UTILITIES, INC. **REVIEW OF BOARD OF DIRECTORS MINUTES TEST YEAR ENDED DECEMBER 31, 2001 AUDITOR: KATHY L. WELCH DATE: JULY 8, 2002** 

021173-WS CONFIDENTIAL

NOV. 18, 1998;

Board authorized acquisition of Ingram Estates, Sandhaven Utility, Inc., Bayside Utility, Inc. Authorized 401K plan. All directors were present except Mr. Searle.

Feb. 17, 1999;

Arthur Anderson audit was discussed. Reviewed and approved the 1999 Executive Stock Option Program for 100,000 shares. Discussed expanding the Executive Stock Loan Program by \$500,000 so that the total limit is 3.5 million. Approved subject to review of plan by Sidley and Austin with the understanding that no additional participation will be allowed for current officers. All directors were present. Approved pending acquisitions.

May 5, 1999

Terms of the Goldman Sachs engagement letter were approved. Factors used to determine the value of utilities and alternatives of leveraged recapitalization or an initial public offering discussed. All directors were present. (Hay by phone)

May 19, 1999

Elected officers and appointed committees. Goldman Sachs described process that would maximize value from parties interested in bidding for the company. All directors were present.

May 19, 1999 Annual meeting:

Elected directors. Approved "New Charter". Adopted Stock Option Program. All directors were present.

July 15, 1999:

All directors were present. (Mr. Hay by phone.) Discussed compensation agreement draft. Approved it with the condition that Messrs. Camaren and Schumacher work with any proposed buyer, Arthur Anderson, and counsel to avoid the imposition of an excise tax or in lieu of, enter into a non-compete agreement. Contributed 4% of total compensation of employees to stock plan. Discussed purchasing Southgate Utilities for 1.9 million and North Topsail for 2.7 million. Both approved. Resolved to incfrease the authorized number of common shares to 20,000,000 and authorize 5,000,000 preferred shares of the company.

Nov. 17, 1999;

Bischof, Camaren, Ellis, Lind (by phone) and Wolfe were present. Discussed if insider trading restrictions could be terminated. Authorized a stock split as of 12/1/99 to add one addition common share for each share held on that date.



DOCUMENT NUMBER - DATE

12636 NOV 198

FPSC-CC與然SSION CLERK

Added 3% increase in pay for officers. Adopted bylaw changes. Reissued 17,000 shares of stock for a missing certificate to Mr. Bischof on receipt of personal indemnity bond. Transferred .10 per share for each share of stock issued in the stock distribution from retained earnings to capital. Authorized base salaries:

 Camaren
 \$322,400

 Schumacher
 196,750

 Dopuch
 169,400

 Wenz
 169,400

 Carter
 169,400

Cash bonus award will be given for 2000 if ROE is over 11.5%. The maximus would be:

11.5 to 12.49 ROE 25% 12.5 to 13.49 ROE 50% 13.5 to 14.49 ROE 75%

14.5 and over 100% capped

Shares for options: # of options #of reserved restricted Camaren 20.670 4.650 Schumacher 10.090 2,270 Dopuch 6,515 1.466 Wenz 6,515 1,466 Carter 6,515 1.466

Stock price was \$26 per chare

Pension plan and pension trust, stock ownership plan and stock ownership trust were amended. The deferred compensation plan was amended to allow that in the event of any merger or consolidation of the company, the portion of each Participant's Account deemed to be invested in shares of Common Stock shall be deemed to be invested in interest bearing securities unless the board authorized that the stock shall be part of the successor corporation as a result of the merger.

The Executive Benefit Replacement Plan was amended to state that if for any reason the ESOP assets cease to be invested in company stock, the amount credited to each participant's stock subaccount immediately shall be converted and credited to his cash subaccount.

## February 16, 2000:

All directors were present. Arthur Anderson presented a document. Reviewed summary of 1999 rate cases and bank debt. Discussed Frankfurt litigation ruling and Marlboro Meadows condemnation case. Copy of a letter from a company interested in acquiring the outstanding common shares of the company was distributed.

## May 17, 2000:

All directors were present. Officers were elected. Authorized \$41,000,000 Collateral Trust Note due June 30, 2015 at 8.42%. Reviewed the proposed stock acquisition of American Resources Development Co. and its subsidiary Bermuda Water Company. Reviewed the proposed acquisition of Bartelt Enterprises in Pasco County, Fla. for \$440,000. Approved the acquisition of the assets of Centex Real Estate Corp. Olde

95%

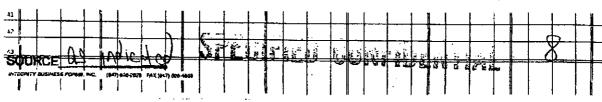
Revewoof Bot Donenutes

November 21, 2001:

All of the directors were present. Reviewed rate case and acquisitions. Discussed threatened claim by Andrew Dopuch and decided it was covered by insurance. Proposing a new 401K plan with Invesco as the custodian.

February 27, 2002:

Held at FPL. All directors were present except Mr. Searle. Ellis and Barden were present by phone. Reviewed the audited financials. D & O insurance of \$20 million is and has been in place for a few years. Tail coverage is available under the merger agreement for 6 years after closing. Approved payment. Abn Amro is being added as a lender. Reviewed pending 29 acquisitions. Little stock trading. Recent price \$37.75. The Board considered the early payment of deferred compensation under the Company's deferred compensation plan to the directors and officers after merger effectiveness. Under the plan, early payment is at the discretion of the company and committee of board members. Authorized. Approved 4% of payroll to ESOP.



