

BEFORE THE  
WASHINGTON UTILITIES & TRANSPORTATION COMMISSION

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GENERAL RATE APPLICATION  
OF  
NORTHWEST NATURAL GAS COMPANY

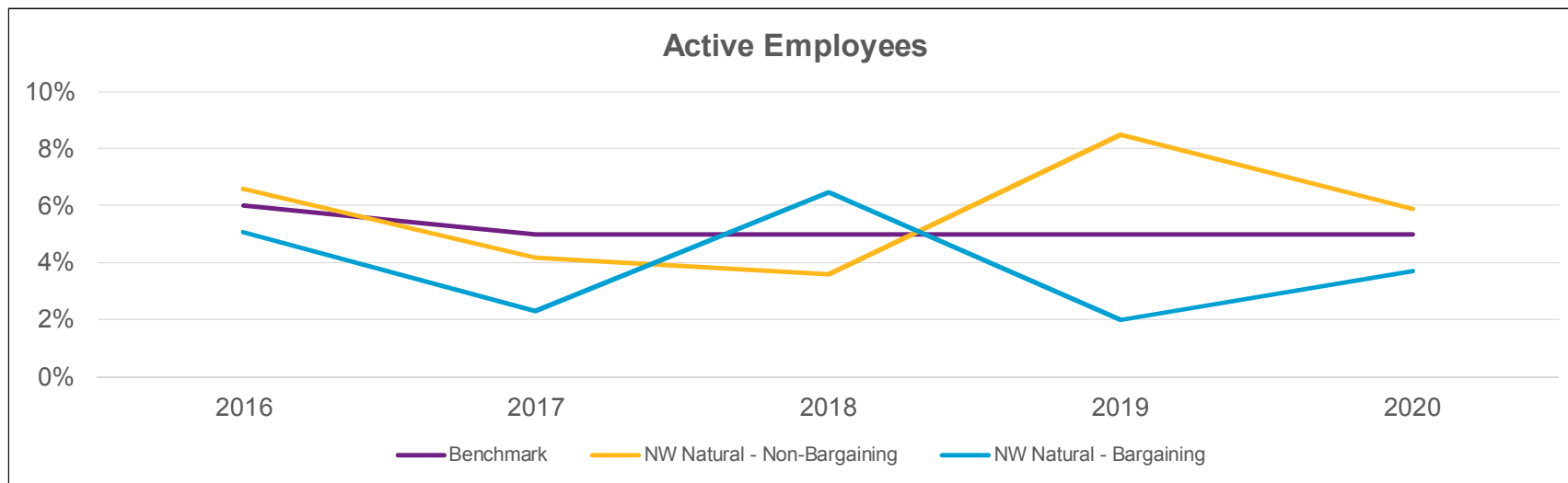
December 18, 2020

**Direct Exhibit of Melinda B. Rogers**

**COMPENSATION & BENEFITS**

**Exh. MBR-5**

## Medical Benchmark Trend vs. NW Natural Renewals



	2016	2017	2018	2019	2020
<b>Actives</b>					
Benchmark Trends <sup>(1)</sup>	6.0%	5.0%	5.0%	5.0%	5.0%
NW Natural — Non-Bargaining Employees	6.6%	4.2%	3.6%	8.5%	5.9%
NW Natural — Bargaining Employees	5.1%	2.3%	6.5%	2.0%	3.7%

<sup>(1)</sup>Source: 2019 Willis Towers Watson Best Practices in Health Care Employer Survey.

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