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August 6, 2026

VIA HAND DELIVERY

Mr. Adam Teitzman
Commission Clerk
Florida Public Service Commission
2540 Shumard Oak Boulevard
Tallahassee, FL 32399-0850**REDACTED**RECEIVED FPSC
2026 AUG - 6 PM 4:50
COMMISSION
CLERK**Re: Docket No. 20260026-GU – Application for Rate Increase by Florida City Gas.**

Dear Mr. Teitzman:

Attached for filing, please find the original and six (6) copies of Florida City Gas's Notice of Intent to Request Confidential Classification and Seek Protective Order.

Thank you for your assistance with this filing. As always, please don't hesitate to let me know if you have any questions whatsoever.

COM _____

AFD _____

APA _____

ECO _____

ENG _____

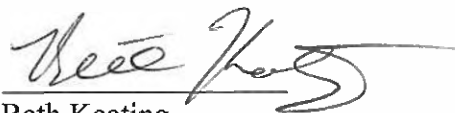
GCL _____

IDM _____

CLK _____

5 NOI + 1 Redacted

Sincerely,

Beth Keating
Gunster, Yoakley & Stewart, P.A.
215 South Monroe St., Suite 601
Tallahassee, FL 32301

MEK

Enclosures

Cc:// Certificate of Service

BEFORE THE FLORIDA PUBLIC SERVICE COMMISSION

In re: Application for Rate Increase by
Florida City Gas.

Docket No. 20260026-GU

Filed: August 6, 2026

**FLORIDA CITY GAS'S NOTICE OF INTENT TO REQUEST CONFIDENTIAL
CLASSIFICATION AND SEEK
PROTECTIVE ORDER**

Florida City Gas ("FCG" or the "Company"), by and through undersigned counsel pursuant to Rule 25-22.006, Fla. Admin. Code, submits this Notice of its Intent to request confidential classification of certain documents provided in the Company's Responses to Commission Staff's Ninth Set of Interrogatories and Sixth Requests for Production. Specifically, the attachment for the Company's response to Staff Interrogatory No. 119 and two documents responsive to Request for Production No. 26 are considered to be confidential, proprietary business information by FCG, as well as third parties. Public disclosure of the information in these documents would be detrimental to FCG's competitive business interests and in certain instances, may result in breach of contracts with third parties. As such, FCG believes the information meets the definition of "proprietary confidential business information" as set forth in Section 366.093(3), Florida Statutes, which provides:

- (3) Proprietary confidential business information means information, regardless of form or characteristics, which is owned or controlled by the person or company, is intended to be and is treated by the person or company as private in that the disclosure of the information would cause harm to the ratepayers or the person's or company's business operations, and has not been disclosed unless disclosed pursuant to a statutory provision, an order of a court or administrative body, or private agreement that provides that the information will not be released to the public. Proprietary confidential business information includes, but is not limited to:
- (a) Trade secrets.
 - (b) Internal auditing controls and reports of internal auditors.
 - (c) Security measures, systems, or procedures.

- (d) Information concerning bids or other contractual data, the disclosure of which would impair the efforts of the public utility or its affiliates to contract for goods or services on favorable terms.
- (e) Information relating to competitive interests, the disclosure of which would impair the competitive business of the provider of the information.
- (f) Employee personnel information unrelated to compensation, duties, qualifications, or responsibilities.

With this Notice, FCG is providing highlighted versions of the documents, along with redacted copies pursuant to the Commission's Rule. Consistent with Rule 25-22.006, F.A.C., FCG will submit a formal Request for Confidential Classification and Motion for Protective Order.

Respectfully submitted this 6th day of August, 2026, by:



Beth Keating, Esquire
Florida Bar No. 0022756
Gunster Law Firm
215 South Monroe Street
Suite 601
Tallahassee, FL 32301

Attorneys for Florida City Gas

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true and correct copy of the foregoing Notice of Intent to Request for Confidential Classification and Seek Protective Order has been furnished by Electronic Mail to the following parties of record this 6th day of August, 2026:

Major Thompson Alisha Hixon Florida Public Service Commission 2540 Shumard Oak Boulevard Tallahassee, FL 32399 mthompso@psc.state.fl.us ahixon@leg.state.fl.us discovery-gcl@psc.state.fl.us	Office of Public Counsel Walter Trierweiler/Charles Rehwinkel/Patricia Christensen/Austin Watrous c/o The Florida Legislature 111 West Madison Street, Room 812 Tallahassee, FL 32399-1400 Trierweiler.walt@leg.state.fl.us Rehwinkel.Charles@leg.state.fl.us Watrous.Austin@leg.state.fl.us Ponce.Octavio@leg.state.fl.us opc-discovery@leg.state.fl.us
Federal Executive Agencies (FEA) Thomas A. Jernigan Leslie R. Newton, Maj, USAF Matthew R. Vondrasek, Capt, USAF James B. Ely, MSgt, USAF Ebony M. Payton 139 Barnes Drive, Suite 1 Tyndall Air Force Base, Florida 32403 thomas.jernigan.3@us.af.mil leslie.newton.1@us.af.mil matthew.vondrasek.1@us.af.mil ebony.payton.ctr@us.af.mil	



Beth Keating
Gunster, Yoakley & Stewart, P.A.
215 South Monroe St., Suite 601
Tallahassee, FL 32301
(850) 521-1706

Department	Title/Position	Technology Project Capitalization	New Positions	All Other including Allocation Changes
OP402: Gas Operations-FCG	Line Locators	-	113,603	-
MG901: Chief Executive Officer	President & CEO	3,476	-	-
OP402: Gas Operations-FCG	Reg Mgr Operations	55,676	-	-
OP407 (new)	Supervisor Pipeline Integrity	-	45,505	-
OP402: Gas Operations-FCG	Mgr, Gas Operations	5,388	-	-
OP402: Gas Operations-FCG	Gas Operations Supv	-	-	-
OP402: Gas Operations-FCG	Field Laborers – Collections Support	-	75,735	-
OP402: Gas Operations-FCG	Mgr, Measurement	-	-	-
IT808: Software Development	Applications Manager	3,184	-	3,082
OP402: Gas Operations-FCG	Gas Operations Supv	-	-	-
OP402: Gas Operations-FCG	Gas Operations Supv	-	-	-
OP402: Gas Operations-FCG	Gas Operations Supv	-	-	-
OP402: Gas Operations-FCG	Gas Operations Supv	-	-	-
CF783: FCG CC Front Office	Customer Service Supv.	-	-	-
OP402: Gas Operations-FCG	Gas Operations Supv	-	-	-
OP402: Gas Operations-FCG	Gas Operations Supv	-	-	-
MO903: Chief Financial Officer	EVP, CFO & Asst Corp Sec	4,068	-	-
OP402: Gas Operations-FCG	FCG Hourly Employee	-	-	12,076
MG906: EVP, Gen Counsl, Corp Sec.	EVP, Gen Counsl, Corp Sec	1,808	-	-
OP402: Gas Operations-FCG	Gas Operations Lead (FCG)	-	-	-
OP402: Gas Operations-FCG	Instr & Controls Tech I	-	-	-
OP405: Damage Prevention-FCG	Damage Prevent Asset Spec	-	-	-
OP405: Damage Prevention-FCG	Damage Prevent Asset Spec	-	-	-
OP402: Gas Operations-FCG	Instr & Controls Tech I	-	-	-
OP402: Gas Operations-FCG	Corrosion Tech I	-	-	-
OP402: Gas Operations-FCG	Corrosion Tech II	-	-	-
OP405: Damage Prevention-FCG	Damage Prevent Asset Spec	-	-	-
OP402: Gas Operations-FCG	Instr & Controls Tech I	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I LM	-	-	-
OP402: Gas Operations-FCG	Instr & Controls Tech I	-	-	-
OP402: Gas Operations-FCG	Gas Operations Lead (FCG)	-	-	-
OP402: Gas Operations-FCG	Gas Operations Lead (FCG)	-	-	-
MG909: Chief Human Resource Officer	SVP & Chief HR Officer	9,561	-	-
OP402: Gas Operations-FCG	Distribution Tech I LM	-	-	-
OP402: Gas Operations-FCG	Distr Tech I/Inspector	-	-	-
OP402: Gas Operations-FCG	Distr Tech I/Inspector	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I LM	-	-	-
OP402: Gas Operations-FCG	Instr & Controls Tech II	-	-	-
OP402: Gas Operations-FCG	Distr Tech I/Inspector	-	-	-
OP402: Gas Operations-FCG	Distr Tech I/Inspector	-	-	-
OP402: Gas Operations-FCG	Distr Tech I/Inspector	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I A/B	-	-	-
OP402: Gas Operations-FCG	Instr & Controls Tech II	-	-	-
OP402: Gas Operations-FCG	Instr & Controls Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I LM	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I LM	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I A/B	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I A/B	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I LM	-	-	-
OP402: Gas Operations-FCG	Distribution Tech I A/B	-	-	-
GV901: AVP Corporate Governance	VP, Corporate Governance	3,315	-	-
OP402: Gas Operations-FCG	Corrosion Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Operations Assistant II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
MG902: Chief Operating Officer	SVP, COO	8,501	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	4,979
CF783: FCG CC Front Office	Cust Resolution Rep III	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	4,948
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
MG777: VP-Sustainability & Organic Growth	VP, Sust & Organic Growth	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Distribution Tech II	-	-	-
OP402: Gas Operations-FCG	Measurement Technician	-	44,177	-
CF783: FCG CC Front Office	Customer Billing Rep III	-	-	-
CF783: FCG CC Front Office	Customer Billing Rep III	-	-	-
GM410: General Manager-SF	AVP, Florida Operations	4,298	-	-
CF783: FCG CC Front Office	Cust Resolution Rep III	-	-	-
OP402: Gas Operations-FCG	Administrative Assistant	-	-	-
OP402: Gas Operations-FCG	Gas Utility Worker	-	-	-
MG772: Director Customer Care-Back Office	AVP, Customer Operations	2,654	-	-
MG914: SVP Propane & Energy Delivery Devel	SVP, Unreg Energy & BusDe	-	-	-
CF783: FCG CC Front Office	Cust Resolution Rep II	-	-	-
TM901: AVP Treasury Management	AVP & Assistant Treasurer	5,453	-	-
OP403: LNG Operations-FCG	Facilities Manager	-	-	-
MG913: Chief Accounting Officer	SVP, Chief Acctg Officer	6,898	-	-
CA400: Business Analyst-FPU	Business Analytics Dir	5,334	-	-
OP402: Gas Operations-FCG	Gas Utility Worker	-	-	-
RA901: VP-Regulatory Affairs	Sr Vice President	2,479	-	-