NOV-18-2002 05:50

**847 498** 6498

75%

P.06

|  | _           |
|--|-------------|
|  | 85:51       |
|  | NCV-18-2002 |

847 498 6498

P. 08

|                | (180)  |                      | <u> </u>           |                      | ACQUISTTIO  | UTILITIES, IM<br>V & FORMATI | c.<br><u>On Sukoma</u> ry                  | ,                   |                                | <u> </u>                      |                         |
|----------------|--|----------------------|--------------------|----------------------|-------------|------------------------------|--|---------------------|--------------------------------|-------------------------------|-------------------------|
|                | Name of Utility                                | Date of<br>Agreement | Date of<br>Closing | Regulstory<br>Slatus |             | Type of<br>Utility           | Cusiomers at<br>Purchase                   | Gross Utility Plant | initial Cash<br>CIAC/RES. FEER | Future<br>CASH CIAG           | ol)lalupqA<br>remteovn) |
| ! }            | Jasper-Newton (Demotte, IN)                    | 1/12/01              | Pending            | Pending              | Acq         | Was                          | 350 W & 8 (SFE's)<br>(Polential 700 W & S) | \$700,000           |                                |                               | \$475,000               |
| 11             | Faith Evangalical Church<br>(St. Tammany, LA)  | 1/10/01              | MA                 | NA                   | Exi         | Was                          | Commercial                                 | Under Const         | \$7,000                        |                               |                         |
| 1              | Landings Phase 5 (Lexington County, SC):       | 1/10/01              | NA                 | NA                   | Ext         | Was                          | 32 W & S                                   | Under Const         |                                | Tap Faes                      |                         |
| l              | Wildwood Utility Co. (Winnebago, IL)           | 1/24/01              | Pending            | Pending              | Acq         |                              | (Potential 200 W & S)                      | NA NA               |                                |                               |                         |
| _              | Cor-Mei Northpark, LLC                         | 1/26/01              |                    | NA NA                | Exi         | WAS                          | (Potential 200 W)                          |                     |                                |                               | \$123,000               |
|                | (St. Yammeny, LA) Bogaluss Oli Co.             | 2/6/01               | NA NA              |                      |             |                              | Commercial                                 | Under Const         | \$19,860                       |                               |                         |
|                | (SI. Temmany, LA)                              |                      |                    | NA                   | Ext         | WAS                          | Commercia!                                 | Under Coast         | \$10,000                       |                               |                         |
| 7              | [Currituck County, NC]                         | 2/13/01              | Pending            | Pending              | Aeq         |                              | 100 W<br>(Potential 700 W)                 | \$1,930,000         |                                | Tap Fees                      | \$100,000               |
|                | Paul Palei<br>(St. Tammany, LA)                | 2/19/01              | NA                 | NA .                 | Ext         | WAS                          | Commercial                                 | Under Const         | \$6,900                        | \$20,000                      |                         |
| +              | Rock Vista, inc.<br>(Lake Co., Fi.)            | 2/20/01              | Pending            | Pending              | <u>Exi</u>  | Was                          | Commercial                                 | Under Const         | \$31,800                       |                               |                         |
|                | Taliahalchis Housing, inc.<br>{Charleston, MS} | 2/21/01              | NA -               | NA .                 | E1          | w                            | 9 W<br>[Potential 9 W]                     | Under Conat         | \$4,950                        |                               |                         |
|                | fancock Bank<br>(St. Tammony, LA)              | 2/23/01              | NA .               | NA                   | Ext         | WAS                          | Commercial                                 | Under Const         | \$5,235                        |                               |                         |
| N              | forth Pineliae Surgery<br>(Mid County, FL)     | 2/13/01              | NA .               | NA NA                | Ext         | <u>s</u>                     | Commercial                                 | Under Conet         | \$3,862                        |                               |                         |
| c              | opelanda Resiurant<br>(St. Tammany, LA)        | 3/23/01              | NA .               | NA NA                | Ext         | Was                          | Conmercial                                 | Under Const         | \$30,685                       |                               |                         |
| H              | sathfield<br>(Mecklanburg County, NC)          | 4/1/01               | NA .               | NA.                  | Formation   | _w                           | 0<br>(Potential 70 W)                      | Under Consi         |                                |                               |                         |
| P <sub>k</sub> | ottlund Homas<br>(Mid County, FL)              | 4/11/01              | NA                 | NA .                 | Exi         |                              | Commercial                                 | Under Const         | \$84,400                       | $(\mathcal{P}_{\mathcal{C}})$ |                         |
| <u> </u>       | Year to Date Totals                            |                      |                    |                      |             |                              | 700 W and 400 S                            | Cash                | 1203,712                       | Acq. Invest                   | \$098,000               |
|                | , juitata , ,                                  |                      | <u>:-</u>          |                      | <del></del> | Po                           | tential 1,900 W and 900 S                  | Facilities          | 12,630,000                     | VED WALL                      |                         |

UTILITIES, INC.

|              |  | Miles | e de la de la companya de la company | त्यान्य वर्षः<br>वर्षान्यस्य | 经订货 | Margar  |                  |       |  |
|--------------|--|-------|--|------------------------------|-----|---------|------------------|-------|--|
| <u>a</u>     | desis Signific   |       | Agree Links  | in entre                     |     | onlara. | to abay.<br>Tiak |       | in die de la communication |
| ! <u>)</u> . | Farmington (CMUD, NC)  |       | 2/00   | Pending                      | -   | 45      |                  | 45    | <br>\$90,000   |
| 1            | Matthewa Commons (CMUD, NC)  |       | 4/00   | Pending                      | -   | 59      |                  | 59    | \$104,000  |
| <u>}</u>     | Lake Murray (Lexington, SC)  |       | Pending  | Pending                      |     |         | 1000             | 1,000 | \$2,250,000  |
| ]            | Sequie   |       | Pending  | Pending                      |     |         | 300              | 300   |  |
|              | (Winston-Salem, NC) Windsor Lake   |       | Pending  | Pending                      |     | 80      |                  |       | \$450,000  |
| _            | (Wilson Ca., NC)   | -     |  |                              |     | 184     | 1,300            | 80    | \$100,000  |
|              |  | -     |  |                              |     |         |                  |       | \$2,964,000  |
|              | 2001 Avg Sales Price Per Water Gustomer<br>2001 Avg Sales Price Per Sewar Gustomer |       | \$1,793  |                              |     |         |                  |       |  |



