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Cascade Natural Gas Corporation
 UG 17
MPP WP-1.13, As Revised by Public Counsel
Pro Forma Wage Adjustment
Twelve Months Ended December 31, 2016

Line No.	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	Account Number	Annual Wages 2016 (1) Non-Capital	Wage Increase Date Jan 1 2016	Annual Wage Year-to-date (1) Prior to increase	Annual Wage Year-to-date (1) Prior to increase	(2) 4.00%	Annualize 2016 wage increase	Total Wages	2017 Wage Increase (2)	2017 Wage Increase	2017 Total Wages	2017 Wage Increase	2018 Wage Increase	2018 Wage Wages	Total Wage Adjustment
1	Non-Union	\$8,859,248.02	Apr 1 2015	\$2,308,180.69	\$2,308,180.69	3.10%	\$71,553.60	\$8,930,801.62	0.00%	\$276,854.85	\$9,207,656.47	0.00%	\$0.00	\$9,207,656.47	\$348,408.45
2	Union	\$13,816,265.91		\$8,816,575.59	\$8,816,575.59		\$71,553.60	\$14,490,095.95		\$276,854.85	\$14,766,950.80		\$0.00	\$14,766,950.80	\$26,653.25
3															
4															
5															
6	Employer FICA														
7															
8															
9	Non-Union														
10		28130	198,112.25		\$198,112.25	0.00%	\$0.00	\$198,112.25	0.00%	\$0.00	\$198,112.25	0.00%	\$0.00	\$198,112.25	\$0.00
11		28700	1,241,025.44		\$1,241,025.44	0.00%	\$0.00	\$1,241,025.44	0.00%	\$0.00	\$1,241,025.44	0.00%	\$0.00	\$1,241,025.44	\$0.00
12		28710	352,014.66		\$352,014.66	0.00%	\$0.00	\$352,014.66	0.00%	\$0.00	\$352,014.66	0.00%	\$0.00	\$352,014.66	\$0.00
13		28740	359,591.66		\$359,591.66	0.00%	\$0.00	\$359,591.66	0.00%	\$0.00	\$359,591.66	0.00%	\$0.00	\$359,591.66	\$0.00
14		28780	7,309.40		\$7,309.40	0.00%	\$0.00	\$7,309.40	0.00%	\$0.00	\$7,309.40	0.00%	\$0.00	\$7,309.40	\$0.00
15		28800	312,094.92		\$312,094.92	0.00%	\$0.00	\$312,094.92	0.00%	\$0.00	\$312,094.92	0.00%	\$0.00	\$312,094.92	\$0.00
16		28850	120,636.82		\$120,636.82	0.00%	\$0.00	\$120,636.82	0.00%	\$0.00	\$120,636.82	0.00%	\$0.00	\$120,636.82	\$0.00
17		28870	8,996.49		\$8,996.49	0.00%	\$0.00	\$8,996.49	0.00%	\$0.00	\$8,996.49	0.00%	\$0.00	\$8,996.49	\$0.00
18		28920	62,790.16		\$62,790.16	0.00%	\$0.00	\$62,790.16	0.00%	\$0.00	\$62,790.16	0.00%	\$0.00	\$62,790.16	\$0.00
19		28930	11,787.95		\$11,787.95	0.00%	\$0.00	\$11,787.95	0.00%	\$0.00	\$11,787.95	0.00%	\$0.00	\$11,787.95	\$0.00
20		29030	326,377.83		\$326,377.83	0.00%	\$0.00	\$326,377.83	0.00%	\$0.00	\$326,377.83	0.00%	\$0.00	\$326,377.83	\$0.00
21		29030A	357,965.16		\$357,965.16	0.00%	\$0.00	\$357,965.16	0.00%	\$0.00	\$357,965.16	0.00%	\$0.00	\$357,965.16	\$0.00
22		29200	1,695,592.62		\$1,695,592.62	0.00%	\$0.00	\$1,695,592.62	0.00%	\$0.00	\$1,695,592.62	0.00%	\$0.00	\$1,695,592.62	\$0.00
23		29200A	491,564.80		\$491,564.80	0.00%	\$0.00	\$491,564.80	0.00%	\$0.00	\$491,564.80	0.00%	\$0.00	\$491,564.80	\$0.00
24		29260	13,434.17		\$13,434.17	0.00%	\$0.00	\$13,434.17	0.00%	\$0.00	\$13,434.17	0.00%	\$0.00	\$13,434.17	\$0.00
25															
26															

