Retention Allowance
as of 12/03/01

Name	Pay Plan	DeptID	Occ Series	Grade	Step	Off Title	Ann Ben Rt	Base Pay	Retention Amount (pay period)	Earn Code
Duoos-Bourgazas,Rebecca	GS	CGFS	0808	13	4	Architect	69,591.00	63,081.00	242.62	R10
Albert,Peter J	GS	CISP	0334	13	4	Computer Specialist	69,591.00	66,235.00	382.12	R15
Johnson,Virginia L	GS	CISP	0334	13	4	Computer Specialist	69,591.00	66,235.00	382.12	R15
Olsen,Betty J	GS	CISP	0334	13	8	Supervisory Computer Specialist	78,028.00	74,265.00	571.27	R20
Landi,Laura A	GS	CISU	0334	13	8	Computer Specialist	78,028.00	74,265.00	714.08	R25
Harris,Michael J	GS	CISV	0334	13	6	Supervisory Computer Specialist	73,810.00	70,250.00	675.50	R25
Hickok,Steven G	ES	D	0340	00	5	Chief Operating Officer	138,672.00	125,700.00	1,015.27	R21
Dinan,Jerry E	GS	DFRO	0510	14	7	Accountant	89,711.00	81,319.00	469.15	R15
Holt,Edmond C	GS	DSB	0340	14	9	Manager, Asset Management	94,695.00	85,837.00	495.23	R15
Mellmer,Lynne A	GS	DSF	0301	14	5	Peoplesoft Business Analyst	84,727.00	76,801.00	443.08	R15
Mitman,Nancy M	GS	DSF	0340	14	5	Manager, Finance and Cost Management	84,727.00	76,801.00	443.08	R15
Lovell,Byrne E	GS	KP	1101	15	4	Policy Strategist	96,730.00	87,681.00	843.08	R25
Marshall,Pamela J	GS	KP	0340	15	7	Vice President for Strategic Planning	105,523.00	95,652.00	735.77	R20
Roach,Randy A	GS	L	0905	15	10	Deputy to the Vice President, Legal Services and General Counsel	114,317.00	103,623.00	797.12	R20
Holeman,William D	GS	PGGC	0334	14	5	Computer Specialist	84,727.00	76,801.00	590.77	R20
Katz,Bernard E	GS	PGGC	0334	13	8	Computer Specialist	78,028.00	74,265.00	714.08	R25
Emery,Melinda C	GS	PGK	1130	13	3	Public Utilities Specialist (Pre-Scheduler)	67,482.00	61,169.00	117.62	R05
Hillier,Ellen J	GS	PGK	1130	13	1	Public Utilities Specialist (Pre-Scheduler)	63,263.00	57,345.00	44.12	R02
Humphrey,Kristy J	GS	PGK	1130	13	4	Public Utilities Specialist	69,591.00	63,081.00	363.92	R15
Kelly,Francis C	GS	PGK	1130	13	2	Public Utilities Specialist (Pre-Scheduler)	65,372.00	59,257.00	45.58	R02
O'Leary-Brattebo,Jane L	GS	PGK	1130	13	4	Public Utilities Specialist	69,591.00	63,081.00	363.92	R15
Thai,Melissa L	GS	PGK	1130	13	4	Public Utilities Specialist	69,591.00	63,081.00	363.92	R15
King,Nelson R	GS	PGM	1101	15	3	Senior Program Manager	93,798.00	85,024.00	490.54	R15
Schiewe,Roger P	GM	PGPL	0810	14	0	Hydraulic Engineer	95,212.00	86,305.00	497.92	R15
Caine,Thomas E	GS	PGS	1301	14	8	Power Operations Specialist	92,203.00	83,578.00	482.19	R15
Pearson,Terrin L	GS	PGS	0810	14	8	Hydraulic Engineer	92,203.00	83,578.00	803.65	R25
Arp,Gayland T	GS	PGSD	1301	13	6	Physical Scientist (Power Operations Specialist)	73,810.00	66,905.00	386.00	R15
Bolas,Angela E	GS	PGSD	1301	13	7	Physical Scientist (Power Operations Specialist)	75,919.00	68,817.00	397.04	R15
