

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 COM externally and has been strictly controlled internally.

GCL A portion of the information consists of employee's name and title, base salary, 4. RAD SRC benefits, overtime, raises, taxes, pension information and total compensation. This information ADM OPC should be classified as proprietary confidential business information because its disclosure would CLK BCCLINELT NUMPER-DATE

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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. <u>See Florida Power & Light Company</u> 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 $\frac{12}{10}$ 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

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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

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

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MARTIN S. FRIEDMAN For the Firm

Exhibit "A"

JUSTIFICATION MATRIX

T	Justification
Location (Specific request w/page number)	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.
Workpaper 47-3 (All of amounts in columns (a) through (j) on pp. 1-6)	§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.
Workpaper 47-3/1 (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 <u>Florida Power & Light</u> <u>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.
	Article I, Section 23 of the Florida Constitution. Disclosure of the information would invade the privacy rights of the employee.

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 <u>Florida Power & Light</u> <u>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.
	Article I, Section 23 of the Florida Constitution. Disclosure of the information would invade the privacy rights of the employee.

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Labrador Utilities, Inc. Confidential Index

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

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FPSC-COMMISSION CLERK

2011 RATE CASES SALARY ADJ DETAILED SALARY BY EMPLOY

Name

Totals

(1) (2) (3)

(4) (5) (6) (7) (8)

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(13) (14) (15) (16)

(17)

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(25) (26)

(27)

(28) (29)

(30) (31)

(32)

(33) (34) (35) (36) (37) (38)

(39) (40) Vacant

(41) (42) (43) Vacant Barrett, Jason O. Ciecierski, Daniel Georgiev, Lena

(44) (45) (46) (47) (48) (49) (50)

(51)

(52) (53) (54) (55) (56)

(57)

(58) (59)

(60)

(61) (62)

(63)

Andreiko, James Arnoux, Diane L.

Kersey, Justin P.

Lingeman, Samuel W.

Luppino, Nancy L. Luppino, Phyllis A. McLean, Pamela J. Metcalf, Janice L. Micanda, Margarita

Pietras, Victoria M.

Zaville, Annette

Stone, Leslie A.

Sparrow, Lisa A

Stover, John R.

Dave, Hardik

Ostler, Tom G. Pannos, Nicholas James

Smutny, Thomas A.

Lubertozzi, Steven M.

Mehta, Dhwani S. Nedved, Spencer L Neyzelman, Dimitry Fovich, Erin P. Shrake, Brian W. Valrie, Lawanda N.

Weeks, Kirsten E.

Williams III, John D. Winans, Nicole D. Yap Jr., Lowell M. Abbott, Loretta E. Anderson, Tricia D.

Bachmann, Lisa A Bennett, Kimberly J.

Campbell, Pamela J.

Chandler, Matthaw R. Christian, Elise S.

Calbreath, Stephanie R.

Bonagura, John F. Durham, Rick J. Flynn, Patrick C. Haws, Scotty L. Paule, Nancy P. Rose, Kendra E.

Sudduth, Donald E.

Blomquist, Laura Louise Devine, James P. McLoughlin, Kristi M

Hoy, John P. Japczyk, James F.

Shimkus, Matthew D

Kim, Christine

Chang. Tas

Vacant Coughlin, Erin R. Vacant Federico, Antoinette Friedman, Avelina Haynes Jr, John S.

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	9 - 14 - 14	Ch -1	- D		(A)	(D) <u>2011 Overtime.</u> <u>Annualized</u>	Total	3% increase	(0) Effective April 1st includes in column (a)		
	Position Controller	ala: IL	E Departs 611000	ent Cur	rent Salary	Annoanzec					
	HR/Payroll Administrator	TL.	611000								
	AP Clerk Fixed Asset Accounting Manager	1L 1L	611000 611000								
	Capital Projects Manager	ii.	611000								
	Capital Projects Assistant	1L	611000								
	AP Supervisor	IL T	611000								
	Tax Specialist Dir, Tax & Accounting Ops	IL IL	611000 611000								
	Corporate Staff Accountant I	ĨĹ	611000					·			
	Corporate Accounting Manager	IL.	611000								
	Senior Financial Analyst AP Clerk	n. 11	611000 611000								
	AP Clerk AP Clerk	IL	611000								
	Payroll Supervisor	11.	611000								
	AP Clerk	IL.	611000								
	AP Clerk Senior Corporate Accountant	1L 1L	611000 611000								
	Financial Plan & Analysis Mgr	ii.	611000								
	AP Clerk	IL	611000								
	Executive Assistant	IL IL	611500								
	Chief Operating Officer Chief Financial Officer	iL iL	612000 612000								\sim
	President & CEO	iL	612000								Ϋ́ς
	VP, General Counsel	IL.	612000								Y
	VP, Corporate Development HR Generalist	FL IL	612000 612500								F (
	HR Manager	ii.	512500								confidente al
	Benefits Administrator	IL	612500								
	Desktop Support Analyst II	IL	613000								ලි
	IT Manager Deaktop Support Analyst II	1L 1L	613000 613000								
	Network Administrator	ïĹ	613000								~~
	Regional Finance Manager	FL	613500								7
	RVP	FL FL	613500								
	Regional Director Real Compliance & Safety Advar	FL FL	613500 613500								ــك
	Receptionist	il.	613500						.]		
	Compliance & Safety Coord	IL	613500								\prec
	Operations Administration Mgr Operations Administrator	11. 11.	613500								\sim
	Regulatory Staff Accountant II	ïĹ	613500 614000						•		
	Regulatory Staff Accountant J	IL	614000								
	Regulatory Accounting Manager	IL.	614000								
	Exec Dir, Regulatory Account Regulatory Staff Accountant 1	1L. 1L	614000 614000								
	Regulatory Staff Accountant 1	iL.	614000								
	Senior Regulatory Accountant	IL	614000								
	Senior Regulatory Accountant	п. 11.	614000								
	Senior Regulatory Accountant Regulatory Assistant	IL IL	614000 614000								
	Regulatory Accounting Manager	ii.	614000								
	Dir, Governmental Affairs	FL	614000								
	Regulatory Staff Accountant II Regulatory Staff Accountant I	NV IL	614000 614000								
	CSR 11	FL	614500								
	CSR !	NC	614500								
	CSR 1	FL.	614500								-
	Customer Account Specialist CSR II	FL NC	614500 614500								
	CSR II	NV	614500								
	CSR II	FL	614500								
	Customer Relations Specialist	FL NC	614500	1							
	CSR 1 CSR 1	NC FL	614500 614500								
	CSR 1	FL	614500								_6
	Customer Care Manager	NV	614500								
	CSR1	FL	614500	1.0				N			
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Labrador Utilities, Inc. Rate Case

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Totala

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	Totale				(a)	(ь)	(c)	(d)	(e)
	Name	Position	State	Department	Current Selary	2011 Overtime, Annualized	Total	3% increase Effective April 1st included in column (a)	Total Pro Forma Salary
(69)		CSRI	NV	614500		Annual Lines	19844		TOTAL THE TRANSPORT
(70) (71)	Jenkins, Ingrid E. Jones, Linds S.	CSR II CSR I	NC	614500					
(72)	Jones, Lori Lynn	CSRI	FL FL	614500 614500					
(73)	Mayeski, Lorie L.	CSR II	FL	614500					
(74) (75)	Norris, Maxine N Orengo, Linette C	CSR I CSR I	NC	614500					
(76)	Raponi, Ann M.	Castomer Care Manager	FL FL	614500 614500					
(77)	Robertz, Miranda Ann	CSRI	NV	614500					
(78)	Robinson, Shona N.	CSR II	NC	614500					
(79) (80)	Robinson, Vanessa F. Sasic, Karen L.	CSR II Director, Customer Care	NC FL	614500					
(81)	Self, Rose D.	Customer Care Manager	NC	614500 614500					
(82)	Silltoe, Jacqueline. M.	Customer Care Specialist	FL	014500					
(83) (84)	Silva, Lisa M. Tackett, Samantha R.	CSR II CSR I	NC NV	614500					
(85)	Thimmes, Karen L	CSRI	FL NV	614500 614500					
(86)	Trovinger, Ferrellyn L.	Lend CSR	FL	614500					
(87)	Volz, Deborah E.	CSRI	FL	614500					
(88) (89)	Wilson, Vicki I. Krugler, Adrienne R.	CSR I Billing Manager	FL IL	614500					
(90)	Sverida, Agnes	Asst Mgr of Billing	11	614600 614600					
(91)	Ceballos, Isabel	Collections Specialist	FL	614700					-
(92)	Lybarger, Andrea Sowell, George William	Collections Specialist	FL	614700					
(93) (94)	Alberigi, David J.	Corporate Services Manager Field Tech I	SC FL	614700 615000					
(95)	Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000					
(96)	Austin, Arthur C.	Field Tech II	FL	615000					
(97)	Bailey, Alan R. Boersma, David A.	Water-Wastewater Operator II	FL.	615000					
(98) (99)	Brown, Donna R.	Lead Water-Wastewater Operator Field Tech I	FL FL	615000 615000					
(100)	Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000					
(101)	Callahan, Robert L.	Field Tech II	FL	615000					
(102) (203)	Cardinal, Anthony A. Carver, Nathaniel O.	Water-Wastewater Operator I Area Manager	FL	615000					
(104)	Chard, Ronald	Cross Connection Tech	FL FL	615000 615000					
(105)	Cook, James H.	Lead Water-Wastewater Operator	FL	615000	·				
(106)	Cooper, Robert K.	Field Tech III	FL	615000					
(107) (108)	Sbert, Harold Ebert, Shawn M.	Field Tech II Field Tech II	FL.	615000					
(100)	Eubanks, Brian J.	Water-Wastewater Operator II	FL FL	615000 615000					
(110)	Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	615000					
(111)	Pinch, Allan Finchirsh, Jeffrey S.	Water-Wastewater Operator II	FL	615000					
(112) (113)	Finigan, Michael A	Water-Wastewater Operator 1 Field Tech 1	FL FL	615000 615000					
(114)	Gentilucci, Domenic V	Area Manager	FL	615000					
(115)	Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	615000					
(116) (117)	Gongre, Bryan K Gongre, Jeremy R.	Regional Manager Field Tech I	FL FL	615000					
(117)	Goanell, Scotty G.	Lead Water-Wastewater Operator	л. Я	615000 615000					
(119)	Grainger Jr, Leroy	Field Tech I	FL.	615000					
(120)	Hamilton, Don L.	Water-Wastewater Operator II	FL	615000					
(121) (122)	Haaty, Donald L. Hermano, Rodel R	Water-Wastewater Operator II Field Tech I	FL F1	615000					
(123)	Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000 615000					
	Hollister, Jimmie H.	Field Tech II	FL	615000					
	Inclima, Luke John Keys, Thomas E	Water-Wastewater Operator II Water-Wastewater Operator II	FL	615000					
	Lorenzo, Alexander	Water-Wastewater Operator II	FL FL	615000 615000					
(128)	Marinelli, John A.	Area Manager	FL	615000					
	McPhes, Allson S.	Lead Water-Wastewater Operator	FL	615000					
	Morrell, Matthew J. Murphy, Eric	Bield Tech II		615000	-				
(132)	Neal, William L.	Area Manager	FL	615000 615000					
(133)	Overton, Michael A.	Cross Connection Tech	FL.	615000					
	Owens, Brian S.	Field Tech I	FL	615000					
	Parrish, Raymond A. Peaden II, Mark A.	Water-Wastewater Operator II Field Tech I	FL FL	615000 615000					
	Pfouts, Steve L.	Lead Water-Wastewater Operator	พี	615000					
	Phillips, Christopher	Field Tech I	FL.	615000					
	Powell, Trevor B. Radcliff, Max Lee	Water-Wastewater Operator II	FL FL	615000					
	Raines, Craig A.	Lead Water-Wastewater Operator Water-Wastewater Operator II	FL FL	615000 615000					

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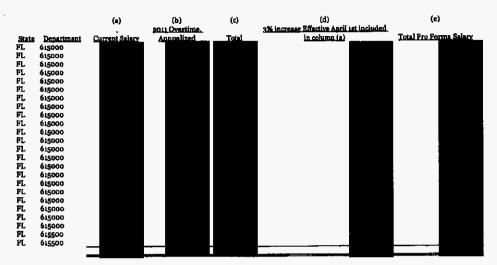
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(142)	Name Remigio, Roberto V.
(143)	Richardson, James P.
(144)	Schneider, Keith C.
(145)	Schwades, Charles G.
(146)	Shoffstall, David E.
(147)	Shue, Mickey A.
(148)	Sillitoe, Kathy A.
(149)	Sillitoe, Terry W.
(150)	Smith, Donald D.
(151)	Straight, James L.
(152)	Sudol, Corey
(153)	Swegheimer, James A.
(154)	Szczepkowski, Stephen A.
(155)	Van Meter, Nathan Z.
(156)	Watkins, Codric
(157)	White, Ronald D.
(158)	Wilson, Michael A.
(159)	Worrell, David R.
(160)	Wright, Thomas L
(161)	Vacant
(162)	Vacant
(163)	Vacant
(164)	Dipasquale, Susan M.
(165)	Hanks, Peggy J.
(166)	

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Totals

Position
Field Tech i
Field Tech J
Water-Wastewater Operator II
Area Manager
Lead Water-Wastewater Operator
Field Tech II
Water Conservation Coordinator
Water-Wastewater Operator II
Field Tech II
Water-Wastewater Operator I
Water-Wastewater Operator II
Lead Water-Wastewater Operator
Load Water-Wastewater Operator
Load Water-Wastewater Operator
Field Tech II
Field Tech II
Regional Manager
Water-Wastewater Operator II
Field Tech I
Field Tech 1
Lead Water-Wastewater Operator
Water-Wastewater Operator I
Administrative Assistant
Administrative Assistant



