

VECTREN 101

A resource for new employees



TABLE OF CONTENTS

1	Message from the President & CEO
2	About Vectren
3	Utility overview and map
4	Nonutility overview
5	Organizational chart
6	Company locations
7	Officers
8	Vectren Foundation
9	Employee organizations
10-11	Vectren's Brand – <i>Live Smart</i>

MESSAGE FROM THE CHAIRMAN, PRESIDENT & CEO

I would like to welcome you to our company and am pleased that you have accepted a position with Vectren. This packet of information is designed to provide a quick overview of our company, including our purpose, values and culture.

I encourage you to review this booklet before you begin your first day with us. Although you will certainly receive more information during your official orientation, this material will help expedite your acclimation process.

The enclosed gifts, all of which feature eco-friendly design, are a token of our appreciation and a glimpse of our brand, *Live Smart*, which focuses on using energy and resources wisely.

Again, welcome to Vectren! I believe you've made the right choice in beginning a career with us.

Carl L. Chapman

Carl Chapman
Chairman, President & CEO
Vectren Corporation



ABOUT VECTREN

Vectren Corporation is an energy holding company headquartered in Evansville, Ind. Vectren's energy delivery subsidiaries provide gas and/or electricity to more than one million customers in adjoining service territories that cover nearly two-thirds of Indiana and west central Ohio.

Vectren's nonutility subsidiaries and affiliates currently offer energy-related products and services to customers throughout the Midwest and Southeast. The company is publicly traded on the New York Stock Exchange under the ticker symbol VVC.

OUR MISSION

With a focus on the need to conserve natural resources, we provide energy and related solutions that make our customers productive, comfortable and secure.

OUR PURPOSE

We will deliver an exceptional customer experience.

We will achieve industry-leading safety performance.

We will commit to a culture of continuous improvement.

We will deliver superior investor returns.

Vectren employs more than 1,900 people and more than 5,500 when including Vectren's nonutility entities.

Vectren was formed as a result of a March 2000 merger between Sigcorp, Inc. and Indiana Energy, Inc. — thus combining the regulated energy businesses of Southern Indiana Gas and Electric Company (SIGECO), Indiana Gas Company (IGC) and the natural gas distribution business of The Dayton Power & Light Company.

OUR VALUES

Customer

We know success comes from understanding our customers and delivering value in our services.

Colleagues

We value talent, innovation, diversity and superior performance. We will achieve our goals through teamwork and conduct our business with integrity.

Community

We will contribute to the social, economic and environmental sustainability of our communities.

Capital

We will deliver financial performance that attracts investors.

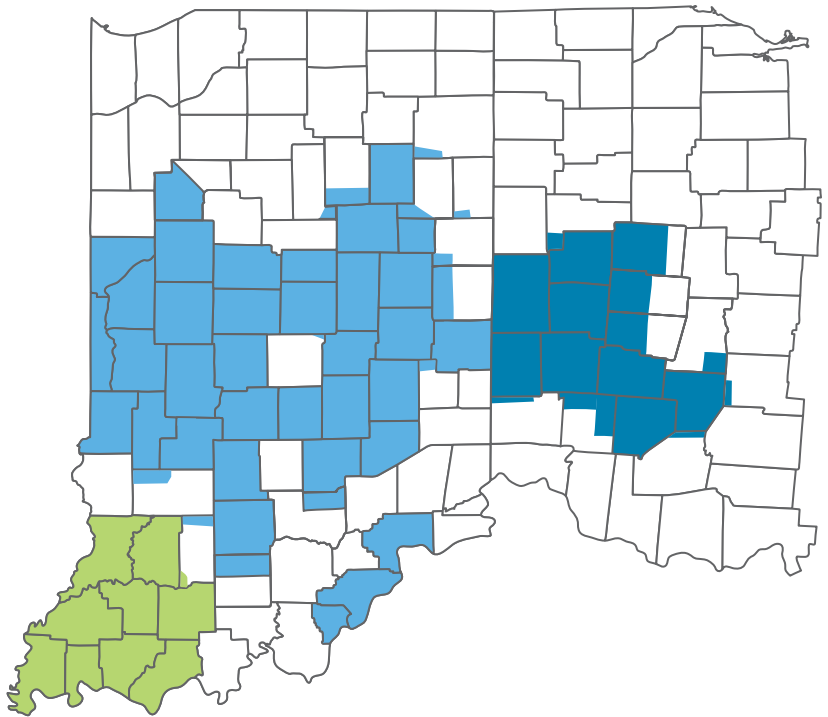
UTILITY OVERVIEW

Vectren’s energy delivery subsidiaries provide gas and/or electricity to more than one million customers in 74 counties and adjoining service territories that cover nearly two-thirds of Indiana and west central Ohio.

