

2022

PSE REDACTED

Supplemental Compensation

Pages

Annual Report of Puget Sound Energy, Inc. for the Year ended December 31, 2022

EMPLOYEE COUNT BY CLASS AND TOTAL SALARIES BY CLASS			
Pursuant to RCW 80.04.080, report below the number of employees by class (per company definition to be provided), and the total amount of salaries and wages paid each class.			
Line No.	Employee Class (a)	Number of Employees (b)	Total Salaries and Wages Paid Each Class (c)
1	Management (Exempt employees)	2,307	294,448,350
2	Non-union (Non-exempt employees)	252	21,355,368
3	IBEW employees	879	118,103,444
4	UA (Pipefitters) employees	288	30,760,491
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18		TOTALS	TOTALS
		3,726	\$ 464,667,654

Sources:

Payroll Department

Annual Report of Puget Sound Energy, Inc. for the Year Ended December 31, 2022

SHADED INFORMATION IS DESIGNATED AS CONFIDENTIAL PER WAC 480-07-160

Executive & Director Compensation

	Name and Principal Position	Salary (\$)	Bonus (\$)	Stock Awards (\$)	Option Awards (\$)	Non-Equity Incentive Plan Comp. (\$)	All Other Comp. (\$)	Total (\$)
1. Total	Mary E. Kipp	991,585	176,361	-	-	3,505,307	87,678	4,760,931
Regulated O&M	President and Chief Executive Officer	728,803				1,058,168	18,614	1,805,585
2. Total	Kazi Hasan	542,348	308,685	-	-	705,924	54,849	1,611,807
Regulated O&M	Senior Vice President and Chief Financial Officer	378,054				352,109	16,295	746,458
3. Total	Allan Wade Smith							
Regulated O&M	Executive Vice President and Chief Operating Officer							
4. Total	Steve R. Secrist							
Regulated O&M	SVP, General Counsel and Chief Ethics and Compliance Officer							
5. Total	Margaret F. Hopkins							
Regulated O&M	Senior Vice President Shared Services & Chief Information Officer							
6. Total	Andrew Wappler							
Regulated O&M	Senior Vice President and Chief Customer Officer							
7. Total	Ken Johnson							
Regulated O&M	Vice President Regulatory and Government Affairs							
8. Total	Ron Roberts							
Regulated O&M	Vice President Energy Supply							
9. Total	Kim Collier							
Regulated O&M	Vice President Human Resources							
10. Total	Josh Jacobs							
Regulated O&M	Vice President Clean Energy Strategy							
11. Total	Daniel Koch							
Regulated O&M	Vice President Operations							
12. Total	Lorna Luebbe							
Regulated O&M	SVP, General Counsel and Chief Sustainability Officer							
13. Total	Stacy W Smith							
Regulated O&M	Director Controller and Principal Accounting Officer							
14. Total	Cara Peterman							
Regulated O&M	Director Corporate Treasurer							
15. Total	Adrian Rodriguez							
Regulated O&M	Former SVP							
16. Total	Steve King							
Regulated O&M	Former Director Controller and Principal Accounting Officer							
Grand Total								
Total O&M		4,582,794	-	-	-	3,117,633	225,201	7,925,628

Redacted

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Board of Directors Compensation

		Name	Fees Earned or Paid in Cash	Stock Awards (\$)	Option Awards (\$)	Non-Equity Incentive Plan Comp. (\$)	Change in Pension Value and Nonqualified Deferred Compensation Earnings (\$)	All Other Comp. (\$)	Total (\$)
1.	Total	Scott Armstrong	235,534	-	-				235,534
	Regulated O&M		141,320						141,320
2.	Total	Barbara Gordon	192,200	-	-				192,200
	Regulated O&M		115,320						115,320
3.	Total	Thomas King	177,200	-	-				177,200
	Regulated O&M		106,768						106,768
4.	Total	Paul McMillan	188,200	-	-				188,200
	Regulated O&M		112,920						112,920
5.	Total	Mary McWilliams	-	-	-				-
	Regulated O&M		17,000						17,000
6.	Total	Richard Dinneny	177,200	-	-				177,200
	Regulated O&M		106,320						106,320
7.	Total	Diana Rakow	114,000	-	-				114,000
	Regulated O&M		68,400						68,400
Grand Total			1,084,334	-	-	-	-	-	1,084,334
Total O&M			668,049	-	-	-	-	-	668,049

Note C

Note A: Incentive plan costs are applied through an average company incentive overhead based on labor charged to their cost center. Overhead related costs follow labor distribution.

Note B: All Other Compensation totals include the following:

Pension, SERP, Deferred Compensation

Perquisites and Other Personal Benefits

Imputed Income of Life Insurance

PSE's Contributions to 401(k) Plan are applied through an average benefit overhead rate to labor costs in their cost center. Overhead related costs follow labor distribution.

Note C: Tom King, age 58, has been a director on the boards of both Puget Energy and PSE effective April 17, 2019. Mr. King is currently the Operating Executive with AEA investors, a middle market private equity firm, which position he has held since 2017. Mr. King served as Chairman and President of National Grid U.S. from 2007-2015. Prior to that, he was president of PG&E Corporation and Chairman and CEO of Pacific Gas and Electric from 2003-2007. Mr. King serves on the board of Entregado Group and Allied Power Group and served on the board of Peak Reliability and EnergySavvy, Inc. Mr. King serves on the boards of Puget Energy and PSE as a representative of CPPIB's ownership interests, pursuant to the terms of the Puget Energy and PSE bylaws.