2 COMMISSION 3 In the Matter of the Request) of Sprint Nextel Corporation) for an Order Declining to) Docket No. UT-051291 4 Assert Jurisdiction over or,) Volume III) Pages 47 - 73 5 in the Alternative, Application of Sprint Nextel) Corporation for Approval of 6) the Transfer of Control of) 7 United Telephone Company of) the Northwest and Sprint Long) 8 Distance, Inc., from Sprint) Nextel Corporation to LTD) 9 Holding Company.) ------10 11 A settlement conference in the above matter 12 was held on March 6, 2006, at 2:05 p.m., at 1300 South 13 Evergreen Park Drive Southwest, Olympia, Washington, 14 before Administrative Law Judge DENNIS MOSS, Chairman 15 MARK SIDRAN, Commissioners PHILIP JONES and PATRICK 16 OSHIE. 17 The parties were present as follows: 18 SPRINT NEXTEL CORPORATION, by WILLIAM (TRE) 19 E. HENDRICKS, Attorney at Law, 902 Wasco Street, Hood River, Oregon 97031; telephone, (541) 387-9439. 20 SPRINT NEXTEL CORPORATION, by GREGORY J. 21 KOPTA, Attorney at Law, Davis, Wright, Tremaine, LLC, 1501 Fourth Avenue, Suite 2600, Seattle, Washington 22 98101-1688; telephone, (206) 628-7692. 23 24 Kathryn T. Wilson, CCR 25

Court Reporter

1 BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION

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PROCEEDINGS 1 2 JUDGE MOSS: Good afternoon. I'm Dennis 3 Moss. I'm an administrative law judge with the 4 Washington Utilities and Transportation Commission. We are convened this afternoon in the matter of the 5 6 request of Sprint Nextel Corporation for an order approving the transfer of control of United Telephone 7 8 Company of the Northwest and Sprint Long Distance, 9 Inc., from Sprint Nextel Corporation to LTD Holding 10 Company in Docket No. UT-051291. 11 The parties filed a settlement agreement last 12 week, and the purpose of our hearing today is to 13 consider that as a proposed resolution of the issues in 14 this proceeding. The parties have also submitted as 15 part of their filing a stipulated record, which is 16 Exhibit A. Is that to the Settlement or to the 17 narrative? 18 MR. TRAUTMAN: To the narrative. 19 JUDGE MOSS: So once we take appearances, we 20 will officially receive the record on that basis, and I 21 understand we will actually have one change to one of 22 the exhibits, and we will take care of that. 23 So let's begin with the appearances, and we 24 will start with the Company; Mr. Hendricks? 25 MR. HENDRICKS: William Hendricks on behalf

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1 of Sprint.

2 MR. KOPTA: Gregory J. Kopta of the law firm 3 of Davis, Wright, Tremaine. 4 MS. KREBS: Judy Krebs, assistant attorney general for Public Counsel. 5 б MR. TRAUTMAN: Greg Trautman, assistant attorney general for Commission staff. 7 8 MR. FFITCH: Also, Simon ffitch for Public 9 Counsel. 10 JUDGE MOSS: And are there any other 11 appearances today? Hearing none, I do understand there 12 are a number of people monitoring on the conference 13 bridge line, including several of the witnesses who 14 prefiled testimony in the case, so we will keep the 15 bridge line on. I will just leave it in its current 16 status which allows two-way communication, but if there is any interference from telephones or what have you, I 17 18 will mute the callers. Keep that in mind those of you who are listening in. 19 20 With the appearances taken, as I understand

21 it, we have, according to the exhibit list, 65 exhibits 22 that consist of the prefiled testimony and exhibits 23 with some exceptions, and there are some deletions, 24 indeed, that are noted in Exhibit A with respect to 25 Exhibit 9, 18, and 56 as noted there.

