

BEFORE THE PUBLIC SERVICE COMMISSION OF UTAH

| | | |
|-------------------------------------|---|-----------------------------|
| In the Matter of the Application of |) | |
| Dominion Energy Utah |) | Docket No. 22-057-03 |
| to Increase Distribution Rates |) | |
| and Charges and Make Tariff |) | Surrebuttal Testimony |
| Modifications |) | John Defever, CPA |
| |) | On Behalf of the |
| |) | Office of Consumer Services |
| |) | |

October 13, 2022

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1 **Introduction**

2 **Q. WHAT IS YOUR NAME, OCCUPATION AND BUSINESS ADDRESS?**

3 A. My name is John Defever. I am a Certified Public Accountant, licensed in
4 the State of Michigan. I am a senior regulatory consultant in the firm of
5 Larkin & Associates, PLLC, with offices at 15728 Farmington Road,
6 Livonia, Michigan.

7

8 **Q. ARE YOU THE SAME JOHN DEFEVER THAT PROVIDED DIRECT**
9 **TESTIMONY IN THIS PROCEEDING?**

10 A. Yes.

11

12 **Q. WHAT IS THE PURPOSE OF YOUR SURREBUTTAL TESTIMONY?**

13 A. The purpose of this Surrebuttal Testimony is to respond to DEU witness
14 Jordan Stephenson's Rebuttal Testimony.

15

16 **Q. HAVE YOU CHANGED ANY OF THE RECOMMENDATIONS IN YOUR**
17 **DIRECT TESTIMONY BASED ON THE COMPANY'S REBUTTAL**
18 **TESTIMONY?**

19 A. Yes. As discussed below, after reviewing the Company's Rebuttal
20 testimony I have made changes to my adjustments to payroll expense,
21 depreciation, and working capital. The updated adjustments and the
22 related flow throughs are as follows:

23

24 Working Capital (\$3,907,852)
25 Payroll (\$2,253,214)
26 Depreciation Expense (\$323,754)

27

28

Corresponding Flow-Through Adjustments:

29 Accumulated Depreciation \$146,805

30

Benefits \$168,578

31

Payroll Tax (\$144,251)

32

Income Tax \$1,447,007

33

34

These changes result in an updated Utah revenue increase of

35

\$36,276,841. The changes are discussed below and reflected in the

36

attached Exhibit 2.1S.

37

38

Plant in Service - Contingencies

39

**Q. DID THE COMPANY'S REBUTTAL ADDRESS YOUR ADJUSTMENT
TO CONTINGENCIES?**

40

41

A. Yes. The Rebuttal stated that my understanding and characterization of
contingencies does not properly reflect the Company's use of
contingencies in its budgeting practices.¹

42

43

44

45

**Q. IS YOUR CHARACTERIZATION OF CONTINGENCIES DIFFERENT
FROM THE COMPANY'S DESCRIPTION OF CONTINGENCIES?**

46

¹ Stephenson Rebuttal p.3.

47 A. It does not appear to be. My testimony describes contingencies, as costs
48 that the Company does not know will occur. The Rebuttal cites the
49 following about contingencies:

50

51 An amount added to an estimate to allow for items, conditions, or
52 events for which the state, **occurrence, or effect is uncertain** that
53 experience shows will likely result, in aggregate, in additional
54 costs.² (emphasis added)

55

56 The Company's Rebuttal states that the occurrence is uncertain, which is
57 consistent with my testimony that states it is not known whether the costs
58 will occur. The second part of the above quote says that the costs will
59 **likely** result in additional costs. Again, my testimony does not state the
60 costs are **unlikely** to occur, it states that it is not **known** that the costs will
61 occur.

62

63 **Q. THE REBUTTAL STATES "THIS NOT SIMPLY A 'BUDGET BUFFER'**
64 **ADDED TO EXPECTED PROJECT COSTS..." DID YOUR TESTIMONY**
65 **STATE THAT CONTINGENCIES ARE SIMPLY A BUDGET BUFFER?**

66 A. No. My testimony did not state that the Company uses contingencies as a
67 buffer. My testimony stated that the use of contingencies can become a
68 budget buffer. Regardless of the Company's intention when budgeting, a
69 contingency increases the total cost, and that total cost can become the

² Stephenson Rebuttal p. 3 citing Frederic C. Jelen, James H. Black.

70 target amount whether or not the contingency occurs. As a result, a
71 contingency can evolve into a budget buffer.

