

**SANLANDO UTILITIES CORP
SUMMARY SALARY ADJUSTMENT**

Salaries - Accounting and Finance

NARUC 601/701 (JDE account 6110)

	(a)	(b)	(c)	(d)	(e)
	<u>Total Annualized Salaries (per w/p a. column (c), lines 333-352)</u>	<u>Per Books (TB)</u>	<u>Adjustment Due to Salary Annualization (column (a) - (b))</u>	<u>Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 333-352)</u>	<u>Total Salary Adjustment (column (c) + (d))</u>
(1) Water	\$0	\$53,541	(\$53,541)	\$0	(\$53,541)
(2) Wastewater	-	41,777	(41,777)	-	(41,777)

Salaries - Admin

NARUC 601/701 (JDE account 6115)

	(a)	(b)	(c)	(d)	(e)
	<u>Total Annualized Salaries (per w/p a. column (c), line 353)</u>	<u>Per Books (TB)</u>	<u>Adjustment Due to Salary Annualization (column (a) - (b))</u>	<u>Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 353)</u>	<u>Total Salary Adjustment (column (c) + (d))</u>
(3) Water	\$0	\$1,618	(\$1,618)	\$0	(\$1,618)
(4) Wastewater	-	1,262	(1,262)	-	(1,262)

Salaries - Officer

NARUC 603/703 (JDE account 6120)

	(a)	(b)	(c)	(d)	(e)
	<u>Total Annualized Salaries (per w/p a. column (c), lines 354-358)</u>	<u>Per Books (TB)</u>	<u>Adjustment Due to Salary Annualization (column (a) - (b))</u>	<u>Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 354-358)</u>	<u>Total Salary Adjustment (column (c) + (d))</u>
(5) Water	\$0	\$51,203	(\$51,203)	\$0	(\$51,203)
(6) Wastewater	-	39,953	(39,953)	-	(39,953)

Salaries - HR

NARUC 601/701 (JDE account 6125)

	(a)	(b)	(c)	(d)	(e)
	<u>Total Annualized Salaries (per w/p a. column (c), lines 359-361)</u>	<u>Per Books (TB)</u>	<u>Adjustment Due to Salary Annualization (column (a) - (b))</u>	<u>Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 359-361)</u>	<u>Total Salary Adjustment (column (c) + (d))</u>
(7) Water	\$0	\$8,114	(\$8,114)	\$0	(\$8,114)
(8) Wastewater	-	6,331	(6,331)	-	(6,331)

Salaries - MIS

NARUC 601/701 (JDE account 6130)

	(a)	(b)	(c)	(d)	(e)
	<u>Total Annualized Salaries (per w/p a. column (c), lines 362-365)</u>	<u>Per Books (TB)</u>	<u>Adjustment Due to Salary Annualization (column (a) - (b))</u>	<u>Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 362-365)</u>	<u>Total Salary Adjustment (column (c) + (d))</u>
(9) Water	\$0	\$12,689	(\$12,689)	\$0	(\$12,689)
(10) Wastewater	-	9,901	(9,901)	-	(9,901)

Salaries - Leadership Ops

NARUC 601/701 (JDE account 6135)

	(a)	(b)	(c)	(d)	(e)
	<u>Total Annualized Salaries (per w/p a. column (c), lines 366-373)</u>	<u>Per Books (TB)</u>	<u>Adjustment Due to Salary Annualization (column (a) - (b))</u>	<u>Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 366-373)</u>	<u>Total Salary Adjustment (column (c) + (d))</u>
(11) Water	\$0	\$56,390	(\$56,390)	\$0	(\$56,390)
(12) Wastewater	-	43,999	(43,999)	-	(43,999)

Salaries - Regulatory

NARUC 601/701 (JDE account 6140)

	(a)	(b)	(c)	(d)	(e)
	<u>Total Annualized Salaries (per w/p a. column (c), lines 374-387)</u>	<u>Per Books (TB)</u>	<u>Adjustment Due to Salary Annualization (column (a) - (b))</u>	<u>Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 374-387)</u>	<u>Total Salary Adjustment (column (c) + (d))</u>
(13) Water	\$0	\$42,534	(\$42,534)	\$0	(\$42,534)
(14) Wastewater	-	33,188	(33,188)	-	(33,188)

**SANLANDO UTILITIES CORP
SUMMARY SALARY ADJUSTMENT**

Salaries - Customer Service

NARUC 601/701 (JDE account 6145)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 388-420)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 388-420)	Total Salary Adjustment (column (c) + (d))
(15) Water	\$0	\$41,936	(\$41,936)	\$0	(\$41,936)
(16) Wastewater	-	32,721	(32,721)	-	(32,721)

Salaries - Billing

NARUC 601/701 (JDE account 6146)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 421-422)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 421-422)	Total Salary Adjustment (column (c) + (d))
(17) Water	\$0	\$14,374	(\$14,374)	\$0	(\$14,374)
(18) Wastewater	-	11,215	(11,215)	-	(11,215)

Salaries - Corp Service Admin

NARUC 601/701 (JDE account 6147)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 423-425)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 423-425)	Total Salary Adjustment (column (c) + (d))
(19) Water	\$0	\$3,037	(\$3,037)	\$0	(\$3,037)
(20) Wastewater	-	2,369	(2,369)	-	(2,369)

Salaries - Operations Field

NARUC 601/701 (JDE account 6150)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 426-495)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 426-495)	Total Salary Adjustment (column (c) + (d))
(21) Water	\$0	\$437,843	(\$437,843)	\$0	(\$437,843)
(22) Wastewater	-	341,637	(341,637)	-	(341,637)

Salaries - Operations Office

NARUC 601/701 (JDE account 6155)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 496-497)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 496-497)	Total Salary Adjustment (column (c) + (d))
(23) Water	\$0	\$13,970	(\$13,970)	\$0	(\$13,970)
(24) Wastewater	-	10,901	(10,901)	-	(10,901)

Salaries - Capitalized Time Charged to Plant

NARUC 601/701 (JDE account 6165)

	(a)	(b)	(c)
	Adjusted Capitalized Time (per w/p b. column (b), line 13)	Per Books (TB)	Capitalized Time Adjustment (column (a) - (b))
(25) Water	\$0	(\$118,364)	\$118,364
(26) Wastewater	-	(92,356)	92,356

Payroll Taxes

NARUC 408.12 (JDE account 7510-7520)

	(a)	(b)	(c)
	Adjusted Payroll Taxes (per w/p a. column (f) thru (h), line 498)	Per Books (TB)	Payroll Tax Adjustment (column (a) - (b))
(27) Water	\$66,189	\$73,809	(\$7,620)
(28) Wastewater	51,646	57,591	(5,946)

**SANLANDO UTILITIES CORP
SUMMARY SALARY ADJUSTMENT**

Benefits

NARUC 604/704 (JDE account 5625-5690)

	(a)	(b)	(c)
	<u>Adjusted Benefits (per w/p a. column (f) thru (j), line 498)</u>	<u>Per Books (TB)</u>	<u>Benefits Adjustment (column (a) - (b))</u>
(29) Water	\$176,486	\$186,594	(\$10,108)
(30) Wastewater	137,708	146,969	(9,261)

Vehicles - 13-Month Average

NARUC 341.5/391.7 (JDE account 1555)

	(a)	(b)	(c)
	<u>Adjusted Vehicles (per w/p c. column (c), line 210) + (per w/p d. column (a), line 63)</u>	<u>Per Books (TB)</u>	<u>Vehicles Adjustment, 13-Month Average (column (a) - (b))</u>
(31) Water	\$403,518	\$507,800	(\$104,282)
(32) Wastewater	\$314,854	396,223	(81,368)

Vehicle Accumulated Depreciation - 13-Month Average

NARUC 108.1 (JDE account 2300)

	(a)	(b)	(c)
	<u>Adjusted Vehicle A/D (per w/p c. column (g), line 210) + (per w/p d. column (o), line 63)</u>	<u>Per Books (TB)</u>	<u>Vehicle A/D Adjustment, 13-Month Average (column (a) - (b))</u>
(33) Water	(\$293,639)	(\$397,193)	\$103,554
(34) Wastewater	(\$229,118)	(309,919)	80,800

Vehicle Depreciation Expense

NARUC 403 (JDE account 6905)

	(a)	(b)	(c)
	<u>Adjusted Vehicle Dep Exp (per w/p a. column (o), line 498) + (per w/p d. column (q), line 63)</u>	<u>Per Books (TB)</u>	<u>Vehicle Dep Exp Adjustment (column (a) - (b))</u>
(35) Water	\$25,300	\$38,125	(\$12,824)
(36) Wastewater	19,741	29,748	(10,006)

Transportation Expense

NARUC 650/750 (JDE account 6215-6230)

	(a)	(b)	(c)
	<u>Adjusted Transportation Exp (per w/p a. column (p), line 498) + (per w/p d. column (r), line 63)</u>	<u>Per Books (TB)</u>	<u>Vehicle Dep Exp Adjustment (column (a) - (b))</u>
(37) Water	\$68,039	\$76,678	(\$8,638)
(38) Wastewater	53,089	59,829	(6,740)

LABRADOR UTILITIES, INC.
SUMMARY SALARY ADJUSTMENT

Salaries - Accounting and Finance

NARUC 601/701 (JDE account 6110)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 665-684)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 665-684)	Total Salary Adjustment (column (c) + (d))
(1) Water	\$0	\$3,478	(\$3,478)	\$0	(\$3,478)
(2) Wastewater	-	3,423	(3,423)	-	(3,423)

Salaries - Admin

NARUC 601/701 (JDE account 6115)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), line 685)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 353)	Total Salary Adjustment (column (c) + (d))
(3) Water	\$0	\$105	(\$105)	\$0	(\$105)
(4) Wastewater	-	103	(103)	-	(103)

Salaries - Officer

NARUC 603/703 (JDE account 6120)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 686-690)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 686-690)	Total Salary Adjustment (column (c) + (d))
(5) Water	\$0	\$3,326	(\$3,326)	\$0	(\$3,326)
(6) Wastewater	-	3,273	(3,273)	-	(3,273)

Salaries - HR

NARUC 601/701 (JDE account 6125)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 691-693)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 691-693)	Total Salary Adjustment (column (c) + (d))
(7) Water	\$0	\$527	(\$527)	\$0	(\$527)
(8) Wastewater	-	519	(519)	-	(519)

Salaries - MIS

NARUC 601/701 (JDE account 6130)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 694-697)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 694-697)	Total Salary Adjustment (column (c) + (d))
(9) Water	\$0	\$825	(\$825)	\$0	(\$825)
(10) Wastewater	-	811	(811)	-	(811)

Salaries - Leadership Ops

NARUC 601/701 (JDE account 6135)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 698-705)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 698-705)	Total Salary Adjustment (column (c) + (d))
(11) Water	\$0	\$3,667	(\$3,667)	\$0	(\$3,667)
(12) Wastewater	-	3,609	(3,609)	-	(3,609)

Salaries - Regulatory

NARUC 601/701 (JDE account 6140)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 706-719)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 706-719)	Total Salary Adjustment (column (c) + (d))
(13) Water	\$0	\$2,767	(\$2,767)	\$0	(\$2,767)
(14) Wastewater	-	2,723	(2,723)	-	(2,723)

**LABRADOR UTILITIES, INC.
SUMMARY SALARY ADJUSTMENT**

Salaries - Customer Service

NARUC 601/701 (JDE account 6145)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 720-752)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 720-752)	Total Salary Adjustment (column (c) + (d))
(15) Water	\$0	\$2,724	(\$2,724)	\$0	(\$2,724)
(16) Wastewater	-	2,680	(2,680)	-	(2,680)

Salaries - Billing

NARUC 601/701 (JDE account 6146)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 753-754)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 753-754)	Total Salary Adjustment (column (c) + (d))
(17) Water	\$0	\$933	(\$933)	\$0	(\$933)
(18) Wastewater	-	919	(919)	-	(919)

Salaries - Corp Service Admin

NARUC 601/701 (JDE account 6147)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 755-757)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 755-757)	Total Salary Adjustment (column (c) + (d))
(19) Water	\$0	\$197	(\$197)	\$0	(\$197)
(20) Wastewater	-	194	(194)	-	(194)

Salaries - Operations Field

NARUC 601/701 (JDE account 6150)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 758-827)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 758-827)	Total Salary Adjustment (column (c) + (d))
(21) Water	\$0	\$40,846	(\$40,846)	\$0	(\$40,846)
(22) Wastewater	-	40,196	(40,196)	-	(40,196)

Salaries - Operations Office

NARUC 601/701 (JDE account 6155)

	(a)	(b)	(c)	(d)	(e)
	Total Annualized Salaries (per w/p a. column (c), lines 828-829)	Per Books (TB)	Adjustment Due to Salary Annualization (column (a) - (b))	Pay Increase Scheduled for April 2011 (per w/p a. column (d), lines 496-497)	Total Salary Adjustment (column (c) + (d))
(23) Water	\$0	\$901	(\$901)	\$0	(\$901)
(24) Wastewater	-	887	(887)	-	(887)

Salaries - Capitalized Time Charged to Plant

NARUC 601/701 (JDE account 6165)

	(a)	(b)	(c)
	Adjusted Capitalized Time (per w/p b. column (a), line 13)	Per Books (TB)	Capitalized Time Adjustment (column (a) - (b))
(25) Water	\$0	(\$10,685)	\$10,685
(26) Wastewater	-	(10,515)	10,515

Payroll Taxes

NARUC 408.12 (JDE account 7510-7520)

	(a)	(b)	(c)
	Adjusted Payroll Taxes (per w/p a. column (f) thru (h), line 830)	Per Books (TB)	Payroll Tax Adjustment (column (a) - (b))
(27) Water	\$4,710	\$4,800	(\$90)
(28) Wastewater	4,635	4,724	(89)

LABRADOR UTILITIES, INC.
SUMMARY SALARY ADJUSTMENT

Benefits

NARUC 604/704 (JDE account 5625-5690)

	(a)	(b)	(c)
	<u>Adjusted Benefits (per w/p a. column (i) thru (j), line 830)</u>	<u>Per Books (TB)</u>	<u>Benefits Adjustment (column (a) - (b))</u>
(29) Water	\$12,269	\$12,117	\$151
(30) Wastewater	12,073	11,924	149

Vehicles - 13-Month Average

NARUC 341.5/391.7 (JDE account 1555)

	(a)	(b)	(c)
	<u>Adjusted Vehicles (per w/p c. column (c), line 350) + (per w/p d. column (a), line 105)</u>	<u>Per Books (TB)</u>	<u>Vehicles Adjustment, 13-Month Average (column (a) - (b))</u>
(31) Water	\$26,285	\$23,790	\$2,494
(32) Wastewater	25,866	23,412	2,455

Vehicle Accumulated Depreciation - 13-Month Average

NARUC 108.1 (JDE account 2300)

	(a)	(b)	(c)
	<u>Adjusted Vehicle A/D (per w/p c. column (r), line 350) + (per w/p d. column (p), line 105)</u>	<u>Per Books (TB)</u>	<u>Vehicle A/D Adjustment, 13-Month Average (column (a) - (b))</u>
(33) Water	(\$15,075)	(\$21,640)	\$6,565
(34) Wastewater	(14,835)	(21,296)	6,461

Vehicle Depreciation Expense

NARUC 403 (JDE account 6905)

	(a)	(b)	(c)
	<u>Adjusted Vehicle Dep Exp (per w/p a. column (o), line 830) + (per w/p d. column (q), line 105)</u>	<u>Per Books (TB)</u>	<u>Vehicle Dep Exp Adjustment (column (a) - (b))</u>
(35) Water	\$3,889	\$2,452	\$1,437
(36) Wastewater	3,827	2,413	1,415

Transportation Expense

NARUC 650/750 (JDE account 6215-6230)

	(a)	(b)	(c)
	<u>Adjusted Trans Exp (per w/p a. column (p), line 830) + (per w/p d. column (r), line 105)</u>	<u>Per Books (TB)</u>	<u>Vehicle Dep Exp Adjustment (column (a) - (b))</u>
(37) Water	\$6,719	\$4,988	\$1,731
(38) Wastewater	6,612	4,908	1,704

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

<u>Totals</u>		(a)	(b)	(c)	(d)	(e)		
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(1) Andrejko, James	Controller	IL	611000					
(2) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(3) Chang, Tae	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) 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) Haws, Scotty L.	Rgnl 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) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000					
(44) Georgiev, Lena	Regulatory Accounting Manager	IL	614000					
(45) Lubertozzi, 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) Neyzelman, 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	FL	614500					
(60) Calbreath, Stephanie R.	CSR II	NC	614500					
(61) Campbell, Pamela J.	CSR II	NV	614500					

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

<u>Totals</u>				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(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) 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					
(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) Orengo, 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	NC	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					
(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 II	FL	615000					
(110) Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	615000					
(111) Finch, Allan	Water-Wastewater Operator II	FL	615000					
(112) Finehirsh, 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) Gongre, Bryan K	Regional Manager	FL	615000					
(117) Gongre, Jeremy R.	Field Tech I	FL	615000					
(118) Gosnell, 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, Rodel R	Field Tech I	FL	615000					
(123) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					

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

<u>Totals</u>				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(124)	Hollister, Jimmie H.	FL	615000					
(125)	Inclima, Luke John	FL	615000					
(126)	Keys, Thomas E.	FL	615000					
(127)	Lorenzo, Alexander	FL	615000					
(128)	Marinelli, John A.	FL	615000					
(129)	McPhee, Allison S.	FL	615000					
(130)	Morrell, Matthew J.	FL	615000					
(131)	Murphy, Eric	FL	615000					
(132)	Neal, William L.	FL	615000					
(133)	Overton, Michael A.	FL	615000					
(134)	Owens, Brian S.	FL	615000					
(135)	Parrish, Raymond A.	FL	615000					
(136)	Peaden II, Mark A.	FL	615000					
(137)	Pfouts, Steve L.	FL	615000					
(138)	Phillips, Christopher	FL	615000					
(139)	Powell, Trevor B.	FL	615000					
(140)	Radcliff, Max Lee	FL	615000					
(141)	Raines, Craig A.	FL	615000					
(142)	Remigio, Roberto V.	FL	615000					
(143)	Richardson, James P.	FL	615000					
(144)	Schneider, Keith C.	FL	615000					
(145)	Schwades, Charles G.	FL	615000					
(146)	Shoffstall, David E.	FL	615000					
(147)	Shue, Mickey A.	FL	615000					
(148)	Sillitoe, Kathy A.	FL	615000					
(149)	Sillitoe, Terry W.	FL	615000					
(150)	Smith, Donald D.	FL	615000					
(151)	Straight, James L.	FL	615000					
(152)	Sudol, Corey	FL	615000					
(153)	Swegheimer, James A.	FL	615000					
(154)	Szczepkowski, Stephen A.	FL	615000					
(155)	Van Meter, Nathan Z.	FL	615000					
(156)	Watkins, Cedric	FL	615000					
(157)	White, Ronald D.	FL	615000					
(158)	Wilson, Michael A.	FL	615000					
(159)	Worrell, David R.	FL	615000					
(160)	Wright, Thomas L.	FL	615000					
(161)	Vacant	FL	615000					
(162)	Vacant	FL	615000					
(163)	Vacant	FL	615000					
(164)	Dipasquale, Susan M.	FL	615500					
(165)	Hanks, Peggy J.	FL	615500					
(166)								
				\$9,048,958	\$160,241	\$9,209,199	\$0	\$9,209,199

<u>Utilities, Inc. of Eagle Ridge</u>				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>		<u>Current Salary</u>	<u>2010 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(167)	Andrejko, James	IL	611000					
(168)	Arnoux, Diane L.	IL	611000					
(169)	Chang, Tae	IL	611000					
(170)	Vacant	IL	611000					
(171)	Coughlin, Erin R.	IL	611000					
(172)	Vacant	IL	611000					
(173)	Federico, Antoinette	IL	611000					
(174)	Friedman, Avelina	IL	611000					
(175)	Haynes Jr, John S.	IL	611000					
(176)	Kersey, Justin P.	IL	611000					
(177)	Kim, Christine	IL	611000					
(178)	Lingeman, Samuel W.	IL	611000					

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

<u>Totals</u>				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(179) Luppino, Nancy L.	AP Clerk	IL	611000					
(180) Luppino, Phyllis A.	AP Clerk	IL	611000					
(181) McLean, Pamela J.	Payroll Supervisor	IL	611000					
(182) Metcalf, Janice L.	AP Clerk	IL	611000					
(183) Miranda, Margarita	AP Clerk	IL	611000					
(184) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(185) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000					
(186) Zavilla, Annette	AP Clerk	IL	611000					
(187) Stone, Leslie A.	Executive Assistant	IL	611500					
(188) Hoy, John P.	Chief Operating Officer	IL	612000					
(189) Japczyk, James F.	Chief Financial Officer	IL	612000					
(190) Sparrow, Lisa A	President & CEO	IL	612000					
(191) Stover, John R.	VP, General Counsel	IL	612000					
(192) Sudduth, Donald E.	VP, Corporate Development	FL	612000					
(193) Blomquist, Laura Louise	HR Generalist	IL	612500					
(194) Devine, James P.	HR Manager	IL	612500					
(195) McLoughlin, Kristi M	Benefits Administrator	IL	612500					
(196) Dave, Hardik	Desktop Support Analyst II	IL	613000					
(197) Ostler, Tom G.	IT Manager	IL	613000					
(198) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000					
(199) Smutny, Thomas A.	Network Administrator	IL	613000					
(200) Bonagura, John F.	Regional Finance Manager	FL	613500					
(201) Durham, Rick J.	RVP	FL	613500					
(202) Flynn, Patrick C.	Regional Director	FL	613500					
(203) Haws, Scotty L.	Rgml Compliance & Safety Advsr	FL	613500					
(204) Paule, Nancy P.	Receptionist	IL	613500					
(205) Rose, Kendra E.	Compliance & Safety Coord	IL	613500					
(206) Vacant	Operations Administration Mgr	IL	613500					
(207) Vacant	Operations Adminstrator	IL	613500					
(208) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000					
(209) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000					
(210) Georgiev, Lena	Regulatory Accounting Manager	IL	614000					
(211) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000					
(212) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000					
(213) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000					
(214) Neyzelman, Dmitry	Senior Regulatory Accountant	IL	614000					
(215) Povich, Erin P.	Senior Regulatory Accountant	IL	614000					
(216) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000					
(217) Valrie, Lawanda N.	Regulatory Assistant	IL	614000					
(218) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(219) Williams III, John D.	Dir. Governmental Affairs	FL	614000					
(220) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(221) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(222) Abbott, Loretta E.	CSR II	FL	614500					
(223) Anderson, Tricia D.	CSR I	NC	614500					
(224) Bachmann, Lisa A	CSR I	FL	614500					
(225) Bennett, Kimberly J.	Customer Account Specialist	FL	614500					
(226) Calbreath, Stephanie R.	CSR II	NC	614500					
(227) Campbell, Pamela J.	CSR II	NV	614500					
(228) Chandler, Matthew R.	CSR II	FL	614500					
(229) Christian, Elise S.	Customer Relations Specialist	FL	614500					
(230) Collado, Madelin	CSR I	NC	614500					
(231) Deere, Brandi N	CSR I	FL	614500					
(232) Demonbreun, Sheri D.	CSR I	FL	614500					
(233) Dugan, Grace A.	Customer Care Manager	NV	614500					
(234) Harden, Cristina	CSR I	FL	614500					
(235) Iwinski, Cammy Andrea	CSR I	NV	614500					
(236) Jenkins, Ingrid E.	CSR II	NC	614500					
(237) Jones, Linda S.	CSR I	FL	614500					
(238) Jones, Lori Lynn	CSR I	FL	614500					
(239) Mayeski, Lorie L.	CSR II	FL	614500					
(240) Norris, Maxine N	CSR I	NC	614500					

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

Totals				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(241) Orengo, Linette C	CSR I	FL	614500					
(242) Raponi, Ann M.	Customer Care Manager	FL	614500					
(243) Roberts, Miranda Ann	CSR I	NV	614500					
(244) Robinson, Shona N.	CSR II	NC	614500					
(245) Robinson, Vanessa F.	CSR II	NC	614500					
(246) Sasic, Karen L.	Director, Customer Care	FL	614500					
(247) Self, Rose D.	Customer Care Manager	NC	614500					
(248) Sillitoe, Jacqueline. M.	Customer Care Specialist	FL	614500					
(249) Silva, Lisa M.	CSR II	NC	614500					
(250) Tackett, Samantha R.	CSR I	NV	614500					
(251) Thimmes, Karen L.	CSR I	FL	614500					
(252) Trovinger, Ferrellyn L.	Lead CSR	FL	614500					
(253) Volz, Deborah E.	CSR I	FL	614500					
(254) Wilson, Vicki L.	CSR I	FL	614500					
(255) Krugler, Adrienne R.	Billing Manager	IL	614600					
(256) Sverida, Agnes	Asst Mgr of Billing	IL	614600					
(257) Ceballos, Isabel	Collections Specialist	FL	614700					
(258) Lybarger, Andrea	Collections Specialist	FL	614700					
(259) Sowell, George William	Corporate Services Manager	SC	614700					
(260) Alberigi, David J.	Field Tech I	FL	615000					
(261) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(262) Austin, Arthur C.	Field Tech II	FL	615000					
(263) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000					
(264) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000					
(265) Brown, Donna R.	Field Tech I	FL	615000					
(266) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(267) Callahan, Robert L.	Field Tech II	FL	615000					
(268) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000					
(269) Carver, Nathaniel Q.	Area Manager	FL	615000					
(270) Chard, Ronald	Cross Connection Tech	FL	615000					
(271) Cook, James H.	Lead Water-Wastewater Operator	FL	615000					
(272) Cooper, Robert K.	Field Tech III	FL	615000					
(273) Ebert, Harold	Field Tech II	FL	615000					
(274) Ebert, Shawn M.	Field Tech II	FL	615000					
(275) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000					
(276) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000					
(277) Finch, Allan	Water-Wastewater Operator II	FL	615000					
(278) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(279) Finigan, Michael A.	Field Tech I	FL	615000					
(280) Gentilucci, Domenic V	Area Manager	FL	615000					
(281) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000					
(282) Gongre, Bryan K	Regional Manager	FL	615000					
(283) Gongre, Jeremy R.	Field Tech I	FL	615000					
(284) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000					
(285) Grainger Jr, Leroy	Field Tech I	FL	615000					
(286) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(287) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000					
(288) Hermano, Rodol R	Field Tech I	FL	615000					
(289) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(290) Hollister, Jimmie H.	Field Tech II	FL	615000					
(291) Inclima, Luke John	Water-Wastewater Operator II	FL	615000					
(292) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000					
(293) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000					
(294) Marinelli, John A.	Area Manager	FL	615000					
(295) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000					
(296) Morrell, Matthew J.	Field Tech II	FL	615000					
(297) Murphy, Eric	Operator II	FL	615000					
(298) Neal, William L.	Area Manager	FL	615000					
(299) Overton, Michael A.	Cross Connection Tech	FL	615000					
(300) Owens, Brian S.	Field Tech I	FL	615000					
(301) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(302) Peaden II, Mark A.	Field Tech I	FL	615000					

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

Totals				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2010 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(303) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(304) Phillips, Christopher	Field Tech I	FL	615000					
(305) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(306) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(307) Raines, Craig A.	Water-Wastewater Operator II	FL	615000					
(308) Remigio, Roberto V.	Field Tech I	FL	615000					
(309) Richardson, James P.	Field Tech I	FL	615000					
(310) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000					
(311) Schwades, Charles C.	Area Manager	FL	615000					
(312) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000					
(313) Shue, Mickey A.	Field Tech II	FL	615000					
(314) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000					
(315) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000					
(316) Smith, Donald D.	Field Tech II	FL	615000					
(317) Straight, James L.	Water-Wastewater Operator I	FL	615000					
(318) Sudol, Corey	Water-Wastewater Operator II	FL	615000					
(319) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000					
(320) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000					
(321) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000					
(322) Watkins, Cedric	Field Tech II	FL	615000					
(323) White, Ronald D.	Field Tech II	FL	615000					
(324) Wilson, Michael A.	Regional Manager	FL	615000					
(325) Worrell, David R.	Water-Wastewater Operator II	FL	615000					
(326) Wright, Thomas L.	Field Tech I	FL	615000					
(327) Vacant	Field Tech I	FL	615000					
(328) Vacant	Lead Water-Wastewater Operator	FL	615000					
(329) Vacant	Water-Wastewater Operator I	FL	615000					
(330) Dipasquale, Susan M.	Administrative Assistant	FL	615500					
(331) Hanks, Peggy J.	Administrative Assistant	FL	615500					
(332)								
				\$206,327	\$21,177	\$227,504	\$0	\$227,504

Sanlando Utilities Corp				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2010 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(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) Kersey, 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, Annette	AP Clerk	IL	611000					
(353) Stone, Leslie A.	Executive Assistant	IL	611500					
(354) Hoy, 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) Stover, John R.	VP, General Counsel	IL	612000					
(358) Sudduth, Donald E.	VP, Corporate Development	FL	612000					

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

<u>Totals</u>				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(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) Ostler, 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) Durham, Rick J.	RVP	FL	613500					
(368) Flynn, Patrick C.	Regional Director	FL	613500					
(369) Haws, Scotty L.	Rgnl Compliance & Safety Advsr	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 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) Neyzelman, 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) 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, 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) Demonbreun, Sheri D.	CSR I	FL	614500					
(399) Dugan, Grace A.	Customer Care Manager	NV	614500					
(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) Orengo, 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					

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

<u>Totals</u>				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(421) Krugler, Adrienne R.	Billing Manager	IL	614600					
(422) Sverida, Agnes	Asst Mgr of Billing	IL	614600					
(423) Ceballos, Isabel	Collections Specialist	FL	614700					
(424) Lybarger, Andrea	Collections Specialist	FL	614700					
(425) Sowell, George William	Corporate Services Manager	SC	614700					
(426) Alberigi, 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) Boersma, 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 Q.	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) 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					
(444) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(445) Finigan, Michael A	Field Tech I	FL	615000					
(446) Gentilucci, 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) Hermano, Rodol 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) Peaden 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					
(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					

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

Totals				(a)	(b)	(c)	(d)	(e)					
				<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>					
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>										
(483) Straight, James L.	Water-Wastewater Operator I	FL	615000										
(484) Sudol, Corey	Water-Wastewater Operator II	FL	615000										
(485) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000										
(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	615500										
(497) Hanks, Peggy J.	Administrative Assistant	FL	615500										
(498)													
									\$1,382,608	\$38,788	\$1,421,396	\$42,642	\$1,464,038

Utilities, Inc. of Sandalhaven				(a)	(b)	(c)	(d)	(e)
				<u>Current Salary</u>	<u>2010 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st</u>	<u>Total Pro Forma Salary</u>
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>					
(499) Andrejko, James	Controller	IL	611000					
(500) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(501) Chang, Tae	AP Clerk	IL	611000					
(502) Vacant	Fixed Asset Accounting Manager	IL	611000					
(503) Coughlin, Erin R.	Capital Projects Manager	IL	611000					
(504) Vacant	Capital Projects Assistant	IL	611000					
(505) Federico, Antoinette	AP Supervisor	IL	611000					
(506) Friedman, Avelina	Tax Specialist	IL	611000					
(507) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000					
(508) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000					
(509) Kim, Christine	Corporate Accounting Manager	IL	611000					
(510) Lingeman, Samuel W.	Senior Financial Analyst	IL	611000					
(511) Luppino, Nancy L.	AP Clerk	IL	611000					
(512) Luppino, Phyllis A.	AP Clerk	IL	611000					
(513) McLean, Pamela J.	Payroll Supervisor	IL	611000					
(514) Metcalf, Janice L.	AP Clerk	IL	611000					
(515) Miranda, Margarita	AP Clerk	IL	611000					
(516) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(517) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000					
(518) Zavilla, Annette	AP Clerk	IL	611000					
(519) Stone, Leslie A.	Executive Assistant	IL	611500					
(520) Hoy, John P.	Chief Operating Officer	IL	612000					
(521) Japczyk, James F.	Chief Financial Officer	IL	612000					
(522) Sparrow, Lisa A	President & CEO	IL	612000					
(523) Stover, John R.	VP, General Counsel	IL	612000					
(524) Sudduth, Donald E.	VP, Corporate Development	FL	612000					
(525) Blomquist, Laura Louise	HR Generalist	IL	612500					
(526) Devine, James P.	HR Manager	IL	612500					
(527) McLoughlin, Kristi M	Benefits Administrator	IL	612500					
(528) Dave, Hardik	Desktop Support Analyst II	IL	613000					
(529) Ostler, Tom G.	IT Manager	IL	613000					
(530) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000					
(531) Smutny, Thomas A.	Network Administrator	IL	613000					
(532) Bonagura, John F.	Regional Finance Manager	FL	613500					
(533) Durham, Rick J.	RVP	FL	613500					
(534) Flynn, Patrick C.	Regional Director	FL	613500					
(535) Haws, Scotty L.	Rgnl Compliance & Safety Advsr	FL	613500					
(536) Paule, Nancy P.	Receptionist	IL	613500					
(537) Rose, Kendra E.	Compliance & Safety Coord	IL	613500					
(538) Vacant	Operations Administration Mgr	IL	613500					

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

<u>Totals</u>				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(539) Vacant	Operations Administrator	IL	613500					
(540) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000					
(541) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000					
(542) Georgiev, Lena	Regulatory Accounting Manager	IL	614000					
(543) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000					
(544) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000					
(545) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000					
(546) Neyzelman, Dimitry	Senior Regulatory Accountant	IL	614000					
(547) Povich, Erin P.	Senior Regulatory Accountant	IL	614000					
(548) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000					
(549) Valrie, Lawanda N.	Regulatory Assistant	IL	614000					
(550) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(551) Williams III, John D.	Dir, Governmental Affairs	FL	614000					
(552) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(553) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(554) Abbott, Loretta E.	CSR II	FL	614500					
(555) Anderson, Tricia D.	CSR I	NC	614500					
(556) Bachmann, Lisa A	CSR I	FL	614500					
(557) Bennett, Kimberly J.	Customer Account Specialist	FL	614500					
(558) Calbreath, Stephanie R.	CSR II	NC	614500					
(559) Campbell, Pamela J.	CSR II	NV	614500					
(560) Chandler, Matthew R.	CSR II	FL	614500					
(561) Christian, Elise S.	Customer Relations Specialist	FL	614500					
(562) Collado, Madelin	CSR I	NC	614500					
(563) Deere, Brandi N	CSR I	FL	614500					
(564) Demonbreun, Sheri D.	CSR I	FL	614500					
(565) Dugan, Grace A.	Customer Care Manager	NV	614500					
(566) Harden, Cristina	CSR I	FL	614500					
(567) Iwinski, Cammy Andrea	CSR I	NV	614500					
(568) Jenkins, Ingrid E.	CSR II	NC	614500					
(569) Jones, Linda S.	CSR I	FL	614500					
(570) Jones, Lori Lynn	CSR I	FL	614500					
(571) Mayeski, Lorie L.	CSR II	FL	614500					
(572) Norris, Maxine N	CSR I	NC	614500					
(573) Orengo, Linette C	CSR I	FL	614500					
(574) Raponi, Ann M.	Customer Care Manager	FL	614500					
(575) Roberts, Miranda Ann	CSR I	NV	614500					
(576) Robinson, Shona N.	CSR II	NC	614500					
(577) Robinson, Vanessa F.	CSR II	NC	614500					
(578) Sasic, Karen L.	Director, Customer Care	FL	614500					
(579) Self, Rose D.	Customer Care Manager	NC	614500					
(580) Sillitoe, Jacqueline. M.	Customer Care Specialist	FL	614500					
(581) Silva, Lisa M.	CSR II	NC	614500					
(582) Tackett, Samantha R.	CSR I	NV	614500					
(583) Thimmes, Karen L.	CSR I	FL	614500					
(584) Trovinger, Ferrellyn L.	Lead CSR	FL	614500					
(585) Volz, Deborah E.	CSR I	FL	614500					
(586) Wilson, Vicki L	CSR I	FL	614500					
(587) Krugler, Adrienne R.	Billing Manager	IL	614600					
(588) Sverida, Agnes	Asst Mgr of Billing	IL	614600					
(589) Ceballos, Isabel	Collections Specialist	FL	614700					
(590) Lybarger, Andrea	Collections Specialist	FL	614700					
(591) Sowell, George William	Corporate Services Manager	SC	614700					
(592) Alberigi, David J.	Field Tech I	FL	615000					
(593) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(594) Austin, Arthur C.	Field Tech II	FL	615000					
(595) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000					
(596) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000					
(597) Brown, Donna R.	Field Tech I	FL	615000					
(598) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(599) Callahan, Robert L.	Field Tech II	FL	615000					
(600) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000					

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

<u>Totals</u>				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(601) Carver, Nathaniel Q.	Area Manager	FL	615000					
(602) Chard, Ronald	Cross Connection Tech	FL	615000					
(603) Cook, James H.	Lead Water-Wastewater Operator	FL	615000					
(604) Cooper, Robert K.	Field Tech III	FL	615000					
(605) Ebert, Harold	Field Tech II	FL	615000					
(606) Ebert, Shawn M.	Field Tech II	FL	615000					
(607) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000					
(608) Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	615000					
(609) Finch, Allan	Water-Wastewater Operator II	FL	615000					
(610) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(611) Finigan, Michael A	Field Tech I	FL	615000					
(612) Gentilucci, Domenic V	Area Manager	FL	615000					
(613) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000					
(614) Gongre, Bryan K	Regional Manager	FL	615000					
(615) Gongre, Jeremy R.	Field Tech I	FL	615000					
(616) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000					
(617) Grainger Jr, Leroy	Field Tech I	FL	615000					
(618) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(619) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000					
(620) Hermano, Rodel R	Field Tech I	FL	615000					
(621) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(622) Hollister, Jimmie H.	Field Tech II	FL	615000					
(623) Inclima, Luke John	Water-Wastewater Operator II	FL	615000					
(624) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000					
(625) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000					
(626) Marinelli, John A.	Area Manager	FL	615000					
(627) McPhee, Allson S.	Lead Water-Wastewater Operator	FL	615000					
(628) Morrell, Matthew J.	Field Tech II	FL	615000					
(629) Murphy, Eric	Operator II	FL	615000					
(630) Neal, William L.	Area Manager	FL	615000					
(631) Overton, Michael A.	Cross Connection Tech	FL	615000					
(632) Owens, Brian S.	Field Tech I	FL	615000					
(633) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(634) Peaden II, Mark A.	Field Tech I	FL	615000					
(635) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(636) Phillips, Christopher	Field Tech I	FL	615000					
(637) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(638) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(639) Raines, Craig A.	Water-Wastewater Operator II	FL	615000					
(640) Remigio, Roberto V.	Field Tech I	FL	615000					
(641) Richardson, James P.	Field Tech I	FL	615000					
(642) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000					
(643) Schwades, Charles G.	Area Manager	FL	615000					
(644) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000					
(645) Shue, Mickey A.	Field Tech II	FL	615000					
(646) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000					
(647) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000					
(648) Smith, Donald D.	Field Tech II	FL	615000					
(649) Straight, James L.	Water-Wastewater Operator I	FL	615000					
(650) Sudol, Corey	Water-Wastewater Operator II	FL	615000					
(651) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000					
(652) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000					
(653) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000					
(654) Watkins, Cedric	Field Tech II	FL	615000					
(655) White, Ronald D.	Field Tech II	FL	615000					
(656) Wilson, Michael A.	Regional Manager	FL	615000					
(657) Worrell, David R.	Water-Wastewater Operator II	FL	615000					
(658) Wright, Thomas L.	Field Tech I	FL	615000					
(659) Vacant	Field Tech I	FL	615000					
(660) Vacant	Lead Water-Wastewater Operator	FL	615000					
(661) Vacant	Water-Wastewater Operator I	FL	615000					
(662) Dipasquale, Susan M.	Administrative Assistant	FL	615500					

