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Attorneys | Counselors



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COMMISSION
CLERK

October 4, 2013

Ann Cole, Commission Clerk
Office of Commission Clerk
Florida Public Service Commission
2540 Shumard Oak Boulevard
Tallahassee, FL 32399

Re: Docket No. 120209-WS; Application for increase in water and wastewater rates in Marion, Orange, Pasco, Pinellas, and Seminole Counties by Utilities, Inc. of Florida.
Our File No.: 30057.207

Dear Ms. Cole:

Enclosed please find the Amended Request for Confidential Classification of the Audit Workpapers.

If you have any questions, please feel free to contact me.

Very truly yours,

MARTIN S. FRIEDMAN
For the Firm

MSF/der

cc: Kirsten Markwell (via e-mail)
Patrick Flynn (via e-mail)
Todd Brown (via e-mail)
Erik Sayler (via email)

BEFORE THE FLORIDA PUBLIC SERVICE COMMISSION

In re: Application of
UTILITIES, INC. OF FLORIDA
for an increase in water and wastewater
rates in Marion, Orange, Pasco, Pinellas,
and Seminole Counties, Florida

DOCKET NO. 120209-WS

**UTILITIES, INC. OF FLORIDA'S SECOND AMENDED
REQUEST FOR CONFIDENTIAL CLASSIFICATION**

Utilities, Inc. of Florida (the "Utility"), by and through its undersigned counsel, files this Second Amended 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. 12-254-4-1.

1. Pursuant to 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. 12-254-4-1 be classified as proprietary confidential business information under Section 367.156(2), Florida Statutes, and Rule 25-22.006, Florida Administrative Code (the "Confidential Information"). If this request is granted, then the subject portions of said response to Audit Control No. 12-254-4-1 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 attached hereto both in highlighted and redacted format on CDs.

3. The information produced in response to Staff's Audit for compensation information and the Consolidated Financial Statement of its parent, Utilities, Inc. are intended

to be and are treated by the Utility as private and confidential and has not been disclosed externally and has been strictly controlled internally.

4. A portion of the information consists of employee's name and title, base salary, benefits, overtime, raises, taxes, pension information and total compensation. This information should be classified as proprietary confidential business information because its disclosure would impair the Utility's competitive interests, provide other utility companies information to lure employees away (thereby driving up salaries and rates), and create circumstances under which infighting and employee morale could be negatively affected. See Florida Power & Light Company et al. v. Public Service Commission, 31 So. 3d 860 (Fla. 1st DCA 2010).

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

WHEREFORE, Utilities, Inc. of Florida prays for the entry of an order treating the information identified in this Motion as confidential and exempt from disclosure.

Respectfully submitted this 4th day of October, 2013,
by:

SUNDSTROM, FRIEDMAN & FUMERO, LLP
766 N. Sun Drive, Suite 4030
Lake Mary, FL 32746
Telephone: (407) 830-6331
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MARTIN S. FRIEDMAN
For the Firm

CERTIFICATE OF SERVICE
DOCKET NO. 120209-WS

I HEREBY CERTIFY that a true and correct copy of the foregoing Request for Confidential Classification has been furnished by U.S. Mail to the following parties this 4th day of October, 2013:

Erik Sayler, Associate Public Counsel
Office of Public Counsel
C/o The Florida Legislature
111 W. Madison Street, Room 812
Tallahassee, FL 32399-1400

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



MARTIN S. FRIEDMAN
For the Firm

JUSTIFICATION MATRIX

Location (Document name and location of information)	Justification
<p><u>Salaries:</u></p> <p><u>Workpapers 44-1, 44-1/1, 44-1/2, 44-1/3, 44-1/4, 44-1/5, 44-3/1, 44-3/2, 44-3/3, 44-3/4 & 44-3/5</u></p> <p>All of the amounts in the columns titled "Annual Salary", "Overtime", "Salary", "FICA", "FUTA", "SUTA", and "401k" except totals.</p>	<p>§367.156(3)(d) Disclosure of compensation data, tax data, benefits data, overtime data and salary increase data would impair the ability of the Utility to contract for employees on favorable terms.</p> <p>§367.156(3)(e) Disclosure of the compensation data would impair the Utility's competitive interests as described in <u>Florida Power & Light Company et al. v. Public Service Commission</u>, 35 Fla. L. Weekly d516 (Fla. 1st DCA 2010). The Utility keeps this information strictly confidential to prevent other utilities from stealing their employees and to prevent lowered morale and infighting among employees who have the same position but varying wages.</p> <p>Article I, Section 23 of the Florida Constitution. Disclosure of the information would invade the privacy rights of the employee.</p>
<p><u>Consolidated Financial Statements:</u></p> <p><u>Workpaper 9</u></p> <p><u>Location:</u></p> <p>Pages 2 – 3 & 5, The amounts under columns headings 2010 and 2011</p> <p>Page 4, The amounts under columns headings Paid-in Capital, Retained Earnings & Total</p> <p>Page 6, Note 2, the text and the table</p> <p>Page 9, Note 3, 1st paragraph under Income Taxes</p> <p>Page 10-11, Note 4, all text</p> <p>Pages 11 & 12, Notes 5, 6, 7 & 8, The amounts under columns headings 2010 and 2011</p> <p>Page 12-13, Note 9</p> <p>Page 13-14, Notes 10, 11 & 13</p> <p>Pages 14 & 15, Note 14, The amounts under columns headings 2010 and 2011, and the last paragraph</p> <p>Page 16, Note 15, the last sentence of the first paragraph, and the amounts in the table</p> <p>Pages 18 & 19, Note 17, all text and the table</p> <p>Page 19, Note 18, the text in the middle two paragraphs.</p>	<p>§367.156(3)(a),(b),(d) & (e): Disclosure of the financial statements of Utilities Inc., which is not a public company and is not subject to public disclosure of its financial statements would impair Utilities, Inc.'s competitive interests, could be used to discern trade secrets, or harm its ability to contract for goods and services on a favorable basis. Utilities, Inc. keeps this information strictly confidential also to prevent competitors and prospective counterparties from information which could be used in future negotiations to the disadvantage of Utilities, Inc. and its affiliates.</p>

FLORIDA PUBLIC SERVICE COMMISSION
OFFICE OF COMMISSION CLERK



REDACTED

DOCUMENT NUMBER ASSIGNMENT*

COPY

FILED DATE: 07/16/2013

DOCKET NO.: 120209-WS

DOCUMENT NO.: 04065-13

CONFIDENTIAL

DOCUMENT DESCRIPTION:

APA/Deamer - (CONFIDENTIAL) Working papers Vol 3 [of 3] for Utilities, Inc., for A1f file and suspend rate case-affiliate transaction audit (Audit Control No. 12-254-4-1).

***This document number has been assigned to a confidential document.
For further information, contact the Office of Commission Clerk.**

E-MAIL: CLERK@PSC.STATE.FL.US PHONE NO. (850) 413-6770 FAX No. (850) 717-0114

Utilities, Inc.
Affiliate Audit
Confidential Index

Workpaper #	Description	Pages
9	Financial Statements	21
44-1	Total Salaries	5
44-1/1	Marion Salaries 2013 factors	5
44-1/2	Orange Salaries 2013 factors	5
44-1/3	Pasco Salaries 2013 factors	5
44-1/4	Pinellas Salaries 2013 factors	5
44-1/5	Seminole Salaries 2013 factors	5
44-3/1	Orange Salaries 2011 factors	5
44-3/2	Pasco Salaries 2011 factors	5
44-3/3	Pinellas Salaries 2011 factors	5
44-3/4	Seminole Salaries 2011 factors	5
44-3/5	Marion Salaries 2011 factors	5

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Utilities Inc.
Audit of Affiliate Transactions
Dkt# 120209-WS, ACN 12-254-4-1
TYE 12/31/11

KW
6/20/13
JLP
7/1/13

Title Audited Financial Statements

Utilities, Inc. and Subsidiaries

Consolidated Financial Statements
December 31, 2011 and 2010

CONFIDENTIAL

Source: Reg #3

9

Utilities, Inc. and Subsidiaries
Index

	Page
Report of Independent Auditors	1
Consolidated Statements of Operations For the Years Ended December 31, 2011 and 2010	2
Consolidated Balance Sheets as of December 31, 2011 and 2010	3
Consolidated Statements of Changes in Shareholders' Equity For the Years Ended December 31, 2011 and 2010	4
Consolidated Statements of Cash Flows For the Years Ended December 31, 2011 and 2010	5
Notes to Consolidated Financial Statements	6

CONFIDENTIAL



Report of Independent Auditors

To the Board of Directors and Shareholders of Utilities, Inc.

In our opinion, the accompanying consolidated balance sheets and the related consolidated statements of operations, changes in shareholders' equity, and cash flows present fairly, in all material respects, the financial position of Utilities, Inc. and its subsidiaries at December 31, 2011 and 2010 and the results of their operations and their cash flows for each of the years then ended in conformity with accounting principles generally accepted in the United States of America. These financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits of these statements in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, and evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

PricewaterhouseCoopers LLP

March 14, 2012

Utilities, Inc. and Subsidiaries
Consolidated Statements of Operations
(In thousands)

	Year Ended December 31,	
	2011	2010
Operating revenues:		
Water		
Wastewater		
Other		
Non-regulated services		
Total		
Operating expenses:		
Operations and maintenance		
Depreciation and amortization		
Taxes other than income		
Provision for income taxes		
Total		
Operating income		
Non-operating expense (income):		
Interest expense, net		
Allowance for funds used during construction		
Total		
(Loss) gain on disposal of utility systems		
Income taxes related to disposal of utility systems		
Net (loss) gain on sale of utility systems		
Net income		



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The accompanying notes are an integral part of these financial statements.

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Utilities, Inc. and Subsidiaries
Consolidated Balance Sheets
(In thousands)

	December 31,	
	2011	2010
Property, plant and equipment:		
Property, plant and equipment, at cost		
Less accumulated depreciation		
Property, plant and equipment, net		
Current assets:		
Cash and cash equivalents		
Restricted cash		
Accounts receivable, net		
Prepayments and other assets		
Total		
Regulatory and other assets:		
Regulatory assets		
Deferred charges		
Goodwill		
Total		
Total assets		
Equity:		
Common shares, \$.10 par value, 1,000 shares authorized and issued		
Paid-in capital		
Retained earnings		
Total		
Long-term debt		
Commitments and contingencies (See note 15)		
Current liabilities:		
Accounts payable		
Customer deposits		
Accrued taxes		
Accrued interest		
Other		
Total		
Deferred credits and other liabilities:		
Deferred income taxes		
Deferred investment tax credits		
Other		
Total		
Contributions in aid of construction		
Advances in aid of construction		
Total capitalization and liabilities		

The accompanying notes are an integral part of these financial statements.

4/25

Utilities, Inc. and Subsidiaries
Consolidated Statements of Changes in Shareholders' Equity
(Dollars in thousands)

	<u>Common Shares</u>		<u>Paid-in Capital</u>	<u>Retained Earnings</u>	<u>Total</u>
	<u>Shares</u>	<u>Amount</u>			
Balance at December 31, 2009	1,000	\$ -			
Net income	-	-			
Balance at December 31, 2010	1,000	-			
Net income	-	-			
Dividend to parent	-	-			
Balance at December 31, 2011	1,000	\$ -			

CONFIDENTIAL

The accompanying notes are an integral part of these financial statements.

2/12

Utilities, Inc. and Subsidiaries
Consolidated Statements of Cash Flows
(In thousands)

	Year Ended December 31,	
	2011	2010
Cash flows from operating activities:		
Net income		
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization		
Deferred income taxes and investment tax credits, net		
Amortization of deferred charges and regulatory assets		
Amortization of debt and acquisition charges		
Allowance for funds used during construction-equity		
Loss (gain) on disposition of assets		
Other, net		
Changes in assets and liabilities:		
Accounts receivable		
Prepayments		
Deferred charges being amortized		
Regulatory assets		
Accounts payable and accrued liabilities		
Accrued taxes and interest		
Other assets and liabilities, net		
Net cash provided by operating activities		
Cash flows from investing activities:		
Capital expenditures		
Change in restricted cash		
Proceeds from disposition of utility systems		
Net cash (used in) provided by investing activities		
Cash flows from financing activities:		
Contributions in aid of construction, net		
Payments to developers		
Dividend to parent		
Decrease in short term borrowing		
Net cash used in financing activities		
Net (decrease) increase in cash and cash equivalents		
Cash and cash equivalents at beginning of period		
Cash and cash equivalents at end of period		
Supplemental cash flow information:		
Interest paid (net of amounts capitalized)		
Income taxes paid		
Non-cash property, plant and equipment contributions		

The accompanying notes are an integral part of these financial statements.

Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)

1. Basis of Presentation

Business Description

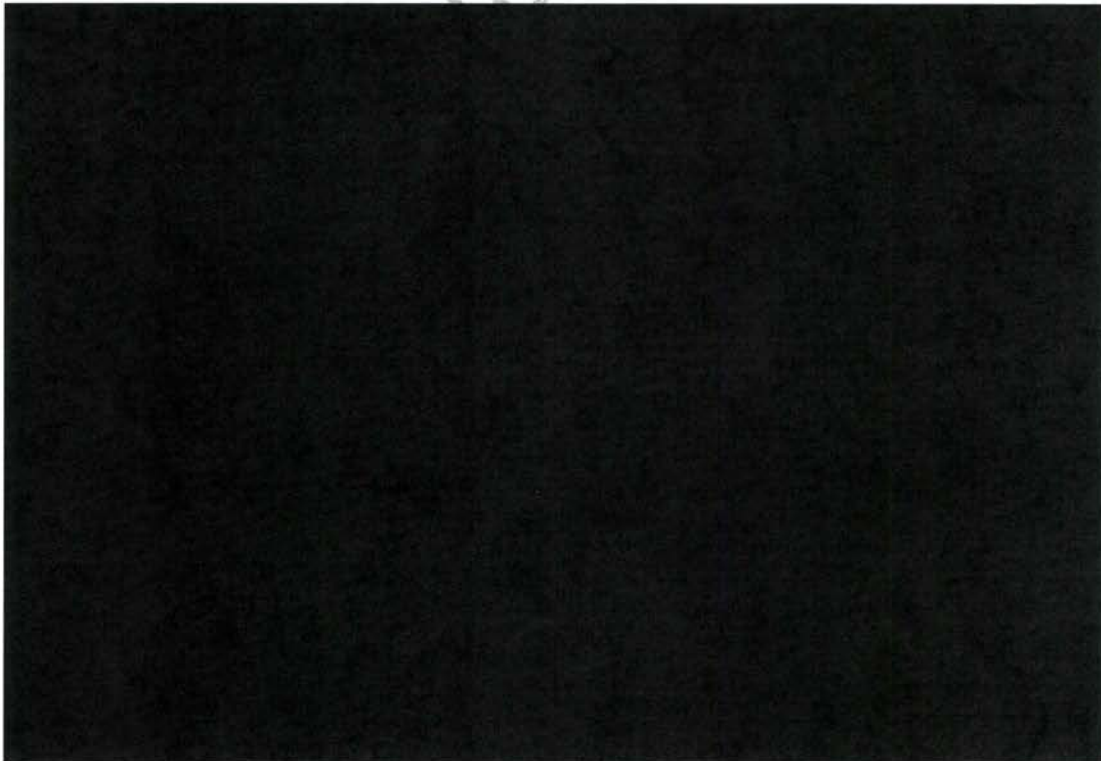
Utilities, Inc. (the "Company"), is a holding company, which, at December 31, 2011, owned and operated approximately 500 regulated water and wastewater utility systems through 75 subsidiary operating companies. The Company operates in 15 states with primary service areas in North Carolina, Florida, South Carolina, Nevada and Louisiana.

Principles of Consolidation

The consolidated financial statements of the Company and its wholly-owned subsidiaries have been prepared using accounting principles generally accepted in the United States of America ("GAAP"). The presentation of these financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, revenues and expenses and certain financial statement disclosures.

Certain reclassifications have been made to the prior period financial statements to conform to the current year presentation.

2. Revision of Prior Period Financial Statements



2
10

Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)



3. Summary of Significant Accounting Policies

Regulation

Most of the Company's operations are subject to regulation by the public utility commissions of the states in which they operate. The extent of a commission's jurisdiction varies from state to state and usually includes the regulation of rates, accounting policies, financing, rules of service, sales and purchases of property, mergers and acquisitions, and the determination of service areas.

Utilities are generally subject to regulation, which is relied upon in lieu of the economic controls of competition in assuring fair prices and adequate service. Rates are based on the allocation of costs to customers who cause their incurrence. These rates are generally set to provide the utility the opportunity to recover its allowable operating expenses, including depreciation and taxes, and a return on the debt and equity capital invested.

The accounting practices of utility companies differ in certain aspects from those of other businesses not subject to regulation. GAAP applies to utilities just as it does to other industries, although the application at times may be different. The economic effect of regulation can result in a utility deferring costs or revenues that have been, or are expected to be, allowed in the ratemaking process in future periods. As a result, regulated entities record assets and liabilities resulting from the ratemaking process that would generally not be recorded by a non-regulated entity.

Fair Value of Financial Instruments

Cash and cash equivalents, customer receivables, accounts payable, deferred revenue and other accrued liabilities are stated at carrying value, which reasonably approximates fair market value due to the nature and short term duration of these items.

Property, Plant and Equipment

All costs incurred to bring an asset to the condition and location necessary for its intended use are capitalized. Costs include contracted labor, direct labor, materials, and indirect costs including an allowance for funds used during construction. When assets are replaced, retired or abandoned, the recorded value of the asset is reduced to zero with a corresponding reduction in accumulated depreciation.

Expenditures for repairs and maintenance are expensed in accordance with the system of accounts prescribed by the public utility commissions of the states in which the Company operates. These expenditures are typically expensed as incurred but, in certain jurisdictions, may be deferred and amortized over the period of recovery.

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Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)

Property in service is generally depreciated using the straight-line method over the estimated useful lives of the related property. Depreciation rates typically range between 1.5% and 5.0% per year. In certain instances, the composite or group method is used in which a single depreciation rate is applied to the total cost of a particular property class. This method pools similar assets and depreciates each group as a whole. Depreciation expense is a recoverable cost of service included in rates charged to customers.

Long-lived assets are reviewed for potential impairment whenever events or changes in circumstances indicate the carrying amount may not be recoverable. When it becomes probable that a portion of the cost of a long-lived asset will be disallowed for ratemaking purposes such amounts are deducted from the reported cost of the asset and recognized as a loss.

Plant Acquisition Adjustments

For utility plant subject to traditional cost-of-service regulation, the depreciated original cost of an acquired asset is considered to equal its fair value. To the extent an amount paid for utility plant differs from its depreciated original cost, and that amount is included for ratemaking purposes, the fair value is deemed to have been increased (or decreased) and an acquisition adjustment is recorded as a component of utility plant. If the excess amount paid is not included in future rates, the amount is recorded as goodwill.

Cash and Cash Equivalents

The Company considers all highly liquid instruments with an original maturity of three months or less to be cash equivalents.

Restricted Cash

The Company receives cash from real estate developers and builders to finance the construction of water and wastewater systems. In certain jurisdictions, such cash is restricted and can only be spent in connection with that specific project.

Accounts Receivable

The Company's accounts receivable primarily consists of trade receivables. The allowance for doubtful accounts is developed based upon several factors including the age of the Company's accounts receivable, historical write-off experience and specific account analysis.

Regulatory Assets and Deferred Charges

Regulatory assets primarily consist of costs related to the rate filing process for which the Company has received or expects to receive prospective rate recovery. Deferred charges primarily consist of repair and maintenance costs incurred in jurisdictions where these expenditures may be deferred and amortized over the period of rate recovery.

Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)

Goodwill

The Company evaluates its goodwill for impairment on an annual basis during the fourth quarter, or whenever indicators of impairment exist. The goodwill impairment test compares the fair value of the Company with its carrying amount, including goodwill. The fair value of the Company was determined using a discounted cash flow model. If the carrying amount exceeds the fair value, goodwill would be considered impaired. To measure the amount of the impairment loss, the implied fair value of goodwill is compared to the carrying amount of goodwill. If the carrying amount of goodwill exceeds the implied fair value of goodwill, an impairment loss is recognized in an amount equal to that excess. The implied fair value of goodwill is determined in the same manner as the amount of goodwill recognized in a business combination is determined.

Customer Deposits

In certain jurisdictions, customers are required to remit a deposit equal to their estimated monthly bill. These deposits earn interest and are returned to the customer either when the customer demonstrates a history of timely payments or when the customer no longer requires service.

Advances and Contributions in Aid of Construction

The Company receives cash advances and property and cash contributions from real estate developers and builders to fund construction necessary to extend service to their properties. Advances for construction are refundable for limited periods of time as new customers begin to receive service. Advances that are no longer refundable are reclassified as contributions. Contributed property is depreciated at the same rate that the related contribution in aid of construction is amortized. As a result, a return is not earned on contributed property.

Revenue Recognition

Customers are billed for residential water and wastewater services on a monthly, bimonthly or quarterly cycle. Revenues include amounts billed to customers and unbilled amounts based on estimated usage from the last billing date to the end of the accounting period.

Allowance for Funds Used During Construction

The allowance for funds used during construction ("AFUDC") represents the capitalized cost of funds used to finance the construction of utility plant. AFUDC is not applied to projects funded by advances and contributions in aid of construction. AFUDC is recovered through rate base as the utility plant is depreciated. The AFUDC rate approximated 8.4% during 2011 and 7.5% during 2010.


Income Taxes



Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)



Investment tax credits are deferred and amortized over the estimated useful lives used for financial reporting purposes of the related properties.

Deferred tax assets and liabilities are recorded for all temporary differences between the tax basis of assets and liabilities and the amounts reported in the financial statements, measured at the currently enacted statutory income tax rate. Certain temporary differences have not been recognized as deferred income tax expense for ratemaking purposes. In situations when such timing differences reverse and become currently payable, and it is probable that the higher income taxes will be recoverable through rates charged customers, a net regulatory asset has been established to recognize this expected regulatory treatment.

Deferred taxes are recorded for differences that result from accelerated depreciation, contributions in aid of construction for certain contributions received from 1986 to 1996, and 2001 to 2007, investment tax credits, certain deferred charges and certain other differences in the recognition of income and expense for tax and financial reporting purposes.

Recently Adopted Financial Accounting Standards

The Company does not believe that there are any recently issued Accounting Standard Updates issued by the Financial Accounting Standards Board that have a material effect on its financial position or results of operations.

4. Acquisitions and Dispositions

Regulated Businesses



Non-regulated Business



Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)



5. Property, Plant and Equipment

The components of property, plant and equipment at December 31, are as follows:

	2011	2010
Plant in service		
Water		
Wastewater		
Other		
Total		
Plant under construction		
Accumulated depreciation		
Plant acquisition adjustments, net		
Property, plant and equipment, net		

6. Accounts Receivable

The components of accounts receivable at December 31, are as follows:

	2011	2010
Billed utility revenue		
Unbilled utility revenue		
Total		
Less allowance for doubtful accounts		
Accounts receivable, net		

The following table summarizes the activity of the allowance for doubtful accounts for the years ended December 31:

	2011	2010
Balance at January 1,		
Amounts charged to expense		
Amounts written off, net		
Balance at December 31,		

Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)

7. Goodwill

The following table summarizes the changes in the carrying amounts of goodwill for the years ended December 31:

	2011	2010
Balance at January 1,		
Discontinued non-regulated business		
Balance at December 31,		

Note: There are no accumulated impairment losses.

8. Regulatory Assets and Deferred Charges

The components of regulatory assets and deferred charges at December 31, are as follows:

	2011	2010
Regulatory assets		
Rate case filing expenses		
Deferred income taxes		
Total		
Deferred charges		
Debt acquisition expense		
Maintenance and testing		
Other		
Total		

The regulatory assets related to deferred income taxes will be adjusted as the amounts reverse and are included in income tax expense for regulatory purposes. Other regulatory assets and deferred charges are being amortized over periods that typically range from 3 to 12 years, corresponding to the period of rate recovery.

9. Long-term Debt



Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)



10. Lines of Credit



11. Dividend



12. Asset Retirement Obligation

Potential future asset retirement costs relating to certain water and wastewater properties have been identified. However, the Company has determined that it does not have any legal obligations to retire assets that would result in a material cost to the Company. In addition, the Company intends on using its assets indefinitely. Therefore, the Company has not recognized a liability for these potential asset retirement costs at December 31, 2011.

13. Employee Benefit Plans

The Company maintains a 401(k) plan. Under the terms of the plan, the Company will match \$.50 on every \$1.00 contributed by participants up to a maximum contribution equal to 3% of eligible

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Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)

compensation per participant or to the maximum permitted by law. The Company match expense was \$247 and \$225 for the years ended December 31, 2011 and 2010, respectively. The plan also includes a discretionary contribution based on the financial performance of the Company. The discretionary contribution was \$1,177 and \$813 for the years ended December 31, 2011 and 2010, respectively.

