

BEFORE THE CORPORATION COMMISSION OF OKLAHOMA

IN THE MATTER OF THE APPLICATION OF)
OKLAHOMA GAS AND ELECTRIC COMPANY)
FOR AN ORDER OF THE COMMISSION) CAUSE NO. PUD 201100087
AUTHORIZING APPLICANT TO MODIFY ITS)
RATES, CHARGES, AND TARIFFS FOR RETAIL)
ELECTRIC SERVICE IN OKLAHOMA)

Direct Testimony

of

Michael J. Halloran
Mercer

on behalf of

Oklahoma Gas and Electric Company

July 28, 2011

Michael J. Halloran, Mercer
Direct Testimony

1 Q. **Please state your name and business address.**

2 A. My name is Mike Halloran. I am employed by Mercer at 1717 Main Street, Suite 4400,
3 Dallas, TX 75201.

4
5 Q. **Please describe your education and professional background.**

6 A. I am a Senior Partner in Mercer's Executive Compensation practice and a leading
7 practitioner in the Firm's Human Capital business. I joined Mercer in the fall of 2001
8 when my prior firm, SCA Consulting, was acquired by Mercer. At SCA, I was a Senior
9 Partner with responsibility for the firm's Dallas office. I received a BA degree in
10 Mathematics from Northwestern University, and an MBA degree from Northwestern's
11 Kellogg School of Management, specializing in accounting and finance.

12
13 Q. **Please provide a brief overview of Mercer.**

14 A. Mercer is a leading global provider of consulting, outsourcing and investment services,
15 with more than 28,000 clients worldwide. Mercer consultants help clients design and
16 manage health, retirement and other benefits and optimize human capital. The firm also
17 provides customized administration, technology and total benefit outsourcing solutions.
18 Mercer's investment services include global leadership in investment consulting and
19 multi-manager investment management. Mercer's global network of more than 20,000
20 employees, based in over 40 countries, ensures integrated, worldwide solutions. Our
21 consultants work with clients to develop solutions that address global and country-
22 specific challenges and opportunities. Mercer is experienced in assisting both major and

1 growing, mid-size companies. The company is a wholly owned subsidiary of Marsh &
2 McLennan Companies, Inc., which lists its stock (ticker symbol: MMC) on the New
3 York, Chicago and London stock exchanges.

4
5 **Q. Please summarize what Mercer was retained to do in this rate proceeding.**

6 A. Mercer was asked to provide competitive practice information for Oklahoma Gas and
7 Electric Company (“OG&E”) on the subject of annual incentives, total cash
8 compensation, long-term incentives and employee benefits and their use in the utility
9 industry.

10
11 **Q. What specific tasks did you perform?**

12 A. Mercer performed the following work: 1) assessed the prevalence of annual and long-
13 term incentive programs among OG&E’s peers; 2) analyzed OG&E’s compensation
14 levels relative to the peer group with and without annual and long-term incentives; and 3)
15 analyzed the value of the employee benefits package at OG&E relative to its peers.

16
17 **Q. On what sources of compensation data did you rely?**

18 A. Competitive compensation information was collected from various sources within the
19 Mercer Research Library, including but not limited to the following: Energy Industry
20 Survey; Executive Compensation Benchmark Survey; Finance, Accounting, and Legal
21 Position Survey; Human Resources Position Survey; Metro Benchmark Survey and, IT
22 Position Survey. Various other surveys were consulted, such as the following (not an all
23 inclusive list):

1 1) Towers Watson's CDB Energy Services Executive Compensation Database. This
2 source comprises data for approximately 90 energy organizations including investor-
3 owned utilities and public power authorities.

4 2) Towers Watson's Energy Services Middle Management and Professional Position
5 Compensation Database. This source comprises investor-owned utilities and public
6 power organizations covering approximately 400 positions.

7 3) EAP Data Information Solution's Technical, Craft, Clerical Compensation Survey,
8 which is the most comprehensive survey of non-exempt positions in the U.S. containing
9 data.

10 4) Hewitt's IEHRA Energy Industry Survey and its NGG/PT Natural Gas Processing
11 Survey, in total covering over 100 key exempt positions.

12 5) The SGA Survey, done by the Southern Gas Association, covering over 40 key
13 positions.

14 The review of employee benefits was done using Mercer's *Benefits Valuation Report*, a
15 custom comparative report of a company's benefit plan values and features to those of
16 peer organizations.

17
18 **Q. What types of positions were included in your review?**

19 **A.** We analyzed competitive compensation market data for the following three employee
20 categories: 1) executive positions, 2) exempt (salaried), middle management and
21 professional positions, and 3) non-exempt (hourly) positions. The review of employee
22 benefits covered 16 different employee categories, reflecting various levels of salary, age
23 and service, and marital/family status.