■ Vectren Energy Delivery of Indiana - South provides natural gas service to 110,000 customers in a 9-county region and provides electric service to 142,000 customers in a 7-county region.

■ Vectren Energy Delivery of Indiana - North provides natural gas service to 578,000 customers in a 48-county region.

■ Vectren Energy Delivery of Ohio provides natural gas service to 312,000 customers in a 17-county region.



ELECTRIC

Vectren owns and operates two power plants, A.B. Brown and F.B. Culley, and shares ownership of a 150-megawatt unit with Alcoa to serve its native load in southwestern Indiana. The A.B. Brown facility is in Posey County, Ind., while both the F.B. Culley facility and Warrick Unit 4 are in Warrick County, Ind. Combined, Vectren’s generation fleet has a production capacity of nearly 1,300 megawatts.

Vectren provides reliable electric service to 142,000 electric customers in Vanderburgh, Warrick, Dubois, Posey, Pike, Gibson and Spencer counties.

Electric Generation Portfolio:

<u>Coal-fired units</u>	<u>Gas-fired turbines</u>	<u>Landfill gas-fired</u>
6 units - base load	6 units - peaking	Blackfoot Clean
1,000 megawatts	295 megawatts	Energy Facility
		3.2 megawatts

Electric Power Purchases:

<u>Wind power</u>	<u>Purchased power</u>
Benton County, Ind. wind farms	100 megawatts
80 megawatts	

NATURAL GAS

Vectren owns and operates nearly 22,000 miles of natural gas pipeline to serve its nearly one million natural gas customers. Vectren’s three operating utilities provide reliable delivery service to 1.1 million natural gas customers.

NONUTILITY OVERVIEW

Vectren's nonutility subsidiaries and affiliates currently offer energy-related products and services to customers throughout the United States. This nonutility business portfolio represents about 25% to 30% of the consolidated earnings stream.

ENERGY SERVICES

[Energy Systems Group](#) www.energysystemsgroup.com



Provides energy savings performance contracting by implementing both

demand and supply side related improvements that pay for themselves from energy and operational savings for schools, colleges, hospitals, governmental units and commercial/industrial building owners. Headquartered in Newburgh and a wholly owned company of Vectren, ESG serves clients throughout the Midwest and Southeast.

INFRASTRUCTURE SERVICES

[Miller Pipeline Corporation](#) www.millerpipeline.com



**Miller
Pipeline
Corp.**

Provides a comprehensive range of pipeline contracting and rehabilitation services for gas, water and sewer

pipelines, as well as specialty products and services. Miller Pipeline, a wholly owned subsidiary of Vectren, is the fifth largest gas distribution contractor in the U.S., the largest in the Midwest and is headquartered in Indianapolis.