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2488															
28710		65,642.86			16,091.81	3.10%	\$498.85	\$66,141.71	3.10%	\$2,050.39	\$68,192.10	0.00%	\$0.00	\$68,192.10	\$2,549.24
28720		78,031.01		20,963.16	3.10%	\$649.86	\$78,680.87	\$78,680.87	3.10%	\$2,439.11	\$81,119.97	0.00%	\$0.00	\$81,119.97	\$3,088.96
28740		2,069,470.97		497,116.52	3.10%	\$15,410.61	\$2,084,881.58	\$2,084,881.58	3.10%	\$64,631.33	\$2,149,512.91	0.00%	\$0.00	\$2,149,512.91	\$80,041.94
28750		304,520.10		73,909.68	3.10%	\$2,291.20	\$306,811.30	\$306,811.30	3.10%	\$9,511.15	\$316,322.45	0.00%	\$0.00	\$316,322.45	\$11,802.35
28760		68,748.62		21,810.99	3.10%	\$676.14	\$69,424.76	\$69,424.76	3.10%	\$2,152.17	\$71,576.92	0.00%	\$0.00	\$71,576.92	\$2,828.31
28780		1,150,953.10		277,047.46	3.10%	\$8,588.47	\$1,159,541.57	\$1,159,541.57	3.10%	\$35,945.79	\$1,195,487.36	0.00%	\$0.00	\$1,195,487.36	\$44,534.26
28790		945,193.09		257,382.85	3.10%	\$7,978.87	\$953,171.96	\$953,171.96	3.10%	\$29,548.33	\$982,720.29	0.00%	\$0.00	\$982,720.29	\$37,527.20
28800		1,143,221.87		326,097.66	3.10%	\$10,109.03	\$1,153,330.90	\$1,153,330.90	3.10%	\$35,753.26	\$1,189,084.16	0.00%	\$0.00	\$1,189,084.16	\$45,862.29
28860		73.92		-	3.10%	\$0.00	\$73.92	\$73.92	3.10%	\$2.29	\$76.21	0.00%	\$0.00	\$76.21	\$2.29
28870		595,618.26		144,258.64	3.10%	\$4,472.02	\$600,090.28	\$600,090.28	3.10%	\$18,602.80	\$618,693.08	0.00%	\$0.00	\$618,693.08	\$23,074.82
28880		18,538.70		3,423.90	3.10%	\$106.14	\$18,644.84	\$18,644.84	3.10%	\$577.99	\$19,222.83	0.00%	\$0.00	\$19,222.83	\$684.13
28890		216,222.85		58,968.79	3.10%	\$1,828.03	\$218,050.88	\$218,050.88	3.10%	\$6,759.58	\$224,810.46	0.00%	\$0.00	\$224,810.46	\$8,587.61
28900		9,325.17		4,589.62	3.10%	\$142.28	\$9,467.45	\$9,467.45	3.10%	\$293.49	\$9,760.94	0.00%	\$0.00	\$9,760.94	\$435.77
28920		764,674.30		203,272.48	3.10%	\$6,301.45	\$770,975.74	\$770,975.74	3.10%	\$23,900.25	\$794,875.99	0.00%	\$0.00	\$794,875.99	\$30,201.70
28930		879,038.64		258,998.26	3.10%	\$8,028.95	\$887,067.58	\$887,067.58	3.10%	\$27,499.10	\$914,566.68	0.00%	\$0.00	\$914,566.68	\$35,528.04
28940		61,214.12		19,514.75	3.10%	\$604.96	\$61,819.08	\$61,819.08	3.10%	\$1,916.39	\$63,735.47	0.00%	\$0.00	\$63,735.47	\$2,521.35
29020		359,204.24		103,198.71	3.10%	\$3,199.16	\$362,403.40	\$362,403.40	3.10%	\$11,234.51	\$373,637.91	0.00%	\$0.00	\$373,637.91	\$14,433.67
29030		96,110.14		19,496.73	3.10%	\$604.40	\$96,714.54	\$96,714.54	3.10%	\$2,998.15	\$99,712.69	0.00%	\$0.00	\$99,712.69	\$3,602.55
29200		1,779.61		222.56	3.10%	\$69.00	\$1,786.51	\$1,786.51	3.10%	\$55.38	\$1,841.89	0.00%	\$0.00	\$1,841.89	\$62.28
29210		387.61		-	3.10%	\$0.00	\$387.61	\$387.61	3.10%	\$12.02	\$399.63	0.00%	\$0.00	\$399.63	\$12.02
29260		28,313.03		-	3.10%	\$0.00	\$28,313.03	\$28,313.03	3.10%	\$877.70	\$29,190.73	0.00%	\$0.00	\$29,190.73	\$877.70
29350		2,965.83		1,816.11	3.10%	\$56.30	\$3,022.13	\$3,022.13	3.10%	\$93.69	\$3,115.82	0.00%	\$0.00	\$3,115.82	\$149.99
27		8,859,248.02		2,308,180.69			71,553.60	8,930,801.62		276,854.85	9,207,656.47		0.00	9,207,656.47	348,408.45

