

BEFORE THE
WASHINGTON UTILITIES & TRANSPORTATION COMMISSION

UG-__
GENERAL RATE APPLICATION
OF
NORTHWEST NATURAL GAS COMPANY

December 31, 2018

Direct Exhibit of Melinda B. Rogers

COMPENSATION & BENEFITS

REDACTED VERSION

Exh. MBR-2C

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
14	Facilities/Property Specialist 1	TowersE	Facilities Management						
14	Facilities/Property Specialist 1	TowersGI	Facilities Management						
14	Staff Assistant 1	MercerE	Administrative Assistant Ib						
14	Staff Assistant 1	MillimanPACS	Administrative Assistant - Entry						
14	Staff Assistant 1	TowersE	Secretarial/Administrative Assistance						
14	Staff Assistant 1	TowersGI	Secretarial/Administrative Assistance						
14 Average									
15	Legal Assistant 1	TowersGI	Legal Support Generalist/Multidiscipline						
15	Staff Assistant 2	MercerE	Administrative Assistant II						
15	Staff Assistant 2	MillimanPACS	Administrative Assistant - Intermediate						
15	Staff Assistant 2	MillimanPACS	Employment Recruiter Assistant						
15	Staff Assistant 2	MillimanPACS	Human Resources Assistant II						
15	Staff Assistant 2	TowersE	Secretarial/Administrative Assistance						
15	Staff Assistant 2	TowersGI	Secretarial/Administrative Assistance						
15 Average									
16	Buyer 1	AGA	Buyer						
16	Buyer 1	MercerE	Purchasing Agent A						
16	Buyer 1	MillimanPACS	Buyer - Entry						
16	Buyer 1	TowersGI	Goods Purchasing						
16	Compliance Specialist 1	TowersE	Regulatory Affairs and Compliance						
16	Compliance Specialist 1	TowersGI	Regulatory Affairs and Compliance						
16	Facilities/Property Specialist 2	TowersE	Facilities Management						
16	Facilities/Property Specialist 2	TowersGI	Facilities Management						
16	General Writer 1	TowersGI	Creative Writing Services						
16	Human Resource Administrator 1	AGA	Employee Benefits Administrator						
16	Human Resource Administrator 1	MercerE	Human Resources Analyst A						
16	Human Resource Administrator 1	MillimanPACS	Benefits Specialist**						
16	Human Resource Administrator 1	TowersE	Benefits						
16	Human Resource Administrator 1	TowersE	Recruitment Generalist/Multidiscipline						
16	Human Resource Administrator 1	TowersGI	Benefits						
16	Human Resource Administrator 1	TowersGI	Recruitment Generalist/Multidiscipline						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
17	Executive Assistant	MercerE	Administrative Assistant IV						
17	Executive Assistant	MillimanPACS	Executive Assistant						
17	Executive Assistant	TowersE	Secretarial/Executive Administrative Assistance						
17	Executive Assistant	TowersGI	Secretarial/Executive Administrative Assistance						
17	General Auditor 1	AGA	Internal Auditor						
17	General Auditor 1	TowersE	General Audit						
17	General Auditor 1	TowersGI	IS Audit						
17	General Auditor 1	TowersGI	General Audit						
17	Help Desk IT Spec 1	MillimanPACS	Help Desk Specialist						
17	Help Desk IT Spec 1	MillimanTech	Help Desk Specialist I						
17	Help Desk IT Spec 1	TowersE	IT Help Desk Support						
17	Help Desk IT Spec 1	TowersGI	IT Help Desk Support						
17	HRIT Specialist	MercerE	Human Resources Analyst A						
17	HRIT Specialist	MillimanMMP	HRIS Analyst						
17	HRIT Specialist	MillimanPACS	HRIS Analyst						
17	HRIT Specialist	TowersE	Human Resources Information Systems						
17	HRIT Specialist	TowersGI	Human Resources Information Systems						
17	Human Resource Administrator 2	AGA	Employee Benefits Administrator						
17	Human Resource Administrator 2	MercerE	Human Resources Analyst B						
17	Human Resource Administrator 2	MillimanMMP	Recruiter						
17	Human Resource Administrator 2	MillimanMMP	Benefits Administrator						
17	Human Resource Administrator 2	MillimanPACS	Employment Recruiter						
17	Human Resource Administrator 2	MillimanPACS	Benefits Specialist - Senior**						
17	Human Resource Administrator 2	TowersE	Benefits						
17	Human Resource Administrator 2	TowersE	Recruitment Generalist/Multidiscipline						
17	Human Resource Administrator 2	TowersGI	Benefits						
17	Human Resource Administrator 2	TowersGI	Recruitment Generalist/Multidiscipline						
17	Legal Specialist	MercerE	Paralegal II						
17	Legal Specialist	MillimanPACS	Legal Assistant - Senior						
17	Legal Specialist	MillimanPACS	Paralegal						
17	Legal Specialist	TowersE	Paralegal						
17	Legal Specialist	TowersGI	Paralegal						
17	Marketing Account Manager 1	TowersE	Public Relations						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
17	Marketing Account Manager 1	TowersGI	Public Relations						
17	Payroll Analyst 2	MercerE	Payroll Analyst - Experienced						
17	Payroll Analyst 2	MillimanPACS	Payroll Specialist - Intermediate						
17	Payroll Analyst 2	TowersE	Payroll						
17	Payroll Analyst 2	TowersGI	Payroll						
17	Process Analyst 1	MillimanMMP	Business Data Analyst I						
17	Process Analyst 1	TowersE	Business Process Improvement						
17	Process Analyst 1	TowersGI	Business Process Improvement						
17	Rates/Regulatory Analyst 1	AGA	Rate Analyst						
17	Rates/Regulatory Analyst 1	MercerE	Regulatory Analyst A						
17	Rates/Regulatory Analyst 1	TowersE	Regulatory Affairs and Compliance						
17	Rates/Regulatory Analyst 1	TowersE	Rates						
17	Rates/Regulatory Analyst 1	TowersGI	Regulatory Affairs and Compliance						
17	Shareldr Svcs Administrator 2	TowersE	Investor Relations						
17	Shareldr Svcs Administrator 2	TowersGI	Investor Relations						
17	Technical Writer 2	MillimanTech	Technical Writer II						
17	Transportation Analyst 1	TowersGI	Transportation						
17 Average									
18	Applications Engineering 1	MillimanTech	Applications Engineer I						
18	Applications Engineering 1	TowersE	Application Development						
18	Applications Engineering 1	TowersGI	Application Development						
18	Business Syst IT Spec 1	MercerE	Systems Administrator - Entry						
18	Business Syst IT Spec 1	TowersE	Business Systems Analysis						
18	Business Syst IT Spec 1	TowersGI	Business Systems Analysis						
18	Channel Account Manager 2	AGA	Marketing Representative - Residential						
18	Channel Account Manager 2	TowersE	Account/Relationship Management Generalist/Multidiscipline						
18	Channel Account Manager 2	TowersGI	Account/Relationship Management Generalist/Multidiscipline						
18	Channel Account Manager 2	TowersGI	Technical Sales Support Generalist/Multidiscipline						
18	Communications Specialist 2	MercerE	Communications Analyst B						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
18	Communications Specialist 2	MillimanPACS	Web Editor / Internet Marketing Specialist						
18	Communications Specialist 2	MillimanPACS	Webmaster - Intermediate						
18	Communications Specialist 2	TowersE	Digital Content Management/Production						
18	Communications Specialist 2	TowersGI	Advertising/Marketing Communications						
18	Communications Specialist 2	TowersGI	Digital Content Management/Production						
18	Compliance Specialist 2	TowersE	Regulatory Affairs and Compliance						
18	Compliance Specialist 2	TowersGI	Regulatory Affairs and Compliance						
18	Dsktp Admin IT Spec 2	MercerE	IT Analyst - Experienced						
18	Dsktp Admin IT Spec 2	MillimanPACS	Desktop Support Analyst						
18	Dsktp Admin IT Spec 2	TowersE	IT On-Site Support						
18	Dsktp Admin IT Spec 2	TowersGI	IT On-Site Support						
18	Emergency/Busi Continuity Specialist 2	TowersE	Business Continuation						
18	Emergency/Busi Continuity Specialist 2	TowersGI	Business Continuation						
18	Engineering 1	AGA	Engineer						
18	Engineering 1	MercerE	Engineer A						
18	Engineering 1	MillimanEng	Mechanical Engineer I						
18	Engineering 1	MillimanEng	Electrical Engineer I						
18	Engineering 1	MillimanEng	Civil Engineer I						
18	Engineering 1	MillimanMMP	Mechanical Engineer - Entry						
18	Engineering 1	MillimanMMP	Electrical Engineer - Entry						
18	Engineering 1	MillimanMMP	Civil Engineer - Entry						
18	Engineering 1	TowersE	Gas Transmission Engineering						
18	Engineering 1	TowersE	Gas Distribution Engineering						
18	Engineering Specialist 2	MercerE	Technician II						
18	Engineering Specialist 2	MillimanPACS	Engineering Technician - Intermediate						
18	Engineering Specialist 2	TowersE	Gas Transmission and/or Distribution Technical Specialty						
18	Facilities/Property Specialist 3	TowersE	Facilities Management						
18	Facilities/Property Specialist 3	TowersGI	Facilities Management						
18	Facilities/Property Specialist 3	TowersGI	Facilities Management						
18	Gas Controller 1	MercerE	Control Center Operator II						
18	Gas Controller 1	TowersE	Gas Distribution System Operations						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
18	General Writer 2	AGA	Communications Assistant						
18	General Writer 2	MillimanPACS	Publications Editor						
18	General Writer 2	TowersE	Creative Writing Services						
18	General Writer 2	TowersGI	Creative Writing Services						
18	GIS Specialist 2	AGA	Geographic Information System Specialist						
18	GIS Specialist 2	MercerE	Geographic Information Systems (GIS) Analyst C						
18	GIS Specialist 2	TowersE	Geographical Information Systems Technical Specialty						
18	Help Desk IT Spec 2	AGA	PC Support Technician						
18	Help Desk IT Spec 2	MillimanPACS	Help Desk Specialist - Senior						
18	Help Desk IT Spec 2	MillimanTech	Help Desk Specialist II						
18	Help Desk IT Spec 2	TowersE	IT Help Desk Support						
18	Help Desk IT Spec 2	TowersGI	IT Help Desk Support						
18	Marketing Account Manager 2	MillimanMMP	Public Relations Specialist						
18	Marketing Account Manager 2	MillimanMMP	Public Relations Specialist						
18	Marketing Account Manager 2	TowersE	Public Relations						
18	Marketing Account Manager 2	TowersGI	Public Relations						
18	Marketing Program Manager/Analyst 1	TowersGI	Marketing Program Management						
18	Office Services Supervisor	MercerE	Office Services Supervisor						
18	Office Services Supervisor	MillimanPACS	Office Manager						
18	Office Services Supervisor	TowersE	Office/Location/Post and Messenger Services						
18	Office Services Supervisor	TowersGI	Office/Location/Post and Messenger Services						
18	Operations Business Analyst 1	AGA	General Programmer/Systems Analyst						
18	Operations Business Analyst 1	MercerE	Systems Administrator - Entry						
18	Operations Business Analyst 1	MillimanTech	Systems Administrator I						
18	Operations Business Analyst 1	TowersE	Computer Systems Administration						
18	Operations Business Analyst 1	TowersGI	Computer Systems Administration						
18	Payroll Analyst 3	MercerE	Payroll Analyst - Experienced						
18	Payroll Analyst 3	MillimanPACS	Payroll Specialist - Senior						
18	Payroll Analyst 3	TowersE	Payroll						
18	Payroll Analyst 3	TowersGI	Payroll						
18	Proc/Asset Mgt IT Spec 2	TowersE	IT Asset Management						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
18	Proc/Asset Mgt IT Spec 2	TowersGI	IT Asset Management						
18	Public Relations Specialist 2	MercerE	Communications Analyst B						
18	Public Relations Specialist 2	MillimanMMP	Public Relations Specialist						
18	Public Relations Specialist 2	MillimanPACS	Public Relations Specialist						
18	Public Relations Specialist 2	TowersE	Public Relations						
18	Public Relations Specialist 2	TowersE	Corporate Affairs/Communications Generalist/Multidiscipline						
18	Public Relations Specialist 2	TowersGI	Public Relations						
18	Public Relations Specialist 2	TowersGI	Corporate Affairs/Communications Generalist/Multidiscipline						
18	Rates/Regulatory Analyst 2	AGA	Rate Analyst						
18	Rates/Regulatory Analyst 2	MercerE	Regulatory Analyst B						
18	Rates/Regulatory Analyst 2	TowersE	Rates						
18	Rates/Regulatory Analyst 2	TowersE	Regulatory Affairs and Compliance						
18	Rates/Regulatory Analyst 2	TowersGI	Regulatory Affairs and Compliance						
18	Rates/Regulatory Analyst 2	TowersGI	Rates						
18	Resource Management Specialist 3	MillimanPACS	Planner / Scheduler						
18	Risk & Land Agent 2	AGA	Right-of-Way Agent						
18	Risk & Land Agent 2	MercerE	Risk Analyst B						
18	Risk & Land Agent 2	TowersE	Risk Management Generalist/Multidiscipline						
18	Risk & Land Agent 2	TowersGI	Risk Management Generalist/Multidiscipline						
18	Safety Specialist 2	AGA	Safety Coordinator						
18	Safety Specialist 2	TowersE	Safety						
18	Safety Specialist 2	TowersGI	Safety						
18	Syst Admin IT Spec 1	MercerE	Systems Administrator - Entry						
18	Syst Admin IT Spec 1	MillimanTech	Systems Administrator I						
18	Syst Admin IT Spec 1	TowersE	Computer Systems Administration						
18	Syst Admin IT Spec 1	TowersGI	Computer Systems Administration						
18	Systems Analyst/QA 1	MillimanTech	Quality Assurance I						
18	Systems Analyst/QA 1	TowersE	Software Quality Assurance and Testing						
18	Systems Analyst/QA 1	TowersGI	Software Quality Assurance and Testing						
18	Technical Trainer 1	TowersE	Technical Training						
18	Technical Trainer 1	TowersGI	Technical Training						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
18	Technical Writer 3	MillimanMMP	Technical Writer - Senior						
18	Technical Writer 3	MillimanTech	Technical Writer, Senior						
18 Average									
19	Accounting Analyst 2	AGA	Accountant						
19	Accounting Analyst 2	MercerE	Accountant C						
19	Accounting Analyst 2	MillimanMMP	Accountant						
19	Accounting Analyst 2	MillimanPACS	Accountant - Senior						
19	Accounting Analyst 2	TowersE	General Accounting						
19	Accounting Analyst 2	TowersE	Accounting Generalist/Multidiscipline						
19	Accounting Analyst 2	TowersGI	General Accounting						
19	Accounting Analyst 2	TowersGI	Accounting Generalist/Multidiscipline						
19	Accounts Payable Supervisor	MercerE	Accounts Payable/Receivable Supervisor						
19	Accounts Payable Supervisor	MillimanMMP	Accounting Supervisor						
19	Accounts Payable Supervisor	MillimanPACS	Accounting Supervisor						
19	Accounts Payable Supervisor	TowersE	Accounts Payable						
19	Accounts Payable Supervisor	TowersGI	Accounts Payable						
19	Business Systems IT Specialist 2	MercerE	Systems Administrator - Experienced						
19	Business Systems IT Specialist 2	TowersE	Business Systems Analysis						
19	Business Systems IT Specialist 2	TowersGI	Business Systems Analysis						
19	Business/Budget/Finance Analyst 2	AGA	Financial or Business Analyst						
19	Business/Budget/Finance Analyst 2	MillimanMMP	Budget Analyst						
19	Business/Budget/Finance Analyst 2	TowersE	Financial Analysis						
19	Business/Budget/Finance Analyst 2	TowersE	Budget Analysis						
19	Business/Budget/Finance Analyst 2	TowersGI	Budget Analysis						
19	Business/Budget/Finance Analyst 2	TowersGI	Financial Analysis						
19	Buyer 3	AGA	Buyer						
19	Buyer 3	MercerE	Purchasing Agent C						
19	Buyer 3	MillimanMMP	Buyer - Senior						
19	Buyer 3	MillimanPACS	Buyer - Senior						
19	Buyer 3	TowersE	Goods Purchasing						
19	Buyer 3	TowersGI	Goods Purchasing						
19	CEO Assistant	MercerE	Administrative Assistant to CEO						