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2011 RATE CASES SALARY ADJUSTMENT DETAILED SALARY BY EMPLOYEE

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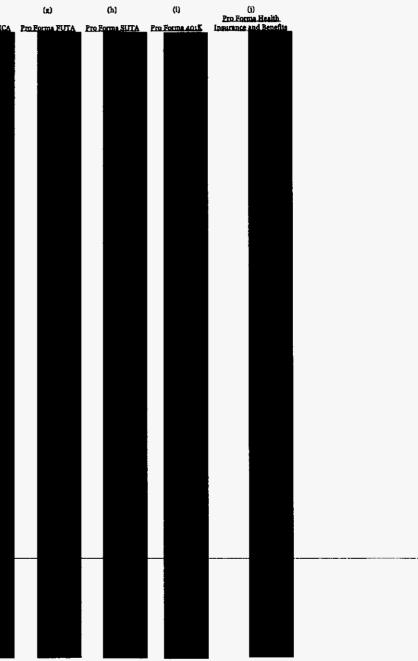
	Totals				(f)	(x)	(h)	(i)	(j) Pro Forma Health	
	Name	Position	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forms SUTA	Pro Forma 401K	Insurance and Benefits	47-8
(1) (2)	Andrejko, James Arnoux, Diane L.	Controller HR/Payroll Administrator	TL 1L	611000 611000						
(3)	Chang. Tae	AP Clerk	iL.	611000						
(4)	Vacant	Fixed Asset Accounting Manager	IL.	611000						
(5)	Coughlin, Erin R.	Capital Projects Manager	1L	611000						
(6)	Vacant	Capital Projects Assistant	n	611000						
(7) (8)	Federico, Antoinette Friedman, Avelina	AP Supervisor Tax Specialist	11. 11.	611000 611000						
(9)	Haynes Jr, John S.	Dir, Tax & Accounting Ops	n n	611000 611000						
(10)	Kersey, Justin P.	Corporate Staff Accountant 1	iî.	611000						
(u)	Kim, Christine	Corporate Accounting Manager	ïĹ	611000						
(12)	Lingeman, Samuel W.	Senior Financial Analyst	IL.	611000						
(13)	Luppino, Nancy L.	AP Clerk	11,	611000						
(14)	Luppino, Phyllis A.	AP Clerk	IL	611000						
(15) (16)	McLean, Pamela J. Metcalf, Janice L.	Payroll Supervisor AP Clerk	IL II	611000 611000						
(17)	Miranda, Margarita	AP Clerk	IL IL	611000						
(18)	Pietras, Victoria M.	Senior Corporate Accountant	ñ.	611000						
(19)	Shimkus, Matthew D	Financial Plan & Analysis Mgr	1L	611000						
(20)	Zavilla, Annette	AP Clerk	IL.	611000						
(21)	Stone, Leslie A.	Executive Assistant	IL.	611500						
(22)	Hoy, John P.	Chief Operating Officer	IL IL	612000						
(23) (24)	Japczyk, James F. Sparrow, Liza A	Chief Financial Officer President & CEO	11	612000 612000						
(25)	Stover, John R.	VP. General Counsel	ñ.	612000						
(26)	Sudduth, Donald E.	VP, Corporate Development	FL	612000						
(27)	Blomquist, Laura Louise	HR Generalist	n.	612500						
(28)	Devine, James P.	HR Manager	п.	612500						
(29)	McLoughlin, Kristi M	Benefits Administrator	IL IL	612500						
(30) (31)	Dave, Hardik Ostler, Tom G.	Desktop Support Analyst II IT Manager	IL IL	613000 613000						
(32)	Pannos, Nicholas James	Desktop Support Analyst II	iĩ.	613000						
(33)	Strutny, 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) (38)	Haws, Scotty L. Paule, Nancy P.	Ranl Compliance & Safety Advar Receptionist	FL IL	613500 613500						
(39)	Rose, Kendra E.	Compliance & Safety Coord	ĨĹ.	613500						
(40)	Vacant	Operations Administration Mgr	ii.	613500						
(41)	Vacant	Operations Adminstrator	1L	613500						
(42)	Barrett, Jason O.	Regulatory Staff Accountant II	n.	614000						
(43) (44)	Ciecierski, Daniel Georgiev, Lens	Regulatory Staff Accountant I Regulatory Accounting Manager	ու	614000 614000						
(45)	Lubertozzi, Steven M.	Exec Dir, Regulatory Account	iL	614000						
(46)	Mehta, Dhwani S.	Regulatory Staff Accountant I	ñ.	614000						
(47)	Nedved, Spencer L	Regulatory Staff Accountant I	IL.	614000					100 C	
(48)	Neyzelman, Dimitry	Senior Regulatory Accountant	ព្រ	614000						
(49)	Povich, Erin P. Shrake, Brian W.	Senior Regulatory Accountant	IL IL	614000						
(50) (51)	Valrie, Lawanda N.	Senior Regulatory Accountant Regulatory Assistant	ü	614000 614000						
(52)	Waeks, Kirsten B.	Regulatory Accounting Manager	ñ	614000						
(53)	Williams III, John D.	Dir, Governmental Affairs	FL	614000						
(54)	Winans, Nicole D.	Regulatory Staff Accountant II	NY	614000						
(55)	Yap Jr., Lowell M.	Regulatory Staff Accountant I	<u>11</u>	614000						
(56) (57)	Abbott, Loretta E. Anderson, Tricia D.	CSR II CSR I	FL NC	614500 614500						
(58)	Bechmenn, Lisa A	CSR 1	FL	614500		·			· - -···	
(59)	Bennett, Kimberly J.	Customer Account Specialist	PL.	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) (64)	Christian, Elise S. Collado, Madelin	Customer Relations Specialist CSR 1	FL NC	614500 614500						
(65)	Dette, Brandi N	CSR 1	FL	614500						
(66)	Demonbreun, Sheri D.	CSR I	FL	614500						
(67)	Dugan, Grace A.	Customer Care Manager	ŇV	614500						
(68)	Harden, Cristina	CSR I	FL	614500						
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Page 4 of 9

Totals

	Lotui				(1)	(2)
	Name	Position	State	Department	Pro Forma FICA	Pro Forma F
(69)	iwinski, Cammy Andrea	CSR I	NV	614500		
(70)		CSR 11	NC	614500		
(71)	Jones, Linda S.	CSR I	FL	614500		
(72)		CSR 1	FL	614500		
(73)	Mayeski, Lorie L	CSR II	FL	614500		
(74)	Norris, Maxine N	CSR I	NC	614500		
(75)		CSR I	FL	614500		ļ.
(76)	Raponi, Ann M.	Customer Care Manager	FL	614500		
(77) (78)		CSR I CSR II	NV NC	614500		
(79)		CSR II	NC	614500		
(80)		Director, Customer Care	FL	614500 614500		
(81)		Customer Care Manager	NC	614500		
(82)		Customer Care Specialist	FL	614500		
(83)		CSR II	NC	614500		
(84)		CSR I	NV	614500		
(85)		CSR I	п	614500		
(86)	Trovinger, Ferrellyn L.	Lead CSR	FL.	614500		
(87)		CSR I	FL	614500		
(88)	Wilson, Vicki L	CSR 1	FL	514500		
(89)		Billing Manager	IL	614600		
(90)	Sverida, Agnes Ceballos, Isabel	Asst Mgr of Billing	ո	614600		
(91)	Ceballos, Isabel	Collections Specialist	FL	614700		
(92)		Collections Specialist	FL	614700		
(93)	Sowell, George William	Corporate Services Manager	SC	614700		
(94)	Alberigi, David J. Anderson, Daniel S.	Field Tech 1 Lead Water-Wastewater Operator	FL FL	615000		
	Austin, Arthur C.	Field Tech II	FL	615000 615000		
(97)		Water-Wastewater Operator II	FL	615000		
(98)		Lend Water-Wastewater Operator	FL	615000		
(99)	Brown, Donna R	Field Tech I	FL	615000		
(100)		Lead Water-Wastewater Operator	FL	615000		
(101)	Callahan, Robert L.	Field Tech II	FL	615000		
(102)	Cardinal, Anthony A.	Water-Wastewater Operator 1	FL	615000		
(103)	Carver, Nathaniel Q.	Area Manager	FL	б15000		
(104)	Chard, Ronald	Cross Connection Tech	FL	615000		
	Cook, James H.	Lead Water-Wastewater Operator	FL	615000		
	Cooper, Robert K-	Field Tech III	FL	615000		
	Ebert, Harold	Field Tech II Field Tech II	FL FL	615000		
	Ebert, Shawn M. Eubanks, Brian J.	Water-Wastewater Operator II	FL	615000 615000		
	Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	615000		
	Finch, Allan	Water-Wastewater Operator II	FL	615000		
(112)		Water-Wastewater Operator I	FL	615000		
(113)	Finisan, Michael A	Field Tech I	FL	615000		
(114)		Area Manager	FL	615000		
(115)	Godwin, Patrick L	Lead Water-Westewater Operator	FL	615000		
(116)	Gongre, Bryan K	Regional Manager	FL	615000		
(117)		Field Tech I	FL	615000		
(118)		Lead Water-Wastewater Operator	FL	615000		
(119)		Field Tech I	FL	615000		
	Hamilton, Don L	Water-Wastewater Operator II Water-Wastewater Operator II	FL FL	615000		
(120)	Hesty, Donald L. Hermano, Rodel R	Field Tech I	PL.	615000 615000		
(100)	Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000		
(124)	Hollister, Jimmie H.	Field Tech II	FL	615000		
(125)	Inclime, Luke John	Water-Wastewater Operator II	FL	615000		
(126)	Keys, Thomas E.	Water-Wastewater Operator II	FL	615000		
(127)	Lorenzo, Alexander	Water-Wastewater Operator 11	FL.	615000		
(128)	Marinelli, John A.	Ares Manager	FL	615000		
(129)	McPhee, Alison S.	Lead Water-Wastewater Operator	FL	615000		
	Morrell, Matthew J	Field Tech II		615000		
·	A A A ALMANY . F	Operator II	FL	615000		
(132)	Neal, William L.	Area Manager	FL	615000		
(133)	Neal, William L. Overton, Michael A. Owens, Brian S.	Cross Connection Tech Field Tech I	FL FL	615000 615000		
	Parrish, Raymond A.	Water-Wastewater Operator II	FL	615000		
(196)	Peaden II, Mark A	Field Tech I	FL	615000		
(137)	Pfouta, Steve L.	Lead Water-Wastewater Operator	FL	615000		
	Phillips, Christopher	Field Tech J	FL FL	615000		
(130)		Télatan Télaskourtes Ossessés - 17	81	615000		
(139)	Powell, Trevor B.	Water-Wastewater Operator II	• •			
(139) (140)	Powell, Trevor B. Raddiff, Max Lee Raines, Craig A.	Vater-Wastewater Operator II Lead Water-Wastewater Operator Water-Wastewater Operator II	FL FL	615000		



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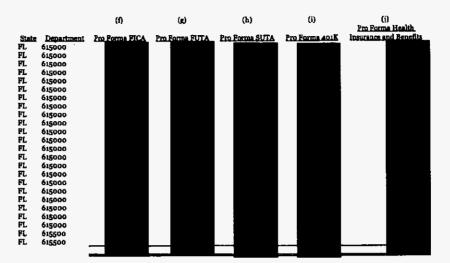
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(142) (143) (144) (145) (146) (147) (148) (149) (151) (151) (155) (155) (156) (157) (158) (159) (160)	Shoffstall, David E. Shue, Mickey A. Sillitoe, Kathy A. Sillitoe, Terry W. Smith, Donald D. Straight, James L. Sudol, Corey Swegheimet, James A. Szczepkowski, Stephen A. Van Meter. Nathan Z. Watkins, Cedric White, Ronald D. Wilson, Michael A. Worrell, David R. Wright, Thomas L. Vacant
	Wilson, Michael A.
	Worrell, David R. Wright, Thomas L.
(162)	Vacant
(163) (164)	Dipasquale, Susan M.
(165) (166)	Hanks, Peggy J.

<u>Position</u> Field Tech I Field Tech I
Water-Wastewater Operator II Area Manager
Lead Water-Wastewater Operator Field Tech II
Water Conservation Coordinator Water-Wastewater Operator II
Field Tech II Water-Wastewater Operator I
Water-Wastewater Operator II Lead Water-Wastewater Operator Lead Water-Wastewater Operator
Lead Water-Watewater Operator Field Tech II
Field Tech II Regional Manager
Water-Wastewater Operator 11 Field Tech I
Field Tech I Lead Water-Wastewater Operator
Water-Wastewater Operator I Administrative Assistant Administrative Assistant



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2011 RATE CASES SALARY ADJUSTMENT DETAILED SALARY BY EMPLOYEE

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	Name	Position	State	Department	<u>Vehicle Number</u>	Depreciation Start	Vehicle Price	Depreciation Y/E Balance	Expense	Expense
1)	Andrejko, James Arnoux, Diane L.	Controller	IL	611000 611000						
2) 3)	Chang, Tae	HR/Payroll Administrator AP Clerk	11. 11.	611000						
4)	Vacant	Fixed Asset Accounting Manager	IL	611000						
5)	Coughlin, Erin R.	Capital Projects Manager	ĩĨ	611000						
6)	Vacant	Capital Projects Assistant	n.	611000						
ń.	Federico, Antoinette	AP Supervisor	n.	611000						
ń	Friedman, Avelina	Tax Specialist	IL.	611000						
j.	Haynes Jr, John S.	Dir, Tax & Accounting Ops	IL.	611000						
i)	Kersey, Justin P.	Corporate Staff Accountant 1	IL.	611000						
)	Kim, Christine	Corporate Accounting Manager	IL	611000						
)	Lingeman, Samuel W.	Senior Financial Analyst	1L	611000						
0	Luppino, Nancy L.	AP Clerk	IL	611000						
	Luppino, Phyllis A.	AP Clerk	n.	611000						
)	McLean, Pamela J.	Payroll Supervisor	IL.	611000						
)	Metcalf, Janice L. Miranda Margarita	AP Clerk	1L 1L	511000 611000						
)	Miranda, Margarita Pietras, Victoria M.	AP Clerk Senior Corporate Accountant	L L	611000 611000						
)	Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL IL	611000						
	Zavilla, Annette	AP Clerk	IL.	611000						
Ű.	Stone, Leske A.	Executive Assistant	IL.	611500						
2)	Hoy, John P.	Chief Operating Officer	n.	612000						
3)	Japczyk, James F.	Chief Financial Officer	IL.	612000						11 7
	Sparrow, Lisa A.	President & CEO	IL	612000						4/-
s)	Stover, John R.	VP, General Counsel	IL.	612000					-	
5]	Sudduth, Donald E.	VP, Corporate Development	FL	612000	0649	Jan-06	29,749	(24.791)	4,958	0,081
7)	Blomquist, Laura Louise	HR Generalist	IL	612500						
B)	Devine, James P.	HR Manager	1L	612500						
))	McLoughlin, Kristi M	Benefits Administrator	IL.	612500						
D)	Dave, Hardik	Desiton Support Analyst II	IL.	613000						
ŋ.	Ostler, Tom G.	IT Manager	IL.	613000						
2)	Pannos, Nicholas James	Desktop Support Analyst II	ïL	613000						
	Smutny, Thomas A.	Network Administrator	IL.	613000						
	Bonagura, John F.	Regional Finance Manager RVP	FL FL	613500	0853	Nov-07	45,625	(24,080)	7,604	6,081
	Durham, Rick J.		FL	613500		Feb-05	53,358	(52,617)	8,693	6,081
6) -)	Flynn, Patrick C. Haws, Scotty L.	Regional Director Rgnl Compliance & Safety Adver	FL	613500 613500	0512 0729	Dec-06	29,356	(19,978)	4,893	6,081
7) 8)	Paule, Nancy P.	Receptionist	IL	613500	0/29	26.00	*4:320	(1913)(1)	41+20	
	Rose, Kendra E.	Compliance & Safety Coord	IL.	613500						
9) 0}	Vacant	Operations Administration Mgr	ïL	613500						
ij.	Vacant	Operations Administrator	iL.	613500						
2]	Barrett, Jason O.	Regulatory Staff Accountant II	iL.	614000						
3)	Ciecierski, Daniel	Regulatory Staff Accountant I	n.	614000						
4)	Georgiev, Lena	Regulatory Accounting Manager	1L	614000						
s)	Lubertozzi, Steven M.	Exec Dir, Regulatory Account	1L	614000						
5)	Mehta, Dhwani S.	Regulatory Staff Accountant I	IL	614000						
7)	Nedved, Spencer L	Regulatory Staff Accountant I	IL.	614000						
3)	Neyzelman, Dimitry	Senior Regulatory Accountant	IL.	614000						
)	Povich, Erin P.	Senior Regulatory Accountant	IL	614000						
)	Shrake, Brian W.	Senior Regulatory Accountant	IL.	614000						
Q.	Valrie, Lawanda N.	Regulatory Assistant	11_	614000						
ų.	Weeks, Kirsten E.	Regulatory Accounting Manager	IL.	614000						
Ŋ.	Williams III, John D.	Dir, Governments) Affairs	FL NV	614000						
Ŋ.	Winans, Nicole D. Yap Jr., Lowell M.	Regulatory Staff Accountant II Regulatory Staff Accountant I	IL NV	614000 614000						
;) 5)	Abbott, Lowell M.	CSR II	FL	614500						
, }	Abbott, Loretta E. Anderson, Tricis D.	CSR II		614500						
	Bachmann, Liss A	CSR 1	FL	614500						
)	Bennett, Kimberly J.	Customer Account Specialist	FL	614500						
	Calbreath, Stephanie R.	CSR II	NC	614500						
)	Campbell, Pamela J.	CSR II	NV	614500						
ů.	Chandler, Matthew R.	CSR II	FL	614500						
ມ	Christian, Elise S.	Customer Relations Specialist	FL	614500						
ñ.	Collado, Madelin	CSR 1	NC	614500						
Ď	Deere, Brandi N	CSR 1	FL	614500						
i)	Demonbreun, Sheri D.	CSR 1	FL.	614500						
7Ĵ	Dugan, Grace A.	Customer Care Manager	NV	614500						
<i>(</i>)		CSR I	FL.	614500						