72

73 **Q. PLEASE DISCUSS THE CHART ON PAGE 132 OF MR.**
74 **STEPHENSON'S REBUTTAL TESTIMONY.**

75 A. The chart provides budget-to-actual capital expenditures over the prior five
76 years. The chart shows that the total spend has been within .6% of
77 budget including contingencies.³ The Rebuttal claims that this historical
78 evidence supports the Company's budgeting accuracy.

79

80 **Q. DOES THIS CHART SUPPORT THE ACCURACY OF CONTINGENCIES**
81 **IN THE BUDGETING PROCESS?**

82 A. No. The chart as provided does not include the necessary information to
83 reach such a conclusion. The chart is very high-level, providing only the
84 budgeted expenditures, actual expenditures and the difference between
85 them. The amount of information that it does not provide is significant. It
86 does not provide a list of the projects budgeted and a list of the projects
87 completed with costs for each. The actual spend may have included
88 projects that were not budgeted or some projects may have been
89 overbudget while other projects may have been underbudget.

³ Stephenson Rebuttal p.5.

90

91 Most importantly, the chart does not even provide a list of the
92 contingencies that were budgeted and which contingencies were
93 necessary. As such, it cannot speak to the accuracy of the budgeted
94 contingencies. In fact, without providing any such details, the chart could
95 actually be a demonstration of the budget buffer effect described above
96 (i.e., where the budget that is inflated for contingencies becomes the
97 target budget whether or not the contingencies occur.)

98

99 This chart only shows that spending was close to budget. Without
100 providing any of the relevant details, no other conclusions should be
101 drawn from it.

102

103 **Q. HAVE YOU RECONSIDERED YOUR RECOMMENDATION TO**
104 **REMOVE CONTINGENCIES AFTER REVIEWING THE REBUTTAL**
105 **TESTIMONY?**

106 A. No. Ultimately, if the cost and necessity of the contingency were known at
107 the time of budgeting it would not be considered a contingency. As the
108 costs are not known and measurable, they should not be included. As

109 stated in my testimony, if the additional funds become necessary, the
110 Company can request recovery in the next GRC.⁴

111

112 **Q. THE REBUTTAL STATES THAT 2.03% IS A MORE APPROPRIATE**
113 **RATE FOR CALCULATING DEPRECIATION THAN 3.88% AS USED IN**
114 **YOUR SCHEDULES.⁵ DO YOU AGREE?**

115 A. Yes. After reviewing Mr. Stephenson's Rebuttal, I agree that 2.03% is a
116 more appropriate rate and have reflected that rate in my adjustments. The
117 resultant changes to my adjustments are stated at the beginning of this
118 testimony.

119

120 **Incentive Compensation in Rate Base**

121 **Q. DID THE COMPANY'S REBUTTAL IMPACT YOUR OPINION**
122 **REGARDING THE REMOVAL OF INCENTIVE COMPENSATION IN**
123 **RATE BASE?**

124

125 A. No. My testimony stated that capitalized incentive compensation based
126 on financial goals should be removed because it does not benefit
127 ratepayers. Given the opportunity to rebut this statement by

⁴ Defever Direct p. 8.

⁵ Stephenson Rebuttal p. 6.

128 demonstrating that ratepayers benefit from this expense, the Company did
129 not do so. Instead, the Company's Rebuttal argued that if the capitalized
130 incentive compensation is removed from rate base, the pension credit
131 should be removed as well.⁶ However, my direct testimony on this issue
132 made no mention of pension credits. This attempt to conflate these
133 unrelated adjustments is not only incorrect, but distracts from the
134 appropriate adjustment for incentive compensation.

135

136

137 In addition, much of the Rebuttal discusses the difference between the
138 treatment of O&M costs and capitalized costs, an issue that also was not
139 discussed in my testimony. To be clear, my recommended adjustment is
140 not based on or connected to the Company's treatment of pension credits.

141 The bottom line is that ratepayers do not benefit from financial-based
142 incentive compensation and therefore it should be removed from rate
143 base.

144

145 **Q. DOES THE COMPANY'S REBUTTAL MISCHARACTERIZE YOUR**
146 **TESTIMONY?**

⁶ Stephenson Rebuttal pages. 7-9.

