

**Minutes of the  
Special Compensation Subcommittee Meeting  
of the Executive Board  
Skamania Lodge – Rainier Room  
1131 SW Skamania Way Lodge, Stevenson, Wash.  
Aug. 26, 2015 – 8 a.m.**

**Committee Members:**

Dave Remington, Chair  
Skip Orser  
Will Purser  
Sid Morrison  
Tim Sheldon

**Others Present:** Executive Board members – Linda Gott, Jack Janda and Kathy Vaughn; and Andy Winzelberg.

**Staff Present:** Mark Reddemann; Brent Ridge; Grover Hettel; Alex Javorik; Jim Gaston; Steve Lorence; and Angela Smith.

Energy Northwest Executive Board Chair Sid Morrison called the Special Executive Board Meeting to order at 8 a.m. and turned the meeting over to Compensation Subcommittee Chair Dave Remington.

Subcommittee Chair Remington called the Compensation Subcommittee meeting to order at 8 a.m. and turned it over to Mr. Brent Ridge, Vice President of Corporate Services and Chief Financial / Risk Officer, who reviewed Columbia Generating Station's performance results for the Fiscal Year 2015 At-Risk Compensation Plan.

Mr. Jim Gaston, Energy Services and Development general manager, then reviewed the ESD results.

Mr. Ridge followed-up by reviewing the Corporate Services and the long-term incentive results.

Subcommittee Chair Remington called the meeting into an Executive Session in accordance with RCW 42.30.110 (1) (g) at 8:25 a.m.

The executive session ended at 10:30 a.m. and the meeting adjourned at 10:30 a.m.

Respectfully submitted by,

Angela Smith  
Board Relations