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Totals				(k)	ወ	(m)	(n) Mahida Assumulated	(o) <u>Vehicle Depreciation</u>	(p) Transportation
Name	Position	State	Department	Vehicle Number	Depreciation Start	Vehicle Price	<u>Vehicle Accumulated</u> Depreciation Y/E Belance	Expense	Expense
Iwinski, Cammy Andrea	CSR I	NV	614500						
Jenkins, Ingrid <u>E.</u> Jones, Linda S.	CSR II	NC	614500						
Jones, Linda S. Jones, Lori Lvnn	CSR I	PL.	614500						
Mayeski, Lorie L	CSR I CSR II	FL	614500						
Norris, Maxine N	CSR I	PL NC	614500 614500						
Orengo, Linette C	CSRI	FL	614500						
Raponi, Ann M.	Customer Care Manager	FL	614500						
Roberts, Miranda Ann	CSR I	NV	614500						
Robinson, Shona N.	CSR II	NC	614500						
Robinson, Vanessa F.	CSR II	NC	614500						
Sasic, Karen L.	Director, Customer Care	FL	614500						
Self, Rose D. Sillitoe, Jacqueline, M.	Customer Care Manager	NC	614500						
Silva, Lisa M.	Customer Care Specialist	FL	614500						
Tackett, Samenthe R.	CSR II CSR I	NC NV	614500						
Thimmes, Karen L	CSR I	FL	614500 614500						
Trovinger, Ferrellyn 1.	Lead CSR	FL	614500						
Volz, Deborah E.	CSR 1	я	614500						
Wilson, Vicki L	CSRI	FL	614500						
Krugler, Adrienne R.	Billing Manager	ĨĹ	614600						
Sverida, Agnea	Asst Mgr of Billing	il.	614500						
Caballos, Isabel	Collections Specialist	FL	614700						
Lybarger, Andrea	Collections Specialist	FL	614700						
Sowell, George William	Corporate Services Manager	SC	614700						(. P .
Alberigi, David J.	Field Tech I	FL	615000	0807	Jul-07	20,310	(11,847)	3,385	6,081
Anderson, Daniel S.	Lead Water-Wastewater Operator	FL	615000	0901	Dec-08	18,434	(6,401)	3,072	6,081 6,081
Austin, Arthur C. Bailey, Alan R.	Field Tech II	FL.	615000	0514	Feb-o5	19,024	(18,760)	3,171	6,081
Boersma, David A.	Water-Wastewater Operator 11 Lead Water-Wastewater Operator	면	615000	0220	May-02	13,356	(13,356)	4,345	6,081
Brown, Donna R.	Field Tech 1	PL PL	615000 615000	0454 0812	Jun-04 Jul-07	19,361	(19,361) (11,869)	3,391	6,081
Buono, Robert A.	Lead Water-Wastewater Operator	FL	615000	0831	Oct-07	20,347 19,447	(10,534)	3,241	6.081
Callahan, Robert L.	Pield Tech II	FL	615000	0726	Dec-06	17,224	(11,722)	2,871	6,081
Cardinal, Anthony A.	Water-Wastewater Operator I	PL	615000	0657	May-06	19,968	(15,531)	3,328	6,081
Carver, Nathaniel O.	Area Manager	я	615000	0659	Jul-06	26,205	(19,655)	4,368	6,081
Chard, Ronald	Cross Connection Tech	FL	615000	0803	Aug-07	17,962	(10,229)	2,994	6,081
Cook, James H.	Lead Water-Wastewater Operator	耴	615000	0453	Jun-04	23,158	(23,158)	1,608	6,081
Cooper, Robert K.	Field Tech III	FL	615000	0431	Mar-04	25,240	(25,240)	701	6,081
Ebert, Harold	Field Tech II	PL.	615000	0109	May-01	19,067	(19.067)	•	6,081
Ebert, Shawn M.	Field Tech II	FL	615000	0455	Jun-04	19,386	(19,386)	1,346	6,081
Eubanks, Brian J.	Water-Wastewater Operator II	FL	612000	0827	Nov-07	17,577	(9,277)	2,930	6,081
Figueros, Pedro L	Lead Water-Wastewater Operator	FL	615000	0703	Sep-o6	17,364	(12,541)	2,894	6,081 6,081
Finch, Allan Finchirsh, Jeffrey S.	Water-Wastewater Operator II	FL	615000	0102	Oct-00	15,517	(15,517)	3,231	6,081
Finigan, Michael A	Water-Wastewater Operator J Field Tech I	FL FL	615000	0637	Jan-06	19.386	(16,155) (18,233)	3,231 506	6,081
Gentilucci, Domenic V	Area Manager	FL FL	615000	0429	Mar-04 Reb-08	18,233	(18,233) (10,875)	3,729	6,081
Godwin, Patrick L.	Lead Water-Wastewater Operator	FL FL	615000 615000	0864 0638	Feb-08 Jan-06	22,372 19,634	(16,362)	3,/47	6,081
Gongre, Bryan K	Regional Manager	FL	615000	0636	Sep-07	29,220	(16,234)	4,870	6,081
Gongre, Jeremy R.	Field Tech I	FL	615000	0301	Aug-02	19.053	(19.053)		6,081
Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	615000	0639	Jan-06	25,852	(21,544)	4,309	6,081
Grainger Jr, Leroy	Field Tech I	FL	615000	0610	Aug-05	18,681	(16,865)	3,114	6,081
Hamilton, Don L.	Water-Wastewater Operator II	FL	615000	0868	Feb-08	2,897	(1,408)	483	6,081
Hasty, Donald L.	Water-Wastewater Operator II	FL	615000	0739	Mar-07	17,024	(10,876)	2,837	6,081
Hermano, Rodel R	Field Tech I	FL	615000	0802	Aug-07	17,962	(10,229)	2,994	6,081
Hogue, Raymond H.	Water-Wastewater Operator II	FL	615000	0771	May-07	16,222	(9,688)	2,704	6,081
Hollister, Jimmie H.	Field Tech II	ři.	615000	0612	Aug-05	16,472	(14,870)	2,745	6,081 6,081
Inclima, Luke John Keys, Thomas E.	Water-Wastewater Operator II Water-Wastewater Operator II	FL.	615000	0461	Jul-04	16,797	(16,797)	1,400	6,081
Lorenzo, Alexander	Water-Wastewater Operator II Water-Wastewater Operator II	FL FL	615000 615000	9834 0014	Aug-98 Jan-00	16,144	(16,144) (15,363)	-	6,081
Marinelli, John A.	Area Manager	FL FL	615000 615000	0014 0509	Jan-oo Feb-o5	15,363 29,473	(15,303) (29,063)	4,912	6.081
McPhee, Allson S.	Lead Water-Wastewater Operator	FL	615000	0448	Jun-04	29,473	(18,713)	1.290	6,081
Morrell, Matthew J.	Field Tack II	FL	- 615000	-0808	Jul-07	20,947	(10,713)	3,391	<u>6,081</u>
Murphy, Eric	Operator II	FL	615000				(,		
Neal, William L.	Area Manager	FL	615000	0825	Nov-07	22,368	(11,816)	3.731	6,081
Overton, Michael A.	Cross Connection Tech	FL	615000	0833	Nov-07	20,253	(10,689)	3.376	6,081
Owens, Brian S.	Field Tech I	FL	615000	0741	Feb-07	15,707	(10,906)	2,785	6,081
Parrish, Raymond A.	Water-Wastewater Operator II	FL.	615000	0702	Oct-06	17,540	(12,424)	2,923	6,081
Peaden II, Mark A.	Field Tech I	FL	615000	0730	Dec-06	16,504	(11,232)	2,751	6,081
Pfouts, Steve L.	Lead Water-Wastewater Operator	FL.	615000	0704	Sep-06	17,540	(12,668)	2,923	6,081
Phillips, Christopher	Field Tech I	FL	615000	0503	Dec-04	17,389	(17,389)	2,657	6,081
Powell, Trevor B.	Water-Wastewater Operator II	FL	615000	0823	Nov-07	17,577	(9,277)	2,930	6,081
Radcliff, Max Lee	Lead Water-Wastewater Operator	FL	615000	0423	Mar-04	19,058	(19,058)	529	6,081
Raines, Craig A.	Water-Wastewater Operator II	FL	615000	0751	May-07	16,222	(9,688)	2,704	6,081

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	Name	Position	Photo	Description	Vehicle Number	Depreciation Start	Vehicle Price	Vehicle Accumulated Depreciation Y/R Balance	Vehicle Depreciation Expense	Expense
(142)		Field Tech I	State FL	Department 615000	0824	Nov-07		(9,277)	2,930	6,081
(143)	Richardson, James P.	Field Tech I	FL				17,577 18,131	(17.375)	3,022	6,081
(144)	Schneider, Keith C.	Water-Wastewater Operator II		615000	0533	Apr-05		(10,544)	2,220	6,081
(145)		Area Manager	FL	615000	0071	Apr-o6	13,318		3,867	6,081
(145)			FL	615000	0544	May-06	23,201	(18,046)		6,081
		Lead Water-Wastewater Operator	FL	615000	0608	Aug-05	19,546	(17,646)	3,258	6,081
(147)		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	0,001
(149)		Water-Wastewater Operator II	FL	615000		_				6 - 8 -
(150)		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)		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
(185)	Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	615000	0062	Jun-oo	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)		Water-Wastewater Operator II	FL	615000	0828	Nov-07	16,940	(8,941)	2,823	6,081
(160)		Field Tech I	FL	615000	0731	Dec-06	18,387	(12,513)	3,064	6.081
(161)	Vacant	Field Tech I	FL	615000	0/34	200 00		(10-07	u /	
(162)	Vacant	Lead Water-Wastewater Operator	FL	615000						
(163)	Vacant	Water-Wastewater Operator 1	FL	615000						
(164)		Administrative Assistant	FL							
(165)				615500						
(165)		Administrative Assistant	FL	615500				(\$1,088,359)	\$168,622	\$419,581
(100)							\$1,400,232	(\$1,088,359)	4100,044	

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	Totals <u>Narus</u> Labrador Utilities, Inc.	Title 121120 HIGCa HI	en, transp.	Current Salary (a) Current Salary	(b) <u>2011 Overtime.</u> <u>Annualized</u> (b) <u>2010 Overtime.</u> <u>Annualized</u>	(c) <u>Total</u> (c) Total	(d) <u>3% increase Effective April 1st included</u> in column (a) (d) 3% increase Effective April 1st	(e) <u>Total Pro Forma Salary</u> (e) Total Pro Forma Salary	
100-1	Name	Position	State IL 774 0.56%						
(666)	Andrejko, James Arnoux, Diane L.	HR/Payroll Administrator	IL 70.50%						
	Chang, Ta# Vacant	AF Clerk Fixed Asset Accounting Manager	IL 0.56%						
(669)	Coughlin, Erin R.	Capital Projects Manager	IL 0.56% IL 0.56%						
(670) (671)	Vacant Federico, Antoinette	Capital Projects Assistant AP Supervisor	IL 0.56%						
(672)	Friedman, Avelina	Tax Specialist Dir, Tax & Accounting Ops	IL 0.56% IL 0.56%						
(673) (674)	Haynes Jr, John S. Karsey, Justin P.	Corporate Staff Accountant 1	IL 0.56%						
(675)	Kim, Christine Lingeman, Samuel W.	Corporate Accounting Manager Senior Financial Analyst	1L 0.56% 1L 0.55%						
	Luppino, Nancy L	AP Clerk	IL 0.56%						
(678)	Luppino, Phyilis A. McLean, Pamela J.	AP Clerk Payroll Supervisor	iL 0.56% IL 0.56%						
(680)	Metcalf, Janice L.	AP Clerk	IL 0.56%						,
	Miranda, Margarita Pietras, Victoria M.	AP Clerk Senior Corporate Accountant	IL 0.56% IL 0.56%						
(683)	Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL 0.56% IL 0.56%						
	Stone, Leslie A.	AP Clerk Executive Assistant	1L 0.56% 1L 0.56%						
(686)	Hoy, John P.	Chief Operating Officer Chief Pinancial Officer	IL 0.56% IL 0.56%						
(687) (688)	Japczyk, James F. Sparrow, Lisa A	President & CEO	IL 0.56%						
(689)	Stover, John R.	VP, General Counse) VP, Corporate Development	IL 0.56% 死 0.56%						
	Sudduth, Donald E. Blomquist, Laura Louise	HR Generalist	IL 0.56%						
(692)	Devine, James P.	HR Manager Benefits Administrator	IL 0.56% IL 0.56%						CONFIDENTIA
(693) (694)	McLoughlin, Kristi M Dave, Hardik	Desktop Support Analyst II	IL 0.56%						Ø
(605)		IT Manager Desktop Support Analyst II	IL 0.56% IL 0.56%						
(697)	Smutny, Thomas A.	Network Administrator	IL 0.56%						\sim
(698)) Bonagura, John F. Durham, Rick J.	Regional Finance Manager RVP	FL 0.97% FL 0.97%						E12
(700)) Flynn, Patrick C.	Regional Director	FL .Dep 1.62%						E
	Haws, Scotty L. Paule, Nancy P.	Rgnl Compliance & Safety Advar Receptionist	FL 0.97% IL 0.56%						
(793)	Rose, Kendra E.	Compliance & Safety Coord	IL 0.56% IL 0.56%						
) Vacant Vacant	Operations Administration Mat Operations Administrator	1L 0.56%						
(706)	Barrett, Jason O.	Regulatory Staff Accountant II Regulatory Staff Accountant I	IL 0.97% IL 0~1 0.97%						S
(707) (708)) Ciecierski, Danie!) Georgiev, Lena	Regulatory Accounting Manager	IL 0.00%						
(709	Lubertozzi, Steven M.	Exec Dir, Regulatory Account Regulatory Staff Accountant i	IL 0.56% IL 0.00%						
(710) (711)	Nedved, Spencer L	Regulatory Staff Accountant I	IL 0.97%						
(712)	Neyzelman, Dimitry	Senior Regulatory Accountant Senior Regulatory Accountant	IL 0.00% IL 0.97%						
(714)	Povich, Erin P. Shrake, Brian W.	Senior Regulatory Accountant	IL 0.00%						
(715)	Valrie, Lawanda N. Weeks, Kirsten E.	Regulatory Assistant Regulatory Accounting Manager	1L 0.00% IL リーダ 0.97% FL リーダ 0.55%						
(717)	Williams III, John D.	Dir, Governmental Affairs							
(718)) Winans, Nicole D.) Yap Jr., Lowell M.	Regulatory Staff Accountant II Regulatory Staff Accountant I	IL 7-4 0.97%						
(720) Abbott, Loretta E.	CSR II	FL 0.56% NC 0.56%						
(721)) Anderson, Tricis D.) Bechmenn, Lise A	CSR 1	FL 0.56%						
(723) Bennett, Kimberly J.	Customer Account Specialist CSR II	FL 0.56% NC 0.56%						
(725) Calbreath, Stephanie R.) Campbell, Pamela J	CSR II	NV 0.56%						
(726) Chandler, Matthew R.	CSR II Customer Relations Specialist	FL 0.56% FL 0.56%						1
) Christian, Elise S.) Collado, Madelin	CSR 1	NC 0.56%						14
(729) Deere, Brandi N	CSR I CSR I	FL 0.56% FL 0.56%						Le la
(730 (731	Dugan, Grace A.	Customer Care Manager	NV 0.56%						(L)
(732) Harden, Cristins) Iwinski, Cammy Andrea	CSR I CSR I	FL 0.56% NV 0.56%						SP.
L) (733									(Indiana)
C ~ 1	2 1 71.	was modified to mapplication	n chair a	a cor	COM -	10	- (ha , 1	1	-
DE	-4/1 This	was meaned	o show as	I CK		noc	and al . Shy	6	