1 Q. **For the purpose of assessing OG&E’s position versus market, how was the**
2 **competitive market defined?**

3 A. OG&E needs to compete for talent primarily within a pool of companies that are similar
4 in size, scope and complexity as OG&E or which are in the same broad geographic
5 region. Data was developed based on utility companies that met the above criteria, which
6 include:

- | | | |
|----|-----------------------|------------------|
| 7 | Alliant Energy | NV Energy |
| 8 | Ameren | ONEOK |
| 9 | CenterPoint Energy | Pepco Holdings |
| 10 | CMS Energy | PNM Resources |
| 11 | DTE Energy | SCANA |
| 12 | Great Plains Energy | TECO Energy |
| 13 | Integrus Energy Group | Vectren |
| 14 | NiSource | Wisconsin Energy |
| 15 | | |

16 Q. **What was the purpose of your analysis of annual and long-term incentive plan**
17 **prevalence?**

18 A. We attempted to discern how widespread the use of annual and long-term incentives has
19 become in the utility industry and, therefore, the degree to which these incentives have
20 become a standard part of the typical compensation package offered to employees today.

21
22 Q. **What were your findings on annual incentive prevalence in the energy industry?**

23 A. We found that all of the companies in the peer group maintain a formal annual incentive
24 plan for at least some portion of their employee population.

1 Q. **How broadly do energy companies use annual incentives within their organizations?**

2 A. To assess how broadly annual incentives are used within these organizations, we
3 analyzed eligibility on a position-by-position basis. While eligibility decreases somewhat
4 at lower levels of an organization, we found that the majority of individual positions
5 surveyed are eligible for annual incentives. On average, we found that 100 percent of
6 executive positions were annual incentive eligible, 100 percent of exempt level positions
7 were eligible, and 63 percent of non-exempt positions were eligible.

8

9 Q. **What were your findings on long-term incentive prevalence in the energy industry?**

10 A. We found that all of the companies in the peer group maintain a formal long-term
11 incentive plan for at least some portion of their employee population.

12

13 Q. **How broadly do energy companies use long-term incentives within their
14 organizations?**

15 A. To assess how broadly long-term incentives are used within these organizations, we
16 analyzed eligibility by looking at the number of employees that receive long-term
17 incentives as a percent of total employee population. At the median, we found that about
18 3.8 percent of the total employee population was eligible for long-term incentives.

19

20 Q. **Why did you perform a competitive analysis of OG&E pay levels?**

21 A. We studied the competitiveness of OG&E compensation levels to ascertain: 1) OG&E's
22 competitive position without offering annual and long-term incentive opportunities, and
23 therefore whether OG&E must offer these incentives to keep pace with the labor market,

1 2) whether the level of annual and long-term incentives being used by OG&E is
2 consistent with market peers, 3) whether OG&E's compensation including annual and
3 long-term incentives is competitive with market levels.

4
5 **Q. What types of compensation were included in your analysis?**

6 A. Our analysis of competitive data included the following elements of pay: 1) base salary,
7 2) target annual incentives (i.e., the annual bonus opportunity), 3) target total cash
8 compensation which is the sum of base salary plus target annual incentive, 4) long-term
9 incentives, and 5) target total direct compensation which is the sum of target total cash
10 compensation plus long-term incentives.

11
12 **Q. At what level were competitive data analyzed?**

13 A. Competitive compensation data were analyzed using median (50th percentile) statistics.

14
15 **Q. Does OG&E need to offer annual incentives in order to provide a competitive
16 compensation package?**

17 A. Yes. To answer this question, we compared OG&E's base salary levels to market levels
18 of target total cash compensation (salary plus target annual incentives). This analysis
19 shows how OG&E would compare to its peers if OG&E did not offer annual incentives.
20 Our analysis found that, in the aggregate, OG&E would be well below competitive
21 market levels (approximately 13 percent below the market median) if it did not provide
22 annual incentive opportunities.

1 Q. **What do these findings demonstrate?**

2 A. Our findings demonstrate that given the Company's current salary levels, OG&E would
3 not provide its employees with competitive levels of cash compensation if the Company
4 did not offer annual incentives.

5
6 Q. **How do OG&E's target annual incentive opportunities compare to market levels?**

7 A. On average, the target annual incentive opportunities used by OG&E are equal to the
8 market median.

9
10 Q. **How does OG&E compare to competitive market levels on a target total cash
11 compensation basis, adding in the value of annual incentive opportunities to base
12 salaries?**

13 A. Even after adding annual incentive opportunities, OG&E's total cash compensation, (base
14 salary and annual incentive opportunity), in aggregate, remains two percent below market
15 at the median.

16
17 Q. **Does OG&E need to offer long-term incentives in order to provide a competitive
18 compensation package?**

19 A. Yes, at the senior executive and director levels. These are employees that are deemed to
20 be "critical" to the long-term success of the business. For employees below the
21 director/manager level, the market eligibility for long-term incentives is very low. To
22 answer this question, we compared OG&E's target cash compensation levels to market
23 levels of target total direct compensation (target cash compensation plus long-term

1 incentives). This analysis shows how OG&E would compare to its peers if OG&E did
2 not offer long-term incentives. Our analysis found that for the senior executive positions,
3 in the aggregate, OG&E would be well below competitive market levels (about 37
4 percent below the market median) if it did not provide long-term incentive opportunities.

5
6 **Q. What do these findings demonstrate?**

7 A. Our findings demonstrate that given the Company's current target cash compensation
8 levels, OG&E would not provide its senior executives with competitive levels of total
9 direct compensation if the Company did not offer long-term incentives.

