


ENS03287

Date: 6-7-17 Exh # A-19
Regulatory Commission of Alaska
By: [Signature]
Northern Lights Realtime & Reporting, Inc.
(907) 337-2221 4-16-066

LTIP 2013-2015 Award Payout

ICO Energy Inc. Employees (affiliates of ENSTAR)
 LTIP Incentive Compensation Included in Revenue Requirement
 AG-3-4 (d) Response Support

Last Name	Position	LTIP Bonus 2013 (1)	LTIP Bonus 2014	LTIP Bonus 2015	Total
Ayers, Rick	Director of Information Technology	\$30,326.72	\$26,283.16	\$ 26,940.23	
Forster, Ann	Vice President Employee Services	\$66,150.00	\$56,503.13	\$ 58,763.25	
Straney, Richard	Director of Risk Management	\$30,032.80	\$25,715.58	\$ 26,358.47	
McLane, Darcy	Director of Accounting	\$25,012.47	\$22,486.04	\$ 23,868.00	
Moses, Mark	Vice President, CFO and Treasurer	\$63,294.85	\$56,227.50	\$ 67,200.00	
Vincent, Tracy	Director of Financial Reporting & Assistant Controller	\$25,012.47	\$22,486.04	\$ 25,560.00	
	Total	\$239,829.31	\$209,701.45	\$228,689.96	
	Amount Accrued as 2015 LTIP Expense	\$95,474.15	\$69,900.48	\$76,229.99	\$241,604.62
	Reconciling adjustment to 2015 expense from prior year	(\$8,215.08)	\$0.00	\$0.00	(\$8,215.08)
	Total Amount Accrued as 2015 LTIP Expense (1)	\$87,259.07	\$69,900.48	\$76,229.99	\$233,389.54

Portion of Total Accrued Expense Allocated to ENSTAR and reflected in the 2015 Revenue Requirement:

\$90,874.72

(1) Reflects the total LTIP expense for SEMCO Energy, Inc. Employees recorded as 2015 LTIP Expense and allocated to SEMCO's divisions and subsidiaries.

SEMCO Energy Inc. Employees (affiliates of ENSTAR)
 STIP and LTIP Incentive Compensation Included in Revenue Requirement
 AG-3-4 (d) Response Support

EE Name	Job Title	2015 STIP Bonus
ABBOTT, SHERRY L	Corporate Secretary	\$ 35,694.28
AMEY, TERRI J.	Risk Management Analyst	\$ 2,611.62
AYERS, RICK L	Director Info Technology	\$ 46,247.40
EIKHOF, LUANNE M	Manager Tax and Benefits	\$ 12,924.53
ELLIS, SARAH J.	Treasury Analyst	\$ 2,891.10
HESSELL, ERIC R.	Tax Accountant	\$ 2,430.00
FORSTER, ANN L	VP, Employee Services	\$ 63,164.13
CORZEN, STEVEN J	IT Project Specialist	\$ 4,736.09
GRIMLEY-SMITH, JENNIFER R	Manager HR	\$ 11,416.20
HAGLE, GENINA R.	Manager, Tax Compliance	\$ 13,134.74
HAYES, GREGORY J	Senior Financial Analyst	\$ 4,682.98
LEE, LYNN G.	Sr. HR Generalist	\$ 3,245.32
PEARL, KARLA M.	Manager Accounting	\$ 8,302.49
STRANEY, RICHARD W.	Director Risk Management	\$ 45,138.88
THOMSON, JEFFREY S	Manager Application Support	\$ 14,313.11
WATSON, ANNA L	Application Systems Anal/Prog	\$ 4,379.41
MCLANE, DARCY L	Director of Accounting, Budget & Plan	\$ 40,973.40
MOSES, MARK A	VP, CFO & Treasurer	\$ 82,012.50
VINCENT, TRACY L	Controller	\$ 44,197.50
WINSTON, CAITLIN A	Financial Reporting Analyst	\$ 2,993.05
	Total (1)	\$ 447,488.72

Portion of Total Accrued Expense Allocated to ENSTAR and reflected in the 2015 Revenue Requirement:

\$ 31,898.10

(1) Reflects the total STIP expense for SEMCO Energy, Inc. Employees recorded as 2015 LTIP Expense and allocated to SEMCO's divisions and subsidiaries.