Bonneville,Stephen J	GS	PGSD	1101	12	5	Loads and Transmission Acquisition Scheduler	60,291.00	54,651.00	210.19	R10
Cobb,Marshall	GS	PGSD	0830	13	3	Mechanical Engineer	67,482.00	61,169.00	352.89	R15
Davis,Steven T	GS	PGSD	0810	13	5	Civil Engineer	71,700.00	64,993.00	624.93	R25
Dewitt,Daniel L	GS	PGSD	1301	13	6	Physical Scientist (Power Operations Specialist)	73,810.00	66,905.00	386.00	R15
Erdmann,Sylvia A	GS	PGSD	0810	13	5	Civil Engineer	71,700.00	64,993.00	374.96	R15
Halpin,Francis J	GS	PGSD	1301	14	3	Power Operations Specialist	79,743.00	72,283.00	695.04	R25
Holman,Robert A	GS	PGSD	0810	13	5	Civil Engineer	71,700.00	64,993.00	374.96	R15
Jackson,Linda M	GS	PGSD	0830	13	3	Mechanical Engineer	67,482.00	61,169.00	352.89	R15
Johnson,Kevin M	GS	PGSD	1301	14	4	Power Operations Specialist	82,235.00	74,542.00	430.04	R15
Neal,Robert E	GS	PGSD	1301	14	5	Power Operations Specialist	84,727.00	76,801.00	443.08	R15

Retention Allowance
as of 12/03/01

O'Drane,Dennis J	GS	PGSD	1101	12	5	Loads and Transmission Acquisition Scheduler	60,291.00	54,651.00	210.19	R10
Pirie,Robert W	GS	PGSD	1101	12	8	Loads and Transmission Acquisition Scheduler	65,610.00	59,472.00	228.73	R10
Randolph,Kimberly L	GS	PGSD	1301	13	5	Physical Scientist (Power Operations Specialist)	71,700.00	64,993.00	374.96	R15
Rojas,Gustavo D	GS	PGSD	0830	13	3	Mechanical Engineer	67,482.00	61,169.00	352.88	R15
Rotella,Judy C	GS	PGSD	1101	12	3	Loads and Transmission Acquisition Scheduler	56,745.00	51,437.00	197.85	R10
Scheel,Steven D	GS	PGSD	1301	13	6	Physical Scientist (Power Operations Specialist)	73,810.00	66,905.00	386.00	R15
Schuff,Allan R	GS	PGSD	1301	14	7	Power Operations Specialist	89,711.00	81,319.00	469.15	R15
Sporysz,John P	GS	PGSD	1101	13	7	Duty Transmission Acquisition Specialist	75,919.00	68,817.00	661.69	R25
Stone,Flurry D	GS	PGSD	1301	13	10	Physical Scientist (Power Operations Specialist)	82,247.00	74,553.00	430.12	R15
Walker,Melody L	GS	PGSD	1101	12	5	Loads and Transmission Acquisition Scheduler	60,291.00	54,651.00	210.19	R10
Berry,William A	GS	PGSP	1301	14	5	Power Operations Specialist (Team Lead)	84,727.00	76,801.00	443.08	R15
Bermejo,Juergen M	GS	PMM	1101	13	2	Risk Analyst	65,372.00	59,257.00	569.77	R25
Buskuhl,Carl T	GS	PMM	1101	14	5	Senior Risk Analyst	84,727.00	76,801.00	738.46	R25
Rose,Michael A	GS	PNG	1101	13	6	Energy Efficiency Representative	73,810.00	66,905.00	643.31	R25
Burns,Allen L	ES	PS	0340	00	3	Vice President for Requirements Marketing	131,722.00	119,400.00	45.92	R01
Itami,Richard J	GS	PSE	0340	15	10	Manager, Eastern Power Business Area	111,581.00	103,623.00	797.12	R20
Rettenmund,Frederic D	GS	PSE	1101	15	10	Customer Account Executive	111,581.00	103,623.00	637.69	R16