10
11 **Q. How do OG&E's long-term incentive opportunities compare to market levels?**

12 A. On average, the long-term incentives used by OG&E are nineteen percent below market
13 median.

14
15 **Q. Why did you perform an analysis of OG&E's benefits package?**

16 A. The benefits package is a key part of a company's overall total compensation program
17 and is a necessary component in attracting and retaining employees.

18
19 **Q. What did the analysis cover?**

20 A. The analysis covered all key components of the employee benefits package, from
21 retirement income to medical, dental and life insurance to paid time-off.

1 Q. **How does OG&E's benefits package compare to market levels?**

2 A. The overall employee benefits package at OG&E on average is 7% below the median
3 value provided by the 16 company peer group. This 7% difference translates into \$1,900
4 difference per person between the median benefit value at OG&E and its peer companies.

5

6 Q. **What do you conclude from these findings?**

7 A. The employee benefits at OG&E are conservative relative to similar companies.

8

9 Q. **Do you have a complete report containing the details of your analysis attached to
10 this testimony?**

11 A. Yes. Please see Exhibit MJH-1.

12

13 Q. **Does this conclude your testimony?**

14 A. Yes.



June 3, 2011

**Review of Total Compensation:
Testimony for Rate Case**



Contents

- Background and Objectives
- Executive Summary
- Analysis of Base Salary and Cash Compensation
- Incentive Plan Practices
- Analysis of Employee Benefit Programs
- Appendix

Background and Objectives

Background and Objectives

- OGE Energy (“OGE”) engaged Mercer to analyze the competitive positioning of its salary and incentive compensation and benefit programs relative to similar companies in the utility industry
- The objective of this analysis was to provide a competitive perspective relative to similar companies on the following issues:
 - The overall value of the target cash compensation (base salary plus target annual incentive), long-term incentives, and benefits packages
 - The prevalence of, and award opportunities in, the OGE annual and long-term incentive programs
- This analysis was done comparing OGE’s programs to those at a peer group of 16 electric utilities that are used by OGE to calibrate its compensation and benefit programs. Data from other relevant compensation surveys were used to supplement publicly-available data and data from Mercer’s Research Library as appropriate
- The following pages present the results of the analysis including:
 - Background and Objectives (pages 2 – 3)
 - Executive Summary (pages 4 – 8)
 - Analysis of Base Salary and Cash Compensation (pages 9 – 11)
 - Incentive Plan Practices (pages 12 – 15)
 - Analysis of Employee Benefit Programs (pages 16 – 19)

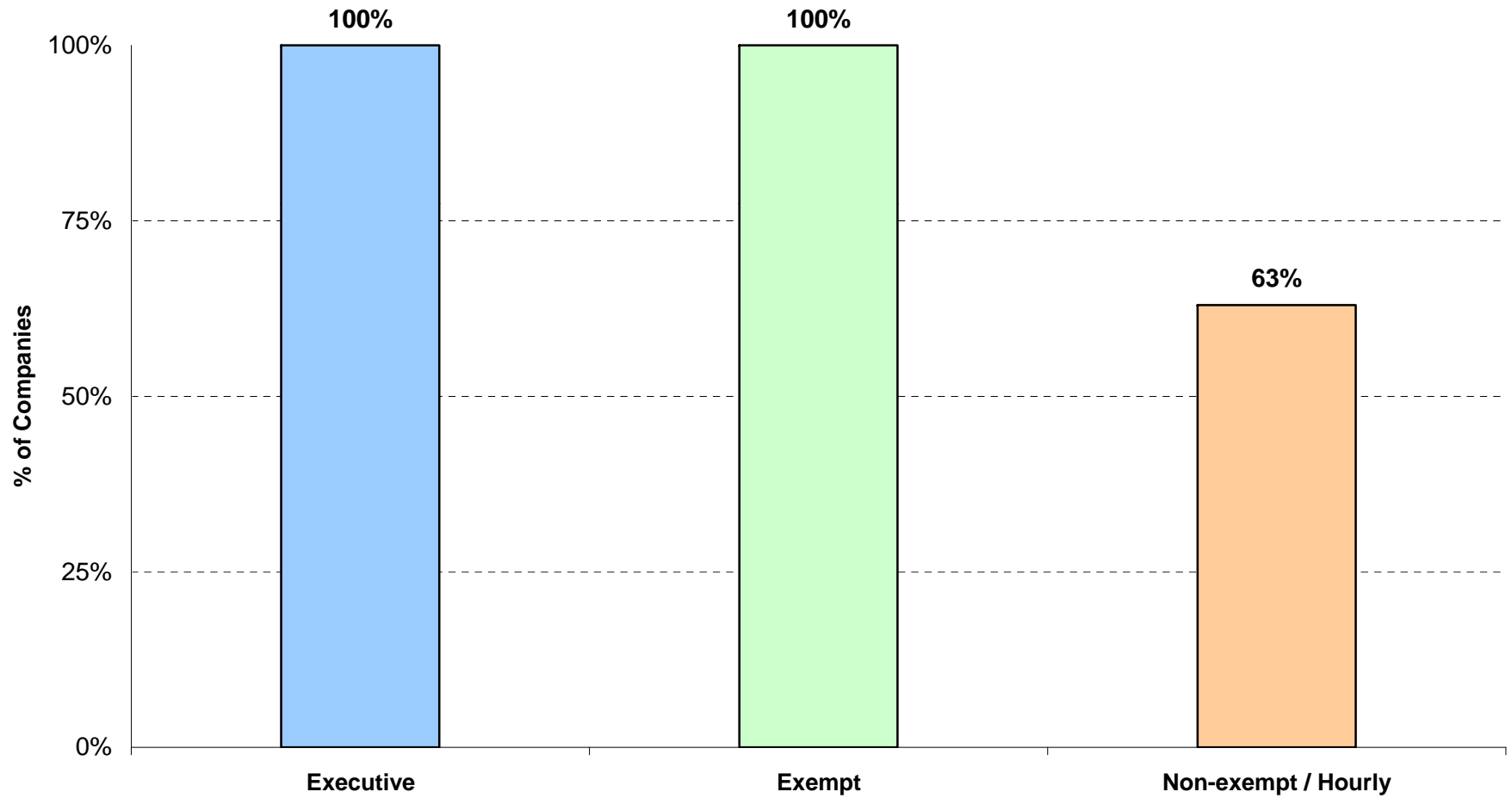
Background and Objectives (continued)