MG119: Damage Prevention	Mgr, Damage Prevention	-	-
CA400: Business Analyst-FPU	Financial Analyst II	-	-
GA400: Governmental Affairs North	Governmental Affairs Dir	-	-
MG907: Asst General Counsel	Enterprise Compliance Mgr	-	-
AC901: Tax Accounting	Tax Manager	-	-
RA903: Regulatory Affairs & Bus. Transformation	AVP, Regulatory Affairs	1,223	-
RA711: Regulatory Affairs-Distribution	Dir, Regulatory Affairs	-	-
AC901: Tax Accounting	Dir, Tax	7,798	-
IT805: System Support	Mgr, Infrastructure	-	-
CA400: Business Analyst-FPU	Bus Planning Analyst II	2,546	-
HR900: Human Resources	Talent Acquisition Dir	7,701	-
CA400: Business Analyst-FPU	Financial Analyst II	2,526	-
HR900: Human Resources	HR Business Partner III	578	-
HR900: Human Resources	HR Business Partner III	578	-
CX773: CX-Planning & Support	Planning & Support Supv	-	-
SP900: Strategic Planning & Development	VP, Strategic Development	1,819	-
AC900: Corporate Accounting	Financial Policy Mgr	3,200	-
IA800: Internal Audit	IT Auditor III	-	-
GC101: Gas Control-SCADA	SCADA Specialist III	-	-
GM410: General Manager-SF	Meter Services Supv	-	-
CX771: CX-Customer Experience & Support	Bus Process Analyst II	-	-
SM802: Operations Safety	Mgr, Safety	-	-
FM800: Facilities Management	Maint & Facilities Mgr	-	-
GV900: Corporate Governance	Corp Governance Mgr	-	-
MG904: Controller	VP, Corp Controller	21,896	1,457
HR900: Human Resources	Recruiter III	554	-
AC804: Financial Planning & Analysis	Mgr, Financial Analysis	1,751	-
IT806: Network Support	Network Manager	-	-
HR900: Human Resources	Talent Development Mgr	2,450	-
HR900: Human Resources	Talent Acquisition Mgr	1,733	-
AC804: Financial Planning & Analysis	FP&A Manager	1,729	-
CX771: CX-Customer Experience & Support	Bus Process Analyst II	-	-
CX771: CX-Customer Experience & Support	Bus Process Analyst II	-	-
AC804: Financial Planning & Analysis	Financial Analyst IV	-	-
CS770: Customer Care Support	CS Project Coordinator	-	-
CX770: CX-Strategy, Systems & Support	Customer Exp Strategy Mgr	-	-
IA800: Internal Audit	Auditor III	-	-
TM900: Treasury Management	Cash Manager	-	-
GC101: Gas Control-SCADA	SCADA Specialist III	-	-
GC101: Gas Control-SCADA	Sr Systems Analyst/Prog	-	-
CX772: CX-Excellence	Excellence Analyst III	-	-
HR900: Human Resources	Comp & Retirement Manager	6,980	-
GA400: Governmental Affairs North	Govt Affairs Mgr	-	-
GC100: Gas Control-ESNG	Gas Control Supervisor	-	-
AC900: Corporate Accounting	Financial Analyst III	-	-
GA400: Governmental Affairs North	Regional Manager	-	-
DI901: Diversity & Inclusion	Employee Engagement Mgr	1,600	-
CB782: FPU-CC-Back Office-Collections	Collections Rep II	-	-
IA800: Internal Audit	Auditor III	-	-
AC800: Business Unit Accounting	Mgr, Acctg & Fin Analysis	2,807	-
IA800: Internal Audit	Auditor II	-	-
MG784: Energy Logistics	Energy Logis Analyst III	-	-
AC804: Financial Planning & Analysis	Fin Sys Admin/Analysa Mgr	2,791	-
FS782: FSM Planning & Scheduling	Planning Scheduling Supv	-	-
AC901: Tax Accounting	Tax Accountant IV	-	-
TM900: Treasury Management	Credit Manager	6,542	-
HR900: Human Resources	Recruiter III	2,768	-
FS782: FSM Planning & Scheduling	Dispatcher	-	-
IR900: Investor Relations	Shareholder Services Mgr	-	-
IT812: Business Applications	Developer II	480	-
MG784: Energy Logistics	Energy Logistics Mgr	-	-
FS780: Field Services Management	Customer Assistance Supv	991	-
FS783: Emergency Response Team	Emergency Response Lead	-	-
CB782: FPU-CC-Back Office-Collections	Collections Rep II	-	-
CA400: Business Analyst-FPU	Accountant II	-	-
RA711: Regulatory Affairs-Distribution	Regulatory Analyst IV	-	-
GC101: Gas Control-SCADA	SCADA Analyst	-	14,854
MG917: AVP-Risk Management	AVP Business Transformatn	19,956	-
RA712: Regulatory Strategy & Alternative Energy	Regulatory Analyst IV	-	-
CX770: CX-Strategy, Systems & Support	Customer Support Mgr	-	-
CX770: CX-Strategy, Systems & Support	Cust Support Analyst II	-	-
HR900: Human Resources	HRIS Manager	6,258	-
AC900: Corporate Accounting	Accountant II	-	-
AC804: Financial Planning & Analysis	Financial Analyst III	1,485	-
AC805: Strategic Growth Services & Analytics	Financial Analyst IV	1,475	-
CB782: FPU-CC-Back Office-Collections	Collections Rep II	-	-
IT816: Director Analytics & AI	Director, Analytics & AI	-	-
SP901: Strategic Development	Strategic Development Dir	-	-
SP901: Strategic Development	Strat Plan & Analysis Dir	-	-
TC780: Training & Compliance	Ops QA Specialist III	-	-
SU410: Support-Florida Operations	Administrative Assistant	-	-
SM800: Safety	Safety Manager	-	-
HR900: Human Resources	Compensation Analyst	1,444	-
FS783: Emergency Response Team	Emergency Response Coord	-	-
FS783: Emergency Response Team	Emergency Response Coord	-	-
FS783: Emergency Response Team	Emergency Response Coord	-	-
TC800: Training Coordinators	Director, Training	-	1,550
CS770: Customer Care Support	Bus Planning Analyst II	-	-
HR900: Human Resources	HRIS Analyst	2,527	-
CX771: CX-Customer Experience & Support	Excellence Analyst I	-	-
IT807: Desktop Support	Mgr, Service Desk	-	-
AC804: Financial Planning & Analysis	Finan Systems Analyst II	2,494	-
HR909: AVP Human Resources	AVP, Human Resources	18,465	-
TC780: Training & Compliance	Ops QA Specialist III	-	-
CM902: Public Relations & Strategic Comm.	Communications Manager	-	-
GA400: Governmental Affairs North	Govt Affairs Mgr	-	-
TC780: Training & Compliance	Ops QA Specialist III	-	-
GA400: Governmental Affairs North	Govt Affairs Mgr	-	-
IT815: IT General Compliance & Controls	Compli & Controls Analyst	-	-