14. Income Taxes

The provision for income taxes related to operations for the years ended December 31, is as follows:

	2011	2010
Current		
Federal		
State and local		
Deferred		
Federal		
State and local		
Provision for income taxes		

The provision for (benefit from) income taxes related to the disposal of utility systems for the years ended December 31, is as follows:

	2011	2010
Current		
Federal		
State and local		
Deferred		
Federal		
State and local		
Provision for (benefit from) income taxes		

Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements
(In thousands of dollars)

A reconciliation of the statutory federal income tax rate to the effective income tax rate for the years ended December 31, is as follows:

	2011	2010
Statutory federal income tax rate		
State income taxes, net of federal tax benefit		
Valuation allowance on state net operating losses		
Equity component of AFUDC, not subject to tax		
Amortization of investment tax credits		
Other		
Effective income tax rate		

The deferred tax assets and liabilities are attributable to the following components at December 31:

	2011	2010
Deferred tax assets		
State net operating losses		
Federal net operating losses		
Valuation allowances related to state net operating losses		
Alternative minimum taxes		
Bad debt		
Other		
Total		
Deferred tax liabilities		
Plant related differences		
Deferred charges		
Regulatory assets		
Organizational costs		
Total		
Net deferred tax liability		

The accumulated deferred tax liability attributed to regulatory assets reflects the probable future regulatory treatment afforded certain temporary differences such as the tax effect of investment tax credits, the equity component of AFUDC and other regulatory actions.

A deferred tax asset related to state net operating losses, which vary in different amounts over different periods, has been recorded. Alternative minimum tax credits can be carried forward indefinitely.

Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)

The Company evaluates the realizability of its deferred tax assets on an annual basis. A valuation allowance is established when it is "more likely than not" that all or a portion of deferred tax assets will not be realized. The Company has established a valuation allowance related to certain of its state net operating losses based on estimates of future taxable income in these jurisdictions.



15. Commitments and Contingencies

Operating Leases

The Company leases office space in various buildings for its own use. Most of the lease terms are for relatively short periods of time, many of which are less than two years. The Company also leases parcels of land on which treatment plants and other facilities are situated. These land leases expire at various dates through 2085.



Minimum future lease payments due in each of the next five years and thereafter are as follows:

	Office Leases	Land Leases	Total
Year ending December 31,			
2012			
2013			
2014			
2015			
2016			
Thereafter			
Total			

Litigation

The Company is subject to various claims and other litigation matters arising in the ordinary course of the Company's business. Some of these matters are covered by insurance. Although the Company's ultimate liability in these matters cannot be determined, based upon information currently available, the Company believes that the resolution of such claims and litigation will not have a material adverse effect on its financial condition, results of operations or liquidity.

Utilities, Inc. and Subsidiaries

Notes to Consolidated Financial Statements

(In thousands of dollars)

Contingencies

In the normal course of business, the Company may enter into agreements with real estate developers related to the provision of water and/or wastewater service. These agreements may require payments to these developers that are contingent upon the number of customers added to the systems of the various operating companies. Connection charges are collected from customers as they sign up for service. Amounts due to developers are accrued as new customers are added and were \$23 at December 31, 2011 and 2010.

Naturally occurring elements are present in all ground water sources. In the western region of the United States, one of those elements is arsenic. After the federal limit on arsenic was lowered from 50 ppb to 10 ppb, one section of Spring Creek Utility Company ("SCUC"), like many other water utilities in Nevada, was granted a waiver by the Nevada Department of Environmental Protection. Subsequent to the expiration of this waiver on January 23, 2009, SCUC negotiated an Administrative Order on Consent which required the Company to become compliant with current arsenic limits by December 31, 2011. The Company completed the construction of treatment facilities at the well sites in the system and is now delivering water that is compliant with the new federal limit. The prudence of the project was approved by the Public Utility Commission of Nevada ("PUCN") as part of the SCUC Integrated Resource Plan and the recovery of the approximate \$6,000 overall cost is part of the SCUC rate case filed in December 2011 with the PUCN.

16. Reserve for Customer Refunds

On August 7, 2007, a regulated operating subsidiary of the Company filed an application with the South Carolina Public Service Commission (the "Commission") in an attempt to increase water rates. In their final order issued on February 11, 2008, the Commission denied the Company's request for rate increases. The Company petitioned the Commission to put the proposed rate increases in effect under bond and subject to refund to which the Commission agreed. The Company filed a Notice of Appeal with the South Carolina Supreme Court (the "Court") on July 2, 2009. Oral arguments were heard by the Court on November 4, 2010 and the matter is still pending.

At this time, the Company believes it is not probable that it will be required to refund the amounts collected from customers. This determination is, in part, based on briefs filed by the Office of Regulatory Staff ("ORS") to the Court during 2010 in which they argued that the rate increase is appropriate and that the Commission erred in finding that the Company failed to meet its burden of proof in establishing the need for rate increases. In addition, in October 2011, the ORS determined that the Company's testimony in this matter was consistent with their audit findings and did not contest any information provided by the Company. The rate increases billed to customers, from their effective date of May 8, 2008, total \$2,534 through December 31, 2011.

Detail Using 2013 percents

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FLTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(54)	WINANS	NICOLE D.	NV	REGULATORY STAFF ACCOUNTANT II	} Responsible for hsc office	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
(55)	WIOREK	SHARON	IL	REGULATORY STAFF ACCOUNTANT II										
(56)	ABBOTT	LORETTA E.	FL	CSR II										
(57)	ADAMS	DIANE	NC	CSR I										
(58)	BENNETT	KIMBERLY J.	FL	CSR II										
(59)	CEBALLOS	ISABEL	FL	CSR II										
(60)	CHANDLER	MATTHEW R.	FL	CONTACT CENTER SUPERVISOR										
(61)	COATES	MARGARET	NV	CSR I										
(62)	DUNN	CONSTANCE	FL	CSR II										
(63)	HINCHCLIFFE	KARON	FL	CSR I										
(64)	JENKINS	INGRID E.	NC	CSR II										
(65)	JOHNSON	MICAH	NC	CSR I										
(66)	LEGERE	KAREN	NV	CSR I										
(67)	MAYESKI	LORIE L.	FL	CSR II										
(68)	MCVICKER	CAROLYN	FL	CSR I										
(69)	ORENGO	LINETTE C.	FL	CSR I										
(70)	RICHARDSON	DONA	FL	CSR I										
(71)	ROBINSON	SHONA N.	NC	CUSTOMER SERVICE SUPERVISOR										
(72)	ROBINSON	VANESSA F.	NC	CSR II										
(73)	SANTOS	ISRAEL	FL	CSR I										
(74)	SCHNAUFER	LINDA	FL	CUSTOMER SERVICE MANAGER										
(75)	SIDES	JENNIFER	NC	CSR I										
(76)	STONEBREAKER	AMANDA	FL	CSR I										
(77)	STORM	BONNIE	FL	CSR I										
(78)	TACKETT	SAMANTHA R.	NV	CUSTOMER SERVICE SUPERVISOR										
(79)	THIMMES	KARYN L.	FL	CSR I										
(80)	THOMPSON	GLENDA	NC	CSR I										
(81)	TROWINGER	FERRELLYN L.	FL	CUSTOMER SERVICE SUPERVISOR										
(82)	VOLZ	DEBORAH E.	FL	CSR I										
(83)	WATLER	SYLVIA A.	FL	CSR I										
(84)	WOOLARD	CRYSTAL R.	NC	COLLECTIONS SPECIALIST										
(85)	CHRISTIAN	ELISE S.	FL	CUSTOMER RELATIONS SPECIALIST										
(86)	JONES	LORI LYNN	FL	CSR II										
(87)	KRUGLER	ADRIENNE R.	IL	BILLING MANAGER										
(88)	RAPONI	ANN M.	FL	ASSISTANT MANAGER, BILLING										
(89)	SASIC	KAREN L.	FL	DIRECTOR OF BILLING										
(90)	SELF	ROSE D.	NC	ASSISTANT MANAGER, BILLING										
(91)	SILLITOE	JACQUELINE	FL	CUSTOMER CARE SPECIALIST										
(92)	SILVA	LISA M.	NC	CSR II										
(93)	SVERIDA	AGNES	LA	ASSISTANT MANAGER, BILLING										
(94)	SOWELL	GEORGE	GA	CORPORATE SERVICES MANAGER										
(95)	ALBERIGI	DAVID J.	FL	FIELD TECH II										
(96)	ALDAY	JAMES R.	FL	WATER-WASTEWATER OPERATOR										
(97)	ALDAY	CALEB	FL	FIELD TECH I										
(98)	AUSTIN	ARTHUR C.	FL	FIELD TECH II										
(99)	BAILEY	ALAN R.	FL	WATER-WASTEWATER OPERATOR										
(100)	BANISTER	GERALD DAVID	SC	WATER-WASTEWATER OPERATOR										
(101)	BELCASTRO	JOSEPH C.	SC	CROSS CONNECTION TECHNICIAN										
(102)	BODIE SR	JOHN L.	SC	AREA MANAGER										
(103)	BOERSMA	DAVID A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(104)	BRANDT	MICHAEL J.	LA	AREA MANAGER										
(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR										
(106)	BROWN	DONNA R.	FL	FIELD TECH II										

work for
Calvin
44/6

None changed
None changed
None changed

44-1p2

44-1p2

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

TOTALS				Percent	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Allocated								
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR									
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR									
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR									
(110)	BYRD	LARRY L.	FL	WATER-WASTEWATER OPERATOR									
(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II									
(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR									
(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR									
(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER									
(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN									
(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER									
(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER									
(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR									
(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR									
(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR									
(121)	COOPER	ROBERT K.	FL	FIELD TECH III									
(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER									
(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER									
(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR									
(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR									
(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR									
(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR									
(128)	EBERT	HAROLD	FL	FIELD TECH II									
(129)	EBERT	SHAWN M.	FL	FIELD TECH II									
(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER									
(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER									
(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR									
(133)	FINIGAN	MICHAEL A.	FL	FIELD TECH I									
(134)	FORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR									
(135)	FOWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR									
(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR									
(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR									
(138)	GENTILUCCI	DOMENIC V.	FL	AREA MANAGER									
(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER									
(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR									
(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER									
(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR									
(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR									
(144)	GRAINGER	LERROY	FL	FIELD TECH I									
(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR									
(146)	GRAY	PATRICK	FL	FIELD TECH I									
(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR									
(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR									
(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR									
(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR									
(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR									
(152)	HERMANO	RODEL R.	FL	FIELD TECH II									
(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR									
(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR									
(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II									
(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR									
(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR									
(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR									
(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER									

44-1p3

44-1p3

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

TOTALS				Percent								HEALTH	OTHER
LINE NO	LAST NAME	FIRST NAME	OCATIO	Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	INSURANCE	BENEFITS
(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR									
(161)	KILGORE	JAMES A	FL	WATER-WASTEWATER OPERATOR									
(162)	KILGORE JR	JAMES	FL	FIELD TECH I									
(163)	KNOPP	KENNETH W.	SC	WATER-WASTEWATER OPERATOR									
(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR									
(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR									
(166)	LOCKLAIR	JONATHAN W	SC	FIELD TECH I									
(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR									
(168)	MARINELLI	JOHN A.	FL	AREA MANAGER									
(169)	MATTESON	SEYD	FL	WATER-WASTEWATER OPERATOR									
(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR									
(171)	MEARIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR									
(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR									
(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR									
(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER									
(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR									
(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR									
(177)	MORAN	JOSHUA	LA	FIELD TECH I									
(178)	MORRELL	MATTHEW J.	FL	FIELD TECH II									
(179)	NEAL	WILLIAM L.	FL	AREA MANAGER									
(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR									
(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN									
(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR									
(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I									
(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER									
(185)	POLK	RYAN	LA	MAINTENANCE WORKER									
(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR									
(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR									
(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR									
(189)	REINCKE	SEAN	FL	FIELD TECH I									
(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR									
(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I									
(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II									
(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR									
(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I									
(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I									
(196)	SCHMIDT	MIKE	SC	FIELD TECH I									
(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER									
(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II									
(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR									
(200)	SHOFFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR									
(201)	SHUE	MICKEY A.	FL	FIELD TECH II									
(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR									
(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR									
(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR									
(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR									
(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR									
(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR									
(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR									
(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I									
(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR									
(211)	USSERY	JONATHAN N	LA	FIELD TECH I									
(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR									

44-1p4

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS						Percent	ANNUAL SALARY	OVERTIME	SALARY	FIGA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS									
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE		Allocated																		
(213)	WATKINS	CEDRIC	FL	FIELD TECH II																				
(214)	WELLS	DONALD R	SC	FIELD TECH II																				
(215)	WHITE	DAVID A.	SC	PROJECT MANAGER	} none changed																			
(216)	WIGGINS	KEVIN	SC	FIELD TECH I																				
(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR																				
(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER																				
(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR																				
(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I																				
(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR																				
(222)	BAILEY	ANNETTE L.	SC	ADMINSTRATIVE ASSISTANT	} none changed																			
(223)	COLLJE	LINDA F.	LA	ADMINSTRATIVE ASSISTANT																				
(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINSTRATIVE ASSISTANT																				
(225)	DIPASQUALE	SUSAN M.	FL	ADMINSTRATIVE ASSISTANT																				
(226)	FLYNN	PATRICK C.	FL	REGIONAL DIRECTOR																				
(227)	GRAHAM	VIVIAN E.	LA	ADMINSTRATIVE ASSISTANT	} none changed																			
(228)	HANKS	PEGGY J.	FL	ADMINSTRATIVE ASSISTANT																				
(229)	THOMAS	NETTIE M.	SC	ADMINSTRATIVE ASSISTANT																				
(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR	} none changed																			
																11,917,897.20	132,928.08	12,050,825.28	865,712.73	96,600.00	151,882.65	647,272.96	1,647,658.63	106,757.38

44-1 ps

44-1 ps

Utilities Inc.
 Audit of Affiliate Transactions
 Dkt# 120209-WS, ACN 12-254-4-1
 TYE 12/31/11

Detail Using 2013 percents

KW
 6/20/13
 JH 7/5/13

Title Marion Allocated Payroll at 2013 factors

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FIGA	FLTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
Marion County														
(1)	ANDREJKO	JAMES	IL	CONTROLLER										
(2)	COLLADO	MADELIN	NC	COLLECTIONS SPECIALIST										
(3)	DAFFER	AMBER	NV	COLLECTIONS SUPERVISOR										
(4)	DELMUNDO	ANCA	IL	A/P CLERK										
(5)	FEDERICO	ANTOINETTE	IL	A/P SUPERVISOR										
(6)	FERGUSON	CHRISTOPHER G	IL	TAX REPORTING & COMPLIANCE MANAGER										
(7)	FRIEDMAN	AVELINA	IL	TAX SPECIALIST										
(8)	GRANT	MICHAEL	IL	CAPITAL ASSETS MANAGER										
(9)	HALLORAN	BRIAN	IL	CAPITAL ASSETS ACCOUNTANT										
(10)	IWINSKI	CAMMY ANDREA	NV	COLLECTIONS SPECIALIST										
(11)	JONES	LINDA S.	FL	COLLECTIONS SPECIALIST										
(12)	KERSEY	JUSTIN P.	IL	SENIOR FINANCIAL ANALYST										
(13)	KIM	CHRISTINE	IL	CORPORATE ACCOUNTING MANAGER										
(14)	LUPPINO	NANCY L.	IL	A/P CLERK										
(15)	LUPPINO	PHYLLIS A.	IL	A/P CLERK										
(16)	MIRANDA	MARGARITA	IL	A/P CLERK										
(17)	PIETRAS	VICTORIA M.	IL	SENIOR CORPORATE ACCOUNTANT										
(18)	RAJENDRAN	SARAVANAN	IL	SENIOR FINANCIAL ANALYST										
(19)	SHIMKUS	MATTHEW D	IL	FINANCIAL PLANNING & ANALYSIS MANAGER										
(20)	WOJNICKA	PATRYCIA	IL	A/P CLERK										
(21)	ZAVILLA	ANNETTE	IL	A/P CLERK										
(22)	PAULE	NANCY P.	IL	RECEPTIONIST										
(23)	PLUMB	DEBRA A	IL	LEGAL ASSISTANT										
(24)	DEVINE	JAMES P.	IL	DIRECTOR OF HUMAN RESOURCES										
(25)	HOY	JOHN P.	IL	CHIEF OPERATING OFFICER										
(26)	JAPCZYK	JAMES F.	IL	CHIEF FINANCIAL OFFICER										
(27)	LUBERTOZZI	STEVEN M.	IL	CHIEF REGULATORY OFFICER										
(28)	OAKLEY	THOMAS G	IL	CHIEF OF STAFF, OFFICE OF CEO										
(29)	RING	DEBORAH	IL	EXECUTIVE ASSISTANT										
(30)	SPARROW	LISA A	IL	PRESIDENT & CEO										
(31)	STOVER	JOHN R.	IL	VICE PRESIDENT GENERAL										
(32)	SUDDUTH	DONALD E.	IL	VICE PRESIDENT CORPORATE DEVELOPMENT										
(33)	MALECKI	KRZYSZTOF	IL	HR GENERALIST										
(34)	MEYERS	NATHAN K	IL	HR GENERALIST										
(35)	NOVAK	JORDON	IL	ADMINISTRATIVE SERVICES MANAGER										
(36)	ORTEGA	JENNIFER	IL	HR ADMINISTRATOR										
(37)	DAVE	HARDIK	IL	DESKTOP SUPPORT ANALYST										
(38)	OSTLER	TOM	IL	IT MANAGER										
(39)	PANNOS	NICHOLAS JAMES	IL	SYSTEM ADMINISTRATOR										
(40)	SILLS	JOSEPH	IL	DESKTOP SUPPORT ANALYST										
(41)	SMUTNY	THOMAS A.	IL	NETWORK ADMINISTRATOR										
(42)	BONAGURA	JOHN F.	FL	REGIONAL FINANCE MANAGER										
(43)	DURHAM	RICK J.	FL	REGIONAL VICE PRESIDENT										
(44)	HAWS	SCOTTY L.	FL	REGIONAL COMPLIANCE & SAFETY MANAGER										
(45)	ROSE	KENDRA E.	IL	COMPLIANCE & SAFETY COORDINATOR										
(46)	ARNOUX	DIANE L.	IL	REGULATORY ASSISTANT										
(47)	BARRETT	JASON O.	IL	SENIOR REGULATORY ACCOUNTANT										
(48)	FEATHERGILL	ADAM K	IL	DOCKET CLERK										
(49)	MARKWELL	KIRSTEN E.	IL	REGULATORY ACCOUNTING MANAGER										
(50)	NORWOODS	REGENCE	IL	REGULATORY STAFF ACCOUNTANT II										
(51)	PITTS	DARRIEN	IL	REGULATORY STAFF ACCOUNTANT I										

45-189

45-288
 45-188
 45-388

Source: Reg 5

44-1 p1

Detail Using 2013 percents

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(52)	VALRIE	LAWANDA N.	IL	REGULATORY ASSISTANT	45-1 45-3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
(53)	WILLIAMS III	JOHN D.	FL	DIRECTOR OF GOVERNMENTAL AFFAIRS										
(54)	WINANS	NICOLE D.	NV	REGULATORY STAFF ACCOUNTANT II										
(55)	WIOREK	SHARON	IL	REGULATORY STAFF ACCOUNTANT II										
(56)	ABBOTT	LORETTA E.	FL	CSR II										
(57)	ADAMS	DIANE	NC	CSR I										
(58)	BENNETT	KIMBERLY J.	FL	CSR II										
(59)	CEBALLOS	ISABEL	FL	CSR II										
(60)	CHANDLER	MATTHEW R.	FL	CONTACT CENTER SUPERVISOR										
(61)	COATES	MARGARET	NV	CSR I										
(62)	DUNN	CONSTANCE	FL	CSR II										
(63)	HINCHCLIFFE	KARON	FL	CSR I										
(64)	JENKINS	INGRID E.	NC	CSR II										
(65)	JOHNSON	MICAH	NC	CSR I										
(66)	LEGERE	KAREN	NV	CSR I										
(67)	MAYESKI	LORIE L.	FL	CSR II										
(68)	MCVICKER	CAROLYN	FL	CSR I										
(69)	ORENGO	LINETTE C	FL	CSR I										
(70)	RICHARDSON	DONA	FL	CSR I										
(71)	ROBINSON	SHONA N.	NC	CUSTOMER SERVICE SUPERVISOR										
(72)	ROBINSON	VANESSA F.	NC	CSR II										
(73)	SANTOS	ISRAEL	FL	CSR I										
(74)	SCHNAUFER	LINDA	FL	CUSTOMER SERVICE MANAGER										
(75)	SIDES	JENNIFER	NC	CSR I										
(76)	STONEBREAKER	AMANDA	FL	CSR I										
(77)	STORM	BONNIE	FL	CSR I										
(78)	TACKETT	SAMANTHA R.	NV	CUSTOMER SERVICE SUPERVISOR										
(79)	THIMMES	KARYN L.	FL	CSR I										
(80)	THOMPSON	GLENDA	NC	CSR I										
(81)	TROVINGER	FERRELLYN L.	FL	CUSTOMER SERVICE SUPERVISOR										
(82)	VOLZ	DEBORAH E.	FL	CSR I										
(83)	WATLER	SYLVIA A.	FL	CSR I										
(84)	WOOLARD	CRYSTAL R.	NC	COLLECTIONS SPECIALIST										
(85)	CHRISTIAN	ELISE S.	FL	CUSTOMER RELATIONS SPECIALIST										
(86)	JONES	LORI LYNN	FL	CSR II										
(87)	KRUGLER	ADRIENNE R.	IL	BILLING MANAGER										
(88)	RAPONI	ANN M.	FL	ASSISTANT MANAGER, BILLING										
(89)	SASIC	KAREN L.	FL	DIRECTOR OF BILLING										
(90)	SELF	ROSE D.	NC	ASSISTANT MANAGER, BILLING										
(91)	SILLITOE	JACQUELINE	FL	CUSTOMER CARE SPECIALIST										
(92)	SILVA	LISA M.	NC	CSR II										
(93)	SVERJDA	AGNES	LA	ASSISTANT MANAGER, BILLING										
(94)	SOWELL	GEORGE	GA	CORPORATE SERVICES MANAGER										
(95)	ALBERIGI	DAVID J.	FL	FIELD TECH II										
(96)	ALDAY	JAMES R.	FL	WATER-WASTEWATER OPERATOR										
(97)	ALDAY	CALEB	FL	FIELD TECH I										
(98)	AUSTIN	ARTHUR C.	FL	FIELD TECH II										
(99)	BAILEY	ALAN R.	FL	WATER-WASTEWATER OPERATOR										
(100)	BANISTER	GERALD DAVID	SC	WATER-WASTEWATER OPERATOR										
(101)	BELCASTRO	JOSEPH C.	SC	CROSS CONNECTION TECHNICIAN										
(102)	BODIE SR	JOHN L.	SC	AREA MANAGER										
(103)	BOERSMA	DAVID A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(104)	BRANDT	MICHAEL J.	LA	AREA MANAGER										

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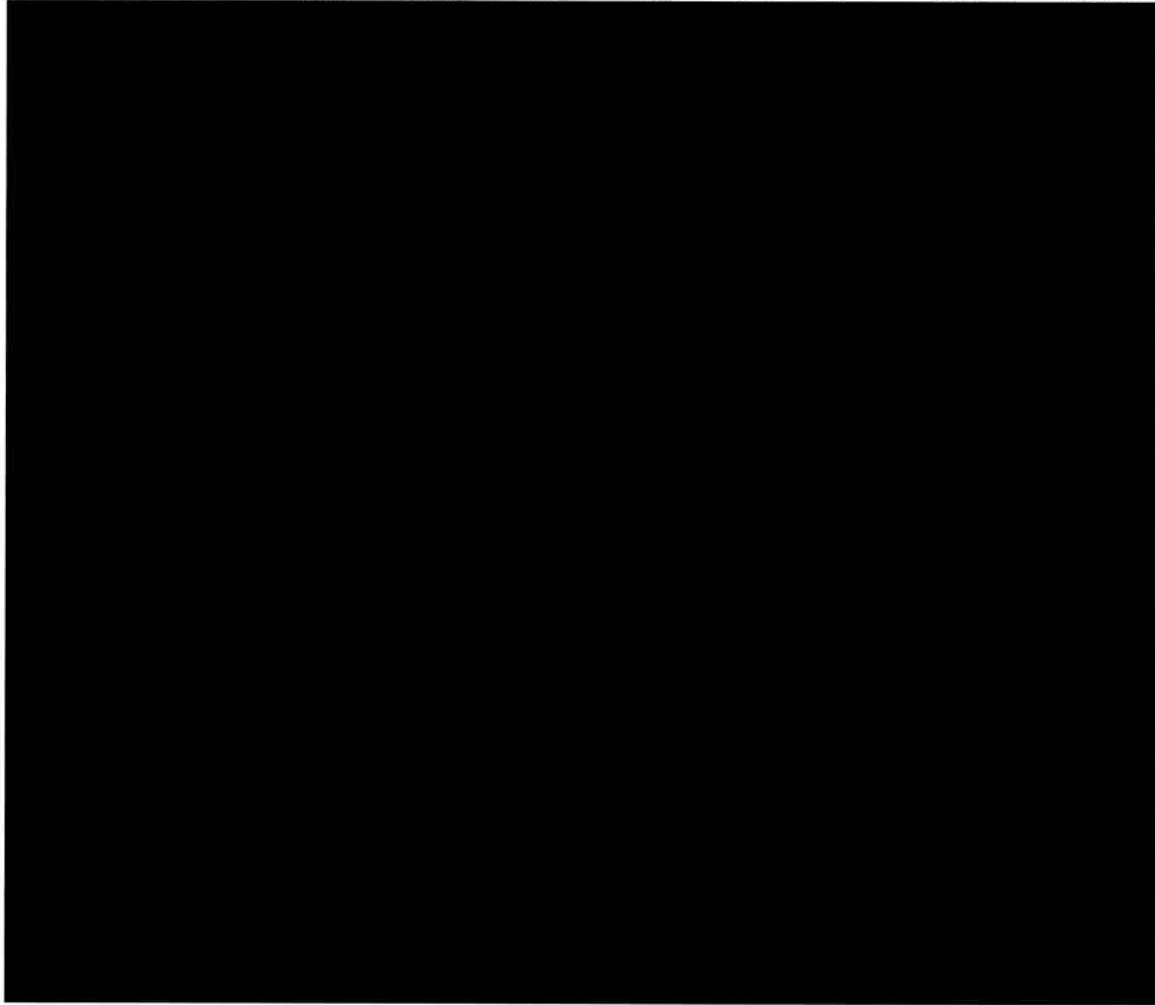
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SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR										
(106)	BROWN	DONNA R.	FL	FIELD TECH II										
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR										
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR										
(110)	BYRD	LARRY L.	FL	WATER-WASTEWATER OPERATOR										
(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II										
(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR										
(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR										
(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER										
(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN										
(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER										
(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER										
(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR										
(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR										
(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR										
(121)	COOPER	ROBERT K.	FL	FIELD TECH III										
(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER										
(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER										
(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR										
(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR										
(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR										
(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR										
(128)	EBERT	HAROLD	FL	FIELD TECH II										
(129)	EBERT	SHAWN M.	FL	FIELD TECH II										
(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER										
(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER										
(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR										
(133)	FINIGAN	MICHAEL A.	FL	FIELD TECH I										
(134)	FORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR										
(135)	FLOWER	STEVEN	SC	WATER-WASTEWATER OPERATOR										
(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR										
(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR										
(138)	GENTILUCCI	DOMENIC V.	FL	AREA MANAGER										
(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER										
(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR										
(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER										
(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR										
(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR										
(144)	GRAINGER	LEROY	FL	FIELD TECH I										
(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR										
(146)	GRAY	PATRICK	FL	FIELD TECH I										
(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR										
(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR										
(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR										
(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR										
(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR										
(152)	HERMANO	RODEL R.	FL	FIELD TECH II										
(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR										
(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR										
(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II										
(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR										
(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR										



