



20 HIGHEST-PAID FEMALE EXECUTIVES IN THE US ELECTRICITY INDUSTRY - 2021

Posted on December 8, 2022 by Antoine Eustache, Ph.D.,
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In 2021, the top 20 female utility executives had a total salary of more than \$99 million, amounting to 10% of all Named Executive Officers' combined wages or 28% of their top 20 male counterparts. Under US regulation, publicly traded companies must name and report compensation information for the top highest-paid executives yearly to the Securities and Exchange Commission (SEC). These include the CEO, CFO, and the three most highly compensated individuals who worked for the company or a subsidiary during the previous fiscal year.

1. Lynn J. Good

Position: Chair, President and CEO

Company: Duke Energy Corporation

Base Salary: \$1,390,500

Bonus: N/A

Stock: \$11,196,187

Stock Option: N/A

Non-Equity Incentive: \$3,288,915

Change in Pension Value*: \$277,111

Other Compensation: \$298,523

Total Compensation: \$16,451,236

* Includes Nonqualified Deferred Compensation Earnings

2. Rebecca J. Kujawa

Position: Executive VP, Finance and CFO

Company: NextEra Energy Inc.

Base Salary: \$875,000

Bonus: N/A

Stock: \$8,378,012

Stock Option: \$602,492

Non-Equity Incentive: \$1,225,000

Change in Pension Value*: \$250,351

Other Compensation: \$113,323

Total Compensation: \$11,444,178

* Includes Nonqualified Deferred Compensation Earnings

3. Constance H. Lau

Position: HEI President & CEO

Company: Hawaiian Electric Industries, Inc

Base Salary: \$955,000

Bonus: N/A

Stock: \$3,204,098

Stock Option: N/A

Non-Equity Incentive: \$1,756,546

Change in Pension Value*: N/A

Other Compensation: \$17,879

Total Compensation: \$5,933,523

* Includes Nonqualified Deferred Compensation Earnings

4. Lisa A. Grow

Position: President and CEO

Company: Idacorp, Inc

Base Salary: \$775,000

Bonus: N/A

Stock: \$1,714,845

Stock Option: N/A

Non-Equity Incentive: \$1,381,438

Change in Pension Value*: \$1,760,278

Other Compensation: \$13,964

Total Compensation: \$5,645,525

* Includes Nonqualified Deferred Compensation Earnings

5. Patricia K. Collawn

Position: Chairman, President and CEO

Company: PNM Resources, Inc.

Base Salary: \$957,981

Bonus: \$740,000

Stock: \$2,461,055

Stock Option: N/A

Non-Equity Incentive: N/A

Change in Pension Value*: N/A

Other Compensation: \$1,435,703

Total Compensation: \$5,594,739

* Includes Nonqualified Deferred Compensation Earnings

6. Maria Pope

Position: President and CEO

Company: Portland General Electric Co.

Base Salary: \$1,025,692

Bonus: N/A

Stock: \$ 3,132,499

Stock Option: N/A

Non-Equity Incentive: \$1,114,840

Change in Pension Value*: \$49,384

Other Compensation: \$85,940

Total Compensation: \$5,408,355

* Includes Nonqualified Deferred Compensation Earnings

7. Julia S. Janson

Position: Executive VP and CEO, Duke Energy Carolinas

Company: Duke Energy Corporation

Base Salary: \$750,750

Bonus: N/A

Stock: \$2,766,855

Stock Option: N/A

Non-Equity Incentive: \$968,580

Change in Pension Value*: N/A

Other Compensation: \$162,015

Total Compensation: \$4,648,200

* Includes Nonqualified Deferred Compensation Earnings

8. Maria Rigatti

Position: EIX EVP and CFO

Company: Edison International

Base Salary: \$707,981

Bonus: N/A

Stock: \$887,582

Stock Option: \$887,504

Non-Equity Incentive: \$783,840

Change in Pension Value*: \$1,307,104

Other Compensation: \$17,400

Total Compensation: \$4,591,411

* Includes Nonqualified Deferred Compensation Earnings

9. Diane Leopold

Position: Exec. Executive Vice President and Chief Operating Officer

Company: Dominion Energy Inc

Base Salary: \$871,250

Bonus: N/A

Stock: \$1,000,017

Stock Option: N/A

Non-Equity Incentive: \$1,474,478

Change in Pension Value*: \$1,150,204

Other Compensation: \$79,824

Total Compensation: \$4,575,773

* Includes Nonqualified Deferred Compensation Earnings

10. Lisa M. Barton

Position: Executive VP and COO

Company: American Electric Power Company Inc.