[Minnesota Limited](#) www.mnlimited.com

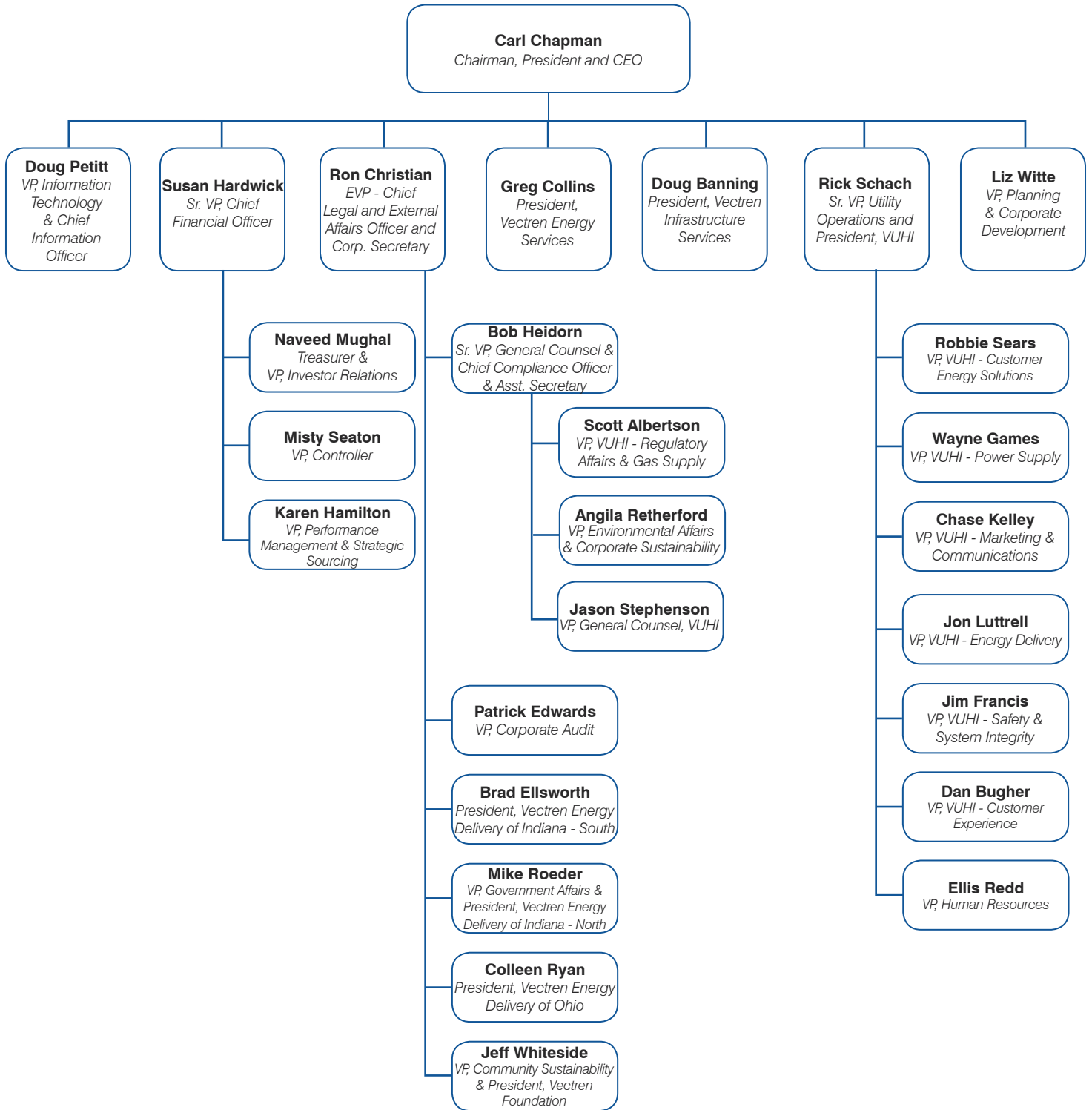


Pipeline and Station Contractors

Provides a complete line of contracting services focused on transmission pipeline construction and maintenance; pump station, compressor station,

terminal and refinery construction; gas distribution; and hydrostatic testing. Minnesota Limited, a wholly owned subsidiary of Vectren, is one of the largest contractors serving the natural gas and petroleum industries in the midwestern U.S.

ORGANIZATIONAL CHART



COMPANY LOCATIONS

One Vectren Square (OVS)

Located on Evansville's riverfront, OVS serves as Vectren's official corporate headquarters building and houses more than 220 employees. Key departments in OVS include Marketing & Conservation, Human Resources, Investor Relations, Corporate Communications, Performance Management, Government Affairs, Safety, Information Technology, Accounting, Wholesale Power Marketing, Treasury, Corporate Planning, Regulatory Affairs, Security & Travel, Legal, Internal Audit and members of senior executive staff.



Norman P. Wagner Building (Wagner)

The Wagner building houses key energy delivery staff members, including engineers, sales and marketing staff, gas and electric dispatch, energy delivery management and supervisors, gas supply staff, power supply staff, environmental affairs personnel and warehouse staff. Located at 1 North Main Street in Evansville, the building also serves as the operations hub for field personnel that serve our gas and electric business in southwestern Indiana. Vectren's fleet garage and staff are housed on the east side of the facility, and Vectren's pool cars are stored in this area.