For simplicity, the official exhibit list in 1 2 this proceeding will bear the same numbers as in the 3 parties' exhibits, so that means we are going to tack 4 onto the end several items. One of those will be the Stipulation itself, and before we get to that, 5 6 Ms. Krebs, I understand there are a couple of minor 7 changes to the Stipulation that we should note for the 8 record.

9 MS. KREBS: Yes, Your Honor. There were two 10 changes that we would like to address. First, there 11 should be an additional exhibit, Exhibit 66, which 12 would be the --

13 JUDGE MOSS: We'll get to that in a minute. 14 MS. KREBS: On Page 6 of the Settlement 15 Agreement in Sections B and C, if you look first at the line on B, the first line, it should read, "For any 16 year in which the commission in 6(a)(1) or 6(a)(2) are 17 18 triggered, " and so remove the "and" and replace it with 19 an "or," and the same for Paragraph C, the first line, 20 "For any fiscal quarter with the conditions in 6(a)(1)21 or 6(a)(2) are triggered," and the parties have agreed 22 to this change in the Agreement, and we will file a 23 replacement page replacing this one.

JUDGE MOSS: All right. I'm going to mark
the Settlement Agreement as Exhibit 67-HC. I'm

reserving 67 as an exhibit that will consist of written 1 comments filed by members of the public. So Ms. Krebs, 2 3 do you have that for us today? 4 MS. KREBS: No. We have not yet received them from Staff. The person who is handling them is 5 6 out today, so we will be providing them in the format 7 we normally do. JUDGE MOSS: Will there been any objection 8 9 from any of the parties concerning the introduction of 10 these public comments? 11 MR. HENDRICKS: No objection. 12 MR. TRAUTMAN: No, Your Honor. 13 JUDGE MOSS: The final exhibit number I have 14 in mind is 68, and that will be the narrative that the 15 parties submitted in support of the Settlement 16 Agreement. Are there any other exhibits that are 17 coming in today that I should know about? With that then our record will consist of the 68 exhibits that 18 I've identified, and I will produce an official Exhibit 19 20 list in the next day or so and distribute that to the 21 parties by electronic means. 22 With that, I think we are ready to hear from 23 our witnesses, and for any who are not familiar with the plan for today, I have had discussions off the 24 25 record with Mr. Saunders and with counsel, and I

understand that the parties' preference is that 1 2 Mr. Saunders will make a statement concerning the 3 Settlement Agreement. Our other witnesses may wish to 4 say something briefly concerning why it would be in the public interest if the Commission did approve and adopt 5 the Settlement Agreement, and then the floor will be 6 7 opened to questions. So the first order of business will be to 8 9 swear or affirm the witnesses, and I'll ask that you 10 rise and raise your right hands, please. 11 (Witnesses sworn.) 12 JUDGE MOSS: Mr. Saunders, you had expressed 13 a preference for making your statement at a podium, but 14 I see no podium. Are you comfortable where you are? 15 MR. SAUNDERS: I'll be quite comfortable. 16 JUDGE MOSS: With that, you may proceed. MR. SAUNDERS: I'm Wilford Saunders. I'm the 17 18 assistant director for telecommunications here at the Washington Utilities and Transportation Commission. 19 20 I'm appearing today on behalf of Commission staff. If 21 I'm inaudible, would you care to make a change? 22 (Pause in the proceedings.) 23 MR. SAUNDERS: I'm appearing on behalf of 24 Commission staff to present the Settlement Agreement mentioned by Your Honor. 25