453

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44-1
103

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR										
(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER										
(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR										
(161)	KILGORE	JAMES A	FL	WATER-WASTEWATER OPERATOR										
(162)	KILGORE JR	JAMES	FL	FIELD TECH I										
(163)	KNOPF	KENNETH W.	SC	WATER-WASTEWATER OPERATOR										
(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR										
(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR										
(166)	LOCKLAIR	JONATHAN W	SC	FIELD TECH I										
(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR										
(168)	MARINELLI	JOHN A.	FL	AREA MANAGER										
(169)	MATTESON	SEYD	FL	WATER-WASTEWATER OPERATOR										
(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR										
(171)	MEARIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR										
(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR										
(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR										
(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER										
(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR										
(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR										
(177)	MORAN	JOSHUA	LA	FIELD TECH I										
(178)	MORRELL	MATTHEW J.	FL	FIELD TECH II										
(179)	NEAL	WILLIAM L.	FL	AREA MANAGER										
(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR										
(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN										
(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I										
(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER										
(185)	POLK	RYAN	LA	MAINTENANCE WORKER										
(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR										
(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR										
(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR										
(189)	REINCKE	SEAN	FL	FIELD TECH I										
(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR										
(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I										
(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II										
(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR										
(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I										
(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I										
(196)	SCHMIDT	MIKE	SC	FIELD TECH I										
(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER										
(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II										
(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR										
(200)	SHOPFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR										
(201)	SHUE	MICKEY A.	FL	FIELD TECH II										
(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR										
(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR										
(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR										
(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR										
(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR										
(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR										
(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I										
(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR										

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SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE
(211)	USSERY	JONATHAN N	LA	FIELD TECH I
(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR
(213)	WATKINS	CEDRIC	FL	FIELD TECH II
(214)	WELLS	DONALD R	SC	FIELD TECH II
(215)	WHITE	DAVID A.	SC	PROJECT MANAGER
(216)	WIGGINS	KEVIN	SC	FIELD TECH I
(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR
(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER
(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR
(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I
(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR
(222)	BAILEY	ANNETTE L.	SC	ADMINSTRATIVE ASSISTANT
(223)	COLLIE	LINDA F.	LA	ADMINSTRATIVE ASSISTANT
(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINSTRATIVE ASSISTANT
(225)	DIPASQUALE	SUSAN M.	FL	ADMINSTRATIVE ASSISTANT
(226)	FLYNN	PATRICK C.	FL	REGIONAL DIRECTOR
(227)	GRAHAM	VIVIAN E.	LA	ADMINSTRATIVE ASSISTANT
(228)	HANKS	PEGGY J.	FL	ADMINSTRATIVE ASSISTANT
(229)	THOMAS	NETTIE M.	SC	ADMINSTRATIVE ASSISTANT
(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR

45.3

Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
	\$ 40,305.29	\$ 656.91	\$ 40,962.20	\$ 2,993.11	\$ 355.26	\$ 499.52	\$ 2,144.47	\$ 6,358.11	\$ 411.96

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Detail Using 2013 percents

Title Orange County Allocated Payroll at 2013 factors

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 on 4-1-11

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
UF - ORANGE COUNTY															
(1)	ANDREJKO	JAMES	IL	CONTROLLER	45-1p3										
(2)	COLLADO	MADELIN	NC	COLLECTIONS SPECIALIST											
(3)	DAFFER	AMBER	NV	COLLECTIONS SUPERVISOR											
(4)	DELMUNDO	ANCA	IL	A/P CLERK											
(5)	FEDERICO	ANTOINETTE	IL	A/P SUPERVISOR											
(6)	FERGUSON	CHRISTOPHER G	IL	TAX REPORTING & COMPLIANCE MANAGER											
(7)	FRIEDMAN	AVELINA	IL	TAX SPECIALIST											
(8)	GRANT	MICHAEL	IL	CAPITAL ASSETS MANAGER											
(9)	HALLORAN	BRIAN	IL	CAPITAL ASSETS ACCOUNTANT											
(10)	IWINSKI	CAMMY ANDREA	NV	COLLECTIONS SPECIALIST											
(11)	JONES	LINDA S.	FL	COLLECTIONS SPECIALIST											
(12)	KERSEY	JUSTIN P.	IL	SENIOR FINANCIAL ANALYST											
(13)	KIM	CHRISTINE	IL	CORPORATE ACCOUNTING MANAGER											
(14)	LUPPINO	NANCY L.	IL	A/P CLERK											
(15)	LUPPINO	PHYLLIS A.	IL	A/P CLERK											
(16)	MIRANDA	MARGARITA	IL	A/P CLERK											
(17)	PIETRAS	VICTORIA M.	IL	SENIOR CORPORATE ACCOUTANT											
(18)	RAJENDRAN	SARAVANAN	IL	SENIOR FINANCIAL ANALYST											
(19)	SHIMKUS	MATTHEW D	IL	FINANCIAL PLANNING & ANALYSIS MANAGER											
(20)	WOJNICKA	PATRYCJA	IL	A/P CLERK											
(21)	ZAVILLA	ANNETTE	IL	A/P CLERK											
(22)	PAULE	NANCY P.	IL	RECEPTIONIST											
(23)	PLUMB	DEBRA A	IL	LEGAL ASSISTANT											
(24)	DEVINE	JAMES P.	IL	DIRECTOR OF HUMAN RESOURCES											
(25)	HOY	JOHN P.	IL	CHIEF OPERATING OFFICER											
(26)	JAPCZYK	JAMES F.	IL	CHIEF FINANCIAL OFFICER											
(27)	LUBERTOZZI	STEVEN M.	IL	CHIEF REGULATORY OFFICER											
(28)	OAKLEY	THOMAS G	IL	CHIEF OF STAFF, OFFICE OF CEO											
(29)	RING	DEBORAH	IL	EXECUTIVE ASSISTANT											
(30)	SPARROW	LISA A	IL	PRESIDENT & CEO											
(31)	STOVER	JOHN R.	IL	VICE PRESIDENT GENERAL											
(32)	SUDDUTH	DONALD E.	IL	VICE PRESIDENT CORPORATE DEVELOPMENT											
(33)	MALECKI	KRZYSZTOF	IL	HR GENERALIST											
(34)	MEYERS	NATHAN K	IL	HR GENERALIST											
(35)	NOVAK	JORDON	IL	ADMINISTRATIVE SERVICES MANAGER											
(36)	ORTEGA	JENNIFER	IL	HR ADMINISTRATOR											
(37)	DAVE	HARDIK	IL	DESKTOP SUPPORT ANALYST											
(38)	OSTLER	TOM	IL	IT MANAGER											
(39)	PANNOS	NICHOLAS JAMES	IL	SYSTEM ADMINISTRATOR											
(40)	SILLS	JOSEPH	IL	DESKTOP SUPPORT ANALYST											
(41)	SMUTNY	THOMAS A.	IL	NETWORK ADMINISTRATOR											
(42)	BONAGURA	JOHN F.	FL	REGIONAL FINANCE MANAGER		45-2p									
(43)	DURHAM	RICK J.	FL	REGIONAL VICE PRESIDENT											
(44)	HAWS	SCOTTY L.	FL	REGIONAL COMPLIANCE & SAFETY MANAGER											
(45)	ROSE	KENDRA E.	IL	COMPLIANCE & SAFETY COORDINATOR		45-1p3									
(46)	ARNOUX	DIANE L.	IL	REGULATORY ASSISTANT											
(47)	BARRETT	JASON O.	IL	SENIOR REGULATORY ACCOUNTANT											
(48)	FEATHERGILL	ADAM K	IL	DOCKET CLERK		45-2p									
(49)	MARKWELL	KIRSTEN E.	IL	REGULATORY ACCOUNTING MANAGER		45-1p3									
(50)	NORWOODS	REGENCE	IL	REGULATORY STAFF ACCOUNTANT II		45-2p									
(51)	PITTS	DARRIEN	IL	REGULATORY STAFF ACCOUNTANT I											
(52)	VALRIE	LAWANDA N.	IL	REGULATORY ASSISTANT		45-1p3									

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Source: Reg 15

salaries 2nd revised.xlsx

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Detail Using 2013 percents

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FLTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER										
(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR										
(161)	KILGORE	JAMES A	FL	WATER-WASTEWATER OPERATOR										
(162)	KILGORE JR	JAMES	FL	FIELD TECH I										
(163)	KNOPP	KENNETH W.	SC	WATER-WASTEWATER OPERATOR										
(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR										
(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR										
(166)	LOCKLAIR	JONATHAN W	SC	FIELD TECH I										
(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR										
(168)	MARINELLI	JOHN A.	FL	AREA MANAGER										
(169)	MATTESON	SEYD	FL	WATER-WASTEWATER OPERATOR										
(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR										
(171)	MEARIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR										
(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR										
(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR										
(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER										
(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR										
(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR										
(177)	MORAN	JOSHUA	LA	FIELD TECH I										
(178)	MORRELL	MATTHEW J	FL	FIELD TECH II										
(179)	NEAL	WILLIAM L.	FL	AREA MANAGER										
(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR										
(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN										
(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I										
(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER										
(185)	POLK	RYAN	LA	MAINTENANCE WORKER										
(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR										
(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR										
(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR										
(189)	REINCKE	SEAN	FL	FIELD TECH I										
(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR										
(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I										
(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II										
(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR										
(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I										
(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I										
(196)	SCHMIDT	MIKE	SC	FIELD TECH I										
(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER										
(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II										
(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR										
(200)	SHOFFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR										
(201)	SHUE	MICKEY A.	FL	FIELD TECH II										
(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR										
(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR										
(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR										
(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR										
(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR										
(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR										
(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I										
(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR										
(211)	USSERY	JONATHAN N	LA	FIELD TECH I										

102
1-44

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS				Percent											
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
(106)	BROWN	DONNA R.	FL	FIELD TECH II	45.3										
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR											
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR											
(110)	BYRD	LARRY L.	FL	WATER-WASTEWATER OPERATOR											
(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II											
(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR											
(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR											
(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER											
(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN											
(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER											
(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER											
(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR											
(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR											
(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR											
(121)	COOPER	ROBERT K.	FL	FIELD TECH III											
(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER											
(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER											
(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR											
(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR											
(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR											
(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR											
(128)	EBERT	HAROLD	FL	FIELD TECH II											
(129)	EBERT	SHAWN M.	FL	FIELD TECH II											
(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER											
(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER											
(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR											
(133)	FINIGAN	MICHAEL A.	FL	FIELD TECH I											
(134)	FORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR											
(135)	FWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR											
(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR											
(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR											
(138)	GENTILUOCI	DOMENIC V.	FL	AREA MANAGER											
(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER											
(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR											
(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER											
(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR											
(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR											
(144)	GRAINGER	LEROY	FL	FIELD TECH I											
(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR											
(146)	GRAY	PATRICK	FL	FIELD TECH I											
(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR											
(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR											
(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR											
(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR											
(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR											
(152)	HERMANO	RODEL R.	FL	FIELD TECH II											
(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR											
(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR											
(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II											
(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR											
(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR											
(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR											

502
1-14

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS										
(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR	45.3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]										
(213)	WATKINS	CEDRIC	FL	FIELD TECH II																				
(214)	WELLS	DONALD R	SC	FIELD TECH II																				
(215)	WHITE	DAVID A.	SC	PROJECT MANAGER																				
(216)	WIGGINS	KEVIN	SC	FIELD TECH I																				
(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR																				
(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER																				
(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR																				
(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I																				
(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR																				
(222)	BAILEY	ANNETTE L.	SC	ADMINSTRATIVE ASSISTANT																				
(223)	COLLIE	LINDA F.	LA	ADMINSTRATIVE ASSISTANT																				
(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINSTRATIVE ASSISTANT																				
(225)	DIPASQUALE	SUSAN M.	FL	ADMINSTRATIVE ASSISTANT																				
(226)	FLYNN	PATRICK C.	FL	REGIONAL DIRECTOR																				
(227)	GRAHAM	VIVIAN E.	LA	ADMINSTRATIVE ASSISTANT																				
(228)	HANKS	PEGGY J.	FL	ADMINSTRATIVE ASSISTANT																				
(229)	THOMAS	NETTIE M.	SC	ADMINSTRATIVE ASSISTANT																				
(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR																				
															18,586.23	85.95	18,672.18	1,357.35	153.65	224.23	1,046.80	2,747.34	178.01	

+1735.23

3972.15

50
1-1411

Detail Using 2013 percents

KW
 5/21/13
 JWP
 7/5/13

Title Pasco Allocated Payroll at 2013 factors

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
UIE - PASCO COUNTY										
(1)	ANDREJKO	JAMES	IL	CONTROLLER						
(2)	COLLADO	MADELIN	NC	COLLECTIONS SPECIALIST						
(3)	DAFFER	AMBER	NV	COLLECTIONS SUPERVISOR						
(4)	DELMUNDO	ANCA	IL	A/P CLERK						
(5)	FEDERICO	ANTOINETTE	IL	A/P SUPERVISOR						
(6)	FERGUSON	CHRISTOPHER G	IL	TAX REPORTING & COMPLIANCE MANAGER						
(7)	FRIEDMAN	AVELINA	IL	TAX SPECIALIST						
(8)	GRANT	MICHAEL	IL	CAPITAL ASSETS MANAGER						
(9)	HALLORAN	BRIAN	IL	CAPITAL ASSETS ACCOUNTANT						
(10)	IWINSKI	CAMMY ANDREA	NV	COLLECTIONS SPECIALIST						
(11)	JONES	LINDA S.	FL	COLLECTIONS SPECIALIST						
(12)	KERSEY	JUSTIN P.	IL	SENIOR FINANCIAL ANALYST						
(13)	KIM	CHRISTINE	IL	CORPORATE ACCOUNTING MANAGER						
(14)	LUPPINO	NANCY L.	IL	A/P CLERK						
(15)	LUPPINO	PHYLLIS A.	IL	A/P CLERK						
(16)	MIRANDA	MARGARITA	IL	A/P CLERK						
(17)	PIETRAS	VICTORIA M.	IL	SENIOR CORPORATE ACCOUNTANT						
(18)	RAJENDRAN	SARAVANAN	IL	SENIOR FINANCIAL ANALYST						
(19)	SHIMKUS	MATTHEW D	IL	FINANCIAL PLANNING & ANALYSIS MANAGER						
(20)	WOJNICKA	PATRYCJA	IL	A/P CLERK						
(21)	ZAVILLA	ANNETTE	IL	A/P CLERK						
(22)	PAULE	NANCY P.	IL	RECEPTIONIST						
(23)	PLUMB	DEBRA A	IL	LEGAL ASSISTANT						
(24)	DEVINE	JAMES P.	IL	DIRECTOR OF HUMAN RESOURCES						
(25)	HOY	JOHN P.	IL	CHIEF OPERATING OFFICER						
(26)	JAPCZYK	JAMES F.	IL	CHIEF FINANCIAL OFFICER						
(27)	LUBERTOZZI	STEVEN M.	IL	CHIEF REGULATORY OFFICER						
(28)	OAKLEY	THOMAS G	IL	CHIEF OF STAFF, OFFICE OF CEO						
(29)	RING	DEBORAH	IL	EXECUTIVE ASSISTANT						
(30)	SPARROW	LISA A	IL	PRESIDENT & CEO						
(31)	STOVER	JOHN R.	IL	VICE PRESIDENT GENERAL						
(32)	SUDDUTH	DONALD E.	IL	VICE PRESIDENT CORPORATE DEVELOPMENT						
(33)	MALECKI	KRZYSZTOF	IL	HR GENERALIST						
(34)	MEYERS	NATHAN K	IL	HR GENERALIST						
(35)	NOVAK	JORDON	IL	ADMINISTRATIVE SERVICES MANAGER						
(36)	ORTEGA	JENNIFER	IL	HR ADMINISTRATOR						
(37)	DAVE	HARDIK	IL	DESKTOP SUPPORT ANALYST						
(38)	OSTLER	TOM	IL	IT MANAGER						
(39)	PANNOS	NICHOLAS JAMES	IL	SYSTEM ADMINISTRATOR						
(40)	SILLS	JOSEPH	IL	DESKTOP SUPPORT ANALYST						
(41)	SMUTNY	THOMAS A.	IL	NETWORK ADMINISTRATOR						
(42)	BONAGURA	JOHN F.	FL	REGIONAL FINANCE MANAGER						
(43)	DURHAM	RICK J.	FL	REGIONAL VICE PRESIDENT						
(44)	HAWS	SCOTTY L.	FL	REGIONAL COMPLIANCE & SAFETY MANAGER						
(45)	ROSE	KENDRA E.	IL	COMPLIANCE & SAFETY COORDINATOR						
(46)	ARNOUX	DIANE L.	IL	REGULATORY ASSISTANT						
(47)	BARRETT	JASON O.	IL	SENIOR REGULATORY ACCOUNTANT						
(48)	FEATHERGILL	ADAM K	IL	DOCKET CLERK						
(49)	MARKWELL	KIRSTEN E.	IL	REGULATORY ACCOUNTING MANAGER						
(50)	NORWOODS	REGENCE	IL	REGULATORY STAFF ACCOUNTANT II						
(51)	PITTS	DARRIEN	IL	REGULATORY STAFF ACCOUNTANT I						

45-1p3

45-2p1

104
 301
 1-74

Source: Reg 5

44-1
 2

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR										
(106)	BROWN	DONNA R.	FL	FIELD TECH II										
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR										
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR	45-3									
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR										
(110)	BYRD	LARRY L.	FL	WATER-WASTEWATER OPERATOR										
(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II										
(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR										
(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR										
(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER										
(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN										
(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER										
(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER										
(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR										
(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR										
(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR										
(121)	COOPER	ROBERT K.	FL	FIELD TECH III										
(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER										
(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER										
(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR										
(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR										
(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR										
(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR										
(128)	EBERT	HAROLD	FL	FIELD TECH II										
(129)	EBERT	SHAWN M.	FL	FIELD TECH II										
(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER										
(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER										
(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR										
(133)	PINIGAN	MICHAEL A.	FL	FIELD TECH I										
(134)	PORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR										
(135)	FOWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR										
(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR										
(137)	FRJEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR										
(138)	GENTILUCCI	DOMENIC V.	FL	AREA MANAGER										
(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER										
(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR										
(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER										
(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR										
(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR										
(144)	GRAINGER	LEROY	FL	FIELD TECH I										
(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR										
(146)	GRAY	PATRICK	FL	FIELD TECH I										
(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR										
(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR										
(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR										
(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR										
(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR										
(152)	HERMANO	RODEL R.	FL	FIELD TECH II										
(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR										
(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR										
(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II										
(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR										
(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR										

2013
 1-11-13

Detail Using 2013 percents

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE
(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR
(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER
(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR
(161)	KILGORE	JAMES A	FL	WATER-WASTEWATER OPERATOR
(162)	KILGORE JR	JAMES	FL	FIELD TECH I
(163)	KNOPF	KENNETH W.	SC	WATER-WASTEWATER OPERATOR
(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR
(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR
(166)	LOCKLAIR	JONATHAN W	SC	FIELD TECH I
(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR
(168)	MARINELLI	JOHN A.	FL	AREA MANAGER
(169)	MATTESON	SEYD	FL	WATER-WASTEWATER OPERATOR
(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR
(171)	MEARIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR
(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR
(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR
(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER
(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR
(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR
(177)	MORAN	JOSHUA	LA	FIELD TECH I
(178)	MORRELL	MATTHEW J.	FL	FIELD TECH II
(179)	NEAL	WILLIAM L.	FL	AREA MANAGER
(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR
(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN
(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR
(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I
(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER
(185)	POLK	RYAN	LA	MAINTENANCE WORKER
(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR
(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR
(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR
(189)	REINCKE	SEAN	FL	FIELD TECH I
(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR
(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I
(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II
(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR
(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I
(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I
(196)	SCHMIDT	MIKE	SC	FIELD TECH I
(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER
(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II
(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR
(200)	SHOFFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR
(201)	SHUE	MICKEY A.	FL	FIELD TECH II
(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR
(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR
(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR
(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR
(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR
(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR
(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR
(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I
(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR

Percent Allocated ANNUAL SALARY OVERTIME SALARY FICA FUTA SUTA 401K HEALTH INSURANCE OTHER BENEFITS

115-3

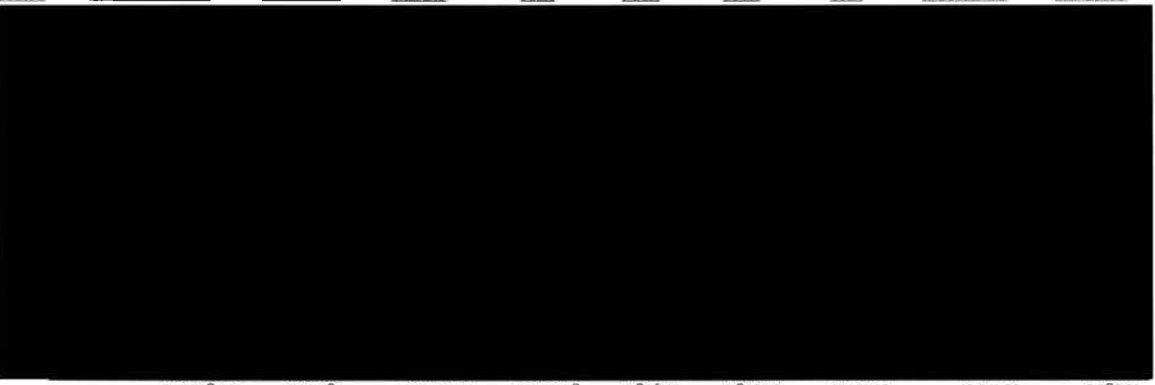
44-1
304

Detail Using 2013 percents

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	LOCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(211)	USSERY	JONATHAN N	LA	FIELD TECH I										
(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR										
(213)	WATKINS	CEDRIC	FL	FIELD TECH II										
(214)	WELLS	DONALD R	SC	FIELD TECH II										
(215)	WHITE	DAVID A.	SC	PROJECT MANAGER										
(216)	WIGGINS	KEVIN	SC	FIELD TECH I										
(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR										
(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER										
(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR										
(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I										
(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR										
(222)	BAILEY	ANNETTE L.	SC	ADMINISTRATIVE ASSISTANT										
(223)	COLLIE	LINDA F.	LA	ADMINISTRATIVE ASSISTANT										
(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINISTRATIVE ASSISTANT										
(225)	DIPASQUALE	SUSAN M.	FL	ADMINISTRATIVE ASSISTANT										
(226)	FLYNN	PATRICK C.	FL	REGIONAL DIRECTOR										
(227)	GRAHAM	VIVIAN E.	LA	ADMINISTRATIVE ASSISTANT										
(228)	HANKS	PEGGY J.	FL	ADMINISTRATIVE ASSISTANT										
(229)	THOMAS	NETTIE M.	SC	ADMINISTRATIVE ASSISTANT										
(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR										
						305,798.90	3,394.87	309,193.77	22,727.38	2,806.27	3,800.50	15,721.93	42,941.33	2,782.31



Handwritten annotations below the table totals:

- A bracket under the FICA, FUTA, and SUTA columns with the value "29,334.15".
- A bracket under the 401K, HEALTH INSURANCE, and OTHER BENEFITS columns with the value "61,445.57".

Handwritten notes on the left margin: "3" over "1-11h".

