STATE OF MICHIGAN BEFORE THE MICHIGAN PUBLIC SERVICE COMMISSION

In the matter of the application of)
THE DETROIT EDISON COMPANY)
for the authority to increase its rates,)
amend its rate schedules and rules)
governing the distribution and supply)
of electric energy.)
)

Case No. U-20561

DIRECT TESTIMONY AND EXHIBITS OF MICHAEL SMITH

On Behalf of Utility Workers Union of America Local 223, AFL-CIO

November 6, 2019

1	STATE OF MICHIGAN							
2	BEFORE THE MICHIGAN PUBLIC SERVICE COMMISSION							
3	In the matter of the application of) THE DETROIT EDISON COMPANY)							
4	for the authority to increase its rates, amend its rate schedules and rules)Case Nos. U-20561governing the distribution and supply)							
5	of electric energy, and for miscellaneous) accounting authority.							
6)							
7	MICHAEL SMITH TESTIMONY							
8	Q. Please state your name and business address.							
9	A. Michael Smith, 15160 N. Commerce Drive, Dearborn, Michigan 48120							
10	Q. By whom are you employed and in what capacity?							
11	A. I serve as the President of Utility Workers Union of America, AFL-CIO, Local 223 ("Local							
12	223").							
13	Q. What are your responsibilities?							
14	A. I manage the day-to-day operations of Local 223. I am charged with interpreting the meaning							
15	of Local 223's Constitution and By-Laws. I preside at all Executive Board, General Council,							
16	and General Membership meetings of Local 223. I am responsible for seeing that all							
17	committees are actively carrying out their respective programs. Additionally, I must perform							
18	all other duties as are necessary to protect and advance the interest of Local 223.							
19	Q. Are you sponsoring any exhibits?							
20	A. Yes, I am sponsoring the attached UWUA Ex. 9 (SMITH 1), which is a summary of the age							
21	demographics of the Local 223 workforce. DECo has refused to produce to Local 223 in this							
22	case information requested in discovery concerning the age demographics of its organized							
23	workforce, asserting that the request was not relevant (UWUADE -1.1, UWUA Ex. 7							

1 (HARMON 7)). Accordingly, Local 223 compiled the statistics reflected in this exhibit 2 using data that the Company provided to Local 223 in a matter separate from this case. This 3 data contains total number of active employees (for both electric employees at DECo and gas 4 employees at DTE Gas Co.) who are represented by Local 223, and groups those employees 5 by their age as of October 15, 2019. I am also sponsoring UWUA Ex. 10 (SMITH 2), which is a copy of the 2017 IRS 6 7 form 5500, and Schedule SB thereof (which are public records) for the collectively-bargained 8 DTE Energy Company Retirement Plan. DECo has also refused to produce to Local 223 9 information requested in discovery concerning DECo's retirement projections for its 10 organized workforce, claiming the information is not relevant. UWUA Ex. 10 (SMITH 2) 11 reflects, at line 22 of Schedule SB, that the company utilizes a weighted average retirement 12 age of age 59 as an actuarial assumption for the plan. 13 Q. Please identify the issue addressed by your testimony. 14 A. Not only in the State of Michigan or specifically with respect to DECo, but also nationally, the utility workforce faces a crisis with respect to aging. For example, UWUA Ex. 9 15 (SMITH 1) documents the following: of the 3,904 DECo employees who are represented by 16 17 Local 223 at DECo, 2,637 workers are age 40 and older, representing 67% of the workforce; 18 1,606 workers are age 50 and older, representing 41% of the workforce; 1,117 are age 55 and 19 older, representing 28% of the workforce; and 566 are age 60 or older, representing 14% of 20 the workforce. 21 In addition, DECo's responses to Local 223's discovery requests reflect a disturbing 22 failure to acknowledge this impending crisis. For example, Local 223 made discovery

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requests to DECo asking for DECo's projections for retirement and attrition, and the number