I believe I'll be able to be fairly brief 1 2 today. The Settlement Agreement and the narrative that 3 accompanies and explains it speak pretty well for 4 themselves. My purpose is mainly to confirm we are all here together with a full settlement on behalf of all 5 6 three parties, to recap briefly, the background and history of the case, introduce the principle issues and 7 8 solutions, and then to join the other witnesses in responding to any questions you may have. 9 10 To begin with, the background and the history 11 of the case, an order of United Telephone Company of 12 the Northwest, it is that the independent local 13 incumbent, local exchange carrier for two groups of 14 exchanges in Washington state. In the package of 15 information regarding the case, you may refer to 16 Exhibit 51 for an exchange map. There are two principle areas; the Poulsbo, Port Angeles area in the 17 18 northwestern part of the state, and a larger territorial area along the Columbia River from 19 20 Stevenson to Willard and from Sunnyside to Mattawa. 21 United Telephone has been in existence in 22 Washington for many years and they have a good record 23 of service and responsibility before this Commission. 24 United has been operating under the Sprint banner for some ten years now as part of the local telephone 25

division. After merging with Nextel, Sprint made the decision to spin off its local telephone division as an independent entity, and we began this case referring to the future parent company that we now know as Embarq as LTD. So if you see references in the materials to LTD, they are talking about the new parent company proposed as Embarq.

8 This case came to us in August, 2005, roughly 9 the same time as it came to other states considering 10 similar proceedings, and most of these states are also 11 now considering settlement or final dispositions of the 12 cases in their respective jurisdictions.

13 The Company's request during the first 14 prehearing conference back in October was that we try 15 to move this matter to decision and final order by the 16 end of March, 2006; partially due to the settlement 17 proposal, but in fact due to the efforts of everyone 18 who has participated in the negotiations and the study 19 of this case, if you endorse the Settlement, we stand a 20 very good chance of making that original deadline or 21 commitment.

I'll now introduce briefly the principle issues and solutions addressed in the case. We tried to keep this case on a short clock maintaining a thorough exploration of the issues and involving all

the parties with ample opportunity to comment, file any 1 2 necessary motions, and participate in the process. 3 We have achieved a comprehensive settlement that is in the public interest. It satisfies the 4 private interests of the Company and its shareholder, 5 6 the interests of its customers as represented by Public Counsel, and the public interest of the State of 7 8 Washington as a whole. 9 Staff was prepared to go to hearing. In 10 fact, all the parties were prepared to go to hearing, 11 but we have been spared that obligation, we hope, if 12 you approve, by arriving at settlement involving 13 commitments that would achieve the same end as the 14 conditions we would have argued for in hearing on the 15 basis of our litigation case. 16 The Settlement balances a number of mechanisms to address the issues brought up by Public 17 18 Counsel and by Staff regarding the spin-off 19 transaction. To enumerate them very quickly, the first 20 and key issue from Staff's perspective regards 21 implementation of corporate finance conditions, 22 commitments, reporting commitments and restrictions on 23 payment of dividends that we feel are well-tailored to protect the Washington local exchange carrier, United, 24 should its new parent find itself in financial 25

distress. These negotiations were detailed, careful,
 and addressed Staff and Public Counsel's concerns about
 likely bond ratings and debt to equity ratio in the new
 parent.

5 The Settlement recognizes the gain on sale of 6 United's directory publishing interests in 2003. It 7 preserves the value established for future proceeding and provides a one-time customer credit. The 8 9 Settlement further protects consumers from the cost of 10 transition to the new corporate entity. It inaugurates 11 a service program with automatic customer credit for 12 missed appointments, allows ample customer notice and a 13 fee waiver for those who want to change their 14 long-distance service during the transition period. It 15 continues the Commissions affiliated interests review 16 of commercial and transition agreements signed with United, and lastly, it provides for reporting on the 17 Company's deployment of broadband services in 18 19 Washington.

That briefly sums up the principle issues from Staff's perspective and the basic background to the work that brought us here today. I and my fellow witnesses are here and available to answer your questions. We endorse and support the Settlement Agreement and urge you to do likewise. We commend it

to your attention and look forward to your questions.
 Thank you.