Title Pinellas Allocated Payroll at 2013 factors

Detail Using 2013 percents

mw
6/21/13
JAP
7/5/13

45-193
XOUNT
OK(447)

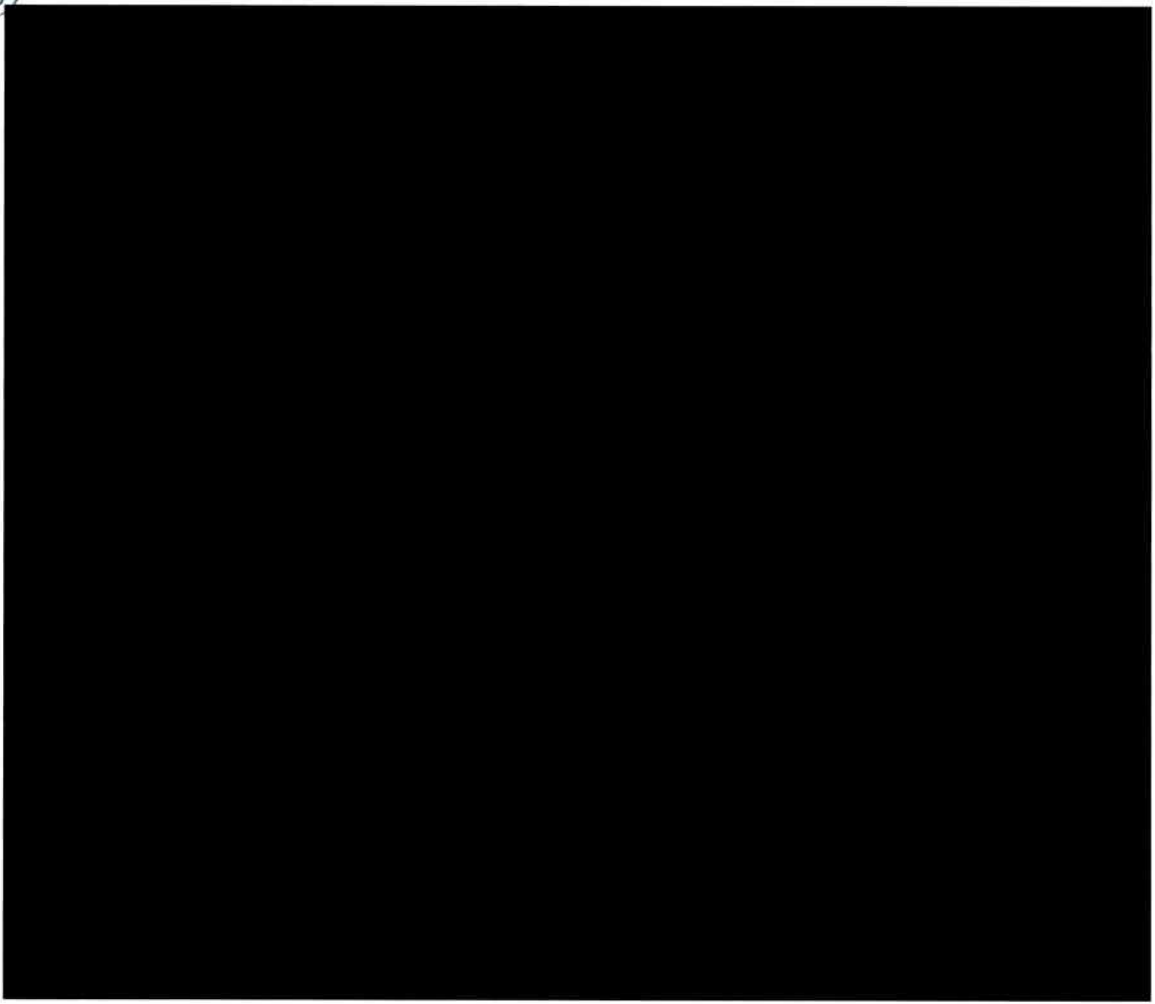
SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(1)	ANDREJKO	JAMES	IL	CONTROLLER										
(2)	COLLADO	MADELIN	NC	COLLECTIONS SPECIALIST										
(3)	DAFFER	AMBER	NV	COLLECTIONS SUPERVISOR										
(4)	DELMUNDO	ANCA	IL	A/P CLERK										
(5)	FEDERICO	ANTOINETTE	IL	A/P SUPERVISOR										
(6)	FERGUSON	CHRISTOPHER G	IL	TAX REPORTING & COMPLIANCE MANAGER										
(7)	FRIEDMAN	AVELINA	IL	TAX SPECIALIST										
(8)	GRANT	MICHAEL	IL	CAPITAL ASSETS MANAGER										
(9)	HALLORAN	BRIAN	IL	CAPITAL ASSETS ACCOUNTANT										
(10)	IWINSKI	CAMMY ANDREA	NV	COLLECTIONS SPECIALIST										
(11)	JONES	LINDA S.	FL	COLLECTIONS SPECIALIST										
(12)	KERSEY	JUSTIN P.	IL	SENIOR FINANCIAL ANALYST										
(13)	KIM	CHRISTINE	IL	CORPORATE ACCOUNTING MANAGER										
(14)	LUPPINO	NANCY L.	IL	A/P CLERK										
(15)	LUPPINO	PHYLLIS A.	IL	A/P CLERK										
(16)	MIRANDA	MARGARITA	IL	A/P CLERK										
(17)	PIETRAS	VICTORIA M.	IL	SENIOR CORPORATE ACCOUNTANT										
(18)	RAJENDRAN	SARAVANAN	IL	SENIOR FINANCIAL ANALYST										
(19)	SHIMKUS	MATTHEW D.	IL	FINANCIAL PLANNING & ANALYSIS MANAGER										
(20)	WOJNICKA	PATRYCJA	IL	A/P CLERK										
(21)	ZAVILLA	ANNETTE	IL	A/P CLERK										
(22)	PAULE	NANCY P.	IL	RECEPTIONIST										
(23)	PLUMB	DEBRA A.	IL	LEGAL ASSISTANT										
(24)	DEVINE	JAMES P.	IL	DIRECTOR OF HUMAN RESOURCES										
(25)	HOY	JOHN P.	IL	CHIEF OPERATING OFFICER										
(26)	JAPCZYK	JAMES F.	IL	CHIEF FINANCIAL OFFICER										
(27)	LUBERTOZZI	STEVEN M.	IL	CHIEF REGULATORY OFFICER										
(28)	OAKLEY	THOMAS G.	IL	CHIEF OF STAFF, OFFICE OF CEO										
(29)	RING	DEBORAH	IL	EXECUTIVE ASSISTANT										
(30)	SPARROW	LISA A.	IL	PRESIDENT & CEO										
(31)	STOVER	JOHN R.	IL	VICE PRESIDENT GENERAL										
(32)	SUDDUTH	DONALD E.	IL	VICE PRESIDENT CORPORATE DEVELOPMENT										
(33)	MALECKI	KRZYSZTOF	IL	HR GENERALIST										
(34)	MEYERS	NATHAN K.	IL	HR GENERALIST										
(35)	NOVAK	JORDON	IL	ADMINISTRATIVE SERVICES MANAGER										
(36)	ORTEGA	JENNIFER	IL	HR ADMINISTRATOR										
(37)	DAVE	HARDIK	IL	DESKTOP SUPPORT ANALYST										
(38)	OSTLER	TOM	IL	IT MANAGER										
(39)	PANNOS	NICHOLAS JAMES	IL	SYSTEM ADMINISTRATOR										
(40)	SILLS	JOSEPH	IL	DESKTOP SUPPORT ANALYST										
(41)	SMUTNY	THOMAS A.	IL	NETWORK ADMINISTRATOR										
(42)	BONAGURA	JOHN F.	FL	REGIONAL FINANCE MANAGER										
(43)	DURHAM	RICK J.	FL	REGIONAL VICE PRESIDENT										
(44)	HAWS	SCOTTY L.	FL	REGIONAL COMPLIANCE & SAFETY MANAGER										
(45)	ROSE	KENDRA E.	IL	COMPLIANCE & SAFETY COORDINATOR										
(46)	ARNOUX	DIANE L.	IL	REGULATORY ASSISTANT										
(47)	BARRETT	JASON O.	IL	SENIOR REGULATORY ACCOUNTANT										
(48)	FEATHERGILL	ADAM K.	IL	DOCKET CLERK										
(49)	MARKWELL	KIRSTEN E.	IL	REGULATORY ACCOUNTING MANAGER										
(50)	NORWOODS	REGENCE	IL	REGULATORY STAFF ACCOUNTANT II										
(51)	PITTS	DARRIEN	IL	REGULATORY STAFF ACCOUNTANT I										
(52)	VALRIE	LAWANDA N.	IL	REGULATORY ASSISTANT										

45-193

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Source: Reg 5

44-1
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Detail Using 2013 percents

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(53)	WILLIAMS III	JOHN D.	FL	DIRECTOR OF GOVERNMENTAL AFFAIRS										
(54)	WINANS	NICOLE D.	NV	REGULATORY STAFF ACCOUNTANT II										
(55)	WIOREK	SHARON	IL	REGULATORY STAFF ACCOUNTANT II										
(56)	ABBOTT	LORETTA E.	FL	CSR II										
(57)	ADAMS	DIANE	NC	CSR I										
(58)	BENNETT	KIMBERLY J.	FL	CSR II										
(59)	CEBALLOS	ISABEL	FL	CSR II										
(60)	CHANDLER	MATTHEW R.	FL	CONTACT CENTER SUPERVISOR										
(61)	COATES	MARGARET	NV	CSR I										
(62)	DUNN	CONSTANCE	FL	CSR II										
(63)	HINCHCLIFFE	KARON	FL	CSR I										
(64)	JENKINS	INGRID E.	NC	CSR II										
(65)	JOHNSON	MICAH	NC	CSR I										
(66)	LEGERE	KAREN	NV	CSR I										
(67)	MAYESKI	LORIE L.	FL	CSR II										
(68)	MCVICKER	CAROLYN	FL	CSR I										
(69)	ORENGO	LINETTE C	FL	CSR I										
(70)	RICHARDSON	DONA	FL	CSR I										
(71)	ROBINSON	SHONA N	NC	CUSTOMER SERVICE SUPERVISOR										
(72)	ROBINSON	VANESSA F.	NC	CSR II										
(73)	SANTOS	ISRAEL	FL	CSR I										
(74)	SCHNAUFER	LINDA	FL	CUSTOMER SERVICE MANAGER										
(75)	SIDES	JENNIFER	NC	CSR I										
(76)	STONEBREAKER	AMANDA	FL	CSR I										
(77)	STORM	BONNIE	FL	CSR I										
(78)	TACKETT	SAMANTHA R.	NV	CUSTOMER SERVICE SUPERVISOR										
(79)	THIMMES	KARYN L	FL	CSR I										
(80)	THOMPSON	GLENDA	NC	CSR I										
(81)	TROVINGER	FERRELLYN L.	FL	CUSTOMER SERVICE SUPERVISOR										
(82)	VOLZ	DEBORAH E.	FL	CSR I										
(83)	WATLER	SYLVIA A	FL	CSR I										
(84)	WOOLARD	CRYSTAL R	NC	COLLECTIONS SPECIALIST										
(85)	CHRISTIAN	ELISE S.	FL	CUSTOMER RELATIONS SPECIALIST										
(86)	JONES	LORI LYNN	FL	CSR II										
(87)	KRUGLER	ADRIENNE R.	IL	BILLING MANAGER										
(88)	RAPONI	ANN M.	FL	ASSISTANT MANAGER, BILLING										
(89)	SASIC	KAREN L.	FL	DIRECTOR OF BILLING										
(90)	SELF	ROSE D.	NC	ASSISTANT MANAGER, BILLING										
(91)	SILLITOE	JACQUELINE	FL	CUSTOMER CARE SPECIALIST										
(92)	SILVA	LISA M.	NC	CSR II										
(93)	SVERIDA	AGNES	LA	ASSISTANT MANAGER, BILLING										
(94)	SOWELL	GEORGE	GA	CORPORATE SERVICES MANAGER										
(95)	ALBERIGI	DAVID J.	FL	FIELD TECH II										
(96)	ALDAY	JAMES R.	FL	WATER-WASTEWATER OPERATOR										
(97)	ALDAY	CALEB	FL	FIELD TECH I										
(98)	AUSTIN	ARTHUR C.	FL	FIELD TECH II										
(99)	BAILEY	ALAN R.	FL	WATER-WASTEWATER OPERATOR										
(100)	BANISTER	GERALD DAVID	SC	WATER-WASTEWATER OPERATOR										
(101)	BELCASTRO	JOSEPH C	SC	CROSS CONNECTION TECHNICIAN										
(102)	BODIE SR	JOHN L.	SC	AREA MANAGER										
(103)	BOERSMA	DAVID A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(104)	BRANDT	MICHAEL J.	LA	AREA MANAGER										
(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR										

45-3

44-1
492

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS					Percent								HEALTH	OTHER	
LINE NO	LAST NAME	FIRST NAME	QCATIO	TITLE	Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	INSURANCE	BENEFITS	
(106)	BROWN	DONNA R.	FL	FIELD TECH II	453										
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR											
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR											
(110)	BYRD	LARRY L.	FL	WATER-WASTEWATER OPERATOR											
(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II											
(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR											
(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR											
(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER											
(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN											
(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER											
(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER											
(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR											
(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR											
(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR											
(121)	COOPER	ROBERT K.	FL	FIELD TECH III											
(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER											
(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER											
(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR											
(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR											
(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR											
(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR											
(128)	EBERT	HAROLD	FL	FIELD TECH II											
(129)	EBERT	SHAWN M.	FL	FIELD TECH II											
(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER											
(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER											
(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR											
(133)	FINIGAN	MICHAEL A.	FL	FIELD TECH I											
(134)	PORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR											
(135)	POWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR											
(136)	FRANKLIN	PIILLIP	SC	WATER-WASTEWATER OPERATOR											
(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR											
(138)	GENTILUCCI	DOMENIC V.	FL	AREA MANAGER											
(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER											
(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR											
(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER											
(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR											
(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR											
(144)	GRAINGER	LEROY	FL	FIELD TECH I											
(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR											
(146)	GRAY	PATRICK	FL	FIELD TECH I											
(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR											
(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR											
(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR											
(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR											
(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR											
(152)	HERMANO	RODEL R.	FL	FIELD TECH II											
(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR											
(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR											
(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II											
(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR											
(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR											
(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR											

3
 4
 44

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR	(453)	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
(213)	WATKINS	CEDRIC	FL	FIELD TECH II										
(214)	WELLS	DONALD R	SC	FIELD TECH II										
(215)	WHITE	DAVID A.	SC	PROJECT MANAGER										
(216)	WIGGINS	KEVIN	SC	FIELD TECH I										
(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR										
(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER										
(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR										
(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I										
(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR										
(222)	BAILEY	ANNETTE L.	SC	ADMINSTRATIVE ASSISTANT										
(223)	COLLIE	LINDA F.	LA	ADMINSTRATIVE ASSISTANT										
(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINSTRATIVE ASSISTANT										
(225)	DIPASQUALE	SUSAN M.	FL	ADMINSTRATIVE ASSISTANT										
(226)	FLYNN	PATRICK C.	FL	REGIONAL DIRECTOR										
(227)	GRAHAM	VIVIAN E.	LA	ADMINSTRATIVE ASSISTANT										
(228)	HANKS	PEGGY J.	FL	ADMINSTRATIVE ASSISTANT										
(229)	THOMAS	NETTIE M.	SC	ADMINSTRATIVE ASSISTANT										
(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR										

3097.13

6487.47

50h
1-h/h

Title Seminole Allocated Payroll at 2013 factors

Detail Using 2013 percents

KW
6/21/13
EHP
7/8/13

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
	UJF - SEMINOLE COUNTY															
	(1)	ANDREJKO	JAMES	IL	CONTROLLER											
	(2)	COLLADO	MADELIN	NC	COLLECTIONS SPECIALIST											
	(3)	DAFFER	AMBER	NV	COLLECTIONS SUPERVISOR											
	(4)	DELMUNDO	ANCA	IL	A/P CLERK											
	(5)	FEDERICO	ANTOINETTE	IL	A/P SUPERVISOR											
	(6)	FERGUSON	CHRISTOPHER G	IL	TAX REPORTING & COMPLIANCE MANAGER											
	(7)	FRIEDMAN	AVELINA	IL	TAX SPECIALIST											
	(8)	GRANT	MICHAEL	IL	CAPITAL ASSETS MANAGER											
	(9)	HALLORAN	BRIAN	IL	CAPITAL ASSETS ACCOUNTANT											
	(10)	IWINSKI	CAMMY ANDREA	NV	COLLECTIONS SPECIALIST											
	(11)	JONES	LINDA S.	FL	COLLECTIONS SPECIALIST											
	(12)	KERSEY	JUSTIN P.	IL	SENIOR FINANCIAL ANALYST											
	(13)	KIM	CHRISTINE	IL	CORPORATE ACCOUNTING MANAGER											
	(14)	LUPPINO	NANCY L.	IL	A/P CLERK											
	(15)	LUPPINO	PHYLLIS A.	IL	A/P CLERK											
	(16)	MIRANDA	MARGARITA	IL	A/P CLERK											
	(17)	PIETRAS	VICTORIA M.	IL	SENIOR CORPORATE ACCOUTANT											
	(18)	RAJENDRAN	SARAVANAN	IL	SENIOR FINANCIAL ANALYST											
	(19)	SHIMKUS	MATTHEW D	IL	FINANCIAL PLANNING & ANALYSIS MANAGER											
	(20)	WOJNICKA	PATRYCJA	IL	A/P CLERK											
	(21)	ZAVILLA	ANNETTE	IL	A/P CLERK											
	(22)	PAULE	NANCY P.	IL	RECEPTIONIST											
	(23)	PLUMB	DEBRA A	IL	LEGAL ASSISTANT											
	(24)	DEVINE	JAMES P.	IL	DIRECTOR OF HUMAN RESOURCES											
	(25)	HOY	JOHN P.	IL	CHIEF OPERATING OFFICER											
	(26)	JAPCZYK	JAMES F.	IL	CHIEF FINANCIAL OFFICER											
	(27)	LUBERTOZZI	STEVEN M.	IL	CHIEF REGULATORY OFFICER											
	(28)	OAKLEY	THOMAS G	IL	CHIEF OF STAFF, OFFICE OF CEO											
	(29)	RING	DEBORAH	IL	EXECUTIVE ASSISTANT											
	(30)	SPARROW	LISA A	IL	PRESIDENT & CEO											
	(31)	STOVER	JOHN R.	IL	VICE PRESIDENT GENERAL											
	(32)	SUDDUTH	DONALD E.	IL	VICE PRESIDENT CORPORATE DEVELOPMENT											
	(33)	MALECKI	KRZYSZTOF	IL	HR GENERALIST											
	(34)	MEYERS	NATHAN K	IL	HR GENERALIST											
	(35)	NOVAK	JORDON	IL	ADMINISTRATIVE SERVICES MANAGER											
	(36)	ORTEGA	JENNIFER	IL	HR ADMINISTRATOR											
	(37)	DAVE	HARDIK	IL	DESKTOP SUPPORT ANALYST											
	(38)	OSTLER	TOM	IL	IT MANAGER											
	(39)	PANNOS	NICHOLAS JAMES	IL	SYSTEM ADMINISTRATOR											
	(40)	SILLS	JOSEPH	IL	DESKTOP SUPPORT ANALYST											
	(41)	SMUTNY	THOMAS A.	IL	NETWORK ADMINISTRATOR											
	(42)	BONAGURA	JOHN P.	FL	REGIONAL FINANCE MANAGER											
	(43)	DURHAM	RICK J.	FL	REGIONAL VICE PRESIDENT											
	(44)	HAWS	SCOTTY L.	FL	REGIONAL COMPLIANCE & SAFETY MANAGER											
	(45)	ROSE	KENDRA E	IL	COMPLIANCE & SAFETY COORDINATOR											
	(46)	ARNOUX	DIANE L.	IL	REGULATORY ASSISTANT											
	(47)	BARRETT	JASON O.	IL	SENIOR REGULATORY ACCOUNTANT											
	(48)	FEATHERGILL	ADAM K	IL	DOCKET CLERK											
	(49)	MARKWELL	KIRSTEN E	IL	REGULATORY ACCOUNTING MANAGER											
	(50)	NORWOODS	REGENCE	IL	REGULATORY STAFF ACCOUNTANT II											
	(51)	PITTS	DARRIEN	IL	REGULATORY STAFF ACCOUNTANT I											
	(52)	VALRIE	LAWANDA N.	IL	REGULATORY ASSISTANT											

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45-2p1

S/HH

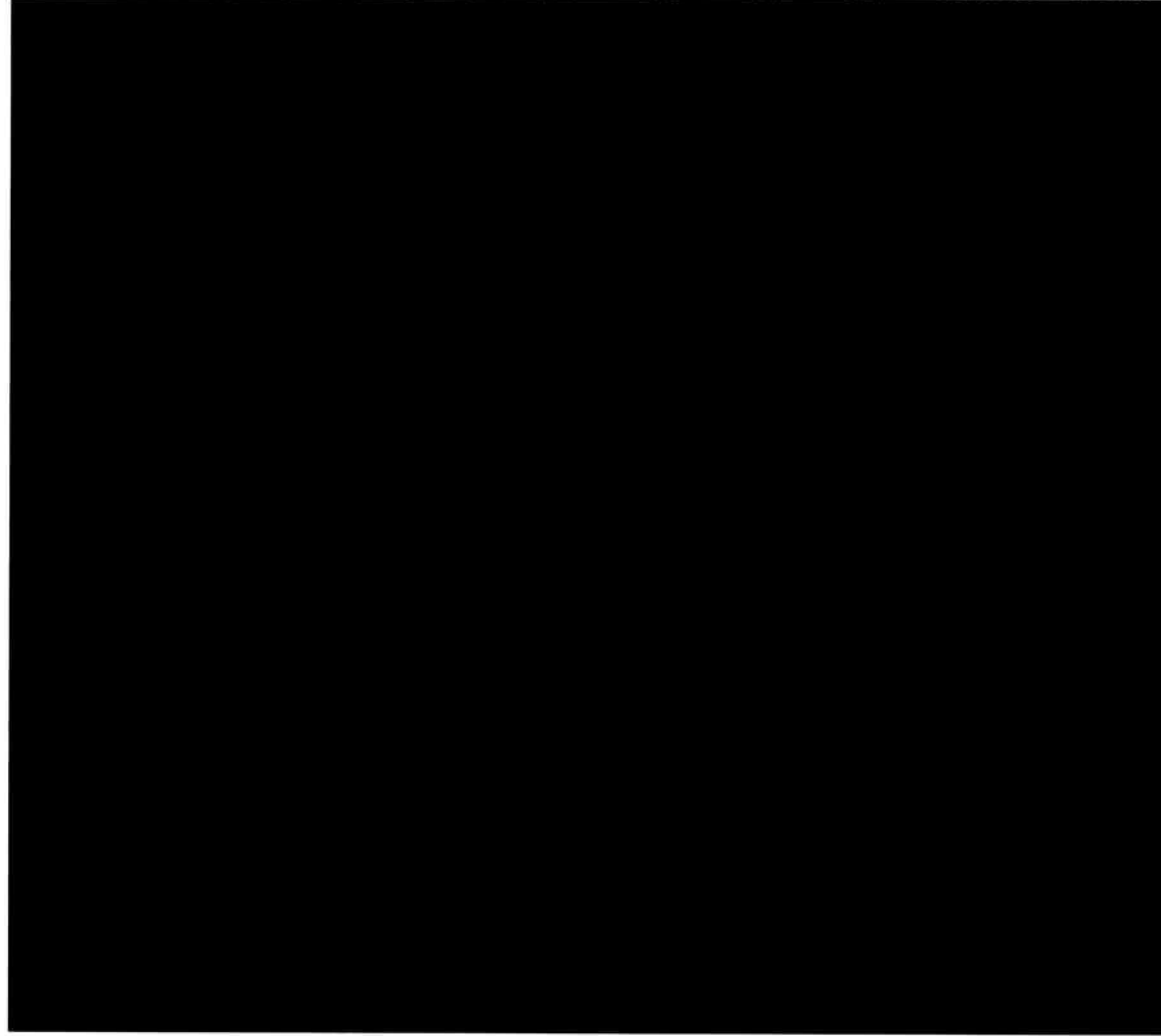
Source: Reg 5

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE
(53)	WILLIAMS III	JOHN D.	FL	DIRECTOR OF GOVERNMENTAL AFFAIRS
(54)	WINANS	NICOLE D.	NV	REGULATORY STAFF ACCOUNTANT II
(55)	WIROEK	SHARON	IL	REGULATORY STAFF ACCOUNTANT II
(56)	ABBOTT	LORETTA E.	FL	CSR II
(57)	ADAMS	DIANE	NC	CSR I
(58)	BENNETT	KIMBERLY J.	FL	CSR II
(59)	CEBALLOS	ISABEL	FL	CSR II
(60)	CHANDLER	MATTHEW R.	FL	CONTACT CENTER SUPERVISOR
(61)	COATES	MARGARET	NV	CSR I
(62)	DUNN	CONSTANCE	FL	CSR II
(63)	HINCHCLIFFE	KARON	FL	CSR I
(64)	JENKINS	INGRID E.	NC	CSR II
(65)	JOHNSON	MICAH	NC	CSR I
(66)	LEGERE	KAREN	NV	CSR I
(67)	MAYESKI	LORJE L.	FL	CSR II
(68)	MCVICKER	CAROLYN	FL	CSR I
(69)	ORENGO	LINETTE C	FL	CSR I
(70)	RICHARDSON	DONA	FL	CSR I
(71)	ROBINSON	SHONA N.	NC	CUSTOMER SERVICE SUPERVISOR
(72)	ROBINSON	VANESSA F.	NC	CSR II
(73)	SANTOS	ISRAEL	FL	CSR I
(74)	SCHNAUFER	LINDA	FL	CUSTOMER SERVICE MANAGER
(75)	SIDES	JENNIFER	NC	CSR I
(76)	STONEBREAKER	AMANDA	FL	CSR I
(77)	STORM	BONNIE	FL	CSR I
(78)	TACKETT	SAMANTHA R.	NV	CUSTOMER SERVICE SUPERVISOR
(79)	THIMMES	KARYN L.	FL	CSR I
(80)	THOMPSON	GLENDA	NC	CSR I
(81)	TROVINGER	FERRELLYN L.	FL	CUSTOMER SERVICE SUPERVISOR
(82)	VOLZ	DEBORAH E.	FL	CSR I
(83)	WATLER	SYLVIA A.	FL	CSR I
(84)	WOOLARD	CRYSTAL R.	NC	COLLECTIONS SPECIALIST
(85)	CHRISTIAN	ELISE S.	FL	CUSTOMER RELATIONS SPECIALIST
(86)	JONES	LORI LYNN	FL	CSR II
(87)	KRUGLER	ADRIENNE R.	IL	BILLING MANAGER
(88)	RAPONI	ANN M.	FL	ASSISTANT MANAGER, BILLING
(89)	SASIC	KAREN L.	FL	DIRECTOR OF BILLING
(90)	SELF	ROSE D.	NC	ASSISTANT MANAGER, BILLING
(91)	SILLITOE	JACQUELINE	FL	CUSTOMER CARE SPECIALIST
(92)	SILVA	LISA M.	NC	CSR II
(93)	SVERIDA	AGNES	LA	ASSISTANT MANAGER, BILLING
(94)	SOWELL	GEORGE	GA	CORPORATE SERVICES MANAGER
(95)	ALBERIGI	DAVID J.	FL	FIELD TECH II
(96)	ALDAY	JAMES R.	FL	WATER-WASTEWATER OPERATOR
(97)	ALDAY	CALEB	FL	FIELD TECH I
(98)	AUSTIN	ARTHUR C.	FL	FIELD TECH II
(99)	BAILEY	ALAN R.	FL	WATER-WASTEWATER OPERATOR
(100)	BANISTER	GERALD DAVID	SC	WATER-WASTEWATER OPERATOR
(101)	BELCASTRO	JOSEPH C.	SC	CROSS CONNECTION TECHNICIAN
(102)	BODIE SR	JOHN L.	SC	AREA MANAGER
(103)	BOERSMA	DAVID A.	FL	LEAD WATER-WASTEWATER OPERATOR
(104)	BRANDT	MICHAEL J.	LA	AREA MANAGER
(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR

Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
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5/22

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

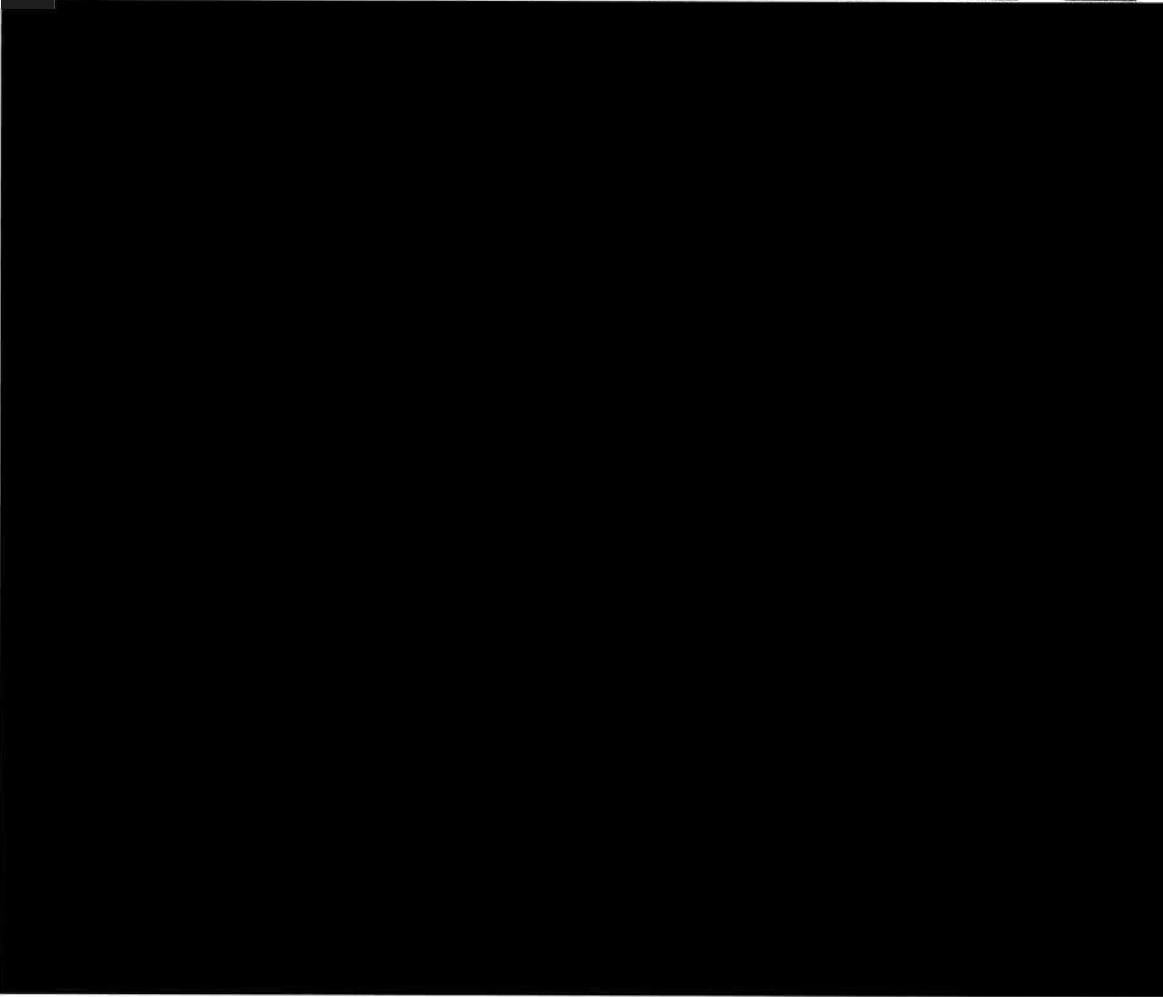
TOTALS						Percent						HEALTH	OTHER			
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE		Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	INSURANCE	BENEFITS	
(106)	BROWN	DONNA R.	FL	FIELD TECH II	45-3											
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR												
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR												
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR												
(110)	BYRD	LARRY L.	FL	WATER-WASTEWATER OPERATOR												
(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II												
(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR												
(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR												
(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER												
(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN												
(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER												
(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER												
(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR												
(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR												
(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR												
(121)	COOPER	ROBERT K.	FL	FIELD TECH III												
(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER												
(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER												
(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR												
(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR												
(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR												
(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR												
(128)	EBERT	HAROLD	FL	FIELD TECH II												
(129)	EBERT	SHAWN M.	FL	FIELD TECH II												
(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER												
(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER												
(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR												
(133)	FINIGAN	MICHAEL A.	FL	FIELD TECH I												
(134)	FORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR												
(135)	FOWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR												
(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR												
(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR												
(138)	GENTILUCCI	DOMENIC V.	FL	AREA MANAGER												
(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER												
(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR												
(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER												
(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR												
(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR												
(144)	GRAINGER	LEROY	FL	FIELD TECH I												
(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR												
(146)	GRAY	PATRICK	FL	FIELD TECH I												
(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR												
(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR												
(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR												
(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR												
(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR												
(152)	HERMANO	RODEL R.	FL	FIELD TECH II												
(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR												
(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR												
(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II												
(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR												
(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR												
(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR												

5-23
1-11

SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
 DETAIL AND ALLOCATIONS

TOTALS

LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER	45.3%										
(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR											
(161)	KILGORE	JAMES A	FL	WATER-WASTEWATER OPERATOR											
(162)	KILGORE JR	JAMES	FL	FIELD TECH I											
(163)	KNOPF	KENNETH W.	SC	WATER-WASTEWATER OPERATOR											
(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR											
(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR											
(166)	LOCKLAIR	JONATHAN W	SC	FIELD TECH I											
(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR											
(168)	MARINELLI	JOHN A.	FL	AREA MANAGER											
(169)	MATTESON	SEVD	FL	WATER-WASTEWATER OPERATOR											
(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR											
(171)	MEARIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR											
(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR											
(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR											
(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER											
(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR											
(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR											
(177)	MORAN	JOSHUA	LA	FIELD TECH I											
(178)	MORRELL	MATTHEW J.	FL	FIELD TECH II											
(179)	NEAL	WILLIAM L.	FL	AREA MANAGER											
(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR											
(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN											
(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I											
(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER											
(185)	POLK	RYAN	LA	MAINTENANCE WORKER											
(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR											
(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR											
(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR											
(189)	REINCKE	SEAN	FL	FIELD TECH I											
(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR											
(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I											
(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II											
(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR											
(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I											
(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I											
(196)	SCHMIDT	MIKE	SC	FIELD TECH I											
(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER											
(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II											
(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR											
(200)	SHOFFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR											
(201)	SHUE	MICKEY A.	FL	FIELD TECH II											
(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR											
(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR											
(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR											
(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR											
(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR											
(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR											
(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I											
(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR											
(211)	USSERY	JONATHAN N	LA	FIELD TECH I											



5
1-hh

**SALARIES AND BENEFITS FOR 2013 1Q AND 2Q RATE CASES
DETAIL AND ALLOCATIONS**

TOTALS					Percent																			
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS										
(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR	45.3%	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]										
(213)	WATKINS	CEDRIC	FL	FIELD TECH II																				
(214)	WELLS	DONALD R	SC	FIELD TECH II																				
(215)	WHITE	DAVID A.	SC	PROJECT MANAGER																				
(216)	WIGGINS	KEVIN	SC	FIELD TECH I																				
(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR																				
(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER																				
(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR																				
(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I																				
(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR																				
(222)	BAILEY	ANNETTE L.	SC	ADMINSTRATIVE ASSISTANT																				
(223)	COLLIE	LINDA F.	LA	ADMINSTRATIVE ASSISTANT																				
(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINSTRATIVE ASSISTANT																				
(225)	DIPASQUALE	SUSAN M.	FL	ADMINSTRATIVE ASSISTANT																				
(226)	FLYNN	PATRICK C.	FL	REGIONAL DIRECTOR																				
(227)	GRAHAM	VIVIAN E.	LA	ADMINSTRATIVE ASSISTANT																				
(228)	HANKS	PEGGY J.	FL	ADMINSTRATIVE ASSISTANT																				
(229)	THOMAS	NETTIE M.	SC	ADMINSTRATIVE ASSISTANT																				
(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR																				
															237,053.12	1,099.86	238,152.98	17,309.30	1,995.46	2,901.30	13,128.30	34,206.87	2,216.38	

22206.06

49551.55

585
1-11-14

Utilities Inc.
 Audit of Affiliate Transactions
 Dkt# 120209-WS, ACN 12-254-4-1
 TYE 12/31/11

Detail using 2011 percents

KW JLP
 6/21/13

TOTALS LINE NO	LAST NAME	FIRST NAME	Title	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
UIF - ORANGE COUNTY													
(1)	ANDREJKO	JAMES	IL CONTROLLER										
(2)	COLLADO	MADELIN	NC COLLECTIONS SPECIALIST										
(3)	DAFFER	AMBER	NV COLLECTIONS SUPERVISOR										
(4)	DELMUNDO	ANCA	IL A/P CLERK										
(5)	FEDERICO	ANTOINETTE	IL A/P SUPERVISOR										
(6)	FERGUSON	CHRISTOPHER G	IL TAX REPORTING & COMPLIANCE MANAGER										
(7)	FRIEDMAN	AVELINA	IL TAX SPECIALIST										
(8)	GRANT	MICHAEL	IL CAPITAL ASSETS MANAGER										
(9)	HALLORAN	BRIAN	IL CAPITAL ASSETS ACCOUNTANT										
(10)	IWINSKI	CAMMY ANDREA	NV COLLECTIONS SPECIALIST										
(11)	JONES	LINDA S.	FL COLLECTIONS SPECIALIST										
(12)	KERSEY	JUSTIN P.	IL SENIOR FINANCIAL ANALYST										
(13)	KIM	CHRISTINE	IL CORPORATE ACCOUNTING MANAGER										
(14)	LUPPINO	NANCY L.	IL A/P CLERK										
(15)	LUPPINO	PHYLLIS A.	IL A/P CLERK										
(16)	MIRANDA	MARGARITA	IL A/P CLERK										
(17)	PIETRAS	VICTORIA M.	IL SENIOR CORPORATE ACCOUNTANT										
(18)	RAJENDRAN	SARAVANAN	IL SENIOR FINANCIAL ANALYST										
(19)	SHIMKUS	MATTHEW D	IL FINANCIAL PLANNING & ANALYSIS MANAGER										
(20)	WOJNICKA	PATRYCJA	IL A/P CLERK										
(21)	ZAVILLA	ANNETTE	IL A/P CLERK										
(22)	PAULE	NANCY P.	IL RECEPTIONIST										
(23)	PLUMB	DEBRA A	IL LEGAL ASSISTANT										
(24)	DEVINE	JAMES P.	IL DIRECTOR OF HUMAN RESOURCES										
(25)	HOY	JOHN P.	IL CHIEF OPERATING OFFICER										
(26)	JAPCZYK	JAMES F.	IL CHIEF FINANCIAL OFFICER										
(27)	LUBERTOZZI	STEVEN M.	IL CHIEF REGULATORY OFFICER										
(28)	OAKLEY	THOMAS G	IL CHIEF OF STAFF, OFFICE OF CEO										
(29)	RING	DEBORAH	IL EXECUTIVE ASSISTANT										
(30)	SPARROW	LISA A	IL PRESIDENT & CEO										
(31)	STOVER	JOHN R.	IL VICE PRESIDENT GENERAL										
(32)	SUDDUTH	DONALD E.	IL VICE PRESIDENT CORPORATE DEVELOPMENT										
(33)	MALECKI	KRZYSZTOF	IL HR GENERALIST										
(34)	MEYERS	NATHAN K	IL HR GENERALIST										
(35)	NOVAK	JORDON	IL ADMINISTRATIVE SERVICES MANAGER										
(36)	ORTEGA	JENNIFER	IL HR ADMINISTRATOR										
(37)	DAVE	HARDIK	IL DESKTOP SUPPORT ANALYST										
(38)	OSTLER	TOM	IL IT MANAGER										
(39)	PANNOS	NICHOLAS JAMES	IL SYSTEM ADMINISTRATOR										
(40)	SILLS	JOSEPH	IL DESKTOP SUPPORT ANALYST										
(41)	SMUTNY	THOMAS A.	IL NETWORK ADMINISTRATOR										
(42)	BONAGURA	JOHN F.	FL REGIONAL FINANCE MANAGER										
(43)	DURHAM	RICK J.	FL REGIONAL VICE PRESIDENT										
(44)	HAWS	SCOTTY L.	FL REGIONAL COMPLIANCE & SAFETY MANAGER										
(45)	ROSE	KENDRA E.	IL COMPLIANCE & SAFETY COORDINATOR										
(46)	ARNOUX	DIANE L.	IL REGULATORY ASSISTANT										
(47)	BARRETT	JASON O.	IL SENIOR REGULATORY ACCOUNTANT										
(48)	FEATHERGILL	ADAM K	IL DOCKET CLERK										
(49)	MARKWELL	KIRSTEN E.	IL REGULATORY ACCOUNTING MANAGER										
(50)	NORWOODS	REGENCE	IL REGULATORY STAFF ACCOUNTANT II										
(51)	PITTS	DARRIEN	IL REGULATORY STAFF ACCOUNTANT I										
(52)	VALRIE	LAWANDA N.	IL REGULATORY ASSISTANT										
(53)	WILLIAMS III	JOHN D.	FL DIRECTOR OF GOVERNMENTAL AFFAIRS										

45-113

45-211



1/11/13

Source: Reg 5

Detail using 2011 percents

TOTALS	Percent																				
LINE NO	LASTNAME	FIRST NAME	OCATIO	TITLE	Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS							
(54)	WINANS	NICOLE D.	NV	REGULATORY STAFF ACCOUNTANT II																	
(55)	WIOREK	SHARON	IL	REGULATORY STAFF ACCOUNTANT II																	
(56)	ABBOTT	LORETTA E.	FL	CSR II																	
(57)	ADAMS	DIANE	NC	CSR I																	
(58)	BENNETT	KIMBERLY J.	FL	CSR II																	
(59)	CEBALLOS	ISABEL	FL	CSR II																	
(60)	CHANDLER	MATTHEW R.	FL	CONTACT CENTER SUPERVISOR																	
(61)	COATES	MARGARET	NV	CSR I																	
(62)	DUNN	CONSTANCE	FL	CSR II																	
(63)	HINCHCLIFFE	KARON	FL	CSR I																	
(64)	JENKINS	INGRID E.	NC	CSR II																	
(65)	JOHNSON	MICAH	NC	CSR I																	
(66)	LEGERE	KAREN	NV	CSR I																	
(67)	MAYESKI	LORIE L.	FL	CSR II																	
(68)	MCVICKER	CAROLYN	FL	CSR I																	
(69)	ORENGO	LINETTE C	FL	CSR I																	
(70)	RICHARDSON	DONA	FL	CSR I																	
(71)	ROBINSON	SHONA N.	NC	CUSTOMER SERVICE SUPERVISOR																	
(72)	ROBINSON	VANESSA F.	NC	CSR II																	
(73)	SANTOS	ISRAEL	FL	CSR I																	
(74)	SCHNAUFER	LINDA	FL	CUSTOMER SERVICE MANAGER																	
(75)	SIDES	JENNIFER	NC	CSR I																	
(76)	STONEBREAKER	AMANDA	FL	CSR I																	
(77)	STORM	BONNIE	FL	CSR I																	
(78)	TACKETT	SAMANTHA R.	NV	CUSTOMER SERVICE SUPERVISOR																	
(79)	THIMMES	KARYN L	FL	CSR I																	
(80)	THOMPSON	GLENDA	NC	CSR I																	
(81)	TROVINGER	FERRELLYN L.	FL	CUSTOMER SERVICE SUPERVISOR																	
(82)	VOLZ	DEBORAH E.	FL	CSR I																	
(83)	WATLER	SYLVIA A	FL	CSR I																	
(84)	WOOLARD	CRYSTAL R	NC	COLLECTIONS SPECIALIST																	
(85)	CHRISTIAN	ELISE S.	FL	CUSTOMER RELATIONS SPECIALIST																	
(86)	JONES	LORI LYNN	FL	CSR II																	
(87)	KRUGLER	ADRIENNE R.	IL	BILLING MANAGER																	
(88)	RAPONI	ANN M.	FL	ASSISTANT MANAGER, BILLING																	
(89)	SASIC	KAREN L.	FL	DIRECTOR OF BILLING																	
(90)	SELF	ROSE D.	NC	ASSISTANT MANAGER, BILLING																	
(91)	SILLITOE	JACQUELINE	FL	CUSTOMER CARE SPECIALIST																	
(92)	SILVA	LISA M.	NC	CSR II																	
(93)	SVERIDA	AGNES	LA	ASSISTANT MANAGER, BILLING																	
(94)	SOWELL	GEORGE	GA	CORPORATE SERVICES MANAGER																	
(95)	ALBERIGI	DAVID J.	FL	FIELD TECH II																	
(96)	ALDAY	JAMES R.	FL	WATER-WASTEWATER OPERATOR																	
(97)	ALDAY	CALEB	FL	FIELD TECH I																	
(98)	AUSTIN	ARTHUR C.	FL	FIELD TECH II																	
(99)	BAILEY	ALAN R.	FL	WATER-WASTEWATER OPERATOR																	
(100)	BANISTER	GERALD DAVID	SC	WATER-WASTEWATER OPERATOR																	
(101)	BELCASTRO	JOSEPH C.	SC	CROSS CONNECTION TECHNICIAN																	
(102)	BODIE SR	JOHN L.	SC	AREA MANAGER																	
(103)	BOERSMA	DAVID A.	FL	LEAD WATER-WASTEWATER OPERATOR																	
(104)	BRANDT	MICHAEL J.	LA	AREA MANAGER																	
(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR																	
(106)	BROWN	DONNA R.	FL	FIELD TECH II																	
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR																	
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR																	
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR																	

45-37

44-3
1/02

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
	(110)	BYRD	LARRY L	FL	WATER-WASTEWATER OPERATOR										
	(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II										
	(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR										
	(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR										
	(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER										
	(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN										
	(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER										
	(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER										
	(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR										
	(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR										
	(121)	COOPER	ROBERT K.	FL	FIELD TECH III										
	(122)	DAVIS	GENTRY E	LA	MAINTENANCE WORKER										
	(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER										
	(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR										
	(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR										
	(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR										
	(128)	EBERT	HAROLD	FL	FIELD TECH II										
	(129)	EBERT	SHAWN M.	FL	FIELD TECH II										
	(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER										
	(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER										
	(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR										
	(133)	FINIGAN	MICHAEL A	FL	FIELD TECH I										
	(134)	FORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR										
	(135)	FOWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR										
	(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR										
	(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(138)	GENTILUCCI	DOMENIC V	FL	AREA MANAGER										
	(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER										
	(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(141)	GONGRE	BRYAN K	FL	REGIONAL MANAGER										
	(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(144)	GRAINGER	LEROY	FL	FIELD TECH I										
	(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR										
	(146)	GRAY	PATRICK	FL	FIELD TECH I										
	(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR										
	(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR										
	(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR										
	(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(152)	HERMANO	RODEL R	FL	FIELD TECH II										
	(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR										
	(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR										
	(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II										
	(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR										
	(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR										
	(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR										
	(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER										
	(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR										
	(161)	KILGORE	JAMES A	FL	WATER-WASTEWATER OPERATOR										
	(162)	KILGORE JR	JAMES	FL	FIELD TECH I										
	(163)	KNOPF	KENNETH W.	SC	WATER-WASTEWATER OPERATOR										
	(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR										
	(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR										

45-3

443
1/22

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
	(166)	LOCKLAIR	JONATHAN W	SC	FIELD TECH I	45-3										
	(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR											
	(168)	MARINELLI	JOHN A.	FL	AREA MANAGER											
	(169)	MATTESON	SEYD	FL	WATER-WASTEWATER OPERATOR											
	(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR											
	(171)	MEARIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR											
	(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR											
	(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR											
	(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER											
	(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR											
	(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR											
	(177)	MORAN	JOSHUA	LA	FIELD TECH I											
	(178)	MORRELL	MATTHEW J.	FL	FIELD TECH II											
	(179)	NEAL	WILLIAM L.	FL	AREA MANAGER											
	(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR											
	(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN											
	(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR											
	(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I											
	(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER											
	(185)	POLK	RYAN	LA	MAINTENANCE WORKER											
	(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR											
	(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR											
	(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR											
	(189)	REINCKE	SEAN	FL	FIELD TECH I											
	(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR											
	(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I											
	(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II											
	(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR											
	(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I											
	(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I											
	(196)	SCHMIDT	MIKE	SC	FIELD TECH I											
	(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER											
	(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II											
	(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR											
	(200)	SHOFFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR											
	(201)	SHUE	MICKEY A.	FL	FIELD TECH II											
	(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR											
	(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR											
	(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR											
	(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR											
	(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR											
	(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR											
	(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR											
	(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I											
	(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR											
	(211)	USSERY	JONATHAN N	LA	FIELD TECH I											
	(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR											
	(213)	WATKINS	CEDRIC	FL	FIELD TECH II											
	(214)	WELLS	DONALD R	SC	FIELD TECH II											
	(215)	WHITE	DAVID A.	SC	PROJECT MANAGER											
	(216)	WIGGINS	KEVIN	SC	FIELD TECH I											
	(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR											
	(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER											
	(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR											
	(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I											
	(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR											

44-3
184

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE
	(222)	BAILEY	ANNETTE L.	SC	ADMINSTRATIVE ASSISTANT
	(223)	COLLIE	LINDA F.	LA	ADMINSTRATIVE ASSISTANT
	(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINSTRATIVE ASSISTANT
	(225)	DIPASQUALE	SUSAN M.	FL	ADMINSTRATIVE ASSISTANT
	(226)	FLYNN	PATRICK C.	FL	REGIONAL DIRECTOR
	(227)	GRAHAM	VIVIAN E.	LA	ADMINSTRATIVE ASSISTANT
	(228)	HANKS	PEGGY J.	FL	ADMINSTRATIVE ASSISTANT
	(229)	THOMAS	NETTIE M.	SC	ADMINSTRATIVE ASSISTANT
	(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR

Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
45-3									
	18,117.53	82.94	18,200.47	1,322.89	149.84	218.78	1,020.45	2,679.17	173.59

