

FIRST AMENDMENT TO  
WESTERN RESOURCES, INC.  
EXECUTIVE SALARY CONTINUATION PLAN

The Western Resources, Inc. Executive Salary Continuation Plan (Revised July 17, 1996) is hereby amended, effective as of April 1, 1999, by deleting paragraph F of Section 1.1 (the definition of "Compensation"), and substituting in lieu thereof the following:

"F. 'Compensation' shall mean the base and short term incentive cash compensation paid to or deferred by a Participant during a calendar year, together (without duplication) with the compensation that would have been payable in cash to the Participant during that calendar year if such compensation had not been converted into Restricted Share Units pursuant to the Western Resources, Inc. Executive Stock for Compensation Program."

IN WITNESS WHEREOF, Western Resources, Inc. has adopted this amendment the 26<sup>th</sup> day of July, 2000.

Western Resources, Inc.

By: [Signature]