

ern States Power Company
 Estimated Incentive By Financial/Operational Payouts

		SD Jurisdiction FY 2013	SD Jurisdiction FY 2012	SD Jurisdiction FY 2011	SD Jurisdiction FY 2010
Annual Incentive:					
Op Co Annual Excluding Non-Exempt	A	1,015,701	1,288,825	899,367	964,336
Mn Op Co Incentive Financial vs Operational %'s					
Mn Op Co Financial %		19.4%	19.4%	19.4%	19.6%
Mn Op Co Operational %	B	80.6%	80.6%	80.6%	80.4%
Mn Op Co Operational Related Incentive	A * B	<u>818,655</u>	<u>1,038,793</u>	<u>724,890</u>	<u>775,326</u>
XS Co Annual Excluding Non-Exempt (Obj Acct	C	638,861	788,766	457,604	598,746
XS Co Incentive Financial vs Operational %'s					
XS Co Financial %		22.5%	22.5%	22.5%	20.7%
XS Co Operational %	D	77.6%	77.6%	77.6%	79.3%
XS Co Operations Related Incentive	C * D	<u>495,437</u>	<u>611,688</u>	<u>354,872</u>	<u>474,806</u>
Total Combined Operational Related Incentive		<u>1,314,092</u>	<u>1,650,481</u>	<u>1,079,762</u>	<u>1,250,132</u>
		1,323,617			
Total Incentive in Test Year		2,078,259			
2013 SD Incentive Adjustment		<u>(754,642)</u>			

**2013 Actual Base Incentive
Adjustment Worksheet - South Dakota Electric Rate Case**

	2013 Actual Amounts for NSP Company	NSP Company Electric	Minnesota Electric Jurisdiction	North Dakota Electric Jurisdiction	South Dakota Electric Jurisdiction	Wholesale Electric Jurisdiction
Total Identified in Base Data as Incentive	38,749,614	34,063,455	29,868,556	2,101,252	2,079,395	14,245
Less Non-regulated Amount (FERC 417.1)	(2,264)	(2,264)	-	-	-	-
Less Lobbying Amount not includable (FERC 426)	(20,108)	(18,607)	(16,288)	(1,185)	(1,136)	-
Incentive Net of Below the line Items	38,727,242	34,042,584	29,852,268	2,100,067	2,078,259	14,245
Less Long Term Plan	(237,334)	(205,297)	(191,696)	(13,517)		(84)
Less Restricted Stock	(7,372,999)	(6,315,107)	(5,897,291)	(415,120)		(2,696)
Less Cash Retention	-	-	-	-		-
SD Rate Case Calculation of Incentive	-	(754,642)	-	-	(754,642)	-
Less Over 15% Amount (note: ND settlement states 15%)	(7,803,736)	(7,040,273)	(6,573,775)	(463,678)		(2,820)
Adjusted Amount of Actual Base Incentive	23,313,173	19,727,265	17,189,506	1,207,752	1,323,617	8,645
	-	-	-	-	-	-
Net Incentive Pay	23,313,173	19,727,265	17,189,506	1,207,752	1,323,617	8,645
Total Adjustment to Incentive Amount in Actual	(15,414,068)	(14,315,319)	(12,662,762)	(892,315)	(754,642)	(5,600)

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2013 Actual NSPM Electric Incentive Compensation
 Object Accounts: 711160, 711176, 711230, 711231, 711232, 618106, 618426

Posting Full Acct Desc	Data	Sum of SD Electric Excluded	Total SD Incentive
618426 Fuel Proc-Lab Load-Incentive	3,935	-	3,935
711160 Reg Labor Load-Incentive	637,725	1,136	638,861
711176 Incentive-Non-Loading	44,934	-	44,934
711230 Incentive	966,832	-	966,832
711231 Performance Share Plan	-	13,373	13,373
711232 Restricted Stock Units	-	411,460	411,460
Grand Total	1,653,426	425,969	2,079,395

Year	Bus Area Desc CC1	Business Unit Unallocated.Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd	YE Amt	Interchange Allocator	YE Amt NET OF Interchange	Include/Exclude	Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
2013	Corporate Services	432800 DSM Svcs & Rebate Ops	711160 Reg Labor Load-Incentive	Electric	426.4	14	1	14	Exclude	Lobbying	0	0	14	1
2013	Corporate Services	500940 HR WF S&C Nuc Tran	711160 Reg Labor Load-Incentive	Electric	426.4	15	1	15	Exclude	Lobbying	0	0	15	1
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	426.4	18	1	18	Exclude	Lobbying	0	0	18	1
2013	Financial Operations	605500 CF Treasury Forecasting	711160 Reg Labor Load-Incentive	Electric	426.4	22	1	22	Exclude	Lobbying	0	0	22	1
2013	Corporate Services	500930 HR Learning & Development	711160 Reg Labor Load-Incentive	Electric	426.4	24	1	24	Exclude	Lobbying	0	0	24	1
2013	Financial Operations	605100 CF Cash Management	711160 Reg Labor Load-Incentive	Electric	426.4	25	1	25	Exclude	Lobbying	0	0	25	2
2013	Corporate Services	436100 CC Credit Policy	711160 Reg Labor Load-Incentive	Electric	426.4	26	1	26	Exclude	Lobbying	0	0	26	2
2013	Corporate Services	413300 Director DSM and Renewable Str	711160 Reg Labor Load-Incentive	Electric	426.4	28	1	28	Exclude	Lobbying	0	0	28	2
2013	Corporate Services	413500 DSM and Renewable Operations	711160 Reg Labor Load-Incentive	Electric	426.4	30	1	30	Exclude	Lobbying	0	0	30	2
2013	Corporate Services	500852 BS Data Services BOS	711160 Reg Labor Load-Incentive	Electric	426.4	30	1	30	Exclude	Lobbying	0	0	30	2
2013	Corporate Services	623025 Knowledge Base	711160 Reg Labor Load-Incentive	Electric	426.4	44	1	44	Exclude	Lobbying	0	0	44	3
2013	Financial Operations	601900 CF Tax Services	711160 Reg Labor Load-Incentive	Electric	426.4	45	1	45	Exclude	Lobbying	0	0	45	3
2013	Corporate Services	412300 DSM Reg Strategy & Planning	711160 Reg Labor Load-Incentive	Electric	426.4	51	1	51	Exclude	Lobbying	0	0	51	3
2013	Transmission	884300 Transm Business Relations XS	711160 Reg Labor Load-Incentive	Electric	426.4	54	1	54	Exclude	Lobbying	0	0	54	3
2013	Corporate Services	414300 Product Development	711160 Reg Labor Load-Incentive	Electric	426.4	59	1	59	Exclude	Lobbying	0	0	59	4
2013	Corporate Services	411300 Director DSM and Renewable Ops	711160 Reg Labor Load-Incentive	Electric	426.4	77	1	77	Exclude	Lobbying	0	0	77	5
2013	Financial Operations	601320 Cash Processes	711160 Reg Labor Load-Incentive	Electric	426.4	85	1	85	Exclude	Lobbying	0	0	85	5
2013	Corporate Services	498775 Advertising	711160 Reg Labor Load-Incentive	Electric	426.4	87	1	87	Exclude	Lobbying	0	0	87	5
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	426.4	99	1	99	Exclude	Lobbying	0	0	99	6
2013	General Counsel	623500 GC Environmental Policy & Serv	711160 Reg Labor Load-Incentive	Electric	426.4	178	1	178	Exclude	Lobbying	0	0	178	11
2013	Chief Executive Officer	660000 CE Xcel Pres, CEO & Chairman	711160 Reg Labor Load-Incentive	Electric	426.4	192	1	192	Exclude	Lobbying	0	0	192	12
2013	Corporate Services	498775 Advertising	711160 Reg Labor Load-Incentive	Electric	426.4	193	1	193	Exclude	Lobbying	0	0	193	12
2013	Corporate Services	500012 Employee Communications	711160 Reg Labor Load-Incentive	Electric	426.4	206	1	206	Exclude	Lobbying	0	0	206	13
2013	External Affairs	623200 Political/Grass Roots	711160 Reg Labor Load-Incentive	Electric	426.4	231	1	231	Exclude	Non-Utility	0	0	0	0
2013	General Counsel	623450 GC Public Affairs	711160 Reg Labor Load-Incentive	Electric	426.4	361	1	361	Exclude	Lobbying	0	0	361	22
2013	Revenue Group	385800 GP Group President	711160 Reg Labor Load-Incentive	Electric	426.4	1,721	1	1,721	Exclude	Lobbying	0	0	1,721	105
2013	Operations Services	385221 ES-Renewable Energy Purch	711160 Reg Labor Load-Incentive	Electric	426.4	2,042	1	2,042	Exclude	Lobbying	0	0	2,042	124
2013	General Counsel	623450 GC Public Affairs	711160 Reg Labor Load-Incentive	Electric	426.4	2,478	1	2,478	Exclude	Lobbying	0	0	2,478	151
2013	Corporate Services	500013 Client Services South	711160 Reg Labor Load-Incentive	Electric	426.4	2,909	1	2,909	Exclude	Lobbying	0	0	2,909	177
2013	External Affairs	623200 Political/Grass Roots	711160 Reg Labor Load-Incentive	Electric	426.4	4,335	1	4,335	Exclude	Non-Utility	0	0	0	0
2013	External Affairs	623005 External Affairs VP	711160 Reg Labor Load-Incentive	Electric	426.4	7,497	1	7,497	Exclude	Lobbying	0	0	7,497	457
2013	External Affairs	622100 Federal Government Affairs	711160 Reg Labor Load-Incentive	Electric	426.4	22,641	1	22,641	Exclude	Non-Utility	0	0	0	0
2013	Energy Supply	268020 ES Technical Services	711160 Reg Labor Load-Incentive	Electric	500	11	0.848812	9	Include	Include	9	1	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	500	125	0.848812	106	Include	Include	106	7	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	500	425	0.848812	360	Include	Include	360	22	0	0
2013	Financial Operations	601020 CF Financial Perf & Reporting	711160 Reg Labor Load-Incentive	Electric	500	1,880	0.848812	1,595	Include	Include	1,595	98	0	0
2013	Energy Supply	267107 ES Asset Management Systems	711160 Reg Labor Load-Incentive	Electric	500	2,118	0.848812	1,797	Include	Include	1,797	110	0	0
2013	Energy Supply	263207 ES Asset Analysis & Reporting	711160 Reg Labor Load-Incentive	Electric	500	3,265	0.848812	2,771	Include	Include	2,771	170	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	500	3,320	0.848812	2,818	Include	Include	2,818	173	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	500	3,938	0.848812	3,342	Include	Include	3,342	205	0	0
2013	Energy Supply	267607 ES Technical Training	711160 Reg Labor Load-Incentive	Electric	500	4,502	0.848812	3,821	Include	Include	3,821	234	0	0
2013	Financial Operations	615100 CF Energy Supply Finance	711160 Reg Labor Load-Incentive	Electric	500	5,626	0.848812	4,776	Include	Include	4,776	292	0	0
2013	Energy Supply	265206 ES Tech Compliance	711160 Reg Labor Load-Incentive	Electric	500	8,552	0.848812	7,259	Include	Include	7,259	445	0	0
2013	Energy Supply	265205 ES Tech Res & Compliance Dir	711160 Reg Labor Load-Incentive	Electric	500	10,013	0.848812	8,499	Include	Include	8,499	521	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd	YE Amt	Interchange Allocator	YE Amt NET OF		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
								Interchange	Include/Exclude					
2013	Energy Supply	268030 ES Director RDF	711160 Reg Labor Load-Incentive	Electric	500	12,853	0.848812	10,910	Include	Include	10,910	668	0	0
2013	Energy Supply	262107 ES GM MN Plants	711160 Reg Labor Load-Incentive	Electric	500	21,935	0.848812	18,619	include	Include	18,619	1,140	0	0
2013	Energy Supply	267707 ES Plant Engrg & Tech Support	711160 Reg Labor Load-Incentive	Electric	500	44,507	0.848812	37,778	include	Include	37,778	2,314	0	0
2013	Operations Services	385215 OS Gas Supply	618426 Fuel Proc-Lab Load-Incentive	Electric	501	3,497	0.846538	2,961	Include	Include	2,961	173	0	0
2013	Operations Services	385430 OS Gas Planning	618426 Fuel Proc-Lab Load-Incentive	Electric	501	7,684	0.846538	6,505	Include	Include	6,505	380	0	0
2013	Financial Operations	389124 CF NSP Commercial Accounting	618426 Fuel Proc-Lab Load-Incentive	Electric	501	11,530	0.846538	9,760	Include	Include	9,760	570	0	0
2013	Operations Services	385320 OS Dir Coal Supply	618426 Fuel Proc-Lab Load-Incentive	Electric	501	56,849	0.846538	48,125	Include	Include	48,125	2,812	0	0
2013	Energy Supply	264307 ESAudit Issues	711160 Reg Labor Load-Incentive	Electric	502	1,240	0.848812	1,053	Include	Include	1,053	64	0	0
2013	Energy Supply	264507 ESWaste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	502	2,683	0.848812	2,277	Include	Include	2,277	139	0	0
2013	Energy Supply	264107 ESAir	711160 Reg Labor Load-Incentive	Electric	502	6,133	0.848812	5,206	Include	Include	5,206	319	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	502	14,064	0.848812	11,937	Include	Include	11,937	731	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	505	299	0.848812	254	Include	Include	254	16	0	0
2013	Energy Supply	268018 ES TX ETS	711160 Reg Labor Load-Incentive	Electric	506	15	0.848812	13	Include	Include	13	1	0	0
2013	Energy Supply	265207 ES Amarillo Maintenance Resour	711160 Reg Labor Load-Incentive	Electric	506	15	0.848812	13	Include	Include	13	1	0	0
2013	Corporate Services	500834 BS Distributed Apps Other	711160 Reg Labor Load-Incentive	Electric	506	23	0.848812	20	Include	Include	20	1	0	0
2013	Operations Services	385320 OS Dir Coal Supply	711160 Reg Labor Load-Incentive	Electric	506	53	0.848812	45	Include	Include	45	3	0	0
2013	Energy Supply	264407 ESEnviro Services - Air Water	711160 Reg Labor Load-Incentive	Electric	506	98	0.848812	84	Include	Include	84	5	0	0
2013	Energy Supply	268007 ES Engineering & Construction	711160 Reg Labor Load-Incentive	Electric	506	138	0.848812	117	Include	Include	117	7	0	0
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	506	240	0.848812	204	Include	Include	204	12	0	0
2013	Energy Supply	265205 ES Tech Res & Compliance Dir	711160 Reg Labor Load-Incentive	Electric	506	469	0.848812	398	Include	Include	398	24	0	0
2013	Energy Supply	264007 ESEnviro Services	711160 Reg Labor Load-Incentive	Electric	506	910	0.848812	772	Include	Include	772	47	0	0
2013	Energy Supply	267607 ES Technical Training	711160 Reg Labor Load-Incentive	Electric	506	928	0.848812	788	Include	Include	788	48	0	0
2013	Energy Supply	268008 ES Plant Projects-MN/WI	711160 Reg Labor Load-Incentive	Electric	506	1,803	0.848812	1,530	Include	Include	1,530	94	0	0
2013	Energy Supply	268022 ES Construction	711160 Reg Labor Load-Incentive	Electric	506	2,386	0.848812	2,025	Include	Include	2,025	124	0	0
2013	Energy Supply	267107 ES Asset Management Systems	711160 Reg Labor Load-Incentive	Electric	506	2,669	0.848812	2,266	Include	Include	2,266	139	0	0
2013	Corporate Services	500518 BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	506	2,895	0.848812	2,457	Include	Include	2,457	150	0	0
2013	Energy Supply	268012 ES Project Services	711160 Reg Labor Load-Incentive	Electric	506	3,562	0.848812	3,023	Include	Include	3,023	185	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	506	3,756	0.848812	3,188	Include	Include	3,188	195	0	0
2013	Energy Supply	268015 ES Administrative Services	711160 Reg Labor Load-Incentive	Electric	506	4,397	0.848812	3,732	Include	Include	3,732	229	0	0
2013	Energy Supply	265857 ES Performance Testing MN	711160 Reg Labor Load-Incentive	Electric	506	4,756	0.848812	4,037	Include	Include	4,037	247	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	506	6,880	0.848812	5,840	Include	Include	5,840	358	0	0
2013	Energy Supply	263207 ES Asset Analysis & Reporting	711160 Reg Labor Load-Incentive	Electric	506	7,269	0.848812	6,170	Include	Include	6,170	378	0	0
2013	Energy Supply	265206 ES Tech Compliance	711160 Reg Labor Load-Incentive	Electric	506	7,313	0.848812	6,207	Include	Include	6,207	380	0	0
2013	Energy Supply	268017 ES MN WI ETS	711160 Reg Labor Load-Incentive	Electric	506	11,441	0.848812	9,711	Include	Include	9,711	595	0	0
2013	Energy Supply	268013 ES Project Controls	711160 Reg Labor Load-Incentive	Electric	506	13,283	0.848812	11,275	Include	Include	11,275	680	0	0
2013	Energy Supply	264307 ESAudit Issues	711160 Reg Labor Load-Incentive	Electric	506	13,384	0.848812	11,361	Include	Include	11,361	696	0	0
2013	Energy Supply	268020 ES Technical Services	711160 Reg Labor Load-Incentive	Electric	506	13,427	0.848812	11,397	Include	Include	11,397	698	0	0
2013	Energy Supply	265707 ES Reliab Sv & Ovrht Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	506	15,475	0.848812	13,136	Include	Include	13,136	804	0	0
2013	Energy Supply	268016 ES Engrg & Technical Svcs	711160 Reg Labor Load-Incentive	Electric	506	15,788	0.848812	13,401	Include	Include	13,401	821	0	0
2013	Energy Supply	268025 ES EDS Services	711160 Reg Labor Load-Incentive	Electric	506	16,706	0.848812	14,180	Include	Include	14,180	868	0	0
2013	Corporate Services	500516 BS Energy Supply Svcs	711160 Reg Labor Load-Incentive	Electric	506	20,689	0.848812	17,561	Include	Include	17,561	1,075	0	0
2013	Energy Supply	262107 ES GM MN Plants	711160 Reg Labor Load-Incentive	Electric	506	21,434	0.848812	18,194	Include	Include	18,194	1,114	0	0
2013	Energy Supply	265307 ES Chemistry Resources	711160 Reg Labor Load-Incentive	Electric	506	23,304	0.848812	19,781	Include	Include	19,781	1,211	0	0
2013	Energy Supply	268021 ES Construction Services	711160 Reg Labor Load-Incentive	Electric	506	26,691	0.848812	22,647	Include	Include	22,647	1,387	0	0
2013	Energy Supply	264107 ESAir	711160 Reg Labor Load-Incentive	Electric	506	31,905	0.848812	27,081	Include	Include	27,081	1,658	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	506	42,625	0.848812	36,181	Include	Include	36,181	2,216	0	0
2013	Energy Supply	264507 ESWaste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	506	57,796	0.848812	49,058	Include	Include	49,058	3,004	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	506	58,773	0.848812	49,887	Include	Include	49,887	3,055	0	0
2013	Corporate Services	500910 Field Safety & Training-ES	711160 Reg Labor Load-Incentive	Electric	506	61,334	0.848812	52,061	Include	Include	52,061	3,188	0	0
2013	Energy Supply	265107 ES Minneapolis Lab	711160 Reg Labor Load-Incentive	Electric	506	110,243	0.848812	93,576	Include	Include	93,576	5,731	0	0
2013	Energy Supply	268010 ES Plant Projects-CO	711160 Reg Labor Load-Incentive	Electric	510	9	0.846538	8	Include	Include	8	0	0	0
2013	Energy Supply	268019 ES CO ETS	711160 Reg Labor Load-Incentive	Electric	510	16	0.846538	13	Include	Include	13	1	0	0
2013	Energy Supply	265907 ES Supp Maint & Construction	711160 Reg Labor Load-Incentive	Electric	510	183	0.846538	155	Include	Include	155	9	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	510	391	0.846538	331	Include	Include	331	19	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd	YE Amt AC22	YE Amt	Interchange Allocator	YE Amt NET OF		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
									Interchange	Include/Exclude					
2013	Energy Supply	268021 ES Construction Services	711160 Reg Labor Load-Incentive	Electric	510	418	0.846538	354		Include	Include	354	21	0	0
2013	Energy Supply	268020 ES Technical Services	711160 Reg Labor Load-Incentive	Electric	510	991	0.846538	839		Include	Include	839	49	0	0
2013	Energy Supply	268022 ES Construction	711160 Reg Labor Load-Incentive	Electric	510	5,616	0.846538	4,754		Include	Include	4,754	278	0	0
2013	Energy Supply	267707 ES Plant Engrg & Tech Support	711160 Reg Labor Load-Incentive	Electric	510	8,627	0.846538	7,303		Include	Include	7,303	427	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	510	11,415	0.846538	9,664		Include	Include	9,664	565	0	0
2013	Energy Supply	265857 ES Performance Testing MN	711160 Reg Labor Load-Incentive	Electric	510	13,986	0.846538	11,839		Include	Include	11,839	692	0	0
2013	Energy Supply	265707 ES Reliab Sv & Ovrl Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	510	26,606	0.846538	22,523		Include	Include	22,523	1,316	0	0
2013	Energy Supply	210102 ES Cherokee Maintenance	711160 Reg Labor Load-Incentive	Electric	511	6	0.848812	6		Include	Include	6	0	0	0
2013	Energy Supply	268025 ES EDS Services	711160 Reg Labor Load-Incentive	Electric	511	26	0.848812	22		Include	Include	22	1	0	0
2013	Energy Supply	268020 ES Technical Services	711160 Reg Labor Load-Incentive	Electric	511	84	0.848812	71		Include	Include	71	4	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	511	4,973	0.848812	4,221		Include	Include	4,221	258	0	0
2013	Energy Supply	268025 ES EDS Services	711160 Reg Labor Load-Incentive	Electric	512	51	0.846538	43		Include	Include	43	3	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	512	64	0.846538	54		Include	Include	54	3	0	0
2013	Energy Supply	268018 ES TX ETS	711160 Reg Labor Load-Incentive	Electric	512	98	0.846538	83		Include	Include	83	5	0	0
2013	Energy Supply	268020 ES Technical Services	711160 Reg Labor Load-Incentive	Electric	512	239	0.846538	203		Include	Include	203	12	0	0
2013	Energy Supply	268021 ES Construction Services	711160 Reg Labor Load-Incentive	Electric	512	252	0.846538	214		Include	Include	214	12	0	0
2013	Energy Supply	265857 ES Performance Testing MN	711160 Reg Labor Load-Incentive	Electric	512	354	0.846538	300		Include	Include	300	18	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	512	1,340	0.846538	1,134		Include	Include	1,134	66	0	0
2013	Energy Supply	265205 ES Tech Res & Compliance Dir	711160 Reg Labor Load-Incentive	Electric	512	2,209	0.846538	1,870		Include	Include	1,870	109	0	0
2013	Energy Supply	265707 ES Reliab Sv & Ovrl Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	512	14,321	0.846538	12,123		Include	Include	12,123	708	0	0
2013	Energy Supply	268025 ES EDS Services	711160 Reg Labor Load-Incentive	Electric	513	38	0.846538	32		Include	Include	32	2	0	0
2013	Energy Supply	268020 ES Technical Services	711160 Reg Labor Load-Incentive	Electric	513	570	0.846538	483		Include	Include	483	28	0	0
2013	Energy Supply	265857 ES Performance Testing MN	711160 Reg Labor Load-Incentive	Electric	513	657	0.846538	556		Include	Include	556	33	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	513	1,356	0.846538	1,148		Include	Include	1,148	67	0	0
2013	Energy Supply	265707 ES Reliab Sv & Ovrl Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	513	4,540	0.846538	3,843		Include	Include	3,843	225	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	513	41,913	0.846538	35,481		Include	Include	35,481	2,073	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	514	5	0.848812	5		Include	Include	5	0	0	0
2013	Energy Supply	268025 ES EDS Services	711160 Reg Labor Load-Incentive	Electric	514	12	0.848812	10		Include	Include	10	1	0	0
2013	Energy Supply	268020 ES Technical Services	711160 Reg Labor Load-Incentive	Electric	514	266	0.848812	226		Include	Include	226	14	0	0
2013	Energy Supply	265807 ES Performance Mnr	711160 Reg Labor Load-Incentive	Electric	514	6,788	0.848812	5,761		Include	Include	5,761	353	0	0
2013	Energy Supply	265857 ES Performance Testing MN	711160 Reg Labor Load-Incentive	Electric	514	10,938	0.848812	9,284		Include	Include	9,284	589	0	0
2013	Energy Supply	265205 ES Tech Res & Compliance Dir	711160 Reg Labor Load-Incentive	Electric	514	26,285	0.848812	22,311		Include	Include	22,311	1,366	0	0
2013	Energy Supply	265707 ES Reliab Sv & Ovrl Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	514	42,353	0.848812	35,949		Include	Include	35,949	2,202	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	514	77,239	0.848812	65,562		Include	Include	65,562	4,015	0	0
2013	Energy Supply	267607 ES Technical Training	711160 Reg Labor Load-Incentive	Electric	514	145,490	0.848812	123,494		Include	Include	123,494	7,563	0	0
2013	Corporate Services	640005 IT Enterprise Continuity	711160 Reg Labor Load-Incentive	Electric	517	15	0.848812	13		Include	Include	13	1	0	0
2013	Energy Supply	264107 ESAir	711160 Reg Labor Load-Incentive	Electric	517	40	0.848812	34		Include	Include	34	2	0	0
2013	Energy Supply	264307 ESAudit Issues	711160 Reg Labor Load-Incentive	Electric	517	132	0.848812	112		Include	Include	112	7	0	0
2013	Energy Supply	264507 ESWaste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	517	1,807	0.848812	1,534		Include	Include	1,534	94	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	517	9,419	0.848812	7,995		Include	Include	7,995	490	0	0
2013	Benefits Related	501000 Benefits NSP-MN	711232 Restricted Stock Units	Electric	517	1,233,379	0.848812	1,046,907		Exclude	RSU	0	0	1,046,907	64,115
2013	Benefits Related	501000 Benefits NSP-MN	711230 Incentive	Electric	517	11,598,824	0.848812	9,845,221		Include	Include	9,845,221	602,941	0	0
2013	Energy Supply	264107 ESAir	711160 Reg Labor Load-Incentive	Electric	524	103	0.848812	88		Include	Include	88	5	0	0
2013	Energy Supply	264307 ESAudit Issues	711160 Reg Labor Load-Incentive	Electric	524	457	0.848812	388		Include	Include	388	24	0	0
2013	Energy Supply	264507 ESWaste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	524	505	0.848812	428		Include	Include	428	26	0	0
2013	Corporate Services	500915 Safety	711160 Reg Labor Load-Incentive	Electric	524	572	0.848812	486		Include	Include	486	30	0	0
2013	General Counsel	620000 GC VP General Counsel	711160 Reg Labor Load-Incentive	Electric	524	1,648	0.848812	1,399		Include	Include	1,399	86	0	0
2013	Corporate Services	500950 HR VP Human Resources	711160 Reg Labor Load-Incentive	Electric	524	1,818	0.848812	1,543		Include	Include	1,543	95	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	524	2,399	0.848812	2,037		Include	Include	2,037	125	0	0
2013	Corporate Services	500830 EEO & Employee Relations	711160 Reg Labor Load-Incentive	Electric	524	4,337	0.848812	3,681		Include	Include	3,681	225	0	0
2013	Corporate Services	500765 HR Total Rewards	711160 Reg Labor Load-Incentive	Electric	524	5,186	0.848812	4,402		Include	Include	4,402	270	0	0
2013	Corporate Services	500930 HR Learning & Development	711160 Reg Labor Load-Incentive	Electric	524	6,474	0.848812	5,495		Include	Include	5,495	337	0	0
2013	Corporate Services	500800 HR Talent Acquisition	711160 Reg Labor Load-Incentive	Electric	524	11,428	0.848812	9,700		Include	Include	9,700	584	0	0
2013	Benefits Related	501000 Benefits NSP-MN	711231 Performance Share Plan	Electric	524	16,590	0.848812	14,082		Exclude	PSP	0	0	14,082	862