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

Totals				(a)	(b)	(c)	(d)	(e)
	<u>Name</u>	<u>Position</u>	<u>State</u> <u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(663)	Hanks, Peggy J.	Administrative Assistant	FL 615500	\$100,920	\$14,669	\$115,590	\$3,468	\$119,057
(664)								

Labrador Utilities, Inc.				(a)	(b)	(c)	(d)	(e)
	<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Current Salary</u>	<u>2010 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st</u>	<u>Total Pro Forma Salary</u>
(665)	Andrejko, James	Controller	IL 611000					
(666)	Arnoux, Diane L.	HR/Payroll Administrator	IL 611000					
(667)	Chang, Tae	AP Clerk	IL 611000					
(668)	Vacant	Fixed Asset Accounting Manager	IL 611000					
(669)	Coughlin, Erin R.	Capital Projects Manager	IL 611000					
(670)	Vacant	Capital Projects Assistant	IL 611000					
(671)	Federico, Antoinette	AP Supervisor	IL 611000					
(672)	Friedman, Avelina	Tax Specialist	IL 611000					
(673)	Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL 611000					
(674)	Kersey, Justin P.	Corporate Staff Accountant I	IL 611000					
(675)	Kim, Christine	Corporate Accounting Manager	IL 611000					
(676)	Lingeman, Samuel W.	Senior Financial Analyst	IL 611000					
(677)	Luppino, Nancy L.	AP Clerk	IL 611000					
(678)	Luppino, Phyllis A.	AP Clerk	IL 611000					
(679)	McLean, Pamela J.	Payroll Supervisor	IL 611000					
(680)	Metcalfe, Janice L.	AP Clerk	IL 611000					
(681)	Miranda, Margarita	AP Clerk	IL 611000					
(682)	Pietras, Victoria M.	Senior Corporate Accountant	IL 611000					
(683)	Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL 611000					
(684)	Zavilla, Annette	AP Clerk	IL 611000					
(685)	Stone, Leslie A.	Executive Assistant	IL 611500					
(686)	Hoy, John P.	Chief Operating Officer	IL 612000					
(687)	Japczyk, James F.	Chief Financial Officer	IL 612000					
(688)	Sparrow, Lisa A	President & CEO	IL 612000					
(689)	Stover, John R.	VP, General Counsel	IL 612000					
(690)	Sudduth, Donald E.	VP, Corporate Development	FL 612000					
(691)	Blomquist, Laura Louise	HR Generalist	IL 612500					
(692)	Devine, James P.	HR Manager	IL 612500					
(693)	McLoughlin, Kristi M	Benefits Administrator	IL 612500					
(694)	Dave, Hardik	Desktop Support Analyst II	IL 613000					
(695)	Ostler, Tom G.	IT Manager	IL 613000					
(696)	Pannos, Nicholas James	Desktop Support Analyst II	IL 613000					
(697)	Smutny, Thomas A.	Network Administrator	IL 613000					
(698)	Bonagura, John F.	Regional Finance Manager	FL 613500					
(699)	Durham, Rick J.	RVP	FL 613500					
(700)	Flynn, Patrick C.	Regional Director	FL 613500					
(701)	Haws, Scotty L.	Rgnl Compliance & Safety Advsr	FL 613500					
(702)	Paule, Nancy P.	Receptionist	IL 613500					
(703)	Rose, Kendra E.	Compliance & Safety Coord	IL 613500					
(704)	Vacant	Operations Administration Mgr	IL 613500					
(705)	Vacant	Operations Administrator	IL 613500					
(706)	Barrett, Jason O.	Regulatory Staff Accountant II	IL 614000					
(707)	Ciecierski, Daniel	Regulatory Staff Accountant I	IL 614000					
(708)	Georgiev, Lena	Regulatory Accounting Manager	IL 614000					
(709)	Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL 614000					
(710)	Mehta, Dhvani S.	Regulatory Staff Accountant I	IL 614000					
(711)	Nedved, Spencer L	Regulatory Staff Accountant I	IL 614000					
(712)	Neyzelman, Dimitry	Senior Regulatory Accountant	IL 614000					
(713)	Povich, Erin P.	Senior Regulatory Accountant	IL 614000					
(714)	Shrake, Brian W.	Senior Regulatory Accountant	IL 614000					
(715)	Valrie, Lawanda N.	Regulatory Assistant	IL 614000					
(716)	Weeks, Kirsten E.	Regulatory Accounting Manager	IL 614000					
(717)	Williams III, John D.	Dir, Governmental Affairs	FL 614000					

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

<u>Totals</u>				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(718) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(719) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(720) Abbott, Loretta E.	CSR II	FL	614500					
(721) Anderson, Tricia D.	CSR I	NC	614500					
(722) Bachmann, Lisa A	CSR I	FL	614500					
(723) Bennett, Kimberly J.	Customer Account Specialist	FL	614500					
(724) Calbreath, Stephanie R.	CSR II	NC	614500					
(725) Campbell, Pamela J.	CSR II	NV	614500					
(726) Chandler, Matthew R.	CSR II	FL	614500					
(727) Christian, Elise S.	Customer Relations Specialist	FL	614500					
(728) Collado, Madelin	CSR I	NC	614500					
(729) Deere, Brandi N	CSR I	FL	614500					
(730) Demonbreun, Sheri D.	CSR I	FL	614500					
(731) Dugan, Grace A.	Customer Care Manager	NV	614500					
(732) Harden, Cristina	CSR I	FL	614500					
(733) Iwinski, Cammy Andrea	CSR I	NV	614500					
(734) Jenkins, Ingrid E.	CSR II	NC	614500					
(735) Jones, Linda S.	CSR I	FL	614500					
(736) Jones, Lori Lynn	CSR I	FL	614500					
(737) Mayeski, Lorie L.	CSR II	FL	614500					
(738) Norris, Maxine N	CSR I	NC	614500					
(739) Orengo, Linette C	CSR I	FL	614500					
(740) Raponi, Ann M.	Customer Care Manager	FL	614500					
(741) Roberts, Miranda Ann	CSR I	NV	614500					
(742) Robinson, Shona N.	CSR II	NC	614500					
(743) Robinson, Vanessa F.	CSR II	NC	614500					
(744) Sasic, Karen L.	Director, Customer Care	FL	614500					
(745) Self, Rose D.	Customer Care Manager	NC	614500					
(746) Sillitoe, Jacqueline M.	Customer Care Specialist	FL	614500					
(747) Silva, Lisa M.	CSR II	NC	614500					
(748) Tackett, Samantha R.	CSR I	NV	614500					
(749) Thimmes, Karen L	CSR I	FL	614500					
(750) Trovinger, Ferrellyn L.	Lead CSR	FL	614500					
(751) Volz, Deborah E.	CSR I	FL	614500					
(752) Wilson, Vicki L	CSR I	FL	614500					
(753) Krugler, Adrienne R.	Billing Manager	IL	614600					
(754) Sverida, Agnes	Asst Mgr of Billing	IL	614600					
(755) Ceballos, Isabel	Collections Specialist	FL	614700					
(756) Lybarger, Andrea	Collections Specialist	FL	614700					
(757) Sowell, George William	Corporate Services Manager	SC	614700					
(758) Alberigi, David J.	Field Tech I	FL	615000					
(759) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(760) Austin, Arthur C.	Field Tech II	FL	615000					
(761) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000					
(762) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000					
(763) Brown, Donna R.	Field Tech I	FL	615000					
(764) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(765) Callahan, Robert L.	Field Tech II	FL	615000					
(766) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000					
(767) Carver, Nathaniel Q.	Area Manager	FL	615000					
(768) Chard, Ronald	Cross Connection Tech	FL	615000					
(769) Cook, James H.	Lead Water-Wastewater Operator	FL	615000					
(770) Cooper, Robert K.	Field Tech III	FL	615000					
(771) Ebert, Harold	Field Tech II	FL	615000					
(772) Ebert, Shawn M.	Field Tech II	FL	615000					
(773) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000					
(774) Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	615000					
(775) Finch, Allan	Water-Wastewater Operator II	FL	615000					
(776) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(777) Finigan, Michael A	Field Tech I	FL	615000					
(778) Gentilucci, Domenic V	Area Manager	FL	615000					
(779) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000					

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

Totals				(a)	(b)	(c)	(d)	(e)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Current Salary</u>	<u>2011 Overtime Annualized</u>	<u>Total</u>	<u>3% increase Effective April 1st included in column (a)</u>	<u>Total Pro Forma Salary</u>
(780) Congre, Bryan K	Regional Manager	FL	615000					
(781) Congre, Jeremy R.	Field Tech I	FL	615000					
(782) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000					
(783) Grainger Jr, Leroy	Field Tech I	FL	615000					
(784) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(785) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000					
(786) Hermano, Rodol R	Field Tech I	FL	615000					
(787) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(788) Hollister, Jimmie H.	Field Tech II	FL	615000					
(789) Inclima, Luke John	Water-Wastewater Operator II	FL	615000					
(790) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000					
(791) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000					
(792) Marinelli, John A.	Area Manager	FL	615000					
(793) McPhee, Allson S.	Lead Water-Wastewater Operator	FL	615000					
(794) Morrell, Matthew J.	Field Tech II	FL	615000					
(795) Murphy, Eric	Operator II	FL	615000					
(796) Neal, William L.	Area Manager	FL	615000					
(797) Overton, Michael A.	Cross Connection Tech	FL	615000					
(798) Owens, Brian S.	Field Tech I	FL	615000					
(799) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(800) Peaden II, Mark A.	Field Tech I	FL	615000					
(801) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(802) Phillips, Christopher	Field Tech I	FL	615000					
(803) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(804) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(805) Raines, Craig A.	Water-Wastewater Operator II	FL	615000					
(806) Remigio, Roberto V.	Field Tech I	FL	615000					
(807) Richardson, James P.	Field Tech I	FL	615000					
(808) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000					
(809) Schwades, Charles G.	Area Manager	FL	615000					
(810) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000					
(811) Shue, Mickey A.	Field Tech II	FL	615000					
(812) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000					
(813) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000					
(814) Smith, Donald D.	Field Tech II	FL	615000					
(815) Straight, James L.	Water-Wastewater Operator I	FL	615000					
(816) Sudol, Corey	Water-Wastewater Operator II	FL	615000					
(817) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000					
(818) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000					
(819) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000					
(820) Watkins, Cedric	Field Tech II	FL	615000					
(821) White, Ronald D.	Field Tech II	FL	615000					
(822) Wilson, Michael A.	Regional Manager	FL	615000					
(823) Worrell, David R.	Water-Wastewater Operator II	FL	615000					
(824) Wright, Thomas L.	Field Tech I	FL	615000					
(825) Vacant	Field Tech I	FL	615000					
(826) Vacant	Lead Water-Wastewater Operator	FL	615000					
(827) Vacant	Water-Wastewater Operator I	FL	615000					
(828) Dipasquale, Susan M.	Administrative Assistant	FL	615500					
(829) Hanks, Peggy J.	Administrative Assistant	FL	615500					
(830)								
				\$111,771	\$917	\$112,689	\$3,381	\$116,069

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

<u>Totals</u>		(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma Health Insurance and Benefits</u>
(1) Andrejko, James	Controller	IL	611000			
(2) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000			
(3) Chang, Tae	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) 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) Haws, Scotty L.	Rgnl 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) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000			
(44) Georgiev, Lena	Regulatory Accounting Manager	IL	614000			
(45) Lubertozzi, 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) Neyzelman, 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	FL	614500			
(60) Calbreath, Stephanie R.	CSR II	NC	614500			
(61) Campbell, Pamela J.	CSR II	NV	614500			

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

<u>Totals</u>				(f)	(g)	(h)	(i)	(j)	
	<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma 401K</u>	<u>Pro Forma Health Insurance and Benefits</u>
(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)	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					
(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)	Orengo, 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					
(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 II	FL	615000					
(110)	Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	615000					
(111)	Finch, Allan	Water-Wastewater Operator II	FL	615000					
(112)	Finehirsh, 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)	Gongre, Bryan K	Regional Manager	FL	615000					
(117)	Gongre, Jeremy R.	Field Tech I	FL	615000					
(118)	Gosnell, 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, Rodel R	Field Tech I	FL	615000					
(123)	Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					

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

<u>Totals</u>				(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma 401K</u>	<u>Pro Forma Health Insurance and Benefits</u>
(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)	Peaden 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					
(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

<u>Utilities, Inc. of Eagle Ridge</u>				(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>		<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma 401K</u>	<u>Pro Forma Health Insurance and Benefits</u>
(167)	Andrejko, James	Controller	IL 611000					
(168)	Arnoux, Diane L.	HR/Payroll Administrator	IL 611000					
(169)	Chang, Tae	AP Clerk	IL 611000					
(170)	Vacant	Fixed Asset Accounting Manager	IL 611000					
(171)	Coughlin, Erin R.	Capital Projects Manager	IL 611000					
(172)	Vacant	Capital Projects Assistant	IL 611000					
(173)	Federico, Antoinette	AP Supervisor	IL 611000					
(174)	Friedman, Avelina	Tax Specialist	IL 611000					
(175)	Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL 611000					
(176)	Kersey, Justin P.	Corporate Staff Accountant I	IL 611000					
(177)	Kim, Christine	Corporate Accounting Manager	IL 611000					
(178)	Lingeman, Samuel W.	Senior Financial Analyst	IL 611000					

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

<u>Totals</u>				(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma 401K</u>	<u>Pro Forma Health Insurance and Benefits</u>
(179) Luppino, Nancy L.	AP Clerk	IL	611000					
(180) Luppino, Phyllis A.	AP Clerk	IL	611000					
(181) McLean, Pamela J.	Payroll Supervisor	IL	611000					
(182) Metcalf, Janice L.	AP Clerk	IL	611000					
(183) Miranda, Margarita	AP Clerk	IL	611000					
(184) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(185) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000					
(186) Zavilla, Annette	AP Clerk	IL	611000					
(187) Stone, Leslie A.	Executive Assistant	IL	611500					
(188) Hoy, John P.	Chief Operating Officer	IL	612000					
(189) Japczyk, James F.	Chief Financial Officer	IL	612000					
(190) Sparrow, Lisa A	President & CEO	IL	612000					
(191) Stover, John R.	VP, General Counsel	IL	612000					
(192) Sudduth, Donald E.	VP, Corporate Development	FL	612000					
(193) Blomquist, Laura Louise	HR Generalist	IL	612500					
(194) Devine, James P.	HR Manager	IL	612500					
(195) McLoughlin, Kristi M	Benefits Administrator	IL	612500					
(196) Dave, Hardik	Desktop Support Analyst II	IL	613000					
(197) Ostler, Tom G.	IT Manager	IL	613000					
(198) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000					
(199) Smutny, Thomas A.	Network Administrator	IL	613000					
(200) Bonagura, John F.	Regional Finance Manager	FL	613500					
(201) Durham, Rick J.	RVP	FL	613500					
(202) Flynn, Patrick C.	Regional Director	FL	613500					
(203) Haws, Scotty L.	Rgml Compliance & Safety Advsr	FL	613500					
(204) Paule, Nancy P.	Receptionist	IL	613500					
(205) Rose, Kendra E.	Compliance & Safety Coord	IL	613500					
(206) Vacant	Operations Administration Mgr	IL	613500					
(207) Vacant	Operations Adminstrator	IL	613500					
(208) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000					
(209) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000					
(210) Georgiev, Lena	Regulatory Accounting Manager	IL	614000					
(211) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000					
(212) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000					
(213) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000					
(214) Neyzelman, Dmitry	Senior Regulatory Accountant	IL	614000					
(215) Povich, Erin P.	Senior Regulatory Accountant	IL	614000					
(216) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000					
(217) Valrie, Lawanda N.	Regulatory Assistant	IL	614000					
(218) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(219) Williams III, John D.	Dir. Governmental Affairs	FL	614000					
(220) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(221) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(222) Abbott, Loretta E.	CSR II	FL	614500					
(223) Anderson, Tricia D.	CSR I	NC	614500					
(224) Bachmann, Lisa A	CSR I	FL	614500					
(225) Bennett, Kimberly J.	Customer Account Specialist	FL	614500					
(226) Calbreath, Stephanie R.	CSR II	NC	614500					
(227) Campbell, Pamela J.	CSR II	NV	614500					
(228) Chandler, Matthew R.	CSR II	FL	614500					
(229) Christian, Elise S.	Customer Relations Specialist	FL	614500					
(230) Collado, Madelin	CSR I	NC	614500					
(231) Deere, Brandi N	CSR I	FL	614500					
(232) Demonbreun, Sheri D.	CSR I	FL	614500					
(233) Dugan, Grace A.	Customer Care Manager	NV	614500					
(234) Harden, Cristina	CSR I	FL	614500					
(235) Iwinski, Cammy Andrea	CSR I	NV	614500					
(236) Jenkins, Ingrid E.	CSR II	NC	614500					
(237) Jones, Linda S.	CSR I	FL	614500					
(238) Jones, Lori Lynn	CSR I	FL	614500					
(239) Mayeski, Lorie L.	CSR II	FL	614500					
(240) Norris, Maxine N	CSR I	NC	614500					

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

<u>Totals</u>				(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma 401K</u>	<u>Pro Forma Health Insurance and Benefits</u>
(241) Orengo, Linette C	CSR I	FL	614500					
(242) Raponi, Ann M.	Customer Care Manager	FL	614500					
(243) Roberts, Miranda Ann	CSR I	NV	614500					
(244) Robinson, Shona N.	CSR II	NC	614500					
(245) Robinson, Vanessa F.	CSR II	NC	614500					
(246) Sasic, Karen L.	Director, Customer Care	FL	614500					
(247) Self, Rose D.	Customer Care Manager	NC	614500					
(248) Sillitoe, Jacqueline. M.	Customer Care Specialist	FL	614500					
(249) Silva, Lisa M.	CSR II	NC	614500					
(250) Tackett, Samantha R.	CSR I	NV	614500					
(251) Thimmes, Karen L.	CSR I	FL	614500					
(252) Trovinger, Ferrellyn L.	Lead CSR	FL	614500					
(253) Volz, Deborah E.	CSR I	FL	614500					
(254) Wilson, Vicki L.	CSR I	FL	614500					
(255) Krugler, Adrienne R.	Billing Manager	IL	614600					
(256) Sverida, Agnes	Asst Mgr of Billing	IL	614600					
(257) Ceballos, Isabel	Collections Specialist	FL	614700					
(258) Lybarger, Andrea	Collections Specialist	FL	614700					
(259) Sowell, George William	Corporate Services Manager	SC	614700					
(260) Alberigi, David J.	Field Tech I	FL	615000					
(261) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(262) Austin, Arthur C.	Field Tech II	FL	615000					
(263) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000					
(264) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000					
(265) Brown, Donna R.	Field Tech I	FL	615000					
(266) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(267) Callahan, Robert L.	Field Tech II	FL	615000					
(268) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000					
(269) Carver, Nathaniel Q.	Area Manager	FL	615000					
(270) Chard, Ronald	Cross Connection Tech	FL	615000					
(271) Cook, James H.	Lead Water-Wastewater Operator	FL	615000					
(272) Cooper, Robert K.	Field Tech III	FL	615000					
(273) Ebert, Harold	Field Tech II	FL	615000					
(274) Ebert, Shawn M.	Field Tech II	FL	615000					
(275) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000					
(276) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000					
(277) Finch, Allan	Water-Wastewater Operator II	FL	615000					
(278) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(279) Finigan, Michael A.	Field Tech I	FL	615000					
(280) Gentilucci, Domenic V	Area Manager	FL	615000					
(281) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000					
(282) Gongre, Bryan K	Regional Manager	FL	615000					
(283) Gongre, Jeremy R.	Field Tech I	FL	615000					
(284) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000					
(285) Grainger Jr, Leroy	Field Tech I	FL	615000					
(286) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(287) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000					
(288) Hermano, Rodol R	Field Tech I	FL	615000					
(289) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(290) Hollister, Jimmie H.	Field Tech II	FL	615000					
(291) Inclima, Luke John	Water-Wastewater Operator II	FL	615000					
(292) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000					
(293) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000					
(294) Marinelli, John A.	Area Manager	FL	615000					
(295) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000					
(296) Morrell, Matthew J.	Field Tech II	FL	615000					
(297) Murphy, Eric	Operator II	FL	615000					
(298) Neal, William L.	Area Manager	FL	615000					
(299) Overton, Michael A.	Cross Connection Tech	FL	615000					
(300) Owens, Brian S.	Field Tech I	FL	615000					
(301) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(302) Peaden II, Mark A.	Field Tech I	FL	615000					

**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
(303) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(304) Phillips, Christopher	Field Tech I	FL	615000					
(305) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(306) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(307) Raines, Craig A.	Water-Wastewater Operator II	FL	615000					
(308) Remigio, Roberto V.	Field Tech I	FL	615000					
(309) Richardson, James P.	Field Tech I	FL	615000					
(310) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000					
(311) Schwades, Charles C.	Area Manager	FL	615000					
(312) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000					
(313) Shue, Mickey A.	Field Tech II	FL	615000					
(314) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000					
(315) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000					
(316) Smith, Donald D.	Field Tech II	FL	615000					
(317) Straight, James L.	Water-Wastewater Operator I	FL	615000					
(318) Sudol, Corey	Water-Wastewater Operator II	FL	615000					
(319) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000					
(320) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000					
(321) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000					
(322) Watkins, Cedric	Field Tech II	FL	615000					
(323) White, Ronald D.	Field Tech II	FL	615000					
(324) Wilson, Michael A.	Regional Manager	FL	615000					
(325) Worrell, David R.	Water-Wastewater Operator II	FL	615000					
(326) Wright, Thomas L.	Field Tech I	FL	615000					
(327) Vacant	Field Tech I	FL	615000					
(328) Vacant	Lead Water-Wastewater Operator	FL	615000					
(329) Vacant	Water-Wastewater Operator I	FL	615000					
(330) Dipasquale, Susan M.	Administrative Assistant	FL	615500					
(331) Hanks, Peggy J.	Administrative Assistant	FL	615500					
(332)				\$16,844	\$252	\$1,840	\$10,252	\$38,171

Sanlando Utilities Corp				(f)	(g)	(h)	(i)	(j)
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) Kersey, 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, Annette	AP Clerk	IL	611000					
(353) Stone, Leslie A.	Executive Assistant	IL	611500					
(354) Hoy, 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) Stover, John R.	VP, General Counsel	IL	612000					
(358) Sudduth, Donald E.	VP, Corporate Development	FL	612000					

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

<u>Totals</u>			(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma Health Insurance and Benefits</u>
(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) Ostler, 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) Durham, Rick J.	RVP	FL	613500				
(368) Flynn, Patrick C.	Regional Director	FL	613500				
(369) Haws, Scotty L.	Rgnl Compliance & Safety Advsr	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 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) Neyzelman, 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) 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, 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) Demonbreun, Sheri D.	CSR I	FL	614500				
(399) Dugan, Grace A.	Customer Care Manager	NV	614500				
(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) Orengo, 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				

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

<u>Totals</u>				(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma 401K</u>	<u>Pro Forma Health Insurance and Benefits</u>
(421) Krugler, Adrienne R.	Billing Manager	IL	614600					
(422) Sverida, Agnes	Asst Mgr of Billing	IL	614600					
(423) Ceballos, Isabel	Collections Specialist	FL	614700					
(424) Lybarger, Andrea	Collections Specialist	FL	614700					
(425) Sowell, George William	Corporate Services Manager	SC	614700					
(426) Alberigi, 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) Boersma, 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 Q.	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) 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					
(444) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(445) Finigan, Michael A	Field Tech I	FL	615000					
(446) Gentilucci, 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) Hermano, 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) Peaden 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					
(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					

**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
(483) Straight, James L.	Water-Wastewater Operator I	FL	615000					
(484) Sudol, Corey	Water-Wastewater Operator II	FL	615000					
(485) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000					
(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	615500					
(497) Hanks, Peggy J.	Administrative Assistant	FL	615500					
(498)								
				\$104,023	\$1,623	\$12,189	\$75,809	\$238,385

Utilities, Inc. of Sandalhaven				(f)	(g)	(h)	(i)	(j)
Name	Position	State		Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(499) Andrejko, James	Controller	IL	611000					
(500) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(501) Chang, Tae	AP Clerk	IL	611000					
(502) Vacant	Fixed Asset Accounting Manager	IL	611000					
(503) Coughlin, Erin R.	Capital Projects Manager	IL	611000					
(504) Vacant	Capital Projects Assistant	IL	611000					
(505) Federico, Antoinette	AP Supervisor	IL	611000					
(506) Friedman, Avelina	Tax Specialist	IL	611000					
(507) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000					
(508) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000					
(509) Kim, Christine	Corporate Accounting Manager	IL	611000					
(510) Lingeman, Samuel W.	Senior Financial Analyst	IL	611000					
(511) Luppino, Nancy L.	AP Clerk	IL	611000					
(512) Luppino, Phyllis A.	AP Clerk	IL	611000					
(513) McLean, Pamela J.	Payroll Supervisor	IL	611000					
(514) Metcalf, Janice L.	AP Clerk	IL	611000					
(515) Miranda, Margarita	AP Clerk	IL	611000					
(516) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(517) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000					
(518) Zavilla, Annette	AP Clerk	IL	611000					
(519) Stone, Leslie A.	Executive Assistant	IL	611500					
(520) Hoy, John P.	Chief Operating Officer	IL	612000					
(521) Japczyk, James F.	Chief Financial Officer	IL	612000					
(522) Sparrow, Lisa A	President & CEO	IL	612000					
(523) Stover, John R.	VP, General Counsel	IL	612000					
(524) Sudduth, Donald E.	VP, Corporate Development	FL	612000					
(525) Blomquist, Laura Louise	HR Generalist	IL	612500					
(526) Devine, James P.	HR Manager	IL	612500					
(527) McLoughlin, Kristi M	Benefits Administrator	IL	612500					
(528) Dave, Hardik	Desktop Support Analyst II	IL	613000					
(529) Ostler, Tom G.	IT Manager	IL	613000					
(530) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000					
(531) Smutny, Thomas A.	Network Administrator	IL	613000					
(532) Bonagura, John F.	Regional Finance Manager	FL	613500					
(533) Durham, Rick J.	RVP	FL	613500					
(534) Flynn, Patrick C.	Regional Director	FL	613500					
(535) Haws, Scotty L.	Rgnl Compliance & Safety Advsr	FL	613500					
(536) Paule, Nancy P.	Receptionist	IL	613500					
(537) Rose, Kendra E.	Compliance & Safety Coord	IL	613500					
(538) Vacant	Operations Administration Mgr	IL	613500					

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

<u>Totals</u>			(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma Health Insurance and Benefits</u>
(539) Vacant	Operations Administrator	IL	613500				
(540) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000				
(541) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000				
(542) Georgiev, Lena	Regulatory Accounting Manager	IL	614000				
(543) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000				
(544) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000				
(545) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000				
(546) Neyzelman, Dimitry	Senior Regulatory Accountant	IL	614000				
(547) Povich, Erin P.	Senior Regulatory Accountant	IL	614000				
(548) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000				
(549) Valrie, Lawanda N.	Regulatory Assistant	IL	614000				
(550) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000				
(551) Williams III, John D.	Dir, Governmental Affairs	FL	614000				
(552) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000				
(553) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000				
(554) Abbott, Loretta E.	CSR II	FL	614500				
(555) Anderson, Tricia D.	CSR I	NC	614500				
(556) Bachmann, Lisa A	CSR I	FL	614500				
(557) Bennett, Kimberly J.	Customer Account Specialist	FL	614500				
(558) Calbreath, Stephanie R.	CSR II	NC	614500				
(559) Campbell, Pamela J.	CSR II	NV	614500				
(560) Chandler, Matthew R.	CSR II	FL	614500				
(561) Christian, Elise S.	Customer Relations Specialist	FL	614500				
(562) Collado, Madelin	CSR I	NC	614500				
(563) Deere, Brandi N	CSR I	FL	614500				
(564) Demonbreun, Sheri D.	CSR I	FL	614500				
(565) Dugan, Grace A.	Customer Care Manager	NV	614500				
(566) Harden, Cristina	CSR I	FL	614500				
(567) Iwinski, Cammy Andrea	CSR I	NV	614500				
(568) Jenkins, Ingrid E.	CSR II	NC	614500				
(569) Jones, Linda S.	CSR I	FL	614500				
(570) Jones, Lori Lynn	CSR I	FL	614500				
(571) Mayeski, Lorie L.	CSR II	FL	614500				
(572) Norris, Maxine N	CSR I	NC	614500				
(573) Orengo, Linette C	CSR I	FL	614500				
(574) Raponi, Ann M.	Customer Care Manager	FL	614500				
(575) Roberts, Miranda Ann	CSR I	NV	614500				
(576) Robinson, Shona N.	CSR II	NC	614500				
(577) Robinson, Vanessa F.	CSR II	NC	614500				
(578) Sasic, Karen L.	Director, Customer Care	FL	614500				
(579) Self, Rose D.	Customer Care Manager	NC	614500				
(580) Sillitoe, Jacqueline. M.	Customer Care Specialist	FL	614500				
(581) Silva, Lisa M.	CSR II	NC	614500				
(582) Tackett, Samantha R.	CSR I	NV	614500				
(583) Thimmes, Karen L.	CSR I	FL	614500				
(584) Trovinger, Ferrellyn L.	Lead CSR	FL	614500				
(585) Volz, Deborah E.	CSR I	FL	614500				
(586) Wilson, Vicki L	CSR I	FL	614500				
(587) Krugler, Adrienne R.	Billing Manager	IL	614600				
(588) Sverida, Agnes	Asst Mgr of Billing	IL	614600				
(589) Ceballos, Isabel	Collections Specialist	FL	614700				
(590) Lybarger, Andrea	Collections Specialist	FL	614700				
(591) Sowell, George William	Corporate Services Manager	SC	614700				
(592) Alberigi, David J.	Field Tech I	FL	615000				
(593) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000				
(594) Austin, Arthur C.	Field Tech II	FL	615000				
(595) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000				
(596) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000				
(597) Brown, Donna R.	Field Tech I	FL	615000				
(598) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000				
(599) Callahan, Robert L.	Field Tech II	FL	615000				
(600) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000				

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

<u>Totals</u>				(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma 401K</u>	<u>Pro Forma Health Insurance and Benefits</u>
(601) Carver, Nathaniel Q.	Area Manager	FL	615000					
(602) Chard, Ronald	Cross Connection Tech	FL	615000					
(603) Cook, James H.	Lead Water-Wastewater Operator	FL	615000					
(604) Cooper, Robert K.	Field Tech III	FL	615000					
(605) Ebert, Harold	Field Tech II	FL	615000					
(606) Ebert, Shawn M.	Field Tech II	FL	615000					
(607) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000					
(608) Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	615000					
(609) Finch, Allan	Water-Wastewater Operator II	FL	615000					
(610) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(611) Finigan, Michael A	Field Tech I	FL	615000					
(612) Gentilucci, Domenic V	Area Manager	FL	615000					
(613) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000					
(614) Gongre, Bryan K	Regional Manager	FL	615000					
(615) Gongre, Jeremy R.	Field Tech I	FL	615000					
(616) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000					
(617) Grainger Jr, Leroy	Field Tech I	FL	615000					
(618) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(619) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000					
(620) Hermano, Rodel R	Field Tech I	FL	615000					
(621) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(622) Hollister, Jimmie H.	Field Tech II	FL	615000					
(623) Inclima, Luke John	Water-Wastewater Operator II	FL	615000					
(624) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000					
(625) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000					
(626) Marinelli, John A.	Area Manager	FL	615000					
(627) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000					
(628) Morrell, Matthew J.	Field Tech II	FL	615000					
(629) Murphy, Eric	Operator II	FL	615000					
(630) Neal, William L.	Area Manager	FL	615000					
(631) Overton, Michael A.	Cross Connection Tech	FL	615000					
(632) Owens, Brian S.	Field Tech I	FL	615000					
(633) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(634) Peaden II, Mark A.	Field Tech I	FL	615000					
(635) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(636) Phillips, Christopher	Field Tech I	FL	615000					
(637) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(638) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(639) Raines, Craig A.	Water-Wastewater Operator II	FL	615000					
(640) Remigio, Roberto V.	Field Tech I	FL	615000					
(641) Richardson, James P.	Field Tech I	FL	615000					
(642) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000					
(643) Schwades, Charles G.	Area Manager	FL	615000					
(644) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000					
(645) Shue, Mickey A.	Field Tech II	FL	615000					
(646) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000					
(647) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000					
(648) Smith, Donald D.	Field Tech II	FL	615000					
(649) Straight, James L.	Water-Wastewater Operator I	FL	615000					
(650) Sudol, Corey	Water-Wastewater Operator II	FL	615000					
(651) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000					
(652) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000					
(653) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000					
(654) Watkins, Cedric	Field Tech II	FL	615000					
(655) White, Ronald D.	Field Tech II	FL	615000					
(656) Wilson, Michael A.	Regional Manager	FL	615000					
(657) Worrell, David R.	Water-Wastewater Operator II	FL	615000					
(658) Wright, Thomas L.	Field Tech I	FL	615000					
(659) Vacant	Field Tech I	FL	615000					
(660) Vacant	Lead Water-Wastewater Operator	FL	615000					
(661) Vacant	Water-Wastewater Operator I	FL	615000					
(662) Dipasquale, Susan M.	Administrative Assistant	FL	615500					

**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
(663) Hanks, Peggy J.	Administrative Assistant	FL	615500					
(664)				\$8,604	\$117	\$855	\$5,144	\$15,400

Labrador Utilities, Inc.				(f)	(g)	(h)	(i)	(j)
Name	Position	State		Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(665) Andrejko, James	Controller	IL	611000					
(666) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(667) Chang, Tae	AP Clerk	IL	611000					
(668) Vacant	Fixed Asset Accounting Manager	IL	611000					
(669) Coughlin, Erin R.	Capital Projects Manager	IL	611000					
(670) Vacant	Capital Projects Assistant	IL	611000					
(671) Federico, Antoinette	AP Supervisor	IL	611000					
(672) Friedman, Avelina	Tax Specialist	IL	611000					
(673) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000					
(674) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000					
(675) Kim, Christine	Corporate Accounting Manager	IL	611000					
(676) Lingeman, Samuel W.	Senior Financial Analyst	IL	611000					
(677) Luppino, Nancy L.	AP Clerk	IL	611000					
(678) Luppino, Phyllis A.	AP Clerk	IL	611000					
(679) McLean, Pamela J.	Payroll Supervisor	IL	611000					
(680) Metcalf, Janice L.	AP Clerk	IL	611000					
(681) Miranda, Margarita	AP Clerk	IL	611000					
(682) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(683) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000					
(684) Zavilla, Annette	AP Clerk	IL	611000					
(685) Stone, Leslie A.	Executive Assistant	IL	611500					
(686) Hoy, John P.	Chief Operating Officer	IL	612000					
(687) Japczyk, James F.	Chief Financial Officer	IL	612000					
(688) Sparrow, Lisa A	President & CEO	IL	612000					
(689) Stover, John R.	VP, General Counsel	IL	612000					
(690) Sudduth, Donald E.	VP, Corporate Development	FL	612000					
(691) Blomquist, Laura Louise	HR Generalist	IL	612500					
(692) Devine, James P.	HR Manager	IL	612500					
(693) McLoughlin, Kristi M	Benefits Administrator	IL	612500					
(694) Dave, Hardik	Desktop Support Analyst II	IL	613000					
(695) Ostler, Tom G.	IT Manager	IL	613000					
(696) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000					
(697) Smutny, Thomas A.	Network Administrator	IL	613000					
(698) Bonagura, John F.	Regional Finance Manager	FL	613500					
(699) Durham, Rick J.	RVP	FL	613500					
(700) Flynn, Patrick C.	Regional Director	FL	613500					
(701) Haws, Scotty L.	Rgnl Compliance & Safety Advsr	FL	613500					
(702) Paule, Nancy P.	Receptionist	IL	613500					
(703) Rose, Kendra E.	Compliance & Safety Coord	IL	613500					
(704) Vacant	Operations Administration Mgr	IL	613500					
(705) Vacant	Operations Administrator	IL	613500					
(706) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000					
(707) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000					
(708) Georgiev, Lena	Regulatory Accounting Manager	IL	614000					
(709) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000					
(710) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000					
(711) Nedved, Spencer L	Regulatory Staff Accountant I	IL	614000					
(712) Neyzelman, Dmitry	Senior Regulatory Accountant	IL	614000					
(713) Povich, Erin P.	Senior Regulatory Accountant	IL	614000					
(714) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000					
(715) Valrie, Lawanda N.	Regulatory Assistant	IL	614000					
(716) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(717) Williams III, John D.	Dir, Governmental Affairs	FL	614000					

