

BEFORE THE MINNESOTA PUBLIC UTILITIES COMMISSION

LeRoy Koppendrayer

Chair

Ken Nickolai

Commissioner

Gregory Scott

Commissioner

Marshall Johnson

Commissioner

Phyllis Reha

Commissioner

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To: Service List

SERVICE DATE: NOVEMBER 7, 2003

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G-002/GR-92-1186

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In the Matter of Northern States Power Company d/b/a Xcel Energy Annual Report on the Operation and Performance of its 2002 Incentive Compensation Plan Pursuant to MPUC Orders After Reconsideration

The above entitled matter has been considered by the Commission and the following disposition made:

**Approved Xcel's refund proposal as recommended by the Department**

The Commission agrees with and adopts the recommendations of the Department of Commerce which are attached and hereby incorporated in the Order.

BY ORDER OF THE COMMISSION

Burl W. Haar  
Executive Secretary

(S E A L)

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