

| <b>BA</b>           | <b>Original Cost Element</b> | <b>Original Cost Element Description</b> | <b>Sum of Sept 2019<br/>PSCo Gas</b> |
|---------------------|------------------------------|--|--------------------------------------|
| Benefits & Loadings | 5540240                      | Performance Share Plan & Deferred Comp I | 3,333,034.38                         |
| Benefits & Loadings | 5540250                      | Restricted Stock Units                   | 1,424,063.86                         |
| Benefits & Loadings | 5540255                      | Other Benefits Compensation              | 38,754.90                            |
| Benefits & Loadings | 5600281                      | Employee Performance Recognition         | 126,405.83                           |
| Benefits & Loadings | 5610017                      | External Settlement Incentive            | (915.46)                             |
| Benefits & Loadings | 8100200                      | Annual Incentive                         | 4,792,814.65                         |
| Benefits & Loadings | 8100528                      | Annual Incentive_Overhead Allocation     | 1,017.45                             |
| Benefits & Loadings | 8200501                      | Fac - Incentive                          | (2,175.21)                           |
| Benefits & Loadings | 8300001                      | Incentive-Settle_Ind                     | (35,118.95)                          |
| Benefits & Loadings | 8300101                      | Incentive-Settle_Direct                  | (723,563.60)                         |
| <b>Grand Total</b>  |                              |  | <b>8,954,317.86</b>                  |