

<u>Line</u>	<u>Description</u>	<u>Wage Increase</u>
	(a)	(b)
1	Production	\$ 48,279
2		
3	Transmission	26,731
4		
5	Distribution	41,279
6		
7	Customer Accounts	17,300
8		
9	Customer Service & Information, & Sales	5,112
10		
11	Administrative & General	<u>125,234</u>
12		
13	Total Labor Expense Adjustment	\$ 263,934

SOURCES:

Line 1, column b: EJP-1 page 2 line 4
Line 13, column b: EJP-1 page 2 line 6
Line 5, column b: EJP-1 page 2 line17
Line 7, column b: EJP-1 page 2 line22
Line 9, column b: EJP-1 page 2 line29
Line 11, column b: EJP-1 page 2 line 38
Line 13, column b: sum of lines 1-11

Line	Description from JCOSS INPUT SUMMARY	Total Utility	Allocator	Allocator %	SD Amount
	(a)	(b)	(c)	(d)	(e)
1	<u>Production</u>				
2	Base Demand	366,748	E1	9.79517%	35,924
3	Peak Demand	114,801	D1	10.76217%	12,355
4	Total Production Expense	481,549			48,279
5					
6	Transmission Expense	249,952	D2	10.69440%	26,731
7					
8	<u>Distribution Expense</u>				
9	Primary Demand	196,574	D3	12.60509%	24,778
10	Secondary Demand	63,303	D4	10.86462%	6,878
11	Primary Customer	68,096	C2	8.93027%	6,081
12	Secondary Customer	17,513	C3	8.92835%	1,564
13	Streetlighting	19,635	C4	7.29629%	1,433
14	Area Lighting	6,933	C5	7.87004%	546
15	Meters	-	C6	9.31656%	-
16	Load Management	-			-
17	Total Distribution Expense	372,054			41,279
18					
19	<u>Customer Accounting Expense</u>				
20	Meter Reading	-	C7	0.000000%	-
21	Other	193,732	C8	8.92975%	17,300
22	Total Customer Accounts	193,732			17,300
23					
24	<u>Customer Service & Info Expense (MN CIP)</u>				
25	- MN	48,197	Direct	0.000000%	-
26	- ND	2,167	Direct	0.000000%	-
27	-SD	4,239	Direct	100.0000%	4,239
28	- Other	9,803	C1	8.90567%	873
29	Total Customer Service & Information Expense	64,406			5,112
30					
31	Administrative and General Expense				
32	<u>Salaries, Supplies, Pensions & Benefits</u>				
33	Production	421,563	OXPD	9.76539%	41,167
34	Transmission	218,816	D2	10.694401%	23,401
35	Distribution	385,140	OXD	10.51563%	40,500
36	Customer Accounts	169,599	OXC	8.92975%	15,145
37	Customer Service & Information	56,383	C1	8.905665%	5,021
38	Total A&G Salaries, Supplies, Pensions & Benefits	1,251,501			125,234
39					
40		2,613,195			263,934
41					
42	Operating Income Impact				(263,934)

SOURCES:

Column b:

Lines 1-6, 19-38: EJP-1, page 3, column d

Lines 9-17: TY-04

Line 40: Sum of column b, lines 4, 6, 17, 22, 29, and 38

Columns c & d: TY-04 Workpaper

Column e:

All lines except those below: column b * column d

Line 4: sum lines 2 and 3

Line 17: sum lines 9 to 16

Line 22: sum lines 20 and 21

Line 29: sum lines 25 to 28

Line 38: sum lines 33 to 37

Line 40: sum lines 4, 17, 22, 29, and 38

Line 42: negative line 40

Line	Description from JCOSS INPUT SUMMARY (a)	From Functionalization (b)	Adjstment Factor (c)	Wage Incr. (d)
1	<u>Production</u>			
2	Base Demand	40,794,270	76%	366,748
3	Peak Demand	12,769,635	24%	114,801
4	Total Production Expense	53,563,905	100%	481,549
5				
6	Transmission Expense	36,372,591		249,952
7				
8	<u>Distribution Expense</u>			
9	Primary Demand	6,514,926	34%	148,357
10	Secondary Demand	2,541,749	13%	57,880
11	Primary Customer	3,829,498	20%	87,205
12	Secondary Customer	1,328,995	7%	30,264
13	Streetlighting	588,813	3%	13,408
14	Area Lighting	227,626	1%	5,183
15	Meters	4,287,981	22%	97,645
16	Load Management	-	0%	-
17	Total Distribution Expense	19,319,588	100%	439,943
18				
19	<u>Customer Accounting Expense</u>			
20	Meter Reading	-	0%	-
21	Other	9,895,205	100%	193,732
22				
23	Total Customer Accounts	9,895,205	100%	193,732
24				
25	<u>Customer Service & Info Expense (MN CIP)</u>			
26	- MN	8,294,088	75%	48,197
27	- ND	372,896	3%	2,167
28	- SD	729,423	7%	4,239
29	- Other	1,687,015	15%	9,803
30				
31	Total Customer Service & Information Expense	11,083,422	100%	64,406
32				
33	Administrative and General Expense			
34	<u>Salaries, Supplies, Pensions & Benefits</u>			
35	Production	14,188,805	34%	421,563
36	Transmission	7,364,831	17%	218,816
37	Distribution	12,962,880	31%	385,140
38	Customer Accounts	5,708,307	14%	169,599
39	Customer Service & Information	1,897,716	5%	56,383
40				1,251,501
41	Total A&G Salaries, Supplies, Pensions & Benefits	42,122,539	100%	
42	Total			<u>2,681,083</u>