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Year	Bus Area Desc CC1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC		Interchange	YE Amt NET		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
					Cd	AC22		YE Amt	Allocat					
2013	Corporate Services	500654 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	524	23,625	0.848812	20,053	Include	Include	20,053	1,228	0	0
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	524	27,072	0.848812	22,979	Include	Include	22,979	1,407	0	0
2013	Corporate Services	500910 Field Safety & Training-ES	711160 Reg Labor Load-Incentive	Electric	524	42,245	0.848812	35,858	Include	Include	35,858	2,196	0	0
2013	Corporate Services	500940 HR WF S&C Nuc Tran	711160 Reg Labor Load-Incentive	Electric	524	65,997	0.848812	56,019	Include	Include	56,019	3,431	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	531	13	0.846538	11	Include	Include	11	1	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	531	704	0.846538	596	Include	Include	596	35	0	0
2013	Energy Supply	265107 ES Minneapolis Lab	711160 Reg Labor Load-Incentive	Electric	531	1,010	0.846538	855	Include	Include	855	50	0	0
2013	Energy Supply	265107 ES Minneapolis Lab	711160 Reg Labor Load-Incentive	Electric	531	1,060	0.846538	897	Include	Include	897	52	0	0
2013	Financial Operations	601020 CF Financial Perf & Reporting	711160 Reg Labor Load-Incentive	Electric	535	7	0.848812	6	Include	Include	6	0	0	0
2013	Energy Supply	267107 ES Asset Management Systems	711160 Reg Labor Load-Incentive	Electric	535	7	0.848812	6	Include	Include	6	0	0	0
2013	Energy Supply	263207 ES Asset Analysis & Reporting	711160 Reg Labor Load-Incentive	Electric	535	11	0.848812	10	Include	Include	10	1	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	535	13	0.848812	11	Include	Include	11	1	0	0
2013	Energy Supply	267607 ES Technical Training	711160 Reg Labor Load-Incentive	Electric	535	15	0.848812	13	Include	Include	13	1	0	0
2013	Financial Operations	615100 CF Energy Supply Finance	711160 Reg Labor Load-Incentive	Electric	535	20	0.848812	17	Include	Include	17	1	0	0
2013	Energy Supply	265206 ES Tech Res & Compliance Dir	711160 Reg Labor Load-Incentive	Electric	535	20	0.848812	17	Include	Include	17	1	0	0
2013	Energy Supply	265206 ES Tech Compliance	711160 Reg Labor Load-Incentive	Electric	535	29	0.848812	24	Include	Include	24	2	0	0
2013	Energy Supply	262107 ES GM MN Plants	711160 Reg Labor Load-Incentive	Electric	535	73	0.848812	62	Include	Include	62	4	0	0
2013	Energy Supply	264507 ESWaste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	537	6	0.848812	5	Include	Include	5	0	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	537	1,856	0.848812	1,575	Include	Include	1,575	96	0	0
2013	Energy Supply	265206 ES Tech Res & Compliance Dir	711160 Reg Labor Load-Incentive	Electric	539	2	0.848812	1	Include	Include	1	0	0	0
2013	Energy Supply	267607 ES Technical Training	711160 Reg Labor Load-Incentive	Electric	539	3	0.848812	3	Include	Include	3	0	0	0
2013	Corporate Services	500518 BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	539	9	0.848812	8	Include	Include	8	0	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	539	12	0.848812	10	Include	Include	10	1	0	0
2013	Energy Supply	262107 ES GM MN Plants	711160 Reg Labor Load-Incentive	Electric	539	32	0.848812	28	Include	Include	28	2	0	0
2013	Corporate Services	500516 BS Energy Supply Sys	711160 Reg Labor Load-Incentive	Electric	539	66	0.848812	56	Include	Include	56	3	0	0
2013	Energy Supply	268021 ES Construction Services	711160 Reg Labor Load-Incentive	Electric	541	1	0.846538	1	Include	Include	1	0	0	0
2013	Energy Supply	268020 ES Technical Services	711160 Reg Labor Load-Incentive	Electric	541	3	0.846538	3	Include	Include	3	0	0	0
2013	Energy Supply	268022 ES Construction	711160 Reg Labor Load-Incentive	Electric	541	20	0.846538	17	Include	Include	17	1	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	541	239	0.846538	202	Include	Include	202	12	0	0
2013	Energy Supply	265707 ES Reliab Sv & Ovrlh Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	541	571	0.846538	484	Include	Include	484	28	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	541	819	0.846538	693	Include	Include	693	41	0	0
2013	Energy Supply	264507 ESWaste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	546	50	0.848812	42	Include	Include	42	3	0	0
2013	Energy Supply	264307 ESAudit Issues	711160 Reg Labor Load-Incentive	Electric	546	172	0.848812	146	Include	Include	146	9	0	0
2013	Energy Supply	267707 ES Plant Engrg & Tech Support	711160 Reg Labor Load-Incentive	Electric	546	342	0.848812	290	Include	Include	290	18	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	546	576	0.848812	489	Include	Include	489	30	0	0
2013	Financial Operations	601020 CF Financial Perf & Reporting	711160 Reg Labor Load-Incentive	Electric	546	767	0.848812	651	Include	Include	651	40	0	0
2013	Energy Supply	267107 ES Asset Management Systems	711160 Reg Labor Load-Incentive	Electric	546	780	0.848812	662	Include	Include	662	41	0	0
2013	Energy Supply	263207 ES Asset Analysis & Reporting	711160 Reg Labor Load-Incentive	Electric	546	1,253	0.848812	1,064	Include	Include	1,064	65	0	0
2013	Energy Supply	267807 ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	546	1,462	0.848812	1,241	Include	Include	1,241	76	0	0
2013	Energy Supply	267607 ES Technical Training	711160 Reg Labor Load-Incentive	Electric	546	1,654	0.848812	1,404	Include	Include	1,404	86	0	0
2013	Financial Operations	615100 CF Energy Supply Finance	711160 Reg Labor Load-Incentive	Electric	546	2,225	0.848812	1,889	Include	Include	1,889	116	0	0
2013	Energy Supply	265206 ES Tech Res & Compliance Dir	711160 Reg Labor Load-Incentive	Electric	546	2,235	0.848812	1,897	Include	Include	1,897	116	0	0
2013	Energy Supply	265206 ES Tech Compliance	711160 Reg Labor Load-Incentive	Electric	546	3,204	0.848812	2,720	Include	Include	2,720	167	0	0
2013	Energy Supply	262107 ES GM MN Plants	711160 Reg Labor Load-Incentive	Electric	546	14,959	0.848812	12,697	Include	Include	12,697	778	0	0
2013	Energy Supply	264307 ESAudit Issues	711160 Reg Labor Load-Incentive	Electric	548	108	0.848812	92	Include	Include	92	6	0	0
2013	Energy Supply	264507 ESWaste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	548	132	0.848812	112	Include	Include	112	7	0	0
2013	Energy Supply	264307 ESAudit Issues	711160 Reg Labor Load-Incentive	Electric	548	162	0.848812	137	Include	Include	137	8	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	548	810	0.848812	687	Include	Include	687	42	0	0
2013	Corporate Services	500910 Field Safety & Training-ES	711160 Reg Labor Load-Incentive	Electric	548	891	0.848812	756	Include	Include	756	46	0	0
2013	Energy Supply	264107 ESAir	711160 Reg Labor Load-Incentive	Electric	548	982	0.848812	833	Include	Include	833	51	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	548	1,048	0.848812	890	Include	Include	890	54	0	0
2013	Energy Supply	264107 ESAir	711160 Reg Labor Load-Incentive	Electric	548	1,785	0.848812	1,515	Include	Include	1,515	93	0	0
2013	Corporate Services	500834 BS Distributed Apps Other	711160 Reg Labor Load-Incentive	Electric	549	5	0.848812	4	Include	Include	4	0	0	0
2013	Energy Supply	265207 ES Amarillo Maintenance Resour	711160 Reg Labor Load-Incentive	Electric	549	6	0.848812	5	Include	Include	5	0	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated	Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd	AC22	YE Amt	Interchange Allocator	YE Amt NET OF Interchange	Include/Exclude	Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
2013	Energy Supply	265607	ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	549	19	0.848812	17	17	Include	Include	17	1	0	0
2013	Energy Supply	268020	ES Technical Services	711160 Reg Labor Load-Incentive	Electric	549	45	0.848812	38	38	Include	Include	38	2	0	0
2013	Energy Supply	265307	ES Chemistry Resources	711160 Reg Labor Load-Incentive	Electric	549	76	0.848812	65	65	Include	Include	65	4	0	0
2013	Energy Supply	265205	ES Tech Res & Compliance Dir	711160 Reg Labor Load-Incentive	Electric	549	190	0.848812	162	162	Include	Include	162	10	0	0
2013	Corporate Services	500910	Field Safety & Training-ES	711160 Reg Labor Load-Incentive	Electric	549	239	0.848812	203	203	Include	Include	203	12	0	0
2013	Energy Supply	267607	ES Technical Training	711160 Reg Labor Load-Incentive	Electric	549	379	0.848812	321	321	Include	Include	321	20	0	0
2013	Energy Supply	264707	ESWater	711160 Reg Labor Load-Incentive	Electric	549	417	0.848812	354	354	Include	Include	354	22	0	0
2013	Corporate Services	500518	BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	549	490	0.848812	416	416	Include	Include	416	25	0	0
2013	Energy Supply	261007	ES Regional Generation	711160 Reg Labor Load-Incentive	Electric	549	754	0.848812	640	640	Include	Include	640	39	0	0
2013	Energy Supply	267807	ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	549	1,370	0.848812	1,163	1,163	Include	Include	1,163	71	0	0
2013	Energy Supply	262107	ES GM MN Plants	711160 Reg Labor Load-Incentive	Electric	549	3,602	0.848812	3,058	3,058	Include	Include	3,058	187	0	0
2013	Corporate Services	500516	BS Energy Supply Svs	711160 Reg Labor Load-Incentive	Electric	549	3,606	0.848812	3,061	3,061	Include	Include	3,061	187	0	0
2013	Corporate Services	385410	Resource Planning	711160 Reg Labor Load-Incentive	Electric	549	3,715	0.848812	3,153	3,153	Include	Include	3,153	193	0	0
2013	Energy Supply	268030	ES Director RDF	711160 Reg Labor Load-Incentive	Electric	549	4,783	0.848812	4,060	4,060	Include	Include	4,060	249	0	0
2013	Operations Services	385430	OS Gas Planning	711160 Reg Labor Load-Incentive	Electric	549	12,739	0.848812	10,813	10,813	Include	Include	10,813	662	0	0
2013	Energy Supply	268010	ES Plant Projects-CO	711160 Reg Labor Load-Incentive	Electric	551	3	0.848812	3	3	Include	Include	3	0	0	0
2013	Energy Supply	268019	ES CO ETS	711160 Reg Labor Load-Incentive	Electric	551	6	0.848812	6	6	Include	Include	6	0	0	0
2013	Energy Supply	267807	ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	551	29	0.848812	24	24	Include	Include	24	1	0	0
2013	Energy Supply	265907	ES Supp Maint & Construction	711160 Reg Labor Load-Incentive	Electric	551	32	0.848812	27	27	Include	Include	27	2	0	0
2013	Energy Supply	268021	ES Construction Services	711160 Reg Labor Load-Incentive	Electric	551	72	0.848812	61	61	Include	Include	61	4	0	0
2013	Energy Supply	268020	ES Technical Services	711160 Reg Labor Load-Incentive	Electric	551	384	0.848812	326	326	Include	Include	326	20	0	0
2013	Energy Supply	268022	ES Construction	711160 Reg Labor Load-Incentive	Electric	551	2,189	0.848812	1,858	1,858	Include	Include	1,858	114	0	0
2013	Energy Supply	265857	ES Performance Testing MN	711160 Reg Labor Load-Incentive	Electric	551	2,904	0.848812	2,465	2,465	Include	Include	2,465	151	0	0
2013	Energy Supply	265707	ES Reliab Sv & Ovrl Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	551	3,421	0.848812	2,903	2,903	Include	Include	2,903	178	0	0
2013	Energy Supply	265607	ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	551	12,536	0.848812	10,641	10,641	Include	Include	10,641	652	0	0
2013	Energy Supply	267867	ES Plant Engrg PAW & RMEC	711160 Reg Labor Load-Incentive	Electric	552	1	0.848812	1	1	Include	Include	1	0	0	0
2013	Energy Supply	268025	ES EDS Services	711160 Reg Labor Load-Incentive	Electric	552	15	0.848812	13	13	Include	Include	13	1	0	0
2013	Energy Supply	268020	ES Technical Services	711160 Reg Labor Load-Incentive	Electric	552	27	0.848812	23	23	Include	Include	23	1	0	0
2013	Energy Supply	265707	ES Reliab Sv & Ovrl Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	552	145	0.848812	123	123	Include	Include	123	8	0	0
2013	Energy Supply	265207	ES Amarillo Maintenance Resour	711160 Reg Labor Load-Incentive	Electric	552	145	0.848812	123	123	Include	Include	123	8	0	0
2013	Energy Supply	265607	ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	552	402	0.848812	341	341	Include	Include	341	21	0	0
2013	Energy Supply	262107	ES GM MN Plants	711160 Reg Labor Load-Incentive	Electric	552	1,147	0.848812	973	973	Include	Include	973	60	0	0
2013	Energy Supply	268017	ES MN VI ETS	711160 Reg Labor Load-Incentive	Electric	553	15	0.848812	13	13	Include	Include	13	1	0	0
2013	Energy Supply	268025	ES EDS Services	711160 Reg Labor Load-Incentive	Electric	553	38	0.848812	32	32	Include	Include	32	2	0	0
2013	Energy Supply	268020	ES Technical Services	711160 Reg Labor Load-Incentive	Electric	553	55	0.848812	47	47	Include	Include	47	3	0	0
2013	Energy Supply	268020	ES Technical Services	711160 Reg Labor Load-Incentive	Electric	553	311	0.848812	264	264	Include	Include	264	16	0	0
2013	Energy Supply	267707	ES Plant Engrg & Tech Support	711160 Reg Labor Load-Incentive	Electric	553	1,301	0.848812	1,104	1,104	Include	Include	1,104	68	0	0
2013	Energy Supply	265857	ES Performance Testing MN	711160 Reg Labor Load-Incentive	Electric	553	2,192	0.848812	1,860	1,860	Include	Include	1,860	114	0	0
2013	Energy Supply	265607	ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	553	5,239	0.848812	4,447	4,447	Include	Include	4,447	272	0	0
2013	Energy Supply	265707	ES Reliab Sv & Ovrl Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	553	10,188	0.848812	8,647	8,647	Include	Include	8,647	530	0	0
2013	Energy Supply	267707	ES Plant Engrg & Tech Support	711160 Reg Labor Load-Incentive	Electric	553	12,480	0.848812	10,593	10,593	Include	Include	10,593	649	0	0
2013	Energy Supply	265607	ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	553	23,776	0.848812	20,181	20,181	Include	Include	20,181	1,236	0	0
2013	Corporate Services	500834	BS Distributed Apps Other	711160 Reg Labor Load-Incentive	Electric	556	1	0.848812	0	0	Include	Include	0	0	0	0
2013	Corporate Services	882006	BS Control Sys Mgmt SI	711160 Reg Labor Load-Incentive	Electric	556	24	0.848812	20	20	Include	Include	20	1	0	0
2013	Operations Services	385231	ES Energy Trading	711160 Reg Labor Load-Incentive	Electric	556	54	0.848812	46	46	Include	Include	46	3	0	0
2013	Corporate Services	500518	BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	556	116	0.848812	98	98	Include	Include	98	6	0	0
2013	Corporate Services	500654	BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	556	139	0.848812	118	118	Include	Include	118	7	0	0
2013	Operations Services	385223	ES-Structured Purch	711160 Reg Labor Load-Incentive	Electric	556	2,252	0.848812	1,911	1,911	Include	Include	1,911	117	0	0
2013	Corporate Services	882000	BS Control Sys Mgmt BOS	711160 Reg Labor Load-Incentive	Electric	556	6,558	0.848812	5,566	5,566	Include	Include	5,566	341	0	0
2013	Operations Services	385232	ES Generation Cntrl & Dispatch	711160 Reg Labor Load-Incentive	Electric	556	19,166	0.848812	16,268	16,268	Include	Include	16,268	996	0	0
2013	Operations Services	385233	ES Trading Analytics	711160 Reg Labor Load-Incentive	Electric	556	26,597	0.848812	22,576	22,576	Include	Include	22,576	1,383	0	0
2013	Operations Services	385250	ES Dir Power Operations	711160 Reg Labor Load-Incentive	Electric	556	34,058	0.848812	28,909	28,909	Include	Include	28,909	1,770	0	0
2013	Revenue Group	385800	GP Group President	711230 Incentive	Electric	557	(169,303)	0.846538	(143,321)	(143,321)	Include	Include	(143,321)	(8,376)	0	0
2013	Financial Operations	389120	CF Trans Enblmnt & SPS Com Act	711160 Reg Labor Load-Incentive	Electric	557	17	0.846538	14	14	Include	Include	14	1	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd AC22	YE Amt	Interchange Allocator	YE Amt NET OF Interchange	Include/Exclude	Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
2013	Operations Services	385232 ES Generation Cntrl & Dispatch	711160 Reg Labor Load-Incentive	Electric	557	87	0.846538	74	Include	Include	74	4	0	0
2013	Financial Operations	389126 CF PSCo Commercial Accounting	711160 Reg Labor Load-Incentive	Electric	557	478	0.846538	405	Include	Include	405	24	0	0
2013	Operations Services	385224 ES Market Operations	711160 Reg Labor Load-Incentive	Electric	557	3,903	0.846538	3,304	Include	Include	3,304	193	0	0
2013	Operations Services	385250 ES Dir Power Operations	711160 Reg Labor Load-Incentive	Electric	557	5,217	0.846538	4,416	Include	Include	4,416	258	0	0
2013	Operations Services	385233 ES Trading Analytics	711160 Reg Labor Load-Incentive	Electric	557	7,138	0.846538	6,043	Include	Include	6,043	353	0	0
2013	Financial Operations	385280 Contract Dev & Transaction	711160 Reg Labor Load-Incentive	Electric	557	8,531	0.846538	7,222	Include	Include	7,222	422	0	0
2013	Financial Operations	385285 Risk Analytics	711160 Reg Labor Load-Incentive	Electric	557	9,198	0.846538	7,787	Include	Include	7,787	455	0	0
2013	Operations Services	385230 ES Man Dir Energy Trading	711160 Reg Labor Load-Incentive	Electric	557	10,695	0.846538	9,054	Include	Include	9,054	529	0	0
2013	Financial Operations	389124 CF NSP Commercial Accounting	711160 Reg Labor Load-Incentive	Electric	557	11,758	0.846538	9,953	Include	Include	9,953	582	0	0
2013	Operations Services	385223 ES-Structured Purch	711160 Reg Labor Load-Incentive	Electric	557	13,823	0.846538	11,702	Include	Include	11,702	684	0	0
2013	Financial Operations	385275 Risk Strategy & Control	711160 Reg Labor Load-Incentive	Electric	557	14,587	0.846538	12,349	Include	Include	12,349	722	0	0
2013	Operations Services	385227 ES Origination	711160 Reg Labor Load-Incentive	Electric	557	20,213	0.846538	17,111	Include	Include	17,111	1,000	0	0
2013	Operations Services	385220 ES-Purchase Power	711160 Reg Labor Load-Incentive	Electric	557	25,562	0.846538	21,639	Include	Include	21,639	1,265	0	0
2013	Operations Services	385221 ES-Renewable Energy Purch	711160 Reg Labor Load-Incentive	Electric	557	41,327	0.846538	34,985	Include	Include	34,985	2,044	0	0
2013	Operations Services	385231 ES Energy Trading	711160 Reg Labor Load-Incentive	Electric	557	71,875	0.846538	60,845	Include	Include	60,845	3,556	0	0
2013	Corporate Services	385410 Resource Planning	711160 Reg Labor Load-Incentive	Electric	557	82,643	0.846538	69,961	Include	Include	69,961	4,088	0	0
2013	Operations Services	260007 OS Senior VP Operations	711230 Incentive	Electric	557	698,871	0.846538	591,621	Include	Include	591,621	34,574	0	0
2013	Transmission	883102 Transm Control Center (PSC)	711160 Reg Labor Load-Incentive	Electric	560	(148)	0.848812	(125)	Include	Include	(125)	(8)	0	0
2013	Transmission	832800 Subs Compliance O&M XS	711160 Reg Labor Load-Incentive	Electric	560	(3)	0.848812	(3)	Include	Include	(3)	0	0	0
2013	Transmission	857400 Transm Engineer North O&M XS	711160 Reg Labor Load-Incentive	Electric	560	186	0.848812	158	Include	Include	158	10	0	0
2013	Financial Operations	601050 CF Reg Acct & Joint Venture	711160 Reg Labor Load-Incentive	Electric	560	217	0.848812	184	Include	Include	184	11	0	0
2013	Energy Supply	264107 ESAir	711160 Reg Labor Load-Incentive	Electric	560	244	0.848812	207	Include	Include	207	13	0	0
2013	Energy Supply	264307 ESAudit Issues	711160 Reg Labor Load-Incentive	Electric	560	286	0.848812	243	Include	Include	243	15	0	0
2013	Gas Systems	809300 Gas Project Management SC	711160 Reg Labor Load-Incentive	Electric	560	406	0.848812	345	Include	Include	345	21	0	0
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	560	441	0.848812	375	Include	Include	375	23	0	0
2013	Corporate Services	500915 Safety	711160 Reg Labor Load-Incentive	Electric	560	952	0.848812	808	Include	Include	808	49	0	0
2013	Transmission	865052 Dir Transm Const Old CT52 XS	711160 Reg Labor Load-Incentive	Electric	560	1,047	0.848812	889	Include	Include	889	54	0	0
2013	Transmission	859000 Dir Subs Engineering O&M XS	711160 Reg Labor Load-Incentive	Electric	560	1,209	0.848812	1,026	Include	Include	1,026	63	0	0
2013	Transmission	859400 Transm Eng & Design South Misc	711160 Reg Labor Load-Incentive	Electric	560	1,259	0.848812	1,069	Include	Include	1,069	65	0	0
2013	Energy Supply	264507 ES Waste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	560	2,070	0.848812	1,757	Include	Include	1,757	108	0	0
2013	Transmission	884400 Sub Eng & Des North O&M XS	711160 Reg Labor Load-Incentive	Electric	560	2,160	0.848812	1,834	Include	Include	1,834	112	0	0
2013	Transmission	857452 Transm Eng North Old CT52	711160 Reg Labor Load-Incentive	Electric	560	2,388	0.848812	2,027	Include	Include	2,027	124	0	0
2013	Corporate Services	882000 BS Control Sys Mgmt BOS	711160 Reg Labor Load-Incentive	Electric	560	2,507	0.848812	2,213	Include	Include	2,213	136	0	0
2013	Transmission	866400 Engineer Outsrce NSP O&M XS	711160 Reg Labor Load-Incentive	Electric	560	2,643	0.848812	2,243	Include	Include	2,243	137	0	0
2013	Transmission	884500 Sub Eng & Des MN O&M XS	711160 Reg Labor Load-Incentive	Electric	560	3,764	0.848812	3,195	Include	Include	3,195	196	0	0
2013	Transmission	888600 Dir Regional Subs COM NSP O&M	711160 Reg Labor Load-Incentive	Electric	560	4,716	0.848812	4,003	Include	Include	4,003	245	0	0
2013	Transmission	859700 Subs Mtce Eng O&M (XS)	711160 Reg Labor Load-Incentive	Electric	560	5,475	0.848812	4,647	Include	Include	4,647	285	0	0
2013	Transmission	850409 Project Controls (XS)	711160 Reg Labor Load-Incentive	Electric	560	5,892	0.848812	5,001	Include	Include	5,001	306	0	0
2013	Transmission	855674 Transm & Substation Standards	711160 Reg Labor Load-Incentive	Electric	560	6,279	0.848812	5,330	Include	Include	5,330	326	0	0
2013	Transmission	850405 Project Mgmt - North (XS)	711160 Reg Labor Load-Incentive	Electric	560	7,060	0.848812	5,993	Include	Include	5,993	367	0	0
2013	Transmission	855673 Transmission Line Performance	711160 Reg Labor Load-Incentive	Electric	560	7,903	0.848812	6,708	Include	Include	6,708	411	0	0
2013	Transmission	855800 Dir Transm Portf Del XS	711160 Reg Labor Load-Incentive	Electric	560	9,373	0.848812	7,956	Include	Include	7,956	487	0	0
2013	Energy Supply	264707 ES Water	711160 Reg Labor Load-Incentive	Electric	560	10,411	0.848812	8,837	Include	Include	8,837	541	0	0
2013	Corporate Services	816009 Safety & Training	711160 Reg Labor Load-Incentive	Electric	560	10,803	0.848812	9,169	Include	Include	9,169	562	0	0
2013	Transmission	855600 Transm Regional Planning (XS)	711160 Reg Labor Load-Incentive	Electric	560	11,020	0.848812	9,354	Include	Include	9,354	573	0	0
2013	Transmission	831700 Substn Communication ENG O&M	711160 Reg Labor Load-Incentive	Electric	560	11,209	0.848812	9,514	Include	Include	9,514	583	0	0
2013	Transmission	868700 G & E Sys Perform O&M XS	711160 Reg Labor Load-Incentive	Electric	560	11,922	0.848812	10,120	Include	Include	10,120	620	0	0
2013	Transmission	855662 Substation System Performance	711160 Reg Labor Load-Incentive	Electric	560	17,731	0.848812	15,050	Include	Include	15,050	922	0	0
2013	Transmission	880000 Transmission & Subs VP (XS)	711160 Reg Labor Load-Incentive	Electric	560	18,819	0.848812	15,974	Include	Include	15,974	978	0	0
2013	Transmission	859100 Sys Protection Eng O&M XS	711160 Reg Labor Load-Incentive	Electric	560	18,867	0.848812	16,015	Include	Include	16,015	981	0	0
2013	Transmission	868500 Transmission Training - O&M	711160 Reg Labor Load-Incentive	Electric	560	19,430	0.848812	16,493	Include	Include	16,493	1,010	0	0
2013	Corporate Services	500880 Field Safety & Training	711160 Reg Labor Load-Incentive	Electric	560	19,832	0.848812	16,834	Include	Include	16,834	1,031	0	0
2013	Transmission	850412 Dir Trans Planning XS	711160 Reg Labor Load-Incentive	Electric	560	24,179	0.848812	20,524	Include	Include	20,524	1,257	0	0
2013	Transmission	855672 Transm & Subs Perf & Stds	711160 Reg Labor Load-Incentive	Electric	560	25,234	0.848812	21,419	Include	Include	21,419	1,312	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd	YE Amt AC22	Interchange Allocat	YE Amt NET OF		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
								Interchange	Include/Exclude					
2013	Transmission	855603 Regional Transmission Policy	711160 Reg Labor Load-Incentive	Electric	560	27,377	0.848812	23,238	Include	Include	23,238	1,423	0	0
2013	Transmission	881114 Strategic Transm Initiatives	711160 Reg Labor Load-Incentive	Electric	560	33,045	0.848812	28,049	Include	Include	28,049	1,718	0	0
2013	Transmission	857045 Transm Ops Engineering (XS)	711160 Reg Labor Load-Incentive	Electric	560	33,921	0.848812	28,792	Include	Include	28,792	1,763	0	0
2013	Transmission	880055 Transmission Business Ops	711160 Reg Labor Load-Incentive	Electric	560	54,228	0.848812	46,029	Include	Include	46,029	2,819	0	0
2013	Transmission	884300 Transm Business Relations XS	711160 Reg Labor Load-Incentive	Electric	560	70,843	0.848812	60,132	Include	Include	60,132	3,683	0	0
2013	Transmission	883019 Transm Real Time Planning XS	711160 Reg Labor Load-Incentive	Electric	560	73,593	0.848812	62,467	Include	Include	62,467	3,826	0	0
2013	Transmission	883000 Transm Control Ctr North (XS)	711160 Reg Labor Load-Incentive	Electric	560	149,585	0.848812	126,969	Include	Include	126,969	7,776	0	0
2013	Transmission	883000 Transm Control Ctr North (XS)	711160 Reg Labor Load-Incentive	Electric	561.1	4,322	0.848812	3,669	Include	Include	3,669	225	0	0
2013	Corporate Services	500834 BS Distributed Apps Other	711160 Reg Labor Load-Incentive	Electric	561.2	10	0.848812	9	Include	Include	9	1	0	0
2013	Corporate Services	500508 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	561.2	12	0.848812	10	Include	Include	10	1	0	0
2013	Corporate Services	882006 BS Control Sys Mgmt SI	711160 Reg Labor Load-Incentive	Electric	561.2	557	0.848812	473	Include	Include	473	29	0	0
2013	Corporate Services	500518 BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	561.2	1,986	0.848812	1,686	Include	Include	1,686	103	0	0
2013	Corporate Services	500654 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	561.2	2,353	0.848812	1,998	Include	Include	1,998	122	0	0
2013	General Counsel	500499 GC Next Generation	711160 Reg Labor Load-Incentive	Electric	561.2	4,522	0.848812	3,838	Include	Include	3,838	235	0	0
2013	Transmission	883000 Transm Control Ctr North (XS)	711160 Reg Labor Load-Incentive	Electric	561.2	87,761	0.848812	74,493	Include	Include	74,493	4,562	0	0
2013	Corporate Services	882000 BS Control Sys Mgmt BOS	711160 Reg Labor Load-Incentive	Electric	561.2	112,273	0.848812	95,299	Include	Include	95,299	5,836	0	0
2013	Transmission	883000 Transm Control Ctr North (XS)	711160 Reg Labor Load-Incentive	Electric	561.3	5,170	0.848812	4,389	Include	Include	4,389	269	0	0
2013	Transmission	855600 Transm Regional Planning (XS)	711160 Reg Labor Load-Incentive	Electric	561.5	7,963	0.848812	6,759	Include	Include	6,759	414	0	0
2013	Corporate Services	882000 BS Control Sys Mgmt BOS	711160 Reg Labor Load-Incentive	Electric	561.6	5	0.848812	4	Include	Include	4	0	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	561.7	125	0.848812	106	Include	Include	106	6	0	0
2013	Transmission	850405 Project Mgmt - North (XS)	711160 Reg Labor Load-Incentive	Electric	561.7	448	0.848812	381	Include	Include	381	23	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	562	220	0.848812	187	Include	Include	187	11	0	0
2013	Transmission	868500 Transmission Training - O&M	711160 Reg Labor Load-Incentive	Electric	562	903	0.848812	766	Include	Include	766	47	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	563	83,138	0.848812	70,569	Include	Include	70,569	4,322	0	0
2013	Transmission	881112 Transmission CapX (NSPMN)	711160 Reg Labor Load-Incentive	Electric	566	(609)	0.848812	(517)	Include	Include	(517)	(32)	0	0
2013	Financial Operations	601050 CF Reg Acct & Joint Venture	711160 Reg Labor Load-Incentive	Electric	566	68	0.848812	58	Include	Include	58	4	0	0
2013	Distribution Operations	816100 Metering Sys Perf PSCo MISC	711160 Reg Labor Load-Incentive	Electric	566	115	0.848812	98	Include	Include	98	6	0	0
2013	Financial Operations	389400 CF Transmission Accounting	711160 Reg Labor Load-Incentive	Electric	566	129	0.848812	110	Include	Include	110	7	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	566	169	0.848812	144	Include	Include	144	9	0	0
2013	Transmission	883000 Transm Control Ctr North (XS)	711160 Reg Labor Load-Incentive	Electric	566	361	0.848812	306	Include	Include	306	19	0	0
2013	Transmission	881114 Strategic Transm Initiatives	711160 Reg Labor Load-Incentive	Electric	566	1,548	0.848812	1,314	Include	Include	1,314	80	0	0
2013	Transmission	855600 Transm Regional Planning (XS)	711160 Reg Labor Load-Incentive	Electric	566	1,599	0.848812	1,357	Include	Include	1,357	83	0	0
2013	Operations Services	500280 SC Material Coordination	711160 Reg Labor Load-Incentive	Electric	566	2,766	0.848812	2,348	Include	Include	2,348	144	0	0
2013	Distribution Operations	815404 Mgr Facility Attachments SC	711160 Reg Labor Load-Incentive	Electric	566	3,248	0.848812	2,757	Include	Include	2,757	169	0	0
2013	Transmission	868500 Transmission Training - O&M	711160 Reg Labor Load-Incentive	Electric	566	6,624	0.848812	5,622	Include	Include	5,622	344	0	0
2013	Transmission	880055 Transmission Business Ops	711160 Reg Labor Load-Incentive	Electric	566	13,968	0.848812	11,856	Include	Include	11,856	726	0	0
2013	Financial Operations	601850 CF Transmission Finance	711160 Reg Labor Load-Incentive	Electric	566	23,137	0.848812	19,639	Include	Include	19,639	1,203	0	0
2013	Operations Services	385224 ES Market Operations	711160 Reg Labor Load-Incentive	Electric	566	47,931	0.848812	40,684	Include	Include	40,684	2,492	0	0
2013	Transmission	884500 Sub Eng & Des MN O&M XS	711160 Reg Labor Load-Incentive	Electric	568	4	0.848812	3	Include	Include	3	0	0	0
2013	Transmission	884400 Sub Eng & Des North O&M XS	711160 Reg Labor Load-Incentive	Electric	568	13	0.848812	11	Include	Include	11	1	0	0
2013	Transmission	859700 Subs Mtee Eng O&M (XS)	711160 Reg Labor Load-Incentive	Electric	568	658	0.848812	559	Include	Include	559	34	0	0
2013	Transmission	884400 Sub Eng & Des North O&M XS	711160 Reg Labor Load-Incentive	Electric	570	150	0.848812	127	Include	Include	127	8	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	570	170	0.848812	144	Include	Include	144	9	0	0
2013	Financial Operations	601020 CF Financial Perf & Reporting	711160 Reg Labor Load-Incentive	Electric	571	22	0.848812	19	Include	Include	19	1	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	571	26	0.848812	22	Include	Include	22	1	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	571	26	0.848812	22	Include	Include	22	1	0	0
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	571	121	0.848812	102	Include	Include	102	6	0	0
2013	Transmission	850405 Project Mgmt - North (XS)	711160 Reg Labor Load-Incentive	Electric	571	1,101	0.848812	934	Include	Include	934	57	0	0
2013	Transmission	857452 Transm Eng North Old CT52	711160 Reg Labor Load-Incentive	Electric	571	1,944	0.848812	1,650	Include	Include	1,650	101	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	571	5,978	0.848812	5,074	Include	Include	5,074	311	0	0
2013	Operations Services	385224 ES Market Operations	711160 Reg Labor Load-Incentive	Electric	575.1	31,542	0.848812	26,773	Include	Include	26,773	1,640	0	0
2013	Operations Services	385231 ES Energy Trading	711160 Reg Labor Load-Incentive	Electric	575.2	54	0.848812	46	Include	Include	46	3	0	0
2013	Operations Services	385223 ES-Structured Purch	711160 Reg Labor Load-Incentive	Electric	575.2	76	0.848812	65	Include	Include	65	4	0	0
2013	Operations Services	385250 ES Dir Power Operations	711160 Reg Labor Load-Incentive	Electric	575.2	1,410	0.848812	1,197	Include	Include	1,197	73	0	0

