Line	Description	01/28/2014 Payroll	Percent of Total	Total Company Wages & Salaries Adjustment	Allocation Factor	South Dakota Percent	South Dakota Amount	
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	
	On another and Maintenance							
	Operation and Maintenance: Production Expense							
1	Account 500	\$ 19,360	4.00%	\$ 62,340	SALWAGPO	89.83%	\$ 56,000	
2	Account 501	14,956	3.09%	48,158	ENEFUEL	87.64%	42,204	
3	Account 502	49,582	10.25%	159,656	DPROD	89.83%	143,420	
4	Account 505	17,289	3.58%	55,673	DPROD	89.83%	50,011	
5	Account 506	26,127	5.40%	84,132	DPROD	89.83%	75,576	
6	Account 510	42,403	8.77%	136,541	SALWAGPM	89.83%	122,655	
7	Account 511	8,671	1.79%	27,922	DPROD	89.83%	25,082	
8	Account 512	26,786	5.54%	86,254	DPROD	89.83%	77,482	
9	Account 513	5,350	1.11%	17,226	DPROD	89.83%	15,474	
10	Account 514	1,450	0.30%	4,670	DPROD	89.83%	4,195	
11	Account 546	2,900	0.60%	9,339	SALWAGPO	89.83%	8,389	
12	Account 548	12,144	2.51%	39,105	DPROD	89.83%	35,128	
13	Account 551	1,832	0.38%	5,898	SALWAGPM	89.83%	5,298	
14	Account 553	8,441	1.75%	27,182	DPROD	89.83%	24,418	
15	Account 554	1,675	0.35%	5,394	DPROD	89.83%	4,845	
16	Total Production Expense	\$ 238,968	49.42%	\$ 769,490			\$ 690,177	
47	Transmission Expense	Φ 4.000	0.000/	Φ 0.470	0.41.44.0.00	00.070/	Φ 0.405	
17	Account 560	\$ 1,080	0.22%	\$ 3,479	SALWAGTO	90.97%	\$ 3,165	
18	Account 561	1,663	0.34%	5,354	TRANPLT	90.97%	4,871	
19	Account 562	4,659	0.96%	15,001	TRANPLT	90.97%	13,647	
20	Account 563	759	0.16%	2,443	TRANPLT	90.97%	2,222	
21	Account 566	1,893	0.39%	6,095	TRANPLT	90.97%	5,545	
22	Account 570	1,836	0.38%	5,911	TRANPLT	90.97%	5,377	
23	Account 571	303	0.06%	976	TRANPLT	90.97%	888	
24	Total Transmission Expense	\$ 12,192	2.52%	\$ 39,259			\$ 35,715	
	Diatribution Expanse							
O.F.	Distribution Expense	¢ 10.210	2.000/	¢ 60.470	CALWACDO	02.400/	ф <u>гол</u> то	
25	Account 580	\$ 19,310	3.99%	\$ 62,179	SALWAGDO	93.40%	\$ 58,072	
26	Account 581	556	0.11%	1,790	DISTPLT	93.47%	1,673	
27	Account 582	16,191	3.35% 2.14%	52,136	PLT_362	83.50%	43,533	
28	Account 583	10,336		33,284	OHDIST	94.85%	31,571	
29	Account 584	1,913	0.40%	6,161	UGDIST	97.86%	6,029	
30	Account 586	12,002	2.48%	38,648	CMETERS	96.23%	37,190	
31	Account 588	10,060	2.08%	32,394	DISTPLT	93.47%	30,280	
32	Account 592	11,323	2.34%	36,461	PLT_362	83.50% 94.85%	30,445	
33	Account 593	20,929 2,708	4.33%	67,392 8,721	OHDIST UGDIST	97.86%	63,925	
34	Account 594		0.56%				8,534	
35	Account 595	1,117 414	0.23%	3,596	PLT_368	96.19%	3,459	
36 37	Account 596 Account 597		0.09% 0.54%	1,333	PLT_3713 CMETERS	95.88% 96.23%	1,278	
38	Account 598	2,622 2,841	0.59%	8,443 9,148	DISTPLT	93.47%	8,124 8,551	
39	Total Distribution Expnese	\$ 112,322	23.23%	\$ 361,686	DISTFLI	93.47 /0	\$ 332,664	
33	Total Distribution Expriese	Ψ 112,322	23.2370	ψ 301,000			ψ 332,004	
	Customer Accounting Expense							
40	Account 902	\$ 287	0.06%	\$ 924	CMETERDG	96.12%	\$ 888	
41	Account 903	17,751	3.67%	57,159	CUSTREC	96.12%	54,939	
42	Account 905	6,516	1.35%	20,982	CUSTCAM	96.12%	20,167	
43	Total Customer Accounting Expense	\$ 24,554	5.08%	\$ 79,065	•		\$ 75,994	
	<b>.</b>	-					•	
	Customer Service Expense							
44	Account 907	\$ 502	0.10%	\$ 1,618	SALWAGCS	96.12%	\$ 1,555	
45	Account 908	14,456	2.99%	46,550	CUSTASST	96.12%	44,742	
46	Account 910	134	0.03%	432	CUSTCSM	96.12%	415	
47	Total Customer Service Expense	\$ 15,093	3.12%	\$ 48,600			\$ 46,712	
	Administrative and General Expense	<b>.</b>		• • • • • • • • • • • • • • • • • • • •	0	<b>.</b>	Φ	
48	Account 920	\$ 80,134	16.57%	\$ 258,036	SALWAGES	91.67%	\$ 236,550	
49	Account 930	304	0.06%	977	SALWAGES	91.67%	896	
50	Total Administrative and General Expense	\$ 80,437	16.63%	\$ 259,013			\$ 237,446	
51	Total Operation and Maintenance	\$ 483,567	100.00%	\$ 1,557,116			\$ 1,418,708	
51	Total Operation and Maintenance	<del>\$ 403,301</del>	100.00 /6	<del>\$ 1,337,110</del>			\$ 1,410,700	
52	FICA Tax Rate						7.65%	
53	Adjustment to FICA Tax						\$ 108,531	
	•							
54	Estimated Blended Tax Rate						0.35%	
55	Adjustment to Unemployment Tax						\$ 4,965	
56	Adjustment to Federal Unemployment Tax						\$ 2,483	
57	Adjustment to State Unemployment Tax						\$ 2,483	
58	Rate Base Adjustment			\$ 85,772	SALWAGES	0.916733528	\$ 78,630	