SOURCES:

Columns b & c: TY-04 workbook

Column d

Line 2: column c, line 2 * column d, line 4
Line 3: column c, line 3 * column d, line 4
Line 4: EJP-2 page 4, column d, line 1
Line 6: EJP-2 page 4, column d, line 3
Line 9: column c, line 9 * column d, line 17
Line 10: column c, line 10 * column d, line 17
Line 11: column c, line 11 * column d, line 17
Line 12: column c, line 12 * column d, line 17
Line 13: column c, line 13 * column d, line 17
Line 14: column c, line 14 * column d, line 17
Line 15: column c, line 15 * column d, line 17
Line 16: column c, line 16 * column d, line 17
Line 17: EJP-2 page 4, column d, line 5
Line 20: column c, line 20 * column d, line 23

Line 21: column c, line 21 * column d, line 23
Line 23: EJP-2 page 4, column d, line 7
Line 26: column c, line 26 * column d, line 31
Line 27: column c, line 27 * column d, line 31
Line 28: column c, line 28 * column d, line 31
Line 29: column c, line 29 * column d, line 31
Line 31: EJP-2 page 4, column d, line 9
Line 35: column c, line 35 * column d, line 40
Line 36: column c, line 36 * column d, line 40
Line 37: column c, line 37 * column d, line 40
Line 38: column c, line 38 * column d, line 40
Line 39: column c, line 39 * column d, line 40
Line 40: EJP-2 page 4, column d, line 11
Line 42: sum of column d lines 4, 6, 17, 23, 31, and 39

<u>Line</u>	<u>Labor From 2024 FERC Form 1 Page 354-355</u>	<u>Amount</u>	<u>% of total</u>	<u>Wage Increase</u>
	(a)	(b)	(c)	(d)
1	Production	\$ 13,508,431	13.1%	\$ 481,549
2				
3	Transmission	7,011,676	6.8%	249,952
4				
5	Distribution	12,341,287	11.9%	439,943
6				
7	Customer Accounts	5,434,586	5.3%	193,732
8				
9	Customer Service & Information, & Sales	1,806,718	1.7%	64,406
10				
11	Administrative & General	<u>35,107,149</u>	33.9%	<u>1,251,501</u>
12				
13	Total Labor Expense	\$ 75,209,847		\$ 2,681,083
14				
15	Construction Labor	<u>26,428,372</u>	25.6%	<u>942,120</u>
16				
17	Total Utility Labor	\$ 101,638,219		\$ 3,623,203
18				
19	Below-the-Line Labor	<u>1,776,065</u>	1.7%	<u>63,313</u>
20	Total Otter Tail Power Labor	<u>\$ 103,414,284</u>	100.0%	<u>3,686,516</u>

SOURCES:

Column b: TY-04 Workpaper

Column c:

Line 1: column b, line 1 / column b line 20
Line 3: column b, line 3 / column b line 20
Line 5: column b, line 5 / column b line 20
Line 7: column b, line 7 / column b line 20
Line 9: column b, line 9 / column b line 20
Line 11: column b, line 11 / column b line 20
Line 13: sum of column b, lines 1-11
Line 15: column b, line 15 / column b line 20
Line 17: column b, line 13 + column b line 15
Line 19: column b, line 19 / column b line 20
Line 20: sum of column c, lines 1 to 19

Column d:

Line 1: column c, line 1 * column d line 20
Line 3: column c, line 3 * column d line 20
Line 5: column c, line 5 * column d line 20
Line 7: column c, line 7 * column d line 20
Line 9: column c, line 9 * column d line 20
Line 11: column c, line 11 * column d line 20
Line 13: sum of column c, lines 1-11
Line 15: column c, line 15 * column d line 20
Line 17: column c, line 13 + column c line 15
Line 19: column c, line 19 * column d line 20
Line 20: EJP-2 page 5, column b, line 40