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

<u>Totals</u>			(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma Health Insurance and Benefits</u>
(718) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000				
(719) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000				
(720) Abbott, Loretta E.	CSR II	FL	614500				
(721) Anderson, Tricia D.	CSR I	NC	614500				
(722) Bachmann, Lisa A	CSR I	FL	614500				
(723) Bennett, Kimberly J.	Customer Account Specialist	FL	614500				
(724) Calbreath, Stephanie R.	CSR II	NC	614500				
(725) Campbell, Pamela J.	CSR II	NV	614500				
(726) Chandler, Matthew R.	CSR II	FL	614500				
(727) Christian, Elise S.	Customer Relations Specialist	FL	614500				
(728) Collado, Madelin	CSR I	NC	614500				
(729) Deere, Brandi N	CSR I	FL	614500				
(730) Demonbreun, Sheri D.	CSR I	FL	614500				
(731) Dugan, Grace A.	Customer Care Manager	NV	614500				
(732) Harden, Cristina	CSR I	FL	614500				
(733) Iwinski, Cammy Andrea	CSR I	NV	614500				
(734) Jenkins, Ingrid E.	CSR II	NC	614500				
(735) Jones, Linda S.	CSR I	FL	614500				
(736) Jones, Lori Lynn	CSR I	FL	614500				
(737) Mayeski, Lorie L.	CSR II	FL	614500				
(738) Norris, Maxine N	CSR I	NC	614500				
(739) Orengo, Linette C	CSR I	FL	614500				
(740) Raponi, Ann M.	Customer Care Manager	FL	614500				
(741) Roberts, Miranda Ann	CSR I	NV	614500				
(742) Robinson, Shona N.	CSR II	NC	614500				
(743) Robinson, Vanessa F.	CSR II	NC	614500				
(744) Sasic, Karen L.	Director, Customer Care	FL	614500				
(745) Self, Rose D.	Customer Care Manager	NC	614500				
(746) Sillitoe, Jacqueline. M.	Customer Care Specialist	FL	614500				
(747) Silva, Lisa M.	CSR II	NC	614500				
(748) Tackett, Samantha R.	CSR I	NV	614500				
(749) Thimmes, Karen L	CSR I	FL	614500				
(750) Trovinger, Ferrellyn L.	Lead CSR	FL	614500				
(751) Volz, Deborah E.	CSR I	FL	614500				
(752) Wilson, Vicki L	CSR I	FL	614500				
(753) Krugler, Adrienne R.	Billing Manager	IL	614600				
(754) Sverida, Agnes	Asst Mgr of Billing	IL	614600				
(755) Ceballos, Isabel	Collections Specialist	FL	614700				
(756) Lybarger, Andrea	Collections Specialist	FL	614700				
(757) Sowell, George William	Corporate Services Manager	SC	614700				
(758) Alberigi, David J.	Field Tech I	FL	615000				
(759) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000				
(760) Austin, Arthur C.	Field Tech II	FL	615000				
(761) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000				
(762) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000				
(763) Brown, Donna R.	Field Tech I	FL	615000				
(764) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000				
(765) Callahan, Robert L.	Field Tech II	FL	615000				
(766) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000				
(767) Carver, Nathaniel Q.	Area Manager	FL	615000				
(768) Chard, Ronald	Cross Connection Tech	FL	615000				
(769) Cook, James H.	Lead Water-Wastewater Operator	FL	615000				
(770) Cooper, Robert K.	Field Tech III	FL	615000				
(771) Ebert, Harold	Field Tech II	FL	615000				
(772) Ebert, Shawn M.	Field Tech II	FL	615000				
(773) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000				
(774) Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	615000				
(775) Finch, Allan	Water-Wastewater Operator II	FL	615000				
(776) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000				
(777) Finigan, Michael A	Field Tech I	FL	615000				
(778) Gentilucci, Domenic V	Area Manager	FL	615000				
(779) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000				

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

<u>Totals</u>				(f)	(g)	(h)	(i)	(j)
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Pro Forma FICA</u>	<u>Pro Forma FUTA</u>	<u>Pro Forma SUTA</u>	<u>Pro Forma 401K</u>	<u>Pro Forma Health Insurance and Benefits</u>
(780) Congre, Bryan K	Regional Manager	FL	615000					
(781) Congre, Jeremy R.	Field Tech I	FL	615000					
(782) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000					
(783) Grainger Jr, Leroy	Field Tech I	FL	615000					
(784) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(785) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000					
(786) Hermano, Rodell R	Field Tech I	FL	615000					
(787) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(788) Hollister, Jimmie H.	Field Tech II	FL	615000					
(789) Inclima, Luke John	Water-Wastewater Operator II	FL	615000					
(790) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000					
(791) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000					
(792) Marinelli, John A.	Area Manager	FL	615000					
(793) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000					
(794) Morrell, Matthew J.	Field Tech II	FL	615000					
(795) Murphy, Eric	Operator II	FL	615000					
(796) Neal, William L.	Area Manager	FL	615000					
(797) Overton, Michael A.	Cross Connection Tech	FL	615000					
(798) Owens, Brian S.	Field Tech I	FL	615000					
(799) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(800) Peaden II, Mark A.	Field Tech I	FL	615000					
(801) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(802) Phillips, Christopher	Field Tech I	FL	615000					
(803) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(804) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(805) Raines, Craig A.	Water-Wastewater Operator II	FL	615000					
(806) Remigio, Roberto V.	Field Tech I	FL	615000					
(807) Richardson, James P.	Field Tech I	FL	615000					
(808) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000					
(809) Schwades, Charles G.	Area Manager	FL	615000					
(810) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000					
(811) Shue, Mickey A.	Field Tech II	FL	615000					
(812) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000					
(813) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000					
(814) Smith, Donald D.	Field Tech II	FL	615000					
(815) Straight, James L.	Water-Wastewater Operator I	FL	615000					
(816) Sudol, Corey	Water-Wastewater Operator II	FL	615000					
(817) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000					
(818) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000					
(819) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000					
(820) Watkins, Cedric	Field Tech II	FL	615000					
(821) White, Ronald D.	Field Tech II	FL	615000					
(822) Wilson, Michael A.	Regional Manager	FL	615000					
(823) Worrell, David R.	Water-Wastewater Operator II	FL	615000					
(824) Wright, Thomas L.	Field Tech I	FL	615000					
(825) Vacant	Field Tech I	FL	615000					
(826) Vacant	Lead Water-Wastewater Operator	FL	615000					
(827) Vacant	Water-Wastewater Operator I	FL	615000					
(828) Dipasquale, Susan M.	Administrative Assistant	FL	615500					
(829) Hanks, Peggy J.	Administrative Assistant	FL	615500					
(830)								
				\$8,279	\$126	\$940	\$5,252	\$19,090

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

w/p a

<u>Totals</u>		(k)	(l)	(m)	(n)	(o)	(p)		
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(1) Andrejko, James	Controller	IL	611000						
(2) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000						
(3) Chang, Tae	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) 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	0649	Jan-06	29,749	(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.	Rgnl Compliance & Safety Advsr	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 Adminstrator	IL	613500						
(42) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000						
(43) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000						
(44) Georgiev, Lena	Regulatory Accounting Manager	IL	614000						
(45) Lubertozzi, 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) Neyzelman, 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	FL	614500						
(60) Calbreath, Stephanie R.	CSR II	NC	614500						
(61) Campbell, Pamela J.	CSR II	NV	614500						

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

w/p a

<u>Totals</u>			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(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) 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						
(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) Orengo, 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	(15,531)	3,328	6,081
(103) Carver, Nathaniel Q.	Area Manager	FL	615000	0659	Jul-06	26,206	(19,655)	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	19,336	(18,233)	506	6,081
(114) Gentilucci, 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) Gosnell, 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	17,024	(10,876)	2,837	6,081
(122) Hermano, 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

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

w/p a

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(124)	Hollister, Jimmie H.	FL	615000	0612	Aug-05	16,472	(14,870)	2,745	6,081
(125)	Inclima, Luke John	FL	615000	0461	Jul-04	16,797	(16,797)	1,400	6,081
(126)	Keys, Thomas E.	FL	615000	9834	Aug-98	16,144	(16,144)	-	6,081
(127)	Lorenzo, Alexander	FL	615000	0014	Jan-00	15,363	(15,363)	-	6,081
(128)	Marinelli, John A.	FL	615000	0509	Feb-05	29,473	(29,063)	4,912	6,081
(129)	McPhee, Allison S.	FL	615000	0448	Jun-04	18,713	(18,713)	1,299	6,081
(130)	Morrell, Matthew J.	FL	615000	0808	Jul-07	20,347	(11,869)	3,391	6,081
(131)	Murphy, Eric	FL	615000						
(132)	Neal, William L.	FL	615000	0825	Nov-07	22,388	(11,816)	3,731	6,081
(133)	Overton, Michael A.	FL	615000	0833	Nov-07	20,253	(10,689)	3,376	6,081
(134)	Owens, Brian S.	FL	615000	0741	Feb-07	16,707	(10,906)	2,785	6,081
(135)	Parrish, Raymond A.	FL	615000	0702	Oct-06	17,540	(12,424)	2,923	6,081
(136)	Peaden II, Mark A.	FL	615000	0730	Dec-06	16,504	(11,232)	2,751	6,081
(137)	Pfouts, Steve L.	FL	615000	0704	Sep-06	17,540	(12,668)	2,923	6,081
(138)	Phillips, Christopher	FL	615000	0503	Dec-04	17,389	(17,389)	2,657	6,081
(139)	Powell, Trevor B.	FL	615000	0823	Nov-07	17,577	(9,277)	2,930	6,081
(140)	Radcliff, Max Lee	FL	615000	0423	Mar-04	19,058	(19,058)	529	6,081
(141)	Raines, Craig A.	FL	615000	0751	May-07	16,222	(9,688)	2,704	6,081
(142)	Remigio, Roberto V.	FL	615000	0824	Nov-07	17,577	(9,277)	2,930	6,081
(143)	Richardson, James P.	FL	615000	0533	Apr-05	18,131	(17,375)	3,022	6,081
(144)	Schneider, Keith C.	FL	615000	0671	Apr-06	13,318	(10,544)	2,220	6,081
(145)	Schwades, Charles G.	FL	615000	0544	May-06	23,201	(18,046)	3,867	6,081
(146)	Shoffstall, David E.	FL	615000	0608	Aug-05	19,546	(17,646)	3,258	6,081
(147)	Shue, Mickey A.	FL	615000	0312	Aug-02	19,053	(19,053)	-	6,081
(148)	Sillitoe, Kathy A.	FL	615000	0428	Mar-04	27,110	(27,110)	3,012	6,081
(149)	Sillitoe, Terry W.	FL	615000						
(150)	Smith, Donald D.	FL	615000	0513	Dec-04	22,344	(22,344)	3,414	6,081
(151)	Straight, James L.	FL	615000	0436	Mar-04	18,847	(18,847)	524	6,081
(152)	Sudol, Corey	FL	615000	0636	Jan-06	17,700	(14,750)	2,950	6,081
(153)	Swegheimer, James A.	FL	615000	0740	Mar-07	16,424	(10,493)	2,737	6,081
(154)	Szczepkowski, Stephen A.	FL	615000	0705	Sep-06	18,392	(13,283)	3,065	6,081
(155)	Van Meter, Nathan Z.	FL	615000	0062	Jun-00	15,358	(15,358)	-	6,081
(156)	Watkins, Cedric	FL	615000	0829	Nov-07	20,820	(10,989)	3,470	6,081
(157)	White, Ronald D.	FL	615000	0811	Jul-07	20,310	(11,847)	3,385	6,081
(158)	Wilson, Michael A.	FL	615000	0728	Dec-06	28,711	(19,540)	4,785	6,081
(159)	Worrell, David R.	FL	615000	0828	Nov-07	16,940	(8,941)	2,823	6,081
(160)	Wright, Thomas L.	FL	615000	0731	Dec-06	18,387	(12,513)	3,064	6,081
(161)	Vacant	FL	615000						
(162)	Vacant	FL	615000						
(163)	Vacant	FL	615000						
(164)	Dipasquale, Susan M.	FL	615500						
(165)	Hanks, Peggy J.	FL	615500						
(166)						\$1,400,232	(\$1,088,359)	\$188,622	\$419,581

Utilities, Inc. of Eagle Ridge			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(167)	Andrejko, James	IL	611000						
(168)	Arnoux, Diane L.	IL	611000						
(169)	Chang, Tae	IL	611000						
(170)	Vacant	IL	611000						
(171)	Coughlin, Erin R.	IL	611000						
(172)	Vacant	IL	611000						
(173)	Federico, Antoinette	IL	611000						
(174)	Friedman, Avelina	IL	611000						
(175)	Haynes Jr, John S.	IL	611000						
(176)	Kersey, Justin P.	IL	611000						
(177)	Kim, Christine	IL	611000						
(178)	Lingeman, Samuel W.	IL	611000						

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

w/p a

<u>Totals</u>			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(179) Luppino, Nancy L.	AP Clerk	IL	611000						
(180) Luppino, Phyllis A.	AP Clerk	IL	611000						
(181) McLean, Pamela J.	Payroll Supervisor	IL	611000						
(182) Metcalf, Janice L.	AP Clerk	IL	611000						
(183) Miranda, Margarita	AP Clerk	IL	611000						
(184) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000						
(185) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000						
(186) Zavilla, Annette	AP Clerk	IL	611000						
(187) Stone, Leslie A.	Executive Assistant	IL	611500						
(188) Hoy, John P.	Chief Operating Officer	IL	612000						
(189) Japczyk, James F.	Chief Financial Officer	IL	612000						
(190) Sparrow, Lisa A	President & CEO	IL	612000						
(191) Stover, John R.	VP, General Counsel	IL	612000						
(192) Sudduth, Donald E.	VP, Corporate Development	FL	612000	0649	Jan-06	281	(234)	47	57
(193) Blomquist, Laura Louise	HR Generalist	IL	612500						
(194) Devine, James P.	HR Manager	IL	612500						
(195) McLoughlin, Kristi M	Benefits Administrator	IL	612500						
(196) Dave, Hardik	Desktop Support Analyst II	IL	613000						
(197) Ostler, Tom G.	IT Manager	IL	613000						
(198) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000						
(199) Smutny, Thomas A.	Network Administrator	IL	613000						
(200) Bonagura, John F.	Regional Finance Manager	FL	613500						
(201) Durham, Rick J.	RVP	FL	613500	0853	Nov-07	723	(382)	120	96
(202) Flynn, Patrick C.	Regional Director	FL	613500	0512	Feb-05	1,419	(1,400)	237	162
(203) Haws, Scotty L.	Rgnl Compliance & Safety Advsr	FL	613500	0729	Dec-06	465	(317)	78	96
(204) Paule, Nancy P.	Receptionist	IL	613500						
(205) Rose, Kendra E.	Compliance & Safety Coord	IL	613500						
(206) Vacant	Operations Administration Mgr	IL	613500						
(207) Vacant	Operations Adminstrator	IL	613500						
(208) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000						
(209) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000						
(210) Georgiev, Lena	Regulatory Accounting Manager	IL	614000						
(211) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000						
(212) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000						
(213) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000						
(214) Neyzelman, Dmitry	Senior Regulatory Accountant	IL	614000						
(215) Povich, Erin P.	Senior Regulatory Accountant	IL	614000						
(216) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000						
(217) Valrie, Lawanda N.	Regulatory Assistant	IL	614000						
(218) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000						
(219) Williams III, John D.	Dir, Governmental Affairs	FL	614000						
(220) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000						
(221) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000						
(222) Abbott, Loretta E.	CSR II	FL	614500						
(223) Anderson, Tricia D.	CSR I	NC	614500						
(224) Bachmann, Lisa A	CSR I	FL	614500						
(225) Bennett, Kimberly J.	Customer Account Specialist	FL	614500						
(226) Calbreath, Stephanie R.	CSR II	NC	614500						
(227) Campbell, Pamela J.	CSR II	NV	614500						
(228) Chandler, Matthew R.	CSR II	FL	614500						
(229) Christian, Elise S.	Customer Relations Specialist	FL	614500						
(230) Collado, Madelin	CSR I	NC	614500						
(231) Deere, Brandi N	CSR I	FL	614500						
(232) Demonbreun, Sheri D.	CSR I	FL	614500						
(233) Dugan, Grace A.	Customer Care Manager	NV	614500						
(234) Harden, Cristina	CSR I	FL	614500						
(235) Iwinski, Cammy Andrea	CSR I	NV	614500						
(236) Jenkins, Ingrid E.	CSR II	NC	614500						
(237) Jones, Linda S.	CSR I	FL	614500						
(238) Jones, Lori Lynn	CSR I	FL	614500						
(239) Mayeski, Lorie L.	CSR II	FL	614500						
(240) Norris, Maxine N	CSR I	NC	614500						

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

w/p a

<u>Totals</u>			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(241) Orengo, Linette C	CSR I	FL	614500						
(242) Raponi, Ann M.	Customer Care Manager	FL	614500						
(243) Roberts, Miranda Ann	CSR I	NV	614500						
(244) Robinson, Shona N.	CSR II	NC	614500						
(245) Robinson, Vanessa F.	CSR II	NC	614500						
(246) Sasic, Karen L.	Director, Customer Care	FL	614500						
(247) Self, Rose D.	Customer Care Manager	NC	614500						
(248) Sillitoe, Jacqueline. M.	Customer Care Specialist	FL	614500						
(249) Silva, Lisa M.	CSR II	NC	614500						
(250) Tackett, Samantha R.	CSR I	NV	614500						
(251) Thimmes, Karen L.	CSR I	FL	614500						
(252) Trovinger, Ferrellyn L.	Lead CSR	FL	614500						
(253) Volz, Deborah E.	CSR I	FL	614500						
(254) Wilson, Vicki L.	CSR I	FL	614500						
(255) Krugler, Adrienne R.	Billing Manager	IL	614600						
(256) Sverida, Agnes	Asst Mgr of Billing	IL	614600						
(257) Ceballos, Isabel	Collections Specialist	FL	614700						
(258) Lybarger, Andrea	Collections Specialist	FL	614700						
(259) Sowell, George William	Corporate Services Manager	SC	614700						
(260) Alberigi, David J.	Field Tech I	FL	615000						
(261) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000						
(262) Austin, Arthur C.	Field Tech II	FL	615000						
(263) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000						
(264) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000	0454	Jun-04	19,361	(19,361)	1,345	6,081
(265) Brown, Donna R.	Field Tech I	FL	615000						
(266) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000						
(267) Callahan, Robert L.	Field Tech II	FL	615000						
(268) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000						
(269) Carver, Nathaniel Q.	Area Manager	FL	615000						
(270) Chard, Ronald	Cross Connection Tech	FL	615000	0803	Aug-07	2,532	(1,442)	422	857
(271) Cook, James H.	Lead Water-Wastewater Operator	FL	615000						
(272) Cooper, Robert K.	Field Tech III	FL	615000						
(273) Ebert, Harold	Field Tech II	FL	615000						
(274) Ebert, Shawn M.	Field Tech II	FL	615000						
(275) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000						
(276) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	615000						
(277) Finch, Allan	Water-Wastewater Operator II	FL	615000						
(278) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000						
(279) Finigan, Michael A.	Field Tech I	FL	615000						
(280) Gentilucci, Domenic V	Area Manager	FL	615000						
(281) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000						
(282) Gongre, Bryan K	Regional Manager	FL	615000						
(283) Gongre, Jeremy R.	Field Tech I	FL	615000						
(284) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000						
(285) Grainger Jr, Leroy	Field Tech I	FL	615000						
(286) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000						
(287) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000						
(288) Hermano, Rodel R	Field Tech I	FL	615000						
(289) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000						
(290) Hollister, Jimmie H.	Field Tech II	FL	615000						
(291) Inclima, Luke John	Water-Wastewater Operator II	FL	615000						
(292) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000						
(293) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000						
(294) Marinelli, John A.	Area Manager	FL	615000						
(295) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000						
(296) Morrell, Matthew J.	Field Tech II	FL	615000						
(297) Murphy, Eric	Operator II	FL	615000						
(298) Neal, William L.	Area Manager	FL	615000						
(299) Overton, Michael A.	Cross Connection Tech	FL	615000						
(300) Owens, Brian S.	Field Tech I	FL	615000						
(301) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000						
(302) Peaden II, Mark A.	Field Tech I	FL	615000						

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

w/p a

Totals		(k)	(l)	(m)	(n)	(o)	(p)		
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(303) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000						
(304) Phillips, Christopher	Field Tech I	FL	615000						
(305) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000						
(306) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000	0423	Mar-04	19,058	(19,058)	529	6,081
(307) Raines, Craig A.	Water-Wastewater Operator II	FL	615000						
(308) Remigio, Roberto V.	Field Tech I	FL	615000						
(309) Richardson, James P.	Field Tech I	FL	615000						
(310) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000						
(311) Schwades, Charles C.	Area Manager	FL	615000						
(312) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000						
(313) Shue, Mickey A.	Field Tech II	FL	615000						
(314) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000						
(315) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000						
(316) Smith, Donald D.	Field Tech II	FL	615000						
(317) Straight, James L.	Water-Wastewater Operator I	FL	615000						
(318) Sudol, Corey	Water-Wastewater Operator II	FL	615000						
(319) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000						
(320) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000						
(321) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000						
(322) Watkins, Cedric	Field Tech II	FL	615000						
(323) White, Ronald D.	Field Tech II	FL	615000						
(324) Wilson, Michael A.	Regional Manager	FL	615000	0728	Dec-06	3,874	(2,637)	646	820
(325) Worrell, David R.	Water-Wastewater Operator II	FL	615000						
(326) Wright, Thomas L.	Field Tech I	FL	615000						
(327) Vacant	Field Tech I	FL	615000						
(328) Vacant	Lead Water-Wastewater Operator	FL	615000						
(329) Vacant	Water-Wastewater Operator I	FL	615000						
(330) Dipasquale, Susan M.	Administrative Assistant	FL	615500						
(331) Hanks, Peggy J.	Administrative Assistant	FL	615500						
(332)									
						\$47,714	(\$44,830)	\$3,423	\$14,251

Sanlando Utilities Corp		(k)	(l)	(m)	(n)	(o)	(p)		
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(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) Kersey, 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, Annette	AP Clerk	IL	611000						
(353) Stone, Leslie A.	Executive Assistant	IL	611500						
(354) Hoy, 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) Stover, 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

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

w/p a

<u>Totals</u>			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(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) Ostler, 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) Durham, Rick J.	RVP	FL	613500	0853	Nov-07	6,086	(3,212)	1,014	811
(368) Flynn, Patrick C.	Regional Director	FL	613500	0512	Feb-05	11,950	(11,784)	1,992	1,362
(369) Haws, Scotty L.	Rgnl 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) Neyzelman, 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) 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, 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) Demonbreun, Sheri D.	CSR I	FL	614500						
(399) Dugan, Grace A.	Customer Care Manager	NV	614500						
(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) Orengo, 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						

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

w/p a

<u>Totals</u>		(k)	(l)	(m)	(n)	(o)	(p)		
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(421) Krugler, Adrienne R.	Billing Manager	IL	614600						
(422) Sverida, Agnes	Asst Mgr of Billing	IL	614600						
(423) Ceballos, Isabel	Collections Specialist	FL	614700						
(424) Lybarger, Andrea	Collections Specialist	FL	614700						
(425) Sowell, George William	Corporate Services Manager	SC	614700						
(426) Alberigi, 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 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) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000						
(445) Finigan, 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) Gongre, Bryan K	Regional Manager	FL	615000	0818	Sep-07	14,425	(8,014)	2,404	3,002
(449) Gongre, Jeremy R.	Field Tech I	FL	615000						
(450) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000	0639	Jan-06	20,137	(16,781)	3,356	4,736
(451) Grainger 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, Rodel 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) Inclima, 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) 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) Peaden 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						
(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						

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

w/p a

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(483)	Straight, James L.	FL	615000						
(484)	Sudol, Corey	FL	615000	0636	Jan-06	17,700	(14,750)	2,950	6,081
(485)	Swegheimer, James A.	FL	615000	0740	Mar-07	16,424	(10,493)	2,737	6,081
(486)	Szczepkowski, Stephen A.	FL	615000						
(487)	Van Meter, Nathan Z.	FL	615000						
(488)	Watkins, Cedric	FL	615000						
(489)	White, Ronald D.	FL	615000						
(490)	Wilson, Michael A.	FL	615000						
(491)	Worrell, David R.	FL	615000						
(492)	Wright, Thomas L.	FL	615000						
(493)	Vacant	FL	615000						
(494)	Vacant	FL	615000						
(495)	Vacant	FL	615000						
(496)	Dipasquale, Susan M.	FL	615500						
(497)	Hanks, Peggy J.	FL	615500						
(498)									
						\$392,649	(\$321,869)	\$43,393	\$119,459

Utilities, Inc. of Sandalhaven			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(499)	Andrejko, James	IL	611000						
(500)	Arnoux, Diane L.	IL	611000						
(501)	Chang, Tae	IL	611000						
(502)	Vacant	IL	611000						
(503)	Coughlin, Erin R.	IL	611000						
(504)	Vacant	IL	611000						
(505)	Federico, Antoinette	IL	611000						
(506)	Friedman, Avelina	IL	611000						
(507)	Haynes Jr, John S.	IL	611000						
(508)	Kersey, Justin P.	IL	611000						
(509)	Kim, Christine	IL	611000						
(510)	Lingeman, Samuel W.	IL	611000						
(511)	Luppino, Nancy L.	IL	611000						
(512)	Luppino, Phyllis A.	IL	611000						
(513)	McLean, Pamela J.	IL	611000						
(514)	Metcalf, Janice L.	IL	611000						
(515)	Miranda, Margarita	IL	611000						
(516)	Pietras, Victoria M.	IL	611000						
(517)	Shimkus, Matthew D	IL	611000						
(518)	Zavilla, Annette	IL	611000						
(519)	Stone, Leslie A.	IL	611500						
(520)	Hoy, John P.	IL	612000						
(521)	Japczyk, James F.	IL	612000						
(522)	Sparrow, Lisa A	IL	612000						
(523)	Stover, John R.	IL	612000						
(524)	Sudduth, Donald E.	FL	612000	0649	Jan-06	120	(100)	20	25
(525)	Blomquist, Laura Louise	IL	612500						
(526)	Devine, James P.	IL	612500						
(527)	McLoughlin, Kristi M	IL	612500						
(528)	Dave, Hardik	IL	613000						
(529)	Ostler, Tom G.	IL	613000						
(530)	Pannos, Nicholas James	IL	613000						
(531)	Smutny, Thomas A.	IL	613000						
(532)	Bonagura, John F.	FL	613500						
(533)	Durham, Rick J.	FL	613500	0853	Nov-07	308	(163)	51	41
(534)	Flynn, Patrick C.	FL	613500	0512	Feb-05	606	(597)	101	69
(535)	Haws, Scotty L.	FL	613500	0729	Dec-06	198	(135)	33	41
(536)	Paule, Nancy P.	IL	613500						
(537)	Rose, Kendra E.	IL	613500						
(538)	Vacant	IL	613500						

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

w/p a

<u>Totals</u>		(k)	(l)	(m)	(n)	(o)	(p)		
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(539)	Vacant	Operations Administrator	IL	613500					
(540)	Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000					
(541)	Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000					
(542)	Georgiev, Lena	Regulatory Accounting Manager	IL	614000					
(543)	Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000					
(544)	Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000					
(545)	Nedved, Spencer L.	Regulatory Staff Accountant I	IL	614000					
(546)	Neyzelman, Dimitry	Senior Regulatory Accountant	IL	614000					
(547)	Povich, Erin P.	Senior Regulatory Accountant	IL	614000					
(548)	Shrake, Brian W.	Senior Regulatory Accountant	IL	614000					
(549)	Valrie, Lawanda N.	Regulatory Assistant	IL	614000					
(550)	Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(551)	Williams III, John D.	Dir, Governmental Affairs	FL	614000					
(552)	Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(553)	Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(554)	Abbott, Loretta E.	CSR II	FL	614500					
(555)	Anderson, Tricia D.	CSR I	NC	614500					
(556)	Bachmann, Lisa A	CSR I	FL	614500					
(557)	Bennett, Kimberly J.	Customer Account Specialist	FL	614500					
(558)	Calbreath, Stephanie R.	CSR II	NC	614500					
(559)	Campbell, Pamela J.	CSR II	NV	614500					
(560)	Chandler, Matthew R.	CSR II	FL	614500					
(561)	Christian, Elise S.	Customer Relations Specialist	FL	614500					
(562)	Collado, Madelin	CSR I	NC	614500					
(563)	Deere, Brandi N	CSR I	FL	614500					
(564)	Demonbreun, Sheri D.	CSR I	FL	614500					
(565)	Dugan, Grace A.	Customer Care Manager	NV	614500					
(566)	Harden, Cristina	CSR I	FL	614500					
(567)	Iwinski, Cammy Andrea	CSR I	NV	614500					
(568)	Jenkins, Ingrid E.	CSR II	NC	614500					
(569)	Jones, Linda S.	CSR I	FL	614500					
(570)	Jones, Lori Lynn	CSR I	FL	614500					
(571)	Mayeski, Lorie L.	CSR II	FL	614500					
(572)	Norris, Maxine N	CSR I	NC	614500					
(573)	Orengo, Linette C	CSR I	FL	614500					
(574)	Raponi, Ann M.	Customer Care Manager	FL	614500					
(575)	Roberts, Miranda Ann	CSR I	NV	614500					
(576)	Robinson, Shona N.	CSR II	NC	614500					
(577)	Robinson, Vanessa F.	CSR II	NC	614500					
(578)	Sasic, Karen L.	Director, Customer Care	FL	614500					
(579)	Self, Rose D.	Customer Care Manager	NC	614500					
(580)	Sillitoe, Jacqueline. M.	Customer Care Specialist	FL	614500					
(581)	Silva, Lisa M.	CSR II	NC	614500					
(582)	Tackett, Samantha R.	CSR I	NV	614500					
(583)	Thimmes, Karen L.	CSR I	FL	614500					
(584)	Trovinger, Ferrellyn L.	Lead CSR	FL	614500					
(585)	Volz, Deborah E.	CSR I	FL	614500					
(586)	Wilson, Vicki L	CSR I	FL	614500					
(587)	Krugler, Adrienne R.	Billing Manager	IL	614600					
(588)	Sverida, Agnes	Asst Mgr of Billing	IL	614600					
(589)	Ceballos, Isabel	Collections Specialist	FL	614700					
(590)	Lybarger, Andrea	Collections Specialist	FL	614700					
(591)	Sowell, George William	Corporate Services Manager	SC	614700					
(592)	Alberigi, David J.	Field Tech I	FL	615000					
(593)	Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(594)	Austin, Arthur C.	Field Tech II	FL	615000					
(595)	Bailey, Alan R.	Water-Wastewater Operator II	FL	615000					
(596)	Boersma, David A.	Lead Water-Wastewater Operator	FL	615000					
(597)	Brown, Donna R.	Field Tech I	FL	615000					
(598)	Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(599)	Callahan, Robert L.	Field Tech II	FL	615000					
(600)	Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000					

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

w/p a

<u>Totals</u>			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(601) Carver, Nathaniel Q.	Area Manager	FL	615000						
(602) Chard, Ronald	Cross Connection Tech	FL	615000	0803	Aug-07	1,081	(615)	180	366
(603) Cook, James H.	Lead Water-Wastewater Operator	FL	615000						
(604) Cooper, Robert K.	Field Tech III	FL	615000						
(605) Ebert, Harold	Field Tech II	FL	615000						
(606) Ebert, Shawn M.	Field Tech II	FL	615000						
(607) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000						
(608) Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	615000						
(609) Finch, Allan	Water-Wastewater Operator II	FL	615000						
(610) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000						
(611) Finigan, Michael A	Field Tech I	FL	615000						
(612) Gentilucci, Domenic V	Area Manager	FL	615000						
(613) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000	0638	Jan-06	19,634	(16,362)	3,272	6,081
(614) Gongre, Bryan K	Regional Manager	FL	615000						
(615) Gongre, Jeremy R.	Field Tech I	FL	615000						
(616) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000						
(617) Grainger Jr, Leroy	Field Tech I	FL	615000						
(618) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000						
(619) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000						
(620) Hermano, Rodel R	Field Tech I	FL	615000						
(621) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000						
(622) Hollister, Jimmie H.	Field Tech II	FL	615000						
(623) Inclima, Luke John	Water-Wastewater Operator II	FL	615000						
(624) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000						
(625) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000						
(626) Marinelli, John A.	Area Manager	FL	615000						
(627) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000						
(628) Morrell, Matthew J.	Field Tech II	FL	615000						
(629) Murphy, Eric	Operator II	FL	615000						
(630) Neal, William L.	Area Manager	FL	615000						
(631) Overton, Michael A.	Cross Connection Tech	FL	615000						
(632) Owens, Brian S.	Field Tech I	FL	615000						
(633) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000						
(634) Peaden II, Mark A.	Field Tech I	FL	615000						
(635) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000						
(636) Phillips, Christopher	Field Tech I	FL	615000						
(637) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000						
(638) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000						
(639) Raines, Craig A.	Water-Wastewater Operator II	FL	615000						
(640) Remigio, Roberto V.	Field Tech I	FL	615000						
(641) Richardson, James P.	Field Tech I	FL	615000						
(642) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000						
(643) Schwades, Charles G.	Area Manager	FL	615000						
(644) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000						
(645) Shue, Mickey A.	Field Tech II	FL	615000						
(646) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000						
(647) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000						
(648) Smith, Donald D.	Field Tech II	FL	615000						
(649) Straight, James L.	Water-Wastewater Operator I	FL	615000						
(650) Sudol, Corey	Water-Wastewater Operator II	FL	615000						
(651) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000						
(652) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000						
(653) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000						
(654) Watkins, Cedric	Field Tech II	FL	615000						
(655) White, Ronald D.	Field Tech II	FL	615000						
(656) Wilson, Michael A.	Regional Manager	FL	615000	0728	Dec-06	1,653	(1,125)	276	350
(657) Worrell, David R.	Water-Wastewater Operator II	FL	615000						
(658) Wright, Thomas L.	Field Tech I	FL	615000						
(659) Vacant	Field Tech I	FL	615000						
(660) Vacant	Lead Water-Wastewater Operator	FL	615000						
(661) Vacant	Water-Wastewater Operator I	FL	615000						
(662) Dipasquale, Susan M.	Administrative Assistant	FL	615500						

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

w/p a

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(663) Hanks, Peggy J.	Administrative Assistant	FL	615500						
(664)						\$23,600	(\$19,097)	\$3,933	\$6,973

Labrador Utilities, Inc.			(k)	(l)	(m)	(n)	(o)	(p)	
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(665) Andrejko, James	Controller	IL	611000						
(666) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000						
(667) Chang, Tae	AP Clerk	IL	611000						
(668) Vacant	Fixed Asset Accounting Manager	IL	611000						
(669) Coughlin, Erin R.	Capital Projects Manager	IL	611000						
(670) Vacant	Capital Projects Assistant	IL	611000						
(671) Federico, Antoinette	AP Supervisor	IL	611000						
(672) Friedman, Avelina	Tax Specialist	IL	611000						
(673) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	611000						
(674) Kersey, Justin P.	Corporate Staff Accountant I	IL	611000						
(675) Kim, Christine	Corporate Accounting Manager	IL	611000						
(676) Lingeman, Samuel W.	Senior Financial Analyst	IL	611000						
(677) Luppino, Nancy L.	AP Clerk	IL	611000						
(678) Luppino, Phyllis A.	AP Clerk	IL	611000						
(679) McLean, Pamela J.	Payroll Supervisor	IL	611000						
(680) Metcalf, Janice L.	AP Clerk	IL	611000						
(681) Miranda, Margarita	AP Clerk	IL	611000						
(682) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000						
(683) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000						
(684) Zavilla, Annette	AP Clerk	IL	611000						
(685) Stone, Leslie A.	Executive Assistant	IL	611500						
(686) Hoy, John P.	Chief Operating Officer	IL	612000						
(687) Japczyk, James F.	Chief Financial Officer	IL	612000						
(688) Sparrow, Lisa A	President & CEO	IL	612000						
(689) Stover, John R.	VP, General Counsel	IL	612000						
(690) Sudduth, Donald E.	VP, Corporate Development	FL	612000	0649	Jan-06	172	(143)	29	35
(691) Blomquist, Laura Louise	HR Generalist	IL	612500						
(692) Devine, James P.	HR Manager	IL	612500						
(693) McLoughlin, Kristi M	Benefits Administrator	IL	612500						
(694) Dave, Hardik	Desktop Support Analyst II	IL	613000						
(695) Ostler, Tom G.	IT Manager	IL	613000						
(696) Pannos, Nicholas James	Desktop Support Analyst II	IL	613000						
(697) Smutny, Thomas A.	Network Administrator	IL	613000						
(698) Bonagura, John F.	Regional Finance Manager	FL	613500						
(699) Durham, Rick J.	RVP	FL	613500	0853	Nov-07	441	(233)	73	59
(700) Flynn, Patrick C.	Regional Director	FL	613500	0512	Feb-05	866	(854)	144	99
(701) Haws, Scotty L.	Rgnl Compliance & Safety Advsr	FL	613500	0729	Dec-06	284	(193)	47	59
(702) Paule, Nancy P.	Receptionist	IL	613500						
(703) Rose, Kendra E.	Compliance & Safety Coord	IL	613500						
(704) Vacant	Operations Administration Mgr	IL	613500						
(705) Vacant	Operations Administrator	IL	613500						
(706) Barrett, Jason O.	Regulatory Staff Accountant II	IL	614000						
(707) Ciecierski, Daniel	Regulatory Staff Accountant I	IL	614000						
(708) Georgiev, Lena	Regulatory Accounting Manager	IL	614000						
(709) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	614000						
(710) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	614000						
(711) Nedved, Spencer L	Regulatory Staff Accountant I	IL	614000						
(712) Neyzelman, Dimitry	Senior Regulatory Accountant	IL	614000						
(713) Povich, Erin P.	Senior Regulatory Accountant	IL	614000						
(714) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000						
(715) Valrie, Lawanda N.	Regulatory Assistant	IL	614000						
(716) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000						
(717) Williams III, John D.	Dir, Governmental Affairs	FL	614000						