23

of persons eligible to retire, in the organized workforce for the next five (5) years (UWUA Ex. 7, HARMON 7, UWUADE - 1.3). DECo's response was that the information was not relevant. (*Id.*). Nevertheless, based on the age demographics shown in UWUA Ex. 9 (SMITH 1) and the weighted average retirement age of age 60 reflected in UWUA Ex. 10 (SMITH 2), it is reasonable to conclude that a significant percentage of DECo's aging organized workforce will be retiring in the next several years. 28% of DECo's represented employees are age 55 or older and would therefore attain the average retirement age of 59 within the next five years, and 14% are age 60 or above already; moreover, 41% of the workforce is age 50 and older – meaning that *forty percent of the workforce* can be expected to retire in the next 10 years.

11 Q. What are some of the challenges DECo is facing with regards to its aging workforce?

A. The information discussed in UWUA Exs. 1-6 (HARMON 1-6) documents an identical concern with respect to the aging of the national workforce necessary to serve and operate the nation's utility systems. This information highlights and demonstrates the crisis of the aging utility workforce, both nationally and at DECo, and the need for increased hiring and training to ensure reliability and quality of service, as well as public and worker safety.

DECo is posed with an additional challenge because senior employees have traditionally provided training for new employees in DECo training and apprenticeship programs. In recent years there have been a significant number of retirements. While the Company has made efforts to replace those workers there still is a significant shortage of skilled, clerical, and other employees, who can provide quality training to the Company's new recruits. The ratio between trainers and apprentices is significantly out of balance. Simply put, this imbalance has created a scenario where there are not enough experienced employees to provide training to new employees. This imbalance places great pressure on experienced employees who are responsible for providing both on-the job training and classroom training. Externally funded training programs like the UWUA Power for America Training Trust Fund ("P4A") could help reduce some of this pressure by providing additional trainers and/or by taking responsibility for the classroom component of DECo's apprenticeship and training programs.

Q. What are your recommendations to the Commission on behalf of Local 223?

8 A. The Commission should examine the fact that the workforce demographics and DECo's aging 9 workforce demonstrate the necessity of dedicated and protected training funds and that DECo's 10 projected training costs may be inadequate. The Commission should require DECo to document 11 how it plans to deal with the impending crisis of its aging workforce and in particular to document 12 its plans for future training and hiring (if any). Also, at present there is no requirement that funds 13 allowed for training be externally funded, so there is no certainty that sufficient funds will in fact be 14 used to address the crisis of DECo's aging workforce. The Commission should therefore further 15 require DECo to partner with the UWUA's Power for America Training Trust to ensure that the necessary funds are externally funded and available for training the new workforce that must emerge 16 17 to provide quality service to the public.

In short, it is Local 223's position that the investment in human resources is just as
important as the investment in any facilities or equipment, given the fact that DECo and the
rest of the utility industry are facing an aging workforce and a lack of dedicated and protected
funds to accomplish the necessary training to replace that workforce.

22 Q. Does this conclude your testimony?

23 A. Yes.

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U-20561 - I- November 6, 2019 Testimony of M. Smith on behalf of UWUA Local 223