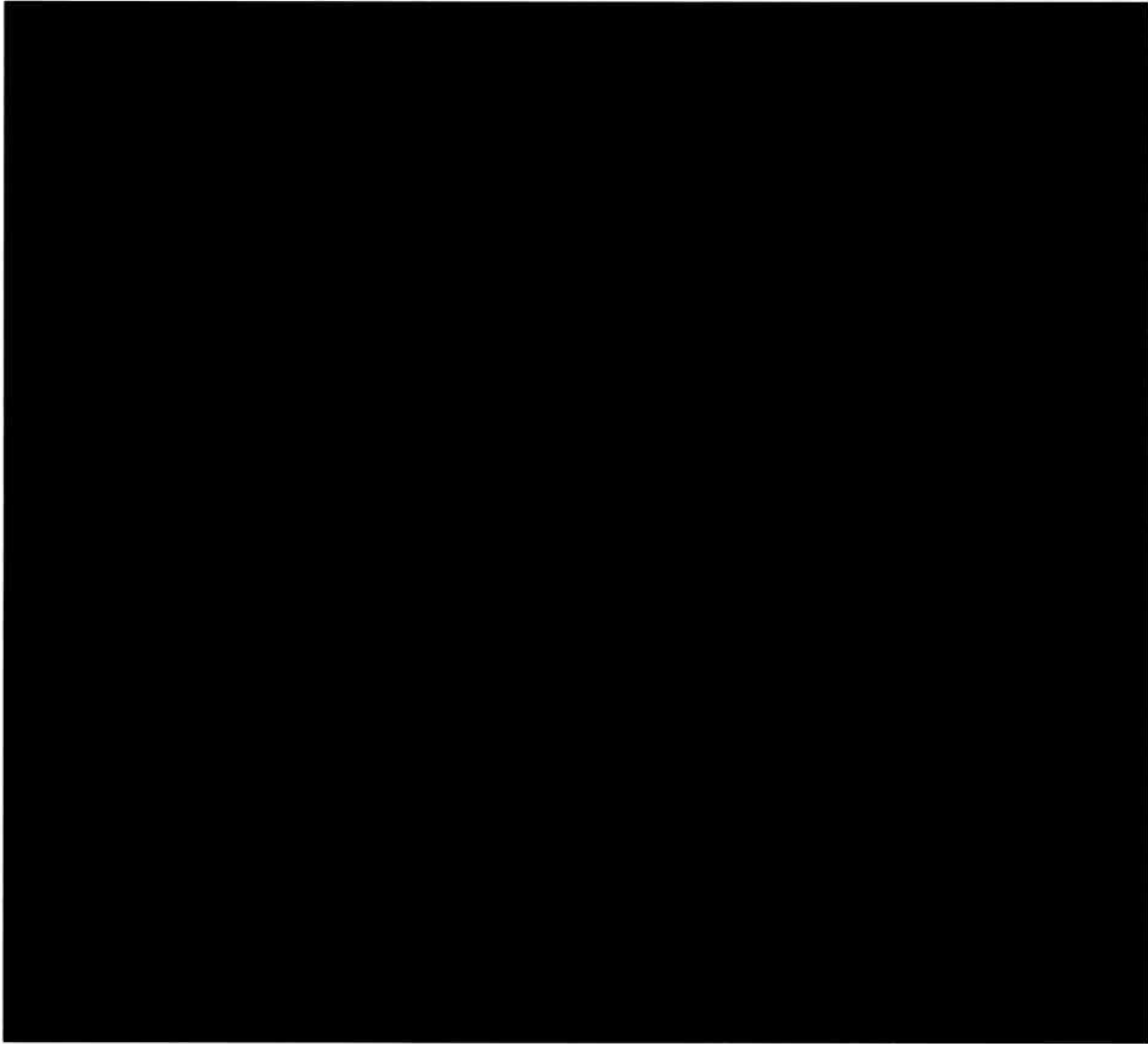
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Audit of Affiliate Transactions
 Dkt# 120209-WS, ACN 12-254-4-1
 TYE 12/31/11

Detail using 2011 percents

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 6/21/13
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TOTALS	LINE NO	LAST NAME	FIRST NA	Title	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS		
	UIF - PASCO COUNTY															
	(1)	ANDREJKO	JAMES	IL CONTROLLER	45-113											
	(2)	COLLADO	MADELIN	NC COLLECTIONS SPECIALIST												
	(3)	DAFFER	AMBER	NV COLLECTIONS SUPERVISOR												
	(4)	DELMUNDO	ANCA	IL A/P CLERK												
	(5)	FEDERICO	ANTOINETTE	IL A/P SUPERVISOR												
	(6)	FERGUSON	CHRISTOPHER G	IL TAX REPORTING & COMPLIANCE MANAGER												
	(7)	FRIEDMAN	AVELINA	IL TAX SPECIALIST												
	(8)	GRANT	MICHAEL	IL CAPITAL ASSETS MANAGER												
	(9)	HALLORAN	BRIAN	IL CAPITAL ASSETS ACCOUNTANT												
	(10)	IWINSKI	CAMMY ANDREA	NV COLLECTIONS SPECIALIST												
	(11)	JONES	LINDA S.	FL COLLECTIONS SPECIALIST												
	(12)	KERSEY	JUSTIN P.	IL SENIOR FINANCIAL ANALYST												
	(13)	KIM	CHRISTINE	IL CORPORATE ACCOUNTING MANAGER												
	(14)	LUPPINO	NANCY L.	IL A/P CLERK												
	(15)	LUPPINO	PHYLLIS A.	IL A/P CLERK												
	(16)	MIRANDA	MARGARITA	IL A/P CLERK												
	(17)	PIETRAS	VICTORIA M.	IL SENIOR CORPORATE ACCOUNTANT												
	(18)	RAJENDRAN	SARAVANAN	IL SENIOR FINANCIAL ANALYST												
	(19)	SHIMKUS	MATTHEW D	IL FINANCIAL PLANNING & ANALYSIS MANAGER												
	(20)	WOJNICKA	PATRYCJA	IL A/P CLERK												
	(21)	ZAVILLA	ANNETTE	IL A/P CLERK												
	(22)	PAULE	NANCY P.	IL RECEPTIONIST												
	(23)	PLUMB	DEBRA A	IL LEGAL ASSISTANT												
	(24)	DEVINE	JAMES P.	IL DIRECTOR OF HUMAN RESOURCES												
	(25)	HOY	JOHN P.	IL CHIEF OPERATING OFFICER												
	(26)	JAPCZYK	JAMES F.	IL CHIEF FINANCIAL OFFICER												
	(27)	LUBERTOZZI	STEVEN M.	IL CHIEF REGULATORY OFFICER												
	(28)	OAKLEY	THOMAS G	IL CHIEF OF STAFF, OFFICE OF CEO												
	(29)	RING	DEBORAH	IL EXECUTIVE ASSISTANT												
	(30)	SPARROW	LISA A	IL PRESIDENT & CEO												
	(31)	STOVER	JOHN R.	IL VICE PRESIDENT GENERAL												
	(32)	SUDDUTH	DONALD E.	IL VICE PRESIDENT CORPORATE DEVELOPMENT												
	(33)	MALECKI	KRZYSZTOF	IL HR GENERALIST												
	(34)	MEYERS	NATHAN K	IL HR GENERALIST												
	(35)	NOVAK	JORDON	IL ADMINISTRATIVE SERVICES MANAGER												
	(36)	ORTEGA	JENNIFER	IL HR ADMINISTRATOR												
	(37)	DAVE	HARDIK	IL DESKTOP SUPPORT ANALYST												
	(38)	OSTLER	TOM	IL IT MANAGER												
	(39)	PANNOS	NICHOLAS JAMES	IL SYSTEM ADMINISTRATOR												
	(40)	SILLS	JOSEPH	IL DESKTOP SUPPORT ANALYST												
	(41)	SMUTNY	THOMAS A.	IL NETWORK ADMINISTRATOR												
	(42)	BONAGURA	JOHN F.	FL REGIONAL FINANCE MANAGER		45-201										
	(43)	DURHAM	RICK J.	FL REGIONAL VICE PRESIDENT												
	(44)	HAWS	SCOTTY L.	FL REGIONAL COMPLIANCE & SAFETY MANAGER												
	(45)	ROSE	KENDRA E.	IL COMPLIANCE & SAFETY COORDINATOR												
	(46)	ARNOUX	DIANE L.	IL REGULATORY ASSISTANT												
	(47)	BARRETT	JASON O.	IL SENIOR REGULATORY ACCOUNTANT												
	(48)	FEATHERGILL	ADAM K	IL DOCKET CLERK												
	(49)	MARKWELL	KIRSTEN E.	IL REGULATORY ACCOUNTING MANAGER												
	(50)	NORWOODS	REGENCE	IL REGULATORY STAFF ACCOUNTANT II												
	(51)	PITTS	DARRIEN	IL REGULATORY STAFF ACCOUNTANT I												
	(52)	VALRIE	LAWANDA N.	IL REGULATORY ASSISTANT												
	(53)	WILLIAMS III	JOHN D.	FL DIRECTOR OF GOVERNMENTAL AFFAIRS												
	(54)	WINANS	NICOLE D.	NV REGULATORY STAFF ACCOUNTANT II												
	(55)	WIOREK	SHARON	IL REGULATORY STAFF ACCOUNTANT II												



9/17
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Source: Reg 5

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
	(56)	ABBOTT	LORETTA E.	FL	CSR II										
	(57)	ADAMS	DIANE	NC	CSR I										
	(58)	BENNETT	KIMBERLY J.	FL	CSR II										
	(59)	CEBALLOS	ISABEL	FL	CSR II										
	(60)	CHANDLER	MATTHEW R.	FL	CONTACT CENTER SUPERVISOR										
	(61)	COATES	MARGARET	NV	CSR I										
	(62)	DUNN	CONSTANCE	FL	CSR II										
	(63)	HINCHCLIFFE	KARON	FL	CSR I										
	(64)	JENKINS	INGRID E.	NC	CSR II										
	(65)	JOHNSON	MICAH	NC	CSR I										
	(66)	LEGERE	KAREN	NV	CSR I										
	(67)	MAYESKI	LORIE L.	FL	CSR II										
	(68)	MCVICKER	CAROLYN	FL	CSR I										
	(69)	ORENGO	LINETTE C	FL	CSR I										
	(70)	RICHARDSON	DONA	FL	CSR I										
	(71)	ROBINSON	SHONA N.	NC	CUSTOMER SERVICE SUPERVISOR										
	(72)	ROBINSON	VANESSA F.	NC	CSR II										
	(73)	SANTOS	ISRAEL	FL	CSR I										
	(74)	SCHNAUFER	LINDA	FL	CUSTOMER SERVICE MANAGER										
	(75)	SIDES	JENNIFER	NC	CSR I										
	(76)	STONEBREAKER	AMANDA	FL	CSR I										
	(77)	STORM	BONNIE	FL	CSR I										
	(78)	TACKETT	SAMANTHA R.	NV	CUSTOMER SERVICE SUPERVISOR										
	(79)	THIMMES	KARYN L	FL	CSR I										
	(80)	THOMPSON	GLENDA	NC	CSR I										
	(81)	TROVINGER	FERRELLYN L.	FL	CUSTOMER SERVICE SUPERVISOR										
	(82)	VOLZ	DEBORAH E.	FL	CSR I										
	(83)	WATLER	SYLVIA A	FL	CSR I										
	(84)	WOOLARD	CRYSTAL R	NC	COLLECTIONS SPECIALIST										
	(85)	CHRISTIAN	ELISE S.	FL	CUSTOMER RELATIONS SPECIALIST										
	(86)	JONES	LORI LYNN	FL	CSR II										
	(87)	KRUGLER	ADRIENNE R.	IL	BILLING MANAGER										
	(88)	RAPONI	ANN M.	FL	ASSISTANT MANAGER, BILLING										
	(89)	SASIC	KAREN L.	FL	DIRECTOR OF BILLING										
	(90)	SELF	ROSE D.	NC	ASSISTANT MANAGER, BILLING										
	(91)	SILLITOE	JACQUELINE	FL	CUSTOMER CARE SPECIALIST										
	(92)	SILVA	LISA M.	NC	CSR II										
	(93)	SVERIDA	AGNES	LA	ASSISTANT MANAGER, BILLING										
	(94)	SOWELL	GEORGE	GA	CORPORATE SERVICES MANAGER										
	(95)	ALBERIGI	DAVID J.	FL	FIELD TECH II										
	(96)	ALDAY	JAMES R.	FL	WATER-WASTEWATER OPERATOR										
	(97)	ALDAY	CALEB	FL	FIELD TECH I										
	(98)	AUSTIN	ARTHUR C.	FL	FIELD TECH II										
	(99)	BAILEY	ALAN R.	FL	WATER-WASTEWATER OPERATOR										
	(100)	BANISTER	GERALD DAVID	SC	WATER-WASTEWATER OPERATOR										
	(101)	BELCASTRO	JOSEPH C.	SC	CROSS CONNECTION TECHNICIAN										
	(102)	BODIE SR	JOHN L.	SC	AREA MANAGER										
	(103)	BOERSMA	DAVID A.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(104)	BRANDT	MICHAEL J.	LA	AREA MANAGER										
	(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR										
	(106)	BROWN	DONNA R.	FL	FIELD TECH II										
	(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR										
	(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR										
	(110)	BYRD	LARRY L	FL	WATER-WASTEWATER OPERATOR										
	(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II										



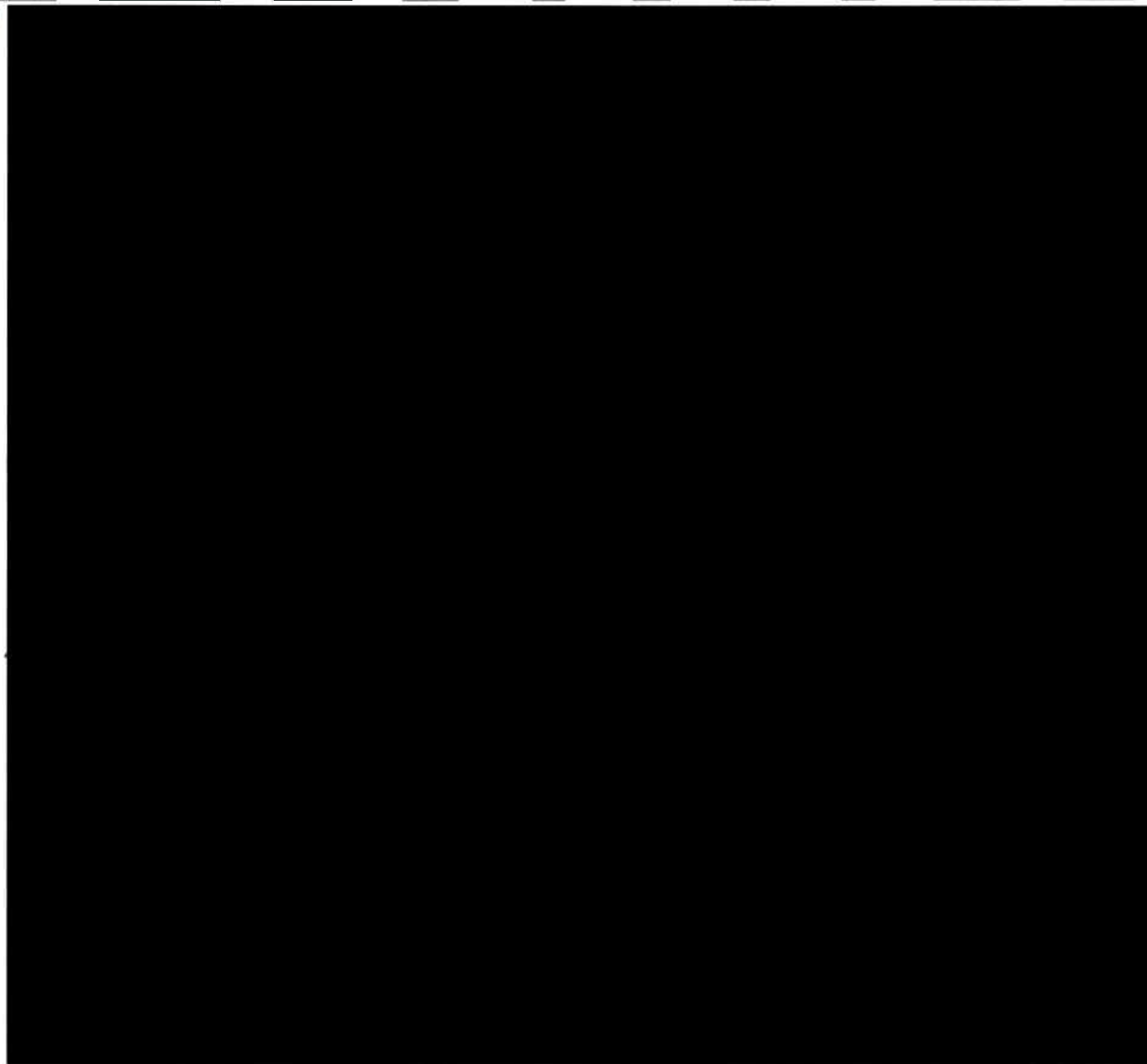
44-3
2/22

45-3

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
	(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR										
	(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR										
	(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER										
	(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN										
	(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER										
	(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER										
	(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR										
	(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR										
	(121)	COOPER	ROBERT K.	FL	FIELD TECH III										
	(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER										
	(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER										
	(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR										
	(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR										
	(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR										
	(128)	EBERT	HAROLD	FL	FIELD TECH II										
	(129)	EBERT	SHAWN M.	FL	FIELD TECH II										
	(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER										
	(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER										
	(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR										
	(133)	FINIGAN	MICHAEL A.	FL	FIELD TECH I										
	(134)	FORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR										
	(135)	FOWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR										
	(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR										
	(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(138)	GENTILUCCI	DOMENIC V.	FL	AREA MANAGER										
	(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER										
	(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER										
	(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(144)	GRAINGER	LEROY	FL	FIELD TECH I										
	(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR										
	(146)	GRAY	PATRICK	FL	FIELD TECH I										
	(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR										
	(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR										
	(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR										
	(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(152)	HERMANO	RODEL R.	FL	FIELD TECH II										
	(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR										
	(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR										
	(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II										
	(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR										
	(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR										
	(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR										
	(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER										
	(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR										
	(161)	KILGORE	JAMES A.	FL	WATER-WASTEWATER OPERATOR										
	(162)	KILGORE JR	JAMES	FL	FIELD TECH I										
	(163)	KNOPF	KENNETH W.	SC	WATER-WASTEWATER OPERATOR										
	(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR										
	(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR										
	(166)	LOCKLAIR	JONATHAN W.	SC	FIELD TECH I										
	(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR										

45-3



443
2/13

Detail using 2011 percents

TOTALS					Percent										
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
(168)	MARINELLI	JOHN A.	FL	AREA MANAGER											
(169)	MATTESON	SEYD	FL	WATER-WASTEWATER OPERATOR											
(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR											
(171)	MEARJIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR											
(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR											
(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR											
(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER											
(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR											
(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR											
(177)	MORAN	JOSHUA	LA	FIELD TECH I											
(178)	MORRELL	MATTHEW J.	FL	FIELD TECH II											
(179)	NEAL	WILLIAM L.	FL	AREA MANAGER											
(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR											
(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN											
(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I											
(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER											
(185)	POLK	RYAN	LA	MAINTENANCE WORKER											
(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR											
(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR											
(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR											
(189)	REINCKE	SEAN	FL	FIELD TECH I											
(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR											
(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I											
(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II											
(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR											
(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I											
(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I											
(196)	SCHMIDT	MIKE	SC	FIELD TECH I											
(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER											
(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II											
(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR											
(200)	SHOFFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR											
(201)	SHUE	MICKEY A.	FL	FIELD TECH II											
(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR											
(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR											
(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR											
(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR											
(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR											
(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR											
(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I											
(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR											
(211)	USSERY	JONATHAN N	LA	FIELD TECH I											
(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR											
(213)	WATKINS	CEDRIC	FL	FIELD TECH II											
(214)	WELLS	DONALD R	SC	FIELD TECH II											
(215)	WHITE	DAVID A.	SC	PROJECT MANAGER											
(216)	WIGGINS	KEVIN	SC	FIELD TECH I											
(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR											
(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER											
(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR											
(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I											
(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR											
(222)	BAILEY	ANNETTE L.	SC	ADMINSTRATIVE ASSISTANT											
(223)	COLLIE	LINDA F.	LA	ADMINSTRATIVE ASSISTANT											

44-3
204

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	LOCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
	(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINSTRATIVE ASSISTANT											
	(225)	DIPASQUALE	SUSAN M.	FL	ADMINSTRATIVE ASSISTANT											
	(226)	FLYNN	PATRICK C	FL	REGIONAL DIRECTOR											
	(227)	GRAHAM	VIVIAN E.	LA	ADMINSTRATIVE ASSISTANT											
	(228)	HANKS	PEGGY J.	FL	ADMINSTRATIVE ASSISTANT											
	(229)	THOMAS	NETTIE M.	SC	ADMINSTRATIVE ASSISTANT											
	(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR											
							305,720.78	3,369.99	309,090.78	22,710.18	2,801.19	3,802.27	15,725.00	42,914.81	2,780.60	

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Utilities Inc.
 Audit of Affiliate Transactions
 Dkt# 120209-WS, ACN 12-254-4-1
 TYE 12/31/11

Detail using 2011 percents

KW
6/21/13 JLP

TOTALS	LINE NO	LAST NAME	FIRST NAME	Title	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
	UIF - PINELLAS COUNTY														
	(1)	ANDREJKO	JAMES	IL	CONTROLLER										
	(2)	COLLADO	MADELIN	NC	COLLECTIONS SPECIALIST										
	(3)	DAFFER	AMBER	NV	COLLECTIONS SUPERVISOR										
	(4)	DELMUNDO	ANCA	IL	A/P CLERK										
	(5)	FEDERICO	ANTOINETTE	IL	A/P SUPERVISOR										
	(6)	FERGUSON	CHRISTOPHER G	IL	TAX REPORTING & COMPLIANCE MANAGER										
	(7)	FRIEDMAN	AVELINA	IL	TAX SPECIALIST										
	(8)	GRANT	MICHAEL	IL	CAPITAL ASSETS MANAGER										
	(9)	HALLORAN	BRIAN	IL	CAPITAL ASSETS ACCOUNTANT										
	(10)	IWINSKI	CAMMY ANDREA	NV	COLLECTIONS SPECIALIST										
	(11)	JONES	LINDA S.	FL	COLLECTIONS SPECIALIST										
	(12)	KERSEY	JUSTIN P.	IL	SENIOR FINANCIAL ANALYST										
	(13)	KIM	CHRISTINE	IL	CORPORATE ACCOUNTING MANAGER										
	(14)	LUPPINO	NANCY L.	IL	A/P CLERK										
	(15)	LUPPINO	PHYLLIS A.	IL	A/P CLERK										
	(16)	MIRANDA	MARGARITA	IL	A/P CLERK										
	(17)	PIETRAS	VICTORIA M.	IL	SENIOR CORPORATE ACCOUNTANT										
	(18)	RAJENDRAN	SARAVANAN	IL	SENIOR FINANCIAL ANALYST										
	(19)	SHIMKUS	MATTHEW D	IL	FINANCIAL PLANNING & ANALYSIS MANAGER										
	(20)	WOJNICKA	PATRYCJA	IL	A/P CLERK										
	(21)	ZAVILLA	ANNETTE	IL	A/P CLERK										
	(22)	PAULE	NANCY P.	IL	RECEPTIONIST										
	(23)	PLUMB	DEBRA A	IL	LEGAL ASSISTANT										
	(24)	DEVINE	JAMES P.	IL	DIRECTOR OF HUMAN RESOURCES										
	(25)	HOY	JOHN P.	IL	CHIEF OPERATING OFFICER										
	(26)	JAPCZYK	JAMES F.	IL	CHIEF FINANCIAL OFFICER										
	(27)	LUBERTOZZI	STEVEN M.	IL	CHIEF REGULATORY OFFICER										
	(28)	OAKLEY	THOMAS G	IL	CHIEF OF STAFF, OFFICE OF CEO										
	(29)	RING	DEBORAH	IL	EXECUTIVE ASSISTANT										
	(30)	SPARROW	LISA A	IL	PRESIDENT & CEO										
	(31)	STOVER	JOHN R.	IL	VICE PRESIDENT GENERAL										
	(32)	SUDDUTH	DONALD E.	IL	VICE PRESIDENT CORPORATE DEVELOPMENT										
	(33)	MALECKI	KRZYSZTOF	IL	HR GENERALIST										
	(34)	MEYERS	NATHAN K	IL	HR GENERALIST										
	(35)	NOVAK	JORDON	IL	ADMINISTRATIVE SERVICES MANAGER										
	(36)	ORTEGA	JENNIFER	IL	HR ADMINISTRATOR										
	(37)	DAVE	HARDIK	IL	DESKTOP SUPPORT ANALYST										
	(38)	OSTLER	TOM	IL	IT MANAGER										
	(39)	PANNOS	NICHOLAS JAMES	IL	SYSTEM ADMINISTRATOR										
	(40)	SILLS	JOSEPH	IL	DESKTOP SUPPORT ANALYST										
	(41)	SMUTNY	THOMAS A.	IL	NETWORK ADMINISTRATOR										
	(42)	BONAGURA	JOHN F.	FL	REGIONAL FINANCE MANAGER										
	(43)	DURHAM	RICK J.	FL	REGIONAL VICE PRESIDENT										
	(44)	HAWS	SCOTT L.	FL	REGIONAL COMPLIANCE & SAFETY MANAGER										
	(45)	ROSE	KENDRA E.	IL	COMPLIANCE & SAFETY COORDINATOR										
	(46)	ARNOUX	DIANE L.	IL	REGULATORY ASSISTANT										
	(47)	BARRETT	JASON O.	IL	SENIOR REGULATORY ACCOUNTANT										
	(48)	FEATHERGILL	ADAM K	IL	DOCKET CLERK										
	(49)	MARKWELL	KIRSTEN E.	IL	REGULATORY ACCOUNTING MANAGER										
	(50)	NORWOODS	REGENCE	IL	REGULATORY STAFF ACCOUNTANT II										
	(51)	PITTS	DARRIEN	IL	REGULATORY STAFF ACCOUNTANT I										
	(52)	VALRIE	LAWANDA N.	IL	REGULATORY ASSISTANT										
	(53)	WILLIAMS III	JOHN D.	FL	DIRECTOR OF GOVERNMENTAL AFFAIRS										
	(54)	WINANS	NICOLE D.	NV	REGULATORY STAFF ACCOUNTANT II										

