

**Minutes of the Energy Northwest
Executive Board Compensation Subcommittee Meeting
Holiday Inn Express – Lemberger Room
4525 Convention Place
Pasco, Wash.
April 26, 2016**

The meeting of the Compensation Subcommittee of the Energy Northwest Executive Board was called to order on April 26, 2016 at 3 p.m. by the Compensation Chair Dave Remington.

Subcommittee Members Present:

Dave Remington, Chair
Skip Orser
Tim Sheldon
Will Purser
Sid Morrison (ex-officio)

Staff Present: Mark Reddemann; Brad Sawatzke; Brent Ridge; Bob Dutton; Jim Gaston; Steve Lorence; Juliet Fitzgerald; and Angela Smith.

Fiscal Year 2017 Short Term Incentive Plans

Mr. Brad Sawatzke, Chief Nuclear Officer / Chief Operating Officer, shared staff's recommendations for the Fiscal Year 2017 Short Term Incentive Plan for Columbia Generating Station. Discussion ensued.

The meeting recessed for a break at 4:45 p.m.; and reconvened at 4:56 p.m.

Further discussion on Columbia's plan along with a brief discussion on Energy Services & Development's and Corporate's plans.

Additional discussion and recommendation will be determined at the next meeting scheduled for June 21 in Portland starting around 3 p.m.

Commitments:

- Check with the Attorney General's office regarding unfixed at-risk compensation measures and instead aligning with the industry – Bob Dutton

Hearing no further discussion, the Compensation Subcommittee meeting adjourned at 5:36 p.m.

Respectfully submitted,

Angela Smith
Board Relations