

STATE OF MICHIGAN

BEFORE THE MICHIGAN PUBLIC SERVICE COMMISSION

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In the matter of the application of)
MICHIGAN GAS UTILITIES CORPORATION)
for authority to increase retail natural gas rates)
and for other relief.)
_____)

Case No. U-17880

DIRECT TESTIMONY AND EXHIBITS OF
CHRISTINE M. HANS, CPA
FOR
MICHIGAN GAS UTILITIES CORPORATION

STATE OF MICHIGAN

BEFORE THE MICHIGAN PUBLIC SERVICE COMMISSION

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Case No. U-17880

QUALIFICATIONS
OF
CHRISTINE M. HANS, CPA
PART I

1 **Q. Please state your name, position and business address.**

2 A. My name is Christine M. Hans. My business address is Integrys Business Support
3 ("IBS"), 200 East Randolph Street, Chicago, Illinois 60601. I am Manager - Benefits
4 Accounting in the Benefits Accounting Department of Integrys Energy Group, Inc.
5 ("Integrys"). Both IBS and Michigan Gas Utilities Corporation ("MGUC") are wholly-
6 owned subsidiaries of Integrys.

7
8 **Q. For whom are you providing testimony?**

9 A. I am providing testimony on behalf of MGUC.
10

11 **Q. Please describe briefly your educational, professional, and utility background.**

12 A. I have a Bachelor of Science Degree from Illinois Wesleyan University with a major
13 in Accounting. I am registered in the State of Illinois as a Certified Public Accountant
14 ("CPA") and have been employed by IBS or its predecessors since May of 1990. In
15 my current position in the Benefits Accounting Department, my primary duties
16 include the accounting for the costs of the employee benefit plans, coordinating the
17 forecasting done by the actuaries, and ensuring accounting compliance of the

1 employee benefit plans and trusts for Integrys and its subsidiaries, including MGUC.

2

3 **Q. Have you previously testified before any regulatory agency?**

4 A. Yes, I have. I have testified before the Illinois Commerce Commission on behalf of
5 The Peoples Gas Light and Coke Company, and North Shore Gas Company in
6 Docket Nos. 09-0166/0167, 11-0280/0281, 12-0511/0512 and 14-0224/0225. I have
7 submitted testimony before the Michigan Public Service Commission on behalf of
8 MGUC in Case Nos. U-15990 and U-17273; on behalf of Wisconsin Public Service
9 Company in Case No. U-17669; and on behalf of Upper Peninsula Power Company
10 in Case Nos. U-15988, U-16166, U-16417 and U-17274. I have testified before the
11 Minnesota Public Utilities Commission on behalf of Minnesota Energy Resources
12 Corporation in Docket Nos. G007,001/GR-10-977 and G011/GR-13-167. I have also
13 submitted testimony before the Public Service Commission of Wisconsin in Docket
14 Nos. 6690-UR-119, 6690-UR-120, 6690-UR-121, 6690-UR-122 and 6690-UR-123.

**CHRISTINE M. HANS, CPA
DIRECT TESTIMONY
PART II**

1 **Q. What is the purpose of your pre-filed direct testimony?**

2 A. The purpose of my pre-filed direct testimony is to explain the methodologies used to
3 determine MGUC's forecast of 2016 employee benefit costs.

4

5 **Q. Are you sponsoring schedules to any exhibits in this proceeding?**

6 A. Yes, I am. I am sponsoring Schedules C27 and C28 to Exhibit A-3.

7

8 **Q. Were Schedules C27 and C28 of Exhibit A-3 prepared by you or under your
9 direction and supervision?**

10 A. Yes, they were.

11

12 **Q. Please describe Schedule C27.**

13 A. Schedule C27 of Exhibit A-3 is a summary, by sub-account, of employee benefit
14 costs for MGUC employees for the 2014 historic year, and the 2016 projected year,
15 inclusive of MGUC's allocation of employee benefit costs from IBS.

