

BEFORE THE FLORIDA PUBLIC SERVICE COMMISSION

 claim of confidentiality
 request for confidentiality
 filed by OPC

In re: Application of
LABRADOR UTILITIES, INC.
for an increase in wastewater
rates in Pasco County, Florida

For DN 09061-11, which Docket No. 110264-WS
is in locked storage. You must be
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11 DEC 20 AM 10:31
COMMISSION
CLERK

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**LABRADOR UTILITIES, INC.'S
REQUEST FOR CONFIDENTIAL CLASSIFICATION**

LABRADOR UTILITIES, INC. (the "Utility"), by and through its undersigned counsel, files this Request for Confidential Classification in relation to documents submitted in connection with the Utility's responses to Staff's Audit in connection with Audit Control No. 11-273-4-1.

1. Under Section 367.156, Florida Statutes, this Commission has the authority to classify certain material as proprietary confidential business information. This classification exempts the material from public disclosure under Section 119.07(1), Florida Statutes.

2. The Utility requests that certain information provided to Staff auditors in connection with Audit Control No. 11-273-4-1 be classified as proprietary confidential business information under Section 367.156(2), Florida Statutes, and Rule 25-22.06, Florida Administrative Code (the "Confidential Information"). If this request is granted, then the subject portions of said response to Audit Control No. 11-273-4-1 will be exempt from Section 119.07(1), Florida Statutes. Attached hereto as Exhibit "A" is a Justification Matrix providing a justification for the Utility's request. The information is enclosed herein both in highlighted and redacted format.

3. The information produced in response to Staff's Audit for compensation information is intended to be and is treated by the utility as private and confidential and has not been disclosed externally and has been strictly controlled internally.

4. A portion of the information consists of employee's name and title, base salary, benefits, overtime, raises, taxes, pension information and total compensation. This information should be classified as proprietary confidential business information because its disclosure would

COM _____
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DOCUMENT NUMBER-DATE
09060 DEC 20 =
FPSC-COMMISSION CLERK

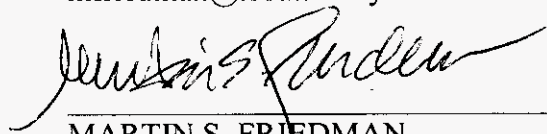
impair the Utility's competitive interests, provide other utility companies information to lure employees away (thereby driving up salaries and rates), and create circumstances under which infighting and employee morale could be negatively affected. See Florida Power & Light Company et al. v. Public Service Commission, 31 So. 3d 860 (Fla. 1st DCA 2010).

5. Requiring the disclosure of each employee's compensation information violates each employee's right to privacy under Article I, Section 23 of the Florida Constitution.

WHEREFORE, LABRADOR UTILITIES, INC. prays for the entry of an order treating the information identified in this Motion as confidential and exempt from disclosure.

Respectfully submitted on this 19 day of
December, 2011 by:

ROSE, SUNDSTROM & BENTLEY, LLP
766 North Sun Drive, Suite 4030
Lake Mary, FL 32746
Telephone: (407) 830-6331
Facsimile: (407) 830 8255
mfriedman@rsbattorneys.com



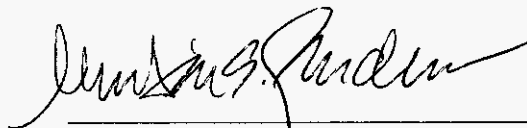
MARTIN S. FRIEDMAN
For the Firm

CERTIFICATE OF SERVICE
DOCKET NO. 110153-SU

I HEREBY CERTIFY that a true and correct copy of the foregoing Request for Confidential Classification has been sent to the PSC Clerk by FedEx and furnished by U.S. Mail to the following parties this 9 day of December 2011:

Stephen Reilly, Deputy Public Counsel
Office of Public Counsel
C/o The Florida Legislature
111 W. Madison Street, Room 812
Tallahassee, FL 32399-1400

Jennifer Crawford, Esquire
Office of General Counsel
Florida Public Service Commission
2540 Shumard Oak Boulevard
Tallahassee, FL 32399-0850



MARTIN S. FRIEDMAN
For the Firm

JUSTIFICATION MATRIX

<p><u>Location</u> (Specific request w/page number)</p>	<p><u>Justification</u> <i>Please note: All information for which the Utility requests confidential treatment has been kept confidential by the Utility, and intends to keep such information confidential.</i></p>
<p>Workpaper 47-3 (All of amounts in columns (a) through (j) on pp. 1-6)</p>	<p>§367.156(3)(a), §367.156(3)(b), §367.156(3)(d), §367.156(3)(e) These are the Utility's audited Consolidated Financial Statements prepared by its internal auditors, and constitute a report of the internal auditor and present the scope of the audit and origin of the auditors. These highly sensitive documents also contain confidential information that could be used to discern trade secrets, damage competitive interests, or harm the company's ability to contract for goods and services on favorable terms.</p>
<p>Workpaper 47-3/1 (Columns (a) through (j) on pp. 1-6)</p>	<p>§367.156(3)(d) Disclosure of compensation data, overtime data and salary increase data would impair the ability of the Utility to contract for employees on favorable terms.</p> <p>§367.156(3)(e) Disclosure of the compensation data would impair the Utility's competitive interests as described in <u>Florida Power & Light Company et al. v. Public Service Commission</u>, 31 So. 3d 860 (Fla. 1st DCA 2010). The Utility keeps this information strictly confidential to prevent other utilities from stealing their employees and to prevent lowered morale and infighting among employees who have the same position but varying wages.</p> <p>Article I, Section 23 of the Florida Constitution. Disclosure of the information would invade the privacy rights of the employee.</p>

Workpaper 47-3/1-1
(Columns (a) through (j) on pp. 1-6)

§367.156(3)(d) Disclosure of compensation data, overtime data and salary increase data would impair the ability of the Utility to contract for employees on favorable terms.

§367.156(3)(e) Disclosure of the compensation data would impair the Utility's competitive interests as described in Florida Power & Light Company et al. v. Public Service Commission, 31 So. 3d 860 (Fla. 1st DCA 2010). The Utility keeps this information strictly confidential to prevent other utilities from stealing their employees and to prevent lowered morale and infighting among employees who have the same position but varying wages.

Article I, Section 23 of the Florida Constitution. Disclosure of the information would invade the privacy rights of the employee.

Labrador Utilities, Inc.
Confidential Index

REDACTED

Workpaper		Pages
47-3	Payroll total co	9
47-3/1	Revised Labrador Allocation	9
47-3/1-1	Common Allocations	9

DOCUMENT NUMBER 1001

09060 DEC 20 =

FPSC-COMMISSION CLERK

Labrador Utilities, Inc.
Rate Case
Dkt# 110264-WS, ACN 11-273-4-1
TYE 2010

2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Title Employee Salaries, Benefits, Trans

Totals		(a)	(b)	(c)	(d)	(e)		
Name	Position	State	Department	Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(1) Andrejko, James	Controller	IL	611000					
(2) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(3) Chang, 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) Lingsman, Samuel W.	Senior Financial Analyst	IL	611000					
(13) Luppino, Nancy L.	AP Clerk	IL	611000					
(14) Luppino, Phyllis A.	AP Clerk	IL	611000					
(15) McLean, Pamela J.	Payroll Supervisor	IL	611000					
(16) Metcalf, Janice L.	AP Clerk	IL	611000					
(17) Miranda, Margarita	AP Clerk	IL	611000					
(18) Pietras, Victoria M.	Senior Corporate Accountant	IL	611000					
(19) Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL	611000					
(20) Zavilla, Annette	AP Clerk	IL	611000					
(21) Stone, Leah A.	Executive Assistant	IL	611500					
(22) Hoy, John P.	Chief Operating Officer	IL	612000					
(23) Japczyk, James P.	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 P.	Regional Finance Manager	FL	613500					
(35) Durham, Rick J.	RVP	FL	613500					
(36) Flynn, Patrick C.	Regional Director	FL	613500					
(37) Haws, Scotty L.	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) Cielinski, 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) Fovich, Erin P.	Senior Regulatory Accountant	IL	614000					
(50) Shrake, Brian W.	Senior Regulatory Accountant	IL	614000					
(51) Valrie, Lawanda N.	Regulatory Assistant	IL	614000					
(52) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(53) Williams III, John D.	Dir, Governmental Affairs	FL	614000					
(54) Winans, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(55) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(56) Abbott, Loretta E.	CSR II	FL	614500					
(57) Anderson, Tricia D.	CSR I	NC	614500					
(58) Bachmann, Lisa A.	CSR I	FL	614500					
(59) Bennett, Kimberly J.	Customer Account Specialist	FL	614500					
(60) Calbreath, Stephanie R.	CSR II	NC	614500					
(61) Campbell, Pamela J.	CSR II	NV	614500					
(62) Chandler, Matthew R.	CSR II	FL	614500					
(63) Christian, Elise S.	Customer Relations Specialist	FL	614500					
(64) Collado, Madelin	CSR I	NC	614500					
(65) Deere, Brandi N	CSR I	FL	614500					
(66) Demonbreun, Sheri D.	CSR I	FL	614500					
(67) Dugan, Grace A.	Customer Care Manager	NV	614500					
(68) Harden, Cristina	CSR I	FL	614500					

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Confidential

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This was agreed to the file used in the Affiliated Audit - DE 11015-50 (Eargo Ratio). up 44-1/1
This is allocated to Labrador on Page 1 of 9 47-3/1 + 47-3/1-1
Sr. Var. 1

Totals				(a)	(b)	(c)	(d)	(e)	
	Name	Position	State	Department	Current Salary	2011 Operating Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(69)	Iwinaki, 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)	Orenago, 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)	Selt, 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)	Caballos, 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)	Figueras, Pedro L.	Lead Water-Wastewater Operator	FL	615000					
(111)	Finch, Allan	Water-Wastewater Operator II	FL	615000					
(112)	Finchirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000					
(113)	Finigan, Michael A.	Field Tech I	FL	615000					
(114)	Gentlucci, 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)	Haaty, 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					
(124)	Hollister, Jimmie H.	Field Tech II	FL	615000					
(125)	Inclima, Luke John	Water-Wastewater Operator II	FL	615000					
(126)	Key, 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, Alison S.	Lead Water-Wastewater Operator	FL	615000					
(130)	Moore, Matthew J.	Field Tech II	FL	615000					
(131)	Murphy, Eric	Operator II	FL	615000					
(132)	Neal, William L.	Area Manager	FL	615000					
(133)	Overton, Michael A.	Cross Connection Tech	FL	615000					
(134)	Owens, Brian S.	Field Tech I	FL	615000					
(135)	Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(136)	Peadar II, Mark A.	Field Tech I	FL	615000					
(137)	Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(138)	Phillips, Christopher	Field Tech I	FL	615000					
(139)	Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(140)	Raddiff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(141)	Raines, Craig A.	Water-Wastewater Operator II	FL	615000					

4-3-07

Totals				(a)	(b)	(c)	(d)	(e)
	Name	Position	State Department	Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(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)	Shus, 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)	Sudot, Corey	Water-Wastewater Operator II	FL 615000					
(153)	Sweyhelmer, 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)								

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p3

2011 RATE CASES SALARY ADJUSTMENT
 DETAILED SALARY BY EMPLOYEE

Totals			(f)	(g)	(h)	(i)	(j)	
Name	Position	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits
(1) Andrejko, James	Controller	IL	611000					
(2) Arnoux, Diane L.	HR/Payroll Administrator	IL	611000					
(3) Chang, Tae	AP Clerk	IL	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) Hawn, 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, Dhwanil 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) Wuska, Kirsten E.	Regulatory Accounting Manager	IL	614000					
(53) Williams III, John D.	Dir, Governmental Affairs	FL	614000					
(54) Winana, Nicole D.	Regulatory Staff Accountant II	NV	614000					
(55) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	614000					
(56) Abbott, Loretta E.	CSR II	FL	614500					
(57) Anderson, Tricia D.	CSR I	NC	614500					
(58) Bachmann, Lisa A.	CSR I	FL	614500					
(59) Bennett, Kimberly J.	Customer Account Specialist	FL	614500					
(60) Calbreath, Stephanie R.	CSR II	NC	614500					
(61) Campbell, Pamela J.	CSR II	NV	614500					
(62) Chandler, Matthew R.	CSR II	FL	614500					
(63) Christian, Elias 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					