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

w/p a

<u>Totals</u>		(k)	(l)	(m)	(n)	(o)	(p)		
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(718)	Winans, Nicole D.	NV	614000						
(719)	Yap Jr., Lowell M.	IL	614000						
(720)	Abbott, Loretta E.	FL	614500						
(721)	Anderson, Tricia D.	NC	614500						
(722)	Bachmann, Lisa A	FL	614500						
(723)	Bennett, Kimberly J.	FL	614500						
(724)	Calbreath, Stephanie R.	NC	614500						
(725)	Campbell, Pamela J.	NV	614500						
(726)	Chandler, Matthew R.	FL	614500						
(727)	Christian, Elise S.	FL	614500						
(728)	Collado, Madelin	NC	614500						
(729)	Deere, Brandi N	FL	614500						
(730)	Demonbreun, Sheri D.	FL	614500						
(731)	Dugan, Grace A.	NV	614500						
(732)	Harden, Cristina	FL	614500						
(733)	Iwinski, Cammy Andrea	NV	614500						
(734)	Jenkins, Ingrid E.	NC	614500						
(735)	Jones, Linda S.	FL	614500						
(736)	Jones, Lori Lynn	FL	614500						
(737)	Mayeski, Lorie L.	FL	614500						
(738)	Norris, Maxine N	NC	614500						
(739)	Orengo, Linette C	FL	614500						
(740)	Raponi, Ann M.	FL	614500						
(741)	Roberts, Miranda Ann	NV	614500						
(742)	Robinson, Shona N.	NC	614500						
(743)	Robinson, Vanessa F.	NC	614500						
(744)	Sasic, Karen L.	FL	614500						
(745)	Self, Rose D.	NC	614500						
(746)	Sillitoe, Jacqueline. M.	FL	614500						
(747)	Silva, Lisa M.	NC	614500						
(748)	Tackett, Samantha R.	NV	614500						
(749)	Thimmes, Karen L	FL	614500						
(750)	Trovinger, Ferrellyn L.	FL	614500						
(751)	Volz, Deborah E.	FL	614500						
(752)	Wilson, Vicki L	FL	614500						
(753)	Krugler, Adrienne R.	IL	614600						
(754)	Sverida, Agnes	IL	614600						
(755)	Ceballos, Isabel	FL	614700						
(756)	Lybarger, Andrea	FL	614700						
(757)	Sowell, George William	SC	614700						
(758)	Alberigi, David J.	FL	615000						
(759)	Anderson, Daniel S.	FL	615000						
(760)	Austin, Arthur C.	FL	615000						
(761)	Bailey, Alan R.	FL	615000						
(762)	Boersma, David A.	FL	615000						
(763)	Brown, Donna R.	FL	615000						
(764)	Buono, Robert A.	FL	615000	0831	Oct-07	19,447	(10,534)	3,241	6,081
(765)	Callahan, Robert L.	FL	615000						
(766)	Cardinal, Anthony A.	FL	615000						
(767)	Carver, Nathaniel Q.	FL	615000						
(768)	Chard, Ronald	FL	615000	0803	Aug-07	1,544	(879)	257	523
(769)	Cook, James H.	FL	615000						
(770)	Cooper, Robert K.	FL	615000						
(771)	Ebert, Harold	FL	615000						
(772)	Ebert, Shawn M.	FL	615000						
(773)	Eubanks, Brian J.	FL	615000						
(774)	Figuroa, Pedro L	FL	615000						
(775)	Finch, Allan	FL	615000						
(776)	Finehirsh, Jeffrey S.	FL	615000						
(777)	Finigan, Michael A	FL	615000						
(778)	Gentilucci, Domenic V	FL	615000						
(779)	Godwin, Patrick L.	FL	615000						

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

w/p a

<u>Totals</u>		(k)	(l)	(m)	(n)	(o)	(p)		
<u>Name</u>	<u>Position</u>	<u>State</u>	<u>Department</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Vehicle Accumulated Depreciation Y/E Balance</u>	<u>Vehicle Depreciation Expense</u>	<u>Transportation Expense</u>
(780) Congre, Bryan K	Regional Manager	FL	615000						
(781) Congre, Jeremy R.	Field Tech I	FL	615000						
(782) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000						
(783) Grainger Jr, Leroy	Field Tech I	FL	615000						
(784) Hamilton, Don L.	Water-Wastewater Operator II	FL	615000	0868	Feb-08	1,120	(545)	187	2,351
(785) Hasty, Donald L.	Water-Wastewater Operator II	FL	615000						
(786) Hermano, Rodel R	Field Tech I	FL	615000						
(787) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000						
(788) Hollister, Jimmie H.	Field Tech II	FL	615000						
(789) Inclima, Luke John	Water-Wastewater Operator II	FL	615000						
(790) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000						
(791) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000						
(792) Marinelli, John A.	Area Manager	FL	615000						
(793) McPhee, Allson S.	Lead Water-Wastewater Operator	FL	615000						
(794) Morrell, Matthew J.	Field Tech II	FL	615000						
(795) Murphy, Eric	Operator II	FL	615000						
(796) Neal, William L.	Area Manager	FL	615000	0825	Nov-07	2,321	(1,225)	387	630
(797) Overton, Michael A.	Cross Connection Tech	FL	615000						
(798) Owens, Brian S.	Field Tech I	FL	615000						
(799) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000						
(800) Peaden II, Mark A.	Field Tech I	FL	615000						
(801) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000						
(802) Phillips, Christopher	Field Tech I	FL	615000						
(803) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000						
(804) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000						
(805) Raines, Craig A.	Water-Wastewater Operator II	FL	615000						
(806) Remigio, Roberto V.	Field Tech I	FL	615000						
(807) Richardson, James P.	Field Tech I	FL	615000						
(808) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000						
(809) Schwades, Charles G.	Area Manager	FL	615000						
(810) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000						
(811) Shue, Mickey A.	Field Tech II	FL	615000						
(812) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000						
(813) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000						
(814) Smith, Donald D.	Field Tech II	FL	615000						
(815) Straight, James L.	Water-Wastewater Operator I	FL	615000						
(816) Sudol, Corey	Water-Wastewater Operator II	FL	615000						
(817) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000						
(818) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000						
(819) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000						
(820) Watkins, Cedric	Field Tech II	FL	615000						
(821) White, Ronald D.	Field Tech II	FL	615000						
(822) Wilson, Michael A.	Regional Manager	FL	615000	0728	Dec-06	2,363	(1,608)	394	500
(823) Worrell, David R.	Water-Wastewater Operator II	FL	615000						
(824) Wright, Thomas L.	Field Tech I	FL	615000						
(825) Vacant	Field Tech I	FL	615000						
(826) Vacant	Lead Water-Wastewater Operator	FL	615000						
(827) Vacant	Water-Wastewater Operator I	FL	615000						
(828) Dipasquale, Susan M.	Administrative Assistant	FL	615500						
(829) Hanks, Peggy J.	Administrative Assistant	FL	615500						
(830)									
						<u>\$28,556</u>	<u>(\$16,213)</u>	<u>\$4,759</u>	<u>\$10,337</u>

**2011 RATE CASES SALARY ADJUSTMENT
CAPTIME ADJUSTMENT**

w/p b

		(a) <u>Eagle Ridge</u>	(a) <u>Sanlando</u>	(a) <u>Sandalhaven</u>	(a) <u>Labrador</u>	
(1)	Total Per Book Salaries	per TB	291,421	1,312,504	117,630	\$119,634
(2)	Per Book Salaries for Captive Employees	per TB	262,697	1,071,619	105,608	102,195
(3)	Percentage of Operator to Total	line (1) / line (2)	90.14%	81.65%	89.78%	85.42%
(4)	Per Book Salaries for Captive Employees	per TB	\$262,697	\$1,071,619	\$105,608	\$102,195
(5)	Per Book Payroll Taxes for Captive Employees	per TB * line (3)	14,132	107,285	5,911	8,136
(6)	Per Book Payroll Benefits for Captive Employees	per TB * line (3)	35,700	271,222	14,882	20,537
(7)		sum, lines (4) thru (6)	\$312,529	\$1,450,125	\$126,401	\$130,868
(8)	Per Book Capitalized Time	per TB	(\$34,369)	(\$210,720)	(\$12,615)	(\$21,199)
(9)	Per Book Total Payroll for Captive Employees	line (7)	312,529	1,450,125	126,401	130,868
(10)	Percentage of Total Payroll to Captive	line (8) / line (9) * -1	11.00%	14.53%	9.98%	16.20%
(11)	Pro Forma Captive Employee Payroll	per w/p a	\$0	\$0	\$0	\$0
(12)	Percentage of Total Payroll to Captive	line (10)	11.00%	14.53%	9.98%	16.20%
(13)	Pro Forma Capitalized Time	line (11) * line (12)	\$0	\$0	\$0	\$0

Notes:

"Captive employees" include employees that are booked to JDE accounts 6120, 6135, 6140, 6150, and 6155.

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	
(1) Sudduth, Donald E.	Vice President	0649	Jan-06	\$29,749	
(2) Durham, Rick J.	Regional Vice President	0853	Nov-07	45,625	
(3) Flynn, Patrick C.	Regional Director	0512	Feb-05	53,358	
(4) Haws, Scotty L.	Safety and Compliance Manager	0729	Dec-06	29,356	
(5) Alberigi, David J.	Field Technician I	0807	Jul-07	20,310	
(6) Anderson, Daniel S.	Lead Operator	0901	Dec-08	18,434	
(7) Austin, Arthur C.	Field Technician II	0514	Feb-05	19,024	
(8) Bailey, Alan R.	Operator II	0220	May-02	13,356	
(9) Boersma, David A.	Operator I	0454	Jun-04	19,361	
(10) Brown, Donna R.	Field Technician I	0812	Jul-07	20,347	
(11) Buono, Robert A.	Lead Operator	0831	Oct-07	19,447	
(12) Callahan, Robert L.	Field Technician I	0726	Dec-06	17,224	
(13) Cardinal, Anthony A.	Operator I	0657	May-06	19,968	
(14) Carver, Nathaniel Q.	Project Manager	0659	Jul-06	26,206	
(15) Chard, Ronald	Cross Connection Specialist	0803	Aug-07	17,962	
(16) Cook, James H.	Lead Operator	0453	Jun-04	23,158	
(17) Cooper, Robert K.	Field Technician III	0431	Mar-04	25,240	
(18) Ebert, Harold	Field Technician II	0109	May-01	19,067	
(19) Ebert, Shawn M.	Field Technician II	0455	Jun-04	19,386	
(20) Eubanks, Brian J.	Operator II	0827	Nov-07	17,577	
(21) Figueroa, Pedro L.	Lead Operator	0703	Sep-06	17,364	
(22) Finch, Allan	Operator II	0102	Oct-00	15,517	
(23) Finehirsh, Jeffrey S.	Operator I	0637	Jan-06	19,386	
(24) Finigan, Michael A	Field Tech I	0429	Mar-04	18,233	
(25) Gentilucci, Domenic V	Area Manager	0864	Feb-08	22,372	
(26) Godwin, Patrick L.	Lead Operator	0638	Jan-06	19,634	
(27) Gongre, Bryan K	Regional Manager	0818	Sep-07	29,220	
(28) Gongre, Jeremy R.	Field Tech I	0301	Aug-02	19,053	
(29) Gosnell, Scotty G.	Area Manager	0639	Jan-06	25,852	
(30) Grainger Jr, Leroy	Field Technician I	0610	Aug-05	18,681	
(31) Hamilton, Don L.	Operator II	0868	Feb-08	2,897	
(32) Hasty, Donald L.	Lead Operator	0739	Mar-07	17,024	
(33) Hermano, Rodel R	Field Tech I	0802	Aug-07	17,962	
(34) Hogue, Raymond H.	Operator II	0771	May-07	16,222	

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	
(35) Hollister, Jimmie H.	Field Technician II	0612	Aug-05	16,472	
(36) Inclima, Luke John	Operator II	0461	Jul-04	16,797	
(37) Keys, Thomas E.	Lead Operator	9834	Aug-98	16,144	
(38) Lorenzo, Alexander	Operator II	0014	Jan-00	15,363	
(39) Marinelli, John A.	Area Manager	0509	Feb-05	29,473	
(40) McPhee, Allson S.	Lead Operator	0448	Jun-04	18,713	
(41) Morrell, Matthew J.	Field Technician II	0808	Jul-07	20,347	
(42) Neal, William L.	Area Manager	0825	Nov-07	22,388	
(43) Overton, Michael A.	Cross Connection Technician	0833	Nov-07	20,253	
(44) Owens, Brian S.	Field Tech I	0741	Feb-07	16,707	
(45) Parrish, Raymond A.	Operator II	0702	Oct-06	17,540	
(46) Peaden II, Mark A.	Field Tech I	0730	Dec-06	16,504	
(47) Pfouts, Steve L.	Lead Operator	0704	Sep-06	17,540	
(48) Phillips, Christopher	Field Technician I	0503	Dec-04	17,389	
(49) Powell, Trevor B.	Operator II	0823	Nov-07	17,577	
(50) Radcliff, Max	Lead Operator	0423	Mar-04	19,058	
(51) Raines, Craig A.	Operator II	0751	May-07	16,222	
(52) Remigio, Roberto V.	Field Technician I	0824	Nov-07	17,577	
(53) Richardson, James P.	Field Technician I	0533	Apr-05	18,131	
(54) Schneider, Keith C.	Operator II	0671	Apr-06	13,318	
(55) Schwades, Charles G.	Area Manager	0544	May-06	23,201	
(56) Shoffstall, David E.	Lead Operator	0608	Aug-05	19,546	
(57) Shue, Mickey A.	Field Technician II	0312	Aug-02	19,053	
(58) Sillitoe, Kathy A.	Water Conservation Coordinator	0428	Mar-04	27,110	
(59) Smith, Donald D.	Field Technician II	0513	Dec-04	22,344	
(60) Straight, James L.	Operator I	0436	Mar-04	18,847	
(61) Sudol, Corey	Operator II	0636	Jan-06	17,700	
(62) Swegheimer, James A.	Lead Operator	0740	Mar-07	16,424	
(63) Szczepkowski, Stephen A.	Lead Operator	0705	Sep-06	18,392	
(64) Van Meter, Nathan Z.	Lead Operator	0062	Jun-00	15,358	
(65) Watkins, Cedric	Field Technician II	0829	Nov-07	20,820	
(66) White, Ronald D.	Field Technician III	0811	Jul-07	20,310	
(67) Wilson, Michael A.	Regional Manager	0728	Dec-06	28,711	
(68) Worrell, David R.	Operator II	0828	Nov-07	16,940	
(69) Wright, Thomas L.	Field Technician I	0731	Dec-06	18,387	

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(a)	(b)	(c)
	<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>
(70)				<u>Vehicle Price</u>
				<u>\$1,400,232</u>

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>
<u>Eagle Ridge</u>		(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>
(71) Sudduth, Donald E.	Vice President	0649	Jan-06	\$281
(72) Durham, Rick J.	Regional Vice President	0853	Nov-07	723
(73) Flynn, Patrick C.	Regional Director	0512	Feb-05	1,419
(74) Haws, Scotty L.	Safety and Compliance Manager	0729	Dec-06	465
(75) Alberigi, David J.	Field Technician I			
(76) Anderson, Daniel S.	Lead Operator			
(77) Austin, Arthur C.	Field Technician II			
(78) Bailey, Alan R.	Operator II			
(79) Boersma, David A.	Operator I	0454	Jun-04	19,361
(80) Brown, Donna R.	Field Technician I			
(81) Buono, Robert A.	Lead Operator			
(82) Callahan, Robert L.	Field Technician I			
(83) Cardinal, Anthony A.	Operator I			
(84) Carver, Nathaniel Q.	Project Manager			
(85) Chard, Ronald	Cross Connection Specialist	0803	Aug-07	2,532
(86) Cook, James H.	Lead Operator			
(87) Cooper, Robert K.	Field Technician III			
(88) Ebert, Harold	Field Technician II			
(89) Ebert, Shawn M.	Field Technician II			
(90) Eubanks, Brian J.	Operator II			
(91) Figueroa, Pedro L	Lead Operator			
(92) Finch, Allan	Operator II			
(93) Finehirsh, Jeffrey S.	Operator I			
(94) Finigan, Michael A	Field Tech I			
(95) Gentilucci, Domenic V	Area Manager			
(96) Godwin, Patrick L.	Lead Operator			
(97) Gongre, Bryan K	Regional Manager			
(98) Gongre, Jeremy R.	Field Tech I			
(99) Gosnell, Scotty G.	Area Manager			

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>
(100) Grainger Jr, Leroy	Field Technician I			
(101) Hamilton, Don L.	Operator II			
(102) Hasty, Donald L.	Lead Operator			
(103) Hermano, Rodel R	Field Tech I			
(104) Hogue, Raymond H.	Operator II			
(105) Hollister, Jimmie H.	Field Technician II			
(106) Inclima, Luke John	Operator II			
(107) Keys, Thomas E.	Lead Operator			
(108) Lorenzo, Alexander	Operator II			
(109) Marinelli, John A.	Area Manager			
(110) McPhee, Allson S.	Lead Operator			
(111) Morrell, Matthew J.	Field Technician II			
(112) Neal, William L.	Area Manager			
(113) Overton, Michael A.	Cross Connection Technician			
(114) Owens, Brian S.	Field Tech I			
(115) Parrish, Raymond A.	Operator II			
(116) Peaden II, Mark A.	Field Tech I			
(117) Pfouts, Steve L.	Lead Operator			
(118) Phillips, Christopher	Field Technician I			
(119) Powell, Trevor B.	Operator II			
(120) Radcliff, Max	Lead Operator	0423	Mar-04	19,058
(121) Raines, Craig A.	Operator II			
(122) Remigio, Roberto V.	Field Technician I			
(123) Richardson, James P.	Field Technician I			
(124) Schneider, Keith C.	Operator II			
(125) Schwades, Charles G.	Area Manager			
(126) Shoffstall, David E.	Lead Operator			
(127) Shue, Mickey A.	Field Technician II			
(128) Sillitoe, Kathy A.	Water Conservation Coordinator			
(129) Smith, Donald D.	Field Technician II			
(130) Straight, James L.	Operator I			
(131) Sudol, Corey	Operator II			
(132) Swegheimer, James A.	Lead Operator			
(133) Szczepkowski, Stephen A.	Lead Operator			
(134) Van Meter, Nathan Z.	Lead Operator			

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

Totals		(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>
(135) Watkins, Cedric	Field Technician II			
(136) White, Ronald D.	Field Technician III			
(137) Wilson, Michael A.	Regional Manager	0728	Dec-06	3,874
(138) Worrell, David R.	Operator II			
(139) Wright, Thomas L.	Field Technician I			
(140)				
				\$47,714

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	
<u>Sanlando</u>			(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	
(141) Sudduth, Donald E.	Vice President	0649	Jan-06	\$2,368	
(142) Durham, Rick J.	Regional Vice President	0853	Nov-07	6,086	
(143) Flynn, Patrick C.	Regional Director	0512	Feb-05	11,950	
(144) Haws, Scotty L.	Safety and Compliance Manager	0729	Dec-06	3,916	
(145) Alberigi, David J.	Field Technician I				
(146) Anderson, Daniel S.	Lead Operator				
(147) Austin, Arthur C.	Field Technician II				
(148) Bailey, Alan R.	Operator II	0220	May-02	13,356	
(149) Boersma, David A.	Operator I				
(150) Brown, Donna R.	Field Technician I	0812	Jul-07	15,849	
(151) Buono, Robert A.	Lead Operator				
(152) Callahan, Robert L.	Field Technician I	0726	Dec-06	13,416	
(153) Cardinal, Anthony A.	Operator I				
(154) Carver, Nathaniel Q.	Project Manager	0659	Jul-06	18,153	
(155) Chard, Ronald	Cross Connection Specialist				
(156) Cook, James H.	Lead Operator				
(157) Cooper, Robert K.	Field Technician III	0431	Mar-04	19,660	
(158) Ebert, Harold	Field Technician II	0109	May-01	19,067	
(159) Ebert, Shawn M.	Field Technician II	0455	Jun-04	15,100	
(160) Eubanks, Brian J.	Operator II				
(161) Figueroa, Pedro L	Lead Operator				
(162) Finch, Allan	Operator II	0102	Oct-00	15,517	
(163) Finehirsh, Jeffrey S.	Operator I				
(164) Finigan, Michael A	Field Tech I	0429	Mar-04	14,202	
(165) Gentilucci, Domenic V	Area Manager				
(166) Godwin, Patrick L.	Lead Operator				
(167) Gongre, Bryan K	Regional Manager	0818	Sep-07	14,425	
(168) Gongre, Jeremy R.	Field Tech I				
(169) Gosnell, Scotty G.	Area Manager	0639	Jan-06	20,137	

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	
(170) Grainger Jr, Leroy	Field Technician I	0610	Aug-05	14,551	
(171) Hamilton, Don L.	Operator II				
(172) Hasty, Donald L.	Lead Operator	0739	Mar-07	13,850	
(173) Hermano, Rodel R	Field Tech I	0802	Aug-07	13,991	
(174) Hogue, Raymond H.	Operator II				
(175) Hollister, Jimmie H.	Field Technician II				
(176) Inclima, Luke John	Operator II				
(177) Keys, Thomas E.	Lead Operator	9834	Aug-98	16,144	
(178) Lorenzo, Alexander	Operator II	0014	Jan-00	15,363	
(179) Marinelli, John A.	Area Manager	0509	Feb-05	22,957	
(180) McPhee, Allson S.	Lead Operator				
(181) Morrell, Matthew J.	Field Technician II	0808	Jul-07	15,849	
(182) Neal, William L.	Area Manager				
(183) Overton, Michael A.	Cross Connection Technician	0833	Nov-07	9,225	
(184) Owens, Brian S.	Field Tech I				
(185) Parrish, Raymond A.	Operator II				
(186) Peaden II, Mark A.	Field Tech I				
(187) Pfouts, Steve L.	Lead Operator				
(188) Phillips, Christopher	Field Technician I				
(189) Powell, Trevor B.	Operator II				
(190) Radcliff, Max	Lead Operator				
(191) Raines, Craig A.	Operator II				
(192) Remigio, Roberto V.	Field Technician I	0824	Nov-07	17,577	
(193) Richardson, James P.	Field Technician I				
(194) Schneider, Keith C.	Operator II				
(195) Schwades, Charles G.	Area Manager				
(196) Shoffstall, David E.	Lead Operator				
(197) Shue, Mickey A.	Field Technician II	0312	Aug-02	15,818	
(198) Sillitoe, Kathy A.	Water Conservation Coordinator				
(199) Smith, Donald D.	Field Technician II				
(200) Straight, James L.	Operator I				
(201) Sudol, Corey	Operator II	0636	Jan-06	17,700	
(202) Swegheimer, James A.	Lead Operator	0740	Mar-07	16,424	
(203) Szczepkowski, Stephen A.	Lead Operator				
(204) Van Meter, Nathan Z.	Lead Operator				

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>
(205) Watkins, Cedric	Field Technician II			
(206) White, Ronald D.	Field Technician III			
(207) Wilson, Michael A.	Regional Manager			
(208) Worrell, David R.	Operator II			
(209) Wright, Thomas L.	Field Technician I			
(210)				
				\$392,649

<u>Sandalhaven</u>		(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>
(211) Sudduth, Donald E.	Vice President	0649	Jan-06	\$120
(212) Durham, Rick J.	Regional Vice President	0853	Nov-07	308
(213) Flynn, Patrick C.	Regional Director	0512	Feb-05	606
(214) Haws, Scotty L.	Safety and Compliance Manager	0729	Dec-06	198
(215) Alberigi, David J.	Field Technician I	0807	Jul-07	
(216) Anderson, Daniel S.	Lead Operator	0901	Dec-08	
(217) Austin, Arthur C.	Field Technician II	0514	Feb-05	
(218) Bailey, Alan R.	Operator II	0220	May-02	
(219) Boersma, David A.	Operator I	0454	Jun-04	
(220) Brown, Donna R.	Field Technician I	0812	Jul-07	
(221) Buono, Robert A.	Lead Operator	0831	Oct-07	
(222) Callahan, Robert L.	Field Technician I	0726	Dec-06	
(223) Cardinal, Anthony A.	Operator I	0657	May-06	
(224) Carver, Nathaniel Q.	Project Manager	0659	Jul-06	
(225) Chard, Ronald	Cross Connection Specialist	0803	Aug-07	1,081
(226) Cook, James H.	Lead Operator	0453	Jun-04	
(227) Cooper, Robert K.	Field Technician III	0431	Mar-04	
(228) Ebert, Harold	Field Technician II	0109	May-01	
(229) Ebert, Shawn M.	Field Technician II	0455	Jun-04	
(230) Eubanks, Brian J.	Operator II	0827	Nov-07	
(231) Figueroa, Pedro L.	Lead Operator	0703	Sep-06	
(232) Finch, Allan	Operator II	0102	Oct-00	
(233) Finehirsh, Jeffrey S.	Operator I	0637	Jan-06	

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(a)	(b)	(c)
<u>Name</u>	<u>Position</u>	<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>
(234) Finigan, Michael A	Field Tech I	0429	Mar-04	
(235) Gentilucci, Domenic V	Area Manager	0864	Feb-08	
(236) Godwin, Patrick L.	Lead Operator	0638	Jan-06	19,634
(237) Gongre, Bryan K	Regional Manager	0818	Sep-07	
(238) Gongre, Jeremy R.	Field Tech I	0301	Aug-02	
(239) Gosnell, Scotty G.	Area Manager	0639	Jan-06	
(240) Grainger Jr, Leroy	Field Technician I	0610	Aug-05	
(241) Hamilton, Don L.	Operator II	0868	Feb-08	
(242) Hasty, Donald L.	Lead Operator	0739	Mar-07	
(243) Hermano, Rodel R	Field Tech I	0802	Aug-07	
(244) Hogue, Raymond H.	Operator II	0771	May-07	
(245) Hollister, Jimmie H.	Field Technician II	0612	Aug-05	
(246) Inclima, Luke John	Operator II	0461	Jul-04	
(247) Keys, Thomas E.	Lead Operator	9834	Aug-98	
(248) Lorenzo, Alexander	Operator II	0014	Jan-00	
(249) Marinelli, John A.	Area Manager	0509	Feb-05	
(250) McPhee, Allson S.	Lead Operator	0448	Jun-04	
(251) Morrell, Matthew J.	Field Technician II	0808	Jul-07	
(252) Neal, William L.	Area Manager	0825	Nov-07	
(253) Overton, Michael A.	Cross Connection Technician	0833	Nov-07	
(254) Owens, Brian S.	Field Tech I	0741	Feb-07	
(255) Parrish, Raymond A.	Operator II	0702	Oct-06	
(256) Peaden II, Mark A.	Field Tech I	0730	Dec-06	
(257) Pfouts, Steve L.	Lead Operator	0704	Sep-06	
(258) Phillips, Christopher	Field Technician I	0503	Dec-04	
(259) Powell, Trevor B.	Operator II	0823	Nov-07	
(260) Radcliff, Max	Lead Operator	0423	Mar-04	
(261) Raines, Craig A.	Operator II	0751	May-07	

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>		<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(1) Sudduth, Donald E.	Vice President		(\$19,833)	(\$20,246)	(\$20,659)	(\$21,072)
(2) Durham, Rick J.	Regional Vice President		(16,476)	(17,109)	(17,743)	(18,377)
(3) Flynn, Patrick C.	Regional Director		(43,724)	(44,465)	(45,206)	(45,947)
(4) Haws, Scotty L.	Safety and Compliance Manager		(15,086)	(15,493)	(15,901)	(16,309)
(5) Alberigi, David J.	Field Technician I		(8,462)	(8,745)	(9,027)	(9,309)
(6) Anderson, Daniel S.	Lead Operator		(3,328)	(3,584)	(3,840)	(4,096)
(7) Austin, Arthur C.	Field Technician II		(15,589)	(15,854)	(16,118)	(16,382)
(8) Bailey, Alan R.	Operator II		(13,356)	(13,356)	(13,356)	(13,356)
(9) Boersma, David A.	Operator I		(18,017)	(18,286)	(18,554)	(18,823)
(10) Brown, Donna R.	Field Technician I		(8,478)	(8,761)	(9,043)	(9,326)
(11) Buono, Robert A.	Lead Operator		(7,293)	(7,563)	(7,833)	(8,103)
(12) Callahan, Robert L.	Field Technician I		(8,851)	(9,091)	(9,330)	(9,569)
(13) Cardinal, Anthony A.	Operator I		(12,203)	(12,480)	(12,758)	(13,035)
(14) Carver, Nathaniel Q.	Project Manager		(15,287)	(15,651)	(16,015)	(16,379)
(15) Chard, Ronald	Cross Connection Specialist		(7,235)	(7,484)	(7,734)	(7,983)
(16) Cook, James H.	Lead Operator		(21,549)	(21,871)	(22,193)	(22,514)
(17) Cooper, Robert K.	Field Technician III		(24,539)	(24,889)	(25,240)	(25,240)
(18) Ebert, Harold	Field Technician II		(19,067)	(19,067)	(19,067)	(19,067)
(19) Ebert, Shawn M.	Field Technician II		(18,040)	(18,309)	(18,578)	(18,848)
(20) Eubanks, Brian J.	Operator II		(6,347)	(6,591)	(6,836)	(7,080)
(21) Figueroa, Pedro L.	Lead Operator		(9,647)	(9,888)	(10,129)	(10,370)
(22) Finch, Allan	Operator II		(15,517)	(15,517)	(15,517)	(15,517)
(23) Finehirsh, Jeffrey S.	Operator I		(12,924)	(13,193)	(13,463)	(13,732)
(24) Finigan, Michael A	Field Tech I		(17,727)	(17,980)	(18,233)	(18,233)
(25) Gentilucci, Domenic V	Area Manager		(7,147)	(7,457)	(7,768)	(8,079)
(26) Godwin, Patrick L.	Lead Operator		(13,089)	(13,362)	(13,635)	(13,907)
(27) Gongre, Bryan K	Regional Manager		(11,364)	(11,769)	(12,175)	(12,581)
(28) Gongre, Jeremy R.	Field Tech I		(19,053)	(19,053)	(19,053)	(19,053)
(29) Gosnell, Scotty G.	Area Manager		(17,235)	(17,594)	(17,953)	(18,312)
(30) Grainger Jr, Leroy	Field Technician I		(13,752)	(14,011)	(14,271)	(14,530)
(31) Hamilton, Don L.	Operator II		(925)	(966)	(1,006)	(1,046)
(32) Hasty, Donald L.	Lead Operator		(8,039)	(8,275)	(8,512)	(8,748)
(33) Hermano, Rodel R	Field Tech I		(7,235)	(7,484)	(7,734)	(7,983)
(34) Hogue, Raymond H.	Operator II		(6,984)	(7,210)	(7,435)	(7,660)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>		<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(35) Hollister, Jimmie H.	Field Technician II		(12,125)	(12,354)	(12,583)	(12,811)
(36) Inclima, Luke John	Operator II		(15,397)	(15,630)	(15,863)	(16,097)
(37) Keys, Thomas E.	Lead Operator		(16,144)	(16,144)	(16,144)	(16,144)
(38) Lorenzo, Alexander	Operator II		(15,363)	(15,363)	(15,363)	(15,363)
(39) Marinelli, John A.	Area Manager		(24,151)	(24,561)	(24,970)	(25,379)
(40) McPhee, Allson S.	Lead Operator		(17,413)	(17,673)	(17,933)	(18,193)
(41) Morrell, Matthew J.	Field Technician II		(8,478)	(8,761)	(9,043)	(9,326)
(42) Neal, William L.	Area Manager		(8,085)	(8,396)	(8,707)	(9,018)
(43) Overton, Michael A.	Cross Connection Technician		(7,314)	(7,595)	(7,876)	(8,158)
(44) Owens, Brian S.	Field Tech I		(8,122)	(8,354)	(8,586)	(8,818)
(45) Parrish, Raymond A.	Operator II		(9,501)	(9,744)	(9,988)	(10,231)
(46) Peaden II, Mark A.	Field Tech I		(8,481)	(8,711)	(8,940)	(9,169)
(47) Pfouts, Steve L.	Lead Operator		(9,744)	(9,988)	(10,231)	(10,475)
(48) Phillips, Christopher	Field Technician I		(14,733)	(14,974)	(15,216)	(15,457)
(49) Powell, Trevor B.	Operator II		(6,347)	(6,591)	(6,836)	(7,080)
(50) Radcliff, Max	Lead Operator		(18,529)	(18,794)	(19,058)	(19,058)
(51) Raines, Craig A.	Operator II		(6,984)	(7,210)	(7,435)	(7,660)
(52) Remigio, Roberto V.	Field Technician I		(6,347)	(6,591)	(6,836)	(7,080)
(53) Richardson, James P.	Field Technician I		(14,353)	(14,605)	(14,857)	(15,109)
(54) Schneider, Keith C.	Operator II		(8,324)	(8,509)	(8,694)	(8,879)
(55) Schwades, Charles G.	Area Manager		(14,179)	(14,501)	(14,823)	(15,145)
(56) Shoffstall, David E.	Lead Operator		(14,388)	(14,659)	(14,931)	(15,202)
(57) Shue, Mickey A.	Field Technician II		(19,053)	(19,053)	(19,053)	(19,053)
(58) Sillitoe, Kathy A.	Water Conservation Coordinator		(26,357)	(26,733)	(27,110)	(27,110)
(59) Smith, Donald D.	Field Technician II		(18,931)	(19,241)	(19,551)	(19,862)
(60) Straight, James L.	Operator I		(18,324)	(18,585)	(18,847)	(18,847)
(61) Sudol, Corey	Operator II		(11,800)	(12,046)	(12,292)	(12,538)
(62) Swegheimer, James A.	Lead Operator		(7,756)	(7,984)	(8,212)	(8,440)
(63) Szczepkowski, Stephen A.	Lead Operator		(10,218)	(10,473)	(10,729)	(10,984)
(64) Van Meter, Nathan Z.	Lead Operator		(15,358)	(15,358)	(15,358)	(15,358)
(65) Watkins, Cedric	Field Technician II		(7,518)	(7,808)	(8,097)	(8,386)
(66) White, Ronald D.	Field Technician III		(8,462)	(8,745)	(9,027)	(9,309)
(67) Wilson, Michael A.	Regional Manager		(14,755)	(15,153)	(15,552)	(15,951)
(68) Worrell, David R.	Operator II		(6,117)	(6,353)	(6,588)	(6,823)
(69) Wright, Thomas L.	Field Technician I		(9,449)	(9,704)	(9,960)	(10,215)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(d)	(e)	(f)	(g)	
(70)	<u>Name</u>	<u>Position</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
			<u>(\$901,996)</u>	<u>(\$919,598)</u>	<u>(\$937,199)</u>	<u>(\$953,294)</u>

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>		<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
<u>Eagle Ridge</u>			(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>		<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(71) Sudduth, Donald E.	Vice President		(\$187)	(\$191)	(\$195)	(\$199)
(72) Durham, Rick J.	Regional Vice President		(261)	(271)	(281)	(291)
(73) Flynn, Patrick C.	Regional Director		(1,163)	(1,183)	(1,202)	(1,222)
(74) Haws, Scotty L.	Safety and Compliance Manager		(239)	(245)	(252)	(258)
(75) Alberigi, David J.	Field Technician I					
(76) Anderson, Daniel S.	Lead Operator					
(77) Austin, Arthur C.	Field Technician II					
(78) Bailey, Alan R.	Operator II					
(79) Boersma, David A.	Operator I		(18,017)	(18,286)	(18,554)	(18,823)
(80) Brown, Donna R.	Field Technician I					
(81) Buono, Robert A.	Lead Operator					
(82) Callahan, Robert L.	Field Technician I					
(83) Cardinal, Anthony A.	Operator I					
(84) Carver, Nathaniel Q.	Project Manager					
(85) Chard, Ronald	Cross Connection Specialist		(1,020)	(1,055)	(1,090)	(1,125)
(86) Cook, James H.	Lead Operator					
(87) Cooper, Robert K.	Field Technician III					
(88) Ebert, Harold	Field Technician II					
(89) Ebert, Shawn M.	Field Technician II					
(90) Eubanks, Brian J.	Operator II					
(91) Figueroa, Pedro L.	Lead Operator					
(92) Finch, Allan	Operator II					
(93) Finehirsh, Jeffrey S.	Operator I					
(94) Finigan, Michael A.	Field Tech I					
(95) Gentilucci, Domenic V.	Area Manager					
(96) Godwin, Patrick L.	Lead Operator					
(97) Gongre, Bryan K.	Regional Manager					
(98) Gongre, Jeremy R.	Field Tech I					
(99) Gosnell, Scotty G.	Area Manager					

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(d)	(e)	(f)	(g)
	<u>Name</u>	<u>Position</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(100)	Grainger Jr, Leroy	Field Technician I				
(101)	Hamilton, Don L.	Operator II				
(102)	Hasty, Donald L.	Lead Operator				
(103)	Hermano, Rodel R	Field Tech I				
(104)	Hogue, Raymond H.	Operator II				
(105)	Hollister, Jimmie H.	Field Technician II				
(106)	Inclima, Luke John	Operator II				
(107)	Keys, Thomas E.	Lead Operator				
(108)	Lorenzo, Alexander	Operator II				
(109)	Marinelli, John A.	Area Manager				
(110)	McPhee, Allson S.	Lead Operator				
(111)	Morrell, Matthew J.	Field Technician II				
(112)	Neal, William L.	Area Manager				
(113)	Overton, Michael A.	Cross Connection Technician				
(114)	Owens, Brian S.	Field Tech I				
(115)	Parrish, Raymond A.	Operator II				
(116)	Peaden II, Mark A.	Field Tech I				
(117)	Pfouts, Steve L.	Lead Operator				
(118)	Phillips, Christopher	Field Technician I				
(119)	Powell, Trevor B.	Operator II				
(120)	Radcliff, Max	Lead Operator	(18,529)	(18,794)	(19,058)	(19,058)
(121)	Raines, Craig A.	Operator II				
(122)	Remigio, Roberto V.	Field Technician I				
(123)	Richardson, James P.	Field Technician I				
(124)	Schneider, Keith C.	Operator II				
(125)	Schwades, Charles G.	Area Manager				
(126)	Shoffstall, David E.	Lead Operator				
(127)	Shue, Mickey A.	Field Technician II				
(128)	Sillitoe, Kathy A.	Water Conservation Coordinator				
(129)	Smith, Donald D.	Field Technician II				
(130)	Straight, James L.	Operator I				
(131)	Sudol, Corey	Operator II				
(132)	Swegheimer, James A.	Lead Operator				
(133)	Szczepkowski, Stephen A.	Lead Operator				
(134)	Van Meter, Nathan Z.	Lead Operator				

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(d)	(e)	(f)	(g)
	<u>Name</u>	<u>Position</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(135)	Watkins, Cedric	Field Technician II				
(136)	White, Ronald D.	Field Technician III				
(137)	Wilson, Michael A.	Regional Manager	(1,991)	(2,045)	(2,098)	(2,152)
(138)	Worrell, David R.	Operator II				
(139)	Wright, Thomas L.	Field Technician I				
(140)						
			<u>(\$41,407)</u>	<u>(\$42,070)</u>	<u>(\$42,732)</u>	<u>(\$43,130)</u>

