

BEFORE THE FLORIDA PUBLIC SERVICE COMMISSION

REDACTED

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FPSC-COMMISSION CLERK

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| 1 | Rate Case ROG 18/ Item 196 - 198 | | | | | | | | | | |
| 2 | 2008 | Base | OverTime | Bonus | Non-Equity | All Other | Equity Expense | Total Compensation | Allocation Pct - PEF | Allocation Amt - PEF | |
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| 21 | CPL Total | | | | | | | | | | |
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 09RP-STAFFROG18-197-000014
 FPSC-COMMISSION CLERK

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| 1 | Rate Case ROG 18/ Item 196 - 198 | | | | | | | | | | |
| 2 | 2008 | Base | OverTime | Bonus | Non-Equity | All Other | Equity Expense | Total Compensation | Allocation Pct - PEF | Allocation Amt - PEF | |
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| 65 | FPC Total | | | | | | | | | | |
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| 1 | PL Rate Case ROG 18/ Item 196 - 198 | | | | | | | | | | |
| 2 | 2008 | | | | | | | | Allocation | Allocation Amt | |
| 81 | <div style="background-color: black; width: 100%; height: 100%; display: flex; align-items: center; justify-content: center;"> Redacted </div> | | | | | | | | | | |
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| 95 | | | | | | | | | | | |
| 106 | SVC Total | \$ 5,025,444.49 | \$ - | \$ 91,563.46 | \$ 999,074.95 | \$ 112,006.83 | \$ 976,026.42 | \$ 7,204,116.15 | \$ 3,184,978.99 | | |
| 108 | Grand Total | \$ 12,741,814.06 | \$ 202,351.79 | \$ 91,563.46 | \$ 2,439,075.73 | \$ 291,376.14 | \$ 2,449,708.41 | \$ 18,215,889.59 | \$ 11,872,279.16 | | |
| 111 | Notes: | | | | | | | | | | |
| 112 | All Other includes: RSU dividends, long-term compensation, and wellness incentives | | | | | | | | | | |
| 113 | Bonus: represents signing bonus or retention bonus paid | | | | | | | | | | |
| 114 | Non-Equity: represents amount of annual incentive accrued in 2008 and paid in March 2009. | | | | | | | | | | |
| 115 | Equity Expense: represent amount expensed for Restricted Stock Units | | | | | | | | | | |

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| 1 | Rate Case ROG 18/ Item 196 - 19: | | | | | | | | | | |
| 2 | 2009 | Base | OverTime | Bonus | Non-Equity | All Other | Equity Expense | Total Compensation | Allocation Pct - PEF | Allocation Amt - PEF | |
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| 24 | CPL Total | | | | | | | | | | |
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| 1 | Rate Case ROG 18/ Item 196 - 19: | | | | | | | | | | |
| 2 | 2009 | Base | OverTime | Bonus | Non-Equity | All Other | Equity Expense | Total Compensation | Allocation Pct - PEF | Allocation Amt - PEF | |
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| 66 | FPC Total | | | | | | | | | | |
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| 1 | Rate Case ROG 18/Item 196-197 | | | | | | | | | | |
| 2 | 2009 | Base | OverTime | Bonus | Non-Equity | All Other | Equity Expense | Total Compensation | Allocation Pct - PEF | Allocation Amt - PEF | |
| 81 | <div style="background-color: black; width: 100%; height: 100%; display: flex; align-items: center; justify-content: center;"> Redacted </div> | | | | | | | | | | |
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| 104 | SVC Total | \$ 4,681,187.97 | \$ - | \$ - | \$ 909,354.48 | \$ 92,920.40 | \$ 840,112.67 | \$ 6,523,575.52 | | \$ 3,325,964.29 | |
| 105 | Grand Total | \$ 12,497,625.13 | \$ 320,203.40 | \$ - | \$ 2,319,160.71 | \$ 260,533.88 | \$ 2,242,702.98 | \$ 17,640,226.09 | | \$ 11,809,714.35 | |
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| 107 | | | | | | | | | | | |
| 108 | | | | | | | | | | | |
| 109 | Notes: | | | | | | | | | | |
| 110 | All Other Includes: RSU dividends, long-term compensation, and wellness incentives (assumption - remains constant from 2008) | | | | | | | | | | |
| 111 | Bonus: none Included since one time in nature | | | | | | | | | | |
| 112 | Non-Equity: represents amount of annual Incentive accrued in 2008 and paid in March 2009 (amount escalated 2% for managers and 3% for all other eligible employees) | | | | | | | | | | |
| 113 | Equity Expense: represent amount expensed for Restricted Stock Units | | | | | | | | | | |
| 114 | Base - Escalated 2% for managers and 3% for all other eligible employees based on budget guidelines. | | | | | | | | | | |

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09RP-STAFFROG18-197-000020

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| 1 | FL Rate Case ROG 18/ Item 196 - 198 | | | | | | | | | | |
| 2 | 2010 | Base | OverTime | Bonus | Non-Equity | All Other | Equity Expense | Total Compensation | Allocation Pct - PEF | Allocation Amt - PEF | |
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| 21 | CPL Total | | | | | | | | | | |
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| 1 | FL Rate Case ROG 18/Item 196-198 | | | | | | | | | | |
| 2 | 2010 | Base | OverTime | Bonus | Non-Equity | All Other | Equity Expense | Total Compensation | Allocation Pct - PEF | Allocation Amt - PEF | |
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| 68 | FPC Total | | | | | | | | | | |
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| 1 | FL Rate Case ROG 18/Item 196 - 198 | | | | | | | | | | |
| 2 | 2010 | Base | OverTime | Bonus | Non-Equity | All Other | Equity Expense | Total Compensation | Allocation Pct | Allocation Amt | |
| 87 | <div style="background-color: black; width: 100%; height: 100%; display: flex; align-items: center; justify-content: center;"> Redacted </div> | | | | | | | | | | |
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| 101 | | | | | | | | | | | |
| 111 | SVC Total | \$ 5,397,928.65 | \$ | \$ | \$ 1,044,726.26 | \$ 102,181.08 | \$ 888,389.30 | \$ 7,433,225.28 | | \$ 3,759,629.93 | |
| 112 | | | | | | | | | | | |
| 113 | | | | | | | | | | | |
| 114 | | | | | | | | | | | |
| 115 | Grand Total | \$ 13,515,864.81 | \$ 409,870.56 | | \$ 2,501,076.29 | \$ 266,603.51 | \$ 2,223,273.11 | \$ 18,916,688.28 | | \$ 12,970,577.69 | |
| 116 | | | | | | | | | | | |
| 117 | | | | | | | | | | | |
| 118 | Notes: | | | | | | | | | | |
| 119 | All Other includes: RSU dividends, long-term compensation, and wellness incentives (assumption - remains constant from 2008) | | | | | | | | | | |
| 120 | Bonus: none included since one time in nature | | | | | | | | | | |
| 121 | Non-Equity: represents amount of annual incentive accrued in 2008 and paid in March 2009 (amount escalated 2% for managers and 3% for all other eligible employees) | | | | | | | | | | |
| 122 | Equity Expense: represent amount expensed for Restricted Stock Units | | | | | | | | | | |
| 123 | Base - Escalated 2% for managers and 3% for all other eligible employees based on budget guidelines. | | | | | | | | | | |

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