147 A. Yes. The Rebuttal states that my testimony argues that the O&M
148 adjustment for incentive cost should be applied to the capitalized portion
149 of incentive costs. This is incorrect. My position is that the incentive
150 compensation goals related to financial goals should be removed from
151 rate base because customers do not benefit, not because a similar
152 adjustment was made to O&M. Although my testimony did refer to the
153 O&M adjustment, the purpose was to cite the reasons for the adjustment
154 (i.e., no customer benefit) not to suggest that the O&M adjustment should
155 be applied to capitalized incentive compensation.

156

157 **Cash Working Capital**

158 **Q. PLEASE SUMMARIZE DEU'S REBUTTAL POSITION ON CASH**
159 **WORKING CAPITAL**

160 A. The Rebuttal states that the use of 2019-2021 data to calculate lead-lag
161 days is appropriate because the 2021 data is more recent and will more
162 closely reflect 2023 conditions.⁷ The Company believes that the ripple
163 effects will carry into 2022 and likely 2023 as well.⁸ The Rebuttal also

⁷ Stephenson Rebuttal, p.9.

⁸ Id.

164 states that my adjustment implicitly assumes that 2023 delivery times will
165 revert to 2019 delivery times.⁹

166

167 **Q. IS IT YOUR ASSUMPTION THAT 2023 DELIVERY TIMES WILL**
168 **REVERT TO 2019 DELIVERY TIMES?**

169 A. No. However, it is my best estimate that 2019 delivery times are a better
170 indicator than the two initial pandemic years. While both the Company
171 and I acknowledge the need to consider the impact of the pandemic when
172 estimating delivery times, we reach different conclusions on how to do so.
173 Regarding this issue, the Company stated the following:

174

175 ...due to potential COVID-19 impacts to 2020 collections that
176 would not be indicative of normal operating conditions, the current
177 study uses a 3-year average for the collection lag based on 2019-
178 2021 totals.¹⁰
179

180 I agree with the Company that 2020 collections would not be indicative for
181 the rate year. As such, my adjustment to use 2019 data did not assume
182 that 2023 delivery times would be the same as 2019 but instead that 2023
183 delivery times would be closer to 2019 than the worst year of the
184 pandemic.

⁹ Id.

¹⁰ OCS 2.66.

185

186 It appears the Company is also implicitly assuming that the impact will
187 decline over time. The Rebuttal describes the impact as “ripple” effects
188 that “carry into 2022 and will likely carry into 2023.” As such, it should also
189 be noted that rates will be set not just for 2023 but also the subsequent
190 years until the next rate case. Therefore, it is still my opinion that 2019 will
191 be a better indicator than the first two years of the pandemic.

192

193 **Q. DO YOU AGREE THAT THERE IS AN ERROR IN YOUR WORKING**
194 **CAPITAL SCHEDULE?**

195 A. Yes. I have reviewed Mr. Stephenson’s Rebuttal testimony regarding an
196 error in the calculation of the lag day factor in my schedules.¹¹
197 Accordingly, I have corrected this error. My updated recommended
198 working capital adjustment is a reduction of \$3,907,852 as stated on page
199 2 of this testimony.

200

201 **Gain on Sale of Utility Property**

202 **Q. THE DEU REBUTTAL AGREES TO A REDUCTION TO THE REVENUE**
203 **REQUIREMENT OF \$1,554,138 (\$518,046 OVER THREE YEARS) TO**

¹¹ Stephenson Rebuttal p. 10.

204 **REFLECT GAIN ON SALE OF PROPERTY.¹² HOW WAS THIS**
205 **AMOUNT DETERMINED?**

206 A. Both UAE witness Mr. Higgins and I made adjustments to reflect the gain
207 on sale of property. My adjustment returned all of the gains to ratepayers,
208 while Mr. Higgins' adjustment shared the gains between the Company and
209 the ratepayers. The Company's Rebuttal accepted Mr. Higgins approach.

210

211 **Q. WHAT DOES THE REBUTTAL STATE ABOUT THE SHARING OF THE**
212 **GAIN?**

213 The Rebuttal states that "[a]llowing the Company to maintain a portion of
214 gain on property sales will help incentivize careful consideration of
215 opportunities to realize value in utility property as circumstances may
216 allow." However, it is my opinion that the Company should not require
217 extra incentives to responsibly manage utility property.

218

219 **Q. DO YOU AGREE WITH THIS ADJUSTMENT?**

220 A. I consider it an improvement over the treatment in the Company's original
221 filing in which ratepayers received none of this gain. However, it is still my
222 position that the full gain of \$2,332,765 should be reflected. As ratepayers

¹² Stephenson Rebuttal p. 11.

223 have paid a return of and on this property, they should receive all of the
224 gain.