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Year	Bus Area Desc C1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd	YE Amt AC22	Interchange Allocator	YE Amt NET OF		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
								Interchange	Include/Exclude					
2013	Operations Services	385233 ES Trading Analytics	711160 Reg Labor Load-Incentive	Electric	575.2	5,220	0.848812	4,431	Include	Include	4,431	271	0	0
2013	Operations Services	385231 ES Energy Trading	711160 Reg Labor Load-Incentive	Electric	575.3	72	0.848812	61	Include	Include	61	4	0	0
2013	Operations Services	385232 ES Generation Cntrl & Dispatch	711160 Reg Labor Load-Incentive	Electric	575.5	58	0.848812	49	Include	Include	49	3	0	0
2013	Operations Services	385250 ES Dir Power Operations	711160 Reg Labor Load-Incentive	Electric	575.5	187	0.848812	158	Include	Include	158	10	0	0
2013	Operations Services	385232 ES Generation Cntrl & Dispatch	711160 Reg Labor Load-Incentive	Electric	575.6	16	0.848812	14	Include	Include	14	1	0	0
2013	Operations Services	385250 ES Dir Power Operations	711160 Reg Labor Load-Incentive	Electric	575.6	430	0.848812	365	Include	Include	365	22	0	0
2013	Operations Services	385233 ES Trading Analytics	711160 Reg Labor Load-Incentive	Electric	575.6	2,058	0.848812	1,747	Include	Include	1,747	107	0	0
2013	Transmission	857400 Transm Engineer North O&M XS	711160 Reg Labor Load-Incentive	Electric	580	189	1	189	Include	Include	189	12	0	0
2013	Transmission	884400 Sub Eng & Des North O&M XS	711160 Reg Labor Load-Incentive	Electric	580	271	1	271	Include	Include	271	17	0	0
2013	Transmission	881114 Strategic Transm Initiatives	711160 Reg Labor Load-Incentive	Electric	580	273	1	273	Include	Include	273	17	0	0
2013	Distribution Operations	887900 DMS Project Director Misc	711230 Incentive	Electric	580	581	1	581	Include	Include	581	35	0	0
2013	Transmission	859000 Dir Subs Engineering O&M XS	711160 Reg Labor Load-Incentive	Electric	580	604	1	604	Include	Include	604	37	0	0
2013	Gas Systems	888800 Geospatial Tech DI MN WI	711160 Reg Labor Load-Incentive	Electric	580	1,152	1	1,152	Include	Include	1,152	70	0	0
2013	Transmission	855800 Dir Transm Portf Del XS	711160 Reg Labor Load-Incentive	Electric	580	1,155	1	1,155	Include	Include	1,155	70	0	0
2013	Transmission	881114 Strategic Transm Initiatives	711230 Incentive	Electric	580	1,310	1	1,310	Include	Include	1,310	80	0	0
2013	Transmission	884500 Sub Eng & Des MN O&M XS	711160 Reg Labor Load-Incentive	Electric	580	1,342	1	1,342	Include	Include	1,342	82	0	0
2013	Transmission	859700 Subs Mice Eng O&M (XS)	711160 Reg Labor Load-Incentive	Electric	580	2,256	1	2,256	Include	Include	2,256	138	0	0
2013	Distribution Operations	886700 Design Performance SC	711160 Reg Labor Load-Incentive	Electric	580	2,656	1	2,656	Include	Include	2,656	162	0	0
2013	Corporate Services	500915 Safety	711160 Reg Labor Load-Incentive	Electric	580	2,876	1	2,876	Include	Include	2,876	175	0	0
2013	Distribution Operations	887900 DMS Project Director Misc	711160 Reg Labor Load-Incentive	Electric	580	2,888	1	2,888	Include	Include	2,888	176	0	0
2013	Distribution Operations	856200 Area Engineering North SC	711160 Reg Labor Load-Incentive	Electric	580	3,144	1	3,144	Include	Include	3,144	192	0	0
2013	Transmission	888600 Dir Regional Subs COM NSP O&M	711160 Reg Labor Load-Incentive	Electric	580	3,375	1	3,375	Include	Include	3,375	206	0	0
2013	Distribution Operations	896500 Mgr GE Supp Location MISC	711160 Reg Labor Load-Incentive	Electric	580	3,407	1	3,407	Include	Include	3,407	208	0	0
2013	Distribution Operations	802500 Business Ops MN ED588	711160 Reg Labor Load-Incentive	Electric	580	3,660	1	3,660	Include	Include	3,660	223	0	0
2013	Distribution Operations	856100 Dist Electric Engineering MISC	711160 Reg Labor Load-Incentive	Electric	580	4,205	1	4,205	Include	Include	4,205	256	0	0
2013	Gas Systems	886000 Geospatial Tech DI SC	711160 Reg Labor Load-Incentive	Electric	580	4,415	1	4,415	Include	Include	4,415	289	0	0
2013	Transmission	855800 Dir Transm Portf Del XS	711230 Incentive	Electric	580	5,692	1	5,692	Include	Include	5,692	347	0	0
2013	Distribution Operations	897000 Dist Planning & Perform Misc	711160 Reg Labor Load-Incentive	Electric	580	5,796	1	5,796	Include	Include	5,796	353	0	0
2013	Transmission	835000 Dir Substation COM O&M (XS)	711160 Reg Labor Load-Incentive	Electric	580	6,490	1	6,490	Include	Include	6,490	396	0	0
2013	Transmission	855672 Transm & Subs Perf & Stds	711160 Reg Labor Load-Incentive	Electric	580	6,742	1	6,742	Include	Include	6,742	411	0	0
2013	Distribution Operations	850200 Elec Dist Standards SC	711160 Reg Labor Load-Incentive	Electric	580	8,587	1	8,587	Include	Include	8,587	523	0	0
2013	Transmission	855662 Substation System Performance	711160 Reg Labor Load-Incentive	Electric	580	8,945	1	8,945	Include	Include	8,945	545	0	0
2013	Distribution Operations	856000 Sys Planning & Strat North SC	711160 Reg Labor Load-Incentive	Electric	580	12,736	1	12,736	Include	Include	12,736	776	0	0
2013	Transmission	832600 Subs Compliance O&M XS	711160 Reg Labor Load-Incentive	Electric	580	18,903	1	18,903	Include	Include	18,903	1,152	0	0
2013	Corporate Services	816009 Safety & Training	711160 Reg Labor Load-Incentive	Electric	580	31,391	1	31,391	Include	Include	31,391	1,913	0	0
2013	Distribution Operations	887600 Elec Dist System Perf SC	711160 Reg Labor Load-Incentive	Electric	580	32,281	1	32,281	Include	Include	32,281	1,968	0	0
2013	Corporate Services	500890 Field Safety & Training	711160 Reg Labor Load-Incentive	Electric	580	51,997	1	51,997	Include	Include	51,997	3,169	0	0
2013	Corporate Services	500508 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	581	(8)	1	(8)	Include	Include	(8)	0	0	0
2013	Corporate Services	500834 BS Distributed Apps Other	711160 Reg Labor Load-Incentive	Electric	581	5	1	5	Include	Include	5	0	0	0
2013	Corporate Services	882006 BS Control Sys Mgmt SI	711160 Reg Labor Load-Incentive	Electric	581	248	1	248	Include	Include	248	15	0	0
2013	Corporate Services	500518 BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	581	1,022	1	1,022	Include	Include	1,022	62	0	0
2013	Corporate Services	500654 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	581	1,241	1	1,241	Include	Include	1,241	76	0	0
2013	Corporate Services	882000 BS Control Sys Mgmt BOS	711160 Reg Labor Load-Incentive	Electric	581	58,213	1	58,213	Include	Include	58,213	3,548	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	582	184	1	184	Include	Include	184	11	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	583	260	1	260	Include	Include	260	0	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	583	503	1	503	Include	Include	503	503	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	583	4,934	1	4,934	Include	Include	4,934	0	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	583	5,258	1	5,258	Include	Include	5,258	320	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	584	103	1	103	Include	Include	103	6	0	0
2013	Gas Systems	895011 Damage Prevention SC CT11	711160 Reg Labor Load-Incentive	Electric	584	19,007	1	19,007	Include	Include	19,007	1,158	0	0
2013	Distribution Operations	817000 Dist Business Operations SC	711160 Reg Labor Load-Incentive	Electric	585	1,109	1	1,109	Include	Include	1,109	68	0	0
2013	Distribution Operations	896513 Mgr GE Supp Location	711160 Reg Labor Load-Incentive	Electric	586	124	1	124	Include	Include	124	8	0	0
2013	Distribution Operations	816100 Metering Sys Perf PSCo MISC	711160 Reg Labor Load-Incentive	Electric	586	231	1	231	Include	Include	231	14	0	0
2013	Distribution Operations	817000 Dist Business Operations SC	711160 Reg Labor Load-Incentive	Electric	586	6,692	1	6,692	Include	Include	6,692	408	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Act Desc	Utility Desc	CFR FERC Cd	YE Amt AC22	YE Amt	Interchange Allocator	YE Amt NET OF		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
									Interchange	Include/Exclude					
2013	Distribution Operations	896500 Mgr GE Supp Location MISC	711160 Reg Labor Load-Incentive	Electric	586	17,956		1	17,956	Include	Include	17,956	1,094	0	0
2013	Distribution Operations	899600 Metering Support Misc	711160 Reg Labor Load-Incentive	Electric	586	31,107		1	31,107	Include	Include	31,107	1,896	0	0
2013	Transmission	855800 Dir Transm Portf Del XS	711160 Reg Labor Load-Incentive	Electric	588	(558)		1	(558)	Include	Include	(558)	(34)	0	0
2013	Corporate Services	500834 BS Distributed Apps Other	711160 Reg Labor Load-Incentive	Electric	588	23		1	23	Include	Include	23	1	0	0
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	588	42		1	42	Include	Include	42	3	0	0
2013	Distribution Operations	896513 Mgr GE Supp Location	711160 Reg Labor Load-Incentive	Electric	588	85		1	85	Include	Include	85	5	0	0
2013	Corporate Services	855401 BS Utility OMS	711160 Reg Labor Load-Incentive	Electric	588	148		1	148	Include	Include	148	9	0	0
2013	Operations Services	500280 SC Material Coordination	711160 Reg Labor Load-Incentive	Electric	588	231		1	231	Include	Include	231	14	0	0
2013	Corporate Services	816009 Safety & Training	711160 Reg Labor Load-Incentive	Electric	588	331		1	331	Include	Include	331	0	0	0
2013	Corporate Services	855010 BS Mobile Computing	711160 Reg Labor Load-Incentive	Electric	588	499		1	499	Include	Include	499	30	0	0
2013	Corporate Services	855213 BS Utility GIS	711160 Reg Labor Load-Incentive	Electric	588	689		1	689	Include	Include	689	42	0	0
2013	Distribution Operations	812300 Dist Ops PTT SC	711160 Reg Labor Load-Incentive	Electric	588	723		1	723	Include	Include	723	44	0	0
2013	Financial Operations	601150 CF Distribution Finance	711160 Reg Labor Load-Incentive	Electric	588	1,988		1	1,988	Include	Include	1,988	121	0	0
2013	Distribution Operations	817000 Dist Business Operations SC	711160 Reg Labor Load-Incentive	Electric	588	2,585		1	2,585	Include	Include	2,585	158	0	0
2013	Corporate Services	500518 BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	588	3,047		1	3,047	Include	Include	3,047	186	0	0
2013	Distribution Operations	815404 Mgr Facility Attachments SC	711160 Reg Labor Load-Incentive	Electric	588	18,379		1	18,379	Include	Include	18,379	1,120	0	0
2013	Energy Supply	264307 ESAudit Issues	711160 Reg Labor Load-Incentive	Electric	590	664		1	664	Include	Include	664	40	0	0
2013	Transmission	859700 Subs Mtee Eng O&M (XS)	711160 Reg Labor Load-Incentive	Electric	590	1,309		1	1,309	Include	Include	1,309	80	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	590	3,258		1	3,258	Include	Include	3,258	199	0	0
2013	Energy Supply	264507 ESWaste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	590	4,977		1	4,977	Include	Include	4,977	303	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	592	786		1	786	Include	Include	786	0	0	0
2013	Financial Operations	801020 CF Financial Perf & Reporting	711160 Reg Labor Load-Incentive	Electric	593	22		1	22	Include	Include	22	1	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	593	70		1	70	Include	Include	70	4	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	593	621		1	621	Include	Include	621	621	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	593	792		1	792	Include	Include	792	0	0	0
2013	Distribution Operations	857820 Elec Ops MPLS OH/UG MN ED593	711160 Reg Labor Load-Incentive	Electric	593	988		1	988	Include	Include	988	0	0	0
2013	Distribution Operations	894100 Veg Mgmt SC	711160 Reg Labor Load-Incentive	Electric	593	25,287		1	25,287	Include	Include	25,287	0	0	0
2013	Transmission	857000 Siting & Land Rights No. (XS)	711160 Reg Labor Load-Incentive	Electric	594	220		1	220	Include	Include	220	13	0	0
2013	Corporate Services	430000 CC-VP Cust Care-XLS	711160 Reg Labor Load-Incentive	Electric	901	14,158		1	14,158	Include	Include	14,158	863	0	0
2013	Corporate Services	500834 BS Distributed Apps Other	711160 Reg Labor Load-Incentive	Electric	902	11		1	11	Include	Include	11	1	0	0
2013	Corporate Services	432200 CC-R.Collections-N XLS	711160 Reg Labor Load-Incentive	Electric	902	963		1	963	Include	Include	963	59	0	0
2013	Corporate Services	500518 BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	902	1,454		1	1,454	Include	Include	1,454	89	0	0
2013	Corporate Services	434000 CC-Mtr Rdg Director-XLS	711160 Reg Labor Load-Incentive	Electric	902	3,946		1	3,946	Include	Include	3,946	241	0	0
2013	Corporate Services	434900 CC-Mtr Rdg Support-XLS	711160 Reg Labor Load-Incentive	Electric	902	13,584		1	13,584	Include	Include	13,584	828	0	0
2013	Corporate Services	432600 CC PAR North	711160 Reg Labor Load-Incentive	Electric	903	5		1	5	Include	Include	5	0	0	0
2013	Corporate Services	500508 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	903	8		1	8	Include	Include	8	0	0	0
2013	Corporate Services	500834 BS Distributed Apps Other	711160 Reg Labor Load-Incentive	Electric	903	11		1	11	Include	Include	11	1	0	0
2013	Corporate Services	500452 BS Business Intelligence	711160 Reg Labor Load-Incentive	Electric	903	92		1	92	Include	Include	92	6	0	0
2013	Corporate Services	500518 BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	903	1,408		1	1,408	Include	Include	1,408	86	0	0
2013	Corporate Services	416000 BS CC Systems & E-Bus Mgr	711160 Reg Labor Load-Incentive	Electric	903	2,911		1	2,911	Include	Include	2,911	177	0	0
2013	Corporate Services	432213 CC-R.Collections-N Mn	711230 Incentive	Electric	903	3,647		1	3,647	Include	Include	3,647	222	0	0
2013	Corporate Services	433000 CC-Contact Cntr Dir-XLS	711160 Reg Labor Load-Incentive	Electric	903	5,780		1	5,780	Include	Include	5,780	352	0	0
2013	Corporate Services	436100 CC Credit Policy	711160 Reg Labor Load-Incentive	Electric	903	5,957		1	5,957	Include	Include	5,957	363	0	0
2013	Corporate Services	432000 CC-R-Dir Cr&Coll-XLS	711160 Reg Labor Load-Incentive	Electric	903	7,027		1	7,027	Include	Include	7,027	428	0	0
2013	Corporate Services	436000 CC Director Plan & Perf-SC	711160 Reg Labor Load-Incentive	Electric	903	7,401		1	7,401	Include	Include	7,401	451	0	0
2013	Corporate Services	431000 CC-B-Dir Billing Svcs-XLS	711160 Reg Labor Load-Incentive	Electric	903	10,454		1	10,454	Include	Include	10,454	637	0	0
2013	Corporate Services	500654 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	903	11,403		1	11,403	Include	Include	11,403	695	0	0
2013	Corporate Services	435400 CC Quality Assurance	711160 Reg Labor Load-Incentive	Electric	903	14,273		1	14,273	Include	Include	14,273	870	0	0
2013	Corporate Services	435410 CC - Communications	711160 Reg Labor Load-Incentive	Electric	903	16,524		1	16,524	Include	Include	16,524	1,007	0	0
2013	Corporate Services	437000 CC-Performance Management-XL	711160 Reg Labor Load-Incentive	Electric	903	19,333		1	19,333	Include	Include	19,333	1,178	0	0
2013	Corporate Services	435200 BS Account Management	711160 Reg Labor Load-Incentive	Electric	903	21,542		1	21,542	Include	Include	21,542	1,313	0	0
2013	Corporate Services	500920 CC Talent and Training - SC	711160 Reg Labor Load-Incentive	Electric	903	26,711		1	26,711	Include	Include	26,711	1,628	0	0
2013	Corporate Services	423300 Customer Advocates	711160 Reg Labor Load-Incentive	Electric	903	27,875		1	27,875	Include	Include	27,875	1,699	0	0
2013	Corporate Services	432100 CC Cr & Collections	711160 Reg Labor Load-Incentive	Electric	903	28,717		1	28,717	Include	Include	28,717	1,750	0	0

