

**Minutes of the
Energy Northwest
Special Compensation Subcommittee Meeting
Red Lion – Olympic Room
2525 N. 20th Ave.
Pasco, Wash.
March 26, 2015**

Subcommittee Chair Dave Remington called the special meeting of the Executive Board Compensation Subcommittee of Energy Northwest to order at 12:27 p.m. on March 26, 2015 in the Olympic Room of the Red Lion in Pasco, Wash. There was a quorum present. An environmental analysis of the March 26, 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

Others Present: Executive Board member – Lori Sanders

Staff Present: Mark Reddemann; Brad Sawatzke; 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:

- Fiscal Year 2016 At-Risk Compensation Plan
- FY16 Long Term Incentive Plan
- Executive Compensation Policy

Discussion ensued by subcommittee members and staff.

Other Business

Hearing no further business, Subcommittee Chair Remington adjourned the meeting at 2:30 p.m.

Respectfully submitted by,

Angela Smith
Board Relations