

2012 GRC
Authorized Labor Loadings - 2013
Thousands of 2013\$

Line	2012 GRC - Authorized for 2013
1	Total Company 2013 O&M Labor (in 2009\$ Thousands) 1/
2	Labor Escalation 125,799
3	Total Company 2013 O&M Labor (in 2013\$ Thousands) 3/
4	Total Company 2013 Capitalized Labor (in 2013\$ Thousands)
5	Total Company 2012 Labor (in 2012\$ Thousands)

	(1)	(2)	(3)
	Total Company	Capital	(1) - (2) O&M
6	Authorized Pensions (in 2013\$ Thousands) 4/	63,489 2/	104,917
7	Authorized Pensions Loading	15.83%	8.75%
8	Authorized PBOPs (in 2013\$ Thousands) 4/	21,633 2/	35,748
9	Authorized PBOPs Loading	5.40%	2.98%
10	Authorized Disability Programs and Group Life Ins. (in 2013\$ Thousands)	10,557 2/	17,445
11	Authorized Disability Programs and Group Life Ins. Loading	2.63%	1.45%
12	Authorized 401(k) (in 2013\$ Thousands)	30,369 2/	50,219
13	Authorized 401(k) Loading	7.58%	4.19%
14	Authorized Payroll Taxes (in 2013\$ Thousands) 5/	48,883	80,609
15	Authorized Payroll Taxes Loading	12.19%	6.72%
16	Authorized Workers Comp. (in 2013\$ Thousands)	5,479 2/	9,053
17	Authorized Workers Comp. Loading	1.37%	0.75%
18	Authorized Medical, Dental, Vision (in 2013\$ Thousands) 4/	59,277 2/	97,957
19	Authorized Medical, Dental, Vision Loading	14.76%	8.17%
20	Authorized Executive Benefits (in 2013\$ Thousands)	2,870 2/	4,742
21	Authorized Executive Benefits Loading	0.48%	0.40%
22	Authorized Miscellaneous Benefits (in 2013\$ Thousands)	58 2/	97
23	Authorized Miscellaneous Benefits Loading	0.01%	0.01%
24	Total Rates	40.20%	33.41%
25	Authorized Capital Administrative & General Expenses 4/	132,476	
26	Authorized Capital A&G Loading	1.99%	
27	Authorized Results Sharing (in 2009\$ Thousands)	115,518	
28	Authorized Results Sharing (in 2013\$ Thousands)	129,053	103,501
29	Authorized Results Sharing Loading	8.06% 3/	8.63%

Total O&M Labor Loading Percentage

42.04%

- 1/ Total Company O&M Labor without Results Sharing
- 2/ Total Company Authorized x 37.7% Capitalization Rate
- 3/ Total Company O&M Labor including Results Sharing is \$1,242,548 in 2013\$
- 4/ The expenses count toward the SmartConnect™ BA cap, but are not recorded in the SmartConnect™ BA.
- 5/ Does not include payroll taxes collected from SONGS/Mohave participants or paid to APS for Four Corners/Palo Verde.
- 6/ Removed \$2,266 (2013\$) for Adjustment for Shareholders from 401k authorized.
- 7/ Removed \$540 (2013\$) for Adjustment for Shareholders from Workers Comp authorized.