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Year	Bus Area Desc CCI	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd	YE Amt	Interchange Allocator	YE Amt NET OF		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
								Interchange	Include/Exclude					
2013	Corporate Services	605600 CC Remit Processing	711160 Reg Labor Load-Incentive	Electric	903	31,298		1	31,298	Include	31,298	1,908	0	0
2013	Corporate Services	432200 CC-R-Collections-N XLS	711160 Reg Labor Load-Incentive	Electric	903	34,672		1	34,672	Include	34,672	2,113	0	0
2013	Corporate Services	432900 CC Customer Receivables-SC	711160 Reg Labor Load-Incentive	Electric	903	45,255		1	45,255	Include	45,255	2,758	0	0
2013	Corporate Services	433311 Credit Call Cntr Centre Pointe	711160 Reg Labor Load-Incentive	Electric	903	55,588		1	55,588	Include	55,588	3,388	0	0
2013	Corporate Services	431200 Billing Operations North	711160 Reg Labor Load-Incentive	Electric	903	58,377		1	58,377	Include	58,377	3,558	0	0
2013	Corporate Services	433500 CC Resource Mgmt - SC	711160 Reg Labor Load-Incentive	Electric	903	64,666		1	64,666	Include	64,666	3,942	0	0
2013	Corporate Services	431800 CC-B-Billing Prod&Svc-XLS	711160 Reg Labor Load-Incentive	Electric	903	67,785		1	67,785	Include	67,785	4,130	0	0
2013	Corporate Services	433211 Credit Contact Cntr Amarillo	711160 Reg Labor Load-Incentive	Electric	903	69,712		1	69,712	Include	69,712	4,249	0	0
2013	Corporate Services	432700 CC Credit Support	711160 Reg Labor Load-Incentive	Electric	903	78,594		1	78,594	Include	78,594	4,790	0	0
2013	Corporate Services	423000 CC BSC Customer Service	711160 Reg Labor Load-Incentive	Electric	903	81,649		1	81,649	Include	81,649	4,977	0	0
2013	Corporate Services	433300 CC-Contact Cntr-Centre Pointe	711160 Reg Labor Load-Incentive	Electric	903	82,319		1	82,319	Include	82,319	5,018	0	0
2013	Corporate Services	431700 Billing Operations South	711160 Reg Labor Load-Incentive	Electric	903	111,967		1	111,967	Include	111,967	6,825	0	0
2013	Corporate Services	433200 CC-Contact Cntr-(Amarillo) XLS	711160 Reg Labor Load-Incentive	Electric	903	145,653		1	145,653	Include	145,653	8,876	0	0
2013	Corporate Services	433400 CC-Contact Cntr-(Sky Park) XLS	711160 Reg Labor Load-Incentive	Electric	903	307,946		1	307,946	Include	307,946	18,770	0	0
2013	Corporate Services	414000 Energy Efficiency Product Dev	711160 Reg Labor Load-Incentive	Electric	908	(2,372)		1	(2,372)	Include	(2,372)	(145)	0	0
2013	Corporate Services	413500 DSM and Renewable Operations	711160 Reg Labor Load-Incentive	Electric	908	(1)		1	(1)	Include	(1)	0	0	0
2013	Corporate Services	413500 DSM and Renewable Operations	711160 Reg Labor Load-Incentive	Electric	908	16		1	16	Include	16	0	0	0
2013	Corporate Services	412100 Market Research	711160 Reg Labor Load-Incentive	Electric	908	40		1	40	Include	40	2	0	0
2013	Corporate Services	623030 Graphic Design	711160 Reg Labor Load-Incentive	Electric	908	64		1	64	Include	64	0	0	0
2013	Corporate Services	414400 Renewable Marketing	711160 Reg Labor Load-Incentive	Electric	908	134		1	134	Include	134	8	0	0
2013	Corporate Services	413000 VP Marketing & CEP	711160 Reg Labor Load-Incentive	Electric	908	142		1	142	Include	142	9	0	0
2013	Corporate Services	623030 Graphic Design	711160 Reg Labor Load-Incentive	Electric	908	161		1	161	Include	161	10	0	0
2013	Corporate Services	412300 DSM Reg Strategy & Planning	711160 Reg Labor Load-Incentive	Electric	908	167		1	167	Include	167	167	0	0
2013	Corporate Services	413400 DSM Marketing - North	711160 Reg Labor Load-Incentive	Electric	908	204		1	204	Include	204	0	0	0
2013	Corporate Services	621000 Corporate Secretary	711160 Reg Labor Load-Incentive	Electric	908	442		1	442	Include	442	27	0	0
2013	Corporate Services	411300 Director DSM and Renewable Ops	711160 Reg Labor Load-Incentive	Electric	908	494		1	494	Include	494	30	0	0
2013	Corporate Services	411200 Emerging Customer Programs	711160 Reg Labor Load-Incentive	Electric	908	594		1	594	Include	594	36	0	0
2013	Corporate Services	413009 Dir Consumer Marketing	711160 Reg Labor Load-Incentive	Electric	908	731		1	731	Include	731	0	0	0
2013	Corporate Services	500452 BS Business Intelligence	711160 Reg Labor Load-Incentive	Electric	908	776		1	776	Include	776	0	0	0
2013	Corporate Services	413500 DSM and Renewable Operations	711160 Reg Labor Load-Incentive	Electric	908	790		1	790	Include	790	0	0	0
2013	Operations Services	385223 ES-Structured Purch	711160 Reg Labor Load-Incentive	Electric	908	820		1	820	Include	820	50	0	0
2013	Operations Services	385227 ES Origination	711160 Reg Labor Load-Incentive	Electric	908	1,017		1	1,017	Include	1,017	62	0	0
2013	Corporate Services	414301 Dir Retail Market Strategy	711160 Reg Labor Load-Incentive	Electric	908	1,424		1	1,424	Include	1,424	87	0	0
2013	Corporate Services	413300 Director DSM and Renewable Str	711160 Reg Labor Load-Incentive	Electric	908	1,652		1	1,652	Include	1,652	0	0	0
2013	Corporate Services	500452 BS Business Intelligence	711160 Reg Labor Load-Incentive	Electric	908	2,151		1	2,151	Include	2,151	131	0	0
2013	Corporate Services	498775 Advertising	711160 Reg Labor Load-Incentive	Electric	908	2,228		1	2,228	Include	2,228	0	0	0
2013	Corporate Services	414400 Renewable Marketing	711160 Reg Labor Load-Incentive	Electric	908	3,120		1	3,120	Include	3,120	0	0	0
2013	Corporate Services	413600 DSM Marketing - South	711160 Reg Labor Load-Incentive	Electric	908	3,696		1	3,696	Include	3,696	225	0	0
2013	Corporate Services	414200 Customer Digital Experience	711160 Reg Labor Load-Incentive	Electric	908	3,779		1	3,779	Include	3,779	230	0	0
2013	Corporate Services	413400 DSM Marketing - North	711160 Reg Labor Load-Incentive	Electric	908	3,962		1	3,962	Include	3,962	242	0	0
2013	Corporate Services	413011 Customer Experience Mktg	711160 Reg Labor Load-Incentive	Electric	908	4,507		1	4,507	Include	4,507	0	0	0
2013	Corporate Services	621060 Corporate Compliance	711160 Reg Labor Load-Incentive	Electric	908	4,659		1	4,659	Include	4,659	284	0	0
2013	Corporate Services	413300 Director DSM and Renewable Str	711160 Reg Labor Load-Incentive	Electric	908	5,389		1	5,389	Include	5,389	328	0	0
2013	Corporate Services	411100 Client Services North	711160 Reg Labor Load-Incentive	Electric	908	5,903		1	5,903	Include	5,903	360	0	0
2013	Corporate Services	412300 DSM Reg Strategy & Planning	711160 Reg Labor Load-Incentive	Electric	908	5,921		1	5,921	Include	5,921	0	0	0
2013	Corporate Services	498775 Advertising	711160 Reg Labor Load-Incentive	Electric	908	6,759		1	6,759	Include	6,759	412	0	0
2013	Corporate Services	413011 Customer Experience Mktg	711160 Reg Labor Load-Incentive	Electric	908	8,053		1	8,053	Include	8,053	491	0	0
2013	Corporate Services	414300 Product Development	711160 Reg Labor Load-Incentive	Electric	908	12,832		1	12,832	Include	12,832	782	0	0
2013	Corporate Services	432600 CC PAR North	711160 Reg Labor Load-Incentive	Electric	908	32,530		1	32,530	Include	32,530	1,983	0	0
2013	Operations Services	385227 ES Origination	711160 Reg Labor Load-Incentive	Electric	912	2,411		1	2,411	Include	2,411	147	0	0
2013	Benefits Related	501500 Benefits XS	711231 Performance Share Plan	Electric	920	(8,228)		1	(8,228)	Exclude	PSP	0	(8,228)	(504)
2013	Energy Supply	265707 ES Reliab Sv & Ovrl Mgmt-MN	711160 Reg Labor Load-Incentive	Electric	920	(4,181)		1	(4,181)	Include	(4,181)	(256)	0	0
2013	Operations Services	385223 ES-Structured Purch	711160 Reg Labor Load-Incentive	Electric	920	(2,515)		1	(2,515)	Include	(2,515)	(154)	0	0
2013	Benefits Related	501500 Benefits XS	711230 Incentive	Electric	920	(2,444)		1	(2,444)	Include	(2,444)	(149)	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	AC22	YFRC Cd	YE Amt	YE Amt NET OF		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
								Interchange Allocator	Interchange Include/Exclude					
2013	Corporate Services	500960 HR WF S&C Corporate	711160 Reg Labor Load-Incentive	Electric	920	(593)	(593)	1	(593)	Include	(593)	(40)	0	0
2013	Corporate Services	500980 HR VP Strategy & Consulting	711160 Reg Labor Load-Incentive	Electric	920	(593)	(593)	1	(593)	Include	(593)	(36)	0	0
2013	Revenue Group	812051 Cust and Comm Affairs NSPM 921	711160 Reg Labor Load-Incentive	Electric	920	(299)	(299)	1	(299)	Include	(299)	(18)	0	0
2013	Corporate Services	500508 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	920	(183)	(183)	1	(183)	Include	(183)	(11)	0	0
2013	Corporate Services	500480 BS Tech Risk Management	711160 Reg Labor Load-Incentive	Electric	920	(171)	(171)	1	(171)	Include	(171)	(10)	0	0
2013	Corporate Services	500481 BS Disaster Recovery	711160 Reg Labor Load-Incentive	Electric	920	(79)	(79)	1	(79)	Include	(79)	(5)	0	0
2013	Corporate Services	411300 Director DSM and Renewable Ops	711160 Reg Labor Load-Incentive	Electric	920	1	1	1	1	Include	1	0	0	0
2013	General Counsel	620300 GC Claims North	711160 Reg Labor Load-Incentive	Electric	920	1	1	1	1	Include	1	0	0	0
2013	Financial Operations	500461 Corporate Services Finance	711160 Reg Labor Load-Incentive	Electric	920	2	2	1	2	Include	2	0	0	0
2013	Corporate Services	500880 Field Safety & Training	711160 Reg Labor Load-Incentive	Electric	920	2	2	1	2	Include	2	0	0	0
2013	Financial Operations	601000 CF Financial Perf. & Planning	711160 Reg Labor Load-Incentive	Electric	920	3	3	1	3	Include	3	0	0	0
2013	Financial Operations	385285 Risk Analytics	711160 Reg Labor Load-Incentive	Electric	920	4	4	1	4	Include	4	0	0	0
2013	Energy Supply	268010 ES Plant Projects-CO	711160 Reg Labor Load-Incentive	Electric	920	4	4	1	4	Include	4	0	0	0
2013	Financial Operations	601150 CF Distribution Finance	711160 Reg Labor Load-Incentive	Electric	920	5	5	1	5	Include	5	0	0	0
2013	Corporate Services	500880 Field Safety & Training	711160 Reg Labor Load-Incentive	Electric	920	6	6	1	6	Include	6	0	0	0
2013	Corporate Services	432800 DSM Svcs & Rebate Ops	711160 Reg Labor Load-Incentive	Electric	920	7	7	1	7	Include	7	0	0	0
2013	Financial Operations	601900 CF Tax Services	711160 Reg Labor Load-Incentive	Electric	920	16	16	1	16	Include	16	1	0	0
2013	Energy Supply	264507 ES Waste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	920	16	16	1	16	Include	16	1	0	0
2013	Energy Supply	265847 ES Performance Testing CO	711160 Reg Labor Load-Incentive	Electric	920	17	17	1	17	Include	17	1	0	0
2013	Energy Supply	265206 ES Tech Compliance	711160 Reg Labor Load-Incentive	Electric	920	20	20	1	20	Include	20	1	0	0
2013	Financial Operations	605200 CF Financial Policy & Fcstng	711160 Reg Labor Load-Incentive	Electric	920	25	25	1	25	Include	25	2	0	0
2013	General Counsel	622000 GC Reg & Strategic Analysis	711160 Reg Labor Load-Incentive	Electric	920	26	26	1	26	Include	26	2	0	0
2013	Financial Operations	601350 CF Group Util Pres/OpCo Supp	711160 Reg Labor Load-Incentive	Electric	920	26	26	1	26	Include	26	2	0	0
2013	Corporate Services	413500 DSM and Renewable Operations	711160 Reg Labor Load-Incentive	Electric	920	35	35	1	35	Include	35	2	0	0
2013	Financial Operations	605200 CF Financial Policy & Fcstng	711160 Reg Labor Load-Incentive	Electric	920	39	39	1	39	Include	39	2	0	0
2013	Financial Operations	500791 CF Payroll & Benefits Accountg	711160 Reg Labor Load-Incentive	Electric	920	41	41	1	41	Include	41	3	0	0
2013	Financial Operations	500461 Corporate Services Finance	711160 Reg Labor Load-Incentive	Electric	920	46	46	1	46	Include	46	3	0	0
2013	Corporate Services	500830 EEO & Employee Relations	711160 Reg Labor Load-Incentive	Electric	920	54	54	1	54	Include	54	3	0	0
2013	Financial Operations	601350 CF Group Util Pres/OpCo Supp	711160 Reg Labor Load-Incentive	Electric	920	57	57	1	57	Include	57	3	0	0
2013	Corporate Services	413400 DSM Marketing - North	711160 Reg Labor Load-Incentive	Electric	920	60	60	1	60	Include	60	4	0	0
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	920	68	68	1	68	Include	68	4	0	0
2013	Energy Supply	265205 ES Tech Res & Compliance Dir	711160 Reg Labor Load-Incentive	Electric	920	68	68	1	68	Include	68	4	0	0
2013	Energy Supply	264407 ESEnviro Services - Air Water	711160 Reg Labor Load-Incentive	Electric	920	76	76	1	76	Include	76	5	0	0
2013	Corporate Services	414000 Energy Efficiency Product Dev	711160 Reg Labor Load-Incentive	Electric	920	79	79	1	79	Include	79	5	0	0
2013	Corporate Services	500860 Strategy & Consult Solu	711160 Reg Labor Load-Incentive	Electric	920	84	84	1	84	Include	84	5	0	0
2013	Financial Operations	601900 CF Tax Services	711160 Reg Labor Load-Incentive	Electric	920	84	84	1	84	Include	84	5	0	0
2013	Gas Systems	810400 GEO PTT	711160 Reg Labor Load-Incentive	Electric	920	93	93	1	93	Include	93	6	0	0
2013	Corporate Services	500850 Strategy & Consult No	711160 Reg Labor Load-Incentive	Electric	920	101	101	1	101	Include	101	6	0	0
2013	Financial Operations	624000 Revenue Requirements South	711160 Reg Labor Load-Incentive	Electric	920	103	103	1	103	Include	103	6	0	0
2013	Financial Operations	601020 CF Financial Perf & Reporting	711160 Reg Labor Load-Incentive	Electric	920	109	109	1	109	Include	109	7	0	0
2013	Financial Operations	601200 CF Capital Asset Acct	711160 Reg Labor Load-Incentive	Electric	920	112	112	1	112	Include	112	7	0	0
2013	Corporate Services	500470 BS PMO	711160 Reg Labor Load-Incentive	Electric	920	116	116	1	116	Include	116	7	0	0
2013	Operations Services	385220 ES-Purchase Power	711160 Reg Labor Load-Incentive	Electric	920	128	128	1	128	Include	128	8	0	0
2013	Financial Operations	385295 Load Forecasting & Analysis	711160 Reg Labor Load-Incentive	Electric	920	130	130	1	130	Include	130	8	0	0
2013	General Counsel	620000 GC VP General Counsel	711160 Reg Labor Load-Incentive	Electric	920	141	141	1	141	Include	141	9	0	0
2013	Distribution Operations	897027 Dist Planning & Perform CAP	711160 Reg Labor Load-Incentive	Electric	920	143	143	1	143	Include	143	9	0	0
2013	Corporate Services	500834 BS Distributed Apps Other	711160 Reg Labor Load-Incentive	Electric	920	158	158	1	158	Include	158	10	0	0
2013	Distribution Operations	812327 Dist Ops PTT SC Cap	711160 Reg Labor Load-Incentive	Electric	920	159	159	1	159	Include	159	10	0	0
2013	Financial Operations	389122 CF Utility & SPS Reg Acctng	711160 Reg Labor Load-Incentive	Electric	920	160	160	1	160	Include	160	10	0	0
2013	Operations Services	500194 SC Programs & Support	711160 Reg Labor Load-Incentive	Electric	920	162	162	1	162	Include	162	10	0	0
2013	Corporate Services	500890 Corporate Safety	711160 Reg Labor Load-Incentive	Electric	920	168	168	1	168	Include	168	10	0	0
2013	Financial Operations	601900 CF Tax Services	711160 Reg Labor Load-Incentive	Electric	920	170	170	1	170	Include	170	10	0	0
2013	Financial Operations	624000 Revenue Requirements South	711160 Reg Labor Load-Incentive	Electric	920	184	184	1	184	Include	184	11	0	0
2013	Financial Operations	601150 CF Distribution Finance	711160 Reg Labor Load-Incentive	Electric	920	231	231	1	231	Include	231	14	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	OFR FERC Cd AC22	YE Amt	Interchange Allocator	YE Amt NET OF Interchange	Include/Exclude	Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
2013	Corporate Services	413600 DSM Marketing - South	711160 Reg Labor Load-Incentive	Electric	920	237	1	237	Include	Include	237	14	0	0
2013	Corporate Services	500990 Corporate Safety	711160 Reg Labor Load-Incentive	Electric	920	239	1	239	Include	Include	239	15	0	0
2013	Revenue Group	385210 GP Resource Plg. & Acq	711160 Reg Labor Load-Incentive	Electric	920	241	1	241	Include	Include	241	15	0	0
2013	Corporate Services	413011 Customer Experience Mktg	711160 Reg Labor Load-Incentive	Electric	920	241	1	241	Include	Include	241	15	0	0
2013	Financial Operations	601000 CF Financial Perf. & Planning	711160 Reg Labor Load-Incentive	Electric	920	242	1	242	Include	Include	242	15	0	0
2013	Operations Services	385320 OS Dir Coal Supply	711160 Reg Labor Load-Incentive	Electric	920	246	1	246	Include	Include	246	15	0	0
2013	Corporate Services	500014 Corporate Communications	711160 Reg Labor Load-Incentive	Electric	920	274	1	274	Include	Include	274	17	0	0
2013	Energy Supply	265807 ES Performance Mntn	711160 Reg Labor Load-Incentive	Electric	920	301	1	301	Include	Include	301	18	0	0
2013	Corporate Services	500435 BS Data Services SI	711160 Reg Labor Load-Incentive	Electric	920	305	1	305	Include	Include	305	19	0	0
2013	Corporate Services	623030 Graphic Design	711160 Reg Labor Load-Incentive	Electric	920	320	1	320	Include	Include	320	20	0	0
2013	Energy Supply	267507 ES Planning and Process Enhanc	711160 Reg Labor Load-Incentive	Electric	920	327	1	327	Include	Include	327	20	0	0
2013	Financial Operations	389130 CF NSP Utility Accounting	711160 Reg Labor Load-Incentive	Electric	920	329	1	329	Include	Include	329	20	0	0
2013	Financial Operations	601020 CF Financial Perf & Reporting	711160 Reg Labor Load-Incentive	Electric	920	342	1	342	Include	Include	342	21	0	0
2013	Revenue Group	625200 GP Pricing - South	711160 Reg Labor Load-Incentive	Electric	920	347	1	347	Include	Include	347	21	0	0
2013	Corporate Services	500830 EEO & Employee Relations	711160 Reg Labor Load-Incentive	Electric	920	348	1	348	Include	Include	348	21	0	0
2013	Operations Services	385224 ES Market Operations	711160 Reg Labor Load-Incentive	Electric	920	360	1	360	Include	Include	360	22	0	0
2013	Corporate Services	500960 HR WF S&C Corporate	711160 Reg Labor Load-Incentive	Electric	920	371	1	371	Include	Include	371	23	0	0
2013	Financial Operations	601900 CF Tax Services	711160 Reg Labor Load-Incentive	Electric	920	372	1	372	Include	Include	372	23	0	0
2013	Financial Operations	622510 Regulatory Process	711160 Reg Labor Load-Incentive	Electric	920	373	1	373	Include	Include	373	23	0	0
2013	Corporate Services	500915 Safety	711160 Reg Labor Load-Incentive	Electric	920	374	1	374	Include	Include	374	23	0	0
2013	Gas Systems	809600 Gas Eng Support Svcs SC	711160 Reg Labor Load-Incentive	Electric	920	376	1	376	Include	Include	376	23	0	0
2013	Operations Services	891026 Dir Fleet Den ACAFLT	711160 Reg Labor Load-Incentive	Electric	920	392	1	392	Include	Include	392	24	0	0
2013	Energy Supply	262107 ES GM MN Plants	711160 Reg Labor Load-Incentive	Electric	920	437	1	437	Include	Include	437	27	0	0
2013	Gas Systems	897627 Gas Operations CAP	711160 Reg Labor Load-Incentive	Electric	920	442	1	442	Include	Include	442	27	0	0
2013	Operations Services	500321 ES Logistics Manager	711160 Reg Labor Load-Incentive	Electric	920	443	1	443	Include	Include	443	27	0	0
2013	Financial Operations	389130 CF NSP Utility Accounting	711160 Reg Labor Load-Incentive	Electric	920	461	1	461	Include	Include	461	28	0	0
2013	Revenue Group	625200 GP Pricing - South	711160 Reg Labor Load-Incentive	Electric	920	472	1	472	Include	Include	472	29	0	0
2013	Operations Services	385232 ES Generation Cntrl & Dispatch	711160 Reg Labor Load-Incentive	Electric	920	501	1	501	Include	Include	501	31	0	0
2013	Operations Services	500280 SC Material Coordination	711160 Reg Labor Load-Incentive	Electric	920	520	1	520	Include	Include	520	32	0	0
2013	Distribution Operations	887900 DMS Project Director Misc	711160 Reg Labor Load-Incentive	Electric	920	527	1	527	Include	Include	527	32	0	0
2013	Corporate Services	412300 DSM Reg Strategy & Planning	711160 Reg Labor Load-Incentive	Electric	920	553	1	553	Include	Include	553	34	0	0
2013	Transmission	880055 Transmission Business Ops	711160 Reg Labor Load-Incentive	Electric	920	561	1	561	Include	Include	561	34	0	0
2013	Corporate Services	413300 Director DSM and Renewable Str	711160 Reg Labor Load-Incentive	Electric	920	583	1	583	Include	Include	583	36	0	0
2013	Operations Services	385231 ES Energy Trading	711160 Reg Labor Load-Incentive	Electric	920	589	1	589	Include	Include	589	36	0	0
2013	Revenue Group	625800 GP Reg Admin Denver	711160 Reg Labor Load-Incentive	Electric	920	593	1	593	Include	Include	593	38	0	0
2013	Financial Operations	622500 Revenue Requirements	711160 Reg Labor Load-Incentive	Electric	920	671	1	671	Include	Include	671	41	0	0
2013	Energy Supply	264807 ESCombustion Products Mgmt	711160 Reg Labor Load-Incentive	Electric	920	730	1	730	Include	Include	730	45	0	0
2013	Revenue Group	625900 GP Policy Development	711160 Reg Labor Load-Incentive	Electric	920	750	1	750	Include	Include	750	46	0	0
2013	Financial Operations	601900 CF Tax Services	711160 Reg Labor Load-Incentive	Electric	920	761	1	761	Include	Include	761	47	0	0
2013	Revenue Group	625800 GP Reg Admin Denver	711160 Reg Labor Load-Incentive	Electric	920	845	1	845	Include	Include	845	52	0	0
2013	Financial Operations	601260 CF PSCo Regulatory Accounting	711160 Reg Labor Load-Incentive	Electric	920	849	1	849	Include	Include	849	52	0	0
2013	Corporate Services	623030 Graphic Design	711160 Reg Labor Load-Incentive	Electric	920	858	1	858	Include	Include	858	53	0	0
2013	Gas Systems	897800 Gas Operations SC	711160 Reg Labor Load-Incentive	Electric	920	864	1	864	Include	Include	864	53	0	0
2013	Gas Systems	815100 Compliance & Assurance	711160 Reg Labor Load-Incentive	Electric	920	866	1	866	Include	Include	866	53	0	0
2013	Corporate Services	500013 Client Services South	711160 Reg Labor Load-Incentive	Electric	920	880	1	880	Include	Include	880	54	0	0
2013	Corporate Services	500654 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	920	893	1	893	Include	Include	893	55	0	0
2013	Transmission	835000 Dir Substation COM O&M (XS)	711160 Reg Labor Load-Incentive	Electric	920	897	1	897	Include	Include	897	55	0	0
2013	Operations Services	500206 SC Purchasing Alloc P	711160 Reg Labor Load-Incentive	Electric	920	905	1	905	Include	Include	905	55	0	0
2013	Gas Systems	887200 Integrity Programs	711160 Reg Labor Load-Incentive	Electric	920	949	1	949	Include	Include	949	58	0	0
2013	Operations Services	385430 OS Gas Planning	711160 Reg Labor Load-Incentive	Electric	920	1,009	1	1,009	Include	Include	1,009	62	0	0
2013	Corporate Services	498775 Advertising	711160 Reg Labor Load-Incentive	Electric	920	1,014	1	1,014	Include	Include	1,014	62	0	0
2013	Financial Operations	389130 CF NSP Utility Accounting	711160 Reg Labor Load-Incentive	Electric	920	1,028	1	1,028	Include	Include	1,028	63	0	0
2013	Operations Services	500290 SC Ops FR & Whs	711160 Reg Labor Load-Incentive	Electric	920	1,028	1	1,028	Include	Include	1,028	63	0	0
2013	Financial Operations	500461 Corporate Services Finance	711160 Reg Labor Load-Incentive	Electric	920	1,057	1	1,057	Include	Include	1,057	65	0	0