				resultiony of M. Simur of b	ehalf of UWUA Local 223 Exhibit. UWUA 9, Smith 1	
ocal 223	Active Employee Co	unt by Age and Date of		Page 1 of 1		
					•	
Age as of		On or after 6/30/2007 -	On or after 6/7/2010 -	On or after 3/25/2013 -		
10/15/19	Prior to 6/30/2007	6/6/2010	3/24/2013	6/29/2017	On or after 6/30/2017	Grand Tot
19	1101 to 0/30/2007	0/0/2010	3/24/2013	0/23/2017	3	3
20					11	11
20				1	18	19
22				2	13	15
22				9	20	29
23				2	29	31
25				11	39	50
26			5	24	39	68
20			5	25	48	78
27			7	23	39	78
28			5	20	42	67
		1				1
30	2	1	3	33	48	85
31	2	2		23	37	70
32	2	5	7	32	33	79
33	4	6	9	25	28	72
34	9	5	11	30	37	92
35	4	6	8	28	24	70
36	12	8	12	25	32	89
37	19	7	9	20	25	80
38	19	3	9	31	20	82
39	30	11	15	28	20	104
40	34	7	15	27	26	109
41	39	9	15	18	17	98
42	39	10	20	23	29	121
43	47	7	10	18	20	102
44	39	5	8	23	16	91
45	50	6	10	19	16	101
46	54	8	8	23	11	104
47	48	7	13	22	16	106
48	54	9	6	14	8	91
49	68	8	5	13	14	108
50	58	9	8	15	13	103
51	69	9	2	16	9	105
52	67	6	8	10	4	95
53	64	5	3	8	4	84
54	73	9	5	7	8	102
55	78	4	3	9	2	96
56	100	7	7	5		119
57	92	4	1	4	1	102
58	108	2	4	1	2	117
59	107	2	5	2	1	117
60	99	5	3	5	3	115
61	104	2	2	4	2	114
62	83	5	1	1	1	91
63	66	2	1	3		72
64	54	1		1		56
65	30	1				30
66	35	2		1		38
67	19					19
68	13					13
69	7	1		1		7
70	6	1	1	1	1	6
70	2	1		1		2
72	1					1
72	2					2
rand Total	1,910	204	274	688	828	<u> </u>



	Form 5500	Annual Return	/Report of Emplo	yee		10 0110
	Department of the Treasury	Bei	OMB Nos. 12 1210 - 0			
	Internal Revenue Service Department of Labor	This form is required to be filed and 4065 of the Employee Retire	2017			
	Employee Benefits Security Administration)58(a) of the Internal Revenue Code (th		This Form is Open to Public Inspection	
Pen	sion Benefit Guaranty Corporation	the instruc	entries in accordance with ctions to the Form 5500.			
Par						
		olan year beginning January 01, 2017 ,	and ending December 31, 2017			
ΑΤ	his return/report is for:	a multiemployer plan; a single-employer plan;	a multiple-employer plan (File participating employer information			
			a DFE (specify):			
	his return/report is:	the first return/report; an amended return/report;	the final return/report; a short plan year return/report	rt (less than 12	months).	
	the plan is a collectively-bargained p	olan, check here 🛛 📉		_		
DC	heck box if filling under:	X Form 5558;	automatic extension;	🗌 the	e DFVC program;	
		special extension (enter descrip	tion)			
Par	t II Basic Plan Information – en	ter all requested information.				
1a	Name of plan			1b Thre plan	ee-digit number (PN)	001
	DTE ENERGY COMPANY RETIRE	EMENT PLAN			ctive date of plan I 01, 1943	
2a	Plan sponsor's name (employer, if Mailing address (include room, apt	, suite no. and street, or P.O. Box)		20-58	oyer Identification N 198509	. ,
		ntry, and ZIP or foreign postal code (if for	reign, see instructions)	313-2	sor's telephone nun 235-8257	
	DTE ENERGY CORPORATE SER ONE ENERGY PLAZA	VICES, LLC		2d Busin 22110	ess code (see instr <mark>)0</mark>	uctions)
	240 GO DETROIT MI 48226-1221					
Сац	tion: A penalty for the late or inco	mplete filing of this return/report will b	e assessed unless reasonable cause	e is established	d.	
Und	er penalties of perjury and other pena	alties set forth in the instructions, I declar he electronic version of this return/report	e that I have examined this return/repo	rt, including acc	ompanying schedu	les, ete.

