

SEC INTERROGATORY #1

INTERROGATORY

[B-4-2, p.1-2]

Please provide a breakdown of the variance in total compensation.

RESPONSE

<u>O&M by Natural Account (\$M)</u>	<u>Actuals</u>	<u>Assumed IR</u>	<u>Variance</u>
Salaries and Wages	193.4	179.0	(14.4)
Benefits	27.9	26.9	(1.0)
Short Term Incentive Program	30.3	22.1	(8.2)
Total Compensation	251.7	228.0	(23.6)

Witnesses: N. Verma
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