

SERP Participants

Kurt Angermeier, DOT 1/21/2002 – Director EBA Application, SEMCO Energy, Inc.

David Bredin, DOT 6/1/2016 – Director of Operations, ENSTAR

Barrett Hatches, DOT 3/31/2001 – President, ENSTAR

Marcus Jackson, DOT 12/2/2003 – CEO and Chairman of the Board, SEMCO Energy, Inc.

William Johnson, DOT 2/28/2002 – Chairman, SEMCO Energy, Inc.

~~Jon Kosht, DOT 12/31/2002 – President~~

John Lau, currently employed – VP of Operations, ENSTAR

Michael Palmerl, DOT 8/30/2012 – EVP, COO & CFO, SEMCO Energy, Inc.

John Schneider, DOT 7/31/2004 – Sr. VP, CFO & Treasurer

Lance Smotherman, DOT 8/30/2012, SEMCO Energy, Inc.

Robert Stone, DOT 2/15/2002 – President & CEO of NATCOMM

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