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	5110: O&M Straight time allocated to CNG by Business Unit for 2016														
51	4760500 MDUR Cross Charges to CNGC				1,036,861.35				0.00%	0.00	1,036,861.35	0.00%	0	1,036,861.35	0.00
52	4763400 Mapping & Design				115,428.85				0.00%	0.00	115,428.85	0.00%	0	115,428.85	0.00
53	4766000 MDU Allocated Costs				423,581.69				0.00%	0.00	423,581.69	0.00%	0	423,581.69	0.00
54	4766200 IGC Allocated Costs				208,965.05				0.00%	0.00	208,965.05	0.00%	0	208,965.05	0.00
55	4767000 Credit and Collections				153,109.92				0.00%	0.00	153,109.92	0.00%	0	153,109.92	0.00
56	4767100 Customer Services, Dir				84,449.44				0.00%	0.00	84,449.44	0.00%	0	84,449.44	0.00
57	4767200 Meridian-Cust Svc Ctr				1,024,805.29				0.00%	0.00	1,024,805.29	0.00%	0	1,024,805.29	0.00
58	4767300 Customer Development/Programs				208,344.85				0.00%	0.00	208,344.85	0.00%	0	208,344.85	0.00
59	4767400 Scheduling				159,743.65				0.00%	0.00	159,743.65	0.00%	0	159,743.65	0.00
60	4767500 IT Risk Mgt				250,606.53				0.00%	0.00	250,606.53	0.00%	0	250,606.53	0.00
61	4767600 Information Tech, Dir				39,737.97				0.00%	0.00	39,737.97	0.00%	0	39,737.97	0.00
62	4767700 Communications				29,392.47				0.00%	0.00	29,392.47	0.00%	0	29,392.47	0.00
63	4767800 Information Systems				558,174.55				0.00%	0.00	558,174.55	0.00%	0	558,174.55	0.00
64	4767900 Mobile Services Manager				54,777.31				0.00%	0.00	54,777.31	0.00%	0	54,777.31	0.00
65	4768000 Office Services				9,465.55				0.00%	0.00	9,465.55	0.00%	0	9,465.55	0.00
					<u>4,357,444.47</u>					<u>0.00</u>	<u>4,357,444.47</u>		<u>0.00</u>	<u>4,357,444.47</u>	<u>0.00</u>

Notes:

- [1] Provided by Cascade Human Resources Accounting System
- [2] Union increase from the 2015 Agreement between CNGC and Local No. 121-C of the International Chemical Workers' Union Council/UFCW