| 715         |  | 70//   |     |  |                      |                    |                      | ACQUISITX      | LITILITIES,<br>TÁNGOT A IK | NAME OF THE PROPERTY OF THE PR |                        |                                |                      | <b>A</b>      |                   |             |              |
|-------------|--|--------|-----|--|----------------------|--------------------|----------------------|----------------|----------------------------|--|------------------------|--------------------------------|----------------------|---------------|-------------------|-------------|--------------|
| P. 18/1     | Porton State   | 7      | }   | No. Name of Ulling                                 | Date of<br>Agreement | Date of<br>Closing | Regulatory<br>Status | Type of<br>Acq | Type of                    | Guetomore at   | Gross Ulifity<br>Final | iniliai Cash<br>CIAC/RES. FEES | Firture<br>CARN CIAC | Acquistion    |                   | +           |              |
| 8           | 4  |        |     | 8)   Marquee Capitar Maldinge<br>(SI: Temmany, CA) | #(11/PQ              | NA.                | , NA                 | Ex)            | WAS                        | Commercial   | Under Const            | \$18,034                       | DAM COR              | Invationani   | [, <del>   </del> | 4           |              |
| 498 6498    |  |        | - / | 9) O.O.C. Construction<br>(St. Tammany, LA)        | 0/17/00              | NA,                | NA                   | Ent            | Mrs                        | Commarciel   | Under Const            | \$4,680                        |                      |               |                   |             | :            |
| 847 4       | , ,  |        | 2   | 6)   Reinbow Marketers<br>(5), Tammany, (A)        | \$/177Q0             | NA.                | NA.                  | Est            | Mrs                        | Commercial   | Under Const            | 130,500                        | -                    |               |                   |             |              |
| ω (         |  |        | a   | 1)   Mertin Homes Warshouse<br>(St. Tangany, LA)   | 0/(7/00              | ŅA.                | NA                   | Eut            | WTS                        | Commercial   |                        |                                |                      |               |                   | 1973417     |              |
|             |  |        | 2:  | ) Westgale   | 9/11/00              | Pending            | Pending              | Aeq            | w                          | 700 W  | Linder Const.          | 17,500                         |                      |               |                   | 100 mg      |              |
|             |  | 9      | 23  | (Hanover Township, PA)  Pirates Harbour Water      | 9/15/00              | Pending            | Panding              |                |                            | (Polential 750 W)  | \$1,300,000            |                                |                      | £458,000      |                   | 500 B       |              |
|             | ئ<br>ب   |        | 24  | (Si. Yammany, LA)  Spertan Construction Co.        | 10/5/00              |                    |                      | Acq            | W                          | 110 W<br>(Polential 150 W)   | \$100.000              | ****                           |                      | 139,000       |                   | 3 (         | <del> </del> |
|             | ies, inc.<br>Editor Austi (WSC)<br>123/01<br>3-1 Undockobed                        | 3      |     | (St. Tammany, LA)                                  | -                    | NA                 | NA .                 | Fil            | Wis                        | Commercial   | Under Const            | \$5,140                        |                      |               |                   | rios u      |              |
| ن           | ies, inc.<br>cation Au<br>12/3 //01<br>3-1 Lin                                     |        |     | flee Co., FLI                                      | 10/12/00             | Pending            | Pending              | Acq            | 8                          | 905 8<br>(Polential 1,000 S)   | \$2,000,000            |                                |                      | \$750,000     |                   | FENDER OF   | , g          |
| S INC       | Usificated Transport Tryes: US:# 0-2-122   | : II   | 20  | (Si, Tammany, LA)                                  | 10/10/00             | <u>N</u> A         | . AA                 | EH             | WAS                        | Commercial   | _ Linder Const _       | \$14,790                       | *********            | ,r            |                   |             | ***          |
| UTILITIES,  | Utilities, Inc. Allikated Trists 2000 Audil (W.) TYPE 222-31 Understeed Z-000 (L.) |        | 27  | Lincoln Utililies<br>(Menilvilla, IN)              | 10115100             | Pending            | Pending              | Āçq            | y                          | 2,000 W<br>(Polendal 2,100 W)  | £1,250,000             |                                |                      | . \$1,250,000 |                   | 4 TO 10     | 74           |
| UTIL        | <u>.</u>   | [ ]    | 2 🛊 | Bhie Mil. Leka Utilities<br>(East Strondsburg, PA) | 10/27/00             | Pending            | Pending              | A59            | Mŧë                        | 435 W 4 B  | \$1,000,000            |                                | · - · · ·            | \$725,000     |                   |             | <del></del>  |
| (           |  |        | 1   | Community Service Corp.                            | 11/8/00              | Pending            | Pending              | Aeq            | W                          | (Potenija) \$20 W & S) 230 W   | \$350,000              |                                |                      | \$ 100.00g    |                   | £.0         |              |
| ₹ .         |  |        |     | Yes; to Date                                       |                      |                    |                      |                |                            | (Polential 250 W)  |                        |                                |                      |               |                   | 37 17       | - <b></b>    |
| 09:41       |  |        |     | . Tatels:  | '                    |                    |                      |                | Pp)                        | 9,800 W and 2,300 8<br>9,600 W and 8,600 3   | Gash<br>Facililles     | \$4.263,1 (#<br>\$16.178,000   | Agg. Inygal          | \$19,474,000  | -                 | <b>6</b> /3 | 21<br>       |
| 2003        | ;  |        |     |  |                      |                    |                      |                |                            |  |                        |                                |                      |               | -                 | _           | <u>- 33</u>  |
| NOV-18-2002 | 7  | {      |     |  |                      |                    |                      |                |                            |  |                        | /-                             | g\                   |               |                   |             | 2002         |
| ğ           |  | T 1F - |     |  |                      |                    |                      |                |                            |  |                        |                                | ğ)                   |               | 4                 | 11          | 18-288       |

