

BLACK HILLS POWER, INC. d/b/a BLACK HILLS ENERGY
INTERCOMPANY CHARGES FROM BLACK HILLS SERVICE COMPANY
FOR THE ADJUSTED TEST YEAR ENDING SEPTEMBER 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)
Line No.	Account Description	Per Book Test Year	Out of Period Adjustment Note (1)	Labor Adjustment	Insurance Premium Adjustment
1	Operation and Maintenance Expenses				
2	Production Expenses				
3	Steam Production - Operation				
4	500 - Supervision & Engineering	\$ 8,506	\$ -	\$ 497	\$ -
5	501 - Fuel	-	-	-	-
6	502 - Steam Expense	2,484	-	289	-
7	505 - Electric Expense	-	-	-	-
8	506 - Miscellaneous	1,188	-	564	-
9	507 - Rents	-	-	-	-
10	Subtotal Steam Production - Operation	\$ 12,178	\$ -	\$ 1,350	\$ -
11					
12	Steam Production - Maintenance				
13	510 - Supervision & Engineering	14,840	-	294	-
14	511 - Structures	428	-	19	-
15	512 - Boilers	386	-	37	-
16	513 - Electric Plant	2,688	-	11,556	-
17	514 - Miscellaneous Plant	61	-	-	-
18	Subtotal Steam Production - Maintenance	\$ 18,404	\$ -	\$ 11,907	\$ -
19					
20	Other Production - Operation				
21	546 - Operation Supervision & Engineering	827,683	-	(67,461)	-
22	547 - Fuel	-	-	-	-
23	548 - Generation Expense	209,895	-	4,414	-
24	549 - Miscellaneous	29,641	-	1,432	-
25	550 - Other Generation Rents	-	-	-	-
26	Subtotal Other Production - Operation	\$ 1,067,219	\$ -	\$ (61,615)	\$ -
27					
28	Other Production - Maintenance				
29	551 - Supervision & Engineering	-	-	25,139	-
30	552 - Structures	-	-	-	-
31	553 - Electric Plant	206,413	-	94,136	-
32	554 - Miscellaneous Plant	2,759	-	25,159	-
33	556 - System Control & Load Dispatch	1,228,249	-	(104,175)	-
34	Subtotal Other Production - Maintenance	\$ 1,437,420	\$ -	\$ 40,260	\$ -
35					
36	Other Power Supply				
37	555 - Purchased Power - Energy	-	-	-	-
38	555 - Purchase Power - Demand	-	-	-	-
39	557 - Other Expenses	-	-	-	-
40	Subtotal Other Power Supply	\$ -	\$ -	\$ -	\$ -
41					
42	Wind Production				
43	558 - Operations & Maintenance	29,629	-	98,659	-
44	Subtotal Wind Production	\$ 29,629	\$ -	\$ 98,659	\$ -
45					
46	Total Production Expense	\$ 2,564,850	\$ -	\$ 90,561	\$ -
47					
48	Transmission Expenses				
49	Transmission - Operation				
50	560 - Supervision & Engineering	538,626	-	82,452	-
51	561 - Load Dispatch	3,584,133	-	162,607	-
52	562 - Station Equipment	24,436	-	660	-
53	563 - Overhead Lines	4,244	-	(2,937)	-
54	564 - Underground Lines	-	-	-	-
55	565 - Transmission of Electricity by Others	-	-	-	-
56	566 - Miscellaneous	800,434	-	637	353,763
57	567 - Rents	74,527	-	-	-
58	Subtotal Transmission - Operation	\$ 5,026,401	\$ -	\$ 243,419	\$ 353,763
59					

BLACK HILLS POWER, INC. d/b/a BLACK HILLS ENERGY
INTERCOMPANY CHARGES FROM BLACK HILLS SERVICE COMPANY
FOR THE ADJUSTED TEST YEAR ENDING SEPTEMBER 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)
Line No.	Account Description	Per Book Test Year	Out of Period Adjustment Note (1)	Labor Adjustment	Insurance Premium Adjustment
60	Transmission - Maintenance				
61	568 - Supervision & Engineering	-	-	-	-
62	569 - Structures	30,794	-	41,836	-
63	570 - Station Equipment	16,576	-	704	-
64	571 - Overhead Lines	96,093	-	103,611	-
65	572 - Underground Lines	-	-	-	-
66	575 - SPP/WEIS Administrative Costs	-	-	-	-
67	Subtotal Transmission - Maintenance	\$ 143,463	\$ -	\$ 146,151	\$ -
68					
69	Total Transmission Expense	\$ 5,169,864	\$ -	\$ 389,570	\$ 353,763
70					
71	Distribution Expenses				
72	Distribution - Operations				
73	580 - Supervision	618,595	-	36,846	-
74	581 - Load Dispatch	578,589	-	36,521	-
75	582 - Station Equipment	60,821	-	1,220	-
76	583 - Overhead Lines	(609)	-	(20)	-
77	584 - Underground Lines	-	-	-	-
78	585 - Street Lighting	93	-	7,950	-
79	586 - Metering	135,338	-	7,624	-
80	587 - Customer Installations	2,483	-	6,043	-
81	588 - Miscellaneous	681,560	-	11,168	-
82	589 - Rents	9,659	-	-	-
83	Subtotal Distribution - Operation	\$ 2,086,530	\$ -	\$ 107,353	\$ -
84					
85	Distribution - Maintenance				
86	590 - Supervision	1,838	-	16,104	-
87	591 - Structures	-	-	-	-
88	592 - Station Equipment	82,191	-	1,046	-
89	593 - Overhead Lines	5,040,973	-	9,017	-
90	594 - Underground Lines	-	-	-	-
91	595 - Transformers	-	-	-	-
92	596 - Street Lighting	370	-	11	-
93	597 - Metering	-	-	-	-
94	598 - Miscellaneous	-	-	-	-
95	Subtotal Distribution - Maintenance	\$ 5,125,373	\$ -	\$ 26,179	\$ -
96					
97	Total Distribution Expense	\$ 7,211,902	\$ -	\$ 133,532	\$ -
98					
99	Customer Accounts and Service Expenses				
100	Customer Accounts Expenses				
101	901 - Supervision	84,351	-	23,800	-
102	902 - Meter reading expenses	98,650	-	70,596	-
103	903 - Customer records and collection expenses	1,166,391	-	49,728	-
104	904 - Uncollectible accounts	-	-	-	-
105	905 - Miscellaneous customer accounts expenses	31,193	-	8,059	-
106	Subtotal Customer Accounts Expenses	\$ 1,380,586	\$ -	\$ 152,183	\$ -
107					
108	Customer Service Expenses				
109	907 - Supervision	50,323	-	15,170	-
110	908 - Customer assistance expenses	328,039	-	2,086	-
111	909 - Informational and instructional advertising expenses	5,674	-	(0)	-
112	910 - Miscellaneous customer service and informational expenses	494	-	9,124	-
113	Subtotal Customer Service Expenses	\$ 384,531	\$ -	\$ 26,380	\$ -
114					
115	Total Customer Accounts and Service Expenses	\$ 384,531	\$ -	\$ 26,380	\$ -
116					

BLACK HILLS POWER, INC. d/b/a BLACK HILLS ENERGY
INTERCOMPANY CHARGES FROM BLACK HILLS SERVICE COMPANY
FOR THE ADJUSTED TEST YEAR ENDING SEPTEMBER 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)
Line No.	Account Description	Per Book Test Year	Out of Period Adjustment Note (1)	Labor Adjustment	Insurance Premium Adjustment
117	Sales Expenses				
118	Sales Expenses - Operation				
119	911 - Supervision	-	-	-	-
120	912 - Demonstrating and selling expenses	(313)	-	-	-
121	913 - Advertising expenses	75	-	(23)	-
122	916 - Miscellaneous sales expenses	-	-	-	-
123	Subtotal Sales Expenses - Operation	\$ (238)	\$ -	\$ (23)	\$ -
124					
125	Administrative and General Expenses				
126	Administrative and General Expenses - Operation				
127	920 - Administrative and general salaries	13,158,775	-	2,724,239	-
128	921 - Office supplies and expenses	3,831,803	-	(54)	-
129	922 - Administrative expenses transferred - Credit	(3,311,499)	-	-	-
130	923 - Outside services employed	2,953,564	-	-	-
131	924 - Property insurance	1,263,812	(94,944)	-	976,526
132	925 - Injuries and damages	3,413,045	-	-	1,124,060
133	926 - Employee pensions and benefits	3,690,416	-	943,047	-
134	928 - Regulatory commission expenses	1,155,364	-	-	-
135	929 - Duplicate Charges	-	-	-	-
136	930.1 - General advertising expenses	17,760	-	18	-
137	930.2 - Miscellaneous general expenses	569,638	-	(5,889)	-
138	931 - Rents	1,609,997	-	-	-
139	Subtotal Administrative and General Expenses - Operation	\$ 28,352,676	\$ (94,944)	\$ 3,661,361	\$ 2,100,586
140					
141	Administrative and General Expenses - Maintenance				
142	935 - Maintenance of general plant	3,328,551	-	6	-
143	Subtotal Administrative and General Expenses - Maintenance	\$ 3,328,551	\$ -	\$ 6	\$ -
144					
145	Total Administrative and General Expenses	\$ 31,681,227	\$ (94,944)	\$ 3,661,367	\$ 2,100,586
146					
147	Total Operating & Maintenance Expense	\$ 48,392,721	\$ (94,944)	\$ 4,453,569	\$ 2,454,349

149 Note (1) Insurance costs inadvertently attributed to Black Hills Power rather than the appropriate affiliate.

BLACK HILLS POWER, INC. d/b/a BLACK HILLS ENERGY
INTERCOMPANY CHARGES FROM BLACK HILLS SERVICE COMPANY
FOR THE ADJUSTED TEST YEAR ENDING SEPTEMBER 30, 2026

COST OF SERVICE STUDY
Schedule H-4

(a)	(b)	(g)	(h)	(i)	(j)
Line No.	Account Description	Pooled Medical Adjustment	CAM Adjustment	Total Adjustments	Adjusted Amount
1	Operation and Maintenance Expenses				
2	Production Expenses				
3	Steam Production - Operation				
4	500 - Supervision & Engineering	\$ -	\$ -	\$ 497	\$ 9,004
5	501 - Fuel	-	-	-	-
6	502 - Steam Expense	-	-	289	2,773
7	505 - Electric Expense	-	-	-	-
8	506 - Miscellaneous	-	-	564	1,752
9	507 - Rents	-	-	-	-
10	Subtotal Steam Production - Operation	\$ -	\$ -	\$ 1,350	\$ 13,529
11					
12	Steam Production - Maintenance				
13	510 - Supervision & Engineering	-	-	294	15,134
14	511 - Structures	-	-	19	447
15	512 - Boilers	-	-	37	423
16	513 - Electric Plant	-	-	11,556	14,244
17	514 - Miscellaneous Plant	-	-	-	61
18	Subtotal Steam Production - Maintenance	\$ -	\$ -	\$ 11,907	\$ 30,310
19					
20	Other Production - Operation				
21	546 - Operation Supervision & Engineering	-	117	(67,344)	760,338
22	547 - Fuel	-	-	-	-
23	548 - Generation Expense	-	-	4,414	214,309
24	549 - Miscellaneous	-	-	1,432	31,073
25	550 - Other Generation Rents	-	-	-	-
26	Subtotal Other Production - Operation	\$ -	\$ 117	\$ (61,499)	\$ 1,005,721
27					
28	Other Production - Maintenance				
29	551 - Supervision & Engineering	-	-	25,139	25,139
30	552 - Structures	-	-	-	-
31	553 - Electric Plant	-	-	94,136	300,549
32	554 - Miscellaneous Plant	-	-	25,159	27,918
33	556 - System Control & Load Dispatch	-	10,943	(93,232)	1,135,017
34	Subtotal Other Production - Maintenance	\$ -	\$ 10,943	\$ 51,203	\$ 1,488,623
35					
36	Other Power Supply				
37	555 - Purchased Power - Energy	-	-	-	-
38	555 - Purchase Power - Demand	-	-	-	-
39	557 - Other Expenses	-	-	-	-
40	Subtotal Other Power Supply	\$ -	\$ -	\$ -	\$ -
41					
42	Wind Production				
43	558 - Operations & Maintenance	-	850	99,509	129,138
44	Subtotal Wind Production	\$ -	\$ 850	\$ 99,509	\$ 129,138
45					
46	Total Production Expense	\$ -	\$ 11,909	\$ 102,470	\$ 2,667,320
47					
48	Transmission Expenses				
49	Transmission - Operation				
50	560 - Supervision & Engineering	-	2,332	84,783	623,409
51	561 - Load Dispatch	-	1,558	164,166	3,748,299
52	562 - Station Equipment	-	(22)	639	25,075
53	563 - Overhead Lines	-	(10)	(2,946)	1,298
54	564 - Underground Lines	-	-	-	-
55	565 - Transmission of Electricity by Others	-	-	-	-
56	566 - Miscellaneous	-	1,819	356,218	1,156,653
57	567 - Rents	-	-	-	74,527
58	Subtotal Transmission - Operation	\$ -	\$ 5,677	\$ 602,860	\$ 5,629,260
59					

BLACK HILLS POWER, INC. d/b/a BLACK HILLS ENERGY
INTERCOMPANY CHARGES FROM BLACK HILLS SERVICE COMPANY
FOR THE ADJUSTED TEST YEAR ENDING SEPTEMBER 30, 2026

COST OF SERVICE STUDY
Schedule H-4

(a)	(b)	(g)	(h)	(i)	(j)
Line No.	Account Description	Pooled Medical Adjustment	CAM Adjustment	Total Adjustments	Adjusted Amount
60	Transmission - Maintenance				
61	568 - Supervision & Engineering	-	-	-	-
62	569 - Structures	-	-	41,836	72,630
63	570 - Station Equipment	-	-	704	17,280
64	571 - Overhead Lines	-	(13)	103,598	199,691
65	572 - Underground Lines	-	-	-	-
66	575 - SPP/WEIS Administrative Costs	-	-	-	-
67	Subtotal Transmission - Maintenance	\$ -	\$ (13)	\$ 146,138	\$ 289,601
68					
69	Total Transmission Expense	\$ -	\$ 5,665	\$ 748,998	\$ 5,918,861
70					
71	Distribution Expenses				
72	Distribution - Operations				
73	580 - Supervision	-	332	37,178	655,773
74	581 - Load Dispatch	-	(744)	35,777	614,366
75	582 - Station Equipment	-	(28)	1,193	62,014
76	583 - Overhead Lines	-	-	(20)	(629)
77	584 - Underground Lines	-	-	-	-
78	585 - Street Lighting	-	-	7,950	8,043
79	586 - Metering	-	674	8,298	143,637
80	587 - Customer Installations	-	-	6,043	8,526
81	588 - Miscellaneous	-	4,217	15,385	696,945
82	589 - Rents	-	-	-	9,659
83	Subtotal Distribution - Operation	\$ -	\$ 4,451	\$ 111,804	\$ 2,198,334
84					
85	Distribution - Maintenance				
86	590 - Supervision	-	(10)	16,094	17,932
87	591 - Structures	-	-	-	-
88	592 - Station Equipment	-	-	1,046	83,238
89	593 - Overhead Lines	-	(115)	8,903	5,049,876
90	594 - Underground Lines	-	-	-	-
91	595 - Transformers	-	-	-	-
92	596 - Street Lighting	-	-	11	381
93	597 - Metering	-	-	-	-
94	598 - Miscellaneous	-	-	-	-
95	Subtotal Distribution - Maintenance	\$ -	\$ (125)	\$ 26,054	\$ 5,151,427
96					
97	Total Distribution Expense	\$ -	\$ 4,327	\$ 137,858	\$ 7,349,761
98					
99	Customer Accounts and Service Expenses				
100	Customer Accounts Expenses				
101	901 - Supervision	-	943	24,743	109,095
102	902 - Meter reading expenses	-	674	71,270	169,920
103	903 - Customer records and collection expenses	-	3,982	53,710	1,220,101
104	904 - Uncollectible accounts	-	-	-	-
105	905 - Miscellaneous customer accounts expenses	-	169	8,228	39,422
106	Subtotal Customer Accounts Expenses	\$ -	\$ 5,769	\$ 157,952	\$ 1,538,538
107					
108	Customer Service Expenses				
109	907 - Supervision	-	1,251	16,421	66,744
110	908 - Customer assistance expenses	-	1,467	3,553	331,592
111	909 - Informational and instructional advertising expenses	-	299	299	5,973
112	910 - Miscellaneous customer service and informational expenses	-	18	9,142	9,637
113	Subtotal Customer Service Expenses	\$ -	\$ 3,036	\$ 29,415	\$ 413,946
114					
115	Total Customer Accounts and Service Expenses	\$ -	\$ 3,036	\$ 29,415	\$ 413,946
116					

BLACK HILLS POWER, INC. d/b/a BLACK HILLS ENERGY
INTERCOMPANY CHARGES FROM BLACK HILLS SERVICE COMPANY
FOR THE ADJUSTED TEST YEAR ENDING SEPTEMBER 30, 2026

COST OF SERVICE STUDY
Schedule H-4

(a)	(b)	(g)	(h)	(i)	(j)
Line No.	Account Description	Pooled Medical Adjustment	CAM Adjustment	Total Adjustments	Adjusted Amount
117	Sales Expenses				
118	Sales Expenses - Operation				
119	911 - Supervision	-	-	-	-
120	912 - Demonstrating and selling expenses	-	(16)	(16)	(328)
121	913 - Advertising expenses	-	0	(23)	52
122	916 - Miscellaneous sales expenses	-	-	-	-
123	Subtotal Sales Expenses - Operation	\$ -	\$ (15)	\$ (39)	\$ (277)
124					
125	Administrative and General Expenses				
126	Administrative and General Expenses - Operation				
127	920 - Administrative and general salaries	-	716,724	3,440,962	16,599,738
128	921 - Office supplies and expenses	-	121,752	121,698	3,953,501
129	922 - Administrative expenses transferred - Credit	-	-	-	(3,311,499)
130	923 - Outside services employed	-	106,585	106,585	3,060,149
131	924 - Property insurance	-	4,254	885,836	2,149,649
132	925 - Injuries and damages	-	277,955	1,402,014	4,815,060
133	926 - Employee pensions and benefits	581,936	101,760	1,626,743	5,317,159
134	928 - Regulatory commission expenses	-	-	-	1,155,364
135	929 - Duplicate Charges	-	-	-	-
136	930.1 - General advertising expenses	-	758	776	18,536
137	930.2 - Miscellaneous general expenses	-	36,057	30,168	599,806
138	931 - Rents	-	130,180	130,180	1,740,177
139	Subtotal Administrative and General Expenses - Operation	\$ 581,936	\$ 1,496,025	\$ 7,744,964	\$ 36,097,639
140					
141	Administrative and General Expenses - Maintenance				
142	935 - Maintenance of general plant	-	187,646	187,652	3,516,203
143	Subtotal Administrative and General Expenses - Maintenance	\$ -	\$ 187,646	\$ 187,652	\$ 3,516,203
144					
145	Total Administrative and General Expenses	\$ 581,936	\$ 1,683,670	\$ 7,932,615	\$ 39,613,842
146					
147	Total Operating & Maintenance Expense	\$ 581,936	\$ 1,714,360	\$ 9,109,270	\$ 57,501,991
148					
149	Note (1) Insurance costs inadvertently attributed to Black Hills Power rather tl				

Black Hills Power Inc
Intercompany Charges from Black Hills Service Company - Total Company
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
Line No.	FERC Acct. No.	Description	Per Books 12 Months Ended September 30, 2025	Update Cost Allocation Rates	Adjustment for Labor	Out of Period Insurance Exp Adjustment	Adjustment for Insurance Premium	Adjustment for Medical Increases	Proforma Period End	Increase/ (Decrease)
1	_500	STEAM OPS SUPERVISION AND ENG	\$ 8,506	-	497	-	-	-	9,004	497
2	_502	STEAM EXPENSES	\$ 2,484	-	289	-	-	-	2,773	289
3	_506	MISC STEAM POWER EXPENSES	\$ 1,188	-	564	-	-	-	1,752	564
4	_510	STEAM MAINT SUPERVISION & ENG	\$ 14,840	-	294	-	-	-	15,134	294
5	_511	MAINT OF STRUCTURES	\$ 428	-	19	-	-	-	447	19
6	_512	MAINT OF BOILER PLANT	\$ 386	-	37	-	-	-	423	37
7	_513	MAINT OF ELECTRIC PLANT	\$ 2,688	-	11,556	-	-	-	14,244	11,556
8	_514	MAINT OF MISC STEAM PLANT	\$ 61	-	-	-	-	-	61	-
9	_546	OTHR GEN OPS SUPERV & ENG	\$ 827,683	117	(67,461)	-	-	-	760,338	(67,344)
10	_548	OTHER POWER GENERATION EXP	\$ 209,895	-	4,414	-	-	-	214,309	4,414
11	_549	MISC OTHER POWER GENERATION EX	\$ 29,641	-	1,432	-	-	-	31,073	1,432
12	_551	SUPERVISION & ENGINEERING	\$ -	-	25,139	-	-	-	25,139	25,139
13	_553	OTHR GEN MAINT OF GENR PLANT	\$ 206,413	-	94,136	-	-	-	300,549	94,136
14	_554	MISCELLANEOUS PLANT	\$ 2,759	-	25,159	-	-	-	27,918	25,159
15	_556	SYS CONTROL AND LOAD DISPATCHI	\$ 1,228,249	10,943	(104,175)	-	-	-	1,135,017	(93,232)
16	_558	OPERATION SUPERVISON&ENGINEER	\$ 29,629	850	98,659	-	-	-	129,138	99,509
17	_560	TRANS OPS SUPERV & ENGINEERING	\$ 538,626	2,332	82,452	-	-	-	623,409	84,783
18	_561	DIST CUSTOMER INSTALLATIONS	\$ -	1,558	94,233	-	-	-	95,791	95,791
19	_561.1	LOAD DISPATCH-RELIABILITY	\$ 127,796	-	-	-	-	-	127,796	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	\$ 1,952,932	-	208	-	-	-	1,953,139	208
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED	\$ 56,050	-	49,958	-	-	-	106,008	49,958
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	\$ 345,756	-	-	-	-	-	345,756	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	\$ 871,783	-	3,052	-	-	-	874,835	3,052
24	_561.6	TRANSMISSION SVC STUDIES	\$ 16,281	-	-	-	-	-	16,281	-
25	_561.7	GENERATION INTERCONNTN STUDIES	\$ 53,365	-	15,158	-	-	-	68,523	15,158
26	_561.8	RELIAB PLANNING/STNDRD DEVSVC	\$ 160,172	-	-	-	-	-	160,172	-
27	_562	TRANS OPS STATION EXPENSES	\$ 24,436	(22)	660	-	-	-	25,075	639
28	_563	TRANS OPS OH LINE EXP	\$ 4,244	(10)	(2,937)	-	-	-	1,298	(2,946)
29	_566	MISCELLANEOUS TRANSMISSION EXP	\$ 800,434	1,819	637	-	353,763	-	1,156,653	356,218
30	_567	TRANS OPS RENTS	\$ 74,527	-	-	-	-	-	74,527	-
31	_569	TRANS MAINT OF STRUCTURES	\$ 30,794	-	41,836	-	-	-	72,630	41,836
32	_570	TRANS MAINT OF STATION EQUIPM	\$ 16,576	-	704	-	-	-	17,280	704
33	_571	TRANS MAINT OF OVERHEAD LINES	\$ 96,093	(13)	103,611	-	-	-	199,691	103,598
34	_580	DIST OPS SUPERV & ENG	\$ 618,595	332	36,846	-	-	-	655,773	37,178
35	_581	DIST OPS LOAD DISPATCHING	\$ 578,589	(744)	36,521	-	-	-	614,366	35,777
36	_582	DIST OPS STATION EXPENSES	\$ 60,821	(28)	1,220	-	-	-	62,014	1,193
37	_583	OVERHEAD LINES	\$ (609)	-	(20)	-	-	-	(629)	(20)
38	_585	DIST OPS STREET LIGHT & SIGNAL	\$ 93	-	7,950	-	-	-	8,043	7,950
39	_586	DIST OPS METER EXPENSES	\$ 135,338	674	7,624	-	-	-	143,637	8,298
40	_587	DIST OPS CUST INSTALL EXP	\$ 2,483	-	6,043	-	-	-	8,526	6,043
41	_588	DIST OPS MISC DISTRIB EXP	\$ 681,560	4,217	11,168	-	-	-	696,945	15,385
42	_589	DIST OPS RENTS	\$ 9,659	-	-	-	-	-	9,659	-
43	_590	DIST MAINT SUPERV & ENG	\$ 1,838	(10)	16,104	-	-	-	17,932	16,094
44	_592	DIST MAINT OF STATION EQUIPMEN	\$ 82,191	-	1,046	-	-	-	83,238	1,046
45	_593	DIST MAINT OF OVERHEAD LINES	\$ 5,040,973	(115)	9,017	-	-	-	5,049,876	8,903
46	_594	DIST MAINT OF UNDERGROUND LINE	\$ -	-	-	-	-	-	-	-

Black Hills Power Inc
Intercompany Charges from Black Hills Service Company - Total Company
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
Line No.	FERC Acct. No.	Description	Per Books 12 Months Ended September 30, 2025	Update Cost Allocation Rates	Adjustment for Labor	Out of Period Insurance Exp Adjustment	Adjustment for Insurance Premium	Adjustment for Medical Increases	Proforma Period End	Increase/ (Decrease)
47	_596	DIST MAINT OF STREET LIGHT & S	\$ 370	-	11	-	-	-	381	11
48	_901	CUST ACCTS SUPERVISION	\$ 84,351	943	23,800	-	-	-	109,095	24,743
49	_902	READ METERS	\$ 98,650	674	70,596	-	-	-	169,920	71,270
50	_903	CUST ACCTS RECORDS & COLLECTIO	\$ 1,166,391	3,982	49,728	-	-	-	1,220,101	53,710
51	_905	MISC CUSTOMER ACCOUNTS	\$ 31,193	169	8,059	-	-	-	39,422	8,228
52	_907	CUSTOMER SERVICE SUPERVISION	\$ 50,323	1,251	15,170	-	-	-	66,744	16,421
53	_908	CUSTOMER ASSISTANCE EXP	\$ 328,039	1,467	2,086	-	-	-	331,592	3,553
54	_909	INFORMATIONAL & INSTRUCT ADS	\$ 5,674	299	(0)	-	-	-	5,973	299
55	_910	MISC CUST SERVICE & INFO	\$ 494	18	9,124	-	-	-	9,637	9,142
56	_912	SALES DEMONSTRATING & SELLING	\$ (313)	(16)	-	-	-	-	(328)	(16)
57	_913	SALES ADVERTISING EXPENSES	\$ 75	0	(23)	-	-	-	52	(23)
58	_920	ADMIN AND GENERAL SALARIES	\$ 13,158,775	716,724	2,724,239	-	-	-	16,599,738	3,440,962
59	_921	OFFICE SUPPLIES & EXPENSE	\$ 3,831,803	121,752	(54)	-	-	-	3,953,501	121,698
60	_922	ADMIN EXP TRANS CREDIT	\$ (3,311,499)	-	-	-	-	-	(3,311,499)	-
61	_923	OUTSIDE SERVICES	\$ 2,953,564	106,585	-	-	-	-	3,060,149	106,585
62	_924	PROPERTY INSURANCE	\$ 1,263,812	4,254	-	(94,944)	976,526	-	2,149,649	885,836
63	_925	INJURIES AND DAMAGES	\$ 3,413,045	277,955	-	-	1,124,060	-	4,815,060	1,402,014
64	_926	EMPLOYEE PENSIONS & BENEFITS	\$ 3,690,416	101,760	943,047	-	-	581,936	5,317,159	1,626,743
65	_928	REGULATORY COMMISSION EXP	\$ 1,155,364	-	-	-	-	-	1,155,364	-
66	_930.1	GENERAL ADVERTISING	\$ 17,760	758	18	-	-	-	18,536	776
67	_930.2	MISCELLANEOUS GENERAL EXP	\$ 569,638	36,057	(5,889)	-	-	-	599,806	30,168
68	_931	A & G RENTS	\$ 1,609,997	130,180	-	-	-	-	1,740,177	130,180
69	_935	MAINTENANCE GENERAL PLANT	\$ 3,328,551	187,646	6	-	-	-	3,516,203	187,652
Total			<u>\$ 48,392,721</u>	<u>\$ 1,714,360</u>	<u>\$ 4,453,569</u>	<u>\$ (94,944)</u>	<u>\$ 2,454,349</u>	<u>\$ 581,936</u>	<u>\$ 57,501,991</u>	<u>\$ 9,109,270</u>

(1) These expenses are a combination of Assigned, Distributed and indirect allocated charges to Black Hills Power Inc from Black Hills Service Company without any additional fees. All costs are charged to Black Hills Power Inc as the costs are incurred by Black Hills Service Company. The allocation methods for indirect charges are described in the Cost Allocation Manual.

(2) 408 is uploaded to 408.1, payroll taxes

_408.1	\$	1,243,261	38,557	-	-	-	1,281,818	38,557

Black Hills Power Inc
Intercompany Charges from Black Hills Service Company - Total Company
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Line No.	FERC Acct. No.	Description	Per Books 12 Months Ended September 30, 2025	Update Cost Allocation Rates	Adjustment for Labor	Adjustment for Medical Increases	Proforma Period End	Increase/ (Decrease)
1	_500	STEAM OPS SUPERVISION AND ENG	8,826	-	497.40	-	9,324	497
2	_502	STEAM EXPENSES	6,497	-	288.98	-	6,786	289
3	_506	MISC STEAM POWER EXPENSES	2,857	-	563.87	-	3,421	564
4	_510	STEAM MAINT SUPERVISION & ENG	9,052	-	294.14	-	9,346	294
5	_511	MAINT OF STRUCTURES	428	-	19.36	-	447	19
6	_512	MAINT OF BOILER PLANT	389	-	36.99	-	426	37
7	_513	MAINT OF ELECTRIC PLANT	3,586	-	11,556.20	-	15,142	11,556
8	_514	MAINT OF MISC STEAM PLANT	-	-	-	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	350,719	191	(67,461.19)	-	283,449	(67,270)
10	_548	OTHER POWER GENERATION EXP	3,669	-	4,414.27	-	8,083	4,414
11	_549	MISC OTHER POWER GENERATION EX	15,364	-	1,431.54	-	16,795	1,432
12	_551	SUPERVISION & ENGINEERING	-	-	25,138.94	-	25,139	25,139
13	_553	OTHR GEN MAINT OF GENR PLANT	14,390	-	94,136.13	-	108,526	94,136
14	_554	MISCELLANEOUS PLANT	-	-	25,159.33	-	25,159	25,159
15	_556	SYS CONTROL AND LOAD DISPATCHI	762,031	(15,247)	(104,174.66)	-	642,610	(119,422)
16	_558	OPERATION SUPERVISION&ENGINEER	56,287	-	98,659.45	-	154,947	98,659
17	_560	TRANS OPS SUPERV & ENGINEERING	434,467	2,468	82,451.60	-	519,387	84,920
18	_561	DIST CUSTOMER INSTALLATIONS	-	(4,041)	94,232.94	-	90,191	90,191
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	979,483	-	207.51	-	979,691	208
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED	57,805	-	49,957.89	-	107,763	49,958
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	481,682	-	3,051.59	-	484,733	3,052
24	_561.6	TRANSMISSION SVC STUDIES	16,281	-	-	-	16,281	-
25	_561.7	GENERATION INTERCONNTN STUDIES	53,343	-	15,157.50	-	68,500	15,158
26	_561.8	RELIAB PLANNING/STNDRD DEVSVC	-	-	-	-	-	-
27	_562	TRANS OPS STATION EXPENSES	21,686	(21)	660.11	-	22,325	639
28	_563	TRANS OPS OH LINE EXP	3,040	-	(2,936.73)	-	104	(2,937)
29	_566	MISCELLANEOUS TRANSMISSION EXP	15,333	(153)	636.54	-	15,817	483
30	_567	TRANS OPS RENTS	-	-	-	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	30,803	-	41,836.18	-	72,640	41,836
32	_570	TRANS MAINT OF STATION EQUIPM	16,587	-	704.17	-	17,291	704
33	_571	TRANS MAINT OF OVERHEAD LINES	31,713	(13)	103,610.52	-	135,311	103,598

Black Hills Power Inc
Intercompany Charges from Black Hills Service Company - Total Company
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Line	FERC		Per Books	Update		Adjustment		
No.	Acct. No.	Description	12 Months Ended September 30, 2025	Cost Allocation Rates	Adjustment for Labor	for Medical Increases	Proforma Period End	Increase/ (Decrease)
34	_580	DIST OPS SUPERV & ENG	430,265	414	36,846.24	-	467,526	37,261
35	_581	DIST OPS LOAD DISPATCHING	517,119	(707)	36,521.30	-	552,933	35,814
36	_582	DIST OPS STATION EXPENSES	39,108	(24)	1,220.28	-	40,304	1,196
37	_583	OVERHEAD LINES	-	-	(19.77)	-	(20)	(20)
38	_585	DIST OPS STREET LIGHT & SIGNAL	93	-	7,950.04	-	8,043	7,950
39	_586	DIST OPS METER EXPENSES	128,140	646	7,624.45	-	136,410	8,270
40	_587	DIST OPS CUST INSTALL EXP	1,522	-	6,042.64	-	7,565	6,043
41	_588	DIST OPS MISC DISTRIB EXP	229,036	2,263	11,167.96	-	242,467	13,431
42	_589	DIST OPS RENTS	-	-	-	-	-	-
43	_590	DIST MAINT SUPERV & ENG	1,200	(10)	16,103.83	-	17,294	16,094
44	_592	DIST MAINT OF STATION EQUIPMEN	31,489	-	1,046.32	-	32,535	1,046
45	_593	DIST MAINT OF OVERHEAD LINES	232,097	(335)	9,017.26	-	240,779	8,682
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	370	-	11.24	-	381	11
48	_901	CUST ACCTS SUPERVISION	93,820	990	23,800.42	-	118,610	24,790
49	_902	READ METERS	96,296	663	70,595.60	-	167,555	71,259
50	_903	CUST ACCTS RECORDS & COLLECTIO	732,284	4,042	49,727.86	-	786,053	53,770
51	_905	MISC CUSTOMER ACCOUNTS	30,406	169	8,058.91	-	38,634	8,228
52	_907	CUSTOMER SERVICE SUPERVISION	52,796	1,259	15,169.72	-	69,224	16,428
53	_908	CUSTOMER ASSISTANCE EXP	46,602	1,474	2,085.72	-	50,162	3,560
54	_909	INFORMATIONAL & INSTRUCT ADS	142	1	(0.12)	-	142	1
55	_910	MISC CUST SERVICE & INFO	313	17	9,124.46	-	9,454	9,141
56	_912	SALES DEMONSTRATING & SELLING	(313)	(16)	-	-	(328)	(16)
57	_913	SALES ADVERTISING EXPENSES	24,641	0	(23.38)	-	24,618	(23)
58	_920	ADMIN AND GENERAL SALARIES	13,496,652	711,651	2,724,238.79	-	16,932,542	3,435,890
59	_921	OFFICE SUPPLIES & EXPENSE	94,548	4,320	(54.17)	-	98,814	4,266
60	_922	ADMIN EXP TRANS CREDIT	-	-	-	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	3,998,983	98,674	943,046.62	581,936	5,622,640	1,623,657
65	_928	REGULATORY COMMISSION EXP	-	-	-	-	-	-
66	_930.1	GENERAL ADVERTISING	478	31	18.38	-	527	49
67	_930.2	MISCELLANEOUS GENERAL EXP	681	37	(5,888.62)	-	(5,171)	(5,852)

Black Hills Power Inc
Intercompany Charges from Black Hills Service Company - Total Company
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Line No.	FERC Acct. No.	Description	Per Books 12 Months Ended September 30, 2025	Update Cost Allocation Rates	Adjustment for Labor	Adjustment for Medical Increases	Proforma Period End	Increase/ (Decrease)
68	_931	A & G RENTS	-	-	-	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	6.15	-	6	6
		Total	<u>\$ 23,655,084</u>	<u>\$ 808,742</u>	<u>4,453,568.71</u>	<u>\$ 581,936</u>	<u>\$ 29,499,331</u>	<u>\$ 5,844,247</u>

(1) These expenses are a combination of Assigned, Distributed and indirect allocated charges to Black Hills Power Inc from Black Hills Service Company without any additional fees. All costs are charged to Black Hills Power Inc as the costs are incurred by Black Hills Service Company. The allocation methods for indirect charges are described in the Cost Allocation Manual.

_408.1		1,364,638	37,403	-	-	1,402,041	37,403

Black Hills Power Inc
Intercompany Charges from Black Hills Service Company - Total Company
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
Line	FERC		Per Books	Update	Out of Period	Adjustment for		
No.	Acct. No.	Description	12 Months Ended	Cost Allocation	Insurance	Insurance	Proforma	
			September 30, 2025	Rates	Expense	Premium	Period End	
							Increase/ (Decrease)	
1	_500	STEAM OPS SUPERVISION AND ENG	(320)	-	-	-	(320)	-
2	_502	STEAM EXPENSES	(4,013)	-	-	-	(4,013)	-
3	_506	MISC STEAM POWER EXPENSES	(1,670)	-	-	-	(1,670)	-
4	_510	STEAM MAINT SUPERVISION & ENG	5,788	-	-	-	5,788	-
5	_511	MAINT OF STRUCTURES	-	-	-	-	-	-
6	_512	MAINT OF BOILER PLANT	(3)	-	-	-	(3)	-
7	_513	MAINT OF ELECTRIC PLANT	(898)	-	-	-	(898)	-
8	_514	MAINT OF MISC STEAM PLANT	61	-	-	-	61	-
9	_546	OTHR GEN OPS SUPERV & ENG	476,964	(74)	-	-	476,890	(74)
10	_548	OTHER POWER GENERATION EXP	206,227	-	-	-	206,227	-
11	_549	MISC OTHER POWER GENERATION EX	14,278	-	-	-	14,278	-
12	_551	SUPERVISION & ENGINEERING	-	-	-	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	192,023	-	-	-	192,023	-
14	_554	MISCELLANEOUS PLANT	2,759	-	-	-	2,759	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	466,218	26,190	-	-	492,408	26,190
16	_558	OPERATION SUPERVISON&ENGINEER	(26,659)	850	-	-	(25,809)	850
17	_560	TRANS OPS SUPERV & ENGINEERING	104,159	(137)	-	-	104,022	(137)
18	_561	DIST CUSTOMER INSTALLATIONS	-	5,600	-	-	5,600	5,600
19	_561.1	LOAD DISPATCH-RELIABILITY	127,796	-	-	-	127,796	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	973,448	-	-	-	973,448	-
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHEE	(1,755)	-	-	-	(1,755)	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SV	345,756	-	-	-	345,756	-
23	_561.5	RELIAB PLANNING&STANDARDS DEV	390,102	-	-	-	390,102	-
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	22	-	-	-	22	-
26	_561.8	RELIAB PLANNING/STNDRD DEVSVC	160,172	-	-	-	160,172	-
27	_562	TRANS OPS STATION EXPENSES	2,750	(0)	-	-	2,750	(0)
28	_563	TRANS OPS OH LINE EXP	1,204	(10)	-	-	1,194	(10)
29	_566	MISCELLANEOUS TRANSMISSION EXI	785,101	1,972	-	353,763	1,140,836	355,735
30	_567	TRANS OPS RENTS	74,527	-	-	-	74,527	-
31	_569	TRANS MAINT OF STRUCTURES	(9)	-	-	-	(9)	-
32	_570	TRANS MAINT OF STATION EQUIPM	(11)	-	-	-	(11)	-

Black Hills Power Inc
Intercompany Charges from Black Hills Service Company - Total Company
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Line	FERC		Per Books 12 Months Ended	Update Cost Allocation	Out of Period Insurance	Adjustment for Insurance	Proforma Increase/
33	_571	TRANS MAINT OF OVERHEAD LINES	64,380	-	-	-	64,380
34	_580	DIST OPS SUPERV & ENG	188,330	(82)	-	-	188,247
35	_581	DIST OPS LOAD DISPATCHING	61,470	(37)	-	-	61,433
36	_582	DIST OPS STATION EXPENSES	21,713	(4)	-	-	21,709
37	_583	OVERHEAD LINES	(609)	-	-	-	(609)
38	_585	DIST OPS STREET LIGHT & SIGNAL	-	-	-	-	-
39	_586	DIST OPS METER EXPENSES	7,199	28	-	-	7,227
40	_587	DIST OPS CUST INSTALL EXP	961	-	-	-	961
41	_588	DIST OPS MISC DISTRIB EXP	452,524	1,955	-	-	454,479
42	_589	DIST OPS RENTS	9,659	-	-	-	9,659
43	_590	DIST MAINT SUPERV & ENG	638	-	-	-	638
44	_592	DIST MAINT OF STATION EQUIPMEN	50,703	-	-	-	50,703
45	_593	DIST MAINT OF OVERHEAD LINES	4,808,877	221	-	-	4,809,097
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	-	-	-	-
48	_901	CUST ACCTS SUPERVISION	(9,468)	(47)	-	-	(9,515)
49	_902	READ METERS	2,354	11	-	-	2,365
50	_903	CUST ACCTS RECORDS & COLLECTIO	434,107	(59)	-	-	434,048
51	_905	MISC CUSTOMER ACCOUNTS	788	0	-	-	788
52	_907	CUSTOMER SERVICE SUPERVISION	(2,473)	(7)	-	-	(2,480)
53	_908	CUSTOMER ASSISTANCE EXP	281,437	(6)	-	-	281,430
54	_909	INFORMATIONAL & INSTRUCT ADS	5,533	298	-	-	5,831
55	_910	MISC CUST SERVICE & INFO	182	1	-	-	183
56	_912	SALES DEMONSTRATING & SELLING	-	-	-	-	-
57	_913	SALES ADVERTISING EXPENSES	(24,566)	-	-	-	(24,566)
58	_920	ADMIN AND GENERAL SALARIES	(337,877)	5,073	-	-	(332,804)
59	_921	OFFICE SUPPLIES & EXPENSE	3,737,255	117,432	-	-	3,854,687
60	_922	ADMIN EXP TRANS CREDIT	(3,311,499)	-	-	-	(3,311,499)
61	_923	OUTSIDE SERVICES	2,953,564	106,585	-	-	3,060,149
62	_924	PROPERTY INSURANCE	1,263,812	4,254	(94,944)	976,526	2,149,649
63	_925	INJURIES AND DAMAGES	3,413,045	277,955	-	1,124,060	4,815,060
64	_926	EMPLOYEE PENSIONS & BENEFITS	(308,567)	3,086	-	-	(305,481)
65	_928	REGULATORY COMMISSION EXP	1,155,364	-	-	-	1,155,364
66	_930.1	GENERAL ADVERTISING	17,282	727	-	-	18,009

Black Hills Power Inc
Intercompany Charges from Black Hills Service Company - Total Company
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Line	FERC		Per Books 12 Months Ended	Update Cost Allocation	Out of Period Insurance	Adjustment for Insurance	Proforma Increase/
67	_930.2	MISCELLANEOUS GENERAL EXP	568,956	36,020	-	-	604,976 36,020
68	_931	A & G RENTS	1,609,997	130,180	-	-	1,740,177 130,180
69	_935	MAINTENANCE GENERAL PLANT	3,328,551	187,646	-	-	3,516,197 187,646
Total			<u>\$ 24,737,637</u>	<u>\$ 905,618</u>	<u>\$ (94,944)</u>	<u>\$ 2,454,349</u>	<u>\$ 28,002,659</u> <u>\$ 3,265,023</u>

(1) These expenses are a combination of Assigned, Distributed and indirect allocated charges to Black Hills Power Inc from Black Hills Service Company without any additional fees. All costs are charged to Black Hills Power Inc as the costs are incurred by Black Hills Service Company. The allocation methods for indirect charges are described in the Cost Allocation Manual.

Black Hills Power Inc
Labor Adjustments
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	
Line	FERC		Adjustment	Adjustment	Adjustment for		
No.	Acct. No.	Description	for	for Merit	AIP/STIP	Adjustment for	
			Shared Service	Increase	100% Target	GDPM & Lange II	
			Headcount	Shared Service		Adjustment	
						for Labor	
1	_500	STEAM OPS SUPERVISION AND ENG	-	218	279	-	497
2	_502	STEAM EXPENSES	-	-	289	-	289
3	_506	MISC STEAM POWER EXPENSES	475	-	89	-	564
4	_510	STEAM MAINT SUPERVISION & ENG	2	-	292	-	294
5	_511	MAINT OF STRUCTURES	2	-	17	-	19
6	_512	MAINT OF BOILER PLANT	24	-	13	-	37
7	_513	MAINT OF ELECTRIC PLANT	11,441	-	115	-	11,556
8	_514	MAINT OF MISC STEAM PLANT	-	-	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	1,286	221	9,490	(78,458)	(67,461)
10	_548	OTHER POWER GENERATION EXP	4,282	-	132	-	4,414
11	_549	MISC OTHER POWER GENERATION EX	1,062	-	370	-	1,432
12	_551	SUPERVISION & ENGINEERING	25,139	-	-	-	25,139
13	_553	OTHR GEN MAINT OF GENR PLANT	93,741	-	395	-	94,136
14	_554	MISCELLANEOUS PLANT	25,159	-	-	-	25,159
15	_556	SYS CONTROL AND LOAD DISPATCHI	3,379	30,826	759	(139,139)	(104,175)
16	_558	OPERATION SUPERVISION&ENGINEER	97,481	-	1,178	-	98,659
17	_560	TRANS OPS SUPERV & ENGINEERING	60,495	6,224	15,733	-	82,452
18	_561	DIST CUSTOMER INSTALLATIONS	-	32,459	61,774	-	94,233
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	208	-	-	-	208
21	_561.3	LOAD DISPATCH-TRANS SVC & SCHED	49,958	-	-	-	49,958
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SV	-	-	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEV	3,052	-	-	-	3,052
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	15,158	-	-	-	15,158
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	-	-	-	-	-
27	562	TRANS OPS STATION EXPENSES	58	-	602	-	660

Black Hills Power Inc
Labor Adjustments
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	
Line No.	FERC Acct. No.	Description	Adjustment for Shared Service Headcount	Adjustment for Merit Increase Shared Service	Adjustment for AIP/STIP 100% Target	Adjustment for GDPM & Lange II	Adjustment for Labor
28	_563	TRANS OPS OH LINE EXP	(3,005)	-	68	-	(2,937)
29	_566	MISCELLANEOUS TRANSMISSION EXP	-	1,033	36	(433)	637
30	_567	TRANS OPS RENTS	-	-	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	40,898	-	939	-	41,836
32	_570	TRANS MAINT OF STATION EQUIPM	259	-	445	-	704
33	_571	TRANS MAINT OF OVERHEAD LINES	103,496	(312)	427	-	103,611
34	_580	DIST OPS SUPERV & ENG	12,458	5,755	18,634	-	36,846
35	_581	DIST OPS LOAD DISPATCHING	16,863	1,668	17,981	9	36,521
36	_582	DIST OPS STATION EXPENSES	2	-	1,218	-	1,220
37	_583	OVERHEAD LINES	4	-	(23)	-	(20)
38	_585	DIST OPS STREET LIGHT & SIGNAL	7,946	-	4	-	7,950
39	_586	DIST OPS METER EXPENSES	27	3,583	4,014	-	7,624
40	_587	DIST OPS CUST INSTALL EXP	6,043	-	-	-	6,043
41	_588	DIST OPS MISC DISTRIB EXP	-	3,847	7,321	-	11,168
42	_589	DIST OPS RENTS	-	-	-	-	-
43	_590	DIST MAINT SUPERV & ENG	16,046	22	36	-	16,104
44	_592	DIST MAINT OF STATION EQUIPMEN	64	-	982	-	1,046
45	_593	DIST MAINT OF OVERHEAD LINES	-	1,612	7,405	-	9,017
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	-	11	-	11
48	_901	CUST ACCTS SUPERVISION	18,226	2,656	2,919	-	23,800
49	_902	READ METERS	66,017	1,332	3,246	-	70,596
50	_903	CUST ACCTS RECORDS & COLLECTIO	6,063	21,276	22,389	-	49,728
51	_905	MISC CUSTOMER ACCOUNTS	6,133	978	947	-	8,059
52	_907	CUSTOMER SERVICE SUPERVISION	12,152	1,385	1,633	-	15,170
53	_908	CUSTOMER ASSISTANCE EXP	22	627	1,436	-	2,086
54	_909	INFORMATIONAL & INSTRUCT ADS	20	(24)	4	-	(0)
55	910	MISC CUST SERVICE & INFO	9,115	-	10	-	9,124

Black Hills Power Inc
Labor Adjustments
For the Adjusted Test Year Ending September 30, 2026

(a)	(b)	(c)	(d)	(e)	(f)	(g)	
Line	FERC		Adjustment for	Adjustment	Adjustment for		
No.	Acct. No.	Description	Shared Service Headcount	for Merit Increase Shared Service	AIP/STIP 100% Target	Adjustment for GDPM & Lange II	Adjustment for Labor
56	_912	SALES DEMONSTRATING & SELLING	-	-	-	-	-
57	_913	SALES ADVERTISING EXPENSES	-	(26)	2	-	(23)
58	_920	ADMIN AND GENERAL SALARIES	2,085,797	461,051	179,581	(2,190)	2,724,239
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-	(54)	(54)
60	_922	ADMIN EXP TRANS CREDIT	-	-	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	705,231	263,654	-	(25,839)	943,047
65	_928	REGULATORY COMMISSION EXP	-	-	-	-	-
66	_930.1	GENERAL ADVERTISING	-	-	18	-	18
67	_930.2	MISCELLANEOUS GENERAL EXP	(5,852)	-	(37)	-	(5,889)
68	_931	A & G RENTS	-	-	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	6	-	-	-	6
Total			\$ 3,496,431	\$ 840,066	\$ 363,175	\$ (246,104)	\$ 4,453,569

BLACK HILLS POWER, INC.
GENERATION DISPATCH & POWER MARKETING EXPENSE ADJUSTMENT
FOR THE ADJUSTED TEST YEAR ENDING SEPTEMBER 30, 2026

(a)	(b)	(c)	(d)	(e)
Line No.	Account and Description	Per Book Test Year	Adjustment	Adjusted Amount
1	Costs Related to Generation Dispatch Power Marketing Note (1)			
2	556 - System Control & Load Dispatch	\$ 3,341,066	\$ 441,710	\$ 3,782,776
3	560 - Supervision & Engineering	\$ -	\$ -	\$ -
4	566 - Miscellaneous	\$ 9,832	\$ 1,375	\$ 11,208
5	581 - Dist Ops Load Dispatching	\$ (210)	\$ (29)	\$ (239)
6	920 - Administrative and general salaries	\$ 42,198	\$ 6,953	\$ 49,152
7	921 - Office supplies and expenses	\$ 34,880	\$ 172	\$ 35,052
8	923 - Outside services employed	\$ -	\$ -	\$ -
9	926 - Employee pensions and benefits	\$ 700,416	\$ 24,515	\$ 724,931
10	930 - Miscellaneous General Exp	\$ 2,329	\$ -	\$ 2,329
11	Total Costs Related to Generation Dispatch Power Marketing	\$ 4,130,513	\$ 474,696	\$ 4,605,209
	sbz	\$ -	\$ -	
12				
13	Dispatched Resources - Black Hills Power (MW) Note (2)	2025		2026
14	Ben French Diesels	10.0		-
15	Ben French CT's	80.0		-
16	Lange CT	40.0		-
17	Lange II RICE	-		-
18	Neil Simpson II	90.0		-
19	Neil Simpson CT	40.0		-
20	Happy Jack Long- Term Purchase	13.7		-
21	Silver Sage Long- Term Purchase	20.00		-
22	Wygen III 52%	57.20		-
23	Wyodak 20%	72.40		-
24	PRPA Wind PPA	12.00		-
25	Corriedale Wind Farm	32.50		-
26	Fall River Sollar PPA	80.00		-
27	Cheyenne Prairie Generating Station (CPGS) I - 57.89%	55.00		-
28	Total Dispatched Resources - Black Hills Power (MW)	602.80		-
29				
30	Dispatched Resources - Cheyenne Light, Fuel & Power Co. (MW) Note (2)			
31	Wygen II	95.00		-
32	Wygen I	60.00		-
33	Happy Jack Long- Term Purchase	13.70		-
34	Silver Sage Long- Term Purchase	10.00		-
35	Corriedale Wind Farm	20.00		-
36	CPGS I - 4.211%	40.00		-
37	CPGS II	37.00		-
38	Roundhouse 2	106.00		-
39	South Cheyenne Solar	150.00		-
40	Total Dispatched Resources - Cheyenne Light, Fuel & Power Co. (MW)	531.70		-
41				
42	Dispatched Resources - Black Hills Colorado Electric, LLC (MW) Note (2)			
43	Pueblo Diesels	8.00		-
44	Rocky Ford Diesels	10.00		-
45	Airport Diesels	10.00		-
46	Pueblo Airport Generation Station (PAGS)	380.00		-

BLACK HILLS POWER, INC.
GENERATION DISPATCH & POWER MARKETING EXPENSE ADJUSTMENT
FOR THE ADJUSTED TEST YEAR ENDING SEPTEMBER 30, 2026

(a)	(b)	(c)	(d)	(e)
Line No.	Account and Description	Per Book Test Year	Adjustment	Adjusted Amount
47	Busch Ranch Wind Farm - 50%	14.50		-
48	Black Hills Colorado Wind Farm -Term Purchase	14.50		-
49	Peak View	60.00		-
50	PAGS Unit 6	40.00		-
51	Busch Ranch II	59.40		-
52	PRPRA PPA I	25.00		-
53	Spring Canyon Wind PPA	60.00		-
54	Other Long-Term Purchases	-		-
55	Total Dispatched Resources - Black Hills Colorado Electric, LLC (MW)	681.40		-
56				
57	Dispatched Resources -Black Hills Wyoming (MW) Note (2)			
58	Wygen I	-		-
59	Total Dispatched Resources -Black Hills Wyoming (MW)	-		-
60				
61	Dispatched Resources - MDU (MW) Note (2)			
62	Wygen III	27.50		-
63	Total Dispatched Resources - MDU (MW)	27.50		-
64				
65	Dispatched Resources - City of Gillette (MW) Note (2)			
66	Wygen III 23%	25.30		1.00
67	Gillette CT	5.00		-
68	Wygen 1 PPA	40.00		-
69	Total Dispatched Resources - City of Gillette (MW)	70.30		1.00
70				
71	Total Dispatched Resources	1,913.70		1.00
72	Black Hills Power Percent of Dispatched Resources	31.50%		0.00%
73	Cheyenne Light, Fuel & Power Co. Percent of Dispatched Resources	27.78%		0.00%
74	Black Hills Colorado Electric, LLC Percent of Dispatched Resources	35.61%		0.00%
75	Black Hills Wyoming Percent of Dispatched Resources	0.00%		0.00%
76	MDU Percent of Dispatched Resources	1.44%		0.00%
77	City of Gillette Percent of Dispatched Resources	3.67%		100.00%
78				
79	Costs related to Black Hills Power			
80	556 - System Control & Load Dispatch	\$ 821,930	\$ 139,139	\$ 961,069
81	560 - Supervision & Engineering	\$ -	\$ -	\$ -
82	566 - Miscellaneous	\$ 3,022	\$ 433	\$ 3,455
83	581 - Dist Ops Load Dispatching	\$ (96)	\$ (9)	\$ (105)
84	920 - Administrative and general salaries	\$ 2,298	\$ 2,190	\$ 4,488
85	921 - Office supplies and expenses	\$ 7,678	\$ 54	\$ 7,732
86	923 - Outside services employed	\$ -	\$ -	\$ -
87	926 - Employee pensions and benefits	\$ 147,645	\$ 7,722	\$ 155,368
88	930 - Miscellaneous General Exp	\$ 1,035	\$ -	\$ 1,035
89	Amount to be Charged to Black Hills Power	\$ 983,513	\$ 149,529	\$ 1,133,042

90
91

- 92 Note (1) Total generation dispatch and scheduling costs are the pro Forma costs for the Black Hills Energy GDPM department.
93 Note (2) Costs from Black Hills Energy GDPM are allocated in accordance with the capacities of the generating resources dispatched by GDPM.

