



The Empire District Electric Company
Missouri Jurisdiction
Docket No. ER-2019-0374
IS ADJ 48 - Retention Bonus

Line No.	FERC (a)	GL Account (b)	Description (c)	Monthly Retention Bonus (d)	Number of Eligible Employees ⁽¹⁾ (e)	Number of Months in 2020 Retention Bonus will be utilized (f)	Total Company Anticipated Retention Bonus (g) = ((d)x(e)) x (f)	Missouri Allocation Factor (h)	Missouri Annual Lineman Retention Bonus (i) = (g) x (h)
1	583	583019	Oh Distribution Line Operations	\$ 1,000	106	11	\$ 1,166,000	87.57%	1,021,080
2	583		Total:	<u>1,000</u>	<u>106</u>		<u>\$ 1,166,000</u>		<u>\$ 1,021,080</u>

Source: See Jeff Westfall Surrebuttal Testimony.

Purpose: This adjustment calculates the anticipated Lineman Retention Bonus to payout utilizing revised bonus monthly payment of \$1,000 effective January 2020.

⁽¹⁾ Per OPC Data Request 2016