ITR15: IT General Compliance & Controls	Compli & Controls Analyst	-	-	-
AC804: Financial Planning & Analysis	Financial Analyst III	1,352	-	-
HR900: Human Resources	Drug & Alcohol/Compl Adm	426	-	-
RA903: Regulatory Affairs & Bus. Transformation	Revenue and Rates Manager	-	12,396	-
SM800: Safety	Safety Manager	-	-	-
SM800: Safety	Safety Manager	-	-	-
TC800: Training Coordinators	Mgr, Operations Training	-	-	-
CB782: FPU-CC-Back Office-Collections	Collections Rep II	-	-	7,061
SM802: Operations Safety	Mgr, Operations Safety	-	-	-
FS783: Emergency Response Team	Emergency Response Coord	-	-	-
FS783: Emergency Response Team	Emergency Response Coord	-	-	-
RA711: Regulatory Affairs-Distribution	Regulatory Analyst IV	-	-	-
GC100: Gas Control-ESNG	Gas Controller II	-	-	-
GC100: Gas Control-ESNG	Gas Controller II	-	-	-
GC100: Gas Control-ESNG	Gas Controller II	-	-	-
AC901: Tax Accounting	Tax Accountant IV	2,305	-	-
CX775: CX-Workforce Management	CC Workforce Analyst I	-	-	9,909
CX774: CX-Training	Cust Care Ops Trainer I	-	-	-
IT810: Cyber Security	Cyber Security Analyst II	-	-	-
GA400: Governmental Affairs North	Regional Engagement Mgr	-	-	-
RA711: Regulatory Affairs-Distribution	Regulatory Analyst IV	-	-	-
FS783: Emergency Response Team	Emergency Response Coord	-	-	-
TM900: Treasury Management	Treasury Analyst II	-	3,993	-
IT807: Desktop Support	Service Desk Supervisor	-	-	-
CX770: CX-Strategy, Systems & Support	Process Manager	-	-	-
CM902: Public Relations & Strategic Comm.	Communications Manager	-	-	-
FS783: Emergency Response Team	Emergency Response Coord	-	-	-
CM902: Public Relations & Strategic Comm.	Communications Manager	-	-	-
AC901: Tax Accounting	Tax Accountant III	-	-	-
IT810: Cyber Security	Cyber Security Analyst II	-	-	-
GC100: Gas Control-ESNG	Gas Controller II	-	-	-
FS783: Emergency Response Team	Emergency Response Coord	-	-	-
GC100: Gas Control-ESNG	Gas Controller II	-	-	-
HR900: Human Resources	Instructional Designer	-	-	-
MG784: Energy Logistics	Energy Logis Analyst III	-	-	-
FS782: FSM Planning & Scheduling	Dispatcher	-	-	-
GC100: Gas Control-ESNG	Gas Controller II	-	-	-
CX770: CX-Strategy, Systems & Support	Bus Planning Analyst II	-	-	-
AC800: Business Unit Accounting	Accountant III	-	-	-
RA711: Regulatory Affairs-Distribution	Regulatory Analyst III	-	-	-
SU900: Corporate Support	Executive Assistant	-	-	-
FS783: Emergency Response Team	Emergency Response Coord	-	-	-
FS783: Emergency Response Team	Emergency Response Coord	-	-	-
GA400: Governmental Affairs North	Gov'l Affairs Mgr	-	-	-
SU900: Corporate Support	Executive Assistant	-	-	-
FS782: FSM Planning & Scheduling	Dispatcher	-	-	-
FS782: FSM Planning & Scheduling	Dispatcher	-	-	-
FS782: FSM Planning & Scheduling	Dispatcher	-	-	-
GA400: Governmental Affairs North	Government Affairs Coord	-	-	-
IT813: BIS Project Management	Project Manager II	-	-	-
FS782: FSM Planning & Scheduling	Dispatcher	-	-	-
FS782: FSM Planning & Scheduling	Dispatcher	-	-	-
CX775: CX-Workforce Management	CC Workforce Analyst I	-	-	-
MG784: Energy Logistics	Energy Logis Analyst II	-	-	-
AC901: Tax Accounting	Tax Accountant II	-	-	-
FS782: FSM Planning & Scheduling	Dispatcher	-	-	-
AC804: Financial Planning & Analysis	Business Analyst II	1,166	-	-
MG119: Damage Prevention	Damage Prevent Coord III	-	-	-
HR900: Human Resources	Talent Development Spec	1,155	-	-
GA400: Governmental Affairs North	Regional Manager	-	6,151	-
FS782: FSM Planning & Scheduling	Customer Service Coord	-	-	-
FS782: FSM Planning & Scheduling	Operations Coord LU 1924	-	-	(108)
HR900: Human Resources	Sr Mgr, HR Technology	14,921	-	-
HR900: Human Resources	Benefits Program Manager	8,664	-	-
SM802: Operations Safety	Safety Coordinator III	-	-	-
AC805: Strategic Growth Services & Analytics	Financial Analyst III	1,085	-	-
FS782: FSM Planning & Scheduling	Dispatcher	-	-	-
SM802: Operations Safety	Safety Manager	-	-	-
HR900: Human Resources	HRIS Analyst	12,082	2,026	-
HR900: Human Resources	Benefits Coordinator	337	-	-
AC803: Process Improvement	Payroll Specialist II	-	-	-
SM802: Operations Safety	Safety Coordinator III	-	-	-
SM802: Operations Safety	Safety Coordinator III	-	-	-
TC800: Training Coordinators	Training Coordinator II	-	-	-
MK704: Marketing & Comm-Bus. Development	Marketing & Communications Manager	-	-	-
IT912: AVP Business Applications	AVP, Business Applications & Architecture	-	-	-
IT810: Cyber Security	Cyber Security Analyst II	-	-	-
SM802: Operations Safety	Safety Coordinator III	-	-	-
SM802: Operations Safety	Safety Coordinator III	-	-	-
RA712: Regulatory Strategy & Alternative Energy	Regulatory Analyst II	-	-	-
AC805: Strategic Growth Services & Analytics	Corporate Development Analyst	-	2,976	-
RA711: Regulatory Affairs-Distribution	Regulatory Analyst III	1,797	-	-
CX770: CX-Strategy, Systems & Support	CS Project Coordinator	-	-	-
GC100: Gas Control-ESNG	Gas Controller I	-	-	-
GC100: Gas Control-ESNG	Gas Controller I	-	2,076	-
MG119: Damage Prevention	Damage Prevent Coord II	-	-	-
GM410: General Manager-SF	Operations Assistant I	-	-	-
MK702: Creative Services	Creative Services Mgr	-	-	-
SM802: Operations Safety	Safety Coordinator III	-	-	-
MK710: Sustainability Integration	Administrative Assistant	-	-	-
DI901: Diversity & Inclusion	Org Eff & Change Mgmt Mgr	12,082	804	-
MK416: FCG Organic Growth	Mgr, Growth & Retention	-	-	-
RA711: Regulatory Affairs-Distribution	Regulatory Analyst III	1,719	-	-
TC800: Training Coordinators	Safety Coord II- Electric	-	-	-
CX770: CX-Strategy, Systems & Support	Cust Support Analyst II	-	-	1,034
HR900: Human Resources	Talent Acquisition Coord	301	-	-
TM900: Treasury Management	Shareholder Services Support	-	2,995	-
GV900: Corporate Governance	Corp Govern Analyst II	-	-	118
CX770: CX-Strategy, Systems & Support	Customer Billing Supv	-	-	-

MK416: FCG Organic Growth	Accounts Manager III	-	-	-
MK701: Community Affairs	Community Affairs Manager	-	-	-
MK701: Community Affairs	Community Affairs Manager	-	-	-
CX770: CX-Strategy, Systems & Support	Application Analyst II	-	-	-
TC800: Training Coordinators	Training Coordinator II	-	2,926	-
TC800: Training Coordinators	Training Coordinator II	-	2,926	-
TC800: Training Coordinators	Training Coordinator II	-	2,926	-
FS781: Field Services Support	Manager of Rates & Regulatory Affairs	599	-	-
AC800: Business Unit Accounting	Accountant I	-	-	-
IT816: Director Analytics & AI	New IT Role 1	-	1,887	-
IT912: AVP Business Applications	New IT Role 3	-	1,887	-
MG907: Asst General Counsel	Paralegal	-	989	-
CX770: CX-Strategy, Systems & Support	Dispatcher	-	-	-
MG119: Damage Prevention	Damage Prevention Coord.	-	-	-
AC806: Accounts Payable	Cash Disbursmt Analyst III	-	-	-
MK700: Marketing Communications	Mktg Conv Bus Engage Dir	1,581	-	-
TC800: Training Coordinators	Training Coordinator II	-	-	-
IT812: Business Applications	Integration Analyst I	182	-	-
GA400: Governmental Affairs North	Regional Manager	-	-	-
TC800: Training Coordinators	Training Coordinator	-	-	-
AC803: Process Improvement	Payroll Specialist II	-	-	-
MK416: FCG Organic Growth	Accounts Manager III	-	-	-
MG784: Energy Logistics	Energy Logis Analyst II	-	-	-
MK416: FCG Organic Growth	Accounts Manager III	-	-	-
MK702: Creative Services	Creative Svcs Specialist	-	-	-
SM802: Operations Safety	Safety Coordinator II	-	-	-
AC803: Process Improvement	Mgr, Financial Shared Svc	10,134	674	-
AC800: Business Unit Accounting	Accountant I	-	-	-
HR900: Human Resources	Recruiter P/T	258	-	-
OP400: Operations Compliance Managers	Engineer II	-	-	-
IA800: Internal Audit	IT Auditor III	10,616	-	-
MG904: Controller	VP, Corp Controller	979	9,430	-
MK702: Creative Services	Creative Svcs Specialist	-	-	-
DI901: Diversity & Inclusion	Employee Engagement Coord	240	-	-
IT813: BIS Project Management	New IT Role 2	-	1,573	-
MG784: Energy Logistics	Energy Logis Analyst I	-	-	-
MG119: Damage Prevention	Operations Assistant II	-	-	-
FS781: Field Services Support	Supv, Customer Field Svcs	-	-	-
AC806: Accounts Payable	Cash Disbursmt Analyst III	-	-	-
MG784: Energy Logistics	Energy Logis Analyst I	-	-	-
IT807: Desktop Support	Service Desk Analyst II	-	-	-
IT807: Desktop Support	Service Desk Analyst II	-	-	-
MK416: FCG Organic Growth	Accounts Manager III	-	-	-
CX770: CX-Strategy, Systems & Support	Solutions Analyst I	-	-	-
IT807: Desktop Support	Service Desk Analyst II	-	-	-
MG784: Energy Logistics	Operations Assistant II	-	-	-
DI901: Diversity & Inclusion	Change Management Analyst	8,332	554	-
IT807: Desktop Support	Helpdesk Analyst	-	-	-
IT807: Desktop Support	Helpdesk Analyst	-	-	-
IT807: Desktop Support	Helpdesk Analyst	-	-	-
MK701: Community Affairs	Community Affairs Manager	-	-	-
MG784: Energy Logistics	Energy Logis Analyst I	-	-	-
IT813: BIS Project Management	Administrative Assistant	-	-	-
AC806: Accounts Payable	Cash Disbursmt Analyst II	-	-	-
MK417: FCG Inside Sales	Dir Sust & Organic Growth	-	-	-
GV900: Corporate Governance	Corp Govern Analyst I	-	-	3,101
IT805: System Support	Systems Administrator II	-	-	-
IT805: System Support	Systems Administrator II	-	-	-
IT805: System Support	Systems Administrator II	-	-	-
IT805: System Support	Database Admin II	-	-	-
IT813: BIS Project Management	IT Office Coordinator	-	-	-
IT807: Desktop Support	Desktop Engineer	-	-	-
DI901: Diversity & Inclusion	Change Management Specialist	6,666	443	-
DI901: Diversity & Inclusion	Change Management Specialist	6,666	443	-
IT806: Network Support	Network Engineer	-	-	-
GV900: Corporate Governance	Intern	-	-	-
PU800: Purchasing	Sr Dir, Fin Shared Svcs	2,118	-	-
FS781: Field Services Support	Field Coordinator I	-	-	-
AC806: Accounts Payable	Cash Disbursmt Analyst I	-	-	-
EA770: Environmental Affairs	Mgr Sustain & Enviro Affr	-	-	-
IT810: Cyber Security	Intern	-	-	-
MK700: Marketing Communications	Regulatory Analyst II	-	-	-
MG125: Engineering Manager	Supv, Sys Plan Integr	-	-	-
PU800: Purchasing	Fleet Manager	-	-	(127)
FS781: Field Services Support	Customer Service Coord	-	-	-
FS781: Field Services Support	Customer Service Coord	-	-	-
IT806: Network Support	Network Administrator II	-	-	-
FS781: Field Services Support	Field Coordinator I	-	-	-
FS781: Field Services Support	Field Coordinator I	-	-	-
RA711: Regulatory Affairs-Distribution	Intern	-	5,432	-
FS781: Field Services Support	Field Coordinator I	-	-	-
CN771: AVP Operations Services	AVP, Operations Services	260	-	-
FS781: Field Services Support	Field Coordinator I	-	-	-
IT805: System Support	Systems Administrator I	-	-	-
FS781: Field Services Support	Field Coordinator I	-	-	-
FS781: Field Services Support	Field Coordinator I	-	-	-
FS781: Field Services Support	Customer Service Coord	-	-	-
FS781: Field Services Support	Field Coordinator I	-	-	-
FS781: Field Services Support	Field Coordinator I	-	-	-
FS781: Field Services Support	Customer Service Coord	-	-	-
CN770: Construction Services	Lead Mgr, Engineering	-	-	-
CN770: Construction Services	Lead Engineer	-	-	-
FS781: Field Services Support	Customer Service Coord	-	-	-
FS781: Field Services Support	Customer Service Coord	-	-	-
MG125: Engineering Manager	GIS Supervisor	-	-	-
IT813: BIS Project Management	Project Manager II	-	-	-
FS781: Field Services Support	Customer Service Coord	-	-	-
CS770: Customer Care Support	Assistant	-	-	-
MK417: FCG Inside Sales	Accounts Manager I	-	-	-