16

17 **Q. Please describe Schedule C28.**

18 A. Schedule C28 of Exhibit A-3 is a summary, by sub-account, of IBS employee benefit
19 costs for the 2014 historic year, and the 2016 projected year. This exhibit also
20 calculates MGUC's allocation of employee benefit costs from IBS.

21

22 **Q. What is the current forecast of employee benefit costs for MGUC for 2016?**

23 A. The current forecast of employee benefit costs for MGUC, on a corporate basis, for
24 the 2016 projected year is \$3,723,802 inclusive of MGUC's allocation of employee

1 benefit costs from IBS. This compares to \$3,652,381 for the 2014 historic year, on a
2 corporate basis. This is an increase of \$71,421 over a two-year period, or 2.0%.
3 This 2.0% increase over two years corresponds to an increase of 1.01% per year.
4

5 **Forecasting Methodologies**

6 **Q. How was the forecast of employee benefit costs for MGUC for 2016**
7 **developed?**

8 A. As shown on Schedule C27, MGUC divided the forecast of employee benefit costs
9 into three categories. These categories were:

- 10 1. Forecasted 2016 costs that were determined by MGUC estimates,
- 11 12 2. Forecasted 2016 costs that were determined by inflating 2014 actual
13 costs, and
- 14 15 3. Forecasted 2016 costs that were determined through actuarial analysis.

16
17 **Employee Benefit Costs that were Estimated by MGUC**

18 **Q. Please describe the process used to determine the forecasted 2016 employee**
19 **benefit costs that were determined by MGUC estimates.**

20 A. There are four. The total impact of these items is a net increase of \$193,288 from
21 2014 to 2016.

22
23 First, as shown on Exhibit A-3, Schedule C27, line 1, regarding the costs recorded in
24 Account 926080 A&G Dental Benefits, MGUC estimates the 2016 costs to be
25 \$113,012. The overall increase in 2016 costs as compared to 2014 costs is \$4,105.
26 Self-insured dental costs for active employees are determined by calculating a cost
27 per full-time equivalent employee ("FTE"). The rate per FTE is then applied to the
28 number of FTE's in the test year. Projected dental costs were calculated using the
29 actuarially calculated premium rates for 2014 benefit coverage and a 4% annual
30 inflation rate for 2015 and a 4% annual inflation rate for 2016 based on trend

1 information received from MGUC's independent actuary, Towers Watson ("Towers").
2
3 Second, as shown on Exhibit A-3, Schedule C27, line 2, regarding the costs
4 recorded in Account 926090 A&G Medical Benefits, MGUC estimates the 2016 costs
5 to be \$1,430,492. The overall increase in 2016 costs as compared to 2014 costs is
6 \$223,594. Like dental costs, self-insured medical costs for active employees are
7 determined by calculating a cost per FTE. The rate per FTE is then applied to the
8 number of FTE's in the test year. Projected medical costs were calculated using the
9 actuarially calculated premium rates for 2014 benefit coverage and a 6.8% annual
10 inflation rate for 2015 and a 6.55% annual inflation rate for 2016 based on trend
11 information received from Towers, MGUC's independent actuary.
12
13 Third, as shown on Exhibit A-3, Schedule C27, line 3, regarding the costs recorded
14 in Account 926190 Goal Sharing, for purposes of calculating the Pension & Benefits
15 Known & Measurable adjustment, MGUC estimates the 2016 costs to be \$0. Please
16 see the direct testimony of Ms. Katherine A. De Cramer and the Exhibit A-3,
17 Schedule C15 regarding the Pay-at-Risk calculation.
18
19 Lastly, as shown on Exhibit A-3, Schedule C27, line 4, regarding the costs recorded
20 in Account 926300 IBS Billed Benefits, MGUC estimates the 2016 costs to be
21 \$904,681. The overall decrease in 2016 costs allocated to MGUC as compared to
22 2014 allocated costs is \$6,806. The primary driver behind holding costs about the
23 same for the 2016 test year is lower costs determined by actuarial analysis
24 somewhat offset by higher medical costs for active employees. Specifically, in 2014
25 IBS incurred settlement charges for the Supplemental Retirement Plan of \$417,095
26 in 2014 compared to \$0 in 2016; and IBS had, in the Restoration Plan, \$323,662 in
27 actuarial loss amortizations compared to \$0 in 2016.