	Totals				(a)	(b)	(c)	(d)	(e)	
	Name	Position	State	Department	Current Salary	2011 Overtime. Annualized	Total	3% increase Effective April 1st included, in column (s)	Total Pro Forma Salary	
(734)	Jenkins, Ingrid E.	CSR II	NC	0.56%						
(735)	Jones, Linda S. Jones, Lori Lyne	CSR I CSR I	FL	0.56%						ł
(736) (737)		CSR II	FL FL	0.56% 0.56%						1
	Norris, Maxine N	CSR I	NC	0.56%						1
(739)		CSR I	FL.	0.56%						1
(740)	Raponi, Ann M. Rabarta Missada Ann	Customer Care Manager	FL	0.56%						1
(741) (742)	Roberts, Miranda Ann Robinson, Shona N.	CSR I CSR II	NV NC	0.56% 0.56%						1
(743)		CSR II	NC	0.56%						1
(744)		Director, Customer Care	FL	0.56%						1
(745)	Self, Rose D.	Customer Care Manager	NC	0.56%						1
(746) (747)		Customer Care Specialist CSR II	FL NC	0.56% 0.56%						1
	Tackett, Samantha R.	CSR 1	NV	0.56%						1
(749)	Thimmes, Karen L	CSR I	FL	0.56%						1
(750)	Trovinger, Ferrellyn L.	Lead CSR	FL.	0.56%						1
(751) (752)	Volz, Deborah E. Wilson, Vicki L	CSR I CSR I	FL FL	0.56% 0.56%						1
(753)	Krugler, Adrienne R.	Billing Manager	n.	0.56%						1
(754)	Sverida, Agnes	Asst Mgr of Billing	Ш.	0.56%						L
(755)	Ceballos, Isabel	Collections Specialist	FL.	0.56%						1
(756) (757)	Lybarger, Andrea Sowell, George William	Collections Specialist Corporate Services Manager	FL SC	0.56% 0.56%						1
(758)		Field Tech I	FL	0.00%						1
(759)	Anderson, Daniel S.	Load Water-Wastewater Operator	FL	0.00%						1
(760)	Austin, Arthur C.	Pield Tech II	FL.	0.00%						1
(761) (762)	Bailey, Alan R. Boersma, David A.	Water-Wastewater Operator II Lead Water-Wastewater Operator	FL FL	0.00% 0.00%						1
(763)	Brown, Donna R.	Field Tech I	FL	. 0.00%						1
(764)	Buono, Robert A.	Lead Water-Wastewater Operator	FL 47	3 100.00%						1
(765)	Callahan, Robert L.	Field Tech II	FL 2	0.00%						1
(766) (767)	Cardinal, Anthony A. Carver, Nathaniel Q.	Water-Wastewater Operator I Area Manager	FL - FL	0.00%						
(768)		Cross Connection Tech	FLJZ							1
(769)	Cook, James H.	Lead Water-Wastewater Operator		P3 0.00%						4
(770)	Cooper, Robert K.	Field Tech III		0.00/8						4
(771)	Bhert, Harold Ebert, Shawn M.	Field Tech II Field Tech II	FL FL	0.00%						4
(772) (773)	Euhanks, Brian J.	Water-Wastewater Operator II	FL	0.00% 0.00%						L
(774)	Figueros, Pedro L	Lead Water-Wastewater Operator	FL.	0.00%						1
(775)	Finch, Allan	Water-Wastewater Operator II	FL	0.00%						1
(776) (777)	Finchirsh, Jeffrey S. Finigan, Michael A	Water-Wastewater Operator I Field Tech 1	FL FL	0.00% 0.00%						1
(778)	Gentilucci, Domenic V	Area Manager	FL	0.00%						4
(779)	Godwin, Patrick L.	Lead Water-Wastewater Operator	FL	0.00%						4
(780)		Regional Manager	FL	0.00%						4
(781) (782)	Gongre, Jeremy R. Gosnell, Scotty G.	Field Tech I Lead Water-Wastewater Operator	FL FL	0.00% 0.00%						4
(783)	Grainger Jr, Leroy	Field Tech J	21	0.00%						4
(784)	Hamilton, Don L	Water-Wastewater Operator II	FI 9	2 38.66%						4
(785)	Hasty, Donald L.	Water-Wastewster Operator II	्रम् 🎝	pL 0.00%						4
(786) (787)	Hermano, Rodel R Hogue, Raymond H.	Field Tech 1 Water-Wastewater Operator II	FL / FL	0.00%						4
(788)	Hollister, Jimmie H.	Field Tech II	FL	0.00%						4
(789)	Inclima, Luke John	Water-Wastewater Operator II	FL	0.00%						4
(790)	Keys, Thomas E. Lorenzo, Alexander	Water-Wastewater Operator II Water-Wastewater Operator II	FL FL	0.00%						4
(791) (792)	Marinelli, Joha A.	Area Manager	FL	0.00% 0.00%						1
(793)	McPhee, Allson S.	Lead Water-Wastewater Operator	8L	0.00%						ł
(794)	Morrell, Matthew J.	Field Tech II	FL	0.00%						1
	Murphy, Eric Neal, William L.	Operator II Area Manager	PL 41-	0.00X						· · · _ · · ·
(790)	Overton, Michael A.	Cross Connection Tech	FL 2	0.00%						4
(798)	Owens, Brian S.	Field Tech I	FL	0.00%						4
(799)	Parrish, Raymond A.	Water-Wastewater Operator II	FL	0.00%						4
	Peaden II, Mark A. Pfouts, Steve L.	Field Tech I Lead Water-Wastewater Operator	FL FL	0.00% 0.00%						4
(802)	Phillips, Christopher	Field Tech I	FL	0.00%						4
(803)	Powell, Trevor B.	Water-Wastewater Operator II	FL	0.00%						4
(804)	Radcliff, Max Lee	Land Water-Wastewater Operator	FL T	0.00%						4
	Raines, Cruig A. Remigio, Roberto V.	Water-Wastewater Operator II Field Tech I	FL FL	0.00% 0.00%						4
(000)	CARGENER, POLICIAL V.	*		0.00%						
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	Totais			(a)	(b)	(c)	. (d) nK increase Effective April 1st included	(e)
(808) (809) (810) (811) (812) (813) (814) (815) (814) (815) (815) (815) (815) (815) (815) (820) (821) (823) (823) (824) (825) (825) (825) (825) (825) (825) (825) (825) (827) (825)	Name Richardson, James P. Schneider, Keith C. Schwades, Charles G. Shoffstall, David E. Shue, Mickoy A. Sillitoe, Terry W. Smith, Donald D. Straight, James L. Sudol, Corey Swepheimer, James A. Szczepkowski, Stephen A. Van Meter, Nathan Z. Wetkins, Codric White, Ronald D. Wilson, Michael A. Worrell, David R. Wright, Thomas L. Vacant Vacant Dipasquale, Susan M. Hanks, Peggy J.	Position Field Tech I Mater-Wastewater Operator II Area Manager Lad Water-Wastewater Operator Field Tech II Water-Conservation Coordinator Water-Wastewater Operator I Mater Wastewater Operator I Mater-Wastewater Operator Lead Water-Wastewater Operator Lead Water-Wastewater Operator Lead Water-Wastewater Operator Lead Water-Wastewater Operator Mater Destewater Operator II Field Tech II Mater-Wastewater Operator I Administrative Assistant Administrative Assistant	State Department FL 0.00% FL 2.46%	Current Selary	2011 Gvertime. Annualized	Intel tota Sala	3% increase Effective April 1st Included in column (s)	Total Pro Forma Salary

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	Totala				(f)	(R)	(h)	(i)	0	(k)	(1)
	Name Labrador Utilities, Inc.	Position	State	Department	Pro Forma FICA (f)	Pro Forma FUTA (g)	Pro Forma SUTA (h)	Pro Forma 401K (i)	<u>Zro Forma Health</u> Insurance and Benefita (j)	<u>Vehicle Number</u> (k)	Depreciation Start (I)
	Name	Position	State			Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Pro Forma Health Insurance and Benefits	Yehicie Number	Depreciation Start
	Andrejko, James	Controller	IL.	0.56%						1	
	Arnoux, Diane L. Chang, Tae	HR/Payroll Administrator AP Clerk	IL IL	0.56% 0.56%							
(668)	Vacant	Fixed Asset Accounting Manager	ĨĹ	0.56%							
	Coughlin, Erin R. Vacant	Capital Projects Manager Capital Projects Assistant	IL H	0.56%							
(671)		AP Supervisor	ПL ПL	0.56% 0.56%							
(672)		Tax Specialist	IL.	0.56%							· .
(673) (674)	Haynes Jr, John S. Kersey, Justin P.	Dir, Tax & Accounting Ops Corporate Staff Accountant I	IL IL	0.56% 0.56%							
(675)	Kim, Christine	Corporate Accounting Manager	IL.	0.56%							
	Lingeman, Samuel W.	Senior Financial Analyst	IL.	0.56%							
(677) (678)	Luppino, Nancy L. Luppino, Phyllis A.	AP Clerk AP Clerk	IL IL	0.56% 0.56%							
(679)	McLean, Pamela J.	Payroll Supervisor	IL.	0.56%							
	Metcalf, Janice L. Miranda, Margarita	AP Clerk AP Clerk	IL.	0.56%							
	Pietras, Victoria M.	Ar Clerk Senior Corporate Accountant	IL IL	0.56% 0.56%							4
(683)	Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL.	0.56%							
(684) (685)	Zavilla, Annette Stone, Leslie A.	AP Clerk Executive Assistant	IL IL	0.56%							
(686)	Hoy, John P.	Chief Operating Officer	ії.	0.56% 0.56%							
	Japczyk, James F.	Chief Financial Officer	IL.	0.56%							
	Spetrow, Lize A Stover, John R.	President & CEO VP. General Counsel	ᇿ	0.56% 0.56%							
(690)	Sudduth, Donald E.	VP, Corporate Development	ři.	0.56%						0649	Jan-06
	Blomquist, Laura Louise Devine, James P.	HR Generalist	11.	0.56%							
	McLoughlin, Kristi M	HR Managar Benefits Administrator	IL IL	0.56 % 0.56%							
(694)	Dave, Hardik	Desktop Support Analyst II	IL	0.56%				· .			
	Ostler, Tom G. Pannos, Nicholas James	IT Menager Desittop Support Analyst II	IL IL	0.56%							
	Smutny, Thomas A.	Network Administrator	51. 11.	0.56% 0.56%							
(698)	Bonagura, John F.	Regional Finance Manager	FL	0.97%							
	Durham, Rick J. Flynn, Patrick C.	RVP Regional Director	FL FL	0.97% 1.62%						0853 0512	Nov-07 Feb-05
	Haws, Scotty L.	Rgnl Compliance & Safety Advar	FL	0.97%						0729	Dec-06
	Paule, Nancy P.	Receptionist	IL.	0.56%							
	Rose, Kendra E. Vacant	Compliance & Safety Coord Operations Administration Mgr	IL IL	0.56% 0.56%							
(705)	Vacant	Operations Administrator	IL	0.56%							
	Barrett, Jason (). Ciecierski, Daniel	Regulatory Staff Accountant II Regulatory Staff Accountant I	IL.	0.97%							
	Georgiev, Lena	Regulatory Accounting Manager	IL IL	0.97% 0.00%							
(709)	Lubertozzi, Steven M.	Exec Dir, Regulatory Account	n.	0.56%							
	Mehta, Dhwani S. Nedved, Spencer L	Regulatory Staff Accountant I Regulatory Staff Accountant I	IL IL	0.00% 0.97%							
(712)	Neyzelman, Dimitry	Senior Regulatory Accountant	1L	0.00%							i
	Povich, Erin P. Shrake, Brian W.	Senior Regulatory Accountant Senior Regulatory Accountant	IL.	0.97%							
(715)	Valrie, Lawanda N.	Regulatory Assistant	IL IL	0.00% 0.00%							
	Weeks, Kirsten E.	Regulatory Accounting Manager	11.	0.97%							
	Williams III, John D. Winans, Nicole D.	Dir, Governmental Affairs Regulatory Staff Accountant II	FL NV	0.56% 0.97%							
(719)	Yap Jr., Lowell M.	Regulatory Staff Accountant I	11	0.00%							
	Abbott, Loretta E. Anderson, Tricis D.	CSR JI	FL	0.56%							
	Bechmann, Liss A	CSR I CSR I	NC FL	0.56% 0.56%							
	Bennett, Kimberly J.	Customer Account Specialist	FL	0.56%							
	Calbreath, Stephanie R. Campbell, Pamela J.	CSR II CSR II	NC NV	0.56% 0.56%							
(726)	Chandler, Matthew R.	CSR II	FL	0.56%							
	Christian, Elise S. Collado, Madelin	Customer Relations Specialist	FL NC	0.56%							
(729)	Deere, Brandi N	CSR I CSR I	FL	0.56% 0.56%							
(730)	Demonbreun, Shari D.	CSRI	FL.	0.56%							
	Dugan, Grace A. Harden, Cristina	Customer Care Manager CSR I	NV FL	0.56% 0.56%							
	lwinski, Cammy Andrea		NV	0.56%							
13											
-15	••••• ••••••••••••••••••••••••••••••••	· · · · · · · · ·	• •				• • • • •				· · · · · · · · · · · ·
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			Totals				(1)	. (x)	(b)	(i)	(j) Pro Forma Health	(k)	(1)	
		(724)	<u>Name</u> Jenkins, Ingrid E.	CSR II	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K	Insurance and Benefits	Vehicle Number	Depreciation Start	
		(735)	Jones, Linda S.	CSR J	NC FL	0.56% 0.56%								
			Jones, Lori Lynn Mayeski, Lorie L.	CSR I CSR II	FL FL	0.56% 0.56%								
		(738)	Norris, Maxine N Orengo, Linette C	CSR I CSR I	NC	0.56%								
		(740)	Raponi, Ann M.	Customer Care Manager	FL FL	0.56% 0.56%								
			Roberts, Miranda Ann Robinson, Shona N.	CSR 1 CSR IJ	NV NC	0.56% 0.56%								
		(743)	Robinson, Vanessa F.	CSR II	NC	0.56%								
			Sasic, Karen L. Self, Rose D.	Director, Customer Care Customer Care Manager	FL NC	0.56% 0.56%								
		(746)	Sillitoe, Jacqueline. M.	Customer Care Specialist	FL.	0.56%		-						
		(748)	Silva, Lisa M. Tackett, Samantha R.	CSR II CSR I	NC NV	0.56% 0.56%								
		(749) (750)	Thimmes, Karen L Trovinger, Ferrellyn L	CSR I Lead CSR	FL FL	0.56% 0.56%								
		(751)	Volz, Deborah E.	CSR I	FL	0.56%								
			Wilson, Vicki L Krugler, Adrienne R.	ÇSR I Billing Manager	FL IL	0.56% 0.56%								
		(754)	Sverida, Agnes	Asst Mgr of Billing	IL.	0.56%								
			Ceballos, Isabel Lybarger, Andrea	Collections Specialist Collections Specialist	FL FL	0.56% 0.56%								
		(757)	Sowell, George William	Corporate Services Manager	SC	0.56%								
		(758)	Alberigi, David J. Anderson, Daniel S.	Field Tech I Lead Water-Wastewater Operator	FL FL	0.00% 0.00%								
			Austin, Arthur C. Bailey, Alan R.	Field Tech II Water-Wastewater Operator II	FL.	0.00%								
		(762)	Boersma, David A.	Lead Water-Wastewater Operator	FL FL	0.00% 0.00%								
			Brown, Donne R. Buono, Robert A.	Field Tech I Lead Water-Wastewater Operator	FL FL	800.0						0831	Oct-07	
		(765)	Callahan, Robert L.	Field Tach II	FL	%00.000 %00.0						0031	00.07	
			Cardinal, Anthony A. Carver, Nathaniel Q.	Water-Wastewater Operator J Area Manager	FL FL	0.00%								
		(768)	Chard, Ronald	Cross Connection Tech	FL	0.00% 8.60%						0803	Aug-07	
			Cook, James H. Cooper, Robert K.	Lead Water-Wastewater Operator Field Tech III	FL FL	0.00% 0.00%								
		(771)	Ebert, Harold	Field Tech II	FL	0.00%								
			Ebert, Shawn M. Eubanks, Brian J.	Field Tech II Water-Wastewater Operator II	FL FL	0.00% 0.00%								
		(774)	Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	0.00%								
			Finch, Allan Finchirsh, Jeffrey S.	Water-Wastewater Operator II Water-Wastewater Operator I	FL FL	0.00% 0.00%								
		(777)	Finigan, Michael A	Field Tech I	FL	0.00%								
			Gentilucci, Domenic V Godwin, Patrick L	Area Manager Lead Water-Wastswater Operator	FL FL	0.00% 0.00%								
		(780)	Gongre, Brynn K	Regional Manager	FL	0.00%								
			Gongre, Jeremy R. Gosnell, Scotty G.	Field Tech I Lead Water-Wastewater Operator	FL FL	0.00% 0.00%								
		(783)	Grainger Jr, Leroy	Field Tech I	FL	0.00%						-969		
			Hamilton, Don L. Hasty, Donaki L.	Water-Wastewater Operator II Water-Wastewater Operator II	FL FL	38.66% 0.00%						0868	Feb-08	(
		(786)	Hermano, Rodel R Hogue, Raymond H.	Field Tech I Water-Wastewater Operator II	FL	0.00%								
		(788)	Hollister, Jimmie H.	Field Tech II	FL FL	0.00% 0.00%								
			inclima, Luke John Keys, Thomas E.	Water-Westewater Operator II Water-Westewater Operator II	FL FL	0.00% 0.00%								
		(791)	Lorenzo, Alexander	Water-Wastewater Operator II	FL	0.00%								
			Marinelli, John A. McPhee, Allson S.	Area Manager Lead Water-Wastewater Operator	FL FL	0.00% 0.00%								
		(794)	Morrell, Matthew J.	Field Tech II	FL	0.00%								
–			Murphy, Eric Neal, William L	Operator II Area Manager	FL FL	<u>0.00%</u> 10.37%						0825	Nov-07	
		(797)	Overton, Michael A.	Cross Connection Tech	FL	0.00%						0		
			Owens, Brian S. Parrish, Raymond A.	Field Tech I Water-Wastewater Operator II	PL FL	0.00% 0.00%								
		(800)	Peaden II, Mark A.	Field Tech I	FL	0.00%								
		(802)	Pfouts, Steve L. Phillips, Christopher	Lead Water-Wastewater Operator Field Tech I	FL FL	0.00% 0.00%								
			Powell, Trevor B. Radcliff, Max Lee	Water-Wastewater Operator II	FL	0.00%								
		(805)	Raines, Craig A.	Lead Water-Wastewater Operator Water-Wastewater Operator II	FL FL	0.00% 0.00%								
		(806) 1	Remigio, Roberto V.	Field Tech I	FL	0.00%								
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	-12													
	-						Pa	ga 5 of 9						
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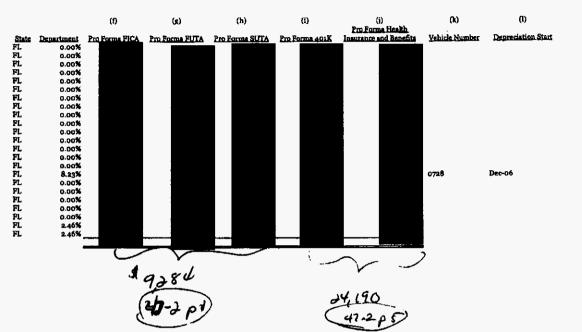
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Totals