45-183

45-2

w/with

Source: Reg 5

TOTALS					Percent										
LINE NO	LAST NAME	FIRST NAME	QCATIO	TITLE	Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
(55)	WIOREK	SHARON	IL	REGULATORY STAFF ACCOUNTANT II											
(56)	ABBOTT	LORETTA E.	FL	CSR II											
(57)	ADAMS	DIANE	NC	CSR I											
(58)	BENNETT	KIMBERLY J.	FL	CSR II											
(59)	CEBALLOS	ISABEL	FL	CSR II											
(60)	CHANDLER	MATTHEW R.	FL	CONTACT CENTER SUPERVISOR											
(61)	COATES	MARGARET	NV	CSR I											
(62)	DUNN	CONSTANCE	FL	CSR II											
(63)	HINCHCLIFFE	KARON	FL	CSR I											
(64)	JENKINS	INGRID E.	NC	CSR II											
(65)	JOHNSON	MICAH	NC	CSR I											
(66)	LEGERE	KAREN	NV	CSR I											
(67)	MAYESKI	LORIE L.	FL	CSR II											
(68)	MCVICKER	CAROLYN	FL	CSR I											
(69)	ORENGO	LINETTE C	FL	CSR I											
(70)	RICHARDSON	DONA	FL	CSR I											
(71)	ROBINSON	SHONA N.	NC	CUSTOMER SERVICE SUPERVISOR											
(72)	ROBINSON	VANESSA F.	NC	CSR II											
(73)	SANTOS	ISRAEL	FL	CSR I											
(74)	SCHNAUFER	LINDA	FL	CUSTOMER SERVICE MANAGER											
(75)	SIDES	JENNIFER	NC	CSR I											
(76)	STONEBREAKER	AMANDA	FL	CSR I											
(77)	STORM	BONNIE	FL	CSR I											
(78)	TACKETT	SAMANTHA R.	NV	CUSTOMER SERVICE SUPERVISOR											
(79)	THIMMES	KARYN L	FL	CSR I											
(80)	THOMPSON	GLENDA	NC	CSR I											
(81)	TROVINGER	FERRELLYN L.	FL	CUSTOMER SERVICE SUPERVISOR											
(82)	VOLZ	DEBORAH E.	FL	CSR I											
(83)	WATLER	SYLVIA A	FL	CSR I											
(84)	WOOLARD	CRYSTAL R	NC	COLLECTIONS SPECIALIST											
(85)	CHRISTIAN	ELISE S.	FL	CUSTOMER RELATIONS SPECIALIST											
(86)	JONES	LORI LYNN	FL	CSR II											
(87)	KRUGLER	ADRIENNE R.	IL	BILLING MANAGER											
(88)	RAPONI	ANN M.	FL	ASSISTANT MANAGER, BILLING											
(89)	SASIC	KAREN L.	FL	DIRECTOR OF BILLING											
(90)	SELF	ROSE D.	NC	ASSISTANT MANAGER, BILLING											
(91)	SILLITOE	JACQUELINE	FL	CUSTOMER CARE SPECIALIST											
(92)	SILVA	LISA M.	NC	CSR II											
(93)	SVERIDA	AGNES	LA	ASSISTANT MANAGER, BILLING											
(94)	SOWELL	GEORGE	GA	CORPORATE SERVICES MANAGER											
(95)	ALBERIGI	DAVID J.	FL	FIELD TECH II											
(96)	ALDAY	JAMES R.	FL	WATER-WASTEWATER OPERATOR											
(97)	ALDAY	CALEB	FL	FIELD TECH I											
(98)	AUSTIN	ARTHUR C.	FL	FIELD TECH II											
(99)	BAILEY	ALAN R.	FL	WATER-WASTEWATER OPERATOR											
(100)	BANISTER	GERALD DAVID	SC	WATER-WASTEWATER OPERATOR											
(101)	BELCASTRO	JOSEPH C.	SC	CROSS CONNECTION TECHNICIAN											
(102)	BODIE SR	JOHN L.	SC	AREA MANAGER											
(103)	BOERSMA	DAVID A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(104)	BRANDT	MICHAEL J.	LA	AREA MANAGER											
(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR											
(106)	BROWN	DONNA R.	FL	FIELD TECH II											
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR											
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR											
(110)	BYRD	LARRY L.	FL	WATER-WASTEWATER OPERATOR											

(45-3)

44-3
302

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
	(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II										
	(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR										
	(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR										
	(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER										
	(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN										
	(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER										
	(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER										
	(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR										
	(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR										
	(121)	COOPER	ROBERT K.	FL	FIELD TECH III										
	(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER										
	(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER										
	(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR										
	(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR										
	(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR										
	(128)	EBERT	HAROLD	FL	FIELD TECH II										
	(129)	EBERT	SHAWN M.	FL	FIELD TECH II										
	(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER										
	(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER										
	(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR										
	(133)	FINIGAN	MICHAEL A.	FL	FIELD TECH I										
	(134)	FORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR										
	(135)	FOWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR										
	(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR										
	(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(138)	GENTILUCCI	DOMENIC V.	FL	AREA MANAGER										
	(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER										
	(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER										
	(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(144)	GRAINGER	LEROY	FL	FIELD TECH I										
	(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR										
	(146)	GRAY	PATRICK	FL	FIELD TECH I										
	(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR										
	(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR										
	(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR										
	(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(152)	HERMANO	RODEL R.	FL	FIELD TECH II										
	(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR										
	(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR										
	(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II										
	(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR										
	(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR										
	(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR										
	(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER										
	(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR										
	(161)	KILGORE	JAMES A.	FL	WATER-WASTEWATER OPERATOR										
	(162)	KILGORE JR	JAMES	FL	FIELD TECH I										
	(163)	KNOPF	KENNETH W.	SC	WATER-WASTEWATER OPERATOR										
	(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR										
	(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR										
	(166)	LOCKLAIR	JONATHAN W.	SC	FIELD TECH I										

45-3

443
303

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
	(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR	45.3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
	(168)	MARINELLI	JOHN A.	FL	AREA MANAGER										
	(169)	MATTESON	SEYD	FL	WATER-WASTEWATER OPERATOR										
	(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR										
	(171)	MEARIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR										
	(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR										
	(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR										
	(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER										
	(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR										
	(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR										
	(177)	MORAN	JOSHUA	LA	FIELD TECH I										
	(178)	MORRELL	MATTHEW J.	FL	FIELD TECH II										
	(179)	NEAL	WILLIAM L.	FL	AREA MANAGER										
	(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR										
	(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN										
	(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I										
	(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER										
	(185)	POLK	RYAN	LA	MAINTENANCE WORKER										
	(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR										
	(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR										
	(189)	REINCKE	SEAN	FL	FIELD TECH I										
	(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR										
	(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I										
	(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II										
	(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR										
	(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I										
	(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I										
	(196)	SCHMIDT	MIKE	SC	FIELD TECH I										
	(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER										
	(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II										
	(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR										
	(200)	SHOFFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(201)	SHUE	MICKEY A.	FL	FIELD TECH II										
	(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR										
	(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR										
	(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR										
	(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR										
	(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR										
	(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR										
	(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I										
	(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR										
	(211)	USSERY	JONATHAN N	LA	FIELD TECH I										
	(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(213)	WATKINS	CEDRIC	FL	FIELD TECH II										
	(214)	WELLS	DONALD R	SC	FIELD TECH II										
	(215)	WHITE	DAVID A.	SC	PROJECT MANAGER										
	(216)	WIGGINS	KEVIN	SC	FIELD TECH I										
	(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR										
	(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER										
	(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR										
	(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I										
	(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR										
	(222)	BAILEY	ANNETTE L.	SC	ADMINISTRATIVE ASSISTANT										

44-3
3-04

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	LOCATIO	TITLE
	(223)	COLLIE	LINDA F.	LA	ADMINISTRATIVE ASSISTANT
	(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINISTRATIVE ASSISTANT
	(225)	DIPASQUALE	SUSAN M.	FL	ADMINISTRATIVE ASSISTANT
	(226)	FLYNN	PATRICK C.	FL	REGIONAL DIRECTOR
	(227)	GRAHAM	VIVIAN E.	LA	ADMINISTRATIVE ASSISTANT
	(228)	HANKS	PEGGY J.	FL	ADMINISTRATIVE ASSISTANT
	(229)	THOMAS	NETTIE M.	SC	ADMINISTRATIVE ASSISTANT
	(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR

Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
45.5									
	32,709.08	360.56	33,069.64	2,429.76	299.70	406.80	1,682.42	4,591.46	297.50

44-3
3/25

Utilities Inc.
 Audit of Affiliate Transactions
 Dkt# 120209-WS, ACN 12-254-4-1
 TYE 12/31/11

Detail using 2011 percents

KW
 6/21/13 JRP

TOTALS	LAST NAME	FIRST NAME	OC	Title	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
UIF - SEMINOLE COUNTY														
(1)	ANDREJKO	JAMES	IL	CONTROLLER										
(2)	COLLADO	MADELIN	NC	COLLECTIONS SPECIALIST										
(3)	DAFFER	AMBER	NV	COLLECTIONS SUPERVISOR										
(4)	DELMUNDO	ANCA	IL	A/P CLERK										
(5)	FEDERICO	ANTOINETTE	IL	A/P SUPERVISOR										
(6)	FERGUSON	CHRISTOPHER G	IL	TAX REPORTING & COMPLIANCE MANAGER										
(7)	FRIEDMAN	AVELINA	IL	TAX SPECIALIST										
(8)	GRANT	MICHAEL	IL	CAPITAL ASSETS MANAGER										
(9)	HALLORAN	BRIAN	IL	CAPITAL ASSETS ACCOUNTANT										
(10)	IWINSKI	CAMMY ANDREA	NV	COLLECTIONS SPECIALIST										
(11)	JONES	LINDA S.	FL	COLLECTIONS SPECIALIST										
(12)	KERSEY	JUSTIN P.	IL	SENIOR FINANCIAL ANALYST										
(13)	KIM	CHRISTINE	IL	CORPORATE ACCOUNTING MANAGER										
(14)	LUPPINO	NANCY L.	IL	A/P CLERK										
(15)	LUPPINO	PHYLLIS A.	IL	A/P CLERK										
(16)	MIRANDA	MARGARITA	IL	A/P CLERK										
(17)	PIETRAS	VICTORIA M.	IL	SENIOR CORPORATE ACCOUTANT										
(18)	RAJENDRAN	SARAVANAN	IL	SENIOR FINANCIAL ANALYST										
(19)	SHIMKUS	MATTHEW D	IL	FINANCIAL PLANNING & ANALYSIS MANAGER										
(20)	WOJNICKA	PATRYCIA	IL	A/P CLERK										
(21)	ZAVILLA	ANNETTE	IL	A/P CLERK										
(22)	PAULE	NANCY P.	IL	RECEPTIONIST										
(23)	PLUMB	DEBRA A	IL	LEGAL ASSISTANT										
(24)	DEVINE	JAMES P.	IL	DIRECTOR OF HUMAN RESOURCES										
(25)	HOY	JOHN P.	IL	CHIEF OPERATING OFFICER										
(26)	JAPCZYK	JAMES F.	IL	CHIEF FINANCIAL OFFICER										
(27)	LUBERTOZZI	STEVEN M.	IL	CHIEF REGULATORY OFFICER										
(28)	OAKLEY	THOMAS G	IL	CHIEF OF STAFF, OFFICE OF CEO										
(29)	RING	DEBORAH	IL	EXECUTIVE ASSISTANT										
(30)	SPARROW	LISA A	IL	PRESIDENT & CEO										
(31)	STOVER	JOHN R.	IL	VICE PRESIDENT GENERAL										
(32)	SUDDUTH	DONALD E.	IL	VICE PRESIDENT CORPORATE DEVELOPMENT										
(33)	MALECKI	KRZYSZTOF	IL	HR GENERALIST										
(34)	MEYERS	NATHAN K	IL	HR GENERALIST										
(35)	NOVAK	JORDON	IL	ADMINISTRATIVE SERVICES MANAGER										
(36)	ORTEGA	JENNIFER	IL	HR ADMINISTRATOR										
(37)	DAVE	HARDIK	IL	DESKTOP SUPPORT ANALYST										
(38)	OSTLER	TOM	IL	IT MANAGER										
(39)	PANNOS	NICHOLAS JAMES	IL	SYSTEM ADMINISTRATOR										
(40)	SILLS	JOSEPH	IL	DESKTOP SUPPORT ANALYST										
(41)	SMUTNY	THOMAS A.	IL	NETWORK ADMINISTRATOR										
(42)	BONAGURA	JOHN F.	FL	REGIONAL FINANCE MANAGER										
(43)	DURHAM	RICK J.	FL	REGIONAL VICE PRESIDENT										
(44)	HAWS	SCOTTY L.	FL	REGIONAL COMPLIANCE & SAFETY MANAGER										
(45)	ROSE	KENDRA E.	IL	COMPLIANCE & SAFETY COORDINATOR										
(46)	ARNOUX	DIANE L.	IL	REGULATORY ASSISTANT										
(47)	BARRETT	JASON O.	IL	SENIOR REGULATORY ACCOUNTANT										
(48)	FEATHERGILL	ADAM K	IL	DOCKET CLERK										
(49)	MARKWELL	KIRSTEN E.	IL	REGULATORY ACCOUNTING MANAGER										
(50)	NORWOODS	REGENCE	IL	REGULATORY STAFF ACCOUNTANT II										
(51)	PITTS	DARRIEN	IL	REGULATORY STAFF ACCOUNTANT I										
(52)	VALRIE	LAWANDA N.	IL	REGULATORY ASSISTANT										
(53)	WILLIAMS III	JOHN D.	FL	DIRECTOR OF GOVERNMENTAL AFFAIRS										
(54)	WINANS	NICOLE D.	NV	REGULATORY STAFF ACCOUNTANT II										

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45-2
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4-1-13

Source: Reg 5

TOTALS				
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE
(55)	WIOREK	SHARON	IL	REGULATORY STAFF ACCOUNTANT II
(56)	ABBOTT	LORETTA E.	FL	CSR II
(57)	ADAMS	DIANE	NC	CSR I
(58)	BENNETT	KIMBERLY J.	FL	CSR II
(59)	CEBALLOS	ISABEL	FL	CSR II
(60)	CHANDLER	MATTHEW R.	FL	CONTACT CENTER SUPERVISOR
(61)	COATES	MARGARET	NV	CSR I
(62)	DUNN	CONSTANCE	FL	CSR II
(63)	HINCHCLIFFE	KARON	FL	CSR I
(64)	JENKINS	INGRID E.	NC	CSR II
(65)	JOHNSON	MICAH	NC	CSR I
(66)	LEGERE	KAREN	NV	CSR I
(67)	MAYESKI	LORIE L.	FL	CSR II
(68)	MCVICKER	CAROLYN	FL	CSR I
(69)	ORENGO	LINETTE C	FL	CSR I
(70)	RICHARDSON	DONA	FL	CSR I
(71)	ROBINSON	SHONA N.	NC	CUSTOMER SERVICE SUPERVISOR
(72)	ROBINSON	VANESSA F.	NC	CSR II
(73)	SANTOS	ISRAEL	FL	CSR I
(74)	SCHNAUFER	LINDA	FL	CUSTOMER SERVICE MANAGER
(75)	SIDES	JENNIFER	NC	CSR I
(76)	STONEBREAKER	AMANDA	FL	CSR I
(77)	STORM	BONNIE	FL	CSR I
(78)	TACKETT	SAMANTHA R.	NV	CUSTOMER SERVICE SUPERVISOR
(79)	THIMMES	KARYN L	FL	CSR I
(80)	THOMPSON	GLENDA	NC	CSR I
(81)	TROVINGER	FERRELLYN L.	FL	CUSTOMER SERVICE SUPERVISOR
(82)	VOLZ	DEBORAH E.	FL	CSR I
(83)	WATLER	SYLVIA A	FL	CSR I
(84)	WOOLARD	CRYSTAL R	NC	COLLECTIONS SPECIALIST
(85)	CHRISTIAN	ELISE S.	FL	CUSTOMER RELATIONS SPECIALIST
(86)	JONES	LORI LYNN	FL	CSR II
(87)	KRUGLER	ADRIENNE R.	IL	BILLING MANAGER
(88)	RAPONI	ANN M.	FL	ASSISTANT MANAGER, BILLING
(89)	SASIC	KAREN L.	FL	DIRECTOR OF BILLING
(90)	SELF	ROSE D.	NC	ASSISTANT MANAGER, BILLING
(91)	SILLITOE	JACQUELINE	FL	CUSTOMER CARE SPECIALIST
(92)	SILVA	LISA M.	NC	CSR II
(93)	SVERIDA	AGNES	LA	ASSISTANT MANAGER, BILLING
(94)	SOWELL	GEORGE	GA	CORPORATE SERVICES MANAGER
(95)	ALBERIGI	DAVID J.	FL	FIELD TECH II
(96)	ALDAY	JAMES R.	FL	WATER-WASTEWATER OPERATOR
(97)	ALDAY	CALEB	FL	FIELD TECH I
(98)	AUSTIN	ARTHUR C.	FL	FIELD TECH II
(99)	BAILEY	ALAN R.	FL	WATER-WASTEWATER OPERATOR
(100)	BANISTER	GERALD DAVID	SC	WATER-WASTEWATER OPERATOR
(101)	BELCASTRO	JOSEPH C.	SC	CROSS CONNECTION TECHNICIAN
(102)	BODIE SR	JOHN L.	SC	AREA MANAGER
(103)	BOERSMA	DAVID A.	FL	LEAD WATER-WASTEWATER OPERATOR
(104)	BRANDT	MICHAEL J.	LA	AREA MANAGER
(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR
(106)	BROWN	DONNA R.	FL	FIELD TECH II
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR
(110)	BYRD	LARRY L.	FL	WATER-WASTEWATER OPERATOR

Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
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453

44
3-14
202

Detail using 2011 percents

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
	(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II	45.3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
	(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR										
	(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR										
	(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER										
	(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN										
	(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER										
	(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER										
	(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR										
	(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR										
	(121)	COOPER	ROBERT K.	FL	FIELD TECH III										
	(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER										
	(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER										
	(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR										
	(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR										
	(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR										
	(128)	EBERT	HAROLD	FL	FIELD TECH II										
	(129)	EBERT	SHAWN M.	FL	FIELD TECH II										
	(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER										
	(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER										
	(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR										
	(133)	FINIGAN	MICHAEL A.	FL	FIELD TECH I										
	(134)	FORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR										
	(135)	FOWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR										
	(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR										
	(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(138)	GENTILUCCI	DOMENIC V.	FL	AREA MANAGER										
	(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER										
	(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER										
	(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR										
	(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(144)	GRAINGER	LEROY	FL	FIELD TECH I										
	(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR										
	(146)	GRAY	PATRICK	FL	FIELD TECH I										
	(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR										
	(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR										
	(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR										
	(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(152)	HERMANO	RODEL R.	FL	FIELD TECH II										
	(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR										
	(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR										
	(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II										
	(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR										
	(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR										
	(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR										
	(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER										
	(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR										
	(161)	KILGORE	JAMES A.	FL	WATER-WASTEWATER OPERATOR										
	(162)	KILGORE JR	JAMES	FL	FIELD TECH I										
	(163)	KNOPF	KENNETH W.	SC	WATER-WASTEWATER OPERATOR										
	(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR										
	(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR										
	(166)	LOCKLAIR	JONATHAN W.	SC	FIELD TECH I										

44-3
483

TOTALS	LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
	(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR										
	(168)	MARINELLI	JOHN A.	FL	AREA MANAGER										
	(169)	MATTESON	SEYD	FL	WATER-WASTEWATER OPERATOR										
	(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR										
	(171)	MEARIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR										
	(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR										
	(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR										
	(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER										
	(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR										
	(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR										
	(177)	MORAN	JOSHUA	LA	FIELD TECH I										
	(178)	MORRELL	MATTHEW J.	FL	FIELD TECH II										
	(179)	NEAL	WILLIAM L.	FL	AREA MANAGER										
	(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR										
	(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN										
	(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I										
	(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER										
	(185)	POLK	RYAN	LA	MAINTENANCE WORKER										
	(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR										
	(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR										
	(189)	REINCKE	SEAN	FL	FIELD TECH I										
	(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR										
	(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I										
	(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II										
	(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR										
	(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I										
	(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I										
	(196)	SCHMIDT	MIKE	SC	FIELD TECH I										
	(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER										
	(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II										
	(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR										
	(200)	SHOFFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(201)	SHUE	MICKEY A.	FL	FIELD TECH II										
	(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR										
	(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR										
	(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR										
	(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR										
	(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR										
	(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR										
	(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I										
	(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR										
	(211)	USSERY	JONATHAN N	LA	FIELD TECH I										
	(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR										
	(213)	WATKINS	CEDRIC	FL	FIELD TECH II										
	(214)	WELLS	DONALD R	SC	FIELD TECH II										
	(215)	WHITE	DAVID A.	SC	PROJECT MANAGER										
	(216)	WIGGINS	KEVIN	SC	FIELD TECH I										
	(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR										
	(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER										
	(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR										
	(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I										
	(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR										
	(222)	BAILEY	ANNETTE L.	SC	ADMINSTRATIVE ASSISTANT										

45.2

443
404

Detail using 2011 percents

TOTALS				
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE
(223)	COLLIE	LINDA F.	LA	ADMINSTRATIVE ASSISTANT
(224)	DE LA TORRIENTE	MARTHA N.	SC	ADMINSTRATIVE ASSISTANT
(225)	DIPASQUALE	SUSAN M.	FL	ADMINSTRATIVE ASSISTANT
(226)	FLYNN	PATRICK C.	FL	REGIONAL DIRECTOR
(227)	GRAHAM	VIVIAN E.	LA	ADMINSTRATIVE ASSISTANT
(228)	HANKS	PEGGY J.	FL	ADMINSTRATIVE ASSISTANT
(229)	THOMAS	NETTIE M.	SC	ADMINSTRATIVE ASSISTANT
(230)	WILLIAMS	DELOS R.	LA	REGIONAL DIRECTOR

Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEETS
45.3									
	238,508.24	1,102.52	239,610.75	17,407.06	1,999.05	2,916.06	13,217.35	34,378.47	2,227.50

