

Line	Description	Amount
	(a)	(b)
	Test Year Straight Time - Total Utility	
1	Non-Union	\$ 49,967,766
2	Union	31,737,866
3	Total	<u>\$ 81,705,632</u>
	Wage Increase	
4	Non-Union (Effective January 2015)	3.50%
5	Union (Effective May 2015)	3.79%
	Pro Forma Straight Time - Total Utility	
6	Non-Union	\$ 51,716,638
7	Union	32,940,731
8	Total	<u>\$ 84,657,369</u>
9	Overall % Increase	3.61%
	Per Books South Dakota Gas Labor Expense	
10	Straight Time	\$ 4,542,191
11	Premium Time	201,442
12	Bonuses & Commissions	145,467
13	Incentive Comp Accrual	242,760
14	Moving Allowance	315
15	Taxable Meals	1,022
16	Vacation & Other Non-Prod.	59,882
17	Total Per Books SD Gas Labor Expense	<u>\$ 5,193,079</u>
	Pro Forma South Dakota Gas Labor Expense	
18	Straight Time	\$ 4,706,164
19	Premium Time	208,714
20	Bonuses & Incentive Comp	290,671
21	Moving Allowance	315
22	Taxable Meals	1,022
23	Vacation & Other Non-Prod.	<u>\$ 62,044</u>
24	Total Pro Forma SD Gas Labor Expense	<u>\$ 5,268,930</u>
25	Pro Forma Adjustment	<u>\$ 75,851</u>
26	Total % Change to Labor Expense	1.46%
	Per Books SD Gas Labor Expense by Function	
27	Other Gas Supply	\$ 79,267
28	Distribution	3,094,304
29	Customer Accounting	915,482
30	Customer Service	112,781
31	Sales	15,335
32	A&G	<u>975,910</u>
33	Total Per Books SD Labor Expense by Function	<u>\$ 5,193,079</u>
	Pro Forma SD Gas Labor Expense by Function	
34	Other Gas Supply	\$ 80,425
35	Distribution	3,139,500
36	Customer Accounting	928,854
37	Customer Service	114,428
38	Sales	15,559
39	A&G	<u>990,164</u>
40	Total Pro Forma SD Labor Expense by Function	<u>\$ 5,268,930</u>
41	FICA Taxes	328,300
42	FICA Tax Rate	<u>6.32%</u>
43	Additional FICA Tax on Labor Adjustment	4,795

Sources:

Lines 1-4: Workpaper H-13	Line 24: Sum Lines 18-23
Line 5: MDU's Updated Response to Staff's DR 1-17	Line 25: Line 24 - Line 17
Line 6: Line 1 * (1 + Line 4)	Line 26: Line 25 / Line 17
Line 7: Line 2 * (1 + Line 5)	Lines 27-33: Schedule H-1, page 4
Line 8: Line 6 + Line 7	Line 34: Line 27 * (1 + Line 26)
Line 9: (Line 8 - Line 3) / Line 3	Line 35: Line 28 * (1 + Line 26)
Lines 10-17: Workpaper H-12	Line 36: Line 29 * (1 + Line 26)
Line 18: Line 10 * (1 + Line 9)	Line 37: Line 30 * (1 + Line 26)
Line 19: Line 11 * (1 + Line 9)	Line 38: Line 31 * (1 + Line 26)
Line 20: 447,393 (workpaper H-12) - 156,722 (DEP-1 Schedule 1, column c, line 7)	Line 39: Line 32 * (1 + Line 26)
Line 21: Line 14	Line 40: Sum Lines 34-39
Line 22: Line 15	Line 41: DR 1-23, Attachment A
Line 23: Line 16 * (1 + Line 9)	Line 42: Line 41 / Line 33
	Line 43: Line 25 * Line 42