| 05:52       |
|-------------|
| NOV-18-2002 |

. 32%

847 498 6498

| _            |  |                      | <u> </u>           |                      | ACQUISITION   | UTILITIES, INC.      | N Summary                                  |                     |                               |                     |                           |
|--------------|--|----------------------|--------------------|----------------------|---------------|----------------------|--|---------------------|-------------------------------|---------------------|---------------------------|
|              | Name of Unity                                  | Date of<br>Agreement | Date of<br>Closing | Regulatory<br>Status | Type of Acq   | Type of .<br>Utility | Customera al<br>Purchasa                   | Gross Utility Plant | iniVal Cash<br>CIAC/RES, FEES | Fulure<br>CASH CIAC | Acquisition<br>Investment |
|              | Jasper-Newton (Demote, IN)                     | 1/12/01              | Pending            | Panding              | <u> </u>      | Was                  | 350 W & 8 (SFE'z)<br>(Potential 700 W & S) | \$700,000           |                               |                     | \$475,000                 |
| 1            | Faith EvangeReal Church (St. Tammany, LA)      | 1/10/01              | NA .               | NA                   | Ext           | WAS                  | Commercial                                 | Under Const         | \$7,000                       |                     |                           |
| 1            | Landings Phase 5 (Lexingion County, SC)        | 1/10/01              | NA.                | NA                   | Ext           | Was                  | J2 W & S<br>[Potential 200 W & S]          | Under Const         |                               | Tap Fees            |                           |
|              | Wildwood Utility Co.<br>(Winnebago, K.)        | 1/24/01              | Pending            | Pending              | Aog           | _ w                  | 200 W                                      | NA NA               |                               |                     | \$123,000                 |
| -            | Cor-Mel Northpark, LLC<br>(St. Tammany, LA)    | 1/26/01              | NA                 | NA -                 | Ext           | Was                  | (Potential 200 W)  Commercial              | Under Const         | \$19,880                      |                     |                           |
| _            | Bogalusa Oli Co.<br>(St. Tammany, LA)          | 2/8/01               | NA NA              | NA NA                | Ext           | WAS                  | Commercial                                 | Under Const         | \$10,000                      |                     |                           |
|              | Currituck Club<br>(Currituck County, NC)       | 2/13/01              | Pending            | Pending              | Acq           |                      | 100 W                                      | \$1,930,000         |                               | Tap Fees            | \$100,000                 |
| _            | Paul Paloi<br>(St. Temmasy, LA)                | 2/19/01              | NA NA              | NA NA                | Ext           | Was                  | (Potential 700 W)                          | Under Const         | \$5,900                       | \$20,000            |                           |
|              | Rock Vista, Inc.<br>(Lake Co., FL):            | 2/20/01              | Pending            | Pending              |               | Was                  | Commorcial                                 | Under Const         | \$31,800                      |                     | -;                        |
|              | Tallahatchie Housing, Inc.<br>(Charleston, MS) | 2/21/01              | NA NA              | NA _                 | EM            | w                    | 9 W<br>(Potential 9 W)                     | Under Const         | \$4,950                       |                     |                           |
|              | Hancock Bank<br>(St. Tammany, [A]              | 2/23/01              | NA NA              | NA NA                | Ent           | Was                  | Commercial                                 | Under Const         | \$5,235                       |                     |                           |
| <del> </del> | North Pinelias Surgery<br>(Mid County, FL)     | 2/13/01              | NA                 | NA.                  | Exi           | s                    | Commercial                                 | Under Const         | \$3,882                       |                     |                           |
| <u> </u>     | Copelanda Resturant (St. Temmony, LA)          | 3/23/01              | NA                 | NA NA                | Ext           | WAS                  | Commercial                                 | Under Const         | \$30,885                      |                     |                           |
|              | feathfield<br>(Mecklenburg County, NC)         | 4/1/01               | NA                 | NA NA                | Formation     | w                    | Ď  | Under Const         |                               |                     | 4                         |
| ١            |  | 4/11/01              | NA .               | NA .                 | Ext           | <u>s</u>             | (Potential 70 W)  Commercial               | Under Const         | \$84,400                      |                     |                           |
| 0            |  | 5/17/01              | Pending            | NA NA                | Bulk          |                      | 31 S                                       | NA                  | \$20,000                      | 15                  | <del></del>               |
| In           | nnovative Construction (St. Tammany, LA)       | 6/6/01               | NA .               | NA NA                | Service<br>NA | WIS                  | Commercial                                 | Under Const         | \$5,000                       |                     | <i></i>                   |
| 3            | landy Greek                                    | 6/15/01              | 6/15/01            | Pending              | Asspi         | WAS                  | 200 W & 170 S                              |                     | 00,000                        |                     |                           |
| 1            | (Panama Cily, FL)                              |                      |                    |                      |               |                      | TENN WALLED                                | NA NA               |                               |                     | \$200,000                 |

