

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
NINTH EXHIBIT TO THE
DIRECT TESTIMONY OF KIRSTI B. HOURIGAN

March 29, 2024

Employer match comparison

Company	Assets	Match formula	Additional match details
Basin Electric Cooperative 401(k) Plan	\$329M	3% of pay for each 1% deferred, up to 15%	Example: defer 5%, employer match is 15% of pay
Allete and Affiliated Companies Retirement Savings and Stock Ownership Plan	\$485M	100% up to 5% of pay	Employer contribution for Partnership Account is 6% of pay
Northwestern Energy 401(k) Retirement Savings Plan	\$405M	Either 100% up to 4%, or 90%-100% up to 6% (depending on who employed by)	Certain groups get an employer contribution of 4%-7% of their pay
Excel Energy 401(k) Savings Plan	\$2.7B	50% up to 8%, or 100% of deferrals up to a maximum of \$1,400 (depending on where employed)	
Investment Plan for Employees of Puget Sound Energy	\$1B	One of the following: 100% up to 6% of pay, 55% up to 6% of pay, or 100% of first 3%, plus 50% of the next 3% of pay	Employer contribution of 4% of pay not covered by cash balance plan
MDU Resources Group, Inc. 401(k) Retirement Plan	\$815M	50% up to 6% of pay	
Dominion Energy Salaried Savings Plan	\$3.9B	Somewhere between 1% to 7% (depending on who employed by)	Employer contribution of either 4% or 5% of pay
Minnkota Power Cooperative, Inc. Employees 401(k) Plan	\$49M	100% up to 2%	