## Sources:

Column b, lines 1-15, 17-23, 25-28, 40-42, 44-46, 48-49: BHP Response to Staff DR 1-1, BHP SD Payroll Adjustment workpaper.xls

Columns b, d, & g, line 16: sum of lines 1 through 15

Columns b, d, & g, line 24: sum of lines 17 through 23 Columns b, d, & g, line 39: sum of lines 25 through 38

Columns b, d, & g, line 43: sum of lines 40 through 42

Columns b, d, & g, line 47: sum of lines 44 through 46

Columns b, d, & g, line 50: sum of lines 48 & 49

Column b, c, & g, line 51: sum of lines 16, 24, 39, 43, 47, & 50

Column c, lines 1-50: column b divided by column b, line 51

Column d, lines 1-15, 17-23, 25-28, 40-42, 44-46, 48-49: column c \* column d, line 51

Column d, line 51: BAM-3 Sch 1, page 2, column b, line 23

Column d, line 58: BAM-3 Sch 1, page 2, column b, line 25 Columns e & f: Schedule N-1

Column g, lines 1-15, 17-23, 25-28, 40-42, 44-46, 48-49, 58: column d & column f

Column g, line 52: Schedule L-1, line 3 Column g, line 53: line 51 \* line 52

Column g, line 54: Schedule L-1, line 10

Column g, line 55: line 51 \* line 54

Column g, lines 56 & 57: line 55 divided by 2

Line	Description		Amount		
	(a)		(b)		
	Operations & Maintenance Adjustment				
1	Union Annualized Payroll January 28, 2014 less NSC Alloc H-17	\$	6,655,506		
2	Adjust for Neil Simpson I Labor Costs		(746,475)		
3	Únion Annualized Payroll less Neil Simpson I Labor Costs	\$	5,909,031		
4	2014 Union Wage Increase Percent		3.25%		
5	2014 Union Wage Increase		192,044		
6	Union Payroll including 2014 Wage Increase		6,101,075		
7	2015 Union Wage Increase Percent		3.25%		
8	2015 Union Wage Increase		198,285		
9	Adjusted Union Payroll	\$	6,299,360		
10	Non-Union Annualized Payroll January 28, 2014		5,723,730		
11	2014 Non-Union Wage Increase Percent		3.25%		
12	2014 Non-Union Wage Increase		186,021		
13	2015 Non-Union Wage Increase Percent		3.00%		
14	2015 Non-Union Wage Increase		177,293		
15	Add-in 2 Customer Service Reps from test year		77,316		
16	Adjusted Non-Union Payroll	\$	6,164,360		
17	Total Adjusted Payroll	\$	12,463,720		
18	Total Employee Additions (O&M)	\$	797,555		
19	Total Employee Eliminations	•	103,397		
20	Net Employee Additions and Eliminations	\$	694,158		
21	Benefits @ 65%	•	451,203		
22	Total Employee Additions and Eliminations including Benefits	\$	1,145,361		
23	Total Pro Forma Payroll Expense	\$	13,609,081		
24	Test Year Payroll Expense less NSC Alloc H-17		12,051,965		
25	Wages & Salary O&M Adjustment (Total Company)	\$	1,557,116		
	Rate Base Adjustment				
26	Total Employee Additions (Capital)	\$	171,543		
27	Wages & Salary Rate Base Adjustment (Total Company)	\$	85,772		