| l  |  |
|----|--|
| 0  |  |
| 9  |  |
| ×  |  |
| Ξ, |  |
|    |  |

NOV-18-2002

| +    | <del>()</del>                                    | <u> </u>          |                    | <u> </u>             | ACQUESTION     | JTILITIES, INC.<br>A FORMATION | SUHMARY                                     |                        |                              |             |            |
|------|--|-------------------|--------------------|----------------------|----------------|--------------------------------|---|------------------------|------------------------------|-------------|------------|
|      | Name of Utility                                  | Date of Agreement | Oste of<br>Closing | Regulatory<br>Status | Type of<br>Acq | Type of Utility                | Customers at<br>Purchase                    | Gross Utility<br>Plant | initial Cash<br>CIACRES FEES | Fulure      | Acquisitio |
|      | North Greenville College<br>(Greenville Co., SC) | 7/9/01            | Pending            | Pending              | Asset          | Was                            | Commercial                                  | NA                     |                              | CASH CIAC   | Invas(mer  |
| 20)  | Coleman Gilbert Ent. (Si. Yammany, LA)           | 7/17/01           | NA_                | NA                   | Ext            | WAS                            | Commercial                                  | NA NA                  | \$14,090                     |             |            |
| 1)   | Greacent Aldge<br>(Lake Co. FL)                  | 8/3/01            | NA NA              | NA                   | Est            |                                |   |                        |                              |             |            |
| 21   | indian Flaids                                    | 8/3/01            |                    | NA NA                |                |                                | (Potential 39 (Y)                           | Under Const            |                              | \$24,375    |            |
| <br> | [Loke Co. FL)                                    |                   |                    |                      | Ext            |                                | (Polential 25 W)                            | Under Const            |                              | \$15,625    |            |
|      | Year to Date:                                    |                   |                    |                      |                |                                | 900 W and 800 S<br>(th) 2,100 W and 1,100 S | Cash                   | \$242,802                    | Acq. Invest | 1894,000   |

UTILITIES, INC.

| 3 P.13/15         | 1 14 10V 2/2/62  |   | :<br>• | (PRC)                                   | en de la seguira |                      | i i i i i i i i i i i i i i i i i i i | ·   | 6.5 (101   |   | P.13              |
|-------------------|--|---|--------|---|--|----------------------|---------------------------------------|---|--|---|-------------------|
| 847 498 6498      |  |   | 2)     | (CMUD, NC)                              | 2/00<br>4/00<br>Pending  | 7/01                 | 43.                                   | 62  | \$80,000<br>\$104,000                                | 1-2-1-2-2-2-2-2-2-2-2-2-2-2-2-2-2-2-2-2 | 75%               |
| UTILITIES, INC.   | Utilities, Inc. Altituded Transaction Audit (WSC) AUS.#0-2-122-3-1 Undockend 200   Occaparations |   | 5)     | (Lexington, SC)                         | 3/01 Pending   | Pending 7/01 Pending | 60                                    | 1,000 f,000<br>325 325<br>60<br>1,325 1,490 | \$2,250,000<br>\$450,000<br>\$100,000<br>\$2,884,000 |   | 847 498 6498      |
| NOV-18-2002 09:42 | f fl   | _ |        | 2001 Avg Sales Prica Par Sawar Customar | \$2,038  |                      |                                       | (DBQ)                                       |  | }      12                               | NOV-18-2002 05:52 |

UTILITIES, INC. ANALYSIS OF WATER BERVICE CORP PAYROLL
TEST YEAR ENDED DECEMBER 31, 2001
AUDITOR: KATHY WELCH DATE: JULY 9, 2002