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Q. How were IBS employee benefit cost projections calculated?

A. IBS employee benefits cost projections relied on the same assumptions, actuarial analyses, and methodologies used for MGUC employee benefit costs, as described in this testimony.

Detail regarding the IBS employee benefits costs is shown on Exhibit A-3, Schedule C28.

Employee Benefit Costs that were Determined by Inflating 2014 Actual Costs
Q. Please describe the process used to determine the forecasted 2016 employee benefit costs that were determined by inflation.

A. As shown on Exhibit A-3, Schedule C27, for the sub-accounts shown on lines 8 through 23, MGUC inflated 2014 actual costs by the inflation factors developed by MGUC witness Ms. Katherine A. De Cramer, CPA in Exhibit A-7. The overall decrease in costs forecasted by inflating 2014 costs to 2016 was \$3,545, or 3.3%. This 3.3% increase over two years corresponds to 1.64% per year.

Employee Benefit Costs that were Determined by Actuarial Analysis
Q. Please describe the process used to determine the forecasted 2016 employee benefit costs that were determined by actuarial analysis.

A. As shown on Exhibit A-3, Schedule C27, for five sub-accounts, MGUC relied on an actuarial analysis to determine forecasted 2014 employee benefit costs. The specific methods and assumptions employed are described below. The overall decrease in costs from 2014 to 2016 forecasted by actuarial analysis is \$118,322, or a decrease of 7.9%. This 7.9% decrease over two years corresponds to 3.87% per year.

The 2016 employee benefit costs that were determined by actuarial analysis are

1 related to:

- 2 1. Pension,
- 3 2. Post Retirement Medical,
- 4 3. Pension Restoration,
- 5 4. Supplemental Pension, and
- 6 5. Post Retirement Life.

7

8 **Employee Pension Expense**

9 **Q. Please describe the development of the pension expense shown on line 26 of**
10 **Exhibit A-3, Schedule C27.**

11 A. Pension expense is determined using actuarial analysis, which is performed in
12 accordance with Financial Accounting Standards Board (“FASB”) Accounting
13 Standards Codification (“ASC”) 715-30, Defined Benefit Plans – Pension (“ASC 715-
14 30”, formerly Statement of Financial Accounting Standards (“SFAS”) No. 87).
15 MGUC follows Generally Accepted Accounting Principles (“GAAP”) for its financial
16 statements. Under the provisions of GAAP, ASC 715-30 describes the
17 methodologies and assumptions used to calculate and account for pension expense.
18 ASC 715-30 requires an annual determination of the pension expense for the year.
19 This expense is determined by the actuary each year based upon:

- 20 1. Employee census data,
- 21 2. Current plan provisions,
- 22 3. Plan asset performance, and
- 23 4. Certain other actuarial assumptions.

24

25 For the ASC 715-30 pension expense, MGUC’s actuary, Towers, performs the
26 calculations required by this accounting standard annually to determine MGUC’s
27 pension expense. MGUC’s external auditors, Deloitte & Touche (“D&T”), review the

1 actuarial assumptions used to ensure consistency with GAAP.

2

3 There are four components of the ASC 715-30 pension expense. They are:

4 1. Service cost,

5

6 2. Interest cost,

7

8 3. Expected earnings on plan assets, and

9

10 4. Amortization of gains and losses, prior service costs, and any transitional
11 amounts.

12

13 Service cost represents one-year's pro-rata share of the expected benefits earned
14 during the year by current active employees.

15

16 Interest cost represents interest on the plan's benefit obligation (its liabilities) due to
17 the passage of time.

18

19 There is also an assumption regarding the expected return on assets for the year,
20 which is measured against the actual returns for the period. This rate of return
21 assumption is intended to be a long-term assumption of the return on plan assets.