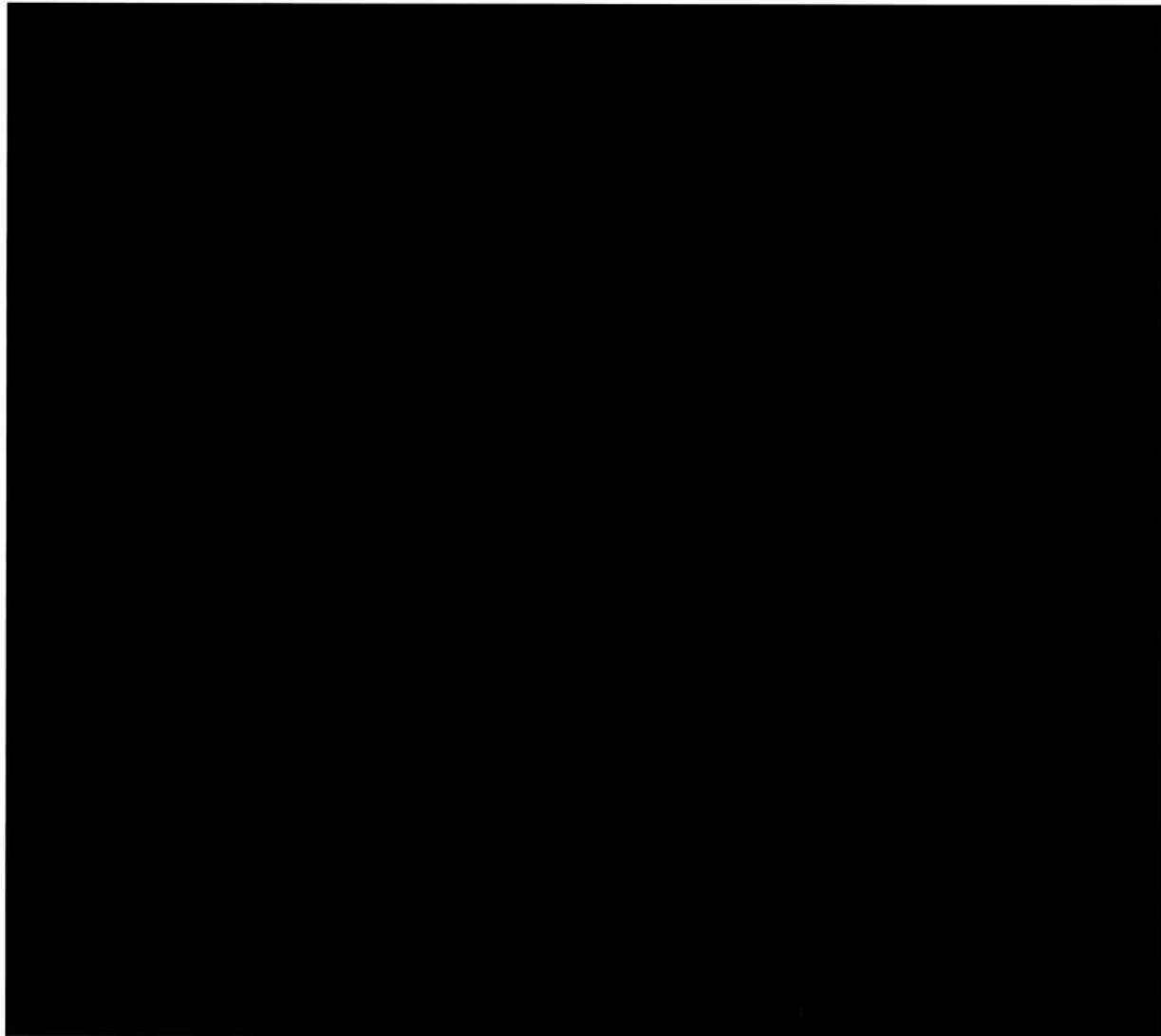
44-3
4 ps

Audit of Affiliate Transactions
 Dkt# 120209-WS, ACN 12-254-4-1
 TYE 12/31/11

Detail using 2011 percents

Kw
 6/21/13 JLP

TOTALS	LINE NO	LAST NAME	FIRST NAME	Q	Title	Percent Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
	Marion County															
	(1)	ANDREJKO	JAMES		IL CONTROLLER											
	(2)	COLLADO	MADELIN		NC COLLECTIONS SPECIALIST											
	(3)	DAFFER	AMBER		NV COLLECTIONS SUPERVISOR											
	(4)	DELMUNDO	ANCA		IL A/P CLERK											
	(5)	FEDERICO	ANTOINETTE		IL A/P SUPERVISOR											
	(6)	FERGUSON	CHRISTOPHER G		IL TAX REPORTING & COMPLIANCE MANAGER											
	(7)	FRIEDMAN	AVELINA		IL TAX SPECIALIST											
	(8)	GRANT	MICHAEL		IL CAPITAL ASSETS MANAGER											
	(9)	HALLORAN	BRIAN		IL CAPITAL ASSETS ACCOUNTANT											
	(10)	IWINSKI	CAMMY ANDREA		NV COLLECTIONS SPECIALIST											
	(11)	JONES	LINDA S.		FL COLLECTIONS SPECIALIST											
	(12)	KERSEY	JUSTIN P.		IL SENIOR FINANCIAL ANALYST											
	(13)	KIM	CHRISTINE		IL CORPORATE ACCOUNTING MANAGER											
	(14)	LUPPINO	NANCY L.		IL A/P CLERK											
	(15)	LUPPINO	PHYLLIS A.		IL A/P CLERK											
	(16)	MIRANDA	MARGARITA		IL A/P CLERK											
	(17)	PIETRAS	VICTORIA M.		IL SENIOR CORPORATE ACCOUNTANT											
	(18)	RAJENDRAN	SARAVANAN		IL SENIOR FINANCIAL ANALYST											
	(19)	SHIMKUS	MATTHEW D		IL FINANCIAL PLANNING & ANALYSIS MANAGER											
	(20)	WOJNICKA	PATRYCJA		IL A/P CLERK											
	(21)	ZAVILLA	ANNETTE		IL A/P CLERK											
	(22)	PAULE	NANCY P.		IL RECEPTIONIST											
	(23)	PLUMB	DEBRA A		IL LEGAL ASSISTANT											
	(24)	DEVINE	JAMES P.		IL DIRECTOR OF HUMAN RESOURCES											
	(25)	HOY	JOHN P.		IL CHIEF OPERATING OFFICER											
	(26)	JAPCZYK	JAMES F.		IL CHIEF FINANCIAL OFFICER											
	(27)	LUBERTOZZI	STEVEN M.		IL CHIEF REGULATORY OFFICER											
	(28)	OAKLEY	THOMAS G		IL CHIEF OF STAFF, OFFICE OF CEO											
	(29)	RING	DEBORAH		IL EXECUTIVE ASSISTANT											
	(30)	SPARROW	LISA A		IL PRESIDENT & CEO											
	(31)	STOVER	JOHN R.		IL VICE PRESIDENT GENERAL											
	(32)	SUDDUTH	DONALD E.		IL VICE PRESIDENT CORPORATE DEVELOPMENT											
	(33)	MALECKI	KRZYSZTOF		IL HR GENERALIST											
	(34)	MEYERS	NATHAN K		IL HR GENERALIST											
	(35)	NOVAK	JORDON		IL ADMINISTRATIVE SERVICES MANAGER											
	(36)	ORTEGA	JENNIFER		IL HR ADMINISTRATOR											
	(37)	DAVE	HARDIK		IL DESKTOP SUPPORT ANALYST											
	(38)	OSTLER	TOM		IL IT MANAGER											
	(39)	PANNOS	NICHOLAS JAMES		IL SYSTEM ADMINISTRATOR											
	(40)	SILLS	JOSEPH		IL DESKTOP SUPPORT ANALYST											
	(41)	SMUTNY	THOMAS A.		IL NETWORK ADMINISTRATOR											
	(42)	BONAGURA	JOHN F.		FL REGIONAL FINANCE MANAGER											
	(43)	DURHAM	RICK J.		FL REGIONAL VICE PRESIDENT											
	(44)	HAWS	SCOTTY L.		FL REGIONAL COMPLIANCE & SAFETY MANAGER											
	(45)	ROSE	KENDRA E.		IL COMPLIANCE & SAFETY COORDINATOR											
	(46)	ARNOUX	DIANE L.		IL REGULATORY ASSISTANT											
	(47)	BARRETT	JASON O.		IL SENIOR REGULATORY ACCOUNTANT											
	(48)	FEATHERGILL	ADAM K		IL DOCKET CLERK											
	(49)	MARKWELL	KIRSTEN E.		IL REGULATORY ACCOUNTING MANAGER											
	(50)	NORWOODS	REGENCE		IL REGULATORY STAFF ACCOUNTANT II											
	(51)	PITTS	DARRIEN		IL REGULATORY STAFF ACCOUNTANT I											
	(52)	VALRIE	LAWANDA N.		IL REGULATORY ASSISTANT											
	(53)	WILLIAMS III	JOHN D.		FL DIRECTOR OF GOVERNMENTAL AFFAIRS											
	(54)	WINANS	NICOLE D.		NV REGULATORY STAFF ACCOUNTANT II											



7/1/13
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Detail using 2011 percents

TOTALS					Percent										
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS	
(56)	WIOREK	SHARON	IL	REGULATORY STAFF ACCOUNTANT II											
(56)	ABBOTT	LORETTA E.	FL	CSR II											
(57)	ADAMS	DIANE	NC	CSR I											
(58)	BENNETT	KIMBERLY J.	FL	CSR II											
(59)	CEBALLOS	ISABEL	FL	CSR II											
(60)	CHANDLER	MATTHEW R.	FL	CONTACT CENTER SUPERVISOR											
(61)	COATES	MARGARET	NV	CSR I											
(62)	DUNN	CONSTANCE	FL	CSR II											
(63)	HINCHCLIFFE	KARON	FL	CSR I											
(64)	JENKINS	INGRID E.	NC	CSR II											
(65)	JOHNSON	MICAH	NC	CSR I											
(66)	LEGERE	KAREN	NV	CSR I											
(67)	MAYESKI	LORIE L.	FL	CSR II											
(68)	MCVICKER	CAROLYN	FL	CSR I											
(69)	ORENGO	LINETTE C	FL	CSR I											
(70)	RICHARDSON	DONA	FL	CSR I											
(71)	ROBINSON	SHONA N.	NC	CUSTOMER SERVICE SUPERVISOR											
(72)	ROBINSON	VANESSA F.	NC	CSR II											
(73)	SANTOS	ISRAEL	FL	CSR I											
(74)	SCHNAUFER	LINDA	FL	CUSTOMER SERVICE MANAGER											
(75)	SIDES	JENNIFER	NC	CSR I											
(76)	STONEBREAKER	AMANDA	FL	CSR I											
(77)	STORM	BONNIE	FL	CSR I											
(78)	TACKETT	SAMANTHA R.	NV	CUSTOMER SERVICE SUPERVISOR											
(79)	THIMMES	KARYN L	FL	CSR I											
(80)	THOMPSON	GLENDA	NC	CSR I											
(81)	TROVINGER	FERRELLYN L.	FL	CUSTOMER SERVICE SUPERVISOR											
(82)	VOLZ	DEBORAH E.	FL	CSR I											
(83)	WATLER	SYLVIA A	FL	CSR I											
(84)	WOOLARD	CRYSTAL R	NC	COLLECTIONS SPECIALIST											
(85)	CHRISTIAN	ELISE S.	FL	CUSTOMER RELATIONS SPECIALIST											
(86)	JONES	LORI LYNN	FL	CSR II											
(87)	KRUGLER	ADRIENNE R.	IL	BILLING MANAGER											
(88)	RAPONI	ANN M.	FL	ASSISTANT MANAGER, BILLING											
(89)	SASIC	KAREN L.	FL	DIRECTOR OF BILLING											
(90)	SELF	ROSE D.	NC	ASSISTANT MANAGER, BILLING											
(91)	SILLITOE	JACQUELINE	FL	CUSTOMER CARE SPECIALIST											
(92)	SILVA	LISA M.	NC	CSR II											
(93)	SVERIDA	AGNES	LA	ASSISTANT MANAGER, BILLING											
(94)	SOWELL	GEORGE	GA	CORPORATE SERVICES MANAGER											
(95)	ALBERIGI	DAVID J.	FL	FIELD TECH II											
(96)	ALDAY	JAMES R.	FL	WATER-WASTEWATER OPERATOR											
(97)	ALDAY	CALEB	FL	FIELD TECH I											
(98)	AUSTIN	ARTHUR C.	FL	FIELD TECH II											
(99)	BAILEY	ALAN R.	FL	WATER-WASTEWATER OPERATOR											
(100)	BANISTER	GERALD DAVID	SC	WATER-WASTEWATER OPERATOR											
(101)	BELCASTRO	JOSEPH C.	SC	CROSS CONNECTION TECHNICIAN											
(102)	BODIE SR	JOHN L.	SC	AREA MANAGER											
(103)	BOERSMA	DAVID A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(104)	BRANDT	MICHAEL J.	LA	AREA MANAGER											
(105)	BRAZELL	DERRICK W.	SC	WATER-WASTEWATER OPERATOR											
(106)	BROWN	DONNA R.	FL	FIELD TECH II											
(107)	BRUCE	GLENN R.	FL	WATER-WASTEWATER OPERATOR											
(108)	BUONO	ROBERT A.	FL	LEAD WATER-WASTEWATER OPERATOR											
(109)	BURKHALTER	VINCENT L.	LA	WATER-WASTEWATER OPERATOR											
(110)	BYRD	LARRY L.	FL	WATER-WASTEWATER OPERATOR											

443
5/22

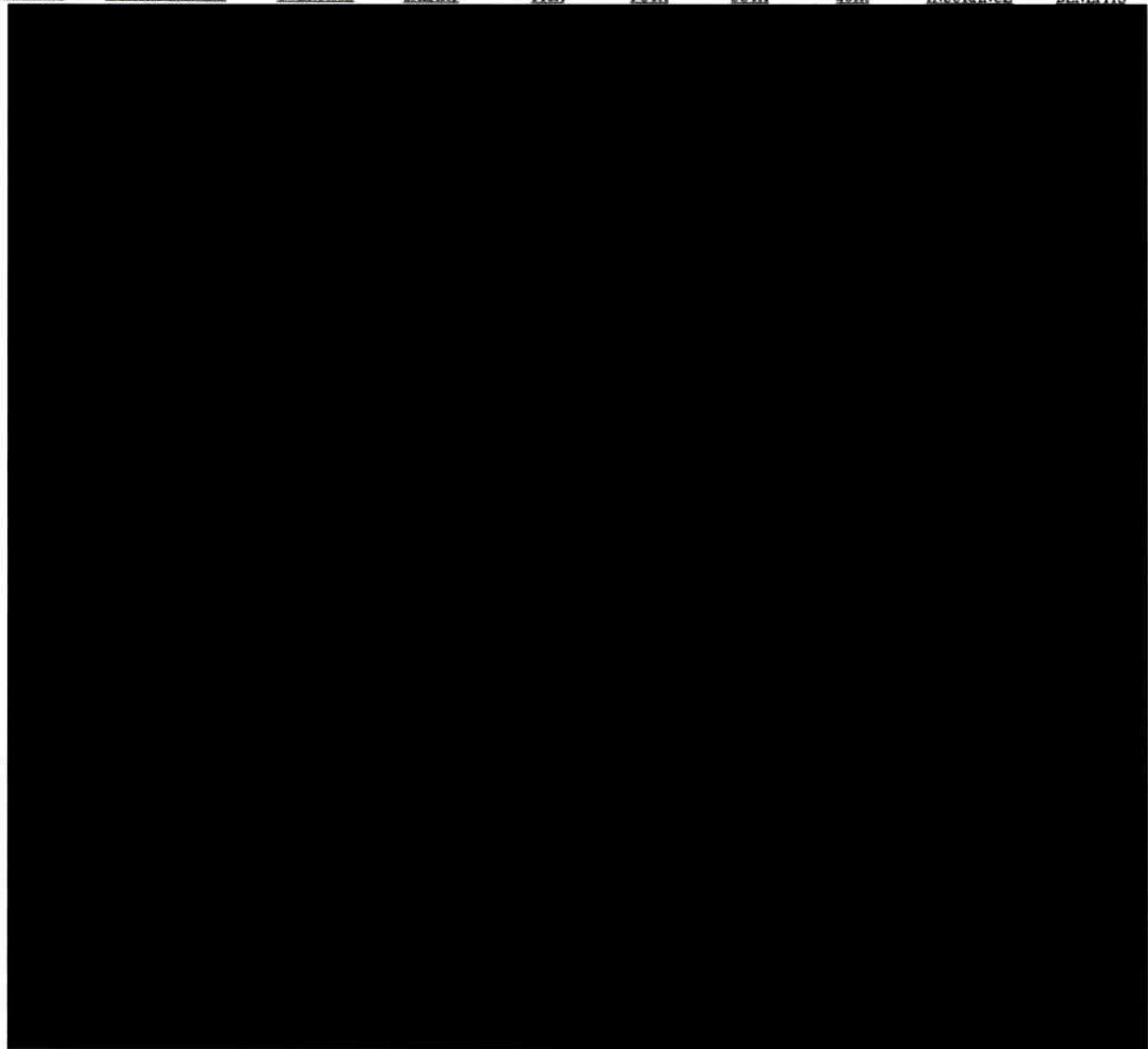
Detail using 2011 percents

TOTALS						Percent											
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE		Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS		
(111)	CALLAHAN	ROBERT L.	FL	FIELD TECH II													
(112)	CARBERRY-BOWEN	RELLA	SC	WATER-WASTEWATER OPERATOR													
(113)	CARDINAL	ANTHONY A.	FL	WATER-WASTEWATER OPERATOR													
(114)	CARVER	NATHANIEL Q.	FL	AREA MANAGER													
(115)	CHARD	RONALD	FL	CROSS CONNECTION TECHNICIAN													
(116)	CHITWOOD	LARRY A.	SC	AREA MANAGER													
(117)	COCRAN	JEFFERY A.	LA	REGIONAL MANAGER													
(118)	COOK	GREGORY	LA	WATER-WASTEWATER OPERATOR													
(119)	COOK	RALPH H.	SC	LEAD WATER-WASTEWATER OPERATOR													
(120)	COOKS	BARNER	FL	WATER-WASTEWATER OPERATOR													
(121)	COOPER	ROBERT K.	FL	FIELD TECH III													
(122)	DAVIS	GENTRY E.	LA	MAINTENANCE WORKER													
(123)	DAVIS	MIGUEL B.	SC	AREA MANAGER													
(124)	DAVIS	EARL	SC	WATER-WASTEWATER OPERATOR													
(125)	DAVIS	KENNETH ALLEN	SC	WATER-WASTEWATER OPERATOR													
(126)	DE LA TORRIENTE	MAURICE A.	SC	LEAD WATER-WASTEWATER OPERATOR													
(127)	DRIGGERS	MARVIN H.	SC	WATER-WASTEWATER OPERATOR													
(128)	EBERT	HAROLD	FL	FIELD TECH II													
(129)	EBERT	SHAWN M.	FL	FIELD TECH II													
(130)	EISWIRTH	MICHAEL	LA	MAINTENANCE WORKER													
(131)	ELLINGER	BRIGHT A.	SC	AREA MANAGER													
(132)	FINCH	ALLAN	FL	WATER-WASTEWATER OPERATOR													
(133)	FINIGAN	MICHAEL A.	FL	FIELD TECH I													
(134)	FORREST	DAVID L.	SC	WATER-WASTEWATER OPERATOR													
(135)	FOWLER	STEVEN	SC	WATER-WASTEWATER OPERATOR													
(136)	FRANKLIN	PHILLIP	SC	WATER-WASTEWATER OPERATOR													
(137)	FRIEL	STEVEN M.	SC	LEAD WATER-WASTEWATER OPERATOR													
(138)	GENTILUCCI	DOMENIC V.	FL	AREA MANAGER													
(139)	GILROY	ROBERT H.	SC	REGIONAL MANAGER													
(140)	GODWIN	PATRICK L.	FL	LEAD WATER-WASTEWATER OPERATOR													
(141)	GONGRE	BRYAN K.	FL	REGIONAL MANAGER													
(142)	GORDON	DEWIS W.	SC	LEAD WATER-WASTEWATER OPERATOR													
(143)	GOSNELL	SCOTTY G.	FL	LEAD WATER-WASTEWATER OPERATOR													
(144)	GRAINGER	LEROY	FL	FIELD TECH I													
(145)	GRAY	ROBERT	FL	WATER-WASTEWATER OPERATOR													
(146)	GRAY	PATRICK	FL	FIELD TECH I													
(147)	GREEN	HORACE	LA	WATER-WASTEWATER OPERATOR													
(148)	GUNTER III	CHARLIE P.	SC	WATER-WASTEWATER OPERATOR													
(149)	HABERY	STEPHEN J.	FL	LEAD WATER-WASTEWATER OPERATOR													
(150)	HAMILTON	DON L.	FL	WATER-WASTEWATER OPERATOR													
(151)	HASTY	DONALD L.	FL	LEAD WATER-WASTEWATER OPERATOR													
(152)	HERMANO	RODEL R.	FL	FIELD TECH II													
(153)	HINSON	RICHARD F.	SC	WATER-WASTEWATER OPERATOR													
(154)	HOGUE	RAYMOND H.	FL	WATER-WASTEWATER OPERATOR													
(155)	HOLLISTER	JIMMIE H.	FL	FIELD TECH II													
(156)	HOWINGTON	TOD	SC	WATER-WASTEWATER OPERATOR													
(157)	JOHNSON	MARC A.	SC	WATER-WASTEWATER OPERATOR													
(158)	JUNE	STUART LEGRANI	SC	WATER-WASTEWATER OPERATOR													
(159)	KENNEDY	ALVIN W.	LA	AREA MANAGER													
(160)	KEYS	THOMAS E.	FL	WATER-WASTEWATER OPERATOR													
(161)	KILGORE	JAMES A.	FL	WATER-WASTEWATER OPERATOR													
(162)	KILGORE JR	JAMES	FL	FIELD TECH I													
(163)	KNOPP	KENNETH W.	SC	WATER-WASTEWATER OPERATOR													
(164)	KYZER	RAY S.	SC	WATER-WASTEWATER OPERATOR													
(165)	LINK	LUCAS	FL	WATER-WASTEWATER OPERATOR													
(166)	LOCKLAIR	JONATHAN W.	SC	FIELD TECH I													

ed 5/13/11

Detail using 2011 percents

TOTALS				Percent										
LINE NO	LAST NAME	FIRST NAME	OCATIO	TITLE	Allocated	ANNUAL SALARY	OVERTIME	SALARY	FICA	FUTA	SUTA	401K	HEALTH INSURANCE	OTHER BENEFITS
(167)	LOONEY	JOHN	FL	WATER-WASTEWATER OPERATOR										
(168)	MARINELLI	JOHN A.	FL	AREA MANAGER										
(169)	MATTESON	SEYD	FL	WATER-WASTEWATER OPERATOR										
(170)	MCKNIGHT	EDWIN RAMON	SC	WATER-WASTEWATER OPERATOR										
(171)	MEARIDY	TARQUIN	LA	WATER-WASTEWATER OPERATOR										
(172)	MEDFORD	JAMES SIDNEY	SC	WATER-WASTEWATER OPERATOR										
(173)	MILFORD	STEVEN	LA	WATER-WASTEWATER OPERATOR										
(174)	MITCHELL	MALCOLM A.	SC	REGIONAL MANAGER										
(175)	MOLLOY	VINCENT P.	SC	WATER-WASTEWATER OPERATOR										
(176)	MOORE	SHANE C	SC	WATER-WASTEWATER OPERATOR										
(177)	MORAN	JOSHUA	LA	FIELD TECH I										
(178)	MORRELL	MATTHEW J.	FL	FIELD TECH II										
(179)	NEAL	WILLIAM L.	FL	AREA MANAGER										
(180)	OAKLEY	WILLIAM	SC	WATER-WASTEWATER OPERATOR										
(181)	OVERTON	MICHAEL A.	FL	CROSS CONNECTION TECHNICIAN										
(182)	PARRISH	RAYMOND A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(183)	PHILLIPS	CHRISTOPHER	FL	FIELD TECH I										
(184)	PLUMMER	GEORGE R.	SC	AREA MANAGER										
(185)	POLK	RYAN	LA	MAINTENANCE WORKER										
(186)	POWELL	TREVOR B.	FL	LEAD WATER-WASTEWATER OPERATOR										
(187)	RADCLIFF	MAX LEE	FL	LEAD WATER-WASTEWATER OPERATOR										
(188)	RAINES	CRAIG A.	FL	WATER-WASTEWATER OPERATOR										
(189)	REINCKE	SEAN	FL	FIELD TECH I										
(190)	REINERS	BARRY T.	LA	WATER-WASTEWATER OPERATOR										
(191)	REMIGIO	ROBERTO V.	FL	FIELD TECH I										
(192)	RICHARDSON	JAMES P.	FL	FIELD TECH II										
(193)	RICHARDSON	MARLIN	FL	LEAD WATER-WASTEWATER OPERATOR										
(194)	ROJAS-RODRIGUEZ	ISRAEL	FL	FIELD TECH I										
(195)	RUMFELT	DOROTHY M.	SC	FIELD TECH I										
(196)	SCHMIDT	MIKE	SC	FIELD TECH I										
(197)	SCHWADES	CHARLES G.	FL	AREA MANAGER										
(198)	SCHWADES	JENNIFER M	FL	FIELD TECH II										
(199)	SCOTT	ROBERT C.	SC	WATER-WASTEWATER OPERATOR										
(200)	SHOFFSTALL	DAVID E.	FL	LEAD WATER-WASTEWATER OPERATOR										
(201)	SHUE	MICKEY A.	FL	FIELD TECH II										
(202)	SILLITOE	TERRY W.	FL	WATER-WASTEWATER OPERATOR										
(203)	SILLITOE	KATHY A.	FL	WATER CONSERVATION COORDINATOR										
(204)	SOSSAMON	WILLIAM	FL	WATER-WASTEWATER OPERATOR										
(205)	STEVENS	WILLIAM H	FL	WATER-WASTEWATER OPERATOR										
(206)	STRAIGHT	JAMES L.	FL	WATER-WASTEWATER OPERATOR										
(207)	SUDOL	COREY	FL	WATER-WASTEWATER OPERATOR										
(208)	SZCZEPKOWSKI	STEPHEN A.	FL	LEAD WATER-WASTEWATER OPERATOR										
(209)	THOMPSON	KRISTOPHER L.	LA	FIELD TECH I										
(210)	THORNTON	COREY W.	SC	WATER-WASTEWATER OPERATOR										
(211)	USSERY	JONATHAN N	LA	FIELD TECH I										
(212)	VAN METER	NATHAN Z.	FL	LEAD WATER-WASTEWATER OPERATOR										
(213)	WATKINS	CEDRIC	FL	FIELD TECH II										
(214)	WELLS	DONALD R	SC	FIELD TECH II										
(215)	WHITE	DAVID A.	SC	PROJECT MANAGER										
(216)	WIGGINS	KEVIN	SC	FIELD TECH I										
(217)	WILLIAMS	SUSAN L.	LA	WATER-WASTEWATER OPERATOR										
(218)	WILSON	MICHAEL A.	FL	REGIONAL MANAGER										
(219)	WORRELL	DAVID R.	FL	WATER-WASTEWATER OPERATOR										
(220)	WRIGHT	THOMAS L.	FL	FIELD TECH I										
(221)	ZEISE	MICHAEL	SC	LEAD WATER-WASTEWATER OPERATOR										
(222)	BAILEY	ANNETTE L.	SC	ADMINISTRATIVE ASSISTANT										



443
594

