

Xcel Energy Inc. - Qualified Pension Plans
 Benefit Cost Reconciliation Details
 (\$ in Thousands)

Exhibit VII

	ASC 715 ¹					NSP-MN & Xcel Energy Nuclear	
	XEPP	NCE	SPS	PSCo	Total	ASC 715 ¹	Aggregate Cost 20-Year Amortization Method
Initial 2019 Estimate (May 18, 2018)	66,379	6,232	7,763	30,129	110,503	38,413	30,925
Estimated demographic experience ²	5,587	694	549	(329)	6,501	2,648	2,535
Updated demographic assumptions ³	1,485	(19)	518	1,517	3,501	854	(1,566)
Discount rates ⁴	(6,281)	(532)	(2,338)	(6,807)	(15,958)	(3,303)	1,029
Estimated 2018 asset performance ⁵	5,758	1,923	1,087	1,564	10,332	3,043	2,309
Reduced loss amortization from estimated 2018 settlement charge	(5,797)	(619)	-	-	(6,416)	(3,532)	-
Updated 2019 Estimate (December 2018)	57,131	7,579	7,579	26,074	108,463	38,123	35,232
Reduced loss amortization from actual 2018 settlement charge	456	19	-	-	475	253	-
Final demographic experience ⁶	(1,570)	339	(94)	(367)	(1,692)	(1,140)	(503)
Final discount rates	1,318	36	509	1,470	3,333	794	(266)
Final 2018 asset returns ⁷	606	(292)	(86)	(206)	22	324	320
2019 Costs (January 28, 2019)	57,941	7,781	7,908	26,971	110,601	38,354	34,783

¹ Does not include potential settlement charges.

² Estimated impact of updated participant status and compensation data through September 30, 2018, including transfer of participants between XEPP and NCE, with additional adjustments for expected retirements and lump sum payments through December 2018. Primary drivers of cost include more retirements than expected, larger than expected lump sum payments, fewer deaths than expected and compensation rates approximately 0.4% larger than expected.

³ Update retirement rates to reflect recent plan changes and benefits offered to new hires and change to middle-of-year decrements.

⁴ December 31, 2018 assumed to be equal to the discount rates from Willis Towers Watson BOND.Link model results as of October 31, 2018. Bond model excludes collateralized bonds.

⁵ Estimate assumes year-end asset values are equal to October 31, 2018 values with adjustments for two months of estimated disbursements (estimated 2018 return of -4.2% for pension and -1.6% for VEEBA). Also includes re-allocation of January 2019 contributions between plans, see September 6, 2018 presentation for more details.

⁶ Impact of updated participant status and compensation data through November 30, 2018 and benefit payment experience.

⁷ Reflects true-up of December 28, 2018 lump sum payments from XEPP and NCE.