22

23 The final component represents the amortization of various plan experiences that
24 were not anticipated by actuarial assumptions.

25

26 In order to calculate the plan's total benefit obligation and annual ASC 715-30
27 expense, the actuary uses a number of assumptions including:

28 1. Mortality tables,

29 2. Retirement rates from MGUC,

30 3. Anticipated salary increases,

31 4. Expected return on plan assets,

- 1 5. Interest crediting rate, and
- 2 6. Discount rate.

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Integrus management, as well as MGUC's external auditor, D&T, reviews these assumptions for reasonableness. A rate of return on assets of 7.75%, and a discount rate of 4.10%, were used to forecast the 2016 pension expense.

8 The actuary then calculates the annual ASC 715-30 pension expense for MGUC.
9 This amount was \$170,006 in 2014, and is projected to be \$204,794 for 2016. This
10 is an increase of \$34,788.

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Also included in this expense for both 2014 and 2016 is \$821,606 of amortization expense authorized by the Commission's January 9, 2007 Order in Case No. U-15138.

16 **Post Retirement Medical**
17 **Q. Please describe the development of the post retirement medical expense**
18 **shown on line 27 of Exhibit A-3, Schedule C27.**

19 A. The expense for retirees is determined using actuarial analysis, which is performed
20 in accordance with ASC 715-60, Defined Benefit Plans - Other Postretirement ("ASC
21 715-60", formerly "SFAS 106"). As stated above, MGUC follows GAAP for its
22 financial statements. Under the provisions of GAAP, ASC 715-60 describes the
23 methodologies and assumptions used to calculate and account for retiree health care
24 expense.

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The actuary performs the calculations required by this accounting standard annually to determine MGUC's ASC 715-60 expense. D&T reviews the actuarial assumptions

1 used to ensure consistency with GAAP.

2

3 ASC 715-60 requires an annual determination of the retiree health care expense for
4 the year, also referred to as Other Post-Employment Benefits (“OPEB”) expense or
5 Post Employment Benefits other than Pension (“PBOP”). This expense is
6 determined by the actuary each year based upon:

- 7 1. Employee census data,
- 8 2. Current plan provisions,
- 9 3. Plan asset performance, and
- 10 4. Certain other actuarial assumptions.

11

12 There are four components of SFAS No. 106 expense:

- 13 1. Service cost,
- 14 2. Interest cost,
- 15 3. Expected earnings on plan assets, and
- 16 4. Amortization of gains and losses, prior service costs, and any transitional
17 amounts.

18

19 These are the same four components that are used in the calculation of pension
20 expense, although different assumptions are used for health care.

21

22 In order to calculate the plan’s total benefit obligation and annual ASC 715-60
23 expense, the actuary uses a number of assumptions including:

- 24 1. Health care inflation trend rates,
- 25 2. Mortality tables,
- 26 3. Retirement rates from MGUC,
- 27 4. Actual retiree health care claims experience specific to MGUC,
- 28 5. Expected return on plan assets, and

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6. A discount rate.

Integrus management, as well as MGUC's external auditor, D&T, reviews these assumptions. A rate of return on assets of 7.75% and a discount rate of 3.60% was used to forecast the 2016 administrative post retirement medical expense. A rate of return on assets of 7.75% and a discount rate of 4.15% was used to forecast the 2016 non-administrative or union post retirement medical expense.

The actuary then calculates the annual ASC 715-60 expense component for each year, which was \$(271,281) for the 2014 historic test year, and is projected to be \$(417,709) for the 2016 projected test year. This is a decrease of \$146,428. The decrease is primarily attributable to a change in post-65 coverage which was reflected for only ten months of 2014; such change is reflected for all twelve months of 2016.

Also included in this expense for both 2014 and 2016 is \$729,658 of amortization expense authorized by the Commission's January 9, 2007 Order in Case No. U-15138.

Pension Restoration

Q. Please describe the development of the pension restoration plan expense shown on line 28 of Exhibit A-3, Schedule C27.