HR900: Human Resources
 PU800: Purchasing
 GV900: Corporate Governance
 GV900: Corporate Governance
 EA770: Environmental Affairs
 CN770: Construction Services
 MG125: Engineering Manager
 PU800: Purchasing
 MK417: FCG Inside Sales
 MG784: Energy Logistics
 IT805: System Support
 MK413: FCG Conservation
 CN770: Construction Services
 GA400: Governmental Affairs North
 MK413: FCG Conservation
 MK703: Marketing & Comm-Nat. Gas & Electric
 PU800: Purchasing
 MK413: FCG Conservation
 AC807: Fixed Asset Accounting
 AC807: Fixed Asset Accounting
 PU800: Purchasing
 CN770: Construction Services
 PU800: Purchasing
 WH400: Warehouse Manager
 AC807: Fixed Asset Accounting
 AC807: Fixed Asset Accounting
 AC807: Fixed Asset Accounting
 A1509: Engineering-Transmission
 A1509: Engineering-Transmission
 AC807: Fixed Asset Accounting
 A1507: Land
 A1509: Engineering-Transmission
 A1509: Engineering-Transmission
 A1509: Engineering-Transmission
 A1507: Land
 A1509: Engineering-Transmission
 A1509: Engineering-Transmission
 A1507: Land
 A1507: Land
 A1507: Land
 Subtotal Salaries

Assistant
 Supply Chain Analyst II
 Assistant
 Assistant
 Bus Planning Analyst II
 Supv, Engineering
 Mgr, Engineering & Integr
 Operations Assistant III
 Administrative Assistant
 Intern
 Intern
 Energy Conservation Rep
 Safety Manager
 Intern
 Energy Conservation Analy
 Marketing & Comm Mgr
 Operations Assistant II
 Energy Conservation Rep
 Mgr, Fixed Assets
 Accountant IV
 Sourcing Associate
 Lead Mgr, Engineering
 Sourcing Associate
 Mgr Warehouse & Inventory
 Accountant II
 Accountant I
 Accountant II
 Lead Mgr Project Planning
 Mgr, Project Control
 Accountant III
 Mgr, Land & Right of Way
 Operations Analyst
 Operations Analyst
 Lead Mgr Project Planning
 Land Agent
 Operations Analyst
 Operations Analyst
 Land Agent
 Land Agent
 Sr Land Clerk

-	-
1,111	-
-	-
-	-
170	-
-	539
3,218	-
-	(70)
-	-
-	-
-	-
-	-
-	-
-	1,383
-	-
-	-
-	-
-	(55)
-	-
711	-
-	-
480	-
2,160	-
238	-
592	-
-	-
-	-
-	-
-	-
-	-
898	-
-	-
-	-
-	-
481	-
-	-
-	-
-	-
-	-
-	-
-	-
\$ 465,919	\$ 460,529
32.7%	32.3%
	\$ 90,815
	6.4%

Cheasapeake Utilities 2025 Benchmark Market Data (\$000s)

Position Title	Market Benchmark Position Title	Base Salary			Target Cash (salary + target bonus)			Target Total Direct (target cash + target LTIP)		
		25th Percentile	50th Percentile	75th Percentile	25th Percentile	50th Percentile	75th Percentile	25th Percentile	50th Percentile	75th Percentile
Chair, CEO & President	CEO									
EVP, CFO, Treasurer & Assistant Secretary	CFO									
EVP, GC, Corporate Secretary, Chief Policy & Risk Officer	General Counsel									
SVP, COO	COO									
SVP, Chief Development Officer	Top Business / Corporate Development Executive									
SVP, Chief Human Resources Officer	Top Human Resources Executive									
SVP, Regulatory & External Affairs	Top Corporate Affairs Executive									
SVP, Chief Accounting Officer	Financial Controller									
VP & CIO	Top Enterprise Technology Executive									

Market Values by Job

Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability	CPR Salary Structure			Salary Grade Midpoint Compensation		
					Min	Mid	Max	P25	P50	P75
CACOP301	Regional Engagement Mgr	ACA000-P3	Corporate Affairs/Communications Generalist/Multidiscipline	Available						
CACOP302	External Affairs Manager	ACA000-P3	Corporate Affairs/Communications Generalist/Multidiscipline	Available						
CAEAX01	VP, Sust & Organic Growth	ACA000-EX	Corporate Affairs/Communications Generalist/Multidiscipline	Available						
CAEAM101	Mgr Sustain & Enviro Affr	ACA000-M1	Corporate Affairs/Communications Generalist/Multidiscipline	Available						
CUCBM101	Mgr, Customer Billing	AMS030-M1	High Volume Customer Billing	Available						
CUCBM102	Business Solutions Mgr	AMS030-M1	High Volume Customer Billing	Available						
CUCBP301	Billing Syst Admin Mgr	AMS030-P3	High Volume Customer Billing	Available						
CUCBP302	Spec Billing Analyst II	AMS030-P3	High Volume Customer Billing	Available						
CUCBP401	Mgr, Strategic Accounts	AMS040-M2	Customer Billing Resolution	Available						
CUCBU101	Customer Billing Rep I	AMS030-U1	High Volume Customer Billing	Available						
CUCBU201	Customer Billing Rep II	AMS030-U2	High Volume Customer Billing	Available						
CUCBU202	Customer Payment Rep II	AMS030-U2	High Volume Customer Billing	Available						
CUCBU301	Customer Billing Rep III	AMS030-U3	High Volume Customer Billing	Available						
CUCBU302	Spec Billing Analyst I	AMS030-U3	High Volume Customer Billing	Available						
CUCBU401	Customer Billing Supv	AMS030-M1	High Volume Customer Billing	Available						
CUCCM101	Mgr, Customer Service	AMS020-M2	Customer Contact Center Generalist/Multidiscipline	Available						
CUCCU101	Customer Service Rep I	AMS020-U1	Customer Contact Center Generalist/Multidiscipline	Available						
CUCCU102	Cust Svc Rep I Propane	AMS020-U1	Customer Contact Center Generalist/Multidiscipline	Available						
CUCCU201	Customer Service Rep II	AMS020-U2	Customer Contact Center Generalist/Multidiscipline	Available						
CUCCU202	Emergency Response Coord	AMS010-U2	Customer Service	Available						
CUCCU203	Cust Svc Rep II Propane	AMS020-U2	Customer Contact Center Generalist/Multidiscipline	Available						
CUCCU301	Customer Service Rep III	AMS020-U3	Customer Contact Center Generalist/Multidiscipline	Available						
CUCCU302	Cust Svc Rep Lead Propane	AMS020-U3	Customer Contact Center Generalist/Multidiscipline	Available						
CUCCU303	Emergency Response Lead	AMS010-U3	Customer Service	Available						
CUCCU304	Cust Svc Leads Supv	AMS010-U3	Customer Service	Available						

