

BLACK HILLS POWER, INC., d/b/a BLACK HILLS ENERGY **COST OF SERVICE STUDY**
WAGES AND SALARIES ADJUSTMENT FOR ANNUALIZATION OF DIRECT EMPLOYEES **Schedule H-5**
FOR THE PRO FORMA PERIOD ENDING SEPTEMBER 30, 2026

| (a) | (b) | (c) | (d) | (e) |
|----------|--|----------------------|---------------------|---------------------|
| Line No. | Account and Description | Per Book Test Period | Adjustment Note (1) | Adjusted Amount |
| 1 | Operation and Maintenance Expenses | | | |
| 2 | Production Expenses | | | |
| 3 | Steam Production - Operation | | | |
| 4 | 500 - Supervision & Engineering | \$ 1,076,762 | 234,415 | \$ 1,311,177 |
| 5 | 501 - Fuel - Note (2) | 470,556 | 102,442 | 572,998 |
| 6 | 502 - Steam Expense | 827,098 | 180,062 | 1,007,160 |
| 7 | 505 - Electric Expense | 524,633 | 114,215 | 638,848 |
| 8 | 506 - Miscellaneous | 680,123 | 148,065 | 828,188 |
| 9 | 507 - Rents | - | - | - |
| 10 | Subtotal Steam Production - Operation | \$ 3,579,172 | \$ 779,199 | \$ 4,358,371 |
| 11 | | | | |
| 12 | Steam Production - Maintenance | | | |
| 13 | 510 - Supervision & Engineering | 1,268,056 | 276,061 | 1,544,117 |
| 14 | 511 - Structures | 421,473 | 91,756 | 513,229 |
| 15 | 512 - Boilers | 768,138 | 167,227 | 935,365 |
| 16 | 513 - Electric Plant | 186,375 | 40,575 | 226,950 |
| 17 | 514 - Miscellaneous Plant | 16,855 | 3,669 | 20,524 |
| 18 | Subtotal Steam Production - Maintenance | \$ 2,660,897 | \$ 579,287 | \$ 3,240,184 |
| 19 | | | | |
| 20 | Other Production - Operation | | | |
| 21 | 546 - Operation Supervision & Engineering | 52,706 | 11,474 | 64,180 |
| 22 | 547 - Fuel | - | - | - |
| 23 | 548 - Generation Expense | 270,247 | 58,834 | 329,081 |
| 24 | 549 - Miscellaneous | (1,199) | (261) | (1,460) |
| 25 | 550 - Other Generation Rents | - | - | - |
| 26 | Subtotal Other Production - Operation | \$ 321,754 | \$ 70,047 | \$ 391,801 |
| 27 | | | | |
| 28 | Other Production - Maintenance | | | |
| 29 | 551 - Supervision & Engineering | 179 | 39 | 218 |
| 30 | 552 - Structures | - | - | - |
| 31 | 553 - Electric Plant | 336,233 | 73,199 | 409,432 |
| 32 | 554 - Miscellaneous Plant | 8,470 | 1,844 | 10,314 |
| 33 | 556 - System Control & Load Dispatch | - | - | - |
| 34 | Subtotal Other Production - Maintenance | \$ 344,881 | \$ 75,082 | \$ 419,963 |
| 35 | | | | |
| 36 | Other Power Supply | | | |
| 37 | 555 - Purchased Power - Energy | - | - | - |
| 38 | 555 - Purchased Power - Renewable Ready | - | - | - |
| 39 | 557 - Other Expenses | - | - | - |
| 40 | Subtotal Other Power Supply | \$ - | \$ - | \$ - |

