05	22,067	(22,638)	3,826	4,736
(461) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000						
(462) Morrell, Matthew J.	Field Tech II	FL	615000	0808	Jul-07	15,849	(9,245)	2,641	4,736
(463) Murphy, Eric	Operator II	FL	615000						
(464) Neal, William L.	Area Manager	FL	615000						
(465) Overton, Michael A.	Cross Connection Tech	FL	615000	0833	Nov-07	9,225	(4,864)	1,537	2,770
(466) Owens, Brian S.	Field Tech I	FL	615000						
(467) Owens, Raymond A.	Water-Wastewater Operator II	FL	615000						
(468) Padden II, Mark A.	Field Tech I	FL	615000						
(469) Pfoote, Steve L.	Lead Water-Wastewater Operator	FL	615000						
(470) Phillips, Christopher	Field Tech I	FL	615000						

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2011 RATE CASES SALARY ADJUSTMENT
 DETAILED SALARY BY EMPLOYEE

w/p a

Totals		(k)	(l)	(m)	(n)	(o)	(p)					
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/R Balance	Vehicle Depreciation Expense	Transportation Expense			
(471) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000									
(472) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000									
(473) Raines, Craig A.	Water-Wastewater Operator II	FL	615000									
(474) Ramirez, Roberto V.	Field Tech I	FL	615000	0824	Nov-07	17,577	(9,277)	2,930	6,081			
(475) Richardson, James P.	Field Tech I	FL	615000									
(476) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000									
(477) Schwedes, Charles G.	Area Manager	FL	615000									
(478) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000									
(479) Shus, Mickey A.	Field Tech II	FL	615000	0312	Aug-02	15,818	(15,818)		5,048			
(480) Shilko, Kathy A.	Water Conservation Coordinator	FL	615000									
(481) Shilko, Terry W.	Water-Wastewater Operator II	FL	615000									
(482) Smith, Donald D.	Field Tech II	FL	615000									
(483) Straight, James L.	Water-Wastewater Operator I	FL	615000									
(484) Sudol, Cory	Water-Wastewater Operator II	FL	615000	0636	Jan-06	17,700	(14,750)	2,950	6,081			
(485) Swagelmer, James A.	Lead Water-Wastewater Operator	FL	615000	0740	Mar-07	16,424	(10,493)	2,737	6,081			
(486) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000									
(487) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000									
(488) Watkins, Cedric	Field Tech II	FL	615000									
(489) White, Ronald D.	Field Tech II	FL	615000									
(490) Wilson, Michael A.	Regional Manager	FL	615000									
(491) Worrell, David R.	Water-Wastewater Operator II	FL	615000									
(492) Wright, Thomas L.	Field Tech I	FL	615000									
(493) Vacant	Field Tech I	FL	615000									
(494) Vacant	Lead Water-Wastewater Operator	FL	615000									
(495) Vacant	Water-Wastewater Operator I	FL	615000									
(496) DiPasquale, Susan M.	Administrative Assistant	FL	615000									
(497) Hanks, Peggy J.	Administrative Assistant	FL	615000									
(498)												
					<u>\$392,508</u>		<u>(\$321,827)</u>		<u>\$43,385</u>		<u>\$119,449</u>	

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