

**Minutes of the
Energy Northwest
Special Compensation Subcommittee Meeting
Holiday Inn Express – Lemberger Room
4525 Convention Place
Pasco, Wash.
April 22, 2015**

Subcommittee Chair Dave Remington called the special meeting of the Executive Board Compensation Subcommittee of Energy Northwest to order at 7:30 a.m. on April 22, 2015 in the Lemberger Room of the Holiday Inn Express in Pasco, Wash. There was a quorum present. An environmental analysis of the April 22, 2015 meeting agenda had been prepared which reflected that all items on the agenda were exempt from further procedural compliance with the State Environmental Policy Act.

Roll Call

Compensation Subcommittee Members

Dave Remington, Subcommittee Chair	Present
Sid Morrison, EB Chair	Present
Skip Orser	Present
Will Purser	Present
Tim Sheldon	Present (via teleconference)

Staff Present: Mark Reddemann; Brent Ridge; Bob Dutton; Mike Paoli; Steve Lorence; Kim Morris; Angela Smith; and Cindy Way.

Special Compensation Subcommittee Meeting

Mr. Brent Ridge, Vice President, Corporate Services and Chief Financial and Risk Officer reviewed the following:

- FY16 Criteria – Goals / results for Fiscal Years 2013 - 2015
- Comparison of fiscal year payouts since FY12 through most probable for FY15
- FY15 payout scenarios from most to least probable

Discussion ensued by subcommittee members and staff.

The subcommittee requested a teleconference prior to the May 28, 2015 Executive Board meeting to further discuss the FY16 criteria.

Other Business

Hearing no further business, Subcommittee Chair Remington adjourned the meeting at 9:52 a.m.

Respectfully submitted by,

Angela Smith
Board Relations