225

226 **Directors and Officers Liability Insurance**

227 **Q. WHAT DOES THE DEU REBUTTAL STATE ABOUT D&O**
228 **INSURANCE?**

229 A. The Rebuttal argues that D&O Insurance is an industry standard,
230 necessary to attract and retain qualified candidates and should therefore
231 be included in the revenue requirement.¹³

232

233 **Q. IS THIS A COMPELLING ARGUMENT?**

234 A. No. Even if D&O is considered a standard business cost, it does not
235 necessarily follow that it should be recoverable from ratepayers. Not all
236 industry standard costs are fully recoverable. Costs related to image-
237 building advertising and lobbying costs, for example, are typically
238 excluded from recovery from ratepayers.

239

240 **Q. IS YOUR RECOMMENDED ADJUSTMENT BASED ON WHETHER OR**
241 **NOT D&O IS ACCEPTED AS AN INDUSTRY STANDARD?**

¹³ Stephenson Rebuttal p.12.

242 A. No. The issue is not whether the cost is standard but who receives the
243 benefits of the cost. As the Company and its shareholders receive most of
244 the benefits, my recommendation to share costs 75/25 between the
245 shareholders and the ratepayers, respectively, is appropriate.

246 **Insurance Expense**

247 **Q. PLEASE SUMMARIZE THE COMPANY'S REBUTTAL CLAIMS**
248 **REGARDING INSURANCE EXPENSE.**

249 A. The Rebuttal states that my use of a 5-year average to determine
250 insurance costs is inappropriate because those costs have been volatile
251 over the previous five years as a result of reorganization, accounting
252 system changes, and process migration following the 2016 merger with
253 Dominion Energy.¹⁴ The Rebuttal further states that processes have now
254 stabilized resulting in the most recent years being more appropriate
255 starting points for projecting insurance costs.¹⁵

256

257 **Q. DO YOU AGREE WITH THE COMPANY'S REBUTTAL ON THIS**
258 **ISSUE?**

259 A. No. The Rebuttal's attempt to declare the prior years inappropriate for use
260 are undetailed and unsupported. For example, the Rebuttal attempts to

¹⁴ Stephenson Rebuttal p. 12.

¹⁵ Id.

261 cast doubt on the relevance of the prior years' expenses by stating "[f]or
262 periods during this transition, the Company received no allocated
263 expenses from Dominion Energy Services (DES)."¹⁶ However, the
264 Rebuttal does not state which periods received no allocated expenses.
265 Without that information, it cannot be determined which years were
266 impacted or if the impact was relevant in determining this cost.

267

268 **Q. ARE THE MOST RECENT YEARS STABLE FOR THESE INSURANCE**
269 **COSTS?**

270 A. The Rebuttal states the following:

271

272 Over time as systems were transitioned across functions and
273 department, the processes have stabilized. As a result, insurance
274 costs in more recent years are a more appropriate starting point for
275 insurance costs.¹⁷
276

277

278 For Other Insurance, DEU's claims that the most recent years are more
279 stable and therefore more appropriate are belied by the 2020 and 2021
280 information. As seen in the chart below, the expense dropped \$23,616
281 from 2020 to 2021.¹⁸

¹⁶ Id.

¹⁷ Stephenson Rebuttal page 12.

¹⁸ OCS 2.31.

282

| Other Insurance | | | | |
|-----------------|----------|----------|-----------|-----------|
| 2017 | 2018 | 2019 | 2020 | 2021 |
| \$116,929 | \$35,527 | \$76,597 | \$143,411 | \$119,795 |

283

284

285 In addition, the Rebuttal states:

286 "Other Insurance" is made up primarily of broker fees, which are
287 expected to remain steady from year to year going forward.¹⁹
288

289 The Company provides no reason or support for its expectations that this
290 cost will remain steady going forward. The only evidence the Company
291 has provided is the historical record, which instead of indicating
292 steadiness suggests a likelihood of fluctuations.

293

294 Regarding Workers Compensation, the Rebuttal states that the expense
295 has been stable for the past two years "making 2021 a reasonable starting
296 point to estimate 2023..."²⁰ However, a similar amount for two years is not
297 an indication that this expense will continue at that amount. Workers
298 Compensation is generally based on claims and can fluctuate from year to
299 year based on the levels of claims. For costs that fluctuate, a 5-year
300 average is often recommended.

¹⁹ Id. p. 12-13.

²⁰ Stephenson Rebuttal p. 12.