BLACK HILLS POWER, INC.
GENERATION DISPATCH & POWER MARKETING EXPENSE ADJUSTMENT
FOR THE ADJUSTED TEST YEAR ENDING SEPTEMBER 30, 2026

(a)	(b)	(c)	(d)	(e)
Line No.	Account and Description	Per Book Test Year	Adjustment	Adjusted Amount

Work Order
Monthly
All Products
All Allocation Types
BLACK HILLS POWER INC
All Operating Units
Work Order #
Open Item
STAT Code
2024
Actual Data
DecQTD

View
Monthly
All Products
All Allocation Types
BLACK HILLS POWER INC
All Operating Units
Work Order #
Open Item
STAT Code
2025
Actual Data
SepYTD

_I/E	_AC	_DEPTA	_DEPTB	_ACCOUNT#	_ACCOUNT DESC	_Resource	_RESOURCE CODES			_Removal of BD
_E	_404	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	404003	AMORT-CCA ELEC PLANT	Spending Resources	Spending Resources	175,898.92	447,420.39	- 623,319.31
_E	_404	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	404303	AMORT-CCA GAS PLANT	Spending Resources	Spending Resources	(26,166)	-	- (26,165.77)
_E	_417	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	417802	CONTRACTOR CONSULTING EXPENSE	Spending Resources	Spending Resources	8,039	-	- 8,039.35
_E	_417	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	417804	NREG - POWER GEN O&M	Spending Resources	Spending Resources	2,050	10,123	- 12,172.10
_E	_426	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	426501	MISC OPERATING	Spending Resources	Spending Resources	-	864,754	- 864,754.12
_E	_416	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	416800	O&M P&S EXPENSES	Spending Resources	Spending Resources	5,518	11,630	- 17,148.69
_E	_417	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	417162	ADMIN AND GEN-EMPL BENEFITS	Spending Resources	Spending Resources	3	828	- 830.78
_I	_500	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	500000	STEAM OPS SUPERVISION AND ENG	Spending Resources	Spending Resources	2,662	5,844	- 8,506.36
_I	_502	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	502000	STEAM EXPENSES	Spending Resources	Spending Resources	2,484	-	- 2,484.16
_I	_506	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	506000	MISC STEAM POWER EXPENSES	Spending Resources	Spending Resources	302	886	- 1,187.88
_I	_510	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	510000	STEAM MAINT SUPERVISION & ENG	Spending Resources	Spending Resources	3,900	10,939	- 14,839.72
_I	_511	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	511000	MAINT OF STRUCTURES	Spending Resources	Spending Resources	482	(54)	- 427.99
_I	_512	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	512000	MAINT OF BOILER PLANT	Spending Resources	Spending Resources	-	386	- 386.19
_I	_513	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	513000	MAINT OF ELECTRIC PLANT	Spending Resources	Spending Resources	129	2,559	- 2,688.23
_I	_514	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	514000	MAINT OF MISC STEAM PLANT	Spending Resources	Spending Resources	-	61	- 61.41
_I	_546	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	546000	OTHR GEN OPS SUPERV & ENG	Spending Resources	Spending Resources	199,978	627,705	- 827,682.57
_I	_548	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	548000	OTHER POWER GENERATION EXP	Spending Resources	Spending Resources	45,489	164,406	- 209,895.22
_I	_549	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	549000	MISC OTHER POWER GENERATION EX	Spending Resources	Spending Resources	2,109	27,533	- 29,641.33
_I	_553	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	553000	OTHR GEN MAINT OF GENR PLANT	Spending Resources	Spending Resources	82,977	123,247	- 206,223.99
_I	_553	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	553100	OTHR GEN MAINT COMPUTER HDWRE	Spending Resources	Spending Resources	-	189	- 188.52
_I	_554	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	554000	OTHR GEN MAINT MSC OTH PWR GEN	Spending Resources	Spending Resources	-	2,759	- 2,758.50
_I	_556	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	556000	SYS CONTROL AND LOAD DISPATCH	Spending Resources	Spending Resources	102,392	1,125,857	- 1,228,249.25
_I	_558	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	558130	OPERATION SUPERVISOR&ENGINEER	Spending Resources	Spending Resources	-	29,629	- 29,628.61
_I	_560	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	560000	TRANS OPS SUPERV & ENGINEERING	Spending Resources	Spending Resources	146,428	392,198	- 538,625.60
_I	_561.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561100	LOAD DISPATCH-RELIABILITY	Spending Resources	Spending Resources	32,843	94,952	- 127,795.56
_I	_561.2	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561200	LOAD DISP-MONITOROPER TRANS SY	Spending Resources	Spending Resources	389,325	1,563,606	- 1,952,931.61
_I	_561.3	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561300	LOAD DISPATCH-TRANSSVC & SCHED	Spending Resources	Spending Resources	12,350	43,700	- 56,049.79
_I	_561.4	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561400	SCHED SYSTEMCNTRL&DISPATCH SVC	Spending Resources	Spending Resources	82,788	262,968	- 345,755.56
_I	_561.5	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561500	RELIAB PLANNING&STANDARDS DEVE	Spending Resources	Spending Resources	140,415	731,368	- 871,783.37
_I	_561.6	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561600	TRANSMISSION SVC STUDIES	Spending Resources	Spending Resources	146	16,135	- 16,280.79
_I	_561.7	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561700	GENERATION INTERCONNTN STUDIES	Spending Resources	Spending Resources	13,423	39,943	- 53,365.22
_I	_561.8	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561800	RELIAB PLANNING/STNDRD DEV/SVC	Spending Resources	Spending Resources	32,408	127,763	- 160,171.50
_I	_562	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	562000	TRANS OPS STATION EXPENSES	Spending Resources	Spending Resources	21,538	2,899	- 24,436.43
_I	_563	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	563000	TRANS OPS OH LINE EXP	Spending Resources	Spending Resources	-	4,244	- 4,244.08
_I	_566	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	566000	MISCELLANEOUS TRANSMISSION EXP	Spending Resources	Spending Resources	168,381	632,053	- 800,434.44
_I	_567	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	567000	TRANS OPS RENTS	Spending Resources	Spending Resources	11,787	62,739	- 74,526.57
_I	_569	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	569000	TRANS MAINT OF STRUCTURES	Spending Resources	Spending Resources	5,177	25,618	- 30,794.31
_I	_570	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	570000	TRANS MAINT OF STATION EQUIPM	Spending Resources	Spending Resources	6,359	10,217	- 16,576.04
_I	_571	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	571000	TRANS MAINT OF OVERHEAD LINES	Spending Resources	Spending Resources	34,761	61,332	- 96,092.94
_I	_580	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	580000	DIST OPS SUPERV & ENG	Spending Resources	Spending Resources	125,336	493,259	- 618,594.96
_I	_581	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	581000	DIST OPS LOAD DISPATCHING	Spending Resources	Spending Resources	155,177	423,412	- 578,588.94
_I	_582	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	582000	DIST OPS STATION EXPENSES	Spending Resources	Spending Resources	30,152	30,669	- 60,820.96
_I	_583	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	583000	DIST OPS OVERHEAD LINE EXPENSE	Spending Resources	Spending Resources	(609)	-	- (608.94)
_I	_585	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	585000	DIST OPS STREET LIGHT & SIGNAL	Spending Resources	Spending Resources	93	-	- 92.69
_I	_586	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	586000	DIST OPS METER EXPENSES	Spending Resources	Spending Resources	34,110	101,229	- 135,338.27
_I	_587	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	587000	DIST OPS CUST INSTALL EXP	Spending Resources	Spending Resources	1,277	1,206	- 2,483.19
_I	_588	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	588000	DIST OPS MISC DISTRIB EXP	Spending Resources	Spending Resources	207,994	473,566	- 681,560.06
_I	_589	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	589000	DIST OPS RENTS	Spending Resources	Spending Resources	6,965	2,694	- 9,659.37
_I	_590	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	590000	DIST MAINT SUPERV & ENG	Spending Resources	Spending Resources	239	1,599	- 1,838.07
_I	_592	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	592000	DIST MAINT OF STATION EQUIPMEN	Spending Resources	Spending Resources	33,068	49,124	- 82,191.44
_I	_593	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	593000	DIST MAINT OF OVERHEAD LINES	Spending Resources	Spending Resources	1,110,034	3,930,939	- 5,040,973.30
_I	_594	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	594000	DIST MAINT OF UNDERGROUND LINE	Spending Resources	Spending Resources	-	2,039	- 2,039.04
_I	_596	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	596000	DIST MAINT OF STREET LIGHT & S	Spending Resources	Spending Resources	-	370	- 369.96
_I	_901	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	901000	CUST ACCTS SUPERVISION	Spending Resources	Spending Resources	21,159	63,193	- 84,351.49
_I	_902	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	902000	READ METERS	Spending Resources	Spending Resources	44,351	54,299	- 98,649.78
_I	_903	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	903000	CUST ACCTS RECORDS & COLLECTIO	Spending Resources	Spending Resources	280,655	885,736	- 1,166,391.02
_I	_905	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	905000	MISC CUSTOMER ACCOUNTS	Spending Resources	Spending Resources	7,189	24,004	- 31,193.23
_I	_907	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	907000	CUSTOMER SERVICE SUPERVISION	Spending Resources	Spending Resources	11,194	39,130	- 50,323.27
_I	_908	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	908000	CUSTOMER ASSISTANCE EXP	Spending Resources	Spending Resources	79,627	251,206	- 2,793.88 328,038.75
_I	_909	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	909000	INFORMATIONAL & INSTRUCT ADS	Spending Resources	Spending Resources	1,410	4,264	- 5,674.40

Work Order	View
Monthly	Monthly
All Products	All Products
All Allocation Types	All Allocation Types
BLACK HILLS POWER INC	BLACK HILLS POWER INC
All Operating Units	All Operating Units
Work Order #	Work Order #
Open Item	Open Item
STAT Code	STAT Code
2024	2025
Actual Data	Actual Data

_I_910	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	910000	MISC CUST SERVICE & INFO	Spending Resources	Spending Resources	2	492	-	494.31
_I_912	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	912000	SALES DEMONSTRATING & SELLING	Spending Resources	Spending Resources	-	(313)	-	(312.74)
_I_913	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	913000	SALES ADVERTISING EXPENSES	Spending Resources	Spending Resources	-	75	-	74.60
_I_931	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	931001	I/C RENT EXPENSE	Spending Resources	Spending Resources	633,560	1,453,937	-	2,087,497.04
_E_426	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	426100	MISC NONOPER DONATIONS	Spending Resources	Spending Resources	27,035	108,937	-	135,971.97
_E_426	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	426400	MISC NONOPER CIVIC & POLITICAL	Spending Resources	Spending Resources	46,264	173,546	-	219,810.34
_I_920	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	920000	ADMIN AND GENERAL SALARIES	Spending Resources	Spending Resources	5,335,116	15,656,727	-	20,991,842.25
_I_920	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	920001	COMP ABS FLOAT ADJ	Spending Resources	Spending Resources	501	1,621	-	2,121.29
_I_920	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	920999	LABOR OVERHEAD OFFSET	Spending Resources	Spending Resources	(2,334,290)	(5,502,289)	-	(7,836,579.01)
_I_921	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	921000	OFFICE SUPPLIES & EXPENSE	Spending Resources	Spending Resources	954,373	2,881,686	4,689.43	3,831,369.15
_I_922	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	922000	ADMIN EXP TRANS CREDIT	Spending Resources	Spending Resources	(852,275)	(2,459,223)	-	(3,311,498.61)
_I_923	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	923000	OUTSIDE SERVICES	Spending Resources	Spending Resources	712,567	2,240,997	-	2,953,564.07
_I_924	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	924000	PROPERTY INSURANCE	Spending Resources	Spending Resources	316,037	947,775	-	1,263,812.43
_I_925	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	925000	INJURIES AND DAMAGES	Spending Resources	Spending Resources	791,503	2,621,542	-	3,413,045.28
_I_926	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	926000	EMPLOYEE PENSIONS & BENEFITS	Spending Resources	Spending Resources	2,126,311	7,318,499	-	9,444,809.50
_I_926	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	926999	BENEFIT OVERHEAD OFFSET	Spending Resources	Spending Resources	(1,409,551)	(4,345,158)	-	(5,754,709.15)
_I_928	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	928000	REGULATORY COMMISSION EXP	Spending Resources	Spending Resources	243,473	911,892	-	1,155,364.17
_I_930.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	930100	GENERAL ADVERTISING	Spending Resources	Spending Resources	3,374	9,049	-	12,422.69
_I_930.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	930101	GENERAL ADVERT-SAFETY	Spending Resources	Spending Resources	-	5,337	-	5,337.34
_I_930.2	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	930200	MISCELLANEOUS GENERAL EXP	Spending Resources	Spending Resources	135,418	434,529	310.00	569,637.56
_I_931	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	931000	A & G RENTS	Spending Resources	Spending Resources	(151,308)	(326,192)	-	(477,499.96)
_I_935	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	932000	MAINTENANCE GENERAL PLANT GAS	Spending Resources	Spending Resources	(62)	-	-	(61.87)
_I_935	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	935000	MAINTENANCE GENERAL PLANT	Spending Resources	Spending Resources	771,420	2,502,703	-	3,274,123.18
_I_935	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	935100	MAINTENANCE COMPUTER HARDWARE	Spending Resources	Spending Resources	-	13	-	12.89
_I_935	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	935200	MAINTENANCE COMPUTER SOFTWARE	Spending Resources	Spending Resources	-	54,477	-	54,476.77
_E_408.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	408100	PAYROLL SALES USE TAX	Spending Resources	Spending Resources	638,458	2,420,923	-	3,059,380.44
_E_408.2	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	408200	PAYROLL SALES USE TAX NON UTIL	Spending Resources	Spending Resources	600	1,538	-	2,138.29
_E_408.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	408199	TAXES OTI CAPITAL OFFSET	Spending Resources	Spending Resources	(378,839)	(1,436,289)	-	(1,815,128.27)
_E_421	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	421197	GAIN/LOSS ON LEASE	Spending Resources	Spending Resources	-	(0)	-	(0.01)
_E_408.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	408130	TOTI-PROPERTY TAXES	Spending Resources	Spending Resources	5,476	(5,772)	-	(296.32)
				TTL O&M & OTH TAXES	Spending Resources	Spending Resources	11,470,955	40,031,433	-	51,492,556
BHSC DEPARTMENTS.Dpt				Total O&M Expenses and Other Taxes	Spending Resources	Spending Resources	-	-	-	-

						Work Order	View			
						Monthly	Monthly			
						All Products	All Products			
						BLACK HILLS POWER INC	BLACK HILLS POWER INC			
						All Operating Units	All Operating Units			
						Work Order #	Work Order #			
						Open Item	Open Item			
						STAT Code	STAT Code			
						2024	2025			
						Actual Data	Actual Data			
						DecQTD	SepYTD			
_I	_920	920000	ADMIN AND GENERAL SALARIES	BHSC DEI BH Service Alloc.18A	SC REG C	Spending F	Spending F	396.90	993.79	1,390.69
_I	_921	921000	OFFICE SUPPLIES & EXPENSE	BHSC DEI BH Service Alloc.18A	SC REG C	Spending F	Spending F	-53.73	487.08	433.35
_I	_926	926000	EMPLOYEE PENSIONS & BENEFITS	BHSC DEI BH Service Alloc.18A	SC REG C	Spending F	Spending F	86.04	229.62	315.66
_E	_408.1	408100	PAYROLL SALES USE TAX	BHSC DEI BH Service Alloc.18A	SC REG C	Spending F	Spending F	17.6	75.95	93.55
_E	_408.1	408199	TAXES OTI CAPITAL OFFSET	BHSC DEI BH Service Alloc.18A	SC REG C	Spending F	Spending F	0	-1084.62	(1,084.62)
										1,148.63

Work Order
Monthly
All Products
Service Company Costs
BLACK HILLS POWER INC
All Operating Units
Work Order #
Open Item
STAT Code
2025
Actual Data
DecQTD

View
Monthly
All Products
Service Company Costs
BLACK HILLS POWER INC
All Operating Units
Work Order #
Open Item
STAT Code
2025
Actual Data
SepYTD

	AC	DEPTA	DEPTB	ACCOUNT#	ACCOUNT DESC	Resource	RESOURCE CODES	DecQTD	SepYTD	Removal of BD	Additional BA
E	417	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	417804	NREG - POWER GEN O&M	Res.LABLOAD	Labor & Labor Loads	2,150	10,617	-	12,768
E	426	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	426501	MISC OPERATING	Res.LABLOAD	Labor & Labor Loads	-	259,678	-	259,678
E	416	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	416800	O&M P&S EXPENSES	Res.LABLOAD	Labor & Labor Loads	4,284	5,735	-	10,019
E	417	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	417162	ADMIN AND GEN-EMPL BENEFITS	Res.LABLOAD	Labor & Labor Loads	3	828	-	831
I	500	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	500000	STEAM OPS SUPERVISION AND ENG	Res.LABLOAD	Labor & Labor Loads	2,776	6,051	-	8,826
I	502	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	502000	STEAM EXPENSES	Res.LABLOAD	Labor & Labor Loads	6,497	-	-	6,497
I	506	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	506000	MISC STEAM POWER EXPENSES	Res.LABLOAD	Labor & Labor Loads	540	2,318	-	2,857
I	510	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	510000	STEAM MAINT SUPERVISION & ENG	Res.LABLOAD	Labor & Labor Loads	3,767	5,284	-	9,052
I	511	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	511000	MAINT OF STRUCTURES	Res.LABLOAD	Labor & Labor Loads	482	(54)	-	428
I	512	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	512000	MAINT OF BOILER PLANT	Res.LABLOAD	Labor & Labor Loads	-	386	-	2.79 389
I	513	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	513000	MAINT OF ELECTRIC PLANT	Res.LABLOAD	Labor & Labor Loads	129	3,457	-	3,586
I	546	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	546000	OTHR GEN OPS SUPERV & ENG	Res.LABLOAD	Labor & Labor Loads	86,098	264,620	-	350,719
I	548	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	548000	OTHER POWER GENERATION EXP	Res.LABLOAD	Labor & Labor Loads	201	3,468	-	3,669
I	549	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	549000	MISC OTHER POWER GENERATION EX	Res.LABLOAD	Labor & Labor Loads	(3,389)	18,752	-	15,364
I	553	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	553000	OTHR GEN MAINT OF GENR PLANT	Res.LABLOAD	Labor & Labor Loads	4,068	10,322	-	14,390
I	556	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	556000	SYS CONTROL AND LOAD DISPATCHI	Res.LABLOAD	Labor & Labor Loads	21,693	740,338	-	762,031
I	558	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	558130	OPERATION SUPERVISION&ENGINEER	Res.LABLOAD	Labor & Labor Loads	-	46,658	-	9,629.14 56,287
I	560	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	560000	TRANS OPS SUPERV & ENGINEERING	Res.LABLOAD	Labor & Labor Loads	120,963	280,629	-	32,875.39 434,467
I	561.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561100	LOAD DISPATCH-RELIABILITY	Res.LABLOAD	Labor & Labor Loads	-	-	-	-
I	561.2	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561200	LOAD DISP-MONITOROPER TRANS SY	Res.LABLOAD	Labor & Labor Loads	176,067	803,376	-	39.96 979,483
I	561.3	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561300	LOAD DISPATCH-TRANSSVC & SCHED	Res.LABLOAD	Labor & Labor Loads	12,350	36,457	-	8,997.97 57,805
I	561.5	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561500	RELIAB PLANNING&STANDARDS DEVE	Res.LABLOAD	Labor & Labor Loads	93,573	388,102	-	6.27 481,682
I	561.6	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561600	TRANSMISSION SVC STUDIES	Res.LABLOAD	Labor & Labor Loads	146	16,135	-	- 16,281
I	561.7	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	561700	GENERATION INTERCONNTN STUDIES	Res.LABLOAD	Labor & Labor Loads	13,379	39,943	-	20.91 53,343
I	562	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	562000	TRANS OPS STATION EXPENSES	Res.LABLOAD	Labor & Labor Loads	10,042	11,644	-	- 21,686
I	563	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	563000	TRANS OPS OH LINE EXP	Res.LABLOAD	Labor & Labor Loads	-	3,040	-	- 3,040
I	566	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	566000	MISCELLANEOUS TRANSMISSION EXP	Res.LABLOAD	Labor & Labor Loads	7,973	7,361	-	- 15,333
I	569	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	569000	TRANS MAINT OF STRUCTURES	Res.LABLOAD	Labor & Labor Loads	5,177	25,618	-	9.06 30,803
I	570	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	570000	TRANS MAINT OF STATION EQUIPM	Res.LABLOAD	Labor & Labor Loads	6,359	10,217	-	11.15 16,587
I	571	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	571000	TRANS MAINT OF OVERHEAD LINES	Res.LABLOAD	Labor & Labor Loads	5,039	9,046	-	17,627.69 31,713
I	580	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	580000	DIST OPS SUPERV & ENG	Res.LABLOAD	Labor & Labor Loads	92,492	332,996	-	4,776.65 430,265
I	581	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	581000	DIST OPS LOAD DISPATCHING	Res.LABLOAD	Labor & Labor Loads	137,122	379,986	-	10.46 517,119
I	582	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	582000	DIST OPS STATION EXPENSES	Res.LABLOAD	Labor & Labor Loads	11,897	27,210	-	1.39 39,108
I	585	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	585000	DIST OPS STREET LIGHT & SIGNAL	Res.LABLOAD	Labor & Labor Loads	93	-	-	- 93
I	586	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	586000	DIST OPS METER EXPENSES	Res.LABLOAD	Labor & Labor Loads	32,748	95,392	-	- 128,140
I	587	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	587000	DIST OPS CUST INSTALL EXP	Res.LABLOAD	Labor & Labor Loads	1,277	1,206	2,483	1,522.43 1,522
I	588	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	588000	DIST OPS MISC DISTRIB EXP	Res.LABLOAD	Labor & Labor Loads	41,146	187,890	-	- 229,036
I	590	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	590000	DIST MAINT SUPERV & ENG	Res.LABLOAD	Labor & Labor Loads	239	961	-	- 1,200
I	592	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	592000	DIST MAINT OF STATION EQUIPMEN	Res.LABLOAD	Labor & Labor Loads	11,463	20,016	-	9.76 31,489
I	593	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	593000	DIST MAINT OF OVERHEAD LINES	Res.LABLOAD	Labor & Labor Loads	68,557	163,540	-	- 232,097
I	596	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	596000	DIST MAINT OF STREET LIGHT & S	Res.LABLOAD	Labor & Labor Loads	-	370	-	- 370
I	901	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	901000	CUST ACCTS SUPERVISION	Res.LABLOAD	Labor & Labor Loads	23,425	70,395	-	- 93,820
I	902	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	902000	READ METERS	Res.LABLOAD	Labor & Labor Loads	44,077	52,219	-	- 96,296
I	903	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	903000	CUST ACCTS RECORDS & COLLECTIO	Res.LABLOAD	Labor & Labor Loads	178,463	553,821	-	- 732,284
I	905	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	905000	MISC CUSTOMER ACCOUNTS	Res.LABLOAD	Labor & Labor Loads	7,187	23,219	-	- 30,406
I	907	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	907000	CUSTOMER SERVICE SUPERVISION	Res.LABLOAD	Labor & Labor Loads	11,774	41,022	-	- 52,796
I	908	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	908000	CUSTOMER ASSISTANCE EXP	Res.LABLOAD	Labor & Labor Loads	75,679	111,937	141,014	- 46,602
I	909	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	909000	INFORMATIONAL & INSTRUCT ADS	Res.LABLOAD	Labor & Labor Loads	-	142	-	- 142
I	910	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	910000	MISC CUST SERVICE & INFO	Res.LABLOAD	Labor & Labor Loads	-	313	-	- 313
I	912	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	912000	SALES DEMONSTRATING & SELLING	Res.LABLOAD	Labor & Labor Loads	-	(313)	-	- (313)
I	913	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	913000	SALES ADVERTISING EXPENSES	Res.LABLOAD	Labor & Labor Loads	-	75	-	24,565.94 24,641
E	426	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	426400	MISC NONOPER CIVIC & POLITICAL	Res.LABLOAD	Labor & Labor Loads	15,306	67,853	-	- 83,159
I	920	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	920000	ADMIN AND GENERAL SALARIES	Res.LABLOAD	Labor & Labor Loads	5,507,727	16,036,828	40,341	- 21,504,214
I	920	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	920001	COMP ABS FLOAT ADJ	Res.LABLOAD	Labor & Labor Loads	525	1,621	-	- 2,146
I	920	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	920999	LABOR OVERHEAD OFFSET	Res.LABLOAD	Labor & Labor Loads	(2,394,039)	(5,637,145)	-	20,086.19 (8,011,098)
I	921	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	921000	OFFICE SUPPLIES & EXPENSE	Res.LABLOAD	Labor & Labor Loads	33,349	61,199	-	- 94,548
I	926	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	926000	EMPLOYEE PENSIONS & BENEFITS	Res.LABLOAD	Labor & Labor Loads	2,250,471	7,645,701	42,963	30,129.28 9,883,338
I	926	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	926999	BENEFIT OVERHEAD OFFSET	Res.LABLOAD	Labor & Labor Loads	(1,441,857)	(4,442,813)	-	- (5,884,670)
I	930.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	930100	GENERAL ADVERTISING	Res.LABLOAD	Labor & Labor Loads	478	-	-	- 478
I	930.2	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	930200	MISCELLANEOUS GENERAL EXP	Res.LABLOAD	Labor & Labor Loads	4,347	5,056	8,722	- 681
E	408.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	408100	PAYROLL SALES USE TAX	Res.LABLOAD	Labor & Labor Loads	677,690	2,529,501	-	10,545.26 3,217,736
E	408.2	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	408200	PAYROLL SALES USE TAX NON UTIL	Res.LABLOAD	Labor & Labor Loads	605	1,568	-	- 2,173
E	408.1	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	408199	TAXES OTI CAPITAL OFFSET	Res.LABLOAD	Labor & Labor Loads	(388,353)	(1,463,755)	-	- (1,852,108)
		BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	TTL O&M & OTH TAXES	Total O&M Expenses and Other Taxes	Res.LABLOAD	Labor & Labor Loads	5,584,256	19,878,033	235,523	160,868 25,387,634

	Work Order	View
	Monthly	Monthly
	All Products	All Products
	Service Company Costs	Service Company Costs
	BLACK HILLS POWER INC	BLACK HILLS POWER INC
	All Operating Units	All Operating Units
	Work Order #	Work Order #
	Open Item	Open Item
	STAT Code	STAT Code
	2024	2025
sbz	Actual Data	Actual Data

View					View					View					View				
BHP OPERATING UNITS.OpUnit					BHP OPERATING UNITS.OpUnit					All Operating Units					All Operating Units				
All Products					All Products					All Products					All Products				
SC-POWER PLANT OPERATIONS.Dpt					SC-POWER PLANT OPERATIONS.Dpt					SC-POWER PLANT OPERATIONS.Dpt					SC-POWER PLANT OPERATIONS.Dpt				
Service Company Costs					Service Company Costs					Service Company Costs					Service Company Costs				
Total Non-BHSC					Total Non-BHSC					Total Non-BHSC					Total Non-BHSC				
Work Order					Work Order					Work Order					Work Order				
Open Item					Open Item					Open Item					Open Item				
STAT Code					STAT Code					STAT Code					STAT Code				
2026					2027					2028					2029				
2025 Jan BOD 5Yr Plan -FINAL					2025 Jan BOD 5Yr Plan -FINAL					2025 Jan BOD 5Yr Plan -FINAL					2025 Jan BOD 5Yr Plan -FINAL				
DecYTD					DecYTD					DecYTD					DecYTD				
_417	417804	NREG - POWER GEN O&M	Res.LABLOAD	Labor & Labor Loads		-		-	-		1,001,428.81		1,042,257.47						
_546	546000	OTHR GEN OPS SUPERV & ENG	Res.LABLOAD	Labor & Labor Loads	586,881.28		603,523.93	78,458.11			2,001,742.21		2,073,015.87						
_926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.LABLOAD	Labor & Labor Loads	131,609.44		139,357.03	18,116.41			471,680.39		499,443.38						
_408.1	408100	PAYROLL SALES USE TAX	Res.LABLOAD	Labor & Labor Loads	46,109.88		48,091.74	6,251.93			224,359.10		230,315.37						
								102,826.45											
TOTAL O&M		Total O&M Expenses	Res.LABLOAD	Labor & Labor Loads	764,600.60		790,972.70	-			3,699,210.51		3,845,032.09						

										Work Order	View		
										Monthly	Monthly		
										All Products	All Products		
										BLACK HILLS POWER INC	BLACK HILLS POWER INC		
										All Operating Units	All Operating Units		
										Work Order #	Work Order #		
										Open Item	Open Item		
										STAT Code	STAT Code		
										2024	2025		
										Actual Data	Actual Data		
										DecQTD	SepYTD		
_I	_920	920000	ADMIN AND GENERAL SALARIES	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	Alloc.18A	SC REG CC_NP BLENDED_18A	Res.LABLOAD	Labor & Labor Loads		396.90	993.79	1,390.69
_I	_926	926000	EMPLOYEE PENSIONS & BENEFITS	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	Alloc.18A	SC REG CC_NP BLENDED_18A	Res.LABLOAD	Labor & Labor Loads		86.04	229.62	315.66
_E	_408.1	408100	PAYROLL SALES USE TAX	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	Alloc.18A	SC REG CC_NP BLENDED_18A	Res.LABLOAD	Labor & Labor Loads		17.6	75.95	93.55
_E	_408.1	408199	TAXES OTI CAPITAL OFFSET	BHSC DEPARTMENTS.Dpt	BH Service Co Departments.Dpt	Alloc.18A	SC REG CC_NP BLENDED_18A	Res.LABLOAD	Labor & Labor Loads		0	-1084.62	(1,084.62)
												715.28	

Black Hills Corporation Insurance Premiums 2025

FERC	Res. Code	Allocation n Type	Company	2025 Total Policy Cost: Premiums	Allocation % BHP	2025 Premiums BHP
925000	1503	Assigned	Liberty Mutual	\$ 683,029		\$ 48,093.84
925000	1503	Assigned	Liberty Mutual	\$ 682,290		\$ 65,984.19
925000	1504	12A	EIS	\$ 1,663,200	17.59%	\$ 292,556.88
925000	1501	12A	Liberty Mutual	\$ 43,979	17.59%	\$ 7,735.91
925000	1501	12A	Everest National	\$ 5,000	17.59%	\$ 879.5
925000	1501	12A	Aegis	10,908,538.02	17.59%	\$ 1,918,811.84
925000	1501	12A	EIM	\$ 4,928,619	17.59%	\$ 866,944.08
925000	1501	12A	MAP / Hamilton/ AESIR/ F. Specialty	\$ 1,712,813	17.59%	\$ 301,283.81
925000	1501	12A	OCIL	\$ 2,107,500	17.59%	\$ 370,709.25
925000	1501	12A	Chubb	\$ 2,075,000	17.59%	\$ 364,992.50
925000	1501	12A	ARK/Helix/ARGO	\$ 1,155,000	17.59%	\$ 203,164.50
925000	1502	12A	Convex/Canopus/Arcadian/Amli n	\$ 900,000	17.59%	\$ 158,310.00
925000	1502	12A	EIS	\$0.00	17.59%	\$ -
925000	1502	12A	AEGIS	\$ 158,000	17.59%	\$ 27,792.20
925000	1502	12A	F. Specialty	\$ 975,907	17.59%	\$ 171,661.97
925000	1502	12A	Aegis	\$ 542,858	17.59%	\$ 95,488.72
925000	1502	12A	EIM	\$ 256,688	17.59%	\$ 45,151.42
925000	1502	12A	Travelers	\$ 66,402	17.59%	\$ 11,680.11
925000	1502	12A	Tokio Marine	\$ 127,230	17.59%	\$ 22,379.76
925000	1502	12A	RSUI Indemnity Company	\$ 73,800	17.59%	\$ 12,981.42
925000	1502	12A	Sompo/Endurance	\$ 64,000	17.59%	\$ 11,257.60
925000	1502	12A	Zurich	\$ 56,000	17.59%	\$ 9,850.40
925000	1502	12A	Bowhead/Midvale Indemnity	\$ 30,000	17.59%	\$ 5,277.00
925000	1502	12A	Sompo/Endurance	\$ 105,000	17.59%	\$ 18,469.50
925000	1502	12A	Bowhead/Midvale Indemnity	\$ 50,300	17.59%	\$ 8,847.77
925000	1501	12A	Tokio Marine HCC/ US Specialty	\$ 90,540	17.59%	\$ 15,925.99
925000	1501	12A	AEGIS	\$ 198,163	17.59%	\$ 34,856.87
924000	1502	12A	Tokio Marine/US Specialty	\$ 27,570	17.59%	\$ 4,849.56
925000	1501	12A	SOMPO	\$ 13,177	17.59%	\$ 2,317.83
925000	1500	Assigned	Berkley	\$ 34,935	17.59%	\$ 6,145.07
925000	1500	Assigned	AEGIS	\$ 369,084	17.59%	\$ 64,921.88
924000	1500	Assigned	FM Global	\$ 6,843,408		\$ 2,495,610.31
925000	1500	Assigned	Multiple - Miller/Lloyd's	\$ 149,173	17.59%	\$ 26,239.53
566000	1501	Assigned	EIS	\$ 750,292		\$ 750,291.96
925000	1501	Assigned	Lloyds	\$ 24,246	17.59%	\$ 4,264.87
925000	1503	Assigned	State of Wyoming	\$ 509,047		\$ 93,024.96
						\$ 7,788,461.03
						\$ 8,538,753 _Total
						5,288,001 _925
						2,500,460 _924
						750,292 _566
						- <<sbz
						6,825,291.56 _Less A&G 22%
						4,124,640.91 _925
						1,950,358.70 _924
						750,291.96 _566
						- <<sbz

7,507,820.72 _10% increase for 2nd half of 2026
4,537,105.00 _925
2,145,394.57 _924
825,321.16 _566
- <<sbz

Per Books		
12 Months Ended		
September 30, 2025		
_924	PROPERTY INSURANCE	1,263,812.43
_925	INJURIES AND DAMAGES	3,413,045.28
_566	Policy from Previous year	471,558.00

2,359,405.01 Adjustment
1,124,059.72 _925
881,582.14 _924
353,763.16 _566

0.00 <<sbz

Out of Period Insurance Adjustment

PAGS Asset		10/1/24-9/30/25
		Policy Period
CE1	Pueblo Airport Generation Station	279,348
CE1D	COE Simple Cycle LM6000 (Unit	69,966
CE1B	Baculite Mesa Substation	21,112
CE1	Pueblo Airport Generation Station	7,051
CE1D	COE Simple Cycle LM6000 (Unit	1,766
CE1B	Baculite Mesa Substation	533
Total		379,777
10/1/24 - 12/31/24		94,944
		To Schedule

Department in Level 1 of DEPT_ROLLUP	Job Code	Labor Transaction	Sep-25	Sep-26	Dept	Include/Exclude	Sept 9x3	Sept 2026 9x3 Fc	Headcount Change	_Job Grade	_Midpoint \$	_% to O&M
BHSC DEPARTMENTS: BH S S012		Promotion			4700.Dpt I				0	0 017	\$ -	95%
BHSC DEPARTMENTS: BH S S013		Raw Labor Feed	2	2	4700.Dpt I		2	2	0	0 015	\$ -	95%
BHSC DEPARTMENTS: BH S S159		Raw Labor Feed			4700.Dpt I		0		0	0 020	\$ -	95%
BHSC DEPARTMENTS: BH S S159		Replacement		1	4700.Dpt I		0	1	1	1 020	\$ 171,492.05	95%
BHSC DEPARTMENTS: BH S S161		Raw Labor Feed	2	2	4700.Dpt I		2	2	0	0 018	\$ -	95%
BHSC DEPARTMENTS: BH S S417		New Hire			4700.Dpt I		0		0	0 012	\$ -	95%
BHSC DEPARTMENTS: BH S S417		Raw Labor Feed	2	2	4700.Dpt I		2	2	0	0 012	\$ -	95%
BHSC DEPARTMENTS: BH S SB13		Employee Retirement		(1)	4700.Dpt I		0	(1)	-1	-1 015	\$ (109,512.94)	95%
BHSC DEPARTMENTS: BH S SB13		Raw Labor Feed	1	1	4700.Dpt I		1	1	0	0 015	\$ -	95%
BHSC DEPARTMENTS: BH S N055		Promotion			4701.Dpt I		0		0	0 042	\$ -	100%
BHSC DEPARTMENTS: BH S N055		Raw Labor Feed	2	2	4701.Dpt I		2	2	0	0 042	\$ -	100%
BHSC DEPARTMENTS: BH S N055		Replacement		2	4701.Dpt I		0	2	2	2 042	\$ 98,210.74	100%
BHSC DEPARTMENTS: BH S N056		Raw Labor Feed	1	1	4701.Dpt I		1	1	0	0 043	\$ -	100%
BHSC DEPARTMENTS: BH S N057		Raw Labor Feed	1	1	4701.Dpt I		1	1	0	0 044	\$ -	100%
BHSC DEPARTMENTS: BH S S264		Raw Labor Feed	1	1	4701.Dpt I		1	1	0	0 013	\$ -	100%
BHSC DEPARTMENTS: BH S S929		Transfer-In			4701.Dpt I		0		0	0 012	\$ -	100%
BHSC DEPARTMENTS: BH S SA79		New Hire			4701.Dpt I		0		0	0 019	\$ -	100%
BHSC DEPARTMENTS: BH S N019		Raw Labor Feed	1	1	4704.Dpt I		1	1	0	0 045	\$ -	99%
BHSC DEPARTMENTS: BH S S711		Raw Labor Feed	1	1	4704.Dpt I		1	1	0	0 028	\$ -	99%
BHSC DEPARTMENTS: BH S S894		Promotion		1	4704.Dpt I		0	1	1	1 017	\$ 129,986.06	99%
BHSC DEPARTMENTS: BH S S894		Raw Labor Feed	1		4704.Dpt I		1		-1	-1 017	\$ (129,986.06)	99%
BHSC DEPARTMENTS: BH S S932		Promotion		1	4704.Dpt I		0	1	1	1 010	\$ 69,922.94	99%
BHSC DEPARTMENTS: BH S S932		Raw Labor Feed	1		4704.Dpt I		1		-1	-1 010	\$ (69,922.94)	99%
BHSC DEPARTMENTS: BH S S933		Employee Retirement			4704.Dpt I		0		0	0 012	\$ -	99%
BHSC DEPARTMENTS: BH S S933		New Hire			4704.Dpt I		0		0	0 012	\$ -	99%
BHSC DEPARTMENTS: BH S S933		Replacement		1	4704.Dpt I		0	1	1	1 012	\$ 84,497.40	99%
BHSC DEPARTMENTS: BH S S934		Promotion		3	4704.Dpt I		0	3	3	3 015	\$ 328,538.81	99%
BHSC DEPARTMENTS: BH S S934		Raw Labor Feed	5	2	4704.Dpt I		5	2	-3	-3 015	\$ (328,538.81)	99%
BHSC DEPARTMENTS: BH S S935		Raw Labor Feed	2	2	4704.Dpt I		2	2	0	0 018	\$ -	99%
BHSC DEPARTMENTS: BH S S936		Raw Labor Feed	1	1	4704.Dpt I		1	1	0	0 019	\$ -	99%
BHSC DEPARTMENTS: BH S S937		Raw Labor Feed	1	1	4704.Dpt I		1	1	0	0 020	\$ -	99%
BHSC DEPARTMENTS: BH S S939		Raw Labor Feed	1	1	4704.Dpt I		1	1	0	0 020	\$ -	99%
BHSC DEPARTMENTS: BH S S940		Raw Labor Feed	1	1	4704.Dpt I		1	1	0	0 022	\$ -	99%
BHSC DEPARTMENTS: BH S S951		New Hire		1	4704.Dpt I		0	1	1	1 015	\$ 109,512.94	99%
BHSC DEPARTMENTS: BH S S951		Promotion			4704.Dpt I		0		0	0 015	\$ -	99%
BHSC DEPARTMENTS: BH S N036		Replacement			4706.Dpt I		0		0	0 047	\$ -	98%
BHSC DEPARTMENTS: BH S N096		Raw Labor Feed	6	6	4706.Dpt I		6	6	0	0 048	\$ -	98%
BHSC DEPARTMENTS: BH S N117		Raw Labor Feed			4706.Dpt I		0		0	0 044	\$ -	98%
BHSC DEPARTMENTS: BH S N141		Raw Labor Feed	1	1	4706.Dpt I		1	1	0	0 047	\$ -	98%
BHSC DEPARTMENTS: BH S N190		Raw Labor Feed			4706.Dpt I		0		0	0 047	\$ -	98%
BHSC DEPARTMENTS: BH S S054		Promotion		2	4706.Dpt I		0	2	2	2 019	\$ 312,069.89	98%
BHSC DEPARTMENTS: BH S S054		Raw Labor Feed	3	1	4706.Dpt I		3	1	-2	-2 019	\$ (312,069.89)	98%
BHSC DEPARTMENTS: BH S S054		Replacement		1	4706.Dpt I		0	1	1	1 019	\$ 156,034.94	98%
BHSC DEPARTMENTS: BH S S056		Raw Labor Feed	7	7	4706.Dpt I		7	7	0	0 022	\$ -	98%
BHSC DEPARTMENTS: BH S S056		Replacement		1	4706.Dpt I		0	1	1	1 022	\$ 208,649.38	98%
BHSC DEPARTMENTS: BH S S283		Raw Labor Feed			4706.Dpt I		0		0	0 099	\$ -	98%
BHSC DEPARTMENTS: BH S S283		Replacement		1	4706.Dpt I		0	1	1	1 099	\$ 569,243.38	98%
BHSC DEPARTMENTS: BH S S296		Raw Labor Feed			4706.Dpt I		0		0	0 028	\$ -	98%
BHSC DEPARTMENTS: BH S S296		Replacement		1	4706.Dpt I		0	1	1	1 028	\$ 336,224.30	98%
BHSC DEPARTMENTS: BH S S772		Raw Labor Feed	1	1	4706.Dpt I		1	1	0	0 013	\$ -	98%
BHSC DEPARTMENTS: BH S S868		Raw Labor Feed	1	1	4706.Dpt I		1	1	0	0 017	\$ -	98%
BHSC DEPARTMENTS: BH S S868		Transfer-Out		(1)	4706.Dpt I		0	(1)	-1	-1 017	\$ (129,986.06)	98%
BHSC DEPARTMENTS: BH S S869		Raw Labor Feed	1	1	4706.Dpt I		1	1	0	0 019	\$ -	98%
BHSC DEPARTMENTS: BH S SA85		Raw Labor Feed			4706.Dpt I		0		0	0 015	\$ -	98%
BHSC DEPARTMENTS: BH S SC61		Raw Labor Feed	1	1	4706.Dpt I		1	1	0	0 015	\$ -	98%
BHSC DEPARTMENTS: BH S N033		Raw Labor Feed	1	1	4709.Dpt I		0.5	1	0	0 039	\$ -	87%
BHSC DEPARTMENTS: BH S S150		Promotion			4709.Dpt I		0		0	0 018	\$ -	87%
BHSC DEPARTMENTS: BH S S241		Promotion		1	4709.Dpt I		0	1	1	1 018	\$ 141,482.02	87%
BHSC DEPARTMENTS: BH S S241		Raw Labor Feed	4	3	4709.Dpt I		4	3	-1	-1 018	\$ (141,482.02)	87%
BHSC DEPARTMENTS: BH S S241		Replacement		1	4709.Dpt I		0	1	1	1 018	\$ 141,482.02	87%
BHSC DEPARTMENTS: BH S S278		Raw Labor Feed	1	1	4709.Dpt I		1	1	0	0 016	\$ -	87%
BHSC DEPARTMENTS: BH S S279		Promotion		1	4709.Dpt I		0	1	1	1 017	\$ 129,986.06	87%
BHSC DEPARTMENTS: BH S S279		Raw Labor Feed	3	2	4709.Dpt I		3	2	-1	-1 017	\$ (129,986.06)	87%

BHSC DEPARTMENTS: BH S SC35	Raw Labor Feed	2	2	4709.Dpt I	2	2	0	0 020	\$	-	87%
BHSC DEPARTMENTS: BH S S849	Raw Labor Feed	1	1	4710.Dpt I	1	1	0	0 099	\$	-	100%
BHSC DEPARTMENTS: BH S S196	Raw Labor Feed	1	1	4711.Dpt I	1	1	0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S S237	Promotion		2	4711.Dpt I	0	2	2	2 015	\$	219,025.87	99%
BHSC DEPARTMENTS: BH S S237	Raw Labor Feed	7	5	4711.Dpt I	7	5	-2	-2 015	\$	(219,025.87)	99%
BHSC DEPARTMENTS: BH S S237	Replacement		1	4711.Dpt I	0	1	1	1 015	\$	109,512.94	99%
BHSC DEPARTMENTS: BH S S422	Raw Labor Feed	1	1	4711.Dpt I	1	1	0	0 022	\$	-	99%
BHSC DEPARTMENTS: BH S S422	Replacement			4711.Dpt I	0		0	0 022	\$	-	99%
BHSC DEPARTMENTS: BH S S518	Raw Labor Feed	1	1	4711.Dpt I	1	1	0	0 019	\$	-	99%
BHSC DEPARTMENTS: BH S S524	Raw Labor Feed	1	1	4711.Dpt I	1	1	0	0 015	\$	-	99%
BHSC DEPARTMENTS: BH S SA22	Raw Labor Feed	3	3	4711.Dpt I	3	3	0	0 016	\$	-	99%
BHSC DEPARTMENTS: BH S SA24	Raw Labor Feed			4711.Dpt I	0		0	0 016	\$	-	99%
BHSC DEPARTMENTS: BH S N141	Raw Labor Feed	1	1	4712.Dpt I	1	1	0	0 047	\$	-	100%
BHSC DEPARTMENTS: BH S S093	Raw Labor Feed	1	1	4712.Dpt I	1	1	0	0 023	\$	-	100%
BHSC DEPARTMENTS: BH S S159	Raw Labor Feed	2	2	4712.Dpt I	2	2	0	0 020	\$	-	100%
BHSC DEPARTMENTS: BH S S225	Promotion		1	4712.Dpt I	0	1	1	1 012	\$	84,497.40	100%
BHSC DEPARTMENTS: BH S S225	Raw Labor Feed	2	1	4712.Dpt I	2	1	-1	-1 012	\$	(84,497.40)	100%
BHSC DEPARTMENTS: BH S S226	Raw Labor Feed			4712.Dpt I	0		0	0 018	\$	-	100%
BHSC DEPARTMENTS: BH S S228	Promotion		2	4712.Dpt I	0	2	2	2 015	\$	219,025.87	100%
BHSC DEPARTMENTS: BH S S228	Raw Labor Feed	4	2	4712.Dpt I	4	2	-2	-2 015	\$	(219,025.87)	100%
BHSC DEPARTMENTS: BH S S316	Replacement		1	4712.Dpt I	0	1	1	1 022	\$	208,649.38	100%
BHSC DEPARTMENTS: BH S S329	Promotion			4712.Dpt I	0		0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S S329	Raw Labor Feed	1	1	4712.Dpt I	1	1	0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S S329	Replacement		1	4712.Dpt I	0	1	1	1 019	\$	156,034.94	100%
BHSC DEPARTMENTS: BH S SA12	Raw Labor Feed	1	1	4712.Dpt I	1	1	0	0 028	\$	-	100%
BHSC DEPARTMENTS: BH S SA46	Raw Labor Feed			4712.Dpt I	0		0	0 015	\$	-	100%
BHSC DEPARTMENTS: BH S SA46	Transfer-Out			4712.Dpt I	0		0	0 015	\$	-	100%
BHSC DEPARTMENTS: BH S SB21	Raw Labor Feed			4712.Dpt I	0		0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S SB36	Raw Labor Feed	1	1	4712.Dpt I	1	1	0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S SC52	Raw Labor Feed	1	1	4712.Dpt I	1	1	0	0 018	\$	-	100%
BHSC DEPARTMENTS: BH S SC59	Raw Labor Feed	1	1	4712.Dpt I	1	1	0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S N033	Employee Retirement			4715.Dpt I	0		0	0 039	\$	-	96%
BHSC DEPARTMENTS: BH S N033	Raw Labor Feed			4715.Dpt I	0		0	0 039	\$	-	96%
BHSC DEPARTMENTS: BH S N057	Raw Labor Feed	1	1	4715.Dpt I	1	1	0	0 044	\$	-	96%
BHSC DEPARTMENTS: BH S S158	Employee Retirement			4715.Dpt I	0		0	0 019	\$	-	96%
BHSC DEPARTMENTS: BH S S158	New Hire		1	4715.Dpt I	0	1	1	1 019	\$	156,034.94	96%
BHSC DEPARTMENTS: BH S S158	Raw Labor Feed	3	3	4715.Dpt I	3	3	0	0 019	\$	-	96%
BHSC DEPARTMENTS: BH S S159	New Hire		1	4715.Dpt I	0	1	1	1 020	\$	171,492.05	96%
BHSC DEPARTMENTS: BH S S159	Promotion		1	4715.Dpt I	0	1	1	1 020	\$	171,492.05	96%
BHSC DEPARTMENTS: BH S S159	Raw Labor Feed	2	1	4715.Dpt I	2	1	-1	-1 020	\$	(171,492.05)	96%
BHSC DEPARTMENTS: BH S S224	Promotion			4715.Dpt I	0		0	0 010	\$	-	96%
BHSC DEPARTMENTS: BH S S224	Raw Labor Feed	1	1	4715.Dpt I	0.5	1	0	0 010	\$	-	96%
BHSC DEPARTMENTS: BH S S224	Replacement		1	4715.Dpt I	0	1	1	1 010	\$	69,922.94	96%
BHSC DEPARTMENTS: BH S S225	Promotion		1	4715.Dpt I	0	1	1	1 012	\$	84,497.40	96%
BHSC DEPARTMENTS: BH S S225	Raw Labor Feed	5	4	4715.Dpt I	4.5	4	-1	-1 012	\$	(84,497.40)	96%
BHSC DEPARTMENTS: BH S S225	Replacement		2	4715.Dpt I	0	2	2	2 012	\$	168,994.80	96%
BHSC DEPARTMENTS: BH S S226	Raw Labor Feed	3	3	4715.Dpt I	3	3	0	0 018	\$	-	96%
BHSC DEPARTMENTS: BH S S228	Raw Labor Feed	8	8	4715.Dpt I	8	8	0	0 015	\$	-	96%
BHSC DEPARTMENTS: BH S S285	Raw Labor Feed	1	1	4715.Dpt I	1	1	0	0 028	\$	-	96%
BHSC DEPARTMENTS: BH S S316	Promotion			4715.Dpt I	0		0	0 022	\$	-	96%
BHSC DEPARTMENTS: BH S S316	Raw Labor Feed			4715.Dpt I	0		0	0 022	\$	-	96%
BHSC DEPARTMENTS: BH S S316	Replacement		1	4715.Dpt I	0	1	1	1 022	\$	208,649.38	96%
BHSC DEPARTMENTS: BH S S868	Transfer-In		1	4715.Dpt I	0	1	1	1 017	\$	129,986.06	96%
BHSC DEPARTMENTS: BH S SB08	Raw Labor Feed	1	1	4715.Dpt I	1	1	0	0 099	\$	-	96%
BHSC DEPARTMENTS: BH S S158	Raw Labor Feed	6	6	4717.Dpt I	6	6	0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S S158	Replacement		1	4717.Dpt I	0	1	1	1 019	\$	156,034.94	100%
BHSC DEPARTMENTS: BH S S316	Raw Labor Feed	1	1	4717.Dpt I	1	1	0	0 022	\$	-	100%
BHSC DEPARTMENTS: BH S S873	Promotion		1	4717.Dpt I	0	1	1	1 012	\$	84,497.40	100%
BHSC DEPARTMENTS: BH S S873	Raw Labor Feed	2	1	4717.Dpt I	2	1	-1	-1 012	\$	(84,497.40)	100%
BHSC DEPARTMENTS: BH S S873	Replacement		1	4717.Dpt I	0	1	1	1 012	\$	84,497.40	100%
BHSC DEPARTMENTS: BH S S874	Replacement		1	4717.Dpt I	0	1	1	1 014	\$	100,234.37	100%
BHSC DEPARTMENTS: BH S S875	Employee Retirement		-1	4717.Dpt I	0	(1)	-1	-1 016	\$	(117,628.99)	100%
BHSC DEPARTMENTS: BH S S875	Promotion		4	4717.Dpt I	0	4	4	4 016	\$	470,515.97	100%
BHSC DEPARTMENTS: BH S S875	Raw Labor Feed	12	8	4717.Dpt I	12	8	-4	-4 016	\$	(470,515.97)	100%
BHSC DEPARTMENTS: BH S S875	Replacement		1	4717.Dpt I	0	1	1	1 016	\$	117,628.99	100%
BHSC DEPARTMENTS: BH S N158	Raw Labor Feed			4720.Dpt I	0		0	0 046	\$	-	100%