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19	CEO Assistant	MillimanPACS	Executive Assistant to CEO						
19	CEO Assistant	TowersE	Secretarial/Administrative Assistance to the Chief Executive Officer						
19	CEO Assistant	TowersGI	Secretarial/Administrative Assistance to the Chief Executive Officer						
19	Channel Account Manager 3	AGA	Marketing Representative - Residential						
19	Channel Account Manager 3	TowersE	Technical Sales Support Generalist/Multidiscipline						
19	Channel Account Manager 3	TowersE	Account/Relationship Management Generalist/Multidiscipline						
19	Channel Account Manager 3	TowersGI	Account/Relationship Management Generalist/Multidiscipline						
19	Channel Account Manager 3	TowersGI	Technical Sales Support Generalist/Multidiscipline						
19	Communications Specialist 3	MercerE	Communications Analyst C						
19	Communications Specialist 3	MillimanMMP	Public Relations Specialist - Senior						
19	Communications Specialist 3	TowersE	Digital Content Management/Production						
19	Communications Specialist 3	TowersE	Advertising/Marketing Communications						
19	Communications Specialist 3	TowersGI	Advertising/Marketing Communications						
19	Communications Specialist 3	TowersGI	Digital Content Management/Production						
19	Compliance Specialist 3	TowersE	Regulatory Affairs and Compliance						
19	Compliance Specialist 3	TowersGI	Regulatory Affairs and Compliance						
19	Credit/Collections Consultant 2	TowersE	Credit and Collections Generalist/Multidiscipline						
19	Credit/Collections Consultant 2	TowersE	Credit						
19	Credit/Collections Consultant 2	TowersGI	Credit and Collections Generalist/Multidiscipline						
19	Credit/Collections Consultant 2	TowersGI	Credit						
19	Customer Contact Ctr Supervisor	AGA	Call Center Supervisor						
19	Customer Contact Ctr Supervisor	MercerE	Customer Service Supervisor						
19	Customer Contact Ctr Supervisor	MillimanMMP	Call Center Supervisor						
19	Customer Contact Ctr Supervisor	MillimanPACS	Customer Service Supervisor						
19	Customer Contact Ctr Supervisor	TowersE	Customer Contact Center Generalist/Multidiscipline						
19	Customer Contact Ctr Supervisor	TowersGI	Customer Contact Center Generalist/Multidiscipline						
19	Dsktp Admin IT Spec 3	MercerE	IT Analyst - Senior						
19	Dsktp Admin IT Spec 3	TowersE	IT On-Site Support						
19	Dsktp Admin IT Spec 3	TowersGI	IT On-Site Support						
19	Energy Integrity Specialist 2	TowersE	Fraud and Revenue Assurance						
19	Engineering Specialist 3	MercerE	Technician III						

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19	Engineering Specialist 3	MillimanPACS	Engineering Technician - Senior						
19	Engineering Specialist 3	TowersE	Gas Transmission and/or Distribution Technical Specialty						
19	Environmental Consultant 2	AGA	Environmental Analyst						
19	Environmental Consultant 2	MillimanMMP	Environmental Engineer						
19	Environmental Consultant 2	TowersE	Environmental Health and Safety Generalist/Multidiscipline						
19	Environmental Consultant 2	TowersGI	Environmental Health and Safety Generalist/Multidiscipline						
19	General Auditor 2	AGA	Internal Auditor						
19	General Auditor 2	MillimanMMP	Internal Auditor						
19	General Auditor 2	MillimanPACS	Auditor - Intermediate						
19	General Auditor 2	TowersE	General Audit						
19	General Auditor 2	TowersE	IS Audit						
19	General Auditor 2	TowersGI	General Audit						
19	General Auditor 2	TowersGI	IS Audit						
19	General Mgmt Accountant 2	MercerE	Accountant B						
19	General Mgmt Accountant 2	MillimanMMP	Accountant						
19	General Mgmt Accountant 2	MillimanPACS	Accountant - Intermediate						
19	General Mgmt Accountant 2	TowersE	General Accounting						
19	General Mgmt Accountant 2	TowersGI	General Accounting						
19	Help Desk IT Spec 3	MillimanPACS	Help Desk Specialist - Senior						
19	Help Desk IT Spec 3	MillimanTech	Help Desk Specialist, Senior						
19	Help Desk IT Spec 3	TowersE	IT Help Desk Support						
19	Help Desk IT Spec 3	TowersGI	IT Help Desk Support						
19	Human Resource Administrator 3	AGA	Employee Benefits Administrator						
19	Human Resource Administrator 3	MercerE	Human Resources Analyst C						
19	Human Resource Administrator 3	MillimanMMP	Recruiter - Senior						
19	Human Resource Administrator 3	MillimanPACS	Employment Recruiter - Senior						
19	Human Resource Administrator 3	MillimanPACS	Benefits Administrator**						
19	Human Resource Administrator 3	TowersE	Recruitment Generalist/Multidiscipline						
19	Human Resource Administrator 3	TowersE	Benefits						
19	Human Resource Administrator 3	TowersGI	Benefits						
19	Human Resource Administrator 3	TowersGI	Recruitment Generalist/Multidiscipline						
19	Human Resource Consultant 2	AGA	Compensation Analyst						
19	Human Resource Consultant 2	MercerE	Human Resources Analyst C						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
19	Human Resource Consultant 2	MillimanMMP	Training & Development Specialist						
19	Human Resource Consultant 2	MillimanMMP	Compensation Analyst (Intermediate Level)						
19	Human Resource Consultant 2	MillimanMMP	Labor Relations Specialist						
19	Human Resource Consultant 2	MillimanPACS	Compensation Analyst						
19	Human Resource Consultant 2	TowersE	Compensation Generalist/Multidiscipline						
19	Human Resource Consultant 2	TowersE	Organization Development						
19	Human Resource Consultant 2	TowersE	Employee/Labor Relations Generalist/Multidiscipline						
19	Human Resource Consultant 2	TowersGI	Organization Development						
19	Human Resource Consultant 2	TowersGI	Compensation Generalist/Multidiscipline						
19	Human Resource Consultant 2	TowersGI	Employee/Labor Relations Generalist/Multidiscipline						
19	Marketing Account Manager 3	MillimanMMP	Public Relations Specialist - Senior						
19	Marketing Account Manager 3	TowersE	Public Relations						
19	Marketing Account Manager 3	TowersGI	Public Relations						
19	Marketing Program Manager/Analyst 2	MillimanMMP	Marketing Analyst						
19	Marketing Program Manager/Analyst 2	TowersGI	Marketing Program Management						
19	Operations Business Analyst 2	MillimanMMP	Applications Systems Analyst						
19	Operations Business Analyst 2	MillimanPACS	Systems Analyst - Intermediate					0	
19	Operations Business Analyst 2	TowersE	Computer Systems Administration						
19	Operations Business Analyst 2	TowersGI	Computer Systems Administration						
19	Proc/Asset Mgt IT Spec 3	TowersE	IT Asset Management						
19	Proc/Asset Mgt IT Spec 3	TowersGI	IT Asset Management						
19	Process Analyst 2	MillimanMMP	Business Data Analyst II						
19	Process Analyst 2	TowersE	Business Process Improvement						
19	Process Analyst 2	TowersGI	Business Process Improvement						
19	Quality Assurance Spec 2	TowersE	Quality Control/Inspection Technical Specialty						
19	Quality Assurance Spec 2	TowersGI	Quality Control/Inspection Technical Specialty						
19	Treasury Analyst 2	MercerE	Treasury Analyst B						
19	Treasury Analyst 2	MillimanMMP	Treasury Analyst						
19	Treasury Analyst 2	MillimanPACS	Treasury Analyst						
19	Treasury Analyst 2	TowersE	Treasury Operations						
19	Treasury Analyst 2	TowersGI	Treasury Operations						