47-8

AD E-CP

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
(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) Sillito, Jacqueline M.	Customer Care Specialist	FL	614500					
(83) Silva, Lisa M.	CSR II	NC	614500					
(84) Tackett, Samantha R.	CSR I	NV	614500					
(85) Thimmes, Karen L.	CSR I	FL	614500					
(86) Trovinger, Ferrellyn L.	Lead CSR	FL	614500					
(87) Volk, Deborah E.	CSR I	FL	614500					
(88) Wilson, Vicki L.	CSR I	FL	614500					
(89) Krusler, Adrienne R.	Billing Manager	IL	614600					
(90) Sverida, Agnes	Asst Mgr of Billing	IL	614600					
(91) Ceballos, Isabel	Collections Specialist	FL	614700					
(92) Lybarger, Andrea	Collections Specialist	FL	614700					
(93) Sowell, George William	Corporate Services Manager	SC	614700					
(94) Alberici, David J.	Field Tech I	FL	615000					
(95) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(96) Austin, Arthur C.	Field Tech II	FL	615000					
(97) Bailey, Alan R.	Water-Wastewater Operator II	FL	615000					
(98) Boersma, David A.	Lead Water-Wastewater Operator	FL	615000					
(99) Brown, Donna R.	Field Tech I	FL	615000					
(100) Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(101) Callahan, Robert L.	Field Tech II	FL	615000					
(102) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	615000					
(103) Carver, Nathaniel Q.	Area Manager	FL	615000					
(104) Chard, Ronald	Cross Connection Tech	FL	615000					
(105) Cook, James H.	Lead Water-Wastewater Operator	FL	615000					
(106) Cooper, Robert K.	Field Tech III	FL	615000					
(107) Ebert, Harold	Field Tech II	FL	615000					
(108) Ebert, Shawn M.	Field Tech II	FL	615000					
(109) Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000					
(110) Figueros, 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) Gentiluodi, 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) Herrmann, Rodel R.	Field Tech I	FL	615000					
(123) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000					
(124) Hollister, Jimmie H.	Field Tech II	FL	615000					
(125) Incliffe, 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) Martinelli, John A.	Area Manager	FL	615000					
(129) McPhee, Alison S.	Lead Water-Wastewater Operator	FL	615000					
(130) Morzell, Matthew J.	Field Tech II	FL	615000					
(131) Murphy, Eric	Operator II	FL	615000					
(132) Neal, William L.	Area Manager	FL	615000					
(133) Overton, Michael A.	Cross Connection Tech	FL	615000					
(134) Owens, Brian S.	Field Tech I	FL	615000					
(135) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000					
(136) Peadar II, Mark A.	Field Tech I	FL	615000					
(137) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000					
(138) Phillips, Christopher	Field Tech I	FL	615000					
(139) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000					
(140) Raddiff, Max Lee	Lead Water-Wastewater Operator	FL	615000					
(141) Raines, Craig A.	Water-Wastewater Operator II	FL	615000					

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05

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
(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)	Sweghelmer, 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)									

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2011 RATE CASES SALARY ADJUSTMENT
DETAILED SALARY BY EMPLOYEE

Totals			(k)	(l)	(m)	(n)	(o)	(p)	
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(1) Andrejko, James	Controller	IL	611000						
(2) Arnoax, 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, Avehna	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 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, Fricia B.	CSR I	NC	614500						
(58) Bachmann, Lisa A.	CSR I	FL	614500						
(59) Bennett, Kimberly J.	Customer Account Specialist	FL	614500						
(60) Calbreath, Stephanie R.	CSR II	NC	614500						
(61) Campbell, Pamela J.	CSR II	NV	614500						
(62) Chandler, Matthew R.	CSR II	FL	614500						
(63) Christian, Elise S.	Customer Relations Specialist	FL	614500						
(64) Collado, Madelin	CSR I	NC	614500						
(65) Deere, Brandi N	CSR I	FL	614500						
(66) Demonbreun, Sheri D.	CSR I	FL	614500						
(67) Dugan, Grace A.	Customer Care Manager	NV	614500						
(68) Harden, Cristina	CSR I	FL	614500						

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6,081

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Totale		(k)	(l)	(m)	(n)	(o)	(p)		
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/R Balance	Vehicle Depreciation Expense	Transportation Expense
(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) Mayeaki, 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) Shiltoe, Jacqueline M.	Customer Care Specialist	FL	614500						
(83) Silva, Lisa M.	CSR II	NC	614500						
(84) Tackett, Samantha R.	CSR I	NV	614500						
(85) Thimmes, Karen L.	CSR I	FL	614500						
(86) Trovinger, Ferrellyn L.	Lead CSR	FL	614500						
(87) Volk, Deborah E.	CSR I	FL	614500						
(88) Wilson, Vicki L.	CSR I	FL	614500						
(89) Krugler, Adrienne R.	Billing Manager	IL	614500						
(90) Sverida, Agnes	Asst Mgr of Billing	IL	614500						
(91) Caballos, 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	23,356	(13,356)	-	6,081
(98) Boersma, David A.	Lead Water-Wastewater Operator	PL	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	19,658	(15,531)	3,328	6,081
(103) Carver, Nathaniel Q.	Area Manager	FL	615000	0659	Jul-06	26,206	(19,555)	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) Finebirsh, Jeffrey S.	Water-Wastewater Operator I	FL	615000	0637	Jan-06	19,386	(16,155)	3,231	6,081
(113) Firnigan, Michael A	Field Tech I	FL	615000	0429	Mar-04	18,233	(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	(16,262)	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) Hermans, Rodel R	Field Tech I	FL	615000	0802	Aug-07	17,962	(10,229)	2,994	6,081
(123) Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000	0771	May-07	16,222	(9,688)	2,704	6,081
(124) Hollister, Jimmie H.	Field Tech II	FL	615000	0612	Aug-05	16,472	(14,870)	2,745	6,081
(125) Inclina, Luke John	Water-Wastewater Operator II	FL	615000	0461	Jul-04	16,797	(16,797)	1,400	6,081
(126) Keys, Thomas E.	Water-Wastewater Operator II	FL	615000	9834	Aug-98	16,144	(16,144)	-	6,081
(127) Lorenzo, Alexander	Water-Wastewater Operator II	FL	615000	0014	Jan-00	15,363	(15,363)	-	6,081
(128) Marinelli, John A.	Area Manager	FL	615000	0509	Feb-05	29,473	(29,063)	4,912	6,081
(129) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	615000	0448	Jun-04	18,713	(18,713)	1,299	6,081
(130) Morrell, Matthew J.	Field Tech II	FL	615000	0808	Jul-07	20,347	(11,869)	3,381	6,081
(131) Murphy, Eric	Operator II	FL	615000						
(132) Neal, William L.	Area Manager	FL	615000	0825	Nov-07	22,388	(11,816)	3,731	6,081
(133) Overton, Michael A.	Cross Connection Tech	FL	615000	0833	Nov-07	20,253	(10,689)	3,376	6,081
(134) Owens, Brian S.	Field Tech I	FL	615000	0741	Feb-07	16,707	(10,906)	2,785	6,081
(135) Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000	0708	Oct-06	17,540	(12,424)	2,923	6,081
(136) Peaden II, Mark A.	Field Tech I	FL	615000	0730	Dec-06	16,504	(11,232)	2,751	6,081
(137) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	615000	0704	Sep-06	17,540	(12,668)	2,923	6,081
(138) Phillips, Christopher	Field Tech I	FL	615000	0503	Dec-04	17,389	(17,389)	2,657	6,081
(139) Powell, Trevor B.	Water-Wastewater Operator II	FL	615000	0823	Nov-07	17,577	(9,277)	2,930	6,081
(140) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000	0423	Mar-04	19,058	(19,058)	529	6,081
(141) Raines, Craig A.	Water-Wastewater Operator II	FL	615000	0751	May-07	16,222	(9,688)	2,704	6,081

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Totals			(k)	(l)	(m)	(n)	(o)	(p)	
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(142) Remigio, Roberto V.	Field Tech I	FL	615000	0824	Nov-07	17,577	(9,277)	2,930	6,081
(143) Richardson, James P.	Field Tech I	FL	615000	0533	Apr-05	18,131	(17,375)	3,022	6,081
(144) Schneider, Keith C.	Water-Wastewater Operator II	FL	615000	0671	Apr-06	13,318	(10,544)	2,220	6,081
(145) Schwades, Charles G.	Area Manager	FL	615000	0544	May-06	23,201	(18,046)	3,867	6,081
(146) Shoffstall, David E.	Lead Water-Wastewater Operator	FL	615000	0608	Aug-05	19,546	(17,646)	3,258	6,081
(147) Shue, Mickey A.	Field Tech II	FL	615000	0312	Aug-02	19,053	(19,053)	-	6,081
(148) Sillitoe, Kathy A.	Water Conservation Coordinator	FL	615000	0428	Mar-04	27,110	(27,110)	3,012	6,081
(149) Sillitoe, Terry W.	Water-Wastewater Operator II	FL	615000						
(150) Smith, Donald D.	Field Tech II	FL	615000	0513	Dec-04	22,344	(22,344)	3,414	6,081
(151) Straight, James L.	Water-Wastewater Operator I	FL	615000	0436	Mar-04	18,847	(18,847)	524	6,081
(152) Sudol, Corey	Water-Wastewater Operator II	FL	615000	0636	Jan-06	17,700	(14,750)	2,950	6,081
(153) Swegheimer, James A.	Lead Water-Wastewater Operator	FL	615000	0740	Mar-07	16,424	(10,493)	2,737	6,081
(154) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	615000	0705	Sep-06	18,392	(13,283)	3,065	6,081
(155) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000	0062	Jun-00	15,358	(15,358)	-	6,081
(156) Watkins, Cedric	Field Tech II	FL	615000	0829	Nov-07	20,820	(10,989)	3,470	6,081
(157) White, Ronald D.	Field Tech II	FL	615000	0811	Jul-07	20,310	(11,847)	3,385	6,081
(158) Wilson, Michael A.	Regional Manager	FL	615000	0728	Dec-06	28,711	(19,540)	4,785	6,081
(159) Worrell, David R.	Water-Wastewater Operator II	FL	615000	0828	Nov-07	16,940	(8,941)	2,823	6,081
(160) Wright, Thomas L.	Field Tech I	FL	615000	0731	Dec-06	18,387	(12,513)	3,064	6,081
(161) Vacant	Field Tech I	FL	615000						
(162) Vacant	Lead Water-Wastewater Operator	FL	615000						
(163) Vacant	Water-Wastewater Operator I	FL	615000						
(164) Dipasquale, Susan M.	Administrative Assistant	FL	615500						
(165) Hanks, Peggy J.	Administrative Assistant	FL	615500						
(166)									
						<u>\$1,400,332</u>	<u>(\$1,088,359)</u>	<u>\$188,622</u>	<u>\$419,581</u>

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Labrador Utilities, Inc.

Rate Case

Dkt# 110264-WS, ACN 11-273-4-1

TYE 2010 *Salaries, Bus*

Title *Revised Allocations*

Totals

Name
Labrador Utilities, Inc.

Name

Position

State

%

(a)
Current Salary
(a)

(b)
2011 Overtime
Annualized
(b)

(c)
Total
(c)

(d)
3% Increase Effective April 1st included
in column (a)
(d)

(e)
Total Pro Forma Salary
(e)

Name	Position	State	%	Current Salary	2011 Overtime Annualized	Total	3% Increase Effective April 1st	Total Pro Forma Salary
(665) Andrejko, James	Controller	IL	0.56%					
(666) Arnoux, Diane L.	HR/Payroll Administrator	IL	0.56%					
(667) Chang, Tse	AP Clerk	IL	0.56%					
(668) Vacant	Fixed Asset Accounting Manager	IL	0.56%					
(669) Coughlin, Erin R.	Capital Projects Manager	IL	0.56%					
(670) Vacant	Capital Projects Assistant	IL	0.56%					
(671) Federico, Antoinette	AP Supervisor	IL	0.56%					
(672) Friedman, Avelina	Tax Specialist	IL	0.56%					
(673) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL	0.56%					
(674) Karsay, Justin P.	Corporate Staff Accountant I	IL	0.56%					
(675) Kim, Christine	Corporate Accounting Manager	IL	0.56%					
(676) Lingeman, Samuel W.	Senior Financial Analyst	IL	0.56%					
(677) Luppino, Nancy L.	AP Clerk	IL	0.56%					
(678) Luppino, Phyllis A.	AP Clerk	IL	0.56%					
(679) McLean, Pamela J.	Payroll Supervisor	IL	0.56%					
(680) Metcalf, Janice L.	AP Clerk	IL	0.56%					
(681) Miranda, Margarita	AP Clerk	IL	0.56%					
(682) Pietras, Victoria M.	Senior Corporate Accountant	IL	0.56%					
(683) Shimkus, Matthew D.	Financial Plan & Analysis Mgr	IL	0.56%					
(684) Zavilla, Annette	AP Clerk	IL	0.56%					
(685) Stone, Leslie A.	Executive Assistant	IL	0.56%					
(686) Hoy, John P.	Chief Operating Officer	IL	0.56%					
(687) Japczyk, James F.	Chief Financial Officer	IL	0.56%					
(688) Sparrow, Lisa A.	President & CEO	IL	0.56%					
(689) Stover, John R.	VP, General Counsel	IL	0.56%					
(690) Sudduth, Donald E.	VP, Corporate Development	FL	0.56%					
(691) Blomquist, Laura Louise	HR Generalist	IL	0.56%					
(692) Devine, James P.	HR Manager	IL	0.56%					
(693) McLoughlin, Kristi M.	Benefits Administrator	IL	0.56%					
(694) Dave, Hardik	Desktop Support Analyst II	IL	0.56%					
(695) Ostler, Tom G.	IT Manager	IL	0.56%					
(696) Pannos, Nicholas James	Desktop Support Analyst II	IL	0.56%					
(697) Smutny, Thomas A.	Network Administrator	IL	0.56%					
(698) Bonagura, John F.	Regional Finance Manager	FL	0.97%					
(699) Durham, Rick J.	RVP	FL	1.52%					
(700) Flynn, Patrick C.	Regional Director	FL	0.97%					
(701) Haws, Scotty L.	Regul Compliance & Safety Advr	FL	0.56%					
(702) Paule, Nancy P.	Receptionist	IL	0.56%					
(703) Rose, Kendra E.	Compliance & Safety Coord	IL	0.56%					
(704) Vacant	Operations Administration Mgr	IL	0.56%					
(705) Vacant	Operations Administrator	IL	0.56%					
(706) Barrett, Jason G.	Regulatory Staff Accountant II	IL	0.97%					
(707) Ciecieraki, Daniel	Regulatory Staff Accountant I	IL	0.97%					
(708) Georgiev, Lena	Regulatory Accounting Manager	IL	0.00%					
(709) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL	0.56%					
(710) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL	0.00%					
(711) Nedved, Spencer L.	Regulatory Staff Accountant I	IL	0.97%					
(712) Neyzelman, Dimitry	Senior Regulatory Accountant	IL	0.00%					
(713) Povich, Erin P.	Senior Regulatory Accountant	IL	0.97%					
(714) Shrake, Brian W.	Senior Regulatory Accountant	IL	0.00%					
(715) Valrie, Lawanda N.	Regulatory Assistant	IL	0.00%					
(716) Weeks, Kirsten E.	Regulatory Accounting Manager	IL	0.97%					
(717) Williams III, John D.	Dir, Governmental Affairs	FL	0.56%					
(718) Winans, Nicole D.	Regulatory Staff Accountant II	NV	0.97%					
(719) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL	0.00%					
(720) Abbott, Loretta E.	CSR II	FL	0.56%					
(721) Anderson, Tricia D.	CSR I	NC	0.56%					
(722) Bachmann, Lisa A.	CSR I	FL	0.56%					
(723) Bennett, Kimberly J.	Customer Account Specialist	FL	0.56%					
(724) Calbreath, Stephanie R.	CSR II	NC	0.56%					
(725) Campbell, Pamela J.	CSR II	NV	0.56%					
(726) Chandler, Matthew R.	CSR II	FL	0.56%					
(727) Christian, Elise S.	Customer Relations Specialist	FL	0.56%					
(728) Collado, Madelita	CSR I	NC	0.56%					
(729) Deere, Brandi N.	CSR I	FL	0.56%					
(730) Demonbren, Sheri D.	CSR I	FL	0.56%					
(731) Duxan, Grace A.	Customer Care Manager	NV	0.56%					
(732) Harden, Cristina	CSR I	FL	0.56%					
(733) Iwinski, Cammy Andrea	CSR I	NV	0.56%					