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Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability	CPK Salary Structure			Salary Grade Midpoint Compensation		
					Min	Mid	Max	R25	P50	R75
CUCU401	Customer Service Supv.	AMS020-U4	Customer Contact Center Generalist/Multidiscipline	Available						
CUCU402	Customer Service Mgr	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	Available						
CUCOM101	Mgr, Credit & Collections	AFC020-M1	Collections	Available						
CUCOP201	Collections Process Mgr	AFC020-P2	Collections	Available						
CUCOU201	Collections Rep II	AFC020-U2	Collections	Available						
CUCSAV01	AVP, Customer Operations	AMS026-M4	Customer Contact Center Process Improvement	Available						
CUCSM103	Planning & Support Supv	AMS026-M1	Customer Contact Center Process Improvement	Available						
CUCSM202	Mgr, Excellence & Support	AMS026-M2	Customer Contact Center Process Improvement	Available						
CUCSP101	Solutions Analyst I	AMS026-P1	Customer Contact Center Process Improvement	Available						
CUCSP103	Excellence Analyst I	AMS026-P1	Customer Contact Center Process Improvement	Available						
CUCSP201	CS Project Coordinator	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	Available						
CUCSP202	Customer Experience Mgr	AMS026-P2	Customer Contact Center Process Improvement	Available						
CUCSP302	Process Manager	AMS026-P3	Customer Contact Center Process Improvement	Available						
CUCSP304	Excellence Analyst III	AMS026-P3	Customer Contact Center Process Improvement	Available						
CUCSU101	Cust Resolution Rep I	AMS040-U1	Customer Billing Resolution	Available						
CUCSU201	Cust Resolution Rep II	AMS026-U2	Customer Contact Center Process Improvement	Available						
CUCSU202	Customer Assistance Coord	AAS000-U2	Administrative Services Generalist/Multidiscipline	Available						
CUCSU302	Cust Resolution Rep III	AMS026-U3	Customer Contact Center Process Improvement	Available						
CUCSU402	Customer Assistance Supv	AAS000-U4	Administrative Services Generalist/Multidiscipline	Available						
CUCWP102	CC Workforce Analyst I	AMS026-P1	Customer Contact Center Process Improvement	Available						
CUCWP201	Bus Process Analyst II	AMS026-P2	Customer Contact Center Process Improvement	Available						
CUEDP101	Cust Care Ops Trainer I	AMS090-P1	Customer Contact Center Training/Coaching	Available						
CUPMP301	Customer Exp Strategy Mgr	AMS026-P3	Customer Contact Center Process Improvement	Available						
ENECP201	Electrical Engineer	AZE050-P2	Electrical Equipment Engineering	Available						
ENECP302	Electrical Engineers Supv	AZE050-P3	Electrical Equipment Engineering	Available						
ENECT202	Engineering Tech II ELEC	AZE080-T2	CAD/CAE Drafting Technical Specialty	Available						
ENENM101	Mgr, Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	Available						
ENENM103	Mgr, Engineering & Integr	AZE000-P4	Engineering Generalist/Multidiscipline	Available						
ENENM202	Lead Mgr, Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	Available						
ENENP101	Engineer I	AZE000-P1	Engineering Generalist/Multidiscipline	Available						
ENENP202	Engineer II	AZE000-P2	Engineering Generalist/Multidiscipline	Available						
ENENP302	Engineer III	AZE000-P3	Engineering Generalist/Multidiscipline	Available						
ENENP401	Engineering Manager	AZE000-P4	Engineering Generalist/Multidiscipline	Available						
ENENP402	Lead Engineer	AZE000-P4	Engineering Generalist/Multidiscipline	Available						

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					Salary Grade Midpoint Compensation
					Market Salary
Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability	
ENENP403	Supv, Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	Available	
ENENP404	Supv, Sys Plan Integr	AZE000-P4	Engineering Generalist/Multidiscipline	Available	
ENENT102	Engineering Technician I	AZT080-T1	CAD/CAE Drafting Technical Specialty	Available	
ENENT202	Engineering Technician II	AZT080-T2	CAD/CAE Drafting Technical Specialty	Available	
ENENT301	Designer	AZT080-T3	CAD/CAE Drafting Technical Specialty	Available	
ENMAP101	GIS Analyst I	AZT505-P1	Geographical Information Systems Technical Specialty	Available	
ENMAP201	GIS Analyst II	AZT505-P2	Geographical Information Systems Technical Specialty	Available	
ENMAP301	GIS Analyst III	AZT505-P3	Geographical Information Systems Technical Specialty	Available	
ENMAT101	GIS Specialist I	AZT505-T1	Geographical Information Systems Technical Specialty	Available	
ENMAT201	GIS Specialist II	AZT505-T2	Geographical Information Systems Technical Specialty	Available	
ENMAT301	GIS Specialist III	AZT505-T3	Geographical Information Systems Technical Specialty	Available	
ENMAT401	GIS Supervisor	AZT505-T4	Geographical Information Systems Technical Specialty	Available	
ENSYT202	SCADA Systems Analyst	AZE130-P2	Computer Control Systems Electronics Engineering	Available	
ENSYT301	SCADA Specialist III	AIT010-T3	Computer Systems Administration	Available	
FIACM101	Mgr, Acctg & Fin Analysis	AFB000-M1	Accounting Generalist/Multidiscipline	Available	
FIACM202	Mgr, Fixed Assets	AFB000-M2	Accounting Generalist/Multidiscipline	Available	
FIACM301	Sr Dir, Asst Controller	AFB000-M3	Accounting Generalist/Multidiscipline	Available	
FIACP101	Accountant I	AFB000-P1	Accounting Generalist/Multidiscipline	Available	
FIACP201	Accountant II	AFB000-P2	Accounting Generalist/Multidiscipline	Available	
FIACP301	Accountant III	AFB000-P3	Accounting Generalist/Multidiscipline	Available	
FIACP401	Accountant IV	AFB000-P4	Accounting Generalist/Multidiscipline	Available	
FIACP403	Payroll Manager	AFB070-M2	Payroll	Available	
FIACU301	Payroll Specialist II	AFB070-U3	Payroll	Available	
FIACU302	Accounts Payable Spec	AFB061-U3	Accounts Payable	Available	
FIAUM101	Mgr, Internal Audit	AFU010-M1	General Audit	Available	
FIAUP201	Auditor II	AFU010-P2	General Audit	Available	
FIAUP301	Auditor III	AFU010-P3	General Audit	Available	
FIAUP501	Internal Audit Sr Dir	AFU010-P5	General Audit	Available	
FIFNAV02	AVP, Controller	AFB000-EX	Accounting Generalist/Multidiscipline	Available	
FIFNAV03	AVP, Finance	AFT010-M4	Financial Analysis	Available	
FIFNEX02	VP & Chief Acctg Officer	AFA000-EX	Finance Generalist/Multidiscipline	Available	

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Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability
FIFNM102	Mgr, Financial Analysis	AFT010-M1	Financial Analysis	Available
FIFNM104	Mgr, Financial Shared Svc	AFT010-M1	Financial Analysis	Available
FIFNM303	Sr Dir, Fin Shared Svcs	AFT010-M3	Financial Analysis	Available
FIFNM304	Director, Finance	AFT010-M3	Financial Analysis	Available
FIFNP201	Bus Planning Analyst II	AFT010-P2	Financial Analysis	Available
FIFNP202	Financial Analyst II	AFT010-P2	Financial Analysis	Available
FIFNP203	Business Analyst II	AFT010-P2	Financial Analysis	Available
FIFNP301	Financial Analyst III	AFT010-P3	Financial Analysis	Available
FIFNP304	Fin Sys Admin/Analyst Mgr	AFB015-P3	Financial Systems	Available
FIFNP307	Finan Systems Analyst II	AFT010-P3	Financial Analysis	Available
FIFNP401	Financial Analyst IV	AFT010-P4	Financial Analysis	Available
FIFNP402	Financial Policy Mgr	AFT010-P4	Financial Analysis	Available
FIFNP405	SAP Finance Process Lead	AID010-P4	Application Development	Available
FIFNP406	Corp Development Mgr	AFT010-P4	Financial Analysis	Available
FIFNP502	Corp Development Dir	AFT010-P5	Financial Analysis	Available
FIFNP505	Finance Director	AFT010-P5	Financial Analysis	Available
FIFNP506	Financial Reporting Dir	AFB020-M3	Financial Reporting	Available
FIFNP507	Business Analytics Dir	AFT010-P5	Financial Analysis	Available
FIFNP602	VP Finance Transformation	AFAD00-EX	Finance Generalist/Multidiscipline	Available
FILOP201	Supply Chain Analyst II	ASC000-P2	Supply Chain and Logistics Generalist/Multidiscipline	Available
FITRAV01	AVP, Treasurer	AFT030-M4	Treasury	Available
FITRP301	Cash Manager	AFT030-P3	Treasury	Available
FITRP302	Credit Manager	AFT030-P3	Treasury	Available
FITRP303	Insurance Manager	AFY040-P3	Insurance Risk	Available
FITRP304	Shareholder Services Mgr	AFT030-P3	Treasury	Available
FITRP501	Investor Relations Dir.	AFT030-P5	Treasury	Available
FITRU201	Cash Disbrmt Analyst I	AFB061-U2	Accounts Payable	Available
FITRU301	Cash Disbrmt Analyst II	AFB061-U3	Accounts Payable	Available
FITRU401	Cash Disbrmt Analyst III	AFB061-U4	Accounts Payable	Available
FITXM301	Dir, Tax	AFT050-M3	Tax Generalist/Multidiscipline	Available
FITXP201	Tax Accountant II	AFT050-P2	Tax Generalist/Multidiscipline	Available
FITXP401	Tax Accountant IV	AFT050-P4	Tax Generalist/Multidiscipline	Available
FITXP402	Tax Manager	AFT050-P4	Tax Generalist/Multidiscipline	Available
GNADP101	External Affairs Coord	ACA010-P1	Public Relations	Available
GNADP401	Community Engagement Mgr	ACA020-P4	Community Affairs/Relations	Available
GNADU201	Administrative Assistant	AAS000-U2	Administrative Services Generalist/Multidiscipline	Available

Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability
GNADU202	Financial Coordinator	AAS000-U2	Administrative Services Generalist/Multidiscipline	Available
GNADU204	Systems Representative	AAS000-U2	Administrative Services Generalist/Multidiscipline	Available
GNADU301	Executive Assistant	AAS042-U3	Secretarial/Executive Administrative Assistance	Available
GNFAP301	Maint & Facilities Mgr	ARE025-P3	Facilities Maintenance Operations	Available
GNMGAV01	AVP Business Transformatn	AAS000-M4	Administrative Services Generalist/Multidiscipline	Available
GNMGPS01	Strat Plan & Analysis Dir	ACD010-P5	Strategic Planning	Available
GNMGPS02	Strategic Development Dir	ACD010-P5	Strategic Planning	Available
GNSEM301	Sr Director, Security	AIT070-M3	IS and Cyber Security	Available
HRCMP301	Compensation Analyst	AHR020-P3	Compensation Generalist/Multidiscipline	Available
HREDP202	Instructional Designer	AHR130-P2	Employee Development/Training Generalist/Multidiscipline	Available
HREDP302	Employee Engagement Mgr	AHR106-P3	Employee Engagement/Experience	Available
HREDU201	Employee Engagement Coord	AHR106-U2	Employee Engagement/Experience	Unavailable
HRELP301	HR Business Partner III	AHR090-P3	Employee/Labor Relations Generalist/Multidiscipline	Available
HRELP501	Human Resources Dir	AHR090-P5	Employee/Labor Relations Generalist/Multidiscipline	Available
HRMGEX02	AVP, Human Resources	AHR130-M4	Employee Development/Training Generalist/Multidiscipline	Available
HRMGPS01	Talent Acquisition Dir	AHR140-P5	Recruitment Generalist/Multidiscipline	Available
HROEP201	Org Change Mgmt Analyst	ACD018-P2	Business Transformation/Change Management	Available
HROEP301	Org Change Mgmt Spec	ACD018-P3	Business Transformation/Change Management	Available
HROEP401	Org Change Mgmt Mgr	ACD018-P4	Business Transformation/Change Management	Available
HROEP501	SROIR Culture&Org Effect	ACD018-M3	Business Transformation/Change Management	Available
HRRT301	Recruiter III	AHR140-P3	Recruitment Generalist/Multidiscipline	Available
HRRT402	Talent Acquisition Mgr	AHR140-P4	Recruitment Generalist/Multidiscipline	Available
HRRTU201	Talent Acquisition Coord	AHR140-U2	Recruitment Generalist/Multidiscipline	Available
HRTRM301	Dir, HR Total Rewards	AHR020-M3	Compensation Generalist/Multidiscipline	Available
HRTRP302	Benefits Manager	AHR020-P3	Compensation Generalist/Multidiscipline	Available
HRTRP401	Comp & Retirement Manager	AHR020-P4	Compensation Generalist/Multidiscipline	Available
HRTRU301	Benefits Coordinator	AHR020-U3	Compensation Generalist/Multidiscipline	Available
HRWDP201	Talent Development Spec	AHR130-P2	Employee Development/Training Generalist/Multidiscipline	Available
HRWDP401	Operations Training Mgr	AHR134-P4	Technical Training	Available
ITADU301	IT Dept Coordinator	AAS000-U3	Administrative Services Generalist/Multidiscipline	Available

Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Available
ITBSP201	Application Analyst II	AID020-P2	Business Systems Analysis	Available
ITBSP301	Application Analyst III	AID020-P3	Business Systems Analysis	Available
ITBSP401	Applications Manager	AID020-P4	Business Systems Analysis	Available
ITDEP201	Developer II	AID010-P2	Application Development	Available
ITDEP401	Sr Dev & Integration Mgr	AID010-P4	Application Development	Available
ITDEP404	SAP HR Technical Lead	AID010-P4	Application Development	Available
ITDEP406	SAP Reporting Lead	AID010-P4	Application Development	Available
ITDEP501	SAP Finance Architect	AID010-P5	Application Development	Available
ITDIP201	BI Analyst II	AEM000-P2	Data Science and Business Intelligence Generalist/Multidiscipline	Available
ITDIP401	Data Architect	AID030-P4	IT Architecture (Systems Design)	Available
ITINM101	Mgr, Infrastructure	AID030-M1	IT Architecture (Systems Design)	Available
ITINP202	Systems Administrator I	AIT010-P2	Computer Systems Administration	Available
ITINP203	Compl & Controls Analyst	AIT020-P2	IT Help Desk/Remote Support	Available
ITINP301	Network Engineer	AID080-P3	Network Architecture Design	Available
ITINP302	Systems Administrator II	AIT010-P3	Computer Systems Administration	Available
ITINP303	Network Administrator II	AIT040-P3	Network Control/Administration	Available
ITINP401	Network Manager	AIT040-P4	Network Control/Administration	Available
ITINP402	Database Admin II	AID030-P4	IT Architecture (Systems Design)	Available
ITINP406	Compliance & Controls Mgr	AIT020-P4	IT Help Desk/Remote Support	Available
ITINP501	IT PMO Director	APM010-P5	Information Technology Project Management	Available
ITMGAV01	AVP Digital Transformation	AIT000-M4	IT Administration Generalist/Multidiscipline	Available
ITMGEX02	AVP Business Applications	AIT000-M4	IT Administration Generalist/Multidiscipline	Available
ITMGM301	Dir, Netw & Infrastruct	AIT000-M3	IT Administration Generalist/Multidiscipline	Available
ITMGM305	Dir, Analytics & AI	AID140-M3	Artificial Intelligence (AI) Applications	Available
ITPMF101	IT Project Manager I	APM010-P1	Information Technology Project Management	Available
ITPMF201	IT Project Manager II	APM010-P2	Information Technology Project Management	Available
ITQAP201	Quality Assur Analyst II	AID050-P2	Software Quality Assurance, Testing and Release	Available
ITSEP201	Cyber Security Analyst II	AIT070-P2	IS and Cyber Security	Available
ITSEP301	IT Auditor III	AIT070-P3	IS and Cyber Security	Available
ITSEP501	Cyber Security Director	AIT070-P5	IS and Cyber Security	Available
ITSYM201	Sr Mgr, HR Technology	AIT010-M2	Computer Systems Administration	Available
ITSYM202	Mgr, Business Technology	AIC030-M2	Information Technology Shared Services	Unavailable
ITSYP201	Cust Support Analyst II	AIT010-P2	Computer Systems Administration	Available
ITSYP202	Customer Support Mgr	AIT010-P2	Computer Systems Administration	Available
ITSYP203	HRIS Analyst	AIT010-P2	Computer Systems Administration	Available
ITSYP204	Systems Ops Administrator	AIT010-P2	Computer Systems Administration	Available
ITSYP401	HRIS Manager	AIT010-P4	Computer Systems Administration	Available
ITSYT201	Systems Specialist	AIT010-T2	Computer Systems Administration	Available