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Year	Bus Area Desc.CC1	Business Unit Unallocated.Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	AC22	OFR FERC Cd	YE Amt	Interchange Alligator	YE Amt NET OF		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
									Interchange	Include/Exclude					
2013	General Counsel	623500 GC Environmental Policy & Serv	711160 Reg Labor Load-Incentive	Electric	920		1,074	1	1,074	Include	Include	1,074	66	0	0
2013	Operations Services	500201 SC Maj Cap & Comm Pj Sourcing	711160 Reg Labor Load-Incentive	Electric	920		1,098	1	1,098	Include	Include	1,098	67	0	0
2013	Corporate Services	855401 BS Utility OMS	711160 Reg Labor Load-Incentive	Electric	920		1,102	1	1,102	Include	Include	1,102	67	0	0
2013	Financial Operations	601200 CF Capital Asset Acct	711160 Reg Labor Load-Incentive	Electric	920		1,129	1	1,129	Include	Include	1,129	69	0	0
2013	Transmission	881114 Strategic Transm Initiatives	711160 Reg Labor Load-Incentive	Electric	920		1,174	1	1,174	Include	Include	1,174	72	0	0
2013	Financial Operations	622500 Revenue Requirements	711160 Reg Labor Load-Incentive	Electric	920		1,237	1	1,237	Include	Include	1,237	76	0	0
2013	Corporate Services	500472 BS Governance	711160 Reg Labor Load-Incentive	Electric	920		1,367	1	1,367	Include	Include	1,367	84	0	0
2013	Financial Operations	601550 CFO Program Office	711160 Reg Labor Load-Incentive	Electric	920		1,448	1	1,448	Include	Include	1,448	89	0	0
2013	Energy Supply	267107 ES Asset Management Systems	711160 Reg Labor Load-Incentive	Electric	920		1,450	1	1,450	Include	Include	1,450	89	0	0
2013	Corporate Services	500970 S&C TTC & Safety	711160 Reg Labor Load-Incentive	Electric	920		1,507	1	1,507	Include	Include	1,507	92	0	0
2013	Financial Operations	389126 CF PSCo Commercial Accounting	711160 Reg Labor Load-Incentive	Electric	920		1,570	1	1,570	Include	Include	1,570	96	0	0
2013	Corporate Services	855000 BS PassPort & Work Mgmt	711160 Reg Labor Load-Incentive	Electric	920		1,609	1	1,609	Include	Include	1,609	98	0	0
2013	Chief Executive Officer	660000 CE Xcel Pres, CEO & Chairman	711160 Reg Labor Load-Incentive	Electric	920		1,620	1	1,620	Include	Include	1,620	99	0	0
2013	Corporate Services	500471 BS Compliance	711160 Reg Labor Load-Incentive	Electric	920		1,745	1	1,745	Include	Include	1,745	107	0	0
2013	Corporate Services	500180 VP Supply Chain Alloc P	711160 Reg Labor Load-Incentive	Electric	920		1,747	1	1,747	Include	Include	1,747	107	0	0
2013	Corporate Services	500654 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	920		1,759	1	1,759	Include	Include	1,759	108	0	0
2013	Operations Services	500291 SC Material Stat & Plan	711160 Reg Labor Load-Incentive	Electric	920		1,841	1	1,841	Include	Include	1,841	113	0	0
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	920		2,172	1	2,172	Include	Include	2,172	133	0	0
2013	Distribution Operations	812300 Dist Ops PTT SC	711160 Reg Labor Load-Incentive	Electric	920		2,362	1	2,362	Include	Include	2,362	144	0	0
2013	Financial Operations	605200 CF Financial Policy & Fcstng	711160 Reg Labor Load-Incentive	Electric	920		2,389	1	2,389	Include	Include	2,389	146	0	0
2013	Energy Supply	265607 ES Maintenance Resources Mgr	711160 Reg Labor Load-Incentive	Electric	920		2,439	1	2,439	Include	Include	2,439	149	0	0
2013	Financial Operations	385295 Load Forecasting & Analysis	711160 Reg Labor Load-Incentive	Electric	920		2,505	1	2,505	Include	Include	2,505	153	0	0
2013	General Counsel	620300 GC Claims North	711160 Reg Labor Load-Incentive	Electric	920		2,567	1	2,567	Include	Include	2,567	157	0	0
2013	Financial Operations	389130 CF NSP Utility Accounting	711160 Reg Labor Load-Incentive	Electric	920		2,630	1	2,630	Include	Include	2,630	161	0	0
2013	Financial Operations	601300 CF Corporate Acct	711160 Reg Labor Load-Incentive	Electric	920		2,699	1	2,699	Include	Include	2,699	165	0	0
2013	General Counsel	620300 GC Claims North	711160 Reg Labor Load-Incentive	Electric	920		2,803	1	2,803	Include	Include	2,803	171	0	0
2013	Revenue Group	625800 GP Reg Admin Denver	711160 Reg Labor Load-Incentive	Electric	920		2,809	1	2,809	Include	Include	2,809	172	0	0
2013	Corporate Services	500059 Lear Jet 45-187 - CLG	711160 Reg Labor Load-Incentive	Electric	920		3,103	1	3,103	Include	Include	3,103	190	0	0
2013	Financial Operations	617100 CF Distribution Capital Financ	711160 Reg Labor Load-Incentive	Electric	920		3,295	1	3,295	Include	Include	3,295	201	0	0
2013	Financial Operations	622560 Revenue Requirements North	711160 Reg Labor Load-Incentive	Electric	920		3,309	1	3,309	Include	Include	3,309	202	0	0
2013	General Counsel	620000 GC VP General Counsel	711160 Reg Labor Load-Incentive	Electric	920		3,433	1	3,433	Include	Include	3,433	210	0	0
2013	Corporate Services	500516 BS Energy Supply Svs	711160 Reg Labor Load-Incentive	Electric	920		3,551	1	3,551	Include	Include	3,551	217	0	0
2013	Corporate Services	500051 Lear Jet 45 -CLG	711160 Reg Labor Load-Incentive	Electric	920		3,585	1	3,585	Include	Include	3,585	219	0	0
2013	Financial Operations	615100 CF Energy Supply Finance	711160 Reg Labor Load-Incentive	Electric	920		4,077	1	4,077	Include	Include	4,077	250	0	0
2013	Corporate Services	500509 BS IT/ Technology Management	711160 Reg Labor Load-Incentive	Electric	920		4,090	1	4,090	Include	Include	4,090	250	0	0
2013	Financial Operations	601200 CF Capital Asset Acct	711160 Reg Labor Load-Incentive	Electric	920		4,109	1	4,109	Include	Include	4,109	252	0	0
2013	Corporate Services	500915 Safety	711160 Reg Labor Load-Incentive	Electric	920		4,130	1	4,130	Include	Include	4,130	253	0	0
2013	Energy Supply	265857 ES Performance Testing MN	711160 Reg Labor Load-Incentive	Electric	920		4,254	1	4,254	Include	Include	4,254	261	0	0
2013	Corporate Services	500134 HR Screening - Xcel	711160 Reg Labor Load-Incentive	Electric	920		4,814	1	4,814	Include	Include	4,814	294	0	0
2013	Energy Supply	264007 ESEnviro Services	711160 Reg Labor Load-Incentive	Electric	920		4,821	1	4,821	Include	Include	4,821	295	0	0
2013	Corporate Services	411100 Client Services North	711160 Reg Labor Load-Incentive	Electric	920		4,945	1	4,945	Include	Include	4,945	301	0	0
2013	Corporate Services	500432 Executive Protection	711160 Reg Labor Load-Incentive	Electric	920		4,968	1	4,968	Include	Include	4,968	304	0	0
2013	Corporate Services	411200 Emerging Customer Programs	711160 Reg Labor Load-Incentive	Electric	920		4,975	1	4,975	Include	Include	4,975	303	0	0
2013	Corporate Services	500910 Field Safety & Training-ES	711160 Reg Labor Load-Incentive	Electric	920		4,989	1	4,989	Include	Include	4,989	306	0	0
2013	Corporate Services	500854 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	920		5,138	1	5,138	Include	Include	5,138	314	0	0
2013	Energy Supply	264107 ESAir	711160 Reg Labor Load-Incentive	Electric	920		5,197	1	5,197	Include	Include	5,197	318	0	0
2013	Financial Operations	622550 Revenue Requirements North	711160 Reg Labor Load-Incentive	Electric	920		5,232	1	5,232	Include	Include	5,232	320	0	0
2013	Financial Operations	624000 Revenue Requirements South	711160 Reg Labor Load-Incentive	Electric	920		5,405	1	5,405	Include	Include	5,405	331	0	0
2013	Financial Operations	601450 CF Subsidiary Accounting	711160 Reg Labor Load-Incentive	Electric	920		5,476	1	5,476	Include	Include	5,476	335	0	0
2013	Corporate Services	500452 BS Business Intelligence	711160 Reg Labor Load-Incentive	Electric	920		5,624	1	5,624	Include	Include	5,624	343	0	0
2013	Corporate Services	414301 Dir Retail Market Strategy	711160 Reg Labor Load-Incentive	Electric	920		6,027	1	6,027	Include	Include	6,027	367	0	0
2013	Financial Operations	601200 CF Capital Asset Acct	711160 Reg Labor Load-Incentive	Electric	920		6,045	1	6,045	Include	Include	6,045	370	0	0
2013	Corporate Services	500130 Security Management XES	711160 Reg Labor Load-Incentive	Electric	920		6,117	1	6,117	Include	Include	6,117	374	0	0
2013	Operations Services	385227 ES Origination	711160 Reg Labor Load-Incentive	Electric	920		6,189	1	6,189	Include	Include	6,189	379	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated	Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	AC22	YE Amt	Interchange Allocator	YE Amt NET OF Interchange	Include/Exclude	Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
2013	Gas Systems	887100	System & Strategic Plan MISC	711160 Reg Labor Load-Incentive	Electric	920	6,243	1	6,243	Include	Include	6,243	382	0	0
2013	Energy Supply	264307	ES Audit Issues	711160 Reg Labor Load-Incentive	Electric	920	6,275	1	6,275	Include	Include	6,275	384	0	0
2013	Energy Supply	267807	ES Reliab Serv-OH Mgmt	711160 Reg Labor Load-Incentive	Electric	920	6,307	1	6,307	Include	Include	6,307	386	0	0
2013	Corporate Services	414200	Customer Digital Experience	711160 Reg Labor Load-Incentive	Electric	920	6,410	1	6,410	Include	Include	6,410	391	0	0
2013	Financial Operations	500791	CF Payroll & Benefits Accountg	711160 Reg Labor Load-Incentive	Electric	920	6,524	1	6,524	Include	Include	6,524	399	0	0
2013	Corporate Services	500014	Corporate Communications	711160 Reg Labor Load-Incentive	Electric	920	6,599	1	6,599	Include	Include	6,599	402	0	0
2013	External Affairs	623040	Corp. & State Ext. Affairs	711160 Reg Labor Load-Incentive	Electric	920	6,668	1	6,668	Include	Include	6,668	408	0	0
2013	Corporate Services	435200	BS Account Management	711160 Reg Labor Load-Incentive	Electric	920	6,798	1	6,798	Include	Include	6,798	416	0	0
2013	General Counsel	500499	GC Next Generation	711160 Reg Labor Load-Incentive	Electric	920	6,819	1	6,819	Include	Include	6,819	417	0	0
2013	Corporate Services	500830	EEO & Employee Relations	711160 Reg Labor Load-Incentive	Electric	920	6,828	1	6,828	Include	Include	6,828	418	0	0
2013	Corporate Services	500816	Public Safety	711160 Reg Labor Load-Incentive	Electric	920	6,983	1	6,983	Include	Include	6,983	427	0	0
2013	Financial Operations	603004	CF Investments & Pensions	711160 Reg Labor Load-Incentive	Electric	920	7,277	1	7,277	Include	Include	7,277	445	0	0
2013	Corporate Services	500589	BS IOC - Tools Team	711160 Reg Labor Load-Incentive	Electric	920	7,280	1	7,280	Include	Include	7,280	445	0	0
2013	Operations Services	267007	OS VP Fuels	711160 Reg Labor Load-Incentive	Electric	920	7,339	1	7,339	Include	Include	7,339	449	0	0
2013	Financial Operations	601050	CF Reg Acct & Joint Venture	711160 Reg Labor Load-Incentive	Electric	920	7,753	1	7,753	Include	Include	7,753	474	0	0
2013	Corporate Services	413009	Dir Consumer Marketing	711160 Reg Labor Load-Incentive	Electric	920	8,064	1	8,064	Include	Include	8,064	492	0	0
2013	Financial Operations	624000	Revenue Requirements South	711160 Reg Labor Load-Incentive	Electric	920	8,129	1	8,129	Include	Include	8,129	497	0	0
2013	Financial Operations	389400	CF Transmission Accounting	711160 Reg Labor Load-Incentive	Electric	920	8,175	1	8,175	Include	Include	8,175	500	0	0
2013	Corporate Services	385410	Resource Planning	711160 Reg Labor Load-Incentive	Electric	920	8,297	1	8,297	Include	Include	8,297	507	0	0
2013	Revenue Group	625800	GP Reg Admin Denver	711160 Reg Labor Load-Incentive	Electric	920	8,320	1	8,320	Include	Include	8,320	509	0	0
2013	General Counsel	620100	GC Legal Services	711160 Reg Labor Load-Incentive	Electric	920	8,353	1	8,353	Include	Include	8,353	511	0	0
2013	Corporate Services	500496	BS Deskside Support	711160 Reg Labor Load-Incentive	Electric	920	8,850	1	8,850	Include	Include	8,850	541	0	0
2013	Financial Operations	601850	CF Transmission Finance	711160 Reg Labor Load-Incentive	Electric	920	9,148	1	9,148	Include	Include	9,148	559	0	0
2013	Corporate Services	500587	BS IOC - Production Control	711160 Reg Labor Load-Incentive	Electric	920	9,252	1	9,252	Include	Include	9,252	566	0	0
2013	Corporate Services	416000	BS CC Systems & E-Bus Mgr	711160 Reg Labor Load-Incentive	Electric	920	9,536	1	9,536	Include	Include	9,536	583	0	0
2013	Operations Services	385233	ES Trading Analytics	711160 Reg Labor Load-Incentive	Electric	920	9,570	1	9,570	Include	Include	9,570	585	0	0
2013	Energy Supply	265107	ES Minneapolis Lab	711160 Reg Labor Load-Incentive	Electric	920	9,798	1	9,798	Include	Include	9,798	600	0	0
2013	Financial Operations	601350	CF Group Util Pres/OpCo Supp	711160 Reg Labor Load-Incentive	Electric	920	10,204	1	10,204	Include	Include	10,204	624	0	0
2013	Energy Supply	268007	ES Engineering & Construction	711160 Reg Labor Load-Incentive	Electric	920	10,542	1	10,542	Include	Include	10,542	646	0	0
2013	Corporate Services	414300	Product Development	711160 Reg Labor Load-Incentive	Electric	920	11,141	1	11,141	Include	Include	11,141	679	0	0
2013	Energy Supply	264507	ES Waste Remediation - Directo	711160 Reg Labor Load-Incentive	Electric	920	11,420	1	11,420	Include	Include	11,420	699	0	0
2013	Operations Services	500177	SC PC Alloc P	711160 Reg Labor Load-Incentive	Electric	920	11,427	1	11,427	Include	Include	11,427	699	0	0
2013	External Affairs	623200	Political/Grass Roots	711160 Reg Labor Load-Incentive	Electric	920	11,923	1	11,923	Exclude	Non-Utility	0	0	0	
2013	Energy Supply	265007	ES Technical Services	711160 Reg Labor Load-Incentive	Electric	920	12,162	1	12,162	Include	Include	12,162	745	0	0
2013	Financial Operations	389000	CF Utility Accounting	711160 Reg Labor Load-Incentive	Electric	920	12,672	1	12,672	Include	Include	12,672	775	0	0
2013	External Affairs	622100	Federal Government Affairs	711160 Reg Labor Load-Incentive	Electric	920	13,015	1	13,015	Exclude	Non-Utility	0	0	0	
2013	Financial Operations	622500	Revenue Requirements	711160 Reg Labor Load-Incentive	Electric	920	13,196	1	13,196	Include	Include	13,196	807	0	0
2013	Corporate Services	882000	BS Control Sys Mgmt BOS	711160 Reg Labor Load-Incentive	Electric	920	13,263	1	13,263	Include	Include	13,263	811	0	0
2013	Financial Operations	385270	VP Risk Management	711160 Reg Labor Load-Incentive	Electric	920	13,407	1	13,407	Include	Include	13,407	820	0	0
2013	Corporate Services	500661	Service Desk	711160 Reg Labor Load-Incentive	Electric	920	13,664	1	13,664	Include	Include	13,664	836	0	0
2013	Operations Services	385215	OS Gas Supply	711160 Reg Labor Load-Incentive	Electric	920	13,853	1	13,853	Include	Include	13,853	847	0	0
2013	Corporate Services	500431	Security Services XES South	711160 Reg Labor Load-Incentive	Electric	920	13,881	1	13,881	Include	Include	13,881	849	0	0
2013	Energy Supply	267107	ES Asset Management Systems	711160 Reg Labor Load-Incentive	Electric	920	14,011	1	14,011	Include	Include	14,011	858	0	0
2013	Corporate Services	412100	Market Research	711160 Reg Labor Load-Incentive	Electric	920	14,123	1	14,123	Include	Include	14,123	861	0	0
2013	Corporate Services	500850	Strategy & Consult No	711160 Reg Labor Load-Incentive	Electric	920	14,298	1	14,298	Include	Include	14,298	876	0	0
2013	Distribution Operations	897000	Dist Planning & Perform Misc	711160 Reg Labor Load-Incentive	Electric	920	14,672	1	14,672	Include	Include	14,672	897	0	0
2013	General Counsel	623500	GC Environmental Policy & Serv	711160 Reg Labor Load-Incentive	Electric	920	15,310	1	15,310	Include	Include	15,310	936	0	0
2013	Energy Supply	267707	ES Plant Engrg & Tech Support	711160 Reg Labor Load-Incentive	Electric	920	15,314	1	15,314	Include	Include	15,314	938	0	0
2013	Gas Systems	807400	Gas Operations VP	711160 Reg Labor Load-Incentive	Electric	920	15,468	1	15,468	Include	Include	15,468	946	0	0
2013	Corporate Services	610000	Safety & Workforce Relation	711160 Reg Labor Load-Incentive	Electric	920	15,617	1	15,617	Include	Include	15,617	955	0	0
2013	Energy Supply	264307	ES Audit Issues	711160 Reg Labor Load-Incentive	Electric	920	15,654	1	15,654	Include	Include	15,654	957	0	0
2013	Operations Services	385250	ES Dir Power Operations	711160 Reg Labor Load-Incentive	Electric	920	15,669	1	15,669	Include	Include	15,669	958	0	0
2013	Corporate Services	500652	Enterprise Transformation Offi	711160 Reg Labor Load-Incentive	Electric	920	15,963	1	15,963	Include	Include	15,963	976	0	0
2013	Corporate Services	500895	STRATEGY & PERFORMANCE SAFETY	711160 Reg Labor Load-Incentive	Electric	920	15,988	1	15,988	Include	Include	15,988	978	0	0