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|----------|---|----------------------|---------------------|-----------------|
| Line No. | Account and Description | Per Book Test Period | Adjustment Note (1) | Adjusted Amount |
| 41 | | | | |
| 42 | Wind Production | | | |
| 43 | 558 - Operations & Maintenance | - | - | - |
| 44 | Subtotal Wind Production | \$ - | \$ - | \$ - |
| 45 | | | | |
| 46 | Total Production Expense | \$ 6,906,704 | \$ 1,503,615 | \$ 8,410,319 |
| 47 | | | | |
| 48 | Transmission Expenses | | | |
| 49 | Transmission - Operation | | | |
| 50 | 560 - Supervision & Engineering | 5,552 | 1,209 | 6,761 |
| 51 | 561 - Load Dispatch | 2,570 | 560 | 3,130 |
| 52 | 562 - Station Equipment | 126,488 | 27,537 | 154,024 |
| 53 | 563 - Overhead Lines | - | - | - |
| 54 | 564 - Underground Lines | - | - | - |
| 55 | 565 - Transmission of Electricity by Others | - | - | - |
| 56 | 566 - Miscellaneous | (865) | (188) | (1,053) |
| 57 | 567 - Rents | - | - | - |
| 58 | Subtotal Transmission - Operation | \$ 133,745 | \$ 29,117 | \$ 162,862 |
| 59 | | | | |
| 60 | Transmission - Maintenance | | | |
| 61 | 568 - Supervision & Engineering | - | - | - |
| 62 | 569 - Structures | - | - | - |
| 63 | 570 - Station Equipment | 32,321 | 7,036 | 39,357 |
| 64 | 571 - Overhead Lines | - | - | - |
| 65 | 572 - Underground Lines | - | - | - |
| 66 | 575 - SPP/WEIS Administrative Costs | - | - | - |
| 67 | Subtotal Transmission - Maintenance | \$ 32,321 | \$ 7,036 | \$ 39,357 |
| 68 | | | | |
| 69 | Total Transmission Expense | \$ 166,066 | \$ 36,153 | \$ 202,219 |
| 70 | | | | |
| 71 | Distribution Expenses | | | |
| 72 | Distribution - Operations | | | |
| 73 | 580 - Supervision | 393,851 | 85,743 | 479,594 |
| 74 | 581 - Load Dispatch | - | - | - |
| 75 | 582 - Station Equipment | 293,922 | 63,988 | 357,910 |
| 76 | 583 - Overhead Lines | 260,529 | 56,718 | 317,247 |
| 77 | 584 - Underground Lines | 64,548 | 14,052 | 78,600 |
| 78 | 585 - Street Lighting | 29,361 | 6,392 | 35,753 |
| 79 | 586 - Metering | 339,925 | 74,003 | 413,927 |
| 80 | 587 - Customer Installations | 388,094 | 84,490 | 472,584 |
| 81 | 588 - Miscellaneous | 514,421 | 111,991 | 626,412 |
| 82 | 589 - Rents | - | - | - |
| 83 | Subtotal Distribution - Operation | \$ 2,284,651 | \$ 497,377 | \$ 2,782,028 |