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
<u>Sanlando</u>		(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(141) Sudduth, Donald E.	Vice President	(\$1,579)	(\$1,611)	(\$1,644)	(\$1,677)
(142) Durham, Rick J.	Regional Vice President	(2,198)	(2,282)	(2,367)	(2,451)
(143) Flynn, Patrick C.	Regional Director	(9,792)	(9,958)	(10,124)	(10,290)
(144) Haws, Scotty L.	Safety and Compliance Manager	(2,012)	(2,067)	(2,121)	(2,175)
(145) Alberigi, David J.	Field Technician I				
(146) Anderson, Daniel S.	Lead Operator				
(147) Austin, Arthur C.	Field Technician II				
(148) Bailey, Alan R.	Operator II	(13,356)	(13,356)	(13,356)	(13,356)
(149) Boersma, David A.	Operator I				
(150) Brown, Donna R.	Field Technician I	(6,604)	(6,824)	(7,044)	(7,264)
(151) Buono, Robert A.	Lead Operator				
(152) Callahan, Robert L.	Field Technician I	(6,895)	(7,081)	(7,267)	(7,454)
(153) Cardinal, Anthony A.	Operator I				
(154) Carver, Nathaniel Q.	Project Manager	(10,589)	(10,841)	(11,093)	(11,346)
(155) Chard, Ronald	Cross Connection Specialist				
(156) Cook, James H.	Lead Operator				
(157) Cooper, Robert K.	Field Technician III	(19,113)	(19,387)	(19,660)	(19,660)
(158) Ebert, Harold	Field Technician II	(19,067)	(19,067)	(19,067)	(19,067)
(159) Ebert, Shawn M.	Field Technician II	(14,052)	(14,261)	(14,471)	(14,681)
(160) Eubanks, Brian J.	Operator II				
(161) Figueroa, Pedro L.	Lead Operator				
(162) Finch, Allan	Operator II	(15,517)	(15,517)	(15,517)	(15,517)
(163) Finehirsh, Jeffrey S.	Operator I				
(164) Finigan, Michael A.	Field Tech I	(13,808)	(14,005)	(14,202)	(14,202)
(165) Gentilucci, Domenic V	Area Manager				
(166) Godwin, Patrick L.	Lead Operator				
(167) Gongre, Bryan K.	Regional Manager	(5,610)	(5,810)	(6,010)	(6,211)
(168) Gongre, Jeremy R.	Field Tech I				
(169) Gosnell, Scotty G.	Area Manager	(13,424)	(13,704)	(13,984)	(14,263)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>		<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(170) Grainger Jr, Leroy	Field Technician I		(10,711)	(10,913)	(11,116)	(11,318)
(171) Hamilton, Don L.	Operator II					
(172) Hasty, Donald L.	Lead Operator		(6,540)	(6,733)	(6,925)	(7,117)
(173) Hermano, Rodel R	Field Tech I		(5,635)	(5,830)	(6,024)	(6,218)
(174) Hogue, Raymond H.	Operator II					
(175) Hollister, Jimmie H.	Field Technician II					
(176) Inclima, Luke John	Operator II					
(177) Keys, Thomas E.	Lead Operator		(16,144)	(16,144)	(16,144)	(16,144)
(178) Lorenzo, Alexander	Operator II		(15,363)	(15,363)	(15,363)	(15,363)
(179) Marinelli, John A.	Area Manager		(18,812)	(19,131)	(19,449)	(19,768)
(180) McPhee, Allson S.	Lead Operator					
(181) Morrell, Matthew J.	Field Technician II		(6,604)	(6,824)	(7,044)	(7,264)
(182) Neal, William L.	Area Manager					
(183) Overton, Michael A.	Cross Connection Technician		(3,331)	(3,459)	(3,587)	(3,715)
(184) Owens, Brian S.	Field Tech I					
(185) Parrish, Raymond A.	Operator II					
(186) Peaden II, Mark A.	Field Tech I					
(187) Pfouts, Steve L.	Lead Operator					
(188) Phillips, Christopher	Field Technician I					
(189) Powell, Trevor B.	Operator II					
(190) Radcliff, Max	Lead Operator					
(191) Raines, Craig A.	Operator II					
(192) Remigio, Roberto V.	Field Technician I		(6,347)	(6,591)	(6,836)	(7,080)
(193) Richardson, James P.	Field Technician I					
(194) Schneider, Keith C.	Operator II					
(195) Schwades, Charles G.	Area Manager					
(196) Shoffstall, David E.	Lead Operator					
(197) Shue, Mickey A.	Field Technician II		(15,818)	(15,818)	(15,818)	(15,818)
(198) Sillitoe, Kathy A.	Water Conservation Coordinator					
(199) Smith, Donald D.	Field Technician II					
(200) Straight, James L.	Operator I					
(201) Sudol, Corey	Operator II		(11,800)	(12,046)	(12,292)	(12,538)
(202) Swegheimer, James A.	Lead Operator		(7,756)	(7,984)	(8,212)	(8,440)
(203) Szczepkowski, Stephen A.	Lead Operator					
(204) Van Meter, Nathan Z.	Lead Operator					

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(205) Watkins, Cedric	Field Technician II				
(206) White, Ronald D.	Field Technician III				
(207) Wilson, Michael A.	Regional Manager				
(208) Worrell, David R.	Operator II				
(209) Wright, Thomas L.	Field Technician I				
(210)					
		<u>(\$278,476)</u>	<u>(\$282,606)</u>	<u>(\$286,736)</u>	<u>(\$290,396)</u>

<u>Sandalhaven</u>		(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(211) Sudduth, Donald E.	Vice President	(\$80)	(\$82)	(\$83)	(\$85)
(212) Durham, Rick J.	Regional Vice President	(111)	(116)	(120)	(124)
(213) Flynn, Patrick C.	Regional Director	(496)	(505)	(513)	(522)
(214) Haws, Scotty L.	Safety and Compliance Manager	(102)	(105)	(108)	(110)
(215) Alberigi, David J.	Field Technician I				
(216) Anderson, Daniel S.	Lead Operator				
(217) Austin, Arthur C.	Field Technician II				
(218) Bailey, Alan R.	Operator II				
(219) Boersma, David A.	Operator I				
(220) Brown, Donna R.	Field Technician I				
(221) Buono, Robert A.	Lead Operator				
(222) Callahan, Robert L.	Field Technician I				
(223) Cardinal, Anthony A.	Operator I				
(224) Carver, Nathaniel Q.	Project Manager				
(225) Chard, Ronald	Cross Connection Specialist	(435)	(450)	(465)	(480)
(226) Cook, James H.	Lead Operator				
(227) Cooper, Robert K.	Field Technician III				
(228) Ebert, Harold	Field Technician II				
(229) Ebert, Shawn M.	Field Technician II				
(230) Eubanks, Brian J.	Operator II				
(231) Figueroa, Pedro L.	Lead Operator				
(232) Finch, Allan	Operator II				
(233) Finehirsh, Jeffrey S.	Operator I				

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(d)	(e)	(f)	(g)
<u>Name</u>	<u>Position</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>
(234) Finigan, Michael A	Field Tech I				
(235) Gentilucci, Domenic V	Area Manager				
(236) Godwin, Patrick L.	Lead Operator	(13,089)	(13,362)	(13,635)	(13,907)
(237) Gongre, Bryan K	Regional Manager				
(238) Gongre, Jeremy R.	Field Tech I				
(239) Gosnell, Scotty G.	Area Manager				
(240) Grainger Jr, Leroy	Field Technician I				
(241) Hamilton, Don L.	Operator II				
(242) Hasty, Donald L.	Lead Operator				
(243) Hermano, Rodel R	Field Tech I				
(244) Hogue, Raymond H.	Operator II				
(245) Hollister, Jimmie H.	Field Technician II				
(246) Inclima, Luke John	Operator II				
(247) Keys, Thomas E.	Lead Operator				
(248) Lorenzo, Alexander	Operator II				
(249) Marinelli, John A.	Area Manager				
(250) McPhee, Allson S.	Lead Operator				
(251) Morrell, Matthew J.	Field Technician II				
(252) Neal, William L.	Area Manager				
(253) Overton, Michael A.	Cross Connection Technician				
(254) Owens, Brian S.	Field Tech I				
(255) Parrish, Raymond A.	Operator II				
(256) Peaden II, Mark A.	Field Tech I				
(257) Pfouts, Steve L.	Lead Operator				
(258) Phillips, Christopher	Field Technician I				
(259) Powell, Trevor B.	Operator II				
(260) Radcliff, Max	Lead Operator				
(261) Raines, Craig A.	Operator II				

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(h)	(i)	(j)	(k)
<u>Name</u>	<u>Position</u>		<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
			<u>Vehicle Accumulated Depreciation</u>			
(1) Sudduth, Donald E.	Vice President		(\$21,485)	(\$21,898)	(\$22,312)	(\$22,725)
(2) Durham, Rick J.	Regional Vice President		(19,010)	(19,644)	(20,278)	(20,911)
(3) Flynn, Patrick C.	Regional Director		(46,688)	(47,429)	(48,170)	(48,911)
(4) Haws, Scotty L.	Safety and Compliance Manager		(16,716)	(17,124)	(17,532)	(17,940)
(5) Alberigi, David J.	Field Technician I		(9,591)	(9,873)	(10,155)	(10,437)
(6) Anderson, Daniel S.	Lead Operator		(4,352)	(4,608)	(4,865)	(5,121)
(7) Austin, Arthur C.	Field Technician II		(16,646)	(16,911)	(17,175)	(17,439)
(8) Bailey, Alan R.	Operator II		(13,356)	(13,356)	(13,356)	(13,356)
(9) Boersma, David A.	Operator I		(19,092)	(19,361)	(19,361)	(19,361)
(10) Brown, Donna R.	Field Technician I		(9,608)	(9,891)	(10,174)	(10,456)
(11) Buono, Robert A.	Lead Operator		(8,373)	(8,643)	(8,913)	(9,183)
(12) Callahan, Robert L.	Field Technician I		(9,808)	(10,048)	(10,287)	(10,526)
(13) Cardinal, Anthony A.	Operator I		(13,312)	(13,590)	(13,867)	(14,144)
(14) Carver, Nathaniel Q.	Project Manager		(16,743)	(17,107)	(17,471)	(17,835)
(15) Chard, Ronald	Cross Connection Specialist		(8,233)	(8,482)	(8,732)	(8,981)
(16) Cook, James H.	Lead Operator		(22,836)	(23,158)	(23,158)	(23,158)
(17) Cooper, Robert K.	Field Technician III		(25,240)	(25,240)	(25,240)	(25,240)
(18) Ebert, Harold	Field Technician II		(19,067)	(19,067)	(19,067)	(19,067)
(19) Ebert, Shawn M.	Field Technician II		(19,117)	(19,386)	(19,386)	(19,386)
(20) Eubanks, Brian J.	Operator II		(7,324)	(7,568)	(7,812)	(8,056)
(21) Figueroa, Pedro L.	Lead Operator		(10,611)	(10,852)	(11,094)	(11,335)
(22) Finch, Allan	Operator II		(15,517)	(15,517)	(15,517)	(15,517)
(23) Finehirsh, Jeffrey S.	Operator I		(14,001)	(14,270)	(14,540)	(14,809)
(24) Finigan, Michael A	Field Tech I		(18,233)	(18,233)	(18,233)	(18,233)
(25) Gentilucci, Domenic V	Area Manager		(8,390)	(8,700)	(9,011)	(9,322)
(26) Godwin, Patrick L.	Lead Operator		(14,180)	(14,453)	(14,726)	(14,998)
(27) Gongre, Bryan K	Regional Manager		(12,987)	(13,393)	(13,799)	(14,204)
(28) Gongre, Jeremy R.	Field Tech I		(19,053)	(19,053)	(19,053)	(19,053)
(29) Gosnell, Scotty G.	Area Manager		(18,671)	(19,030)	(19,389)	(19,748)
(30) Grainger Jr, Leroy	Field Technician I		(14,789)	(15,049)	(15,308)	(15,568)
(31) Hamilton, Don L.	Operator II		(1,086)	(1,127)	(1,167)	(1,207)
(32) Hasty, Donald L.	Lead Operator		(8,985)	(9,221)	(9,458)	(9,694)
(33) Hermano, Rodel R	Field Tech I		(8,233)	(8,482)	(8,732)	(8,981)
(34) Hogue, Raymond H.	Operator II		(7,886)	(8,111)	(8,336)	(8,562)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(h)	(i)	(j)	(k)
<u>Name</u>	<u>Position</u>		<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
			<u>Vehicle Accumulated Depreciation</u>			
(35) Hollister, Jimmie H.	Field Technician II		(13,040)	(13,269)	(13,498)	(13,726)
(36) Inclima, Luke John	Operator II		(16,330)	(16,563)	(16,797)	(16,797)
(37) Keys, Thomas E.	Lead Operator		(16,144)	(16,144)	(16,144)	(16,144)
(38) Lorenzo, Alexander	Operator II		(15,363)	(15,363)	(15,363)	(15,363)
(39) Marinelli, John A.	Area Manager		(25,789)	(26,198)	(26,607)	(27,017)
(40) McPhee, Allson S.	Lead Operator		(18,453)	(18,713)	(18,713)	(18,713)
(41) Morrell, Matthew J.	Field Technician II		(9,608)	(9,891)	(10,174)	(10,456)
(42) Neal, William L.	Area Manager		(9,328)	(9,639)	(9,950)	(10,261)
(43) Overton, Michael A.	Cross Connection Technician		(8,439)	(8,720)	(9,001)	(9,283)
(44) Owens, Brian S.	Field Tech I		(9,050)	(9,282)	(9,514)	(9,746)
(45) Parrish, Raymond A.	Operator II		(10,475)	(10,719)	(10,962)	(11,206)
(46) Peaden II, Mark A.	Field Tech I		(9,398)	(9,627)	(9,857)	(10,086)
(47) Pfouts, Steve L.	Lead Operator		(10,719)	(10,962)	(11,206)	(11,450)
(48) Phillips, Christopher	Field Technician I		(15,699)	(15,940)	(16,182)	(16,423)
(49) Powell, Trevor B.	Operator II		(7,324)	(7,568)	(7,812)	(8,056)
(50) Radcliff, Max	Lead Operator		(19,058)	(19,058)	(19,058)	(19,058)
(51) Raines, Craig A.	Operator II		(7,886)	(8,111)	(8,336)	(8,562)
(52) Remigio, Roberto V.	Field Technician I		(7,324)	(7,568)	(7,812)	(8,056)
(53) Richardson, James P.	Field Technician I		(15,361)	(15,613)	(15,864)	(16,116)
(54) Schneider, Keith C.	Operator II		(9,064)	(9,249)	(9,434)	(9,619)
(55) Schwades, Charles G.	Area Manager		(15,468)	(15,790)	(16,112)	(16,434)
(56) Shoffstall, David E.	Lead Operator		(15,474)	(15,745)	(16,017)	(16,288)
(57) Shue, Mickey A.	Field Technician II		(19,053)	(19,053)	(19,053)	(19,053)
(58) Sillitoe, Kathy A.	Water Conservation Coordinator		(27,110)	(27,110)	(27,110)	(27,110)
(59) Smith, Donald D.	Field Technician II		(20,172)	(20,482)	(20,793)	(21,103)
(60) Straight, James L.	Operator I		(18,847)	(18,847)	(18,847)	(18,847)
(61) Sudol, Corey	Operator II		(12,783)	(13,029)	(13,275)	(13,521)
(62) Swegheimer, James A.	Lead Operator		(8,668)	(8,896)	(9,125)	(9,353)
(63) Szczepkowski, Stephen A.	Lead Operator		(11,240)	(11,495)	(11,751)	(12,006)
(64) Van Meter, Nathan Z.	Lead Operator		(15,358)	(15,358)	(15,358)	(15,358)
(65) Watkins, Cedric	Field Technician II		(8,675)	(8,964)	(9,254)	(9,543)
(66) White, Ronald D.	Field Technician III		(9,591)	(9,873)	(10,155)	(10,437)
(67) Wilson, Michael A.	Regional Manager		(16,350)	(16,748)	(17,147)	(17,546)
(68) Worrell, David R.	Operator II		(7,059)	(7,294)	(7,529)	(7,764)
(69) Wright, Thomas L.	Field Technician I		(10,470)	(10,726)	(10,981)	(11,236)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

Totals	<u>Name</u>	<u>Position</u>	(h)	(i)	(j)	(k)
			<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
(70)			(\$969,389)	(\$985,484)	(\$1,000,459)	(\$1,015,201)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

Totals			(h)	(i)	(j)	(k)
<u>Name</u>	<u>Position</u>		<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
			<u>Vehicle Accumulated Depreciation</u>			
(71)	Sudduth, Donald E.	Vice President	(\$203)	(\$207)	(\$211)	(\$215)
(72)	Durham, Rick J.	Regional Vice President	(301)	(311)	(321)	(331)
(73)	Flynn, Patrick C.	Regional Director	(1,242)	(1,262)	(1,281)	(1,301)
(74)	Haws, Scotty L.	Safety and Compliance Manager	(265)	(271)	(278)	(284)
(75)	Alberigi, David J.	Field Technician I				
(76)	Anderson, Daniel S.	Lead Operator				
(77)	Austin, Arthur C.	Field Technician II				
(78)	Bailey, Alan R.	Operator II				
(79)	Boersma, David A.	Operator I	(19,092)	(19,361)	(19,361)	(19,361)
(80)	Brown, Donna R.	Field Technician I				
(81)	Buono, Robert A.	Lead Operator				
(82)	Callahan, Robert L.	Field Technician I				
(83)	Cardinal, Anthony A.	Operator I				
(84)	Carver, Nathaniel Q.	Project Manager				
(85)	Chard, Ronald	Cross Connection Specialist	(1,161)	(1,196)	(1,231)	(1,266)
(86)	Cook, James H.	Lead Operator				
(87)	Cooper, Robert K.	Field Technician III				
(88)	Ebert, Harold	Field Technician II				
(89)	Ebert, Shawn M.	Field Technician II				
(90)	Eubanks, Brian J.	Operator II				
(91)	Figuroa, Pedro L	Lead Operator				
(92)	Finch, Allan	Operator II				
(93)	Finehirsh, Jeffrey S.	Operator I				
(94)	Finigan, Michael A	Field Tech I				
(95)	Gentilucci, Domenic V	Area Manager				
(96)	Godwin, Patrick L.	Lead Operator				
(97)	Gongre, Bryan K	Regional Manager				
(98)	Gongre, Jeremy R.	Field Tech I				
(99)	Gosnell, Scotty G.	Area Manager				

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(h)	(i)	(j)	(k)
<u>Name</u>	<u>Position</u>		<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
			<u>Vehicle Accumulated Depreciation</u>			
(100) Grainger Jr, Leroy	Field Technician I					
(101) Hamilton, Don L.	Operator II					
(102) Hasty, Donald L.	Lead Operator					
(103) Hermano, Rodel R	Field Tech I					
(104) Hogue, Raymond H.	Operator II					
(105) Hollister, Jimmie H.	Field Technician II					
(106) Inclima, Luke John	Operator II					
(107) Keys, Thomas E.	Lead Operator					
(108) Lorenzo, Alexander	Operator II					
(109) Marinelli, John A.	Area Manager					
(110) McPhee, Allson S.	Lead Operator					
(111) Morrell, Matthew J.	Field Technician II					
(112) Neal, William L.	Area Manager					
(113) Overton, Michael A.	Cross Connection Technician					
(114) Owens, Brian S.	Field Tech I					
(115) Parrish, Raymond A.	Operator II					
(116) Peaden II, Mark A.	Field Tech I					
(117) Pfouts, Steve L.	Lead Operator					
(118) Phillips, Christopher	Field Technician I					
(119) Powell, Trevor B.	Operator II					
(120) Radcliff, Max	Lead Operator		(19,058)	(19,058)	(19,058)	(19,058)
(121) Raines, Craig A.	Operator II					
(122) Remigio, Roberto V.	Field Technician I					
(123) Richardson, James P.	Field Technician I					
(124) Schneider, Keith C.	Operator II					
(125) Schwades, Charles G.	Area Manager					
(126) Shoffstall, David E.	Lead Operator					
(127) Shue, Mickey A.	Field Technician II					
(128) Sillitoe, Kathy A.	Water Conservation Coordinator					
(129) Smith, Donald D.	Field Technician II					
(130) Straight, James L.	Operator I					
(131) Sudol, Corey	Operator II					
(132) Swegheimer, James A.	Lead Operator					
(133) Szczepkowski, Stephen A.	Lead Operator					
(134) Van Meter, Nathan Z.	Lead Operator					

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

Totals			(h)	(i)	(j)	(k)
	<u>Name</u>	<u>Position</u>	<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
			<u>Vehicle Accumulated Depreciation</u>			
(135)	Watkins, Cedric	Field Technician II				
(136)	White, Ronald D.	Field Technician III				
(137)	Wilson, Michael A.	Regional Manager	(2,206)	(2,260)	(2,314)	(2,367)
(138)	Worrell, David R.	Operator II				
(139)	Wright, Thomas L.	Field Technician I				
(140)						
			<u>(\$43,528)</u>	<u>(\$43,926)</u>	<u>(\$44,055)</u>	<u>(\$44,185)</u>

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(h)	(i)	(j)	(k)
<u>Name</u>	<u>Position</u>	<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
		<u>Vehicle Accumulated Depreciation</u>			
<u>Sanlando</u>		(h)	(i)	(j)	(k)
<u>Name</u>	<u>Position</u>	<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
(141) Sudduth, Donald E.	Vice President	(\$1,710)	(\$1,743)	(\$1,776)	(\$1,809)
(142) Durham, Rick J.	Regional Vice President	(2,536)	(2,620)	(2,705)	(2,789)
(143) Flynn, Patrick C.	Regional Director	(10,456)	(10,622)	(10,788)	(10,954)
(144) Haws, Scotty L.	Safety and Compliance Manager	(2,230)	(2,284)	(2,339)	(2,393)
(145) Alberigi, David J.	Field Technician I				
(146) Anderson, Daniel S.	Lead Operator				
(147) Austin, Arthur C.	Field Technician II				
(148) Bailey, Alan R.	Operator II	(13,356)	(13,356)	(13,356)	(13,356)
(149) Boersma, David A.	Operator I				
(150) Brown, Donna R.	Field Technician I	(7,484)	(7,704)	(7,924)	(8,144)
(151) Buono, Robert A.	Lead Operator				
(152) Callahan, Robert L.	Field Technician I	(7,640)	(7,826)	(8,013)	(8,199)
(153) Cardinal, Anthony A.	Operator I				
(154) Carver, Nathaniel Q.	Project Manager	(11,598)	(11,850)	(12,102)	(12,354)
(155) Chard, Ronald	Cross Connection Specialist				
(156) Cook, James H.	Lead Operator				
(157) Cooper, Robert K.	Field Technician III	(19,660)	(19,660)	(19,660)	(19,660)
(158) Ebert, Harold	Field Technician II	(19,067)	(19,067)	(19,067)	(19,067)
(159) Ebert, Shawn M.	Field Technician II	(14,890)	(15,100)	(15,100)	(15,100)
(160) Eubanks, Brian J.	Operator II				
(161) Figueroa, Pedro L.	Lead Operator				
(162) Finch, Allan	Operator II	(15,517)	(15,517)	(15,517)	(15,517)
(163) Finehirsh, Jeffrey S.	Operator I				
(164) Finigan, Michael A.	Field Tech I	(14,202)	(14,202)	(14,202)	(14,202)
(165) Gentilucci, Domenic V	Area Manager				
(166) Godwin, Patrick L.	Lead Operator				
(167) Gongre, Bryan K.	Regional Manager	(6,411)	(6,611)	(6,812)	(7,012)
(168) Gongre, Jeremy R.	Field Tech I				
(169) Gosnell, Scotty G.	Area Manager	(14,543)	(14,823)	(15,103)	(15,382)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(h)	(i)	(j)	(k)
<u>Name</u>	<u>Position</u>		<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
			<u>Vehicle Accumulated Depreciation</u>			
(170) Grainger Jr, Leroy	Field Technician I		(11,520)	(11,722)	(11,924)	(12,126)
(171) Hamilton, Don L.	Operator II					
(172) Hasty, Donald L.	Lead Operator		(7,310)	(7,502)	(7,694)	(7,887)
(173) Hermano, Rodel R	Field Tech I		(6,413)	(6,607)	(6,801)	(6,996)
(174) Hogue, Raymond H.	Operator II					
(175) Hollister, Jimmie H.	Field Technician II					
(176) Inclima, Luke John	Operator II					
(177) Keys, Thomas E.	Lead Operator		(16,144)	(16,144)	(16,144)	(16,144)
(178) Lorenzo, Alexander	Operator II		(15,363)	(15,363)	(15,363)	(15,363)
(179) Marinelli, John A.	Area Manager		(20,087)	(20,406)	(20,725)	(21,044)
(180) McPhee, Allson S.	Lead Operator					
(181) Morrell, Matthew J.	Field Technician II		(7,484)	(7,704)	(7,924)	(8,144)
(182) Neal, William L.	Area Manager					
(183) Overton, Michael A.	Cross Connection Technician		(3,844)	(3,972)	(4,100)	(4,228)
(184) Owens, Brian S.	Field Tech I					
(185) Parrish, Raymond A.	Operator II					
(186) Peaden II, Mark A.	Field Tech I					
(187) Pfouts, Steve L.	Lead Operator					
(188) Phillips, Christopher	Field Technician I					
(189) Powell, Trevor B.	Operator II					
(190) Radcliff, Max	Lead Operator					
(191) Raines, Craig A.	Operator II					
(192) Remigio, Roberto V.	Field Technician I		(7,324)	(7,568)	(7,812)	(8,056)
(193) Richardson, James P.	Field Technician I					
(194) Schneider, Keith C.	Operator II					
(195) Schwades, Charles G.	Area Manager					
(196) Shoffstall, David E.	Lead Operator					
(197) Shue, Mickey A.	Field Technician II		(15,818)	(15,818)	(15,818)	(15,818)
(198) Sillitoe, Kathy A.	Water Conservation Coordinator					
(199) Smith, Donald D.	Field Technician II					
(200) Straight, James L.	Operator I					
(201) Sudol, Corey	Operator II		(12,783)	(13,029)	(13,275)	(13,521)
(202) Swegheimer, James A.	Lead Operator		(8,668)	(8,896)	(9,125)	(9,353)
(203) Szczepkowski, Stephen A.	Lead Operator					
(204) Van Meter, Nathan Z.	Lead Operator					

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

Totals			(h)	(i)	(j)	(k)
			Vehicle Accumulated Depreciation			
<u>Name</u>	<u>Position</u>		<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
(205) Watkins, Cedric	Field Technician II					
(206) White, Ronald D.	Field Technician III					
(207) Wilson, Michael A.	Regional Manager					
(208) Worrell, David R.	Operator II					
(209) Wright, Thomas L.	Field Technician I					
(210)						
			(\$294,057)	(\$297,717)	(\$301,167)	(\$304,617)

Sandalhaven			(h)	(i)	(j)	(k)
			Vehicle Accumulated Depreciation			
<u>Name</u>	<u>Position</u>		<u>Apr-10</u>	<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
(211) Sudduth, Donald E.	Vice President		(\$87)	(\$88)	(\$90)	(\$92)
(212) Durham, Rick J.	Regional Vice President		(129)	(133)	(137)	(141)
(213) Flynn, Patrick C.	Regional Director		(530)	(538)	(547)	(555)
(214) Haws, Scotty L.	Safety and Compliance Manager		(113)	(116)	(119)	(121)
(215) Alberigi, David J.	Field Technician I					
(216) Anderson, Daniel S.	Lead Operator					
(217) Austin, Arthur C.	Field Technician II					
(218) Bailey, Alan R.	Operator II					
(219) Boersma, David A.	Operator I					
(220) Brown, Donna R.	Field Technician I					
(221) Buono, Robert A.	Lead Operator					
(222) Callahan, Robert L.	Field Technician I					
(223) Cardinal, Anthony A.	Operator I					
(224) Carver, Nathaniel Q.	Project Manager					
(225) Chard, Ronald	Cross Connection Specialist		(495)	(510)	(525)	(540)
(226) Cook, James H.	Lead Operator					
(227) Cooper, Robert K.	Field Technician III					
(228) Ebert, Harold	Field Technician II					
(229) Ebert, Shawn M.	Field Technician II					
(230) Eubanks, Brian J.	Operator II					
(231) Figueroa, Pedro L.	Lead Operator					
(232) Finch, Allan	Operator II					
(233) Finehirsh, Jeffrey S.	Operator I					

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(h)	(i)	(j)	(k)
<u>Name</u>	<u>Position</u>	<u>Apr-10</u>	<u>Vehicle Accumulated Depreciation</u>		
			<u>May-10</u>	<u>Jun-10</u>	<u>Jul-10</u>
(234) Finigan, Michael A	Field Tech I				
(235) Gentilucci, Domenic V	Area Manager				
(236) Godwin, Patrick L.	Lead Operator	(14,180)	(14,453)	(14,726)	(14,998)
(237) Gongre, Bryan K	Regional Manager				
(238) Gongre, Jeremy R.	Field Tech I				
(239) Gosnell, Scotty G.	Area Manager				
(240) Grainger Jr, Leroy	Field Technician I				
(241) Hamilton, Don L.	Operator II				
(242) Hasty, Donald L.	Lead Operator				
(243) Hermano, Rodel R	Field Tech I				
(244) Hogue, Raymond H.	Operator II				
(245) Hollister, Jimmie H.	Field Technician II				
(246) Inclima, Luke John	Operator II				
(247) Keys, Thomas E.	Lead Operator				
(248) Lorenzo, Alexander	Operator II				
(249) Marinelli, John A.	Area Manager				
(250) McPhee, Allson S.	Lead Operator				
(251) Morrell, Matthew J.	Field Technician II				
(252) Neal, William L.	Area Manager				
(253) Overton, Michael A.	Cross Connection Technician				
(254) Owens, Brian S.	Field Tech I				
(255) Parrish, Raymond A.	Operator II				
(256) Peaden II, Mark A.	Field Tech I				
(257) Pfouts, Steve L.	Lead Operator				
(258) Phillips, Christopher	Field Technician I				
(259) Powell, Trevor B.	Operator II				
(260) Radcliff, Max	Lead Operator				
(261) Raines, Craig A.	Operator II				

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(l)	(m)	(n)	(o)
<u>Name</u>	<u>Position</u>		<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
(1) Sudduth, Donald E.	Vice President		(\$23,138)	(\$23,551)	(\$23,964)	(\$24,378)
(2) Durham, Rick J.	Regional Vice President		(21,545)	(22,179)	(22,812)	(23,446)
(3) Flynn, Patrick C.	Regional Director		(49,653)	(50,394)	(51,135)	(51,876)
(4) Haws, Scotty L.	Safety and Compliance Manager		(18,347)	(18,755)	(19,163)	(19,570)
(5) Alberigi, David J.	Field Technician I		(10,719)	(11,001)	(11,283)	(11,565)
(6) Anderson, Daniel S.	Lead Operator		(5,377)	(5,633)	(5,889)	(6,145)
(7) Austin, Arthur C.	Field Technician II		(17,703)	(17,968)	(18,232)	(18,496)
(8) Bailey, Alan R.	Operator II		(13,356)	(13,356)	(13,356)	(13,356)
(9) Boersma, David A.	Operator I		(19,361)	(19,361)	(19,361)	(19,361)
(10) Brown, Donna R.	Field Technician I		(10,739)	(11,021)	(11,304)	(11,586)
(11) Buono, Robert A.	Lead Operator		(9,453)	(9,723)	(9,993)	(10,264)
(12) Callahan, Robert L.	Field Technician I		(10,765)	(11,004)	(11,244)	(11,483)
(13) Cardinal, Anthony A.	Operator I		(14,422)	(14,699)	(14,976)	(15,254)
(14) Carver, Nathaniel Q.	Project Manager		(18,199)	(18,563)	(18,927)	(19,291)
(15) Chard, Ronald	Cross Connection Specialist		(9,231)	(9,480)	(9,730)	(9,979)
(16) Cook, James H.	Lead Operator		(23,158)	(23,158)	(23,158)	(23,158)
(17) Cooper, Robert K.	Field Technician III		(25,240)	(25,240)	(25,240)	(25,240)
(18) Ebert, Harold	Field Technician II		(19,067)	(19,067)	(19,067)	(19,067)
(19) Ebert, Shawn M.	Field Technician II		(19,386)	(19,386)	(19,386)	(19,386)
(20) Eubanks, Brian J.	Operator II		(8,300)	(8,544)	(8,789)	(9,033)
(21) Figueroa, Pedro L.	Lead Operator		(11,576)	(11,817)	(12,058)	(12,299)
(22) Finch, Allan	Operator II		(15,517)	(15,517)	(15,517)	(15,517)
(23) Finehirsh, Jeffrey S.	Operator I		(15,078)	(15,347)	(15,617)	(15,886)
(24) Finigan, Michael A	Field Tech I		(18,233)	(18,233)	(18,233)	(18,233)
(25) Gentilucci, Domenic V	Area Manager		(9,632)	(9,943)	(10,254)	(10,565)
(26) Godwin, Patrick L.	Lead Operator		(15,271)	(15,544)	(15,816)	(16,089)
(27) Gongre, Bryan K	Regional Manager		(14,610)	(15,016)	(15,422)	(15,828)
(28) Gongre, Jeremy R.	Field Tech I		(19,053)	(19,053)	(19,053)	(19,053)
(29) Gosnell, Scotty G.	Area Manager		(20,107)	(20,466)	(20,825)	(21,184)
(30) Grainger Jr, Leroy	Field Technician I		(15,827)	(16,087)	(16,346)	(16,606)
(31) Hamilton, Don L.	Operator II		(1,247)	(1,288)	(1,328)	(1,368)
(32) Hasty, Donald L.	Lead Operator		(9,931)	(10,167)	(10,403)	(10,640)
(33) Hermano, Rodel R	Field Tech I		(9,231)	(9,480)	(9,730)	(9,979)
(34) Hogue, Raymond H.	Operator II		(8,787)	(9,012)	(9,238)	(9,463)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(l)	(m)	(n)	(o)
<u>Name</u>	<u>Position</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>	
(35) Hollister, Jimmie H.	Field Technician II	(13,955)	(14,184)	(14,413)	(14,642)	
(36) Inclima, Luke John	Operator II	(16,797)	(16,797)	(16,797)	(16,797)	
(37) Keys, Thomas E.	Lead Operator	(16,144)	(16,144)	(16,144)	(16,144)	
(38) Lorenzo, Alexander	Operator II	(15,363)	(15,363)	(15,363)	(15,363)	
(39) Marinelli, John A.	Area Manager	(27,426)	(27,835)	(28,245)	(28,654)	
(40) McPhee, Allson S.	Lead Operator	(18,713)	(18,713)	(18,713)	(18,713)	
(41) Morrell, Matthew J.	Field Technician II	(10,739)	(11,021)	(11,304)	(11,586)	
(42) Neal, William L.	Area Manager	(10,572)	(10,883)	(11,194)	(11,505)	
(43) Overton, Michael A.	Cross Connection Technician	(9,564)	(9,845)	(10,127)	(10,408)	
(44) Owens, Brian S.	Field Tech I	(9,978)	(10,210)	(10,442)	(10,674)	
(45) Parrish, Raymond A.	Operator II	(11,450)	(11,693)	(11,937)	(12,180)	
(46) Peaden II, Mark A.	Field Tech I	(10,315)	(10,544)	(10,774)	(11,003)	
(47) Pfouts, Steve L.	Lead Operator	(11,693)	(11,937)	(12,180)	(12,424)	
(48) Phillips, Christopher	Field Technician I	(16,665)	(16,906)	(17,148)	(17,389)	
(49) Powell, Trevor B.	Operator II	(8,300)	(8,544)	(8,789)	(9,033)	
(50) Radcliff, Max	Lead Operator	(19,058)	(19,058)	(19,058)	(19,058)	
(51) Raines, Craig A.	Operator II	(8,787)	(9,012)	(9,238)	(9,463)	
(52) Remigio, Roberto V.	Field Technician I	(8,300)	(8,544)	(8,789)	(9,033)	
(53) Richardson, James P.	Field Technician I	(16,368)	(16,620)	(16,872)	(17,123)	
(54) Schneider, Keith C.	Operator II	(9,804)	(9,989)	(10,174)	(10,359)	
(55) Schwades, Charles G.	Area Manager	(16,757)	(17,079)	(17,401)	(17,723)	
(56) Shoffstall, David E.	Lead Operator	(16,560)	(16,831)	(17,103)	(17,374)	
(57) Shue, Mickey A.	Field Technician II	(19,053)	(19,053)	(19,053)	(19,053)	
(58) Sillitoe, Kathy A.	Water Conservation Coordinator	(27,110)	(27,110)	(27,110)	(27,110)	
(59) Smith, Donald D.	Field Technician II	(21,413)	(21,724)	(22,034)	(22,344)	
(60) Straight, James L.	Operator I	(18,847)	(18,847)	(18,847)	(18,847)	
(61) Sudol, Corey	Operator II	(13,767)	(14,013)	(14,258)	(14,504)	
(62) Swegheimer, James A.	Lead Operator	(9,581)	(9,809)	(10,037)	(10,265)	
(63) Szczepkowski, Stephen A.	Lead Operator	(12,262)	(12,517)	(12,772)	(13,028)	
(64) Van Meter, Nathan Z.	Lead Operator	(15,358)	(15,358)	(15,358)	(15,358)	
(65) Watkins, Cedric	Field Technician II	(9,832)	(10,121)	(10,410)	(10,699)	
(66) White, Ronald D.	Field Technician III	(10,719)	(11,001)	(11,283)	(11,565)	
(67) Wilson, Michael A.	Regional Manager	(17,945)	(18,343)	(18,742)	(19,141)	
(68) Worrell, David R.	Operator II	(8,000)	(8,235)	(8,470)	(8,706)	
(69) Wright, Thomas L.	Field Technician I	(11,492)	(11,747)	(12,003)	(12,258)	

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

Totals		(l)	(m)	(n)	(o)	
	<u>Name</u>	<u>Position</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
(70)			(\$1,029,943)	(\$1,044,685)	(\$1,059,427)	(\$1,074,169)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(l)	(m)	(n)	(o)
<u>Name</u>	<u>Position</u>		<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
<u>Eagle Ridge</u>			(l)	(m)	(n)	(o)
<u>Name</u>	<u>Position</u>		<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
(71) Sudduth, Donald E.	Vice President		(\$219)	(\$223)	(\$227)	(\$230)
(72) Durham, Rick J.	Regional Vice President		(341)	(351)	(361)	(371)
(73) Flynn, Patrick C.	Regional Director		(1,321)	(1,340)	(1,360)	(1,380)
(74) Haws, Scotty L.	Safety and Compliance Manager		(291)	(297)	(304)	(310)
(75) Alberigi, David J.	Field Technician I					
(76) Anderson, Daniel S.	Lead Operator					
(77) Austin, Arthur C.	Field Technician II					
(78) Bailey, Alan R.	Operator II					
(79) Boersma, David A.	Operator I		(19,361)	(19,361)	(19,361)	(19,361)
(80) Brown, Donna R.	Field Technician I					
(81) Buono, Robert A.	Lead Operator					
(82) Callahan, Robert L.	Field Technician I					
(83) Cardinal, Anthony A.	Operator I					
(84) Carver, Nathaniel Q.	Project Manager					
(85) Chard, Ronald	Cross Connection Specialist		(1,301)	(1,336)	(1,372)	(1,407)
(86) Cook, James H.	Lead Operator					
(87) Cooper, Robert K.	Field Technician III					
(88) Ebert, Harold	Field Technician II					
(89) Ebert, Shawn M.	Field Technician II					
(90) Eubanks, Brian J.	Operator II					
(91) Figueroa, Pedro L	Lead Operator					
(92) Finch, Allan	Operator II					
(93) Finehirsh, Jeffrey S.	Operator I					
(94) Finigan, Michael A	Field Tech I					
(95) Gentilucci, Domenic V	Area Manager					
(96) Godwin, Patrick L.	Lead Operator					
(97) Gongre, Bryan K	Regional Manager					
(98) Gongre, Jeremy R.	Field Tech I					
(99) Gosnell, Scotty G.	Area Manager					