3 JUDGE MOSS: Thank you, and I will ask you to 4 continue sharing that microphone since my skills apparently extended to only half of the mikes, and I 5 6 want each of the other witnesses to please introduce yourself for the record, and if you have a brief 7 8 statement, you may make that now. 9 MS. JUDY: Good afternoon, Chairman Sidran, 10 Commissioner Oshie, and Commissioner Jones. I'm Nancy 11 Judy. I'm the state executive for Oregon, Washington 12 operations. I'm representing Sprint Nextel and United Telephone Company of the Northwest, and I'm here to 13 14 speak to the public interest benefits of adopting the 15 Settlement to separate United from Sprint Long Distance 16 Incorporated from Sprint Corporation. 17 As the Company has documented, the 18 transaction will benefit Washington customers by allowing United to better focus on the needs of our 19

20 local customers. Sprint currently serves five times as
21 many wireless customers as it does wire line.
22 Conversely, United is a wire-line provider operating in
23 rural markets.

24 The spin-off will allow United to25 differentiate itself as the hometown provider that

caters to the needs of its local customers. United 1 2 will gain the flexibility to offer products to its 3 local customers without concerns for weather such 4 effort will be harmful to other divisions of the Company. For example, United is considering offering 5 6 wireless plans with fewer minutes that would be 7 designed to complement wire-line service as opposed to 8 replace it. Such plans might also be designed to 9 target customers who want extended area service. 10 Additionally, United should be able to 11 develop new products more rapidly than in the past --12 between the different parts of the business. Through 13 these efforts, United will be better able to compete 14 with other providers, and customers will have more 15 products to choose from. 16 Aside from the benefit, the transaction poses no threat or harm to Washington customers. The 17 18 transaction will occur at a holding company level. United of the Northwest will retain all of its current 19 20 assets. From the customers' perspective, little will 21 change. We will have a new name and logo, but the 22 people who currently serve Washington customers will 23 continue to do so. United will retain its current toll-free 24

24 onited will retain its current torr-free
25 numbers for customer service and will remain located in

its current locations. On day one after the 1 2 separation, the Company will offer the full range of 3 products and services at the same prices and subject to 4 the same rules and regulations in applicable tariffs. Therefore, the change should be transparent to 5 6 customers. While the Company strongly believes there 7 will be no harm as a result of the transaction, Staff 8 and Public Counsel have expressed concerns that we have 9 addressed through the conditions of the Stipulation. 10 The Settlement resulted from extensive 11 good-faith bargaining efforts among the parties. The

terms reflect compromises primarily with respect to the

finance conditions and the gain on the sale of Sprint's

14 directory business. Sprint agreed to these conditions 15 in the spirit of good-faith bargaining to help move 16 this transaction ahead and to minimize the risk of 17 protractive litigation. 18 If approved, Sprint will be able to move 19 forward expeditiously as we have regulatory approvals 20 for nearly all other states in which we operate.

21 United's acknowledgment that it will continue to 22 provide with the existing service quality rules 23 combined with the new service guarantee program should 24 assure Public Counsel and the Commission that United 25 will continue to provide reliable and high-quality

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service after the Company is separated from Sprint. 1 2 The Company has already begun working with 3 Staff and Public Counsel on customer notification letters. United does not expect to be assigning party 4 with Sprint Nextel for any contracts, so we do not 5 6 expect that the affiliated interest conditions will be 7 triggered. This condition was added to acknowledge 8 Staff's concerns about any such arrangements in the 9 event that United would become a signing party. 10 Additionally, though not specifically stated 11 in the Stipulation, United will amend or file new 12 affiliated-interest contracts it enters with its new 13 affiliates in the new organization in compliance with 14 the affiliated interest rules and statutes. Likewise, 15 United will continue to abide by the requirement to 16 report affiliated-interest transactions. 17 The last condition concerns recording of 18 broadband deployment. We at United are very proud of 19 our broadband deployment and are more than willing to 20 share such information about our ongoing efforts. For 21 these reasons, Sprint believes the Settlement is in the 22 public interest, and we urge the Commission to accept 23 the Settlement as a full resolution of the issues in 24 this case. Thank you.