CONFIDENTIAL
Corporate Affairs

11/11/11
JHP

10
1
EAF

This was modified to show an ERC ~~cap~~ allocation of .56% when applicable

Totals			(a)	(b)	(c)	(d)	(e)	
Name	Position	State	Department	Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(734) Jenkins, Ingrid E.	CSR II	NC		0.56%				
(735) Jones, Linda S.	CSR I	FL		0.56%				
(736) Jones, Lori Lynn	CSR I	FL		0.56%				
(737) Mayeski, Lorie L.	CSR II	FL		0.56%				
(738) Norris, Maxine N	CSR I	NC		0.56%				
(739) Orengo, Linette C	CSR I	FL		0.56%				
(740) Raponi, Ann M.	Customer Care Manager	FL		0.56%				
(741) Roberts, Miranda Ann	CSR I	NV		0.56%				
(742) Robinson, Shona N.	CSR II	NC		0.56%				
(743) Robinson, Vanessa F.	CSR II	NC		0.56%				
(744) Sasic, Karen L.	Director, Customer Care	FL		0.56%				
(745) Self, Rose D.	Customer Care Manager	NC		0.56%				
(746) Sillitoe, Jacqueline M.	Customer Care Specialist	FL		0.56%				
(747) Silva, Lisa M.	CSR II	NC		0.56%				
(748) Tackett, Samantha R.	CSR I	NV		0.56%				
(749) Thimmes, Karen L.	CSR I	FL		0.56%				
(750) Trovinger, Ferrellyn L.	Lead CSR	FL		0.56%				
(751) Volk, Deborah E.	CSR I	FL		0.56%				
(752) Wilson, Vicki L.	CSR I	FL		0.56%				
(753) Krugler, Adrienne R.	Billing Manager	IL		0.56%				
(754) Sverida, Agnes	Asst Mgr of Billing	IL		0.56%				
(755) Ceballos, Isabel	Collections Specialist	FL		0.56%				
(756) Lybarger, Andrea	Collections Specialist	FL		0.56%				
(757) Sowell, George William	Corporate Services Manager	SC		0.56%				
(758) Alberici, David J.	Field Tech I	FL		0.00%				
(759) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL		0.00%				
(760) Austin, Arthur C.	Field Tech II	FL		0.00%				
(761) Bailey, Alan R.	Water-Wastewater Operator II	FL		0.00%				
(762) Boersma, David A.	Lead Water-Wastewater Operator	FL		0.00%				
(763) Brown, Donna R.	Field Tech I	FL		0.00%				
(764) Buono, Robert A.	Lead Water-Wastewater Operator	FL	473	100.00%				
(765) Callahan, Robert L.	Field Tech II	FL	2 PL	0.00%				
(766) Cardinal, Anthony A.	Water-Wastewater Operator I	FL		0.00%				
(767) Carver, Nathaniel Q.	Area Manager	FL		0.00%				
(768) Chard, Ronald	Cross Connection Tech	FL	423	8.60%				
(769) Cook, James H.	Lead Water-Wastewater Operator	FL	2 PL	0.00%				
(770) Cooper, Robert K.	Field Tech III	FL		0.00%				
(771) Ebert, Harold	Field Tech II	FL		0.00%				
(772) Ebert, Shawn M.	Field Tech II	FL		0.00%				
(773) Eubanks, Brian J.	Water-Wastewater Operator II	FL		0.00%				
(774) Figueroa, Pedro L	Lead Water-Wastewater Operator	FL		0.00%				
(775) Finch, Allan	Water-Wastewater Operator II	FL		0.00%				
(776) Finehresh, Jeffrey S.	Water-Wastewater Operator I	FL		0.00%				
(777) Finigan, Michael A	Field Tech I	FL		0.00%				
(778) Gentiluoci, Domenic V	Area Manager	FL		0.00%				
(779) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL		0.00%				
(780) Gongre, Bryan K	Regional Manager	FL		0.00%				
(781) Gongre, Jeremy R.	Field Tech I	FL		0.00%				
(782) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL		0.00%				
(783) Grainger Jr, Leroy	Field Tech I	FL		0.00%				
(784) Hamilton, Don L.	Water-Wastewater Operator II	FL	423	38.66%				
(785) Hasty, Donald L.	Water-Wastewater Operator II	FL	2 PL	0.00%				
(786) Hermans, Rodel R	Field Tech I	FL		0.00%				
(787) Hogue, Raymond H.	Water-Wastewater Operator II	FL		0.00%				
(788) Hollister, Jimmie H.	Field Tech II	FL		0.00%				
(789) Inclina, Luke John	Water-Wastewater Operator II	FL		0.00%				
(790) Keys, Thomas E.	Water-Wastewater Operator II	FL		0.00%				
(791) Lorenzo, Alexander	Water-Wastewater Operator II	FL		0.00%				
(792) Marinelli, John A.	Area Manager	FL		0.00%				
(793) McPhee, Allison S.	Lead Water-Wastewater Operator	FL		0.00%				
(794) Morrell, Matthew J.	Field Tech II	FL		0.00%				
(795) Murphy, Eric	Operator II	FL		0.00%				
(796) Neal, William L.	Area Manager	FL	423	10.37%				
(797) Overton, Michael A.	Cross Connection Tech	FL	2 PL	0.00%				
(798) Owens, Brian S.	Field Tech I	FL		0.00%				
(799) Parrish, Raymond A.	Water-Wastewater Operator II	FL		0.00%				
(800) Peadar II, Mark A.	Field Tech I	FL		0.00%				
(801) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL		0.00%				
(802) Phillips, Christopher	Field Tech I	FL		0.00%				
(803) Powell, Trevor B.	Water-Wastewater Operator II	FL		0.00%				
(804) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL		0.00%				
(805) Raines, Craig A.	Water-Wastewater Operator II	FL		0.00%				
(806) Remigio, Roberto V.	Field Tech I	FL		0.00%				

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2 PL

Totals			(a)	(b)	(c)	(d)	(e)
	NAME	Position	Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(807)	Richardson, James P.	Field Tech I	FL 0.00%				
(808)	Schneider, Keith C.	Water-Wastewater Operator II	FL 0.00%				
(809)	Schwades, Charles G.	Area Manager	FL 0.00%				
(810)	Shoffstall, David E.	Lead Water-Wastewater Operator	FL 0.00%				
(811)	Shue, Mickey A.	Field Tech II	FL 0.00%				
(812)	Sillitoe, Kathy A.	Water Conservation Coordinator	FL 0.00%				
(813)	Sillitoe, Terry W.	Water-Wastewater Operator II	FL 0.00%				
(814)	Smith, Donald D.	Field Tech II	FL 0.00%				
(815)	Straight, James L.	Water-Wastewater Operator I	FL 0.00%				
(816)	Sudol, Corey	Water-Wastewater Operator II	FL 0.00%				
(817)	Swegheimer, James A.	Lead Water-Wastewater Operator	FL 0.00%				
(818)	Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL 0.00%				
(819)	Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL 0.00%				
(820)	Watkins, Cedric	Field Tech II	FL 0.00%				
(821)	White, Ronald D.	Field Tech II	FL 0.00%				
(822)	Wilson, Michael A.	Regional Manager	FL 8.23%				
(823)	Worrell, David R.	Water-Wastewater Operator II	FL 0.00%				
(824)	Wright, Thomas L.	Field Tech I	FL 0.00%				
(825)	Vacant	Field Tech I	FL 0.00%				
(826)	Vacant	Lead Water-Wastewater Operator	FL 0.00%				
(827)	Vacant	Water-Wastewater Operator I	FL 0.00%				
(828)	Dipasquale, Susan M.	Administrative Assistant	FL 2.46%				
(829)	Hanks, Peggy J.	Administrative Assistant	FL 2.46%				
(830)							

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2p3

total
Salary
allocated.
47-2 p 4

6.2
1/15

Totals		(f)	(g)	(h)	(i)	(j)	(k)	(l)		
Name	Position	State	Department	Pro Forma FICA (f)	Pro Forma FUTA (g)	Pro Forma SUTA (h)	Pro Forma 401K (i)	Pro Forma Health Insurance and Benefits (j)	Vehicle Number (k)	Depreciation Start (l)
Name	Position	State		Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits	Vehicle Number	Depreciation Start
(665) Andrejko, James	Controller	IL		0.56%						
(666) Arnoux, Diane L.	HR/Payroll Administrator	IL		0.56%						
(667) Chang, Tae	AP Clerk	IL		0.56%						
(668) Vacant	Fixed Asset Accounting Manager	IL		0.56%						
(669) Coughlin, Erin R.	Capital Projects Manager	IL		0.56%						
(670) Vacant	Capital Projects Assistant	IL		0.56%						
(671) Federico, Antoinette	AP Supervisor	IL		0.56%						
(672) Friedman, Avelina	Tax Specialist	IL		0.56%						
(673) Haynes Jr, John S.	Dir. Tax & Accounting Ops	IL		0.56%						
(674) Kersey, Justin P.	Corporate Staff Accountant I	IL		0.56%						
(675) Kim, Christine	Corporate Accounting Manager	IL		0.56%						
(676) Lingeman, Samuel W.	Senior Financial Analyst	IL		0.56%						
(677) Luppino, Nancy L.	AP Clerk	IL		0.56%						
(678) Luppino, Phyllis A.	AP Clerk	IL		0.56%						
(679) McLean, Pamela J.	Payroll Supervisor	IL		0.56%						
(680) Metcalf, Janice L.	AP Clerk	IL		0.56%						
(681) Miranda, Margarita	AP Clerk	IL		0.56%						
(682) Pietras, Victoria M.	Senior Corporate Accountant	IL		0.56%						
(683) Shmilus, Matthew D.	Financial Plan & Analysis Mgr	IL		0.56%						
(684) Zavilla, Annette	AP Clerk	IL		0.56%						
(685) Stone, Leslie A.	Executive Assistant	IL		0.56%						
(686) Hoy, John P.	Chief Operating Officer	IL		0.56%						
(687) Japczyk, James F.	Chief Financial Officer	IL		0.56%						
(688) Sparrow, Lisa A.	President & CEO	IL		0.56%						
(689) Stover, John R.	VP, General Counsel	IL		0.56%						
(690) Sudduth, Donald E.	VP, Corporate Development	FL		0.56%					0649	Jan-06
(691) Blomquist, Laura Louise	HR Generalist	IL		0.56%						
(692) Devine, James P.	HR Manager	IL		0.56%						
(693) McLoughlin, Kristi M	Benefits Administrator	IL		0.56%						
(694) Dave, Hardik	Desktop Support Analyst II	IL		0.56%						
(695) Ostler, Tom G.	IT Manager	IL		0.56%						
(696) Pannos, Nicholas James	Desktop Support Analyst II	IL		0.56%						
(697) Smutny, Thomas A.	Network Administrator	IL		0.56%						
(698) Bonagura, John F.	Regional Finance Manager	FL		0.97%						
(699) Durham, Rick J.	RVP	FL		0.97%					0853	Nov-07
(700) Flynn, Patrick C.	Regional Director	FL		1.62%					0512	Feb-05
(701) Haws, Scotty L.	Rgnl Compliance & Safety Advsr	FL		0.97%					0729	Dec-06
(702) Paule, Nancy P.	Receptionist	IL		0.56%						
(703) Rose, Kendra E.	Compliance & Safety Coord	IL		0.56%						
(704) Vacant	Operations Administration Mgr	IL		0.56%						
(705) Vacant	Operations Administrator	IL		0.56%						
(706) Barrett, Jason O.	Regulatory Staff Accountant II	IL		0.97%						
(707) Ciecierski, Daniel	Regulatory Staff Accountant I	IL		0.97%						
(708) Georgiev, Lena	Regulatory Accounting Manager	IL		0.00%						
(709) Lubertozi, Steven M.	Exec Dir, Regulatory Account	IL		0.56%						
(710) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL		0.00%						
(711) Nedved, Spencer L.	Regulatory Staff Accountant I	IL		0.97%						
(712) Neyzelman, Dimitry	Senior Regulatory Accountant	IL		0.00%						
(713) Povich, Erin P.	Senior Regulatory Accountant	IL		0.97%						
(714) Shrake, Brian W.	Senior Regulatory Accountant	IL		0.00%						
(715) Valrie, Lawanda N.	Regulatory Assistant	IL		0.00%						
(716) Weeks, Kirsten E.	Regulatory Accounting Manager	IL		0.97%						
(717) Williams III, John D.	Dir. Governmental Affairs	FL		0.56%						
(718) Winans, Nicole D.	Regulatory Staff Accountant II	NV		0.97%						
(719) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL		0.00%						
(720) Abbot, Loreta E.	CSR II	FL		0.56%						
(721) Anderson, Tricia D.	CSR I	NC		0.56%						
(722) Bachmann, Lisa A.	CSR I	FL		0.56%						
(723) Bennett, Kimberly J.	Customer Account Specialist	FL		0.56%						
(724) Calbreath, Stephanie R.	CSR II	NC		0.56%						
(725) Campbell, Pamela J.	CSR II	NV		0.56%						
(726) Chandler, Matthew R.	CSR II	FL		0.56%						
(727) Christian, Elise S.	Customer Relations Specialist	FL		0.56%						
(728) Collado, Madelin	CSR I	NC		0.56%						
(729) Deere, Brandi N	CSR I	FL		0.56%						
(730) Demombreun, Shari D.	CSR I	FL		0.56%						
(731) Dugan, Grace A.	Customer Care Manager	NV		0.56%						
(732) Harden, Cristina	CSR I	FL		0.56%						
(733) Iwinski, Cammy Andrea	CSR I	NV		0.56%						