- The group of 16 comparison companies reflect companies that in general operate in the same sector and have similar size, scope and complexity to OGE. Many also operate in the same general geographic region as OGE
- These companies are used by the Compensation Committee of OGE's Board of Directors to calibrate the design of various compensation and benefit programs. The following are the primary comparison companies:
 - Alliant Energy
 - Ameren
 - CenterPoint Energy
 - CMS Energy
 - DTE Energy
 - Great Plains Energy
 - Integrys Energy Group
 - NiSource
 - ONEOK
 - Pepco Holdings
 - PNM Resources
 - SCANA
 - NV Energy
 - TECO Energy
 - Vectren
 - Wisconsin Energy
- For the year 2010, OGE's revenues of \$3.8 billion were in mid-range of this peer group

Executive Summary

Prevalence of Annual Incentive Plans

Annual Incentive Plan Prevalence

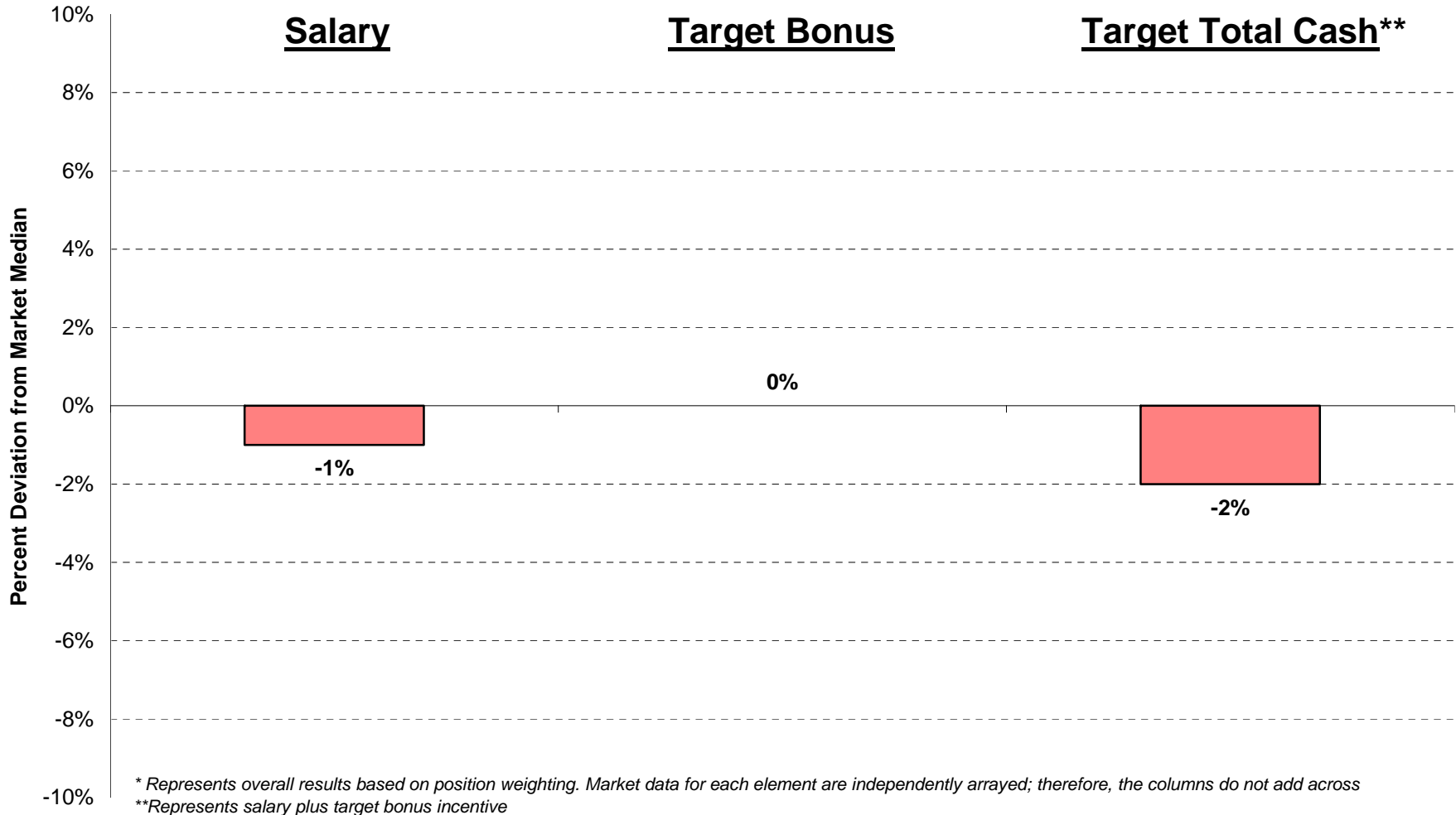




Executive Summary

- The existence of an annual incentive plan covering most employees in the organization is very common within the OGE peer group
- All 16 companies have annual incentive plans covering administrative assistants through senior executives
 - 12 of the companies have a series of different annual incentive plans covering groups of eligible employees (e.g., officers, directors and managers, all other exempt employees, etc.)
 - Four of the companies have one common annual incentive plan covering all eligible employees
- In addition, 63% of these companies have annual incentive plans that cover hourly and/or non-exempt employees (this includes the four companies noted above)
- **Conclusions:**
 - The existence of a broad-based incentive plan at OGE is consistent with market practices, and a necessary part of an overall compensation program to attract and retain employees
 - The high prevalence of incentive programs in the market is also due to the goal of having a portion of compensation in variable costs tied to performance rather than non-incentive based fixed cost

Overall OGE Energy vs. Market Median *



* Represents overall results based on position weighting. Market data for each element are independently arrayed; therefore, the columns do not add across

**Represents salary plus target bonus incentive

Executive Summary (continued)

- A detailed comparison of salary levels and target annual incentive awards at OGE relative to the practices within the peer group shows that OGE's cash compensation levels are slightly below the median or 50th percentile
 - Base salaries are 1% below the market median
 - Target annual incentives, as a percent of base salary, are at the market median
 - Target cash compensation (base salary plus annual bonus) is approximately 2% below the market median
- **Conclusion:** OGE's base salary and target cash compensation levels are in line with compensation practices at similar companies, which is cost effective for ratepayers