		10/11/2018	MICHAEL S. COOPER	
SIGN HERE				
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator]
SIGN HERE]
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor]
SIGN HERE]
	Signature of DFE	Date	Enter name of individual signing as DFE]
For Pape	erwork Reduction Act Notice, see the Instru-	uctions for Fo	rm 5500.	F
TH ON	n administrator's name and address (if 🔲 S E DTE ENERGY COMPANY BENEFIT PLAN IE ENERGY PLAZA TROIT MI 48226-1221			 3b Administrator's EIN 38-3217752 3c Administrator's tele

Administrator's telephone number

Form 5500 (2017) v.170203

4	If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name EIN and the plan number from the last return/report below:		
	a Sponsor's name Exh	bit: UWUA 10; Smith 2	
		Page 2 of 5	i
	4c Plan Name		
5	Total number of participants at the beginning of the plan year	5	17693
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans only complete lines 6a(1) , 6a(2) , 6b , 6c , and 6d)		
a(1)	Total number of active participants at the beginning of the plan year	6a(1)	6173
a(2)	Total active number of participants at the end of the plan year	6a(2)	
b	Retired or separated participants receiving benefits	6b	8264
С	Other retired or separated participants entitled to future benefits	6c	1519
d	Subtotal. Add lines 6a(2), 6b, and 6c	6d	15456
е	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	<u>6e</u>	1873
f	Total. Add lines 6d and 6e	6f	17329
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g	
h	Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	2
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics	7	0
b 9а Рі	IA IC IE 3H _ <th>it apply)</th> <th></th>	it apply)	
(2 (3 (4	Image: Sector of the sponsor (3) Image: Sector of the sponsor (3) Image: Sector of the sponsor (4) Image: Sector of the sponsor		
a Pe	heck all applicable boxes in 10a and 10b to indicate which schedules are attached,and, where indicated, enter the numbe ension Schedules) I R (Retirement Plan Information) B General Schedules (1) I H (Financial Information)	r attached (See instruc	ctions)
	 MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information)- signed by the plan actuary A (Insurance Information) (4) C (Service Provider Information) C (Service Provider Information) 	י ר	
	 SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary G (Financial Transaction Schereicher Schere		
Part	III Form M-1 Compliance Information (to be completed by welfare benefit plans)		
	If the plan provides welfare benefits, was the plan subject to Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2) Yes No If "Yes" is checked, complete lines 11b and 11c.		
11b	Is the plan currently in compliance with M-1 filing requirements? (See instructions and 29 CFR 2520.101-2) Yes L	J No	
	Enter the Receipt Confirmation Code for the 2017 Form M-1 annual report. If the plan was not required to file the 2017 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent M-1 that was required to be filed unde Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to reje as incomplete.) ipt Confirmation Code		



SCHEDULE SB

(Form 5500)

Department of the Treasury

Internal Revenue Service

Employee Benefits Security Administration

U-20561 - I- November 6, 2019 Testimony of M. Smith on behalf of UWUA Local 223 Exhibit: UWUA 10; Smith 2 Page 3 of 5

Single-Employer Defined Benefit Plan **Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

OMB No. 1210 - 0110

2017

This Form is Open to Public Inspection

File as an attachment to	Form 5500 or 5500-SF.
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Pension Benefit Guaranty Corporation For the calendar plan year 2017 or fiscal plan year beginning January 01, 2017, and ending December 31, 2017

Round off amounts to nearest dollar.

Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

Name of plan	B Three digit	001
DTE ENERGY COMPANY RETIREMENT PLAN	plan number (PN)	001
Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF	D Employer Identification	Number
DTE ÉNERGY CORPORATE SERVICES LLC	(EIN)	
	20-5898509	
Type of Plan: ຶ Single 🗌 Multiple-A 🗌 Multiple-B 🛛 🚽 F Prior year plan size: 🗌 100 or fewer 🗌 101-50) I More than 500	
Part I Basic Information		
1 Enter the valuation date: 01/01/2017		