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19 Average									
20	Accounting Supervisor	AGA	Billing Services Supervisor						
20	Accounting Supervisor	MercerE	Accounts Payable/Receivable Supervisor						
20	Accounting Supervisor	MercerE	Accounting Support Supervisor						
20	Accounting Supervisor	MillimanMMP	Accounting Supervisor						
20	Accounting Supervisor	MillimanPACS	Accounting Supervisor						
20	Accounting Supervisor	TowersE	Credit and Collections Generalist/Multidiscipline						
20	Accounting Supervisor	TowersE	General Accounting						
20	Accounting Supervisor	TowersGI	Credit and Collections Generalist/Multidiscipline						
20	Accounting Supervisor	TowersGI	General Accounting						
20	Administrative Services Supervisor	MercerE	Office Services Supervisor						
20	Administrative Services Supervisor	MillimanMMP	Reprographics Manager						
20	Administrative Services Supervisor	MillimanPACS	Office Manager						
20	Administrative Services Supervisor	TowersE	Administrative Services Generalist/Multidiscipline						
20	Administrative Services Supervisor	TowersGI	Administrative Services Generalist/Multidiscipline						
20	Applications Engineering 2	MillimanTech	Applications Engineer II						
20	Applications Engineering 2	TowersE	Application Development						
20	Applications Engineering 2	TowersGI	Application Development						
20	Billing Services Supervisor	AGA	Billing Services Supervisor						
20	Billing Services Supervisor	MercerE	Accounts Payable/Receivable Supervisor						
20	Billing Services Supervisor	MillimanPACS	Accounting Supervisor						
20	Billing Services Supervisor	TowersE	Accounts Receivable						
20	Billing Services Supervisor	TowersGI	Accounts Receivable						
20	Business Development Consultant 1	MercerE	Business Development Representative B						
20	Business Development Consultant 1	TowersE	Corporate Development						
20	Business Development Consultant 1	TowersGI	Corporate Development						
20	Business Syst IT Spec 3	MillimanTech	Business Systems Analysis, Senior						
20	Business Syst IT Spec 3	TowersE	Business Systems Analysis						
20	Business Syst IT Spec 3	TowersGI	Business Systems Analysis						
20	Comm & Govt Affairs Cnslt 3	TowersE	Community Affairs/Relations						
20	Comm & Govt Affairs Cnslt 3	TowersE	Government Relations						
20	Comm & Govt Affairs Cnslt 3	TowersE	Community Affairs/Relations						
20	Comm & Govt Affairs Cnslt 3	TowersE	Government Relations						

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20	Comm & Govt Affairs Cnslt 3	TowersGI	Community Affairs/Relations						
20	Comm & Govt Affairs Cnslt 3	TowersGI	Government Relations						
20	Comm & Govt Affairs Cnslt 3	TowersGI	Community Affairs/Relations						
20	Comm & Govt Affairs Cnslt 3	TowersGI	Government Relations						
20	Community Relations Supervisor	TowersE	Community Affairs/Relations						
20	Community Relations Supervisor	TowersGI	Community Affairs/Relations						
20	Creative Services Specialist 3	TowersE	Marketing Generalist/Multidiscipline						
20	Creative Services Specialist 3	TowersGI	Marketing Generalist/Multidiscipline						
20	Economics Analyst 2	TowersGI	Strategic Planning						
20	Emergency Response Specialist 3	TowersE	Gas Transmission Generalist/Multidiscipline						
20	Engineering 2	AGA	Engineer						
20	Engineering 2	MercerE	Engineer B						
20	Engineering 2	MillimanEng	Mechanical Engineer II						
20	Engineering 2	MillimanEng	Civil Engineer II						
20	Engineering 2	MillimanEng	Electrical Engineer II						
20	Engineering 2	MillimanMMP	Civil Engineer						
20	Engineering 2	MillimanMMP	Mechanical Engineer						
20	Engineering 2	MillimanMMP	Electrical Engineer						
20	Engineering 2	TowersE	Gas Distribution Engineering						
20	Engineering 2	TowersE	Gas Transmission Engineering						
20	Facilities Supervisor	MillimanMMP	Maintenance Supervisor						
20	Facilities Supervisor	MillimanMMP	Facilities Project Manager						
20	Facilities Supervisor	TowersE	Facilities Management						
20	Facilities Supervisor	TowersGI	Facilities Management						
20	Gas Controller 2	AGA	Gas Controller						
20	Gas Controller 2	MercerE	Control Center Operator III						
20	Gas Controller 2	TowersE	Gas Distribution System Operations						
20	General Mgmt Accountant 3	MercerE	Accountant C						
20	General Mgmt Accountant 3	MillimanMMP	Accountant - Senior						
20	General Mgmt Accountant 3	MillimanPACS	Accountant - Senior						
20	General Mgmt Accountant 3	TowersE	General Accounting						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
20	General Mgmt Accountant 3	TowersGI	General Accounting						
20	General Writer 3	TowersE	Creative Writing Services						
20	General Writer 3	TowersGI	Creative Writing Services						
20	GIS Specialist 3	MercerE	Geographic Information Systems (GIS) Analyst D						
20	GIS Specialist 3	TowersE	Geographical Information Systems Technical Specialty						
20	IT Business Analyst 2	MillimanMMP	Business Data Analyst II						
20	IT Business Analyst 2	MillimanTech	Business Systems Analysis II						
20	IT Business Analyst 2	TowersE	Business Systems Analysis						
20	IT Business Analyst 2	TowersE	Information Technology Project Management						
20	IT Business Analyst 2	TowersGI	Business Systems Analysis						
20	IT Business Analyst 2	TowersGI	Information Technology Project Management						
20	IT Compliance Analyst 2	MillimanTech	Technical Writer II						
20	IT Compliance Analyst 2	MillimanTech	Quality Assurance II						
20	IT Compliance Analyst 2	MillimanTech	Business Systems Analysis II						
20	IT Compliance Analyst 2	TowersE	Software Quality Assurance and Testing						
20	IT Compliance Analyst 2	TowersE	Application Development Support						
20	IT Compliance Analyst 2	TowersGI	Software Quality Assurance and Testing						
20	IT Compliance Analyst 2	TowersGI	Application Development Support						
20	Major Account Svcs Acct Mgr 2	TowersE	Direct Sales Generalist/Multidiscipline						
20	Major Account Svcs Acct Mgr 2	TowersGI	Direct Sales Generalist/Multidiscipline						
20	Marketing Consultant 2	MercerE	Marketing Representative C						
20	Marketing Consultant 2	TowersE	Marketing						
20	Marketing Consultant 2	TowersGI	Marketing Generalist/Multidiscipline						
20	Marketing Consultant 2	TowersGI	Product Management						
20	Marketing Program Manager/Analyst 3	MillimanMMP	Marketing Analyst - Senior						
20	Marketing Program Manager/Analyst 3	TowersE	Marketing Program Management						
20	Marketing Program Manager/Analyst 3	TowersGI	Marketing Program Management						
20	Process Analyst 3	MillimanMMP	Business Data Analyst III						
20	Process Analyst 3	TowersE	Business Process Improvement						
20	Process Analyst 3	TowersGI	Business Process Improvement						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
20	Procure/Materials Supervisor	AGA	District Warehouse Supervisor						
20	Procure/Materials Supervisor	MercerE	Warehouse Supervisor						
20	Procure/Materials Supervisor	MillimanMMP	Distribution Center / Warehouse Manager						
20	Procure/Materials Supervisor	MillimanPACS	Distribution Center/Warehouse Manager						
20	Procure/Materials Supervisor	TowersE	Warehousing						
20	Procure/Materials Supervisor	TowersGI	Warehousing						
20	Project Manager 1	MillimanMMP	Project Analyst						
20	Project Manager 1	TowersGI	Project/Program Management Generalist/Multidiscipline						
20	Project Manager 1	TowersGI	Information Technology Project Management						
20	Public Relations Specialist 3	MercerE	Communications Analyst C						
20	Public Relations Specialist 3	MillimanMMP	Public Relations Specialist - Senior						
20	Public Relations Specialist 3	TowersE	Public Relations						
20	Public Relations Specialist 3	TowersE	Corporate Affairs/Communications Generalist/Multidiscipline						
20	Public Relations Specialist 3	TowersGI	Corporate Affairs/Communications Generalist/Multidiscipline						
20	Public Relations Specialist 3	TowersGI	Public Relations						
20	Quality Assurance Spec 3	TowersE	Quality Control/Inspection Technical Specialty						
20	Quality Assurance Spec 3	TowersGI	Quality Control/Inspection Technical Specialty						
20	Risk & Land Agent 3	AGA	Right-of-Way Agent						
20	Risk & Land Agent 3	MercerE	Risk Analyst C						
20	Risk & Land Agent 3	TowersE	Risk Management Generalist/Multidiscipline						
20	Risk & Land Agent 3	TowersGI	Risk Management Generalist/Multidiscipline						
20	Safety Specialist 3	AGA	Safety Coordinator						
20	Safety Specialist 3	MillimanPACS	Safety Specialist						
20	Safety Specialist 3	TowersE	Safety						
20	Safety Specialist 3	TowersGI	Safety						
20	Safety Training Consultant 2	AGA	Safety Coordinator						
20	Safety Training Consultant 2	MillimanPACS	Safety Coordinator						
20	Safety Training Consultant 2	TowersE	Safety						
20	Safety Training Consultant 2	TowersE	Safety						
20	Safety Training Consultant 2	TowersGI	Industrial Hygiene						
20	Safety Training Consultant 2	TowersGI	Industrial Hygiene						
20	Security Management Consultant 3	MercerE	Corporate Security Analyst						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
20	Security Management Consultant 3	MillimanMMP	Risk Management / Loss Control Manager						
20	Security Management Consultant 3	TowersE	Security Generalist/Multidiscipline						
20	Security Management Consultant 3	TowersE	Security Generalist/Multidiscipline						
20	Security Management Consultant 3	TowersGI	Security Generalist/Multidiscipline						
20	Security Management Consultant 3	TowersGI	Security Generalist/Multidiscipline						
20	Shareholder Svcs Admin/Corp Legal Spec 3	TowersE	Investor Relations						
20	Shareholder Svcs Admin/Corp Legal Spec 3	TowersGI	Investor Relations						
20	Syst Admin IT Spec 2	MercerE	Systems Administrator - Experienced						
20	Syst Admin IT Spec 2	MillimanMMP	Systems Administrator						
20	Syst Admin IT Spec 2	MillimanTech	Systems Administrator II						
20	Syst Admin IT Spec 2	TowersE	Computer Systems Administration						
20	Syst Admin IT Spec 2	TowersGI	Computer Systems Administration						
20	Systems Analyst/QA 2	MillimanTech	Technical Writer II						
20	Systems Analyst/QA 2	MillimanTech	Quality Assurance II						
20	Systems Analyst/QA 2	TowersE	Software Quality Assurance and Testing						
20	Systems Analyst/QA 2	TowersGI	Software Quality Assurance and Testing						
20	Technical Trainer 2	TowersE	Technical Training						
20	Technical Trainer 2	TowersGI	Technical Training						
20	Technical Training Consultant 2	MercerE	Technical Trainer C						
20	Technical Training Consultant 2	TowersE	Technical Training						
20	Technical Training Consultant 2	TowersGI	Technical Training						
20	Treasury Analyst 3	MercerE	Treasury Analyst C						
20	Treasury Analyst 3	MillimanMMP	Treasury Analyst - Senior / Assistant Treasurer						
20	Treasury Analyst 3	TowersE	Treasury Operations						
20	Treasury Analyst 3	TowersGI	Treasury Operations						
20	Utility Support Supervisor	AGA	Meter Readers Supervisor						
20	Utility Support Supervisor	MercerE	Meter Reading Supervisor						
20	Utility Support Supervisor	TowersE	Energy Delivery/Distribution						
21	Accounting Analyst 3	AGA	Gas Accountant						
21	Accounting Analyst 3	AGA	Accountant						