|                           | •                                 |   |                    | BALARY                      | A 44544 (A) 5750       |                        |                                   |
|---------------------------|-----------------------------------|---|--------------------|-----------------------------|------------------------|------------------------|-----------------------------------|
| EMPLOYEE                  | TITLE                             | TOTAL                                   | MERGER COSTS       | WIO MERGER 1ST QTR          | ANNUALIZED<br>1ST QTR. |                        | DIFFERENCE                        |
| ARNOUX, DIANE             | PAYROLL                           | 40,875,46                               |                    | 48,875.46 - 10,955,60       |                        | JALARY                 | 2001                              |
| aylin, susan              | EXECUTIVE ASSISTANT               | *************************************** |                    | 40,010,40                   | 43,022.40              | 46,169.76<br>43,000.06 | (2,706.70)                        |
| Belski, katje             | DATA ENTRY                        | 19,796.09                               |                    | 19,796,09                   | 0.00                   | 29,000.14              | 43,000.08                         |
| Brooks, Stephanie         | CUSTOMER SERVICE REP.             | 29,457,69                               |                    | 29,457.69 - 8,657.48        | 26.629.92              |                        | 9,204.05 Companiers               |
| FRIEDMAN, AVELINA         | ACCOUNT MANAGER                   | 44.917.65                               |                    | 44,917.85 - 10,788.53       | 43,154.12              | 30,000.00              | 54231 Chat Serv                   |
| GINGERY, KAREN M.         | DATA ENTRY COMPUTER OPERATOR      | 37,076,44                               |                    | 37,076.44 - 8,656.86        | 34.634.64              | 41,200.12<br>35,100.00 | (3,717.73)                        |
| GUIDICE, JOYCE            | BENEFITS COORDINATOR              | 44,031.70                               |                    | 44,031.70 9,981,18          | 38,924.72              |                        | (1,878.44) Computers              |
| (AMPAGLIA, CINDY          | P/T DATA ENTRY                    | 12,374.31                               |                    | 12,374.31 2,716.50          | 10,862.00              | 44,350.02              | 316.32                            |
| LAWRENCE, BRENT           | ADMINISTRATIVE SERVICES           | 35,015,91                               |                    | 35.015.91 - 8.065.37        | 32,341,48              | 44.044.44              | (12,374.31) Compatien             |
| LOWMAN, ADRIENNE          | CUSTOMER SERVICE SUPERVISOR       | 49,884.83                               |                    | 49,864.83 11,452,17         |                        | 36,200.06              | 1,184.15 Cura She                 |
| LUPPINO, NANCY            | ACCOUNT MANAGER                   | 38,946.24                               |                    |                             | 45,908.68              | 48,500.14              | (1.164.00) Cust Size              |
| MCGRAIN, PAMELA           | ACCOUNT MANAGER                   | 38,749.21                               |                    |                             | 35,508.24              | 40,300.00              | 353.76                            |
| PARRISH, MARJORIE         | RECEPTIONIST/OFFICE SERVICES COOR | 38,276,72                               |                    | 36,749,21 4 8,189,26        | 32,677.04              | 37,800.10              | 1,050.89                          |
| ROSS, AMANDA              | SENIOR REGULATORY ACCOUNTANT      | 40,510.15                               |                    | 39,278.72 <i>-</i> 6,751.96 | 35,007,84              | 37,925.18              | (1,353,56) by cust ser <451.197   |
| ROVNER, LISA              | DIRECTOR OF OPERATIONS            |   |                    | 2                           |                        | 52,000.08              | 52,000,08                         |
| SCHIOPU, MIRCEA           | NAIL ROOM SERVICES                | 23,718.27                               |                    |                             |                        | 132,000,00             | 132,000.00                        |
| SILVEY, JUSTINE           | ASSISTANT REGULATORY ANALYST      |   |                    | 23,718.27 5,192.34          | 20,769.38              | 24,500.06              | 781.79                            |
| TUROV, IGOR               | ACCOUNTANT                        | 36,042.65                               |                    | 36,042,95 4 8,171.60        | 32,586.40              | 36,750.2 <u>2</u>      | 707.57                            |
| WEBSLEY NAZARIO, LASA     | DATA ENTRY                        |   |                    |                             |                        | 46,000.00              | 48,000.00                         |
| CAMAREN, JAMES            | CHAIRMAN AND CEO                  | 7,476.25                                |                    | 7,476.25 - 6,309.32         | 25,597.28              |                        | (7,476.25) (Linguitano            |
| CARTER, DAVID             | VICE PRESIDENT                    | 3,566,490,24                            | 3,199,992.08       | 368,498.16 4 83,025.00      | 332,100.00             | 372,300.00             | 3,801.64                          |
| DOPUCH, ANDREW            | VICE PRESIDENT                    | 845,188.70                              | 659,213 <i>A</i> 2 | 185,975.28 43,625.04        | 174,500.16             | ,                      | (185,975,28)                      |
| OWENS, PATRICIA           | DIRECTOR CUSTOMER REL. & ADMIN.   | 1,678,804.42                            | 1,794,620.90       | 84,183,52 43,625.04         | 174,500.16             |                        | (84,183.52)                       |
| SCHUIARCHER, LAWRENCE     | PRESIDENT AND CFO                 | 88,498.80                               |                    | 45,496.60 - 23,996.98       | 85,986,72              | 95,000.1€              | 6,503.36 Va cust Service 3 251.68 |
| WENZ, CARL                | FORMER DIRECTOR OF REQULATORY     | 1,623,869.30                            | 1,603,390.40       | 220,472.90 50,675.04        | 202,700.16             | 215,750.16             | (4,722,74)                        |
| CASADOS, JR. JIMMY        | WAN ADMINISTRATOR                 | 677,870,70                              | <b>59</b> 1,595.42 | 165,975.28 43,625.04        | 174,500.16             | •                      | (185,975.28)                      |
| COHN MICHELLE             | SENIOR ACCOUNTANT                 | 48,106,36                               |                    | 48,106.38 / 11,250.00       | 45,000.00              | 50,000.00              | 1,881.54 Carryagentian            |
| DELGADO, DANIEL           | ACCOUNTANT                        | 51,358.37                               |                    | 51,358,37 12,500.00         | 50,000.00              | 52,500.00              | 1,141.63                          |
| FORTINO, SUSAN            | DIRECTOR OF OPERATIONS            | 56 358.32                               |                    | \$6,358.32 14,500.00        | 59,000,00              |                        | (56,350.32)                       |
| HAYNES JR., JOHN          | DIRECTOR CORPORATE ACCOUNTING     | 58,333.40                               |                    | 58,333.40                   | 0.00                   | 140,000.00             | 61,686.60                         |
| KOCAN, CHRISTOPHER        | ACCOUNTANT                        | 100,000.00                              |                    | 100,000.00 30,478.00        | 121,900.00             | 105,000.00             | 5,008.00                          |
| LOIACANO, ROBERTA         | DATA PROCESSING MANAGER           | 48,754.23                               |                    | 48,754.23 11,770.85         | 47,083.40              | 53,000.16              | 4245.83                           |
| LUBERTOZZI, STEVEN        | DIRECTOR REGULATORY ACCOUNTING    | 71,500.56                               |                    | 71,506.36 • 17,500.02       | 70,000.08              | 71,800.08              | 281.72                            |
| MATTHEWS, MARY ELLEN      | BILLING MANAGER                   | 47,784.61                               |                    | 47,784.61                   | 0.00                   | 90,000.00              | 42,215.30                         |
| NICHOLAS, ERIN            | RATE CASE                         | 51,158.28                               |                    | \$1,158.28 12,450.00        | 49,800.00              | 51,300.00              | 141.72                            |
| SCULLY, PHIL ANN          |                                   | 29,264.42                               |                    | 29,264.42 15,125.00         | 72,500.00              |                        | (25,264,42)                       |
|                           | ADMINISTRATIVE ASSISTANT          | <b>\$5,608,26</b>                       |                    | 65,605.28 17,500.00         | 70,000.00              |                        | (65,608.28)                       |
| VOOTUKURU, SRUTA<br>TOTAL | OPERATIONS                        | 11,230,79                               |                    | 11,230.79                   | 0.00                   |                        | (11,230.79)                       |
| (U)AL                     |                                   | 10,226, <del>699</del> .20              | 7,949,118,22       | 2,277,490,98 549,748.24     | 2,198,392.94           | 2,989,446.50           | (218,044,48)                      |
| ACCOUNT 6019064 ACMINIAC  | COUNTING                          | 2,278,469.00                            | ( <del>D</del> )   | 2,279,468.00 (43-1)         | 2,279,469.00           | 22.75469.00            |                                   |
| DIFFERENCE                |                                   | 7,947,140,20                            |                    |                             | /86 /86 F **           |                        |                                   |
| and a mit protessing      |                                   | 1,001,140.29                            |                    | (1,978.02)                  | (80,476.04)            | 22q021 50              | Computer dy \$ (1)                |
|                           |                                   |   |                    |                             | 4.68%                  |                        |                                   |

