

Case No. PU-12-813
EXHIBIT K

Case No. PU-12-813
 Data Request NDPSC-1-021
 Attachment A - Page 1 of 1

Northern States Power Company Minnesota

2011 Actual Compensation Amounts for the Top Ten Executives for Xcel Energy

Name	Title	Co	Salary ¹	Annual Incentive ²	Non-Recoverable Portion of Incentive Over 15% of Base Salary	Non-Recoverable LTI Grant Date Fair Value ³	Change in Pension Value & Nonqualified Deferred Compensation ⁴	All Other Compensation ⁵	Total	Less Amount Not Recovered from Utility Customers	Total Recoverable Portion	NSPM Electric Portion	State of ND Juris. Portion	State of ND Juris. Amount
Fowke III, Benjamin G S	Chairman, President & CEO	XS	\$ 986,979	\$ 1,215,280	\$ 1,067,233	\$ 4,259,442	\$ 2,583,660	\$ 58,142	\$ 9,103,504	\$ (5,326,675)	\$ 3,776,828	35.55%	5.91%	\$ 79,378
Kelly, Richard C	Retired Chairman and CEO	XS	890,152	979,942	846,420	4,138,730	258,376	108,965	6,376,164	(4,985,149)	1,391,015	35.55%	5.91%	29,235
Sparby, David M	SVP, Group President	XS	530,000	380,604	301,104	1,229,678	1,109,325	18,282	3,267,889	(1,530,782)	1,737,107	35.55%	5.91%	36,509
McDaniel Jr, Marvin E	SVP & CAO	XS	400,000	265,152	205,152	924,571	292,704	27,292	1,909,719	(1,129,723)	779,996	36.24%	6.38%	18,032
Larson, Kent T	SVP, Operations	XS	353,182	281,724	228,747	620,173	246,597	20,832	1,522,508	(848,920)	673,588	48.63%	5.63%	18,456
Connelly, Michael C	SVP, Strategy and Planning	XS	460,000	304,925	235,925	604,738	528,083	30,890	1,928,636	(840,663)	1,087,973	35.55%	5.91%	22,866
Madden, Teresa S	SVP & CFO	XS	349,545	312,382	259,950	633,676	174,092	20,971	1,490,666	(893,627)	597,040	35.55%	5.91%	12,548
Wilensky, Scott M	SVP, General Counsel	XS	327,121	265,152	216,084	540,463	Not Available	18,339	1,151,075	(756,546)	394,529	35.55%	5.91%	8,292
Koehl, Dennis L	SVP & CNO	MN	441,667	221,236	154,986	483,538	Not Available	18,906	1,165,347	(638,524)	526,823	100.00%	5.91%	31,145
Poferl, Judy	Pres & CEO, NSPM	MN	350,000	212,674	160,174	536,709	Not Available	24,842	1,124,226	(696,883)	427,343	85.28%	5.91%	21,544
Palmer, R Roy	SVP, Public Policy and External Affairs	XS	271,061	171,244	130,585	248,208	Not Available	16,822	707,335	(378,793)	328,542	35.55%	5.91%	6,905

¹ Actual base salary earned in 2011

² 2011 annual incentive paid in 2012. Excludes stock premium and/or discretionary awards.

³ LTI granted in 2011.

⁴ The amount reported in this column does not represent earned or paid compensation. Amounts in this column reflect the actuarial increase in the present value of the executive officer's benefits under all pension plans established by the Company determined using interest rate and maturity rate assumptions consistent with those used in the Company's financial statements. For Mr. Sparby and Mr. Connelly, the amount reported also includes preferential earnings of approximately \$913 and \$1,327, respectively, under a nonqualified compensation plan from a grandfathered deferred compensation benefit.

⁵ Actual 2011: Company matching 401(k) contribution, non-qualified savings plan match, imputed income on life insurance paid by the company, accrued Paid Time Off pay, executive physical.

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 Attachment B - Page 1 of 1

**2013 Budget Compensation Amounts for the Top Ten Executives for Xcel Energy
 Amounts Included in 2013 Test Year O&M Expenses**

Name	Title as of Oct 23, 2012	Co	State of ND Juris.	Amount
Fowke III, Benjamin G S	Chairman, President & CEO	XS	\$	29,308
Kelly, Richard C	Retired Chairman and CEO	XS		-
Sparby, David M	SVP, Group President	XS		13,777
McDaniel Jr, Marvin E	SVP & CAO	XS		12,862
Larson, Kent T	SVP, Operations	XS		14,704
Connelly, Michael C	Former SVP, Strategy and Planning	XS		12,311
Madden, Teresa S	SVP & CFO	XS		12,221
Wilensky, Scott M	SVP, General Counsel	XS		10,548
Koehl, Dennis L	Former SVP & CNO	MN		35,330
Poferl, Judy	President & CEO, NSPM	MN		24,607
Palmer, R Roy	SVP, Public Policy and External Affairs	XS		8,266

These amounts do not include the pension contribution expense associated with these individuals as this information is not budgeted at the employee level.