

# SCPS Compensation History

## ESPs

Expressed as a Percentage

<b>Year</b>	<b>SECA</b>	<b>NIPSCO</b>	<b>SCSBDA</b>
08/09	0	0	0
09/10	1.50	1.50	1.50
10/11	\$450-600 One-Time Bonus	\$450-600 One-Time Bonus	\$450-600 One-Time Bonus
11/12	\$250 One-Time Bonus	\$250 One-Time Bonus	\$250 One-Time Bonus
12/13	2.60	2.60	2.60
13/14	3.0	3.0	3.0
14/15	2.36	2.36	2.36
15/16	2.25	2.25	2.25
16/17	2.75	2.75	2.75
17/18	2.51	2.51	2.51
18/19	0.86	0.86	0.86
19/20	3.00	3.00	3.00
20/21	1.25	1.25	1.25
21/22	2.65 – 8.70 + Exp Supp	3.19 – 9.20 + Exp Supp	7.87 – 18.54 + Exp Supp