

Exhibit No.:  
Issues: Ameren Services Wages  
and Benefits  
Witness: Kelly S. Hasenfratz  
Type of Exhibit: Direct Testimony  
Sponsoring Party: Union Electric Company  
File No.: ER-2019-0335  
Date Testimony Prepared: July 3, 2019

**MISSOURI PUBLIC SERVICE COMMISSION**

**FILE NO. ER-2019-0335**

**DIRECT TESTIMONY**

**OF**

**KELLY S. HASENFRATZ**

**ON**

**BEHALF OF**

**UNION ELECTRIC COMPANY  
d/b/a Ameren Missouri**

**\*\*DENOTES CONFIDENTIAL INFORMATION\*\***

St. Louis, Missouri  
July 2019

## TABLE OF CONTENTS

I. INTRODUCTION .....	1
II. PURPOSE OF TESTIMONY.....	2
III. COMPENSATION .....	3











1           We participate in benchmarking services where the value of Ameren benefits is  
2 compared to the benefits programs offered by other participating companies. These  
3 benchmarking results provide a quantitative evaluation of each company's benefits  
4 provisions and overall benefits program, and facilitate a comparison of these benefits  
5 values from company to company.

6           \*\* \_\_\_\_\_  
7 \_\_\_\_\_  
8 \_\_\_\_\_  
9 \_\_\_\_\_  
10 \_\_\_\_\_  
11 \_\_\_\_\_  
12 \_\_\_\_\_

13           \_\_\_\_\_ \*\*

14           These results are consistent with our philosophy to provide market-based benefits  
15 programs.

16           **Q. Does this conclude your direct testimony?**

17           A. Yes, it does.