Utility Peer Group
OGE Energy

Company	LTI Plan	Participation	
		# Employees	% of Total
ONEOK	Equity Compensation Plan	390	8.0%
CenterPoint Energy	Long-Term Incentive Plan	250	2.8%
Pepco Holdings	Long-Term Incentive Plan	--	--
DTE Energy	2006 DTE Energy Long-Term Incentive Plan	980	10.0%
Integrus Energy Group	2010 Omnibus Incentive Plan	361	7.8%
Ameren	2006 Omnibus Incentive Plan	201	2.1%
NiSource	2010 Omnibus Incentive Plan	375	4.9%
CMS Energy	Performance Incentive Stock Plan	60	0.8%
SCANA	Long-Term Equity Compensation Plan	222	3.8%
Wisconsin Energy	Omnibus Stock Incentive Plan	145	3.2%
Alliant Energy	2010 Omnibus Incentive Plan	100	2.1%
TECO Energy	2010 Equity Incentive Plan	--	--
NV Energy	Long-Term Incentive Program	111	3.8%
Great Plains Energy	Long-Term Incentive Plan	--	--
Vectren	At-Risk Plan	80	2.1%
PNM Resources	Long-Term Incentive Plan	127	6.0%
75th Percentile		361	6.0%
Median		201	3.8%
25th Percentile		111	2.1%

Note: Data for Pepco Holdings, Alliant Energy, and Great Plains are not publicly disclosed. However, their practices are consistent with the participation levels shown in the other 13 peers



Executive Summary

- Each of the 16 peers currently has in place a long-term incentive plan covering the senior executive group, directors, and other key contributors
- Of the companies that disclose long-term incentive plan participation levels, approximately 4% of employees are covered under the peers' respective plans, at the median
- All but two of the companies have more than 100 employees that are eligible to participate in each long-term incentive plan
- **Conclusion:** The existence of a long-term incentive plan at OGE that covers approximately 3% of the employee population is consistent with market practices, and a necessary part of an overall compensation program to attract and retain employees. This participation level is conservative compared to the peer group

Executive Summary (continued)

- The value of the overall employee benefits package at OGE on average is 7% below the value provided by the 16 company peer group
 - This analysis reviewed all key components of the employee benefits package, from retirement income to medical, dental and life insurance to paid time-off
 - On average, this 7% difference translates into a \$1,900 difference per person between the median benefit value at OGE and its peer companies
- **Conclusion:** The employee benefits at OGE are conservative compared to the market practices of similar companies

Executive Summary (continued)

- Overall, the cash compensation and benefits package at OGE are slightly below the median of market data

<u>Program Element</u>	<u>OGE Difference vs. Peer Group</u>
Base Salary	-1%
Target Annual Incentive	0%
Target Cash Compensation*	-2%
Employee Benefits Program	-7%
Overall Value**	-3%