2 Assets:							
a Market value		2a	\$3,693,677,198				
b Actuarial value		2b	\$3,774,980,669				
3 Funding target/participant count breakdown	(1)Number of Participant	(2)Vested Funding Target	(3)Total Funding Target				
a For retired participants and beneficiaries receiving payment	9996		\$2,133,362,438				
b For terminated vested participants	1626		\$100,890,704				
c For active participants:	6173	\$1,136,343,066	\$1,161,783,790				
d Total	17795		\$3,396,036,932				
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)		•					
a Funding target disregarding prescribed at-risk assumption		4a					
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that than five consecutive years and disregarding loading factor	t have been in at-risk status for fewer	4b					
5 Effective interest rate		5	5.83%				
6 Target normal cost		6	\$89,417,969				

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions in combination, offer my best estimate of anticipated experience under the plan.

	09/21/2018
Signature of actuary	Date
BRUCE R. MENZEL	1705790
Type or print name of actuary	Most recent enrollment number
AON CONSULTING, INC.	952-886-8000
Firm Name	Telephone number (including area code)
5600 WEST 83RD STREET, SUITE 1100 MINNEAPOLIS MN 55437-1024	
Address of the Firm If the actuary has not fully reflected any regulation or ruling promulgated under the sta see instructions For Paperwork Reduction Act Notice and OMB Control Numbers, see the instruct	
-	2017 v.092308.1
Part II Beginning of year carrover and prefunding balance	
■ Delener at he similar of anisation of the same list here align the same of the same size.	(a) Carryover balance (b) Prefunding balance
 7 Balance at beginning of prior year after applicable adjustments (line 13 from prior 8 Portion elected for use to offset prior year's funding requirement (line 35 from prior 	
 9 Amount remaining (line 7 minus line 8) 	\$109,500,000 \$285,302,632
10 Interest on line 9 using prior year's actual return of 7.32 %	\$20,884,153
11 Prior year's excess contributions to be added to prefunding balance:	φ20,004,133
a Present value of excess contributions (line 38 from prior year)	\$255,700,180
b(1) Interest on the excess, if any, of line 38a over line 38b from prior Schedule SI rate of 6.02%	

