

| Job Loc | Transaction Date | Job Title | Prev Pay | Pay Change | Increase/Decrease | Transaction Memo |
|---------|------------------|--------------------------------|----------|------------|-------------------|--------------------------------|
| A | 1/1/2016 | ASST. SUPT. REVENUE ACCOUNTING | 31200.00 | 45000.00 | 13800.00 | PAY RATE CHANGE |
| A | 1/1/2016 | ASSTSUPTMGR RATES/QUANT ANALYS | 37440.00 | 65000.04 | 27560.04 | APPT CHANGE |
| A | 1/1/2016 | ASSISTANT SUPT - ASSETS/INVENT | 65000.04 | 69999.96 | 4999.92 | PAY RATE CHANGE |
| CFC | 1/1/2016 | POWER GENERATION OPER TECH | 55515.20 | 55390.40 | -124.80 | TRANSFER |
| CFC | 1/1/2016 | POWER GENERATION OPER TECH | 55515.20 | 63814.40 | 8299.20 | CAREER PROGRESSION |
| CFC | 1/16/2016 | POWER GENERATION OPER TECH | 55515.20 | 63814.40 | 8299.20 | CAREER PROGRESSION |
| CFC | 1/16/2016 | POWER GENERATION OPER TECH | 55515.20 | 63814.40 | 8299.20 | CAREER PROGRESSION |
| CFC | 1/16/2016 | POWER GENERATION OPER TECH | 55515.20 | 63814.40 | 8299.20 | CAREER PROGRESSION |
| CFC | 2/1/2016 | SUPERINTENDENT PS ELECTRICIAN | 85400.04 | 89500.08 | 4100.04 | PAY RATE CHANGE |
| IT | 2/1/2016 | ASST SUPT COMPLIANCE SOFTWARE | 85000.08 | 85000.08 | 0.00 | TRANS FROM OE TO IT |
| IT | 2/1/2016 | ASST SUPT COMPLIANCE SOFTWARE | 85000.08 | 85000.08 | 0.00 | TRANS FROM OE TO IT |
| CFC | 2/10/2016 | ELECTRICAL DRAFTING TECH | 57795.12 | 62296.08 | 4500.96 | SALARY ADJUSTMENT |
| H1 | 2/16/2016 | POWER PLANT MAINTENANCE TECH | 50232.00 | 55390.40 | 5158.40 | COMPL OF REQ QUAL. STANDARDS |
| A | 3/1/2016 | ASST. MGR. UTILITY PURCHASING | 60000.00 | 62400.00 | 2400.00 | APPT CHANGE |
| CFC | 3/1/2016 | POWER GENERATION OPER TECH | 55390.40 | 64771.20 | 9380.80 | CAREER PROGRESSION |
| CFC | 3/1/2016 | POWER GENERATION OPER TECH | 55390.40 | 64771.20 | 9380.80 | CAREER PROGRESSION |
| REL | 3/1/2016 | ASST SUPT RELAY CREW | 52748.80 | 55390.40 | 2641.60 | PAY RATE CHANGE |
| REL | 3/1/2016 | ASST SUPT RELAY CREW | 52748.80 | 55390.40 | 2641.60 | PAY RATE CHANGE |
| SO | 3/1/2016 | ASST SUPT TRANS SYSTEM OPER. | 93999.96 | 96800.04 | 2800.08 | PAY RATE CHANGE |
| CFC | 3/16/2016 | POWER PLANT MAINTENANCE TECH | 48360.00 | 54163.20 | 5803.20 | PROMOTION |
| CFC | 3/16/2016 | POWER PLANT MAINTENANCE TECH | 48360.00 | 64771.20 | 16411.20 | DETAIL TO SPECIAL DUTY |
| CFC | 3/16/2016 | POWER PLANT MAINTENANCE TECH | 48360.00 | 54163.20 | 5803.20 | PROMOTION |
| T | 3/16/2016 | POWER TRANSMISSION MAINT TECH | 55390.40 | 64771.20 | 9380.80 | CAREER PROGRESSION |
| T | 3/16/2016 | ASST. SUPT. JOURNEYMAN LINEMA | 55390.40 | 64771.20 | 9380.80 | CAREER PROGRESSION |
| T | 3/16/2016 | ASST. SUPT. RELAY COMPLIANCE | 71489.60 | 71489.60 | 0.00 | APPT CHANGE |
| CFC | 4/1/2016 | HEAVY EQUIP/RAILCAR MAINT TECH | 57844.80 | 64771.20 | 6926.40 | CAREER PROGRESSION |
| CFC | 4/1/2016 | HEAVY EQUIP/RAILCAR MAINT TECH | 57844.80 | 64771.20 | 6926.40 | CAREER PROGRESSION |
| LP | 4/1/2016 | GRDA LP COMMUNITYLAKE RELATION | 41267.28 | 48000.00 | 6732.72 | APPT CHANGE |
| OE | 4/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 75920.00 | 11148.80 | CAREER PROGRESSION |
| SO | 4/1/2016 | ASST SUPT GEN/MKT SYSTEM OPERA | 87999.96 | 96799.92 | 8799.96 | SA PER AGREEMENT PLAN |
| T | 4/1/2016 | HEAVY EQUIP/RAILCAR MAINT TECH | 73091.20 | 78208.00 | 5116.80 | CAREER PROGRESSION |
| A | 4/16/2016 | ASST SUPT. SAFETY ADMIN. ASST. | 46047.60 | 53763.60 | 7716.00 | DETAIL TO SPECIAL DUTY |
| A | 4/16/2016 | SR. UTILITY CONTRACTIN & ACQ | 44000.16 | 48000.00 | 3999.84 | UNCLASSIFIED APPT |
| CFC | 4/16/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 71697.60 | 6926.40 | CAREER PROGRESSIONS |
