

Total NSP(MN)

Payroll Incentive Schedules

Northern States Power - Minnesota  
 Payroll - Incentive  
 Net Payroll Lead Detail - Incentive Payroll  
 For 12 Months Ended December 31, 2012

Line No.	Period Beginning	Period Ending	Days of Service	Midpoint Days (2)	Midpoint Date	Payment Date	Lead Days	Net Pay \$	Ratio	Weighted Lead Days
1	<b>Semi-monthly</b>									
2	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	2/27/2012	240.5	115,533.91	1.26%	3.03
3	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	3/14/2012	256.5	8,824,594.24	96.13%	246.57
4										
5	<b>Totals - Semi-Monthly Incentive</b>							8,940,128.15		
6										
7	<b>Bi-weekly</b>									
8	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	3/14/2012	256.5	85,232.88	0.93%	2.39
9	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	3/14/2012	256.5	154,591.15	1.68%	4.31
10										
11	<b>Totals - Bi-Weekly Incentive</b>							239,824.03		
12										
13										
14										
15	<b>Totals</b>							9,179,952.18		
16	<b>Average</b>									256.30



Northern States Power - Minnesota  
 State Tax Withholding Leads - Incentive Payroll  
 For 12 Months Ended December 31, 2012

Line No.	Period Beginning	Period Ending	Days of Service	Midpoint Days	Midpoint Date	Payment Date	Lead Days	State Tax Deposit \$	Ratio	Weighted Average Lead Days	
1	State										
2	Minnesota										
3	Semi-monthly	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	3/2/2012	244.50	93,987.21	9.59%	23.45
4	Semi-monthly	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	3/21/2012	263.50	853,875.69	87.12%	229.56
5	Bi-Weekly	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	3/21/2012	263.50	8,442.32	0.86%	2.27
6	Bi-Weekly	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	3/21/2012	263.50	15,029.96	1.53%	4.03
7											
8											
9	North Dakota										
10	Semi-monthly	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	4/30/2012	303.50	2,920.00	0.30%	0.91
11											
12											
13	Wisconsin										
14	Semi-monthly	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	3/30/2012	272.50	131.29	0.01%	0.03
15											
16											
17	Colorado										
18	Semi-monthly	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	4/30/2012	303.50	1,751.00	0.18%	0.55
19	Semi-monthly	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	4/30/2012	303.50	1,884.00	0.19%	0.58
20											
21											
22	Georgia										
23	Semi-monthly	1/1/2011	12/31/2011	365.0	182.5	7/2/11 12:00	4/13/2012	286.50	2,059.68	0.21%	0.60
24											
25											
26	Total Semi-monthly								956,608.87		
27	Total Bi-Weekly								23,472.28		
28											
29											
30	Total								980,081.15	99.99%	261.98

Northern States Power - Minnesota  
 Other Deduction Leads - Incentive Payroll  
 For 12 Months Ended December 31, 2012

Line No.	Deduction	Period Beginning	Period Ending	Employee Payment Date	Days of Service	Midpoint Days	Midpoint Date	Payment Date	Lead Days	Amount \$	Ratio	Weighted Average Lead Days
1	DCINC											
2	Semi-monthly	1/1/2011	12/31/2011	2/27/2012	365.0	182.5	7/2/11 12:00	2/28/2012	241.50	31,901.10	5.75%	13.89
3	Semi-monthly	1/1/2011	12/31/2011	3/14/2012	365.0	182.5	7/2/11 12:00	3/15/2012	257.50	148,814.41	26.84%	69.11
4	Bi-Weekly	1/1/2011	12/31/2011	3/14/2012	365.0	182.5	7/2/11 12:00	3/15/2012	257.50	0.00	0.00%	0.00
5	Bi-Weekly	1/1/2011	12/31/2011	3/14/2012	365.0	182.5	7/2/11 12:00	3/15/2012	257.50	0.00	0.00%	0.00
6												
7	HSA1											
8	Semi-monthly	1/1/2011	12/31/2011	2/27/2012	365.0	182.5	7/2/11 12:00	2/27/2012	240.50	0.00	0.00%	0.00
9	Semi-monthly	1/1/2011	12/31/2011	3/14/2012	365.0	182.5	7/2/11 12:00	3/14/2012	256.50	357,384.36	64.47%	165.37
10	Bi-Weekly	1/1/2011	12/31/2011	3/14/2012	365.0	182.5	7/2/11 12:00	3/14/2012	256.50	9,250.00	1.67%	4.28
11	Bi-Weekly	1/1/2011	12/31/2011	3/14/2012	365.0	182.5	7/2/11 12:00	3/14/2012	256.50	7,200.00	1.30%	3.33
12												
13	REISSU											
14	Semi-monthly	1/1/2011	12/31/2011	2/27/2012	365.0	182.5	7/2/11 12:00	2/27/2012	240.50	0.00	0.00%	0.00
15	Semi-monthly	1/1/2011	12/31/2011	3/14/2012	365.0	182.5	7/2/11 12:00	3/14/2012	256.50	(200.00)	-0.04%	-0.10
16	Bi-Weekly	1/1/2011	12/31/2011	3/14/2012	365.0	182.5	7/2/11 12:00	3/14/2012	256.50	0.00	0.00%	0.00
17	Bi-Weekly	1/1/2011	12/31/2011	3/14/2012	365.0	182.5	7/2/11 12:00	3/14/2012	256.50	0.00	0.00%	0.00
18												
19												
20	Total									554,349.87	01/00/00	255.88

Northern States Power - Minnesota  
 Incentive Payroll Deduction Descriptions  
 12 Months Ended December 31, 2012

Deduction		Payroll Description January 30, 2006			Payment Date	Payment Group
Item	Code	Description	Short Desc	Payment Description		
1	DCINC	Def Comp Incentive Deferral	DC Inc	Payment is made to vendor on first business day after pay day.	First business day after pay day	B
2	HSA1	Health Savings Account	HSA	Employee requested health savings account payroll deduction	Applicable payroll date	A
3	REISSU	Reissued Check	Check Reissue	Used when an ACH is rejected back to Wells Fargo. A check is reissued to the employee for the ACH rejected dollar amount.	Pay day	A

Northern States Power - Minnesota  
 Payroll Statistics Incentive - Gross, Total Taxes, Total Deductions, Net  
 12 Months Ended December 31, 2012

Line No.	Period Beginning	Period Ending	Employee Payment Date	Gross Payroll \$	Total Taxes \$	Total Deductions \$	Net Pay \$
1	<b>Semi-Monthly</b>						
2	1/1/2011	12/31/2011	2/27/2012	805,656.17	658,221.16	31,901.10	115,533.91
3	1/1/2011	12/31/2011	3/14/2012	14,443,697.00	5,113,103.99	505,998.77	8,824,594.24
4							
5	<b>Totals - Semi-Monthly Incentive</b>			15,249,353.17	5,771,325.15	537,899.87	8,940,128.15
6							
7							
8	<b>Bi-Weekly</b>						
9	1/1/2011	12/31/2011	3/14/2012	144,326.00	49,843.12	9,250.00	85,232.88
10	1/1/2011	12/31/2011	3/14/2012	251,787.00	89,995.85	7,200.00	154,591.15
11							
12	<b>Totals - Bi-Weekly Incentive</b>			396,113.00	139,838.97	16,450.00	239,824.03
13							
14	<b>Combined Total Incentive</b>			15,645,466.17	5,911,164.12	554,349.87	9,179,952.18