11/2/07

Totals		(f)	(g)	(h)	(i)	(j)	(k)	(l)		
Name	Position	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits	Vehicle Number	Depreciation Start
(734) Jenkins, Ingrid E.	CSR II	NC		0.56%						
(735) Jones, Linda S.	CSR I	FL		0.56%						
(736) Jones, Lori Lynn	CSR I	FL		0.56%						
(737) Mayeaki, Lorie L.	CSR II	FL		0.56%						
(738) Norris, Maxine N	CSR I	NC		0.56%						
(739) Orengo, Linette C	CSR I	FL		0.56%						
(740) Raponi, Ann M.	Customer Care Manager	FL		0.56%						
(741) Roberts, Miranda Ann	CSR I	NV		0.56%						
(742) Robinson, Shona N.	CSR II	NC		0.56%						
(743) Robinson, Vanessa F.	CSR II	NC		0.56%						
(744) Basic, Karen L.	Director, Customer Care	FL		0.56%						
(745) Self, Rose D.	Customer Care Manager	NC		0.56%						
(746) Sillitoe, Jacqueline M.	Customer Care Specialist	FL		0.56%						
(747) Silva, Lisa M.	CSR II	NC		0.56%						
(748) Tackett, Samantha R.	CSR I	NV		0.56%						
(749) Thimmes, Karen I.	CSR I	FL		0.56%						
(750) Trowinger, Ferrellyn L.	Lead CSR	FL		0.56%						
(751) Vols, Deborah E.	CSR I	FL		0.56%						
(752) Wilson, Vicki L.	CSR I	FL		0.56%						
(753) Krugler, Adrienne R.	Billing Manager	IL		0.56%						
(754) Sverids, Agnes	Asst Mgr of Billing	IL		0.56%						
(755) Ceballos, Isabel	Collections Specialist	FL		0.56%						
(756) Lybarger, Andrea	Collections Specialist	FL		0.56%						
(757) Sowell, George William	Corporate Services Manager	SC		0.56%						
(758) Alberici, David J.	Field Tech I	FL		0.00%						
(759) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL		0.00%						
(760) Austin, Arthur C.	Field Tech II	FL		0.00%						
(761) Bailey, Alan R.	Water-Wastewater Operator II	FL		0.00%						
(762) Boersma, David A.	Lead Water-Wastewater Operator	FL		0.00%						
(763) Brown, Donna R.	Field Tech I	FL		0.00%						
(764) Buono, Robert A.	Lead Water-Wastewater Operator	FL	100.00%						0831	Oct-07
(765) Callahan, Robert L.	Field Tech II	FL		0.00%						
(766) Cardinal, Anthony A.	Water-Wastewater Operator I	FL		0.00%						
(767) Carver, Nathaniel Q.	Area Manager	FL		0.00%						
(768) Chard, Ronald	Cross Connection Tech	FL		8.60%					0803	Aug-07
(769) Cook, James H.	Lead Water-Wastewater Operator	FL		0.00%						
(770) Cooper, Robert K.	Field Tech III	FL		0.00%						
(771) Ebert, Harold	Field Tech II	FL		0.00%						
(772) Ebert, Shawn M.	Field Tech II	FL		0.00%						
(773) Eubanks, Brian J.	Water-Wastewater Operator II	FL		0.00%						
(774) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL		0.00%						
(775) Finch, Allan	Water-Wastewater Operator II	FL		0.00%						
(776) Finshirsh, Jeffrey S.	Water-Wastewater Operator I	FL		0.00%						
(777) Finigan, Michael A.	Field Tech I	FL		0.00%						
(778) Gentiluoci, Domenic V	Area Manager	FL		0.00%						
(779) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL		0.00%						
(780) Gongre, Bryan K.	Regional Manager	FL		0.00%						
(781) Gongre, Jeremy R.	Field Tech I	FL		0.00%						
(782) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL		0.00%						
(783) Grainger Jr, Leroy	Field Tech I	FL		0.00%						
(784) Hamilton, Don L.	Water-Wastewater Operator II	FL		38.66%					0868	Feb-08
(785) Hasty, Donald L.	Water-Wastewater Operator II	FL		0.00%						
(786) Hermans, Rodel R	Field Tech I	FL		0.00%						
(787) Hogue, Raymond H.	Water-Wastewater Operator II	FL		0.00%						
(788) Hollister, Jimmie H.	Field Tech II	FL		0.00%						
(789) Inclima, Luke John	Water-Wastewater Operator II	FL		0.00%						
(790) Keys, Thomas E.	Water-Wastewater Operator II	FL		0.00%						
(791) Lorenzo, Alexander	Water-Wastewater Operator II	FL		0.00%						
(792) Marinelli, John A.	Area Manager	FL		0.00%						
(793) McPhee, Allison S.	Lead Water-Wastewater Operator	FL		0.00%						
(794) Morrell, Matthew J.	Field Tech II	FL		0.00%						
(795) Murphy, Eric	Operator II	FL		0.00%						
(796) Neal, William L.	Area Manager	FL		10.37%					0825	Nov-07
(797) Overton, Michael A.	Cross Connection Tech	FL		0.00%						
(798) Owens, Brian S.	Field Tech I	FL		0.00%						
(799) Parrish, Raymond A.	Water-Wastewater Operator II	FL		0.00%						
(800) Peadar II, Mark A.	Field Tech I	FL		0.00%						
(801) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL		0.00%						
(802) Phillips, Christopher	Field Tech I	FL		0.00%						
(803) Powell, Trevor B.	Water-Wastewater Operator II	FL		0.00%						
(804) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL		0.00%						
(805) Raines, Craig A.	Water-Wastewater Operator II	FL		0.00%						
(806) Remigio, Roberto V.	Field Tech I	FL		0.00%						

4/23/08

Totals			(f)	(g)	(h)	(i)	(j)	(k)	(l)	
Name	Position	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits	Vehicle Number	Depreciation Start
(807) Richardson, James P.	Field Tech I	FL		0.00%						
(808) Schneider, Keith C.	Water-Wastewater Operator II	FL		0.00%						
(809) Schwades, Charles G.	Area Manager	FL		0.00%						
(810) Shoffstall, David E.	Lead Water-Wastewater Operator	FL		0.00%						
(811) Shue, Mickey A.	Field Tech II	FL		0.00%						
(812) Sillitoe, Kathy A.	Water Conservation Coordinator	FL		0.00%						
(813) Sillitoe, Terry W.	Water-Wastewater Operator II	FL		0.00%						
(814) Smith, Donald D.	Field Tech II	FL		0.00%						
(815) Straight, James L.	Water-Wastewater Operator I	FL		0.00%						
(816) Sudol, Corey	Water-Wastewater Operator II	FL		0.00%						
(817) Swegheimer, James A.	Lead Water-Wastewater Operator	FL		0.00%						
(818) Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL		0.00%						
(819) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL		0.00%						
(820) Watkins, Cedric	Field Tech II	FL		0.00%						
(821) White, Ronald D.	Field Tech II	FL		0.00%						
(822) Wilson, Michael A.	Regional Manager	FL		8.23%					0728	Dec-06
(823) Worrell, David R.	Water-Wastewater Operator II	FL		0.00%						
(824) Wright, Thomas L.	Field Tech I	FL		0.00%						
(825) Vacant	Field Tech I	FL		0.00%						
(826) Vacant	Lead Water-Wastewater Operator	FL		0.00%						
(827) Vacant	Water-Wastewater Operator I	FL		0.00%						
(828) Dipasquale, Susan M.	Administrative Assistant	FL		2.46%						
(829) Hanks, Peggy J.	Administrative Assistant	FL		2.46%						
(830)										

\$ 9284

47-2 pt

24,190

47-2 pt

47-3
PL

Totals				(m)	(n)	(o)	(p)	
Name	Position	State	Department	Vehicle Price (m)	Vehicle Accumulated Depreciation Y/E Balance (n)	Vehicle Depreciation Expense (o)	Transportation Expense (p)	
Name	Position	State	Department	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense	
(665) Andrejko, James	Controller	IL		0.56%				
(666) Arnoux, Diane L.	HR/Payroll Administrator	IL		0.56%				
(667) Chang, Tee	AP Clerk	IL		0.56%				
(668) Vacant	Fixed Asset Accounting Manager	IL		0.56%				
(669) Coughlin, Erin R.	Capital Projects Manager	IL		0.56%				
(670) Vacant	Capital Projects Assistant	IL		0.56%				
(671) Federico, Antoinette	AP Supervisor	IL		0.56%				
(672) Friedman, Avelina	Tax Specialist	IL		0.56%				
(673) Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL		0.56%				
(674) Kersey, Justin P.	Corporate Staff Accountant I	IL		0.56%				
(675) Kim, Christine	Corporate Accounting Manager	IL		0.56%				
(676) Lingeman, Samuel W.	Senior Financial Analyst	IL		0.56%				
(677) Luppino, Nancy L.	AP Clerk	IL		0.56%				
(678) Luppino, Phyllis A.	AP Clerk	IL		0.56%				
(679) McLean, Pamela J.	Payroll Supervisor	IL		0.56%				
(680) Metcalf, Janice L.	AP Clerk	IL		0.56%				
(681) Miranda, Margarita	AP Clerk	IL		0.56%				
(682) Pietras, Victoria M.	Senior Corporate Accountant	IL		0.56%				
(683) Shimkus, Matthew D.	Financial Plan & Analysis Mgr	IL		0.56%				
(684) Zavilla, Annette	AP Clerk	IL		0.56%				
(685) Stone, Leslie A.	Executive Assistant	IL		0.56%				
(686) Hoy, John F.	Chief Operating Officer	IL		0.56%				
(687) Japczyk, James F.	Chief Financial Officer	IL		0.56%				
(688) Sparrow, Lisa A.	President & CEO	IL		0.56%				
(689) Stover, John R.	VP, General Counsel	IL		0.56%				
(690) Sudduth, Donald E.	VP, Corporate Development	FL		0.56%	167	(139)	28	34
(691) Bloomquist, Laura Louise	HR Generalist	IL		0.56%				
(692) Devine, James P.	HR Manager	IL		0.56%				
(693) McLoughlin, Kristi M	Benefits Administrator	IL		0.56%				
(694) Dave, Hardik	Desktop Support Analyst II	IL		0.56%				
(695) Ostler, Tom G.	IT Manager	IL		0.56%				
(696) Pannos, Nicholas James	Desktop Support Analyst II	IL		0.56%				
(697) Smutny, Thomas A.	Network Administrator	IL		0.56%				
(698) Bonagura, John F.	Regional Finance Manager	FL		0.97%				
(699) Durham, Rick J.	RVP	FL		0.97%	441	(333)	73	59
(700) Flynn, Patrick C.	Regional Director	FL		1.62%	866	(854)	144	99
(701) Haws, Scotty L.	Rgnl Compliance & Safety Advar	FL		0.97%	284	(193)	47	59
(702) Paule, Nancy P.	Receptionist	IL		0.56%				
(703) Rose, Kendra E.	Compliance & Safety Coord	IL		0.56%				
(704) Vacant	Operations Administration Mgr	IL		0.56%				
(705) Vacant	Operations Administrator	IL		0.56%				
(706) Barrett, Jason O.	Regulatory Staff Accountant II	IL		0.97%				
(707) Cieciaraki, Daniel	Regulatory Staff Accountant I	IL		0.97%				
(708) Georgiev, Lana	Regulatory Accounting Manager	IL		0.00%				
(709) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL		0.56%				
(710) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL		0.00%				
(711) Nedved, Spencer L.	Regulatory Staff Accountant I	IL		0.97%				
(712) Neyselman, Dimitry	Senior Regulatory Accountant	IL		0.00%				
(713) Povich, Erin P.	Senior Regulatory Accountant	IL		0.97%				
(714) Shrake, Brian W.	Senior Regulatory Accountant	IL		0.00%				
(715) Valrie, Lawanda N.	Regulatory Assistant	IL		0.00%				
(716) Weeks, Kirsten E.	Regulatory Accounting Manager	IL		0.97%				
(717) Williams III, John D.	Dir, Governmental Affairs	FL		0.56%				
(718) Winans, Nicole D.	Regulatory Staff Accountant II	NV		0.97%				
(719) Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL		0.00%				
(720) Abbott, Loretta E.	CSR II	FL		0.56%				
(721) Anderson, Tricia D.	CSR I	NC		0.56%				
(722) Bachmann, Lisa A.	CSR I	FL		0.56%				
(723) Bennett, Kimberly J.	Customer Account Specialist	FL		0.56%				
(724) Calbreath, Stephanie R.	CSR II	NC		0.56%				
(725) Campbell, Pamela J.	CSR II	NV		0.56%				
(726) Chandler, Matthew R.	CSR II	FL		0.56%				
(727) Christian, Elise S.	Customer Relations Specialist	FL		0.56%				
(728) Collado, Madelin	CSR I	NC		0.56%				
(729) Deere, Brandi N	CSR I	FL		0.56%				
(730) Démonbreun, Sheri D.	CSR I	FL		0.56%				
(731) Dugan, Grace A.	Customer Care Manager	NV		0.56%				
(732) Hardan, Cristina	CSR I	FL		0.56%				
(733) Iwinski, Cammy Andrea	CSR I	NV		0.56%				