| H1 | 4/16/2016 | HYDRO MAINT TECH APPRENTICE | 27456.00 | 50232.00 | 22776.00 | APPT CHANGE |
| H1 | 4/16/2016 | ASST SUPT HYDRO OPERATIONS | 75920.00 | 85404.00 | 9484.00 | DETAIL TO SPECIAL DUTY |
| CFC | 5/1/2016 | POWER GENERATION CY EQUIP OPER | 57179.20 | 64771.20 | 7592.00 | DETAIL TO SPECIAL DUTY - ONE Y |
| H1 | 5/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 78208.00 | 13436.80 | CAREER PROGRESSION |
| H4 | 5/16/2016 | HYDRO MAINT TECH APPRENTICE | 64771.20 | 64771.20 | 0.00 | TRANSFER |
| H4 | 5/16/2016 | HYDRO MAINT TECH APPRENTICE | 64771.20 | 64771.20 | 0.00 | TRANSFER |
| LP | 5/16/2016 | ASSISTANT SUPT - ENVIRONMENTAL | 52000.00 | 41267.28 | -10732.72 | UNCLASSIFIED |
| PPD | 5/24/2016 | ASST. SUPT. PART TIME W/O BENF | 24960.00 | 31200.00 | 6240.00 | SALARY ADJUSTMENT |
| PPD | 5/24/2016 | ASST. SUPT. PART TIME W/O BENF | 24960.00 | 31200.00 | 6240.00 | SALARY ADJUSTMENT |
| PPD | 5/24/2016 | ASST. SUPT. PART TIME W/O BENF | 24960.00 | 31200.00 | 6240.00 | SALARY ADJUSTMENT |
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| PPD | 5/24/2016 | ASST. SUPT. PART TIME W/O BENF | 24960.00 | 31200.00 | 6240.00 | SALARY ADJUSTMENT |
| A | 6/1/2016 | QUANTITATIVE/RATES ASST. SUPT. | 37440.00 | 57996.00 | 20556.00 | PROMOTION |
| A | 6/1/2016 | ASST. SUPT. COMPLIANCE ANALYST | 54409.44 | 60000.00 | 5590.56 | A45 APPT CHANGE |
| H1 | 6/1/2016 | ASSISTANT SUPT. - HYDRO | 88200.00 | 96000.00 | 7800.00 | A45 APPT CHANGE PROMOTION |
| H1 | 6/1/2016 | POWER GENERATION CY EQUIP OPER | 70720.00 | 75920.00 | 5200.00 | SALARY ADJ. |
| OE | 6/1/2016 | ASSISTANT SUPT COMM TECH | 57844.80 | 64771.20 | 6926.40 | SALARY ADJ. |
| OE | 6/1/2016 | ASST SUPT-COMS A/V NETWORK | 57844.80 | 64771.20 | 6926.40 | SALARY ADJ. |
| CFC | 6/16/2016 | SUPERINTENDENT - COAL YARD | 87500.04 | 89500.08 | 2000.04 | PAY RATE CHANGE |
| CFC | 6/16/2016 | SUPERINTENDENT - COAL YARD | 87500.04 | 89500.08 | 2000.04 | PAY RATE CHANGE |
| H1 | 6/16/2016 | HYDRO ADDSET MANAGER | 78729.96 | 85000.08 | 6270.12 | CHANGE TO HYDRO ASSET MGT |
| T | 6/16/2016 | POWER TRANSMISSION MAINT TECH | 52748.80 | 64771.20 | 12022.40 | CAREER PROGRESSION |
| A | 7/1/2016 | ASSISTANT SUPT - FISCAL SERV. | 44500.08 | 49500.00 | 4999.92 | PROMOTION |
| LP | 7/1/2016 | ASSISTANT SUPT. LAKE PATROL | 52000.00 | 41267.28 | -10732.72 | PROMOTION/PAY CHANGE |
| LP | 7/1/2016 | ASSISTANT SUPT - ENVIRONMENTAL | 52000.00 | 41267.28 | -10732.72 | PROMOTION/PAY CHANGE |
| OE | 7/1/2016 | SCADA ASST. SUPT. | 59779.20 | 64771.20 | 4992.00 | STEP INCREASE |
| T | 7/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 75920.00 | 11148.80 | PROMOTION |
| T | 7/16/2016 | POWER TRANSMISSION MAINT TECH | 53664.00 | 64396.80 | 10732.80 | CAREER PROGRESSION |
| A | 8/1/2016 | SR. UTILITY CONTRACTIN & ACQ | 48000.00 | 53763.60 | 5763.60 | DETAIL TO GREC |
| A | 8/1/2016 | ASST. SUPT. REVENUE ACCOUNTING | 45000.00 | 49500.00 | 4500.00 | PROMOTION |
| CFC | 8/1/2016 | ASST. SUPT. RELIEF OP TRAINER | 72800.00 | 76440.00 | 3640.00 | DETAIL TO SPECIAL DUTY |
| CFC | 8/1/2016 | POWER GENERATION OPER TECH | 55515.20 | 63814.40 | 8299.20 | CAREER PROGRESSION |

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| CFC | 12/1/2016 | POWER GENERATION OPER TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | HEAVY EQUIP/RAILCAR MAINT TECH | 57844.80 | 60070.40 | 2225.60 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION OPER TECH | 62171.20 | 63814.40 | 1643.20 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | HEAVY EQUIP/RAILCAR MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION OPER TECH | 62171.20 | 63814.40 | 1643.20 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION OPER TECH | 62171.20 | 66851.20 | 4680.00 | CAREER PROGRESSION |