BHSC DEPARTMENTS: BH S N160	Promotion			4720.Dpt I	0		0	0 045	\$ -	100%
BHSC DEPARTMENTS: BH S N160	Raw Labor Feed	3	3	4720.Dpt I	3	3	0	0 045	\$ -	100%
BHSC DEPARTMENTS: BH S N163	Promotion		1	4720.Dpt I	0	1	1	1 046	\$ 75,563.28	100%
BHSC DEPARTMENTS: BH S N163	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 046	\$ (75,563.28)	100%
BHSC DEPARTMENTS: BH S N186	Promotion		1	4720.Dpt I	0	1	1	1 047	\$ 84,777.26	100%
BHSC DEPARTMENTS: BH S N186	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 047	\$ (84,777.26)	100%
BHSC DEPARTMENTS: BH S S006	Promotion		2	4720.Dpt I	0	2	2	2 014	\$ 200,468.74	100%
BHSC DEPARTMENTS: BH S S006	Raw Labor Feed	2		4720.Dpt I	2		-2	-2 014	\$ (200,468.74)	100%
BHSC DEPARTMENTS: BH S S007	Promotion		1	4720.Dpt I	0	1	1	1 014	\$ 100,234.37	100%
BHSC DEPARTMENTS: BH S S007	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 014	\$ (100,234.37)	100%
BHSC DEPARTMENTS: BH S S007	Replacement			4720.Dpt I	0		0	0 014	\$ -	100%
BHSC DEPARTMENTS: BH S S071	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 022	\$ -	100%
BHSC DEPARTMENTS: BH S S096	Raw Labor Feed			4720.Dpt I	0		0	0 022	\$ -	100%
BHSC DEPARTMENTS: BH S S130	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 020	\$ -	100%
BHSC DEPARTMENTS: BH S S172	Promotion		2	4720.Dpt I	0	2	2	2 017	\$ 259,972.13	100%
BHSC DEPARTMENTS: BH S S172	Raw Labor Feed	5	3	4720.Dpt I	5	3	-2	-2 017	\$ (259,972.13)	100%
BHSC DEPARTMENTS: BH S S172	Replacement			4720.Dpt I	0		0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S S173	Promotion		1	4720.Dpt I	0	1	1	1 019	\$ 156,034.94	100%
BHSC DEPARTMENTS: BH S S173	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 019	\$ (156,034.94)	100%
BHSC DEPARTMENTS: BH S S196	Replacement			4720.Dpt I	0		0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S S297	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 099	\$ -	100%
BHSC DEPARTMENTS: BH S S356	Promotion		1	4720.Dpt I	0	1	1	1 013	\$ 91,903.03	100%
BHSC DEPARTMENTS: BH S S356	Raw Labor Feed	2	1	4720.Dpt I	2	1	-1	-1 013	\$ (91,903.03)	100%
BHSC DEPARTMENTS: BH S S426	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 016	\$ -	100%
BHSC DEPARTMENTS: BH S S426	Replacement			4720.Dpt I	0		0	0 016	\$ -	100%
BHSC DEPARTMENTS: BH S S437	Raw Labor Feed	2	2	4720.Dpt I	2	2	0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S S450	Promotion			4720.Dpt I	0		0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S S450	Raw Labor Feed	2	2	4720.Dpt I	2	2	0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S S465	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 019	\$ -	100%
BHSC DEPARTMENTS: BH S S486	New Hire		1	4720.Dpt I	0	1	1	1 015	\$ 109,512.94	100%
BHSC DEPARTMENTS: BH S S486	Promotion		1	4720.Dpt I	0	1	1	1 015	\$ 109,512.94	100%
BHSC DEPARTMENTS: BH S S486	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 015	\$ (109,512.94)	100%
BHSC DEPARTMENTS: BH S S709	Raw Labor Feed			4720.Dpt I	0		0	0 026	\$ -	100%
BHSC DEPARTMENTS: BH S S710	Promotion		1	4720.Dpt I	0	1	1	1 013	\$ 91,903.03	100%
BHSC DEPARTMENTS: BH S S710	Raw Labor Feed	2	1	4720.Dpt I	2	1	-1	-1 013	\$ (91,903.03)	100%
BHSC DEPARTMENTS: BH S S758	Promotion		1	4720.Dpt I	0	1	1	1 015	\$ 109,512.94	100%
BHSC DEPARTMENTS: BH S S758	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 015	\$ (109,512.94)	100%
BHSC DEPARTMENTS: BH S S823	Employee Retirement			4720.Dpt I	0		0	0 015	\$ -	100%
BHSC DEPARTMENTS: BH S S823	Raw Labor Feed			4720.Dpt I	0		0	0 015	\$ -	100%
BHSC DEPARTMENTS: BH S S867	New Hire		1	4720.Dpt I	0	1	1	1 014	\$ 100,234.37	100%
BHSC DEPARTMENTS: BH S S893	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 019	\$ -	100%
BHSC DEPARTMENTS: BH S S954	Promotion		1	4720.Dpt I	0	1	1	1 015	\$ 109,512.94	100%
BHSC DEPARTMENTS: BH S S954	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 015	\$ (109,512.94)	100%
BHSC DEPARTMENTS: BH S S961	Promotion		1	4720.Dpt I	0	1	1	1 018	\$ 141,482.02	100%
BHSC DEPARTMENTS: BH S S961	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 018	\$ (141,482.02)	100%
BHSC DEPARTMENTS: BH S S961	Replacement			4720.Dpt I	0		0	0 018	\$ -	100%
BHSC DEPARTMENTS: BH S S962	Promotion		1	4720.Dpt I	0	1	1	1 018	\$ 141,482.02	100%
BHSC DEPARTMENTS: BH S S962	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 018	\$ (141,482.02)	100%
BHSC DEPARTMENTS: BH S S963	Raw Labor Feed			4720.Dpt I	0		0	0 021	\$ -	100%
BHSC DEPARTMENTS: BH S S964	Replacement		1	4720.Dpt I	0	1	1	1 023	\$ 227,486.38	100%
BHSC DEPARTMENTS: BH S SA17	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 020	\$ -	100%
BHSC DEPARTMENTS: BH S SA47	Promotion			4720.Dpt I	0		0	0 013	\$ -	100%
BHSC DEPARTMENTS: BH S SA67	Promotion		1	4720.Dpt I	0	1	1	1 017	\$ 129,986.06	100%
BHSC DEPARTMENTS: BH S SA67	Raw Labor Feed	1		4720.Dpt I	1		-1	-1 017	\$ (129,986.06)	100%
BHSC DEPARTMENTS: BH S SC44	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 015	\$ -	100%
BHSC DEPARTMENTS: BH S SC45	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S SC49	Raw Labor Feed	1	1	4720.Dpt I	1	1	0	0 022	\$ -	100%
BHSC DEPARTMENTS: BH S S197	Raw Labor Feed		1	4723.Dpt I	0	1	1	1 017	\$ 129,986.06	100%
BHSC DEPARTMENTS: BH S S759	New Hire			4723.Dpt I	0		0	0 015	\$ -	100%
BHSC DEPARTMENTS: BH S S781	Raw Labor Feed		1	4723.Dpt I	0	1	1	1 012	\$ 84,497.40	100%
BHSC DEPARTMENTS: BH S S952	Promotion		1	4723.Dpt I	0	1	1	1 018	\$ 141,482.02	100%
BHSC DEPARTMENTS: BH S S952	Raw Labor Feed	1		4723.Dpt I	1		-1	-1 018	\$ (141,482.02)	100%
BHSC DEPARTMENTS: BH S S979	Raw Labor Feed			4723.Dpt I	0		0	0 013	\$ -	100%
BHSC DEPARTMENTS: BH S SA40	Promotion			4723.Dpt I	0		0	0 018	\$ -	100%
BHSC DEPARTMENTS: BH S SA59	Promotion			4723.Dpt I	0		0	0 015	\$ -	100%
BHSC DEPARTMENTS: BH S SA59	Raw Labor Feed	1	1	4723.Dpt I	1	1	0	0 015	\$ -	100%

BHSC DEPARTMENTS: BH S SB29			Raw Labor Feed		4723.Dpt I	0		0	0 022	\$ -	100%
BHSC DEPARTMENTS: BH S SB36			Raw Labor Feed		4723.Dpt I	0		0	0 019	\$ -	100%
BHSC DEPARTMENTS: BH S SB67			Raw Labor Feed		4723.Dpt I	0		0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S SC12	4	4	Raw Labor Feed		4723.Dpt I	4	4	0	0 015	\$ -	100%
BHSC DEPARTMENTS: BH S SC58	1	1	Raw Labor Feed		4723.Dpt I	1	1	0	0 019	\$ -	100%
BHSC DEPARTMENTS: BH S S031			New Hire		4724.Dpt I	0		0	0 016	\$ -	76%
BHSC DEPARTMENTS: BH S S733		1	Promotion		4724.Dpt I	0	1	1	1 018	\$ 141,482.02	76%
BHSC DEPARTMENTS: BH S S733	1		Raw Labor Feed		4724.Dpt I	1		-1	-1 018	\$ (141,482.02)	76%
BHSC DEPARTMENTS: BH S S747		1	Promotion		4724.Dpt I	0	1	1	1 019	\$ 156,034.94	76%
BHSC DEPARTMENTS: BH S S747	1		Raw Labor Feed		4724.Dpt I	1		-1	-1 019	\$ (156,034.94)	76%
BHSC DEPARTMENTS: BH S S754	1	1	Raw Labor Feed		4724.Dpt I	1	1	0	0 014	\$ -	76%
BHSC DEPARTMENTS: BH S S802		1	Promotion		4724.Dpt I	0	1	1	1 017	\$ 129,986.06	76%
BHSC DEPARTMENTS: BH S S802	1		Raw Labor Feed		4724.Dpt I	1		-1	-1 017	\$ (129,986.06)	76%
BHSC DEPARTMENTS: BH S S889	1	1	Raw Labor Feed		4724.Dpt I	1	1	0	0 022	\$ -	76%
BHSC DEPARTMENTS: BH S S977	3	3	Raw Labor Feed		4724.Dpt I	3	3	0	0 013	\$ -	76%
BHSC DEPARTMENTS: BH S S978		1	Promotion		4724.Dpt I	0	1	1	1 015	\$ 109,512.94	76%
BHSC DEPARTMENTS: BH S S978	1		Raw Labor Feed		4724.Dpt I	1		-1	-1 015	\$ (109,512.94)	76%
BHSC DEPARTMENTS: BH S S978			Replacement		4724.Dpt I	0		0	0 015	\$ -	76%
BHSC DEPARTMENTS: BH S S994	1	1	Raw Labor Feed		4724.Dpt I	1	1	0	0 019	\$ -	76%
BHSC DEPARTMENTS: BH S SA30	1	1	Raw Labor Feed		4724.Dpt I	1	1	0	0 019	\$ -	76%
BHSC DEPARTMENTS: BH S SB66	1	1	Raw Labor Feed		4724.Dpt I	1	1	0	0 017	\$ -	76%
BHSC DEPARTMENTS: BH S SB78	1	1	Raw Labor Feed		4724.Dpt I	1	1	0	0 018	\$ -	76%
BHSC DEPARTMENTS: BH S SB79	1	1	Raw Labor Feed		4724.Dpt I	1	1	0	0 014	\$ -	76%
BHSC DEPARTMENTS: BH S SB83			Promotion		4724.Dpt I	0		0	0 014	\$ -	76%
BHSC DEPARTMENTS: BH S SB83	1	1	Raw Labor Feed		4724.Dpt I	1	1	0	0 014	\$ -	76%
BHSC DEPARTMENTS: BH S SB85			New Hire		4724.Dpt I	0		0	0 017	\$ -	76%
BHSC DEPARTMENTS: BH S SB85			Raw Labor Feed	2	2	2	2	0	0 017	\$ -	76%
BHSC DEPARTMENTS: BH S SC26		1	New Hire		4724.Dpt I	0	1	1	1 017	\$ 129,986.06	76%
BHSC DEPARTMENTS: BH S SC26	1	1	Raw Labor Feed		4724.Dpt I	1	1	0	0 017	\$ -	76%
BHSC DEPARTMENTS: BH S S038		(1)	Employee Retirement		4725.Dpt I	0	(1)	-1	-1 013	\$ (91,903.03)	100%
BHSC DEPARTMENTS: BH S S038		1	Promotion		4725.Dpt I	0	1	1	1 013	\$ 91,903.03	100%
BHSC DEPARTMENTS: BH S S038	1		Raw Labor Feed		4725.Dpt I	1		-1	-1 013	\$ (91,903.03)	100%
BHSC DEPARTMENTS: BH S S038			Replacement		4725.Dpt I	0		0	0 013	\$ -	100%
BHSC DEPARTMENTS: BH S S039		1	Promotion		4725.Dpt I	0	1	1	1 015	\$ 109,512.94	100%
BHSC DEPARTMENTS: BH S S039	3	2	Raw Labor Feed		4725.Dpt I	3	2	-1	-1 015	\$ (109,512.94)	100%
BHSC DEPARTMENTS: BH S S039		1	Replacement		4725.Dpt I	0	1	1	1 015	\$ 109,512.94	100%
BHSC DEPARTMENTS: BH S S174			Promotion		4725.Dpt I	0		0	0 019	\$ -	100%
BHSC DEPARTMENTS: BH S S174	3	3	Raw Labor Feed		4725.Dpt I	3	3	0	0 019	\$ -	100%
BHSC DEPARTMENTS: BH S S230			Promotion		4725.Dpt I	0		0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S S230	3	3	Raw Labor Feed		4725.Dpt I	3	3	0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S S230		1	Replacement		4725.Dpt I	0	1	1	1 017	\$ 129,986.06	100%
BHSC DEPARTMENTS: BH S S972	1	1	Raw Labor Feed		4725.Dpt I	1	1	0	0 026	\$ -	100%
BHSC DEPARTMENTS: BH S SC79	1	1	Raw Labor Feed		4725.Dpt I	1	1	0	0 011	\$ -	100%
BHSC DEPARTMENTS: BH S S044		1	Promotion		4726.Dpt I	0	1	1	1 012	\$ 84,497.40	100%
BHSC DEPARTMENTS: BH S S044	1		Raw Labor Feed		4726.Dpt I	1		-1	-1 012	\$ (84,497.40)	100%
BHSC DEPARTMENTS: BH S S059		2	Promotion		4726.Dpt I	0	2	2	2 014	\$ 200,468.74	100%
BHSC DEPARTMENTS: BH S S059	2		Raw Labor Feed		4726.Dpt I	2		-2	-2 014	\$ (200,468.74)	100%
BHSC DEPARTMENTS: BH S S464			Raw Labor Feed		4726.Dpt I	0		0	0 012	\$ -	100%
BHSC DEPARTMENTS: BH S S630	1	1	Raw Labor Feed		4726.Dpt I	1	1	0	0 021	\$ -	100%
BHSC DEPARTMENTS: BH S S782		1	Promotion		4726.Dpt I	0	1	1	1 017	\$ 129,986.06	100%
BHSC DEPARTMENTS: BH S S782	4	3	Raw Labor Feed		4726.Dpt I	4	3	-1	-1 017	\$ (129,986.06)	100%
BHSC DEPARTMENTS: BH S SB37	2	2	Raw Labor Feed		4726.Dpt I	2	2	0	0 015	\$ -	100%
BHSC DEPARTMENTS: BH S SB40		1	Promotion		4726.Dpt I	0	1	1	1 017	\$ 129,986.06	100%
BHSC DEPARTMENTS: BH S SB40	1		Raw Labor Feed		4726.Dpt I	1		-1	-1 017	\$ (129,986.06)	100%
BHSC DEPARTMENTS: BH S SB41	1	1	Raw Labor Feed		4726.Dpt I	1	1	0	0 017	\$ -	100%
BHSC DEPARTMENTS: BH S SB42	1	1	Raw Labor Feed		4726.Dpt I	1	1	0	0 012	\$ -	100%
BHSC DEPARTMENTS: BH S SB42			Replacement		4726.Dpt I	0		0	0 012	\$ -	100%
BHSC DEPARTMENTS: BH S SB44	4	4	Raw Labor Feed		4726.Dpt I	4	4	0	0 015	\$ -	100%
BHSC DEPARTMENTS: BH S S049	1	1	Raw Labor Feed		4728.Dpt I	1	1	0	0 015	\$ -	77%
BHSC DEPARTMENTS: BH S S063		1	Replacement		4728.Dpt I	0	1	1	1 022	\$ 208,649.38	77%
BHSC DEPARTMENTS: BH S S168		1	Promotion		4728.Dpt I	0	1	1	1 020	\$ 171,492.05	77%
BHSC DEPARTMENTS: BH S S168	1		Raw Labor Feed		4728.Dpt I	1		-1	-1 020	\$ (171,492.05)	77%
BHSC DEPARTMENTS: BH S S724	1	1	Raw Labor Feed		4728.Dpt I	1	1	0	0 019	\$ -	77%
BHSC DEPARTMENTS: BH S S872			Replacement		4728.Dpt I	0		0	0 018	\$ -	77%
BHSC DEPARTMENTS: BH S S949		1	New Hire		4728.Dpt I	0	1	1	1 023	\$ 227,486.38	77%
BHSC DEPARTMENTS: BH S SA13	1	1	Raw Labor Feed		4728.Dpt I	1	1	0	0 029	\$ -	77%

BHSC DEPARTMENTS: BH S SA66	Promotion		1	4728.Dpt I	0	1	1	1 018	\$	141,482.02	77%
BHSC DEPARTMENTS: BH S SA66	Raw Labor Feed	1		4728.Dpt I	1		-1	-1 018	\$	(141,482.02)	77%
BHSC DEPARTMENTS: BH S SA95	Promotion			4728.Dpt I	0		0	0 017	\$	-	77%
BHSC DEPARTMENTS: BH S SB31	Raw Labor Feed	1	1	4728.Dpt I	1	1	0	0 024	\$	-	77%
BHSC DEPARTMENTS: BH S SB53	Raw Labor Feed	1	1	4728.Dpt I	1	1	0	0 022	\$	-	77%
BHSC DEPARTMENTS: BH S S158	New Hire		1	4729.Dpt I	0	1	1	1 019	\$	156,034.94	100%
BHSC DEPARTMENTS: BH S S158	Promotion		1	4729.Dpt I	0	1	1	1 019	\$	156,034.94	100%
BHSC DEPARTMENTS: BH S S158	Raw Labor Feed	1		4729.Dpt I	1		-1	-1 019	\$	(156,034.94)	100%
BHSC DEPARTMENTS: BH S S225	Raw Labor Feed	5	5	4729.Dpt I	5	5	0	0 012	\$	-	100%
BHSC DEPARTMENTS: BH S S228	Employee Retirement		(1)	4729.Dpt I	0	(1)	-1	-1 015	\$	(109,512.94)	100%
BHSC DEPARTMENTS: BH S S228	Promotion		1	4729.Dpt I	0	1	1	1 015	\$	109,512.94	100%
BHSC DEPARTMENTS: BH S S228	Raw Labor Feed	2	1	4729.Dpt I	2	1	-1	-1 015	\$	(109,512.94)	100%
BHSC DEPARTMENTS: BH S S316	Raw Labor Feed			4729.Dpt I	0		0	0 022	\$	-	100%
BHSC DEPARTMENTS: BH S S099	Raw Labor Feed	1	1	4731.Dpt I	1	1	0	0 021	\$	-	64%
BHSC DEPARTMENTS: BH S S202	Raw Labor Feed	2	2	4731.Dpt I	2	2	0	0 018	\$	-	64%
BHSC DEPARTMENTS: BH S S202	Replacement			4731.Dpt I	0		0	0 018	\$	-	64%
BHSC DEPARTMENTS: BH S S205	Employee Retirement			4731.Dpt I	0		0	0 018	\$	-	64%
BHSC DEPARTMENTS: BH S S205	Promotion		1	4731.Dpt I	0	1	1	1 018	\$	141,482.02	64%
BHSC DEPARTMENTS: BH S S205	Raw Labor Feed	1		4731.Dpt I	1		-1	-1 018	\$	(141,482.02)	64%
BHSC DEPARTMENTS: BH S S216	Promotion		1	4731.Dpt I	0	1	1	1 014	\$	100,234.37	64%
BHSC DEPARTMENTS: BH S S216	Raw Labor Feed	3	2	4731.Dpt I	3	2	-1	-1 014	\$	(100,234.37)	64%
BHSC DEPARTMENTS: BH S S216	Replacement			4731.Dpt I	0		0	0 014	\$	-	64%
BHSC DEPARTMENTS: BH S S308	Promotion			4731.Dpt I	0		0	0 013	\$	-	64%
BHSC DEPARTMENTS: BH S S308	Raw Labor Feed	3	3	4731.Dpt I	3	3	0	0 013	\$	-	64%
BHSC DEPARTMENTS: BH S S489	Promotion		1	4731.Dpt I	0	1	1	1 012	\$	84,497.40	64%
BHSC DEPARTMENTS: BH S S489	Raw Labor Feed	6	5	4731.Dpt I	6	5	-1	-1 012	\$	(84,497.40)	64%
BHSC DEPARTMENTS: BH S S713	Promotion		1	4731.Dpt I	0	1	1	1 016	\$	117,628.99	64%
BHSC DEPARTMENTS: BH S S713	Raw Labor Feed	1		4731.Dpt I	1		-1	-1 016	\$	(117,628.99)	64%
BHSC DEPARTMENTS: BH S S713	Replacement			4731.Dpt I	0		0	0 016	\$	-	64%
BHSC DEPARTMENTS: BH S S812	New Hire		1	4731.Dpt I	0	1	1	1 012	\$	84,497.40	64%
BHSC DEPARTMENTS: BH S S813	Raw Labor Feed	1	1	4731.Dpt I	1	1	0	0 014	\$	-	64%
BHSC DEPARTMENTS: BH S S929	Raw Labor Feed	1	1	4731.Dpt I	1	1	0	0 012	\$	-	64%
BHSC DEPARTMENTS: BH S S929	Transfer-Out			4731.Dpt I	0		0	0 012	\$	-	64%
BHSC DEPARTMENTS: BH S SC20	Raw Labor Feed	1	1	4731.Dpt I	1	1	0	0 015	\$	-	64%
BHSC DEPARTMENTS: BH S S099	Raw Labor Feed	1	1	4732.Dpt I	1	1	0	0 021	\$	-	99%
BHSC DEPARTMENTS: BH S S178	Promotion			4732.Dpt I	0		0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S S178	Raw Labor Feed	2	2	4732.Dpt I	2	2	0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S S270	Promotion		2	4732.Dpt I	0	2	2	2 016	\$	235,257.98	99%
BHSC DEPARTMENTS: BH S S270	Raw Labor Feed	6	4	4732.Dpt I	6	4	-2	-2 016	\$	(235,257.98)	99%
BHSC DEPARTMENTS: BH S S843	Promotion			4732.Dpt I	0		0	0 014	\$	-	99%
BHSC DEPARTMENTS: BH S S843	Raw Labor Feed	1	1	4732.Dpt I	1	1	0	0 014	\$	-	99%
BHSC DEPARTMENTS: BH S S865	Promotion			4732.Dpt I	0		0	0 012	\$	-	99%
BHSC DEPARTMENTS: BH S S865	Raw Labor Feed	1	1	4732.Dpt I	1	1	0	0 012	\$	-	99%
BHSC DEPARTMENTS: BH S SA74	Raw Labor Feed	1	1	4732.Dpt I	1	1	0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S N029	New Hire		1	4734.Dpt I	0	1	1	1 045	\$	67,425.70	0%
BHSC DEPARTMENTS: BH S N029	Promotion		1	4734.Dpt I	0	1	1	1 045	\$	67,425.70	0%
BHSC DEPARTMENTS: BH S N029	Raw Labor Feed	1		4734.Dpt I	1		-1	-1 045	\$	(67,425.70)	0%
BHSC DEPARTMENTS: BH S S265	Raw Labor Feed	1	1	4734.Dpt I	1	1	0	0 016	\$	-	0%
BHSC DEPARTMENTS: BH S S814	New Hire		1	4734.Dpt I	0	1	1	1 014	\$	100,234.37	0%
BHSC DEPARTMENTS: BH S S814	Promotion		1	4734.Dpt I	0	1	1	1 014	\$	100,234.37	0%
BHSC DEPARTMENTS: BH S S814	Raw Labor Feed	2	1	4734.Dpt I	2	1	-1	-1 014	\$	(100,234.37)	0%
BHSC DEPARTMENTS: BH S S815	Raw Labor Feed	1	1	4734.Dpt I	1	1	0	0 019	\$	-	0%
BHSC DEPARTMENTS: BH S SA71	Raw Labor Feed	1	1	4734.Dpt I	1	1	0	0 015	\$	-	0%
BHSC DEPARTMENTS: BH S S047	Promotion			4736.Dpt I	0		0	0 015	\$	-	75%
BHSC DEPARTMENTS: BH S S521	Raw Labor Feed			4736.Dpt I	0		0	0 017	\$	-	75%
BHSC DEPARTMENTS: BH S S731	Raw Labor Feed	1	1	4736.Dpt I	1	1	0	0 021	\$	-	75%
BHSC DEPARTMENTS: BH S S753	Raw Labor Feed	1	1	4736.Dpt I	1	1	0	0 018	\$	-	75%
BHSC DEPARTMENTS: BH S S827	Promotion			4736.Dpt I	0		0	0 016	\$	-	75%
BHSC DEPARTMENTS: BH S S833	Promotion		1	4736.Dpt I	0	1	1	1 016	\$	117,628.99	75%
BHSC DEPARTMENTS: BH S S833	Raw Labor Feed	4	3	4736.Dpt I	4	3	-1	-1 016	\$	(117,628.99)	75%
BHSC DEPARTMENTS: BH S S833	Replacement		1	4736.Dpt I	0	1	1	1 016	\$	117,628.99	75%
BHSC DEPARTMENTS: BH S S970	Raw Labor Feed	1	1	4736.Dpt I	1	1	0	0 013	\$	-	75%
BHSC DEPARTMENTS: BH S SC34	Raw Labor Feed	1	1	4736.Dpt I	1	1	0	0 017	\$	-	75%
BHSC DEPARTMENTS: BH S S200	Promotion		1	4741.Dpt I	0	1	1	1 017	\$	129,986.06	100%
BHSC DEPARTMENTS: BH S S200	Raw Labor Feed	4	3	4741.Dpt I	4	3	-1	-1 017	\$	(129,986.06)	100%
BHSC DEPARTMENTS: BH S S200	Replacement			4741.Dpt I	0		0	0 017	\$	-	100%

BHSC DEPARTMENTS: BH S S416				Raw Labor Feed	1	1	4741.Dpt I	1	1	0	0 022	\$	-	100%
BHSC DEPARTMENTS: BH S S590				Promotion		1	4741.Dpt I	0	1	1	1 019	\$	156,034.94	100%
BHSC DEPARTMENTS: BH S S590				Raw Labor Feed	2	1	4741.Dpt I	2	1	-1	-1 019	\$	(156,034.94)	100%
BHSC DEPARTMENTS: BH S S590				Replacement		1	4741.Dpt I	0	1	1	1 019	\$	156,034.94	100%
BHSC DEPARTMENTS: BH S N033				New Hire		4	4742.Dpt I	0	4	4	4 039	\$	159,307.20	100%
BHSC DEPARTMENTS: BH S N033				Raw Labor Feed	1	1	4742.Dpt I	0.5	1	0	0 039	\$	-	100%
BHSC DEPARTMENTS: BH S N141				Raw Labor Feed	1	1	4742.Dpt I	1	1	0	0 047	\$	-	100%
BHSC DEPARTMENTS: BH S S199				Raw Labor Feed	1	1	4742.Dpt I	1	1	0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S S390				Raw Labor Feed	1	1	4742.Dpt I	1	1	0	0 020	\$	-	100%
BHSC DEPARTMENTS: BH S S957				Raw Labor Feed	1	1	4742.Dpt I	1	1	0	0 099	\$	-	100%
BHSC DEPARTMENTS: BH S SA39				Raw Labor Feed			4742.Dpt I	0		0	0 022	\$	-	100%
BHSC DEPARTMENTS: BH S SA39				Transfer-Out			4742.Dpt I	0		0	0 022	\$	-	100%
BHSC DEPARTMENTS: BH S SC16				Raw Labor Feed	1	1	4742.Dpt I	1	1	0	0 024	\$	-	100%
BHSC DEPARTMENTS: BH S S030				Promotion			4743.Dpt I	0		0	0 014	\$	-	86%
BHSC DEPARTMENTS: BH S S030				Raw Labor Feed	2	2	4743.Dpt I	2	2	0	0 014	\$	-	86%
BHSC DEPARTMENTS: BH S S030				Replacement			4743.Dpt I	0		0	0 014	\$	-	86%
BHSC DEPARTMENTS: BH S S097				Raw Labor Feed	1	1	4743.Dpt I	1	1	0	0 022	\$	-	86%
BHSC DEPARTMENTS: BH S S315				Employee Retirement		(1)	4743.Dpt I	0	(1)	-1	-1 018	\$	(141,482.02)	86%
BHSC DEPARTMENTS: BH S S315				Raw Labor Feed	5	5	4743.Dpt I	5	5	0	0 018	\$	-	86%
BHSC DEPARTMENTS: BH S S390				Raw Labor Feed	1	1	4743.Dpt I	1	1	0	0 020	\$	-	86%
BHSC DEPARTMENTS: BH S SB74				Raw Labor Feed	1	1	4743.Dpt I	1	1	0	0 018	\$	-	86%
BHSC DEPARTMENTS: BH S N033				Employee Retirement			4744.Dpt I	0		0	0 039	\$	-	82%
BHSC DEPARTMENTS: BH S N033				New Hire			4744.Dpt I	0		0	0 039	\$	-	82%
BHSC DEPARTMENTS: BH S N033				Raw Labor Feed			4744.Dpt I	0		0	0 039	\$	-	82%
BHSC DEPARTMENTS: BH S S030				Promotion			4744.Dpt I	0		0	0 014	\$	-	82%
BHSC DEPARTMENTS: BH S S030				Raw Labor Feed	3	3	4744.Dpt I	3	3	0	0 014	\$	-	82%
BHSC DEPARTMENTS: BH S S030				Transfer-Out		(1)	4744.Dpt I	0	(1)	-1	-1 014	\$	(100,234.37)	82%
BHSC DEPARTMENTS: BH S S031				Employee Retirement		(1)	4744.Dpt I	0	(1)	-1	-1 016	\$	(117,628.99)	82%
BHSC DEPARTMENTS: BH S S031				Promotion			4744.Dpt I	0		0	0 016	\$	-	82%
BHSC DEPARTMENTS: BH S S031				Raw Labor Feed	5	5	4744.Dpt I	5	5	0	0 016	\$	-	82%
BHSC DEPARTMENTS: BH S S043				Replacement			4744.Dpt I	0		0	0 017	\$	-	82%
BHSC DEPARTMENTS: BH S S315				Raw Labor Feed	2	2	4744.Dpt I	2	2	0	0 018	\$	-	82%
BHSC DEPARTMENTS: BH S SB69				Promotion			4744.Dpt I	0		0	0 014	\$	-	82%
BHSC DEPARTMENTS: BH S SB75				Raw Labor Feed	1	1	4744.Dpt I	1	1	0	0 016	\$	-	82%
BHSC DEPARTMENTS: BH S SB75				Replacement		1	4744.Dpt I	0	1	1	1 016	\$	117,628.99	82%
BHSC DEPARTMENTS: BH S SB90				Raw Labor Feed	1	1	4744.Dpt I	1	1	0	0 020	\$	-	82%
BHSC DEPARTMENTS: BH S SC33				Raw Labor Feed	1	1	4744.Dpt I	1	1	0	0 017	\$	-	82%
BHSC DEPARTMENTS: BH S S030				Raw Labor Feed	1	1	4745.Dpt I	1	1	0	0 014	\$	-	82%
BHSC DEPARTMENTS: BH S S031				Promotion			4745.Dpt I	0		0	0 016	\$	-	82%
BHSC DEPARTMENTS: BH S S031				Raw Labor Feed	1	1	4745.Dpt I	1	1	0	0 016	\$	-	82%
BHSC DEPARTMENTS: BH S S031				Replacement		1	4745.Dpt I	0	1	1	1 016	\$	117,628.99	82%
BHSC DEPARTMENTS: BH S S199				Raw Labor Feed	1	1	4745.Dpt I	1	1	0	0 019	\$	-	82%
BHSC DEPARTMENTS: BH S SB69				Raw Labor Feed			4745.Dpt I	0		0	0 014	\$	-	82%
BHSC DEPARTMENTS: BH S SB74				Raw Labor Feed	1	1	4745.Dpt I	1	1	0	0 018	\$	-	82%
BHSC DEPARTMENTS: BH S SB75				Promotion			4745.Dpt I	0		0	0 016	\$	-	82%
BHSC DEPARTMENTS: BH S SB75				Raw Labor Feed			4745.Dpt I	2	2	0	0 016	\$	-	82%
BHSC DEPARTMENTS: BH S N033				Raw Labor Feed	2	2	4746.Dpt I	0		0	0 039	\$	-	76%
BHSC DEPARTMENTS: BH S S030				Replacement			4746.Dpt I	0		0	0 014	\$	-	76%
BHSC DEPARTMENTS: BH S S031				Promotion			4746.Dpt I	0		0	0 016	\$	-	76%
BHSC DEPARTMENTS: BH S S031				Raw Labor Feed	5	5	4746.Dpt I	5	5	0	0 016	\$	-	76%
BHSC DEPARTMENTS: BH S S199				Promotion			4746.Dpt I	0		0	0 019	\$	-	76%
BHSC DEPARTMENTS: BH S S199				Raw Labor Feed	1	1	4746.Dpt I	1	1	0	0 019	\$	-	76%
BHSC DEPARTMENTS: BH S S315				Raw Labor Feed	3	3	4746.Dpt I	3	3	0	0 018	\$	-	76%
BHSC DEPARTMENTS: BH S S390				Raw Labor Feed	1	1	4746.Dpt I	1	1	0	0 020	\$	-	76%
BHSC DEPARTMENTS: BH S S544				Raw Labor Feed	1	1	4746.Dpt I	1	1	0	0 012	\$	-	76%
BHSC DEPARTMENTS: BH S S545				Promotion		1	4746.Dpt I	0	1	1	1 014	\$	100,234.37	76%
BHSC DEPARTMENTS: BH S S545				Raw Labor Feed	6	5	4746.Dpt I	6	5	-1	-1 014	\$	(100,234.37)	76%
BHSC DEPARTMENTS: BH S S660				New Hire		1	4746.Dpt I	0	1	1	1 017	\$	129,986.06	76%
BHSC DEPARTMENTS: BH S S660				Raw Labor Feed	1	1	4746.Dpt I	1	1	0	0 017	\$	-	76%
BHSC DEPARTMENTS: BH S S660				Replacement		1	4746.Dpt I	0	1	1	1 017	\$	129,986.06	76%
BHSC DEPARTMENTS: BH S SA96				Raw Labor Feed	1	1	4746.Dpt I	1	1	0	0 016	\$	-	76%
BHSC DEPARTMENTS: BH S SB69				Promotion		1	4746.Dpt I	0	1	1	1 014	\$	100,234.37	76%
BHSC DEPARTMENTS: BH S SB69				Raw Labor Feed	1		4746.Dpt I	1		-1	-1 014	\$	(100,234.37)	76%
BHSC DEPARTMENTS: BH S SB75				Raw Labor Feed	1	1	4746.Dpt I	1	1	0	0 016	\$	-	76%
BHSC DEPARTMENTS: BH S N033				Employee Retirement		(3)	4747.Dpt I	0	(3)	-3	-3 039	\$	(119,480.40)	84%
BHSC DEPARTMENTS: BH S N033				Raw Labor Feed	3	3	4747.Dpt I	3	3	0	0 039	\$	-	84%

BHSC DEPARTMENTS: BH S N072	Raw Labor Feed	4	4	4747.Dpt I	4	4	0	0 044	\$	-	84%
BHSC DEPARTMENTS: BH S N196	Raw Labor Feed	1	1	4747.Dpt I	1	1	0	0 045	\$	-	84%
BHSC DEPARTMENTS: BH S S002	Promotion			4747.Dpt I	0		0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S S002	Raw Labor Feed			4747.Dpt I	0		0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S S002	Replacement		1	4747.Dpt I	0	1	1	1 014	\$	100,234.37	84%
BHSC DEPARTMENTS: BH S S003	Employee Retirement		(1)	4747.Dpt I	0	(1)	-1	-1 017	\$	(129,986.06)	84%
BHSC DEPARTMENTS: BH S S003	Raw Labor Feed	3	3	4747.Dpt I	3	3	0	0 017	\$	-	84%
BHSC DEPARTMENTS: BH S S091	Raw Labor Feed	1	1	4747.Dpt I	1	1	0	0 024	\$	-	84%
BHSC DEPARTMENTS: BH S S102	New Hire			4747.Dpt I	0		0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S S102	Promotion		2	4747.Dpt I	0	2	2	2 014	\$	200,468.74	84%
BHSC DEPARTMENTS: BH S S102	Raw Labor Feed	4	2	4747.Dpt I	4	2	-2	-2 014	\$	(200,468.74)	84%
BHSC DEPARTMENTS: BH S S103	Employee Retirement			4747.Dpt I	0		0	0 016	\$	-	84%
BHSC DEPARTMENTS: BH S S103	Promotion			4747.Dpt I	0		0	0 016	\$	-	84%
BHSC DEPARTMENTS: BH S S103	Raw Labor Feed	2	2	4747.Dpt I	2	2	0	0 016	\$	-	84%
BHSC DEPARTMENTS: BH S S105	Promotion			4747.Dpt I	0		0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S S105	Raw Labor Feed	3	3	4747.Dpt I	3	3	0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S S105	Replacement		2	4747.Dpt I	0	2	2	2 014	\$	200,468.74	84%
BHSC DEPARTMENTS: BH S S106	Promotion		1	4747.Dpt I	0	1	1	1 016	\$	117,628.99	84%
BHSC DEPARTMENTS: BH S S106	Raw Labor Feed	4	3	4747.Dpt I	4	3	-1	-1 016	\$	(117,628.99)	84%
BHSC DEPARTMENTS: BH S S184	New Hire			4747.Dpt I	0		0	0 019	\$	-	84%
BHSC DEPARTMENTS: BH S S184	Promotion		1	4747.Dpt I	0	1	1	1 019	\$	156,034.94	84%
BHSC DEPARTMENTS: BH S S184	Raw Labor Feed	1		4747.Dpt I	1		-1	-1 019	\$	(156,034.94)	84%
BHSC DEPARTMENTS: BH S S510	Promotion			4747.Dpt I	0		0	0 012	\$	-	84%
BHSC DEPARTMENTS: BH S S510	Raw Labor Feed	2	2	4747.Dpt I	2	2	0	0 012	\$	-	84%
BHSC DEPARTMENTS: BH S S510	Replacement			4747.Dpt I	0		0	0 012	\$	-	84%
BHSC DEPARTMENTS: BH S S555	Raw Labor Feed	2	2	4747.Dpt I	2	2	0	0 018	\$	-	84%
BHSC DEPARTMENTS: BH S S792	Raw Labor Feed	1	1	4747.Dpt I	1	1	0	0 018	\$	-	84%
BHSC DEPARTMENTS: BH S S892	Raw Labor Feed	1	1	4747.Dpt I	1	1	0	0 012	\$	-	84%
BHSC DEPARTMENTS: BH S SA38	Promotion			4747.Dpt I	0		0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S SA38	Raw Labor Feed	1	1	4747.Dpt I	1	1	0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S SA62	Raw Labor Feed	1	1	4747.Dpt I	1	1	0	0 019	\$	-	84%
BHSC DEPARTMENTS: BH S SA78	Promotion		2	4747.Dpt I	0	2	2	2 012	\$	168,994.80	84%
BHSC DEPARTMENTS: BH S SA78	Raw Labor Feed	4	2	4747.Dpt I	4	2	-2	-2 012	\$	(168,994.80)	84%
BHSC DEPARTMENTS: BH S SA78	Replacement		1	4747.Dpt I	0	1	1	1 012	\$	84,497.40	84%
BHSC DEPARTMENTS: BH S SA94	Promotion		1	4747.Dpt I	0	1	1	1 014	\$	100,234.37	84%
BHSC DEPARTMENTS: BH S SA94	Raw Labor Feed	4	3	4747.Dpt I	4	3	-1	-1 014	\$	(100,234.37)	84%
BHSC DEPARTMENTS: BH S SB24	Replacement		1	4747.Dpt I	0	1	1	1 013	\$	91,903.03	84%
BHSC DEPARTMENTS: BH S SB25	Raw Labor Feed			4747.Dpt I	0		0	0 016	\$	-	84%
BHSC DEPARTMENTS: BH S SB35	Promotion		2	4747.Dpt I	0	2	2	2 013	\$	183,806.06	84%
BHSC DEPARTMENTS: BH S SB35	Raw Labor Feed	4	2	4747.Dpt I	4	2	-2	-2 013	\$	(183,806.06)	84%
BHSC DEPARTMENTS: BH S SB35	Replacement		1	4747.Dpt I	0	1	1	1 013	\$	91,903.03	84%
BHSC DEPARTMENTS: BH S SB72	Promotion		1	4747.Dpt I	0	1	1	1 017	\$	129,986.06	84%
BHSC DEPARTMENTS: BH S SB72	Raw Labor Feed	2	1	4747.Dpt I	2	1	-1	-1 017	\$	(129,986.06)	84%
BHSC DEPARTMENTS: BH S SB89	Raw Labor Feed	1	1	4747.Dpt I	1	1	0	0 019	\$	-	84%
BHSC DEPARTMENTS: BH S SB90	Employee Retirement			4747.Dpt I	0		0	0 020	\$	-	84%
BHSC DEPARTMENTS: BH S SB90	Raw Labor Feed			4747.Dpt I	0		0	0 020	\$	-	84%
BHSC DEPARTMENTS: BH S SB93	Employee Retirement			4747.Dpt I	0		0	0 019	\$	-	84%
BHSC DEPARTMENTS: BH S SB93	Raw Labor Feed	1	1	4747.Dpt I	1	1	0	0 019	\$	-	84%
BHSC DEPARTMENTS: BH S SB96	Raw Labor Feed	1	1	4747.Dpt I	1	1	0	0 018	\$	-	84%
BHSC DEPARTMENTS: BH S SB98	Raw Labor Feed	2	2	4747.Dpt I	2	2	0	0 019	\$	-	84%
BHSC DEPARTMENTS: BH S SC04	Raw Labor Feed	2	2	4747.Dpt I	2	2	0	0 018	\$	-	84%
BHSC DEPARTMENTS: BH S SC05	Raw Labor Feed	2	2	4747.Dpt I	2	2	0	0 017	\$	-	84%
BHSC DEPARTMENTS: BH S SC07	Promotion			4747.Dpt I	0		0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S SC07	Raw Labor Feed			4747.Dpt I	0		0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S SC08	Raw Labor Feed			4747.Dpt I	0		0	0 018	\$	-	84%
BHSC DEPARTMENTS: BH S S391	Raw Labor Feed	4	4	4748.Dpt I	4	4	0	0 018	\$	-	94%
BHSC DEPARTMENTS: BH S S391	Replacement			4748.Dpt I	0		0	0 018	\$	-	94%
BHSC DEPARTMENTS: BH S S392	New Hire			4748.Dpt I	0		0	0 017	\$	-	94%
BHSC DEPARTMENTS: BH S S392	Promotion			4748.Dpt I	0		0	0 017	\$	-	94%
BHSC DEPARTMENTS: BH S S392	Raw Labor Feed	1	1	4748.Dpt I	1	1	0	0 017	\$	-	94%
BHSC DEPARTMENTS: BH S S392	Replacement		1	4748.Dpt I	0	1	1	1 017	\$	129,986.06	94%
BHSC DEPARTMENTS: BH S S594	Promotion		1	4748.Dpt I	0	1	1	1 017	\$	129,986.06	94%
BHSC DEPARTMENTS: BH S S594	Raw Labor Feed	4	3	4748.Dpt I	4	3	-1	-1 017	\$	(129,986.06)	94%
BHSC DEPARTMENTS: BH S S594	Replacement		1	4748.Dpt I	0	1	1	1 017	\$	129,986.06	94%
BHSC DEPARTMENTS: BH S S946	Raw Labor Feed	1	1	4748.Dpt I	1	1	0	0 019	\$	-	94%
BHSC DEPARTMENTS: BH S S980	Raw Labor Feed	1	1	4748.Dpt I	1	1	0	0 022	\$	-	94%

BHSC DEPARTMENTS: BH S SA31			New Hire	4748.Dpt	I	0		0	0 015	\$	-	94%
BHSC DEPARTMENTS: BH S SA31			Promotion	4748.Dpt	I	0		0	0 015	\$	-	94%
BHSC DEPARTMENTS: BH S SA31			Raw Labor Feed	4748.Dpt	I	1	1	0	0 015	\$	-	94%
BHSC DEPARTMENTS: BH S SC78	1	1	Raw Labor Feed	4748.Dpt	I	1	1	0	0 016	\$	-	94%
BHSC DEPARTMENTS: BH S N033	1	1	Raw Labor Feed	4749.Dpt	I	0.5	1	0	0 039	\$	-	99%
BHSC DEPARTMENTS: BH S S390	1	1	Raw Labor Feed	4749.Dpt	I	1	1	0	0 020	\$	-	99%
BHSC DEPARTMENTS: BH S SB15			Employee Retirement	4749.Dpt	I	0		0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S SB15		1	Promotion	4749.Dpt	I	0	1	1	1 017	\$	129,986.06	99%
BHSC DEPARTMENTS: BH S SB15	3	2	Raw Labor Feed	4749.Dpt	I	3	2	-1	-1 017	\$	(129,986.06)	99%
BHSC DEPARTMENTS: BH S SB15			Replacement	4749.Dpt	I	0		0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S N009		1	Promotion	4750.Dpt	I	0	1	1	1 046	\$	75,563.28	78%
BHSC DEPARTMENTS: BH S N009	1		Raw Labor Feed	4750.Dpt	I	1		-1	-1 046	\$	(75,563.28)	78%
BHSC DEPARTMENTS: BH S N010	1	1	Raw Labor Feed	4750.Dpt	I	1	1	0	0 045	\$	-	78%
BHSC DEPARTMENTS: BH S O158		1	Promotion	4750.Dpt	I	0	1	1	1 045	\$	67,425.70	78%
BHSC DEPARTMENTS: BH S O158	1		Raw Labor Feed	4750.Dpt	I	1		-1	-1 045	\$	(67,425.70)	78%
BHSC DEPARTMENTS: BH S O159			Promotion	4750.Dpt	I	0		0	0 047	\$	-	78%
BHSC DEPARTMENTS: BH S O159	1	1	Raw Labor Feed	4750.Dpt	I	1	1	0	0 047	\$	-	78%
BHSC DEPARTMENTS: BH S O160		(1)	Employee Retirement	4750.Dpt	I	0	(1)	-1	-1 049	\$	(104,905.94)	78%
BHSC DEPARTMENTS: BH S O160	6	6	Raw Labor Feed	4750.Dpt	I	6	6	0	0 049	\$	-	78%
BHSC DEPARTMENTS: BH S O160		1	Replacement	4750.Dpt	I	0	1	1	1 049	\$	104,905.94	78%
BHSC DEPARTMENTS: BH S S030		1	Promotion	4750.Dpt	I	0	1	1	1 014	\$	100,234.37	78%
BHSC DEPARTMENTS: BH S S030	1		Raw Labor Feed	4750.Dpt	I	1		-1	-1 014	\$	(100,234.37)	78%
BHSC DEPARTMENTS: BH S S031		1	Promotion	4750.Dpt	I	0	1	1	1 016	\$	117,628.99	78%
BHSC DEPARTMENTS: BH S S031	1		Raw Labor Feed	4750.Dpt	I	1		-1	-1 016	\$	(117,628.99)	78%
BHSC DEPARTMENTS: BH S S034		1	Promotion	4750.Dpt	I	0	1	1	1 015	\$	109,512.94	78%
BHSC DEPARTMENTS: BH S S034	1		Raw Labor Feed	4750.Dpt	I	1		-1	-1 015	\$	(109,512.94)	78%
BHSC DEPARTMENTS: BH S S184			Replacement	4750.Dpt	I	0		0	0 019	\$	-	78%
BHSC DEPARTMENTS: BH S S476		(1)	Employee Retirement	4750.Dpt	I	0	(1)	-1	-1 010	\$	(69,922.94)	78%
BHSC DEPARTMENTS: BH S S476	1	1	Raw Labor Feed	4750.Dpt	I	1	1	0	0 010	\$	-	78%
BHSC DEPARTMENTS: BH S S488			Promotion	4750.Dpt	I	0		0	0 018	\$	-	78%
BHSC DEPARTMENTS: BH S S488	1	1	Raw Labor Feed	4750.Dpt	I	1	1	0	0 018	\$	-	78%
BHSC DEPARTMENTS: BH S S660		1	Promotion	4750.Dpt	I	0	1	1	1 017	\$	129,986.06	78%
BHSC DEPARTMENTS: BH S S660	1		Raw Labor Feed	4750.Dpt	I	1		-1	-1 017	\$	(129,986.06)	78%
BHSC DEPARTMENTS: BH S SA34		1	Promotion	4750.Dpt	I	0	1	1	1 013	\$	91,903.03	78%
BHSC DEPARTMENTS: BH S SA34	2	1	Raw Labor Feed	4750.Dpt	I	2	1	-1	-1 013	\$	(91,903.03)	78%
BHSC DEPARTMENTS: BH S SA35			Employee Retirement	4750.Dpt	I	0		0	0 015	\$	-	78%
BHSC DEPARTMENTS: BH S SA35			Promotion	4750.Dpt	I	0		0	0 015	\$	-	78%
BHSC DEPARTMENTS: BH S SA35	3	3	Raw Labor Feed	4750.Dpt	I	3	3	0	0 015	\$	-	78%
BHSC DEPARTMENTS: BH S SA35			Replacement	4750.Dpt	I	0		0	0 015	\$	-	78%
BHSC DEPARTMENTS: BH S SA36			Employee Retirement	4750.Dpt	I	0		0	0 017	\$	-	78%
BHSC DEPARTMENTS: BH S SA36		2	New Hire	4750.Dpt	I	0	2	2	2 017	\$	259,972.13	78%
BHSC DEPARTMENTS: BH S SA36			Promotion	4750.Dpt	I	0		0	0 017	\$	-	78%
BHSC DEPARTMENTS: BH S SA36	4	4	Raw Labor Feed	4750.Dpt	I	4	4	0	0 017	\$	-	78%
BHSC DEPARTMENTS: BH S SA36			Replacement	4750.Dpt	I	0		0	0 017	\$	-	78%
BHSC DEPARTMENTS: BH S SA39	1	1	Raw Labor Feed	4750.Dpt	I	1	1	0	0 022	\$	-	78%
BHSC DEPARTMENTS: BH S SA39			Transfer-In	4750.Dpt	I	0		0	0 022	\$	-	78%
BHSC DEPARTMENTS: BH S SB69	1	1	Raw Labor Feed	4750.Dpt	I	1	1	0	0 014	\$	-	78%
BHSC DEPARTMENTS: BH S SB74	1	1	Raw Labor Feed	4750.Dpt	I	1	1	0	0 018	\$	-	78%
BHSC DEPARTMENTS: BH S SB75			Raw Labor Feed	4750.Dpt	I	0		0	0 016	\$	-	78%
BHSC DEPARTMENTS: BH S SB91	1	1	Raw Labor Feed	4750.Dpt	I	1	1	0	0 020	\$	-	78%
BHSC DEPARTMENTS: BH S N033			Employee Retirement	4751.Dpt	I	0		0	0 039	\$	-	98%
BHSC DEPARTMENTS: BH S N033	1	1	Raw Labor Feed	4751.Dpt	I	1	1	0	0 039	\$	-	98%
BHSC DEPARTMENTS: BH S N116	2	2	Raw Labor Feed	4751.Dpt	I	2	2	0	0 046	\$	-	98%
BHSC DEPARTMENTS: BH S N168			Promotion	4751.Dpt	I	0		0	0 044	\$	-	98%
BHSC DEPARTMENTS: BH S N203			Employee Retirement	4751.Dpt	I	0		0	0 045	\$	-	98%
BHSC DEPARTMENTS: BH S N203			Raw Labor Feed	4751.Dpt	I	0		0	0 045	\$	-	98%
BHSC DEPARTMENTS: BH S S009		(1)	Employee Retirement	4751.Dpt	I	0	(1)	-1	-1 015	\$	(109,512.94)	98%
BHSC DEPARTMENTS: BH S S009		1	Promotion	4751.Dpt	I	0	1	1	1 015	\$	109,512.94	98%
BHSC DEPARTMENTS: BH S S009	3	2	Raw Labor Feed	4751.Dpt	I	3	2	-1	-1 015	\$	(109,512.94)	98%
BHSC DEPARTMENTS: BH S S243			New Hire	4751.Dpt	I	0		0	0 015	\$	-	98%
BHSC DEPARTMENTS: BH S S243		1	Promotion	4751.Dpt	I	0	1	1	1 015	\$	109,512.94	98%
BHSC DEPARTMENTS: BH S S243	2	1	Raw Labor Feed	4751.Dpt	I	2	1	-1	-1 015	\$	(109,512.94)	98%
BHSC DEPARTMENTS: BH S S363			Promotion	4751.Dpt	I	0		0	0 013	\$	-	98%
BHSC DEPARTMENTS: BH S S363	1	1	Raw Labor Feed	4751.Dpt	I	1	1	0	0 013	\$	-	98%
BHSC DEPARTMENTS: BH S S408	1	1	Raw Labor Feed	4751.Dpt	I	1	1	0	0 020	\$	-	98%
BHSC DEPARTMENTS: BH S S432			Promotion	4751.Dpt	I	0		0	0 011	\$	-	98%