JUDGE MOSS: Thank you, and if you would pass

1 that microphone down one more time, please.

2 MS. KIMBALL: Good afternoon Chairman Sidran, 3 Commissioner Jones, Commissioner Oshie, and Judge Moss. 4 I'm Mary Kimball, policy analyst for the public counsel section of the attorney general's office. 5 6 We too would like to thank the other parties. Sprint and Commission staff worked hard toward 7 8 establishing a good settlement that addresses Public 9 Counsel's concerns. Public Counsel is very pleased to 10 be before you today as a signatory party to this 11 all-party settlement agreement. We believe this 12 agreement protects ratepayers from many of the 13 potential negative consequences of this transaction. 14 Very importantly for Public Counsel, this 15 agreement accounts for the gain owed to ratepayers 16 arising from the sale of the Company's publishing business in 2003. The Agreement, as Mr. Saunders 17 18 indicated, establishes the Washington portion of the gain and attributes 9.7 million dollars to ratepayers. 19 That amount will be amortized over ten years according 20 21 to the timing provision in the Settlement. This annual 22 amortization, once it commences, will replace the 23 existing directory imputation. Additionally, United has agreed to issue \$400,000 in customer bill credits. 24 25 Another major concern for Public Counsel with

this transaction pertains to the financial terms of the 1 2 transaction, and particularly to the highly leveraged 3 capital structure of United's new parent, LTD Holding 4 Company. As discussed in the testimony of Public Counsel's witness, Mr. Stephen Hill, this financial 5 structure could result in high capital costs, potential 6 7 rate increases, reduced investment, and potential 8 service quality degradations.

9 Public Counsel and Commission staff sought to 10 establish measures that would protect United and its 11 ratepayers from any negative consequences resulting 12 from financial trouble at LTD. These are sometimes 13 called ring-fencing mechanisms. The ring-fencing 14 conditions that we agreed upon are set forth in 15 Section 6 of the Agreement, again, as Mr. Saunders 16 discussed.

17 Specifically, United has agreed to hold ratepayers harmless from higher capital costs resulting 18 19 from the transaction. United has agreed to restrict 20 dividends to its parent in the event of 21 below-investment-grade credit ratings. The Agreement 22 also prohibits any of United assets from being pledged 23 to secure any borrowing undertaken by LTD. 24 Also important to Public Counsel is that the

25 Agreement provides that United will not seek recovery

from ratepayers from any of the separation, rebranding, 1 2 transition or transaction costs arising from the 3 separation. This includes what are caused 4 "dyssynergies," essentially the loss of efficiencies and higher administrate costs resulting from the 5 6 transaction. We are also pleased that the Agreement 7 provides customers with the benefit of an enhanced 8 service quality quarantee with automatic customer 9 credits for missed installation and repair commitments. 10 Also as part of the Agreement, United has 11 agreed to provide notice both to local customers and 12 long-distance customers and to consult with Public 13 Counsel and Commission staff on those notices. In 14 fact, as Ms. Judy indicated, we have been having closed 15 discussions about the notices to long-distance 16 customers. United has also agreed to waive the PIC fee for any customer choosing to switch long-distance 17 18 carriers within a 90-day period after receiving that notice. 19

Finally, as Ms. Judy mentioned, United has agreed to provide Public Counsel and Commission staff with information that will allow us to monitor the Company's broadband deployment. With that, we'll be happy to entertain any questions.

25 JUDGE MOSS: Thank you for your statement.

For clarity of the record, this being an acronym-free 1 2 zone, PIC is P-I-C, Primary Interchange Carrier charge. 3 With that, I believe we are ready for any questions 4 from the Bench; Mr. Chairman, other Commissioners? COMMISSIONER JONES: One question on the 5 6 service guarantee section of the Stipulation. Where it says that a tariff will be provided to match the Nevada 7 8 tariff provision, I would just like to confirm that 9 that is the intent of the provision and there is 10 specifically in the Nevada tariff provision nothing 11 other than what is described in the Stipulation; i.e., 12 it's an automatic credit, \$15 for residential, \$25 for 13 business.