The reason salaries were high to actual 2001 was due to compensation related to the merger. These costs were not charged to stockholders expense. First quarter payroll was reviewed and annualized to determine what salaries would have been at that love). The salaties are \$80,478 less than what was charged in the allocation manual. This is 3.66% which may be due to a 4% salary increase during the year and other personnel changes. Carl Werz is no longer employed and Stove Lubertezzi is taking his place but at a lower salary. 2002 current salaries will be reviewed to determine if costs have changed due to the merger.

Delarged to Stockholders

(B) Since these are capital of not going forward they do not need to be adjusted on a going forward leas

Computer dy \$ (19459.59)

Cust Serv 3362.26

Cenadrum (212,945.17)

Ser 99

Cust Serv 3362.26

Cenadrum (212,945.17)

Ser 99

Conadrum (149,359.74)

Conadrum (63,585.43)

Conadrum (63,585.43)

UTILITIES, INC.
ANALYSIS OF WATER SERVICE CORP PAYROLL
TEST YEAR ENDED DECEMBER 31, 2001
AUDITOR: KATHY WELCH
DATE: JULY 8, 2002

Q 1/0/6
WP 44/422-1

| ME 414/22-1            |                       |              |               | \          | SALARY        | FICA                                  |
|------------------------|-----------------------|--------------|---------------|------------|---------------|---------------------------------------|
| WP 43-1/22-1           |                       | FICA AT      | JUNE 30, 2002 | FICA AT    | DIFFERENCE    | DIFFERENCE                            |
|                        | TOTAL                 | 7.65%        | SALARY        | 7.65%      | \             |                                       |
| EMPLOYEE               |                       | 1,514,40     | 29,000.14     | 2,218,51   | 9.204.05      | 704.11                                |
| BELSKI, KATIE          | 19,796.09             |              | 35,100.00     | 2,685,15   | (1,978.44)    | (151,20)                              |
| GINGERY, KAREN M.      | 37,076.44             | 2,838.35     | 35,100.00     | 0.00       | (12,374.31)   | (946,83)                              |
| HAMPAGLIA, CINDY       | 12,374.31             | 948.63       |               | 0.00       | (7.478.25)    | (571,93)                              |
| WESSLEY-NAZARIO, LASA  | 7,476.25              | 571,93       |               | ****       |               | 144.71                                |
| CASADOS, JR. JUANY     | 48,108.36             | 3,680.29     | 50,000,00     | 3,625.00   | 1,891.64      | 72.32                                 |
| LOIACANO, ROBERTA      | 71,508.38             | 5,470.39     | 71,800.08     | 5.492.73   | 291,72        |                                       |
| TOTAL COMPUTERS        | 198,339.81            | 15,828,00    | 196,000.22    | 14,221.37  | (10,439.68)   | (786.63)                              |
| (                      | •                     |              |               |            |               |                                       |
| BROOKS, STEPHANIE      | 29,457,89             | 2,253,51     | 30,000.00     | 2,295.00   | 542.31        | 41.49                                 |
| LAWRENCE, BRENT        | 35,015.91             | 2,678,72     | 36,200.08     | 2.789.30   | 1,184.15      | 90.59                                 |
| LOWMAN, ADRIENNE       | 49,864.83             | 3,799,36     | 48,500.14     | 3,710,26   | (1,164.89)    | (88.10)                               |
|                        | 13,092,91             | 1,001,61     | 12,641.72     | 967.09     | (451,79)      | (34.52)                               |
| PARRISH, MARJORIE 1/3  | 44,248,40             | 3,075,30     | 47.500.08     | 3,075.30   | 3,251.66      | 9,00                                  |
| OWENS, PATRICIA 1/2    | 171,470.74            | 12,808.50    | 174,842.00    | 12,816.96  | 3,362.20      | 3,45                                  |
| TOTAL CUSTOMER SERVICE | 11 1/41 004 4         |              |               |            |               |                                       |
|                        |                       |              |               |            |               |                                       |
|                        | 48,875,46             | 3,738.97     | 46,169,76     | 3.531.99   | (2,705.70)    |                                       |
| ARNOUX, DIANE          | 40,073.40             | 0.00         | 43,000.08     | 3,269,51   | 43,000.08     | 3,289.51                              |
| aylin, Suban           |                       | 3,436.22     | 41,200.12     | 3,151.81   | (3,717,73)    | (264,41)                              |
| FRIEDMAN, AVELINA      | 44,917.85             |              | 44,350,02     | 3.392.76   | 318.32        | 24,35                                 |
| GUIDICE, JOYCE         | 44,031.70             | 3,368.43     | 40,300.D0     | 3,082.95   | 353.76        | 27,06                                 |
| LUPPINO, NANCY         | 39,946.24             | 3,055.89     | 37.800.10     | 2,891.71   | 1,050.89      | 80.39                                 |
| MCGRAIN, PAMELA        | 36,749.21             | 2,811.31     |               | 1,934.18   | (902.37)      | (69,03)                               |
