

Unitil Energy Systems, Inc.
Internal Administrative Costs associated with Default Service

		<u>G1 Class</u>	<u>Non-G1 Class</u>	<u>Total</u>	<u>Notes:</u>
Energy Contracts Department:					
1	Average Cost of Labor per Hour	\$36.66	\$36.66	\$36.66	1
2	Estimated Annual Hours Required to Accomplish Tasks	<u>249.4</u>	<u>150.6</u>	<u>400.0</u>	
3	Cost of Labor	\$9,143	\$5,521	\$14,664	
4	Overhead (Line 3 * Overhead rate)	<u>\$9,417</u>	<u>\$5,687</u>	<u>\$15,104</u>	2
5	Total Labor and Overhead Cost	<u>\$18,560</u>	<u>\$11,208</u>	<u>\$29,768</u>	
Regulatory Services Department:					
1	Average Cost of Labor per Hour	\$42.46	\$42.46	\$42.46	1
2	Estimated Annual Hours Required to Accomplish Tasks	<u>88.0</u>	<u>35.0</u>	<u>123.0</u>	
3	Cost of Labor	\$3,736	\$1,486	\$5,223	
4	Overhead (Line 3 * Overhead rate)	<u>\$3,849</u>	<u>\$1,531</u>	<u>\$5,379</u>	2
5	Total Labor and Overhead Cost	<u>\$7,585</u>	<u>\$3,017</u>	<u>\$10,602</u>	
Accounts Payable Department:					
1	Average Cost of Labor per Hour	\$22.53	\$22.53	\$22.53	1
2	Estimated Annual Hours Required to Accomplish Tasks	<u>6.0</u>	<u>6.0</u>	<u>12.0</u>	
3	Cost of Labor	\$135	\$135	\$270	
4	Overhead (Line 3 * Overhead rate)	<u>\$139</u>	<u>\$139</u>	<u>\$278</u>	2
5	Total Labor and Overhead Cost	<u>\$274</u>	<u>\$274</u>	<u>\$549</u>	
General Accounting Department:					
1	Average Cost of Labor per Hour	\$47.31	\$47.31	\$47.31	1
2	Estimated Annual Hours Required to Accomplish Tasks	<u>6.0</u>	<u>6.0</u>	<u>12.0</u>	
3	Cost of Labor	\$284	\$284	\$568	
4	Overhead (Line 3 * Overhead rate)	<u>\$292</u>	<u>\$292</u>	<u>\$585</u>	2
5	Total Labor and Overhead Cost	<u>\$576</u>	<u>\$576</u>	<u>\$1,152</u>	
Finance Department:					
1	Average Cost of Labor per Hour	\$36.55	\$36.55	\$36.55	1
2	Estimated Annual Hours Required to Accomplish Tasks	<u>26.0</u>	<u>26.0</u>	<u>52.0</u>	
3	Cost of Labor	\$950	\$950	\$1,901	
4	Overhead (Line 3 * Overhead rate)	<u>\$979</u>	<u>\$979</u>	<u>\$1,958</u>	2
5	Total Labor and Overhead Cost	<u>\$1,929</u>	<u>\$1,929</u>	<u>\$3,858</u>	
Communications Department:					
1	Average Cost of Labor per Hour	\$50.83	\$50.83	\$50.83	1
2	Estimated Annual Hours Required to Accomplish Tasks	<u>60.0</u>	<u>60.0</u>	<u>120.0</u>	
3	Cost of Labor	\$3,050	\$3,050	\$6,100	
4	Overhead (Line 3 * Overhead rate)	<u>\$3,141</u>	<u>\$3,141</u>	<u>\$6,283</u>	2
5	Total Labor and Overhead Cost	<u>\$6,191</u>	<u>\$6,191</u>	<u>\$12,382</u>	
Business Development Department:					
1	Average Cost of Labor per Hour	\$37.14	\$37.14	\$37.14	1
2	Estimated Annual Hours Required to Accomplish Tasks	<u>8.0</u>	<u>0.0</u>	<u>8.0</u>	
3	Cost of Labor	\$297	\$0	\$297	
4	Overhead (Line 3 * Overhead rate)	<u>\$306</u>	<u>\$0</u>	<u>\$306</u>	2
5	Total Labor and Overhead Cost	<u>\$603</u>	<u>\$0</u>	<u>\$603</u>	
Information Systems Department:					
1	Average Cost of Labor per Hour	\$39.78	\$39.78	\$39.78	1
2	Estimated Annual Hours Required to Accomplish Tasks	<u>3.6</u>	<u>1.4</u>	<u>5.0</u>	
3	Cost of Labor	\$143	\$56	\$199	
4	Overhead (Line 3 * Overhead rate)	<u>\$148</u>	<u>\$57</u>	<u>\$205</u>	2
5	Total Labor and Overhead Cost	<u>\$291</u>	<u>\$113</u>	<u>\$404</u>	
Customer Service Department:					
1	Average Cost of Labor per Hour	\$21.64	\$21.64	\$21.64	1
2	Estimated Annual Hours Required to Accomplish Tasks	<u>48.0</u>	<u>48.0</u>	<u>96.0</u>	
3	Cost of Labor	\$1,039	\$1,039	\$2,077	
4	Overhead (Line 3 * Overhead rate)	<u>\$1,070</u>	<u>\$1,070</u>	<u>\$2,140</u>	2
5	Total Labor and Overhead Cost	<u>\$2,109</u>	<u>\$2,109</u>	<u>\$4,217</u>	
TOTAL ANNUAL COST		<u>\$38,119</u>	<u>\$25,417</u>	<u>\$63,536</u>	

Notes:

- 1) See Schedule LSM-6, Page 2 of 2.
- 2) Based on Unitil Service Corp. overhead rate of 103% (2008 average rate).

Unitil Service Corp.
Average Cost of Labor per Hour by Department

<u>Department</u> (a)	<u>Full Time Equivalent (1)</u> (b)	<u>Annualized Base Labor</u> (c)	<u>Open Positions</u> (d)	<u>Open Positions (2)</u> (e)	<u>Total Positions</u> (b) + (d) = (f)	<u>Total Salaries</u> (c) + (e) = (g)	<u>Avg Hrly Labor Cost (3)</u> (g) ÷ (f) ÷ 2080 = (h)
Energy Contracts	7.00	\$533,790	0	\$0	7.00	\$533,790.00	\$36.66
Regulatory / Legal	9.00	\$819,675	1	\$63,585	10.00	\$883,260.00	\$42.46
Accounts Payable	5.00	\$234,300	0	\$0	5.00	\$234,300.17	\$22.53
General Accounting	14.80 (4)	\$1,456,315	0	\$0	14.80	\$1,456,314.96	\$47.31
Finance	7.00	\$563,425	1	\$44,828	8.00	\$608,253.00	\$36.55
Communications	4.00	\$422,909	0	\$0	4.00	\$422,909.04	\$50.83
Business Development	16.00	\$1,235,978	0	\$0	16.00	\$1,235,978.04	\$37.14
Information Systems	13.00	\$1,086,144	2.00	\$154,856	15.00	\$1,241,000.12	\$39.78
Customer Service	48.00	\$2,193,967	6.00	\$236,524	54.00	\$2,430,490.97	\$21.64

(1) Annualized salaries of active employees as of January 1, 2009.

(2) Salary range midpoint of open positions as of January 1, 2009.

(3) Total Salaries ÷ Total positions ÷ (40 hours/wk * 52 weeks/yr).

(4) Includes two part-time employees.