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21	Accounting Analyst 3	MercerE	Accountant D						
21	Accounting Analyst 3	MillimanMMP	Accountant - Senior						
21	Accounting Analyst 3	MillimanMMP	Tax Accountant - Senior						
21	Accounting Analyst 3	MillimanPACS	Accountant - Senior						
21	Accounting Analyst 3	TowersE	General Accounting						
21	Accounting Analyst 3	TowersE	Accounting Generalist/Multidiscipline						
21	Accounting Analyst 3	TowersGI	General Accounting						
21	Accounting Analyst 3	TowersGI	Accounting Generalist/Multidiscipline						
21	Applications Engineering 3	MillimanTech	Applications Engineer, Senior						
21	Applications Engineering 3	TowersE	Application Development						
21	Applications Engineering 3	TowersGI	Application Development						
21	Attorney 1	AGA	Attorney						
21	Attorney 1	MercerE	Attorney/Solicitor A						
21	Attorney 1	TowersE	Legal Generalist/Multidiscipline						
21	Attorney 1	TowersGI	Legal Generalist/Multidiscipline						
21	Business/Budget/Finance Analyst 3	AGA	Financial or Business Analyst						
21	Business/Budget/Finance Analyst 3	TowersE	Financial Analysis						
21	Business/Budget/Finance Analyst 3	TowersE	Budget Analysis						
21	Business/Budget/Finance Analyst 3	TowersGI	Financial Analysis						
21	Business/Budget/Finance Analyst 3	TowersGI	Budget Analysis						
21	Communications & Controls Supervisor	AGA	Telecommunications Supervisor						
21	Communications & Controls Supervisor	TowersE	Voice Communications						
21	Compliance Supervisor	AGA	Customer Field Service Supervisor						
21	Credit/Collections Consultant 3	MillimanMMP	Credit Manager						
21	Credit/Collections Consultant 3	TowersE	Credit and Collections Generalist/Multidiscipline						
21	Credit/Collections Consultant 3	TowersE	Credit						
21	Credit/Collections Consultant 3	TowersE	Credit						
21	Credit/Collections Consultant 3	TowersGI	Credit and Collections Generalist/Multidiscipline						
21	Credit/Collections Consultant 3	TowersGI	Credit						
21	Credit/Collections Consultant 3	TowersGI	Credit and Collections Generalist/Multidiscipline						
21	Credit/Collections Consultant 3	TowersGI	Credit						
21	DB Developer/Administrator 2	AGA	Database Analyst						

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21	DB Developer/Administrator 2	MillimanTech	Database Administrator II						
21	DB Developer/Administrator 2	TowersE	Database Design and Analysis						
21	DB Developer/Administrator 2	TowersGI	Database Design and Analysis						
21	Economics Analyst 3	TowersE	Strategic Planning						
21	Economics Analyst 3	TowersGI	Strategic Planning						
21	Emergency/Busi Continuity Consultant 3	MillimanMMP	Business Continuity / Disaster Planning Manager						
21	Emergency/Busi Continuity Consultant 3	TowersE	Business Continuation						
21	Emergency/Busi Continuity Consultant 3	TowersE	Business Continuation						
21	Emergency/Busi Continuity Consultant 3	TowersGI	Business Continuation						
21	Emergency/Busi Continuity Consultant 3	TowersGI	Business Continuation						
21	Energy Integrity Supervisor	MillimanMMP	Risk Management / Loss Control Manager						
21	Energy Integrity Supervisor	TowersE	Fraud and Revenue Assurance						
21	Environmental Consultant 3	AGA	Environmental Analyst						
21	Environmental Consultant 3	MillimanMMP	Environmental Engineer - Senior						
21	Environmental Consultant 3	TowersE	Environmental Health and Safety Generalist/Multidiscipline						
21	Environmental Consultant 3	TowersE	Environmental Health and Safety Generalist/Multidiscipline						
21	Environmental Consultant 3	TowersGI	Environmental Health and Safety Generalist/Multidiscipline						
21	Environmental Consultant 3	TowersGI	Environmental Health and Safety Generalist/Multidiscipline						
21	Field Operations Supervisor	AGA	Customer Field Service Supervisor						
21	Field Operations Supervisor	MercerE	Field Operations Manager (Utility)						
21	Field Operations Supervisor	MercerE	Construction Superintendent						
21	Field Operations Supervisor	TowersE	Gas Distribution System Operations						
21	Financial Consultant 2	AGA	Financial or Business Analyst						
21	Financial Consultant 2	MercerE	Financial Analyst C						
21	Financial Consultant 2	MillimanMMP	Financial Analyst - Senior						
21	Financial Consultant 2	MillimanPACS	Financial Analyst - Senior						
21	Financial Consultant 2	TowersE	Financial Analysis						
21	Financial Consultant 2	TowersGI	Financial Analysis						
21	Financial Risk Analyst 3	AGA	Financial or Business Analyst						
21	Financial Risk Analyst 3	MercerE	Risk Analyst C						
21	Financial Risk Analyst 3	MercerE	Financial Analyst C						
21	Financial Risk Analyst 3	MercerE	Business Analyst C						

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21	Financial Risk Analyst 3	MillimanMMP	Financial Analyst - Senior						
21	Financial Risk Analyst 3	MillimanMMP	Business Data Analyst III						
21	Financial Risk Analyst 3	MillimanPACS	Financial Analyst - Senior						
21	Financial Risk Analyst 3	MillimanPACS	Business Data Analyst III						
21	Financial Risk Analyst 3	TowersE	Financial Analysis and Tax Generalist/Multidiscipline						
21	Financial Risk Analyst 3	TowersE	Financial Analysis						
21	Financial Risk Analyst 3	TowersE	Risk Management Generalist/Multidiscipline						
21	Financial Risk Analyst 3	TowersGI	Financial Analysis and Tax Generalist/Multidiscipline						
21	Financial Risk Analyst 3	TowersGI	Financial Analysis						
21	Financial Risk Analyst 3	TowersGI	Risk Management Generalist/Multidiscipline						
21	Gas Buyer 2	AGA	Gas Supply Representative						
21	Gas Buyer 2	TowersE	Commodity Purchasing						
21	Gas Buyer 2	TowersGI	Commodity Purchasing						
21	Gas Controller 3	MercerE	Control Center Operator IV						
21	Gas Supply Consultant 2	AGA	Gas Supply Representative						
21	Gas Supply Consultant 2	TowersE	Energy Trading Operations/Support						
21	Gas Supply Consultant 2	TowersE	Energy Marketing and Trading Financial Analysis						
21	Gas Supply Consultant 2	TowersE	Energy Trading						
21	General Auditor 3	AGA	Internal Auditor						
21	General Auditor 3	MillimanMMP	Internal Auditor - Senior						
21	General Auditor 3	MillimanMMP	Information Systems Auditor - Senior						
21	General Auditor 3	MillimanPACS	Auditor - Senior						
21	General Auditor 3	TowersE	General Audit						
21	General Auditor 3	TowersE	IS Audit						
21	General Auditor 3	TowersGI	General Audit						
21	General Auditor 3	TowersGI	IS Audit						
21	GIS Supervisor	AGA	Geographic Information System Supervisor						
21	GIS Supervisor	MillimanMMP	GIS Supervisor						
21	GIS Supervisor	TowersE	Geographical Information Systems Technical Specialty						
21	Human Resource Consultant 3	AGA	Compensation Analyst						
21	Human Resource Consultant 3	AGA	Labor Relations Specialist/Representative						
21	Human Resource Consultant 3	MercerE	Human Resources Analyst C						
21	Human Resource Consultant 3	MercerE	Human Resources Analyst D						