BHSC DEPARTMENTS: BH S S432	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 011	\$	-	98%
BHSC DEPARTMENTS: BH S S432	Replacement			4751.Dpt I	0		0	0 011	\$	-	98%
BHSC DEPARTMENTS: BH S S469	Promotion		2	4751.Dpt I	0	2	2	2 018	\$	282,964.03	98%
BHSC DEPARTMENTS: BH S S469	Raw Labor Feed	3	1	4751.Dpt I	3	1	-2	-2 018	\$	(282,964.03)	98%
BHSC DEPARTMENTS: BH S S469	Replacement		2	4751.Dpt I	0	2	2	2 018	\$	282,964.03	98%
BHSC DEPARTMENTS: BH S S735	Promotion			4751.Dpt I	0		0	0 020	\$	-	98%
BHSC DEPARTMENTS: BH S S735	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 020	\$	-	98%
BHSC DEPARTMENTS: BH S S818	Raw Labor Feed			4751.Dpt I	0		0	0 018	\$	-	98%
BHSC DEPARTMENTS: BH S S818	Replacement		1	4751.Dpt I	0	1	1	1 018	\$	141,482.02	98%
BHSC DEPARTMENTS: BH S S839	Promotion		1	4751.Dpt I	0	1	1	1 013	\$	91,903.03	98%
BHSC DEPARTMENTS: BH S S839	Raw Labor Feed	1		4751.Dpt I	1		-1	-1 013	\$	(91,903.03)	98%
BHSC DEPARTMENTS: BH S S839	Replacement			4751.Dpt I	0		0	0 013	\$	-	98%
BHSC DEPARTMENTS: BH S S840	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 015	\$	-	98%
BHSC DEPARTMENTS: BH S S858	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 026	\$	-	98%
BHSC DEPARTMENTS: BH S S995	Promotion		2	4751.Dpt I	0	2	2	2 013	\$	183,806.06	98%
BHSC DEPARTMENTS: BH S S995	Raw Labor Feed	2		4751.Dpt I	2		-2	-2 013	\$	(183,806.06)	98%
BHSC DEPARTMENTS: BH S S996	Promotion		1	4751.Dpt I	0	1	1	1 018	\$	141,482.02	98%
BHSC DEPARTMENTS: BH S S996	Raw Labor Feed	1		4751.Dpt I	1		-1	-1 018	\$	(141,482.02)	98%
BHSC DEPARTMENTS: BH S SA51	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 019	\$	-	98%
BHSC DEPARTMENTS: BH S SA52	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 018	\$	-	98%
BHSC DEPARTMENTS: BH S SA93	Promotion		1	4751.Dpt I	0	1	1	1 014	\$	100,234.37	98%
BHSC DEPARTMENTS: BH S SA93	Raw Labor Feed	2	1	4751.Dpt I	2	1	-1	-1 014	\$	(100,234.37)	98%
BHSC DEPARTMENTS: BH S SB07	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 015	\$	-	98%
BHSC DEPARTMENTS: BH S SB19	Raw Labor Feed			4751.Dpt I	0		0	0 017	\$	-	98%
BHSC DEPARTMENTS: BH S SB34	New Hire			4751.Dpt I	0		0	0 014	\$	-	98%
BHSC DEPARTMENTS: BH S SB68	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 020	\$	-	98%
BHSC DEPARTMENTS: BH S SB95	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 017	\$	-	98%
BHSC DEPARTMENTS: BH S SB95	Replacement		1	4751.Dpt I	0	1	1	1 017	\$	129,986.06	98%
BHSC DEPARTMENTS: BH S SC42	Raw Labor Feed	1	1	4751.Dpt I	1	1	0	0 017	\$	-	98%
BHSC DEPARTMENTS: BH S SC42	Replacement		1	4751.Dpt I	0	1	1	1 017	\$	129,986.06	98%
BHSC DEPARTMENTS: BH S N019	Raw Labor Feed			4754.Dpt I	0		0	0 045	\$	-	97%
BHSC DEPARTMENTS: BH S N206	Raw Labor Feed	1	1	4754.Dpt I	1	1	0	0 045	\$	-	97%
BHSC DEPARTMENTS: BH S O061	Raw Labor Feed	1	1	4754.Dpt I	1	1	0	0 048	\$	-	97%
BHSC DEPARTMENTS: BH S O063	Raw Labor Feed	1	1	4754.Dpt I	1	1	0	0 048	\$	-	97%
BHSC DEPARTMENTS: BH S O241	Promotion		1	4754.Dpt I	0	1	1	1 048	\$	93,517.63	97%
BHSC DEPARTMENTS: BH S O241	Raw Labor Feed	1		4754.Dpt I	1		-1	-1 048	\$	(93,517.63)	97%
BHSC DEPARTMENTS: BH S O259	Raw Labor Feed	3	3	4754.Dpt I	3	3	0	0 049	\$	-	97%
BHSC DEPARTMENTS: BH S O259	Replacement		1	4754.Dpt I	0	1	1	1 049	\$	104,905.94	97%
BHSC DEPARTMENTS: BH S O260	Promotion			4754.Dpt I	0		0	0 049	\$	-	97%
BHSC DEPARTMENTS: BH S O260	Raw Labor Feed	2	2	4754.Dpt I	2	2	0	0 049	\$	-	97%
BHSC DEPARTMENTS: BH S S459	Promotion			4754.Dpt I	0		0	0 020	\$	-	97%
BHSC DEPARTMENTS: BH S S459	Raw Labor Feed	1	1	4754.Dpt I	1	1	0	0 020	\$	-	97%
BHSC DEPARTMENTS: BH S SB46	Raw Labor Feed	1	1	4754.Dpt I	1	1	0	0 019	\$	-	97%
BHSC DEPARTMENTS: BH S N009	Raw Labor Feed	1	1	4755.Dpt I	1	1	0	0 046	\$	-	84%
BHSC DEPARTMENTS: BH S N033	Employee Retirement		(1)	4755.Dpt I	0	(1)	-1	-1 039	\$	(39,826.80)	84%
BHSC DEPARTMENTS: BH S S030	Raw Labor Feed	2	2	4755.Dpt I	2	2	0	0 014	\$	-	84%
BHSC DEPARTMENTS: BH S S031	Employee Retirement			4755.Dpt I	0		0	0 016	\$	-	84%
BHSC DEPARTMENTS: BH S S031	Raw Labor Feed			4755.Dpt I	0		0	0 016	\$	-	84%
BHSC DEPARTMENTS: BH S S199	Raw Labor Feed	1	1	4755.Dpt I	1	1	0	0 019	\$	-	84%
BHSC DEPARTMENTS: BH S S315	Raw Labor Feed	1	1	4755.Dpt I	1	1	0	0 018	\$	-	84%
BHSC DEPARTMENTS: BH S S660	Replacement			4755.Dpt I	0		0	0 017	\$	-	84%
BHSC DEPARTMENTS: BH S SB75	Raw Labor Feed			4755.Dpt I	0		0	0 016	\$	-	84%
BHSC DEPARTMENTS: BH S N019	Raw Labor Feed			4756.Dpt I	0		0	0 045	\$	-	93%
BHSC DEPARTMENTS: BH S N206	Raw Labor Feed	1	1	4756.Dpt I	1	1	0	0 045	\$	-	93%
BHSC DEPARTMENTS: BH S O061	Promotion		1	4756.Dpt I	0	1	1	1 048	\$	93,517.63	93%
BHSC DEPARTMENTS: BH S O061	Raw Labor Feed	2	1	4756.Dpt I	2	1	-1	-1 048	\$	(93,517.63)	93%
BHSC DEPARTMENTS: BH S O063	Promotion			4756.Dpt I	0		0	0 048	\$	-	93%
BHSC DEPARTMENTS: BH S O063	Raw Labor Feed	1	1	4756.Dpt I	1	1	0	0 048	\$	-	93%
BHSC DEPARTMENTS: BH S O259	Raw Labor Feed	1	1	4756.Dpt I	1	1	0	0 049	\$	-	93%
BHSC DEPARTMENTS: BH S O260	Raw Labor Feed	1	1	4756.Dpt I	1	1	0	0 049	\$	-	93%
BHSC DEPARTMENTS: BH S S459	Raw Labor Feed	1	1	4756.Dpt I	1	1	0	0 020	\$	-	93%
BHSC DEPARTMENTS: BH S SA30	New Hire		1	4757.Dpt I	0	1	1	1 019	\$	156,034.94	99%
BHSC DEPARTMENTS: BH S SB48	Promotion		2	4757.Dpt I	0	2	2	2 017	\$	259,972.13	99%
BHSC DEPARTMENTS: BH S SB48	Raw Labor Feed	2		4757.Dpt I	2		-2	-2 017	\$	(259,972.13)	99%
BHSC DEPARTMENTS: BH S SB48	Replacement		1	4757.Dpt I	0	1	1	1 017	\$	129,986.06	99%
BHSC DEPARTMENTS: BH S SB49	Raw Labor Feed	1	1	4757.Dpt I	1	1	0	0 018	\$	-	99%

BHSC DEPARTMENTS: BH S SB59	Promotion		1	4757.Dpt I	0	1	1	1 015	\$	109,512.94	99%
BHSC DEPARTMENTS: BH S SB59	Raw Labor Feed	1		4757.Dpt I	1		-1	-1 015	\$	(109,512.94)	99%
BHSC DEPARTMENTS: BH S O062	New Hire			4758.Dpt I	0		0	0 048	\$	-	99%
BHSC DEPARTMENTS: BH S O062	Promotion		1	4758.Dpt I	0	1	1	1 048	\$	93,517.63	99%
BHSC DEPARTMENTS: BH S O062	Raw Labor Feed	5	4	4758.Dpt I	5	4	-1	-1 048	\$	(93,517.63)	99%
BHSC DEPARTMENTS: BH S O263	Employee Retirement			4758.Dpt I	0		0	0 049	\$	-	99%
BHSC DEPARTMENTS: BH S O263	Raw Labor Feed	9	9	4758.Dpt I	9	9	0	0 049	\$	-	99%
BHSC DEPARTMENTS: BH S O263	Replacement		2	4758.Dpt I	0	2	2	2 049	\$	209,811.89	99%
BHSC DEPARTMENTS: BH S O271	Promotion		2	4758.Dpt I	0	2	2	2 046	\$	151,126.56	99%
BHSC DEPARTMENTS: BH S O271	Raw Labor Feed	2		4758.Dpt I	2		-2	-2 046	\$	(151,126.56)	99%
BHSC DEPARTMENTS: BH S S460	Raw Labor Feed	1	1	4758.Dpt I	1	1	0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S SB45	Promotion			4758.Dpt I	0		0	0 019	\$	-	99%
BHSC DEPARTMENTS: BH S SB45	Raw Labor Feed	1	1	4758.Dpt I	1	1	0	0 019	\$	-	99%
BHSC DEPARTMENTS: BH S N019	Promotion			4759.Dpt I	0		0	0 045	\$	-	0%
BHSC DEPARTMENTS: BH S N205	Raw Labor Feed	1	1	4759.Dpt I	1	1	0	0 046	\$	-	0%
BHSC DEPARTMENTS: BH S SB63	New Hire			4759.Dpt I	0		0	0 019	\$	-	0%
BHSC DEPARTMENTS: BH S SB63	Raw Labor Feed	1	1	4759.Dpt I	1	1	0	0 019	\$	-	0%
BHSC DEPARTMENTS: BH S S032	Promotion		1	4761.Dpt I	0	1	1	1 015	\$	109,512.94	96%
BHSC DEPARTMENTS: BH S S032	Raw Labor Feed	2	1	4761.Dpt I	2	1	-1	-1 015	\$	(109,512.94)	96%
BHSC DEPARTMENTS: BH S S247	Raw Labor Feed	1	1	4761.Dpt I	1	1	0	0 014	\$	-	96%
BHSC DEPARTMENTS: BH S S339	Raw Labor Feed			4761.Dpt I	0		0	0 012	\$	-	96%
BHSC DEPARTMENTS: BH S S339	Replacement		1	4761.Dpt I	0	1	1	1 012	\$	84,497.40	96%
BHSC DEPARTMENTS: BH S S480	New Hire			4761.Dpt I	0		0	0 015	\$	-	96%
BHSC DEPARTMENTS: BH S S589	Replacement		1	4761.Dpt I	0	1	1	1 012	\$	84,497.40	96%
BHSC DEPARTMENTS: BH S S594	Promotion		1	4761.Dpt I	0	1	1	1 017	\$	129,986.06	96%
BHSC DEPARTMENTS: BH S S594	Raw Labor Feed	2	1	4761.Dpt I	2	1	-1	-1 017	\$	(129,986.06)	96%
BHSC DEPARTMENTS: BH S S789	Raw Labor Feed	1	1	4761.Dpt I	1	1	0	0 018	\$	-	96%
BHSC DEPARTMENTS: BH S S807	Promotion		1	4761.Dpt I	0	1	1	1 012	\$	84,497.40	96%
BHSC DEPARTMENTS: BH S S807	Raw Labor Feed	2	1	4761.Dpt I	2	1	-1	-1 012	\$	(84,497.40)	96%
BHSC DEPARTMENTS: BH S S808	Promotion		1	4761.Dpt I	0	1	1	1 017	\$	129,986.06	96%
BHSC DEPARTMENTS: BH S S808	Raw Labor Feed	1		4761.Dpt I	1		-1	-1 017	\$	(129,986.06)	96%
BHSC DEPARTMENTS: BH S S816	Raw Labor Feed			4761.Dpt I	0		0	0 012	\$	-	96%
BHSC DEPARTMENTS: BH S S928	Raw Labor Feed	1	1	4761.Dpt I	1	1	0	0 013	\$	-	96%
BHSC DEPARTMENTS: BH S SA56	Employee Retirement			4761.Dpt I	0		0	0 014	\$	-	96%
BHSC DEPARTMENTS: BH S SA56	Raw Labor Feed	2	2	4761.Dpt I	2	2	0	0 014	\$	-	96%
BHSC DEPARTMENTS: BH S SB57	Raw Labor Feed			4761.Dpt I	0		0	0 027	\$	-	96%
BHSC DEPARTMENTS: BH S SB88	Promotion		1	4761.Dpt I	0	1	1	1 014	\$	100,234.37	96%
BHSC DEPARTMENTS: BH S SB88	Raw Labor Feed	1		4761.Dpt I	1		-1	-1 014	\$	(100,234.37)	96%
BHSC DEPARTMENTS: BH S SC19	Raw Labor Feed	1	1	4761.Dpt I	1	1	0	0 016	\$	-	96%
BHSC DEPARTMENTS: BH S SC43	Raw Labor Feed	1	1	4761.Dpt I	1	1	0	0 016	\$	-	96%
BHSC DEPARTMENTS: BH S S835	Transfer-In		1	4762.Dpt I	0	1	1	1 029	\$	377,041.39	100%
BHSC DEPARTMENTS: BH S SA15	Replacement		1	4762.Dpt I	0	1	1	1 024	\$	252,997.06	100%
BHSC DEPARTMENTS: BH S SA41	New Hire		1	4762.Dpt I	0	1	1	1 016	\$	117,628.99	100%
BHSC DEPARTMENTS: BH S S017	Promotion			4803.Dpt E	0		0	0 014	\$	-	88%
BHSC DEPARTMENTS: BH S S017	Raw Labor Feed	2	2	4803.Dpt E	2	2	0	0 014	\$	-	88%
BHSC DEPARTMENTS: BH S S344	Raw Labor Feed			4803.Dpt E	0		0	0 014	\$	-	88%
BHSC DEPARTMENTS: BH S S628	Raw Labor Feed	1	1	4803.Dpt E	1	1	0	0 013	\$	-	88%
BHSC DEPARTMENTS: BH S S628	Replacement		1	4803.Dpt E	0	1	1	1 013	\$	91,903.03	88%
BHSC DEPARTMENTS: BH S S795	Raw Labor Feed	1	1	4803.Dpt E	1	1	0	0 016	\$	-	88%
BHSC DEPARTMENTS: BH S S834	Raw Labor Feed	1	1	4803.Dpt E	1	1	0	0 019	\$	-	88%
BHSC DEPARTMENTS: BH S S854	Promotion		1	4803.Dpt E	0	1	1	1 016	\$	117,628.99	88%
BHSC DEPARTMENTS: BH S S854	Raw Labor Feed	1		4803.Dpt E	1		-1	-1 016	\$	(117,628.99)	88%
BHSC DEPARTMENTS: BH S S854	Transfer-Out			4803.Dpt E	0		0	0 016	\$	-	88%
BHSC DEPARTMENTS: BH S S914	Replacement			4803.Dpt E	0		0	0 015	\$	-	88%
BHSC DEPARTMENTS: BH S S915	Raw Labor Feed	2	2	4803.Dpt E	2	2	0	0 017	\$	-	88%
BHSC DEPARTMENTS: BH S S915	Transfer-Out		(2)	4803.Dpt E	0	(2)	-2	-2 017	\$	(259,972.13)	88%
BHSC DEPARTMENTS: BH S S916	New Hire		1	4803.Dpt E	0	1	1	1 018	\$	141,482.02	88%
BHSC DEPARTMENTS: BH S S916	Raw Labor Feed	1	1	4803.Dpt E	1	1	0	0 018	\$	-	88%
BHSC DEPARTMENTS: BH S S917	Raw Labor Feed	1	1	4803.Dpt E	1	1	0	0 019	\$	-	88%
BHSC DEPARTMENTS: BH S S918	Promotion			4803.Dpt E	0		0	0 016	\$	-	88%
BHSC DEPARTMENTS: BH S S965	Raw Labor Feed			4803.Dpt E	0		0	0 019	\$	-	88%
BHSC DEPARTMENTS: BH S SA33	Raw Labor Feed	1	1	4803.Dpt E	1	1	0	0 019	\$	-	88%
BHSC DEPARTMENTS: BH S SA33	Replacement			4803.Dpt E	0		0	0 019	\$	-	88%
BHSC DEPARTMENTS: BH S SB01	Raw Labor Feed			4803.Dpt E	0		0	0 011	\$	-	88%
BHSC DEPARTMENTS: BH S SB01	Transfer-Out			4803.Dpt E	0		0	0 011	\$	-	88%
BHSC DEPARTMENTS: BH S SB32	Raw Labor Feed	1	1	4803.Dpt E	1	1	0	0 015	\$	-	88%

BHSC DEPARTMENTS: BH S SC40	Raw Labor Feed	1	1	4803.Dpt E	1	1	0	0 016	\$ -	88%
BHSC DEPARTMENTS: BH S SC50	Raw Labor Feed	1	1	4803.Dpt E	1	1	0	0 018	\$ -	88%
BHSC DEPARTMENTS: BH S SC50	Transfer-Out		(1)	4803.Dpt E	0	(1)	-1	-1 018	\$ (141,482.02)	88%
BHSC DEPARTMENTS: BH S S724	Employee Retirement		(1)	4804.Dpt E	0	(1)	-1	-1 019	\$ (156,034.94)	1%
BHSC DEPARTMENTS: BH S S724	Promotion			4804.Dpt E	0		0	0 019	\$ -	1%
BHSC DEPARTMENTS: BH S S724	Replacement		1	4804.Dpt E	0	1	1	1 019	\$ 156,034.94	1%
BHSC DEPARTMENTS: BH S S783	Employee Retirement			4804.Dpt E	0		0	0 017	\$ -	1%
BHSC DEPARTMENTS: BH S S783	Promotion		2	4804.Dpt E	0	2	2	2 017	\$ 259,972.13	1%
BHSC DEPARTMENTS: BH S S783	Raw Labor Feed	2		4804.Dpt E	2		-2	-2 017	\$ (259,972.13)	1%
BHSC DEPARTMENTS: BH S S785	Promotion		1	4804.Dpt E	0	1	1	1 018	\$ 141,482.02	1%
BHSC DEPARTMENTS: BH S S785	Raw Labor Feed	1		4804.Dpt E	1		-1	-1 018	\$ (141,482.02)	1%
BHSC DEPARTMENTS: BH S S785	Replacement			4804.Dpt E	0		0	0 018	\$ -	1%
BHSC DEPARTMENTS: BH S S822	Raw Labor Feed	1	1	4804.Dpt E	1	1	0	0 022	\$ -	1%
BHSC DEPARTMENTS: BH S S944	Promotion		1	4804.Dpt E	0	1	1	1 015	\$ 109,512.94	1%
BHSC DEPARTMENTS: BH S S944	Raw Labor Feed	1		4804.Dpt E	1		-1	-1 015	\$ (109,512.94)	1%
BHSC DEPARTMENTS: BH S SC13	Raw Labor Feed			4804.Dpt E	0		0	0 010	\$ -	1%
BHSC DEPARTMENTS: BH S S434	Raw Labor Feed	3	3	4805.Dpt E	3	3	0	0 019	\$ -	28%
BHSC DEPARTMENTS: BH S S434	Replacement			4805.Dpt E	0		0	0 019	\$ -	28%
BHSC DEPARTMENTS: BH S S752	Raw Labor Feed	1	1	4805.Dpt E	1	1	0	0 022	\$ -	28%
BHSC DEPARTMENTS: BH S S880	Raw Labor Feed	1	1	4805.Dpt E	1	1	0	0 019	\$ -	28%
BHSC DEPARTMENTS: BH S S883	Promotion		4	4805.Dpt E	0	4	4	4 015	\$ 438,051.74	28%
BHSC DEPARTMENTS: BH S S883	Raw Labor Feed	4		4805.Dpt E	4		-4	-4 015	\$ (438,051.74)	28%
BHSC DEPARTMENTS: BH S S913	Raw Labor Feed			4805.Dpt E	0		0	0 013	\$ -	28%
BHSC DEPARTMENTS: BH S S914	Promotion		3	4805.Dpt E	0	3	3	3 015	\$ 328,538.81	28%
BHSC DEPARTMENTS: BH S S914	Raw Labor Feed	3		4805.Dpt E	3		-3	-3 015	\$ (328,538.81)	28%
BHSC DEPARTMENTS: BH S S914	Replacement			4805.Dpt E	0		0	0 015	\$ -	28%
BHSC DEPARTMENTS: BH S S915	Promotion		3	4805.Dpt E	0	3	3	3 017	\$ 389,958.19	28%
BHSC DEPARTMENTS: BH S S915	Raw Labor Feed	7	4	4805.Dpt E	7	4	-3	-3 017	\$ (389,958.19)	28%
BHSC DEPARTMENTS: BH S S915	Transfer-In		2	4805.Dpt E	0	2	2	2 017	\$ 259,972.13	28%
BHSC DEPARTMENTS: BH S S916	Raw Labor Feed	1	1	4805.Dpt E	1	1	0	0 018	\$ -	28%
BHSC DEPARTMENTS: BH S S916	Replacement		1	4805.Dpt E	0	1	1	1 018	\$ 141,482.02	28%
BHSC DEPARTMENTS: BH S S917	Raw Labor Feed	3	3	4805.Dpt E	3	3	0	0 019	\$ -	28%
BHSC DEPARTMENTS: BH S S917	Replacement		1	4805.Dpt E	0	1	1	1 019	\$ 156,034.94	28%
BHSC DEPARTMENTS: BH S S965	Replacement		1	4805.Dpt E	0	1	1	1 019	\$ 156,034.94	28%
BHSC DEPARTMENTS: BH S SC50	Transfer-In		1	4805.Dpt E	0	1	1	1 018	\$ 141,482.02	28%
BHSC DEPARTMENTS: BH S S526	Raw Labor Feed	1	1	4806.Dpt E	1	1	0	0 016	\$ -	98%
BHSC DEPARTMENTS: BH S S563	Promotion			4806.Dpt E	0		0	0 014	\$ -	98%
BHSC DEPARTMENTS: BH S S563	Raw Labor Feed	9	9	4806.Dpt E	9	9	0	0 014	\$ -	98%
BHSC DEPARTMENTS: BH S S575	Raw Labor Feed	1	1	4806.Dpt E	1	1	0	0 016	\$ -	98%
BHSC DEPARTMENTS: BH S S655	Raw Labor Feed	1	1	4806.Dpt E	1	1	0	0 017	\$ -	98%
BHSC DEPARTMENTS: BH S S751	Raw Labor Feed			4806.Dpt E	0		0	0 021	\$ -	98%
BHSC DEPARTMENTS: BH S S751	Replacement		1	4806.Dpt E	0	1	1	1 021	\$ 188,671.39	98%
BHSC DEPARTMENTS: BH S S887	Raw Labor Feed	2	2	4806.Dpt E	2	2	0	0 016	\$ -	98%
BHSC DEPARTMENTS: BH S S986	New Hire		1	4806.Dpt E	0	1	1	1 015	\$ 109,512.94	98%
BHSC DEPARTMENTS: BH S S986	Promotion		1	4806.Dpt E	0	1	1	1 015	\$ 109,512.94	98%
BHSC DEPARTMENTS: BH S S986	Raw Labor Feed	9	8	4806.Dpt E	9	8	-1	-1 015	\$ (109,512.94)	98%
BHSC DEPARTMENTS: BH S S986	Replacement			4806.Dpt E	0		0	0 015	\$ -	98%
BHSC DEPARTMENTS: BH S S988	Raw Labor Feed	1	1	4806.Dpt E	1	1	0	0 016	\$ -	98%
BHSC DEPARTMENTS: BH S SA21	Raw Labor Feed	1	1	4806.Dpt E	1	1	0	0 019	\$ -	98%
BHSC DEPARTMENTS: BH S N134	New Hire			4808.Dpt I	0		0	0 011	\$ -	41%
BHSC DEPARTMENTS: BH S N135	New Hire			4808.Dpt I	0		0	0 044	\$ -	41%
BHSC DEPARTMENTS: BH S N135	Promotion		4	4808.Dpt I	0	4	4	4 044	\$ 246,366.43	41%
BHSC DEPARTMENTS: BH S N135	Raw Labor Feed	6	2	4808.Dpt I	6	2	-4	-4 044	\$ (246,366.43)	41%
BHSC DEPARTMENTS: BH S N135	Transfer-In			4808.Dpt I	0		0	0 044	\$ -	41%
BHSC DEPARTMENTS: BH S O006	Promotion		3	4808.Dpt I	0	3	3	3 045	\$ 202,277.09	41%
BHSC DEPARTMENTS: BH S O006	Raw Labor Feed	7	4	4808.Dpt I	7	4	-3	-3 045	\$ (202,277.09)	41%
BHSC DEPARTMENTS: BH S O006	Replacement		2	4808.Dpt I	0	2	2	2 045	\$ 134,851.39	41%
BHSC DEPARTMENTS: BH S O006	Transfer-In			4808.Dpt I	0		0	0 045	\$ -	41%
BHSC DEPARTMENTS: BH S S017	New Hire			4808.Dpt I	0		0	0 014	\$ -	41%
BHSC DEPARTMENTS: BH S S017	Promotion		3	4808.Dpt I	0	3	3	3 014	\$ 300,703.10	41%
BHSC DEPARTMENTS: BH S S017	Raw Labor Feed	4	1	4808.Dpt I	4	1	-3	-3 014	\$ (300,703.10)	41%
BHSC DEPARTMENTS: BH S S017	Replacement		2	4808.Dpt I	0	2	2	2 014	\$ 200,468.74	41%
BHSC DEPARTMENTS: BH S S169	Raw Labor Feed	2	2	4808.Dpt I	2	2	0	0 018	\$ -	41%
BHSC DEPARTMENTS: BH S S492	Employee Retirement			4808.Dpt I	0		0	0 016	\$ -	41%
BHSC DEPARTMENTS: BH S S492	Promotion		1	4808.Dpt I	0	1	1	1 016	\$ 117,628.99	41%
BHSC DEPARTMENTS: BH S S492	Raw Labor Feed	2	1	4808.Dpt I	2	1	-1	-1 016	\$ (117,628.99)	41%

BHSC DEPARTMENTS: BH S S492			Transfer-In	4808.Dpt	I	0		0	0 016	\$	-	41%
BHSC DEPARTMENTS: BH S S846			Raw Labor Feed	4808.Dpt	I	2	2	0	0 015	\$	-	41%
BHSC DEPARTMENTS: BH S S846			Transfer-In	4808.Dpt	I	0		0	0 015	\$	-	41%
BHSC DEPARTMENTS: BH S SA18			Raw Labor Feed	4808.Dpt	I	1	1	0	0 016	\$	-	41%
BHSC DEPARTMENTS: BH S SA18			Transfer-In	4808.Dpt	I	0		0	0 016	\$	-	41%
BHSC DEPARTMENTS: BH S SA70			Raw Labor Feed	4808.Dpt	I	1	1	0	0 012	\$	-	41%
BHSC DEPARTMENTS: BH S SA70			Transfer-In	4808.Dpt	I	0		0	0 012	\$	-	41%
BHSC DEPARTMENTS: BH S SA89			New Hire	4808.Dpt	I	0		0	0 017	\$	-	41%
BHSC DEPARTMENTS: BH S S207			Raw Labor Feed	4810.Dpt	I	1	1	0	0 019	\$	-	99%
BHSC DEPARTMENTS: BH S S309			New Hire	4810.Dpt	I	0		0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S S309			Promotion	4810.Dpt	I	0	3	3	3 017	\$	389,958.19	99%
BHSC DEPARTMENTS: BH S S309			Raw Labor Feed	4810.Dpt	I	11	8	-3	-3 017	\$	(389,958.19)	99%
BHSC DEPARTMENTS: BH S S309			Replacement	4810.Dpt	I	0	1	1	1 017	\$	129,986.06	99%
BHSC DEPARTMENTS: BH S S319			Promotion	4810.Dpt	I	0		0	0 015	\$	-	99%
BHSC DEPARTMENTS: BH S S319			Raw Labor Feed	4810.Dpt	I	2	2	0	0 015	\$	-	99%
BHSC DEPARTMENTS: BH S S485			Employee Retirement	4810.Dpt	I	0		0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S S485			Raw Labor Feed	4810.Dpt	I	0		0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S S538			New Hire	4810.Dpt	I	0		0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S S538			Promotion	4810.Dpt	I	0	1	1	1 018	\$	141,482.02	99%
BHSC DEPARTMENTS: BH S S538			Raw Labor Feed	4810.Dpt	I	2	1	-1	-1 018	\$	(141,482.02)	99%
BHSC DEPARTMENTS: BH S S542			Raw Labor Feed	4810.Dpt	I	1	1	0	0 013	\$	-	99%
BHSC DEPARTMENTS: BH S S584			Raw Labor Feed	4810.Dpt	I	2	2	0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S S584			Replacement	4810.Dpt	I	0		0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S S585			Employee Retirement	4810.Dpt	I	0		0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S S585			Raw Labor Feed	4810.Dpt	I	0		0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S S803			Employee Retirement	4810.Dpt	I	0		0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S S803			Raw Labor Feed	4810.Dpt	I	0		0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S SC23			Raw Labor Feed	4810.Dpt	I	1	1	0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S SC36			Raw Labor Feed	4810.Dpt	I	1	1	0	0 013	\$	-	99%
BHSC DEPARTMENTS: BH S SC37			Raw Labor Feed	4810.Dpt	I	2	2	0	0 015	\$	-	99%
BHSC DEPARTMENTS: BH S SC38			New Hire	4810.Dpt	I	0	2	2	2 017	\$	259,972.13	99%
BHSC DEPARTMENTS: BH S SC38			Raw Labor Feed	4810.Dpt	I	1	1	0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S S377			Transfer-In	4811.Dpt	I	0		0	0 014	\$	-	77%
BHSC DEPARTMENTS: BH S S402			New Hire	4811.Dpt	I	0		0	0 015	\$	-	77%
BHSC DEPARTMENTS: BH S S402			Promotion	4811.Dpt	I	0		0	0 015	\$	-	77%
BHSC DEPARTMENTS: BH S S402			Raw Labor Feed	4811.Dpt	I	2	2	0	0 015	\$	-	77%
BHSC DEPARTMENTS: BH S S467			Raw Labor Feed	4811.Dpt	I	1	1	0	-0 020	\$	-	77%
BHSC DEPARTMENTS: BH S S485			New Hire	4811.Dpt	I	0		0	0 018	\$	-	77%
BHSC DEPARTMENTS: BH S S485			Replacement	4811.Dpt	I	0	1	1	1 018	\$	141,482.02	77%
BHSC DEPARTMENTS: BH S S641			Raw Labor Feed	4811.Dpt	I	1	1	0	0 019	\$	-	77%
BHSC DEPARTMENTS: BH S S641			Transfer-In	4811.Dpt	I	0		0	0 019	\$	-	77%
BHSC DEPARTMENTS: BH S S734			Employee Retirement	4811.Dpt	I	0	(1)	-1	-1 019	\$	(156,034.94)	77%
BHSC DEPARTMENTS: BH S S734			Promotion	4811.Dpt	I	0		0	0 019	\$	-	77%
BHSC DEPARTMENTS: BH S S734			Raw Labor Feed	4811.Dpt	I	1	1	0	0 019	\$	-	77%
BHSC DEPARTMENTS: BH S S803			Raw Labor Feed	4811.Dpt	I	4	4	0	0 017	\$	-	77%
BHSC DEPARTMENTS: BH S S904			Promotion	4811.Dpt	I	0	1	1	1 014	\$	100,234.37	77%
BHSC DEPARTMENTS: BH S S904			Raw Labor Feed	4811.Dpt	I	1		-1	-1 014	\$	(100,234.37)	77%
BHSC DEPARTMENTS: BH S S905			Raw Labor Feed	4811.Dpt	I	2	2	0	0 016	\$	-	77%
BHSC DEPARTMENTS: BH S S905			Transfer-In	4811.Dpt	I	0		0	0 016	\$	-	77%
BHSC DEPARTMENTS: BH S S907			Promotion	4811.Dpt	I	0	1	1	1 014	\$	100,234.37	77%
BHSC DEPARTMENTS: BH S S907			Raw Labor Feed	4811.Dpt	I	1		-1	-1 014	\$	(100,234.37)	77%
BHSC DEPARTMENTS: BH S S908			Replacement	4811.Dpt	I	0		0	0 016	\$	-	77%
BHSC DEPARTMENTS: BH S S913			Raw Labor Feed	4811.Dpt	I	1	1	0	0 013	\$	-	77%
BHSC DEPARTMENTS: BH S S914			Promotion	4811.Dpt	I	0	1	1	1 015	\$	109,512.94	77%
BHSC DEPARTMENTS: BH S S914			Raw Labor Feed	4811.Dpt	I	2	1	-1	-1 015	\$	(109,512.94)	77%
BHSC DEPARTMENTS: BH S S915			Promotion	4811.Dpt	I	0	2	2	2 017	\$	259,972.13	77%
BHSC DEPARTMENTS: BH S S915			Raw Labor Feed	4811.Dpt	I	2		-2	-2 017	\$	(259,972.13)	77%
BHSC DEPARTMENTS: BH S S915			Transfer-In	4811.Dpt	I	0		0	0 017	\$	-	77%
BHSC DEPARTMENTS: BH S S916			New Hire	4811.Dpt	I	0		0	0 018	\$	-	77%
BHSC DEPARTMENTS: BH S S916			Raw Labor Feed	4811.Dpt	I	1	1	0	0 018	\$	-	77%
BHSC DEPARTMENTS: BH S S917			Replacement	4811.Dpt	I	0		0	0 019	\$	-	77%
BHSC DEPARTMENTS: BH S SA05			Raw Labor Feed	4811.Dpt	I	1	1	0	0 019	\$	-	77%
BHSC DEPARTMENTS: BH S SA06			Promotion	4811.Dpt	I	0		0	0 017	\$	-	77%
BHSC DEPARTMENTS: BH S SA06			Raw Labor Feed	4811.Dpt	I	0		0	0 017	\$	-	77%
BHSC DEPARTMENTS: BH S SA07			Promotion	4811.Dpt	I	0	1	1	1 019	\$	156,034.94	77%
BHSC DEPARTMENTS: BH S SA07			Raw Labor Feed	4811.Dpt	I	1		-1	-1 019	\$	(156,034.94)	77%

BHSC DEPARTMENTS: BH S SC17	Raw Labor Feed	1	1	4811.Dpt I	1	1	0	0 021	\$	-	77%
BHSC DEPARTMENTS: BH S SC24	Promotion		1	4811.Dpt I	0	1	1	1 018	\$	141,482.02	77%
BHSC DEPARTMENTS: BH S SC24	Raw Labor Feed	1		4811.Dpt I	1		-1	-1 018	\$	(141,482.02)	77%
BHSC DEPARTMENTS: BH S SC29	Raw Labor Feed	1	1	4811.Dpt I	1	1	0	0 018	\$	-	77%
BHSC DEPARTMENTS: BH S S724	Promotion			4812.Dpt I	0		0	0 019	\$	-	3%
BHSC DEPARTMENTS: BH S S724	Replacement		1	4812.Dpt I	0	1	1	1 019	\$	156,034.94	3%
BHSC DEPARTMENTS: BH S S725	Promotion		2	4812.Dpt I	0	2	2	2 018	\$	282,964.03	3%
BHSC DEPARTMENTS: BH S S725	Raw Labor Feed	2		4812.Dpt I	2		-2	-2 018	\$	(282,964.03)	3%
BHSC DEPARTMENTS: BH S S783	Promotion		2	4812.Dpt I	0	2	2	2 017	\$	259,972.13	3%
BHSC DEPARTMENTS: BH S S783	Raw Labor Feed	2		4812.Dpt I	2		-2	-2 017	\$	(259,972.13)	3%
BHSC DEPARTMENTS: BH S S884	Promotion		2	4812.Dpt I	0	2	2	2 015	\$	219,025.87	3%
BHSC DEPARTMENTS: BH S S884	Raw Labor Feed	2		4812.Dpt I	2		-2	-2 015	\$	(219,025.87)	3%
BHSC DEPARTMENTS: BH S N033	Employee Retirement		(1)	4813.Dpt I	0	(1)	-0.5	-0.5 039	\$	(19,913.40)	22%
BHSC DEPARTMENTS: BH S N033	Raw Labor Feed	1	1	4813.Dpt I	0.5	1	0	0 039	\$	-	22%
BHSC DEPARTMENTS: BH S S147	Raw Labor Feed	1	1	4813.Dpt I	1	1	0	0 019	\$	-	22%
BHSC DEPARTMENTS: BH S S914	Promotion		1	4813.Dpt I	0	1	1	1 015	\$	109,512.94	22%
BHSC DEPARTMENTS: BH S S914	Raw Labor Feed	1		4813.Dpt I	1		-1	-1 015	\$	(109,512.94)	22%
BHSC DEPARTMENTS: BH S S915	Promotion		2	4813.Dpt I	0	2	2	2 017	\$	259,972.13	22%
BHSC DEPARTMENTS: BH S S915	Raw Labor Feed	2		4813.Dpt I	2		-2	-2 017	\$	(259,972.13)	22%
BHSC DEPARTMENTS: BH S S915	Replacement		1	4813.Dpt I	0	1	1	1 017	\$	129,986.06	22%
BHSC DEPARTMENTS: BH S S916	Raw Labor Feed	1	1	4813.Dpt I	1	1	0	0 018	\$	-	22%
BHSC DEPARTMENTS: BH S S916	Replacement			4813.Dpt I	0		0	0 018	\$	-	22%
BHSC DEPARTMENTS: BH S S917	Promotion		1	4813.Dpt I	0	1	1	1 019	\$	156,034.94	22%
BHSC DEPARTMENTS: BH S S917	Raw Labor Feed	1		4813.Dpt I	1		-1	-1 019	\$	(156,034.94)	22%
BHSC DEPARTMENTS: BH S N033	Employee Retirement		(1)	4814.Dpt I	0	(1)	-0.5	-0.5 039	\$	(19,913.40)	25%
BHSC DEPARTMENTS: BH S N033	Raw Labor Feed	1	1	4814.Dpt I	0.5	1	0	0 039	\$	-	25%
BHSC DEPARTMENTS: BH S N132	Raw Labor Feed	1	1	4814.Dpt I	1	1	0	0 045	\$	-	25%
BHSC DEPARTMENTS: BH S S147	Raw Labor Feed	1	1	4814.Dpt I	1	1	0	0 019	\$	-	25%
BHSC DEPARTMENTS: BH S S913	Promotion		2	4814.Dpt I	0	2	2	2 013	\$	183,806.06	25%
BHSC DEPARTMENTS: BH S S913	Raw Labor Feed	2		4814.Dpt I	2		-2	-2 013	\$	(183,806.06)	25%
BHSC DEPARTMENTS: BH S S913	Replacement		1	4814.Dpt I	0	1	1	1 013	\$	91,903.03	25%
BHSC DEPARTMENTS: BH S S914	Promotion		1	4814.Dpt I	0	1	1	1 015	\$	109,512.94	25%
BHSC DEPARTMENTS: BH S S914	Raw Labor Feed	3	2	4814.Dpt I	3	2	-1	-1 015	\$	(109,512.94)	25%
BHSC DEPARTMENTS: BH S S915	New Hire		1	4814.Dpt I	0	1	1	1 017	\$	129,986.06	25%
BHSC DEPARTMENTS: BH S S915	Promotion		1	4814.Dpt I	0	1	1	1 017	\$	129,986.06	25%
BHSC DEPARTMENTS: BH S S915	Raw Labor Feed	2	1	4814.Dpt I	2	1	-1	-1 017	\$	(129,986.06)	25%
BHSC DEPARTMENTS: BH S S916	Promotion			4814.Dpt I	0		0	0 018	\$	-	25%
BHSC DEPARTMENTS: BH S S916	Raw Labor Feed	1	1	4814.Dpt I	1	1	0	0 018	\$	-	25%
BHSC DEPARTMENTS: BH S S917	Promotion		1	4814.Dpt I	0	1	1	1 019	\$	156,034.94	25%
BHSC DEPARTMENTS: BH S S917	Raw Labor Feed	1		4814.Dpt I	1		-1	-1 019	\$	(156,034.94)	25%
BHSC DEPARTMENTS: BH S SB09	Raw Labor Feed	1	1	4814.Dpt I	1	1	0	0 017	\$	-	25%
BHSC DEPARTMENTS: BH S S087	Raw Labor Feed	1	1	4816.Dpt I	1	1	0	0 021	\$	-	99%
BHSC DEPARTMENTS: BH S S121	Raw Labor Feed	3	3	4816.Dpt I	3	3	0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S S519	Raw Labor Feed	2	2	4816.Dpt I	2	2	0	0 019	\$	-	99%
BHSC DEPARTMENTS: BH S S522	Raw Labor Feed	1	1	4816.Dpt I	1	1	0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S S530	Raw Labor Feed	3	3	4816.Dpt I	3	3	0	0 015	\$	-	99%
BHSC DEPARTMENTS: BH S S531	Promotion		2	4816.Dpt I	0	2	2	2 017	\$	259,972.13	99%
BHSC DEPARTMENTS: BH S S531	Raw Labor Feed	5	3	4816.Dpt I	5	3	-2	-2 017	\$	(259,972.13)	99%
BHSC DEPARTMENTS: BH S S531	Replacement		1	4816.Dpt I	0	1	1	1 017	\$	129,986.06	99%
BHSC DEPARTMENTS: BH S S535	Raw Labor Feed	2	2	4816.Dpt I	2	2	0	0 013	\$	-	99%
BHSC DEPARTMENTS: BH S S857	Promotion			4816.Dpt I	0		0	0 014	\$	-	99%
BHSC DEPARTMENTS: BH S S857	Raw Labor Feed	1	1	4816.Dpt I	1	1	0	0 014	\$	-	99%
BHSC DEPARTMENTS: BH S S921	Promotion		1	4816.Dpt I	0	1	1	1 015	\$	109,512.94	99%
BHSC DEPARTMENTS: BH S S921	Raw Labor Feed	1		4816.Dpt I	1		-1	-1 015	\$	(109,512.94)	99%
BHSC DEPARTMENTS: BH S SA95	Raw Labor Feed	1	1	4816.Dpt I	1	1	0	0 017	\$	-	99%
BHSC DEPARTMENTS: BH S SB43	New Hire		1	4816.Dpt I	0	1	1	1 013	\$	91,903.03	99%
BHSC DEPARTMENTS: BH S SB43	Promotion		1	4816.Dpt I	0	1	1	1 013	\$	91,903.03	99%
BHSC DEPARTMENTS: BH S SB43	Raw Labor Feed	2	1	4816.Dpt I	2	1	-1	-1 013	\$	(91,903.03)	99%
BHSC DEPARTMENTS: BH S SC21	Raw Labor Feed	1	1	4816.Dpt I	1	1	0	0 020	\$	-	99%
BHSC DEPARTMENTS: BH S SC27	Raw Labor Feed	1	1	4816.Dpt I	1	1	0	0 020	\$	-	99%
BHSC DEPARTMENTS: BH S S204	Promotion		1	4818.Dpt I	0	1	1	1 019	\$	156,034.94	98%
BHSC DEPARTMENTS: BH S S204	Raw Labor Feed	1		4818.Dpt I	1		-1	-1 019	\$	(156,034.94)	98%
BHSC DEPARTMENTS: BH S S746	Promotion		1	4818.Dpt I	0	1	1	1 018	\$	141,482.02	98%
BHSC DEPARTMENTS: BH S S746	Raw Labor Feed	1		4818.Dpt I	1		-1	-1 018	\$	(141,482.02)	98%
BHSC DEPARTMENTS: BH S S580	Promotion		2	4819.Dpt I	0	2	2	2 014	\$	200,468.74	84%
BHSC DEPARTMENTS: BH S S580	Raw Labor Feed	4	2	4819.Dpt I	4	2	-2	-2 014	\$	(200,468.74)	84%

BHSC DEPARTMENTS: BH S SB47	Raw Labor Feed	1	1	4819.Dpt I	1	1	0	0 018	\$	-	84%
BHSC DEPARTMENTS: BH S N019	Raw Labor Feed	1	1	4820.Dpt I	1	1	0	0 045	\$	-	66%
BHSC DEPARTMENTS: BH S S074	Raw Labor Feed	1	1	4820.Dpt I	1	1	0	0 022	\$	-	66%
BHSC DEPARTMENTS: BH S S304	Replacement		1	4820.Dpt I	0	1	1	1 026	\$	268,066.66	66%
BHSC DEPARTMENTS: BH S S730	Raw Labor Feed	1	1	4820.Dpt I	1	1	0	0 022	\$	-	66%
BHSC DEPARTMENTS: BH S S854	Raw Labor Feed	1	1	4820.Dpt I	1	1	0	0 016	\$	-	66%
BHSC DEPARTMENTS: BH S S854	Transfer-In			4820.Dpt I	0		0	0 016	\$	-	66%
BHSC DEPARTMENTS: BH S SA77	Raw Labor Feed	1	1	4820.Dpt I	1	1	0	0 022	\$	-	66%
BHSC DEPARTMENTS: BH S SB01	Raw Labor Feed	1	1	4820.Dpt I	1	1	0	0 011	\$	-	66%
BHSC DEPARTMENTS: BH S SB01	Transfer-In			4820.Dpt I	0		0	0 011	\$	-	66%
BHSC DEPARTMENTS: BH S SB54	Raw Labor Feed	1	1	4820.Dpt I	1	1	0	0 027	\$	-	66%
BHSC DEPARTMENTS: BH S SB54	Replacement			4820.Dpt I	0		0	0 027	\$	-	66%
BHSC DEPARTMENTS: BH S S452	Raw Labor Feed			4821.Dpt I	0		0	0 011	\$	-	99%
BHSC DEPARTMENTS: BH S S461	Raw Labor Feed	1	1	4821.Dpt I	1	1	0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S S705	Promotion		1	4821.Dpt I	0	1	1	1 013	\$	91,903.03	99%
BHSC DEPARTMENTS: BH S S705	Raw Labor Feed	2	1	4821.Dpt I	2	1	-1	-1 013	\$	(91,903.03)	99%
BHSC DEPARTMENTS: BH S S705	Replacement		1	4821.Dpt I	0	1	1	1 013	\$	91,903.03	99%
BHSC DEPARTMENTS: BH S N019	Raw Labor Feed	2	2	4822.Dpt I	2	2	0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S S027	Promotion		2	4822.Dpt I	0	2	2	2 014	\$	200,468.74	100%
BHSC DEPARTMENTS: BH S S027	Raw Labor Feed	5	3	4822.Dpt I	5	3	-2	-2 014	\$	(200,468.74)	100%
BHSC DEPARTMENTS: BH S S027	Replacement		1	4822.Dpt I	0	1	1	1 014	\$	100,234.37	100%
BHSC DEPARTMENTS: BH S S029	Promotion			4822.Dpt I	0		0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S029	Raw Labor Feed	11	11	4822.Dpt I	11	11	0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S085	New Hire		2	4822.Dpt I	0	2	2	2 021	\$	377,342.78	100%
BHSC DEPARTMENTS: BH S S503	Raw Labor Feed	3	3	4822.Dpt I	3	3	0	0 018	\$	-	100%
BHSC DEPARTMENTS: BH S S503	Replacement		1	4822.Dpt I	0	1	1	1 018	\$	141,482.02	100%
BHSC DEPARTMENTS: BH S S820	Raw Labor Feed	1	1	4822.Dpt I	1	1	0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S874	Raw Labor Feed			4822.Dpt I	0		0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S875	Raw Labor Feed			4822.Dpt I	0		0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S877	Raw Labor Feed	11	11	4822.Dpt I	11	11	0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S S877	Replacement		1	4822.Dpt I	0	1	1	1 019	\$	156,034.94	100%
BHSC DEPARTMENTS: BH S S879	Raw Labor Feed	4	4	4822.Dpt I	4	4	0	0 022	\$	-	100%
BHSC DEPARTMENTS: BH S SA08	Raw Labor Feed	1	1	4822.Dpt I	1	1	0	0 027	\$	-	100%
BHSC DEPARTMENTS: BH S SC30	Raw Labor Feed	1	1	4822.Dpt I	1	1	0	0 018	\$	-	100%
BHSC DEPARTMENTS: BH S O012	Promotion		1	4823.Dpt I	0	1	1	1 048	\$	93,517.63	75%
BHSC DEPARTMENTS: BH S O012	Raw Labor Feed	2	1	4823.Dpt I	2	1	-1	-1 048	\$	(93,517.63)	75%
BHSC DEPARTMENTS: BH S O070	New Hire		1	4823.Dpt I	0	1	1	1 046	\$	75,563.28	75%
BHSC DEPARTMENTS: BH S O070	Promotion			4823.Dpt I	0		0	0 046	\$	-	75%
BHSC DEPARTMENTS: BH S O070	Raw Labor Feed	1	1	4823.Dpt I	1	1	0	0 046	\$	-	75%
BHSC DEPARTMENTS: BH S O261	Promotion		1	4823.Dpt I	0	1	1	1 049	\$	104,905.94	75%
BHSC DEPARTMENTS: BH S O261	Raw Labor Feed	1		4823.Dpt I	1		-1	-1 049	\$	(104,905.94)	75%
BHSC DEPARTMENTS: BH S O155	Replacement		1	4824.Dpt E	0	1	1	1 001	\$	6,458.40	96%
BHSC DEPARTMENTS: BH S O232	New Hire			4824.Dpt E	0		0	0 044	\$	-	96%
BHSC DEPARTMENTS: BH S O232	Raw Labor Feed	1	1	4824.Dpt E	1	1	0	0 044	\$	-	96%
BHSC DEPARTMENTS: BH S O233	Promotion		2	4824.Dpt E	0	2	2	2 046	\$	151,126.56	96%
BHSC DEPARTMENTS: BH S O233	Raw Labor Feed	4	2	4824.Dpt E	4	2	-2	-2 046	\$	(151,126.56)	96%
BHSC DEPARTMENTS: BH S O234	Raw Labor Feed	8	8	4824.Dpt E	8	8	0	0 048	\$	-	96%
BHSC DEPARTMENTS: BH S S050	Raw Labor Feed			4824.Dpt E	0		0	0 014	\$	-	96%
BHSC DEPARTMENTS: BH S S050	Transfer-Out			4824.Dpt E	0		0	0 014	\$	-	96%
BHSC DEPARTMENTS: BH S S177	Raw Labor Feed	1	1	4824.Dpt E	1	1	0	0 018	\$	-	96%
BHSC DEPARTMENTS: BH S S182	Raw Labor Feed			4824.Dpt E	0		0	0 018	\$	-	96%
BHSC DEPARTMENTS: BH S S182	Transfer-Out			4824.Dpt E	0		0	0 018	\$	-	96%
BHSC DEPARTMENTS: BH S S377	Raw Labor Feed			4824.Dpt E	0		0	0 014	\$	-	96%
BHSC DEPARTMENTS: BH S S377	Transfer-Out			4824.Dpt E	0		0	0 014	\$	-	96%
BHSC DEPARTMENTS: BH S S456	Promotion		1	4824.Dpt E	0	1	1	1 016	\$	117,628.99	96%
BHSC DEPARTMENTS: BH S S456	Raw Labor Feed	2	1	4824.Dpt E	2	1	-1	-1 016	\$	(117,628.99)	96%
BHSC DEPARTMENTS: BH S S641	Raw Labor Feed			4824.Dpt E	0		0	0 019	\$	-	96%
BHSC DEPARTMENTS: BH S S641	Transfer-Out			4824.Dpt E	0		0	0 019	\$	-	96%
BHSC DEPARTMENTS: BH S S749	Raw Labor Feed			4824.Dpt E	0		0	0 021	\$	-	96%
BHSC DEPARTMENTS: BH S S749	Transfer-Out			4824.Dpt E	0		0	0 021	\$	-	96%
BHSC DEPARTMENTS: BH S S756	Employee Retirement			4824.Dpt E	0		0	0 017	\$	-	96%
BHSC DEPARTMENTS: BH S S756	Raw Labor Feed			4824.Dpt E	0		0	0 017	\$	-	96%
BHSC DEPARTMENTS: BH S S801	Raw Labor Feed			4824.Dpt E	0		0	0 013	\$	-	96%
BHSC DEPARTMENTS: BH S S801	Transfer-Out			4824.Dpt E	0		0	0 013	\$	-	96%
BHSC DEPARTMENTS: BH S S859	Raw Labor Feed			4824.Dpt E	0		0	0 010	\$	-	96%
BHSC DEPARTMENTS: BH S S859	Transfer-Out			4824.Dpt E	0		0	0 010	\$	-	96%

