

Northern States Power Company
South Dakota Electric Jurisdiction
2021 Actual HTY

Annual Incentive Pay over 20% Cap

		2021 HTY	
		Total AIP	Incentive in excess of 20% of base salary
MN (non nuclear)	\$	6,124,548	\$ 157,061
MN (nuclear)		9,328,868	605,778
PSC		4,963,708	141,581
SPS		3,075,976	99,299
WI		1,130,877	84,581
XS		<u>51,647,850</u>	<u>6,179,320</u>
Total (non-union)	\$	76,271,828	\$ 7,267,620
XES Allocators			
XES Allocated to NSPM Electric O&M			24.58%
Utility Allocators			
3-Factor Electric			93.59%
3-Factor Gas			6.41%
NSPM Electric			
NSPM Electric - Non Nuclear	\$		147,001
NSPM Electric - Nuclear			605,778
NSPM Electric - XES			<u>1,518,769</u>
Total NSPM Electric	\$		2,271,547
Jurisdictional Allocators			
SD Electric Two-Factor			6.6751%
SD Electric Demand net of I/A			5.6488%
Final Incentive Adjustment			
SD Electric - Non-Nuclear	\$		9,812
SD Electric - Nuclear			34,219
SD Electric - XES			<u>101,379</u>
Total SD Electric	\$		145,411

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Line No.		NSPM SD Electric
		Retail 2021 HTY
1	Expenses	
2	Operating Expenses:	
3	Fuel & Purchased Energy Total	
4	Production Total	
5	Regional Markets	
6	Transmission IA	
7	Transmission	
8	Distribution	
9	Customer Accounting	
10	Customer Service & Information	
11	Sales, Econ Dvlp & Other	
12	<u>Administrative & General</u>	(145,411)
13	Total Operating Expenses	(145,411)
14		
15	Total Taxes	
16	Total Taxes Other than Income	
17	Total Federal and State Income Taxes	30,536
18	Total Taxes	30,536
19		
20	Total Operating Revenues	
21	Total Expenses	(114,875)
22		
23	Net Income	114,875
24		
25	Rate of Return (ROR)	
26	Total Operating Income	114,875
27	<u>Total Rate Base</u>	-
28	ROR (Operating Income / Rate Base)	
29		
30	Return on Equity (ROE)	
31	Net Operating Income	114,875
32	Debt Interest (Rate Base * Weighted Cost of Debt)	
33	Earnings Available for Common	114,875
34	<u>Equity Rate Base (Rate Base * Equity Ratio)</u>	-
35	ROE (earnings for Common / Equity)	
36		
37	Revenue Deficiency	
38	Required Operating Income (Rate Base * Required Return)	
39	<u>Net Operating Income</u>	114,875
40	Operating Income Deficiency	(114,875)
41		
42	Revenue Conversion Factor (1/(1--Composite Tax Rate))	1.265823
43	Revenue Deficiency (Income Deficiency * Conversion Factor)	(145,411)