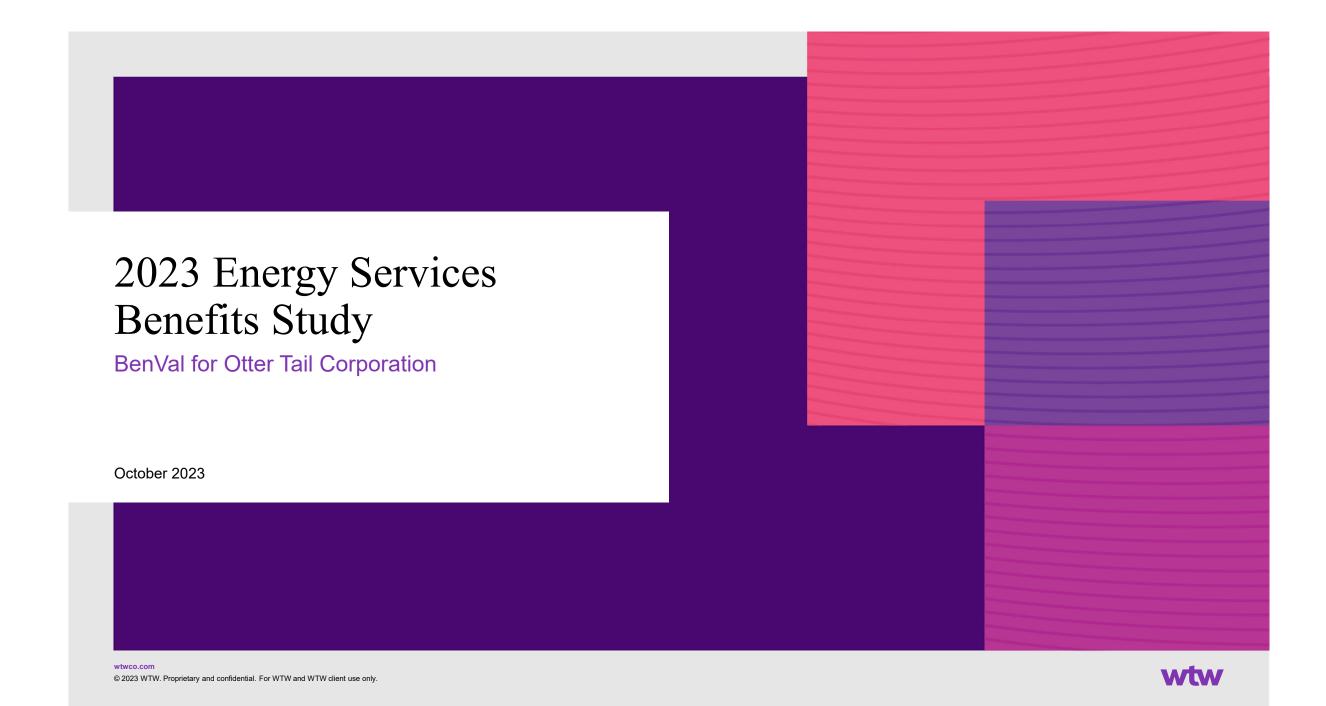
PUBLIC - TRADE SECRET DATA HAS BEEN EXCISED

Docket No. EL25Exhibit___(KNE-1), Schedule 5
Page 1 of 20



Data Use

- All proprietary rights (including without limitation all trade secrets, trademarks, trade names and copyrights) to this report (including without limitation all related specifications, techniques, methods and algorithms contained in it) belong exclusively to WTW.
- Certain additional restrictions apply to Otter Tail's ("the purchaser") use and disclosure of the
 data. The Purchaser may disclose to any of its employees the relative value position of the
 Purchaser's benefit plans as compared to the aggregate results for other organizations whose
 information is included in the study. However, the Purchaser may not disclose plan specifics or
 other details with respect to those other organizations except to the Purchaser's human
 resources and other senior management. Results may not be disclosed to union
 representatives, public utility commissions or other external entities without written agreements
 provided by WTW.



PUBLIC DOCUMENT – TRADE SECRET DATA HAS BEEN EXCISED

Docket No. EL25Exhibit (KNE-1), Schedule 5
Pages 3 - 20

[PROTECTED DATA BEGINS...

Schedule 5 – 2023 Energy Services Benefits BenVal Study to Direct Testimony of Kelsey N. Evavold

In the Matter of the Application of Otter Tail Power Company
For Authority to Increase Rates for Electric Utility Service in South Dakota

THE REMAINDER OF THIS DOCUMENT IS NOT PUBLIC IN ITS ENTIRETY

...PROTECTED DATA ENDS]