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p 7

Totals		(m)	(n)	(o)	(p)			
Name	Position	State	Department	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense	
(734) Jenkins, Ingrid E.	CSR II	NC		0.56%				
(735) Jones, Linda S.	CSR I	FL		0.56%				
(736) Jones, Lori Lynn	CSR I	FL		0.56%				
(737) Mayeski, Lorie L.	CSR II	FL		0.56%				
(738) Norris, Maxine N	CSR I	NC		0.56%				
(739) Orengo, Linette C	CSR I	FL		0.56%				
(740) Raponi, Ann M.	Customer Care Manager	FL		0.56%				
(741) Roberts, Miranda Ann	CSR I	NV		0.56%				
(742) Robinson, Shona N.	CSR II	NC		0.56%				
(743) Robinson, Vanessa F.	CSR II	NC		0.56%				
(744) Sasic, Karen L.	Director, Customer Care	FL		0.56%				
(745) Self, Rose D.	Customer Care Manager	NC		0.56%				
(746) Sillito, Jacqueline M.	Customer Care Specialist	FL		0.56%				
(747) Silva, Lisa M.	CSR II	NC		0.56%				
(748) Tackett, Samantha R.	CSR I	NV		0.56%				
(749) Thimmes, Karen L.	CSR I	FL		0.56%				
(750) Trovinger, Ferrellyn L.	Lead CSR	FL		0.56%				
(751) Volk, Deborah E.	CSR I	FL		0.56%				
(752) Wilson, Vicki L.	CSR I	FL		0.56%				
(753) Krugier, Adrienne R.	Billing Manager	IL		0.56%				
(754) Sverida, Agnes	Asst Mgr of Billing	IL		0.56%				
(755) Ceballos, Isabel	Collections Specialist	FL		0.56%				
(756) Lybarger, Andrea	Collections Specialist	FL		0.56%				
(757) Sowell, George William	Corporate Services Manager	SC		0.56%				
(758) Alberigi, David J.	Field Tech I	FL		0.00%				
(759) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL		0.00%				
(760) Austin, Arthur C.	Field Tech II	FL		0.00%				
(761) Bailey, Alan R.	Water-Wastewater Operator II	FL		0.00%				
(762) Boersma, David A.	Lead Water-Wastewater Operator	FL		0.00%				
(763) Brown, Donna R.	Field Tech I	FL		0.00%				
(764) Buono, Robert A.	Lead Water-Wastewater Operator	FL	100.00%	19,447	(10,534)	3,241	6,081	
(765) Callahan, Robert L.	Field Tech II	FL		0.00%				
(766) Cardinal, Anthony A.	Water-Wastewater Operator I	FL		0.00%				
(767) Carver, Nathaniel Q.	Area Manager	FL		0.00%				
(768) Chard, Ronald	Cross Connection Tech	FL		8.60%	1,544	(879)	257	523
(769) Cook, James H.	Lead Water-Wastewater Operator	FL		0.00%				
(770) Cooper, Robert K.	Field Tech III	FL		0.00%				
(771) Ebert, Harold	Field Tech II	FL		0.00%				
(772) Ebert, Shawn M.	Field Tech II	FL		0.00%				
(773) Eubanks, Brian J.	Water-Wastewater Operator II	FL		0.00%				
(774) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL		0.00%				
(775) Finch, Allan	Water-Wastewater Operator II	FL		0.00%				
(776) Fincham, Jeffrey S.	Water-Wastewater Operator I	FL		0.00%				
(777) Finigan, Michael A.	Field Tech I	FL		0.00%				
(778) Gentilucci, Domenic V	Area Manager	FL		0.00%				
(779) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL		0.00%				
(780) Gongre, Bryan K.	Regional Manager	FL		0.00%				
(781) Gongre, Jeremy R.	Field Tech I	FL		0.00%				
(782) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL		0.00%				
(783) Grainger Jr, Leroy	Field Tech I	FL		0.00%				
(784) Hamilton, Don L.	Water-Wastewater Operator II	FL		38.66%	1,120	(545)	187	2,351
(785) Hasty, Donald L.	Water-Wastewater Operator II	FL		0.00%				
(786) Hermans, Rodel R.	Field Tech I	FL		0.00%				
(787) Hogue, Raymond H.	Water-Wastewater Operator II	FL		0.00%				
(788) Hollister, Jimmie H.	Field Tech II	FL		0.00%				
(789) Inclima, Luke John	Water-Wastewater Operator II	FL		0.00%				
(790) Keys, Thomas E.	Water-Wastewater Operator II	FL		0.00%				
(791) Lorenzo, Alexander	Water-Wastewater Operator II	FL		0.00%				
(792) Marinelli, John A.	Area Manager	FL		0.00%				
(793) McPhee, Allison S.	Lead Water-Wastewater Operator	FL		0.00%				
(794) Morrell, Matthew J.	Field Tech II	FL		0.00%				
(795) Murphy, Eric	Operator II	FL		0.00%				
(796) Nest, William L.	Area Manager	FL		10.37%	2,321	(1,225)	387	630
(797) Overton, Michael A.	Cross Connection Tech	FL		0.00%				
(798) Owens, Brian S.	Field Tech I	FL		0.00%				
(799) Parrish, Raymond A.	Water-Wastewater Operator II	FL		0.00%				
(800) Penden II, Mark A.	Field Tech I	FL		0.00%				
(801) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL		0.00%				
(802) Phillips, Christopher	Field Tech I	FL		0.00%				
(803) Powell, Trevor B.	Water-Wastewater Operator II	FL		0.00%				
(804) Raddiff, Max Lee	Lead Water-Wastewater Operator	FL		0.00%				
(805) Raines, Craig A.	Water-Wastewater Operator II	FL		0.00%				
(806) Remigio, Roberto V.	Field Tech I	FL		0.00%				

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Totals			(m)	(n)	(o)	(p)		
Name	Position	State	Department	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense	
(807) Richardson, James P.	Field Tech I	FL		0.00%				
(808) Schneider, Keith C.	Water-Wastewater Operator II	FL		0.00%				
(809) Schwades, Charles G.	Area Manager	FL		0.00%				
(810) Shoffstall, David E.	Lead Water-Wastewater Operator	FL		0.00%				
(811) Shus, Mickey A.	Field Tech II	FL		0.00%				
(812) Sillitoe, Kathy A.	Water Conservation Coordinator	FL		0.00%				
(813) Sillitoe, Terry W.	Water-Wastewater Operator II	FL		0.00%				
(814) Smith, Donald D.	Field Tech II	FL		0.00%				
(815) Straight, James L.	Water-Wastewater Operator I	FL		0.00%				
(816) Sudol, Corey	Water-Wastewater Operator II	FL		0.00%				
(817) Sweghelmer, James A.	Lead Water-Wastewater Operator	FL		0.00%				
(818) Szymkowski, Stephen A.	Lead Water-Wastewater Operator	FL		0.00%				
(819) Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL		0.00%				
(820) Watkins, Cedric	Field Tech II	FL		0.00%				
(821) White, Ronald D.	Field Tech II	FL		0.00%				
(822) Wilson, Michael A.	Regional Manager	FL		8.23%	2,363	(1,608)	394	500
(823) Worrell, David R.	Water-Wastewater Operator II	FL		0.00%				
(824) Wright, Thomas L.	Field Tech I	FL		0.00%				
(825) Vacant	Field Tech I	FL		0.00%				
(826) Vacant	Lead Water-Wastewater Operator	FL		0.00%				
(827) Vacant	Water-Wastewater Operator I	FL		0.00%				
(828) Dipsquale, Susan M.	Administrative Assistant	FL		2.46%				
(829) Hanks, Peggy J.	Administrative Assistant	FL		2.46%				
(830)								
				<u>\$28,551</u>	<u>(\$16,208)</u>	<u>\$4,769</u>	<u>\$10,335</u>	

See 47-5
1 p 2

47-6/1 p 3
Add. Vehicle 2957
7716
47-2 p 5

47-6/1 p 4
Add Veh 2995
13331
47-2 p 5

47-3
1 p 9

Labrador Utilities, Inc.

Rate Case
DK# 110264WS, ACN 11-273-4-1
TYE 2010

Title: Salaries, Taxes, Benefits, Transp. Allocations
Company:

Confidential

CONFIDENTIAL

KEW
11/28/11
PST

Name	Position	State	Department	Current Salary (a)	2011 Overtime Annualized (b)	Total (c)	3% increase Effective April 1st included in column (a) (d)	Total Pro Forma Salary (e)
(665) Andrejko, James	Controller	IL		\$0.0058				
(666) Arnoux, Diane L.	HR/Payroll Administrator	IL		\$0.0058				
(667) Chang, Tae	AP Clerk	IL		\$0.0058				
(668) Vacant	Fixed Asset Accounting Manager	IL		\$0.0058				
(669) Coughlin, Erin R.	Capital Projects Manager	IL		\$0.0058				
(670) Vacant	Capital Projects Assistant	IL		\$0.0058				
(671) Federico, Antoinette	AP Supervisor	IL		\$0.0058				
(672) Friedman, Avelina	Tax Specialist	IL		\$0.0058				
(673) Hayes Jr, John S.	Dir, Tax & Accounting Ops	IL		\$0.0058				
(674) Kasey, Justin P.	Corporate Staff Accountant I	IL		\$0.0058				
(675) Kim, Christine	Corporate Accounting Manager	IL		\$0.0058				
(676) Lingeman, Samuel W.	Senior Financial Analyst	IL		\$0.0058				
(677) Luppino, Nancy L.	AP Clerk	IL		\$0.0058				
(678) Luppino, Phyllis A.	AP Clerk	IL		\$0.0058				
(679) McLean, Pamela J.	Payroll Supervisor	IL		\$0.0058				
(680) Metcalf, Janice L.	AP Clerk	IL		\$0.0058				
(681) Miranda, Margarita	AP Clerk	IL		\$0.0058				
(682) Pietras, Victoria M.	Senior Corporate Accountant	IL		\$0.0058				
(683) Shinkus, Matthew D	Financial Plan & Analysis Mgr	IL		\$0.0058				
(684) Zavilla, Annette	AP Clerk	IL		\$0.0058				
(685) Stone, Leslie A.	Executive Assistant	IL		\$0.0058				
(686) Hoy, John P.	Chief Operating Officer	IL		\$0.0058				
(687) Japczyk, James F.	Chief Financial Officer	IL		\$0.0058				
(688) Sparrow, Lisa A.	President & CEO	IL		\$0.0058				
(689) Stover, John R.	VP, General Counsel	IL		\$0.0058				
(690) Sudduth, Donald E.	VP, Corporate Development	FL		\$0.0058				
(691) Blomquist, Laura Louise	HR Generalist	IL		\$0.0058				
(692) Devine, James F.	HR Manager	IL		\$0.0058				
(693) McLoughlin, Kristi M	Benefits Administrator	IL		\$0.0058				
(694) Dave, Hardik	Desktop Support Analyst II	IL		\$0.0058				
(695) Ortler, Tom G.	IT Manager	IL		\$0.0058				
(696) Pannoe, Nicholas James	Desktop Support Analyst II	IL		\$0.0058				
(697) Smutay, Thomas A.	Network Administrator	IL		\$0.0058				
(698) Bonagura, John F.	Regional Finance Manager	FL		\$0.0097				
(699) Durham, Rick J.	RVP	FL		\$0.0097				
(700) Flynn, Patrick C.	Regional Director	FL		\$0.0162				
(701) Haws, Scotty L.	Regnl Compliance & Safety Advtr	FL		\$0.0097				
(702) Paule, Nancy P.	Receptionist	IL		\$0.0058				
(703) Rose, Kendra E.	Compliance & Safety Coord	IL		\$0.0058				
(704) Vacant	Operations Administration Mgr	IL		\$0.0058				
(705) Vacant	Operations Administrator	IL		\$0.0058				
(706) Barrett, Jason O.	Regulatory Staff Accountant II	IL		\$0.0097				
(707) Ciecierki, Daniel	Regulatory Staff Accountant I	IL		\$0.0097				
(708) Georgiev, Lena	Regulatory Accounting Manager	IL		\$0.0000				
(709) Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL		\$0.0058				
(710) Mehta, Dhvani S.	Regulatory Staff Accountant I	IL		\$0.0000				
(711) Nedved, Spencer L.	Regulatory Staff Accountant I	IL		\$0.0097				
(712) Neyselman, Dimitry	Senior Regulatory Accountant	IL		\$0.0000				
(713) Povlich, Erin P.	Senior Regulatory Accountant	IL		\$0.0097				
(714) Shrake, Brian W.	Senior Regulatory Accountant	IL		\$0.0000				
(715) Valrie, Lawanda N.	Regulatory Assistant	IL		\$0.0000				
(716) Weeks, Kirsten E.	Regulatory Accounting Manager	IL		\$0.0097				
(717) Williams III, John D.	Dir, Governmental Affairs	FL		\$0.0058				
(718) Winana, Nicole D.	Regulatory Staff Accountant II	NV		\$0.0097				
(719) Yap Jr., Lowell M.	Regulatory Staff Accountant I	FL		\$0.0000				
(720) Abbott, Loretta E.	CSR II	FL		\$0.0058				
(721) Anderson, Tricia D.	CSR I	NC		\$0.0058				
(722) Bachmann, Lisa A	CSR I	FL		\$0.0058				
(723) Bennett, Kimberly J.	Customer Account Specialist	FL		\$0.0058				
(724) Calbreath, Stephanie R.	CSR II	NC		\$0.0058				
(725) Campbell, Pamela J.	CSR II	NV		\$0.0058				
(726) Chandler, Matthew R.	CSR II	FL		\$0.0058				
(727) Christian, Elise S.	Customer Relations Specialist	FL		\$0.0058				
(728) Collado, Madelin	CSR I	NC		\$0.0058				
(729) Deare, Brandi N	CSR I	FL		\$0.0058				
(730) Demonbreun, Sheri D.	CSR I	FL		\$0.0058				
(731) Dugan, Grace A.	Customer Care Manager	NV		\$0.0058				
(732) Harden, Cristina	CSR I	FL		\$0.0058				
(733) Iwinski, Cammy Andrea	CSR I	NV		\$0.0058				
(734) Jenkins, Ingrid E.	CSR II	NC		\$0.0058				