Fitzsimmons,David A	GS	PSW	1101	14	7	Customer Account Executive	89,711.00	81,319.00	312.77	R10
Kitchen,Lawrence E	GS	PT	1101	15	9	Senior Customer Account Executive	111,386.00	100,966.00	582.50	R15
Oliver,Stephen R	ES	PT	0340	00	2	Vice President, Bulk Marketing & Transmission Services	125,985.00	114,200.00	439.23	R10
Anderson,Brenda S	GS	PTF	1101	14	6	Customer Account Executive (Trader)	87,219.00	79,060.00	760.19	R25
Folts,John E	GS	PTF	1101	13	7	Customer Account Executive	75,919.00	68,817.00	397.04	R15
Lamb,William D	GS	PTF	1101	14	6	Customer Account Executive (Trader)	87,219.00	79,060.00	760.19	R25
Le,Nga Trong	GS	PTF	1101	14	5	Customer Account Executive (Trader)	84,727.00	76,801.00	738.46	R25
Linn,Young S	GS	PTF	1101	14	7	Customer Account Executive (Trader)	89,711.00	81,319.00	781.91	R25
Mills,David E	GS	PTF	1101	15	4	Trading Floor Supervisor	96,730.00	87,681.00	843.08	R25
Leathley,Kimberly A	GS	PTP	1130	14	5	Supervisory Public Utilities Specialist	84,727.00	76,801.00	443.08	R15
Connolly,Kieran P	GS	PTT	1130	14	3	Public Utilities Specialist	79,743.00	72,283.00	695.04	R25
Declerck,Angela R	GS	PTT	1130	14	2	Public Utilities Specialist	77,250.00	70,024.00	673.31	R25
Pedersen,Margaret E	GS	PTT	1130	14	2	Public Utilities Specialist	77,250.00	70,024.00	377.04	R14
Nelson,Marg C	GS	T	0340	15	10	Vice President for Business Line Management & Services	114,317.00	103,623.00	717.38	R18
Olds,Peggy A	GS	T	0340	15	3	RTO Project Manager	93,798.00	85,024.00	490.54	R15
Johnson,Frederick M	ES	TF	0340	00	4	Vp for Trans Field Srvs-Tbl	138,452.00	125,500.00	1,013.65	R21
Gabbard,Ronnie E	BB	TFNG	5407	00	0	Substation Operator	57,470.00	27.63	554.65	R25
Weaver,Dale D	BB	TFOB	5407	00	0	Substation Operator	57,470.00	27.63	554.65	R25
Maclachlan,Thomas P	BB	TFOQ	5407	00	0	Substation Operator	57,470.00	27.63	554.65	R25
Patterson,Richard A	BB	TFRS	3359	00	0	System Protection Maint Craftsman II	66,394.00	31.92	896.62	R35
Bennett,Ruth B	GS	TM	1101	15	10	Sales and Customer Service Manager	114,317.00	103,623.00	996.39	R25
Mesa,Philip A	GS	TM	1130	14	7	Public Utilities Specialist (Technical Specialist)	89,711.00	81,319.00	469.15	R15
Meyer,Charles E	ES	TM	0340	00	2	Vice President for Transmission Marketing and Sales	125,985.00	114,200.00	658.85	R15
Wilczewski,Mark E	GS	TMC	0110	13	4	Economist	69,591.00	63,081.00	363.92	R15
Bradley,Michael L	GS	TMS	1130	13	7	Public Utilities Specialist (Duty Scheduler)	75,919.00	68,817.00	397.03	R15

Retention Allowance
as of 12/03/01

Brannam,Iris S	GS	TMS	1130	13	5	Public Utilities Specialist (Duty Scheduler)	71,700.00	64,993.00	374.96	R15
Carter,Gloria J	GS	TMS	1130	14	7	Supervisory Public Utilities Specialist	89,711.00	81,319.00	469.15	R15