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|----------|---|----------------------|---------------------|---------------------|
| Line No. | Account and Description | Per Book Test Period | Adjustment Note (1) | Adjusted Amount |
| 84 | | | | |
| 85 | Distribution - Maintenance | | | |
| 86 | 590 - Supervision | 3,687 | 803 | 4,489 |
| 87 | 591 - Structures | - | - | - |
| 88 | 592 - Station Equipment | 83,039 | 18,078 | 101,117 |
| 89 | 593 - Overhead Lines | 594,973 | 129,528 | 724,501 |
| 90 | 594 - Underground Lines | 238,438 | 51,909 | 290,346 |
| 91 | 595 - Transformers | 48,511 | 10,561 | 59,072 |
| 92 | 596 - Street Lighting | 16,721 | 3,640 | 20,361 |
| 93 | 597 - Metering | 2,200 | 479 | 2,679 |
| 94 | 598 - Miscellaneous | 275 | 60 | 335 |
| 95 | Subtotal Distribution - Maintenance | \$ 987,844 | \$ 215,057 | \$ 1,202,901 |
| 96 | | | | |
| 97 | Total Distribution Expense | \$ 3,272,494 | \$ 712,434 | \$ 3,984,928 |
| 98 | | | | |
| 99 | Customer Accounts and Service Expenses | | | |
| 100 | Customer Accounts Expenses | | | |
| 101 | 901 - Supervision | - | - | - |
| 102 | 902 - Meter reading expenses | 262 | 57 | 319 |
| 103 | 903 - Customer records and collection expenses | - | - | - |
| 104 | 904 - Uncollectible accounts | - | - | - |
| 105 | 905 - Miscellaneous customer accounts expenses | 136,828 | 29,788 | 166,616 |
| 106 | Subtotal Customer Accounts Expenses | \$ 137,090 | \$ 29,845 | \$ 166,935 |
| 107 | | | | |
| 108 | Customer Service Expenses | | | |
| 109 | 907 - Supervision | - | - | - |
| 110 | 908 - Customer assistance expenses | 168,984 | 36,788 | 205,772 |
| 111 | 909 - Informational and instructional advertising expenses | - | - | - |
| 112 | 910 - Miscellaneous customer service and informational expenses | - | - | - |
| 113 | Subtotal Customer Service Expenses | \$ 168,984 | \$ 36,788 | \$ 205,772 |
| 114 | | | | |
| 115 | Total Customer Accounts and Service Expenses | \$ 306,074 | \$ 66,633 | \$ 372,707 |
| 116 | | | | |
| 117 | Sales Expenses | | | |
| 118 | Sales Expenses - Operation | | | |
| 119 | 911 - Supervision | - | - | - |
| 120 | 912 - Demonstrating and selling expenses | 1,093 | 238 | 1,331 |
| 121 | 913 - Advertising expenses | - | - | - |
| 122 | 916 - Miscellaneous sales expenses | - | - | - |
| 123 | Subtotal Sales Expenses - Operation | \$ 1,093 | \$ 238 | \$ 1,331 |

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|----------|---|----------------------|---------------------|----------------------|
| Line No. | Account and Description | Per Book Test Period | Adjustment Note (1) | Adjusted Amount |
| 124 | | | | |
| 125 | Administrative and General Expenses | | | |
| 126 | Administrative and General Expenses - Operation | | | |
| 127 | 920 - Administrative and general salaries | 568,400 | 123,743 | 692,143 |
| 128 | 921 - Office supplies and expenses | - | - | - |
| 129 | 922 - Administrative expenses transferred - Credit | - | - | - |
| 130 | 923 - Outside services employed | - | - | - |
| 131 | 924 - Property insurance | - | - | - |
| 132 | 925 - Injuries and damages | - | - | - |
| 133 | 926 - Employee pensions and benefits | 2,049,845 | 446,259 | 2,496,104 |
| 134 | 928 - Regulatory commission expenses | - | - | - |
| 135 | 929 - Duplicate Charges | - | - | - |
| 136 | 930.1 - General advertising expenses | - | - | - |
| 137 | 930.2 - Miscellaneous general expenses | 13,099 | 2,852 | 15,950 |
| 138 | 931 - Rents | - | - | - |
| 139 | Subtotal Administrative and General Expenses - Operation | \$ 2,631,343 | \$ 572,853 | \$ 3,204,197 |
| 140 | | | | |
| 141 | Administrative and General Expenses - Maintenance | | | |
| 142 | 935 - Maintenance of general plant | 50,986 | 11,100 | 62,085 |
| 143 | Subtotal Administrative and General Expenses - Maintenance | \$ 50,986 | \$ 11,100 | \$ 62,085 |
| 144 | | | | |
| 145 | Total Administrative and General Expenses | \$ 2,682,329 | \$ 583,953 | \$ 3,266,282 |
| 146 | | | | |
| 147 | Less: 501 - Fuel - Note (2) | 470,556 | 102,442 | 572,998 |
| 148 | | | | |
| 149 | Total Operating & Maintenance Expense | \$ 12,864,205 | \$ 2,800,585 | \$ 15,664,790 |

151 Note (1) Black Hills Power calculated its annual costs (including benefits, incentives and base pay) for each of the 208 employees
of Black Hills Power.

152 Note (2) Fuel expense is adjusted on Statement P; this expense is recovered through the ECA.