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Year	Bus Area Desc CCI	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	GFR FERC Cd	AC22	YE Amt	YE Amt NET OF		Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
								Interchange Allocator	Interchange					
2013	Corporate Services	623030 Graphic Design	711160 Reg Labor Load-Incentive	Electric	920	15,989	1	15,989	Include	Include	15,989	978	0	0
2013	Corporate Services	413011 Customer Experience Mktg	711160 Reg Labor Load-Incentive	Electric	920	16,337	1	16,337	Include	Include	16,337	996	0	0
2013	Financial Operations	385290 Generation Modeling Services	711160 Reg Labor Load-Incentive	Electric	920	16,407	1	16,407	Include	Include	16,407	1,003	0	0
2013	Distribution Operations	910100 VP Distribution Operations	711160 Reg Labor Load-Incentive	Electric	920	17,014	1	17,014	Include	Include	17,014	1,041	0	0
2013	Energy Supply	264707 ESWater	711160 Reg Labor Load-Incentive	Electric	920	17,016	1	17,016	Include	Include	17,016	1,042	0	0
2013	Financial Operations	601500 CF Office of the Controller	711160 Reg Labor Load-Incentive	Electric	920	17,341	1	17,341	Include	Include	17,341	1,061	0	0
2013	Financial Operations	617100 CF Distribution Capital Financ	711160 Reg Labor Load-Incentive	Electric	920	17,550	1	17,550	Include	Include	17,550	1,073	0	0
2013	Financial Operations	389120 CF Trans Enblmt & SPS Com Act	711160 Reg Labor Load-Incentive	Electric	920	17,644	1	17,644	Include	Include	17,644	1,079	0	0
2013	External Affairs	623005 External Affairs VP	711160 Reg Labor Load-Incentive	Electric	920	17,663	1	17,663	Include	Include	17,663	1,080	0	0
2013	Financial Operations	500791 CF Payroll & Benefits Accountg	711160 Reg Labor Load-Incentive	Electric	920	18,067	1	18,067	Include	Include	18,067	1,105	0	0
2013	Energy Supply	267507 ES Planning and Process Enhanc	711160 Reg Labor Load-Incentive	Electric	920	18,973	1	18,973	Include	Include	18,973	1,162	0	0
2013	Corporate Services	413000 VP Marketing & CEP	711160 Reg Labor Load-Incentive	Electric	920	19,449	1	19,449	Include	Include	19,449	1,185	0	0
2013	Corporate Services	500440 BS Project Mgmt & Delivery	711160 Reg Labor Load-Incentive	Electric	920	19,547	1	19,547	Include	Include	19,547	1,195	0	0
2013	Financial Operations	385280 Contract Dev & Transaction	711160 Reg Labor Load-Incentive	Electric	920	19,965	1	19,965	Include	Include	19,965	1,221	0	0
2013	Financial Operations	389122 CF Utility & SPS Reg Actng	711160 Reg Labor Load-Incentive	Electric	920	20,132	1	20,132	Include	Include	20,132	1,231	0	0
2013	General Counsel	623450 GC Public Affairs	711160 Reg Labor Load-Incentive	Electric	920	20,282	1	20,282	Include	Include	20,282	1,240	0	0
2013	Financial Operations	388400 CF Transmission Accounting	711160 Reg Labor Load-Incentive	Electric	920	20,390	1	20,390	Include	Include	20,390	1,249	0	0
2013	Financial Operations	615100 CF Energy Supply Finance	711160 Reg Labor Load-Incentive	Electric	920	21,260	1	21,260	Include	Include	21,260	1,300	0	0
2013	Energy Supply	261007 ES Regional Generation	711160 Reg Labor Load-Incentive	Electric	920	21,622	1	21,622	Include	Include	21,622	1,324	0	0
2013	Corporate Services	500518 BS Energy Supply Sys	711160 Reg Labor Load-Incentive	Electric	920	21,659	1	21,659	Include	Include	21,659	1,326	0	0
2013	Operations Services	385200 ES VP Commercial Operations	711160 Reg Labor Load-Incentive	Electric	920	21,676	1	21,676	Include	Include	21,676	1,326	0	0
2013	Distribution Operations	817000 Dist Business Operations SC	711160 Reg Labor Load-Incentive	Electric	920	22,213	1	22,213	Include	Include	22,213	1,358	0	0
2013	Financial Operations	605500 CF Treasury Forecasting	711160 Reg Labor Load-Incentive	Electric	920	22,331	1	22,331	Include	Include	22,331	1,366	0	0
2013	Financial Operations	605200 CF Financial Policy & Fcstng	711160 Reg Labor Load-Incentive	Electric	920	22,461	1	22,461	Include	Include	22,461	1,374	0	0
2013	General Counsel	623450 GC Public Affairs	711160 Reg Labor Load-Incentive	Electric	920	22,843	1	22,843	Include	Include	22,843	1,397	0	0
2013	Corporate Services	623025 Knowledge Base	711160 Reg Labor Load-Incentive	Electric	920	22,861	1	22,861	Include	Include	22,861	1,398	0	0
2013	Financial Operations	605100 CF Cash Management	711160 Reg Labor Load-Incentive	Electric	920	23,212	1	23,212	Include	Include	23,212	1,420	0	0
2013	Corporate Services	623020 Strategy Perf and Asset Man	711160 Reg Labor Load-Incentive	Electric	920	23,224	1	23,224	Include	Include	23,224	1,420	0	0
2013	Corporate Services	500830 EEO & Employee Relations	711160 Reg Labor Load-Incentive	Electric	920	23,297	1	23,297	Include	Include	23,297	1,425	0	0
2013	Corporate Services	601100 BS CF-Financial Systems	711160 Reg Labor Load-Incentive	Electric	920	23,505	1	23,505	Include	Include	23,505	1,437	0	0
2013	General Counsel	620300 GC Claims North	711160 Reg Labor Load-Incentive	Electric	920	23,635	1	23,635	Include	Include	23,635	1,445	0	0
2013	General Counsel	620300 GC Claims North	711160 Reg Labor Load-Incentive	Electric	920	24,651	1	24,651	Include	Include	24,651	1,508	0	0
2013	Energy Supply	263207 ES Asset Analysis & Reporting	711160 Reg Labor Load-Incentive	Electric	920	24,719	1	24,719	Include	Include	24,719	1,514	0	0
2013	Corporate Services	500012 Employee Communications	711160 Reg Labor Load-Incentive	Electric	920	25,189	1	25,189	Include	Include	25,189	1,540	0	0
2013	Corporate Services	500518 BS Delivery Operations	711160 Reg Labor Load-Incentive	Electric	920	25,223	1	25,223	Include	Include	25,223	1,543	0	0
2013	Financial Operations	601320 Cash Processes	711160 Reg Labor Load-Incentive	Electric	920	25,269	1	25,269	Include	Include	25,269	1,545	0	0
2013	External Affairs	500015 Corporate Giving	711160 Reg Labor Load-Incentive	Electric	920	25,577	1	25,577	Include	Include	25,577	1,564	0	0
2013	Corporate Services	500350 BS Workstations & Servers	711160 Reg Labor Load-Incentive	Electric	920	25,818	1	25,818	Include	Include	25,818	1,579	0	0
2013	Corporate Services	500801 HR Inclusion & Engagement	711160 Reg Labor Load-Incentive	Electric	920	25,862	1	25,862	Include	Include	25,862	1,582	0	0
2013	Corporate Services	500470 BS PMO	711160 Reg Labor Load-Incentive	Electric	920	26,188	1	26,188	Include	Include	26,188	1,602	0	0
2013	Corporate Services	500013 Client Services South	711160 Reg Labor Load-Incentive	Electric	920	26,202	1	26,202	Include	Include	26,202	1,602	0	0
2013	Energy Supply	261107 ES VP Energy Supply	711160 Reg Labor Load-Incentive	Electric	920	26,485	1	26,485	Include	Include	26,485	1,622	0	0
2013	Corporate Services	500430 BS Architecture	711160 Reg Labor Load-Incentive	Electric	920	26,772	1	26,772	Include	Include	26,772	1,637	0	0
2013	Corporate Services	500810 HR Disability Case Mgmt	711160 Reg Labor Load-Incentive	Electric	920	26,849	1	26,849	Include	Include	26,849	1,642	0	0
2013	Corporate Services	498775 Advertising	711160 Reg Labor Load-Incentive	Electric	920	26,919	1	26,919	Include	Include	26,919	1,646	0	0
2013	Financial Operations	622500 Revenue Requirements	711160 Reg Labor Load-Incentive	Electric	920	27,238	1	27,238	Include	Include	27,238	1,666	0	0
2013	Corporate Services	500472 BS Governance	711160 Reg Labor Load-Incentive	Electric	920	27,450	1	27,450	Include	Include	27,450	1,679	0	0
2013	Financial Operations	602000 CF Investor Relations	711160 Reg Labor Load-Incentive	Electric	920	27,547	1	27,547	Include	Include	27,547	1,685	0	0
2013	Corporate Services	500850 Strategy & Consult No	711160 Reg Labor Load-Incentive	Electric	920	27,683	1	27,683	Include	Include	27,683	1,693	0	0
2013	Benefits Related	500792 HR Call Center	711160 Reg Labor Load-Incentive	Electric	920	28,392	1	28,392	Include	Include	28,392	1,736	0	0
2013	Corporate Services	816009 Safety & Training	711160 Reg Labor Load-Incentive	Electric	920	28,773	1	28,773	Include	Include	28,773	1,760	0	0
2013	Financial Operations	605000 CF Office of the Treasurer	711160 Reg Labor Load-Incentive	Electric	920	29,200	1	29,200	Include	Include	29,200	1,786	0	0
2013	Corporate Services	500014 Corporate Communications	711160 Reg Labor Load-Incentive	Electric	920	29,253	1	29,253	Include	Include	29,253	1,789	0	0
2013	General Counsel	623500 GC Environmental Policy & Serv	711160 Reg Labor Load-Incentive	Electric	920	29,604	1	29,604	Include	Include	29,604	1,810	0	0