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(l)	(m)	(n)	(o)
<u>Name</u>	<u>Position</u>		<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
(100) Grainger Jr, Leroy	Field Technician I					
(101) Hamilton, Don L.	Operator II					
(102) Hasty, Donald L.	Lead Operator					
(103) Hermano, Rodel R	Field Tech I					
(104) Hogue, Raymond H.	Operator II					
(105) Hollister, Jimmie H.	Field Technician II					
(106) Inclima, Luke John	Operator II					
(107) Keys, Thomas E.	Lead Operator					
(108) Lorenzo, Alexander	Operator II					
(109) Marinelli, John A.	Area Manager					
(110) McPhee, Allson S.	Lead Operator					
(111) Morrell, Matthew J.	Field Technician II					
(112) Neal, William L.	Area Manager					
(113) Overton, Michael A.	Cross Connection Technician					
(114) Owens, Brian S.	Field Tech I					
(115) Parrish, Raymond A.	Operator II					
(116) Peaden II, Mark A.	Field Tech I					
(117) Pfouts, Steve L.	Lead Operator					
(118) Phillips, Christopher	Field Technician I					
(119) Powell, Trevor B.	Operator II					
(120) Radcliff, Max	Lead Operator		(19,058)	(19,058)	(19,058)	(19,058)
(121) Raines, Craig A.	Operator II					
(122) Remigio, Roberto V.	Field Technician I					
(123) Richardson, James P.	Field Technician I					
(124) Schneider, Keith C.	Operator II					
(125) Schwades, Charles G.	Area Manager					
(126) Shoffstall, David E.	Lead Operator					
(127) Shue, Mickey A.	Field Technician II					
(128) Sillitoe, Kathy A.	Water Conservation Coordinator					
(129) Smith, Donald D.	Field Technician II					
(130) Straight, James L.	Operator I					
(131) Sudol, Corey	Operator II					
(132) Swegheimer, James A.	Lead Operator					
(133) Szczepkowski, Stephen A.	Lead Operator					
(134) Van Meter, Nathan Z.	Lead Operator					

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(l)	(m)	(n)	(o)
	<u>Name</u>	<u>Position</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
(135)	Watkins, Cedric	Field Technician II				
(136)	White, Ronald D.	Field Technician III				
(137)	Wilson, Michael A.	Regional Manager	(2,421)	(2,475)	(2,529)	(2,583)
(138)	Worrell, David R.	Operator II				
(139)	Wright, Thomas L.	Field Technician I				
(140)						
			<u>(\$44,314)</u>	<u>(\$44,443)</u>	<u>(\$44,572)</u>	<u>(\$44,701)</u>

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(l)	(m)	(n)	(o)
<u>Name</u>	<u>Position</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
<u>Sanlando</u>		(l)	(m)	(n)	(o)
<u>Name</u>	<u>Position</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
(141) Sudduth, Donald E.	Vice President	(\$1,842)	(\$1,875)	(\$1,907)	(\$1,940)
(142) Durham, Rick J.	Regional Vice President	(2,874)	(2,959)	(3,043)	(3,128)
(143) Flynn, Patrick C.	Regional Director	(11,120)	(11,286)	(11,452)	(11,618)
(144) Haws, Scotty L.	Safety and Compliance Manager	(2,447)	(2,502)	(2,556)	(2,611)
(145) Alberigi, David J.	Field Technician I				
(146) Anderson, Daniel S.	Lead Operator				
(147) Austin, Arthur C.	Field Technician II				
(148) Bailey, Alan R.	Operator II	(13,356)	(13,356)	(13,356)	(13,356)
(149) Boersma, David A.	Operator I				
(150) Brown, Donna R.	Field Technician I	(8,365)	(8,585)	(8,805)	(9,025)
(151) Buono, Robert A.	Lead Operator				
(152) Callahan, Robert L.	Field Technician I	(8,385)	(8,572)	(8,758)	(8,944)
(153) Cardinal, Anthony A.	Operator I				
(154) Carver, Nathaniel Q.	Project Manager	(12,606)	(12,858)	(13,110)	(13,362)
(155) Chard, Ronald	Cross Connection Specialist				
(156) Cook, James H.	Lead Operator				
(157) Cooper, Robert K.	Field Technician III	(19,660)	(19,660)	(19,660)	(19,660)
(158) Ebert, Harold	Field Technician II	(19,067)	(19,067)	(19,067)	(19,067)
(159) Ebert, Shawn M.	Field Technician II	(15,100)	(15,100)	(15,100)	(15,100)
(160) Eubanks, Brian J.	Operator II				
(161) Figueroa, Pedro L	Lead Operator				
(162) Finch, Allan	Operator II	(15,517)	(15,517)	(15,517)	(15,517)
(163) Finehirsh, Jeffrey S.	Operator I				
(164) Finigan, Michael A	Field Tech I	(14,202)	(14,202)	(14,202)	(14,202)
(165) Gentilucci, Domenic V	Area Manager				
(166) Godwin, Patrick L.	Lead Operator				
(167) Gongre, Bryan K	Regional Manager	(7,213)	(7,413)	(7,613)	(7,814)
(168) Gongre, Jeremy R.	Field Tech I				
(169) Gosnell, Scotty G.	Area Manager	(15,662)	(15,942)	(16,221)	(16,501)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(l)	(m)	(n)	(o)
<u>Name</u>	<u>Position</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>	
(170) Grainger Jr, Leroy	Field Technician I	(12,328)	(12,530)	(12,732)	(12,934)	
(171) Hamilton, Don L.	Operator II					
(172) Hasty, Donald L.	Lead Operator	(8,079)	(8,271)	(8,464)	(8,656)	
(173) Hermano, Rodel R	Field Tech I	(7,190)	(7,384)	(7,579)	(7,773)	
(174) Hogue, Raymond H.	Operator II					
(175) Hollister, Jimmie H.	Field Technician II					
(176) Inclima, Luke John	Operator II					
(177) Keys, Thomas E.	Lead Operator	(16,144)	(16,144)	(16,144)	(16,144)	
(178) Lorenzo, Alexander	Operator II	(15,363)	(15,363)	(15,363)	(15,363)	
(179) Marinelli, John A.	Area Manager	(21,363)	(21,681)	(22,000)	(22,319)	
(180) McPhee, Allson S.	Lead Operator					
(181) Morrell, Matthew J.	Field Technician II	(8,365)	(8,585)	(8,805)	(9,025)	
(182) Neal, William L.	Area Manager					
(183) Overton, Michael A.	Cross Connection Technician	(4,356)	(4,484)	(4,612)	(4,740)	
(184) Owens, Brian S.	Field Tech I					
(185) Parrish, Raymond A.	Operator II					
(186) Peaden II, Mark A.	Field Tech I					
(187) Pfouts, Steve L.	Lead Operator					
(188) Phillips, Christopher	Field Technician I					
(189) Powell, Trevor B.	Operator II					
(190) Radcliff, Max	Lead Operator					
(191) Raines, Craig A.	Operator II					
(192) Remigio, Roberto V.	Field Technician I	(8,300)	(8,544)	(8,789)	(9,033)	
(193) Richardson, James P.	Field Technician I					
(194) Schneider, Keith C.	Operator II					
(195) Schwades, Charles G.	Area Manager					
(196) Shoffstall, David E.	Lead Operator					
(197) Shue, Mickey A.	Field Technician II	(15,818)	(15,818)	(15,818)	(15,818)	
(198) Sillitoe, Kathy A.	Water Conservation Coordinator					
(199) Smith, Donald D.	Field Technician II					
(200) Straight, James L.	Operator I					
(201) Sudol, Corey	Operator II	(13,767)	(14,013)	(14,258)	(14,504)	
(202) Swegheimer, James A.	Lead Operator	(9,581)	(9,809)	(10,037)	(10,265)	
(203) Szczepkowski, Stephen A.	Lead Operator					
(204) Van Meter, Nathan Z.	Lead Operator					

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(l)	(m)	(n)	(o)
	<u>Name</u>	<u>Position</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
(205)	Watkins, Cedric	Field Technician II				
(206)	White, Ronald D.	Field Technician III				
(207)	Wilson, Michael A.	Regional Manager				
(208)	Worrell, David R.	Operator II				
(209)	Wright, Thomas L.	Field Technician I				
(210)						
			<u>(\$308,067)</u>	<u>(\$311,518)</u>	<u>(\$314,968)</u>	<u>(\$318,418)</u>

<u>Sandalhaven</u>			(l)	(m)	(n)	(o)
	<u>Name</u>	<u>Position</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
(211)	Sudduth, Donald E.	Vice President	(\$93)	(\$95)	(\$97)	(\$98)
(212)	Durham, Rick J.	Regional Vice President	(146)	(150)	(154)	(159)
(213)	Flynn, Patrick C.	Regional Director	(564)	(572)	(580)	(589)
(214)	Haws, Scotty L.	Safety and Compliance Manager	(124)	(127)	(130)	(132)
(215)	Alberigi, David J.	Field Technician I				
(216)	Anderson, Daniel S.	Lead Operator				
(217)	Austin, Arthur C.	Field Technician II				
(218)	Bailey, Alan R.	Operator II				
(219)	Boersma, David A.	Operator I				
(220)	Brown, Donna R.	Field Technician I				
(221)	Buono, Robert A.	Lead Operator				
(222)	Callahan, Robert L.	Field Technician I				
(223)	Cardinal, Anthony A.	Operator I				
(224)	Carver, Nathaniel Q.	Project Manager				
(225)	Chard, Ronald	Cross Connection Specialist	(555)	(570)	(585)	(600)
(226)	Cook, James H.	Lead Operator				
(227)	Cooper, Robert K.	Field Technician III				
(228)	Ebert, Harold	Field Technician II				
(229)	Ebert, Shawn M.	Field Technician II				
(230)	Eubanks, Brian J.	Operator II				
(231)	Figueroa, Pedro L.	Lead Operator				
(232)	Finch, Allan	Operator II				
(233)	Finehirsh, Jeffrey S.	Operator I				

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>		(l)	(m)	(n)	(o)
<u>Name</u>	<u>Position</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>	<u>Nov-10</u>
(234) Finigan, Michael A	Field Tech I				
(235) Gentilucci, Domenic V	Area Manager				
(236) Godwin, Patrick L.	Lead Operator	(15,271)	(15,544)	(15,816)	(16,089)
(237) Gongre, Bryan K	Regional Manager				
(238) Gongre, Jeremy R.	Field Tech I				
(239) Gosnell, Scotty G.	Area Manager				
(240) Grainger Jr, Leroy	Field Technician I				
(241) Hamilton, Don L.	Operator II				
(242) Hasty, Donald L.	Lead Operator				
(243) Hermano, Rodel R	Field Tech I				
(244) Hogue, Raymond H.	Operator II				
(245) Hollister, Jimmie H.	Field Technician II				
(246) Inclima, Luke John	Operator II				
(247) Keys, Thomas E.	Lead Operator				
(248) Lorenzo, Alexander	Operator II				
(249) Marinelli, John A.	Area Manager				
(250) McPhee, Allson S.	Lead Operator				
(251) Morrell, Matthew J.	Field Technician II				
(252) Neal, William L.	Area Manager				
(253) Overton, Michael A.	Cross Connection Technician				
(254) Owens, Brian S.	Field Tech I				
(255) Parrish, Raymond A.	Operator II				
(256) Peaden II, Mark A.	Field Tech I				
(257) Pfouts, Steve L.	Lead Operator				
(258) Phillips, Christopher	Field Technician I				
(259) Powell, Trevor B.	Operator II				
(260) Radcliff, Max	Lead Operator				
(261) Raines, Craig A.	Operator II				

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(p)	(q)
	<u>Name</u>	<u>Position</u>	<u>Dec-10</u>	<u>13-Month Average</u>
(1)	Sudduth, Donald E.	Vice President	(\$24,791)	(\$22,312)
(2)	Durham, Rick J.	Regional Vice President	(24,080)	(20,278)
(3)	Flynn, Patrick C.	Regional Director	(52,617)	(48,170)
(4)	Haws, Scotty L.	Safety and Compliance Manager	(19,978)	(17,532)
(5)	Alberigi, David J.	Field Technician I	(11,847)	(10,155)
(6)	Anderson, Daniel S.	Lead Operator	(6,401)	(4,865)
(7)	Austin, Arthur C.	Field Technician II	(18,760)	(17,175)
(8)	Bailey, Alan R.	Operator II	(13,356)	(13,356)
(9)	Boersma, David A.	Operator I	(19,361)	(19,051)
(10)	Brown, Donna R.	Field Technician I	(11,869)	(10,174)
(11)	Buono, Robert A.	Lead Operator	(10,534)	(8,913)
(12)	Callahan, Robert L.	Field Technician I	(11,722)	(10,287)
(13)	Cardinal, Anthony A.	Operator I	(15,531)	(13,867)
(14)	Carver, Nathaniel Q.	Project Manager	(19,655)	(17,471)
(15)	Chard, Ronald	Cross Connection Specialist	(10,229)	(8,732)
(16)	Cook, James H.	Lead Operator	(23,158)	(22,786)
(17)	Cooper, Robert K.	Field Technician III	(25,240)	(25,159)
(18)	Ebert, Harold	Field Technician II	(19,067)	(19,067)
(19)	Ebert, Shawn M.	Field Technician II	(19,386)	(19,075)
(20)	Eubanks, Brian J.	Operator II	(9,277)	(7,812)
(21)	Figuroa, Pedro L.	Lead Operator	(12,541)	(11,094)
(22)	Finch, Allan	Operator II	(15,517)	(15,517)
(23)	Finehirsh, Jeffrey S.	Operator I	(16,155)	(14,540)
(24)	Finigan, Michael A	Field Tech I	(18,233)	(18,175)
(25)	Gentilucci, Domenic V	Area Manager	(10,875)	(9,011)
(26)	Godwin, Patrick L.	Lead Operator	(16,362)	(14,726)
(27)	Gongre, Bryan K	Regional Manager	(16,234)	(13,799)
(28)	Gongre, Jeremy R.	Field Tech I	(19,053)	(19,053)
(29)	Gosnell, Scotty G.	Area Manager	(21,544)	(19,389)
(30)	Grainger Jr, Leroy	Field Technician I	(16,865)	(15,308)
(31)	Hamilton, Don L.	Operator II	(1,408)	(1,167)
(32)	Hasty, Donald L.	Lead Operator	(10,876)	(9,458)
(33)	Hermano, Rodel R	Field Tech I	(10,229)	(8,732)
(34)	Hogue, Raymond H.	Operator II	(9,688)	(8,336)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(p)	(q)
<u>Name</u>	<u>Position</u>		<u>Dec-10</u>	<u>13-Month Average</u>
(35) Hollister, Jimmie H.	Field Technician II		(14,870)	(13,498)
(36) Inclima, Luke John	Operator II		(16,797)	(16,420)
(37) Keys, Thomas E.	Lead Operator		(16,144)	(16,144)
(38) Lorenzo, Alexander	Operator II		(15,363)	(15,363)
(39) Marinelli, John A.	Area Manager		(29,063)	(26,607)
(40) McPhee, Allson S.	Lead Operator		(18,713)	(18,413)
(41) Morrell, Matthew J.	Field Technician II		(11,869)	(10,174)
(42) Neal, William L.	Area Manager		(11,816)	(9,950)
(43) Overton, Michael A.	Cross Connection Technician		(10,689)	(9,001)
(44) Owens, Brian S.	Field Tech I		(10,906)	(9,514)
(45) Parrish, Raymond A.	Operator II		(12,424)	(10,962)
(46) Peaden II, Mark A.	Field Tech I		(11,232)	(9,857)
(47) Pfouts, Steve L.	Lead Operator		(12,668)	(11,206)
(48) Phillips, Christopher	Field Technician I		(17,389)	(16,163)
(49) Powell, Trevor B.	Operator II		(9,277)	(7,812)
(50) Radcliff, Max	Lead Operator		(19,058)	(18,997)
(51) Raines, Craig A.	Operator II		(9,688)	(8,336)
(52) Remigio, Roberto V.	Field Technician I		(9,277)	(7,812)
(53) Richardson, James P.	Field Technician I		(17,375)	(15,864)
(54) Schneider, Keith C.	Operator II		(10,544)	(9,434)
(55) Schwades, Charles G.	Area Manager		(18,046)	(16,112)
(56) Shoffstall, David E.	Lead Operator		(17,646)	(16,017)
(57) Shue, Mickey A.	Field Technician II		(19,053)	(19,053)
(58) Sillitoe, Kathy A.	Water Conservation Coordinator		(27,110)	(27,023)
(59) Smith, Donald D.	Field Technician II		(22,344)	(20,769)
(60) Straight, James L.	Operator I		(18,847)	(18,787)
(61) Sudol, Corey	Operator II		(14,750)	(13,275)
(62) Swegheimer, James A.	Lead Operator		(10,493)	(9,125)
(63) Szczepkowski, Stephen A.	Lead Operator		(13,283)	(11,751)
(64) Van Meter, Nathan Z.	Lead Operator		(15,358)	(15,358)
(65) Watkins, Cedric	Field Technician II		(10,989)	(9,254)
(66) White, Ronald D.	Field Technician III		(11,847)	(10,155)
(67) Wilson, Michael A.	Regional Manager		(19,540)	(17,147)
(68) Worrell, David R.	Operator II		(8,941)	(7,529)
(69) Wright, Thomas L.	Field Technician I		(12,513)	(10,981)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

Totals			(p)	(q)
	<u>Name</u>	<u>Position</u>	<u>Dec-10</u>	<u>13-Month Average</u>
(70)			(\$1,088,359)	(\$998,400)

Eagle Ridge			(p)	(q)
	<u>Name</u>	<u>Position</u>	<u>Dec-10</u>	<u>13-Month Average</u>
(71)	Sudduth, Donald E.	Vice President	(\$234)	(\$211)
(72)	Durham, Rick J.	Regional Vice President	(382)	(321)
(73)	Flynn, Patrick C.	Regional Director	(1,400)	(1,281)
(74)	Haws, Scotty L.	Safety and Compliance Manager	(317)	(278)
(75)	Alberigi, David J.	Field Technician I		-
(76)	Anderson, Daniel S.	Lead Operator		-
(77)	Austin, Arthur C.	Field Technician II		-
(78)	Bailey, Alan R.	Operator II		-
(79)	Boersma, David A.	Operator I	(19,361)	(19,051)
(80)	Brown, Donna R.	Field Technician I		-
(81)	Buono, Robert A.	Lead Operator		-
(82)	Callahan, Robert L.	Field Technician I		-
(83)	Cardinal, Anthony A.	Operator I		-
(84)	Carver, Nathaniel Q.	Project Manager		-
(85)	Chard, Ronald	Cross Connection Specialist	(1,442)	(1,231)
(86)	Cook, James H.	Lead Operator		-
(87)	Cooper, Robert K.	Field Technician III		-
(88)	Ebert, Harold	Field Technician II		-
(89)	Ebert, Shawn M.	Field Technician II		-
(90)	Eubanks, Brian J.	Operator II		-
(91)	Figueroa, Pedro L.	Lead Operator		-
(92)	Finch, Allan	Operator II		-
(93)	Finehirsh, Jeffrey S.	Operator I		-
(94)	Finigan, Michael A	Field Tech I		-
(95)	Gentilucci, Domenic V	Area Manager		-
(96)	Godwin, Patrick L.	Lead Operator		-
(97)	Gongre, Bryan K	Regional Manager		-
(98)	Gongre, Jeremy R.	Field Tech I		-

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(p)	(q)
<u>Name</u>	<u>Position</u>		<u>Dec-10</u>	<u>13-Month Average</u>
(99) Gosnell, Scotty G.	Area Manager			-
(100) Grainger Jr, Leroy	Field Technician I			-
(101) Hamilton, Don L.	Operator II			-
(102) Hasty, Donald L.	Lead Operator			-
(103) Hermano, Rodel R	Field Tech I			-
(104) Hogue, Raymond H.	Operator II			-
(105) Hollister, Jimmie H.	Field Technician II			-
(106) Inclima, Luke John	Operator II			-
(107) Keys, Thomas E.	Lead Operator			-
(108) Lorenzo, Alexander	Operator II			-
(109) Marinelli, John A.	Area Manager			-
(110) McPhee, Allson S.	Lead Operator			-
(111) Morrell, Matthew J.	Field Technician II			-
(112) Neal, William L.	Area Manager			-
(113) Overton, Michael A.	Cross Connection Technician			-
(114) Owens, Brian S.	Field Tech I			-
(115) Parrish, Raymond A.	Operator II			-
(116) Peaden II, Mark A.	Field Tech I			-
(117) Pfouts, Steve L.	Lead Operator			-
(118) Phillips, Christopher	Field Technician I			-
(119) Powell, Trevor B.	Operator II			-
(120) Radcliff, Max	Lead Operator		(19,058)	(18,997)
(121) Raines, Craig A.	Operator II			-
(122) Remigio, Roberto V.	Field Technician I			-
(123) Richardson, James P.	Field Technician I			-
(124) Schneider, Keith C.	Operator II			-
(125) Schwades, Charles G.	Area Manager			-
(126) Shoffstall, David E.	Lead Operator			-
(127) Shue, Mickey A.	Field Technician II			-
(128) Sillitoe, Kathy A.	Water Conservation Coordinator			-
(129) Smith, Donald D.	Field Technician II			-
(130) Straight, James L.	Operator I			-
(131) Sudol, Corey	Operator II			-
(132) Swegheimer, James A.	Lead Operator			-
(133) Szczepkowski, Stephen A.	Lead Operator			-

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(p)	(q)
	<u>Name</u>	<u>Position</u>	<u>Dec-10</u>	<u>13-Month Average</u>
(134)	Van Meter, Nathan Z.	Lead Operator		-
(135)	Watkins, Cedric	Field Technician II		-
(136)	White, Ronald D.	Field Technician III		-
(137)	Wilson, Michael A.	Regional Manager	(2,637)	(2,314)
(138)	Worrell, David R.	Operator II		-
(139)	Wright, Thomas L.	Field Technician I		-
(140)				
			<u>(\$44,830)</u>	<u>(\$43,684)</u>

<u>Sanlando</u>			(p)	(q)
	<u>Name</u>	<u>Position</u>	<u>Dec-10</u>	<u>13-Month Average</u>
(141)	Sudduth, Donald E.	Vice President	(\$1,973)	(\$1,776)
(142)	Durham, Rick J.	Regional Vice President	(3,212)	(2,705)
(143)	Flynn, Patrick C.	Regional Director	(11,784)	(10,788)
(144)	Haws, Scotty L.	Safety and Compliance Manager	(2,665)	(2,339)
(145)	Alberigi, David J.	Field Technician I		-
(146)	Anderson, Daniel S.	Lead Operator		-
(147)	Austin, Arthur C.	Field Technician II		-
(148)	Bailey, Alan R.	Operator II	(13,356)	(13,356)
(149)	Boersma, David A.	Operator I		-
(150)	Brown, Donna R.	Field Technician I	(9,245)	(7,924)
(151)	Buono, Robert A.	Lead Operator		-
(152)	Callahan, Robert L.	Field Technician I	(9,131)	(8,013)
(153)	Cardinal, Anthony A.	Operator I		-
(154)	Carver, Nathaniel Q.	Project Manager	(13,615)	(12,102)
(155)	Chard, Ronald	Cross Connection Specialist		-
(156)	Cook, James H.	Lead Operator		-
(157)	Cooper, Robert K.	Field Technician III	(19,660)	(19,597)
(158)	Ebert, Harold	Field Technician II	(19,067)	(19,067)
(159)	Ebert, Shawn M.	Field Technician II	(15,100)	(14,858)
(160)	Eubanks, Brian J.	Operator II		-
(161)	Figuroa, Pedro L.	Lead Operator		-
(162)	Finch, Allan	Operator II	(15,517)	(15,517)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(p)	(q)
<u>Name</u>	<u>Position</u>		<u>Dec-10</u>	<u>13-Month Average</u>
(163) Finehirsh, Jeffrey S.	Operator I			-
(164) Finigan, Michael A	Field Tech I		(14,202)	(14,157)
(165) Gentilucci, Domenic V	Area Manager			-
(166) Godwin, Patrick L.	Lead Operator			-
(167) Gongre, Bryan K	Regional Manager		(8,014)	(6,812)
(168) Gongre, Jeremy R.	Field Tech I			-
(169) Gosnell, Scotty G.	Area Manager		(16,781)	(15,103)
(170) Grainger Jr, Leroy	Field Technician I		(13,137)	(11,924)
(171) Hamilton, Don L.	Operator II			-
(172) Hasty, Donald L.	Lead Operator		(8,848)	(7,694)
(173) Hermano, Rodel R	Field Tech I		(7,967)	(6,801)
(174) Hogue, Raymond H.	Operator II			-
(175) Hollister, Jimmie H.	Field Technician II			-
(176) Inclima, Luke John	Operator II			-
(177) Keys, Thomas E.	Lead Operator		(16,144)	(16,144)
(178) Lorenzo, Alexander	Operator II		(15,363)	(15,363)
(179) Marinelli, John A.	Area Manager		(22,638)	(20,725)
(180) McPhee, Allson S.	Lead Operator			-
(181) Morrell, Matthew J.	Field Technician II		(9,245)	(7,924)
(182) Neal, William L.	Area Manager			-
(183) Overton, Michael A.	Cross Connection Technician		(4,869)	(4,100)
(184) Owens, Brian S.	Field Tech I			-
(185) Parrish, Raymond A.	Operator II			-
(186) Peaden II, Mark A.	Field Tech I			-
(187) Pfouts, Steve L.	Lead Operator			-
(188) Phillips, Christopher	Field Technician I			-
(189) Powell, Trevor B.	Operator II			-
(190) Radcliff, Max	Lead Operator			-
(191) Raines, Craig A.	Operator II			-
(192) Remigio, Roberto V.	Field Technician I		(9,277)	(7,812)
(193) Richardson, James P.	Field Technician I			-
(194) Schneider, Keith C.	Operator II			-
(195) Schwades, Charles G.	Area Manager			-
(196) Shoffstall, David E.	Lead Operator			-
(197) Shue, Mickey A.	Field Technician II		(15,818)	(15,818)

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(p)	(q)
<u>Name</u>	<u>Position</u>		<u>Dec-10</u>	<u>13-Month Average</u>
(198) Sillitoe, Kathy A.	Water Conservation Coordinator			-
(199) Smith, Donald D.	Field Technician II			-
(200) Straight, James L.	Operator I			-
(201) Sudol, Corey	Operator II		(14,750)	(13,275)
(202) Swegheimer, James A.	Lead Operator		(10,493)	(9,125)
(203) Szczepkowski, Stephen A.	Lead Operator			-
(204) Van Meter, Nathan Z.	Lead Operator			-
(205) Watkins, Cedric	Field Technician II			-
(206) White, Ronald D.	Field Technician III			-
(207) Wilson, Michael A.	Regional Manager			-
(208) Worrell, David R.	Operator II			-
(209) Wright, Thomas L.	Field Technician I			-
(210)				-
			<u>(\$321,869)</u>	<u>(\$300,816)</u>

<u>Sandalhaven</u>			(p)	(q)
<u>Name</u>	<u>Position</u>		<u>Dec-10</u>	
(211) Sudduth, Donald E.	Vice President		(\$100)	
(212) Durham, Rick J.	Regional Vice President		(163)	
(213) Flynn, Patrick C.	Regional Director		(597)	
(214) Haws, Scotty L.	Safety and Compliance Manager		(135)	
(215) Alberigi, David J.	Field Technician I			
(216) Anderson, Daniel S.	Lead Operator			
(217) Austin, Arthur C.	Field Technician II			
(218) Bailey, Alan R.	Operator II			
(219) Boersma, David A.	Operator I			
(220) Brown, Donna R.	Field Technician I			
(221) Buono, Robert A.	Lead Operator			
(222) Callahan, Robert L.	Field Technician I			
(223) Cardinal, Anthony A.	Operator I			
(224) Carver, Nathaniel Q.	Project Manager			
(225) Chard, Ronald	Cross Connection Specialist		(615)	
(226) Cook, James H.	Lead Operator			

**2011 RATE CASES SALARY ADJUSTMENT
VEHICLE AVERAGES**

<u>Totals</u>			(p)	(q)
<u>Name</u>	<u>Position</u>		<u>Dec-10</u>	<u>13-Month Average</u>
(227) Cooper, Robert K.	Field Technician III			
(228) Ebert, Harold	Field Technician II			
(229) Ebert, Shawn M.	Field Technician II			
(230) Eubanks, Brian J.	Operator II			
(231) Figueroa, Pedro L	Lead Operator			
(232) Finch, Allan	Operator II			
(233) Finehirsh, Jeffrey S.	Operator I			
(234) Finigan, Michael A	Field Tech I			
(235) Gentilucci, Domenic V	Area Manager			
(236) Godwin, Patrick L.	Lead Operator		(16,362)	
(237) Gongre, Bryan K	Regional Manager			
(238) Gongre, Jeremy R.	Field Tech I			
(239) Gosnell, Scotty G.	Area Manager			
(240) Grainger Jr, Leroy	Field Technician I			
(241) Hamilton, Don L.	Operator II			
(242) Hasty, Donald L.	Lead Operator			
(243) Hermano, Rodel R	Field Tech I			
(244) Hogue, Raymond H.	Operator II			
(245) Hollister, Jimmie H.	Field Technician II			
(246) Inclima, Luke John	Operator II			
(247) Keys, Thomas E.	Lead Operator			
(248) Lorenzo, Alexander	Operator II			
(249) Marinelli, John A.	Area Manager			
(250) McPhee, Allson S.	Lead Operator			
(251) Morrell, Matthew J.	Field Technician II			
(252) Neal, William L.	Area Manager			
(253) Overton, Michael A.	Cross Connection Technician			
(254) Owens, Brian S.	Field Tech I			
(255) Parrish, Raymond A.	Operator II			
(256) Peaden II, Mark A.	Field Tech I			
(257) Pfouts, Steve L.	Lead Operator			
(258) Phillips, Christopher	Field Technician I			
(259) Powell, Trevor B.	Operator II			
(260) Radcliff, Max	Lead Operator			
(261) Raines, Craig A.	Operator II			

**2011 RATE CASES SALARY ADJUSTMENT
ADDITIONAL VEHICLE AVERAGES**

Totals		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>	<u>Apr-10</u>	<u>May-10</u>	<u>Vehicle Accumulated Depreciation</u>				
									<u>Jun-10</u>	<u>Jul-10</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>
(1) 0035	Mar-00	\$36,583	(\$36,583)	(\$36,583)	(\$36,583)	(\$36,583)	(\$36,583)	(\$36,583)	(\$36,583)	(\$36,583)	(\$36,583)	(\$36,583)	(\$36,583)
(2) 0217	May-02	17,238	(17,238)	(17,238)	(17,238)	(17,238)	(17,238)	(17,238)	(17,238)	(17,238)	(17,238)	(17,238)	(17,238)
(3) 0015	May-01	14,870	(14,870)	(14,870)	(14,870)	(14,870)	(14,870)	(14,870)	(14,870)	(14,870)	(14,870)	(14,870)	(14,870)
(4) 0655	Mar-06	18,544	(11,847)	(12,105)	(12,363)	(12,620)	(12,878)	(13,135)	(13,393)	(13,650)	(13,908)	(14,165)	(14,423)
(5) 0710	May-06	48,987	(29,937)	(30,617)	(31,297)	(31,978)	(32,658)	(33,338)	(34,019)	(34,699)	(35,380)	(36,060)	(36,740)
(6) 8926	Jan-89	31,061	(31,061)	(31,061)	(31,061)	(31,061)	(31,061)	(31,061)	(31,061)	(31,061)	(31,061)	(31,061)	(31,061)
(7) 0508	Feb-05	24,622	(20,176)	(20,518)	(20,860)	(21,202)	(21,544)	(21,886)	(22,228)	(22,570)	(22,912)	(23,254)	(23,596)
(8) 0691	Apr-07	164,809	(75,537)	(77,826)	(80,115)	(82,405)	(84,694)	(86,983)	(89,272)	(91,561)	(93,850)	(96,139)	(98,428)
(9) 0382	Oct-03	19,455	(19,455)	(19,455)	(19,455)	(19,455)	(19,455)	(19,455)	(19,455)	(19,455)	(19,455)	(19,455)	(19,455)
(10) 0433	Dec-03	63,896	(63,896)	(63,896)	(63,896)	(63,896)	(63,896)	(63,896)	(63,896)	(63,896)	(63,896)	(63,896)	(63,896)
(11) 0772	May-07	263,000	(116,889)	(120,542)	(124,194)	(127,847)	(131,500)	(135,153)	(138,806)	(142,458)	(146,111)	(149,764)	(153,417)
(12) 0809	Jul-07	20,347	(8,478)	(8,761)	(9,043)	(9,326)	(9,608)	(9,891)	(10,174)	(10,456)	(10,739)	(11,021)	(11,304)
(13) 0826	Nov-07	21,276	(7,683)	(7,979)	(8,274)	(8,570)	(8,865)	(9,161)	(9,456)	(9,752)	(10,047)	(10,343)	(10,638)
(14) 0019	Jul-01	21,457	(21,457)	(21,457)	(21,457)	(21,457)	(21,457)	(21,457)	(21,457)	(21,457)	(21,457)	(21,457)	(21,457)
(15) 0016	Jan-00	15,363	(15,363)	(15,363)	(15,363)	(15,363)	(15,363)	(15,363)	(15,363)	(15,363)	(15,363)	(15,363)	(15,363)
(16) 0650	Jan-06	32,506	(21,671)	(22,122)	(22,573)	(23,025)	(23,476)	(23,928)	(24,379)	(24,831)	(25,282)	(25,734)	(26,185)
(17) 0130	Sep-01	17,652	(17,652)	(17,652)	(17,652)	(17,652)	(17,652)	(17,652)	(17,652)	(17,652)	(17,652)	(17,652)	(17,652)
(18) 0675	May-06	41,788	(25,537)	(26,117)	(26,698)	(27,278)	(27,859)	(28,439)	(29,019)	(29,600)	(30,180)	(30,761)	(31,341)
(19) 0855	Nov-07	49,200	(17,766)	(18,450)	(19,133)	(19,816)	(20,500)	(21,183)	(21,866)	(22,550)	(23,233)	(23,916)	(24,600)
(20) 0688	Sep-06	35,567	(19,760)	(20,254)	(20,748)	(21,241)	(21,735)	(22,229)	(22,723)	(23,217)	(23,711)	(24,205)	(24,699)
(21)		\$958,221	(\$592,857)	(\$602,866)	(\$612,875)	(\$622,884)	(\$632,892)	(\$642,901)	(\$652,910)	(\$662,919)	(\$672,928)	(\$682,937)	(\$692,946)

Eagle Ridge		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>	<u>Apr-10</u>	<u>May-10</u>	<u>Vehicle Accumulated Depreciation</u>				
									<u>Jun-10</u>	<u>Jul-10</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>
(22) 0035	Mar-00	\$1,477	(\$1,477)	(\$1,477)	(\$1,477)	(\$1,477)	(\$1,477)	(\$1,477)	(\$1,477)	(\$1,477)	(\$1,477)	(\$1,477)	(\$1,477)
(23) 0217	May-02	696	(696)	(696)	(696)	(696)	(696)	(696)	(696)	(696)	(696)	(696)	(696)
(24) 0015	May-01	600	(600)	(600)	(600)	(600)	(600)	(600)	(600)	(600)	(600)	(600)	(600)
(25) 0655	Mar-06	749	(478)	(489)	(499)	(510)	(520)	(530)	(541)	(551)	(562)	(572)	(582)
(26) 0710	May-06	1,978	(1,209)	(1,236)	(1,264)	(1,291)	(1,319)	(1,346)	(1,373)	(1,401)	(1,428)	(1,456)	(1,483)
(27) 8926	Jan-89	1,254	(1,254)	(1,254)	(1,254)	(1,254)	(1,254)	(1,254)	(1,254)	(1,254)	(1,254)	(1,254)	(1,254)
(28) 0508	Feb-05	994	(815)	(828)	(842)	(856)	(870)	(884)	(897)	(911)	(925)	(939)	(953)
(29) 0691	Apr-07	6,654	(3,050)	(3,142)	(3,235)	(3,327)	(3,419)	(3,512)	(3,604)	(3,697)	(3,789)	(3,882)	(3,974)
(30) 0382	Oct-03	785	(785)	(785)	(785)	(785)	(785)	(785)	(785)	(785)	(785)	(785)	(785)
(31) 0433	Dec-03	2,580	(2,580)	(2,580)	(2,580)	(2,580)	(2,580)	(2,580)	(2,580)	(2,580)	(2,580)	(2,580)	(2,580)
(32) 0772	May-07	10,619	(4,719)	(4,867)	(5,014)	(5,162)	(5,309)	(5,457)	(5,604)	(5,752)	(5,899)	(6,047)	(6,194)
(33) 0809	Jul-07	822	(342)	(354)	(365)	(377)	(388)	(399)	(411)	(422)	(434)	(445)	(456)
(34) 0826	Nov-07	859	(310)	(322)	(334)	(346)	(358)	(370)	(382)	(394)	(406)	(418)	(430)
(35) 0019	Jul-01	866	(866)	(866)	(866)	(866)	(866)	(866)	(866)	(866)	(866)	(866)	(866)
(36) 0016	Jan-00	620	(620)	(620)	(620)	(620)	(620)	(620)	(620)	(620)	(620)	(620)	(620)
(37) 0650	Jan-06	1,312	(875)	(893)	(911)	(930)	(948)	(966)	(984)	(1,003)	(1,021)	(1,039)	(1,057)
(38) 0130	Sep-01	713	(713)	(713)	(713)	(713)	(713)	(713)	(713)	(713)	(713)	(713)	(713)
(39) 0675	May-06	1,687	(1,031)	(1,054)	(1,078)	(1,101)	(1,125)	(1,148)	(1,172)	(1,195)	(1,219)	(1,242)	(1,265)
(40) 0855	Nov-07	1,986	(717)	(745)	(772)	(800)	(828)	(855)	(883)	(910)	(938)	(966)	(993)
(41) 0688	Sep-06	1,436	(798)	(818)	(838)	(858)	(878)	(898)	(917)	(937)	(957)	(977)	(997)
(42)		\$38,688	(\$23,936)	(\$24,340)	(\$24,745)	(\$25,149)	(\$25,553)	(\$25,957)	(\$26,361)	(\$26,765)	(\$27,169)	(\$27,573)	(\$27,977)

