


Title: Notes Board of Directors Min.

ORIGINAL  
Redacted

020567-WS

12/10/02 - Written Consent of BOD - increase salary

 \$237,500 increase  
\$122,500 increase

Reference to 11/02

Signed by James Cameron  
Mered Kim Cameron  
Patsia Jabara

12/10/02 Written Consent of BOD

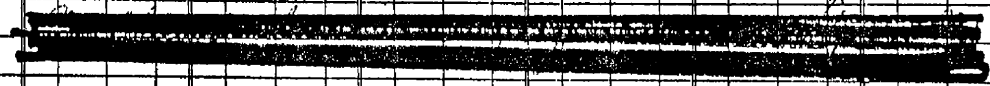


8/28/02 <sup>written</sup> Consent  
Approve \$50,000,000 note at 5.41% due Aug 30, 2002

8/28/02 James Cameron - Chairman of Board of Directors  
Rodolf Bossett - President & Treasurer  
Carol Kishi - Vice President

Relieved old officers of any legal, Manager, Claims, Security  
accepted resign of Carl "Aling" David Carter

Effective 3/20/02  
James Cameron Chief Executive Officer  
Larry Schumacher President, Treasurer & Sec.



- AUS \_\_\_\_\_
- GAF \_\_\_\_\_
- CMP \_\_\_\_\_
- CCM \_\_\_\_\_
- CTR \_\_\_\_\_
- EOR \_\_\_\_\_
- GGL \_\_\_\_\_
- OFC \_\_\_\_\_
- MMS \_\_\_\_\_
- SEC \_\_\_\_\_
- OTH \_\_\_\_\_

SOURCE as indicated

DOCUMENT NUMBER-DATE  
08492 SEP-98

PBC

Utilities One  
Fl. Salary Changes  
TPE 12/31/03

164  
1/4/03

**Confidential**

Response to Audit Request No. 14

There are no planned employee retirements for 2003. However, we did have one employee [redacted] resign on April 15, 2003. In addition, [redacted] will continue to be paid, his full salary until January 5, 2004. [redacted] continued relationship with the Utility will be necessary over the next seven months.

PBC

Below please find a matrix of replacement employees and the salaries:

77009 in 2002  
\$3191 Increase  
5000 Net Bonus  
\$8191 Total One

Employee & Salary	Replacement	Comments
[redacted] (\$120,000)	[redacted] (\$80,300, [redacted] will also be receiving a salary increase in Jan. 2004 when transition is complete.)	As mentioned above [redacted] will continue to be paid as a fulltime employee until January 5, 2004.
[redacted] (\$73,000)	[redacted] (\$75,000)	
[redacted] (\$64,700)	[redacted] (\$42,000)	
[redacted] (\$35,000)	[redacted] (\$31,00)	Start date June 15, 2003

The Utility has no intentions of eliminating any positions.

PBC

In 2004 salary will: (over 2002)

Decrease [redacted] (120,000)  
 Increase [redacted] 8,191  
 Increase [redacted] 2,000  
 Decrease [redacted] <22,700>  
 Decrease [redacted] <4,000>  
 <136,509>

Since this is an over-earnings case ~~for 2002~~ for 2002 this is not important since salaries were as represented in 2002.

This adj. should be made for any other Utility One rate cases since they will be set on a going forward basis.

PBC

43407