Job Code	Job Titles	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability
ITSM101	Mgr, Service Desk	AIT020-M1	IT Help Desk/Remote Support	Available
ITSP101	Desktop Engineer I	AIT010-P1	Computer Systems Administration	Available
ITSP201	Desktop Engineer II	AIT010-P2	Computer Systems Administration	Available
ITST201	Service Desk Analyst II	AIT020-T2	IT Help Desk/Remote Support	Available
ITST402	Service Desk Supervisor	AIT020-T4	IT Help Desk/Remote Support	Available
LGCP101	Corp Govern Analyst II	ALG065-P2	Corporate Governance	Available
LGCP301	Corp Governance Mgr	ALG065-P3	Corporate Governance	Available
LGCP501	Corporate Governance Dir	ALG065-M3	Corporate Governance	Available
LGGAM301	Dir, External Affairs	ACA070-M3	Government Relations	Available
LGGAP301	Gov't Affairs Mgr	ACA070-P3	Government Relations	Available
LGGAP501	Governmental Affairs Dir	ACA070-M3	Government Relations	Available
LGGCAV01	AVP Deputy GenCounsel HCO	ALG000-M4	Legal Generalist/Multidiscipline	Available
LGCP401	Enterprise Compliance Mgr	AFU030-P4	Business Ethics and Compliance	Available
LGCP501	Assoc General Counsel	ALG000-P5	Legal Generalist/Multidiscipline	Available
LGCU201	Paralegal	ALS010-U2	Paralegal	Unavailable
LGRGX02	AVP, Regulatory Affairs	ACA050-M4	Regulatory Affairs and Compliance	Available
LGRGX04	VP, Corporate Governance	ALG065-EX	Corporate Governance	Available
LGRGM201	Dir, Regulatory Affairs	ACA050-M2	Regulatory Affairs and Compliance	Available
LGRGM301	Dir, Regulatory Affairs	ACA050-M3	Regulatory Affairs and Compliance	Available
LGRGP201	Regulatory Analyst II	ACA050-P2	Regulatory Affairs and Compliance	Available
LGRGP301	Regulatory Analyst III	ACA050-P3	Regulatory Affairs and Compliance	Available
LGRGP405	Regulatory Analyst IV	ACA050-P4	Regulatory Affairs and Compliance	Available
OPADM103	Supv, Customer Field Svcs	AAS000-M1	Administrative Services Generalist/Multidiscipline	Available
OPADM202	Mgr, Field Services	AAS000-M2	Administrative Services Generalist/Multidiscipline	Available
OPADM301	Dir, Propane Admin	AAS000-M3	Administrative Services Generalist/Multidiscipline	Available
OPADP102	Operations Analyst	AAS000-P1	Administrative Services Generalist/Multidiscipline	Available
OPADU101	Operations Assistant I	AAS000-U1	Administrative Services Generalist/Multidiscipline	Available
OPADU201	Sourcing Associate	AAS000-U2	Administrative Services Generalist/Multidiscipline	Available
OPADU202	Operations Assistant II	AAS000-U2	Administrative Services Generalist/Multidiscipline	Available
OPADU204	Service Coordinator	AAS000-U2	Administrative Services Generalist/Multidiscipline	Available
OPADU205	Administrative Coord	AAS011-U2	Clerical	Available

Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability
OPADU302	Operations Assistant III	AAS000-U3	Administrative Services Generalist/Multidiscipline	Available
OPADU303	Dispatcher	AAS000-U3	Administrative Services Generalist/Multidiscipline	Available
OPADU304	Sr Land Clerk	AAS000-U3	Administrative Services Generalist/Multidiscipline	Available
OPADU305	Customer Service Coord	AMS020-U3	Customer Contact Center Generalist/Multidiscipline	Available
OPADU401	Planning Scheduling Supv	AAS000-U4	Administrative Services Generalist/Multidiscipline	Available
OPADU402	Supv Emergency Response	AAS000-U4	Administrative Services Generalist/Multidiscipline	Available
OPADU404	Administrative Coord Supv	AAS011-U4	Clerical	Available
OPCBP301	Billing and Contracts Mgr	AMS030-P3	High Volume Customer Billing	Available
OPCMM103	Mgr, Ops Compliance	AHS050-M1	Safety Generalist/Multidiscipline	Available
OPCMM104	Mgr, Operations Safety	AHS050-M1	Safety Generalist/Multidiscipline	Available
OPCMM105	Mgr, Damage Prevention	AHS050-M1	Safety Generalist/Multidiscipline	Available
OPCMM203	Mgr, Safety	AHS050-M2	Safety Generalist/Multidiscipline	Available
OPCMM301	Dir, Safety-QA-Compliance	AHS050-M3	Safety Generalist/Multidiscipline	Available
OPCMP201	Safety Coordinator II	AHS050-P2	Safety Generalist/Multidiscipline	Available
OPCMP202	Drug & Alcohol/Compl Adm	AHS050-P2	Safety Generalist/Multidiscipline	Available
OPCMP204	Training Coordinator II	AHS050-P2	Safety Generalist/Multidiscipline	Available
OPCMP305	Safety Coordinator III	AHS050-P3	Safety Generalist/Multidiscipline	Available
OPCMP306	Safety Manager	AHS050-P3	Safety Generalist/Multidiscipline	Available
OPCMT201	Ops Technical Instruct I	AHR134-P2	Technical Training	Available
OPCMT301	Ops Technical Instruct II	AHR134-P3	Technical Training	Available
OPCPM101	Mgr, Capital Projects	APMS10-M1	Major Construction Project Management	Available
OPCPM102	Mgr, Project Control	APMS10-M1	Major Construction Project Management	Available
OPCPM202	Mgr, Construction Svcs	APMS10-M2	Major Construction Project Management	Available
OPCPM203	Lead Mgr Project Planning	APMS10-M2	Major Construction Project Management	Available
OPCPM301	Dir, Project Planning	APM030-M3	Engineering Project Management	Available
OPCP305	Operations Project Mgr	APMS10-P3	Major Construction Project Management	Available
OPCPT302	Project Coordinator	AZT571-T3	Gas Transmission and/or Distribution Technical Specialty	Available
OPCPT402	Construction Field Mgr	APMS10-P3	Major Construction Project Management	Available
OPETM102	Mgr, Electric Operations	EDD010-M1	Electric Distribution Systems Operations	Available
OPETT101	Ops & Maint Tech I	EDD010-T1	Electric Distribution Systems Operations	Available
OPETT201	Ops & Maint Tech II	EDD010-T2	Electric Distribution Systems Operations	Available
OPETT301	Ops & Maint Tech III	EDD010-T3	Electric Distribution Systems Operations	Available

CPK Salary Structure

Salary Grade Midpoint Compensation

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Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability
OPETT402	Electric Operations Supv	EDD030-T4	Electric Distribution/Substation Equipment Testing/Repair	Available
OPGCM102	Mgr, Transm Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	Available
OPGCT101	Field Coordinator I	EDD050-T1	Gas Distribution Construction and/or Maintenance	Available
OPGCT201	Field Coordinator II	EDD050-T2	Gas Distribution Construction and/or Maintenance	Available
OPGCT203	Construction Spec I	EDD050-T2	Gas Distribution Construction and/or Maintenance	Available
OPGCT302	Construction Spec II	EDD050-T3	Gas Distribution Construction and/or Maintenance	Available
OPGDM101	Mgr, Measurement	ETG000-M1	Gas Transmission Generalist/Multidiscipline	Available
OPGDM201	Reg Mgr, Measure & Integr	ETG000-M2	Gas Transmission Generalist/Multidiscipline	Available
OPGDP201	Bus Planning Analyst II	AFI010-P2	Financial Analysis	Available
OPGDP302	Facilities Manager	ETG000-P3	Gas Transmission Generalist/Multidiscipline	Available
OPGDT201	LNG Operator I	ETG000-T2	Gas Transmission Generalist/Multidiscipline	Available
OPGDT301	LNG Operator II	ETG000-T3	Gas Transmission Generalist/Multidiscipline	Available
OPGSM102	Mgr, Land & Right of Way	EDD076-M1	Distribution Meter Services - Gas Meter Services	Available
OPGSP201	Land Agent	ARE040-P2	Land/Right-of-Way	Available
OPGST401	Ops QA Specialist III	AZT060-T4	Quality Control/Inspection Technical Specialty	Available
OPGSW101	Field Collector I	AFC020-U1	Collections	Available
OPGSW202	Meter Reader II	EDD070-W2	Distribution Meter Services Generalist/Multidiscipline	Unavailable
OPGSW401	Meter Services Supv	EDD070-W4	Distribution Meter Services Generalist/Multidiscipline	Unavailable
OPGTM102	Mgr, Gas Operations	AGA035-M1	General Operations Management (Nonmanufacturing)	Available
OPGTM103	Mgr, Pipeline Integrity	ETG010-M1	Pipeline	Available
OPGTM105	Operations Manager	AGA035-M1	General Operations Management (Nonmanufacturing)	Available
OPGTM109	Mgr, Operations Projects	APM020-M1	Facilities Construction Project Management	Available
OPGTM201	Reg Mgr Operations	AGA035-M2	General Operations Management (Nonmanufacturing)	Available
OPGTM301	Dir, Operations	AGA035-M3	General Operations Management (Nonmanufacturing)	Available
OPGTM302	Dir, Construction Svcs	APM020-M3	Facilities Construction Project Management	Available
OPGTM303	Dir, Engineering	AZE040-M3	Civil Engineering	Available

Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability
OPGTP301	Compression Mgr	AZTS71-P3	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTP302	Pipeline Transp Svcs Mgr	AZTS71-P3	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT101	Construct & Maint Tech I	AZTS71-T1	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT102	Facility & Equip Tech I	AZTS71-T1	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT103	Meter Technician I	EDD076-T2	Distribution Meter Services - Gas Meter Services	Available
OPGTT105	Operations Tech I	AZTS71-T1	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT201	Gas Controller I	AZTS71-T2	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT202	Compressor Tech I	AZTS71-T2	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT203	Meter Technician II	EDD076-T2	Distribution Meter Services - Gas Meter Services	Available
OPGTT204	Construct & Maint Tech II	AZTS71-T2	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT205	Operations Tech II	AZTS71-T2	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT207	Integrity Tech I	ETG010-T1	Pipeline	Available
OPGTT208	Measurement Tech I	ETG000-T2	Gas Transmission Generalist/Multidiscipline	Available
OPGTT301	Meter Technician III	EDD076-T3	Distribution Meter Services - Gas Meter Services	Available
OPGTT302	Compressor Tech II	AZTS71-T3	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT303	Construct & Maint Tech III	AZTS71-T3	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT304	Gas Controller II	AZTS71-T3	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT305	Operations Tech III	AZTS71-T3	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT307	Integrity Tech II	ETG010-T2	Pipeline	Available
OPGTT308	Measurement Tech II	ETG000-T2	Gas Transmission Generalist/Multidiscipline	Available
OPGTT309	Measurement Tech III	ETG000-T3	Gas Transmission Generalist/Multidiscipline	Available
OPGTT312	Operations Coordinator	AZTS71-T3	Gas Transmission and/or Distribution Technical Specialty	Available
OPGTT313	Control Ctr Operator III	AZTS71-T3	Gas Transmission and/or Distribution Technical Specialty	Available

Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Est. Availability
OPGT403	Gas Operations Supv	AZTS71-T4	Gas Transmission and/or Distribution Technical Specialty	Available
OPGT405	Transportation Supv	AAT000-T3	Transportation Services and Administration Generalist/Multidiscipline	Available
OPGT407	Gas Control Supervisor	AZTS71-T4	Gas Transmission and/or Distribution Technical Specialty	Available
OPGT408	Integrity Field Svcs Supv	ETG010-T4	Pipeline	Unavailable
OPGTW101	Gas Apprentice	AZT925-W1	Skilled Trades Apprenticeship	Available
OPGTW301	Metered Transport	ASC000-W3	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPGTW401	Gas Services Supv	EDD070-W4	Distribution Meter Services Generalist/Multidiscipline	Unavailable
OPL1W201	Line Locator I	ETG010-T1	Pipeline	Available
OPL1W301	Line Locator II	ETG010-T2	Pipeline	Available
OPLOM104	Mgr Warehouse & Inventory	ASC030-M1	Logistics	Available
OPLOM202	Sr Mgr Transm Logistics	ASC000-M2	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOP101	Energy Logis Analyst I	ASC000-P1	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOP103	Transp Svcs Analyst I	ASC000-P1	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOP201	Energy Logis Analyst II	ASC000-P2	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOP202	Transp Svcs Analyst II	ASC000-P2	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOP301	Energy Logis Analyst III	ASC000-P3	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOP302	Fleet Manager	ASC000-P3	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOP304	Warehouse Manager	ASC000-P3	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOP401	Energy Logistics Mgr	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOP501	Energy Logistics Dir	ASC000-P5	Supply Chain and Logistics Generalist/Multidiscipline	Available
OPLOU201	Inventory Coordinator	ASC000-U2	Supply Chain and Logistics Generalist/Multidiscipline	Available

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					CPK Salary Structure		Salary Grade Midpoint Compensation
							Market Salary
Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability			
OPLOU202	Operations Assistant II	ASC000-U2	Supply Chain and Logistics Generalist/Multidiscipline	Available			
OPLOU401	Operations Logistics Mgr	ASC000-U4	Supply Chain and Logistics Generalist/Multidiscipline	Available			
OPMGA001	AVP, Florida Operations	AGA035-M4	General Operations Management (Nonmanufacturing)	Available			
OPMGA002	AVP, Northern Operations	AGA035-M4	General Operations Management (Nonmanufacturing)	Available			
OPMGVP01	VP Regulated Business	AGA035-EX	General Operations Management (Nonmanufacturing)	Available			
OPMGVP02	VP Non Regulated Business	AGA035-EX	General Operations Management (Nonmanufacturing)	Available			
OPPMP201	Project Manager II	APM000-P2	Project/Program Management Generalist/Multidiscipline	Available			
OPPMP303	Project Manager III	APM000-P3	Project/Program Management Generalist/Multidiscipline	Available			
OPPMP401	Lead Project Manager	APM000-P4	Project/Program Management Generalist/Multidiscipline	Available			
OPRDP401	RNG Production Mgr	ARS000-P3	Research Generalist/Multidiscipline	Available			
OPRDT201	RNG Technician	AZT115-T2	Environmental Waste Technical Specialty	Available			
OPRSP101	Damage Prevent Coord I	AFY000-P1	Risk Management Generalist/Multidiscipline	Available			
OPRSP201	Damage Prevent Coord II	AFY000-P2	Risk Management Generalist/Multidiscipline	Available			
OPRSP301	Damage Prevent Coord III	AFY000-P3	Risk Management Generalist/Multidiscipline	Available			
OPSCW201	Warehouse Inventory Coord	ASC000-W2	Supply Chain and Logistics Generalist/Multidiscipline	Available			
PPADU301	CGS Admin Mgr	AAS000-U3	Administrative Services Generalist/Multidiscipline	Available			
PPBDP501	Propane Bus Develop Dir	AMJ000-P5	Sales, Marketing and Business Development Generalist/Multidiscipline	Available			
PPGDP302	AutoGas Services Manager	ETG000-P3	Gas Transmission Generalist/Multidiscipline	Available			
PPGSM101	Mgr, Construct & Assets	EDD076-M1	Distribution Meter Services - Gas Meter Services	Available			
PPGST301	Construction Coord Mgr	EDD050-T3	Gas Distribution Construction and/or Maintenance	Available			
PPGSW101	CGS Apprentice/Rail Car	ASC020-W1	Materials Management	Available			
PPGSW102	Meter Reader	EDD070-W1	Distribution Meter Services Generalist/Multidiscipline	Unavailable			
PPGTM101	District Manager	AGA035-M1	General Operations Management (Nonmanufacturing)	Available			

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Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability
PPGTM201	Regional Manager	AGA035-M2	General Operations Management (Nonmanufacturing)	Available
PPGTM301	Dir, Propane Operations	AGA035-M3	General Operations Management (Nonmanufacturing)	Available
PPGTT101	Service Technician I	AZT571-T1	Gas Transmission and/or Distribution Technical Specialty	Available
PPGTT201	Service Technician II	AZT571-T2	Gas Transmission and/or Distribution Technical Specialty	Available
PPGTT202	AutoGas Service Tech	AZT571-T2	Gas Transmission and/or Distribution Technical Specialty	Available
PPGTT301	Service Technician III	AZT571-T3	Gas Transmission and/or Distribution Technical Specialty	Available
PPGTT402	Service Manager	AZT571-T4	Gas Transmission and/or Distribution Technical Specialty	Available
PPLOU301	Scheduling Logistics Spec	ASC000-U3	Supply Chain and Logistics Generalist/Multidiscipline	Available
PPLOW201	Delivery Driver	ASC000-W2	Supply Chain and Logistics Generalist/Multidiscipline	Available
PPLOW202	Propane Utility Worker	ASC020-W2	Materials Management	Available
PPLOW401	Delivery Manager	ASC000-W4	Supply Chain and Logistics Generalist/Multidiscipline	Available
PPLOW402	Lead Driver	ASC000-W4	Supply Chain and Logistics Generalist/Multidiscipline	Available
PPMP101	Project Analyst	APM000-P1	Project/Program Management Generalist/Multidiscipline	Available
PPMP301	Project Manager III	APM000-P3	Project/Program Management Generalist/Multidiscipline	Available
PPMP302	Propane Ops Project Mgr	APM000-P3	Project/Program Management Generalist/Multidiscipline	Available
SMBDAV01	AVP, Business Development	AMJ000-M4	Sales, Marketing and Business Development Generalist/Multidiscipline	Available
SMBDP401	Business Develop Mgr III	AMJ000-P4	Sales, Marketing and Business Development Generalist/Multidiscipline	Available
SMCOEX01	AVP, Corp Comm & Mktg	ACA000-M4	Corporate Affairs/Communications Generalist/Multidiscipline	Available
SMCOP201	Community Affairs Manager	ACA020-P2	Community Affairs/Relations	Available
SMCOP303	Communications Manager	ACA000-P3	Corporate Affairs/Communications Generalist/Multidiscipline	Available

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Job Code	Job Title	WTW Survey Match	WTW Survey Discipline Title	Market Data Availability
SMCOP501	Mktg Conserv Bus Engage Dir	ACA000-M3	Corporate Affairs/Communications Generalist/Multidiscipline	Available
SMCOP502	Strat Communications Dir	ACA000-P5	Corporate Affairs/Communications Generalist/Multidiscipline	Available
SMEEP101	Energy Conservation Rep	EDE000-P1	Energy Efficiency/Conservation Generalist/Multidiscipline	Available
SMEEU201	Energy Conservation Analy	EDE000-P1	Energy Efficiency/Conservation Generalist/Multidiscipline	Available
SMMIM102	Mgr, Mktg & Conservation	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	Available
SMMIP201	Marketing & Comm Mgr	AMK000-P2	Marketing Generalist/Multidiscipline	Available
SMMIP203	Creative Svcs Specialist	AMK000-P2	Marketing Generalist/Multidiscipline	Available
SMMIP304	Creative Services Mgr	AMK000-P3	Marketing Generalist/Multidiscipline	Available
SMSAM101	Mgr, Growth & Retention	AMU000-M1	Sales, Marketing and Business Development Generalist/Multidiscipline	Available
SMSAM204	Mgr, Sales	CAM000-M2	Account/Relationship Management Generalist/Multidiscipline	Available
SMSAM301	Dir Sust & Organic Growth	CAM000-M3	Account/Relationship Management Generalist/Multidiscipline	Available
SMSAP101	Accounts Manager I	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	Available
SMSAP201	Accounts Manager II	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	Available
SMSAP301	Accounts Manager III	CAM000-S3	Account/Relationship Management Generalist/Multidiscipline	Available
SMSAU201	Inside Sales Rep	CTS010-U2	Remote Sales - Inbound/Inside	Available
SMSAU401	Inside Sales Supv	CTS010-U4	Remote Sales - Inbound/Inside	Available