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21	Human Resource Consultant 3	MillimanMMP	Training & Development Specialist - Senior						
21	Human Resource Consultant 3	MillimanMMP	Compensation Analyst - Senior						
21	Human Resource Consultant 3	MillimanMMP	Labor Relations Specialist						
21	Human Resource Consultant 3	MillimanPACS	Compensation Analyst - Senior						
21	Human Resource Consultant 3	MillimanPACS	Employee Relations Specialist - Senior						
21	Human Resource Consultant 3	TowersE	Compensation Generalist/Multidiscipline						
21	Human Resource Consultant 3	TowersE	Organization Development						
21	Human Resource Consultant 3	TowersE	Employee/Labor Relations Generalist/Multidiscipline						
21	Human Resource Consultant 3	TowersE	Compensation Generalist/Multidiscipline						
21	Human Resource Consultant 3	TowersE	Organization Development						
21	Human Resource Consultant 3	TowersGI	Organization Development						
21	Human Resource Consultant 3	TowersGI	Compensation Generalist/Multidiscipline						
21	Human Resource Consultant 3	TowersGI	Employee/Labor Relations Generalist/Multidiscipline						
21	Human Resource Consultant 3	TowersGI	Organization Development						
21	Human Resource Consultant 3	TowersGI	Compensation Generalist/Multidiscipline						
21	Human Resource Consultant 3	TowersGI	Employee/Labor Relations Generalist/Multidiscipline						
21	Internal Communications Specialist 3	TowersE	Internal/Employee Communications						
21	Internal Communications Specialist 3	TowersGI	Internal/Employee Communications						
21	IT Compliance Analyst 3	MillimanTech	Technical Writer, Senior						
21	IT Compliance Analyst 3	MillimanTech	Quality Assurance, Senior						
21	IT Compliance Analyst 3	MillimanTech	Business Systems Analysis, Senior						
21	IT Compliance Analyst 3	TowersE	Software Quality Assurance and Testing						
21	IT Compliance Analyst 3	TowersE	Application Development Support						
21	IT Compliance Analyst 3	TowersGI	Software Quality Assurance and Testing						
21	IT Compliance Analyst 3	TowersGI	Application Development Support						
21	IT Compliance Analyst 3	TowersGI	IT Risk Management						
21	Market Research Analyst 3	MercerE	Market Research Analyst						
21	Market Research Analyst 3	MillimanMMP	Market Research Analyst - Senior						
21	Market Research Analyst 3	TowersE	Market Research/Intelligence						
21	Market Research Analyst 3	TowersGI	Market Research/Intelligence						
21	Marketing Consultant 3	MercerE	Marketing Representative C						
21	Marketing Consultant 3	MercerE	Marketing Representative D						
21	Marketing Consultant 3	MillimanMMP	Product Marketing Manager - Senior						
21	Marketing Consultant 3	MillimanTech	Product Manager, Senior						
21	Marketing Consultant 3	TowersE	Marketing						

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21	Marketing Consultant 3	TowersE	Marketing						
21	Marketing Consultant 3	TowersGI	Marketing Generalist/Multidiscipline						
21	Marketing Consultant 3	TowersGI	Product Management						
21	Marketing Consultant 3	TowersGI	Marketing Generalist/Multidiscipline						
21	Marketing Consultant 3	TowersGI	Product Management						
21	Operations Support Svcs Supv	AGA	Meter Technology Supervisor						
21	Operations Support Svcs Supv	AGA	Meter Shop Supervisor						
21	Operations Support Svcs Supv	MillimanMMP	Maintenance Supervisor						
21	Operations Support Svcs Supv	TowersE	Distribution Meter Services - Gas Meter Services						
21	Process Consultant	MillimanMMP	Business Data Analyst III						
21	Process Consultant	TowersE	Business Process Improvement						
21	Process Consultant	TowersE	Business Process Improvement						
21	Process Consultant	TowersGI	Business Process Improvement						
21	Process Consultant	TowersGI	Business Process Improvement						
21	Project Manager 2	MercerE	Project Manager B						
21	Project Manager 2	MercerE	Project Manager B - IT						
21	Project Manager 2	MillimanMMP	Project Manager I						
21	Project Manager 2	TowersE	Project/Program Management Generalist/Multidiscipline						
21	Project Manager 2	TowersE	Information Technology Project Management						
21	Project Manager 2	TowersGI	Project/Program Management Generalist/Multidiscipline						
21	Project Manager 2	TowersGI	Information Technology Project Management						
21	Quality Assurance Supervisor	TowersE	Quality Control/Inspection Technical Specialty						
21	Quality Assurance Supervisor	TowersGI	Quality Control/Inspection Technical Specialty						
21	Rates/Regulatory Analyst 3	AGA	Rate Analyst						
21	Rates/Regulatory Analyst 3	MercerE	Regulatory Analyst C						
21	Rates/Regulatory Analyst 3	TowersE	Rates						
21	Rates/Regulatory Analyst 3	TowersE	Regulatory Affairs and Compliance						
21	Rates/Regulatory Analyst 3	TowersGI	Regulatory Affairs and Compliance						
21	Rates/Regulatory Consultant 2	AGA	Rate Analyst						
21	Rates/Regulatory Consultant 2	MercerE	Regulatory Analyst C						
21	Rates/Regulatory Consultant 2	TowersE	Rates						
21	Rates/Regulatory Consultant 2	TowersE	Regulatory Affairs and Compliance						
21	Rates/Regulatory Consultant 2	TowersGI	Regulatory Affairs and Compliance						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
21	Resource Planning & Process Supervisor	AGA	Service Dispatch Supervisor						
21	Safety Training Consultant 3	AGA	Safety Coordinator						
21	Safety Training Consultant 3	AGA	Safety Coordinator						
21	Safety Training Consultant 3	MillimanPACS	Safety Specialist						
21	Safety Training Consultant 3	TowersE	Safety						
21	Safety Training Consultant 3	TowersE	Safety						
21	Safety Training Consultant 3	TowersE	Safety						
21	Safety Training Consultant 3	TowersE	Safety						
21	Safety Training Consultant 3	TowersGI	Industrial Hygiene						
21	Safety Training Consultant 3	TowersGI	Industrial Hygiene						
21	Safety Training Consultant 3	TowersGI	Industrial Hygiene						
21	Safety Training Consultant 3	TowersGI	Industrial Hygiene						
21	Smart Energy Program Manager 3	AGA	Energy Efficiency Residential Program Manager						
21	Smart Energy Program Manager 3	AGA	Energy Efficiency Marketing Manager						
21	Smart Energy Program Manager 3	TowersE	Marketing Program Management						
21	Smart Energy Program Manager 3	TowersGI	Marketing Program Management						
21	Stock Plan Administrator	TowersE	Stockholder Services						
21	Systems Analyst/QA 3	MillimanTech	Quality Assurance, Senior						
21	Systems Analyst/QA 3	TowersE	Software Quality Assurance and Testing						
21	Systems Analyst/QA 3	TowersGI	Software Quality Assurance and Testing						
21	Technical Training Consultant 3	MercerE	Technical Trainer C						
21	Technical Training Consultant 3	MercerE	Technical Trainer D						
21	Technical Training Consultant 3	TowersE	Technical Training						
21	Technical Training Consultant 3	TowersE	Technical Training						
21	Technical Training Consultant 3	TowersGI	Technical Training						
21	Technical Training Consultant 3	TowersGI	Technical Training						
21	Technical Training Supervisor	TowersE	Technical Training						
21	Technical Training Supervisor	TowersGI	Technical Training						
21	Transportation Supervisor	TowersGI	Transportation						
21 Average									

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
22	Accounting Manager	AGA	Gas Accounting Manager						
22	Accounting Manager	AGA	General Accounting Manager						
22	Accounting Manager	MercerE	Accounting Manager						
22	Accounting Manager	MillimanMMP	Accounting Manager						
22	Accounting Manager	MillimanPACS	Accounting Manager						
22	Accounting Manager	TowersE	Accounts Payable/Receivable						
22	Accounting Manager	TowersE	Cost Accounting						
22	Accounting Manager	TowersE	General Accounting						
22	Accounting Manager	TowersGI	Accounts Payable/Receivable						
22	Accounting Manager	TowersGI	General Accounting						
22	Accounting Manager	TowersGI	Cost Accounting						
22	Applications Engineering 4	MillimanTech	Applications Engineer, Principal						
22	Applications Engineering 4	TowersE	Application Development						
22	Applications Engineering 4	TowersGI	Application Development						
22	Business Development Consult 2	MercerE	Business Development Representative C						
22	Business Development Consult 2	TowersE	Corporate Development						
22	Business Development Consult 2	TowersGI	Corporate Development						
22	Business Systems Consultant	TowersE	Business Systems Analysis						
22	Business Systems Consultant	TowersE	Business Systems Analysis						
22	Business Systems Consultant	TowersGI	Business Systems Analysis						
22	Business Systems Consultant	TowersGI	Business Systems Analysis						
22	Engineering 3	AGA	Engineer						
22	Engineering 3	MercerE	Engineer D						
22	Engineering 3	MillimanEng	Mechanical Engineer - Senior						
22	Engineering 3	MillimanEng	Electrical Engineer - Senior						
22	Engineering 3	MillimanEng	Civil Engineer - Senior						
22	Engineering 3	MillimanMMP	Mechanical Engineer - Senior						
22	Engineering 3	MillimanMMP	Electrical Engineer - Senior						
22	Engineering 3	MillimanMMP	Civil Engineer - Senior						
22	Engineering 3	TowersE	Gas Distribution Engineering						
22	Engineering 3	TowersE	Engineering Generalist/Multidiscipline						
22	Engineering 3	TowersE	Gas Transmission Engineering						
22	Engineering 3	TowersGI	Engineering Generalist/Multidiscipline						
22	Engineering 3 - FIELD	AGA	Engineer						