BHSC DEPARTMENTS: BH S S905			Raw Labor Feed	4824.Dpt	E	0		0	0 016	\$	-	96%
BHSC DEPARTMENTS: BH S S905			Transfer-Out	4824.Dpt	E	0		0	0 016	\$	-	96%
BHSC DEPARTMENTS: BH S S910			Raw Labor Feed	4824.Dpt	E	0		0	0 013	\$	-	96%
BHSC DEPARTMENTS: BH S S910			Transfer-Out	4824.Dpt	E	0		0	0 013	\$	-	96%
BHSC DEPARTMENTS: BH S S912			Raw Labor Feed	4824.Dpt	E	0		0	0 012	\$	-	96%
BHSC DEPARTMENTS: BH S S912			Transfer-Out	4824.Dpt	E	0		0	0 012	\$	-	96%
BHSC DEPARTMENTS: BH S SA83			Raw Labor Feed	4824.Dpt	E	0		0	0 017	\$	-	96%
BHSC DEPARTMENTS: BH S SA83			Transfer-Out	4824.Dpt	E	0		0	0 017	\$	-	96%
BHSC DEPARTMENTS: BH S S599		1	Promotion	4825.Dpt	I	0	1	1	1 015	\$	109,512.94	93%
BHSC DEPARTMENTS: BH S S599	1		Raw Labor Feed	4825.Dpt	I	1		-1	-1 015	\$	(109,512.94)	93%
BHSC DEPARTMENTS: BH S S722	1	1	Raw Labor Feed	4825.Dpt	I	1	1	0	0 018	\$	-	93%
BHSC DEPARTMENTS: BH S S778		1	New Hire	4825.Dpt	I	0	1	1	1 017	\$	129,986.06	93%
BHSC DEPARTMENTS: BH S S971		1	Promotion	4825.Dpt	I	0	1	1	1 013	\$	91,903.03	93%
BHSC DEPARTMENTS: BH S S971	1		Raw Labor Feed	4825.Dpt	I	1		-1	-1 013	\$	(91,903.03)	93%
BHSC DEPARTMENTS: BH S SB04		1	Promotion	4825.Dpt	I	0	1	1	1 016	\$	117,628.99	93%
BHSC DEPARTMENTS: BH S SB04	1		Raw Labor Feed	4825.Dpt	I	1		-1	-1 016	\$	(117,628.99)	93%
BHSC DEPARTMENTS: BH S SB10		1	New Hire	4825.Dpt	I	0	1	1	1 019	\$	156,034.94	93%
BHSC DEPARTMENTS: BH S SB10	1	1	Raw Labor Feed	4825.Dpt	I	1	1	0	0 019	\$	-	93%
BHSC DEPARTMENTS: BH S S001			Raw Labor Feed	4826.Dpt	I	0		0	0 012	\$	-	97%
BHSC DEPARTMENTS: BH S S001			Transfer-Out	4826.Dpt	I	0		0	0 012	\$	-	97%
BHSC DEPARTMENTS: BH S S180			Raw Labor Feed	4826.Dpt	I	0		0	0 017	\$	-	97%
BHSC DEPARTMENTS: BH S S180			Transfer-Out	4826.Dpt	I	0		0	0 017	\$	-	97%
BHSC DEPARTMENTS: BH S S181			Raw Labor Feed	4826.Dpt	I	0		0	0 018	\$	-	97%
BHSC DEPARTMENTS: BH S S181			Transfer-Out	4826.Dpt	I	0		0	0 018	\$	-	97%
BHSC DEPARTMENTS: BH S S794			Raw Labor Feed	4826.Dpt	I	0		0	0 013	\$	-	97%
BHSC DEPARTMENTS: BH S S794			Transfer-Out	4826.Dpt	I	0		0	0 013	\$	-	97%
BHSC DEPARTMENTS: BH S S806			Raw Labor Feed	4826.Dpt	I	0		0	0 018	\$	-	97%
BHSC DEPARTMENTS: BH S S806			Transfer-Out	4826.Dpt	I	0		0	0 018	\$	-	97%
BHSC DEPARTMENTS: BH S SA25			Raw Labor Feed	4826.Dpt	I	0		0	0 017	\$	-	97%
BHSC DEPARTMENTS: BH S SA25			Transfer-Out	4826.Dpt	I	0		0	0 017	\$	-	97%
BHSC DEPARTMENTS: BH S SA45			Raw Labor Feed	4826.Dpt	I	0		0	0 012	\$	-	97%
BHSC DEPARTMENTS: BH S SA45			Transfer-Out	4826.Dpt	I	0		0	0 012	\$	-	97%
BHSC DEPARTMENTS: BH S S913			Employee Retirement	4827.Dpt	I	0		0	0 013	\$	-	59%
BHSC DEPARTMENTS: BH S S913			Raw Labor Feed	4827.Dpt	I	0		0	0 013	\$	-	59%
BHSC DEPARTMENTS: BH S S913			Replacement	4827.Dpt	I	0		0	0 013	\$	-	59%
BHSC DEPARTMENTS: BH S S914			Promotion	4827.Dpt	I	0		0	0 015	\$	-	59%
BHSC DEPARTMENTS: BH S S914			Raw Labor Feed	4827.Dpt	I	0		0	0 015	\$	-	59%
BHSC DEPARTMENTS: BH S S915			New Hire	4827.Dpt	I	0		0	0 017	\$	-	59%
BHSC DEPARTMENTS: BH S S915	4	4	Raw Labor Feed	4827.Dpt	I	4	4	0	0 017	\$	-	59%
BHSC DEPARTMENTS: BH S S917			Employee Retirement	4827.Dpt	I	0		0	0 019	\$	-	59%
BHSC DEPARTMENTS: BH S S917			Raw Labor Feed	4827.Dpt	I	0		0	0 019	\$	-	59%
BHSC DEPARTMENTS: BH S S927			Promotion	4827.Dpt	I	0		0	0 014	\$	-	59%
BHSC DEPARTMENTS: BH S S927	1	1	Raw Labor Feed	4827.Dpt	I	1	1	0	0 014	\$	-	59%
BHSC DEPARTMENTS: BH S S945		1	Promotion	4827.Dpt	I	0	1	1	1 019	\$	156,034.94	59%
BHSC DEPARTMENTS: BH S S945	1		Raw Labor Feed	4827.Dpt	I	1		-1	-1 019	\$	(156,034.94)	59%
BHSC DEPARTMENTS: BH S S213		1	Promotion	4828.Dpt	I	0	1	1	1 018	\$	141,482.02	100%
BHSC DEPARTMENTS: BH S S213	1		Raw Labor Feed	4828.Dpt	I	1		-1	-1 018	\$	(141,482.02)	100%
BHSC DEPARTMENTS: BH S SA28			Promotion	4828.Dpt	I	0		0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S SA28			Raw Labor Feed	4828.Dpt	I	0		0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S SA28		1	Replacement	4828.Dpt	I	0	1	1	1 016	\$	117,628.99	100%
BHSC DEPARTMENTS: BH S N033			Employee Retirement	4829.Dpt	I	0		0	0 039	\$	-	97%
BHSC DEPARTMENTS: BH S N033			Raw Labor Feed	4829.Dpt	I	0		0	0 039	\$	-	97%
BHSC DEPARTMENTS: BH S S913	1	1	Raw Labor Feed	4829.Dpt	I	1	1	0	0 013	\$	-	97%
BHSC DEPARTMENTS: BH S S914			Employee Retirement	4829.Dpt	I	0		0	0 015	\$	-	97%
BHSC DEPARTMENTS: BH S S914		1	Promotion	4829.Dpt	I	0	1	1	1 015	\$	109,512.94	97%
BHSC DEPARTMENTS: BH S S914	2	1	Raw Labor Feed	4829.Dpt	I	2	1	-1	-1 015	\$	(109,512.94)	97%
BHSC DEPARTMENTS: BH S S914			Replacement	4829.Dpt	I	0		0	0 015	\$	-	97%
BHSC DEPARTMENTS: BH S S915			Replacement	4829.Dpt	I	0		0	0 017	\$	-	97%
BHSC DEPARTMENTS: BH S S916	1	1	Raw Labor Feed	4829.Dpt	I	1	1	0	0 018	\$	-	97%
BHSC DEPARTMENTS: BH S S919	1	1	Raw Labor Feed	4829.Dpt	I	1	1	0	0 018	\$	-	97%
BHSC DEPARTMENTS: BH S S945	1	1	Raw Labor Feed	4829.Dpt	I	1	1	0	0 019	\$	-	97%
BHSC DEPARTMENTS: BH S SA43	1	1	Raw Labor Feed	4829.Dpt	I	1	1	0	0 018	\$	-	97%
BHSC DEPARTMENTS: BH S N024	8	8	Raw Labor Feed	4831.Dpt	I	8	8	0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S N066			Promotion	4831.Dpt	I	0		0	0 042	\$	-	100%
BHSC DEPARTMENTS: BH S N066	16	16	Raw Labor Feed	4831.Dpt	I	16	16	0	0 042	\$	-	100%
BHSC DEPARTMENTS: BH S N066		15	Replacement	4831.Dpt	I	0	15	15	15 042	\$	736,580.52	100%

BHSC DEPARTMENTS: BH S N067	Raw Labor Feed	8	8	4831.Dpt I	8	8	0	0 044	\$	-	100%
BHSC DEPARTMENTS: BH S N067	Replacement		1	4831.Dpt I	0	1	1	1 044	\$	61,591.61	100%
BHSC DEPARTMENTS: BH S N093	Promotion			4831.Dpt I	0		0	0 043	\$	-	100%
BHSC DEPARTMENTS: BH S N093	Raw Labor Feed	16	16	4831.Dpt I	16	16	0	0 043	\$	-	100%
BHSC DEPARTMENTS: BH S N093	Replacement		9	4831.Dpt I	0	9	9	9 043	\$	495,036.36	100%
BHSC DEPARTMENTS: BH S N118	Employee Retirement		(8)	4831.Dpt I	0	(8)	-8	-8 041	\$	(350,303.62)	100%
BHSC DEPARTMENTS: BH S N118	Promotion			4831.Dpt I	0		0	0 041	\$	-	100%
BHSC DEPARTMENTS: BH S N118	Raw Labor Feed	40	40	4831.Dpt I	39.5	40	0	0 041	\$	-	100%
BHSC DEPARTMENTS: BH S N194	Promotion		4	4831.Dpt I	0	4	4	4 045	\$	269,702.78	100%
BHSC DEPARTMENTS: BH S N194	Raw Labor Feed	15	11	4831.Dpt I	15	11	-4	-4 045	\$	(269,702.78)	100%
BHSC DEPARTMENTS: BH S N194	Replacement			4831.Dpt I	0		0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S O001	Promotion		4	4831.Dpt I	0	4	4	4 043	\$	220,016.16	100%
BHSC DEPARTMENTS: BH S O001	Raw Labor Feed	21	17	4831.Dpt I	21	17	-4	-4 043	\$	(220,016.16)	100%
BHSC DEPARTMENTS: BH S O074	Promotion		3	4831.Dpt I	0	3	3	3 044	\$	184,774.82	100%
BHSC DEPARTMENTS: BH S O074	Raw Labor Feed	15	12	4831.Dpt I	15	12	-3	-3 044	\$	(184,774.82)	100%
BHSC DEPARTMENTS: BH S O239	Raw Labor Feed	7	7	4831.Dpt I	7	7	0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S S068	Raw Labor Feed	1	1	4831.Dpt I	1	1	0	0 021	\$	-	100%
BHSC DEPARTMENTS: BH S S163	Raw Labor Feed	1	1	4831.Dpt I	1	1	0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S255	Raw Labor Feed	6	6	4831.Dpt I	6	6	0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S266	Raw Labor Feed	2	2	4831.Dpt I	2	2	0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S290	Raw Labor Feed	1	1	4831.Dpt I	1	1	0	0 026	\$	-	100%
BHSC DEPARTMENTS: BH S S327	Raw Labor Feed	1	1	4831.Dpt I	1	1	0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S362	Raw Labor Feed	2	2	4831.Dpt I	2	2	0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S394	Raw Labor Feed	1	1	4831.Dpt I	1	1	0	0 010	\$	-	100%
BHSC DEPARTMENTS: BH S S455	Raw Labor Feed	2	2	4831.Dpt I	2	2	0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S S582	Raw Labor Feed	1	1	4831.Dpt I	1	1	0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S726	Employee Retirement		(1)	4831.Dpt I	0	(1)	-1	-1 011	\$	(77,780.66)	100%
BHSC DEPARTMENTS: BH S S726	Promotion		2	4831.Dpt I	0	2	2	2 011	\$	155,561.33	100%
BHSC DEPARTMENTS: BH S S726	Raw Labor Feed	3	1	4831.Dpt I	3	1	-2	-2 011	\$	(155,561.33)	100%
BHSC DEPARTMENTS: BH S S736	Raw Labor Feed	1	1	4831.Dpt I	1	1	0	0 013	\$	-	100%
BHSC DEPARTMENTS: BH S S816	Promotion			4831.Dpt I	0		0	0 012	\$	-	100%
BHSC DEPARTMENTS: BH S S816	Raw Labor Feed	2	2	4831.Dpt I	2	2	0	0 012	\$	-	100%
BHSC DEPARTMENTS: BH S SB17	Promotion		1	4831.Dpt I	0	1	1	1 010	\$	69,922.94	100%
BHSC DEPARTMENTS: BH S SB17	Raw Labor Feed	1		4831.Dpt I	1		-1	-1 010	\$	(69,922.94)	100%
BHSC DEPARTMENTS: BH S SC57	Raw Labor Feed	1	1	4831.Dpt I	1	1	0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S N011	Promotion		2	4833.Dpt I	0	2	2	2 042	\$	98,210.74	100%
BHSC DEPARTMENTS: BH S N011	Raw Labor Feed	4	2	4833.Dpt I	4	2	-2	-2 042	\$	(98,210.74)	100%
BHSC DEPARTMENTS: BH S N011	Replacement		2	4833.Dpt I	0	2	2	2 042	\$	98,210.74	100%
BHSC DEPARTMENTS: BH S N012	Promotion		1	4833.Dpt I	0	1	1	1 042	\$	49,105.37	100%
BHSC DEPARTMENTS: BH S N012	Raw Labor Feed	3	2	4833.Dpt I	3	2	-1	-1 042	\$	(49,105.37)	100%
BHSC DEPARTMENTS: BH S N015	Promotion		1	4833.Dpt I	0	1	1	1 042	\$	49,105.37	100%
BHSC DEPARTMENTS: BH S N015	Raw Labor Feed	2	1	4833.Dpt I	2	1	-1	-1 042	\$	(49,105.37)	100%
BHSC DEPARTMENTS: BH S N038	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 043	\$	-	100%
BHSC DEPARTMENTS: BH S N095	Promotion		1	4833.Dpt I	0	1	1	1 043	\$	55,004.04	100%
BHSC DEPARTMENTS: BH S N095	Raw Labor Feed	6	5	4833.Dpt I	6	5	-1	-1 043	\$	(55,004.04)	100%
BHSC DEPARTMENTS: BH S N095	Replacement		1	4833.Dpt I	0	1	1	1 043	\$	55,004.04	100%
BHSC DEPARTMENTS: BH S N099	Raw Labor Feed	7	7	4833.Dpt I	7	7	0	0 043	\$	-	100%
BHSC DEPARTMENTS: BH S N102	Promotion		2	4833.Dpt I	0	2	2	2 043	\$	110,008.08	100%
BHSC DEPARTMENTS: BH S N102	Raw Labor Feed	6	4	4833.Dpt I	6	4	-2	-2 043	\$	(110,008.08)	100%
BHSC DEPARTMENTS: BH S N181	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S N182	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S S229	Promotion			4833.Dpt I	0		0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S229	Raw Labor Feed	2	2	4833.Dpt I	2	2	0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S258	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S274	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S314	Raw Labor Feed	2	2	4833.Dpt I	2	2	0	0 011	\$	-	100%
BHSC DEPARTMENTS: BH S S361	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S369	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 013	\$	-	100%
BHSC DEPARTMENTS: BH S S444	Raw Labor Feed	2	2	4833.Dpt I	2	2	0	0 013	\$	-	100%
BHSC DEPARTMENTS: BH S S455	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S S525	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S545	Raw Labor Feed	2	2	4833.Dpt I	2	2	0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S546	Promotion			4833.Dpt I	0		0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S S546	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S S557	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S S809	Raw Labor Feed	1	1	4833.Dpt I	1	1	0	0 014	\$	-	100%

BHSC DEPARTMENTS: BH S S816			New Hire	1	4833.Dpt I	0	1	1	1 012	\$	84,497.40	100%
BHSC DEPARTMENTS: BH S S832			Promotion		4833.Dpt I	0		0	0 011	\$	-	100%
BHSC DEPARTMENTS: BH S N110			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 044	\$	-	90%
BHSC DEPARTMENTS: BH S N110			Transfer-In		4838.Dpt I	0		0	0 044	\$	-	90%
BHSC DEPARTMENTS: BH S N175			Raw Labor Feed	2	4838.Dpt I	2	2	0	0 045	\$	-	90%
BHSC DEPARTMENTS: BH S N175			Replacement		4838.Dpt I	0		0	0 045	\$	-	90%
BHSC DEPARTMENTS: BH S N175			Transfer-In		4838.Dpt I	0		0	0 045	\$	-	90%
BHSC DEPARTMENTS: BH S N198			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 045	\$	-	90%
BHSC DEPARTMENTS: BH S N198			Transfer-In		4838.Dpt I	0		0	0 045	\$	-	90%
BHSC DEPARTMENTS: BH S O201			Replacement		4838.Dpt I	0		0	0 046	\$	-	90%
BHSC DEPARTMENTS: BH S S001			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 012	\$	-	90%
BHSC DEPARTMENTS: BH S S001			Transfer-In		4838.Dpt I	0		0	0 012	\$	-	90%
BHSC DEPARTMENTS: BH S S050			Promotion		4838.Dpt I	0	1	1	1 014	\$	100,234.37	90%
BHSC DEPARTMENTS: BH S S050			Raw Labor Feed	1	4838.Dpt I	1		-1	-1 014	\$	(100,234.37)	90%
BHSC DEPARTMENTS: BH S S050			Transfer-In		4838.Dpt I	0		0	0 014	\$	-	90%
BHSC DEPARTMENTS: BH S S162			Replacement		4838.Dpt I	0		0	0 018	\$	-	90%
BHSC DEPARTMENTS: BH S S180			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 017	\$	-	90%
BHSC DEPARTMENTS: BH S S180			Transfer-In		4838.Dpt I	0		0	0 017	\$	-	90%
BHSC DEPARTMENTS: BH S S181			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 018	\$	-	90%
BHSC DEPARTMENTS: BH S S181			Transfer-In		4838.Dpt I	0		0	0 018	\$	-	90%
BHSC DEPARTMENTS: BH S S182			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 018	\$	-	90%
BHSC DEPARTMENTS: BH S S182			Transfer-In		4838.Dpt I	0		0	0 018	\$	-	90%
BHSC DEPARTMENTS: BH S S545			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 014	\$	-	90%
BHSC DEPARTMENTS: BH S S749			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 021	\$	-	90%
BHSC DEPARTMENTS: BH S S749			Transfer-In		4838.Dpt I	0		0	0 021	\$	-	90%
BHSC DEPARTMENTS: BH S S756			Replacement		4838.Dpt I	0	1	1	1 017	\$	129,986.06	90%
BHSC DEPARTMENTS: BH S S794			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 013	\$	-	90%
BHSC DEPARTMENTS: BH S S794			Transfer-In		4838.Dpt I	0		0	0 013	\$	-	90%
BHSC DEPARTMENTS: BH S S801			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 013	\$	-	90%
BHSC DEPARTMENTS: BH S S801			Replacement		4838.Dpt I	0	1	1	1 013	\$	91,903.03	90%
BHSC DEPARTMENTS: BH S S801			Transfer-In		4838.Dpt I	0		0	0 013	\$	-	90%
BHSC DEPARTMENTS: BH S S806			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 018	\$	-	90%
BHSC DEPARTMENTS: BH S S806			Transfer-In		4838.Dpt I	0		0	0 018	\$	-	90%
BHSC DEPARTMENTS: BH S S859			Raw Labor Feed	2	4838.Dpt I	2	2	0	0 010	\$	-	90%
BHSC DEPARTMENTS: BH S S859			Transfer-In		4838.Dpt I	0		0	0 010	\$	-	90%
BHSC DEPARTMENTS: BH S S910			Promotion		4838.Dpt I	0	1	1	1 013	\$	91,903.03	90%
BHSC DEPARTMENTS: BH S S910			Raw Labor Feed	1	4838.Dpt I	1		-1	-1 013	\$	(91,903.03)	90%
BHSC DEPARTMENTS: BH S S910			Transfer-In		4838.Dpt I	0		0	0 013	\$	-	90%
BHSC DEPARTMENTS: BH S S912			Promotion		4838.Dpt I	0	1	1	1 012	\$	84,497.40	90%
BHSC DEPARTMENTS: BH S S912			Raw Labor Feed	2	4838.Dpt I	2	1	-1	-1 012	\$	(84,497.40)	90%
BHSC DEPARTMENTS: BH S S912			Transfer-In		4838.Dpt I	0		0	0 012	\$	-	90%
BHSC DEPARTMENTS: BH S SA25			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 017	\$	-	90%
BHSC DEPARTMENTS: BH S SA25			Transfer-In		4838.Dpt I	0		0	0 017	\$	-	90%
BHSC DEPARTMENTS: BH S SA45			Transfer-In		4838.Dpt I	0		0	0 012	\$	-	90%
BHSC DEPARTMENTS: BH S SA83			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 017	\$	-	90%
BHSC DEPARTMENTS: BH S SA83			Transfer-In		4838.Dpt I	0		0	0 017	\$	-	90%
BHSC DEPARTMENTS: BH S SA96			Raw Labor Feed	1	4838.Dpt I	1	1	0	0 016	\$	-	90%
BHSC DEPARTMENTS: BH S S135			New Hire		4840.Dpt I	0		0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S S154			New Hire		4840.Dpt I	0	1	1	1 015	\$	109,512.94	100%
BHSC DEPARTMENTS: BH S S154			Promotion		4840.Dpt I	0	2	2	2 015	\$	219,025.87	100%
BHSC DEPARTMENTS: BH S S154			Raw Labor Feed	4	4840.Dpt I	4	2	-2	-2 015	\$	(219,025.87)	100%
BHSC DEPARTMENTS: BH S S155			Employee Retirement		4840.Dpt I	0		0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S S155			Raw Labor Feed	6	4840.Dpt I	6	6	0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S S719			Raw Labor Feed	2	4840.Dpt I	2	2	0	0 018	\$	-	100%
BHSC DEPARTMENTS: BH S S719			Replacement		4840.Dpt I	0		0	0 018	\$	-	100%
BHSC DEPARTMENTS: BH S S922			Raw Labor Feed	1	4840.Dpt I	1	1	0	0 021	\$	-	100%
BHSC DEPARTMENTS: BH S SC14			Raw Labor Feed	1	4840.Dpt I	1	1	0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S SC15			Raw Labor Feed	1	4840.Dpt I	1	1	0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S N177			Promotion		4845.Dpt I	0		0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S N209			Raw Labor Feed	1	4845.Dpt I	1	1	0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S S267			New Hire		4845.Dpt I	0	1	1	1 018	\$	141,482.02	100%
BHSC DEPARTMENTS: BH S S765			Raw Labor Feed	1	4845.Dpt I	1	1	0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S SA29			Raw Labor Feed		4845.Dpt I	0		0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S SA54			Promotion		4845.Dpt I	0		0	0 015	\$	-	100%
BHSC DEPARTMENTS: BH S SA54			Raw Labor Feed	1	4845.Dpt I	1	1	0	0 015	\$	-	100%
BHSC DEPARTMENTS: BH S SC80			Raw Labor Feed	1	4845.Dpt I	1	1	0	0 018	\$	-	100%

BHSC DEPARTMENTS: BH S SC85	Raw Labor Feed	1	1	4845.Dpt I	1	1	0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S N177	Replacement		1	4846.Dpt I	0	1	1	1 045	\$	67,425.70	100%
BHSC DEPARTMENTS: BH S N183	Raw Labor Feed			4846.Dpt I	0		0	0 043	\$	-	100%
BHSC DEPARTMENTS: BH S N183	Replacement			4846.Dpt I	0		0	0 043	\$	-	100%
BHSC DEPARTMENTS: BH S N189	Promotion			4846.Dpt I	0		0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S N207	Promotion		2	4846.Dpt I	0	2	2	2 043	\$	110,008.08	100%
BHSC DEPARTMENTS: BH S N207	Raw Labor Feed	2		4846.Dpt I	2		-2	-2 043	\$	(110,008.08)	100%
BHSC DEPARTMENTS: BH S N208	Raw Labor Feed	1	1	4846.Dpt I	1	1	0	0 045	\$	-	100%
BHSC DEPARTMENTS: BH S S816	New Hire		1	4846.Dpt I	0	1	1	1 012	\$	84,497.40	100%
BHSC DEPARTMENTS: BH S S852	Replacement			4846.Dpt I	0		0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S SA23	Promotion			4846.Dpt I	0		0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S SA23	Raw Labor Feed			4846.Dpt I	0		0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S SB65	Raw Labor Feed	1	1	4846.Dpt I	1	1	0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S SC82	Promotion		1	4846.Dpt I	0	1	1	1 017	\$	129,986.06	100%
BHSC DEPARTMENTS: BH S SC82	Raw Labor Feed	1		4846.Dpt I	1		-1	-1 017	\$	(129,986.06)	100%
BHSC DEPARTMENTS: BH S S014	Raw Labor Feed			4871.Dpt I	0		0	0 013	\$	-	99%
BHSC DEPARTMENTS: BH S S084	New Hire		1	4871.Dpt I	0	1	1	1 020	\$	171,492.05	99%
BHSC DEPARTMENTS: BH S S165	Employee Retirement			4871.Dpt I	0		0	0 019	\$	-	99%
BHSC DEPARTMENTS: BH S S165	Raw Labor Feed	3	3	4871.Dpt I	3	3	0	0 019	\$	-	99%
BHSC DEPARTMENTS: BH S S165	Replacement			4871.Dpt I	0		0	0 019	\$	-	99%
BHSC DEPARTMENTS: BH S S215	New Hire		1	4871.Dpt I	0	1	1	1 017	\$	129,986.06	99%
BHSC DEPARTMENTS: BH S S295	Raw Labor Feed	1	1	4871.Dpt I	1	1	0	0 026	\$	-	99%
BHSC DEPARTMENTS: BH S S313	Employee Retirement		(1)	4871.Dpt I	0	(1)	-1	-1 010	\$	(69,922.94)	99%
BHSC DEPARTMENTS: BH S S313	New Hire		1	4871.Dpt I	0	1	1	1 010	\$	69,922.94	99%
BHSC DEPARTMENTS: BH S S313	Raw Labor Feed	1	1	4871.Dpt I	1	1	0	0 010	\$	-	99%
BHSC DEPARTMENTS: BH S S496	New Hire			4871.Dpt I	0		0	0 022	\$	-	99%
BHSC DEPARTMENTS: BH S S496	Raw Labor Feed	1	1	4871.Dpt I	1	1	0	0 022	\$	-	99%
BHSC DEPARTMENTS: BH S S608	Promotion		1	4871.Dpt I	0	1	1	1 013	\$	91,903.03	99%
BHSC DEPARTMENTS: BH S S608	Raw Labor Feed	2	1	4871.Dpt I	2	1	-1	-1 013	\$	(91,903.03)	99%
BHSC DEPARTMENTS: BH S S650	Promotion		1	4871.Dpt I	0	1	1	1 019	\$	156,034.94	99%
BHSC DEPARTMENTS: BH S S650	Raw Labor Feed	1		4871.Dpt I	1		-1	-1 019	\$	(156,034.94)	99%
BHSC DEPARTMENTS: BH S S668	Raw Labor Feed	2	2	4871.Dpt I	2	2	0	0 011	\$	-	99%
BHSC DEPARTMENTS: BH S S680	New Hire			4871.Dpt I	0		0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S S680	Raw Labor Feed	1	1	4871.Dpt I	1	1	0	0 018	\$	-	99%
BHSC DEPARTMENTS: BH S S805	Employee Retirement		(1)	4871.Dpt I	0	(1)	-1	-1 011	\$	(77,780.66)	99%
BHSC DEPARTMENTS: BH S S805	New Hire		1	4871.Dpt I	0	1	1	1 011	\$	77,780.66	99%
BHSC DEPARTMENTS: BH S S805	Raw Labor Feed	1	1	4871.Dpt I	1	1	0	0 011	\$	-	99%
BHSC DEPARTMENTS: BH S S819	Promotion			4871.Dpt I	0		0	0 012	\$	-	99%
BHSC DEPARTMENTS: BH S S819	Raw Labor Feed			4871.Dpt I	0		0	0 012	\$	-	99%
BHSC DEPARTMENTS: BH S S829	Promotion		1	4871.Dpt I	0	1	1	1 015	\$	109,512.94	99%
BHSC DEPARTMENTS: BH S S829	Raw Labor Feed	4	3	4871.Dpt I	4	3	-1	-1 015	\$	(109,512.94)	99%
BHSC DEPARTMENTS: BH S S829	Replacement		1	4871.Dpt I	0	1	1	1 015	\$	109,512.94	99%
BHSC DEPARTMENTS: BH S S831	New Hire		1	4871.Dpt I	0	1	1	1 015	\$	109,512.94	99%
BHSC DEPARTMENTS: BH S S831	Promotion		1	4871.Dpt I	0	1	1	1 015	\$	109,512.94	99%
BHSC DEPARTMENTS: BH S S831	Raw Labor Feed	3	2	4871.Dpt I	3	2	-1	-1 015	\$	(109,512.94)	99%
BHSC DEPARTMENTS: BH S S831	Replacement		1	4871.Dpt I	0	1	1	1 015	\$	109,512.94	99%
BHSC DEPARTMENTS: BH S SA46	Promotion		1	4871.Dpt I	0	1	1	1 015	\$	109,512.94	99%
BHSC DEPARTMENTS: BH S SA46	Raw Labor Feed	2	1	4871.Dpt I	2	1	-1	-1 015	\$	(109,512.94)	99%
BHSC DEPARTMENTS: BH S SA46	Transfer-In			4871.Dpt I	0		0	0 015	\$	-	99%
BHSC DEPARTMENTS: BH S SA76	Promotion			4871.Dpt I	0		0	0 014	\$	-	99%
BHSC DEPARTMENTS: BH S SA76	Raw Labor Feed	1	1	4871.Dpt I	1	1	0	0 014	\$	-	99%
BHSC DEPARTMENTS: BH S SB14	Raw Labor Feed	1	1	4871.Dpt I	1	1	0	0 016	\$	-	99%
BHSC DEPARTMENTS: BH S SB16	Raw Labor Feed			4871.Dpt I	0		0	0 019	\$	-	99%
BHSC DEPARTMENTS: BH S SC28	Raw Labor Feed	1	1	4871.Dpt I	1	1	0	0 013	\$	-	99%
BHSC DEPARTMENTS: BH S SC73	Raw Labor Feed	2	2	4871.Dpt I	2	2	0	0 012	\$	-	99%
BHSC DEPARTMENTS: BH S SC74	Raw Labor Feed	2	2	4871.Dpt I	2	2	0	0 014	\$	-	99%
BHSC DEPARTMENTS: BH S N141	Raw Labor Feed	1	1	4872.Dpt I	1	1	0	0 047	\$	-	100%
BHSC DEPARTMENTS: BH S S835	Raw Labor Feed	1	1	4872.Dpt I	1	1	0	0 029	\$	-	100%
BHSC DEPARTMENTS: BH S S835	Transfer-Out		(1)	4872.Dpt I	0	(1)	-1	-1 029	\$	(377,041.39)	100%
BHSC DEPARTMENTS: BH S S901	Raw Labor Feed	1	1	4872.Dpt I	1	1	0	0 099	\$	-	100%
BHSC DEPARTMENTS: BH S SB55	Raw Labor Feed	1	1	4872.Dpt I	1	1	0	0 028	\$	-	100%
BHSC DEPARTMENTS: BH S SB56	Raw Labor Feed	1	1	4872.Dpt I	1	1	0	0 029	\$	-	100%
BHSC DEPARTMENTS: BH S S331	New Hire		1	4873.Dpt I	0	1	1	1 012	\$	84,497.40	100%
BHSC DEPARTMENTS: BH S S331	Promotion		1	4873.Dpt I	0	1	1	1 012	\$	84,497.40	100%
BHSC DEPARTMENTS: BH S S331	Raw Labor Feed	2	1	4873.Dpt I	2	1	-1	-1 012	\$	(84,497.40)	100%
BHSC DEPARTMENTS: BH S SA27	Raw Labor Feed	1	1	4873.Dpt I	1	1	0	0 018	\$	-	100%

BHSC DEPARTMENTS: BH S SB12	Promotion		2	4873.Dpt I	0	2	2	2 014	\$	200,468.74	100%
BHSC DEPARTMENTS: BH S SB12	Raw Labor Feed	2		4873.Dpt I	2		-2	-2 014	\$	(200,468.74)	100%
BHSC DEPARTMENTS: BH S SB12	Replacement		1	4873.Dpt I	0	1	1	1 014	\$	100,234.37	100%
BHSC DEPARTMENTS: BH S S764	Replacement		1	4874.Dpt I	0	1	1	1 016	\$	117,628.99	90%
BHSC DEPARTMENTS: BH S S897	Promotion		3	4874.Dpt I	0	3	3	3 014	\$	300,703.10	90%
BHSC DEPARTMENTS: BH S S897	Raw Labor Feed	21	18	4874.Dpt I	21	18	-3	-3 014	\$	(300,703.10)	90%
BHSC DEPARTMENTS: BH S S898	Promotion		1	4874.Dpt I	0	1	1	1 016	\$	117,628.99	90%
BHSC DEPARTMENTS: BH S S898	Raw Labor Feed	1		4874.Dpt I	1		-1	-1 016	\$	(117,628.99)	90%
BHSC DEPARTMENTS: BH S S992	New Hire		1	4874.Dpt I	0	1	1	1 016	\$	117,628.99	90%
BHSC DEPARTMENTS: BH S SA69	New Hire		1	4874.Dpt I	0	1	1	1 016	\$	117,628.99	90%
BHSC DEPARTMENTS: BH S SA69	Raw Labor Feed	1	1	4874.Dpt I	1	1	0	0 016	\$	-	90%
BHSC DEPARTMENTS: BH S N009	Promotion		1	4876.Dpt I	0	1	1	1 046	\$	75,563.28	79%
BHSC DEPARTMENTS: BH S N009	Raw Labor Feed	1		4876.Dpt I	1		-1	-1 046	\$	(75,563.28)	79%
BHSC DEPARTMENTS: BH S N033	Raw Labor Feed			4876.Dpt I	0		0	0 039	\$	-	79%
BHSC DEPARTMENTS: BH S S030	Raw Labor Feed	1	1	4876.Dpt I	1	1	0	0 014	\$	-	79%
BHSC DEPARTMENTS: BH S S030	Transfer-In		1	4876.Dpt I	0	1	1	1 014	\$	100,234.37	79%
BHSC DEPARTMENTS: BH S S031	Raw Labor Feed	3	3	4876.Dpt I	3	3	0	0 016	\$	-	79%
BHSC DEPARTMENTS: BH S S199	Raw Labor Feed	1	1	4876.Dpt I	1	1	0	0 019	\$	-	79%
BHSC DEPARTMENTS: BH S S660	Raw Labor Feed			4876.Dpt I	0		0	0 017	\$	-	79%
BHSC DEPARTMENTS: BH S SB69	Promotion		1	4876.Dpt I	0	1	1	1 014	\$	100,234.37	79%
BHSC DEPARTMENTS: BH S SB69	Raw Labor Feed	1		4876.Dpt I	1		-1	-1 014	\$	(100,234.37)	79%
BHSC DEPARTMENTS: BH S SB75	Raw Labor Feed	1	1	4876.Dpt I	1	1	0	0 016	\$	-	79%
BHSC DEPARTMENTS: BH S O006	Promotion			4877.Dpt I	0		0	0 045	\$	-	79%
BHSC DEPARTMENTS: BH S S017	Raw Labor Feed			4877.Dpt I	0		0	0 014	\$	-	79%
BHSC DEPARTMENTS: BH S S199	Replacement		1	4877.Dpt I	0	1	1	1 019	\$	156,034.94	79%
BHSC DEPARTMENTS: BH S S544	Promotion			4877.Dpt I	0		0	0 012	\$	-	79%
BHSC DEPARTMENTS: BH S S545	Promotion			4877.Dpt I	0		0	0 014	\$	-	79%
BHSC DEPARTMENTS: BH S S545	Raw Labor Feed			4877.Dpt I	0		0	0 014	\$	-	79%
BHSC DEPARTMENTS: BH S S545	Replacement		2	4877.Dpt I	0	2	2	2 014	\$	200,468.74	79%
BHSC DEPARTMENTS: BH S S582	Raw Labor Feed			4877.Dpt I	0		0	0 016	\$	-	79%
BHSC DEPARTMENTS: BH S SA01	Employee Retirement			4877.Dpt I	0		0	0 019	\$	-	79%
BHSC DEPARTMENTS: BH S SA01	Raw Labor Feed			4877.Dpt I	0		0	0 019	\$	-	79%
BHSC DEPARTMENTS: BH S SA04	Raw Labor Feed			4877.Dpt I	0		0	0 016	\$	-	79%
BHSC DEPARTMENTS: BH S SA96	Raw Labor Feed			4877.Dpt I	0		0	0 016	\$	-	79%
BHSC DEPARTMENTS: BH S SC18	Raw Labor Feed			4877.Dpt I	0		0	0 022	\$	-	79%
BHSC DEPARTMENTS: BH S S521	Promotion		1	4879.Dpt I	0	1	1	1 017	\$	129,986.06	36%
BHSC DEPARTMENTS: BH S S521	Raw Labor Feed	1		4879.Dpt I	1		-1	-1 017	\$	(129,986.06)	36%
BHSC DEPARTMENTS: BH S S602	New Hire		3	4879.Dpt I	0	3	3	3 014	\$	300,703.10	36%
BHSC DEPARTMENTS: BH S S603	Raw Labor Feed	6	6	4879.Dpt I	6	6	0	0 016	\$	-	36%
BHSC DEPARTMENTS: BH S S871	Employee Retirement			4879.Dpt I	0		0	0 022	\$	-	36%
BHSC DEPARTMENTS: BH S S871	Raw Labor Feed	1	1	4879.Dpt I	1	1	0	0 022	\$	-	36%
BHSC DEPARTMENTS: BH S S871	Replacement			4879.Dpt I	0		0	0 022	\$	-	36%
BHSC DEPARTMENTS: BH S S891	New Hire		1	4879.Dpt I	0	1	1	1 011	\$	77,780.66	36%
BHSC DEPARTMENTS: BH S S891	Raw Labor Feed	2	2	4879.Dpt I	2	2	0	0 011	\$	-	36%
BHSC DEPARTMENTS: BH S S891	Replacement			4879.Dpt I	0		0	0 011	\$	-	36%
BHSC DEPARTMENTS: BH S SA63	Employee Retirement			4879.Dpt I	0		0	0 019	\$	-	36%
BHSC DEPARTMENTS: BH S SA63	Raw Labor Feed	1	1	4879.Dpt I	1	1	0	0 019	\$	-	36%
BHSC DEPARTMENTS: BH S SB60	Raw Labor Feed	1	1	4879.Dpt I	1	1	0	0 018	\$	-	36%
BHSC DEPARTMENTS: BH S S414	Raw Labor Feed			4880.Dpt I	0		0	0 022	\$	-	100%
BHSC DEPARTMENTS: BH S S570	Raw Labor Feed			4880.Dpt I	0		0	0 018	\$	-	100%
BHSC DEPARTMENTS: BH S S570	Replacement			4880.Dpt I	0		0	0 018	\$	-	100%
BHSC DEPARTMENTS: BH S S796	Raw Labor Feed			4880.Dpt I	0		0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S850	Promotion			4880.Dpt I	0		0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S850	Raw Labor Feed			4880.Dpt I	0		0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S850	Replacement			4880.Dpt I	0		0	0 014	\$	-	100%
BHSC DEPARTMENTS: BH S S851	Employee Retirement			4880.Dpt I	0		0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S851	Raw Labor Feed			4880.Dpt I	0		0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S S851	Replacement			4880.Dpt I	0		0	0 016	\$	-	100%
BHSC DEPARTMENTS: BH S SA61	Raw Labor Feed			4880.Dpt I	0		0	0 019	\$	-	100%
BHSC DEPARTMENTS: BH S SB03	Employee Retirement			4880.Dpt I	0		0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S SB03	Raw Labor Feed			4880.Dpt I	0		0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S SB65	Raw Labor Feed			4880.Dpt I	0		0	0 017	\$	-	100%
BHSC DEPARTMENTS: BH S N019	Raw Labor Feed	1	1	4881.Dpt I	1	1	0	0 045	\$	-	98%
BHSC DEPARTMENTS: BH S S063	New Hire			4881.Dpt I	0		0	0 022	\$	-	98%
BHSC DEPARTMENTS: BH S S063	Promotion			4881.Dpt I	0		0	0 022	\$	-	98%
BHSC DEPARTMENTS: BH S S063	Raw Labor Feed	1	1	4881.Dpt I	1	1	0	0 022	\$	-	98%

BHSC DEPARTMENTS: BH S SA15			Raw Labor Feed		4881.Dpt I	0		0	0 024	\$ -	98%
BHSC DEPARTMENTS: BH S SA41			Promotion		4881.Dpt I	0		0	0 016	\$ -	98%
BHSC DEPARTMENTS: BH S SA41			Raw Labor Feed	1	4881.Dpt I	1	1	0	0 016	\$ -	98%
BHSC DEPARTMENTS: BH S SA41			Replacement		4881.Dpt I	0	1	1	1 016	\$ 117,628.99	98%
BHSC DEPARTMENTS: BH S SA81			Raw Labor Feed	1	4881.Dpt I	1	1	0	0 017	\$ -	98%
BHSC DEPARTMENTS: BH S SA81			Transfer-Out		4881.Dpt I	0	(1)	-1	-1 017	\$ (129,986.06)	98%
BHSC DEPARTMENTS: BH S SA87			Raw Labor Feed	2	4881.Dpt I	2	2	0	0 021	\$ -	98%
BHSC DEPARTMENTS: BH S SA87			Replacement		4881.Dpt I	0		0	0 021	\$ -	98%
BHSC DEPARTMENTS: BH S SA87			Transfer-Out		4881.Dpt I	0	(2)	-2	-2 021	\$ (377,342.78)	98%
BHSC DEPARTMENTS: BH S SA88			Employee Retirement		4881.Dpt I	0		0	0 019	\$ -	98%
BHSC DEPARTMENTS: BH S SA88			Raw Labor Feed		4881.Dpt I	0		0	0 019	\$ -	98%
BHSC DEPARTMENTS: BH S SC71			Raw Labor Feed	1	4881.Dpt I	1	1	0	0 020	\$ -	98%
BHSC DEPARTMENTS: BH S O039			Trasfer In		4763.Dpt I	0	2	2	2 048	\$ 187,035.26	97%
BHSC DEPARTMENTS: BH S S459			New Hire		4763.Dpt I	0	1	1	1 020	\$ 171,492.05	97%
BHSC DEPARTMENTS: BH S O040			New Hire		4763.Dpt I	0	2	2	2 048	\$ 187,035.26	97%
BHSC DEPARTMENTS: BH S O063			New Hire		4763.Dpt I	0	1	1	1 048	\$ 93,517.63	97%
BHSC DEPARTMENTS: BH S U104			Raw Labor Feed	2	5562.Dpt I	2	2	0	0 012	\$ -	0%
BHSC DEPARTMENTS: BH S U086			Raw Labor Feed	5	5728.Dpt E	5	5	0	0 003	\$ -	0%
BHSC DEPARTMENTS: BH S U086			Replacement		5728.Dpt E	0	3	3	3 003	\$ 104,496.91	0%
Total						1,190.0	1,329.0	139.0	139		
From Headcount Tab						1,199.0	1,323.0				
						(9.0)	6.0				

* 2 new transfers from 8607

_Total O&M				20%				30%				11%				2		3		4	
_Total O&M		_Total O&M to be Included		_Total O&M to be Included		Allocated to BHP		_Incentive to account 920		_Benefits to account 926		_Payroll Tax to account 408.1		Account Split>>		_142		_143		_152	
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	162,520.30	\$	162,520.30	\$	26,983.48	\$	5,396.70	\$	8,095.05	\$	2,833.27	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	(103,783.68)	\$	(103,783.68)	\$	(17,231.36)	\$	(3,446.27)	\$	(5,169.41)	\$	(1,809.29)	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	98,084.74	\$	98,084.74	\$	16,285.15	\$	3,257.03	\$	4,885.55	\$	1,709.94	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	128,915.98	\$	128,915.98	\$	21,404.11	\$	4,280.82	\$	6,421.23	\$	2,247.43	\$	-	\$	-	\$	-	\$	-	\$	-
\$	(128,915.98)	\$	(128,915.98)	\$	(21,404.11)	\$	(4,280.82)	\$	(6,421.23)	\$	(2,247.43)	\$	-	\$	-	\$	-	\$	-	\$	-
\$	69,347.32	\$	69,347.32	\$	11,513.84	\$	2,302.77	\$	3,454.15	\$	1,208.95	\$	-	\$	-	\$	-	\$	-	\$	-
\$	(69,347.32)	\$	(69,347.32)	\$	(11,513.84)	\$	(2,302.77)	\$	(3,454.15)	\$	(1,208.95)	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	83,801.79	\$	83,801.79	\$	13,913.73	\$	2,782.75	\$	4,174.12	\$	1,460.94	\$	-	\$	-	\$	-	\$	-	\$	-
\$	325,834.19	\$	325,834.19	\$	54,098.73	\$	10,819.75	\$	16,229.62	\$	5,680.37	\$	-	\$	-	\$	-	\$	-	\$	-
\$	(325,834.19)	\$	(325,834.19)	\$	(54,098.73)	\$	(10,819.75)	\$	(16,229.62)	\$	(5,680.37)	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	108,611.40	\$	108,611.40	\$	18,032.91	\$	3,606.58	\$	5,409.87	\$	1,893.46	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	305,668.56	\$	305,668.56	\$	50,750.60	\$	10,150.12	\$	15,225.18	\$	5,328.81	\$	-	\$	-	\$	-	\$	-	\$	-
\$	(305,668.56)	\$	(305,668.56)	\$	(50,750.60)	\$	(10,150.12)	\$	(15,225.18)	\$	(5,328.81)	\$	-	\$	-	\$	-	\$	-	\$	-
\$	152,834.28	\$	152,834.28	\$	25,375.30	\$	5,075.06	\$	7,612.59	\$	2,664.41	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	204,369.46	\$	204,369.46	\$	33,931.76	\$	6,786.35	\$	10,179.53	\$	3,562.83	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	557,566.79	\$	557,566.79	\$	92,573.63	\$	18,514.73	\$	27,772.09	\$	9,720.23	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	329,327.51	\$	329,327.51	\$	54,678.73	\$	10,935.75	\$	16,403.62	\$	5,741.27	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	(127,319.73)	\$	(127,319.73)	\$	(21,139.08)	\$	(4,227.82)	\$	(6,341.72)	\$	(2,219.60)	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	123,170.96	\$	123,170.96	\$	15,798.74	\$	3,159.75	\$	4,739.62	\$	1,658.87	\$	-	\$	-	\$	-	\$	-	\$	-
\$	(123,170.96)	\$	(123,170.96)	\$	(15,798.74)	\$	(3,159.75)	\$	(4,739.62)	\$	(1,658.87)	\$	-	\$	-	\$	-	\$	-	\$	-
\$	123,170.96	\$	123,170.96	\$	15,798.74	\$	3,159.75	\$	4,739.62	\$	1,658.87	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	113,162.86	\$	113,162.86	\$	14,515.03	\$	2,903.01	\$	4,354.51	\$	1,524.08	\$	-	\$	-	\$	-	\$	-	\$	-
\$	(113,162.86)	\$	(113,162.86)	\$	(14,515.03)	\$	(2,903.01)	\$	(4,354.51)	\$	(1,524.08)	\$	-	\$	-	\$	-	\$	-	\$	-