1-11-13

src: This is the co. provided file. It is the same as up 473/1, except for showing the .58% corp allocation, except for comp allocation of .56%

Name	Position	State	Department	(a)	(b)	(c)	(d)	(e)
				Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(735) Jones, Linda S.	CSR I	FL	\$0.0058					
(736) Jones, Lori Lynn	CSR I	FL	\$0.0058					
(737) Mayeski, Lorie L.	CSR II	FL	\$0.0058					
(738) Norris, Maxine N	CSR I	NC	\$0.0058					
(739) Orengo, Linette C	CSR I	FL	\$0.0058					
(740) Raponi, Ann M.	Customer Care Manager	FL	\$0.0058					
(741) Roberts, Miranda Ann	CSR I	NV	\$0.0058					
(742) Robinson, Shona N.	CSR II	NC	\$0.0058					
(743) Robinson, Vanessa F.	CSR II	NC	\$0.0058					
(744) Sasic, Karen L.	Director, Customer Care	FL	\$0.0058					
(745) Self, Rose D.	Customer Care Manager	NC	\$0.0058					
(746) Sillitoe, Jacqueline M.	Customer Care Specialist	FL	\$0.0058					
(747) Silva, Lisa M.	CSR II	NC	\$0.0058					
(748) Tackett, Samantha R.	CSR I	NV	\$0.0058					
(749) Thimmes, Karen L.	CSR I	FL	\$0.0058					
(750) Trovinger, Ferralyn L.	Lead CSR	FL	\$0.0058					
(751) Vohz, Deborah E.	CSR I	FL	\$0.0058					
(752) Wilson, Vicki L.	CSR I	FL	\$0.0058					
(753) Krupfer, Adrienne R.	Billing Manager	IL	\$0.0058					
(754) Sverida, Aynes	Asst Mgr of Billing	IL	\$0.0058					
(755) Ceballos, Isabel	Collections Specialist	FL	\$0.0058					
(756) Lybarger, Andrea	Collections Specialist	FL	\$0.0058					
(757) Sowell, George William	Corporate Services Manager	SC	\$0.0058					
(758) Alberigi, David J.	Field Tech I	FL	\$0.0000					
(759) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	\$0.0000					
(760) Austin, Arthur C.	Field Tech II	FL	\$0.0000					
(761) Bailey, Alan R.	Water-Wastewater Operator II	FL	\$0.0000					
(762) Boerama, David A.	Lead Water-Wastewater Operator	FL	\$0.0000					
(763) Brown, Donna R.	Field Tech I	FL	\$0.0000					
(764) Buono, Robert A.	Lead Water-Wastewater Operator	FL	\$1.0000					
(765) Callahan, Robert L.	Field Tech II	FL	\$0.0000					
(766) Cardinal, Anthony A.	Water-Wastewater Operator I	FL	\$0.0000					
(767) Carver, Nathaniel Q.	Area Manager	FL	\$0.0000					
(768) Chard, Ronald	Cross Connection Tech	FL	\$0.0860					
(769) Cook, James H.	Lead Water-Wastewater Operator	FL	\$0.0000					
(770) Cooper, Robert K.	Field Tech III	FL	\$0.0000					
(771) Ebert, Harold	Field Tech II	FL	\$0.0000					
(772) Ebert, Shawn M.	Field Tech II	FL	\$0.0000					
(773) Eubanks, Brian J.	Water-Wastewater Operator II	FL	\$0.0000					
(774) Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	\$0.0000					
(775) Finch, Allan	Water-Wastewater Operator II	FL	\$0.0000					
(776) Finehirsh, Jeffrey S.	Water-Wastewater Operator I	FL	\$0.0000					
(777) Finigan, Michael A.	Field Tech I	FL	\$0.0000					
(778) Gentiluoci, Domenic V	Area Manager	FL	\$0.0000					
(779) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	\$0.0000					
(780) Gongre, Bryan K.	Regional Manager	FL	\$0.0000					
(781) Gongre, Jeremy R.	Field Tech I	FL	\$0.0000					
(782) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	\$0.0000					
(783) Grainger Jr, Leroy	Field Tech I	FL	\$0.0000					
(784) Hamilton, Don L.	Water-Wastewater Operator II	FL	\$0.3866					
(785) Hasty, Donald L.	Water-Wastewater Operator II	FL	\$0.0000					
(786) Hermann, Rodel R.	Field Tech I	FL	\$0.0000					
(787) Hogue, Raymond H.	Water-Wastewater Operator II	FL	\$0.0000					
(788) Hollister, Jimmie H.	Field Tech II	FL	\$0.0000					
(789) Inclima, Luke John	Water-Wastewater Operator II	FL	\$0.0000					
(790) Keys, Thomas E.	Water-Wastewater Operator II	FL	\$0.0000					
(791) Lorenzo, Alexander	Water-Wastewater Operator II	FL	\$0.0000					
(792) Marinelli, John A.	Area Manager	FL	\$0.0000					
(793) McPhee, Allison S.	Lead Water-Wastewater Operator	FL	\$0.0000					
(794) Morrell, Mathew J.	Field Tech II	FL	\$0.0000					
(795) Murphy, Eric	Operator II	FL	\$0.0000					
(796) Neal, William L.	Area Manager	FL	\$0.1037					
(797) Ozston, Michael A.	Cross Connection Tech	FL	\$0.0000					
(798) Owens, Brian S.	Field Tech I	FL	\$0.0000					
(799) Parclah, Raymond A.	Water-Wastewater Operator II	FL	\$0.0000					
(800) Peaden II, Mark A.	Field Tech I	FL	\$0.0000					
(801) Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	\$0.0000					
(802) Phillips, Christopher	Field Tech I	FL	\$0.0000					
(803) Powell, Trevor B.	Water-Wastewater Operator II	FL	\$0.0000					
(804) Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	\$0.0000					
(805) Raines, Craig A.	Water-Wastewater Operator II	FL	\$0.0000					
(806) Remigio, Roberto V.	Field Tech I	FL	\$0.0000					
(807) Richardson, James P.	Field Tech I	FL	\$0.0000					
(808) Schneider, Keith C.	Water-Wastewater Operator II	FL	\$0.0000					

	Name	Position
(809)	Schwades, Charles G.	Area Manager
(810)	Shofstall, David E.	Lead Water-Wastewater Operator
(811)	Shue, Mickey A.	Field Tech II
(812)	Sillitoe, Kathy A.	Water Conservation Coordinator
(813)	Sillitoe, Terry W.	Water-Wastewater Operator II
(814)	Smith, Donald D.	Field Tech II
(815)	Straight, James L.	Water-Wastewater Operator I
(816)	Sudol, Corey	Water-Wastewater Operator II
(817)	Swegheimer, James A.	Lead Water-Wastewater Operator
(818)	Szczepkowski, Stephen A.	Lead Water-Wastewater Operator
(819)	Van Meter, Nathan Z.	Lead Water-Wastewater Operator
(820)	Watkins, Cedric	Field Tech II
(821)	White, Ronald D.	Field Tech II
(822)	Wilson, Michael A.	Regional Manager
(823)	Worrell, David R.	Water-Wastewater Operator II
(824)	Wright, Thomas L.	Field Tech I
(825)	Vacant	Field Tech I
(826)	Vacant	Lead Water-Wastewater Operator
(827)	Vacant	Water-Wastewater Operator I
(828)	Dipasquale, Susan M.	Administrative Assistant
(829)	Hanks, Peggy J.	Administrative Assistant
(830)		

		(a)	(b)	(c)	(d)	(e)
State	Department	Current Salary	2011 Overtime Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0000					
FL	\$0.0246					
FL	\$0.0246					

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Name Lahrador Utilities, Inc.		Position	State	Department	Pro Forma FICA (f)	Pro Forma FUTA (g)	Pro Forma SUTA (h)	Pro Forma 401K (i)	Pro Forma Health Insurance and Benefits (j)	Vehicle Number (k)	Depreciation Start (l)
Name		Position	State		Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits	Vehicle Number	Depreciation Start
(665)	Andrejko, James	Controller	IL		\$0.0058						
(666)	Arnoux, Diane L.	HR/Payroll Administrator	IL		\$0.0058						
(667)	Chang, Tae	AP Clerk	IL		\$0.0058						
(668)	Vacant	Fixed Asset Accounting Manager	IL		\$0.0058						
(669)	Coughlin, Erin R.	Capital Projects Manager	IL		\$0.0058						
(670)	Vacant	Capital Projects Assistant	IL		\$0.0058						
(671)	Federico, Antoinette	AP Supervisor	IL		\$0.0058						
(672)	Friedman, Avelina	Tax Specialist	IL		\$0.0058						
(673)	Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL		\$0.0058						
(674)	Kersey, Justin P.	Corporate Staff Accountant I	IL		\$0.0058						
(675)	Kim, Christine	Corporate Accounting Manager	IL		\$0.0058						
(676)	Lingeman, Samuel W.	Senior Financial Analyst	IL		\$0.0058						
(677)	Luppino, Nancy L.	AP Clerk	IL		\$0.0058						
(678)	Luppino, Phyllis A.	AP Clerk	IL		\$0.0058						
(679)	McLean, Pamela J.	Payroll Supervisor	IL		\$0.0058						
(680)	Metcalfe, Janice L.	AP Clerk	IL		\$0.0058						
(681)	Miranda, Margarita	AP Clerk	IL		\$0.0058						
(682)	Pietras, Victoria M.	Senior Corporate Accountant	IL		\$0.0058						
(683)	Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL		\$0.0058						
(684)	Zavilla, Annette	AP Clerk	IL		\$0.0058						
(685)	Stone, Leslie A.	Executive Assistant	IL		\$0.0058						
(686)	Hoy, John P.	Chief Operating Officer	IL		\$0.0058						
(687)	Japczyk, James F.	Chief Financial Officer	IL		\$0.0058						
(688)	Sparrow, Lisa A.	President & CEO	IL		\$0.0058						
(689)	Shover, John R.	VP, General Counsel	IL		\$0.0058						
(690)	Sudduth, Donald E.	VP, Corporate Development	FL		\$0.0058					0649	Jan-06
(691)	Blomquist, Laura Louise	HR Generalist	IL		\$0.0058						
(692)	Devina, James P.	HR Manager	IL		\$0.0058						
(693)	McLoughlin, Kristi M	Benefits Administrator	IL		\$0.0058						
(694)	Dave, Hardik	Desktop Support Analyst II	IL		\$0.0058						
(695)	Ordler, Tom G.	IT Manager	IL		\$0.0058						
(696)	Pannos, Nicholas James	Desktop Support Analyst II	IL		\$0.0058						
(697)	Smutny, Thomas A.	Network Administrator	FL		\$0.0058						
(698)	Bonagura, John F.	Regional Finance Manager	FL		\$0.0097						
(699)	Durham, Rick J.	RVP	FL		\$0.0097					0853	Nov-07
(700)	Flynn, Patrick C.	Regional Director	FL		\$0.0162					0512	Feb-05
(701)	Haws, Scotty L.	Rgnl Compliance & Safety Adver	FL		\$0.0097					0729	Dec-06
(702)	Paule, Nancy P.	Receptionist	IL		\$0.0058						
(703)	Rose, Kendra E.	Compliance & Safety Coord	IL		\$0.0058						
(704)	Vacant	Operations Administration Mgr	IL		\$0.0058						
(705)	Vacant	Operations Administrator	IL		\$0.0058						
(706)	Barrett, Jason O.	Regulatory Staff Accountant II	IL		\$0.0097						
(707)	Ciecierski, Daniel	Regulatory Staff Accountant I	IL		\$0.0097						
(708)	Georgiev, Lena	Regulatory Accounting Manager	IL		\$0.0000						
(709)	Lubertozi, Steven M.	Exec Dir, Regulatory Account	IL		\$0.0058						
(710)	Mehta, Dhvani S.	Regulatory Staff Accountant I	IL		\$0.0000						
(711)	Nedved, Spencer I.	Regulatory Staff Accountant I	IL		\$0.0097						
(712)	Neyzelman, Dimitry	Senior Regulatory Accountant	IL		\$0.0000						
(713)	Povich, Erin P.	Senior Regulatory Accountant	IL		\$0.0097						
(714)	Shrake, Brian W.	Senior Regulatory Accountant	IL		\$0.0000						
(715)	Valrie, Lawanda N.	Regulatory Assistant	IL		\$0.0000						
(716)	Weske, Kirsten E.	Regulatory Accounting Manager	IL		\$0.0097						
(717)	Williams III, John D.	Dir, Governmental Affairs	FL		\$0.0058						
(718)	Winans, Nicole D.	Regulatory Staff Accountant II	NV		\$0.0097						
(719)	Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL		\$0.0000						
(720)	Abbott, Loretta E.	CSR II	FL		\$0.0058						
(721)	Anderson, Tricia D.	CSR I	NC		\$0.0058						
(722)	Bachmann, Lisa A	CSR I	FL		\$0.0058						
(723)	Bennett, Kimberly J.	Customer Account Specialist	FL		\$0.0058						
(724)	Calbreath, Stephanie R.	CSR II	NC		\$0.0058						
(725)	Campbell, Pamela J.	CSR II	NV		\$0.0058						
(726)	Chandler, Matthew R.	CSR II	FL		\$0.0058						
(727)	Christian, Elise S.	Customer Relations Specialist	FL		\$0.0058						
(728)	Collado, Madelin	CSR I	NC		\$0.0058						
(729)	Deere, Brandi N	CSR I	FL		\$0.0058						
(730)	Demonbreun, Sheri D.	CSR I	FL		\$0.0058						
(731)	Dugas, Grace A.	Customer Care Manager	NV		\$0.0058						
(732)	Harden, Cristina	CSR I	FL		\$0.0058						
(733)	Iwinski, Cammy Andrea	CSR I	NV		\$0.0058						
(734)	Jankins, Ingrid E.	CSR II	NC		\$0.0058						