Line	Description	Amount	Description	Amount
	(a)	(b)	(c)	(d)
1	Coyote Union		Other Union	
2	Annualize 2024 Wage Increase:		Annualize 2024 Wage Increase:	
3	1/1/24 - 8/31/24 OTP Labor Expense		1/1/24 - 10/31/24 OTP Labor Expense	
4	September 2024 Union Wage Increase		November 2024 Union Wage Increase	
5	2024 Wage Increase Adjustment	211,197	2024 Wage Increase Adjustment	418,522
6				
7	2025 Wage Increase:		2025 Wage Increase:	
8	2025 Base Labor Amount		2025 Base Labor Amount	
9	1/1/24 - 8/31/24 OTP Labor Expense		1/1/24 - 10/31/24 OTP Labor Expense	
10	2024 Wage Increase Adjustment		2024 Wage Increase Adjustment	
11	9/1/24 - 12/31/24 OTP Labor Expense		11/1/24 - 12/31/24 OTP Labor Expense	
12	2025 Base Labor Amount		2025 Base Labor Amount	
13	September 2025 Union Wage Increase		November 2025 Union Wage Increase	
14	2025 Wage Increase Adjustment	292,261	2025 Wage Increase Adjustment	507,152
15				
16	BSP Union		Non-Union	
17	Annualize 2024 Wage Increase:		Annualize 2024 Wage Increase:	
18	1/1/24 - 10/31/24 OTP Labor Expense		1/1/24 - 3/31/24 OTP Labor Expense	\$ 9,047,943
19	November 2024 Union Wage Increase		April 2024 Non-Union Wage Increase	3.50%
20	2024 Wage Increase Adjustment	199,153	2024 Wage Increase Adjustment	316,678
21				
22	2025 Wage Increase:		2025 Wage Increase:	
23	2025 Base Labor Amount		2025 Base Labor Amount	
24	1/1/24 - 10/31/24 OTP Labor Expense		1/1/24 - 3/31/24 OTP Labor Expense	\$ 9,047,943
25	2024 Wage Increase Adjustment		2024 Wage Increase Adjustment	316,678
26	11/1/24 - 12/31/24 OTP Labor Expense		4/1/24 - 12/31/24 OTP Labor Expense	25,986,182
27	2025 Base Labor Amount		2025 Base Labor Amount	35,350,803
28	November 2025 Union Wage Increase		April 2025 Non-Union Wage Increase	3.50%
29	2025 Wage Increase Adjustment	242,298	2025 Wage Increase Adjustment	1,237,278
30				
31	OTP Labor Adjustment			
32	2024 Coyote Union Wage Increase Adjustment	\$ 211,197		
33	2024 BSP Union Wage Increase Adjustment	199,153		
34	2024 Other Union Salary Increase Adjustment	418,522		
35	2024 Non-Union Salary Increase Adjustment	316,678		
36	2025 Coyote Union Wage Increase Adjustment	292,261		
37	2025 BSP Union Wage Increase Adjustment	242,298		
38	2025 Other Union Salary Increase Adjustment	507,152		
39	2025 Non-Union Salary Increase Adjustment	1,237,278		
40	FICA Adjustment	261,977		
41	Total OTP Labor Adjustment	3,686,516		

SOURCES:

Column b
Line 3: DR 7-9
Line 4: DR3-25
Line 5: line 3 * line 4
Line 9: Line 3
Line 10: Line 5
Line 11: 6,283,492 (TY-04 Workpaper) - column b, line 9
Line 12: sume lines 9-11
Line 13: DR3-26
Line 14: line 12 * line 13
Line 18: DR 7-9
Line 19: 3-25
Line 20: line 18 * line 19
Line 24: line 18
Line 25: Line 20
Line 26: 5,858,306 (TY-04 Workpaper) - column b, line 24
Line 27: sum lines 24-26
Line 28: DR3-26
Line 29: Line 27 * Line 28
Line 32: column b, line 5
Line 33: column b, line 20
Line 34: column c, line 5
Line 35: column c, line 20
Line 36: column b, line 514
Line 37: column b, line 29
Line 38: column c, line 14
Line 39: column c, line 529
Line 40: sum column b, lines 32 to 39 * .0765
Line 41: sum column b, lines 32 to 40

Column C
Line 3: DR 7-9
Line 4: DR3-25
Line 5: line 3 * line 4
Line 9: Line 3
Line 10: Line 5
Line 11: 12,260,271 (TY-04 Workpaper) - column c, line 9
Line 12: sume lines 9-11
Line 13: DR3-26
Line 14: line 12 * line 13
Line 18: DR 7-9
Line 19: TY-04 Workpaper
Line 20: line 18 * line 19
Line 24: line 18
Line 25: Line 20
Line 26: 35,034,125 (TY-04 Workpaper) - column c, line 24
Line 27: sum lines 24-26
Line 28: DR 7-10
Line 29: Line 27 * Line 28