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

\$	84,475.37	\$	84,475.37	\$	4,927.25	\$	985.45	\$	1,478.17	\$	517.36	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	89,955.66	\$	89,955.66	\$	5,246.90	\$	1,049.38	\$	1,574.07	\$	550.92	\$	-	\$	-	\$	-
\$	(89,955.66)	\$	(89,955.66)	\$	(5,246.90)	\$	(1,049.38)	\$	(1,574.07)	\$	(550.92)	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	116,656.42	\$	116,656.42	\$	6,804.29	\$	1,360.86	\$	2,041.29	\$	714.45	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	82,478.68	\$	82,478.68	\$	4,810.79	\$	962.16	\$	1,443.24	\$	505.13	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	82,478.68	\$	82,478.68	\$	4,810.79	\$	962.16	\$	1,443.24	\$	505.13	\$	-	\$	-	\$	-
\$	(82,478.68)	\$	(82,478.68)	\$	(4,810.79)	\$	(962.16)	\$	(1,443.24)	\$	(505.13)	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	75,832.47	\$	75,832.47	\$	4,423.13	\$	884.63	\$	1,326.94	\$	464.43	\$	-	\$	-	\$	-
\$	(75,832.47)	\$	(75,832.47)	\$	(4,423.13)	\$	(884.63)	\$	(1,326.94)	\$	(464.43)	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	109,512.94	\$	109,512.94	\$	13,675.51	\$	2,735.10	\$	4,102.65	\$	1,435.93	\$	-	\$	-	\$	-
\$	219,025.87	\$	219,025.87	\$	27,351.01	\$	5,470.20	\$	8,205.30	\$	2,871.86	\$	-	\$	-	\$	-
\$	(219,025.87)	\$	(219,025.87)	\$	(27,351.01)	\$	(5,470.20)	\$	(8,205.30)	\$	(2,871.86)	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	141,482.02	\$	141,482.02	\$	28,452.03	\$	5,690.41	\$	8,535.61	\$	2,987.46	\$	-	\$	-	\$	68.27
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

x

x

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$

§ -

[illegible]

[illegible]

\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	12,372.26	\$	-
\$	-	\$	-	\$	-	\$	(12,372.26)	\$	-
\$	-	\$	-	\$	-	\$	13,880.89	\$	-
\$	-	\$	-	\$	-	\$	(13,880.89)	\$	-
\$	-	\$	-	\$	-	\$	32,823.49	\$	-
\$	-	\$	-	\$	-	\$	(32,823.49)	\$	-
\$	-	\$	-	\$	-	\$	16,411.74	\$	-
\$	-	\$	-	\$	-	\$	(16,411.74)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	42,566.20	\$	-
\$	-	\$	-	\$	-	\$	(42,566.20)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	25,548.18	\$	-
\$	-	\$	-	\$	-	\$	(25,548.18)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	15,047.62	\$	-
\$	-	\$	-	\$	-	\$	(15,047.62)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	17,930.96	\$	-
\$	-	\$	-	\$	-	\$	17,930.96	\$	-
\$	-	\$	-	\$	-	\$	(17,930.96)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	15,047.62	\$	-
\$	-	\$	-	\$	-	\$	(15,047.62)	\$	-
\$	-	\$	-	\$	-	\$	17,930.96	\$	-
\$	-	\$	-	\$	-	\$	(17,930.96)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	16,411.74	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	17,930.96	\$	-
\$	-	\$	-	\$	-	\$	(17,930.96)	\$	-
\$	-	\$	-	\$	-	\$	23,165.37	\$	-
\$	-	\$	-	\$	-	\$	(23,165.37)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	23,165.37	\$	-
\$	-	\$	-	\$	-	\$	(23,165.37)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	37,247.19	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	21,283.10	\$	-
\$	-	\$	-	\$	-	\$	(21,283.10)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	21,581.78	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	14,029.23	\$	-
\$	-	\$	-	\$	-	\$	23,490.47	\$	-
\$	-	\$	-	\$	-	\$	(23,490.47)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	45,962.65	\$	-
\$	-	\$	-	\$	-	\$	(45,962.65)	\$	-
\$	-	\$	-	\$	-	\$	45,962.65	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	22,981.32	\$	-
\$	-	\$	-	\$	-	\$	14,928.07	\$	-
\$	-	\$	-	\$	-	\$	(14,928.07)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	29,856.14	\$	-
\$	-	\$	-	\$	-	\$	(29,856.14)	\$	-
\$	-	\$	-	\$	-	\$	22,981.32	\$	-
\$	-	\$	-	\$	-	\$	(22,981.32)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	16,281.35	\$	-
\$	-	\$	-	\$	-	\$	(16,281.35)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	21,114.00	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	21,114.00	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	71,091.64	\$	-
\$	-	\$	-	\$	-	\$	(71,091.64)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	79,748.98	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	(5,542.60)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	68,443.25	\$	-
\$	-	\$	-	\$	-	\$	(68,443.25)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	25,747.86	\$	-
\$	-	\$	-	\$	-	\$	42,898.89	\$	-
\$	-	\$	-	\$	-	\$	(42,898.89)	\$	-
\$	-	\$	-	\$	-	\$	21,449.45	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-

[illegible]

[illegible]

[illegible]

\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	42,731.05	\$	-
\$	-	\$	-	\$	-	\$	(42,731.05)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	2,018.03	\$	-
\$	-	\$	-	\$	-	\$	3,659.63	\$	-
\$	-	\$	-	\$	-	\$	(3,659.63)	\$	-
\$	-	\$	-	\$	-	\$	3,362.27	\$	-
\$	-	\$	-	\$	-	\$	(3,362.27)	\$	-
\$	-	\$	-	\$	-	\$	2,832.70	\$	-
\$	-	\$	-	\$	-	\$	(2,832.70)	\$	-
\$	-	\$	-	\$	-	\$	(1,987.94)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	10,932.58	\$	-
\$	-	\$	-	\$	-	\$	(10,932.58)	\$	-
\$	-	\$	-	\$	-	\$	25,952.78	\$	-
\$	-	\$	-	\$	-	\$	(25,952.78)	\$	-
\$	-	\$	-	\$	-	\$	12,976.39	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	15,576.83	\$	-
\$	-	\$	-	\$	-	\$	(15,576.83)	\$	-
\$	-	\$	-	\$	-	\$	(2,187.27)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	20,189.06	\$	-
\$	-	\$	-	\$	-	\$	(20,189.06)	\$	-
\$	-	\$	-	\$	-	\$	10,094.53	\$	-
\$	-	\$	-	\$	-	\$	12,028.78	\$	-
\$	-	\$	-	\$	-	\$	(12,028.78)	\$	-
\$	-	\$	-	\$	-	\$	14,277.53	\$	-
\$	-	\$	-	\$	-	\$	14,277.53	\$	-
\$	-	\$	-	\$	-	\$	(14,277.53)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	17,138.71	\$	-
\$	-	\$	-	\$	-	\$	(17,138.71)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	114,568.41	\$	-
\$	-	\$	-	\$	-	\$	(114,568.41)	\$	-
\$	-	\$	-	\$	-	\$	57,284.20	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	48,261.80	\$	-
\$	-	\$	-	\$	-	\$	(48,261.80)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	40,501.20	\$	-
\$	-	\$	-	\$	-	\$	40,501.20	\$	-
\$	-	\$	-	\$	-	\$	(40,501.20)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	67,774.18	\$	-
\$	-	\$	-	\$	-	\$	(67,774.18)	\$	-
\$	-	\$	-	\$	-	\$	61,453.08	\$	-
\$	-	\$	-	\$	-	\$	(61,453.08)	\$	-
\$	-	\$	-	\$	-	\$	74,682.42	\$	-
\$	-	\$	-	\$	-	\$	(74,682.42)	\$	-

[illegible]

[illegible]

[illegible]

[illegible]

\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	3,930.49	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	6,412.77	\$
\$	-	\$	-	\$	-	\$	(6,412.77)	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	4,925.66	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	7,577.36	\$
\$	-	\$	-	\$	-	\$	(7,577.36)	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	9,949.88	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	7,541.73	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	(4,056.89)	\$
\$	-	\$	-	\$	-	\$	4,056.89	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	5,332.17	\$
\$	-	\$	-	\$	-	\$	(5,332.17)	\$
\$	-	\$	-	\$	-	\$	9,053.07	\$
\$	-	\$	-	\$	-	\$	(9,053.07)	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	(4,512.80)	\$
\$	-	\$	-	\$	-	\$	4,512.80	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	6,353.89	\$
\$	-	\$	-	\$	-	\$	(6,353.89)	\$
\$	-	\$	-	\$	-	\$	6,353.89	\$
\$	-	\$	-	\$	-	\$	6,353.89	\$
\$	-	\$	-	\$	-	\$	6,353.89	\$
\$	-	\$	-	\$	-	\$	(6,353.89)	\$
\$	-	\$	-	\$	-	\$	6,353.89	\$
\$	-	\$	-	\$	-	\$	(6,353.89)	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	-	\$
\$	-	\$	-	\$	-	\$	4,928.53	\$
\$	-	\$	-	\$	-	\$	4,928.53	\$
\$	-	\$	-	\$	-	\$	(4,928.53)	\$
\$	-	\$	-	\$	-	\$	-	\$

[illegible]

\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	1,796.60	\$	-	\$	-	\$	20,243.43	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	(1,985.34)	\$	-	\$	-	\$	(22,370.02)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	(5,763.34)	\$	-	\$	-	\$	(64,939.02)	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	29,916.85	\$	-
\$	-	\$	-	\$	-	\$	27,430.67	\$	-
\$	-	\$	-	\$	-	\$	29,916.85	\$	-
\$	-	\$	-	\$	-	\$	14,958.43	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	-	\$	-	\$	-	\$	-	\$	-
\$	(5,952.07)	\$	3.85	\$	2.30	\$	2,350,769.54	\$	(0.00)

_500 _506 _510 _511 _512 _513 _546 _548 _549 _551 _553 _554 _556 _558 _560 _561.2 _561.3 _561.5 _561.6 _561.7 _562 _563 _566 _569 _570

0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	33%	0%	9%	0%	0%	0%	0%	0%	0%	0%

_571 _580 _581 _582 _583 _585 _586 _587 _588 _590 _592 _593 _596 _750 _814 _824 _832 _850 _851 _853 _856 _859 _870 _871 _874

18% 5% 0% 0% 0% 0% 0% 2% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0%

_880 _887 _892 _893 _901 _902 _903 _905 _907 _908 _909 _910 _912 _913 _920 _930.1 _930.2 _932.2 _935 _990

0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	24%	0%	0%	0%	0%	0%	#REF!

Monthly All Products Direct Charges BH SERVICE COMPANY LLC Work Order View All Operating Units Work Order # Open Item STAT Code All Resource Codes

4794.Dpt	SC-BENEFITS POOLED.Dpt	926000	EMPLOYEE PENSIONS & BENEFITS	2024	2025	2026
				DecQTD	SepYTD	DecYTD
				Actual Data	Actual Data	9 & 3 2025 Fest - Oct BOD
				9,303,845	30,655,645	47,994,663 _SC-
					8,035,173	
				_Pooled Medical Step 10A>>	_701600	_701601
					8,035,173	8,035,173
					15.46%	26.72%
					1,242,237.72	2,146,998.19
					_12A	_12B
				_Blended Step 12A & 12B>>	16.60%	17.50%
					206,211.46	375,724.68
				_Total Adjustment for Medical Increases>>	581,936.15	

Cost Allocation Rates Adjustment

FERC #	Alloc
_403	-
_404	-
_500	-
_546	191.19
_549	-
_556	(15,246.94)
_558	-
_560	2,468.29
_561	(4,041.46)
_562	(21.46)
_563	-
_566	(153.19)
_570	-
_571	(12.95)
_580	414.44
_581	(707.37)
_582	(24.17)
_583	-
_586	645.85
_588	2,262.57
_590	(9.93)
_593	(335.22)
_814	-
_818	-
_750	-
_824	-
_830	-
_840	-
_841	-
_850	-
_851	-
_852	-
_853	-
_857	-
_859	-
_860	-
_861	-
_870	-
_871	-
_874	-
_875	-

Cost Allocation Rates Adjustment

_877	-
_878	-
_880	-
_881	-
_885	-
_887	-
_888	-
_889	-
_890	-
_893	-
_901	990.06
_902	663.32
_903	4,041.66
_905	169.37
_907	1,258.57
_908	1,473.86
_909	0.79
_910	16.95
_911	-
_912	(15.68)
_913	0.41
_920	711,650.99
_921	4,320.33
_922	-
_923	-
_924	-
_925	-
_926	98,674.35
_928	-
_930.1	30.63
_930.2	36.94
_931	-
_932	-
_935	-
_408	-
_408.1	37,402.98

Cost Allocation Rates Adjustment

FERC #	Alloc
_403	-
_404	32,874.05
_500	-
_546	116.86
_549	-
_556	10,942.85
_558	849.58
_560	2,331.68
_561	1,558.43
_562	(21.55)
_563	(9.69)
_566	1,818.60
_570	-
_571	(12.95)
_580	332.25
_581	(744.41)
_582	(27.71)
_583	-
_586	673.87
_588	4,217.30
_590	(9.93)
_593	(114.71)
_814	-
_818	-
_750	-
_824	-
_830	-
_840	-
_841	-
_850	-
_851	-
_852	-
_853	-
_857	-
_859	-
_860	-
_861	-
_870	-
_871	-
_874	-
_875	-

Cost Allocation Rates Adjustment

_877	-
_878	-
_880	-
_881	-
_885	-
_887	-
_888	-
_889	-
_890	-
_893	-
_901	943.07
_902	674.40
_903	3,982.42
_905	169.41
_907	1,251.29
_908	1,467.36
_909	298.89
_910	17.96
_911	-
_912	(15.68)
_913	0.41
_920	716,723.57
_921	121,752.48
_922	-
_923	106,585.04
_924	4,254.10
_925	277,954.78
_926	101,760.32
_928	-
_930.1	757.95
_930.2	36,056.68
_931	130,179.62
_935	93,292.89
_935	94,352.65
_408	-
_408.1	38,556.70
_416	162.76
_417	15,296.54
_426	9,439.39
_408.2	1,457.51
_Exclude	-
	1,812,147.05
	1,812,147.05
	- Check Figure

Black Hills Service Company

Merit Adjustment

Based on Straight Labor 2025 (Used actuals Jan-Sept 2025 and annualized for Oct-Dec 2025)

		Salary	Benefits	Incentives	Payroll Taxes	
_920	920	285,281	-	175,770	-	461,051
_556	556	30,826	-	-	-	30,826
_912	912	-	-	-	-	-
_580	580	5,755	-	-	-	5,755
_588	588	3,847	-	-	-	3,847
_930	930	-	-	-	-	-
_560	560	6,224	-	-	-	6,224
_590	590	22	-	-	-	22
_561	561	32,459	-	-	-	32,459
_566	566	1,033	-	-	-	1,033
_586	586	3,583	-	-	-	3,583
_902	902	1,332	-	-	-	1,332
_903	903	21,276	-	-	-	21,276
_562	562	-	-	-	-	-
_581	581	1,668	-	-	-	1,668
_901	901	2,656	-	-	-	2,656
_570	570	-	-	-	-	-
_582	582	-	-	-	-	-
_571	571	(312)	-	-	-	(312)
_593	593	1,612	-	-	-	1,612
_500	500	218	-	-	-	218
_546	546	221	-	-	-	221
_910	910	-	-	-	-	-
_907	907	1,385	-	-	-	1,385
_908	908	627	-	-	-	627
_905	905	978	-	-	-	978
_926	926	-	263,654	-	-	263,654
_909	909	(24)	-	-	-	(24)
_913	913	(26)	-	-	-	(26)
Grand Total		400,643	263,654	175,770	-	840,066
_416	416	95	-	-	-	95
_408	408	-	-	-	92,279	92,279
_417	417	120	-	-	-	120
_426	426	1,650	-	-	-	1,650
		402,507.48	263,654.27	175,769.51	92,278.99	934,210.26
		-	-	-	-	-

	Test Year	Proforma Year
Base Pay	13,775,306.87	18,599,808.27
Other Pay	132,181.76	136,864.43
Severance	201,258.00	208,387.77
AIP	1,226,071.13	1,522,813.97
STIP	557,525.78	687,143.52
LTIP	1,066,666.22	1,104,453.93
Equity Comp	730,833.46	756,723.96
Benefits	4,698,435.73	4,864,882.47
Comp Abs	2,281,255.81	2,362,071.56
401K	1,657,034.92	1,715,737.02
Bonus	135,854.59	140,667.37
Total Compensation	26,462,424.26	32,099,554.27

Black Hills Power

**Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025**

					Total CAM Adj.	- 488,003.90 28.47%	
(a)	(b)	(c)					
Line	FERC			Base Pay	Base Pay Cost Allocation Manual Adjustment	Base Pay Total	
No.	Acct. No.	Description					
1	_500	STEAM OPS SUPERVISION AND ENG	x	6,689.53	-	6,689.53	
2	_502	STEAM EXPENSES	x	3,099.10	-	3,099.10	
3	_506	MISC STEAM POWER EXPENSES	x	2,584.04	-	2,584.04	
4	_510	STEAM MAINT SUPERVISION & ENG	x	6,597.67	-	6,597.67	
5	_511	MAINT OF STRUCTURES	x	299.21	-	299.21	
6	_512	MAINT OF BOILER PLANT	x	309.95	-	309.95	
7	_513	MAINT OF ELECTRIC PLANT	x	14,104.17	-	14,104.17	
8	_514	MAINT OF MISC STEAM PLANT	x	-	-	-	
9	_546	OTHR GEN OPS SUPERV & ENG		225,254.58	6,202.62	231,457.20	
10	_548	OTHER POWER GENERATION EXP	x	6,696.48	-	6,696.48	
11	_549	MISC OTHER POWER GENERATION EX	x	13,501.55	-	13,501.55	
12	_551	SUPERVISION & ENGINEERING	x	25,138.94	-	25,138.94	
13	_553	OTHR GEN MAINT OF GENR PLANT	x	103,214.57	-	103,214.57	
14	_554	MISCELLANEOUS PLANT	x	25,159.33	-	25,159.33	
15	_556	SYS CONTROL AND LOAD DISPATCHI		630,952.27	17,373.94	648,326.21	
16	_558	OPERATION SUPERVISON&ENGINEER		128,702.59	3,543.96	132,246.55	
17	_560	TRANS OPS SUPERV & ENGINEERING		430,772.40	11,861.77	442,634.18	
18	_561	DIST CUSTOMER INSTALLATIONS		1,523,643.73	41,955.13	1,565,598.86	
19	_561.1	LOAD DISPATCH-RELIABILITY	x	-	-	-	
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	x	207.51	-	207.51	
21	_561.3	LOAD DISPATCH-TRANS SVC & SCHED	x	49,957.89	-	49,957.89	
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	x	-	-	-	
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	x	3,051.59	-	3,051.59	

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)			Total CAM Adj.:		-	488,003.90	28.47%
Line	FERC			Base Pay	Base Pay Cost Allocation Manual Adjustment	Base Pay Total	
No.	Acct. No.	Description					
24	_561.6	TRANSMISSION SVC STUDIES	x	-	-	-	
25	_561.7	GENERATION INTERCONNTN STUDIES	x	15,157.50	-	15,157.50	
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	x	-	-	-	
27	_562	TRANS OPS STATION EXPENSES		15,697.80	432.26	16,130.05	
28	_563	TRANS OPS OH LINE EXP		(740.18)	(20.38)	(760.56)	
29	_566	MISCELLANEOUS TRANSMISSION EXP		14,872.93	409.54	15,282.47	
30	_567	TRANS OPS RENTS	x	-	-	-	
31	_569	TRANS MAINT OF STRUCTURES	x	63,685.58	-	63,685.58	
32	_570	TRANS MAINT OF STATION EQUIPM	x	11,817.42	-	11,817.42	
33	_571	TRANS MAINT OF OVERHEAD LINES		113,511.62	3,125.66	116,637.28	
34	_580	DIST OPS SUPERV & ENG		462,699.20	12,740.91	475,440.11	
35	_581	DIST OPS LOAD DISPATCHING		439,611.66	12,105.17	451,716.83	
36	_582	DIST OPS STATION EXPENSES		27,808.57	765.74	28,574.31	
37	_583	OVERHEAD LINES	x	(422.20)	-	(422.20)	
38	_585	DIST OPS STREET LIGHT & SIGNAL	x	8,011.30	-	8,011.30	
39	_586	DIST OPS METER EXPENSES		97,763.52	2,692.02	100,455.54	
40	_587	DIST OPS CUST INSTALL EXP	x	7,836.88	-	7,836.88	
41	_588	DIST OPS MISC DISTRIB EXP		181,379.62	4,994.48	186,374.10	
42	_589	DIST OPS RENTS	x	-	-	-	
43	_590	DIST MAINT SUPERV & ENG		16,955.27	466.88	17,422.15	
44	_592	DIST MAINT OF STATION EQUIPMEN	x	22,468.23	-	22,468.23	
45	_593	DIST MAINT OF OVERHEAD LINES		171,771.48	4,729.91	176,501.38	
46	_594	DIST MAINT OF UNDERGROUND LINE	x	-	-	-	
47	_596	DIST MAINT OF STREET LIGHT & S	x	276.09	-	276.09	

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)			Total CAM Adj.	- 488,003.90 28.47%	
Line	FERC		Base Pay	Base Pay Cost Allocation Manual Adjustment	Base Pay Total
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	89,362.16	2,460.68	91,822.84
49	_902	READ METERS	137,183.48	3,777.49	140,960.97
50	_903	CUST ACCTS RECORDS & COLLECTIO	554,001.11	15,255.00	569,256.12
51	_905	MISC CUSTOMER ACCOUNTS	29,505.11	812.45	30,317.57
52	_907	CUSTOMER SERVICE SUPERVISION	52,443.56	1,444.09	53,887.65
53	_908	CUSTOMER ASSISTANCE EXP	137,032.30	3,773.33	140,805.63
54	_909	INFORMATIONAL & INSTRUCT ADS	100.93	2.78	103.71
55	_910	MISC CUST SERVICE & INFO	9,348.24	257.41	9,605.65
56	_912	SALES DEMONSTRATING & SELLING	(312.74)	(8.61)	(321.35)
57	_913	SALES ADVERTISING EXPENSES	27.81	0.77	28.57
58	_920	ADMIN AND GENERAL SALARIES	11,263,337.83	310,147.87	11,573,485.70
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-
60	_922	ADMIN EXP TRANS CREDIT	x -	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	968,885.13	26,679.27	995,564.40
65	_928	REGULATORY COMMISSION EXP	x -	-	-
66	_930.1	GENERAL ADVERTISING	334.31	9.21	343.52
67	_930.2	MISCELLANEOUS GENERAL EXP	449.56	12.38	461.94
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	6.15	0.17	6.32
Total			18,111,804.37	488,003.90	18,599,808.27

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a)	(b)	(c)	28.47%	
Line	FERC		Base Pay Cost	Base Pay Total
No.	Acct. No.	Description	Base Pay	Allocation Manual Adjustment
			389,442.35	
			17,722,362.02	
		Tieout to Comp Sched Support & BHP Sched.	(207,260.85)	
		(2) 408 is uploaded to 408.1, payroll taxes		
		Diff		
		Reconciling Items		
		_ 416	2,553.56	
		_ 403	-	
		_ 404	-	
		_ 408.1	-	
		_ 417	7,680.40	
		_ 426	197,026.89	
		_ 990	-	
		_ Exclude		
		Check Figure	(0.00)	

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)			- 80,815.75 4.71%		
Line	FERC		Compensated Absences	Compensated Absences Cost Allocation Manual Adjustment	Compensated Absences Total
No.	Acct. No.	Description			
1	_500	STEAM OPS SUPERVISION AND ENG	984.50	-	984.50
2	_502	STEAM EXPENSES	950.24	-	950.24
3	_506	MISC STEAM POWER EXPENSES	309.26	-	309.26
4	_510	STEAM MAINT SUPERVISION & ENG	1,022.78	-	1,022.78
5	_511	MAINT OF STRUCTURES	48.29	-	48.29
6	_512	MAINT OF BOILER PLANT	34.80	-	34.80
7	_513	MAINT OF ELECTRIC PLANT	356.72	-	356.72
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	33,501.73	1,195.18	34,696.91
10	_548	OTHER POWER GENERATION EXP	391.72	-	391.72
11	_549	MISC OTHER POWER GENERATION EX	1,653.55	-	1,653.55
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	1,485.24	-	1,485.24
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	71,473.41	2,549.83	74,023.24
16	_558	OPERATION SUPERVISON&ENGINEER	4,675.53	166.80	4,842.33
17	_560	TRANS OPS SUPERV & ENGINEERING	54,482.98	1,943.70	56,426.68
18	_561	DIST CUSTOMER INSTALLATIONS	222,049.24	7,921.67	229,970.91
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-	-
21	_561.3	LOAD DISPATCH-TRANS SVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)			- 80,815.75 4.71%		
Line	FERC		Compensated Absences	Compensated Absences Cost Allocation Manual Adjustment	Compensated Absences Total
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	2,059.59	73.48	2,133.07
28	_563	TRANS OPS OH LINE EXP	395.73	14.12	409.85
29	_566	MISCELLANEOUS TRANSMISSION EXP	542.26	19.35	561.61
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	3,397.31	-	3,397.31
32	_570	TRANS MAINT OF STATION EQUIPM	1,634.52	-	1,634.52
33	_571	TRANS MAINT OF OVERHEAD LINES	1,659.46	59.20	1,718.66
34	_580	DIST OPS SUPERV & ENG	66,267.01	2,364.09	68,631.10
35	_581	DIST OPS LOAD DISPATCHING	62,734.52	2,238.07	64,972.59
36	_582	DIST OPS STATION EXPENSES	4,138.45	147.64	4,286.09
37	_583	OVERHEAD LINES	(68.12)	-	(68.12)
38	_585	DIST OPS STREET LIGHT & SIGNAL	10.37	-	10.37
39	_586	DIST OPS METER EXPENSES	14,120.14	503.74	14,623.88
40	_587	DIST OPS CUST INSTALL EXP	272.01	-	272.01
41	_588	DIST OPS MISC DISTRIB EXP	26,609.13	949.29	27,558.42
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	135.90	4.85	140.75
44	_592	DIST MAINT OF STATION EQUIPMEN	3,419.34	-	3,419.34
45	_593	DIST MAINT OF OVERHEAD LINES	25,457.15	908.19	26,365.34
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	38.65	-	38.65

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)			- 80,815.75 4.71%		
Line	FERC		Compensated Absences	Compensated Absences Cost Allocation Manual Adjustment	Compensated Absences Total
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	10,251.88	365.74	10,617.62
49	_902	READ METERS	10,514.44	375.11	10,889.55
50	_903	CUST ACCTS RECORDS & COLLECTIO	78,461.34	2,799.13	81,260.47
51	_905	MISC CUSTOMER ACCOUNTS	3,354.17	119.66	3,473.83
52	_907	CUSTOMER SERVICE SUPERVISION	5,836.35	208.21	6,044.56
53	_908	CUSTOMER ASSISTANCE EXP	20,304.57	724.37	21,028.94
54	_909	INFORMATIONAL & INSTRUCT ADS	14.71	0.52	15.23
55	_910	MISC CUST SERVICE & INFO	32.64	1.16	33.80
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	7.47	0.27	7.74
58	_920	ADMIN AND GENERAL SALARIES	1,545,354.20	55,130.95	1,600,485.15
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	-	-	-
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	53.49	1.91	55.40
67	_930.2	MISCELLANEOUS GENERAL EXP	827.14	29.51	856.65
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			2,281,255.81	80,815.75	2,362,071.56

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a)	(b)	(c)	-	
			80,815.75	
			4.71%	
Line	FERC		Compensated Absences Cost Allocation Manual Adjustment	Compensated Absences Total
No.	Acct. No.	Description		
			15,941.18	
			2,265,314.63	
		Tieout to Comp Sched Support & BHP Sched.	(32,102.45)	
		(2) 408 is uploaded to 408.1, payroll taxes		
		Diff		
		Reconciling Items		
		_ 416	382.42	
		_ 403	-	
		_ 404	-	
		_ 408.1	-	
		_ 417	1,196.23	
		_ 426	30,523.80	
		_ 990	-	
		_ Exclude		
		Check Figure	0.00	

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a)	(b)	(c)			
				-	
				4,682.67	
				0.27%	
Line	FERC		Other Pay	Other Pay Cost Allocation Manual Adjustment	Other pay Total
No.	Acct. No.	Description			
1	_500	STEAM OPS SUPERVISION AND ENG	-	-	-
2	_502	STEAM EXPENSES	-	-	-
3	_506	MISC STEAM POWER EXPENSES	-	-	-
4	_510	STEAM MAINT SUPERVISION & ENG	-	-	-
5	_511	MAINT OF STRUCTURES	-	-	-
6	_512	MAINT OF BOILER PLANT	-	-	-
7	_513	MAINT OF ELECTRIC PLANT	-	-	-
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	46,863.62	1,705.30	48,568.92
10	_548	OTHER POWER GENERATION EXP	-	-	-
11	_549	MISC OTHER POWER GENERATION EX	-	-	-
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	1,490.06	-	1,490.06
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	-	-	-
16	_558	OPERATION SUPERVISON&ENGINEER	4,973.37	180.97	5,154.34
17	_560	TRANS OPS SUPERV & ENGINEERING	1,125.07	40.94	1,166.01
18	_561	DIST CUSTOMER INSTALLATIONS	-	-	-
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-	-
21	_561.3	LOAD DISPATCH-TRANS SVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)			- 4,682.67 0.27%		
Line	FERC		Other Pay	Other Pay Cost Allocation Manual Adjustment	Other pay Total
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	1,032.78	37.58	1,070.36
28	_563	TRANS OPS OH LINE EXP	45.00	1.64	46.64
29	_566	MISCELLANEOUS TRANSMISSION EXP	-	-	-
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	-	-	-
32	_570	TRANS MAINT OF STATION EQUIPM	1,195.02	-	1,195.02
33	_571	TRANS MAINT OF OVERHEAD LINES	-	-	-
34	_580	DIST OPS SUPERV & ENG	-	-	-
35	_581	DIST OPS LOAD DISPATCHING	-	-	-
36	_582	DIST OPS STATION EXPENSES	1,181.01	42.98	1,223.99
37	_583	OVERHEAD LINES	-	-	-
38	_585	DIST OPS STREET LIGHT & SIGNAL	-	-	-
39	_586	DIST OPS METER EXPENSES	-	-	-
40	_587	DIST OPS CUST INSTALL EXP	-	-	-
41	_588	DIST OPS MISC DISTRIB EXP	-	-	-
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	-	-	-
44	_592	DIST MAINT OF STATION EQUIPMEN	811.39	-	811.39
45	_593	DIST MAINT OF OVERHEAD LINES	-	-	-
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)			-	4,682.67	0.27%
Line	FERC		Other Pay	Other Pay Cost Allocation Manual Adjustment	Other pay Total
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	-	-	-
49	_902	READ METERS	5.29	0.19	5.48
50	_903	CUST ACCTS RECORDS & COLLECTIO	16,138.95	587.27	16,726.22
51	_905	MISC CUSTOMER ACCOUNTS	5.31	0.19	5.50
52	_907	CUSTOMER SERVICE SUPERVISION	-	-	-
53	_908	CUSTOMER ASSISTANCE EXP	181.48	6.60	188.08
54	_909	INFORMATIONAL & INSTRUCT ADS	0.53	0.02	0.55
55	_910	MISC CUST SERVICE & INFO	-	-	-
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	3.13	0.11	3.24
58	_920	ADMIN AND GENERAL SALARIES	57,129.75	2,078.87	59,208.62
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	-	-	-
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	-	-	-
67	_930.2	MISCELLANEOUS GENERAL EXP	-	-	-
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			132,181.76	4,682.67	136,864.43

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a)	(b)	(c)	-	
			4,682.67	
			0.27%	
Line	FERC		Other Pay Cost	Other pay
			Allocation	Total
			Manual	
			Adjustment	
No.	Acct. No.	Description		
				3,496.47
				128,685.29
		Tieout to Comp Sched Support & BHP Sched.		(985.33)
		(2) 408 is uploaded to 408.1, payroll taxes		
		Diff		
		Reconciling Items		
		_ 416		14.63
		_ 403		-
		_ 404		-
		_ 408.1		-
		_ 417		-
		_ 426		970.70
		_ 990		-
		_ Exclude		
		Check Figure		0.00

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a)	(b)	(c)			
				-	
				7,129.76	
				0.42%	
Line	FERC		Severance	Severance Cost Allocation Manual Adjustment	Severance Total
No.	Acct. No.	Description			
1	_500	STEAM OPS SUPERVISION AND ENG	-	-	-
2	_502	STEAM EXPENSES	-	-	-
3	_506	MISC STEAM POWER EXPENSES	-	-	-
4	_510	STEAM MAINT SUPERVISION & ENG	-	-	-
5	_511	MAINT OF STRUCTURES	-	-	-
6	_512	MAINT OF BOILER PLANT	-	-	-
7	_513	MAINT OF ELECTRIC PLANT	-	-	-
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	-	-	-
10	_548	OTHER POWER GENERATION EXP	-	-	-
11	_549	MISC OTHER POWER GENERATION EX	-	-	-
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	-	-	-
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	-	-	-
16	_558	OPERATION SUPERVISON&ENGINEER	-	-	-
17	_560	TRANS OPS SUPERV & ENGINEERING	-	-	-
18	_561	DIST CUSTOMER INSTALLATIONS	-	-	-
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-	-
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a)	(b)	(c)			
				-	
				7,129.76	
				0.42%	
Line	FERC		Severance	Severance Cost Allocation Manual Adjustment	Severance Total
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEVSVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	-	-	-
28	_563	TRANS OPS OH LINE EXP	-	-	-
29	_566	MISCELLANEOUS TRANSMISSION EXP	-	-	-
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	-	-	-
32	_570	TRANS MAINT OF STATION EQUIPM	-	-	-
33	_571	TRANS MAINT OF OVERHEAD LINES	-	-	-
34	_580	DIST OPS SUPERV & ENG	-	-	-
35	_581	DIST OPS LOAD DISPATCHING	-	-	-
36	_582	DIST OPS STATION EXPENSES	-	-	-
37	_583	OVERHEAD LINES	-	-	-
38	_585	DIST OPS STREET LIGHT & SIGNAL	-	-	-
39	_586	DIST OPS METER EXPENSES	-	-	-
40	_587	DIST OPS CUST INSTALL EXP	-	-	-
41	_588	DIST OPS MISC DISTRIB EXP	-	-	-
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	-	-	-
44	_592	DIST MAINT OF STATION EQUIPMEN	-	-	-
45	_593	DIST MAINT OF OVERHEAD LINES	-	-	-
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	-	-

Black Hills Power**Intercompany Charges from Black Hills Service Company - Total Company****For the Test Year Ended September 30th, 2025**

(a)	(b)	(c)		-	
				7,129.76	
				0.42%	
Line	FERC		Severance	Severance Cost Allocation Manual Adjustment	Severance Total
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	-	-	-
49	_902	READ METERS	-	-	-
50	_903	CUST ACCTS RECORDS & COLLECTIO	-	-	-
51	_905	MISC CUSTOMER ACCOUNTS	-	-	-
52	_907	CUSTOMER SERVICE SUPERVISION	-	-	-
53	_908	CUSTOMER ASSISTANCE EXP	-	-	-
54	_909	INFORMATIONAL & INSTRUCT ADS	-	-	-
55	_910	MISC CUST SERVICE & INFO	-	-	-
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	-	-	-
58	_920	ADMIN AND GENERAL SALARIES	201,258.00	7,129.76	208,387.77
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	-	-	-
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	-	-	-
67	_930.2	MISCELLANEOUS GENERAL EXP	-	-	-
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			201,258.00	7,129.76	208,387.77

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a)	(b)	(c)		-	
				7,129.76	
				0.42%	
Line	FERC		Severance	Severance Cost Allocation Manual Adjustment	Severance Total
No.	Acct. No.	Description			
					-
					201,258.00
		Tieout to Comp Sched Support & BHP Sched.			-
		(2) 408 is uploaded to 408.1, payroll taxes			
		Diff			
		Reconciling Items			
		_ 416			-
		_ 403			-
		_ 404			-
		_ 408.1			-
		_ 417			-
		_ 426			-
		_ 990			-
		_ Exclude			
		Check Figure			-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

-
4,812.78
0.28%

(a)	(b)	(c)			
Line	FERC		Bonus	Bonus Cost Allocated manual Adjustment	Bonus Total
No.	Acct. No.	Description			
1	_500	STEAM OPS SUPERVISION AND ENG	-	-	-
2	_502	STEAM EXPENSES	-	-	-
3	_506	MISC STEAM POWER EXPENSES	-	-	-
4	_510	STEAM MAINT SUPERVISION & ENG	-	-	-
5	_511	MAINT OF STRUCTURES	-	-	-
6	_512	MAINT OF BOILER PLANT	-	-	-
7	_513	MAINT OF ELECTRIC PLANT	-	-	-
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	-	-	-
10	_548	OTHER POWER GENERATION EXP	-	-	-
11	_549	MISC OTHER POWER GENERATION EX	-	-	-
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	-	-	-
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	-	-	-
16	_558	OPERATION SUPERVISON&ENGINEER	-	-	-
17	_560	TRANS OPS SUPERV & ENGINEERING	-	-	-
18	_561	DIST CUSTOMER INSTALLATIONS	3,492.83	123.74	3,616.57
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-	-
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

-
4,812.78
0.28%

(a)	(b)	(c)			
Line	FERC		Bonus	Bonus Cost Allocated manual Adjustment	Bonus Total
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	-	-	-
28	_563	TRANS OPS OH LINE EXP	-	-	-
29	_566	MISCELLANEOUS TRANSMISSION EXP	-	-	-
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	-	-	-
32	_570	TRANS MAINT OF STATION EQUIPM	-	-	-
33	_571	TRANS MAINT OF OVERHEAD LINES	-	-	-
34	_580	DIST OPS SUPERV & ENG	3,000.00	106.28	3,106.28
35	_581	DIST OPS LOAD DISPATCHING	-	-	-
36	_582	DIST OPS STATION EXPENSES	-	-	-
37	_583	OVERHEAD LINES	-	-	-
38	_585	DIST OPS STREET LIGHT & SIGNAL	-	-	-
39	_586	DIST OPS METER EXPENSES	-	-	-
40	_587	DIST OPS CUST INSTALL EXP	-	-	-
41	_588	DIST OPS MISC DISTRIB EXP	-	-	-
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	-	-	-
44	_592	DIST MAINT OF STATION EQUIPMEN	-	-	-
45	_593	DIST MAINT OF OVERHEAD LINES	-	-	-
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

-
4,812.78
0.28%

(a)	(b)	(c)			
Line	FERC		Bonus	Bonus Cost Allocated manual Adjustment	Bonus Total
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	-	-	-
49	_902	READ METERS	-	-	-
50	_903	CUST ACCTS RECORDS & COLLECTIO	-	-	-
51	_905	MISC CUSTOMER ACCOUNTS	-	-	-
52	_907	CUSTOMER SERVICE SUPERVISION	-	-	-
53	_908	CUSTOMER ASSISTANCE EXP	-	-	-
54	_909	INFORMATIONAL & INSTRUCT ADS	-	-	-
55	_910	MISC CUST SERVICE & INFO	-	-	-
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	-	-	-
58	_920	ADMIN AND GENERAL SALARIES	120,622.26	4,273.16	124,895.42
59	_921	OFFICE SUPPLIES & EXPENSE	8,739.50	309.61	9,049.11
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	-	-	-
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	-	-	-
67	_930.2	MISCELLANEOUS GENERAL EXP	-	-	-
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			135,854.59	4,812.78	140,667.37

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a)	(b)	(c)	-
			4,812.78
			0.28%

Line	FERC	Bonus	Bonus Cost Allocated manual Adjustment	Bonus Total
No.	Acct. No. Description			
				-
				135,854.59
	Tieout to Comp Sched Support & BHP Sched.			(3,844.37)
	(2) 408 is uploaded to 408.1, payroll taxes			
	Diff			
	Reconciling Items			
	_ 416			3,013.59
	_ 403			-
	_ 404			-
	_ 408.1			-
	_ 417			830.78
	_ 426			-
	_ 990			-
	_ Exclude			
		Check Figure		0.00

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)			- 58,702.10 3.42%		
Line	FERC		401K	401K Allocation manual Adjustment	401K Total
No.	Acct. No.	Description			
1	_500	STEAM OPS SUPERVISION AND ENG	-	-	-
2	_502	STEAM EXPENSES	321.91	-	321.91
3	_506	MISC STEAM POWER EXPENSES	-	-	-
4	_510	STEAM MAINT SUPERVISION & ENG	-	-	-
5	_511	MAINT OF STRUCTURES	-	-	-
6	_512	MAINT OF BOILER PLANT	-	-	-
7	_513	MAINT OF ELECTRIC PLANT	-	-	-
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	-	-	-
10	_548	OTHER POWER GENERATION EXP	66.86	-	66.86
11	_549	MISC OTHER POWER GENERATION EX	(164.14)	-	(164.14)
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	-	-	-
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	-	-	-
16	_558	OPERATION SUPERVISON&ENGINEER	-	-	-
17	_560	TRANS OPS SUPERV & ENGINEERING	-	-	-
18	_561	DIST CUSTOMER INSTALLATIONS	-	-	-
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-	-
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a)	(b)	(c)			
				-	
				58,702.10	
				3.42%	
				401K	
				Allocation	
				manual	
				Adjustment	
Line	FERC		401K		401K Total
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	-	-	-
28	_563	TRANS OPS OH LINE EXP	-	-	-
29	_566	MISCELLANEOUS TRANSMISSION EXP	-	-	-
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	-	-	-
32	_570	TRANS MAINT OF STATION EQUIPM	-	-	-
33	_571	TRANS MAINT OF OVERHEAD LINES	-	-	-
34	_580	DIST OPS SUPERV & ENG	-	-	-
35	_581	DIST OPS LOAD DISPATCHING	-	-	-
36	_582	DIST OPS STATION EXPENSES	-	-	-
37	_583	OVERHEAD LINES	-	-	-
38	_585	DIST OPS STREET LIGHT & SIGNAL	-	-	-
39	_586	DIST OPS METER EXPENSES	-	-	-
40	_587	DIST OPS CUST INSTALL EXP	-	-	-
41	_588	DIST OPS MISC DISTRIB EXP	908.84	32.20	941.04
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	-	-	-
44	_592	DIST MAINT OF STATION EQUIPMEN	-	-	-
45	_593	DIST MAINT OF OVERHEAD LINES	34.05	1.21	35.25
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	-	-

Black Hills Power**Intercompany Charges from Black Hills Service Company - Total Company****For the Test Year Ended September 30th, 2025**

(a)	(b)	(c)	-	58,702.10	3.42%
Line	FERC		401K	401K Allocation manual Adjustment	401K Total
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	-	-	-
49	_902	READ METERS	-	-	-
50	_903	CUST ACCTS RECORDS & COLLECTIO	-	-	-
51	_905	MISC CUSTOMER ACCOUNTS	-	-	-
52	_907	CUSTOMER SERVICE SUPERVISION	-	-	-
53	_908	CUSTOMER ASSISTANCE EXP	-	-	-
54	_909	INFORMATIONAL & INSTRUCT ADS	-	-	-
55	_910	MISC CUST SERVICE & INFO	-	-	-
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	-	-	-
58	_920	ADMIN AND GENERAL SALARIES	159.17	5.64	164.81
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	1,655,708.22	58,663.06	1,714,371.28
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	-	-	-
67	_930.2	MISCELLANEOUS GENERAL EXP	-	-	-
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			1,657,034.92	58,702.10	1,715,737.02

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a)		(b)	(c)		-
					58,702.10
					3.42%
					401K
					Allocation
					manual
					Adjustment
Line	FERC		401K		401K Total
No.	Acct. No.	Description			
					224.64
					1,656,810.28
		Tieout to Comp Sched Support & BHP Sched.			(26,296.22)
		(2) 408 is uploaded to 408.1, payroll taxes			
		Diff			
		Reconciling Items			
		_ 416			309.92
		_ 403			-
		_ 404			-
		_ 408.1			-
		_ 417			954.86
		_ 426			25,031.44
		_ 990			-
		_ Exclude			
		Check Figure			(0.00)

Black Hills Power**Intercompany Charges from Black Hills Service Company - Total Company****For the Test Year Ended September 30th, 2025**

(a) (b) (c)			- 166,446.74 9.71%		
Line	FERC		Benefits	Benefits Allocation Manual Adjustment	Benefits Total
No.	Acct. No.	Description			
1	_500	STEAM OPS SUPERVISION AND ENG	-	-	-
2	_502	STEAM EXPENSES	491.47	-	491.47
3	_506	MISC STEAM POWER EXPENSES	-	-	-
4	_510	STEAM MAINT SUPERVISION & ENG	-	-	-
5	_511	MAINT OF STRUCTURES	-	-	-
6	_512	MAINT OF BOILER PLANT	-	-	-
7	_513	MAINT OF ELECTRIC PLANT	-	-	-
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	-	-	-
10	_548	OTHER POWER GENERATION EXP	102.09	-	102.09
11	_549	MISC OTHER POWER GENERATION EX	(250.59)	-	(250.59)
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	-	-	-
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	473.16	16.77	489.93
16	_558	OPERATION SUPERVISION&ENGINEER	-	-	-
17	_560	TRANS OPS SUPERV & ENGINEERING	244.61	8.67	253.28
18	_561	DIST CUSTOMER INSTALLATIONS	-	-	-
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	359.42	-	359.42
21	_561.3	LOAD DISPATCH-TRANS SVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	194.44	-	194.44

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a)	(b)	(c)			
				-	
				166,446.74	
				9.71%	
Line	FERC		Benefits	Benefits Allocation Manual Adjustment	Benefits Total
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEVSVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	-	-	-
28	_563	TRANS OPS OH LINE EXP	-	-	-
29	_566	MISCELLANEOUS TRANSMISSION EXP	203.03	7.19	210.22
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	-	-	-
32	_570	TRANS MAINT OF STATION EQUIPM	-	-	-
33	_571	TRANS MAINT OF OVERHEAD LINES	-	-	-
34	_580	DIST OPS SUPERV & ENG	233.19	8.26	241.45
35	_581	DIST OPS LOAD DISPATCHING	10.46	0.37	10.83
36	_582	DIST OPS STATION EXPENSES	-	-	-
37	_583	OVERHEAD LINES	-	-	-
38	_585	DIST OPS STREET LIGHT & SIGNAL	-	-	-
39	_586	DIST OPS METER EXPENSES	154.01	5.46	159.47
40	_587	DIST OPS CUST INSTALL EXP	-	-	-
41	_588	DIST OPS MISC DISTRIB EXP	1,387.57	49.17	1,436.74
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	-	-	-
44	_592	DIST MAINT OF STATION EQUIPMEN	21.23	-	21.23
45	_593	DIST MAINT OF OVERHEAD LINES	51.98	1.84	53.82
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	-	-

Black Hills Power**Intercompany Charges from Black Hills Service Company - Total Company****For the Test Year Ended September 30th, 2025**

(a) (b) (c)			- 166,446.74 9.71%		
Line	FERC		Benefits	Benefits Allocation Manual Adjustment	Benefits Total
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	752.36	26.66	779.02
49	_902	READ METERS	-	-	-
50	_903	CUST ACCTS RECORDS & COLLECTIO	1,064.11	37.70	1,101.81
51	_905	MISC CUSTOMER ACCOUNTS	-	-	-
52	_907	CUSTOMER SERVICE SUPERVISION	32.31	1.14	33.45
53	_908	CUSTOMER ASSISTANCE EXP	-	-	-
54	_909	INFORMATIONAL & INSTRUCT ADS	-	-	-
55	_910	MISC CUST SERVICE & INFO	-	-	-
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	-	-	-
58	_920	ADMIN AND GENERAL SALARIES	1,809.47	64.11	1,873.58
59	_921	OFFICE SUPPLIES & EXPENSE	81,598.06	2,891.26	84,489.32
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	4,608,822.20	163,304.00	4,772,126.20
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	-	-	-
67	_930.2	MISCELLANEOUS GENERAL EXP	681.16	24.14	705.30
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			4,698,435.73	166,446.74	4,864,882.47

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

-
166,446.74
9.71%

Line	FERC	Benefits	Benefits Allocation Manual Adjustment	Benefits Total
No.	Acct. No.	Description		
				918.05
				4,697,517.68
		Tieout to Comp Sched Support & BHP Sched.		(42,951.35)
(2) 408 is uploaded to 408.1, payroll taxes				
		Diff		
		Reconciling Items		
		_ 416		3,192.75
		_ 403		-
		_ 404		-
		_ 408.1		-
		_ 417		1,457.84
		_ 426		38,300.76
		_ 990		-
		_ Exclude		
		Check Figure		0.00

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

-
43,434.79
2.53%

(a)	(b)	(c)			
Line	FERC		AIP	AIP 100% Target & BD Removal	AIP Allocation Manual Adjustment
No.	Acct. No.	Description			
1	_500	STEAM OPS SUPERVISION AND ENG	942.14	194.65	-
2	_502	STEAM EXPENSES	975.59	201.56	-
3	_506	MISC STEAM POWER EXPENSES	301.58	62.31	-
4	_510	STEAM MAINT SUPERVISION & ENG	985.35	203.58	-
5	_511	MAINT OF STRUCTURES	57.03	11.78	-
6	_512	MAINT OF BOILER PLANT	44.79	9.25	-
7	_513	MAINT OF ELECTRIC PLANT	388.97	80.36	-
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	32,037.49	6,618.99	1,148.72
10	_548	OTHER POWER GENERATION EXP	446.08	92.16	-
11	_549	MISC OTHER POWER GENERATION EX	1,247.69	257.77	-
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	1,334.17	275.64	-
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	2,563.18	529.56	91.90
16	_558	OPERATION SUPERVISON&ENGINEER	3,978.48	821.96	142.65
17	_560	TRANS OPS SUPERV & ENGINEERING	53,112.73	10,973.17	1,904.38
18	_561	DIST CUSTOMER INSTALLATIONS	208,547.49	43,086.21	7,477.54
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-	-
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

-
43,434.79
2.53%

(a)	(b)	(c)			
Line	FERC		AIP	AIP 100% Target & BD Removal	AIP Allocation Manual Adjustment
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	2,031.09	419.63	72.83
28	_563	TRANS OPS OH LINE EXP	230.26	47.57	8.26
29	_566	MISCELLANEOUS TRANSMISSION EXP	122.38	25.28	4.39
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	3,168.36	654.59	-
32	_570	TRANS MAINT OF STATION EQUIPM	1,503.91	310.71	-
33	_571	TRANS MAINT OF OVERHEAD LINES	1,442.03	297.93	51.70
34	_580	DIST OPS SUPERV & ENG	62,907.00	12,996.68	2,255.55
35	_581	DIST OPS LOAD DISPATCHING	60,704.75	12,541.69	2,176.59
36	_582	DIST OPS STATION EXPENSES	4,111.57	849.46	147.42
37	_583	OVERHEAD LINES	(79.04)	(16.33)	-
38	_585	DIST OPS STREET LIGHT & SIGNAL	12.03	2.49	-
39	_586	DIST OPS METER EXPENSES	13,550.70	2,799.59	485.87
40	_587	DIST OPS CUST INSTALL EXP	-	-	-
41	_588	DIST OPS MISC DISTRIB EXP	24,715.29	5,106.21	886.18
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	121.45	25.09	4.35
44	_592	DIST MAINT OF STATION EQUIPMEN	3,315.39	684.96	-
45	_593	DIST MAINT OF OVERHEAD LINES	24,999.29	5,164.89	896.36
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	37.96	7.84	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

-
43,434.79
2.53%

(a)	(b)	(c)			
Line	FERC		AIP	AIP 100% Target & BD Removal	AIP Allocation Manual Adjustment
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	9,853.98	2,035.85	353.32
49	_902	READ METERS	10,958.78	2,264.10	392.93
50	_903	CUST ACCTS RECORDS & COLLECTIO	75,585.90	15,616.16	2,710.16
51	_905	MISC CUSTOMER ACCOUNTS	3,198.28	660.77	114.68
52	_907	CUSTOMER SERVICE SUPERVISION	5,513.32	1,139.06	197.68
53	_908	CUSTOMER ASSISTANCE EXP	4,848.67	1,001.74	173.85
54	_909	INFORMATIONAL & INSTRUCT ADS	14.48	2.99	0.52
55	_910	MISC CUST SERVICE & INFO	32.07	6.63	1.15
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	7.32	1.51	0.26
58	_920	ADMIN AND GENERAL SALARIES	606,263.26	125,254.86	21,737.78
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	-	-	-
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	62.05	12.82	2.22
67	_930.2	MISCELLANEOUS GENERAL EXP	(124.14)	(25.65)	(4.45)
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			1,226,071.13	253,308.05	43,434.79

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

-
43,434.79
2.53%

(a) (b) (c)

Line	FERC		AIP	AIP	AIP Allocation
				100% Target & BD	Manual
				Removal	Adjustment
No.	Acct. No.	Description			

Tieout to Comp Sched Support & BHP Sched.