**Base salary plus target annual incentive*

***Target cash compensation plus employee benefits*

- Conclusions:** 1.) The target cash compensation levels (base salary plus target annual bonus) and the level of employee benefits at OGE are competitive relative to similar companies and are cost effective for ratepayers. 2.) Without the additional pay provided by the annual incentive plan, OGE base salaries alone would be approximately 13% below the market target annual compensation

Analysis of Base Salary and Cash Compensation

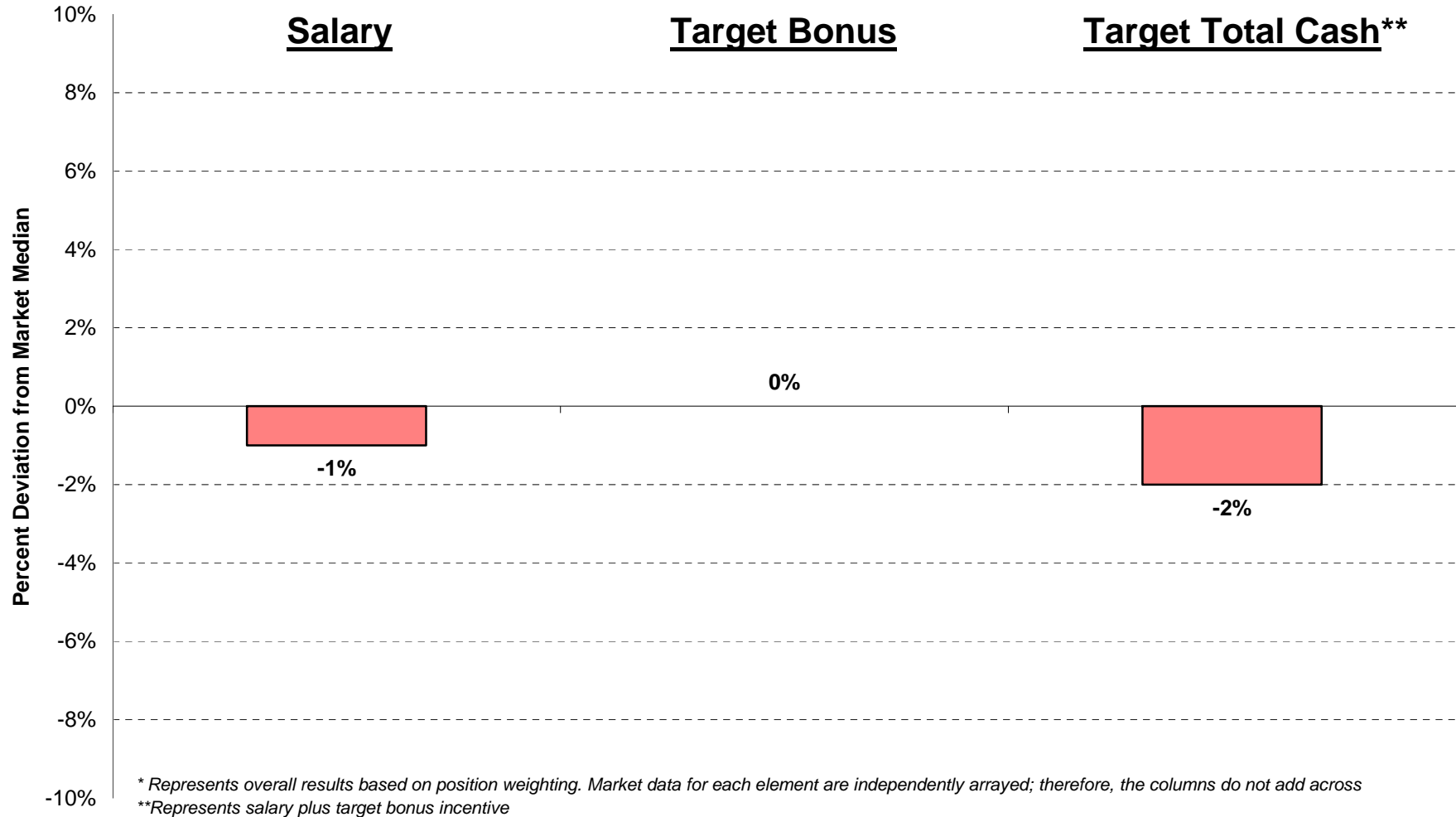
Analysis of Base Salary and Cash Compensation

Methodology

- This section addresses the level of base salary, target annual incentive and target cash compensation for those eligible for annual incentives at OGE. The objective was to determine whether these pay levels at OGE were consistent with the market
- To conduct this analysis, a sample of 148 incentive eligible positions at OGE was selected. This sample was intended to reflect the large majority of officer positions at the Corporate office and at the utility headquarters, plus a representative sample of positions in the management, exempt and non-exempt/hourly employee ranks. The positions included:
 - Officers: 18
 - Managers: 27
 - Other – Professional: 47
 - Other – Hourly: 56

These positions covered over 1,400 incumbents, and a list of the positions is provided in A-2 through A-5

Overall OGE Energy vs. Market Median *



* Represents overall results based on position weighting. Market data for each element are independently arrayed; therefore, the columns do not add across

