

FEB 9 2018

EXECUTIVE COMPENSATION

Missouri Public Service Commission

2016 Summary Compensation Table

The following table sets forth information regarding the compensation of our CEO, our Chief Financial Officer and each of the other persons who were our NEOs for 2016.

Name and Principal Position	Year	Salary (\$)(1)	Bonus (\$)	Stock Awards (\$)(2)	Option Awards (\$)(3)	Non-Equity Incentive Plan Compensation (\$)(4)	Change in Pension Value and Nonqualified Deferred Compensation Earnings (\$)(5)	All Other Compensation (\$)(6)	Total (\$)
Susan N. Story	2016	\$876,923	\$ —	\$1,440,032	\$359,999	\$1,188,000	\$ —	\$231,578	\$4,096,532
President and Chief Executive Officer (7)	2015	\$776,931	\$ —	\$1,144,820	\$280,003	\$ 870,400	\$ —	\$199,354	\$3,271,508
	2014	\$637,174	\$ —	\$ 952,736	\$238,174	\$ 587,243	\$ —	\$150,520	\$2,565,847
Linda G. Sullivan	2016	\$482,915	\$ —	\$ 473,776	\$118,449	\$ 482,979	\$ —	\$161,401	\$1,719,520
Executive Vice President and Chief Financial Officer (8)	2015	\$470,616	\$ —	\$ 459,987	\$115,003	\$ 386,621	\$ —	\$ 74,429	\$1,506,656
	2014	\$300,764	\$ —	\$ 959,973	\$114,998	\$ 340,871	\$ —	\$ 94,878	\$1,811,484
Walter J. Lynch	2016	\$551,146	\$ —	\$ 648,884	\$162,226	\$ 576,366	\$373,563	\$ 84,785	\$2,396,970
Executive Vice President and Chief Operating Officer (9)	2015	\$537,120	\$ —	\$ 643,958	\$157,498	\$ 457,414	\$150,284	\$ 81,452	\$2,027,726
	2014	\$521,531	\$ —	\$ 612,043	\$153,001	\$ 391,834	\$451,509	\$ 84,542	\$2,214,460
Michael A. Sgro	2016	\$396,985	\$ —	\$ 312,005	\$ 77,999	\$ 344,545	\$788,407	\$ 12,185	\$1,932,126
Executive Vice President, General Counsel and Secretary (10)	2015	\$352,109	\$ 25,000	\$ 275,994	\$ 67,503	\$ 187,386	\$269,080	\$ 6,302	\$1,183,374
Loyd A. Warnock	2016	\$377,188	\$ —	\$ 266,467	\$ 66,612	\$ 251,489	\$ —	\$ 54,559	\$1,016,315
Senior Vice President External Affairs, Communications and Public Policy (11)	2015	\$367,750	\$ —	\$ 264,912	\$ 64,801	\$ 201,882	\$ —	\$ 53,191	\$ 952,536
	2014	\$235,389	\$220,000	\$ 699,197	\$ 64,801	\$ 177,845	\$ —	\$ 22,495	\$1,419,727

(1) In 2016, the following NEOs deferred a portion of their base salary under the Employee Deferred Compensation Plan: Ms. Story—\$173,846; Ms. Sullivan—\$24,146; and Mr. Lynch—\$38,579.

LPH
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