					(f)	(g)	(h)	(i)	(j)	(k)	(l)
	Name	Position	State	Department	Pro Forma EICA	Pro Forma EUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits	Vehicle Number	Depreciation Start
(735)	Jones, Linda S.	CSR I	FL	\$0.0058							
(736)	Jones, Lori Lynn	CSR I	FL	\$0.0058							
(737)	Mayeski, Lorie L.	CSR II	FL	\$0.0058							
(738)	Norris, Maxine N.	CSR I	NC	\$0.0058							
(739)	Orenco, Linette C.	CSR I	FL	\$0.0058							
(740)	Raponi, Ann M.	Customer Care Manager	FL	\$0.0058							
(741)	Roberts, Miranda Ann	CSR I	NV	\$0.0058							
(742)	Robinson, Shona N.	CSR II	NC	\$0.0058							
(743)	Robinson, Vanessa F.	CSR II	NC	\$0.0058							
(744)	Sasic, Karen L.	Director, Customer Care	FL	\$0.0058							
(745)	Selk, Rose D.	Customer Care Manager	NC	\$0.0058							
(746)	Sillitoe, Jacqueline M.	Customer Care Specialist	FL	\$0.0058							
(747)	Silva, Lisa M.	CSR II	NC	\$0.0058							
(748)	Tackett, Samantha R.	CSR I	NV	\$0.0058							
(749)	Thimmes, Karen L.	CSR I	FL	\$0.0058							
(750)	Trovinger, Ferrellyn L.	Lead CSR	FL	\$0.0058							
(751)	Volk, Deborah E.	CSR I	FL	\$0.0058							
(752)	Wilson, Vicki L.	CSR I	FL	\$0.0058							
(753)	Krugler, Adrienne R.	Billing Manager	IL	\$0.0058							
(754)	Sverida, Agnes	Asst Mgr of Billing	IL	\$0.0058							
(755)	Coballos, Isabel	Collections Specialist	FL	\$0.0058							
(756)	Lybarger, Andrea	Collections Specialist	FL	\$0.0058							
(757)	Sowell, George William	Corporate Services Manager	SC	\$0.0058							
(758)	Alberigi, David J.	Field Tech I	FL	\$0.0000							
(759)	Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	\$0.0000							
(760)	Austin, Arthur C.	Field Tech II	FL	\$0.0000							
(761)	Bailey, Alan R.	Water-Wastewater Operator II	FL	\$0.0000							
(762)	Boersma, David A.	Lead Water-Wastewater Operator	FL	\$0.0000							
(763)	Brown, Donna R.	Field Tech I	FL	\$0.0000						0831	Oct-07
(764)	Buono, Robert A.	Lead Water-Wastewater Operator	FL	\$0.0000							
(765)	Callahan, Robert L.	Field Tech II	FL	\$0.0000							
(766)	Cardinal, Anthony A.	Water-Wastewater Operator I	FL	\$0.0000							
(767)	Carver, Nathaniel Q.	Area Manager	FL	\$0.0000							
(768)	Chard, Ronald	Cross Connection Tech	FL	\$0.0860						0803	Aug-07
(769)	Cook, James H.	Lead Water-Wastewater Operator	FL	\$0.0000							
(770)	Cooper, Robert K.	Field Tech III	FL	\$0.0000							
(771)	Ebert, Harold	Field Tech II	FL	\$0.0000							
(772)	Ebert, Shawn M.	Field Tech II	FL	\$0.0000							
(773)	Eubanks, Brian J.	Water-Wastewater Operator II	FL	\$0.0000							
(774)	Figueroa, Pedro L.	Lead Water-Wastewater Operator	FL	\$0.0000							
(775)	Finch, Allan	Water-Wastewater Operator II	FL	\$0.0000							
(776)	Finchirah, Jeffrey S.	Water-Wastewater Operator I	FL	\$0.0000							
(777)	Finigan, Michael A.	Field Tech I	FL	\$0.0000							
(778)	Gentilucci, Domenic V.	Area Manager	FL	\$0.0000							
(779)	Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	\$0.0000							
(780)	Gongre, Bryan K.	Regional Manager	FL	\$0.0000							
(781)	Gongre, Jeremy R.	Field Tech I	FL	\$0.0000							
(782)	Goanell, Scotty G.	Lead Water-Wastewater Operator	FL	\$0.0000							
(783)	Granger Jr, Leroy	Field Tech I	FL	\$0.0000							
(784)	Hamilton, Don L.	Water-Wastewater Operator II	FL	\$0.3866						0868	Feb-08
(785)	Hasty, Donald L.	Water-Wastewater Operator II	FL	\$0.0000							
(786)	Hermano, Rodel R.	Field Tech I	FL	\$0.0000							
(787)	Hogue, Raymond H.	Water-Wastewater Operator II	FL	\$0.0000							
(788)	Hollister, Jimmie H.	Field Tech II	FL	\$0.0000							
(789)	Inclima, Luke John	Water-Wastewater Operator II	FL	\$0.0000							
(790)	Keys, Thomas E.	Water-Wastewater Operator II	FL	\$0.0000							
(791)	Lorenzo, Alexander	Water-Wastewater Operator II	FL	\$0.0000							
(792)	Marinelli, John A.	Area Manager	FL	\$0.0000							
(793)	McPhee, Allison S.	Lead Water-Wastewater Operator	FL	\$0.0000							
(794)	Morrell, Matthew J.	Field Tech II	FL	\$0.0000							
(795)	Murphy, Eric	Operator II	FL	\$0.0000							
(796)	Neal, William L.	Area Manager	FL	\$0.1037						0825	Nov-07
(797)	Overton, Michael A.	Cross Connection Tech	FL	\$0.0000							
(798)	Owens, Brian S.	Field Tech I	FL	\$0.0000							
(799)	Parrish, Raymond A.	Water-Wastewater Operator II	FL	\$0.0000							
(800)	Peaden II, Mark A.	Field Tech I	FL	\$0.0000							
(801)	Pfouts, Steve L.	Lead Water-Wastewater Operator	FL	\$0.0000							
(802)	Phillips, Christopher	Field Tech I	FL	\$0.0000							
(803)	Powell, Trevor B.	Water-Wastewater Operator II	FL	\$0.0000							
(804)	Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	\$0.0000							
(805)	Raines, Craig A.	Water-Wastewater Operator II	FL	\$0.0000							
(806)	Remiglio, Roberto V.	Field Tech I	FL	\$0.0000							
(807)	Richardson, James P.	Field Tech I	FL	\$0.0000							
(808)	Schneider, Keith C.	Water-Wastewater Operator II	FL	\$0.0000							

			(f)	(g)	(h)	(i)	(j)	(k)	(l)		
	Name	Position	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits	Vehicle Number	Depreciation Start
(809)	Schwades, Charles G.	Area Manager	FL	\$0.0000							
(810)	Shoffstall, David E.	Lead Water-Wastewater Operator	FL	\$0.0000							
(811)	Shue, Mickey A.	Field Tech II	FL	\$0.0000							
(812)	Sillitoe, Kathy A.	Water Conservation Coordinator	FL	\$0.0000							
(813)	Sillitoe, Terry W.	Water-Wastewater Operator II	FL	\$0.0000							
(814)	Smith, Donald D.	Field Tech II	FL	\$0.0000							
(815)	Straight, James L.	Water-Wastewater Operator I	FL	\$0.0000							
(816)	Sudd, Corey	Water-Wastewater Operator II	FL	\$0.0000							
(817)	Swegheimer, James A.	Lead Water-Wastewater Operator	FL	\$0.0000							
(818)	Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	\$0.0000							
(819)	Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	\$0.0000							
(820)	Watkins, Cedric	Field Tech II	FL	\$0.0000							
(821)	White, Ronald D.	Field Tech II	FL	\$0.0000							
(822)	Wilson, Michael A.	Regional Manager	FL	\$0.0823						0728	Dec-06
(823)	Worrell, David R.	Water-Wastewater Operator II	FL	\$0.0000							
(824)	Wright, Thomas L.	Field Tech I	FL	\$0.0000							
(825)	Vacant	Field Tech I	FL	\$0.0000							
(826)	Vacant	Lead Water-Wastewater Operator	FL	\$0.0000							
(827)	Vacant	Water-Wastewater Operator I	FL	\$0.0000							
(828)	Dipasquale, Susan M.	Administrative Assistant	FL	\$0.0246							
(829)	Hanks, Peggy J.	Administrative Assistant	FL	\$0.0246							
(830)											