MS. JUDY: That's right. The Nevada tariff actually does talk about a waiver of the monthly charge; whereas we've stipulated we will use the \$15 and \$25 as a flat amount, but the rest of the wording should be very similar to what we would propose.

19 COMMISSIONER JONES: My next question 20 concerns not the ring-fencing provision so much as the 21 governance as the establishment of this new holding 22 company. I understand now that it's not called LTD 23 Holding Company any longer. It's called Embarq? 24 MS. JUDY: Correct. That came late in the 25 procedure, so we've stuck with the original.

1	COMMISSIONER JONES: Could you briefly
2	describe the governing structure of Embarq? Who sits
3	on the board of directors, how many members, who
4	controls the appointment of the members relationship to
5	Sprint Nextel, issues like that?
б	MS. JUDY: I don't know if the board members
7	have been named yet. We do have another witness on the
8	line. Brian, do you know?
9	MR. STAIHR: We do know that three of them
10	have been named. It's my understanding that a total of
11	four of them will come from the Sprint Nextel board
12	JUDGE MOSS: Let me interrupt you before you
13	continue because you have not been sworn, and we will
14	have to do that. If you would, please, raise your
15	right hand.
16	(Witness sworn.)
17	JUDGE MOSS: Please continue.
18	MR. STAIHR: That was pretty much the sum of
19	where it stands. Three of them have been named. Four
20	of them will come from the Sprint Nextel board. The
21	remaining members will be new members.
22	We can provide the biographical information
23	about the three that have been named to this point in
24	time. Beyond that, we can obviously commit to get you
25	the information as soon as we have it, but it's my

understanding that Sprint Nextel -- I just was reading 1 2 something that Sprint Nextel hasn't established who the 3 other board members will be. We can get you 4 information as soon as it's established, but as of right now, I don't think it's been established. 5 б COMMISSIONER JONES: So the total number of board members is seven? 7 MR. STAIHR: I believe it's eight. 8 9 JUDGE MOSS: Commissioner Jones, do you want 10 that information for the record? 11 COMMISSIONER JONES: Yes, please. 12 JUDGE MOSS: We'll treat that as Bench 13 Request No. 1, and I'll premark it as Exhibit 69, and I 14 assume there will be no objection to its receipt? 15 Hearing nothing, then we will have that as Exhibit 69. 16 Mr. Staihr, when can you provide that information? 17 MR. STAIHR: I'm not sure. I will find out 18 and get it to Mr. Hendricks. We can find out during 19 the course of this hearing, a rough ballpark date, and 20 we can get it to him and he can get it to you. 21 JUDGE MOSS: Thank you very much. 22 COMMISSIONER JONES: My last question relates 23 to the word "dyssynergy." As the judge mentioned, we are an acronym-free zone. This is the first time I've 24 25 seen this word expressed. I'm not going to make a big

point of this, but I've never seen use of that word 1 2 before. Could someone define it for me briefly? 3 MS. JUDY: It's essentially just the opposite 4 of synergy. The synergies are mixed up often times -with a merger, would be less cost. In this case, there 5 6 will be some incremental costs, about one percent we 7 expect going in, and then we hope over time over the 8 next couple of years, we can offset that with 9 productivity gains. 10 COMMISSIONER JONES: But these are costs 11 other than the ones mentioned in Section 2, such as 12 accounting fees, legal fees, banking fees, new 13 branding, new logo. These are costs outside of those 14 normal expense items. 15 MS. JUDY: Correct. MS. KIMBALL: If I just might add a little 16 bit, my understanding is that it's essentially taking 17 18 out the administrative functions from what was the 19 Sprint United Management Company and bringing some of 20 those functions within this new spun-off company, so 21 like human resources and legal and communications, 22 investor relations, those kinds of functions. 23 COMMISSIONER JONES: Thank you, Judge. That's all I have. 24

JUDGE MOSS: Commissioner Oshie, do you have

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1 questions?

