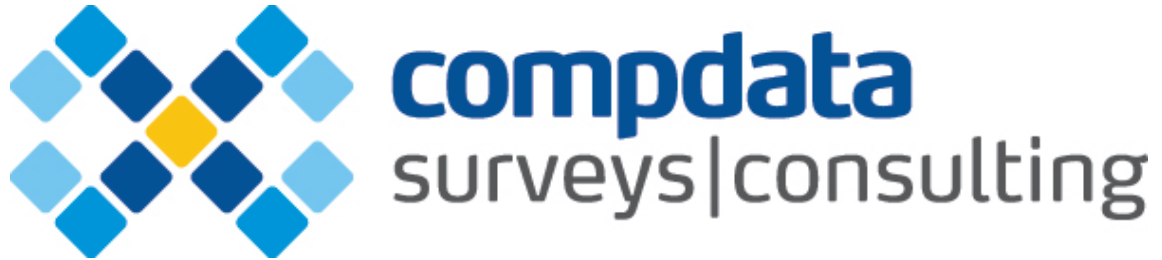


***Compensation Data
Utilities 2016***



Participant List

2016 National Participant List

AGL Resources - GA
ALLETE - MN
Arkansas Electric Cooperatives - AR
Arkansas Electric Cooperatives - MO
Auburn University - AL
Buckeye CableSystem - OH
Calpine Corporation - AL
Calpine Corporation - AR
Calpine Corporation - AZ
Calpine Corporation - CA
Calpine Corporation - DE
Calpine Corporation - FL
Calpine Corporation - IL
Calpine Corporation - MA
Calpine Corporation - ME
Calpine Corporation - MN
Calpine Corporation - NJ
Calpine Corporation - NY
Calpine Corporation - OR
Calpine Corporation - PA
Calpine Corporation - TX
Carroll EMC - GA
CenterPoint Energy - AR
CenterPoint Energy - IL
CenterPoint Energy - LA
CenterPoint Energy - MN
CenterPoint Energy - MS
CenterPoint Energy - OK
CenterPoint Energy - TX
Central Electric Power Cooperative - MO
Central Iowa Power Cooperative - IA
Charleston Water System - SC
Chesapeake Utilities Corporation - DE
Chesapeake Utilities Corporation - FL
Chesapeake Utilities Corporation - MD
Chesapeake Utilities Corporation - PA
Chesapeake Utilities Corporation - VA
Citizens Energy Group - IN
City Utilities of Springfield - MO
Clay County Utility Authority - FL
Clay Township Regional Waste District - IN
Cleco Corporation - LA
Colorado Springs Utilities - CO
Columbus Water Works - GA
CountryMark Cooperative, LLP - IN
Dalton Utilities - AL
Dalton Utilities - GA
DTE Energy Company - Detroit Edison - MI
Duquesne Light Company - PA
EnergySolutions - AL
EnergySolutions - AZ
EnergySolutions - CA
EnergySolutions - CA
EnergySolutions - CT
EnergySolutions - IL
EnergySolutions - NM
EnergySolutions - SC
EnergySolutions - TN
EnergySolutions - UT
EnergySolutions - VA
EnergySolutions - WA
Ever-Green Energy - MN
Florida Keys Aqueduct Authority - FL
Florida Municipal Power Agency - FL
Florida Municipal Power Agency - FL
Grand Haven Board of Light and Power - MI
Great Plains Communications - NE
Great River Energy - MN
Great River Energy - ND
Greystone Power Corporation - GA
Hoosier Energy - IN
HTC - SC
JEA - FL
Kansas City Water Services Department - MO
Lee County Electric Cooperative - FL
Maryland Environmental Service - MD
Mecklenburg Electric Cooperative - VA
Memphis Light, Gas & Water Division - TN
Metropolitan Water Reclamation - IL
MTCO Corporation - IL

2016 National Participant List

Nebraska Public Power District - NE
NineStar Connect - IN
Northeast Ohio Regional Sewer District - OH
NOVEC - VA
Nsight - WI
Ohio Gas Company - OH
ONE Gas - OK
ONE Gas - TX
Pacific Gas & Electric Corporation - CA
Platte-Clay Electric Cooperative, Inc. - MO
Pro Energy Services - MO
Puget Sound Energy - WA
Recycled Energy Development, LLC - NY
Republic Services, Inc. - AL
Republic Services, Inc. - AR
Republic Services, Inc. - AZ
Republic Services, Inc. - DE
Republic Services, Inc. - FL
Republic Services, Inc. - GA
Republic Services, Inc. - IA
Republic Services, Inc. - IL
Republic Services, Inc. - IN
Republic Services, Inc. - KY
Republic Services, Inc. - LA
Republic Services, Inc. - MA
Republic Services, Inc. - MD
Republic Services, Inc. - MI
Republic Services, Inc. - MN
Republic Services, Inc. - MO
Republic Services, Inc. - MS
Republic Services, Inc. - NC
Republic Services, Inc. - ND
Republic Services, Inc. - NJ
Republic Services, Inc. - NY
Republic Services, Inc. - OH
Republic Services, Inc. - OK
Republic Services, Inc. - PA
Republic Services, Inc. - SC
Republic Services, Inc. - TN
Republic Services, Inc. - TX
Republic Services, Inc. - VA
Republic Services, Inc. - WI
Republic Services, Inc. - WV
Sam Houston Electric Cooperative, Inc. - TX
SCANA Corporation - GA
SCANA Corporation - NC
SCANA Corporation - SC
Sho-Me Power Electric Cooperative - MO
Sierra Southwest Cooperative Services - AZ
Sulphur Springs Valley Electric - AZ
Tenaska, Inc. - NE
Tenaska, Inc. - TX
Tri-State Generation & Transmission - CO
Tri-State Generation & Transmission - NE
Tri-State Generation & Transmission - NM
Tri-State Generation & Transmission - WY
UGI Utilities, Inc. - PA
Unitil Service Corporation - MA
Unitil Service Corporation - ME
Unitil Service Corporation - NH
Veolia Environment North America - AZ
Veolia Environment North America - CA
Veolia Environment North America - CA
Veolia Environment North America - CO
Veolia Environment North America - CT
Veolia Environment North America - DE
Veolia Environment North America - FL
Veolia Environment North America - GA
Veolia Environment North America - IL
Veolia Environment North America - IN
Veolia Environment North America - KY
Veolia Environment North America - LA
Veolia Environment North America - MA
Veolia Environment North America - MD
Veolia Environment North America - MI
Veolia Environment North America - MN
Veolia Environment North America - MO
Veolia Environment North America - NC
Veolia Environment North America - NH
Veolia Environment North America - NJ

2016 National Participant List

Veolia Environment North America - NV
Veolia Environment North America - NY
Veolia Environment North America - OH
Veolia Environment North America - OK
Veolia Environment North America - OR
Veolia Environment North America - PA
Veolia Environment North America - TN
Veolia Environment North America - TX
Veolia Environment North America - UT
Veolia Environment North America - VA
Veolia Environment North America - WA
Veolia Environment North America - WI
Veolia Environment North America - WV
Walton Electric Membership Corporation - GA
Walton Electric Membership Corporation - GA
Waverly Light and Power - IA
Wellhead Electric Company - CA
Western Farmers Electric Cooperative - OK
Whidbey Telephone Company - WA