Name (807) Richardson, James P. (808) Schwades, Charles G. (809) Schwades, Charles G. (810) Shoffstall, David E. (811) Shue, Mickey A. (812) Sillitos, Kathy A. (813) Sillitos, Kathy A. (813) Sillitos, Tarty W. (814) Smith, Donald D. (815) Straight, James L. (816) Sudol, Corey (817) Swegheimer, James A. (818) Suzzepkowski, Stephen A. (819) Van Meter, Nathan Z. (820) Watkina, Cedric (821) White, Ronald D. (822) Wison, Michael A. (823) Worrell, David R. (824) Wright, Thomas L. (824) Weant (826) Vacant (826) Vacant (826) Jipasquale, Susan M. (830)

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Position
Field Tech I
Water-Wastewater Operator II
Area Manager
Laad Water-Wastewater Operator
Field Tech II
Water Conservation Coordinator
Water-Wastewater Operator II
Field Tech II
Water-Wastewater Operator I
Water-Wastewater Operator II
Lead Water-Wastewater Operator
Lead Water-Wastewater Operator
Lead Water-Wastewater Operator
Field Tech II
Field Tech II
Regional Manager
Water-Wastewater Operator II
Field Tech I
Field Tech I
Lead Water-Wastewater Operator
Water-Wastewater Operator I
Administrative Assistant
Administrative Assistant



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	Totala Name	Position	State	Department	(m) <u>Vehicle Price</u>	(n) <u>Vehicle Accumulated</u> Depreciation Y/E Balance	(o) <u>Vebicle Depreciation</u> Expense	(p) <u>Transportation</u> <u>Expense</u>
	Labrador Utilities. Inc.				(m)	(n) Vehicle Accumulated	(o) Vehicle Depreciation	(p) Transportation
	Name	Position	State		Vehicle Price	Depreciation Y/E Balance	Expense	Expense
665)	Andrejko, James	Controller	1L.	0.56%				
	Arnoux, Diane L.	HR/Payroll Administrator	IL.	0.56%				
	Chang, Tae	AP Cierk	IL.	0.56%				
	Vacant	Fixed Asset Accounting Manager	n.	0.56%				
669)	Coughlin, Erin R.	Capital Projects Manager	11_	0.56%				
670)	Vacant	Capital Projects Assistant	IL.	0.56%				
671	Federico, Antoinette	AP Supervisor	IL	0.56%				
672)	Friedman, Aveline	Tax Specialist	īL	0.56%				
	Haynes Jr, John S.	Dir, Tax & Accounting Ops	ĩĽ	0.56%				
	Kersey, Justin P.	Corporate Staff Accountant I	ĩĹ	0.56%				
	Kim, Christine	Corporate Accounting Manager	ĨL	0.56%				
	Lingeman, Samuel W.	Senior Financial Analyst	iL	0.56%				
	Luppino, Nancy L.		IL IL					
677) (28)	Suppling, Mancy L.	AP Clerk		0.56%				
	Luppino, Phyllis A.	AP Clerk	n	0.56%				
	McLean, Pamela J.	Payroll Supervisor	IL.	0.56%				
	Metcalf, Janice L.	AP Clerk	11	0.56%				
581)	Miranda, Margarita	AP Clerk	IL	0.56%				
	Pietras, Victoria M.	Senior Corporate Accountant	11	0.56%				
	Shimkus, Matthew D	Financial Plan & Analysis Mgr	11.	0.56%				
	Zavilla, Annette	AP Clerk	IL.	0.56%				
	Stone, Leslie A.	Executive Assistant	îL.	0.56%				
686)	Hoy, John P.	Chief Operating Officer	IL	0.56%				
687)	Japczyk, James F.	Chief Financial Officer	n.	0.56%				
	Sparrow, Lisa A	President & CEO	IL.	0.56%				•
	Stover, John R.	VP. General Counsel	IL.	0.56%				
	Sudduth, Donald E.	VP, Corporate Development	FL.	0.56%	167	(139)	28	34
	Blomquist, Laura Louise	HR Generalist	iL	0.56%		(-31)		04
	Devine, James P.	HR Manager	iĽ	0.56%				
	McLoughlia, Kristi M	Benefits Administrator	IL IL	0.56%				
	Dave, Hardik	Desktop Support Analyst II	IL.	0.56%				
695)	Order, Tom G.	IT Manager	IL.	0.56%				
	Pannos, Nicholas James	Desktop Support Analyst H	n	0.56%				
597)	Smutny, Thomas A.	Network Administrator	11.	0.56%				
698)	Bonagura, John F.	Regional Finance Manager	FL	0.97%				
i99)	Durham, Rick J.	RVP	FL	0.97%	. 441	(233)	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
	Paule, Nancy P.	Receptionist	11.	0.55%				
rog)	Rose, Kendra E.	Compliance & Safety Coord	1L	0.56%				
	Vacant	Operations Administration Mgr	1L.	0.56%				
	Vacant	Operations Adminstrator	iL.	0.56%				
	Barrett, Jason O.	Regulatory Staff Accountant II	iL	0.97%				
	Ciccieraki, Daniel	Regulatory Staff Accountant I	IL	0.97%				
	Georgiev, Lens	Regulatory Accounting Manager	IL IL	0.00%				
	Lubertozzi, Steven M.	Exec Dir, Regulatory Account	и. Ц	0.56%				
	Mehta, Dhwani S.			0.00%				
		Regulatory Staff Accountant I	IL					
	Nedved, Spencer L	Regulatory Staff Accountant I	1L 1L	0.97%				
	Neyzelman, Dimitry	Senior Regulatory Accountant	iL.	0.00%				
	Povich, Erin P.	Senior Regulatory Accountant	n.	0.97%				
	Shrake, Brian W.	Senior Regulatory Accountant	11.	0.00%				
	Valrie, Lawanda N.	Regulatory Assistant	IL	0.00%				
	Weeks, Kirsten E.	Regulatory Accounting Manager	IL.	0.97%				
	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 1	IL.	0.00%				
	Abbott, Loretta E.	CSR II	FL	0.56%				
	Anderson, Tricia D.	CSR 1	NC	0.56%				
	Bachmann, Lisa A	CSRI	BL	0.56%				
	Bennett, Kimberly J.	Customer Account Specialist	FL	0.56%				
1.00	Calbreath, Stephanie R.	CSR II	NC	0.56%				
	Campbell, Pamela J.	CSR.11	NV	0.56%				
5/	Chandles Matthews D							
26)	Chandler, Matthew R.	CSR II	FL	0.56%				
	Christian, Elise S.	Customer Relations Specialist	FL.	0.56%				
	Collado, Madelin	CSRI	NC	0.56%				
	Deere, Brandi N	CSR I	FL	0.56%				
	Demonbreun, Sheri D.	CSR I	FL	0.56%				
731)	Dugan, Grace A.	Customer Care Manager	NV	0.56%				
732)	Harden, Cristina	CSRI	편	o.56%				
	Iwinski, Cammy Andrea	CSRI	NV	0.56%				

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	Totala				(m)			(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%	YEIIIGE FLIGS	Depression Tree Plantas			
(735)	Jones, Linda S.	CSR I	FL	0.56%					
(736)	Jones, Lori Lynn	CSRI	FL	0.56%					
(737)	Mayeski, Lorie L. Norris, Maxine N	CSR II	FL NC	0.56%					
(736)	Orengo, Linette C	CSR J CSR J	FL	0.56% 0.56%					
(740)	Raponi, Ann M.	Customer Care Manager	FL	0.56%					
(741)	Roberts, Miranda Ann	CSR I	NV	0.56%					
	Robinson, Shona N.	CSR II	NC	0.56%					
	Robinson, Vanessa F.	CSR II	NC	0.56%					
	Sasic, Karen L.	Director, Customer Care	FL	D.56%					
(745) (746)	Self, Rose D. Sillitoe, Jacqueline, M.	Customer Care Manager Customer Care Specialist	NC FL	0.56% 0.56%					
	Silva, Lisa M.	CSR 11	NC	0.56%					
(748)	Tackett, Samantha R.	CSR 1	NV	0.56%					
(749)	Thimmes, Karen L	CSRI	FL.	D.56%					
(750)	Trovinger, Ferrellyn L.	Lead CSR	FL	0.56%					
	Volz, Deborah E. Wilson, Vicki L	CSR I CSR I	FL FL	0.56% 0.56%					
	Krugler, Adrienne R.	Cox 1 Billing Manager	IL IL	0.56%					
(754)	Sverida, Agnes	Asst Mgr of Billing	iĩ.	0.56%					
(755)	Ceballos, Isabel	Collections Specialist	PL.	0.56%					
(756)	Lybarger, Andrea	Collections Specialist	FL.	0.56%					
	Sowell, George William	Corporate Services Manager	SC	0.56%					
(758)	Alberigi, David J.	Field Tech I	FL FL	0.00%					
(759)	Anderson, Daniel S. Austin, Arthur C.	Lead Water-Wastewater Operator Field Tech II	FL	0.00% 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%					
	Buono, Robert A.	Lead Water-Wastewater Operator	FL	100.00%	19,447	(10,534)	3,241	6,081	
	Callahan, Robert L.	Field Tech II	FL	0.00%					
(766)	Cardinal, Anthony A.	Water-Wastewater Operator I Area Manager	FL FL	0.00% 0.00%					
	Carver, Nathaniel Q. Chard, Ronald	Cross Connection Tech	FL	8.60%	1,544	(879)	257	523	
	Cook, James H.	Lead Water-Wastewater Operator	FL	0.00%	*1244	. (079)	-07		
(779)	Cooper, Robert K.	Field Tech III	FL	0.00%					
	Ebert, Harold	Field Tech II	FL	0.00%					
	Ebert, Shawn M.	Field Tech II	FL.	0.00%					
(773)	Eubanka, Brian J.	Water-Wastewater Operator II	FL	0.00%					
	Figueroa, Pedro L	Lead Water-Wastewater Operator	FL FL	0.00% 0.00%					
	Finch, Allan Finchirah, Jeffrey S.	Water-Wastewater Operator II 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%					
	Gongre, Bryan K	Regional Manager	FL	0.00%					
	Gongre, Jeremy R.	Field Tech I	FL	0.00%					
	Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL FL	0.00% 0.00%					
(763)	Grainger Jr, Leroy Hamilton, Don L.	Field Tech I Water-Wastewater Operator IJ	FL	38.66%	1,120	(545)	187	2,351	
(78c)	Hasty, Donald L.	Water-Wastewater Operator II	FL	0.00%		(343)	,		
(786)	Hermano, Rodel R	Field Tech I	FL	0.00%					
(787)	Hogue, Raymond H.	Water-Wastewater Operator II	FL	0.00%					
		Field Tech II	PL.	0.00%					
(789)	Inclima, Luke John	Water-Wastewater Operator II	FL.	0.00%					
(790)	Keys, Thomas E. Lorenzo, Alexander	Water-Wastewater Operator II Water-Wastewater Operator II	FL FL	0.00%					
		Area Manager	FL.	0.00%					
		Lead Water-Wastewater Operator	FL	0.00%					
(794)	Morrell, Matthew J.	Field Tech II	F1.	0.00%					
(795)	Murphy, Eric	Operator 11	FL	0.00%			-	<i></i>	·
(795)	Neal, William L	Aren Manager	TL.	10.37%	2,321	(1,225)	387		
		Cross Connection Tech Rield Tech I	FL FL	0.00%					
	Owens, Brian S. Parrish, Raymond A.	Field Tech I Water-Wastewater Operator II	PL.	0.00%					
	Peaden 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%					
	Powell, Trevor B.	Water-Wastewater Operator II	FL	0.00%					
	Radcliff, Max Lee	Lead Water-Wastewater Operator	FL FL	0.00% 0.00%					
	Raines, Craig A. Remigio, Roberto V.	Water-Wastewater Operator II Field Tech I	FL FL	0.00%					
(600)	consigno, cooles to v.	a marte i Glaff I		0.004					

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	Totals			(m)	(n) Vehicle Accumulated	(o) Vehicle Depreciation	(p) Transportation		
(808) (809) (810) (812) (813) (813) (814) (813) (814) (814) (815) (814) (815) (814) (814) (815) (814) (823) (823) (823) (825) (826) (826) (828)	Name Richardson, James P. Schnaider, Keith C. Schwades, Charles G. Shoffstall, David E. Shuo, Mickey A. Sillitoe, Kathy A. Sillitoe, Kathy A. Sillitoe, Terry W. Smith, Donald D. Straight, James L. Sudol, Corey Swegheimer, James A. Szczepkowski, Stephen A. Van Metsr, Nathan Z. Watkins, Cedric White, Ronald D. Wilson, Michael A. Worrell, David R. Wright, Thomas L. Vacant Vacant Vacant Name A. Straight, James M. Straight, Straight, Straight	Desition Field Tech I Water-Wastewater Operator II Area Manager Lead Water-Wastewater Operator Field Tech II Water-Wastewater Operator II Water-Wastewater Operator II Water-Wastewater Operator II Lead Water-Wastewater Operator Lead Water-Wastewater Operator Lead Water-Wastewater Operator Lead Water-Wastewater Operator Lead Water-Wastewater Operator I Maid Tech II Resional Manager Water-Wastewater Operator II Field Tech II End Water-Wastewater Operator Kater-Wastewater Operator II Field Tech II End Water-Wastewater Operator Mater-Wastewater Operator I Mater-Wastewater	State Department FL 0.00% FL 2.46%	<u>Vehicla Price</u> 2.363 <u>\$28,551</u> /	Yahide Accumulated. Depreciation Y/E Balance (1,608) (\$16,208)	Yehide Depreciation Expense 394	<u>Тгалерогіайон.</u> <u>Хипелье</u> 500		1
			See 47-5	-	47-6/1	Abd. V Vahide 295 771	1 6 47-2 ps	Add Vah 2995 47-41-p4 13331 47-2p5	