					prior year's actual r		8015400	U-20 561	- I- Nover	nber 6	. 2019	070 540 004
				nt plan year to ado funding balance	d to prefunding bala	ance	Testimony of	M. Smith on beh	alf of UWL	JA Loc	al 223 \$272	272,516,831 2,516,831
				lections or deeme	d elections			Exhi	bit: UWU/		mith 2	
				line 9 + line 10 + l	ine 11d - line 12)					гаус	+ 4 of 5 \$578	3,703,616
Part III	I Funding nding target a	percentag								14	04	11 %
	usted funding									14		15 %
16 Pric	or year's fund	ling percent	tage for pu		ning whether carry	over/p	prefunding balances may b	e used to reduce	е	16		04 %
	rent year's fu				70							
Part IV		ue of the as utions and			70 percent of the f	undin	g target, enter such percer	ntage		17		%
	ntributions m	ade to the p	blan for the	plan year by emp	loyer(s) and emplo	yees						
(a) Date						,						
DD-	(b) Amount paid by employer(s)	paid by	(MM-DE				()	nount paid by mployees				
			Totals 18	(b) \$170,971,766	18(c)							
19 Dis	counted emp	oloyer contri	butions – s	see instructions fo	r small plan with a	valua	tion date after the beginnin	g of the year:				
а	Contributions	allocated t	oward unp	aid minimum requ	ired contributions f					19a		
				tions adjusted to		at voo	an adjusted to voluction dat	-		19b	¢150.0	24 206
	arterly contrib				numbulion for currer	n yea	r, adjusted to valuation dat	e		19c	\$159,8	931,206
				II" for the prior yea	ar?				l	1	X	∕es □No
						ear ma	ade in a timely manner?				X	∕es ⊡No
c If	line 20a is "	res," see in	structions a		following table as a							
	(1)	1st			quidity shortfall as c 2) 2nd	of end	l of quarter of this plan yea (3) 3rd	r			(4) 4th	
	(1)	151			z) 211u		(3) 510				(4) 401	
Part V	Assump	tions used	to determ	nine funding targ	et and target norn	nal co	ost					
	count rate:			-	-						_	
a S	egment Rate	s			segment 16 %		2st segment 5.72 %	3st seg 6.48				l yield curve
hΑ	pplicable mo	nth (enter c	ode)	4	10 70		5.72 70	0.40	0 70	21b		sed 4
	ighted avera									22		59
23 Mo	rtality table(s			Prescribed –	combined 🔀	Presc	ribed – separate 🛛 🛛 Su	ubstitute				
Part V		aneous iter										
	s a change b uired attachn		n the non-p	prescribed actuari	al assumptions for	the cl	urrent plan year? If "Yes," s	ee instructions r	egarding		X Yes	Ll No
			n made for	the current plan y	ear? If "Yes," see ir	nstruc	tions regarding required at	tachment			🗌 Yes	X No
							structions regarding requir				X Yes	
27 lf th	ne plan is elig	ible for (and	d is using)	alternative fundin	g rules, enter applic	cable	code and see instructions	regarding attach	iments	27		
Part V					contributions for	prior	' years					
				n for all prior years		ired c	ontributions from prior year	rs (line 19a)		28 29		
					utions (line 28 minu					30		
Part V				tion for current								
				(see instructions	:						*•••	17.000
	arget normal		/	greater than 31a						31a 31b	\$89,4	17,969
32 Am	ortization ins	tallments:	ne, but not	greater than ora				Outstand	ing Balano		Insta	llment
	let shortfall a		installment	t				\$199,	759,879		9503	32209
	Vaiver amorti					1 - 44 -			4			
							er granting the approval an dule SB (Form 5500) 2017			33 34		
	o - line 33)	function b		carryover/pr	clanding balances	ounce				94	\$184,4	450,178
							Carryover balance		ng balanc	е		balance
				ding requirement				\$162,	400,000	26		00000
				ninus line 35) um required contri	bution for current v	ear a	djusted to valuation date (I	ine 19c)		36 37		50,178 931,206
				for current year (, u					φ100,0	
a To	otal (excess,	if any, of lin	e 37 over l	line 36)	,	- 1	dand a sum of the t			38a		381,028
					unding and funding excess, if any, of lir		dard carryover balances			38b 39	\$137,8	381,028
				for all years	oncoso, il arry, of III	10 00				40		
Part IX	Pensior	n funding r	elief unde	r Pension Relief	Act of 2010 (see in	nstru	ctions)					
			use PRA 2	010 funding relief	for this plan:							
a S	chedule elec	ted								l	2 plus 7 y	ears
h⊏	ligihle nlan v	ear(s) for w	hich the el	ection in line 41a	was made						15 years	2009
50	יישוטים אומוז א											$\square 2009$ $\square 2017$
42 Am	ount of acce	eration adiu	ustment							42		

U-20561 - I- November 6, 2019 Testimony of M. Smith on behalf of UWUA Local 223 Exhibit: UWUA 10; Smith 2 Page 5 of 5

STATE OF MICHIGAN BEFORE THE MICHIGAN PUBLIC SERVICE COMMISSION

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Case No. U-20561

PROOF OF SERVICE

BENJAMIN L. KING certifies that on the 12th day of Decmber 2019, he did serve a copy of the Direct Testimony of Michael Smith on behalf of the Utility Workers Union of America Local 223 and Exhibits UWUA 9 through 10 to the Detroit Edison Company and to the parties listed in the attached Service List by Email.

BENJAMIN L. KING (P81823)

SERVICE LIST MPSC Case No. U-20561

ABATE

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CHARGE POINT, INC.

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ENVIRONMENTAL LAW AND POLICY CENTER/ECOLOGY CENTER/SOLAR E N E R G Y I N D U S T R I E S

ASSOCIATION/VOTE SOLAR

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