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Year	Bus Area Desc C1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd	YE Amt AC22	YE Amt	Interchange Allocator	YE Amt NET OF Interchange	Include/Exclude	Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
2013	Corporate Services	621060 Corporate Compliance	711160 Reg Labor Load-Incentive	Electric	920	30,145		1	30,145	Include	Include	30,145	1,844	0	0
2013	Corporate Services	500848 BS HR Applications	711160 Reg Labor Load-Incentive	Electric	920	30,152		1	30,152	Include	Include	30,152	1,844	0	0
2013	Corporate Services	500630 Chief Administrative Office	711160 Reg Labor Load-Incentive	Electric	920	30,265		1	30,265	Include	Include	30,265	1,851	0	0
2013	General Counsel	640009 GC Corporate Planning	711160 Reg Labor Load-Incentive	Electric	920	31,549		1	31,549	Include	Include	31,549	1,929	0	0
2013	Financial Operations	389128 CF Market Operations Acct	711160 Reg Labor Load-Incentive	Electric	920	32,248		1	32,248	Include	Include	32,248	1,972	0	0
2013	Operations Services	260007 OS Senior VP Operations	711160 Reg Labor Load-Incentive	Electric	920	32,259		1	32,259	Include	Include	32,259	1,973	0	0
2013	Corporate Services	500760 HR Employee Care	711160 Reg Labor Load-Incentive	Electric	920	32,437		1	32,437	Include	Include	32,437	1,984	0	0
2013	Financial Operations	601020 CF Financial Perf & Reporting	711160 Reg Labor Load-Incentive	Electric	920	33,105		1	33,105	Include	Include	33,105	2,025	0	0
2013	Operations Services	260008 OPS TRANSFORMATION OFFICE	711160 Reg Labor Load-Incentive	Electric	920	33,255		1	33,255	Include	Include	33,255	2,034	0	0
2013	Corporate Services	500852 BS Data Services BOS	711160 Reg Labor Load-Incentive	Electric	920	34,520		1	34,520	Include	Include	34,520	2,111	0	0
2013	Corporate Services	621000 Corporate Secretary	711160 Reg Labor Load-Incentive	Electric	920	35,323		1	35,323	Include	Include	35,323	2,160	0	0
2013	Corporate Services	640005 IT Enterprise Continuity	711160 Reg Labor Load-Incentive	Electric	920	35,823		1	35,823	Include	Include	35,823	2,191	0	0
2013	Corporate Services	500960 HR WF S&C Corporate	711160 Reg Labor Load-Incentive	Electric	920	36,216		1	36,216	Include	Include	36,216	2,215	0	0
2013	General Counsel	620000 GC VP General Counsel	711160 Reg Labor Load-Incentive	Electric	920	36,256		1	36,256	Include	Include	36,256	2,217	0	0
2013	Corporate Services	500050 Aviation & Travel Serv-CLG	711160 Reg Labor Load-Incentive	Electric	920	36,269		1	36,269	Include	Include	36,269	2,218	0	0
2013	Financial Operations	601350 CF Group Util Pres/OpCo Supp	711160 Reg Labor Load-Incentive	Electric	920	36,464		1	36,464	Include	Include	36,464	2,230	0	0
2013	Financial Operations	385285 Risk Analytics	711160 Reg Labor Load-Incentive	Electric	920	36,735		1	36,735	Include	Include	36,735	2,247	0	0
2013	Corporate Services	500013 Client Services South	711160 Reg Labor Load-Incentive	Electric	920	38,234		1	38,234	Include	Include	38,234	2,342	0	0
2013	Financial Operations	601150 CF Distribution Finance	711160 Reg Labor Load-Incentive	Electric	920	39,366		1	39,366	Include	Include	39,366	2,407	0	0
2013	Financial Operations	601300 CF Corporate Acct	711160 Reg Labor Load-Incentive	Electric	920	40,101		1	40,101	Include	Include	40,101	2,452	0	0
2013	Corporate Services	500485 BS CIO Management	711160 Reg Labor Load-Incentive	Electric	920	41,263		1	41,263	Include	Include	41,263	2,524	0	0
2013	Corporate Services	500800 HR Talent Acquisition	711160 Reg Labor Load-Incentive	Electric	920	41,317		1	41,317	Include	Include	41,317	2,527	0	0
2013	Corporate Services	500770 HR Employee Retirement	711160 Reg Labor Load-Incentive	Electric	920	41,555		1	41,555	Include	Include	41,555	2,541	0	0
2013	Benefits Related	501000 Benefits NSP-MN	711231 Performance Share Plan	Electric	920	43,190		1	43,190	Exclude	PSP	0	0	43,190	2,641
2013	Financial Operations	601070 CF Retail & Customer Acct.	711160 Reg Labor Load-Incentive	Electric	920	44,780		1	44,780	Include	Include	44,780	2,739	0	0
2013	Operations Services	601600 Accounts Payable	711160 Reg Labor Load-Incentive	Electric	920	45,062		1	45,062	Include	Include	45,062	2,756	0	0
2013	Financial Operations	604000 CF Office of the CFO	711160 Reg Labor Load-Incentive	Electric	920	45,181		1	45,181	Include	Include	45,181	2,763	0	0
2013	Financial Operations	622550 Revenue Requirements North	711160 Reg Labor Load-Incentive	Electric	920	45,313		1	45,313	Include	Include	45,313	2,771	0	0
2013	Financial Operations	389124 CF NSP Commercial Accounting	711160 Reg Labor Load-Incentive	Electric	920	45,769		1	45,769	Include	Include	45,769	2,799	0	0
2013	Corporate Services	500489 IOC - Control Center	711160 Reg Labor Load-Incentive	Electric	920	47,660		1	47,660	Include	Include	47,660	2,915	0	0
2013	Financial Operations	385275 Risk Strategy & Control	711160 Reg Labor Load-Incentive	Electric	920	51,213		1	51,213	Include	Include	51,213	3,132	0	0
2013	Financial Operations	622550 Revenue Requirements North	711160 Reg Labor Load-Incentive	Electric	920	51,587		1	51,587	Include	Include	51,587	3,155	0	0
2013	Corporate Services	500465 IT Learning Services	711160 Reg Labor Load-Incentive	Electric	920	52,176		1	52,176	Include	Include	52,176	3,191	0	0
2013	Financial Operations	603005 CF Hazard Insurance Mgmt	711160 Reg Labor Load-Incentive	Electric	920	54,657		1	54,657	Include	Include	54,657	3,343	0	0
2013	Corporate Services	500500 BS App Dev & Maint	711160 Reg Labor Load-Incentive	Electric	920	54,914		1	54,914	Include	Include	54,914	3,358	0	0
2013	Corporate Services	650000 Contractor Safety	711160 Reg Labor Load-Incentive	Electric	920	55,670		1	55,670	Include	Include	55,670	3,405	0	0
2013	Financial Operations	601400 CF Financial Rptg & Tech Acctg	711160 Reg Labor Load-Incentive	Electric	920	55,930		1	55,930	Include	Include	55,930	3,420	0	0
2013	Revenue Group	385800 GP Group President	711160 Reg Labor Load-Incentive	Electric	920	56,241		1	56,241	Include	Include	56,241	3,439	0	0
2013	Financial Operations	385295 Load Forecasting & Analysis	711160 Reg Labor Load-Incentive	Electric	920	56,320		1	56,320	Include	Include	56,320	3,444	0	0
2013	Corporate Services	500588 IOC - Management	711160 Reg Labor Load-Incentive	Electric	920	56,783		1	56,783	Include	Include	56,783	3,473	0	0
2013	Financial Operations	500461 Corporate Services Finance	711160 Reg Labor Load-Incentive	Electric	920	57,426		1	57,426	Include	Include	57,426	3,512	0	0
2013	Financial Operations	389130 CF NSP Utility Accounting	711160 Reg Labor Load-Incentive	Electric	920	60,359		1	60,359	Include	Include	60,359	3,691	0	0
2013	General Counsel	622000 GC Reg & Strategic Analysis	711160 Reg Labor Load-Incentive	Electric	920	60,522		1	60,522	Include	Include	60,522	3,701	0	0
2013	Corporate Services	500940 HR WF S&C Nuc Tran	711160 Reg Labor Load-Incentive	Electric	920	62,853		1	62,853	Include	Include	62,853	3,844	0	0
2013	Financial Operations	601000 CF Financial Perf. & Planning	711160 Reg Labor Load-Incentive	Electric	920	64,730		1	64,730	Include	Include	64,730	3,959	0	0
2013	Corporate Services	500890 Corporate Safety	711160 Reg Labor Load-Incentive	Electric	920	65,760		1	65,760	Include	Include	65,760	4,022	0	0
2013	Corporate Services	500490 BS Asset Management	711160 Reg Labor Load-Incentive	Electric	920	67,920		1	67,920	Include	Include	67,920	4,154	0	0
2013	Corporate Services	500131 Security Services XES North	711160 Reg Labor Load-Incentive	Electric	920	68,189		1	68,189	Include	Include	68,189	4,170	0	0
2013	Operations Services	640008 Business Development	711160 Reg Labor Load-Incentive	Electric	920	72,481		1	72,481	Include	Include	72,481	4,433	0	0
2013	Corporate Services	500452 BS Business Intelligence	711160 Reg Labor Load-Incentive	Electric	920	72,621		1	72,621	Include	Include	72,621	4,441	0	0
2013	Corporate Services	500930 HR Learning & Development	711160 Reg Labor Load-Incentive	Electric	920	74,053		1	74,053	Include	Include	74,053	4,529	0	0
2013	Chief Executive Officer	660000 CE Xcel Pres, CEO & Chairman	711160 Reg Labor Load-Incentive	Electric	920	74,863		1	74,863	Include	Include	74,863	4,578	0	0
2013	Corporate Services	500765 HR Total Rewards	711160 Reg Labor Load-Incentive	Electric	920	77,108		1	77,108	Include	Include	77,108	4,716	0	0
2013	Corporate Services	500517 BS CE - Energy Markets Svs.	711160 Reg Labor Load-Incentive	Electric	920	78,239		1	78,239	Include	Include	78,239	4,785	0	0