## Sources:

Column b, line 1: BHP Response to Staff DR 1-1, BHP SD Payroll Adjustment workpaper.xls

Column b, line 2: Schedule H-1, line 3

Column b, line 3: line 1 + line 2

Column b, line 4: BHP Response to Staff DR 2-5

Column b, line 5: line 3 \* line 4

Column b, line 6: line 3 + line 5

Column b, line 7: Email from Jon Thurber on 10/02/14

Column b, line 8: line 6 \* line 7

Column b, line 9: line 6 + line 8

Column b, line 10: BHP Response to Staff DR 1-1, BHP SD Payroll Adjustment workpaper.xls

Column b, line 11: BHP Response to Staff DR 4-7

Column b, line 12: line 10 \* line 11

Column b, line 13: BHP Supplemental Response to Staff DR 2-8, Attachment 2-8F

Column b, line 14: (line 10 + line 12) \* line 13

Column b, line 15: BHP Response to Staff DR 1-1, BHP SD Payroll Adjustment workpaper.xls

Column b, line 16: sum of lines 10, 12, 14, & 15

Column b, line 17: line 9 + line 16

Column b, line 18: BAM-3 Sch 1, page 3, column f, line 20

Column b, line 19: BAM-3 Sch 1, page 3, column b, line 23

Column b, line 20: line 18 less line 19

Column b, line 21: line 20 \* 65%

Column b, line 22: line 20 + line 21

Column b, line 23: line 17 + line 22

Column b, line 24: BHP Response to Staff DR 1-1, BHP SD Payroll Adjustment workpaper.xls

Column b, line 25: line 23 less line 24

Column b, line 26: BAM-3 Sch 1, page 3, column g, line 20

Column b, line 27: line 26 divided by 2

Line	Description	Amount	2015 Wage Increase	Adjusted Amount	% O&M	Amount O&M	Amount Capital
	(a)	(b)	(c)	(d)	(e)	(f)	(g)
	Employee Additions (BHP Portion)						
		***Begin Confid	dential***				
1	System Protection Engineer						
2	Reliability Engineer						
3	Energy Services Rep						
4	Instrument Tech II						
5	Instrument Tech II						
6	Process Chemistry Tech						
7	Lead Customer Service Rep						
8	Generation Operations Trainer						
9	Plant Maintenance Operator						
10	Plant Maintenance Operator						
11	Mobile Communications Tech						
12	Business Analyst						
13	Lead Line Mechanic						
14	Drafting/Document Control Tech						
15	Distributed Control System/Continuous Emissions Monitoring System Specialist						
16	Admin Asst						
17	Construction Rep						
18	Program Manager, Customer Operations						
19	Sr. Manager of Customer Operations & Energy Services						
						***End	Confidential***
20	Total Employee Additions	\$ 940,523		\$ 969,098		\$ 797,555	\$ 171,543
	Employee Eliminations (BHP Portion)						
		***Begin Confid	dential***				
24	Cookier/Switchhoord Operator	- J					
21 22	Cashier/Switchboard Operator  Electrician Thereafter						
_		****	4 ! 1+++				
		***End Confide	ntiai^^^				

## Sources:

Line 20: sum of lines 1 through 19

Total Employee Eliminations

Column b, lines 1-11, 13, 14, 16, and 17: Email from Jon Thurber on 9/10/14

Column b, line 12: Email from Jon Thurber on 9/10/14 and DR 5-12

Column b, line 15: Emails from Jon Thurber on 9/10/14 & 10/01/14

Column b, lines 18 & 19: Email from Jon Thurber on 9/11/14

Column b, lines 21 & 22: BHP Response to Staff DR 1-1, BHP SD Payroll Adjustment workpaper.xls

Column b, line 23: sum of lines 21 & 22

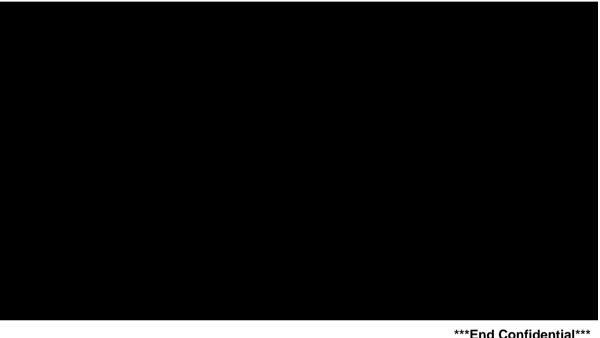
Column c, lines 1-19: BAM-3 Sch 1, page 2, lines 7 & 13

Column d, lines 1-19: column b + (column b \* column c)

Column e: Email from Jon Thurber on 10/02/14

Column f, lines 1-19: column d \* column e

Column g, lines 1-19: column d less column f



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