301

302 **Q. SHOULD YOUR INSURANCE ADJUSTMENTS BE MODIFIED BASED**
303 **ON THE COMPANY'S TESTIMONY?**

304 A. No. The Company has attempted to undermine the value of the historical
305 information but has not provided a more appropriate method to project
306 these expenses. As such, my recommendation based on the historic
307 record is still the most appropriate.

308

309 **Economic Development**

310 **Q. DID THE COMPANY'S REBUTTAL DISCUSS ECONOMIC**
311 **DEVELOPMENT?**

312 A. Yes. The Company is asking ratepayers to fund the attempt to bring new
313 investments to the state and new customers to the utility. The Rebuttal
314 states the following:

315

316 The economic development activity consists largely of contributions
317 made to the Economic Development Company of Utah (EDCU).

318

319

...

320

321 The EDCU plays a pivotal role in attracting investment in the state
322 and bringing corporations and jobs to sites across the Company's
323 service territory.

324

325

...

326

327

328

In return, the Company benefits by receiving useful and timely
information about where new development is planned to take place.
This information provides the Company with useful insight into the

329 growing communities it serves and informs its system planning and
330 analysis. In addition, as new entities are attracted to invest in Utah,
331 their natural gas usage helps contribute to fixed utility costs, which
332 benefits customers by reducing rates for existing customers on the
333 distribution system.²¹

334

335

336 **Q. IS THIS A COMPELLING ARGUMENT?**

337 A. No. It is not the responsibility of the ratepayers to attract new investments
338 to the state or bring new customers to the utility. The results described
339 may provide benefits for the Company but may provide little or no benefit
340 to ratepayers. Investing in economic development is not necessary for the
341 provision of utility service and should not be recoverable from ratepayers.
342 If the Company wants to engage in such activities, it should do so at its
343 own expense.

344

345 **Labor**

346 **Q. THE COMPANY'S REBUTTAL STATES THAT YOUR ADJUSTMENT**
347 **ASSUMES THAT THE 2023 HEADCOUNT WILL EQUAL THE LEVEL IN**
348 **MAY 2022.²² IS THAT CORRECT?**

349 A. No, there is no such assumption in my testimony. The basis for my
350 adjustment is not an assumption of zero growth but the ratemaking

²¹ Stephenson Rebuttal p. 13.

²² Stephenson Rebuttal p.15.

351 principle that the Company must support the costs for which it requests
 352 recovery. As the Company has averaged over 20 vacancies per year over
 353 the prior 5 years, DEU employee level accuracy cannot be assumed. I
 354 chose the current level (as of May, 2022) as the most known and
 355 measurable employee level at the time my testimony was prepared.

356

357 **Q. HAS THE COMPANY HIRED MORE EMPLOYEES SINCE MAY 2022?**

358 A. Yes, the headcount as of August was 897.²³ However, hiring employees
 359 is not the same as retaining employees. While the Company may hire 20
 360 employees one month, they may lose 10 to attrition another month. It
 361 cannot be assumed that every new hire represents one additional
 362 employee to the average headcount. For example, the chart below shows
 363 the monthly level of full-time employees for 2020.²⁴

364

| 2020 Full-Time Employees | | | | | | | | | | | |
|--------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
| 830 | 826 | 836 | 838 | 839 | 842 | 839 | 835 | 836 | 831 | 830 | 831 |

365

366

²³ Id.

²⁴ OCS 2.43 Attachment 1.

367 The headcount started at 830 in January, increased to a high of 842 in
368 June, and finished the year with only one more employee in December
369 than it started with.

370

371 **Q. THE REBUTTAL STATES THAT IN 2018 AND 2019, THE COMPANY**
372 **HEADCOUNT AVERAGED .55 MORE FULL TIME EMPLOYEES THAN**
373 **BUDGET. DOES THIS SUPPORT THE LIKELINESS THAT THE**
374 **COMPANY WILL HIRE AND RETAIN THE BUDGETED AMOUNT FOR**
375 **THE RATE YEAR?**

376 A. Not at all. My direct testimony shows that the Company averaged over 20
377 vacancies per year from 2017-2021.²⁵ The Rebuttal claims that 3 of those
378 years were non-representative, that 2018 and 2019 were the most
379 representative, and that the headcount of those two years averaged .55
380 over budget. However, this statement is misleading because in each of
381 the years 2018 and 2019, the budgeted headcount was lower than the
382 actual headcount for the previous year. The Company had 897 employees
383 as of December 2017 but budgeted only 882 for January 2018. At the end
384 of 2018 the Company had 916 full time employees and budgeted 911 for
385 January 2019. The Company's two-year history of budgeting less

²⁵ Defever Direct p.25.