A. The pension restoration plan expense is calculated in accordance with ASC 715-30 accounting rules, identical in nature to the pension expense described above. This amount was \$56 in 2014, and is projected to be \$0 for the 2016 test year, which is a decrease of \$56.

1 Also included is plan expense of the Deferred Income Plan. The Deferred Income
2 Plan expense was \$6,745 in 2014, and is projected to be \$5,426 for the 2016 test
3 year, which is a decrease of \$1,319.

4

5 **Supplemental Pension**

6 **Q. Please describe the development of the supplemental pension plan expense
7 shown on line 29 of Exhibit A-3, Schedule C27.**

8 A. The supplemental pension plan expense is calculated in accordance with ASC 715-
9 30 accounting rules, identical in nature to the pension expense described above. A
10 discount rate of 3.65% was used to forecast the 2016 supplemental pension plan
11 expense. This amount was \$25,022 in 2014, and is projected to be \$20,235 for the
12 2016 test year, which is a decrease of \$4,787.

13

14 Also included in this expense for both 2014 and 2016 is \$12,346 of amortization
15 expense authorized by the Commission's January 9, 2007 Order in Case No. U-
16 15138.

17

18 **Post Retirement Life**

19 **Q. Please describe the development of the post retirement life benefit plan
20 expense shown on line 30 of Exhibit A-3, Schedule C27.**

21 A. The post retirement life insurance expense is calculated in accordance with the
22 requirements of ASC 715-60, consistent with the post retirement medical expense
23 described above. A rate of return on assets of 7.75%, and a discount rate of 4.00%,
24 were used to forecast the 2016 post retirement life insurance expense. This amount
25 was \$10,847 in 2014, and is projected to be \$10,327 in 2016. This is a decrease of
26 \$520.

27

28 **Q. Will MGUC provide updated actuarial analyses when available?**

1 A. Yes, it will. Upon request, MGUC will provide an updated actuarial analysis to
2 Commission Staff and to the parties in this proceeding if one is completed during the
3 pendency of this proceeding.

4
5 **Q. In light of the approvals granted in Case No. U-17682 and the impending**
6 **merger of Wisconsin Energy Corporation (“WEC”) and Integrys to be**
7 **completed in 2015, do you anticipate that the substance of your testimony or**
8 **sponsored exhibits will need to be modified to reflect the change in MGUC’s**
9 **control from Integrys to WEC?**

10 A. No, I do not at this time. With the merger of Integrys into WEC and WEC taking
11 control of MGUC, with the exceptions of IBS changing its name to WEC Business
12 Support LLC., (“WBS”), we expect business as usual, with no significant immediate
13 changes.