(2) 408 is uploaded to 408.1, payroll taxes

Diff
Reconciling Items
_ 416
_ 403
_ 404
_ 408.1
_ 417
_ 426
_ 990
_ Exclude

Check Figure

Black Hills Power
Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)					
Line	FERC		AIP Total	STIP	STIP 100% Target & Removal of BD
No.	Acct. No.	Description			
1	_500	STEAM OPS SUPERVISION AND ENG	1,136.79	428.42	84.42
2	_502	STEAM EXPENSES	1,177.14	443.62	87.42
3	_506	MISC STEAM POWER EXPENSES	363.88	137.13	27.02
4	_510	STEAM MAINT SUPERVISION & ENG	1,188.93	448.07	88.30
5	_511	MAINT OF STRUCTURES	68.81	25.93	5.11
6	_512	MAINT OF BOILER PLANT	54.05	20.37	4.01
7	_513	MAINT OF ELECTRIC PLANT	469.34	176.88	34.86
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	39,805.20	14,568.27	2,870.84
10	_548	OTHER POWER GENERATION EXP	538.25	202.85	39.97
11	_549	MISC OTHER POWER GENERATION EX	1,505.46	567.35	111.80
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	1,609.81	606.68	119.55
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	3,184.64	1,165.54	229.68
16	_558	OPERATION SUPERVISON&ENGINEER	4,943.08	1,809.11	356.51
17	_560	TRANS OPS SUPERV & ENGINEERING	65,990.27	24,151.71	4,759.37
18	_561	DIST CUSTOMER INSTALLATIONS	259,111.24	94,831.85	18,687.70
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-	-
21	_561.3	LOAD DISPATCH-TRANS SVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-	-

Black Hills Power
Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)

Line	FERC		AIP Total	STIP	STIP 100% Target & Removal of BD
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEVSVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	2,523.54	923.59	182.00
28	_563	TRANS OPS OH LINE EXP	286.08	104.70	20.63
29	_566	MISCELLANEOUS TRANSMISSION EXP	152.05	55.65	10.97
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	3,822.95	1,440.74	283.91
32	_570	TRANS MAINT OF STATION EQUIPM	1,814.62	683.87	134.76
33	_571	TRANS MAINT OF OVERHEAD LINES	1,791.66	655.73	129.22
34	_580	DIST OPS SUPERV & ENG	78,159.22	28,605.41	5,637.02
35	_581	DIST OPS LOAD DISPATCHING	75,423.02	27,603.99	5,439.68
36	_582	DIST OPS STATION EXPENSES	5,108.45	1,869.64	368.43
37	_583	OVERHEAD LINES	(95.37)	(35.94)	(7.08)
38	_585	DIST OPS STREET LIGHT & SIGNAL	14.52	5.47	1.08
39	_586	DIST OPS METER EXPENSES	16,836.16	6,161.85	1,214.26
40	_587	DIST OPS CUST INSTALL EXP	-	-	-
41	_588	DIST OPS MISC DISTRIB EXP	30,707.68	11,238.67	2,214.71
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	150.89	55.22	10.88
44	_592	DIST MAINT OF STATION EQUIPMEN	4,000.35	1,507.59	297.09
45	_593	DIST MAINT OF OVERHEAD LINES	31,060.53	11,367.81	2,240.16
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	596	DIST MAINT OF STREET LIGHT & S	45.80	17.26	3.40

Black Hills Power

**Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025**

(a) (b) (c)					
Line	FERC		AIP Total	STIP	STIP 100% Target & Removal of BD
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	12,243.14	4,480.85	883.00
49	_902	READ METERS	13,615.81	4,983.24	982.00
50	_903	CUST ACCTS RECORDS & COLLECTIO	93,912.22	34,370.84	6,773.17
51	_905	MISC CUSTOMER ACCOUNTS	3,973.73	1,454.34	286.59
52	_907	CUSTOMER SERVICE SUPERVISION	6,850.06	2,507.04	494.04
53	_908	CUSTOMER ASSISTANCE EXP	6,024.26	2,204.81	434.48
54	_909	INFORMATIONAL & INSTRUCT ADS	18.00	6.59	1.30
55	_910	MISC CUST SERVICE & INFO	39.85	14.59	2.87
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	9.10	3.33	0.66
58	_920	ADMIN AND GENERAL SALARIES	753,255.90	275,683.35	54,326.56
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	-	-	-
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	77.09	28.21	5.56
67	_930.2	MISCELLANEOUS GENERAL EXP	(154.24)	(56.45)	(11.12)
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			1,522,813.97	557,525.78	109,866.84

Black Hills Power
Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

(a) (b) (c)					
Line	FERC		AIP Total	STIP	STIP 100% Target & Removal of BD
No.	Acct. No.	Description			
			14,682.01		
			1,211,389.13		
		Tieout to Comp Sched Support & BHP Sched.	(24,091.10)	(4,977.26)	
(2) 408 is uploaded to 408.1, payroll taxes					
		Diff			
		Reconciling Items			
		_ 416	379.54	78.41	
		_ 403	-	-	
		_ 404	-	-	
		_ 408.1	-	-	
		_ 417	1,016.16	209.94	
		_ 426	22,695.41	4,688.90	
		_ 990	-	-	
		_ Exclude			
		Check Figure	0.00	0.00	

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a) (b) (c) - 19,750.90 1.15%

Line	FERC		STIP Allocation	Total STIP	LTIP
No.	Acct. No.	Description	Manual Adjustment		
1	_500	STEAM OPS SUPERVISION AND ENG	-	512.84	-
2	_502	STEAM EXPENSES	-	531.05	-
3	_506	MISC STEAM POWER EXPENSES	-	164.16	-
4	_510	STEAM MAINT SUPERVISION & ENG	-	536.36	-
5	_511	MAINT OF STRUCTURES	-	31.04	-
6	_512	MAINT OF BOILER PLANT	-	24.38	-
7	_513	MAINT OF ELECTRIC PLANT	-	211.73	-
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	522.35	17,961.46	-
10	_548	OTHER POWER GENERATION EXP	-	242.82	-
11	_549	MISC OTHER POWER GENERATION EX	-	679.16	-
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	-	726.23	-
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	41.79	1,437.02	-
16	_558	OPERATION SUPERVISON&ENGINEER	64.87	2,230.49	-
17	_560	TRANS OPS SUPERV & ENGINEERING	865.97	29,777.05	-
18	_561	DIST CUSTOMER INSTALLATIONS	3,400.23	116,919.79	-
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-	-
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-	-

Black Hills Power**Intercompany Charges from Black Hills Service Company - Total Company****For the Test Year Ended September 30th, 2025**

-
19,750.90
 1.15%

(a)

(b)

(c)

Line	FERC		STIP Allocation Manual Adjustment	Total STIP	LTIP
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	33.12	1,138.71	-
28	_563	TRANS OPS OH LINE EXP	3.75	129.09	-
29	_566	MISCELLANEOUS TRANSMISSION EXP	2.00	68.61	-
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	-	1,724.65	-
32	_570	TRANS MAINT OF STATION EQUIPM	-	818.63	-
33	_571	TRANS MAINT OF OVERHEAD LINES	23.51	808.46	-
34	_580	DIST OPS SUPERV & ENG	1,025.66	35,268.10	-
35	_581	DIST OPS LOAD DISPATCHING	989.75	34,033.43	-
36	_582	DIST OPS STATION EXPENSES	67.04	2,305.11	-
37	_583	OVERHEAD LINES	-	(43.02)	-
38	_585	DIST OPS STREET LIGHT & SIGNAL	-	6.55	-
39	_586	DIST OPS METER EXPENSES	220.94	7,597.05	-
40	_587	DIST OPS CUST INSTALL EXP	-	-	-
41	_588	DIST OPS MISC DISTRIB EXP	402.97	13,856.35	-
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	1.98	68.09	-
44	_592	DIST MAINT OF STATION EQUIPMEN	-	1,804.68	-
45	_593	DIST MAINT OF OVERHEAD LINES	407.60	14,015.57	-
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	20.66	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

-
19,750.90
1.15%

			(a) (b) (c)		
Line	FERC		STIP Allocation	Total STIP	LTIP
			Manual		
			Adjustment		
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	160.66	5,524.52	-
49	_902	READ METERS	178.68	6,143.92	-
50	_903	CUST ACCTS RECORDS & COLLECTIO	1,232.38	42,376.38	-
51	_905	MISC CUSTOMER ACCOUNTS	52.15	1,793.08	-
52	_907	CUSTOMER SERVICE SUPERVISION	89.89	3,090.98	-
53	_908	CUSTOMER ASSISTANCE EXP	79.05	2,718.35	-
54	_909	INFORMATIONAL & INSTRUCT ADS	0.24	8.12	-
55	_910	MISC CUST SERVICE & INFO	0.52	17.98	-
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	0.12	4.10	-
58	_920	ADMIN AND GENERAL SALARIES	9,884.72	339,894.63	1,066,666.22
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	-	-	-
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	1.01	34.79	-
67	_930.2	MISCELLANEOUS GENERAL EXP	(2.02)	(69.60)	-
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			19,750.90	687,143.52	1,066,666.22

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a) (b) (c) - 1.15%

Line	FERC	STIP Allocation Manual Adjustment	Total STIP	LTIP
No.	Acct. No. Description			
			6,676.28	
			550,849.50	
	Tieout to Comp Sched Support & BHP Sched.		(10,954.84)	(2,158.78)
(2) 408 is uploaded to 408.1, payroll taxes				
	Diff			
	Reconciling Items			
	_416		172.58	34.01
	_403		-	-
	_404		-	-
	_408.1		-	-
	_417		462.07	91.06
	_426		10,320.18	2,033.71
	_990		-	-
	_Exclude			
	Check Figure		(0.00)	0.00

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a) (b) (c) - 37,787.71 2.20%

Line	FERC		LTIP Allocation Manual Adjustment	LTIP Total	Equity Comp
No.	Acct. No.	Description			
1	_500	STEAM OPS SUPERVISION AND ENG	-	-	-
2	_502	STEAM EXPENSES	-	-	-
3	_506	MISC STEAM POWER EXPENSES	-	-	-
4	_510	STEAM MAINT SUPERVISION & ENG	-	-	-
5	_511	MAINT OF STRUCTURES	-	-	-
6	_512	MAINT OF BOILER PLANT	-	-	-
7	_513	MAINT OF ELECTRIC PLANT	-	-	-
8	_514	MAINT OF MISC STEAM PLANT	-	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	-	-	-
10	_548	OTHER POWER GENERATION EXP	-	-	-
11	_549	MISC OTHER POWER GENERATION EX	-	-	-
12	_551	SUPERVISION & ENGINEERING	-	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	-	-	-
14	_554	MISCELLANEOUS PLANT	-	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	-	-	-
16	_558	OPERATION SUPERVISON&ENGINEER	-	-	-
17	_560	TRANS OPS SUPERV & ENGINEERING	-	-	-
18	_561	DIST CUSTOMER INSTALLATIONS	-	-	-
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-	-
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED	-	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-	-

Black Hills Power**Intercompany Charges from Black Hills Service Company - Total Company****For the Test Year Ended September 30th, 2025**

(a)	(b)	(c)	-	37,787.71	2.20%

Line	FERC		LTIP Allocation Manual Adjustment	LTIP Total	Equity Comp
No.	Acct. No.	Description			
24	_561.6	TRANSMISSION SVC STUDIES	-	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	-	-	-
27	_562	TRANS OPS STATION EXPENSES	-	-	-
28	_563	TRANS OPS OH LINE EXP	-	-	-
29	_566	MISCELLANEOUS TRANSMISSION EXP	-	-	-
30	_567	TRANS OPS RENTS	-	-	-
31	_569	TRANS MAINT OF STRUCTURES	-	-	-
32	_570	TRANS MAINT OF STATION EQUIPM	-	-	-
33	_571	TRANS MAINT OF OVERHEAD LINES	-	-	-
34	_580	DIST OPS SUPERV & ENG	-	-	-
35	_581	DIST OPS LOAD DISPATCHING	-	-	-
36	_582	DIST OPS STATION EXPENSES	-	-	-
37	_583	OVERHEAD LINES	-	-	-
38	_585	DIST OPS STREET LIGHT & SIGNAL	-	-	-
39	_586	DIST OPS METER EXPENSES	-	-	-
40	_587	DIST OPS CUST INSTALL EXP	-	-	-
41	_588	DIST OPS MISC DISTRIB EXP	-	-	-
42	_589	DIST OPS RENTS	-	-	-
43	_590	DIST MAINT SUPERV & ENG	-	-	-
44	_592	DIST MAINT OF STATION EQUIPMEN	-	-	-
45	_593	DIST MAINT OF OVERHEAD LINES	-	-	-
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a) (b) (c) - 37,787.71 2.20%

Line	FERC		LTIP Allocation Manual Adjustment	LTIP Total	Equity Comp
No.	Acct. No.	Description			
48	_901	CUST ACCTS SUPERVISION	-	-	-
49	_902	READ METERS	-	-	-
50	_903	CUST ACCTS RECORDS & COLLECTIO	-	-	-
51	_905	MISC CUSTOMER ACCOUNTS	-	-	-
52	_907	CUSTOMER SERVICE SUPERVISION	-	-	-
53	_908	CUSTOMER ASSISTANCE EXP	-	-	-
54	_909	INFORMATIONAL & INSTRUCT ADS	-	-	-
55	_910	MISC CUST SERVICE & INFO	-	-	-
56	_912	SALES DEMONSTRATING & SELLING	-	-	-
57	_913	SALES ADVERTISING EXPENSES	-	-	-
58	_920	ADMIN AND GENERAL SALARIES	37,787.71	1,104,453.93	730,833.46
59	_921	OFFICE SUPPLIES & EXPENSE	-	-	-
60	_922	ADMIN EXP TRANS CREDIT	-	-	-
61	_923	OUTSIDE SERVICES	-	-	-
62	_924	PROPERTY INSURANCE	-	-	-
63	_925	INJURIES AND DAMAGES	-	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	-	-	-
65	_928	REGULATORY COMMISSION EXP	-	-	-
66	_930.1	GENERAL ADVERTISING	-	-	-
67	_930.2	MISCELLANEOUS GENERAL EXP	-	-	-
68	_931	A & G RENTS	-	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-	-
Total			37,787.71	1,104,453.93	730,833.46

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a)	(b)	(c)	-
			37,787.71
			2.20%

Line	FERC	LTIP Allocation Manual Adjustment	LTIP Total	Equity Comp
No.	Acct. No. Description			
			-	
			1,066,666.22	
	Tieout to Comp Sched Support & BHP Sched.		-	
	(2) 408 is uploaded to 408.1, payroll taxes			
	Diff			
	Reconciling Items			
	_416		-	
	_403		-	
	_404		-	
	_408.1		-	
	_417		-	
	_426		-	
	_990		-	
	_Exclude			
	Check Figure		-	

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

-
25,890.50
1.51%

(a) (b) (c)

Line	FERC		Equity Comp Allocation manual Adjustment	Equity Comp Total
No.	Acct. No.	Description		
1	_500	STEAM OPS SUPERVISION AND ENG	-	-
2	_502	STEAM EXPENSES	-	-
3	_506	MISC STEAM POWER EXPENSES	-	-
4	_510	STEAM MAINT SUPERVISION & ENG	-	-
5	_511	MAINT OF STRUCTURES	-	-
6	_512	MAINT OF BOILER PLANT	-	-
7	_513	MAINT OF ELECTRIC PLANT	-	-
8	_514	MAINT OF MISC STEAM PLANT	-	-
9	_546	OTHR GEN OPS SUPERV & ENG	-	-
10	_548	OTHER POWER GENERATION EXP	-	-
11	_549	MISC OTHER POWER GENERATION EX	-	-
12	_551	SUPERVISION & ENGINEERING	-	-
13	_553	OTHR GEN MAINT OF GENR PLANT	-	-
14	_554	MISCELLANEOUS PLANT	-	-
15	_556	SYS CONTROL AND LOAD DISPATCHI	-	-
16	_558	OPERATION SUPERVISON&ENGINEER	-	-
17	_560	TRANS OPS SUPERV & ENGINEERING	-	-
18	_561	DIST CUSTOMER INSTALLATIONS	-	-
19	_561.1	LOAD DISPATCH-RELIABILITY	-	-
20	_561.2	LOAD DISP-MONITOROPER TRANS SY	-	-
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED	-	-
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC	-	-
23	_561.5	RELIAB PLANNING&STANDARDS DEVE	-	-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company
For the Test Year Ended September 30th, 2025

-
25,890.50
1.51%

(a) (b) (c)

Line	FERC		Equity Comp Allocation manual Adjustment	Equity Comp Total
No.	Acct. No.	Description		
24	_561.6	TRANSMISSION SVC STUDIES	-	-
25	_561.7	GENERATION INTERCONNTN STUDIES	-	-
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC	-	-
27	_562	TRANS OPS STATION EXPENSES	-	-
28	_563	TRANS OPS OH LINE EXP	-	-
29	_566	MISCELLANEOUS TRANSMISSION EXP	-	-
30	_567	TRANS OPS RENTS	-	-
31	_569	TRANS MAINT OF STRUCTURES	-	-
32	_570	TRANS MAINT OF STATION EQUIPM	-	-
33	_571	TRANS MAINT OF OVERHEAD LINES	-	-
34	_580	DIST OPS SUPERV & ENG	-	-
35	_581	DIST OPS LOAD DISPATCHING	-	-
36	_582	DIST OPS STATION EXPENSES	-	-
37	_583	OVERHEAD LINES	-	-
38	_585	DIST OPS STREET LIGHT & SIGNAL	-	-
39	_586	DIST OPS METER EXPENSES	-	-
40	_587	DIST OPS CUST INSTALL EXP	-	-
41	_588	DIST OPS MISC DISTRIB EXP	-	-
42	_589	DIST OPS RENTS	-	-
43	_590	DIST MAINT SUPERV & ENG	-	-
44	_592	DIST MAINT OF STATION EQUIPMEN	-	-
45	_593	DIST MAINT OF OVERHEAD LINES	-	-
46	_594	DIST MAINT OF UNDERGROUND LINE	-	-
47	_596	DIST MAINT OF STREET LIGHT & S	-	-

Black Hills Power**Intercompany Charges from Black Hills Service Company - Total Company****For the Test Year Ended September 30th, 2025**

(a)	(b)	(c)	-	25,890.50	1.51%

Line	FERC		Equity Comp Allocation manual Adjustment	Equity Comp Total
No.	Acct. No.	Description		
48	_901	CUST ACCTS SUPERVISION	-	-
49	_902	READ METERS	-	-
50	_903	CUST ACCTS RECORDS & COLLECTIO	-	-
51	_905	MISC CUSTOMER ACCOUNTS	-	-
52	_907	CUSTOMER SERVICE SUPERVISION	-	-
53	_908	CUSTOMER ASSISTANCE EXP	-	-
54	_909	INFORMATIONAL & INSTRUCT ADS	-	-
55	_910	MISC CUST SERVICE & INFO	-	-
56	_912	SALES DEMONSTRATING & SELLING	-	-
57	_913	SALES ADVERTISING EXPENSES	-	-
58	_920	ADMIN AND GENERAL SALARIES	25,890.50	756,723.96
59	_921	OFFICE SUPPLIES & EXPENSE	-	-
60	_922	ADMIN EXP TRANS CREDIT	-	-
61	_923	OUTSIDE SERVICES	-	-
62	_924	PROPERTY INSURANCE	-	-
63	_925	INJURIES AND DAMAGES	-	-
64	_926	EMPLOYEE PENSIONS & BENEFITS	-	-
65	_928	REGULATORY COMMISSION EXP	-	-
66	_930.1	GENERAL ADVERTISING	-	-
67	_930.2	MISCELLANEOUS GENERAL EXP	-	-
68	_931	A & G RENTS	-	-
69	_935	MAINTENANCE GENERAL PLANT	-	-
Total			25,890.50	756,723.96

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a)	(b)	(c)	-
			25,890.50
			1.51%

Line	FERC		Equity Comp Allocation manual Adjustment	Equity Comp Total
No.	Acct. No.	Description		
				-
				730,833.46
		Tieout to Comp Sched Support & BHP Sched.		-
		(2) 408 is uploaded to 408.1, payroll taxes		
		Diff		
		Reconciling Items		
		_ 416		-
		_ 403		-
		_ 404		-
		_ 408.1		-
		_ 417		-
		_ 426		-
		_ 990		-
		_ Exclude		
		Check Figure		-

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a) (b) (c)

Line	FERC	
No.	Acct. No.	Description
1	_500	STEAM OPS SUPERVISION AND ENG
2	_502	STEAM EXPENSES
3	_506	MISC STEAM POWER EXPENSES
4	_510	STEAM MAINT SUPERVISION & ENG
5	_511	MAINT OF STRUCTURES
6	_512	MAINT OF BOILER PLANT
7	_513	MAINT OF ELECTRIC PLANT
8	_514	MAINT OF MISC STEAM PLANT
9	_546	OTHR GEN OPS SUPERV & ENG
10	_548	OTHER POWER GENERATION EXP
11	_549	MISC OTHER POWER GENERATION EX
12	_551	SUPERVISION & ENGINEERING
13	_553	OTHR GEN MAINT OF GENR PLANT
14	_554	MISCELLANEOUS PLANT
15	_556	SYS CONTROL AND LOAD DISPATCHI
16	_558	OPERATION SUPERVISON&ENGINEER
17	_560	TRANS OPS SUPERV & ENGINEERING
18	_561	DIST CUSTOMER INSTALLATIONS
19	_561.1	LOAD DISPATCH-RELIABILITY
20	_561.2	LOAD DISP-MONITOROPER TRANS SY
21	_561.3	LOAD DISPATCH-TRANSSVC & SCHED
22	_561.4	SCHED SYSTEMCNTRL&DISPATCH SVC
23	_561.5	RELIAB PLANNING&STANDARDS DEVE

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a) (b) (c)

Line	FERC	
No.	Acct. No.	Description
24	_561.6	TRANSMISSION SVC STUDIES
25	_561.7	GENERATION INTERCONNTN STUDIES
26	_561.8	RELIAB PLANNING/STNDRD DEV SVC
27	_562	TRANS OPS STATION EXPENSES
28	_563	TRANS OPS OH LINE EXP
29	_566	MISCELLANEOUS TRANSMISSION EXP
30	_567	TRANS OPS RENTS
31	_569	TRANS MAINT OF STRUCTURES
32	_570	TRANS MAINT OF STATION EQUIPM
33	_571	TRANS MAINT OF OVERHEAD LINES
34	_580	DIST OPS SUPERV & ENG
35	_581	DIST OPS LOAD DISPATCHING
36	_582	DIST OPS STATION EXPENSES
37	_583	OVERHEAD LINES
38	_585	DIST OPS STREET LIGHT & SIGNAL
39	_586	DIST OPS METER EXPENSES
40	_587	DIST OPS CUST INSTALL EXP
41	_588	DIST OPS MISC DISTRIB EXP
42	_589	DIST OPS RENTS
43	_590	DIST MAINT SUPERV & ENG
44	_592	DIST MAINT OF STATION EQUIPMEN
45	_593	DIST MAINT OF OVERHEAD LINES
46	_594	DIST MAINT OF UNDERGROUND LINE
47	_596	DIST MAINT OF STREET LIGHT & S

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a) (b) (c)

Line	FERC	
No.	Acct. No.	Description
48	_901	CUST ACCTS SUPERVISION
49	_902	READ METERS
50	_903	CUST ACCTS RECORDS & COLLECTIO
51	_905	MISC CUSTOMER ACCOUNTS
52	_907	CUSTOMER SERVICE SUPERVISION
53	_908	CUSTOMER ASSISTANCE EXP
54	_909	INFORMATIONAL & INSTRUCT ADS
55	_910	MISC CUST SERVICE & INFO
56	_912	SALES DEMONSTRATING & SELLING
57	_913	SALES ADVERTISING EXPENSES
58	_920	ADMIN AND GENERAL SALARIES
59	_921	OFFICE SUPPLIES & EXPENSE
60	_922	ADMIN EXP TRANS CREDIT
61	_923	OUTSIDE SERVICES
62	_924	PROPERTY INSURANCE
63	_925	INJURIES AND DAMAGES
64	_926	EMPLOYEE PENSIONS & BENEFITS
65	_928	REGULATORY COMMISSION EXP
66	_930.1	GENERAL ADVERTISING
67	_930.2	MISCELLANEOUS GENERAL EXP
68	_931	A & G RENTS
69	_935	MAINTENANCE GENERAL PLANT

Total

Black Hills Power

Intercompany Charges from Black Hills Service Company - Total Company

For the Test Year Ended September 30th, 2025

(a) (b) (c)

Line FERC

No. Acct. No. Description

Tieout to Comp Sched Support & BHP Sched.

(2) 408 is uploaded to 408.1, payroll taxes

Diff
Reconciling Items
_ 416
_ 403
_ 404
_ 408.1
_ 417
_ 426
_ 990
_ Exclude

Check Figure

O&M		Labor				Total		A&G Loadings		Test Year Total	
417	417804	NREG - POWER GEN O&M	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	1,235.86	6,444.54	7,680.40	-	-	-	7,680.40
426	426501	MISC OPERATING	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	0	149748.35	149,748.35	-	-	-	149,748.35
416	416800	O&M P&S EXPENSES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	788.57	1764.99	2,553.56	-	-	-	2,553.56
500	500000	STEAM OPS SUPERVISION AND ENG	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	1941.05	4530.16	6,471.21	-	-	-	6,471.21
502	502000	STEAM EXPENSES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	3099.1	0	3,099.10	-	-	-	3,099.10
506	506000	MISC STEAM POWER EXPENSES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	377.36	1732.14	2,109.50	-	-	-	2,109.50
510	510000	STEAM MAINT SUPERVISION & ENG	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	2634.6	3960.81	6,595.41	-	-	-	6,595.41
511	511000	MAINT OF STRUCTURES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	337.33	-40.59	296.74	-	-	-	296.74
512	512000	MAINT OF BOILER PLANT	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	0	286.23	286.23	-	-	-	286.23
513	513000	MAINT OF ELECTRIC PLANT	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	90.26	2572.93	2,663.19	-	-	-	2,663.19
546	546000	OTHER GEN OPS SUPERV & ENG	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	51218.99	172528.51	223,747.50	-	-	-	223,747.50
548	548000	OTHER POWER GENERATION EXP	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	-159.64	2573.99	2,414.35	-	-	-	2,414.35
549	549000	MISC OTHER POWER GENERATION E	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	-1621	14060.59	12,439.59	-	-	-	12,439.59
553	553000	OTHER GEN MAINT OF GENR PLANT	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	2844.79	6628.84	9,473.63	-	-	-	9,473.63
556	556000	SYS CONTROL AND LOAD DISPATCH	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	43436.85	55310.67	596,747.52	-	-	-	596,747.52
558	558130	OPERATION SUPERVISION&ENGINEER	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	0	31221.6	31,221.60	-	-	-	31,221.60
560	560000	TRANS OPS SUPERV & ENGINEERING	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	97270.53	266782.81	364,053.34	-	-	-	364,053.34
561	561200	LOAD DISP-MONITOROPER TRANS S'	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	170221.73	815149.99	985,371.72	-	-	-	985,371.72
561	561300	LOAD DISPATCH-TRANSVC & SCHE	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	8636.16	27273.39	35,909.55	-	-	-	35,909.55
561	561500	RELIAB PLANNING&STANDARDS DE	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	85730.19	338021.81	416,552.00	-	-	-	416,552.00
561	561600	TRANSMISSION SVC STUDIES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	102.25	14007.58	14,109.83	-	-	-	14,109.83
561	561700	GENERATION INTERCONTNTS STUDIE	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	9356.26	29885.34	39,241.60	-	-	-	39,241.60
562	562000	TRANS OPS STATION EXPENSES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	6747.4	8891.92	15,639.32	-	-	-	15,639.32
563	563000	TRANS OPS OH LINE EXP	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	0	2264.75	2,264.75	-	-	-	2,264.75
566	566000	MISCELLANEOUS TRANSMISSION E	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	5743.26	8096.2	13,839.46	-	-	-	13,839.46
569	569000	TRANS MAINT OF STRUCTURES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	3620.1	19167.8	22,787.90	-	-	-	22,787.90
570	570000	TRANS MAINT OF STATION EQUIPM	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	4446.6	7112.12	11,558.72	-	-	-	11,558.72
571	571000	TRANS MAINT OF OVERHEAD LINES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	3523.93	6804.32	10,328.25	-	-	-	10,328.25
580	580000	DIST OPS SUPERV & ENG	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	86734.61	357752.05	444,486.66	-	-	-	444,486.66
581	581000	DIST OPS LOAD DISPATCHING	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	107876.42	313204.56	421,080.98	-	-	-	421,080.98
582	582000	DIST OPS STATION EXPENSES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	7882.55	19923.63	27,806.18	-	-	-	27,806.18
583	583000	DIST OPS OVERHEAD LINE EXPENSE	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	-425.84	0	(425.84)	-	-	-	(425.84)
585	585000	DIST OPS STREET LIGHT & SIGNAL	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	64.82	0	64.82	-	-	-	64.82
586	586000	DIST OPS METER EXPENSES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	22900.47	71252.46	94,152.93	-	-	-	94,152.93
587	587000	DIST OPS CUST INSTALL EXP	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	893	901.24	1,794.24	-	-	-	1,794.24
588	588000	DIST OPS MISC DISTRIB EXP	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	28773.4	148759.19	177,532.59	-	-	-	177,532.59
590	590000	DIST MAINT SUPERV & ENG	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	167.26	720.16	887.42	-	-	-	887.42
592	592000	DIST MAINT OF STATION EQUIPMEN	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	7662.56	14741.4	22,403.96	-	-	-	22,403.96
593	593000	DIST MAINT OF OVERHEAD LINES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	47941.94	122217.32	170,159.26	-	-	-	170,159.26
596	596000	DIST MAINT OF STREET LIGHT & S	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	0	276.09	276.09	-	-	-	276.09
901	901000	CUST ACCTS SUPERVISION	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	16358.87	52121.72	68,480.59	-	-	-	68,480.59
902	902000	READ METERS	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	30819.19	39014.79	69,833.98	-	-	-	69,833.98
903	903000	CUST ACCTS RECORDS & COLLECTIO	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	121230.03	405432.55	526,662.58	-	-	-	526,662.58
905	905000	MISC CUSTOMER ACCOUNTS	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	5025.99	17367.58	22,393.57	-	-	-	22,393.57
907	907000	CUSTOMER SERVICE SUPERVISION	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	8233.77	30673.17	38,906.94	-	-	-	38,906.94
908	908000	CUSTOMER ASSISTANCE EXP	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	52867.56	83515.25	136,382.81	-	-	-	136,382.81
909	909000	INFORMATIONAL & INSTRUCT ADS	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	0	105.34	105.34	-	-	-	105.34
910	910000	MISC CUST SERVICE & INFO	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	0	233.28	233.28	-	-	-	233.28
912	912000	SALES DEMONSTRATING & SELLING	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	0	-312.74	(312.74)	-	-	-	(312.74)
913	913000	SALES ADVERTISING EXPENSES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	0	53.35	53.35	-	-	-	53.35
426	426400	MISC NONOPER CIVIC & POLITICAL	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	8384.68	38893.86	47,278.54	-	-	-	47,278.54
920	920000	ADMIN AND GENERAL SALARIES	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	2240177.88	6943121.72	9,183,299.60	(468,387.77)	-	-	8,714,911.83
920	920001	COMP ABS FLOAT ADJ	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	367.39	1210.93	1,578.32	-	-	-	1,578.32
930.1	930100	GENERAL ADVERTISING	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	334.31	0	334.31	-	-	-	334.31
930.2	930200	MISCELLANEOUS GENERAL EXP	Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	3040.19	3261.22	6,301.41	-	-	-	6,301.41
					3,298,933.58	11,152,021.91	14,450,955.49	(468,387.77)	-	-	13,982,567.72
TTL O&M & C Total O&M Expenses and Other Taxes					Res.STR.A	Res.Straight Labor	3298933.58	11152021.91			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			
					-	-	-	-			

_560	560000	TRANS OPS SUPERV & ENGINEERINC	Res.1000	Res.LABOR OVERTIME UNION	0	61.67	61.67	-	61.67
_426	426501	MISC OPERATING	Res.1006	Res.LABOR OVERTIME NONUNION	0	970.7	970.70	-	970.70
_416	416800	O&M P&S EXPENSES	Res.1006	Res.LABOR OVERTIME NONUNION	0.33	14.3	14.63	-	14.63
_546	546000	OTHR GEN OPS SUPERV & ENG	Res.1006	Res.LABOR OVERTIME NONUNION	12855.15	34008.47	46,863.62	-	46,863.62
_553	553000	OTHR GEN MAINT OF GENR PLANT	Res.1006	Res.LABOR OVERTIME NONUNION	0	1490.06	1,490.06	-	1,490.06
_558	558130	OPERATION SUPERVISION&ENGINEE	Res.1006	Res.LABOR OVERTIME NONUNION	0	4973.37	4,973.37	-	4,973.37
_560	560000	TRANS OPS SUPERV & ENGINEERINC	Res.1006	Res.LABOR OVERTIME NONUNION	765.62	297.78	1,063.40	-	1,063.40
_562	562000	TRANS OPS STATION EXPENSES	Res.1006	Res.LABOR OVERTIME NONUNION	393.19	318.82	712.01	-	712.01
_563	563000	TRANS OPS OH LINE EXP	Res.1006	Res.LABOR OVERTIME NONUNION	0	45	45.00	-	45.00
_570	570000	TRANS MAINT OF STATION EQUIPM	Res.1006	Res.LABOR OVERTIME NONUNION	0	608.86	608.86	-	608.86
_582	582000	DIST OPS STATION EXPENSES	Res.1006	Res.LABOR OVERTIME NONUNION	506.6	555.91	1,062.51	-	1,062.51
_592	592000	DIST MAINT OF STATION EQUIPMEN	Res.1006	Res.LABOR OVERTIME NONUNION	483.9	327.49	811.39	-	811.39
_902	902000	READ METERS	Res.1006	Res.LABOR OVERTIME NONUNION	5.29	0	5.29	-	5.29
_903	903000	CUST ACCTS RECORDS & COLLECTIO	Res.1006	Res.LABOR OVERTIME NONUNION	4353	9843.98	14,196.98	-	14,196.98
_905	905000	MISC CUSTOMER ACCOUNTS	Res.1006	Res.LABOR OVERTIME NONUNION	0	5.31	5.31	-	5.31
_908	908000	CUSTOMER ASSISTANCE EXP	Res.1006	Res.LABOR OVERTIME NONUNION	53.64	70.54	124.18	-	124.18
_909	909000	INFORMATIONAL & INSTRUCT ADS	Res.1006	Res.LABOR OVERTIME NONUNION	0	0.53	0.53	-	0.53
_913	913000	SALES ADVERTISING EXPENSES	Res.1006	Res.LABOR OVERTIME NONUNION	0	3.13	3.13	-	3.13
_920	920000	ADMIN AND GENERAL SALARIES	Res.1006	Res.LABOR OVERTIME NONUNION	6922.17	16469.29	23,391.46	(1,467.07)	21,924.39
_920	920000	ADMIN AND GENERAL SALARIES	Res.1095	Res.LABOR STANDBY NON-UNION	8839.41	25008.89	33,848.30	(1,944.67)	31,903.63
_562	562000	TRANS OPS STATION EXPENSES	Res.1097	Res.LABOR CALLOUT NON-UNION	0	320.77	320.77	-	320.77
_570	570000	TRANS MAINT OF STATION EQUIPM	Res.1097	Res.LABOR CALLOUT NON-UNION	0	586.16	586.16	-	586.16
_582	582000	DIST OPS STATION EXPENSES	Res.1097	Res.LABOR CALLOUT NON-UNION	118.5	0	118.50	-	118.50
_920	920000	ADMIN AND GENERAL SALARIES	Res.1097	Res.LABOR CALLOUT NON-UNION	-143.93	3400.59	3,256.66	31.66	3,288.32
					35,652.16	100,895.00	136,547.16	(3,380.07)	133,167.09

_Comp Abs					_A&G Loadings			_Total	
_417	417804	NREG - POWER GEN O&M	Res.9103	Res.COMPENSATED ABSENCES-LABOR	197.74	998.49	1,196.23	-	1,196.23
_426	426501	MISC OPERATING	Res.9103	Res.COMPENSATED ABSENCES-LABOR	0	23543.66	23,543.66	-	23,543.66
_416	416800	O&M P&S EXPENSES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	126.17	256.25	382.42	-	382.42
_500	500000	STEAM OPS SUPERVISION AND ENG	Res.9103	Res.COMPENSATED ABSENCES-LABOR	310.58	673.92	984.50	-	984.50
_502	502000	STEAM EXPENSES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	950.24	0	950.24	-	950.24
_506	506000	MISC STEAM POWER EXPENSES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	60.37	248.89	309.26	-	309.26
_510	510000	STEAM MAINT SUPERVISION & ENG	Res.9103	Res.COMPENSATED ABSENCES-LABOR	421.53	601.25	1,022.78	-	1,022.78
_511	511000	MAINT OF STRUCTURES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	53.97	-5.68	48.29	-	48.29
_512	512000	MAINT OF BOILER PLANT	Res.9103	Res.COMPENSATED ABSENCES-LABOR	0	34.8	34.80	-	34.80
_513	513000	MAINT OF ELECTRIC PLANT	Res.9103	Res.COMPENSATED ABSENCES-LABOR	14.44	342.28	356.72	-	356.72
_546	546000	OTHR GEN OPS SUPERV & ENG	Res.9103	Res.COMPENSATED ABSENCES-LABOR	8195.04	25306.69	33,501.73	-	33,501.73
_548	548000	OTHER POWER GENERATION EXP	Res.9103	Res.COMPENSATED ABSENCES-LABOR	68.86	322.86	391.72	-	391.72
_549	549000	MISC OTHER POWER GENERATION E	Res.9103	Res.COMPENSATED ABSENCES-LABOR	-492.6	2146.15	1,653.55	-	1,653.55
_553	553000	OTHR GEN MAINT OF GENR PLANT	Res.9103	Res.COMPENSATED ABSENCES-LABOR	455.17	1030.07	1,485.24	-	1,485.24
_556	556000	SYS CONTROL AND LOAD DISPATCH	Res.9103	Res.COMPENSATED ABSENCES-LABOR	-9889.17	81362.58	71,473.41	-	71,473.41
_558	558130	OPERATION SUPERVISION&ENGINEE	Res.9103	Res.COMPENSATED ABSENCES-LABOR	0	4675.53	4,675.53	-	4,675.53
_560	560000	TRANS OPS SUPERV & ENGINEERINC	Res.9103	Res.COMPENSATED ABSENCES-LABOR	15563.28	38919.7	54,482.98	-	54,482.98
_561	561200	LOAD DISP-MONITOROPER TRANS S'	Res.9103	Res.COMPENSATED ABSENCES-LABOR	27235.48	119195.04	146,430.52	-	146,430.52
_561	561300	LOAD DISPATCH-TRANSSVC & SCHE	Res.9103	Res.COMPENSATED ABSENCES-LABOR	1381.79	3996.18	5,377.97	-	5,377.97
_561	561500	RELIAB PLANNING&STANDARDS DE	Res.9103	Res.COMPENSATED ABSENCES-LABOR	13716.78	48527.29	62,244.07	-	62,244.07
_561	561600	TRANSMISSION SVC STUDIES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	16.36	2091.95	2,108.31	-	2,108.31
_561	561700	GENERATION INTERCONNTN STUDIE	Res.9103	Res.COMPENSATED ABSENCES-LABOR	1497.01	4391.36	5,888.37	-	5,888.37
_562	562000	TRANS OPS STATION EXPENSES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	1079.59	980	2,059.59	-	2,059.59
_563	563000	TRANS OPS OH LINE EXP	Res.9103	Res.COMPENSATED ABSENCES-LABOR	0	395.73	395.73	-	395.73
_566	566000	MISCELLANEOUS TRANSMISSION E	Res.9103	Res.COMPENSATED ABSENCES-LABOR	781.31	-239.05	542.26	-	542.26
_569	569000	TRANS MAINT OF STRUCTURES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	579.22	2818.09	3,397.31	-	3,397.31
_570	570000	TRANS MAINT OF STATION EQUIPM	Res.9103	Res.COMPENSATED ABSENCES-LABOR	711.45	923.07	1,634.52	-	1,634.52
_571	571000	TRANS MAINT OF OVERHEAD LINES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	563.83	1095.63	1,659.46	-	1,659.46
_580	580000	DIST OPS SUPERV & ENG	Res.9103	Res.COMPENSATED ABSENCES-LABOR	13877.5	52389.51	66,267.01	-	66,267.01
_581	581000	DIST OPS LOAD DISPATCHING	Res.9103	Res.COMPENSATED ABSENCES-LABOR	17260.25	45474.27	62,734.52	-	62,734.52
_582	582000	DIST OPS STATION EXPENSES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	1261.21	2877.24	4,138.45	-	4,138.45
_583	583000	DIST OPS OVERHEAD LINE EXPENSE	Res.9103	Res.COMPENSATED ABSENCES-LABOR	-68.12	0	(68.12)	-	(68.12)
_585	585000	DIST OPS STREET LIGHT & SIGNAL	Res.9103	Res.COMPENSATED ABSENCES-LABOR	10.37	0	10.37	-	10.37
_586	586000	DIST OPS METER EXPENSES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	3664.06	10456.08	14,120.14	-	14,120.14
_587	587000	DIST OPS CUST INSTALL EXP	Res.9103	Res.COMPENSATED ABSENCES-LABOR	142.89	129.12	272.01	-	272.01
_588	588000	DIST OPS MISC DISTRIB EXP	Res.9103	Res.COMPENSATED ABSENCES-LABOR	4603.73	22005.4	26,609.13	-	26,609.13
_590	590000	DIST MAINT SUPERV & ENG	Res.9103	Res.COMPENSATED ABSENCES-LABOR	26.75	109.15	135.90	-	135.90
_592	592000	DIST MAINT OF STATION EQUIPMEN	Res.9103	Res.COMPENSATED ABSENCES-LABOR	1226.01	2193.33	3,419.34	-	3,419.34
_593	593000	DIST MAINT OF OVERHEAD LINES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	7670.7	17786.45	25,457.15	-	25,457.15
_596	596000	DIST MAINT OF STREET LIGHT & S	Res.9103	Res.COMPENSATED ABSENCES-LABOR	0	38.65	38.65	-	38.65
_901	901000	CUST ACCTS SUPERVISION	Res.9103	Res.COMPENSATED ABSENCES-LABOR	2617.38	7634.5	10,251.88	-	10,251.88
_902	902000	READ METERS	Res.9103	Res.COMPENSATED ABSENCES-LABOR	4931.05	5583.39	10,514.44	-	10,514.44
_903	903000	CUST ACCTS RECORDS & COLLECTIO	Res.9103	Res.COMPENSATED ABSENCES-LABOR	19384.28	59305.79	78,690.07	-	78,690.07
_905	905000	MISC CUSTOMER ACCOUNTS	Res.9103	Res.COMPENSATED ABSENCES-LABOR	804.13	2550.04	3,354.17	-	3,354.17
_907	907000	CUSTOMER SERVICE SUPERVISION	Res.9103	Res.COMPENSATED ABSENCES-LABOR	1317.35	4519	5,836.35	-	5,836.35
_908	908000	CUSTOMER ASSISTANCE EXP	Res.9103	Res.COMPENSATED ABSENCES-LABOR	8458.84	11845.73	20,304.57	-	20,304.57
_909	909000	INFORMATIONAL & INSTRUCT ADS	Res.9103	Res.COMPENSATED ABSENCES-LABOR	0	14.71	14.71	-	14.71
_910	910000	MISC CUST SERVICE & INFO	Res.9103	Res.COMPENSATED ABSENCES-LABOR	0	32.64	32.64	-	32.64
_913	913000	SALES ADVERTISING EXPENSES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	0	7.47	7.47	-	7.47
_426	426400	MISC NONOPER CIVIC & POLITICAL	Res.9103	Res.COMPENSATED ABSENCES-LABOR	1341.54	5638.6	6,980.14	-	6,980.14
_920	920000	ADMIN AND GENERAL SALARIES	Res.9103	Res.COMPENSATED ABSENCES-LABOR	359055.64	1016030.75	1,375,086.39	(75,135.26)	1,299,951.13

920001	COMP ABS FLOAT ADJ	Res.9103	Res.COMPENSATED ABSENCES-LABOR	58.78	173.75	232.53	-	232.53		
920	920999	LABOR OVERHEAD OFFSET	Res.9103	Res.COMPENSATED ABSENCES-LABOR	-742827.62	-2130566.04	(2,873,393.66)	102,398.69	(2,770,994.97)	
930.1	930100	GENERAL ADVERTISING	Res.9103	Res.COMPENSATED ABSENCES-LABOR	53.49	0	53.49	-	53.49	
930.2	930200	MISCELLANEOUS GENERAL EXP	Res.9103	Res.COMPENSATED ABSENCES-LABOR	486.44	447.72	934.16	(107.02)	827.14	
903	903000	CUST ACCTS RECORDS & COLLECTN	Res.1795	COMPENSATED ABSENCES-PTO/HOLIDA	0	21.1	21.10	-	21.10	
920	920000	ADMIN AND GENERAL SALARIES	Res.1795	COMPENSATED ABSENCES-PTO/HOLIDA	887713.43	1990905.78	2,878,619.21	-	2,878,619.21	
903	903000	CUST ACCTS RECORDS & COLLECTN	Res.1796	COMPENSATED ABSENCES-STD	-249.83	0	(249.83)	-	(249.83)	
920	920000	ADMIN AND GENERAL SALARIES	Res.1796	COMPENSATED ABSENCES-STD	24724.52	102797.22	127,521.74	(1,284.98)	126,236.76	
920	920000	ADMIN AND GENERAL SALARIES	Res.1797	COMPENSATED ABSENSES TRUE-UP	-38249.66	49559.19	11,309.53	-	11,309.53	
					642,893.55	1,644,593.27	2,287,486.82	25,871.44	2,313,358.26	
					_A&G Loadings			_Total		
920	920000	ADMIN AND GENERAL SALARIES	Res.1091	Res.SEVERANCE	187.95	201111.4	201,299.35	(41.35)	201,258.00	
					187.95	201,111.40	201,299.35	(41.35)	201,258.00	
					_A&G Loadings			_Total		
926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.1709	Res.401K EMPLOYER SHARE	529268.7	1796979.99	2,326,248.69	-	2,326,248.69	2,326,248.69
926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.1710	Res.PENSION EMPLOYER SHARE	37105.22	76722.33	113,827.55	-	113,827.55	113,827.55
416	416800	O&M P&S EXPENSES	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	2041.32	678.27	2,719.59	-	2,719.59	2,719.59
556	556000	SYS CONTROL AND LOAD DISPATCH	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	473.16	0	473.16	-	473.16	473.16
560	560000	TRANS OPS SUPERV & ENGINEERING	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	140.65	103.96	244.61	-	244.61	244.61
561.2	561200	LOAD DISP-MONITOROPER TRANS S'	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	0	359.42	359.42	-	359.42	359.42
561.5	561500	RELIAB PLANNING&STANDARDS DE	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	0	194.44	194.44	-	194.44	194.44
566	566000	MISCELLANEOUS TRANSMISSION E	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	203.03	0	203.03	-	203.03	203.03
580	580000	DIST OPS SUPERV & ENG	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	121.28	111.91	233.19	-	233.19	233.19
581	581000	DIST OPS LOAD DISPATCHING	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	10.46	0	10.46	-	10.46	10.46
586	586000	DIST OPS METER EXPENSES	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	0	154.01	154.01	-	154.01	154.01
592	592000	DIST MAINT OF STATION EQUIPMEN	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	21.23	0	21.23	-	21.23	21.23
901	901000	CUST ACCTS SUPERVISION	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	31.9	720.46	752.36	-	752.36	752.36
903	903000	CUST ACCTS RECORDS & COLLECTN	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	580.08	484.03	1,064.11	-	1,064.11	1,064.11
907	907000	CUSTOMER SERVICE SUPERVISION	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	0	32.31	32.31	-	32.31	32.31
426	426400	MISC NONOPER CIVIC & POLITICAL	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	21.64	62.42	84.06	-	84.06	84.06
920	920000	ADMIN AND GENERAL SALARIES	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	556.31	1132.53	1,688.84	(122.39)	1,566.45	1,566.45
921	921000	OFFICE SUPPLIES & EXPENSE	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	33271.86	52536.4	85,808.26	(4,210.20)	81,598.06	81,598.06
930.2	930200	MISCELLANEOUS GENERAL EXP	Res.1713	Res.EMPLOYEE GIFTS & AWARDS	0	681.16	681.16	-	681.16	0
926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.1717	Res.BENEFITS EDUCATIONAL REIMB	5051.95	27081.14	32,133.09	(1,111.43)	31,021.66	31,021.66
926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.1719	Res.BENEFITS SFAS 106 OPRB	30756	82749.63	113,505.63	-	113,505.63	
926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.1725	Res.BENEFITS SUPP RETIREMENT	-4876	107116.12	102,240.12	1,955.13	104,195.25	104,195.25
926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.1767	Res.BENEFITS LONG TERM DISABILITY	0	0	-	-	-	-
926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.1798	Res.BENEFITS ALLOCATED	701855	2323872.55	3,025,727.55	-	3,025,727.55	3,025,727.55
926	926999	BENEFIT OVERHEAD OFFSET	Res.1798	Res.BENEFITS ALLOCATED	0	18048.88	18,048.88	-	18,048.88	18,048.88
926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.1799	Res.BENEFITS OTHER	2736.18	10762.79	13,498.97	-	13,498.97	13,498.97
					1,339,369.97	4,500,584.75	5,839,954.72	(3,488.89)	5,836,465.83	2,326,248.69
								22%	_401K	
									_Benefits	
426	426501	MISC OPERATING	Res.9101	Res.BENEFIT LOADING NSCost	0	1129.11	1,129.11	-	1,129.11	39.58%
566	566000	MISCELLANEOUS TRANSMISSION E	Res.9101	Res.BENEFIT LOADING NSCost	30.26	-30.26	-	-	-	60%
920	920000	ADMIN AND GENERAL SALARIES	Res.9101	Res.BENEFIT LOADING NSCost	0	21.67	21.67	-	21.67	8.58
417	417804	NREG - POWER GEN O&M	Res.9102	Res.BENEFITS LOADING	383.11	2029.59	2,412.70	-	2,412.70	954.86
426	426501	MISC OPERATING	Res.9102	Res.BENEFITS LOADING	0	47658.16	47,658.16	-	47,658.16	18,861.46
416	416800	O&M P&S EXPENSES	Res.9102	Res.BENEFITS LOADING	244.45	538.63	783.08	-	783.08	309.92
502	502000	STEAM EXPENSES	Res.9102	Res.BENEFITS LOADING	813.38	0	813.38	-	813.38	321.91
548	548000	OTHER POWER GENERATION EXP	Res.9102	Res.BENEFITS LOADING	168.95	0	168.95	-	168.95	66.86
549	549000	MISC OTHER POWER GENERATION E	Res.9102	Res.BENEFITS LOADING	-414.73	0	(414.73)	-	(414.73)	(164.14)
588	588000	DIST OPS MISC DISTRIB EXP	Res.9102	Res.BENEFITS LOADING	0	2296.41	2,296.41	-	2,296.41	908.84
593	593000	DIST MAINT OF OVERHEAD LINES	Res.9102	Res.BENEFITS LOADING	0	86.03	86.03	-	86.03	34.05
426	426400	MISC NONOPER CIVIC & POLITICAL	Res.9102	Res.BENEFITS LOADING	2599.22	11861.65	14,460.87	-	14,460.87	5,723.12
920	920000	ADMIN AND GENERAL SALARIES	Res.9102	Res.BENEFITS LOADING	0	380.52	380.52	-	380.52	150.60
921	921000	OFFICE SUPPLIES & EXPENSE	Res.9102	Res.BENEFITS LOADING	40.48	-40.48	-	-	-	-
926	926000	EMPLOYEE PENSIONS & BENEFITS	Res.9102	Res.BENEFITS LOADING	987753.5	3376481.72	4,364,235.22	(155,802.67)	4,208,432.55	1,665,552.91
926	926999	BENEFIT OVERHEAD OFFSET	Res.9102	Res.BENEFITS LOADING	-1441857.23	-4460862.14	(5,902,719.37)	-	(5,902,719.37)	(2,336,093.38)
					(450,238.61)	(1,018,449.39)	(1,468,688.00)	(155,802.67)	(1,624,490.67)	(642,917.56)
								1,683,331.13		
								4,741,387.08		
					_Total A&G Loading					
								(614,033.72)	20,982,025.18	
								- _SBZ		
TTL O&M & C Total O&M Expenses and Other Taxes					Res.LAB Labor & Labor Loads	5814680.84	20804009.71	26,618,690.55		
TTL O&M & C Total O&M Expenses and Other Taxes					Res.PYTr Res.Payroll Taxes & w/ Loadings	301296.05	1137439.3	1,438,735.35		
								25,179,955.20		
								(3,583,896.30)		
								3,580,544.79		
								(3,351.51)		
TTL O&M & C Total O&M Expenses and Other Taxes					Res.1093 Res.TAX FRINGE BEN/EXEC TAX PLAN	270.49	3010.92	3,281.41		
TTL O&M & C Total O&M Expenses and Other Taxes					Res.9106 Res.INCENTIVE LOADING UNION	0	70.1	70.10		

