

Benefits and Compensation
 by Cost Element

BA	Original Cost Element	Original Cost Element Description	Sum of 2018 PSCo Electric
Benefits	5540210	Incentive Non Loading	(302,876.26)
Benefits	5540240	Performance Share Plan	3,848,047.89
Benefits	5540250	Restricted Stock Units	4,784,673.71
Benefits	5540255	Other Benefits Compensation	115,135.58
Benefits	5600281	Employee Performance Recognition	374,495.61
Benefits	5610017	External Settlement Incentive	274,598.62
Benefits	8100200	Annual Incentive	11,869,428.53
Benefits	8100528	Annual Incentive_Overhead Allocation	(127,361.09)
Benefits	8300001	Incentive-Settle_Ind	(427,019.74)
Benefits	8300101	Incentive-Settle_Direct	(833,525.92)
CIP Spend	8100200	Annual Incentive	67,031.83
CIP Spend	8100528	Annual Incentive_Overhead Allocation	(720.16)
HR and Employee Services	5610017	External Settlement Incentive	2,616.40
HR and Employee Services	8100200	Annual Incentive	67,948.04
HR and Employee Services	8100528	Annual Incentive_Overhead Allocation	(400.45)
HR and Employee Services	8200501	Fac - Incentive	(4,049.67)
Grand Total			19,708,022.94