14
15 **Q. Does this complete your pre-filed direct testimony?**

16 A. Yes, it does.

MICHIGAN GAS UTILITY COMPANY

Summary of Employee Benefits Costs

Test Year Ended December 31, 2016

Line No.	Sub-Account Description	2014 Actual \$	2016 Forecast \$	Increase \$	Increase %	Forecast Method
1	926080 A&G Dental Benefits	\$ 108,907	\$ 113,012	\$ 4,105	3.8%	MGUC Estimate
2	926090 A&G Medical Benefits	\$ 1,206,898	\$ 1,430,492	\$ 223,594	18.5%	MGUC Estimate
3	926190 Goal Sharing	\$ 27,605	\$ -	\$ (27,605)	-100.0%	MGUC Estimate
4	926300 IBS Billed Benefits	\$ 911,487	\$ 904,681	\$ (6,806)	-0.7%	Exhibit A-3 (CMH-1), Schedule C28
5	Subtotal - MGUC Estimate	\$ 2,254,897	\$ 2,448,185	\$ 193,288	8.6%	
6						
7						
8	926000 A&G-Employee Pension and Benefits	\$ (645)	\$ (666)	\$ (21)	3.3%	Inflationary
9	926007 Company Match 401K	\$ 251,072	\$ 259,352	\$ 8,280	3.3%	Inflationary
10	926020 Time Away From Work Residual Balance	\$ 1,525,406	\$ 1,575,712	\$ 50,306	3.3%	Inflationary
11	926025 Time Away From Work - Clearing	\$ (1,520,525)	\$ (1,570,670)	\$ (50,145)	3.3%	Inflationary
12	926026 IBS Billed Non Productive Time - Residual Balance	\$ (3,484)	\$ (3,599)	\$ (115)	3.3%	Inflationary
13	926050 Human Resources Dept General	\$ 171,267	\$ 176,915	\$ 5,648	3.3%	Inflationary
14	926070 Christmas Gift Check Expense - Retirees	\$ 4,631	\$ 4,784	\$ 153	3.3%	Inflationary
15	926120 Joint Plant A&G & Non-Utility Loading	\$ (1,311)	\$ (1,354)	\$ (43)	3.3%	Inflationary
16	926135 Fully-Insured Long Term Disability Premium Exp	\$ 33,379	\$ 34,480	\$ 1,101	3.3%	Inflationary
17	926140 A&G ESOP Contribution Expense	\$ 252,196	\$ 260,513	\$ 8,317	3.3%	Inflationary
18	926170 A&G Capitalized Pensions and Benefits	\$ (1,145,918)	\$ (1,183,709)	\$ (37,791)	3.3%	Inflationary
19	926191 IBS Billed Incentive Residual	\$ (7,411)	\$ (7,655)	\$ (244)	3.3%	Inflationary
20	926200 Employee Benefits Tuition Reimbursement	\$ 11,154	\$ 11,522	\$ 368	3.3%	Inflationary
21	926255 Defined Contribution Plan Exp	\$ 280,092	\$ 289,329	\$ 9,237	3.3%	Inflationary
22	926250 Company Provided Life Insurance	\$ 16,932	\$ 17,490	\$ 558	3.3%	Inflationary
23	926330 Benefits-Wellness	\$ 25,644	\$ 26,490	\$ 846	3.3%	Inflationary
24	Subtotal - Inflationary Items	\$ (107,521)	\$ (111,066)	\$ (3,545)	3.3%	
25						
26	926060 A&G Pension Expense	\$ 991,612	\$ 1,026,400	\$ 34,788	3.5%	Actuarial Analysis
27	926180 A&G Post Retirement Medical	\$ 458,377	\$ 311,949	\$ (146,428)	-31.9%	Actuarial Analysis
28	926210 Pension Restoration	\$ 6,801	\$ 5,426	\$ (1,375)	-20.2%	Actuarial Analysis
29	926220 Supp Pension Plan Exp	\$ 37,368	\$ 32,581	\$ (4,787)	-12.8%	Actuarial Analysis
30	926305 Post Retirement Life	\$ 10,847	\$ 10,327	\$ (520)	-4.8%	Actuarial Analysis
31	Subtotal - Actuarial Analysis	\$ 1,505,005	\$ 1,386,683	\$ (118,322)	-7.9%	
32						
33	TOTAL EMPLOYEE BENEFIT COSTS	\$ 3,652,381	\$ 3,723,802	\$ 71,421	2.0%	