2	COMMISSIONER OSHIE: I just have a couple of
3	questions about the gain on sale from the directory
4	publishing so I understand better how that's going to
5	be, if it ever does be attributed to or act as a
6	balance against the amount owed by ratepayers or the
7	amount allocated to ratepayers. So let's start from
8	the beginning that the amount the parties have agreed
9	to that's attributed to directory publishing, that as
10	of January 1, 2008, will act as a substitute for the
11	amount already built into rates?
12	MS. JUDY: That's correct.
13	COMMISSIONER OSHIE: Will there be interest
14	earned on the total amount that has been agreed to by
15	the parties over the amortization period?
16	MS. JUDY: The amortization included a
17	discount factor, if that's what you mean, so the time
18	value of money is recognized.
19	COMMISSIONER OSHIE: It included the discount
20	factor. Can you explain that a little bit? It's been
21	discounted over the period of ten years based on what,
22	CPI?
23	MS. JUDY: No. What we've used is
24	MS. KIMBALL: The Agreement itself did not
25	include a specific discount rate. There were different

discount rates in the prefiled testimony of the various 1 2 witnesses who discussed directory publishing issues, 3 but I guess its fair to say there are a lot of 4 different moving parts in terms of attributing the gain to ratepayers and how it amortized what the discount 5 6 rate is, so we agreed on the annual amount that's in the Settlement Agreement of 1.451 million, but the 7 Agreement itself doesn't specify a specific discount 8 9 rate, if that helps. 10 COMMISSIONER OSHIE: The discount rate was 11 factored in as of January 1, 2008, or the present value 12 of the money, meaning March 6th, 2006, or from the date 13 of the Commission order? 14 MS. JUDY: I think I know what you are 15 saying. To recognize two years out before we begin the 16 amortization, this was a simple amortization using a discount rate for a ten-year period, and then we 17 18 decided that we would begin it either when new rates went into effect or 2008, whichever is earlier. 19 20 Frankly, I expect that we will be in for new rates 21 before 2008. 22 COMMISSIONER OSHIE: No further questions. 23 Thank you. CHAIRMAN SIDRAN: First I want to commend the 24

25 parties for reaching a settlement. While, of course,

1 we have to review this independently, we are always 2 comforted by all-party settlements, and we realize that 3 some hard bargaining took place here, so thank you for 4 presenting us with a multiparty settlement.

5 I just have a couple of questions. I guess 6 this is for Ms. Judy. Is there an impact on the number 7 of employees at United?

8 MS. JUDY: No, not as a result of the9 separation.

10 CHAIRMAN SIDRAN: The second question relates 11 to Item No. 2 of the Settlement Agreement that talks 12 about recovery of separation of branding in transition 13 costs and talks about the exclusion of certain items, 14 including what I think of as "antisynergies" instead of 15 "dyssynergies," and that has to do with whether there 16 is any impact on senior executive compensation at 17 United. Do you know if this transaction will have any 18 impact on the compensation of senior executives at the 19 Company?

20 MS. JUDY: I've been told that the 21 compensation program will not change going into this. 22 It could change, I suppose, later on. 23 CHAIRMAN SIDRAN: Do you have any information 24 about how it might change?

25 MS. JUDY: No.

1	CHAIRMAN SIDRAN: Thank you. That's all I
2	have.
3	JUDGE MOSS: Is there anything further from
4	the Bench? Anything further from the parties? Seeing
5	no indication that there is, I thank the witnesses very
6	much for being here today and providing us with their
7	testimony. We appreciate your participation today.
8	With that, our record is closed.
9	(Settlement conference adjourned at 2:40 p.m.)
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