

	2017	2018	2019	2020	2021	2022	2023	Total (company combined)	Data Source
New Jersey Resources									
Laura's Downes	\$4,997,830	\$4,553,524	\$5,226,190	\$4,170,677	\$4,783,459	\$4,612,774	\$5,792,650	\$37,429,028	https://www.sec.gov/edgar/data/1381792/3300198189223_04f14a.htm#page248
Stephen Westhoven	\$2,781,902								
Avista Corporation (Avista Utilities, Alaska Electric Light and Power Company)									
Scott Morris	\$4,238,914	\$3,817,420	\$4,652,473						https://www.sec.gov/edgar/data/1049180/00111512524072883455980474a.htm#uc45586_10
Dennis Wemilton	\$2,382,620		\$5,004,033	\$4,577,539	\$4,745,379		\$5,229,902	\$34,446,340	
Black Hills Corporation (Black Hills Energy)									
David Emery	\$5,163,935	\$4,623,698							https://www.sec.gov/edgar/data/1130464/000000950120240321934b_20240315_rmbnum_comp_1608
Linden Evans		\$3,639,302	\$4,221,114	\$4,440,908	\$4,486,548		\$5,639,002	\$37,314,980	
Puget Energy (Puget Sound Energy)									
Kimberly Harris	\$7,788,167	\$8,044,584	\$11,774,368						https://www.sec.gov/edgar/data/11000001050324900020puet_20231231.htm#713a483a4e4f1b070c3b084c5d649_209
Mary Kapp			\$5,296,566	\$4,414,245	\$4,760,881	\$5,571,113		\$48,446,970	
ONE Gas									
Patrice Harlow	\$4,021,229	\$4,222,330	\$5,631,324	\$5,388,789	\$4,331,191				https://www.sec.gov/edgar/data/1587736/00011931262408008473678040f4a.htm#uc736787_78
Robert McAnally				\$2,584,173	\$3,474,198	\$4,594,545		\$34,150,770	
NW Natural									
David Anderson	\$3,186,533	\$3,629,634	\$4,255,777	\$3,824,428	\$3,759,354	\$3,641,840	\$3,537,654	\$28,636,620	https://www.sec.gov/edgar/data/1001733098/00011911252405033b488c117a0f14a.htm#uc69317_18
Northwestern Energy									
Robert Howe	\$2,848,279	\$3,165,931	\$3,296,304	\$3,102,048	\$3,445,367	\$3,375,572			https://www.sec.gov/edgar/data/1993004/000199300424000020nwe_20240306.htm#sec0726559491922243854181278_353
Sean Bird							\$3,110,802	\$22,346,193	
Consolidated Natural Gas Corporation									
William Fortinoff	\$3,404,238	\$1,385,218	\$3,576,742	\$3,864,793	\$2,982,846	\$2,636,176	\$4,309,111	\$24,186,120	https://www.sec.gov/edgar/data/18722000109810240000602_20211231.htm#4523ba0908041328b3a34c4ba48497_364
Chesapeake Utilities									
Michael McAdams	\$1,654,323	\$1,905,637							https://www.sec.gov/edgar/data/16745000162928261300aue_20240326.htm#5030b613004d4c0f5d03079b06b_172
Jedfrey Houshonor			\$3,491,441	\$2,462,556	\$2,828,471	\$2,768,416	\$3,269,605	\$18,366,340	
MOE Energy (Madison Gas and Electric Company)									
Jedfrey Kistler	\$1,528,941	\$1,521,620	\$2,381,012	\$2,711,113	\$2,628,028	\$1,678,967	\$3,566,707	\$14,316,384	https://www.sec.gov/edgar/data/1161728/00000095012024042070mpe_20240403.htm#ny_summ_comp_18a
Alta (Minnesota Power, Superior Water, Light and Power)									
Alan Harkin	\$3,494,093	\$3,493,495	\$4,706,014						https://www.sec.gov/edgar/data/98758/0000067584000093100_20240306.htm#1a08b4175884f4d895503a5f2b46c_169
Bethany Owen		\$1,910,272	\$1,985,344	\$2,578,539	\$2,338,422	\$3,574,742		\$23,150,970	
Unitil Corporation									
Robert Schoenberg	\$3,434,309	\$1,554,743							https://www.sec.gov/edgar/data/755001/0001193125240818804870871a04f14a.htm#uc070871_37
Thomas Messner Jr.	\$2,441,144		\$3,592,108	\$3,977,930	\$2,426,750	\$1,488,255	\$2,625,865	\$21,446,833	
Tennessee Valley Authority									
William D. Johnson	\$8,658,741	\$8,114,638	\$6,935,619						https://www.sec.gov/edgar/data/1376966/001376966230000223e_20230310.htm
Jedfrey J. Lynch	\$9,163,523		\$7,207,233	\$9,882,680	\$9,760,226	\$10,544,082		\$67,246,742	
Totals	\$468,343,306	\$470,398,473	\$602,362,107	\$598,148,824	\$640,278,795	\$594,097,981	\$647,184,765	\$3,897,792,761	

Rank	Utility	Name	Headshot	Year	Total Compensation	Headshot Source
5	Xcel Energy	Bob Frenzel	!headshot](https	2023	\$21,357,168	https://corporate.my.xcelenergy.com/s/about/leadership-governance/company/frenzel
3	FirstEnergy	Brian Tierney	!headshot](https	2023	\$26,452,616	https://www.firstenergycorp.com/content/dam/newsroom/images/news/Tierney-Brian-940-x-520.jpg
4	Southern Company	Chris Womack	!headshot](https	2023	\$23,520,387	https://www.southerncompany.com/content/dam/southerncompany/pdfs/about/leadership/chris_womack_sc_bio.pdf
8	Berkshire Hathaway	Gregory Abel	!headshot](https	2023	\$20,016,500	https://horatioalger.org/wp-content/uploads/members/089dd76ff47430a9305299307e1cbf86.jpg
2	Sempra Energy	Jeffrey Martin	!headshot](https	2023	\$27,421,881	https://www.sempra.com/sites/default/files/bio-images/headshots/IWM_WebsiteHeadshot.jpg
6	NextEra Energy	John Ketchum	!headshot](https	2023	\$20,591,124	https://www.nexteraenergy.com/content/dam/nee/us/en/images/bio-John-Ketchum.jpg
9	Eversource	Joseph Nolan	!headshot](https	2023	\$18,885,577	https://bcdn.talentbrew.com/company/7774/full_v2_0/img/jamed-j-judge-min-new1.jpg
7	Duke Energy	Lynn Good	!headshot](https	2023	\$20,559,875	https://www.duke-energy.com/-/media/images/sidebar/left-image-ceo-lynn-good.jpg?h=400&iar=0&w=300&rev=0d8fe3a6de9b44f283e6861c317ebcac
1	Southern Company	Tom Fanning	!headshot](https	2023	\$33,469,792	http://www.external.southerncompany.com/about-us/leadership/ceo/pdfs/Tom-Fanning-biography.pdf
10	PG&E Corporation	Patricia Poppe	!headshot](https	2023	\$16,994,840	https://live.staticflickr.com/65535/53862822796_048114aca4_b.jpg