

**APPENDIX A**  
**Pay Plan – Demand Response Drivers**  
*Effective July 1, 2024*

	<b>7/1/2024</b>
<b>Year1</b>	<b>\$23.92</b>
<b>Year2</b>	<b>\$24.53</b>
<b>Year3</b>	<b>\$25.13</b>
<b>Year4</b>	<b>\$26.04</b>
<b>Year5</b>	<b>\$26.42</b>
<b>Year6</b>	<b>\$26.95</b>
<b>Year7</b>	<b>\$27.42</b>
<b>Year 8+</b>	<b>\$28.59</b>