

[REDACTED]

ENS03310

Date: 6-7-17 Exh # H-20
Regulatory Commission of Alaska
By: [Signature]
Northern Lights Realtime & Reporting, Inc.
(907) 337-2221 U-16-066

AG-3-6 Response Support

Colleen Starring	2012	2013	2014	2015
Compensation				
Base Pay (1)	\$ 247,698.44	\$ 257,700.49	\$ 231,523.35	\$ -
Short-Term Incentive	\$ 168,000.00	\$ 87,502.79	\$ 162,895.21	\$ 27,823.56
Long-Term Incentive	\$ 101,904.00	\$ 88,000.00	\$ 184,020.00	\$ -
Executive Life Insurance	\$ 3,726.93	\$ 4,106.63	\$ 4,375.42	\$ -
Auto Allowance	\$ 9,000.00	\$ 9,000.00	\$ 8,500.00	\$ -
Other Compensation (2)	\$ -	\$ -	\$ -	\$ -
Total - Compensation	\$ 530,329.37	\$ 446,309.91	\$ 591,313.98	\$ 27,823.56

(1) - includes regular pay, vacation pay, vacation sold, holiday pay, and float holiday pay

(2) - includes other bonuses and misc. fringes.

Stock Options Awarded	35,000	10,000
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ENSTAR employment ended 9/30/2014

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Gail Nanette Thompson 2012

Compensation

Base Pay (1) \$ 64,875.48

Short-Term Incentive \$ 100,296.25

Long-Term Incentive \$ -

Executive Life Insurance \$ 1,323.27

Auto Allowance \$ 2,600.00

Other Compensation (2)

Total - Compensation \$ 169,095.00

(1) - includes regular pay, vacation pay, vacation sold, holiday pay, and float holiday pay

(2) - includes other bonuses and misc. fringes.

Employment ended 4/13/2012

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Molra Smith	2012	2013	2014	2015
Base Pay (1)	\$ 57,004.50	\$ 188,825.87	\$ 195,674.83	\$ 204,906.77
Short-Term Incentive	\$ -	\$ 15,634.17	\$ 87,733.47	\$ 100,721.93
Long-Term Incentive	\$ -	\$ -	\$ -	\$ -
Executive Life Insurance	\$ -	\$ 1,286.35	\$ 1,152.48	\$ 1,234.70
Auto Allowance	\$ 2,600.00	\$ 7,800.00	\$ 9,000.00	\$ 9,000.00
Other Compensation (2)	\$ -	\$ 317.25	\$ 783.40	\$ 728.26
Total - Compensation	\$ 59,604.50	\$ 213,863.64	\$ 294,344.18	\$ 316,591.66

(1) - includes regular pay, vacation pay, vacation sold, holiday pay, and float holiday pay

(2) - Includes other bonuses and misc. fringes.

Date of hire 9/4/2012

Stock Options Awarded	10,000	-	2,000
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Jared Green	2014	2015
Base Pay (1)	\$ 56,402.59	\$ 262,564.62
Short-Term Incentive	\$ -	\$ 42,140.00
Long-Term Incentive	\$ -	\$ -
Executive Life Insurance	\$ -	\$ -
Auto Allowance	\$ 2,250.00	\$ 9,000.00
Other Compensation (2)	\$ -	\$ -
Total - Compensation	\$ 58,652.59	\$ 313,704.62

(1) - Includes regular pay, vacation pay, vacation sold, holiday pay, and float holiday pay

(2) - Includes other bonuses and misc. fringes.

Date of hire 10/1/2014

Stock Options Awarded	5,000	-
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AG-3-6 Response Support

John Lau

2015

Base Pay (1)	\$	82,500.00
Short-Term Incentive	\$	72,593.24
Long-Term Incentive	\$	32,143.40
Executive Life Insurance	\$	4,689.52
Auto Allowance	\$	8,125.00
Other Compensation (2)	\$	400.00
Total - Compensation	\$	200,451.16

(1) - includes regular pay, vacation pay, vacation sold, holiday pay, and float holiday pay

(2) - includes other bonuses and misc. fringes.

Reflects pay in officer position effective 7/20/15

Stock Options Awarded

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John Sims	2015
Base Pay (1)	\$ 141,537.40
Short-Term Incentive	\$ 54,136.63
Long-Term Incentive	\$ 21,783.83
Executive Life Insurance	\$ 973.58
Auto Allowance	\$ 8,750.00
Other Compensation (2)	\$ 120.00
Total - Compensation	\$ 227,301.44

(1) - includes regular pay, vacation pay, vacation sold, holiday pay, and float holiday pay

(2) - includes other bonuses and misc. fringes.

Reflects pay in officer position effective 2/2/15

Stock Options Awarded -