Castro,Zina-Marie	GS	TMS	1130	11	1	Public Utilities Specialist (Duty Scheduler)	44,388.00	40,236.00	232.11	R15
Donald,Mary E	GS	TMS	1130	13	3	Public Utilities Specialist (Duty Scheduler)	67,482.00	61,169.00	352.88	R15
Edmondson,Robert J	GS	TMS	1130	13	4	Public Utilities Specialist (Duty Scheduler)	69,591.00	63,081.00	363.92	R15
Frith,Katherine C	GS	TMS	1130	13	4	Public Utilities Specialist (Duty Scheduler)	69,591.00	63,081.00	363.92	R15
Glenn,Ann J	GS	TMS	1130	13	2	Public Utilities Specialist (Duty Scheduler)	65,372.00	59,257.00	341.89	R15
Hawkins,Carol M	GS	TMS	1130	12	2	Public Utilities Specialist (Duty Scheduler)	54,972.00	49,830.00	287.50	R15
Holmberg,Lyn R	GS	TMS	1130	13	4	Public Utilities Specialist (Duty Scheduler)	69,591.00	63,081.00	363.92	R15
Hutchison,Wesley A	GS	TMS	1130	14	5	Public Utilities Specialist	84,727.00	76,801.00	531.69	R18
Kitali,Salah H	GS	TMS	1130	13	6	Public Utilities Specialist (Duty Scheduler)	73,810.00	66,905.00	386.00	R15
Matthews,Michael D	GS	TMS	1130	13	5	Public Utilities Specialist (Transmission Scheduler)	71,700.00	64,993.00	374.96	R15
McNeil-Keister,Jean	GS	TMS	1130	14	6	Public Utilities Specialist (Strategy & Operations)	87,219.00	79,060.00	456.12	R15
Pederson,Victoria M	GS	TMS	1130	13	5	Public Utilities Specialist (Technical Specialist)	71,700.00	64,993.00	374.96	R15
Rogoski,Julie	GS	TMS	1130	13	7	Public Utilities Specialist (Transmission Scheduler)	75,919.00	68,817.00	397.03	R15
Sherry,Neal G	GS	TMS	1130	13	10	Public Utilities Specialist (Duty Scheduler)	82,247.00	74,553.00	430.11	R15
Smith,Gayland B	GS	TMS	1130	13	3	Public Utilities Specialist (Duty Scheduler)	67,482.00	61,169.00	352.89	R15
Stokke,Milton W	GS	TMS	1130	13	6	Public Utilities Specialist (Duty Scheduler)	73,810.00	66,905.00	386.00	R15
Westbrook,Thomas C	GS	TMS	1130	13	7	Public Utilities Specialist	75,919.00	68,817.00	397.04	R15
Young,Gordon J	GS	TMS	1130	13	5	Public Utilities Specialist (Duty Scheduler)	71,700.00	64,993.00	374.96	R15
Courts,Alan L	GS	TN	0340	15	0	Vice President for Engineering and Technical Services	113,494.00	102,877.00	593.54	R15
Huynh,Nhan D	GS	TNCC	0802	07	1	Electrical Engineering Technician	29,990.00	27,185.00	188.19	R18
Schafman,Jolene M	GS	TNCC	0850	13	7	Electrical Engineer	75,919.00	68,817.00	397.04	R15
Johns,Michael C	GS	TNP	0801	15	8	Supervisory General Engineer	108,454.00	98,309.00	567.15	R15
Vanzandt,Vickie A	ES	TO	0340	00	4	Vp For Oprs & Planning-Tbl	138,452.00	125,500.00	724.04	R15
Comegys,Gordon L	GS	TOC	0850	14	7	Electrical Engineer	89,711.00	81,319.00	125.12	R04
Furumasu,Larry A	GS	TOC	0850	14	7	Electrical Engineer	89,711.00	81,319.00	125.12	R04
Hammack,Deborah Lee	GS	TOC	0850	12	1	Electrical Engineer	53,200.00	53,044.00	81.62	R04
Baribeault,Arthur A	BS	TOD	5407	00	0	Senior System Dispatcher	88,920.00	42.75	1,372.61	R40