Base Salary: \$803,077

Bonus: N/A

Stock: \$ 2,443,104

Stock Option: N/A

Non-Equity Incentive: \$890,000

Change in Pension Value*: \$165,173

Other Compensation: \$88,143

Total Compensation: \$4,389,497

* Includes Nonqualified Deferred Compensation Earnings

11. Catherine Stempien

Position: President and CEO of Networks

Company: Avangrid, Inc.

Base Salary: \$446,154

Bonus: \$200,000

Stock: \$2,960,650

Stock Option: N/A

Non-Equity Incentive: \$414,398

Change in Pension Value*: N/A

Other Compensation: \$62,147

Total Compensation: \$4,083,349

* Includes Nonqualified Deferred Compensation Earnings

12. Xia Liu

Position: Executive Vice President and CFO

Company: WEC Energy Group, Inc

Base Salary: \$739,450

Bonus: N/A

Stock: \$1,279,120

Stock Option: \$499,356

Non-Equity Incentive: \$1,174,535

Change in Pension Value*: \$812

Other Compensation: \$356,739

Total Compensation: \$4,050,012

* Includes Nonqualified Deferred Compensation Earnings

13. Tamara L. Linde

Position: EVP & General Counsel

Company: Public Service Enterprise Group

Base Salary: \$657,800

Bonus: N/A

Stock: 3,823,832

Stock Option: N/A

Non-Equity Incentive: \$897,900

Change in Pension Value*: \$179,000

Other Compensation: \$29,660

Total Compensation: \$3,064,379

* Includes Nonqualified Deferred Compensation Earnings

14. Julia A. Sloat

Position: EVP and Chief Financial Officer

Company: American Electric Power Company Inc.

Base Salary: \$602,308

Bonus: N/A

Stock: \$1,628,789

Stock Option: N/A

Non-Equity Incentive: \$637,350

Change in Pension Value*: \$76,622

Other Compensation: \$58,042

Total Compensation: \$3,003,111

* Includes Nonqualified Deferred Compensation Earnings

15. Christine M. Carmody

Position: EVP - HR and IT

Company: Eversource Energy

Base Salary: \$541,001

Bonus: N/A

Stock: \$1,005,122

Stock Option: N/A

Non-Equity Incentive: \$650,000

Change in Pension Value*: \$645,323

Other Compensation: \$19,983

Total Compensation: \$2,861,429

* Includes Nonqualified Deferred Compensation Earnings

16. Maria L. Lacal

Position: EVP, Chief Nuclear Officer

Company: Pinnacle West Capital Corp.

Base Salary: \$600,000

Bonus: N/A

Stock: \$839,352

Stock Option: N/A

Non-Equity Incentive: \$796,545

Change in Pension Value*: \$483,567

Other Compensation: \$ 34,821

Total Compensation: \$2,754,285

* Includes Nonqualified Deferred Compensation Earnings

17. Margaret C. Kelsey

Position: EVP, General Counsel and Corporate Secretary

Company: WEC Energy Group Inc.

Base Salary: \$579,232

Bonus: N/A

Stock: \$712,544

Stock Option: \$278,150

Non-Equity Incentive: \$862,542

Change in Pension Value*: \$858

Other Compensation: \$160,981

Total Compensation: \$2,594,307

* Includes Nonqualified Deferred Compensation Earnings

18. Bethany M. Owen

Position: Chair, President and CEO

Company: Allele, Inc.

Base Salary: \$644,132

Bonus: N/A

Stock: \$757,908

Stock Option: N/A

Non-Equity Incentive: \$637,131

Change in Pension Value*: \$385,368

Other Compensation: \$154,000

Total Compensation: \$2,578,539

* Includes Nonqualified Deferred Compensation Earnings

19. Violet G. Sistovaris

Position: EVP and Chief Experience Officer

Company: NiSource Inc

Base Salary: \$512,500

Bonus: N/A

Stock: \$1,448,508

Stock Option: N/A

Non-Equity Incentive: \$475,000

Change in Pension Value*: \$34,901

Other Compensation: \$48,019

Total Compensation: \$2,518,928

* Includes Nonqualified Deferred Compensation Earnings

20. Lisa Krueger

Position: Executive Vice President

Company: AES Corporation

Base Salary: \$500,000

Bonus: \$1,284,039

Stock: N/A

Stock Option: N/A

Non-Equity Incentive: \$600,000

Change in Pension Value*: N/A

Other Compensation: \$69,884

Total Compensation: \$2,453,923

* Includes Nonqualified Deferred Compensation Earnings

