

REDACTED

Unitil Energy Systems, Inc.

Officers Compensation

Test Year		2019		
Name	Title	Base Salary	Incentive Cash	Restricted Stock
Meissner	President	\$ 572,000.00	\$ 459,677.00	\$ 938,737.48
Black	Sr. VP	\$ 292,600.00	\$ 139,732.00	\$ 478,707.57
Brock ¹	VP and Controller / Sr. VP	\$ 264,546.00	\$ 115,144.00	\$ 119,852.61
Collin ²	Sr. VP	\$ 122,667.00	\$ 232,943.00	\$ 215,086.85
Diggins ³	Treasurer			
Eisfeller	VP			
Hevert ⁴	Sr. VP	N/A	N/A	N/A
Hurstak ⁵	Controller			
Furino	VP			
Letourneau	VP			
Vaughan ⁶	Sr. VP & Treasurer	\$ 330,000.00	\$ -	N/A
Whitney	Secretary			
OFFICERS' TOTAL				
CALENDAR YEAR 2019		\$ 2,312,413.00	\$ 1,219,609.00	\$ 1,915,971.88

2020			
	Base Salary	Incentive Cash	Restricted Stock
	\$ 597,740.00	\$ 527,956.00	\$ 998,567.35
	\$ 301,378.00	\$ 145,422.00	\$ 126,721.74
	\$ 286,000.00	\$ 131,479.00	\$ 126,721.74
	N/A	N/A	N/A
	\$ 153,910.00	N/A	N/A
	\$ 339,900.00	\$ 210,870.00	\$ 62,727.53
OFFICERS' TOTAL			
CALENDAR YEAR 2020	\$ 2,786,704.00	1,334,389.00	\$ 1,598,917.51

1 - Brock - VP & Controller in 2019; Sr VP in 2020

2 - Collin - Retired in May 2019

3 - Diggins - Treasurer in 2020

4 - Hevert - Sr. VP in July 2020; no Incentive Cash or Restricted Stock Award

5 - Hurstak - Controller in March 2020; no Incentive Cash or Restricted Stock Award

6 - Vaughan - Sr VP & Treasurer in Jan 2019; Resigned in March 2020