386 employees than it currently had should not be mistaken for support for the
387 Company's likeliness to hire and retain new employees.

388

389 **Q. HAVE YOU REVISED YOUR ADJUSTMENT BASED ON THE**
390 **COMPANY'S REBUTTAL TESTIMONY?**

391 A. Yes. In my direct testimony I used the current level of employees (May
392 2022) as basis for my adjustment because it was the most known and
393 measurable amount. However, as of September 1, 2022, the employee
394 total has increased to 897.²⁶ I have updated my recommendation to
395 disallow costs related to unhired employees using the new headcount as
396 the most known and measurable employee level. This adjustment can be
397 considered favorable to the Company because it accepts the current level
398 of employees without consideration of any attrition that may occur during
399 the year. The result is a reduction to payroll expense of \$2,322,902
400 (\$2,253,214 Utah) as shown on page 2 of this testimony.

401

402 **Q. DO YOU PROPOSE AN ALTERNATE ADJUSTMENT?**

403 A. Yes. If the Commission declines to accept my recommended adjustment
404 to hold the employee count to the current amount, an alternative
405 adjustment based on average vacancies could be made. Because the

²⁶ DEU Exhibit 3.39R.

406 Company has averaged over 20 vacancies during the prior 5 years, the
407 reduction of 20 employees from the Company's request is justified. This
408 would result in a reduction of \$1,720,668 (\$1,669,048 Utah) to payroll
409 expense as shown on page 2 of this testimony.

410 **SERP**

411 **Q. THE DEU REBUTTAL STATES THAT THE SERP BENEFITS ARE**
412 **BASED ON WHAT IS NECESSARY TO ATTRACT AND RETAIN**
413 **EMPLOYEES.²⁷ DO YOU AGREE?**

414 A. No. The Company has not supported the claim that this additional
415 retirement benefit is necessary to attract and retain employees. These
416 costs should not be recoverable until they are shown to benefit ratepayers.

417

418 **Fitness Center**

419 **Q. THE COMPANY'S REBUTTAL CLAIMS THAT THE FITNESS CENTER**
420 **SERVES AN IMPORTANT ROLE IN THE ATTRACTION AND**
421 **RETENTION OF HIGH-QUALITY EMPLOYEES.²⁸ IS ANY SUPPORT**
422 **PROVIDED?**

²⁷ Stephenson Rebuttal p. 19.

²⁸ Stephenson Rebuttal p.19

423 A. No support was provided for that statement. Ratepayers should not be
424 responsible for costs that are unnecessary for the provision of utility
425 service and provide no clear benefit. Also, as stated in my direct
426 testimony, only \$1,024 of the \$16,605 total fitness is for the Utah fitness
427 center; the rest of the cost is allocated for the fitness center at the
428 Corporate headquarters in Virginia.²⁹

429 **Caregiver Program**

430 **Q. IN ITS REBUTTAL, DEU MAKES THE CLAIM THAT THE CAREGIVER**
431 **PROGRAM SERVES AN IMPORTANT ROLE IN THE ATTRACTION**
432 **AND RETENTION OF HIGH-QUALITY EMPLOYEES.³⁰ HOW DO YOU**
433 **RESPOND?**

434 A. DEU makes that assertion without providing any support. As the
435 Company has not provided any link between this program and customer
436 benefits, the costs should be disallowed.

437

²⁹ Defever Direct p. 34.

³⁰ Stephenson Rebuttal p.19

438 **Employee Cafeteria**

439 **Q. DEU STATES THAT THE EMPLOYEE CAFETERIA SERVES AN**
440 **IMPORTANT ROLE IN THE ATTRACTION AND RETENTION OF HIGH-**
441 **QUALITY EMPLOYEES.³¹ DO YOU AGREE?**

442 A. DEU has not provided any support for the notion that providing subsidized
443 meals for employees has any impact on employee hiring or retention. Nor
444 has the Company demonstrated that subsidized meals are the norm in the
445 workplace. Ratepayers should not pay for utility employee meals based
446 on this vague assertion.

447 **Conclusion**

448 **Q. DOES THIS CONCLUDE YOUR SURREBUTTAL TESTIMONY?**

449 A. Yes.

450

³¹ Stephenson Rebuttal p.19