

**BEFORE THE**  
**WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION**

WASHINGTON UTILITIES AND  
TRANSPORTATION COMMISSION,

Complainant,

v.

CASCADE NATURAL GAS  
CORPORATION,

Respondent.

DOCKET UG-240008

**CASCADE NATURAL GAS CORPORATION**

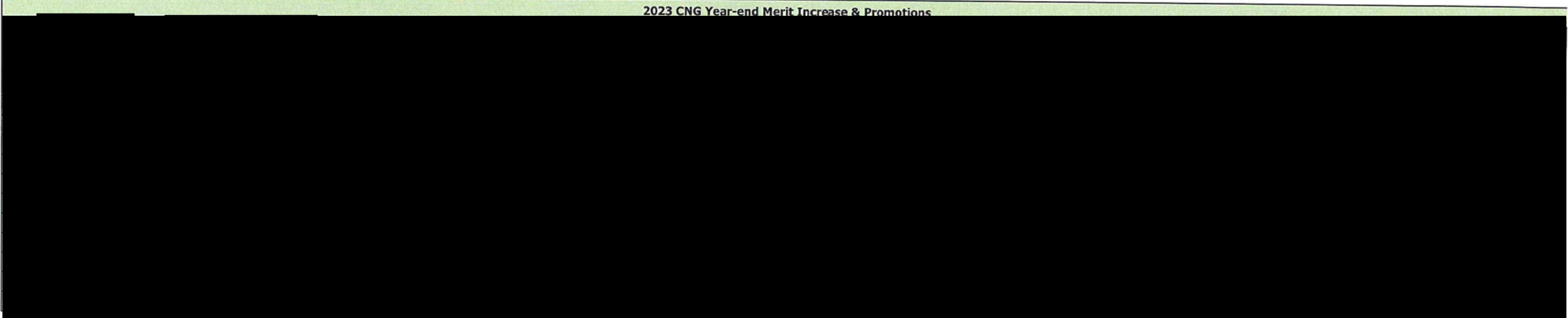
**THIRD EXHIBIT (CONFIDENTIAL) TO THE**  
**DIRECT TESTIMONY OF KIRSTI B. HOURIGAN**

**SHADED INFORMATION IS DESIGNATED AS**  
**CONFIDENTIAL PER PROTECTIVE ORDER IN**  
**DOCKET UG-240008**

**REDACTED**  
**VERSION**

**March 29, 2024**

2023 CNG Year-end Merit Increase & Promotions



Officer	4.5% Budget	Comp Study Amt	Compression Amt	Total Spent	% Spent	Over/Under
<b>Total</b>	<b>3,426,743</b>	<b>744,928</b>	<b>866,738</b>	<b>4,819,035</b>	<b>6.33%</b>	<b>219,374.55</b>

Nicole Kivisto, President & CEO - MDUG

12/12/23

Date

Regulated-wide - without Martuscelli, we spent 5.39%

Co	4.5% Budget	Comp Study Amt	Compression Amt	Total Spent	% Spent	Over/Under
MDUG	558,198	120,977	866,738	764,779	6.33%	219,374.55
MDU	2,549,802	581,147	866,738	3,654,243	6.45%	
IGC	318,742	42,804		400,014	5.65%	
CNG	558,198	120,977		764,779	6.17%	

MDUG without Martuscelli, we spent 5.6%