Johnson,Alvin R	BS	TOD	5407	00	0	Senior System Dispatcher (Relief)	91,146.00	43.82	1,407.12	R40
Kays,Larry R	BS	TOD	5407	00	0	Senior System Dispatcher	88,920.00	42.75	274.54	R08
Meininger,Daryl L	BS	TOD	5407	00	0	Senior System Dispatcher	88,920.00	42.75	274.54	R08
Eddy,Robert R	GS	TOE	0801	14	6	General Engineer	87,219.00	79,060.00	304.08	R10
Nelsen,Lowell D	BB	TOH	2604	00	0	Power System Control Craftsman II	66,394.00	31.92	512.12	R20
Aggarwal,Ravi Kumar	GS	TOP	0850	13	5	Electrical Engineer	71,700.00	64,993.00	100.00	R04
Carter,Lawrence D	GS	TOP	0850	12	2	Electrical Engineer	54,972.00	54,651.00	84.08	R04
Ferron,Dyson P	GS	TOP	0850	12	9	Electrical Engineer	67,382.00	65,900.00	101.38	R04
Horvath,Julius G	GS	TOP	0850	09	2	Electrical Engineer	44,334.00	44,334.00	68.19	R04
Keenan,Gerald L	GS	TOP	0850	13	6	Electrical Engineer	73,810.00	66,905.00	102.92	R04
Kohne,Kyle R	GS	TOP	0850	13	6	Electrical Engineer	73,810.00	66,905.00	360.27	R14
Kosterev,Dmitry	GS	TOP	0850	14	4	Electrical Engineer	82,235.00	74,542.00	114.69	R04
Kreipe,Mike J	GS	TOP	0850	14	7	Electrical Engineer	89,711.00	81,319.00	125.12	R04

Retention Allowance
as of 12/03/01

Landauer,Marvin J	GS	TOP	0850	15	4	Electrical Engineer	96,730.00	87,681.00	505.85	R15
Matthews,Charles E	GS	TOP	0850	14	3	Electrical Engineer	79,743.00	72,283.00	111.19	R04
McNulty,Dennis E	GS	TOP	0850	13	9	Electrical Engineer	80,138.00	72,641.00	111.77	R04
Rodrigues,Melvin T	GS	TOP	0850	14	4	Electrical Engineer	82,235.00	74,542.00	114.69	R04
Rydell,Kendall A	GS	TOP	0850	13	5	Electrical Engineer	71,700.00	64,993.00	100.00	R04
Schneider,Karl W	GS	TOP	0850	12	2	Electrical Engineer	54,972.00	54,651.00	84.08	R04
Stadler,Lawrence W	GS	TOP	0850	13	7	Electrical Engineer	75,919.00	68,817.00	105.88	R04
Tesema,Berhanu K	GS	TOP	0850	13	5	Electrical Engineer	71,700.00	64,993.00	100.00	R04
Hitchens,Stephen B	GS	TOT	0850	13	6	Electrical Engineer	72,043.00	66,905.00	102.92	R04
Randall,James L	GS	TOT	0850	13	4	Electrical Engineer	69,591.00	63,081.00	97.04	R04
Rolstad,Tracy L	GS	TOT	0850	13	6	Electrical Engineer	73,810.00	66,905.00	617.58	R24
Timberman,Toni L	GS	TOT	0850	13	5	Electrical Engineer	71,700.00	64,993.00	100.00	R04
Tuck,Brian A	GS	TOT	0850	13	4	Electrical Engineer	69,591.00	63,081.00	97.04	R04
Viles,Michael R	GS	TOT	0850	14	6	Electrical Engineer	87,219.00	79,060.00	121.62	R04
Watkins,Donald S	GS	TOT	0340	15	4	Manager, Technical Operations	96,730.00	87,681.00	438.42	R13
Wiggerhaus,Sylvia J	GS	TOT	0850	12	4	Electrical Engineer	58,518.00	57,865.00	89.04	R04
Alling,Mathew G	BS	TOV	5407	00	0	Senior System Dispatcher	88,920.00	42.75	858.08	R25
Davis,Michael C	BS	TOV	5407	00	0	Senior System Dispatcher	88,920.00	42.75	858.08	R25