Support Services Center (SSC)

The SSC, which is located just east of the Wagner facility, serves as our primary contact center for Vectren's one million energy delivery customers. The roughly 200 Customer Service staff members work in the building. SSC also houses various Information Technology staff.



Indianapolis

Vectren staff, including some members of Government Affairs and Human Resources, occupy small office space in downtown Indianapolis in the Old National Bank building at 600 W. Ohio St.

Power Plants

Vectren has two power plants that provide electric generation to its 142,000 electric customers in southwestern Indiana. The A.B. Brown plant is located in Posey County and the F.B. Culley plant is in Warrick County just east of Newburgh. Combined, these plants staff more than 300 bargaining (union) and non-bargaining (non-union) colleagues.



Field Locations

Throughout its energy delivery service territories in Indiana and Ohio, Vectren has dozens of operations centers that serve as the hub for field personnel, energy delivery supervisors and various support staff. Current field offices include Anderson, Bellefontaine, Bloomington, Boonville, Centerville, Clarksville, Columbus, Danville, Dayton, Fairborn, Franklin, Francisco, Greenfield, Indianapolis Meter Shop, Lafayette, Marion, Mt. Vernon, Muncie, Noblesville, Richmond, Rockport, Terre Haute, Troy, Washington Court House and Washington. Storage facility sites include Wolcott, Dolan Station, Terre Haute LP, Lebanon LP and Hendricks County Junction.



OFFICERS

EXECUTIVE OFFICERS



Carl L. Chapman
Chairman, President and
Chief Executive Officer



Ronald E. Christian
Executive Vice President,
Chief Legal and
External Affairs Officer and
Corporate Secretary



M. Susan Hardwick
Senior Vice President,
Finance and Chief Financial
Officer



Robert E. Heidorn
Senior Vice President,
General Counsel and
Chief Compliance Officer
and Assistant Secretary



Rick J. Schach
Senior Vice President, Utility
Operations and President,
VUHI

CORPORATE OFFICERS



Patrick Edwards
Vice President,
Corporate Audit



Karen Hamilton
Vice President,
Performance
Management and
Strategic Sourcing



Naveed Mughal
Treasurer and Vice
President, Investor
Relations



Douglas Pettit
Vice President,
Information
Technology and Chief
Information Officer



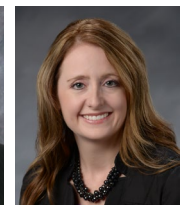
Ellis Redd
Vice President,
Human Resources



Angila Retherford
Vice President,
Environmental Affairs
and Corporate
Sustainability

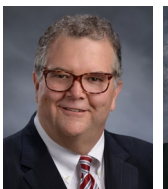


Michael Roeder
Vice President,
Government Affairs
and President,
Vectren Energy
Delivery of
Indiana - North



Misty Seaton
Vice President and
Controller

OTHER OFFICERS



Jeffrey W. Whiteside
Vice President,
Community
Sustainability and
President, Vectren
Foundation



Elizabeth I. Witte
Vice President,
Planning
and Corporate
Development



Scott Albertson
Vice President,
VUHI - Regulatory
Affairs
and Gas Supply



Douglas S. Banning
President, Vectren
Infrastructure
Services



Daniel C. Bugher
Vice President,
VUHI - Customer
Experience



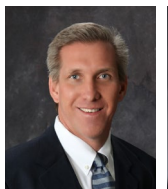
Greg Collins
President, Vectren
Energy Services



Brad Ellsworth
President,
Vectren Energy
Delivery of
Indiana - South



Jim Francis
Vice President,
VUHI - Safety and
System Integrity



Wayne Games
Vice President,
VUHI - Power
Supply



Chase Kelley
Vice President,
VUHI - Marketing &
Communications



Jon Luttrell
Vice President,
VUHI - Energy
Delivery



Colleen Ryan
President,
Vectren Energy
Delivery of Ohio



Robbie Sears
Vice President,
VUHI - Customer
Energy Solutions



Jason Stephenson
Vice President and
General Counsel,
VUHI

VECTREN FOUNDATION

At Vectren, our commitment and responsibility to the communities in which we serve go beyond just providing safe, reliable energy services. Vectren, through corporate sponsorships and its Foundation, has donated more than \$20 million to nonprofit and civic groups since inception. Each year, a portion of Vectren's operating income is set aside for the Foundation and its efforts to foster community growth and success. The Foundation focuses its support into projects that contribute to a sustainable future in the areas of community development, energy conservation & environmental stewardship and education.