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Name Existion (665) Andrejko, James Controllar (666) Arnout, Diane L. HR/Payroll Administrator (669) Chang, The AP Clark (660) Vacant Pixed Asset Accounting Manager (670) Vacant AP Supervisor (671) Friedman, Avelina Tax Specialist (672) Friedman, Avelina Tax Specialist (672) Friedman, Avelina Tax Specialist (672) Haymes Jr., John S. Dir, Tax & Accounting Manager (671) Lappino, Nancy L. AP Clerk (672) Lappino, Nancy L. AP Clerk (673) Micang, Mangarita AP Clerk (683) Mitanda, Mangarita AP Clerk (684) Metaalf, Janice L. AP Clerk (683) Micang, Mangarita AP Clerk (684) Metaalf, Janice L. AP Clerk (685) Hore, Lames F. Chief Operating Officer (684) Pay John P. Chief Operating Officer (685) S		State L			2010 Overtime.		- Mile - manage PAtron in - 11 and	Total Bas Serma Cala	
(665) Arnow, Disne L. HR/Payroll Administrator (667) Chang, Tae AP Clark (668) Yacant Pited Asst Accounting Manager (670) Vacant Capital Projects Manager (677) Pederico, Antoinette AP Supervisor (677) Prediman, Avelina Tax Specialist (677) President, Avelina Tax Specialist (677) Karsey, Justin P. Corporate Scatt Accounting Ops (678) Karsey, Justin P. Corporate Scatt Accountant I (677) Luppino, Nancy L. AP Clerk (678) Luppino, Phyllis A. AP Clerk (679) McLean, Pannels J. Payroll Supervisor (684) Margarita AP Clerk (685) Miranda, Margarita AP Clerk (686) Sattantite AP Clerk (683) Shimkus, Matthew D Financial Plan & Analysis Mgr (684) Sperrow, Lias A President & CSO (685) Sperrow, Jahn R. VP, General Consel (696) Suduth, Donald E. VP. Corporate Accountant I (696) Suduth, Krist	I I I I	L	-	Current Salary	Annualized	Total	3% increase Effective April 1st	Total Pro Forma Salary	Labrador Utilities, Inc. Rate Case Dkt# 110264-WS, ACN 11-273-4 TYE 2010
(667) Chang, Tae AP Clerk (668) Vacant Fixed Asset Accounting Manager (670) Vacant Capital Projects Assistant (671) Pederico, Antoinette AP Supervisor (673) Haynes Jr, John S. Dir, Tax & Accounting Manager (674) Karsey, Justin P. Corporate Staff Accountant I (675) Kim, Christine Corporate Accounting Manager (676) Lingenan, Samuel W. Senice Financial Analyst (677) Luppino, Nancy L. AP Clerk (678) Malang, Margarita AP Clerk (680) Matada, Margarita AP Clerk (681) Manada, Margarita AP Clerk (682) Sume, John P. Chief Operating Officer (683) Shimkus, Metthew D Financial Plan & Analysis Mgr (684) Sparrow, Liss A Presiden R CEO (685) Sparrow, Jias A Presiden R CEO (686) Sparrow, Jias A Presiden R CEO (693) McLouphlin, Krist M Benefits Administrator (694) Dave, Hardik Beaktop Support Analyst II (6	I I I		\$0.0058						
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(62) Pietras, Victoria M. Senior Corporate Accountant (63) Shimkus, Matthew D Financial Plan & Analysis Mgr (64) Javier Matthew D Financial Plan & Analysis Mgr (64) Javier Matthew D Financial Plan & Analysis Mgr (64) Javier Matthew D Financial Plan & Analysis Mgr (64) Javier Matthew D Financial Plan & Analysis Mgr (64) Javier Matthew D Chief Financial Officer (64) Javier Matthew D Chief Financial Officer (64) Javier John R. VP, General Counsel (69) Suduth, Donald E. VP, Corporate Development (69) Biomquist, Laura Louise HR Manager (692) Device, James P. HR Manager (693) Desktop Support Analyst II Desktop Support Analyst II (694) Dave, Hardik Desktop Support Analyst II (695) Pannos, Nicholas James Desktop Support Analyst II (696) Duran, Rick J. RVP (700) Fyun, Patrick C. Ragional Director (701) Haws, Scotty L. Rose Kendra E. (702) Paule,		L.	\$0.0058						50
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					(a)	(b)	(c)	(d)	(e)	
						2011 Overtime.		3% increase Effective April 1st included	Total Pro Forma Salary	
	Name	Position	State	Department	Current Salary	Annualized	Total	<u>in column (a)</u>		
5) Jones,	, Linda S.	CSRI	FL.	\$0.0058						
6) Jones,	Lori Lynn	CSR I	FL FL	\$0.0058 \$0.0058						
7) Mayes	iki, Lorie L.	CSR II								
Norths	s, Maxine N	CSRI	NC	\$0.0058						
9) Oreng	o, Linette C	CSRI	FL.	\$0.0058						
	al, Ann M.	Customer Care Manager	FL	\$0.0058						
	ts, Miranda Ann	CSR 1	NV	\$0.0058						
2) Robin	son, Shona N.	CSR 11	NC	\$0.0058						
3) Robin	aon, Vanessa F.	CSR II	NC	\$0.0058						
	Keren L.	Director, Customer Care	FL	\$0.0058						
5) Self, R	Lose D.	Customer Care Manager	NC	\$0.0058						
6) Sillito	e, Jacqueline. M.	Customer Care Specialist	FL	\$0.0058						
7) Süva,	Lisa M.	CSR II	NC	\$0.0058						
	it, Samantha R.	CSR I	NV	\$0.0058						
9) Thim	mes, Karen L	CSRI	FL.	\$0.0058						
o) Trovic	nger, Ferrellyn L	Lead CSR	FL.	\$0.0058						
i) Volz, I	Deborah E.	CSRI	r.	\$0.0058						
 Wilson 	n, Vicki L	CSRI	PL.	\$0.0058						
3) Kruste	er, Adrienne R.	Billing Manager	ш	\$0.0058						
4) Sverid	ia, Agnes	Asst Mgr of Billing	IL	\$0.0058						
5) Ceball	los, Isabel	Collections Specialist	FL	\$0.0058						
6) Lyber	ger, Andrea	Collections Specialist	M.	\$0.0058						
	I, George William	Corporate Services Manager	SC	\$0.0058						
	igi, David J.	Field Tech I	FL.	\$0.0000						
o) Ander	rson, Daniel S.	Lead Water-Wastewater Operator	FL	\$0.0000						
o) Austin	n, Arthur C.	Field Tech II	芁	\$0.0000						
1) Bailey	v. Alan R.	Water-Wastewater Operator II	FL	\$0.0000						
2) Boers	ima, David A.	Lead Water-Wastewater Operator	FL.	\$0.0000						
a) Brown	n, Donna R.	Field Tech I	貦	\$0.0000						
(A) Buon	o, Robert A.	Lead Water-Wastewater Operator	FL.	\$1.0000						
5) Callah	han, Robert L	Field Tech II	FL	\$0.0000						
6) Cardin	nal, Anthony A.	Water-Wastewater Operator I	FL	\$0.0000						
(7) Carve	r, Nathaniel Q.	Area Manager	FL	\$0.0000						
8) Chard	i Bonald	Cross Connection Tech	FL	\$0.0860						
ig) Cook,	James H.	Lead Water-Wastewater Operator	FL.	\$0.0000						
 Coope Coope 	er, Robert K.	Field Tech III	FL.	\$0.0000						
	Harold	Field Tech II	FL	\$0.0000						
	, Shawn M.	Field Tech II	FL	\$0.0000						
	nks, Brian J.	Water-Wastewater Operator II	FL	\$0.0000						
73) Eubsi	pus, ornur J. Dolard I	Lead Water-Wastewater Operator	FL.	\$0.0000						
(4) Figue	roa, Pedro L	Water-Wastewater Operator II	FL	\$0.0000						
75) Finch		Water-Wastewater Operator I	FL	80.0000						
O Finen	nirsh, Jeffrey S.		FL	\$0.0000						
77) Publici	an, Michael A	Field Tech I	FL	\$0.0000						
	lucci, Domenic V	Area Mapager	FL FL	\$0.0000						
	rin, Patrick L.	Lead Water-Wastewater Operator	PL PL	\$0.0000						
	re, Bryan K	Regional Manager								
Bi) Gong	re, Jeremy R.	Field Tech I Lond Mater Milesteneter Operator	FL N	\$0.0000 \$0.0000						
	ell, Scotty G.	Lead Water-Wastewater Operator	FL							
	ager Jr, Leroy	Field Tech I	FL	\$0.0000						
	ilton, Don L	Water-Wastewater Operator II	FL.	\$0.3866						
BS) Hasty	y, Donald L	Water-Wastewater Operator II	FL.	\$0.0000						
86) Herm	ano, Rodel R	Field Tech I	FL.	\$0.0000						
87) Hogu	ie, Reymond H.	Water-Wastewater Operator II	FL	\$0.0000						
	ster, Jimmie H.	Field Tech II	FL	\$0.0000						
89) Incliz	ma, Luke John	Water-Wastewater Operator II	FL.	\$0.0000						
oo) Keys,	Thomas E.	Water-Wastewater Operator II	FL.	\$0.0000						
91) Loren	nzo, Alexander	Water-Wastewater Operator II	FL	\$0.0000						
92) Marii	nelli, John A.	Area Manager	FL	\$0.0000						
93) McPh	hee, Allson S.	Lead Water-Wastewater Operator	FL	\$0.0000						
94) Morn	ell, Matthew J.	Field Tech II	FL	\$0.0000						
95) Murp		Operator II	FL.	\$0.0000						
6) Neal	William L.	Area Manager	PL.	\$0.1037						
07) Overl	ton, Michael A.		FL.	\$0.0000						
a8) Owen	ns, Brian S.	Field Tech 1	FL.	\$0.0000						
oo) Perri	sh, Raymond A.	Water-Wastewater Operator II	FL	\$0.0000						
00) Peads	en II, Mark A.	Field Tech 1	FL.	\$0.0000						
	ts, Steve L.	Lead Water-Westewater Operator	FL.	\$0.0000						
on) Prout	ips, Christopher	Field Tech 1	PL.	\$0.0000						
		Water-Wastewater Operator II	FL.	\$0.0000						
	ell, Trevor B.	Lead Water-Wastewater Operator	FL	\$0.0000						
04) Kadd	liff, Max Lee	Water-Wastewater Operator II	FL	\$0.0000						
05) Raine	es, Craig A.		FL	\$6.0000						
06) Remi	igio, Roberto V.	Field Tech I Rold Tech I	FL	\$0.0000						
	ardson, James P. leider, Keith C.	Field Tech 1 Water-Wastewater Operator II	FL	\$0.0000						
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						2011 Overtime.		3% increase Effective April 1st included
	Name	Position	State	Department	Current Salary	Annualized	Total	in column (a) Total Pro Forma Salary
(809)	Schwades, Charles G.	Area Manager	FL	\$0.0000	ويتعتق المتحدث			
(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)	Sillitos, 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 1	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)	Szczepkowski, Stephen A.	Lead Water-Wastewater Operator	FL	\$0.0000				
(819)	Van Meter, Nathan Z.	Lead Water-Wastewater Operator	FL	\$0.0000				
(820)	Watkins, Caurie	Field Tech II	FL	\$0.0000				
(821)	White, Ronald D.	Field Tech II	FL	\$0.0000				
(822)	Wilson, Michael A.	Regional Manager	FL	\$0.0843				
(823)	Worrell, David R.	Water-Wastewater Operator II	FL	\$0.0000				
(824)	Wright, Thomas L.	Field Tech J	FL	\$0.0000				
(825)	Vacant	Field Tech I	FL	\$0.0000				
(826)	Vacent	Lead Water-Wastewater Operator	FL	\$0.0000				
(827)	Vacant	Wates-Wastewater Operator 1	FL.	\$0.0000				
(828)	Dipasquale, Susan M.	Administrative Assistant	FL	\$0.0246				
(829)	Hanks, Peggy J.	Administrative Assistant	FL	\$0.0245				
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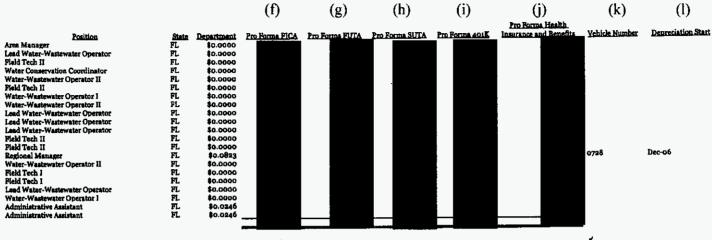
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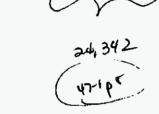
Hard Parlow Parlow <th>Lahra</th> <th>Name rador Utilities, Inc.</th> <th>Position</th> <th>State</th> <th>Department</th> <th><u>Pro Forma FICA</u> (f)</th> <th><u>Pro Forma FUTA</u> (g)</th> <th><u>Pro Forma SUTA</u> (h)</th> <th>Pro Forma 401K (i)</th> <th>Pro Forma Health Insurance and Benefits (i) Pro Forma Health</th> <th><u>Vehicle Number</u> (k)</th> <th>Depreciation Start (1)</th>	Lahra	Name rador Utilities, Inc.	Position	State	Department	<u>Pro Forma FICA</u> (f)	<u>Pro Forma FUTA</u> (g)	<u>Pro Forma SUTA</u> (h)	Pro Forma 401K (i)	Pro Forma Health Insurance and Benefits (i) Pro Forma Health	<u>Vehicle Number</u> (k)	Depreciation Start (1)
(645) Aread, Share L. BR/Pyred Machaintener L 8.0.084 (647) Casakis Calcia Complex Macazer L 8.0.084 (648) Complex Errors L 8.0.084 L 8.0.084 (649) Complex Errors L 8.0.084 L 8.0.084 (679) Vestar Deskinski Aulia L 8.0.084 L 8.0.084 (670) Vestar John S Deskinski Aulia L 8.0.084 L 8.0.084 (671) Vestar John S Deskinski Aulia L 8.0.084 L 8.0.084 (671) Vestar John S Deskinski Aulia L 8.0.084 L 8.0.084 (671) Lopica Namy L A Complex Markene L 8.0.084 L 8.0.084 L 8.0.084 (672) Lopica Namy L A Complex Markene L 8.0.084 L L 8.0.084 (673) Lopica Namy L A Complex Markene L		Name	Position	State		Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401K		Yehicle Number	Depreciation Start
(der) Chang, The AP Clock L # 0.003 (der) Chang, The Columbra Columbra Columbra (der) Columbra Columbra Columbra Columbra (der) Columbra Columbra Columbra Columbra Columbra (der) Columbra Columbra Columbra Columbra Columbra Columbra (der) Columbra Columbra <tdc< td=""><td></td><td></td><td>Controller</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tdc<>			Controller									
(code) Vacadi Field Asst Acqualing Manager L. 6.00.54 (code) Additation of the second of the sec												
(640) Coughin Eris E. Capital Projects Manager IL 8.0.039 (70) Visati Andrein A. Malian A. M												
(b7) Pederia, Antihan Af Superior II. 60.065 (77) Pederia, Antihan Descalation Descalation Descalation (77) Pederia, Antihan Descalation Descalation Descalation (77) Descalation Descalation Descalation Descalation (78) Descalation Descalation Descalation Descalation (78) Descalation Descalation Descalation Descalation (78) Descalation Descalation Descalation Descalation Descalation (78) Descalation D				IL.								
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(67) Kerner, Joseff, A. Corporets Accounts 1 1. 8.0.058 (67) Karner, John P. A Cark Carporets Accounts Name 1. 8.0.058 (67) Karner, John P. A Cark L. 8.0.058 5.0.058 (67) Karner, John P. A Cark 1. 8.0.058 5.0.058 (67) Karner, John P. A Cark 1. 8.0.058 (67) Karner, John M. A Cark 1. 8.0.058 (68) Match Marghta 1. 8.0.058 5.0.058 (68) Match Marghta 1. 8.0.058 5.0.058 (68) Match Marghta 1. 8.0.058 5.0.058 (68) Senie (Corporate Accountant 1. 8.0.058 5.0.058 (69) <td></td>												
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(708) Georgiev, Lena Regulatory Accounting Manager IL \$0.0000 (709) Lubertozi, Steven M. Exce Dir, Regulatory Accountant IL \$0.0000 (701) Mehta, Dhwani S. Regulatory Staff Accountant I IL \$0.0000 (711) Nedved, Spencer L. Regulatory Accountant I IL \$0.0000 (712) Neyzeiman, Dimitry Senior Regulatory Accountant I IL \$0.0000 (712) Neyzeiman, Dimitry Senior Regulatory Accountant I IL \$0.0000 (713) Porkch, Erin P. Senior Regulatory Accountant I IL \$0.0000 (714) Strake, Brian W. Senior Regulatory Accountant I IL \$0.0000 (715) Valife, Lawanda N. Regulatory Accountant I IL \$0.0000 (716) Weeks, Kiraten E. Regulatory Staff Accountant I IL \$0.0007 (717) Williams III, Joha D. Dir, Governmental Affairs FL \$0.0058 (718) Kusten J. Regulatory Staff Accountant I IL \$0.0058 (721) Yali Accountant I IL \$0.0058 [722]												
(709)Lubertozi, Steven M.Exce Dir, Regulatory Accountant IIL\$0.0006(710)Mehta, Dhwani S.Regulatory Staff Accountant IIL\$0.0007(711)Nelved, Spencer I.Regulatory Staff Accountant IIL\$0.0007(712)Neyzelinan, DimitrySenior Regulatory AccountantIL\$0.0007(713)Povich, Erin P.Senior Regulatory AccountantIL\$0.0007(714)Shrake, Brian W.Senior Regulatory AccountantIL\$0.0007(715)Valite, Lawanda N.Regulatory AccountantIL\$0.0007(716)Valite, Lawanda N.Regulatory AccountantIL\$0.0007(717)Wilians III, John D.Dir, Governmental AffairsFL\$0.0097(718)Winans, Nicole D.Regulatory Staff Accountant IL\$0.0097(719)Valite, Lorenta E.CSR IIFL\$0.0097(720)Abbott, Loretta E.CSR IIFL\$0.0097(721)Abbott, Loretta E.CSR IIFL\$0.0058(722)Bechmann, Lias ACSR IFL\$0.0058(723)Bechmann, Lias ACSR IFL\$0.0058(724)Calibreth, Stephanie R.CSR IINV\$0.0058(725)Campbell, Pamela J.CSR IINV\$0.0058(726)Chandler, Matthew R.CSR IIFL\$0.0058(727)Chanberk, Kithew R.CSR IINV\$0.0058(726)Chandler, Matthew R.CSR IIFL\$0.			Regulatory Still Accounting Manager									
(710) Mehta, Dhwani S. Regulatory Staff Accountant I IL \$0.0000 (711) Nedved, Spencer L. Regulatory Staff Accountant I IL \$0.0007 (712) Nevzelman, Dimitry Senior Regulatory Accountant IL \$0.0007 (712) Povich, Erin P. Senior Regulatory Accountant IL \$0.0007 (713) Povich, Erin P. Senior Regulatory Accountant IL \$0.0000 (714) Shrake, Brian W. Senior Regulatory Accountant IL \$0.0000 (715) Vaire, Lawanda N. Regulatory Accountant IL \$0.0000 (715) Vaire, Lawanda N. Regulatory Accountant IL \$0.0000 (716) Wieks, Kirsten E. Regulatory Accountant IL \$0.0007 (717) Willians III, John D. Dir, Governmental Affairs FL \$0.0058 (718) Waans, Nicole D. Regulatory Staff Accountant I IL \$0.0058 (718) Valenan, Lios A CSR II KL \$0.0058 (720) Abbot, Loretta E. CSR I KL \$0.0058 (722) Bachman,												
(711) Nedved, Spencer L.Regulatory Staff Accountant IIL\$0.0007(712) Neyzelman, DimitrySenior Regulatory AccountantIL\$0.0007(713) Povich, Erin P.Senior Regulatory AccountantIL\$0.0007(714) Shrake, Brian W.Senior Regulatory AccountantIL\$0.0007(715) Valite, Lawanda N.Regulatory AccountantIL\$0.0007(716) Weekx, Kirsten E.Regulatory AccountantIL\$0.0007(717) Willisans III, John D.Dir, Governmental AffairsFL\$0.0007(718) Values, Loreetta E.CSR IINV\$0.0058(719) Yap Jr., Lowell M.Regulatory Staff Accountant IIL\$0.0006(721) Sanake, Loreetta E.CSR IIFL\$0.0058(722) Bachmann, Liaa ACSR IFL\$0.0058(723) Bennett, Kimberhy J.Customer Account SpecialistFL\$0.0058(724) Calibreeth, Stephanie R.CSR IINV\$0.0058(725) Campbell, Pamela J.CSR IINV\$0.0058(726) Chandler, Matthew R.CSR IINV\$0.0058(727) Christing, Elies S.Customer Relations SpecialistFL\$0.0058(726) Chandler, Matthew R.CSR IINV\$0.0058(727) Christing, Elies S.Customer Relations SpecialistFL\$0.0058												
[713] Povich, Erin P.Senior Regulatory AccountantIL\$0.0007(714) Shrake, Brian W.Senior Regulatory AccountantIL\$0.0000(715) Vitie, Lawanda N.Regulatory Accounting ManagerIL\$0.0000(716) Weska, Kirsten E.Regulatory Accounting ManagerIL\$0.0007(717) Williama III, Joha D.Dir, Governmetal AffairsFL\$0.0058(718) Williama III, Joha D.Regulatory Staff Accountant IINV\$0.0058(719) Yap Jr., Lowell M.Regulatory Staff Accountant IIL\$0.0058(721) Addemon, Tricia D.CSR IIFL\$0.0058(722) Bachmann, Lias ACSR IFL\$0.0058(723) Calibreith, Stephanie R.CSR IINV\$0.0058(724) Calibreith, Stephanie R.CSR IINV\$0.0058(725) Campbell, Pamela J.CSR IINV\$0.0058(726) Calibreith, Stephanie R.CSR IINV\$0.0058(727) Christing, Elite S.Customer Account SpecialistFL\$0.0058(727) Christing, Elite S.Customer Relations SpecialistFL\$0.0058	 Nedved 											
(714) Shrake, Brian W. Senior Regulatory Accountant IL \$0.0000 (715) Valite, Lawanda N. Regulatory Accounting Manager IL \$0.0000 (716) Weeks, Kirsten E. Regulatory Accounting Manager IL \$0.0007 (717) Williams III, John D. Dir, Governmental Affairs FL \$0.0097 (718) Winans, Nicole D. Regulatory Staff Accountant II NV \$0.0097 (719) Yap Jr., Lowell M. Regulatory Staff Accountant II NV \$0.0097 (720) Abbott, Loretta E. CSR II FL \$0.0058 (721) Bennett, Kimberly J. Customer Account Specialist FL \$0.0058 (722) Bennett, Kimberly J. Customer Account Specialist FL \$0.0058 (723) Bennett, Kimberly J. Customer Account Specialist FL \$0.0058 (725) Campbell, Pamela J. CSR II NV \$0.0058 (724) Challer, Matthew R. CSR II NV \$0.0058 (725) Campbell, Pamela J. CSR II NV \$0.0058 (726) Chandle			Senior Regulatory Accountant									
(715) Valite, Lawanda N. Regulatory Assistant II. \$0.0000 (716) Weeks, Kirsten E. Regulatory Assistant II. \$0.0007 (717) Williams III, John D. Dir, Governmental Affairs FL \$0.0097 (717) Williams III, John D. Regulatory Staff Accountant II NV \$0.0097 (718) Winams, Nicole D. Regulatory Staff Accountant II NV \$0.0097 (719) Yap Jr., Lowell M. Regulatory Staff Accountant I IL \$0.0000 (720) Abbott, Lorenta E. CSR II FL \$0.0058 (721) Bachmann, Lisa A CSR I NC \$0.0058 (722) Bachmann, Lisa A CSR I FL \$0.0058 (723) Benetti, Kimberly J. Custer Account Specialist FL \$0.0058 (724) Calbreatti, Stephanie R. CSR II NC \$0.0058 (725) Cambell, Pamela J. CSR II NV \$0.0058 (726) Chandler, Matthew R. CSR II NV \$0.0058 (727) Christian, Elike S. Custerme Relations Specialist </td <td></td> <td></td> <td>Senior Regulatory Accountant</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>			Senior Regulatory Accountant									
(746) Weeks, Kirsten E. Regulatory Accounting Manager IL \$0.0097 (777) Williams III, John D. Dir, Governmental Affeirs FL \$0.0058 (718) Winana, Nicole D. Regulatory Staff Accountant II NV \$0.0097 (719) Yap Jr., Lowell M. Regulatory Staff Accountant I IL \$0.0096 (720) Abboti, Loretta E. CSR II FL \$0.0058 (721) Ademon, Tricia D. CSR I NC \$0.0058 (722) Bachmann, Lias A CSR I FL \$0.0058 (723) Bennett, Kimberly J. Customer Account Specialist FL \$0.0058 (724) Calibrasti, Stephania R. CSR II NC \$0.0058 (725) Calibrasti, Stephania I. 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, Elies S. Customer Relations Specialist FL \$0.0058												
(7)7) Williams III, John D. Dir, Governmental Affairs FL \$0.0097 (7)8) Winana, Nicole D. Regulatory Staff Accountant II NV \$0.0097 (7)9) Yap Jr., Lowell M. Regulatory Staff Accountant I LL \$0.0097 (7)9) Yap Jr., Lowell M. Regulatory Staff Accountant I LL \$0.0097 (720) Abbott, Loretta E. CSR II FL \$0.0058 (721) Anderson, Tricia D. CSR I KL \$0.0058 (722) Bachmann, Lias A CSR I FL \$0.0058 (723) Bennett, Kimberly J. Customer Account Specialist FL \$0.0058 (724) Calibreth, Stephanie R. CSR II NV \$0.0058 (725) Campbell, Pamela J. CSR II NV \$0.0058 (726) Chandler, Matthew R. CSR II FL \$0.0058 (727) Chandler, Matthew R. CSR II FL \$0.0058 (727) Chandler, Matthew R. CSR II FL \$0.0058 (726) Chandler, Matthew R. CSR II FL \$0.0058												
(7:8) Winsans, Nicole D. Regulatory Staff Accountant II NV \$0.0097 (7:9) Yap Jr., Lowell M. Regulatory Staff Accountant I IL \$0.0000 (7:0) Abbott, Lorretta E. CSR II FL \$0.0058 (7:21) Anderson, Tricia D. CSR I NC \$0.0058 (7:22) Bachmann, Liss A CSR I FL \$0.0058 (7:23) Bennett, Kimberly J. Customer Account Specialist FL \$0.0058 (7:24) Calbreath, Stephanie R. CSR II NC \$0.0058 (7:25) Campbell, Pamela J. CSR II NV \$0.0058 (7:25) Campbell, Pamela J. CSR II NV \$0.0058 (7:26) Chandler, Matthew R. CSR II NV \$0.0058 (7:27) Christian, Elise S. Customer Relations Specialist FL \$0.0058			Dir, Governmental Affairs									
(720) Abbott, Loretta E. CSR II FL \$0.0058 (721) Anderson, Tricis D. CSR I NC \$0.0058 (722) Bachmann, Liss A CSR I FL \$0.0058 (723) Bennett, Kimberby J. Customer Account Specialist FL \$0.0058 (724) Bennett, Kimberby J. Customer Account Specialist FL \$0.0058 (724) Calibreth, 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) Christing, Elies S. Customer Relations Specialist FL \$0.0058	8) Winana		Regulatory Staff Accountant II									
(721) Anderson, Tricia D. C3R I NC \$0.0058 (722) Bachmann, Lisa A C3R I FL \$0.0058 (723) Bennett, Kimberly J. Customer Account Specialist FL \$0.0058 (724) Calbresth, Stephanie R. CSR II NC \$0.0058 (725) Campbell, Pamela J. CSR II NC \$0.0058 (726) Chandler, Matthew R. CSR II FL \$0.0058 (727) Christian, Elite S. Customer Relations Specialist FL \$0.0058												
Kright Kright FL \$0.0058 (723) Beancht, Kimberly J. Customer Account Specialist FL \$0.0058 (724) Beancht, Kimberly J. Customer Account Specialist FL \$0.0058 (724) Calibreth, 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												
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(724) Calibrath, Stephanic R. CSR II NC \$0.0058 (725) Campbell, Pamela J. CSR II NV \$0.0058 (726) Chandler, Matthew R. CSR II FL \$0.0058 (726) Chandler, Matthew R. CSR II FL \$0.0058 (727) Christian, Elise S. Customer Relations Specialist FL \$0.0058												
(726) Chandler, Matthew R. CSR II FL \$0.0058 (727) Christian, Elize S. Customer Relations Specialist FL \$0.0058					\$0.0058				•			
(727) Christian, Elize S. Customer Relations Specialist FL \$0.0058	5) Campb	opbell, Pamela J.										
			Customer Relations Specialist CSR I	FL NC	\$0.0058							
(728) Collado, Madelin CSR I NC \$0.0058 (729) Deere, Brandi N CSR I FL \$0.0058	.e) COUAGO	ne. Brandi N										
(730) Demosbreau, Sheri D. CSR I FL \$0.0058												
(731) Dugan, Grace A. Customer Care Manager NV \$0.0058				NV	\$0.0058							
(732) Harden, Cristina CSR I FL \$0.0058	2) Harder	den, Cristina	CSR I									
(733) Ivinski, Cammy Andres CSR I NV \$0.0058	33) Iwinski											
(734) Jenkins, Ingrid E. CSR II NC \$0.0058	(4) Jenkin	uns, Ingrid E.	CSR II	NC	\$0.0058							