Sanlando		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>	<u>Apr-10</u>	<u>May-10</u>	<u>Vehicle Accumulated Depreciation</u>				
									<u>Jun-10</u>	<u>Jul-10</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>
(43) 0035	Mar-00	\$12,436	(\$12,436)	(\$12,436)	(\$12,436)	(\$12,436)	(\$12,436)	(\$12,436)	(\$12,436)	(\$12,436)	(\$12,436)	(\$12,436)	(\$12,436)

**2011 RATE CASES SALARY ADJUSTMENT
ADDITIONAL VEHICLE AVERAGES**

Totals		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h) Vehicle Accumulated Depreciation			(j)	(k)	(l)
Vehicle Number	Depreciation Start	Vehicle Price	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	
(44)	0217	May-02	5,860	(5,860)	(5,860)	(5,860)	(5,860)	(5,860)	(5,860)	(5,860)	(5,860)	(5,860)	(5,860)	(5,860)
(45)	0015	May-01	5,055	(5,055)	(5,055)	(5,055)	(5,055)	(5,055)	(5,055)	(5,055)	(5,055)	(5,055)	(5,055)	(5,055)
(46)	0655	Mar-06	6,304	(4,027)	(4,115)	(4,202)	(4,290)	(4,377)	(4,465)	(4,553)	(4,640)	(4,728)	(4,815)	(4,903)
(47)	0710	May-06	16,652	(10,176)	(10,407)	(10,639)	(10,870)	(11,101)	(11,333)	(11,564)	(11,795)	(12,026)	(12,258)	(12,489)
(48)	8926	Jan-89	10,559	(10,559)	(10,559)	(10,559)	(10,559)	(10,559)	(10,559)	(10,559)	(10,559)	(10,559)	(10,559)	(10,559)
(49)	0508	Feb-05	8,370	(6,858)	(6,975)	(7,091)	(7,207)	(7,323)	(7,440)	(7,556)	(7,672)	(7,788)	(7,905)	(8,021)
(50)	0691	Apr-07	56,023	(25,677)	(26,455)	(27,233)	(28,011)	(28,790)	(29,568)	(30,346)	(31,124)	(31,902)	(32,680)	(33,458)
(51)	0382	Oct-03	6,613	(6,613)	(6,613)	(6,613)	(6,613)	(6,613)	(6,613)	(6,613)	(6,613)	(6,613)	(6,613)	(6,613)
(52)	0433	Dec-03	21,720	(21,720)	(21,720)	(21,720)	(21,720)	(21,720)	(21,720)	(21,720)	(21,720)	(21,720)	(21,720)	(21,720)
(53)	0772	May-07	89,401	(39,734)	(40,975)	(42,217)	(43,459)	(44,700)	(45,942)	(47,184)	(48,425)	(49,667)	(50,909)	(52,150)
(54)	0809	Jul-07	6,916	(2,882)	(2,978)	(3,074)	(3,170)	(3,266)	(3,362)	(3,458)	(3,554)	(3,650)	(3,746)	(3,842)
(55)	0826	Nov-07	7,232	(2,612)	(2,712)	(2,813)	(2,913)	(3,013)	(3,114)	(3,214)	(3,315)	(3,415)	(3,516)	(3,616)
(56)	0019	Jul-01	7,294	(7,294)	(7,294)	(7,294)	(7,294)	(7,294)	(7,294)	(7,294)	(7,294)	(7,294)	(7,294)	(7,294)
(57)	0016	Jan-00	5,222	(5,222)	(5,222)	(5,222)	(5,222)	(5,222)	(5,222)	(5,222)	(5,222)	(5,222)	(5,222)	(5,222)
(58)	0650	Jan-06	11,050	(7,366)	(7,520)	(7,673)	(7,827)	(7,980)	(8,134)	(8,287)	(8,441)	(8,594)	(8,748)	(8,901)
(59)	0130	Sep-01	6,000	(6,000)	(6,000)	(6,000)	(6,000)	(6,000)	(6,000)	(6,000)	(6,000)	(6,000)	(6,000)	(6,000)
(60)	0675	May-06	14,205	(8,681)	(8,878)	(9,075)	(9,273)	(9,470)	(9,667)	(9,864)	(10,062)	(10,259)	(10,456)	(10,654)
(61)	0855	Nov-07	16,724	(6,039)	(6,272)	(6,504)	(6,736)	(6,968)	(7,201)	(7,433)	(7,665)	(7,898)	(8,130)	(8,362)
(62)	0688	Sep-06	12,090	(6,717)	(6,885)	(7,053)	(7,221)	(7,388)	(7,556)	(7,724)	(7,892)	(8,060)	(8,228)	(8,396)
(63)			\$325,724	(\$201,527)	(\$204,930)	(\$208,332)	(\$211,734)	(\$215,137)	(\$218,539)	(\$221,941)	(\$225,343)	(\$228,746)	(\$232,148)	(\$235,550)

Sandalhaven		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h) Vehicle Accumulated Depreciation			(j)	(k)	(l)
Vehicle Number	Depreciation Start	Vehicle Price	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	
(64)	0035	Mar-00	\$630	(\$630)	(\$630)	(\$630)	(\$630)	(\$630)	(\$630)	(\$630)	(\$630)	(\$630)	(\$630)	(\$630)
(65)	0217	May-02	297	(297)	(297)	(297)	(297)	(297)	(297)	(297)	(297)	(297)	(297)	(297)
(66)	0015	May-01	256	(256)	(256)	(256)	(256)	(256)	(256)	(256)	(256)	(256)	(256)	(256)
(67)	0655	Mar-06	319	(204)	(209)	(213)	(217)	(222)	(226)	(231)	(235)	(240)	(244)	(248)
(68)	0710	May-06	844	(516)	(528)	(539)	(551)	(563)	(574)	(586)	(598)	(610)	(621)	(633)
(69)	8926	Jan-89	535	(535)	(535)	(535)	(535)	(535)	(535)	(535)	(535)	(535)	(535)	(535)
(70)	0508	Feb-05	424	(348)	(354)	(359)	(365)	(371)	(377)	(383)	(389)	(395)	(401)	(407)
(71)	0691	Apr-07	2,840	(1,301)	(1,341)	(1,380)	(1,420)	(1,459)	(1,499)	(1,538)	(1,578)	(1,617)	(1,656)	(1,696)
(72)	0382	Oct-03	335	(335)	(335)	(335)	(335)	(335)	(335)	(335)	(335)	(335)	(335)	(335)
(73)	0433	Dec-03	1,101	(1,101)	(1,101)	(1,101)	(1,101)	(1,101)	(1,101)	(1,101)	(1,101)	(1,101)	(1,101)	(1,101)
(74)	0772	May-07	4,531	(2,014)	(2,077)	(2,140)	(2,203)	(2,266)	(2,329)	(2,391)	(2,454)	(2,517)	(2,580)	(2,643)
(75)	0809	Jul-07	351	(146)	(151)	(156)	(161)	(166)	(170)	(175)	(180)	(185)	(190)	(195)
(76)	0826	Nov-07	367	(132)	(137)	(143)	(148)	(153)	(158)	(163)	(168)	(173)	(178)	(183)
(77)	0019	Jul-01	370	(370)	(370)	(370)	(370)	(370)	(370)	(370)	(370)	(370)	(370)	(370)
(78)	0016	Jan-00	265	(265)	(265)	(265)	(265)	(265)	(265)	(265)	(265)	(265)	(265)	(265)
(79)	0650	Jan-06	560	(373)	(381)	(389)	(397)	(404)	(412)	(420)	(428)	(436)	(443)	(451)
(80)	0130	Sep-01	304	(304)	(304)	(304)	(304)	(304)	(304)	(304)	(304)	(304)	(304)	(304)
(81)	0675	May-06	720	(440)	(450)	(460)	(470)	(480)	(490)	(500)	(510)	(520)	(530)	(540)
(82)	0855	Nov-07	848	(306)	(318)	(330)	(341)	(353)	(365)	(377)	(389)	(400)	(412)	(424)
(83)	0688	Sep-06	613	(340)	(349)	(357)	(366)	(374)	(383)	(392)	(400)	(409)	(417)	(426)
(84)			\$16,509	(\$10,214)	(\$10,387)	(\$10,559)	(\$10,732)	(\$10,904)	(\$11,077)	(\$11,249)	(\$11,422)	(\$11,594)	(\$11,766)	(\$11,939)

Labrador		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h) Vehicle Accumulated Depreciation			(j)	(k)	(l)
Vehicle Number	Depreciation Start	Vehicle Price	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	
(85)	0035	Mar-00	\$901	(\$901)	(\$901)	(\$901)	(\$901)	(\$901)	(\$901)	(\$901)	(\$901)	(\$901)	(\$901)	(\$901)
(86)	0217	May-02	424	(424)	(424)	(424)	(424)	(424)	(424)	(424)	(424)	(424)	(424)	(424)
(87)	0015	May-01	366	(366)	(366)	(366)	(366)	(366)	(366)	(366)	(366)	(366)	(366)	(366)

**2011 RATE CASES SALARY ADJUSTMENT
ADDITIONAL VEHICLE AVERAGES**

Totals		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Vehicle Price</u>	<u>Dec-09</u>	<u>Jan-10</u>	<u>Feb-10</u>	<u>Mar-10</u>	<u>Apr-10</u>	<u>May-10</u>	<u>Vehicle Accumulated Depreciation</u>				
									<u>Jun-10</u>	<u>Jul-10</u>	<u>Aug-10</u>	<u>Sep-10</u>	<u>Oct-10</u>
(88) 0655	Mar-06	457	(292)	(298)	(304)	(311)	(317)	(323)	(330)	(336)	(342)	(349)	(355)
(89) 0710	May-06	1,206	(737)	(754)	(771)	(787)	(804)	(821)	(838)	(854)	(871)	(888)	(905)
(90) 8926	Jan-89	765	(765)	(765)	(765)	(765)	(765)	(765)	(765)	(765)	(765)	(765)	(765)
(91) 0508	Feb-05	606	(497)	(505)	(514)	(522)	(530)	(539)	(547)	(556)	(564)	(573)	(581)
(92) 0691	Apr-07	4,058	(1,860)	(1,916)	(1,973)	(2,029)	(2,085)	(2,142)	(2,198)	(2,255)	(2,311)	(2,367)	(2,424)
(93) 0382	Oct-03	479	(479)	(479)	(479)	(479)	(479)	(479)	(479)	(479)	(479)	(479)	(479)
(94) 0433	Dec-03	1,573	(1,573)	(1,573)	(1,573)	(1,573)	(1,573)	(1,573)	(1,573)	(1,573)	(1,573)	(1,573)	(1,573)
(95) 0772	May-07	6,476	(2,878)	(2,968)	(3,058)	(3,148)	(3,238)	(3,328)	(3,418)	(3,508)	(3,598)	(3,688)	(3,778)
(96) 0809	Jul-07	501	(209)	(216)	(223)	(230)	(237)	(244)	(251)	(257)	(264)	(271)	(278)
(97) 0826	Nov-07	524	(189)	(196)	(204)	(211)	(218)	(226)	(233)	(240)	(247)	(255)	(262)
(98) 0019	Jul-01	528	(528)	(528)	(528)	(528)	(528)	(528)	(528)	(528)	(528)	(528)	(528)
(99) 0016	Jan-00	378	(378)	(378)	(378)	(378)	(378)	(378)	(378)	(378)	(378)	(378)	(378)
(100) 0650	Jan-06	800	(534)	(545)	(556)	(567)	(578)	(589)	(600)	(611)	(623)	(634)	(645)
(101) 0130	Sep-01	435	(435)	(435)	(435)	(435)	(435)	(435)	(435)	(435)	(435)	(435)	(435)
(102) 0675	May-06	1,029	(629)	(643)	(657)	(672)	(686)	(700)	(715)	(729)	(743)	(757)	(772)
(103) 0855	Nov-07	1,211	(437)	(454)	(471)	(488)	(505)	(522)	(538)	(555)	(572)	(589)	(606)
(104) 0688	Sep-06	876	(487)	(499)	(511)	(523)	(535)	(547)	(560)	(572)	(584)	(596)	(608)
(105)		\$23,595	(\$14,598)	(\$14,845)	(\$15,091)	(\$15,338)	(\$15,584)	(\$15,831)	(\$16,077)	(\$16,324)	(\$16,570)	(\$16,816)	(\$17,063)

- (a) Cost of vehicle.
- (b) A/D by month.
- (c) A/D by month.
- (d) A/D by month.
- (e) A/D by month.
- (f) A/D by month.
- (g) A/D by month.
- (h) A/D by month.
- (i) A/D by month.
- (j) A/D by month.
- (k) A/D by month.
- (l) A/D by month.
- (m) A/D by month.
- (n) A/D by month.
- (o) 13-month average (sum, columns (d) thru (p)) / 13.
- (p) Vehicle depreciation expense.
- (q) Transportation expense.

Notes:
amount allocated to LUSI are calculated by using the entire ERC base for which these vehicles are used, and dividing that base by LUSI's ERCs. That percentage is then

**2011 RATE CASES SALARY ADJUSTMENT
ADDITIONAL VEHICLE AVERAGES**

w/p d

Totals		(m)	(n)	(o)	(p)	(q)	(r)	
<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Nov-10</u>	<u>Dec-10</u>	<u>13-Month Average</u>	<u>Simple Average</u>	<u>Depreciation Expense</u>	<u>Transportation Expense</u>	
(1)	0035	Mar-00	(\$36,583)	(\$36,583)	(\$36,583)	(\$36,583)	\$0	\$6,081
(2)	0217	May-02	(17,238)	(17,238)	(17,238)	(17,238)	-	6,081
(3)	0015	May-01	(14,870)	(14,870)	(14,870)	(14,870)	-	6,081
(4)	0655	Mar-06	(14,680)	(14,938)	(13,393)	(13,393)	3,091	6,081
(5)	0710	May-06	(37,421)	(38,101)	(34,019)	(34,019)	8,165	6,081
(6)	8926	Jan-89	(31,061)	(31,061)	(31,061)	(31,061)	-	6,081
(7)	0508	Feb-05	(23,938)	(24,280)	(22,228)	(22,228)	4,104	6,081
(8)	0691	Apr-07	(100,717)	(103,006)	(89,272)	(89,272)	27,468	6,081
(9)	0382	Oct-03	(19,455)	(19,455)	(19,455)	(19,455)	-	6,081
(10)	0433	Dec-03	(63,896)	(63,896)	(63,896)	(63,896)	-	6,081
(11)	0772	May-07	(157,069)	(160,722)	(138,806)	(138,806)	43,833	6,081
(12)	0809	Jul-07	(11,586)	(11,869)	(10,174)	(10,174)	3,391	6,081
(13)	0826	Nov-07	(10,934)	(11,229)	(9,456)	(9,456)	3,546	6,081
(14)	0019	Jul-01	(21,457)	(21,457)	(21,457)	(21,457)	-	6,081
(15)	0016	Jan-00	(15,363)	(15,363)	(15,363)	(15,363)	-	6,081
(16)	0650	Jan-06	(26,637)	(27,088)	(24,379)	(24,379)	5,418	6,081
(17)	0130	Sep-01	(17,652)	(17,652)	(17,652)	(17,652)	-	6,081
(18)	0675	May-06	(31,921)	(32,502)	(29,019)	(29,019)	6,965	6,081
(19)	0855	Nov-07	(25,283)	(25,966)	(21,866)	(21,866)	8,200	6,081
(20)	0688	Sep-06	(25,193)	(25,687)	(22,723)	(22,723)	5,928	6,081
(21)			(\$702,955)	(\$712,964)	(\$652,910)	(\$652,910)	\$120,108	\$121,618

Eagle Ridge		(m)	(n)	(o)	(p)	(q)	(r)	
<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Nov-10</u>	<u>Dec-10</u>	<u>13-Month Average</u>		<u>Depreciation Expense</u>	<u>Transportation Expense</u>	
(22)	0035	Mar-00	(\$1,477)	(\$1,477)	(\$1,477)	(\$1,477)	\$0	\$246
(23)	0217	May-02	(696)	(696)	(696)	(696)	-	246
(24)	0015	May-01	(600)	(600)	(600)	(600)	-	246
(25)	0655	Mar-06	(593)	(603)	(541)	(541)	125	246
(26)	0710	May-06	(1,511)	(1,538)	(1,373)	(1,373)	330	246
(27)	8926	Jan-89	(1,254)	(1,254)	(1,254)	(1,254)	-	246
(28)	0508	Feb-05	(966)	(980)	(897)	(897)	166	246
(29)	0691	Apr-07	(4,066)	(4,159)	(3,604)	(3,604)	1,109	246
(30)	0382	Oct-03	(785)	(785)	(785)	(785)	-	246
(31)	0433	Dec-03	(2,580)	(2,580)	(2,580)	(2,580)	-	246
(32)	0772	May-07	(6,342)	(6,489)	(5,604)	(5,604)	1,770	246
(33)	0809	Jul-07	(468)	(479)	(411)	(411)	137	246
(34)	0826	Nov-07	(441)	(453)	(382)	(382)	143	246
(35)	0019	Jul-01	(866)	(866)	(866)	(866)	-	246
(36)	0016	Jan-00	(620)	(620)	(620)	(620)	-	246
(37)	0650	Jan-06	(1,075)	(1,094)	(984)	(984)	219	246
(38)	0130	Sep-01	(713)	(713)	(713)	(713)	-	246
(39)	0675	May-06	(1,289)	(1,312)	(1,172)	(1,172)	281	246
(40)	0855	Nov-07	(1,021)	(1,048)	(883)	(883)	331	246
(41)	0688	Sep-06	(1,017)	(1,037)	(917)	(917)	239	246
(42)			(\$28,381)	(\$28,786)	(\$26,361)	(\$26,361)	\$4,849	\$4,910

Sanlando		(m)	(n)	(o)	(p)	(q)	(r)	
<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Nov-10</u>	<u>Dec-10</u>	<u>13-Month Average</u>		<u>Depreciation Expense</u>	<u>Transportation Expense</u>	
(43)	0035	Mar-00	(\$12,436)	(\$12,436)	(\$12,436)	(\$12,436)	\$0	\$83

**2011 RATE CASES SALARY ADJUSTMENT
ADDITIONAL VEHICLE AVERAGES**

w/p d

Totals		(m)	(n)	(o)	(p)	(q)	(r)
Vehicle Number	Depreciation Start	Nov-10	Dec-10	13-Month Average	Simple Average	Depreciation Expense	Transportation Expense
(44)	0217	May-02	(5,860)	(5,860)	(5,860)	-	83
(45)	0015	May-01	(5,055)	(5,055)	(5,055)	-	83
(46)	0655	Mar-06	(4,990)	(5,078)	(4,553)	42	83
(47)	0710	May-06	(12,720)	(12,952)	(11,564)	112	83
(48)	8926	Jan-89	(10,559)	(10,559)	(10,559)	-	83
(49)	0508	Feb-05	(8,137)	(8,253)	(7,556)	56	83
(50)	0691	Apr-07	(34,236)	(35,014)	(30,346)	377	83
(51)	0382	Oct-03	(6,613)	(6,613)	(6,613)	-	83
(52)	0433	Dec-03	(21,720)	(21,720)	(21,720)	-	83
(53)	0772	May-07	(53,392)	(54,634)	(47,184)	602	83
(54)	0809	Jul-07	(3,939)	(4,035)	(3,458)	47	83
(55)	0826	Nov-07	(3,717)	(3,817)	(3,214)	49	83
(56)	0019	Jul-01	(7,294)	(7,294)	(7,294)	-	83
(57)	0016	Jan-00	(5,222)	(5,222)	(5,222)	-	83
(58)	0650	Jan-06	(9,055)	(9,208)	(8,287)	74	83
(59)	0130	Sep-01	(6,000)	(6,000)	(6,000)	-	83
(60)	0675	May-06	(10,851)	(11,048)	(9,864)	96	83
(61)	0855	Nov-07	(8,594)	(8,827)	(7,433)	113	83
(62)	0688	Sep-06	(8,564)	(8,732)	(7,724)	81	83
(63)			<u>(\$238,953)</u>	<u>(\$242,355)</u>	<u>(\$221,941)</u>	<u>\$1,648</u>	<u>\$1,669</u>

Sandalhaven		(m)	(n)	(o)	(p)	(q)	(r)
Vehicle Number	Depreciation Start	Nov-10	Dec-10		Simple Average	Depreciation Expense	Transportation Expense
(64)	0035	Mar-00	(\$630)	(\$630)	(\$630)	\$0	\$105
(65)	0217	May-02	(297)	(297)	(297)	-	105
(66)	0015	May-01	(256)	(256)	(256)	-	105
(67)	0655	Mar-06	(253)	(257)	(231)	53	105
(68)	0710	May-06	(645)	(656)	(586)	141	105
(69)	8926	Jan-89	(535)	(535)	(535)	-	105
(70)	0508	Feb-05	(412)	(418)	(383)	71	105
(71)	0691	Apr-07	(1,735)	(1,775)	(1,538)	473	105
(72)	0382	Oct-03	(335)	(335)	(335)	-	105
(73)	0433	Dec-03	(1,101)	(1,101)	(1,101)	-	105
(74)	0772	May-07	(2,706)	(2,769)	(2,391)	755	105
(75)	0809	Jul-07	(200)	(204)	(175)	58	105
(76)	0826	Nov-07	(188)	(193)	(163)	61	105
(77)	0019	Jul-01	(370)	(370)	(370)	-	105
(78)	0016	Jan-00	(265)	(265)	(265)	-	105
(79)	0650	Jan-06	(459)	(467)	(420)	93	105
(80)	0130	Sep-01	(304)	(304)	(304)	-	105
(81)	0675	May-06	(550)	(560)	(500)	120	105
(82)	0855	Nov-07	(436)	(447)	(377)	141	105
(83)	0688	Sep-06	(434)	(443)	(392)	102	105
(84)			<u>(\$12,111)</u>	<u>(\$12,284)</u>	<u>(\$11,249)</u>	<u>\$2,069</u>	<u>\$2,095</u>

Labrador		(m)	(n)	(o)	(p)	(q)	(r)
Vehicle Number	Depreciation Start	Nov-10	Dec-10		Simple Average	Depreciation Expense	Transportation Expense
(85)	0035	Mar-00	(\$901)	(\$901)	(\$901)	\$0	\$150
(86)	0217	May-02	(424)	(424)	(424)	-	150
(87)	0015	May-01	(366)	(366)	(366)	-	150

**2011 RATE CASES SALARY ADJUSTMENT
ADDITIONAL VEHICLE AVERAGES**

w/p d

Totals		(m)	(n)	(o)	(p)	(q)	(r)
<u>Vehicle Number</u>	<u>Depreciation Start</u>	<u>Nov-10</u>	<u>Dec-10</u>	<u>13-Month Average</u>	<u>Simple Average</u>	<u>Depreciation Expense</u>	<u>Transportation Expense</u>
(88) 0655	Mar-06	(361)	(368)		(330)	76	150
(89) 0710	May-06	(921)	(938)		(838)	201	150
(90) 8926	Jan-89	(765)	(765)		(765)	-	150
(91) 0508	Feb-05	(589)	(598)		(547)	101	150
(92) 0691	Apr-07	(2,480)	(2,536)		(2,198)	676	150
(93) 0382	Oct-03	(479)	(479)		(479)	-	150
(94) 0433	Dec-03	(1,573)	(1,573)		(1,573)	-	150
(95) 0772	May-07	(3,868)	(3,958)		(3,418)	1,079	150
(96) 0809	Jul-07	(285)	(292)		(251)	84	150
(97) 0826	Nov-07	(269)	(277)		(233)	87	150
(98) 0019	Jul-01	(528)	(528)		(528)	-	150
(99) 0016	Jan-00	(378)	(378)		(378)	-	150
(100) 0650	Jan-06	(656)	(667)		(600)	133	150
(101) 0130	Sep-01	(435)	(435)		(435)	-	150
(102) 0675	May-06	(786)	(800)		(715)	171	150
(103) 0855	Nov-07	(623)	(639)		(538)	202	150
(104) 0688	Sep-06	(620)	(633)		(560)	146	150
(105)		<u>(\$17,309)</u>	<u>(\$17,556)</u>		<u>(\$16,077)</u>	2,957	2,995

- (a) Cost of vehicle.
- (b) A/D by month.
- (c) A/D by month.
- (d) A/D by month.
- (e) A/D by month.
- (f) A/D by month.
- (g) A/D by month.
- (h) A/D by month.
- (i) A/D by month.
- (j) A/D by month.
- (k) A/D by month.
- (l) A/D by month.
- (m) A/D by month.
- (n) A/D by month.
- (o) 13-month average (sum, columns (d) thru (n) divided by 13).
- (p) Vehicle depreciation expense.
- (q) Transportation expense.

Notes:
amount allocated to LUSI are calculated by ERC base for which these vehicles are used, that base by LUSI's ERCs. That percentage

**2011 RATE CASES SALARY ADJUSTMENT
TRANSPORTATION EXPENSES**

w/p e

	<u>Object Account</u>	<u>Account Description</u>		(a) <u>TY Total</u>
(1)	6215	FUEL	per TB	\$1,477,124
(2)	6220	AUTO REPAIR/TIRES	per TB	812,357
(3)	6225	AUTO LICENSES	per TB	62,616
(4)	6230	OTHER TRANS EXPENSES	per TB	13,367
(5)		TRANSPORTATION EXPENSES	sum, lines (1) thru (4)	<u>\$2,365,464</u>
(6)		# of Vehicles	per operations	389
(7)		Transportation Expense per Vehicle	line (5) / line (6)	<u>\$6,081</u>

**2011 RATE CASES SALARY ADJUSTMENT
BENEFITS**

w/p f

	<u>Object Account</u>	<u>Account Description</u>		(a) <u>TY Total</u>
(1)	5630	HEALTH & DENTAL PREMIUMS	per TB	\$557,988
(2)	5635	DENTAL INS REIMBURSEMENTS	per TB	
(3)	5640	EMP PENSIONS & BENEFITS	per TB	
(4)	5645	EMPLOYEE INS DEDUCTIONS	per TB	(1,161,271)
(5)	5650	HEALTH COSTS & OTHER	per TB	25,896
(6)	5655	HEALTH INS REIMBURSEMENTS	per TB	3,642,883
(7)	5660	OTHER EMP BENEFITS	per TB	55,674
(8)	5670	TERM LIFE INS	per TB	154,506
(9)	5675	TERM LIFE INS-OPT	per TB	(26,087)
(10)	5680	DEPEND LIFE INS-OPT	per TB	(2,911)
(11)	5685	SUPPLEMENTAL LIFE INS	per TB	
	5690	TUITION	per TB	63,436
(12)		EMPLOYEE BENEFITS	sum, lines (1) thru (12)	<u>\$3,310,114</u>
(13)		# of Full Time Employees	per payroll	390
(14)		Benefits per Employee	line (13) / line (14)	<u>\$8,487</u>

**ERC COUNT 12/10
CORPORATE**

w/p g

<u>Company</u>	<u>ERC</u>	<u>ERC Percentage</u>
00110	2,677.00	1.01%
00111	437.00	0.17%
00112	53.00	0.02%
00113	258.60	0.10%
00114	362.50	0.14%
00117	82.50	0.03%
00118	751.00	0.28%
00119	3,058.10	1.16%
00120	345.00	0.13%
00121	2,064.00	0.78%
00122	1,406.50	0.53%
00123	348.00	0.13%
00124	288.00	0.11%
00125	195.00	0.07%
00126	68.00	0.03%
00127	220.00	0.08%
00128	2,336.50	0.89%
00129	243.00	0.09%
00130	455.20	0.17%
00131	968.80	0.37%
00132	118.00	0.04%
00133	637.00	0.24%
00134	357.00	0.14%
00150	6,172.60	2.34%
00151	372.00	0.14%
00152	1,825.00	0.69%
00181	378.40	0.14%
00182	31,516.40	11.95%
00183	12,823.20	4.86%
00187	3,003.00	1.14%
00188	3,353.00	1.27%
00190	353.00	0.13%
00191	2,687.53	1.02%
00192	256.00	0.10%
00220	553.00	0.21%
00241	2,094.20	0.79%
00242	251.00	0.10%
00246	1,664.50	0.63%
00248	2,412.70	0.91%
00249	2,493.60	0.95%
00250	3,355.00	1.27%
00251	12,255.80	4.65%
00252	9,392.10	3.56%
00254	753.30	0.29%
00255	20,994.40	7.96%
00256	1,064.10	0.40%
00257	438.40	0.17%
00259	1,520.80	0.58%
00260	2,718.00	1.03%
00262	353.80	0.13%
00286	924.00	0.35%
00287	1,491.00	0.57%
00288	2,200.50	0.83%

**ERC COUNT 12/10
CORPORATE**

w/p g

<u>Company</u>	<u>ERC</u>	<u>ERC Percentage</u>
00300	1,002.60	0.38%
00315	775.50	0.29%
00316	2,315.00	0.88%
00317	3,347.50	1.27%
00332	169.00	0.06%
00333	5,486.50	2.08%
00345	7,375.90	2.80%
00356	10,092.50	3.83%
00357	12,611.80	4.78%
00385	10,173.40	3.86%
00386	2,080.00	0.79%
00400	20,535.40	7.79%
00401	6,760.50	2.56%
00402	171.00	0.06%
00403	1,081.60	0.41%
00406	3,435.00	1.30%
00425	8,667.60	3.29%
00450	3,335.50	1.26%
00451	4,519.70	1.71%
00452	584.00	0.22%
00453	11,576.10	4.39%
00900	271.00	0.10%
	<u>263,767.13</u>	

**ERC COUNT 12/10
RVP ALLOCATED EMPLOYEES**

w/p g-1

<u>Company</u>	<u>ERC</u>	<u>RC Percentage</u>
00241	2,094.2	1.33%
00242	251.0	0.16%
00246	1,664.5	1.06%
00248	2,412.7	1.53%
00249	2,493.6	1.58%
00250	3,355.0	2.13%
00251	12,255.8	7.79%
00252	9,392.1	5.97%
00254	753.3	0.48%
00255	20,994.4	13.34%
00256	1,064.1	0.68%
00257	438.4	0.28%
00259	1,520.8	0.97%
00260	2,718.0	1.73%
00262	353.8	0.22%
00356	10,092.5	6.41%
00357	12,611.8	8.01%
00385	10,173.4	6.46%
00386	2,080.0	1.32%
00400	20,535.4	13.05%
00401	6,760.5	4.30%
00402	171.0	0.11%
00403	1,081.6	0.69%
00406	3,435.0	2.18%
00425	8,667.6	5.51%
00450	3,335.5	2.12%
00451	4,519.7	2.87%
00452	584.0	0.37%
00453	11,576.1	7.36%
	<u><u>157,385.8</u></u>	

**ERC COUNT 12/10
RVP ALLOCATED EMPLOYEES**

w/p g-2

<u>Company</u>	<u>ERC</u>	<u>RC Percentage</u>
00241	2,094.2	2.23%
00242	251.0	0.27%
00246	1,664.5	1.78%
00248	2,412.7	2.57%
00249	2,493.6	2.66%
00250	3,355.0	3.58%
00251	12,255.8	13.07%
00252	9,392.1	10.02%
00254	753.3	0.80%
00255	20,994.4	22.40%
00256	1,064.1	1.14%
00257	438.4	0.47%
00259	1,520.8	1.62%
00260	2,718.0	2.90%
00262	353.8	0.38%
00400	20,535.4	21.91%
00401	6,760.5	7.21%
00402	171.0	0.18%
00403	1,081.6	1.15%
00406	3,435.0	3.66%
	<u>93,745.2</u>	

ERC COUNT 12/10
RVP ALLOCATED EMPLOYEES

w/p g-3

<u>Company</u>	<u>ERC</u>	<u>ERC Percentage</u>
00241	2,094.2	3.39%
00242	251.0	0.41%
00246	1,664.5	2.70%
00248	2,412.7	3.91%
00249	2,493.6	4.04%
00250	3,355.0	5.43%
00251	12,255.8	19.84%
00252	9,392.1	15.21%
00254	753.3	1.22%
00255	20,994.4	33.99%
00256	1,064.1	1.72%
00257	438.4	0.71%
00259	1,520.8	2.46%
00260	2,718.0	4.40%
00262	353.8	0.57%
	<u>61,761.7</u>	<u>100.00%</u>

**ERC COUNT 12/10
FLORIDA FIELD EMPLOYEES**

w/p h

System			ERC Count (1)	Percentage to Total	
251100	Four Lakes	W	67.0	0.43%	
251101	Lake Saunders	W	43.0	0.28%	
251102	LUSI South	W	3,099.8	19.90%	
251103	LUSI South	S	3,023.8	19.42%	
251106	LUSI North	W	6,022.2	38.67%	78.69%
252129	Golden Hills	W	524.2	3.37%	
252130	Golden Hills	S	76.4	0.49%	3.86%
260100	Utilities Inc Of Pennbrooke	W	1,473.0	9.46%	
260101	Utilities Inc Of Pennbrooke	S	1,245.0	7.99%	17.45%
			15,574.4	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
252129	Golden Hills	W	524.2	15.80%	
252130	Golden Hills	S	76.4	2.30%	18.10%
260100	Utilities Inc Of Pennbrooke	W	1,473.0	44.39%	
260101	Utilities Inc Of Pennbrooke	S	1,245.0	37.52%	81.90%
			3,318.6	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
251100	Four Lakes	W	67.0	0.43%	
251101	Lake Saunders	W	43.0	0.28%	
251102	LUSI South	W	3,099.8	19.90%	
251103	LUSI South	S	3,023.8	19.42%	
251104	LUSI South	R			
251106	LUSI North	W	6,022.2	38.67%	78.69%
252129	Golden Hills	W	524.2	3.37%	
252130	Golden Hills	S	76.4	0.49%	3.86%
260100	Utilities Inc Of Pennbrooke	W	1,473.0	9.46%	
260101	Utilities Inc Of Pennbrooke	S	1,245.0	7.99%	17.45%
			15,574.4	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
255100	Sanlando Utilities Corp	W	11,792.8	56.17%	
255101	Sanlando Utilities Corp	S	9,170.6	43.68%	
255102	Sanlando Utilities Corp	R	31.0	0.15%	100.00%
			20,994.4	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
249100	Utilities Inc of Eagle Ridge	S	1,585.6	63.59%	
249101	Cross Creek	S	908.0	36.41%	100.00%
			2,493.6	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	6.18%	6.18%
252110	Weathersfield	W	1,159.0	4.30%	
252111	Weathersfield	S	1,147.5	4.26%	
252113	Oakland Shores	W	229.5	0.85%	
252114	Little Wekiva	W	57.0	0.21%	
252115	Park Ridge	W	99.0	0.37%	
252116	Phillips	W	80.0	0.30%	

**ERC COUNT 12/10
FLORIDA FIELD EMPLOYEES**

w/p h

252117	Crystal Lake	W	171.0	0.63%	
252118	Ravenna Park	W	340.0	1.26%	
252119	Ravenna Park	S	240.0	0.89%	
252121	Bear Lake Manor	W	217.5	0.81%	
252122	Jansen	W	252.5	0.94%	
252123	Crescent Heights	W	258.5	0.96%	
252124	Davis Shores	W	43.0	0.16%	15.93%
255100	Sanlando Utilities Corp	W	11,792.8		
255101	Sanlando Utilities Corp	S	9,170.6		
255102	Sanlando Utilities Corp	R	31.0	77.89%	77.89%
			26,953.4	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
259100	Labrador Utilities Inc	W	766.5	50.40%	
259101	Labrador Utilities Inc	S	754.3	49.60%	100.00%
			1,520.80	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	6.18%	6.18%
252110	Weathersfield	W	1,159.0	4.30%	
252111	Weathersfield	S	1,147.5	4.26%	
252113	Oakland Shores	W	229.5	0.85%	
252114	Little Wekiva	W	57.0	0.21%	
252115	Park Ridge	W	99.0	0.37%	
252116	Phillips	W	80.0	0.30%	
252117	Crystal Lake	W	171.0	0.63%	
252118	Ravenna Park	W	340.0	1.26%	
252119	Ravenna Park	S	240.0	0.89%	
252121	Bear Lake Manor	W	217.5	0.81%	
252122	Jansen	W	252.5	0.94%	
252123	Crescent Heights	W	258.5	0.96%	
252124	Davis Shores	W	43.0	0.16%	15.93%
255100	Sanlando Utilities Corp	W	11,792.8	43.75%	
255101	Sanlando Utilities Corp	S	9,170.6	34.02%	
255102	Sanlando Utilities Corp	R	31.0	0.12%	77.89%
			26,953.40	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
Utilities Inc of Florida					
252106	Orangewood	W	1,734.3	38.57%	
252107	Orangewood	S	158.0	3.51%	
252125	Summertree	W	1,187.4	26.40%	
252126	Summertree	S	986.4	21.93%	
252128	Lake Tarpon	W	430.9	9.58%	100.00%
			4,497.0	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	5.49%	5.49%
250100	Mid-County Services Inc	S	3,355.0	11.07%	11.07%
252110	Weathersfield	W	1,159.0	3.82%	
252111	Weathersfield	S	1,147.5	3.79%	
252113	Oakland Shores	W	229.5	0.76%	
252114	Little Wekiva	W	57.0	0.19%	

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252115	Park Ridge	W	99.0	0.33%	
252116	Phillips	W	80.0	0.26%	
252117	Crystal Lake	W	171.0	0.56%	
252118	Ravenna Park	W	340.0	1.12%	
252119	Ravenna Park	S	240.0	0.79%	
252121	Bear Lake Manor	W	217.5	0.72%	
252122	Jansen	W	252.5	0.83%	
252123	Crescent Heights	W	258.5	0.85%	
252124	Davis Shores	W	43.0	0.14%	
255100	Sanlando Utilities Corp	W	11,792.8	38.91%	
255101	Sanlando Utilities Corp	S	9,170.6	30.26%	
255102	Sanlando Utilities Corp	R	31.0	0.10%	69.27%
			30,308.4	100.00%	85.83%