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Year	Bus Area Desc CC1	Business Unit Unallocated Bus Unit Full Desc	Posting Full Acct Desc	Utility Desc	CFR FERC Cd AC22	YE Amt	Interchange Allocator	YE Amt NET OF Interchange	Include/Exclude	Reason	NSPM Electric Included	SD Electric Included	NSPM Electric Excluded	SD Electric Excluded
2013	Corporate Services	500950 HR VP Human Resources	711160 Reg Labor Load-Incentive	Electric	920	83,565	1	83,565	Include	Include	83,565	5,111	0	0
2013	Corporate Services	500654 BS Applications Delivery	711160 Reg Labor Load-Incentive	Electric	920	85,236	1	85,236	Include	Include	85,236	5,213	0	0
2013	Financial Operations	600000 CF Audit Services	711160 Reg Labor Load-Incentive	Electric	920	88,003	1	88,003	Include	Include	88,003	5,382	0	0
2013	Corporate Services	601700 HR Operations-Payroll	711160 Reg Labor Load-Incentive	Electric	920	88,547	1	88,547	Include	Include	88,547	5,415	0	0
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	920	95,264	1	95,264	Include	Include	95,264	5,826	0	0
2013	Corporate Services	500434 BS CIP Management	711160 Reg Labor Load-Incentive	Electric	920	110,793	1	110,793	Include	Include	110,793	6,776	0	0
2013	Financial Operations	601900 CF Tax Services	711160 Reg Labor Load-Incentive	Electric	920	133,613	1	133,613	Include	Include	133,613	8,171	0	0
2013	Financial Operations	601200 CF Capital Asset Acct	711160 Reg Labor Load-Incentive	Electric	920	159,470	1	159,470	Include	Include	159,470	9,753	0	0
2013	Benefits Related	501500 Benefits XS	711231 Performance Share Plan	Electric	920	169,625	1	169,625	Exclude	PSP	0	0	169,625	10,374
2013	General Counsel	620100 GC Legal Services	711160 Reg Labor Load-Incentive	Electric	920	347,019	1	347,019	Include	Include	347,019	21,222	0	0
2013	Benefits Related	501500 Benefits XS	711176 Incentive-Non-Loading	Electric	920	734,745	1	734,745	Include	Include	734,745	44,934	0	0
2013	Benefits Related	501000 Benefits NSP-MN	711232 Restricted Stock Units	Electric	920	738,211	1	738,211	Exclude	RSU	0	0	738,211	45,146
2013	Benefits Related	501500 Benefits XS	711232 Restricted Stock Units	Electric	920	4,941,449	1	4,941,449	Exclude	RSU	0	0	4,941,449	302,199
2013	Benefits Related	501000 Benefits NSP-MN	711230 Incentive	Electric	920	5,513,082	1	5,513,082	Include	Include	5,513,082	337,158	0	0
						TOTAL INCENTIVE	38,749,614	36,235,636			27,099,612	1,653,426	6,963,843	425,969

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