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Missouri Public Service Commission

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Data Request

Data Request No. 0121
Company Name Empire District Electric Company, The-Investor(Electric)
Case/Tracking No. ER-2012-0345
Date Requested 8/8/2012
Issue Expense - Payroll-Incentive Compensation
Requested From Angela Cloven
Requested By Kim Bolin
Brief Description Interim Rate Request - Incentive Compensation

Description Has Empire paid out any "incentive compensation" to its officers related to 2011 financial/operating results at any time? If so, specify the timing of those payments. If not, why not? Does Empire currently plan to provide its officers the opportunity to receive such compensation in related to 2012 financial/operating results in 2013? If not, why not?

Due Date 8/14/2012

Response **Provided by Kelly Walters - See Empire proxy attached to the response to Staff data request 49. As indicated in the proxy , In addition to the reduction is Executive "incentive compensation" earned in 2011 and paid in 2012, Empire reduced all department head "incentive compensation" earned in 2011 and paid in 2012 by 50 percent. For the metrics used to determine executive "incentive compensation earned in 2012 and to be paid in 2013 see the response to Staff data request 49.**

The attached information provided to Missouri Public Service Commission Staff in response to the above data information request is accurate and complete, and contains no material misrepresentations or omissions, based upon present facts of which the undersigned has knowledge, information or belief. The undersigned agrees to immediately inform the Missouri Public Service Commission Staff if, during the pendency of Case No. ER-2012-0345 before the Commission, any matters are discovered which would materially affect the accuracy or completeness of the attached information.

If these data are voluminous, please (1) identify the relevant documents and their location (2) make arrangements with requestor to have documents available for inspection in the Empire District Electric Company, The-Investor(Electric) office, or other location mutually agreeable. Where identification of a document is requested, briefly describe the document (e.g. book, letter, memorandum, report) and state the following information as applicable for the particular document: name, title number, author, date of publication and publisher, addresses, date written, and the name and address of the person(s) having possession of the document. As used in this data request the term "document(s)" includes publication of any format, workpapers, letters,

MEJA Exhibit No. 7
 Date 8-10-12 Reporter KF
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memoranda, notes, reports, analyses, computer analyses, test results, studies or data, recordings, transcriptions and printed, typed or written materials of every kind in your possession, custody or control or within your knowledge. The pronoun "you" or "your" refers to Empire District Electric Company, The-Investor(Electric) and its employees, contractors, agents or others employed by or acting in its behalf.

Security
Rationale

Public
NA