**Represents salary plus target bonus incentive

Analysis of Base Salary and Cash Compensation (continued)

Methodology (continued)

- A comparison of base salaries, target annual incentives and target cash compensation was done for each of the 148 positions. These terms are defined as follows:
 - Base salary: As paid in 2010
 - Target annual incentive: Annual incentive opportunity in 2010 as a percent of base salary
 - Target cash compensation: Sum of base salary plus target annual incentive

Findings

- Overall, the pay levels at OGE are near the market median (or 50th percentile):
 - Base salary: -1% below the median
 - Target annual incentive: at the market the median
 - Target cash compensation: -2% below the median

Note that since these comparisons are against the median (rather than an average), the percentages are independently arrayed

Analysis of Base Salary and Cash Compensation (continued)

Findings (continued)

- If OGE did not have an annual incentive program, the base salary levels alone would be approximately 13% below the market median relative to target cash compensation since nearly all of the peer companies pay annual incentives to similar positions

Analysis of Incentive Plans

Analysis of Incentive Plans

Methodology

- The analysis of both annual and long-term incentive plans included a review of practices within the 16 company peer group. The analysis covered:
 - Prevalence of annual and long-term incentive plans
 - Eligibility for participation
 - “Target” or expected annual incentive awards (as a percent of base salary)
- Additional data were taken from surveys in Mercer’s Research Library plus other relevant surveys (see Appendix A-1). Specific information from the 16 companies available in public documents or in Mercer’s private client files were also used
- Data were analyzed to determine if OGE’s practice of having an annual incentive plan is within reasonable market practices



Annual Incentive Plans

Findings

- All 16 companies have annual incentive plans covering positions from the Chief Executive Officer down through the Administrative Assistant position
- Nearly two-thirds of the 16 companies also have annual incentive plans that cover non-exempt and/or hourly positions
- The level of eligibility in these annual incentive plans vary by position. The average range of position eligibility is:
 - Executive: 100%
 - Exempt: 100%
 - Non-exempt; hourly: 63%

Note that some of the incentive programs for non-exempt or hourly positions may reflect gainsharing and/or profit sharing plans (not related to retirement programs). In addition, the relatively lower participation levels for these employees is due in part to the fact that unions do not typically participate in incentive plans



Annual Incentive Plans (continued)

- **Conclusion:** The existence of the annual incentive plans and the design of the plans are consistent with market practices and promote efficient and cost-effective service for customers

Long-term Incentive Plan

Findings

- Each of OGE's 16 direct peers has a long-term incentive plan. While overall eligibility for plans may differ by company, most plans will cover the senior executive group down through directors and "key contributors" (approximately 4% of total employee population among the peers)
- Non-exempt and/or hourly positions are typically not eligible for long-term incentives
- The long-term incentive plan at OGE continues to provide a consistent framework for granting equity to senior management at the firm, ensuring that the company remains competitive with overall market practices and providing retention incentives to select employees. Therefore, long-term incentive metrics focus on key long-term strategic objectives such as total shareholder return and earnings per share – goals which have a longer time horizon than the annual incentives
- **Conclusion:** The existence of the long-term incentive plan and the design of the plan is consistent with market practices and focus management on developing the long-term competitiveness of OGE

Analysis of Employee Benefits

Analysis of Employee Benefits

Background and Methodology

- This portion of the report addresses the relative value of the benefit plans at OGE to the peer organizations. The analysis was done using Mercer's *Benefits Valuation Report*, a custom, comparative report of a company's (in this case OGE) benefit plans values and features to those of peer organizations
- The analysis measures value to the employee of the benefits package
 - It compares the amount of pre-tax pay an employee would need in order to replace the company-provided benefit
 - Thus, two organizations with the same benefit plan will have the same value attributed to their plan irrespective of the costs of the plan to the employer
- In reaching the *total benefits value*, calculations were made versus 16 different employee categories, covering various levels of salary, age and service, and marital/family status, allowing a company to examine the strengths and weaknesses of its benefit plan design across a spectrum of situations

Analysis of Employee Benefits (continued)

Background and Methodology (continued)

- In addition, benefits are also valued on a total basis using a national composite workforce to remove the influence of varying demographics from company to company. The average demographics for this composite workforce/employee are as follows:
 - Average Age – 39
 - Average Service – 8 years
 - Average Annual Salary – \$49,990
 - Average Target Bonus – \$9,004
 - Percent Male – 42%
 - Percent Married – 48%
 - Percent With Children – 52%
 - Average Number of Children – 2
- The comparison group of companies was the same as was used for the assessment of incentive plan programs and cash compensation levels in the previous sections

The findings on page 19 reflect the assessment of “Total Benefits Value”

Analysis of Employee Benefits (continued)

Background and Methodology

- Benefit value comparisons were done for the following plan groups and individual plans:
 - Total Benefits
 - All benefit components
 - Retirement/Savings
 - Defined Benefit
 - Defined Contribution
 - Stock Purchase
 - Health/Group
 - Medical
 - Dental
 - Life Insurance
 - Health Care Spending Accounts
 - Dependent Care Spending Accounts
 - Post-retirement Medical
 - Time Loss
 - Paid Time Off
 - Vacation
 - Holiday
 - Personal Leave
 - Sick Days
 - Short-term Disability
 - Long-term Disability