Work Order		BLACK HILLS POWER INC	View	All Operating Units	Direct Charges 2024	All Products 2025	SC-GROWTH, STRATEGY&INNOVATION.D Open Item	STAT Code
					Actual Data DecQTD	Actual Data SepYTD	_Total	_A&G
_587	Res.1001	Res.LABOR STRAIGHT TIME NON-UNIO	587000	DIST OPS CUST INSTALL EXP	893.00	901.24	1,794.24	1,794.24
_587	Res.9103	Res.COMPENSATED ABSENCES-LABOR	587000	DIST OPS CUST INSTALL EXP	142.89	129.12	272.01	272.01
_587	Res.9112	Res.INCENTIVE LOADING NON-UNION	587000	DIST OPS CUST INSTALL EXP	241.11	175.83	416.94	416.94
_908	Res.1001	Res.LABOR STRAIGHT TIME NON-UNIO	908000	CUSTOMER ASSISTANCE EXP	46,044.64	56,085.85	102,130.49	102,130.49
_908	Res.9103	Res.COMPENSATED ABSENCES-LABOR	908000	CUSTOMER ASSISTANCE EXP	7,367.16	7,822.71	15,189.87	15,189.87
_908	Res.9112	Res.INCENTIVE LOADING NON-UNION	908000	CUSTOMER ASSISTANCE EXP	12,432.08	11,261.10	23,693.18	23,693.18
_920	Res.1001	Res.LABOR STRAIGHT TIME NON-UNIO	920000	ADMIN AND GENERAL SALARIES	16,802.85	14,143.59	30,946.44	30,946.44
_920	Res.9103	Res.COMPENSATED ABSENCES-LABOR	920000	ADMIN AND GENERAL SALARIES	2,688.46	1,958.45	4,646.91	(1,022.32) 3,624.59
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920000	ADMIN AND GENERAL SALARIES	4,536.79	2,861.18	7,397.97	(1,627.55) 5,770.42
_926	Res.BENwL	Res.Benefits w/ Loadings	926000	EMPLOYEE PENSIONS & BENEFITS	20,702.02	22,260.74	42,962.76	42,962.76
_930.2	Res.1001	Res.LABOR STRAIGHT TIME NON-UNIO	930200	MISCELLANEOUS GENERAL EXP	3,040.19	3,261.22	6,301.41	6,301.41
_930.2	Res.9103	Res.COMPENSATED ABSENCES-LABOR	930200	MISCELLANEOUS GENERAL EXP	486.44	447.72	934.16	934.16
_930.2	Res.9112	Res.INCENTIVE LOADING NON-UNION	930200	MISCELLANEOUS GENERAL EXP	820.86	665.49	1,486.35	1,486.35
_408	Res.PYTwL	Res.Payroll Taxes & w/ Loadings	408100	PAYROLL SALES USE TAX	5519.67	8473.13	13,992.80	13,992.80
_408	Res.PYTwL	Res.Payroll Taxes & w/ Loadings	408200	PAYROLL SALES USE TAX NON UTIL	332.44	345.79	678.23	678.23
_921	Res.MATER	Res.Materials	921000	OFFICE SUPPLIES & EXPENSE	172.34	0	172.34	172.34
_921	Res.OFFEX	Res.Office & Facility Expense	921000	OFFICE SUPPLIES & EXPENSE	476.28	25	501.28	501.28
_930.2	Res.OFFEX	Res.Office & Facility Expense	930200	MISCELLANEOUS GENERAL EXP	100	210	310.00	310.00
_908	Res.TRAVL	Res.Travel-Entertainment	908000	CUSTOMER ASSISTANCE EXP	1033.43	600.5	1,633.93	1,633.93
_921	Res.TRAVL	Res.Travel-Entertainment	921000	OFFICE SUPPLIES & EXPENSE	3125.69	365.12	3,490.81	3,490.81
_594	Res.OUTSV	Res.Outside Services	594000	DIST MAINT OF UNDERGROUND LIN	0	2039.04	2,039.04	2,039.04
_908	Res.OUTSV	Res.Outside Services	908000	CUSTOMER ASSISTANCE EXP	0	36.5	36.50	36.50
_921	Res.PROMO	Res.Promotional and Advertising	921000	OFFICE SUPPLIES & EXPENSE	0	100	100.00	100.00
_908	Res.VECHL	Res.Vehicle Expense	908000	CUSTOMER ASSISTANCE EXP	113.24	35.21	148.45	148.45
_908	Res.TRAINING	Res.Training	908000	CUSTOMER ASSISTANCE EXP	975	0	975.00	975.00
_921	Res.TRAINING	Res.Training	921000	OFFICE SUPPLIES & EXPENSE	425	0	425.00	425.00
Spending Resources		Spending Resources	TTL O&M & OTH TAX: Total O&M Expenses and Other Taxes		128471.58	134204.53		

					Work Order	BLACK HILLS POWER IN View	
					Actual Data	Actual Data	
					2024	2025	
					DecQTD	SepYTD	_Total 10/1/24-9/30/25
_920	Res.1081	Res.STIP OFFICER	920000	ADMIN AND GENERAL SALARIES	93,438.64	328,986.80	422,425.44
_920	Res.1080	Res.STIP NON OFFICER	920000	ADMIN AND GENERAL SALARIES	119,730.34	431,486.82	551,217.16
_920	Res.1090	Res.AIP-NON UNION	920000	ADMIN AND GENERAL SALARIES	422057.41	1719108.3	2,141,165.71
					<u>635,226.39</u>	<u>2,479,581.92</u>	<u>3,114,808.31</u>
						_AIP Total	2,141,165.71
						_STIP Non Officer Total	551,217.16
						_STIP Officer Total	422,425.44
						_Total 10/1/24-9/30/25	
_417	Res.9112	Res.INCENTIVE LOADING NON-UNION	417804	NREG - POWER GEN O&M	333.68	1,144.55	1,478.23
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426501	MISC OPERATING	-	23,263.26	23,263.26
_416	Res.9112	Res.INCENTIVE LOADING NON-UNION	416800	O&M P&S EXPENSES	212.91	339.21	552.12
_500	Res.9112	Res.INCENTIVE LOADING NON-UNION	500000	STEAM OPS SUPERVISION AND ENG	524.09	846.47	1,370.56
_502	Res.9112	Res.INCENTIVE LOADING NON-UNION	502000	STEAM EXPENSES	1419.21	0	1,419.21
_506	Res.9112	Res.INCENTIVE LOADING NON-UNION	506000	MISC STEAM POWER EXPENSES	101.89	336.82	438.71
_510	Res.9112	Res.INCENTIVE LOADING NON-UNION	510000	STEAM MAINT SUPERVISION & ENG	711.34	722.08	1,433.42
_511	Res.9112	Res.INCENTIVE LOADING NON-UNION	511000	MAINT OF STRUCTURES	91.08	-8.12	82.96
_512	Res.9112	Res.INCENTIVE LOADING NON-UNION	512000	MAINT OF BOILER PLANT	0	65.16	65.16
_513	Res.9112	Res.INCENTIVE LOADING NON-UNION	513000	MAINT OF ELECTRIC PLANT	24.37	541.48	565.85
_546	Res.9112	Res.INCENTIVE LOADING NON-UNION	546000	OTHR GEN OPS SUPERV & ENG	13829.13	32776.63	46,605.76
_548	Res.9112	Res.INCENTIVE LOADING NON-UNION	548000	OTHER POWER GENERATION EXP	77.88	571.05	648.93
_549	Res.9112	Res.INCENTIVE LOADING NON-UNION	549000	MISC OTHER POWER GENERATION E	-730.58	2545.62	1,815.04
_553	Res.9112	Res.INCENTIVE LOADING NON-UNION	553000	OTHR GEN MAINT OF GENR PLANT	768.1	1172.75	1,940.85
_556	Res.9112	Res.INCENTIVE LOADING NON-UNION	556000	SYS CONTROL AND LOAD DISPATCHI	-12327.86	105665.17	93,337.31
_558	Res.9112	Res.INCENTIVE LOADING NON-UNION	558130	OPERATION SUPERVISION&ENGINEER	0	5787.59	5,787.59
_560	Res.9112	Res.INCENTIVE LOADING NON-UNION	560000	TRANS OPS SUPERV & ENGINEERING	26263.08	51001.36	77,264.44
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561200	LOAD DISP-MONITOROPER TRANS SY	45959.85	155418.92	201,378.77
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561300	LOAD DISPATCH-TRANS SVC & SCHEI	2331.76	5187.79	7,519.55
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561500	RELIAB PLANNING&STANDARDS DEV	23015.73	63210.53	86,226.26
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561600	TRANSMISSION SVC STUDIES	27.61	35.04	62.65
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561700	GENERATION INTERCONNTN STUDIE	2526.19	5665.92	8,192.11
_562	Res.9112	Res.INCENTIVE LOADING NON-UNION	562000	TRANS OPS STATION EXPENSES	1821.79	1132.89	2,954.68
_563	Res.9112	Res.INCENTIVE LOADING NON-UNION	563000	TRANS OPS OH LINE EXP	0	334.96	334.96
_566	Res.9112	Res.INCENTIVE LOADING NON-UNION	566000	MISCELLANEOUS TRANSMISSION EXI	1214.9	-466.24	748.66
_569	Res.9112	Res.INCENTIVE LOADING NON-UNION	569000	TRANS MAINT OF STRUCTURES	977.42	3631.68	4,609.10
_570	Res.9112	Res.INCENTIVE LOADING NON-UNION	570000	TRANS MAINT OF STATION EQUIPM	1200.58	987.2	2,187.78
_571	Res.9112	Res.INCENTIVE LOADING NON-UNION	571000	TRANS MAINT OF OVERHEAD LINES	951.46	1146.3	2,097.76
_580	Res.9112	Res.INCENTIVE LOADING NON-UNION	580000	DIST OPS SUPERV & ENG	23418.35	68094.06	91,512.41

					Work Order	BLACK HILLS POWER IN View	
					Actual Data	Actual Data	
					2024	2025	
					DecQTD	SepYTD	Total 10/1/24-9/30/25
_581	Res.9112	Res.INCENTIVE LOADING NON-UNION	581000	DIST OPS LOAD DISPATCHING	29126.64	59164.02	88,290.66
_582	Res.9112	Res.INCENTIVE LOADING NON-UNION	582000	DIST OPS STATION EXPENSES	2128.29	3852.92	5,981.21
_583	Res.9112	Res.INCENTIVE LOADING NON-UNION	583000	DIST OPS OVERHEAD LINE EXPENSE	-114.98	0	(114.98)
_585	Res.9112	Res.INCENTIVE LOADING NON-UNION	585000	DIST OPS STREET LIGHT & SIGNAL	17.5	0	17.50
_586	Res.9112	Res.INCENTIVE LOADING NON-UNION	586000	DIST OPS METER EXPENSES	6183.14	13529.41	19,712.55
_587	Res.9112	Res.INCENTIVE LOADING NON-UNION	587000	DIST OPS CUST INSTALL EXP	241.11	175.83	416.94
_588	Res.9112	Res.INCENTIVE LOADING NON-UNION	588000	DIST OPS MISC DISTRIB EXP	7768.81	28185.15	35,953.96
_590	Res.9112	Res.INCENTIVE LOADING NON-UNION	590000	DIST MAINT SUPERV & ENG	45.16	131.51	176.67
_592	Res.9112	Res.INCENTIVE LOADING NON-UNION	592000	DIST MAINT OF STATION EQUIPMEN	2068.9	2754.08	4,822.98
_593	Res.9112	Res.INCENTIVE LOADING NON-UNION	593000	DIST MAINT OF OVERHEAD LINES	12944.32	23422.78	36,367.10
_596	Res.9112	Res.INCENTIVE LOADING NON-UNION	596000	DIST MAINT OF STREET LIGHT & S	0	55.22	55.22
_901	Res.9112	Res.INCENTIVE LOADING NON-UNION	901000	CUST ACCTS SUPERVISION	4416.84	9917.99	14,334.83
_902	Res.9112	Res.INCENTIVE LOADING NON-UNION	902000	READ METERS	8321.15	7620.87	15,942.02
_903	Res.9112	Res.INCENTIVE LOADING NON-UNION	903000	CUST ACCTS RECORDS & COLLECTIO	32688.28	77268.46	109,956.74
_905	Res.9112	Res.INCENTIVE LOADING NON-UNION	905000	MISC CUSTOMER ACCOUNTS	1356.99	3295.63	4,652.62
_907	Res.9112	Res.INCENTIVE LOADING NON-UNION	907000	CUSTOMER SERVICE SUPERVISION	2223.1	5797.26	8,020.36
_908	Res.9112	Res.INCENTIVE LOADING NON-UNION	908000	CUSTOMER ASSISTANCE EXP	14274.21	16472.45	30,746.66
_909	Res.9112	Res.INCENTIVE LOADING NON-UNION	909000	INFORMATIONAL & INSTRUCT ADS	0	21.07	21.07
_910	Res.9112	Res.INCENTIVE LOADING NON-UNION	910000	MISC CUST SERVICE & INFO	0	46.66	46.66
_913	Res.9112	Res.INCENTIVE LOADING NON-UNION	913000	SALES ADVERTISING EXPENSES	0	10.65	10.65
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426400	MISC NONOPER CIVIC & POLITICAL	2263.84	7488.49	9,752.33
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920000	ADMIN AND GENERAL SALARIES	605827.03	1321291.61	1,927,118.64
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920001	COMP ABS FLOAT ADJ	99.2	235.88	335.08
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920999	LABOR OVERHEAD OFFSET	-1259351.2	-2768393.9	(4,027,745.10)
_921	Res.9112	Res.INCENTIVE LOADING NON-UNION	921000	OFFICE SUPPLIES & EXPENSE	20.24	-20.24	-
_930.1	Res.9112	Res.INCENTIVE LOADING NON-UNION	930100	GENERAL ADVERTISING	90.26	0	90.26
_930.2	Res.9112	Res.INCENTIVE LOADING NON-UNION	930200	MISCELLANEOUS GENERAL EXP	820.86	665.49	1,486.35
							(1,047,656.93)

LTIP & Performance Plan Expenses						_Total 10/1/24-9/30/25	
_920	Res.1726	Res.INCENTIVE-RESTRICTED STOCK	920000	ADMIN AND GENERAL SALARIES	173,554.64	628,814.23	802,368.87
_920	Res.1082	Res.PERFORMANCE PLAN	920000	ADMIN AND GENERAL SALARIES	140,273.24	409,475.13	549,748.37
							<u>1,352,117.24</u>
						LTIP Total	802,368.87

Work Order	BLACK HILLS POWER IN View	
Actual Data	Actual Data	
2024	2025	
DecQTD	SepYTD	_Total 10/1/24-9/30/25
	_Perf Plan Total	549,748.37

LTIP & Performance Plan Loadings

LTIP & Performance Plan Loadings						Total 10/1/24-9/30/25
920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/920000	ADMIN AND GENERAL SALARIES	432,649.57	858,742.56	1,291,392.13
920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/920999	LABOR OVERHEAD OFFSET	(391,860.40)	(738,255.56)	(1,130,115.96)
						161,276.17

				All Operating Units	Alloc Rollup	All Products
				Adjust to 100% STIP/AIP	Expense % of Total	
_920	Res.1081	Res.STIP OFFICER	920000	\$ 91,253.17	14%	
_920	Res.1080	Res.STIP NON OFFICER	920000	\$ 100,614.25	18%	
_920	Res.1090	Res.AIP-NON UNION	920000	\$ 442,367.91	69%	
				<u>634,235.32</u>		
				% of total		
				171% \$	442,367.91	
				171% \$	100,614.25	
				171% \$	91,253.17	

				_A&G Adjustment	_Remove BD	_Remove GDPM	_Total
_417	Res.9112	Res.INCENTIVE LOADING NON-UNION	417804	-	-	-	1,478.23
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426501	-	-	-	23,263.26
_416	Res.9112	Res.INCENTIVE LOADING NON-UNION	416800	-	-	-	552.12
_500	Res.9112	Res.INCENTIVE LOADING NON-UNION	500000	-	-	-	1,370.56
_502	Res.9112	Res.INCENTIVE LOADING NON-UNION	502000	-	-	-	1,419.21
_506	Res.9112	Res.INCENTIVE LOADING NON-UNION	506000	-	-	-	438.71
_510	Res.9112	Res.INCENTIVE LOADING NON-UNION	510000	-	-	-	1,433.42
_511	Res.9112	Res.INCENTIVE LOADING NON-UNION	511000	-	-	-	82.96
_512	Res.9112	Res.INCENTIVE LOADING NON-UNION	512000	-	-	-	65.16
_513	Res.9112	Res.INCENTIVE LOADING NON-UNION	513000	-	-	-	565.85
_546	Res.9112	Res.INCENTIVE LOADING NON-UNION	546000	-	-	-	46,605.76
_548	Res.9112	Res.INCENTIVE LOADING NON-UNION	548000	-	-	-	648.93
_549	Res.9112	Res.INCENTIVE LOADING NON-UNION	549000	-	-	-	1,815.04
_553	Res.9112	Res.INCENTIVE LOADING NON-UNION	553000	-	-	-	1,940.85
_556	Res.9112	Res.INCENTIVE LOADING NON-UNION	556000	-	-	89,608.59	3,728.72
_558	Res.9112	Res.INCENTIVE LOADING NON-UNION	558130	-	-	-	5,787.59
_560	Res.9112	Res.INCENTIVE LOADING NON-UNION	560000	-	-	-	77,264.44
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561200	-	-	-	201,378.77
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561300	-	-	-	7,519.55
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561500	-	-	-	86,226.26
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561600	-	-	-	62.65
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561700	-	-	-	8,192.11
_562	Res.9112	Res.INCENTIVE LOADING NON-UNION	562000	-	-	-	2,954.68
_563	Res.9112	Res.INCENTIVE LOADING NON-UNION	563000	-	-	-	334.96
_566	Res.9112	Res.INCENTIVE LOADING NON-UNION	566000	-	-	570.63	178.03
_569	Res.9112	Res.INCENTIVE LOADING NON-UNION	569000	-	-	-	4,609.10
_570	Res.9112	Res.INCENTIVE LOADING NON-UNION	570000	-	-	-	2,187.78
_571	Res.9112	Res.INCENTIVE LOADING NON-UNION	571000	-	-	-	2,097.76
_580	Res.9112	Res.INCENTIVE LOADING NON-UNION	580000	-	-	-	91,512.41

				All Operating Units	Alloc Rollup	All Products	
				Adjust to 100% STIP/AIP	Expense % of Total		
_581	Res.9112	Res.INCENTIVE LOADING NON-UNION	581000	-	-	(18.08)	88,308.74
_582	Res.9112	Res.INCENTIVE LOADING NON-UNION	582000	-	-	-	5,981.21
_583	Res.9112	Res.INCENTIVE LOADING NON-UNION	583000	-	-	-	(114.98)
_585	Res.9112	Res.INCENTIVE LOADING NON-UNION	585000	-	-	-	17.50
_586	Res.9112	Res.INCENTIVE LOADING NON-UNION	586000	-	-	-	19,712.55
_587	Res.9112	Res.INCENTIVE LOADING NON-UNION	587000	-	416.94	-	-
_588	Res.9112	Res.INCENTIVE LOADING NON-UNION	588000	-	-	-	35,953.96
_590	Res.9112	Res.INCENTIVE LOADING NON-UNION	590000	-	-	-	176.67
_592	Res.9112	Res.INCENTIVE LOADING NON-UNION	592000	-	-	-	4,822.98
_593	Res.9112	Res.INCENTIVE LOADING NON-UNION	593000	-	-	-	36,367.10
_596	Res.9112	Res.INCENTIVE LOADING NON-UNION	596000	-	-	-	55.22
_901	Res.9112	Res.INCENTIVE LOADING NON-UNION	901000	-	-	-	14,334.83
_902	Res.9112	Res.INCENTIVE LOADING NON-UNION	902000	-	-	-	15,942.02
_903	Res.9112	Res.INCENTIVE LOADING NON-UNION	903000	-	-	-	109,956.74
_905	Res.9112	Res.INCENTIVE LOADING NON-UNION	905000	-	-	-	4,652.62
_907	Res.9112	Res.INCENTIVE LOADING NON-UNION	907000	-	-	-	8,020.36
_908	Res.9112	Res.INCENTIVE LOADING NON-UNION	908000	-	23,693.18	-	7,053.48
_909	Res.9112	Res.INCENTIVE LOADING NON-UNION	909000	-	-	-	21.07
_910	Res.9112	Res.INCENTIVE LOADING NON-UNION	910000	-	-	-	46.66
_913	Res.9112	Res.INCENTIVE LOADING NON-UNION	913000	-	-	-	10.65
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426400	-	-	-	9,752.33
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920000	(126,760.26)	5,770.42	39.65	1,794,548.32
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920001	-	-	-	335.08
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920999	-	-	-	(4,027,745.10)
_921	Res.9112	Res.INCENTIVE LOADING NON-UNION	921000	-	-	-	-
_930.1	Res.9112	Res.INCENTIVE LOADING NON-UNION	930100	-	-	-	90.26
_930.2	Res.9112	Res.INCENTIVE LOADING NON-UNION	930200	(180.59)	1,486.35	-	(180.59)
						(1,296,165.45)	

_Exclude
_416
_417
_426
_Total

LTIP & Performance Plan Expenses				100% payout adjust,	Expense % of Total
_920	Res.1726	Res.INCENTIVE-RESTRICTED STOCK	920000	709,615.03	59%
_920	Res.1082	Res.PERFORMANCE PLAN	920000	486,197.46	41%

All Operating Units

Alloc Rollup

All Products

Adjust to 100% STIP/AIP _Expense % of Total

_LTIP & Performance Plan Loadings				_A&G Adjustment		Total
_920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/	920000	1,142,107.20	284,106.27	1,575,498.40
_920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/	920999	(999,474.56)		(1,130,115.96)

BH Service Co Depart Open Item				STAT Code		
					Total	
					_2025 Expected Total Payout	19,242,992
					Adjust to 100%	17,018,502
					BHP Portion	2,806,351
					Less A&G	2,188,954
_920	Res.1081	Res.STIP OFFICER	920000			
_920	Res.1080	Res.STIP NON OFFICER	920000			
_920	Res.1090	Res.AIP-NON UNION	920000			

				_STIP OFFICER	_STIP	_AIP	_AIP&STIP	100% payout adjust _AIP
				13.56%	17.70%	68.74%	86.44%	
_417	Res.9112	Res.INCENTIVE LOADING NON-UNION	417804	200.48	261.60	1,016.16	1,277.75	209.94
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426501	3,154.93	4,116.82	15,991.51	20,108.33	3,303.87
_416	Res.9112	Res.INCENTIVE LOADING NON-UNION	416800	74.88	97.71	379.54	477.24	78.41
_500	Res.9112	Res.INCENTIVE LOADING NON-UNION	500000	185.87	242.54	942.14	1,184.69	194.65
_502	Res.9112	Res.INCENTIVE LOADING NON-UNION	502000	192.47	251.15	975.59	1,226.74	201.56
_506	Res.9112	Res.INCENTIVE LOADING NON-UNION	506000	59.50	77.64	301.58	379.21	62.31
_510	Res.9112	Res.INCENTIVE LOADING NON-UNION	510000	194.40	253.67	985.35	1,239.02	203.58
_511	Res.9112	Res.INCENTIVE LOADING NON-UNION	511000	11.25	14.68	57.03	71.71	11.78
_512	Res.9112	Res.INCENTIVE LOADING NON-UNION	512000	8.84	11.53	44.79	56.32	9.25
_513	Res.9112	Res.INCENTIVE LOADING NON-UNION	513000	76.74	100.14	388.97	489.11	80.36
_546	Res.9112	Res.INCENTIVE LOADING NON-UNION	546000	6,320.60	8,247.66	32,037.49	40,285.16	6,618.99
_548	Res.9112	Res.INCENTIVE LOADING NON-UNION	548000	88.01	114.84	446.08	560.92	92.16
_549	Res.9112	Res.INCENTIVE LOADING NON-UNION	549000	246.15	321.20	1,247.69	1,568.89	257.77
_553	Res.9112	Res.INCENTIVE LOADING NON-UNION	553000	263.22	343.47	1,334.17	1,677.63	275.64
_556	Res.9112	Res.INCENTIVE LOADING NON-UNION	556000	505.68	659.86	2,563.18	3,223.04	529.56
_558	Res.9112	Res.INCENTIVE LOADING NON-UNION	558130	784.90	1,024.21	3,978.48	5,002.69	821.96
_560	Res.9112	Res.INCENTIVE LOADING NON-UNION	560000	10,478.48	13,673.23	53,112.73	66,785.96	10,973.17
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561200	27,310.67	35,637.32	138,430.77	174,068.10	28,600.00
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561300	1,019.79	1,330.71	5,169.05	6,499.76	1,067.93
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561500	11,693.87	15,259.17	59,273.22	74,532.39	12,245.93
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561600	8.50	11.09	43.07	54.15	8.90
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561700	1,111.00	1,449.73	5,631.38	7,081.11	1,163.45
_562	Res.9112	Res.INCENTIVE LOADING NON-UNION	562000	400.71	522.88	2,031.09	2,553.97	419.63
_563	Res.9112	Res.INCENTIVE LOADING NON-UNION	563000	45.43	59.28	230.26	289.53	47.57
_566	Res.9112	Res.INCENTIVE LOADING NON-UNION	566000	24.14	31.51	122.38	153.89	25.28
_569	Res.9112	Res.INCENTIVE LOADING NON-UNION	569000	625.08	815.66	3,168.36	3,984.02	654.59
_570	Res.9112	Res.INCENTIVE LOADING NON-UNION	570000	296.70	387.16	1,503.91	1,891.08	310.71
_571	Res.9112	Res.INCENTIVE LOADING NON-UNION	571000	284.49	371.23	1,442.03	1,813.27	297.93
_580	Res.9112	Res.INCENTIVE LOADING NON-UNION	580000	12,410.77	16,194.64	62,907.00	79,101.64	12,996.68

BH Service Co Depart Open Item				STAT Code				Total
						_2025 Expected Total Payout		19,242,992
						Adjust to 100%		17,018,502
_581	Res.9112	Res.INCENTIVE LOADING NON-UNION	581000	11,976.29	15,627.70	60,704.75	76,332.45	12,541.69
_582	Res.9112	Res.INCENTIVE LOADING NON-UNION	582000	811.16	1,058.47	4,111.57	5,170.05	849.46
_583	Res.9112	Res.INCENTIVE LOADING NON-UNION	583000	(15.59)	(20.35)	(79.04)	(99.39)	(16.33)
_585	Res.9112	Res.INCENTIVE LOADING NON-UNION	585000	2.37	3.10	12.03	15.13	2.49
_586	Res.9112	Res.INCENTIVE LOADING NON-UNION	586000	2,673.39	3,488.46	13,550.70	17,039.16	2,799.59
_587	Res.9112	Res.INCENTIVE LOADING NON-UNION	587000	-	-	-	-	-
_588	Res.9112	Res.INCENTIVE LOADING NON-UNION	588000	4,876.02	6,362.65	24,715.29	31,077.94	5,106.21
_590	Res.9112	Res.INCENTIVE LOADING NON-UNION	590000	23.96	31.26	121.45	152.71	25.09
_592	Res.9112	Res.INCENTIVE LOADING NON-UNION	592000	654.09	853.51	3,315.39	4,168.89	684.96
_593	Res.9112	Res.INCENTIVE LOADING NON-UNION	593000	4,932.05	6,435.76	24,999.29	31,435.05	5,164.89
_596	Res.9112	Res.INCENTIVE LOADING NON-UNION	596000	7.49	9.77	37.96	47.73	7.84
_901	Res.9112	Res.INCENTIVE LOADING NON-UNION	901000	1,944.07	2,536.79	9,853.98	12,390.76	2,035.85
_902	Res.9112	Res.INCENTIVE LOADING NON-UNION	902000	2,162.03	2,821.21	10,958.78	13,779.99	2,264.10
_903	Res.9112	Res.INCENTIVE LOADING NON-UNION	903000	14,912.16	19,458.67	75,585.90	95,044.58	15,616.16
_905	Res.9112	Res.INCENTIVE LOADING NON-UNION	905000	630.98	823.36	3,198.28	4,021.64	660.77
_907	Res.9112	Res.INCENTIVE LOADING NON-UNION	907000	1,087.71	1,419.34	5,513.32	6,932.65	1,139.06
_908	Res.9112	Res.INCENTIVE LOADING NON-UNION	908000	956.58	1,248.23	4,848.67	6,096.90	1,001.74
_909	Res.9112	Res.INCENTIVE LOADING NON-UNION	909000	2.86	3.73	14.48	18.21	2.99
_910	Res.9112	Res.INCENTIVE LOADING NON-UNION	910000	6.33	8.26	32.07	40.33	6.63
_913	Res.9112	Res.INCENTIVE LOADING NON-UNION	913000	1.44	1.88	7.32	9.21	1.51
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426400	1,322.60	1,725.84	6,703.90	8,429.73	1,385.03
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920000	243,373.84	317,575.19	1,233,599.29	1,551,174.47	254,863.38
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920001	45.44	59.30	230.34	289.64	47.59
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920999	(546,236.50)	(712,776.52)	(2,768,732.08)	(3,481,508.60)	(572,024.02)
_921	Res.9112	Res.INCENTIVE LOADING NON-UNION	921000	-	-	-	-	-
_930.1	Res.9112	Res.INCENTIVE LOADING NON-UNION	930100	12.24	15.97	62.05	78.02	12.82
_930.2	Res.9112	Res.INCENTIVE LOADING NON-UNION	930200	(24.49)	(31.96)	(124.14)	(156.10)	(25.65)
				(175,783.94)	(229,378.04)	(891,003.47)	(1,120,381.52)	(184,082.59)
				74.88	97.71	379.54	477.24	78.41
				200.48	261.60	1,016.16	1,277.75	209.94
				4,477.52	5,842.66	22,695.41	28,538.07	4,688.90
				(180,536.81)	(235,580.01)	(915,094.58)	(1,150,674.58)	(189,059.85)

LTIP & Performance Plan Expenses

_920	Res.1726	Res.INCENTIVE-RESTRICTED STOCK	920000
_920	Res.1082	Res.PERFORMANCE PLAN	920000

AIP % of total

-71%

STIP Non Officer % of

-71%

BH Service Co Depart Open Item				STAT Code		
					Total	
					_2025 Expected Total Payout	19,242,992
					Adjust to 100%	17,018,502
					STIP Officer % of Tot:	-71%
				_LTIP	_Performance P	_Total
				59%	41%	
				_LTIP & Performance Plan Loadings		
_920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/	920000	934,926.97	640,571.43	1,575,498.40
_920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/	920999	(670,629.62)	(459,486.34)	(1,130,115.96)
				264,297.35	181,085.09	445,382.44
					_100% Adjustment	_100% Adjustment
					_LTIP	_Performance Plan

			AIP	Officer STIP	STIP Non-Officer	STIP Total
			13,260,693		2,636,596	3,345,703
			11,727,757		2,331,806	2,958,940
_920	Res.1081	Res.STIP OFFICER	920000	1,933,907	384,515	487,929
_920	Res.1080	Res.STIP NON OFFICER	920000	1,508,448	299,921	380,585
_920	Res.1090	Res.AIP-NON UNION	920000			

			100% payout adjust _STIP	100% Payout Adj	STIP Officer	Total	% of Total AIP
_417	Res.9112	Res.INCENTIVE LOADING NON-UNION	417804	47.75	43.31	301.00	0%
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426501	751.45	681.53	4,736.85	2%
_416	Res.9112	Res.INCENTIVE LOADING NON-UNION	416800	17.83	16.18	112.42	0%
_500	Res.9112	Res.INCENTIVE LOADING NON-UNION	500000	44.27	40.15	279.07	0%
_502	Res.9112	Res.INCENTIVE LOADING NON-UNION	502000	45.84	41.58	288.98	0%
_506	Res.9112	Res.INCENTIVE LOADING NON-UNION	506000	14.17	12.85	89.33	0%
_510	Res.9112	Res.INCENTIVE LOADING NON-UNION	510000	46.30	41.99	291.87	0%
_511	Res.9112	Res.INCENTIVE LOADING NON-UNION	511000	2.68	2.43	16.89	0%
_512	Res.9112	Res.INCENTIVE LOADING NON-UNION	512000	2.10	1.91	13.27	0%
_513	Res.9112	Res.INCENTIVE LOADING NON-UNION	513000	18.28	16.58	115.22	0%
_546	Res.9112	Res.INCENTIVE LOADING NON-UNION	546000	1,505.45	1,365.39	9,489.84	4%
_548	Res.9112	Res.INCENTIVE LOADING NON-UNION	548000	20.96	19.01	132.13	0%
_549	Res.9112	Res.INCENTIVE LOADING NON-UNION	549000	58.63	53.17	369.58	0%
_553	Res.9112	Res.INCENTIVE LOADING NON-UNION	553000	62.69	56.86	395.19	0%
_556	Res.9112	Res.INCENTIVE LOADING NON-UNION	556000	120.44	109.24	759.24	0%
_558	Res.9112	Res.INCENTIVE LOADING NON-UNION	558130	186.95	169.56	1,178.47	0%
_560	Res.9112	Res.INCENTIVE LOADING NON-UNION	560000	2,495.79	2,263.58	15,732.54	6%
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561200	6,504.92	5,899.71	41,004.62	16%
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561300	242.90	220.30	1,531.13	1%
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561500	2,785.27	2,526.13	17,557.34	7%
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561600	2.02	1.84	12.76	0%
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561700	264.62	240.00	1,668.07	1%
_562	Res.9112	Res.INCENTIVE LOADING NON-UNION	562000	95.44	86.56	601.63	0%
_563	Res.9112	Res.INCENTIVE LOADING NON-UNION	563000	10.82	9.81	68.20	0%
_566	Res.9112	Res.INCENTIVE LOADING NON-UNION	566000	5.75	5.22	36.25	0%
_569	Res.9112	Res.INCENTIVE LOADING NON-UNION	569000	148.88	135.03	938.50	0%
_570	Res.9112	Res.INCENTIVE LOADING NON-UNION	570000	70.67	64.09	445.47	0%
_571	Res.9112	Res.INCENTIVE LOADING NON-UNION	571000	67.76	61.46	427.14	0%
_580	Res.9112	Res.INCENTIVE LOADING NON-UNION	580000	2,956.03	2,681.00	18,633.70	7%

				AIP	Officer STIP	STIP Non-Officer	STIP Total
				13,260,693	2,636,596	3,345,703	5,982,299
				11,727,757	2,331,806	2,958,940	5,290,745
_581	Res.9112	Res.INCENTIVE LOADING NON-UNION	581000	2,852.54	2,587.14	17,981.37	7%
_582	Res.9112	Res.INCENTIVE LOADING NON-UNION	582000	193.20	175.23	1,217.89	0%
_583	Res.9112	Res.INCENTIVE LOADING NON-UNION	583000	(3.71)	(3.37)	(23.41)	0%
_585	Res.9112	Res.INCENTIVE LOADING NON-UNION	585000	0.57	0.51	3.56	0%
_586	Res.9112	Res.INCENTIVE LOADING NON-UNION	586000	636.75	577.51	4,013.86	2%
_587	Res.9112	Res.INCENTIVE LOADING NON-UNION	587000	-	-	-	0%
_588	Res.9112	Res.INCENTIVE LOADING NON-UNION	588000	1,161.38	1,053.33	7,320.92	3%
_590	Res.9112	Res.INCENTIVE LOADING NON-UNION	590000	5.71	5.18	35.97	0%
_592	Res.9112	Res.INCENTIVE LOADING NON-UNION	592000	155.79	141.30	982.05	0%
_593	Res.9112	Res.INCENTIVE LOADING NON-UNION	593000	1,174.73	1,065.43	7,405.05	3%
_596	Res.9112	Res.INCENTIVE LOADING NON-UNION	596000	1.78	1.62	11.24	0%
_901	Res.9112	Res.INCENTIVE LOADING NON-UNION	901000	463.04	419.96	2,918.85	1%
_902	Res.9112	Res.INCENTIVE LOADING NON-UNION	902000	514.96	467.05	3,246.10	1%
_903	Res.9112	Res.INCENTIVE LOADING NON-UNION	903000	3,551.81	3,221.35	22,389.32	8%
_905	Res.9112	Res.INCENTIVE LOADING NON-UNION	905000	150.29	136.31	947.36	0%
_907	Res.9112	Res.INCENTIVE LOADING NON-UNION	907000	259.07	234.97	1,633.10	1%
_908	Res.9112	Res.INCENTIVE LOADING NON-UNION	908000	227.84	206.64	1,436.23	1%
_909	Res.9112	Res.INCENTIVE LOADING NON-UNION	909000	0.68	0.62	4.29	0%
_910	Res.9112	Res.INCENTIVE LOADING NON-UNION	910000	1.51	1.37	9.50	0%
_913	Res.9112	Res.INCENTIVE LOADING NON-UNION	913000	0.34	0.31	2.17	0%
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426400	315.02	285.71	1,985.76	1%
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920000	57,967.33	52,574.10	365,404.81	138%
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920001	10.82	9.82	68.23	0%
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920999	(130,103.84)	(117,999.08)	(820,126.94)	-311%
_921	Res.9112	Res.INCENTIVE LOADING NON-UNION	921000	-	-	-	0%
_930.1	Res.9112	Res.INCENTIVE LOADING NON-UNION	930100	2.92	2.64	18.38	0%
_930.2	Res.9112	Res.INCENTIVE LOADING NON-UNION	930200	(5.83)	(5.29)	(36.77)	0%
				(41,868.62)	(37,973.19)	(263,924.40)	

17.83	16.18	112.42
47.75	43.31	301.00
1,066.47	967.24	6,722.61
(43,000.67)	(38,999.92)	(271,060.43)

LTIP & Performance Plan Expenses

_920	Res.1726	Res.INCENTIVE-RESTRICTED STOCK	920000	\$	(184,082.59)
_920	Res.1082	Res.PERFORMANCE PLAN	920000	\$	184,082.59

Total
\$ (41,868.62)

				AIP	Officer STIP	STIP Non-Officer	STIP Total	
					13,260,693	2,636,596	3,345,703	5,982,299
					11,727,757	2,331,806	2,958,940	5,290,745
				\$	41,868.62			
				al				
				\$	(37,973.19)			
				\$	37,973.19			
				LTIP & Performance Plan Loadings				
920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/	920000					
920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/	920999					

Test Year AIP Total	Pro-forma Total	Diff.
\$ 1,250,162.24	\$ 1,508,447.55	\$ 258,285.31
Test year STIP Non-Officer Total		
\$ 321,839.12	\$ 380,584.75	\$ 58,745.63
Test year STIP Officer Total		
\$ 246,641.50	\$ 299,921.49	\$ 53,279.98
Test Year LTIP		
1,066,666.22		
Test Year STIP Total	Pro-forma Total	Diff.
\$ 568,480.62	680,506	\$ 112,025.61

% of Total STIP Non-Officer

% of Total STIP Officer

<u>920</u>	Res.1081	Res.STIP OFFICER	920000
<u>920</u>	Res.1080	Res.STIP NON OFFICER	920000
<u>920</u>	Res.1090	Res.AIP-NON UNION	920000

_417	Res.9112	Res.INCENTIVE LOADING NON-UNION	417804
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426501
_416	Res.9112	Res.INCENTIVE LOADING NON-UNION	416800
_500	Res.9112	Res.INCENTIVE LOADING NON-UNION	500000
_502	Res.9112	Res.INCENTIVE LOADING NON-UNION	502000
_506	Res.9112	Res.INCENTIVE LOADING NON-UNION	506000
_510	Res.9112	Res.INCENTIVE LOADING NON-UNION	510000
_511	Res.9112	Res.INCENTIVE LOADING NON-UNION	511000
_512	Res.9112	Res.INCENTIVE LOADING NON-UNION	512000
_513	Res.9112	Res.INCENTIVE LOADING NON-UNION	513000
_546	Res.9112	Res.INCENTIVE LOADING NON-UNION	546000
_548	Res.9112	Res.INCENTIVE LOADING NON-UNION	548000
_549	Res.9112	Res.INCENTIVE LOADING NON-UNION	549000
_553	Res.9112	Res.INCENTIVE LOADING NON-UNION	553000
_556	Res.9112	Res.INCENTIVE LOADING NON-UNION	556000
_558	Res.9112	Res.INCENTIVE LOADING NON-UNION	558130
_560	Res.9112	Res.INCENTIVE LOADING NON-UNION	560000
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561200
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561300
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561500
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561600
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561700
_562	Res.9112	Res.INCENTIVE LOADING NON-UNION	562000
_563	Res.9112	Res.INCENTIVE LOADING NON-UNION	563000
_566	Res.9112	Res.INCENTIVE LOADING NON-UNION	566000
_569	Res.9112	Res.INCENTIVE LOADING NON-UNION	569000
_570	Res.9112	Res.INCENTIVE LOADING NON-UNION	570000
_571	Res.9112	Res.INCENTIVE LOADING NON-UNION	571000
_580	Res.9112	Res.INCENTIVE LOADING NON-UNION	580000

[illegible]

Test Year AIP Total	Pro-forma Total	Diff.
\$ 1,250,162.24	\$ 1,508,447.55	\$ 258,285.31
Test year STIP Non-Officer Total		

_581	Res.9112	Res.INCENTIVE LOADING NON-UNION	581000	7%	7%
_582	Res.9112	Res.INCENTIVE LOADING NON-UNION	582000	0%	0%
_583	Res.9112	Res.INCENTIVE LOADING NON-UNION	583000	0%	0%
_585	Res.9112	Res.INCENTIVE LOADING NON-UNION	585000	0%	0%
_586	Res.9112	Res.INCENTIVE LOADING NON-UNION	586000	2%	2%
_587	Res.9112	Res.INCENTIVE LOADING NON-UNION	587000	0%	0%
_588	Res.9112	Res.INCENTIVE LOADING NON-UNION	588000	3%	3%
_590	Res.9112	Res.INCENTIVE LOADING NON-UNION	590000	0%	0%
_592	Res.9112	Res.INCENTIVE LOADING NON-UNION	592000	0%	0%
_593	Res.9112	Res.INCENTIVE LOADING NON-UNION	593000	3%	3%
_596	Res.9112	Res.INCENTIVE LOADING NON-UNION	596000	0%	0%
_901	Res.9112	Res.INCENTIVE LOADING NON-UNION	901000	1%	1%
_902	Res.9112	Res.INCENTIVE LOADING NON-UNION	902000	1%	1%
_903	Res.9112	Res.INCENTIVE LOADING NON-UNION	903000	8%	8%
_905	Res.9112	Res.INCENTIVE LOADING NON-UNION	905000	0%	0%
_907	Res.9112	Res.INCENTIVE LOADING NON-UNION	907000	1%	1%
_908	Res.9112	Res.INCENTIVE LOADING NON-UNION	908000	1%	1%
_909	Res.9112	Res.INCENTIVE LOADING NON-UNION	909000	0%	0%
_910	Res.9112	Res.INCENTIVE LOADING NON-UNION	910000	0%	0%
_913	Res.9112	Res.INCENTIVE LOADING NON-UNION	913000	0%	0%
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426400	1%	1%
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920000	138%	138%
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920001	0%	0%
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920999	-311%	-311%
_921	Res.9112	Res.INCENTIVE LOADING NON-UNION	921000	0%	0%
_930.1	Res.9112	Res.INCENTIVE LOADING NON-UNION	930100	0%	0%
_930.2	Res.9112	Res.INCENTIVE LOADING NON-UNION	930200	0%	0%

LTIP & Performance Plan Expenses

_920	Res.1726	Res.INCENTIVE-RESTRICTED STOCK	920000
_920	Res.1082	Res.PERFORMANCE PLAN	920000

Test Year AIP Total	Pro-forma Total	Diff.
\$ 1,250,162.24	\$ 1,508,447.55	\$ 258,285.31
Test year STIP Non-Officer Total		

LTIP & Performance Plan Loadings

_920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/920000
_920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/920999

_920	Res.1081	Res.STIP OFFICER	920000
_920	Res.1080	Res.STIP NON OFFICER	920000
_920	Res.1090	Res.AIP-NON UNION	920000

_417	Res.9112	Res.INCENTIVE LOADING NON-UNION	417804
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426501
_416	Res.9112	Res.INCENTIVE LOADING NON-UNION	416800
_500	Res.9112	Res.INCENTIVE LOADING NON-UNION	500000
_502	Res.9112	Res.INCENTIVE LOADING NON-UNION	502000
_506	Res.9112	Res.INCENTIVE LOADING NON-UNION	506000
_510	Res.9112	Res.INCENTIVE LOADING NON-UNION	510000
_511	Res.9112	Res.INCENTIVE LOADING NON-UNION	511000
_512	Res.9112	Res.INCENTIVE LOADING NON-UNION	512000
_513	Res.9112	Res.INCENTIVE LOADING NON-UNION	513000
_546	Res.9112	Res.INCENTIVE LOADING NON-UNION	546000
_548	Res.9112	Res.INCENTIVE LOADING NON-UNION	548000
_549	Res.9112	Res.INCENTIVE LOADING NON-UNION	549000
_553	Res.9112	Res.INCENTIVE LOADING NON-UNION	553000
_556	Res.9112	Res.INCENTIVE LOADING NON-UNION	556000
_558	Res.9112	Res.INCENTIVE LOADING NON-UNION	558130
_560	Res.9112	Res.INCENTIVE LOADING NON-UNION	560000
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561200
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561300
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561500
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561600
_561	Res.9112	Res.INCENTIVE LOADING NON-UNION	561700
_562	Res.9112	Res.INCENTIVE LOADING NON-UNION	562000
_563	Res.9112	Res.INCENTIVE LOADING NON-UNION	563000
_566	Res.9112	Res.INCENTIVE LOADING NON-UNION	566000
_569	Res.9112	Res.INCENTIVE LOADING NON-UNION	569000
_570	Res.9112	Res.INCENTIVE LOADING NON-UNION	570000
_571	Res.9112	Res.INCENTIVE LOADING NON-UNION	571000
_580	Res.9112	Res.INCENTIVE LOADING NON-UNION	580000

_581	Res.9112	Res.INCENTIVE LOADING NON-UNION	581000
_582	Res.9112	Res.INCENTIVE LOADING NON-UNION	582000
_583	Res.9112	Res.INCENTIVE LOADING NON-UNION	583000
_585	Res.9112	Res.INCENTIVE LOADING NON-UNION	585000
_586	Res.9112	Res.INCENTIVE LOADING NON-UNION	586000
_587	Res.9112	Res.INCENTIVE LOADING NON-UNION	587000
_588	Res.9112	Res.INCENTIVE LOADING NON-UNION	588000
_590	Res.9112	Res.INCENTIVE LOADING NON-UNION	590000
_592	Res.9112	Res.INCENTIVE LOADING NON-UNION	592000
_593	Res.9112	Res.INCENTIVE LOADING NON-UNION	593000
_596	Res.9112	Res.INCENTIVE LOADING NON-UNION	596000
_901	Res.9112	Res.INCENTIVE LOADING NON-UNION	901000
_902	Res.9112	Res.INCENTIVE LOADING NON-UNION	902000
_903	Res.9112	Res.INCENTIVE LOADING NON-UNION	903000
_905	Res.9112	Res.INCENTIVE LOADING NON-UNION	905000
_907	Res.9112	Res.INCENTIVE LOADING NON-UNION	907000
_908	Res.9112	Res.INCENTIVE LOADING NON-UNION	908000
_909	Res.9112	Res.INCENTIVE LOADING NON-UNION	909000
_910	Res.9112	Res.INCENTIVE LOADING NON-UNION	910000
_913	Res.9112	Res.INCENTIVE LOADING NON-UNION	913000
_426	Res.9112	Res.INCENTIVE LOADING NON-UNION	426400
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920000
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920001
_920	Res.9112	Res.INCENTIVE LOADING NON-UNION	920999
_921	Res.9112	Res.INCENTIVE LOADING NON-UNION	921000
_930.1	Res.9112	Res.INCENTIVE LOADING NON-UNION	930100
_930.2	Res.9112	Res.INCENTIVE LOADING NON-UNION	930200

LTIP & Performance Plan Expenses

_920	Res.1726	Res.INCENTIVE-RESTRICTED STOCK	920000
_920	Res.1082	Res.PERFORMANCE PLAN	920000

LTIP & Performance Plan Loadings

_920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/	920000
_920	Res.9113	Res.INCENTIVE LOADING SUPPLEMENT/	920999

BLACK HILLS POWI All Operating Units		BHSC DEPTS	Work Order Monthly Service Company C 2024 Actual Data DecQTD	Open Item Monthly Service Company Costs 2025 Actual Data SepYTD	STAT Code	All Products
						0.22
						_total _A&G Loading _100% Payout Adjust_ 100% payout A&G
426400	MISC NONOPER CIV Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	8,384.68	38,893.86	47,278.54	-
426400	MISC NONOPER CIV Res.9103	Res.COMPENSATED ABSENCES-LABOR	1,341.54	5,638.60	6,980.14	-
426400	MISC NONOPER CIV Res.9102	Res.BENEFITS LOADING	2,599.22	11,861.65	14,460.87	-
426400	MISC NONOPER CIV Res.9112	Res.INCENTIVE LOADING NON-UNION	2,263.84	7,488.49	9,752.33	-
426400	MISC NONOPER CIV Res.PTXLD	Res.Payroll Tax Loadings	695.09	3,907.51	4,602.60	-
920000	ADMIN AND GENER Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	2,129,035.34	6,511,519.07	8,640,554.41	(468,387.77)
920000	ADMIN AND GENER Res.9103	Res.COMPENSATED ABSENCES-LABOR	341,523.92	952,820.73	1,294,344.65	(75,135.26)
920000	ADMIN AND GENER Res.1795	COMPENSATED ABSENCES-PTO/HOLIDA	534,792.35	1,139,386.63	1,674,178.98	-
920000	ADMIN AND GENER Res.1796	COMPENSATED ABSENCES-STD	5,840.80	45,454.54	51,295.34	(1,284.98)
920000	ADMIN AND GENER Res.1003	Res.BONUS	40,020.00	44,425.10	84,445.10	(8,804.40)
920000	ADMIN AND GENER Res.1004	Res.COMMISSIONS	0	0	-	-
920000	ADMIN AND GENER Res.1091	Res.SEVERANCE	187.95	163,045.38	163,233.33	(41.35)
920000	ADMIN AND GENER Res.1006	Res.LABOR OVERTIME NONUNION	6,668.48	15,823.90	22,492.38	(1,467.07)
920000	ADMIN AND GENER Res.1095	Res.LABOR STANDBY NON-UNION	8,839.41	25,008.89	33,848.30	(1,944.67)
920000	ADMIN AND GENER Res.1097	Res.LABOR CALLOUT NON-UNION	(143.93)	3,400.59	3,256.66	31.66
920000	ADMIN AND GENER Res.1713	Res.EMPLOYEE GIFTS & AWARDS	556.31	1051.65	1,607.96	(122.39)
920000	ADMIN AND GENER Res.9101	Res.BENEFIT LOADING NSCost	-	21.67	21.67	-
920000	ADMIN AND GENER Res.9102	Res.BENEFITS LOADING	-	380.52	380.52	-
920000	ADMIN AND GENER Res.1093	Res.TAX FRINGE BEN/EXEC TAX PLAN	270.49	3,010.92	3,281.41	(59.51)
920000	ADMIN AND GENER Res.9112	Res.INCENTIVE LOADING NON-UNION	576,182.99	1,239,152.86	1,815,335.85	(126,760.26)
920000	ADMIN AND GENER Res.9113	Res.INCENTIVE LOADING SUPPLEMENTAL	432,649.57	842,285.10	1,274,934.67	(95,182.91)
920000	ADMIN AND GENER Res.PAYTX	Res.Payroll Taxes	-	-	-	-
920000	ADMIN AND GENER Res.PTXLD	Res.Payroll Tax Loadings	-	116.11	116.11	-
920999	LABOR OVERHEAD Res.9103	Res.COMPENSATED ABSENCES-LABOR	(465,448.61)	(1,255,526.05)	(1,720,974.66)	102,398.69
921000	OFFICE SUPPLIES & Res.1713	Res.EMPLOYEE GIFTS & AWARDS	19,137.28	39,147.58	58,284.86	(4,210.20)
926000	EMPLOYEE PENSION Res.1717	Res.BENEFITS EDUCATIONAL REIMB	5,051.95	27,081.14	32,133.09	(1,111.43)
926000	EMPLOYEE PENSION Res.1725	Res.BENEFITS SUPP RETIREMENT	(8,886.94)	(9,814.18)	(18,701.12)	1,955.13
926000	EMPLOYEE PENSION Res.9102	Res.BENEFITS LOADING	708,193.97	2,109,776.96	2,817,970.93	(155,802.67)
930100	GENERAL ADVERTISING Res.1003	Res.BONUS	0	0	-	-
930200	MISCELLANEOUS G Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	3,040.19	3,261.22	6,301.41	(668.84)
930200	MISCELLANEOUS G Res.9103	Res.COMPENSATED ABSENCES-LABOR	486.44	447.72	934.16	(107.02)
930200	MISCELLANEOUS G Res.9112	Res.INCENTIVE LOADING NON-UNION	820.86	665.49	1,486.35	(180.59)
932000	MAINTENANCE GENERAL Res.1001	Res.LABOR STRAIGHT TIME NON-UNION	-	-	-	-
932000	MAINTENANCE GENERAL Res.9103	Res.COMPENSATED ABSENCES-LABOR	-	-	-	-
932000	MAINTENANCE GENERAL Res.9102	Res.BENEFITS LOADING	-	-	-	-
932000	MAINTENANCE GENERAL Res.9112	Res.INCENTIVE LOADING NON-UNION	-	-	-	-
932000	MAINTENANCE GENERAL Res.PTXLD	Res.Payroll Tax Loadings	-	-	-	-
932000	MAINTENANCE GENERAL Res.9112	Res.INCENTIVE LOADING NON-UNION	-	-	-	-