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22	Engineering 3 - FIELD	AGA	Engineering Supervisor						
22	Engineering 3 - FIELD	MercerE	Engineer D						
22	Engineering 3 - FIELD	MillimanEng	Mechanical Engineer - Senior						
22	Engineering 3 - FIELD	MillimanEng	Electrical Engineer - Senior						
22	Engineering 3 - FIELD	MillimanEng	Civil Engineer - Senior						
22	Engineering 3 - FIELD	MillimanMMP	Mechanical Engineer - Senior						
22	Engineering 3 - FIELD	MillimanMMP	Electrical Engineer - Senior						
22	Engineering 3 - FIELD	MillimanMMP	Civil Engineer - Senior						
22	Engineering 3 - FIELD	TowersE	Gas Distribution Engineering						
22	Engineering 3 - FIELD	TowersE	Engineering Generalist/Multidiscipline						
22	Engineering 3 - FIELD	TowersE	Gas Transmission Engineering						
22	Engineering 3 - FIELD	TowersGI	Engineering Generalist/Multidiscipline						
22	Environmental Manager	TowersE	Environmental Health and Safety Generalist/Multidiscipline						
22	Environmental Manager	TowersGI	Environmental Health and Safety Generalist/Multidiscipline						
22	Financial Consultant 3	AGA	Financial or Business Analyst						
22	Financial Consultant 3	AGA	Financial or Business Analyst						
22	Financial Consultant 3	MercerE	Financial Analyst C						
22	Financial Consultant 3	MercerE	Financial Analyst D						
22	Financial Consultant 3	MillimanMMP	Financial Analyst - Senior						
22	Financial Consultant 3	MillimanPACS	Financial Analyst - Senior						
22	Financial Consultant 3	TowersE	Financial Analysis						
22	Financial Consultant 3	TowersE	Financial Analysis						
22	Financial Consultant 3	TowersGI	Financial Analysis						
22	Financial Consultant 3	TowersGI	Financial Analysis						
22	Gas Buyer 3	AGA	Gas Supply Representative						
22	Gas Buyer 3	TowersE	Commodity Purchasing						
22	Gas Buyer 3	TowersGI	Commodity Purchasing						
22	Gas Buyer 3	TowersGI	Commodity Purchasing						
22	Gas Control Manager	AGA	Gas Control Manager						
22	Gas Control Manager	MercerE	Control Center/Scheduling Manager						
22	Gas Control Manager	TowersE	Gas Distribution System Operations						
22	Gas Operations Superintendent	AGA	Station Superintendent						
22	Gas Operations Superintendent	AGA	Area Operations Superintendent						
22	Gas Operations Superintendent	TowersE	Gas Transmission Generalist/Multidiscipline						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
22	IT Security Specialist 2	MercerE	Information Security Professional - Experienced						
22	IT Security Specialist 2	MillimanTech	Information Security II						
22	IT Security Specialist 2	TowersE	IS and Cyber Security Development						
22	IT Security Specialist 2	TowersE	IS and Cyber Security						
22	IT Security Specialist 2	TowersGI	IS and Cyber Security						
22	IT Security Specialist 2	TowersGI	IS and Cyber Security Development						
22	Marketing Manager	AGA	Residential and Commercial Marketing Manager						
22	Marketing Manager	MercerE	Marketing Manager						
22	Marketing Manager	MillimanMMP	Marketing Manager						
22	Marketing Manager	TowersE	Marketing Generalist/Multidiscipline						
22	Marketing Manager	TowersGI	Marketing Generalist/Multidiscipline						
22	Network Engineering 2	AGA	Network Planning Analyst						
22	Network Engineering 2	MillimanTech	Network Engineer II						
22	Network Engineering 2	TowersE	Network Control/Administration						
22	Network Engineering 2	TowersE	Network Planning and Implementation						
22	Network Engineering 2	TowersGI	Network Control/Administration						
22	Network Engineering 2	TowersGI	Network Planning and Implementation						
22	Payroll-HRIT Manager	AGA	Payroll Manager						
22	Payroll-HRIT Manager	MercerE	Payroll Manager						
22	Payroll-HRIT Manager	MillimanMMP	Payroll Manager						
22	Payroll-HRIT Manager	MillimanPACS	Payroll Manager						
22	Payroll-HRIT Manager	TowersE	Payroll						
22	Payroll-HRIT Manager	TowersE	Human Resources Information Systems						
22	Payroll-HRIT Manager	TowersGI	Payroll						
22	Payroll-HRIT Manager	TowersGI	Human Resources Information Systems						
22	Product Manager 3	MillimanMMP	Product Marketing Manager - Senior						
22	Product Manager 3	MillimanTech	Product Manager, Senior						
22	Product Manager 3	TowersGI	Product Management						
22	Product Manager 3	TowersGI	Product Management						
22	Project Manager 3	MercerE	Project Manager C						
22	Project Manager 3	MercerE	Project Manager C - IT						
22	Project Manager 3	MillimanMMP	Project Manager II						
22	Project Manager 3	MillimanPACS	Project Manager						
22	Project Manager 3	TowersE	Project/Program Management Generalist/Multidiscipline						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
22	Project Manager 3	TowersE	Information Technology Project Management						
22	Project Manager 3	TowersGI	Project/Program Management Generalist/Multidiscipline						
22	Project Manager 3	TowersGI	Information Technology Project Management						
22	Rates/Regulatory Consultant 3	AGA	Rate Analyst						
22	Rates/Regulatory Consultant 3	AGA	Rate Analyst						
22	Rates/Regulatory Consultant 3	MercerE	Regulatory Analyst C						
22	Rates/Regulatory Consultant 3	MercerE	Regulatory Analyst D						
22	Rates/Regulatory Consultant 3	TowersE	Rates						
22	Rates/Regulatory Consultant 3	TowersE	Regulatory Affairs and Compliance						
22	Rates/Regulatory Consultant 3	TowersE	Rates						
22	Rates/Regulatory Consultant 3	TowersE	Regulatory Affairs and Compliance						
22	Resource Management Center Manager	AGA	Service Dispatch Supervisor						
22	Risk/Land Manager	AGA	Right-of-Way Agent						
22	Risk/Land Manager	TowersE	Land/Right-of-Way						
22	Risk/Land Manager	TowersE	Risk Management Generalist/Multidiscipline						
22	Risk/Land Manager	TowersE	Land/Right-of-Way						
22	Risk/Land Manager	TowersGI	Risk Management Generalist/Multidiscipline						
22	Syst Admin IT Spec 3	MercerE	Systems Administrator - Senior						
22	Syst Admin IT Spec 3	MillimanPACS	Network Systems Engineer						
22	Syst Admin IT Spec 3	MillimanTech	Systems Administrator, Senior						
22	Syst Admin IT Spec 3	TowersE	Computer Systems Administration						
22	Syst Admin IT Spec 3	TowersGI	Computer Systems Administration						
22	Technical Training Manager	AGA	Technical Training Manager						
22	Technical Training Manager	TowersE	Technical Training						
22	Technical Training Manager	TowersGI	Technical Training						
22	Telecom Analyst 3	MillimanMMP	Telecommunications Analyst						
22	Telecom Analyst 3	MillimanTech	Data / Voice Communications, Senior						
22	Telecom Analyst 3	TowersE	Voice Communications						
22	Telecom Analyst 3	TowersGI	Voice Communications						
22	Transmission Supervisor	AGA	Pipeline Superintendent						
22	Transmission Supervisor	TowersE	Pipeline						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
22	Utility Field Services Manager	AGA	Customer Field Service Manager						
22 Average									
23	Attorney 2	AGA	Attorney						
23	Attorney 2	MercerE	Attorney/Solicitor B						
23	Attorney 2	MillimanMMP	Attorney						
23	Attorney 2	TowersE	Legal Generalist/Multidiscipline						
23	Attorney 2	TowersGI	Legal Generalist/Multidiscipline						
23	Business Analytics Senior Manager	MercerE	Forecast & Financial Analysis Manager						
23	Business Analytics Senior Manager	MercerE	Forecast & Financial Analysis Manager						
23	Business Analytics Senior Manager	MillimanMMP	Business Data Analyst Manager						
23	Business Analytics Senior Manager	TowersE	Business Operations Analysis Generalist/Multidiscipline						
23	Business Analytics Senior Manager	TowersE	Business Operations Analysis Generalist/Multidiscipline						
23	Business Analytics Senior Manager	TowersGI	Business Operations Analysis Generalist/Multidiscipline						
23	Business Analytics Senior Manager	TowersGI	Business Operations Analysis Generalist/Multidiscipline						
23	Business Development Consult 3	MercerE	Business Development Representative C						
23	Business Development Consult 3	MercerE	Business Development Representative D						
23	Business Development Consult 3	TowersE	Corporate Development						
23	Business Development Consult 3	TowersE	Corporate Development						
23	Business Development Consult 3	TowersGI	Corporate Development						
23	Business Development Consult 3	TowersGI	Corporate Development						
23	Business Systems Senior Manager	TowersE	Business Systems Analysis						
23	Business Systems Senior Manager	TowersE	Business Systems Analysis						
23	Business Systems Senior Manager	TowersGI	Business Systems Analysis						
23	Business Systems Senior Manager	TowersGI	Business Systems Analysis						
23	Change Mgmt & IT Compliance Manager	MillimanTech	Quality Assurance, Manager						
23	Change Mgmt & IT Compliance Manager	TowersE	Application Development Support						
23	Change Mgmt & IT Compliance Manager	TowersE	Software Quality Assurance and Testing						
23	Change Mgmt & IT Compliance Manager	TowersGI	Software Quality Assurance and Testing						
23	Change Mgmt & IT Compliance Manager	TowersGI	Application Development Support						
23	Communications Senior Manager	MillimanMMP	Public Relations Manager						
23	Communications Senior Manager	MillimanMMP	Communications Director						
23	Communications Senior Manager	TowersE	Corporate Affairs/Communications Generalist/Multidiscipline						
23	Communications Senior Manager	TowersE	Corporate Affairs/Communications Generalist/Multidiscipline						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
23	Communications Senior Manager	TowersE	Public Relations						
23	Communications Senior Manager	TowersE	Public Relations						
23	Communications Senior Manager	TowersE	Internal/Employee Communications						
23	Communications Senior Manager	TowersE	Internal/Employee Communications						
23	Communications Senior Manager	TowersGI	Internal/Employee Communications						
23	Communications Senior Manager	TowersGI	Corporate Affairs/Communications Generalist/Multidiscipline						
23	Communications Senior Manager	TowersGI	Public Relations						
23	Communications Senior Manager	TowersGI	Internal/Employee Communications						
23	Communications Senior Manager	TowersGI	Public Relations						
23	Communications Senior Manager	TowersGI	Corporate Affairs/Communications Generalist/Multidiscipline						
23	Community Relations Senior Manager	AGA	Community Relations Manager						
23	Community Relations Senior Manager	MercerE	Public Relations Manager						
23	Community Relations Senior Manager	MillimanMMP	Community Relations Manager						
23	Community Relations Senior Manager	TowersE	Community Affairs/Relations						
23	Community Relations Senior Manager	TowersE	Community Affairs/Relations						
23	Community Relations Senior Manager	TowersGI	Community Affairs/Relations						
23	Community Relations Senior Manager	TowersGI	Community Affairs/Relations						
23	Construction/Contract Sr Mgr	MercerE	Construction Manager						
23	Customer Acquisition Services Sr Manager	AGA	Industrial Sales Manager						
23	Customer Acquisition Services Sr Manager	MercerE	Sales Manager						
23	Customer Acquisition Services Sr Manager	MillimanMMP	Sales Manager - General						
23	Customer Acquisition Services Sr Manager	TowersE	Account/Relationship Management Generalist/Multidiscipline						
23	Customer Acquisition Services Sr Manager	TowersE	Account/Relationship Management Generalist/Multidiscipline						
23	Customer Acquisition Services Sr Manager	TowersGI	Account/Relationship Management Generalist/Multidiscipline						
23	Customer Acquisition Services Sr Manager	TowersGI	Account/Relationship Management Generalist/Multidiscipline						
23	Customer Contact Ctr Sr Manager	MercerE	Customer Service Manager						
23	Customer Contact Ctr Sr Manager	MercerE	Customer Service Manager						
23	Customer Contact Ctr Sr Manager	TowersE	Customer Contact Center Generalist/Multidiscipline						
23	Customer Contact Ctr Sr Manager	TowersE	Customer Contact Center Generalist/Multidiscipline						
23	Customer Contact Ctr Sr Manager	TowersGI	Customer Contact Center Generalist/Multidiscipline						
23	Customer Contact Ctr Sr Manager	TowersGI	Customer Contact Center Generalist/Multidiscipline						
23	Distrbtn/Trans Sr Manager	MercerE	Construction Manager						
23	Distrbtn/Trans Sr Manager	TowersE	Pipeline						
23	Distrbtn/Trans Sr Manager	TowersE	Pipeline						

