

2022

PSE REDACTED

Supplemental Compensation

Pages

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

<b>EMPLOYEE COUNT BY CLASS AND TOTAL SALARIES BY CLASS</b>			
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
5			
6			
7			
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9			
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11			
12			
13			
14			
15			
16			
17			
18			
		TOTALS	
		3,726	
			TOTALS
			\$ 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	<b>Mary E. Kipp</b>	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	<b>Kazi Hasan</b>	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	<b>Allan Wade Smith</b>							
Regulated O&M	Executive Vice President and Chief Operating Officer							
4. Total	<b>Steve R. Secrist</b>							
Regulated O&M	SVP, General Counsel and Chief Ethics and Compliance Officer							
5. Total	<b>Margaret F. Hopkins</b>							
Regulated O&M	Senior Vice President Shared Services & Chief Information Officer							
6. Total	<b>Andrew Wappler</b>							
Regulated O&M	Senior Vice President and Chief Customer Officer							
7. Total	<b>Ken Johnson</b>							
Regulated O&M	Vice President Regulatory and Government Affairs							
8. Total	<b>Ron Roberts</b>							
Regulated O&M	Vice President Energy Supply							
9. Total	<b>Kim Collier</b>							
Regulated O&M	Vice President Human Resources							
10. Total	<b>Josh Jacobs</b>							
Regulated O&M	Vice President Clean Energy Strategy							
11. Total	<b>Daniel Koch</b>							
Regulated O&M	Vice President Operations							
12. Total	<b>Lorna Luebbe</b>							
Regulated O&M	SVP, General Counsel and Chief Sustainability Officer							
13. Total	<b>Stacy W Smith</b>							
Regulated O&M	Director Controller and Principal Accounting Officer							
14. Total	<b>Cara Peterman</b>							
Regulated O&M	Director Corporate Treasurer							
15. Total	<b>Adrian Rodriguez</b>							
Regulated O&M	Former SVP							
16. Total	<b>Steve King</b>							
Regulated O&M	Former Director Controller and Principal Accounting Officer							
<b>Grand Total</b>								
<b>Total O&amp;M</b>		4,582,794	-	-	-	3,117,633	225,201	7,925,628

Redacted

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

**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	<b>Scott Armstrong</b>	235,534	-	-				235,534
	Regulated O&M		141,320						141,320
2.	Total	<b>Barbara Gordon</b>	192,200	-	-				192,200
	Regulated O&M		115,320						115,320
3.	Total	<b>Thomas King</b>	177,200	-	-				177,200
	Regulated O&M		106,768						106,768
4.	Total	<b>Paul McMillan</b>	188,200	-	-				188,200
	Regulated O&M		112,920						112,920
5.	Total	<b>Mary McWilliams</b>	-	-	-				-
	Regulated O&M		17,000						17,000
6.	Total	<b>Richard Dinneny</b>	177,200	-	-				177,200
	Regulated O&M		106,320						106,320
7.	Total	<b>Diana Rakow</b>	114,000	-	-				114,000
	Regulated O&M		68,400						68,400
<b>Grand Total</b>			<b>1,084,334</b>	-	-	-	-	-	<b>1,084,334</b>
<b>Total O&amp;M</b>			<b>668,049</b>	-	-	-	-	-	<b>668,049</b>

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.