	System		ERC Count (1)	Percentage to Total	
241100	Tierra Verde Utilities Inc	S	2,094.2	11.84%	11.84%
242100	Lake Placid Utilities Inc	W	125.5	0.71%	
242101	Lake Placid Utilities Inc	S	125.5	0.71%	1.42%
248100	Cypress Lakes Utilities Inc	W	1,257.6	7.11%	
248101	Cypress Lakes Utilities Inc	S	1,155.1	6.53%	13.64%
249100	Utilities Inc of Eagle Ridge	S	1,585.6	8.96%	
249101	Cross Creek	S	908.0	5.13%	14.10%
250100	Mid-County Services Inc	S	3,355.0	18.97%	18.97%
252106	Orangewood	W	1,734.3	9.80%	
252107	Orangewood	S	158.0	0.89%	
252125	Summertree	W	1,187.4	6.71%	
252126	Summertree	S	986.4	5.58%	
252128	Lake Tarpon	W	430.9	2.44%	25.42%
256100	Util Inc of Sandalhaven	S	1,064.1	6.02%	6.02%
259100	Labrador Utilities Inc	W	766.5	4.33%	
259101	Labrador Utilities Inc	S	754.3	4.26%	8.60%
			17,688.4	100.00%	100.00%

	System		ERC Count (1)	Percentage to Total	
257100	Bayside Utility Services Inc	W	220.2	27.80%	
257101	Bayside Utility Services Inc	S	218.2	27.54%	55.34%
262100	Sandy Creek Utility Serv Inc	W	193.8	24.46%	
262101	Sandy Creek Utility Serv Inc	S	160.0	20.20%	44.66%
			792.2	100.00%	100.00%

	System		ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	6.18%	6.18%
252110	Weathersfield	W	1,159.0	4.30%	
252111	Weathersfield	S	1,147.5	4.26%	
252113	Oakland Shores	W	229.5	0.85%	
252114	Little Wekiva	W	57.0	0.21%	
252115	Park Ridge	W	99.0	0.37%	
252116	Phillips	W	80.0	0.30%	
252117	Crystal Lake	W	171.0	0.63%	

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252118	Ravenna Park	W	340.0	1.26%	
252119	Ravenna Park	S	240.0	0.89%	
252121	Bear Lake Manor	W	217.5	0.81%	
252122	Jansen	W	252.5	0.94%	
252123	Crescent Heights	W	258.5	0.96%	
252124	Davis Shores	W	43.0	0.16%	15.93%
255100	Sanlando Utilities Corp	W	11,792.8	43.75%	
255101	Sanlando Utilities Corp	S	9,170.6	34.02%	
255102	Sanlando Utilities Corp	R	31.0	0.12%	77.89%
			26,953.4	100.00%	100.00%

		<u>System</u>	<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
	255100	Sanlando Utilities Corp	W	11,792.8	99.74%
	255102	Sanlando Utilities Corp	R	31.0	0.26%
			11,823.8	100.00%	100.00%

		<u>System</u>	<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
	246100	Utilities Inc of Longwood	S	1,664.5	6.18%
	252110	Weathersfield	W	1,159.0	4.30%
	252111	Weathersfield	S	1,147.5	4.26%
	252113	Oakland Shores	W	229.5	0.85%
	252114	Little Wekiva	W	57.0	0.21%
	252115	Park Ridge	W	99.0	0.37%
	252116	Phillips	W	80.0	0.30%
	252117	Crystal Lake	W	171.0	0.63%
	252118	Ravenna Park	W	340.0	1.26%
	252119	Ravenna Park	S	240.0	0.89%
	252121	Bear Lake Manor	W	217.5	0.81%
	252122	Jansen	W	252.5	0.94%
	252123	Crescent Heights	W	258.5	0.96%
	252124	Davis Shores	W	43.0	0.16%
	255100	Sanlando Utilities Corp	W	11,792.8	43.75%
	255101	Sanlando Utilities Corp	S	9,170.6	34.02%
	255102	Sanlando Utilities Corp	R	31.0	0.12%
			26,953.4	100.00%	100.00%

		<u>System</u>	<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
	251100	Four Lakes	W	67.0	0.55%
	251101	Lake Saunders	W	43.0	0.35%
	251102	LUSI South	W	3,099.8	25.29%
	251103	LUSI South	S	3,023.8	24.67%
	251106	LUSI North	W	6,022.2	49.14%
			12,255.8	100.00%	100.00%

		<u>System</u>	<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
	252110	Weathersfield	W	1,159.0	26.99%
	252111	Weathersfield	S	1,147.5	26.72%
	252113	Oakland Shores	W	229.5	5.34%
	252114	Little Wekiva	W	57.0	1.33%
	252115	Park Ridge	W	99.0	2.31%
	252116	Phillips	W	80.0	1.86%
	252117	Crystal Lake	W	171.0	3.98%
	252118	Ravenna Park	W	340.0	7.92%
	252119	Ravenna Park	S	240.0	5.59%
	252121	Bear Lake Manor	W	217.5	5.06%

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252122 Jansen	W	252.5	5.88%	
252123 Crescent Heights	W	258.5	6.02%	
252124 Davis Shores	W	43.0	1.00%	100.00%
		<u>4,294.5</u>	<u>100.00%</u>	<u>100.00%</u>

System		ERC Count (1)	Percentage to Total	
255100 Sanlando Utilities Corp	W	11,792.8	56.17%	
255101 Sanlando Utilities Corp	S	9,170.6	43.68%	
255102 Sanlando Utilities Corp	R	31.0	0.15%	100.00%
		<u>20,994.4</u>	<u>100.00%</u>	<u>100.00%</u>

System		ERC Count (1)	Percentage to Total	
241100 Tierra Verde Utilities Inc	S	2,094.2	21.06%	21.06%
250100 Mid-County Services Inc	S	3,355.0	33.73%	33.73%
252106 Oranewood	W	1,734.3	17.44%	
252107 Oranewood	S	158.0	1.59%	
252125 Summertree	W	1,187.4	11.94%	
252126 Summertree	S	986.4	9.92%	
252128 Lake Tarpon	W	430.9	4.33%	45.21%
		<u>9,946.2</u>	<u>100.00%</u>	<u>100.00%</u>

System		ERC Count (1)	Percentage to Total	
246100 Utilities Inc of Longwood	S	1,664.5	6.18%	6.18%
252110 Weathersfield	W	1,159.0	4.30%	
252111 Weathersfield	S	1,147.5	4.26%	
252113 Oakland Shores	W	229.5	0.85%	
252114 Little Wekiva	W	57.0	0.21%	
252115 Park Ridge	W	99.0	0.37%	
252116 Phillips	W	80.0	0.30%	
252117 Crystal Lake	W	171.0	0.63%	
252118 Ravenna Park	W	340.0	1.26%	
252119 Ravenna Park	S	240.0	0.89%	
252121 Bear Lake Manor	W	217.5	0.81%	
252122 Jansen	W	252.5	0.94%	
252123 Crescent Heights	W	258.5	0.96%	
252124 Davis Shores	W	43.0	0.16%	15.93%
255100 Sanlando Utilities Corp	W	11,792.8	43.75%	
255101 Sanlando Utilities Corp	S	9,170.6	34.02%	
255102 Sanlando Utilities Corp	R	31.0	0.12%	77.89%
		<u>26,953.4</u>	<u>100.00%</u>	<u>100.00%</u>

System		ERC Count (1)	Percentage to Total	
251100 Four Lakes	W	67.0	0.43%	
251101 Lake Saunders	W	43.0	0.28%	
251102 LUSI South	W	3,099.8	19.90%	
251103 LUSI South	S	3,023.8	19.42%	
251106 LUSI North	W	6,022.2	38.67%	78.69%
252129 Golden Hills	W	524.2	3.37%	
252130 Golden Hills	S	76.4	0.49%	3.86%
260100 Utilities Inc Of Pennbrooke	W	1,473.0	9.46%	
260101 Utilities Inc Of Pennbrooke	S	1,245.0	7.99%	17.45%

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15,574.4 100.00% 100.00%

System		ERC Count (1)	Percentage to Total	
256100	Util Inc of Sandalhaven	S 1,064.1	100.00%	100.00%
		1,064.1	100.00%	100.00%

System		ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S 1,664.5	3.91%	3.91%
251100	Four Lakes	W 67.0	0.16%	
251101	Lake Saunders	W 43.0	0.10%	
251102	LUSI South	W 3,099.8	7.29%	
251103	LUSI South	S 3,023.8	7.11%	
251106	LUSI North	W 6,022.2	14.16%	28.82%
252110	Weathersfield	W 1,159.0	2.73%	
252111	Weathersfield	S 1,147.5	2.70%	
252113	Oakland Shores	W 229.5	0.54%	
252114	Little Wekiva	W 57.0	0.13%	
252115	Park Ridge	W 99.0	0.23%	
252116	Phillips	W 80.0	0.19%	
252117	Crystal Lake	W 171.0	0.40%	
252118	Ravenna Park	W 340.0	0.80%	
252119	Ravenna Park	S 240.0	0.56%	
252121	Bear Lake Manor	W 217.5	0.51%	
252122	Jansen	W 252.5	0.59%	
252123	Crescent Heights	W 258.5	0.61%	
252124	Davis Shores	W 43.0	0.10%	
252129	Golden Hills	W 524.2	1.23%	
252130	Golden Hills	S 76.4	0.18%	11.51%
255100	Sanlando Utilities Corp	W 11,792.8	27.73%	
255101	Sanlando Utilities Corp	S 9,170.6	21.56%	
255102	Sanlando Utilities Corp	R 31.0	0.07%	49.37%
260100	Utilities Inc Of Pennbrooke	W 1,473.0	3.46%	
260101	Utilities Inc Of Pennbrooke	S 1,245.0	2.93%	6.39%
		42,527.8	100.00%	100.00%

System		ERC Count (1)	Percentage to Total	
252106	Orangewood	W 1,734.3	22.66%	
252107	Orangewood	S 158.0	2.06%	
252125	Summertree	W 1,187.4	15.51%	
252126	Summertree	S 986.4	12.89%	
252128	Lake Tarpon	W 430.9	5.63%	58.76%
257100	Bayside Utility Services Inc	W 220.2	2.88%	
257101	Bayside Utility Services Inc	S 218.2	2.85%	5.73%
260100	Utilities Inc Of Pennbrooke	W 1,473.0	19.25%	
260101	Utilities Inc Of Pennbrooke	S 1,245.0	16.27%	35.51%
		7,653.4	100.00%	100.00%

System		ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S 1,664.5	6.18%	6.18%
252110	Weathersfield	W 1,159.0	4.30%	
252111	Weathersfield	S 1,147.5	4.26%	
252113	Oakland Shores	W 229.5	0.85%	

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252114	Little Wekiva	W	57.0	0.21%	
252115	Park Ridge	W	99.0	0.37%	
252116	Phillips	W	80.0	0.30%	
252117	Crystal Lake	W	171.0	0.63%	
252118	Ravenna Park	W	340.0	1.26%	
252119	Ravenna Park	S	240.0	0.89%	
252121	Bear Lake Manor	W	217.5	0.81%	
252122	Jansen	W	252.5	0.94%	
252123	Crescent Heights	W	258.5	0.96%	
252124	Davis Shores	W	43.0	0.16%	15.93%
255100	Sanlando Utilities Corp	W	11,792.8	43.75%	
255101	Sanlando Utilities Corp	S	9,170.6	34.02%	
255102	Sanlando Utilities Corp	R	31.0	0.12%	77.89%
			26,953.4	100.00%	100.00%

	System		ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	6.18%	6.18%
252110	Weathersfield	W	1,159.0	4.30%	
252111	Weathersfield	S	1,147.5	4.26%	
252113	Oakland Shores	W	229.5	0.85%	
252114	Little Wekiva	W	57.0	0.21%	
252115	Park Ridge	W	99.0	0.37%	
252116	Phillips	W	80.0	0.30%	
252117	Crystal Lake	W	171.0	0.63%	
252118	Ravenna Park	W	340.0	1.26%	
252119	Ravenna Park	S	240.0	0.89%	
252121	Bear Lake Manor	W	217.5	0.81%	
252122	Jansen	W	252.5	0.94%	
252123	Crescent Heights	W	258.5	0.96%	
252124	Davis Shores	W	43.0	0.16%	15.93%
255100	Sanlando Utilities Corp	W	11,792.8	43.75%	
255101	Sanlando Utilities Corp	S	9,170.6	34.02%	
255102	Sanlando Utilities Corp	R	31.0	0.12%	77.89%
			26,953.4	100.00%	100.00%

	System		ERC Count (1)	Percentage to Total	
248100	Cypress Lakes Utilities Inc	W	1,257.6	31.97%	
248101	Cypress Lakes Utilities Inc	S	1,155.1	29.37%	61.34%
259100	Labrador Utilities Inc	W	766.5	19.49%	
259101	Labrador Utilities Inc	S	754.3	19.18%	38.66%
			3,933.5	100.00%	100.00%

	System		ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	6.45%	6.45%
252110	Weathersfield	W	1,159.0	4.49%	
252113	Oakland Shores	W	229.5	0.89%	
252114	Little Wekiva	W	57.0	0.22%	
252115	Park Ridge	W	99.0	0.38%	
252116	Phillips	W	80.0	0.31%	
252117	Crystal Lake	W	171.0	0.66%	
252118	Ravenna Park	W	340.0	1.32%	
252119	Ravenna Park	S	240.0	0.93%	
252121	Bear Lake Manor	W	217.5	0.84%	
252122	Jansen	W	252.5	0.98%	
252123	Crescent Heights	W	258.5	1.00%	

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252124 Davis Shores	W	43.0	0.17%	12.19%
255100 Sanlando Utilities Corp	W	11,792.8	45.70%	
255101 Sanlando Utilities Corp	S	9,170.6	35.54%	
255102 Sanlando Utilities Corp	R	31.0	0.12%	81.36%
		25,805.9	100.00%	100.00%

System		ERC Count (1)	Percentage to Total	
246100 Utilities Inc of Longwood	S	1,664.5	6.18%	6.18%
252110 Weathersfield	W	1,159.0	4.30%	
252111 Weathersfield	S	1,147.5	4.26%	
252113 Oakland Shores	W	229.5	0.85%	
252114 Little Wekiva	W	57.0	0.21%	
252115 Park Ridge	W	99.0	0.37%	
252116 Phillips	W	80.0	0.30%	
252117 Crystal Lake	W	171.0	0.63%	
252118 Ravenna Park	W	340.0	1.26%	
252119 Ravenna Park	S	240.0	0.89%	
252121 Bear Lake Manor	W	217.5	0.81%	
252122 Jansen	W	252.5	0.94%	
252123 Crescent Heights	W	258.5	0.96%	
252124 Davis Shores	W	43.0	0.16%	15.93%
255100 Sanlando Utilities Corp	W	11,792.8	43.75%	
255101 Sanlando Utilities Corp	S	9,170.6	34.02%	
255102 Sanlando Utilities Corp	R	31.0	0.12%	77.89%
		26,953.4	100.00%	100.00%

System		ERC Count (1)	Percentage to Total	
246100 Utilities Inc of Longwood	S	1,664.5	36.41%	36.41%
252110 Weathersfield		1,159.0	25.35%	
252113 Oakland Shores		229.5	5.02%	
252114 Little Wekiva		57.0	1.25%	
252115 Park Ridge		99.0	2.17%	
252116 Phillips		80.0	1.75%	
252117 Crystal Lake		171.0	3.74%	
252118 Ravenna Park		340.0	7.44%	
252121 Bear Lake Manor		217.5	4.76%	
252122 Jansen		252.5	5.52%	
252123 Crescent Heights		258.5	5.65%	
252124 Davis Shores		43.0	0.94%	63.59%
		4,571.5	100%	100%

System		ERC Count (1)	Percentage to Total	
246100 Utilities Inc of Longwood	S	1,664.5	10.05%	10.05%
251100 Four Lakes	W	67.0	0.40%	
251101 Lake Sounders	W	43.0	0.26%	
251102 LUSI South	W	3,099.8	18.73%	
251106 LUSI North	W	6,022.2	36.38%	55.77%
252110 Weathersfield	W	1,159.0	7.00%	
252113 Oakland Shores	W	229.5	1.39%	
252114 Little Wekiva	W	57.0	0.34%	
252115 Park Ridge	W	99.0	0.60%	
252116 Phillips	W	80.0	0.48%	
252117 Crystal Lake	W	171.0	1.03%	
252118 Ravenna Park	W	340.0	2.05%	

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252121	Bear Lake Manor	W	217.5	1.31%	
252122	Jansen	W	252.5	1.53%	
252123	Crescent Heights	W	258.5	1.56%	
252124	Davis Shores	W	43.0	0.26%	
252129	Golden Hills	W	524.2	3.17%	20.73%
254101	Hutchinson Island Irrigat Co	W	753.3	4.55%	4.55%
260100	Utilities Inc Of Pennbrooke	W	1,473.0	8.90%	8.90%
			16,554.0	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
241100	Tierra Verde Utilities Inc	S	2,094.2	38.43%	38.43%
250100	Mid-County Services Inc	S	3,355.0	61.57%	61.57%
			5,449.2	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
255100	Sanlando Utilities Corp	W	11,792.8	56.17%	
255101	Sanlando Utilities Corp	S	9,170.6	43.68%	
255102	Sanlando Utilities Corp	R	31.0	0.15%	100.00%
			20,994.4	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
255100	Sanlando Utilities Corp	W	11,792.8	56.17%	
255101	Sanlando Utilities Corp	S	9,170.6	43.68%	
255102	Sanlando Utilities Corp	R	31.0	0.15%	100.00%
			20,994.4	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	6.18%	6.18%
252110	Weathersfield	W	1,159.0	4.30%	
252111	Weathersfield	S	1,147.5	4.26%	
252113	Oakland Shores	W	229.5	0.85%	
252114	Little Wekiva	W	57.0	0.21%	
252115	Park Ridge	W	99.0	0.37%	
252116	Phillips	W	80.0	0.30%	
252117	Crystal Lake	W	171.0	0.63%	
252118	Ravenna Park	W	340.0	1.26%	
252119	Ravenna Park	S	240.0	0.89%	
252121	Bear Lake Manor	W	217.5	0.81%	
252122	Jansen	W	252.5	0.94%	
252123	Crescent Heights	W	258.5	0.96%	
252124	Davis Shores	W	43.0	0.16%	15.93%
255100	Sanlando Utilities Corp	W	11,792.8	43.75%	
255101	Sanlando Utilities Corp	S	9,170.6	34.02%	
255102	Sanlando Utilities Corp	R	31.0	0.12%	77.89%
			26,953.4	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
260100	Utilities Inc Of Pennbrooke	W	1,473.0	54.19%	
260101	Utilities Inc Of Pennbrooke	S	1,245.0	45.81%	100.00%
			2,718.0	100.00%	100.00%

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System			ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	6.18%	6.18%
252110	Weathersfield	W	1,159.0	4.30%	
252111	Weathersfield	S	1,147.5	4.26%	
252113	Oakland Shores	W	229.5	0.85%	
252114	Little Wekiva	W	57.0	0.21%	
252115	Park Ridge	W	99.0	0.37%	
252116	Phillips	W	80.0	0.30%	
252117	Crystal Lake	W	171.0	0.63%	
252118	Ravenna Park	W	340.0	1.26%	
252119	Ravenna Park	S	240.0	0.89%	
252121	Bear Lake Manor	W	217.5	0.81%	
252122	Jansen	W	252.5	0.94%	
252123	Crescent Heights	W	258.5	0.96%	
252124	Davis Shores	W	43.0	0.16%	15.93%
255100	Sanlando Utilities Corp	W	11,792.8	43.75%	
255101	Sanlando Utilities Corp	S	9,170.6	34.02%	
255102	Sanlando Utilities Corp	R	31.0	0.12%	77.89%
			26,953.4	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
242100	Lake Placid Utilities Inc	W	125.5	3.30%	
242101	Lake Placid Utilities Inc	S	125.5	3.30%	6.59%
249100	Utilities Inc of Eagle Ridge	S	1,585.6	41.63%	
249101	Cross Creek	S	908.0	23.84%	65.47%
256100	Util Inc of Sandalhaven	S	1,064.1	27.94%	27.94%
			3,808.7	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
241100	Tierra Verde Utilities Inc	S	2,094.2	14.27%	14.27%
248100	Cypress Lakes Utilities Inc	W	1,257.6	8.57%	
248101	Cypress Lakes Utilities Inc	S	1,155.1	7.87%	16.44%
250100	Mid-County Services Inc	S	3,355.0	22.87%	22.87%
252106	Orangewood	W	1,734.3	11.82%	
252107	Orangewood	S	158.0	1.08%	
252125	Summertree	W	1,187.4	8.09%	
252126	Summertree	S	986.4	6.72%	
252128	Lake Tarpon	W	430.9	2.94%	30.65%
257100	Bayside Utility Services Inc	W	220.2	1.50%	
257101	Bayside Utility Services Inc	S	218.2	1.49%	2.99%
259100	Labrador Utilities Inc	W	766.5	5.22%	
259101	Labrador Utilities Inc	S	754.3	5.14%	10.37%
262100	Sandy Creek Utility Serv Inc	W	193.8	1.32%	
262101	Sandy Creek Utility Serv Inc	S	160.0	1.09%	2.41%
			14,671.9	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
251100	Four Lakes	W	67.0	0.26%	
251101	Lake Saunders	W	43.0	0.17%	
251102	LUSI South	W	3,099.8	11.94%	

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251104 LUSI South	R			
251106 LUSI North	W	6,022.2	23.20%	35.56%
252110 Weathersfield	W	1,159.0	4.46%	
252113 Oakland Shores	W	229.5	0.88%	
252114 Little Wekiva	W	57.0	0.22%	
252115 Park Ridge	W	99.0	0.38%	
252116 Phillips	W	80.0	0.31%	
252117 Crystal Lake	W	171.0	0.66%	
252118 Ravenna Park	W	340.0	1.31%	
252121 Bear Lake Manor	W	217.5	0.84%	
252122 Jansen	W	252.5	0.97%	
252123 Crescent Heights	W	258.5	1.00%	
252124 Davis Shores	W	43.0	0.17%	
252129 Golden Hills	W	524.2	2.02%	13.22%
255100 Sanlando Utilities Corp	W	11,792.8	45.43%	
255102 Sanlando Utilities Corp	R	31.0	0.12%	45.55%
260100 Utilities Inc Of Pennbrooke	W	1,473.0	5.67%	5.67%
		25,960.0	100.00%	100.00%

	System		ERC Count (1)	Percentage to Total	
252106 Orangewood	W		1,734.3	32.79%	
252107 Orangewood	S		158.0	2.99%	
252125 Summertree	W		1,187.4	22.45%	
252126 Summertree	S		986.4	18.65%	
252128 Lake Tarpon	W		430.9	8.15%	85.02%
257100 Bayside Utility Services Inc	W		220.2	4.16%	
257101 Bayside Utility Services Inc	S		218.2	4.13%	8.29%
262100 Sandy Creek Utility Serv Inc	W		193.8	3.66%	
262101 Sandy Creek Utility Serv Inc	S		160.0	3.03%	6.69%
			5,289.2	100.00%	100.00%

	System		ERC Count (1)	Percentage to Total	
251100 Four Lakes	W		67.0	0.45%	
251101 Lake Saunders	W		43.0	0.29%	
251102 LUSI South	W		3,099.8	20.70%	
251103 LUSI South	S		3,023.8	20.19%	
251106 LUSI North	W		6,022.2	40.22%	81.85%
260100 Utilities Inc Of Pennbrooke	W		1,473.0	9.84%	
260101 Utilities Inc Of Pennbrooke	S		1,245.0	8.31%	18.15%
			14,973.8	100.00%	100.00%

	System		ERC Count (1)	Percentage to Total	
257100 Bayside Utility Services Inc	W		220.2	27.80%	
257101 Bayside Utility Services Inc	S		218.2	27.54%	55.34%
262100 Sandy Creek Utility Serv Inc	W		193.8	24.46%	
262101 Sandy Creek Utility Serv Inc	S		160.0	20.20%	44.66%
			792.2	100.00%	100.00%

	System		ERC Count (1)	Percentage to Total	
251100 Four Lakes	W		67.0	0.43%	
251101 Lake Saunders	W		43.0	0.28%	

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251102	LUSI South	W	3,099.8	19.90%	
251103	LUSI South	S	3,023.8	19.42%	
251104	LUSI South	R			
251106	LUSI North	W	6,022.2	38.67%	78.69%
252129	Golden Hills	W	524.2	3.37%	
252130	Golden Hills	S	76.4	0.49%	3.86%
260100	Utilities Inc Of Pennbrooke	W	1,473.0	9.46%	
260101	Utilities Inc Of Pennbrooke	S	1,245.0	7.99%	17.45%
			15,574.4	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	10.05%	10.05%
251100	Four Lakes	W	67.0	0.40%	
251101	Lake Saunders	W	43.0	0.26%	
251102	LUSI South	W	3,099.8	18.73%	
251106	LUSI North	W	6,022.2	36.38%	55.77%
252110	Weathersfield	W	1,159.0	7.00%	
252113	Oakland Shores	W	229.5	1.39%	
252114	Little Wekiva	W	57.0	0.34%	
252115	Park Ridge	W	99.0	0.60%	
252116	Phillips	W	80.0	0.48%	
252117	Crystal Lake	W	171.0	1.03%	
252118	Ravenna Park	W	340.0	2.05%	
252121	Bear Lake Manor	W	217.5	1.31%	
252122	Jansen	W	252.5	1.53%	
252123	Crescent Heights	W	258.5	1.56%	
252124	Davis Shores	W	43.0	0.26%	
252129	Golden Hills	W	524.2	3.17%	20.73%
254101	ACME FL Legends Irrigation	W	753.3	4.55%	4.55%
260100	Utilities Inc Of Pennbrooke	W	1,473.0	8.90%	8.90%
			16,554.0	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
251100	Four Lakes	W	67.0	0.55%	
251101	Lake Saunders	W	43.0	0.35%	
251102	LUSI South	W	3,099.8	25.29%	
251103	LUSI South	S	3,023.8	24.67%	
251104	LUSI South	R			
251106	LUSI North	W	6,022.2	49.14%	100.00%
			12,255.8	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
249100	Utilities Inc of Eagle Ridge		1,585.6	63.59%	
249101	Cross Creek	S	908.0	36.41%	100.00%
			2,493.6	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
251100	Four Lakes	W	67.0	0.55%	
251101	Lake Saunders	W	43.0	0.35%	
251102	LUSI South	W	3,099.8	25.29%	
251103	LUSI South	S	3,023.8	24.67%	
251104	LUSI South	R			

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251106 LUSI North	W	6,022.2	49.14%	100.00%
		12,255.8	100.00%	100.00%

		<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
255100 Sanlando Utilities Corp	W	11,792.8	99.74%	
255102 Sanlando Utilities Corp	S	31.0	0.26%	100.00%
		11,823.8	100.00%	100.00%

		<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
251100 Four Lakes	W	67.0	0.43%	
251101 Lake Saunders	W	43.0	0.28%	
251102 LUSI South	W	3,099.8	19.90%	
251103 LUSI South	S	3,023.8	19.42%	
251104 LUSI South	R			
251106 LUSI North	W	6,022.2	38.67%	78.69%
252129 Golden Hills	W	524.2	3.37%	
252130 Golden Hills	S	76.4	0.49%	3.86%
260100 Utilities Inc Of Pennbrooke	W	1,473.0	9.46%	
260101 Utilities Inc Of Pennbrooke	S	1,245.0	7.99%	17.45%
		15,574.4	100.00%	100.00%

		<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
252106 Orangewood	W	1,734.3	38.57%	
252107 Orangewood	S	158.0	3.51%	
252125 Summertree	W	1,187.4	26.40%	
252126 Summertree	S	986.4	21.93%	
252128 Lake Tarpon	W	430.9	9.58%	100.00%
		4,497.0	100.00%	100.00%

		<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
251100 Four Lakes	W	67.0	0.43%	
251101 Lake Saunders	W	43.0	0.28%	
251102 LUSI South	W	3,099.8	19.90%	
251103 LUSI South	S	3,023.8	19.42%	
251106 LUSI North	W	6,022.2	38.67%	78.69%
252129 Golden Hills	W	524.2	3.37%	
252130 Golden Hills	S	76.4	0.49%	3.86%
260100 Utilities Inc Of Pennbrooke	W	1,473.0	9.46%	
260101 Utilities Inc Of Pennbrooke	S	1,245.0	7.99%	17.45%
		15,574.4	100.00%	100.00%

		<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
248100 Cypress Lakes Utilities Inc	W	1,257.6	52.12%	
248101 Cypress Lakes Utilities Inc	S	1,155.1	47.88%	100.00%
		2,412.7	100.00%	100.00%

		<u>ERC Count (1)</u>	<u>Percentage to Total</u>	
246100 Utilities Inc of Longwood	S	1,664.5	6.58%	6.58%
252110 Weathersfield	W	1,159.0	4.58%	
252111 Weathersfield	S	1,147.5	4.54%	
252113 Oakland Shores	W	229.5	0.91%	

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252114 Little Wekiva	W	57.0	0.23%	
252115 Park Ridge	W	99.0	0.39%	
252116 Phillips	W	80.0	0.32%	
252117 Crystal Lake	W	171.0	0.68%	
252118 Ravenna Park	W	340.0	1.34%	
252119 Ravenna Park	S	240.0	0.95%	
252121 Bear Lake Manor	W	217.5	0.86%	
252122 Jansen	W	252.5	1.00%	
252123 Crescent Heights	W	258.5	1.02%	
252124 Davis Shores	W	43.0	0.17%	16.98%
255100 Sanlando Utilities Corp	W	11,792.8	46.63%	
255101 Sanlando Utilities Corp	S	9,170.6	36.26%	
255102 Sanlando Utilities Corp	R	31.0	0.12%	83.02%
		25,288.9	106.58%	106.58%

System		ERC Count (1)	Percentage to Total	
251100 Four Lakes	W	67.0	0.52%	
251101 Lake Saunders	W	43.0	0.33%	
251102 LUSI South	W	3,099.8	23.83%	
251103 LUSI South	S	3,023.8	23.24%	
251104 LUSI South	R			
251106 LUSI North	W	6,022.2	46.29%	94.21%
254101 ACME FL Legends Irrigation	U	753.3	5.79%	5.79%
		13,009.1	100.00%	100.00%

System		ERC Count (1)	Percentage to Total	
252110 Weathersfield	W	1,159.0	8.05%	
252113 Oakland Shores	W	229.5	1.59%	
252114 Little Wekiva	W	57.0	0.40%	
252115 Park Ridge	W	99.0	0.69%	
252116 Phillips	W	80.0	0.56%	
252117 Crystal Lake	W	171.0	1.19%	
252118 Ravenna Park	W	340.0	2.36%	
252121 Bear Lake Manor	W	217.5	1.51%	
252122 Jansen	W	252.5	1.75%	18.10%
255100 Sanlando Utilities Corp	W	11,792.8	81.90%	81.90%
		14,398.3	100.00%	100.00%

System		ERC Count (1)	Percentage to Total	
251100 Four Lakes	W	67.0	0.43%	
251101 Lake Saunders	W	43.0	0.28%	
251102 LUSI South	W	3,099.8	19.90%	
251103 LUSI South	S	3,023.8	19.42%	
251104 LUSI South	R			
251106 LUSI North	W	6,022.2	38.67%	78.69%
252129 Golden Hills	W	524.2	3.37%	
252130 Golden Hills	S	76.4	0.49%	3.86%
260100 Utilities Inc Of Pennbrooke	W	1,473.0	9.46%	
260101 Utilities Inc Of Pennbrooke	S	1,245.0	7.99%	17.45%
		15,574.4	100.00%	100.00%

System		ERC Count (1)	Percentage to Total	
241100 Tierra Verde Utilities Inc	S	2,094.2	38.43%	38.43%

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250100 Mid-County Services Inc	S	3,355.0	61.57%	61.57%
		5,449.2	100.00%	100.00%



System

		ERC Count (1)	Percentage to Total	
255100 Sanlando Utilities Corp	W	11,792.8	56.17%	
255101 Sanlando Utilities Corp	S	9,170.6	43.68%	
255102 Sanlando Utilities Corp	R	31.0	0.15%	100.00%
		20,994.4	100.00%	100.00%



System

		ERC Count (1)	Percentage to Total	
255100 Sanlando Utilities Corp	W	11,792.8	56.17%	
255101 Sanlando Utilities Corp	S	9,170.6	43.68%	
255102 Sanlando Utilities Corp	R	31.0	0.15%	100.00%
		20,994.4	100.00%	100.00%



System

		ERC Count (1)	Percentage to Total	
250100 Mid-County Services Inc	S	3,355.0	100.00%	100.00%
		3,355.0	100.00%	100.00%



System

		ERC Count (1)	Percentage to Total	
246100 Utilities Inc of Longwood	S	1,664.5	100.00%	100.00%
		1,664.5	100.00%	100.00%



System

		ERC Count (1)	Percentage to Total	
251100 Four Lakes	W	67.0	0.43%	
251101 Lake Saunders	W	43.0	0.28%	
251102 LUSI South	W	3,099.8	19.90%	
251103 LUSI South	S	3,023.8	19.42%	
251106 LUSI North	W	6,022.2	38.67%	78.69%
252129 Golden Hills	W	524.2	3.37%	
252130 Golden Hills	S	76.4	0.49%	3.86%
260100 Utilities Inc Of Pennbrooke	W	1,473.0	9.46%	
260101 Utilities Inc Of Pennbrooke	S	1,245.0	7.99%	17.45%
		15,574.4	100.00%	100.00%



System

		ERC Count (1)	Percentage to Total	
251100 Four Lakes	W	67.0	0.43%	
251101 Lake Saunders	W	43.0	0.28%	
251102 LUSI South	W	3,099.8	19.90%	
251103 LUSI South	S	3,023.8	19.42%	
251104 LUSI South	R			
251106 LUSI North	W	6,022.2	38.67%	78.69%
252129 Golden Hills	W	524.2	3.37%	
252130 Golden Hills	S	76.4	0.49%	3.86%
260100 Utilities Inc Of Pennbrooke	W	1,473.0	9.46%	
260101 Utilities Inc Of Pennbrooke	S	1,245.0	7.99%	17.45%
		15,574.4	100.00%	100.00%



System

		ERC Count (1)	Percentage to Total	
241100 Tierra Verde Utilities Inc	S	2,094.2	11.33%	11.33%

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242100	Lake Placid Utilities Inc	W	125.5	0.68%	
242101	Lake Placid Utilities Inc	S	125.5	0.68%	1.36%
248100	Cypress Lakes Utilities Inc	W	1,257.6	6.80%	
248101	Cypress Lakes Utilities Inc	S	1,155.1	6.25%	13.06%
249100	Utilities Inc of Eagle Ridge	S	1,585.6	8.58%	
249101	Cross Creek	S	908.0	4.91%	13.49%
250100	Mid-County Services Inc	S	3,355.0	18.15%	18.15%
252106	Orangewood	W	1,734.3	9.38%	
252107	Orangewood	S	158.0	0.85%	
252125	Summertree	W	1,187.4	6.43%	
252126	Summertree	S	986.4	5.34%	
252128	Lake Tarpon	W	430.9	2.33%	24.33%
256100	Util Inc of Sandalhaven	S	1,064.1	5.76%	5.76%
257100	Bayside Utility Services Inc	W	220.2	1.19%	
257101	Bayside Utility Services Inc	S	218.2	1.18%	2.37%
259100	Labrador Utilities Inc	W	766.5	4.15%	
259101	Labrador Utilities Inc	S	754.3	4.08%	8.23%
262100	Sandy Creek Utility Serv Inc	W	193.8	1.05%	
262101	Sandy Creek Utility Serv Inc	S	160.0	0.87%	1.91%
			18,480.6	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
241100	Tierra Verde Utilities Inc	S	2,094.2	38.43%	38.43%
250100	Mid-County Services Inc	S	3,355.0	61.57%	61.57%
			5,449.2	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
251100	Four Lakes	W	67.0	0.41%	
251101	Lake Saunders	W	43.0	0.26%	
251102	LUSI South	W	3,099.8	18.98%	
251103	LUSI South	S	3,023.8	18.52%	
251106	LUSI North	W	6,022.2	36.88%	75.06%
252129	Golden Hills	W	524.2	3.21%	
252130	Golden Hills	S	76.4	0.47%	3.68%
254101	ACME FL Legends Irrigation	W	753.3	4.61%	4.61%
260100	Utilities Inc Of Pennbrooke	W	1,473.0	9.02%	
260101	Utilities Inc Of Pennbrooke	S	1,245.0	7.63%	16.65%
			16,327.7	100.00%	100.00%

System			ERC Count (1)	Percentage to Total	
246100	Utilities Inc of Longwood	S	1,664.5	6.18%	6.18%
252110	Weathersfield	W	1,159.0	4.30%	
252111	Weathersfield	S	1,147.5	4.26%	
252113	Oakland Shores	W	229.5	0.85%	
252114	Little Wekiva	W	57.0	0.21%	
252115	Park Ridge	W	99.0	0.37%	

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252116	Phillips	W	80.0	0.30%	
252117	Crystal Lake	W	171.0	0.63%	
252118	Ravenna Park	W	340.0	1.26%	
252119	Ravenna Park	S	240.0	0.89%	
252121	Bear Lake Manor	W	217.5	0.81%	
252122	Jansen	W	252.5	0.94%	
252123	Crescent Heights	W	258.5	0.96%	
252124	Davis Shores	W	43.0	0.16%	15.93%
255100	Sanlando Utilities Corp	W	11,792.8	43.75%	
255101	Sanlando Utilities Corp	S	9,170.6	34.02%	
255102	Sanlando Utilities Corp	R	31.0	0.12%	77.89%
			26,953.4	100.00%	100.00%

		System	ERC Count (1)	Percentage to Total		
	252106	Orangewood	W	1,734.3	38.57%	
	252107	Orangewood	S	158.0	3.51%	
	252125	Summertree	W	1,187.4	26.40%	
	252126	Summertree	S	986.4	21.93%	
	252128	Lake Tarpon	W	430.9	9.58%	100.00%
			4,497.0	100.00%	100.00%	

		System	ERC Count (1)	Percentage to Total		
	242100	Lake Placid Utilities Inc	W	125.5	3.30%	
	242101	Lake Placid Utilities Inc	S	125.5	3.30%	6.59%
	249100	Utilities Inc of Eagle Ridge	S	1,585.6	41.63%	
	249101	Cross Creek	S	908.0	23.84%	65.47%
	256100	Util Inc of Sandalhaven	S	1,064.1	27.94%	27.94%
			3,808.7	100.00%	100.00%	

SANLANDO ERC SPLIT

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<u>System</u>	<u>ERC</u>	<u>ERC Percentage</u>
Water	11,792.80	56.17%
Wastewater	9,170.60	43.68%
Reuse	31.00	0.15%
Total	<u>20,994.40</u>	<u>100.00%</u>

LABRADOR ERC SPLIT

<u>System</u>	<u>ERC</u>	<u>ERC Percentage</u>
Water	766.50	50.40%
Wastewater	754.30	49.60%
Total	<u>1,520.80</u>	<u>100.00%</u>