				(f)	(g)	(h)	(i)	(j)	(k)	(1)
Name	Position	State	Department	Pro Forma FICA	Pro Forma FUTA	Pro Forma SUTA	Pro Forma 401X	Pro Forma Health Insurance and Benefits	Vehicle Number	Depreciation S
5) Jones, Linda S.	CSR 1 CSR 1	FL FL	\$0.0058							
5) Jones, Lori Lynn 7) Mayeski, Lorie L	CSR I	FL.	\$0.0058 \$0.0058							
3) Norris, Maxine N	CSR I	NC	\$0.0058							
) Orengo, Linette C	CSR 1	FL.	\$0.0058							
) Raponi, Ana M.	Customer Care Manager	FL	\$0.0058							
 Roberts, Mirands Ann Robinson, Shona N. 	CSR I CSR II	NV NC	\$0.0058 \$0.0058							
) Robinson, Vanessa F.	CSR II	NC	\$0.0058							
Sasic, Karen L.	Director, Customer Care	FL.	\$0.0058							
5) Self, Rose D.	Customer Care Manager	NC	\$0.0058							
5) Sillitoe, Jacqueline. M.	Customer Care Specialist	FL NC	\$0.0058							
7) Silvs, Lizs M. 3) Tackett, Samantha R.	CSR II CSR I	NC	\$0.0058 \$0.0058							
) Thimmes, Karen L	CSRI	FL	\$0.0058							
) Trovinger, Ferrellyn L.	Lead CSR	FL.	\$0.0058							
) Volz, Deborah E.	CSR 1	FL	\$0.0058							
) Wilson, Vicki L	CSRI	FL.	\$0.0058							
 Krugler, Adrienne R. Sverida, Agnes 	Billing Manager Aast Mgr of Billing	IL IL	\$0.0058 \$0.0058							
) Sverida, Agnes) Ceballos, Isabel	Collections Specialist	FL	\$0.0058							
} Lybarger, Andrea	Collections Specialist	FL	\$0.0058							
) Sowell, George William	Corporate Services Manager	SC	\$0.0058							
) Alberigi, David J.	Field Tech I	FL.	\$0.0000							
) Anderson, Daniel S.	Lead Water-Wastewater Operator	FL FL	\$0.0000 \$0.0000							
i) Austin, Arthur C. .) Bailey, Alan R.	Field Tech II Water-Wastewater Operator II	FL	\$0.0000							
) Boersma, David A.	Lead Water-Wastewater Operator	FL	\$0.0000							
) Brown, Donna R.	Field Tech I	FL	\$0.0000						- 0	0
) Buono, Robert A.	Lead Water-Wastewater Operator	FL.	\$1.0000						0831	Oct-07
) Callahan, Robert L.	Field Tech II	FL.	\$0.0000							
) Cardinal, Anthony A.) Carver, Nathaniei Q.	Water-Wastewater Operator I Area Manager	FL FL	\$0.0000 \$0.0000							
) Carver, Nathaniei Q.) Chard, Ronald	Cross Connection Tech	FL	\$0.0860						0803	Aug-07
) Cook, James H.	Lead Water-Wastewater Operator	FL	\$0.0000							
) Cooper, Robert K.	Field Tech III	FL	\$0.0000							
i) Ebert, Harold	Field Tech II	FL	\$0.0000							
e) Ebert, Shawn M.	Field Tech II Water-Wastewater Operator II	FL FL	\$0.0000 \$0.0000				i la			
) Eubanks, Brian J.) Figueroa, Pedro L	Lead Water-Wastewater Operator	FL	\$0.0000				:			
) Finch, Allan	Water-Wastewater Operator II	FL	\$0.0000	·						
) Finchirsh, Jeffrey S.	Water-Wastewater Operator I	FL	\$0.0000							
) Finigan, Michael A	Field Tech I	FL	\$0.0000							
) Gentilucci, Domenic V	Area Manager	FL.	\$0.0000							
) Godwin, Patrick L.	Lead Water-Wastewater Operator	FL FL	\$0.0000 \$0.0000							
) Gongre, Bryan K) Gongre, Jeremy R.	Regional Manager Field Tech I	FL	\$0.0000							
) Gosnell, Scotty G.	Lead Water-Wastewater Operator	FL	\$0.0000							
) Grainger Jr, Leroy	Field Tech I	FL.	\$0.0000						-969	Feb-08
Hamilton, Don L.	Water-Wastewater Operator II	FL	\$0.3866						0868	Fe0-08
) Hasty Donald L	Water-Wastewater Operator II	FL.	\$0.0000							
) Hermano, Rodel R) Hogue, Raymond H.	Field Tech 1 Water-Wastewater Operator 11	FL FL	\$0.0000							
Hollister, Jimmie H.	Field Tech li	FL FL	\$0.0000							
) Inclima, Luke John	Water-Wastewater Operator 11	FL	\$0.0000							
Keys, Thomas E.	Water-Wastewater Operator II	FL	\$0.0000							
) Lorenzo, Alexander	Water-Wastewater Operator II	FL	\$0.0000							
) Marinelli, John A.	Area Manager Lood Wates Westmuster Organitas	FL FL	\$0.0000							
) McPhee, Allson S.) Morrell, Matthew J.	Lead Water-Wastewater Operator Field Tech II	PL PL	\$0.0000							
) Morrell, Matthew J. } Murphy, Eric	Operator II	FL	\$0.0000							
Neal, William L	Area Manager	FL	\$0.1037						0825	Nov-07
Overton, Michael A.	Cross Connection Tech	FL.	\$0.0000							
Owens, Brian S.	Field Tech 1	PL.	\$0.0000 \$0.0000							
Parrish, Raymond A.	Water-Wastewater Operator II	FL	40.0000							
Peaden II, Mark A.	Field Tech I Lead Water-Wastewater Operator	FL FL	\$0.0000 \$0.0000							
) Pfouts, Steve L.) Phillips, Christopher	Field Tech I	FL	\$0.0000							
) Powell, Trevor B.	Water-Wastewater Operator II	FL.	\$0.0000							
) Redcliff, Max Lee	Lead Water-Wastewater Operator	FL	\$0.0000							
) Raines, Craig A.	Water-Wastewater Operator II	FL.	\$0.0000							
) Remigio, Roberto V.	Field Tech I	FL	\$0.0000							
) Richardson, James P.	Field Tach I Water-Wastewater Operator II	FL FL	\$0.0000 \$0.0000							
) Schneider, Keith C.	WATER-WAITEWATER UDERATOR LI	FL.								