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Name Labrador Utilities, Inc.		Position	State	Department	Vehicle Price (m)	Vehicle Accumulated Depreciation Y/E Balance (n)	Vehicle Depreciation Expense (o)	Transportation Expense (p)
Name	Position	State			Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(665)	Andrajk, James	Controller	IL		\$0.0058			
(666)	Arnoux, Diane L.	HR/Payroll Administrator	IL		\$0.0058			
(667)	Chang, Tse	AP Clerk	IL		\$0.0058			
(668)	Vacant	Fixed Asset Accounting Manager	IL		\$0.0058			
(669)	Coughlin, Erin R.	Capital Projects Manager	IL		\$0.0058			
(670)	Vacant	Capital Projects Assistant	IL		\$0.0058			
(671)	Federico, Antoinette	AP Supervisor	IL		\$0.0058			
(672)	Friedman, Avelina	Tax Specialist	IL		\$0.0058			
(673)	Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL		\$0.0058			
(674)	Kersey, Justin P.	Corporate Staff Accountant I	IL		\$0.0058			
(675)	Kim, Christine	Corporate Accounting Manager	IL		\$0.0058			
(676)	Lingeman, Samuel W.	Senior Financial Analyst	IL		\$0.0058			
(677)	Luppino, Nancy L.	AP Clerk	IL		\$0.0058			
(678)	Luppino, Phyllis A.	AP Clerk	IL		\$0.0058			
(679)	McLean, Pamela J.	Payroll Supervisor	IL		\$0.0058			
(680)	Metcalfe, Janice L.	AP Clerk	IL		\$0.0058			
(681)	Miranda, Maryaris	AP Clerk	IL		\$0.0058			
(682)	Pietras, Victoria M.	Senior Corporate Accountant	IL		\$0.0058			
(683)	Shimkus, Matthew D.	Financial Plan & Analysis Mgr	IL		\$0.0058			
(684)	Zavilla, Annette	AP Clerk	IL		\$0.0058			
(685)	Stone, Leslie A.	Executive Assistant	IL		\$0.0058			
(686)	Hoy, John P.	Chief Operating Officer	IL		\$0.0058			
(687)	Japczyk, James F.	Chief Financial Officer	IL		\$0.0058			
(688)	Sparrow, Lisa A.	President & CEO	IL		\$0.0058			
(689)	Stover, John R.	VP, General Counsel	IL		\$0.0058			
(690)	Sudduth, Donald E.	VP, Corporate Development	FL		\$0.0058	172		
(691)	Blomquist, Laura Louise	HR Generalist	IL		\$0.0058		(143)	29
(692)	Devine, James P.	HR Manager	IL		\$0.0058			35
(693)	McLoughlin, Kristi M.	Benefits Administrator	IL		\$0.0058			
(694)	Dave, Hardik	Desktop Support Analyst II	IL		\$0.0058			
(695)	Ortler, Tom G.	IT Manager	IL		\$0.0058			
(696)	Pannos, Nicholas James	Desktop Support Analyst II	IL		\$0.0058			
(697)	Smutny, Thomas A.	Network Administrator	IL		\$0.0058			
(698)	Bonagura, John F.	Regional Finance Manager	FL		\$0.0097			
(699)	Durham, Rick J.	RVP	FL		\$0.0097		(233)	73
(700)	Flynn, Patrick C.	Regional Director	FL		\$0.0162	866	(854)	144
(701)	Haws, Scotty L.	Rgnl Compliance & Safety Advsr	FL		\$0.0097	284	(193)	47
(702)	Paule, Nancy P.	Receptionist	IL		\$0.0058			59
(703)	Rose, Kendra E.	Compliance & Safety Coord.	IL		\$0.0058			99
(704)	Vacant	Operations Administration Mgr	IL		\$0.0058			59
(705)	Vacant	Operations Administrator	IL		\$0.0058			
(706)	Barrett, Jason O.	Regulatory Staff Accountant II	IL		\$0.0097			
(707)	Ciecielski, Daniel	Regulatory Staff Accountant I	IL		\$0.0097			
(708)	Georgiev, Lena	Regulatory Accounting Manager	IL		\$0.0000			
(709)	Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL		\$0.0058			
(710)	Mehta, Dhvani S.	Regulatory Staff Accountant I	IL		\$0.0000			
(711)	Nedved, Spencer L.	Regulatory Staff Accountant I	IL		\$0.0097			
(712)	Neyzelman, Dmitry	Senior Regulatory Accountant	IL		\$0.0000			
(713)	Povich, Erin P.	Senior Regulatory Accountant	IL		\$0.0097			
(714)	Shrake, Brian W.	Senior Regulatory Accountant	IL		\$0.0000			
(715)	Valrie, Lawanda N.	Regulatory Assistant	IL		\$0.0000			
(716)	Weeks, Kirsten E.	Regulatory Accounting Manager	IL		\$0.0097			
(717)	Williams III, John D.	Dir, Governmental Affairs	FL		\$0.0058			
(718)	Winans, Nicole D.	Regulatory Staff Accountant II	NV		\$0.0097			
(719)	Yap Jr., Lowell M.	Regulatory Staff Accountant I	IL		\$0.0000			
(720)	Abbott, Loretta E.	CSR II	FL		\$0.0058			
(721)	Anderson, Tricia D.	CSR I	NC		\$0.0058			
(722)	Bachmann, Lisa A.	CSR I	FL		\$0.0058			
(723)	Bennett, Kimberly J.	Customer Account Specialist	FL		\$0.0058			
(724)	Calloway, Stephanie R.	CSR II	NC		\$0.0058			
(725)	Campbell, Pamela J.	CSR II	NV		\$0.0058			
(726)	Chandler, Matthew R.	CSR II	FL		\$0.0058			
(727)	Christian, Elise S.	Customer Relations Specialist	FL		\$0.0058			
(728)	Collado, Madelin	CSR I	NC		\$0.0058			
(729)	Deere, Brandi N.	CSR I	FL		\$0.0058			
(730)	Demonbreun, Sheri D.	CSR I	FL		\$0.0058			
(731)	Dugan, Grace A.	Customer Care Manager	NV		\$0.0058			
(732)	Harden, Cristina	CSR I	FL		\$0.0058			
(733)	Iwinski, Cammy Andrea	CSR I	NV		\$0.0058			
(734)	Jenkins, Ingrid E.	CSR II	NC		\$0.0058			

				(m)	(n)	(o)	(p)		
	Name	Position	State	Department	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense	
(735)	Jones, Linda S.	CSR I	FL		\$0.0058				
(736)	Jones, Lori Lynn	CSR I	FL		\$0.0058				
(737)	Mayeski, Lorie L.	CSR II	FL		\$0.0058				
(738)	Norris, Maxine N	CSR I	NC		\$0.0058				
(739)	Orenko, Linette C	CSR I	FL		\$0.0058				
(740)	Raponi, Ann M.	Customer Care Manager	FL		\$0.0058				
(741)	Roberts, Miranda Ann	CSR I	NV		\$0.0058				
(742)	Robinson, Shona N.	CSR II	NC		\$0.0058				
(743)	Robinson, Vanessa F.	CSR II	NC		\$0.0058				
(744)	Sasic, Karen L.	Director, Customer Care	FL		\$0.0058				
(745)	Self, Rose D.	Customer Care Manager	NC		\$0.0058				
(746)	Sillitoe, Jacqueline. M.	Customer Care Specialist	FL		\$0.0058				
(747)	Silva, Lisa M.	CSR II	NC		\$0.0058				
(748)	Tackett, Samantha R.	CSR I	NV		\$0.0058				
(749)	Thimmes, Karen L.	CSR I	FL		\$0.0058				
(750)	Trovinger, Ferrellyn L.	Lead CSR	FL		\$0.0058				
(751)	Voia, Deborah E.	CSR I	FL		\$0.0058				
(752)	Wilson, Vicki L.	CSR I	FL		\$0.0058				
(753)	Krugler, Adrienne R.	Billing Manager	IL		\$0.0058				
(754)	Sverida, Agnes	Asst Mgr of Billing	IL		\$0.0058				
(755)	Ceballos, Isabel	Collections Specialist	FL		\$0.0058				
(756)	Lybarger, Andrea	Collections Specialist	FL		\$0.0058				
(757)	Sowell, George William	Corporate Services Manager	SC		\$0.0058				
(758)	Alberigi, David J.	Field Tech I	FL		\$0.0000				
(759)	Anderson, Daniel S.	Lead Water-Wastewater Operator	FL		\$0.0000				
(760)	Austin, Arthur C.	Field Tech II	FL		\$0.0000				
(761)	Bailey, Alan R.	Water-Wastewater Operator II	FL		\$0.0000				
(762)	Boersma, David A.	Lead Water-Wastewater Operator	FL		\$0.0000				
(763)	Brown, Donna R.	Field Tech I	FL		\$0.0000				
(764)	Buono, Robert A.	Lead Water-Wastewater Operator	FL		\$1.0000	19,447	(10,534)	3,241	6,081
(765)	Callahan, Robert L.	Field Tech II	FL		\$0.0000				
(766)	Cardinal, Anthony A.	Water-Wastewater Operator I	FL		\$0.0000				
(767)	Carver, Nathaniel Q.	Area Manager	FL		\$0.0000				
(768)	Chard, Ronald	Cross Connection Tech	FL		\$0.0860	3,544	(879)	257	523
(769)	Cook, James H.	Lead Water-Wastewater Operator	FL		\$0.0000				
(770)	Cooper, Robert K.	Field Tech III	FL		\$0.0000				
(771)	Ebert, Harold	Field Tech II	FL		\$0.0000				
(772)	Ebert, Shawn M.	Field Tech II	FL		\$0.0000				
(773)	Eubanks, Brian J.	Water-Wastewater Operator II	FL		\$0.0000				
(774)	Figueras, Pedro L.	Lead Water-Wastewater Operator	FL		\$0.0000				
(775)	Finch, Allan	Water-Wastewater Operator II	FL		\$0.0000				
(776)	Finchirch, Jeffrey S.	Water-Wastewater Operator I	FL		\$0.0000				
(777)	Finigan, Michael A.	Field Tech I	FL		\$0.0000				
(778)	Gentiluoci, Domenic V	Area Manager	FL		\$0.0000				
(779)	Godwin, Patrick L.	Lead Water-Wastewater Operator	FL		\$0.0000				
(780)	Gongre, Bryan K	Regional Manager	FL		\$0.0000				
(781)	Gongre, Jeremy R.	Field Tech I	FL		\$0.0000				
(782)	Gonnell, Scotty G.	Lead Water-Wastewater Operator	FL		\$0.0000				
(783)	Grainger Jr, Leroy	Field Tech I	FL		\$0.0000				
(784)	Hamikon, Don L.	Water-Wastewater Operator II	FL		\$0.3866	1,120	(545)	187	2,351
(785)	Hasty, Donald L.	Water-Wastewater Operator II	FL		\$0.0000				
(786)	Herrnando, Rodel R	Field Tech I	FL		\$0.0000				
(787)	Hogue, Raymond H.	Water-Wastewater Operator II	FL		\$0.0000				
(788)	Hollister, Jimmie H.	Field Tech II	FL		\$0.0000				
(789)	Inclima, Luke John	Water-Wastewater Operator II	FL		\$0.0000				
(790)	Keys, Thomas E.	Water-Wastewater Operator II	FL		\$0.0000				
(791)	Lorenzo, Alexander	Water-Wastewater Operator II	FL		\$0.0000				
(792)	Macinelli, John A.	Area Manager	FL		\$0.0000				
(793)	McPhee, Alson S.	Lead Water-Wastewater Operator	FL		\$0.0000				
(794)	Morrell, Matthew J.	Field Tech II	FL		\$0.0000				
(795)	Murphy, Eric	Operator II	FL		\$0.0000				
(796)	Neal, William L.	Area Manager	FL		\$0.1037	2,321	(1,225)	387	630
(797)	Overton, Michael A.	Cross Connection Tech	FL		\$0.0000				
(798)	Owens, Brian S.	Field Tech I	FL		\$0.0000				
(799)	Parrish, Raymond A.	Water-Wastewater Operator II	FL		\$0.0000				
(800)	Peadar II, Mark A.	Field Tech I	FL		\$0.0000				
(801)	Pfouts, Steve L.	Lead Water-Wastewater Operator	FL		\$0.0000				
(802)	Phillips, Christopher	Field Tech I	FL		\$0.0000				
(803)	Powell, Trevor B.	Water-Wastewater Operator II	FL		\$0.0000				
(804)	Raddliff, Max Lee	Lead Water-Wastewater Operator	FL		\$0.0000				
(805)	Raines, Craig A.	Water-Wastewater Operator II	FL		\$0.0000				
(806)	Ramigio, Roberto V.	Field Tech I	FL		\$0.0000				
(807)	Richardson, James P.	Field Tech I	FL		\$0.0000				
(808)	Schneider, Keith C.	Water-Wastewater Operator II	FL		\$0.0000				

			(m)	(n)	(o)	(p)		
	Name	Position	State	Department	Vehicle Price	Vehicle Accumulated Depreciation Y/E Balance	Vehicle Depreciation Expense	Transportation Expense
(809)	Schwades, Charles G.	Area Manager	FL	\$0.0000				
(810)	Shoffstall, David E.	Lead Water-Wastewater Operator	FL	\$0.0000				
(811)	Shue, Mickey A.	Field Tech II	FL	\$0.0000				
(812)	Sillitoe, Kathy A.	Water Conservation Coordinator	FL	\$0.0000				
(813)	Sillitoe, Terry W.	Water-Wastewater Operator II	FL	\$0.0000				
(814)	Smith, Donald D.	Field Tech II	FL	\$0.0000				
(815)	Straight, James L.	Water-Wastewater Operator I	FL	\$0.0000				
(816)	Sudol, Corey	Water-Wastewater Operator II	FL	\$0.0000				
(817)	Swegheimer, James A.	Lead Water-Wastewater Operator	FL	\$0.0000				
(818)	Szczapkowski, Stephen A.	Lead Water-Wastewater Operator	FL	\$0.0000				
(819)	Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	\$0.0000				
(820)	Watkins, Cedric	Field Tech II	FL	\$0.0000				
(821)	White, Ronald D.	Field Tech II	FL	\$0.0000				
(822)	Wilson, Michael A.	Regional Manager	FL	\$0.0823	2,363	(1,608)	394	500
(823)	Worrell, David R.	Water-Wastewater Operator II	FL	\$0.0000				
(824)	Wright, Thomas L.	Field Tech I	FL	\$0.0000				
(825)	Vacant	Field Tech I	FL	\$0.0000				
(826)	Vacant	Lead Water-Wastewater Operator	FL	\$0.0000				
(827)	Vacant	Water-Wastewater Operator I	FL	\$0.0000				
(828)	Dipasquale, Susan M.	Administrative Assistant	FL	\$0.0246				
(829)	Hanks, Peggy J.	Administrative Assistant	FL	\$0.0246				
(830)								
					<u>\$28,556</u>	<u>(\$16,213)</u>	<u>\$4,759</u>	<u>\$10,337</u>

Add Veh. $\frac{23,595}{52,151}$ $\frac{13,833 \text{ kg.}}{16,077}$ $\frac{2,057}{7,216}$ $\frac{2,995}{13,332}$ Add Veh.

(47-1 pr) (47-1 pr) (47-1 pr) (47-1 pr)