| PARRISH, MARJORIE 2/3  | 26,185.81             | 2,003.21     | 25,283.44     | 3,978.01   | 52,000.08     | 3,978,01                              |
| ROSS, AMANDA           |                       | 0.00         | 52,000.08     | 6,150.60   | 132,000.00    | 5,150.60                              |
| ROVNER, USA            |                       | 0.00         | 132,000.00    |            | 781.79        | 59.61                                 |
| SCHOPU, MIRCEA         | 23,71B.27             | 1,814.45     | 24,500.08     | 1,874.25   | 707.57        | 54,13                                 |
| SILVEY, JUSTINE        | 38,042.65             | 2,757.28     | 35,750.22     | 2,611.39   | 48,000,00     | 3,672.00                              |
| TUROV, IGOR            |                       | 0.00         | 48,000.00     | 3,672.00   | (3,198,190.24 |                                       |
| CAMAREN, JAMES         | 3,566,490.24          | 6,150.60     | 372,300.00    | 6,150.60   |               |                                       |
| CARTER, DAVID          | 845,188.70            | 8,150.60     |               | 0.00       | (845,188.70   | * *                                   |
| DOPUCH, ANDREW         | 1,878,804.42          | 5,150,60     |               | 0.00       | (1,878,604.42 |                                       |
| OWENS, PATRICIA 1/2    | 44,248,40             | 3,075,30     | 47,500,08     | 3,075.30   | 3,251.68      |                                       |
| SCHUMACHER, LAWRENCE   | 1,823,889,30          | 8,150.60     | 215,750.16    | 6,150.60   | (1,606,119.14 | 400 00.                               |
| WENZ. CARL             | 877,870,70            | 6,150,60     |               | 0.00       | (877,870.70   |                                       |
| COHN, MICHELLE         | 51,358,37             | 3,926,92     | 52,500.00     | 4,018.25   | 1,141.83      |                                       |
| DELGADO, DANIEL        | 58,358,32             | 4,311,41     |               | 0.00       | (56,358.32    |                                       |
|                        | 58,333,40             | 4,482,51     | 140,000,00    | 6,150,80   | 81,868.80     |                                       |
| FORTINO, SUSAN         | 100,000,00            | 6,150,60     | 105,000.00    | 6,150.60   | 5,000.00      |                                       |
| HAYNES JR., JOHN       | 48,754.23             | 3,729,70     | 53,000,16     | 4,054.51   | 4,245.93      | 324.81                                |
| KOCAN, CHRISTOPHER     |                       | 3,856.52     | 20,000,00     | 6,150.60   | 42,215.39     | 2,495,08                              |
| LUBERTOZZI, STEVEN     | 47,784,61             | 3,053.61     | 51,300.00     | 3,924,45   | 141,73        | 10.84                                 |
| MATTHEWS, MARY ELLEN   | 51,158.28             | 2,238,73     | 31,023.05     | 0.00       | (29,284,42    | (2,238.73)                            |
| NICHOLAS, ERIN         | 29,264.42             |              |               | 0.00       | (65,608.2)    |                                       |
| SCULLY, PHIL ANN       | 65,608.28             | 5,019.03     |               | 0.00       | (11,230.79    |                                       |
| VOOTUKURU, SRUTA       | 11,230.79             | 859.16       | 1,698,704.28  | 85,584.00  | (0, 180,085.7 |                                       |
| TOTAL GENERAL SALARIES | 9,869,799.65          | 96,093,22    | 1,038,104.20  | /          | 7,847,140.2   |                                       |
| LESS CHANGE OF CONTROL | 7,947,140,20          |              |               | (43-4)     |               |                                       |
| NET SALARIES           | 1,911 <b>.649.4</b> 5 |              | 1,858,704.28  | 70.14%     | 70,149        |                                       |
| PERCENT CAPITALIZED    | 70.14%                | 70,14%       | 70.14%        | 70.7476    | (149,359.7    |                                       |
| PORTION CAPITAL        | 1,340,830.93          | 68,691.37    | 1,191,471.18  | 50,029.10  | (83,585.4     |                                       |
| PORTION EXPENSE        | 570,818.53            | 28,391.65    | 507,233.10    | 25,555.69  |               | · · · · · · · · · · · · · · · · · · · |
| TOTAL                  | 1,011,649.45          | 95,6B3.22    | 1,898,704,28  | 85,£\$4.68 | (212,545.1    | , ( <del>a,</del> ,)                  |
|                        | 2 072 460 BB          | 122,911.71   | 2.959,445.50  | 112,623,91 | {220,022.5    | ) (10,288.70)                         |
| TOTAL ALL DIVISIONS    | 2,279,469,00          | 144,411      | P12.250122    |            | • •           |                                       |
| PER GL IN 2001         |                       | 246,200.00   |               |            |               |                                       |
| DIFFERENCE             |                       | (123,397.29) | )             |            |               |                                       |
|                        |                       |              |               |            |               |                                       |

Max 80,440 taxable FICA

## SPECFICO CONTIDENTIAL

43-172

DEFERENCE 2001 TO 2002 PROFORMA ADJUSTMENT