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(810) Shoffstall, David E. (810) Shorstan, David E.
(811) Shue, Mickey A.
(813) Sillitoe, Kathy A.
(813) Sillitoe, Terry W.
(814) Smith, Donald D.
(815) Straight, James L. Field Tech II

Name (809) Schwades, Charles G.

(825) Vacant

(826) Vacant (827) Vacant

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Water Conservation Coordinator Water-Wastewater Operator II Field Tech II (816) Sudal, Corey (817) Swegheimer, James A. (818) Szczepkowski, Stephen A. (819) SZZEPLOWSKI, Stepach
(819) Van Meter, Nathan Z.
(820) Walkins, Cedric
(821) White, Ronald D.
(822) Wilson, Michael A.
(823) Worrell, David R. Field Tech II Field Tech II Regional Manager Water-Wastewater Operator II Field Tech J Field Tech I (824) Wright, Thomas L. Water-Wastewater Operator 1 (828) Dipasquale, Susan M. Administrative Assistant Administrative Assistant (829) Hanks, Peggy J. (830)

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	Name Labrador Utilities, Inc.	Position	Siate	Department	<u>Vehicle Price</u> (m)	Vehicle Accumulated Depreciation Y/E Balance (n) Vehicle Accumulated	<u>Vehicle Depreciation</u> <u>Expense</u> (o) <u>Vehicle Depreciation</u>	Transportation Expense (p) Transportation
	Name	Position	State		Vehicle Price	Depreciation Y/E Balance	Expense	Expense
(665)	Andreiko, James	Controller	11.	\$0.0058				
	Arnoux, Diane L.	HR/Payroll Administrator AP Clerk	IL IL	\$0.0058 \$0.0058				
(667) (668)	Cheng, Tae Vacant	Pixed Asset Accounting Manager	iL	\$0.0058				
(669)	Coughlin, Erin R.	Capital Projects Manager	IL.	\$0.0058				
(670)	Vacant	Capital Projects Assistant	IL	\$0.0058				
	Federico, Antoinette	AP Supervisor	IL IL	\$0.0058				
(672)	Friedman, Avelina	Tax Specialist	1L 1L	\$0.0058 \$0.0058				
(673) (674)	Haynes Jr, John S. Kersey, Justin P.	Dir, Tax & Accounting Ops Corporate Staff Accountant I	iL	\$0.0058				
(675)	Kim, Christins	Corporate Accounting Manager	ĨĹ.	\$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	1L 1L	\$0.0058				
	McLean, Pamela J. Metcalf, Janice L.	Payroll Supervisor AP Clerk	11.	\$0.0058 \$0.0058				
(680) (681)	Miranda, Margarita	AP Clerk	nL	\$0.0058				
(682)	Pietras, Victoria M.	Senior Corporate Accountant	IL.	\$0.0058				
(683)	Shimkus, Matthew D	Financial Plan & Analysis Mgr	IL.	\$0.0058				
	Zavilla, Annette	AP Clerk	IL	\$0.0056				
(685)	Stone, Laslie A.	Executive Assistant Chief Operating Officer	IL IL	\$0.0058 \$0.0058				
(687)	Hoy, John P. Janezyk, James F.	Chief Financial Officer	IL.	\$0.0058				
	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	FI.	\$0.0058	172	(143)	29	35
(691)	Blomquist, Laure Louise	HR Generalist	IL IL	\$0.0058				
(692)	Devine, James P. McLoughlin, Kristi M	HR Manager Benefits Administrator	IL IL	\$0.0058 \$0.0058				
(693)	Dave, Hardik	Desktop Support Analyst II	ïL.	\$0.0058				
(695)	Orther, Tom G.	IT Manager	ĨL.	\$0.0058				
(696)	Pannos, Nicholas James	Desktop Support Analyst II	IL	\$0.0058				
(697)	Smutny, Thomas A.	Network Administrator	IL FL	\$0.0058				
(698)	Bonagura, John F. Durham, Rick J.	Regiona) Finance Manager RVP	PL PL	\$0.0097 \$0.0097	441	(233)	73	59
(699)	Flynn, Patrick C.	Regional Director	FL	\$0.0162	866	(854)	144	99
(701)		Rgnl Compliance & Safety Advar	FL	\$0.0097	284	(193)	47	59
(702)	Paule, Nancy P.	Receptionist	IL.	\$0.0058				
(703)	Rose, Kendra E.	Compliance & Safety Coord	ïL	\$0.0058				
(704)	Vacant	Operations Administration Mgr Operations Administrator	IL IL	\$0.0058 \$0.0058				
(705) (706)	Vacant Barrett, Jason O.	Regulatory Staff Accountant II	ii.	\$0,0097				
(707)	Ciecierski, Daniel	Regulatory Staff Accountant I	iL.	\$0.0097				
(708)	Georgiev, Lena	Regulatory Accounting Manager	ţ۲.	\$0.0000				
(709)	Lubertozzi, Steven M.	Exec Dir, Regulatory Account	IL.	\$0.0058				
(710)		Regulatory Staff Accountant I Regulatory Staff Accountant I	IL IL	\$0,0000 \$0,0097				
(711)		Senior Regulatory Accountant	ii.	\$0.0000				
(712) (713)		Senior Regulatory Accountant	L	\$0.0097				
(714)	Shrake, Brian W.	Senior Regulatory Accountant	1L	\$0.0000				
(715)	Valrie, Lawanda N.	Regulatory Assistant	IL IL	\$0.0000				
(716)	Weeks, Kirsten E. Williams III, John D.	Regulatory Accounting Manager Dir, Governmental Affairs	FL	\$0.0097 \$0.0058				
(717) (718)		Regulatory Staff Accountant II	ทั่ง	\$0.0097				
(719)	Yap Jr., Lowall M.	Regulatory Staff Accountant I	IL.	\$0.0000				
(720)	Abbott, Loretta E.	CSR II	FL	\$0,0058				
(721)		CSR I	NC	\$0.0058				
(722)		CSR I Customer Account Specialist	FL FL	\$0.0058 \$0.0058				
(72 <u>3)</u> (724)	a second and the second second second	CSRTI	NC	\$0.0058				
(725)	Campbell, Pamela J.	CSR II	NV	\$0.0058				
(726)	Chandler, Matthew R.	CSR II	FL	\$0.0058				
(727)	Christian, Elize S.	Customer Relations Specialist	FL	\$0.0058				
(728)		CSR I CSR I	NC FL	\$0.0058 \$0.0058				
(729) (730)		CSR I	FL	\$0.0058				
(731)		Customer Care Manager	NV	\$0.0058				
(732)	Harden, Cristina	CSR I	FL.	\$0.0058				
(733)	Iwinski, Cammy Andrea	CSR I CSR II	NV NC	\$0.0058 \$0.0058				
(734)	Jenkins, Ingrid E.	Carti	NC	\$0.0058			-	

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	Name	Bestelen	m /	Dennet		Vehicle Accumulated	Vehicle Depreciation	Transportation
(5) J	iones, Linda S.	Position CSR I	State FL	Department \$0.0058	Vehicle Price	Depreciation Y/E Balance	Kinense	Expense
	iones, Lori Lynn	CSRI						
	layeski, Lorie L.	CSR II	FL.	\$0.0058				
	Vorris, Maxine N		FL.	\$0.0058				
		CSR I	NC	\$0.0058				
	Drengo, Linette C	CSR I	FL.	\$0.0058				
	uponi, Ann M.	Customer Care Manager	FL	\$0.0058				
	toberts. Miranda Ann	CSR I	NV	\$0.0058				
	tobinson, Shona N.	CSR IJ	NC	\$0.0058				
	lobinson, Vanessa F.	CSR []	NC	\$0.0058				
	lasic, Karen L.	Director, Customer Care	FL	\$0.0058				
5) S	elf, Rose D.	Customer Care Manager	NC	\$0.0058				
6) S	illitoe, Jacqueline. M.	Customer Care Specialist	FL	\$0.0058				
7) S	ilva, Lisa M.	CSR II	NC	\$0.0058				
8) T	ackett, Samantha R.	CSRI	NV	\$0.0058				
9) T	himmes, Karen L	CSR I	FL	\$0.0058				
ю́) Т	rovinger, Ferrellyn L.	Lead CSR	FL	\$0.0058				
	olz. Deborah E.	CSRI	FL					
	Vilson, Vicki L	CSRI		\$0.0058				
	rugler, Adrienne R.	Billing Manager	FL	\$0.0058				
	verida, Agnes	Aast Mgr of Billing	IL	\$0.0058				
			IL	\$0.0058				
	eballos, Isabel	Collections Specialist	FL.	\$0.0058				
	ybarger, Andrea	Collections Specialist	FL.	\$0.0058				
	owell, George William	Corporate Services Manager	SC	\$0.0058				
	Jberigi, David J.	Field Tech I	FL	\$0.0000				
	nderson, Daniel S.	Lead Water-Wastewater Operator	FL	\$0.0000				
	wrtin, Arthur C.	Field Tech II	PL.	\$0.0000				
	ailey, Alan R.	Water-Wastewater Operator II	FL	\$0.0000				
	oersma, David A.	Lead Water-Wastewater Operator	FL	\$0.0000				
3) B.	rown, Donna R.	Field Tech I	FL	\$0.0000				
	uono, Robert A.	Lead Water-Wastewater Operator	FL	\$1.0000	19,447	(10,534)	3,241	6,08
	allahan, Robert L.	Field Tech II	FL	\$0.0000	-2124/	(10,334)	3,241	0,00
	ardinal, Anthony A.	Water-Wastewater Operator I	FL	\$0.0000				
	arver, Nathaniel O	Area Manager	FL	\$0.0000				
	hard, Ronald	Cross Connection Tech	FL			(a)		
	ook, James H.	Lead Water-Wastewater Operator		\$0.0860	2,544	(679)	257	52
	ooper, Robert K.	Field Tech III	FL	\$0.0000				
	bert, Harold		FL	\$0.0000				
	bert, Shawn M.	Field Tech II	FL	\$0.0000				
		Field Tech II	FL	\$0.0000				
	ubanks, Brien J.	Water-Wastewater Operator II	FL	\$0.0000				
	gueroa, Pedro L	Lead Water-Wastewater Operator	FL	\$0.0000				
	inch, Allan	Water-Wartewater Operator II	FL	\$0.0000				
	inchirsh, Jeffrey S.	Water-Wastewater Operator I	FL.	\$0.0000				
	nigan, Michael A	Field Tech I	FL	\$0.0000				
	entilucci, Domenic V	Area Manager	FL	\$0.0000				
)) G(odwin, Patrick L.	Lead Water-Wastewater Operator	FL	\$0.0000				
) G	ongre, Bryan K	Regional Manager	FL	\$0.0000				
Ĵ Ĝ	ongre, Jeremy R.	Field Tech I	FL	\$0.0000				
	osnell, Scotty G.	Lead Water-Wastewater Operator	FL	\$0.0000				
	rainger Jr, Leroy	Field Tech I	FL					
	amikon, Don L	Water-Wastewater Operator II		\$0.0000				
	atty, Donald L.		FL	\$0.3866	1,120	(545)	187	2,3
		Water-Wastewater Operator II	FL.	\$0.0000				
	ermano, Rodel R	Field Tech I	FL	\$0.0000				
	ogue, Raymond H.	Water-Wastewater Operator II	FL	\$0.0000				
	ollister, Jimmie H.	Field Tech II	FL	\$0,0000				
	clima, Luke John	Water-Wastewater Operator II	FL	\$0.0000				
	rys, Thomas E.	Water-Wastewater Operator II	FL	\$0.0000				
	renzo, Alexander	Water-Wastewater Operator II	FL	\$0.0000				
) M	arinelli, John A.	Area Manager	FL	\$0.0000				
) M	cPhee, Alison S.	Lead Water-Watewater Operator	FL	\$0.0000				
	orrell, Matthew J.	Field Tech II	FL	\$0.0000				
	urphy, Eric	Operator II	FL	\$0.0000				
	sal, William L.	Area Manager	FL	\$0.1037	0.001	()	-0-	
	erton, Michael A.	Cross Connection Tech	FL		8,321	(1,225)	367	63
	wens, Brian S.	Pield Tech f		\$0.0000				
	rrish, Raymond A.		PL D	\$0:0000				
		Water-Wastewater Operator]]	PL	\$0.0000				
	aden II, Mark A.	Field Tech I	FL	\$0.0000				
	outs, Steve L.	Lend Water-Westewater Operator	FL	\$0.0000				
	ullips, Christopher	Field Tech I	FL.	\$0.0000				
	well, Trevor B.	Water-Wastewater Operator II	FL	\$0.0000				
	dcliff, Max Lee	Lead Water-Wastewater Operator	FL	\$0.0000				
	incs, Craig A.	Water-Wastewater Operator II	FL	\$0.0000				
	migio, Roberto V.	Field Tech I	FL	\$0.0000				
	chardson, James P.	Field Tech J	FL	\$0.0000				
	hneider, Keith C.	Water-Wastewater Operator II	FL	\$0.0000				

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(809) (810) (811) (813) (813) (814) (815) (816) (819) (820) (821) (822) (823) (823) (824) (825) (825) (826) (827) (828) (826) (830)	Name Schwades, Charles G. Shoffstall, David E. Shue, Mickey A. Sillitoe, Kathy A. Sillitoe, Kathy A. Sillitoe, Kathy A. Sillitoe, Kathy A. Sillitoe, Terry W. Smith, Donald D. Straight, James L. Sudol, Corey Swegheimer, James A. Szczapicowski, Stephen A. Van Meter, Nathan Z. Watkins, Cedric White, Rocald D. Wilson, Michael A. Wright, Thomas L. Vacant Vacant Vacant Dipasquale, Susan M. Hanks, Pergy J.	Distion Area Manager Lad Water-Wattwater Operator Field Tech II Water-Wastewater Operator II Field Tech II Water-Wastewater Operator II Led Water-Wastewater Operator Led Water-Wastewater Operator Led Water-Wastewater Operator Field Tech II Field Tech Field Tech F	State FL FL FL FL FL FL FL FL FL FL FL FL FL	Department \$0.00000 \$0.00000 \$0.00000 \$0.00000 \$0.00000 \$0.00000 \$0.00000 \$0.00000 \$0.00000000	<u>Vebicle Price</u> 2.363 \$28.556	Yshide Accumulated Descretation Y/E Balance (1,608) (\$16,213) [2333] [2333]	Vehicle Depreciation. Expense 394 3 ks. 3 ks. 3 ks.	<u>Тлекаротаtion</u> Ехрепле 500 <u>\$10,337</u> 7 <u>Х</u> А (Add Vath.
				1	(u)-1 p	29,917	s s		1-1-

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