| CFC | 12/1/2016 | POWER GENERATION OPER TECH | 69680.00 | 71760.00 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION OPER TECH | 62171.20 | 63814.40 | 1643.20 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 57179.20 | 60070.40 | 2891.20 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION OPER TECH | 62171.20 | 63814.40 | 1643.20 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 71697.60 | 78208.00 | 6510.40 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION OPER TECH | 55515.20 | 63814.40 | 8299.20 | CAREER PROGRESSION |
| CFC | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 57179.20 | 60070.40 | 2891.20 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | HEAVY EQUIP/RAILCAR MAINT TECH | 71697.60 | 78208.00 | 6510.40 | EQUITY BASED PAY ADJUSTMENT |
| CFC | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 50377.60 | 52748.80 | 2371.20 | EQUITY BASED PAY ADJUSTMENT |
| H1 | 12/1/2016 | POWER GENERATION CY EQUIP OPER | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| H1 | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| H1 | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| H1 | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| H2 | 12/1/2016 | TECHNICIAN III | 64771.20 | 66851.20 | 2080.00 | SALARY |
| H3 | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| H4 | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| H4 | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| H4 | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| H4 | 12/1/2016 | POWER PLANT MAINTENANCE TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| OE | 12/1/2016 | ASST SUPT COMMS APPRENTICE | 57844.80 | 66851.20 | 9006.40 | SKILL BASED PAY ADJUSTMENT |
| OE | 12/1/2016 | ASST. SUPT. METERING APPRENTIC | 52748.80 | 63814.40 | 11065.60 | PROMOTION |
| OE | 12/1/2016 | ASST SUPT FIELD CONSTRU INSPEC | 60840.00 | 66851.20 | 6011.20 | EQUITY BASED PAY ADJUSTMENT |
| REL | 12/1/2016 | ASST SUPT RELAY CREW | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| REL | 12/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| REL | 12/1/2016 | ASST SUPT RELAY CREW | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| REL | 12/1/2016 | SUPERINTENDENT-RELAY TECH | 84999.96 | 88233.60 | 3233.64 | EQUITY BASED PAY ADJUSTMENT |
| REL | 12/1/2016 | SUPERINTENDENT-RELAY TECH | 84999.96 | 88233.60 | 3233.64 | EQUITY BASED PAY ADJUSTMENT |
| REL | 12/1/2016 | SUPERINTENDENT-RELAY TECH | 84999.96 | 88233.60 | 3233.64 | EQUITY BASED PAY ADJUSTMENT |
| REL | 12/1/2016 | SUPERINTENDENT-RELAY TECH | 84999.96 | 88233.60 | 3233.64 | EQUITY BASED PAY ADJUSTMENT |
| REL | 12/1/2016 | ASST SUPT RELAY CREW | 64771.20 | 66851.20 | 2080.00 | EQUITY BASED PAY ADJUSTMENT |
| SO | 12/1/2016 | ASST SUPT TRANS SYSTEM OPER. | 114999.96 | 113000.04 | -1999.92 | VOLUNTARY DEMOTION |
| SO | 12/1/2016 | ASST. SUPT. SO SUPERVISOR | 99999.96 | 118000.08 | 18000.12 | PROMOTION |
| T | 12/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | HEAVY EQUIP/RAILCAR MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | POWER TRANSMISSION MAINT TECH | 58094.40 | 60070.40 | 1976.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | HEAVY EQUIP/RAILCAR MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | HEAVY EQUIP/RAILCAR MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |
| T | 12/1/2016 | POWER TRANSMISSION MAINT TECH | 64771.20 | 66851.20 | 2080.00 | EQUITY ADJUSTMENT |