

**Exh. RS-6  
Docket UW-240151  
Witness: Rachel Stark**

**BEFORE THE WASHINGTON  
UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND  
TRANSPORTATION COMMISSION,**

**Complainant,**

**v.**

**CASCADIA WATER, LLC**

**Respondent.**

**DOCKET UW-240151**

**EXHIBIT TO TESTIMONY OF**

**RACHEL STARK**

**STAFF OF  
WASHINGTON UTILITIES AND  
TRANSPORTATION COMMISSION**

*Cascadia's Response to Staff Data Request No. 29*

**November 20, 2024**



**Rates & Regulatory Affairs**

UW-240151

Cascadia Water LLC Proposed General Rate Case

**Data Request Response**

Date of Response: October 21, 2024

Responder/Witness: Culley Lehman

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**Request No.:** UW-240151 WUTC DR 29

Please refer to the Peninsula and Island Workbook.

Please explain the bonus program for the Island and Peninsula Systems.

**Response:**

NW Natural Water provides pay-at-risk as a portion of overall competitive total compensation that is in line with best practices and helps to attract, retain and motivate specific employees. The Company offers an incentive bonus to GMs and select key employees. The purpose of the incentive pay is to recognize and reward employees who have demonstrated strong individual performance and rewards the performers for the plan year who achieve or exceed their annual performance objectives, as determined by the President of NW Natural Water. The bonuses are generally paid out towards the end of March/mid-April timeframe.