MICHIGAN GAS UTILITY COMPANY

Summary of IBS Employee Benefits Costs

Test Year Ended December 31, 2016

Line No.	Sub-Account Description	2014	2016	Increase	Increase	Forecast
		Actual	Forecast			
		\$	\$	\$	%	
1	926080 A&G Dental Benefits	\$ 884,193	\$ 835,678	\$ (48,515)	-5.5%	MGUC Estimate
2	926090 A&G Medical Benefits	\$ 9,788,953	\$ 10,576,102	\$ 787,149	8.0%	MGUC Estimate
3	926190 Goal Sharing	\$ (95,184)	\$ -	\$ 95,184	-100.0%	MGUC Estimate
4	Subtotal - MGUC Estimate	\$ 10,577,962	\$ 11,411,780	\$ 833,818	7.9%	
5						
6						
7	926000 A&G-Employee Pensions and Bene	\$ (7,946)	\$ (8,208)	\$ (262)	3.3%	Inflationary
8	926016 Commuter Transportation Benefit	\$ 12,605	\$ 13,021	\$ 416	3.3%	Inflationary
9	926020 Time Away From Work Residual Balance	\$ 17,881,306	\$ 18,471,004	\$ 589,698	3.3%	Inflationary
10	926025 Time Away From Work - Clearing	\$ (18,318,392)	\$ (18,922,505)	\$ (604,113)	3.3%	Inflationary
11	926070 Christmas Gift Check - Retirees	\$ 10,892	\$ 11,251	\$ 359	3.3%	Inflationary
12	926120 Joint Plant A&G & Non-Utility Loading	\$ (623,094)	\$ (643,643)	\$ (20,549)	3.3%	Inflationary
13	926135 Fully-Insured Long Term Disability Premium	\$ 396,064	\$ 409,126	\$ 13,062	3.3%	Inflationary
14	926140 A&G ESOP Contribution Expense	\$ 5,778,968	\$ 5,969,550	\$ 190,582	3.3%	Inflationary
15	926170 A&G Capitalized Pensions and Benefits	\$ (1,763,600)	\$ (1,821,761)	\$ (58,161)	3.3%	Inflationary
16	926200 Employee Benefits Tuition Reimbursement	\$ 234,482	\$ 242,215	\$ 7,733	3.3%	Inflationary
17	926250 Company Provided Life Insurance	\$ 208,855	\$ 215,743	\$ 6,888	3.3%	Inflationary
18	926255 Defined Contribution Plan Exp	\$ 7,567,221	\$ 7,816,776	\$ 249,555	3.3%	Inflationary
19	926260 Executive Deferred Compensation ESOP Match	\$ 22,741	\$ 23,491	\$ 750	3.3%	Inflationary
20	926330 Benefits-Wellness	\$ 292,267	\$ 301,906	\$ 9,639	3.3%	Inflationary
21	Subtotal - Inflationary Items	\$ 11,692,369	\$ 12,077,966	\$ 385,597	3.3%	
22						
23	926017 Post Retirement Welfare FAS 106	\$ 192,252	\$ 150,285	\$ (41,967)	-21.8%	Actuarial Analysis
24	906019 Supplemental Employee Retirement Plan	\$ 11,695	\$ 11,885	\$ 190	1.6%	Actuarial Analysis
25	926060 A&G Pension Expense	\$ (1,969,337)	\$ (2,362,522)	\$ (393,185)	20.0%	Actuarial Analysis
26	926180 A&G Post Retirement Medical	\$ 1,340,997	\$ 1,401,355	\$ 60,358	4.5%	Actuarial Analysis
27	926210 Pension Restoration and Supp Pension Plan Exp	\$ 701,252	\$ 285,579	\$ (415,673)	-59.3%	Actuarial Analysis
28	926220 Supplemental Employee Retirement Plan	\$ 1,245,635	\$ 860,977	\$ (384,658)	-30.9%	Actuarial Analysis
29	926305 Post Retirement Life	\$ (7,108)	\$ (4,985)	\$ 2,123	-29.9%	Actuarial Analysis
30	926315 Long Term Disability Benefit	\$ 42,706	\$ (24,916)	\$ (67,622)	-158.3%	Actuarial Analysis
31	926325 Short Term Disability Benefit	\$ 5,738	\$ -	\$ (5,738)	-100.0%	Actuarial Analysis
32	Subtotal - Actuarial Analysis	\$ 1,563,830	\$ 317,658	\$ (1,246,172)	-79.7%	
33						
34	TOTAL EMPLOYEE BENEFIT COSTS	\$ 23,834,161	\$ 23,807,404	\$ (26,757)	-0.1%	
35						
36	Allocation Percentage from IBS to MGUC	3.8%	3.8%			
37						
38	Allocation Dollars from IBS to MGUC	\$ 911,487	\$ 904,681	\$ (6,806)	-0.7%	