Analysis of Employee Benefits (continued)

Findings

- Overall, the values of the employee benefits at OGE are 7% below the median of the competitive market
- This roughly 7% difference reflects an average dollar value of approximately \$1,900 per employee

Appendix



Sources of Market Data

- Mercer Research Library
 - Energy Industry Survey
 - Executive Compensation Benchmark Survey
 - Finance, Accounting and Legal Position Survey
 - Human Resources Position Survey
 - Metro Benchmark Survey
 - Mercer IT
- EAPDIS Energy Industry Survey
- Hewitt
 - IEHRA Energy Industry Survey
 - NGG/PI Natural Gas Gathering/Processing Survey
- Intelligent Comp, Southwest HR Survey
- SGA Survey
- Towers Watson Surveys
 - Executive Compensation Survey
 - Energy Services: Mid-Management & Professional
 - CDB Energy Services Executives
 - Energy Marketing and Trading
 - Technician Survey

Benchmark Officer Positions OGE Energy

Position

Corporate Officers

Chairman, President & CEO
COO OGE Energy Corp & President Enogex
VP & CFO
VP Human Resources
VP Strategy/Marketing
Controller/Chief Accounting Officer
VP Process & Performance Improvement
VP Public Affairs
VP Corporate Secretary, Governance/EH&S
Treasurer
Chief Information Officer
Chief Risk Officer
VP Internal Audits

Utility Officers

VP Utility Operations
VP Power Delivery
VP Regulatory Affairs
VP Utility Commercial Operations
General Counsel of OK Gas & Electric & Assistant GC of OGE

Benchmark Manager Positions OGE Energy

Position

Dir of Investor Relations

Dir Risk Controls

Dir Supply Chain

Director Revenue Requirements

Foreman - A Construction

Foreman A Transmission

Foreman Const Utility Operations II

Foreman Const Utility Operations II

Foreman Service Restoration

Manager Economic Development Management

Manager Engineering

Manager Finance

Manager Information Systems Security

Manager Specialty Accounting

Mgr Category Leader

Shift Supervisor

Sr Manager Accounting

Sr Manager Audits

Sr Manager Finance

Sr Manager Specialty Accounting

Sr Plant Manager

Supervisor Accounting

Supervisor Business Support

Supervisor Field Services Operations

Supervisor Specialty Accounting

Supv GIS

Supv Payroll

**Benchmark Other - Professional Positions
OGE Energy**

Position	Position
Accountant Associate	Engineer Lead/Spec
Accountant Senior	Engineer Senior
Accountant Staff	Engineer Staff
Analyst Financial Assoc	Foreman Plant Maint
Analyst Financial Sr	Help Desk Support Lead/Spec
Analyst Risk Senior	Information Architect Senior
Attorney Associate	Mgr Info Mgmt
Attorney Senior	Mgr Safety/Health
Auditor Lead/Specialist	Network Admin Senior
Auditor Staff	Oper System
BPI Consultant Lead/Spec	Program Manager Lead/Specialist
Business Analyst Expert	Program Manager Senior
Business Analyst Sr	Proj Mgr-Region Staff
Business Analyst Staff	Quality Assurance SCM Staff
Buyer Senior	Sales Consultant Lead/Specialist
Communcations Specialist Senior	Scada EMS Security Coord Senior
Community Affairs Lead/Spec	Sub-Contract Administrator Senior
Coord Vegetation Mgmt	Supervisor Telecom Field Services
Designer Staff	Systems Administrator Lead/Spec
Developer Lead/Specialist	Systems Analyst Senior
Developer Senior	Systems Analyst Staff
Developer Staff	Telecom Analyst Senior
Director Utility Transformation	
Dispatcher Generation	
Economic Development Lead/Spec	

**Benchmark Other - Hourly Positions
OGE Energy**

Position	Position
Administrative Assistant II	Lineman II
Administrative Assistant III	Maintenance Welder
Building Facilities Mechanic I	Material Handler
Building Maintenance Mechanic	Meter Reader Associate
Buyer Associate	Meter Reader Senior
Call Center Rep Senior	Meter Reader Staff
Call Center Rep Senior	Meter Shop Technician
Call Center Rep Staff	Meter Technician I
Call Center Rep Staff	Meter Technician II
Clerk I	Operator I
Clerk II	Operator III
Clerk III	Plant Chemist
Clerk IV	Plant Electrician
Design Drafter Senior	Plant Mechanic
Director Engineering	Rep Quality Control Call Center
Dispatcher FOAC	SCADA / EMS Technician
Distribution Control Center Operator I	Substation Electrician
Distribution Control Center Operator II	Supervisor Materials
Distribution Services Technician	Technician Cust Field Ops
Drafter Staff	Technician Relay
Driver II	Technician Substations Maint
Engineering Tech Senior	Technician Trouble Field Ops
Engineering Tech Staff	Telecom Tech Associate
Equipment Operator	Telecom Tech Senior
Field Services Administrator	Telecom Tech Staff
GIS Tech Associate	Transmission Operator
Inspector Protective Equip/Liveline	
Instrument and Control Technician	
Insulator	
Lineman I	