HIGHLIGHTS

- Vectren Foundation gifts: \$2 million annually
- Employee volunteer service: 30,000 hours
- Employees on nonprofit boards: 100+
- *Employee giving to United Way: \$500,000+*



HOW THE FOUNDATION CAN WORK FOR YOU

- The Vectren Foundation will donate \$10 per employee for any team of five or more Vectren employees who participate in a fund-raising event for a qualifying tax exempt agency.
- Employee groups of 15 or more who volunteer 4 hours each toward a pre-approved community project will be given a Foundation check of \$2,500 to be presented to the project agency.
- The Vectren Foundation will match any employee donation to an accredited university, up to \$2,500 per institution annually.
- The Vectren Foundation will match any first-time employee donation or the dollar increase for any employee who increases his/her gift to the United Way by 10%.
- If a Vectren employee contributes 40 hours of volunteer service per year to a qualifying tax exempt organization, the Vectren Foundation will donate \$200 to that agency on behalf of the employee.

EMPLOYEE ORGANIZATIONS



VEAO

As a Vectren employee, you are eligible to join VEAO – Vectren Employees Activity Organization. The primary purpose of this organization is to provide active and retired employees of Vectren with a well-rounded program of activities for you and your family. For example, VEAO sponsors a summer picnic, casino night, holiday parties and trips for minimal or no cost to the employee.

For more information or to join VEAO, contact Vicki Peay at vpeay@vectren.com or (812) 491-4425.

VECTREN EMPLOYEE FORUM

The Vectren Employee Forum (Forum) is a group of Vectren employees organized to benefit both our company and the communities where we live and work through Forum sponsored/supported events such as Food Bank Drives, the March of Dimes Walk and Habitat Housing. As the Forum continues to grow, it is continually planning new events and activities to promote colleague involvement throughout the year.

The Forum strives to unify Vectren's core values of Colleague and Community by encouraging employee participation in community service projects. These activities provide employees with the opportunity to build rapport with co-workers by encouraging networking among employees concurrent with projecting a positive image of Vectren's commitment to the communities we serve.

The Forum also recognizes the need for employees to stay informed on the future of Vectren. As a result, the Forum hosts an annual meeting, the Executive Night, in which the CEO, Carl Chapman, fields questions from Forum members in regard to the future of the company.

For more information or to join the Forum, contact Larry Rogers at lrogers@vectren.com or (812) 491-4563.

VECTREN POLITICAL ACTION COMMITTEE (PAC)

The Vectren Political Action Committee (PAC) plays a lead role in placing issues impacting the company and its subsidiaries where they belong - in the mainstream of local, state and national politics. Through financial and in-kind contributions to candidates vying for governmental seats, the PAC functions to elect officials who will best serve our industry, economy and communities.

Your membership in the Vectren PAC helps elevate Vectren's position as a corporate thought and opinion leader. Local, state and national politicians are faced with critical decisions daily that can often have monumental impacts on our industry, our company and customers. The Vectren PAC gives us a voice in these key issues, and through your support, that voice is amplified allowing Vectren as well as its subsidiaries and affiliates to be heard and recognized as a leading Midwest corporation. PAC membership also keeps you updated on current legislation affecting our industry. At times, there are also chances to meet with various politicians at local or regional presentations or fundraisers.

Your participation in the Vectren PAC is completely voluntary, and contributions, which are not tax-deductible, can be made via check or payroll deduction.

To join the Vectren PAC or for more information, contact Mike Roeder, Vice President, Government Affairs and President, Vectren North, at mroeder@vectren.com or (812) 491-5255.

VECTREN'S BRAND – Live Smart

Vectren's tagline, or brand, is *Live Smart*. It emphasizes our commitment in partnering with customers to use energy wisely. Our brand permeates everything we do at Vectren – from using less energy to recycling waste to incorporating hybrid vehicles – we work to deliver on our brand promise, protect the environment in which we live and work and ultimately, practice what we preach.