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23	Employee/Labor Rel Senior Manager	AGA	Labor Relations Manager						
23	Employee/Labor Rel Senior Manager	MercerE	Human Resources Manager						
23	Employee/Labor Rel Senior Manager	MillimanMMP	Employee Relations Manager						
23	Employee/Labor Rel Senior Manager	MillimanPACS	Labor Relations Manager						
23	Employee/Labor Rel Senior Manager	TowersE	Employee/Labor Relations Generalist/Multidiscipline						
23	Employee/Labor Rel Senior Manager	TowersE	Employee/Labor Relations Generalist/Multidiscipline						
23	Employee/Labor Rel Senior Manager	TowersGI	Employee/Labor Relations Generalist/Multidiscipline						
23	End User Services Senior Manager	MercerE	IT Manager						
23	End User Services Senior Manager	MercerE	IT Manager						
23	End User Services Senior Manager	MillimanTech	Information Security, Director						
23	End User Services Senior Manager	TowersE	IT Administration Generalist/Multidiscipline						
23	End User Services Senior Manager	TowersE	IT Administration Generalist/Multidiscipline						
23	End User Services Senior Manager	TowersGI	IT Administration Generalist/Multidiscipline						
23	End User Services Senior Manager	TowersGI	IT Administration Generalist/Multidiscipline						
23	Engineering 4	AGA	Engineer						
23	Engineering 4	MercerE	Engineer E						
23	Engineering 4	MillimanEng	Electrical Engineer - Principal						
23	Engineering 4	MillimanEng	Mechanical Engineer - Principal						
23	Engineering 4	MillimanMMP	Mechanical Engineer - Senior						
23	Engineering 4	MillimanMMP	Electrical Engineer - Senior						
23	Engineering 4	MillimanMMP	Civil Engineer - Senior						
23	Engineering 4	TowersE	Gas Distribution Engineering						
23	Engineering 4	TowersE	Engineering Generalist/Multidiscipline						
23	Engineering 4	TowersE	Gas Transmission Engineering						
23	Engineering 4	TowersGI	Engineering Generalist/Multidiscipline						
23	Engineering 4 - FIELD	AGA	Engineer						
23	Engineering 4 - FIELD	AGA	Engineering Supervisor						
23	Engineering 4 - FIELD	MercerE	Engineer E						
23	Engineering 4 - FIELD	MillimanEng	Electrical Engineer - Principal						
23	Engineering 4 - FIELD	MillimanEng	Mechanical Engineer - Principal						
23	Engineering 4 - FIELD	MillimanMMP	Mechanical Engineer - Senior						
23	Engineering 4 - FIELD	MillimanMMP	Electrical Engineer - Senior						
23	Engineering 4 - FIELD	MillimanMMP	Civil Engineer - Senior						
23	Engineering 4 - FIELD	TowersE	Gas Distribution Engineering						
23	Engineering 4 - FIELD	TowersE	Engineering Generalist/Multidiscipline						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
23	Engineering 4 - FIELD	TowersE	Gas Transmission Engineering						
23	Engineering 4 - FIELD	TowersGI	Engineering Generalist/Multidiscipline						
23	Engineering Manager	AGA	Engineering Manager						
23	Engineering Manager	MillimanMMP	Project Engineering Manager						
23	Engineering Manager	TowersE	Gas Distribution Engineering						
23	Enterprise Applications Manager	MercerE	Systems Development Manager						
23	Enterprise Applications Manager	MillimanMMP	Applications Manager						
23	Enterprise Applications Manager	MillimanTech	Quality Assurance, Manager						
23	Enterprise Applications Manager	MillimanTech	Systems Engineering / Administration, Manager						
23	Enterprise Applications Manager	MillimanTech	Applications Engineer, Manager						
23	Enterprise Applications Manager	TowersE	Application Development						
23	Enterprise Applications Manager	TowersE	Database Administration						
23	Enterprise Applications Manager	TowersGI	Internet/Web Application Development						
23	Enterprise Applications Manager	TowersGI	Database Administration						
23	Enterprise Applications Manager	TowersGI	Application Development						
23	Environ Policy & Sustain Manager	AGA	Environmental Manager						
23	Environ Policy & Sustain Manager	TowersE	Environmental Affairs and Compliance						
23	Ext Comm & Digital Strategy Sr Mgr	MillimanMMP	Marketing Manager						
23	Ext Comm & Digital Strategy Sr Mgr	TowersE	Advertising/Marketing Communications						
23	Ext Comm & Digital Strategy Sr Mgr	TowersGI	Digital Marketing Generalist/Multidiscipline						
23	Ext Comm & Digital Strategy Sr Mgr	TowersGI	Advertising/Marketing Communications						
23	Ext Comm & Digital Strategy Sr Mgr	TowersGI	Advertising/Marketing Communications						
23	Ext Comm & Digital Strategy Sr Mgr	TowersGI	Digital Marketing Generalist/Multidiscipline						
23	Financial Reporting Manager	TowersE	Financial Reporting						
23	Financial Reporting Manager	TowersGI	Financial Reporting						
23	Infrastructure Manager	MercerE	IT Infrastructure Development Manager						
23	Infrastructure Manager	MillimanTech	IT, Manager						
23	Infrastructure Manager	TowersE	Computer Systems Administration						
23	Infrastructure Manager	TowersGI	Computer Systems Administration						
23	IT Security Specialist 3	MercerE	Information Security Professional - Senior						
23	IT Security Specialist 3	MillimanTech	Information Security, Senior						
23	IT Security Specialist 3	TowersE	IS and Cyber Security						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
23	IT Security Specialist 3	TowersE	IS and Cyber Security Development						
23	IT Security Specialist 3	TowersGI	IS and Cyber Security						
23	IT Security Specialist 3	TowersGI	IS and Cyber Security Development						
23	Major Account Services Sr Manager	AGA	Industrial Sales Manager						
23	Major Account Services Sr Manager	MercerE	Sales Manager						
23	Major Account Services Sr Manager	MillimanMMP	Sales Manager - General						
23	Major Account Services Sr Manager	TowersE	Direct Sales Generalist/Multidiscipline						
23	Major Account Services Sr Manager	TowersE	Direct Sales Generalist/Multidiscipline						
23	Major Account Services Sr Manager	TowersGI	Direct Sales Generalist/Multidiscipline						
23	Major Account Services Sr Manager	TowersGI	Direct Sales Generalist/Multidiscipline						
23	Marketing Senior Manager	TowersE	Marketing Generalist/Multidiscipline						
23	Marketing Senior Manager	TowersE	Marketing Generalist/Multidiscipline						
23	Marketing Senior Manager	TowersGI	Marketing Generalist/Multidiscipline						
23	Marketing Senior Manager	TowersGI	Marketing Generalist/Multidiscipline						
23	Network Engineering 3	AGA	Network Planning Analyst						
23	Network Engineering 3	MillimanTech	Network Engineer, Senior						
23	Network Engineering 3	TowersE	Network Control/Administration						
23	Network Engineering 3	TowersE	Network Planning and Implementation						
23	Network Engineering 3	TowersGI	Network Control/Administration						
23	Network Engineering 3	TowersGI	Network Planning and Implementation						
23	Network Engineering Manager	MillimanTech	Network Engineering / Administration, Manager						
23	Network Engineering Manager	TowersE	Network Planning and Implementation						
23	Network Engineering Manager	TowersE	Network Control/Administration						
23	Network Engineering Manager	TowersGI	Network Control/Administration						
23	Network Engineering Manager	TowersGI	Network Planning and Implementation						
23	Operations Support Svcs Senior Manager	TowersE	Supply Chain and Logistics Generalist/Multidiscipline						
23	Operations Support Svcs Senior Manager	TowersE	Supply Chain and Logistics Generalist/Multidiscipline						
23	Operations Support Svcs Senior Manager	TowersGI	Supply Chain and Logistics Generalist/Multidiscipline						
23	Operations Support Svcs Senior Manager	TowersGI	Supply Chain and Logistics Generalist/Multidiscipline						
23	Organizational Effectiveness Sr Manager	AGA	Employee Training Manager						
23	Organizational Effectiveness Sr Manager	MillimanMMP	Training & Development Manager						
23	Organizational Effectiveness Sr Manager	TowersE	Organization Development						
23	Organizational Effectiveness Sr Manager	TowersE	Employee Development/Training Generalist/Multidiscipline						

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23	Organizational Effectiveness Sr Manager	TowersE	Employee Development/Training Generalist/Multidiscipline						
23	Organizational Effectiveness Sr Manager	TowersE	Organization Development						
23	Organizational Effectiveness Sr Manager	TowersGI	Employee Development/Training Generalist/Multidiscipline						
23	Organizational Effectiveness Sr Manager	TowersGI	Organization Development						
23	Organizational Effectiveness Sr Manager	TowersGI	Employee Development/Training Generalist/Multidiscipline						
23	Organizational Effectiveness Sr Manager	TowersGI	Organization Development						
23	Principal Economist	TowersE	Economics						
23	Principal Economist	TowersE	Strategic Planning						
23	Principal Economist	TowersGI	Data Analytics/Business Intelligence and Data Science						
23	Principal Economist	TowersGI	Strategic Planning						
23	Purchasing Senior Manager	AGA	Purchasing Manager						
23	Purchasing Senior Manager	MercerE	Purchasing Manager						
23	Purchasing Senior Manager	MillimanMMP	Director of Purchasing						
23	Purchasing Senior Manager	MillimanPACS	Purchasing Manager						
23	Purchasing Senior Manager	TowersE	Supply Chain and Logistics Generalist/Multidiscipline						
23	Purchasing Senior Manager	TowersGI	Supply Chain and Logistics Generalist/Multidiscipline						
23	Revenue Req Analytics Consultant	AGA	Rate Manager						
23	Revenue Req Analytics Consultant	MercerE	Regulatory Analyst D						
23	Revenue Req Analytics Consultant	MercerE	Regulatory Analyst E						
23	Revenue Req Analytics Consultant	TowersE	Rates						
23	Revenue Req Analytics Consultant	TowersE	Regulatory Affairs and Compliance						
23	Revenue Req Analytics Consultant	TowersE	Rates						
23	Revenue Req Analytics Consultant	TowersE	Regulatory Affairs and Compliance						
23	Safety Sr Manager	AGA	Safety Manager						
23	Safety Sr Manager	MercerE	Safety & Environment Manager						
23	Safety Sr Manager	MillimanMMP	Safety Manager						
23	Safety Sr Manager	MillimanPACS	Safety Manager						
23	Safety Sr Manager	TowersE	Safety						
23	Safety Sr Manager	TowersE	Safety						
23	Safety Sr Manager	TowersGI	Safety						
23	Security/Facilities Sr Manager	MercerE	Corporate Security Manager						
23	Security/Facilities Sr Manager	MillimanMMP	Corporate Security Manager						
23	Security/Facilities Sr Manager	MillimanMMP	Business Continuity / Disaster Planning Manager						
23	Security/Facilities Sr Manager	MillimanMMP	Facilities Director						