CONSERVATION CONNECTION

Vectren's Conservation Connection program encompasses various initiatives and resources to help customers use less energy and lower their bills. There are four key resources for customers:

1. Appliance and product rebates

Vectren offers incentives for customers who buy high-efficiency natural gas appliances versus standard models. Key residential offerings include rebates for the following:

- *high-efficiency natural gas furnace;*
- *high-efficiency natural gas boiler;*
- *ENERGY STAR®-qualified programmable thermostat;*
- *Wi-Fi enabled thermostat; and*
- *home insulation and air sealing*

For electric customers, Vectren offerings include rebates for the following:

- *high-efficiency electric central air conditioner;*
- *high-efficiency electric heat pump;*
- *electronically commutated motor used in conjunction with HVAC air handling fan; and*
- *recycling out-dated, inefficient refrigerators and freezers;*



Vectren also offers gas and electric rebates for commercial business and new home construction. Visit Vectren.com/saveenergy for a complete listing of rebates and qualifying products.

Additionally, the state of Indiana has a comprehensive energy efficiency initiative, Energizing Indiana, which delivers consumer and business energy savings. Visit EnergizingIndiana.com for more information on available programs.

2. Online energy audit and bill analysis tools

These tools, which are accessible at Vectren.com, help customers understand how their homes use energy. The audit tool allows the customer to enter his/her home's characteristics, such as the age of the home, number of appliances and insulation levels, and then pinpoints specific opportunities for savings. The bill analysis tool allows customers to compare energy usage on a month-to-month basis and helps them understand why bills fluctuate due to factors such as weather and increased usage.



3. Conservation Connection contact center

Vectren has six call center agents devoted to helping customers lower bills through energy efficiency and conservation efforts. By dialing (866) 240-8476, customers can speak directly with an energy efficiency expert who can help them with simple home improvement tips, answer questions regarding rebate details, walk customers through an online energy audit and more.

4. Energy efficiency tips and how-to videos

Vectren.com and its sister multimedia Web site, VectrenLiveSmart.com, house hundreds of free, low-cost energy efficiency tips to help customers lower energy usage. Plus, customers can access dozens of how-to videos, such as caulking windows, installing a low-flow showerhead and replacing a furnace filter.

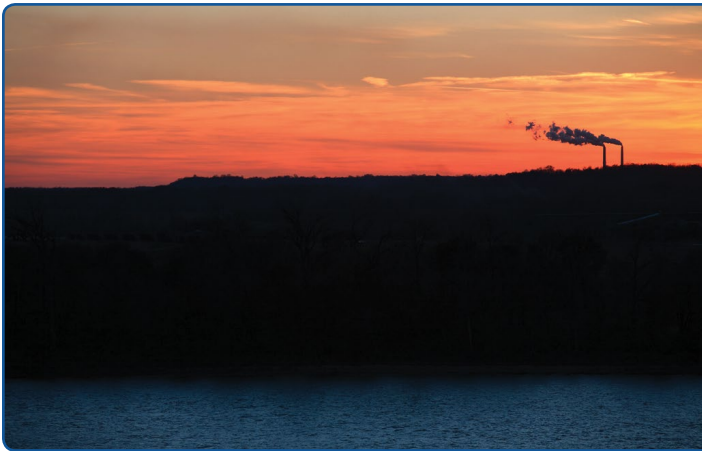


VECTREN'S BRAND – Live Smart

ENVIRONMENTAL STEWARDSHIP

Mission statement

Environmental stewardship is a basic value and belief for each one of us at Vectren. Our employees and their families live and work in the same cities and towns, breathe the same air and utilize the same natural resources as our customers. Each of us is committed to go beyond environmental regulation and ensure that our energy products and services not only meet customer needs, but also enhance the quality of life in each of our communities and leave behind a better environment for us all.



Vectren's electric generation fleet

Vectren's electric generation fleet is 100% scrubbed for sulfur dioxide, 90% controlled for nitrogen oxide and filtered for particulate matter and a significant portion of mercury from the flue gas before exiting the stacks, which directly improves the air quality of southwestern Indiana. Due to early investments in emissions control, Vectren's coal-fired generation fleet complies with Environmental Protection Agency rules introduced in 2011 concerning air pollution and mercury. Thus, these investments make Vectren's generation fleet one of the cleanest in the Midwest.