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23	Security/Facilities Sr Manager	TowersE	Facilities Management						
23	Security/Facilities Sr Manager	TowersE	Business Continuation						
23	Security/Facilities Sr Manager	TowersE	Security Generalist/Multidiscipline						
23	Security/Facilities Sr Manager	TowersE	Security Generalist/Multidiscipline						
23	Security/Facilities Sr Manager	TowersE	Business Continuation						
23	Security/Facilities Sr Manager	TowersE	Facilities Management						
23	Security/Facilities Sr Manager	TowersGI	Facilities Management						
23	Security/Facilities Sr Manager	TowersGI	Security Generalist/Multidiscipline						
23	Security/Facilities Sr Manager	TowersGI	Security Generalist/Multidiscipline						
23	Security/Facilities Sr Manager	TowersGI	Facilities Management						
23	Solutions Architect	MillimanTech	Architectural / Capacity, Principal						
23	Solutions Architect	TowersE	IT Architecture (Systems Design)						
23	Solutions Architect	TowersGI	IT Architecture (Systems Design)						
23	Systems Engineering Manager	AGA	Telecommunications Manager						
23	Systems Engineering Manager	MillimanMMP	Network Communications Manager						
23	Systems Engineering Manager	MillimanTech	Data / Voice Communications, Manager						
23	Systems Engineering Manager	MillimanTech	Network Operations Center, Manager						
23	Systems Engineering Manager	TowersE	Voice Communications						
23	Systems Engineering Manager	TowersE	Network Planning and Implementation						
23	Systems Engineering Manager	TowersE	Network Control/Administration						
23	Systems Engineering Manager	TowersGI	Network Control/Administration						
23	Systems Engineering Manager	TowersGI	Network Planning and Implementation						
23	Treasury Senior Manager	TowersE	Treasury Operations						
23	Treasury Senior Manager	TowersE	Treasury Operations						
23	Treasury Senior Manager	TowersGI	Treasury Operations						
23	Treasury Senior Manager	TowersGI	Treasury Operations						
23 Average									
24	Cybersecurity & Compliance Sr. Manager	MillimanTech	Information Security, Manager						
24	Cybersecurity & Compliance Sr. Manager	TowersE	IS and Cyber Security						
24	Cybersecurity & Compliance Sr. Manager	TowersE	IS and Cyber Security Development						
24	Cybersecurity & Compliance Sr. Manager	TowersE	IS and Cyber Security						
24	Cybersecurity & Compliance Sr. Manager	TowersGI	IS and Cyber Security Development						
24	Cybersecurity & Compliance Sr. Manager	TowersGI	IS and Cyber Security						
24	Cybersecurity & Compliance Sr. Manager	TowersGI	IS and Cyber Security						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
24	Environ Policy & Sustain Director	TowersE	Environmental Health and Safety Generalist/Multidiscipline						
24	Environ Policy & Sustain Director	TowersGI	Environmental Health and Safety Generalist/Multidiscipline						
24	Financial Risk Senior Manager	TowersE	Risk Management Generalist/Multidiscipline						
24	Financial Risk Senior Manager	TowersE	Risk Management Generalist/Multidiscipline						
24	Financial Risk Senior Manager	TowersGI	Risk Management Generalist/Multidiscipline						
24	Financial Risk Senior Manager	TowersGI	Risk Management Generalist/Multidiscipline						
24	Gas Acquisition Senior Manager	AGA	Gas Supply Acquisitions Manager						
24	Gas Acquisition Senior Manager	MercerE	Gas Supply Manager						
24	Gas Acquisition Senior Manager	TowersE	Pipeline						
24	Gas Acquisition Senior Manager	TowersE	Energy Trading Generalist/Multidiscipline						
24	Gas Acquisition Senior Manager	TowersE	Energy Trading Generalist/Multidiscipline						
24	Gas Storage/Control Senior Manager	AGA	Gas Control Manager						
24	Gas Storage/Control Senior Manager	AGA	Liquefied Natural Gas (LNG) Operations Manager						
24	Gas Storage/Control Senior Manager	TowersE	Gas Transmission Generalist/Multidiscipline						
24	Gas Storage/Control Senior Manager	TowersE	Gas Transmission Generalist/Multidiscipline						
24	Govt & Comm Affairs Director	AGA	Government Affairs Manager						
24	Govt & Comm Affairs Director	MercerE	Corporate Affairs Manager						
24	Govt & Comm Affairs Director	TowersE	Government Relations						
24	Investor Relations Manager	MercerE	Investor Relations Manager						
24	Investor Relations Manager	TowersE	Investor Relations						
24	PMO Director	MercerE	Program/Project Management (PMO) Manager - IT						
24	PMO Director	MillimanMMP	Project Director						
24	PMO Director	MillimanTech	Project Management, Director						
24	PMO Director	TowersE	Information Technology Project Management						
24	PMO Director	TowersE	Project/Program Management Generalist/Multidiscipline						
24	PMO Director	TowersGI	Project/Program Management Generalist/Multidiscipline						
24	PMO Director	TowersGI	Information Technology Project Management						
24	Project Management Manager-IT	TowersE	Information Technology Project Management						
24	Project Management Manager-IT	TowersGI	Information Technology Project Management						
24	Tax Director	TowersE	Tax Reporting and Compliance						
24	Tax Director	TowersGI	Tax Reporting and Compliance						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
24 Average									
25	Accounting Director	AGA	Director of Accounting						
25	Accounting Director	MercerE	Assistant Controller						
25	Accounting Director	MillimanMMP	Assistant Controller						
25	Accounting Director	TowersE	General Accounting						
25	Accounting Director	TowersGI	General Accounting						
25	Architecture & Infrastructure Director	MercerE	IT Infrastructure Development Director						
25	Architecture & Infrastructure Director	MillimanTech	IT, Director						
25	Architecture & Infrastructure Director	MillimanTech	Architectural Capacity Planning Manager						
25	Architecture & Infrastructure Director	TowersE	IT Architecture (Systems Design)						
25	Architecture & Infrastructure Director	TowersGI	IT Architecture (Systems Design)						
25	Attorney 3	AGA	Attorney						
25	Attorney 3	MercerE	Attorney/Solicitor C						
25	Attorney 3	MillimanMMP	Attorney - Senior						
25	Attorney 3	TowersE	Legal Generalist/Multidiscipline						
25	Attorney 3	TowersGI	Legal Generalist/Multidiscipline						
25	Auditing Director	MillimanMMP	Internal Audit Director						
25	Auditing Director	TowersE	Audit and Financial/Business Controls Generalist/Multidiscipline						
25	Auditing Director	TowersE	General Audit						
25	Auditing Director	TowersGI	General Audit						
25	Auditing Director	TowersGI	Audit and Financial/Business Controls Generalist/Multidiscipline						
25	Business/Budget/Finance Director	AGA	Budget Director						
25	Business/Budget/Finance Director	MercerE	Finance Director						
25	Business/Budget/Finance Director	MillimanMMP	Director of Finance						
25	Business/Budget/Finance Director	TowersE	Corporate/Financial Planning						
25	Business/Budget/Finance Director	TowersE	Financial Analysis						
25	Business/Budget/Finance Director	TowersE	Budget Analysis						
25	Business/Budget/Finance Director	TowersGI	Financial Analysis						
25	Business/Budget/Finance Director	TowersGI	Corporate/Financial Planning						
25	Customer Acquisition Senior Director	MercerE	Marketing Director						
25	Customer Acquisition Senior Director	MillimanMMP	Director of Marketing / Sales						
25	Customer Acquisition Senior Director	TowersE	Account/Relationship Management Generalist/Multidiscipline						
25	Customer Acquisition Senior Director	TowersE	Marketing Generalist/Multidiscipline						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
25	Customer Acquisition Senior Director	TowersGI	Account/Relationship Management Generalist/Multidiscipline						
25	Customer Acquisition Senior Director	TowersGI	Marketing Generalist/Multidiscipline						
25	Engineering Director	AGA	Engineering Manager						
25	Engineering Director	MercerE	Engineering Director						
25	Engineering Director	MillimanMMP	Director of Engineering						
25	Engineering Director	TowersE	Engineering Generalist/Multidiscipline						
25	Engineering Director	TowersGI	Engineering Generalist/Multidiscipline						
25	Enterprise Applications Director	MillimanTech	Applications Engineer, Director						
25	Enterprise Applications Director	TowersE	IT Architecture (Systems Design)						
25	Enterprise Applications Director	TowersE	IT Development Generalist/Multidiscipline						
25	Enterprise Applications Director	TowersGI	IT Development Generalist/Multidiscipline						
25	Enterprise Applications Director	TowersGI	IT Architecture (Systems Design)						
25	Human Resource Director	AGA	Compensation and Benefits Manager						
25	Human Resource Director	MercerE	Human Resources Director						
25	Human Resource Director	MercerE	Human Resources Director						
25	Human Resource Director	MillimanMMP	Director of Human Resources						
25	Human Resource Director	TowersE	Compensation and Benefits Generalist/Multidiscipline						
25	Human Resource Director	TowersE	Compensation and Benefits Generalist/Multidiscipline						
25	Human Resource Director	TowersGI	Compensation and Benefits Generalist/Multidiscipline						
25	Marketing Director	MercerE	Marketing Director						
25	Marketing Director	MillimanMMP	Director of Marketing						
25	Marketing Director	TowersE	Marketing Generalist/Multidiscipline						
25	Marketing Director	TowersGI	Marketing Generalist/Multidiscipline						
25	Network Control Systems Director	MercerE	IT Operations Director						
25	Network Control Systems Director	MillimanTech	Network Engineering / Administration, Director						
25	Network Control Systems Director	TowersE	IT Administration Generalist/Multidiscipline						
25	Network Control Systems Director	TowersGI	IT Administration Generalist/Multidiscipline						
25	Strategic Planning Senior Director	TowersE	Strategic Planning						
25	Strategic Planning Senior Director	TowersGI	Strategic Planning						
25 Average									
26	Business Development Sr Director	MercerE	Business Development Director						
26	Business Development Sr Director	TowersE	Corporate Development						

NWN Grade	NWN Job Title	Survey Source	Survey Benchmark Title	NWN 2017 Midpoint	AGED Market 50P Base Pay	AGED Market 50P Target Tcash Current Year	Market 50P Actual Tcash Prior Year	AGED Rpted TCC 50th includes \$0	Market 50P Target Incent as % of Base Pay
26	Business Development Sr Director	TowersGI	Corporate Development						
26	Rates/Regulatory Sr Director/Attorney	AGA	Rate Manager						
26	Rates/Regulatory Sr Director/Attorney	TowersE	Rates						
26	Rates/Regulatory Sr Director/Attorney	TowersE	Regulatory Affairs and Compliance						
26	Rates/Regulatory Sr Director/Attorney	TowersGI	Regulatory Affairs and Compliance						
26	Utility Operations Senior Director	MercerE	Construction Director						
26	Utility Operations Senior Director	TowersE	Gas Transmission Generalist/Multidiscipline						
26	Utility Operations Senior Director	TowersE	Energy Delivery/Distribution Generalist/Multidiscipline						
26 Average									
Data aged to 9/1/18									
Survey Source Description									
	Mercer MTCS	US MTCS: Mercer Total Compensation Survey for the Energy Sector							
	Milliman MMP	Milliman Northwest Management & Professional Salary Survey							
	Milliman NWIT	Milliman Northwest Technology Survey							
	PACS	Milliman Portland Area Cross-Industry Salary Survey							
	TW AGA	Towers Watson - American Gas Association Compensation Survey							
	TW CDB E MMP	Towers Watson - CDB Middle Management, Professional and Support Compensation Survey Report - Energy Services							
	TW CDB G MMP	Towers Watson - CDB Middle Management, Professional and Support Compensation Survey Report - General Industry							
	Western Mgmt Group	Western Management Group: Utilities Compensation Survey							