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ENS03286

Date: 6-7-17 Exh # H-18
Regulatory Commission of Alaska
By:
Northern Lights Realtime & Reporting, Inc.
(907) 337-2221 U-16-066

ENSTAR Natural Gas Company
LTIP Incentive Compensation Included in Revenue Requirement
AG-3-4 (d) Response Support

Employee Name	Job Title	LTIP Bonus (2013)	LTIP Bonus (2014)	LTIP Bonus (2015)	Total
BREDIN, DAVID W	Director Operations	$32,935.67	$28,269.79	$29,117.88	
DIECKGRAEFF, DANIEL	Director Rates & Regulatory	$32,529.60	$27,921.24	$28,689.08	
GARDNER, CATHERINE N	Director Finance	$29,406.24	$25,240.35	$25,934.46	
HARRISON, PAULA M.	Director Human Resources	NA	$22,845.78	$23,588.27	
KOSHT, MATTHEW C	Director Info Technology	NA	$23,102.28	$23,910.86	
LAU, JOHN J.	Director Engineering	$37,040.00	$31,792.66	$32,666.96	
SIMS, JOHN D.	Director Business Develop	$27,689.90	$23,709.48	$24,361.49	
GREEN, JARED B.	President, ENSTAR Natural Gas	NA	NA	$96,320.00	
SMITH, MOIRA K.	VP & General Counsel, ENSTAR	$78,796.20	$68,618.36	$70,505.36	
STARRING, COLLEEN	President - Enstar Natural Gas Company	$70,002.24	$26,000.83	NA	
	Total	$308,399.85	$277,500.77	$355,094.35	
Total 2015 LTIP Expense Accrued for ENSTAR Employees and included in Revenue Requirement		$137,066.60	$92,500.26	$118,364.78	**$347,931.64**

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EE Name	Job Title	Total STIP Award
ALLEN, RUSTY W.	Engineer I	$ 2,790.00
ANDERSON, KELSIE L	Communication Specialist	$ 2,147.42
ANDERSON, RAYMOND W	Application Systems Anal/Prog	$ 4,510.11
BABIN, JAMES A.	Supervisor IT	$ 5,171.50
BARRY, ROBIN P.	Manager Transmission Ops	$ 18,011.98
BENDIS, MATTHEW W.	Supervisor Measurement	$ 6,286.45
BISHOP-KLEWENO, DAWN D.	Legal & Reg Affairs Analyst	$ 4,072.90
BLACKWELL, RYAN C.	Key Accounts Representative	$ 262.50
BREDIN, DAVID W	Director Operations	$ 49,909.80
BURKE, NATHAN T.	Supervisor Construction & Main	$ 6,292.14
BUTTO, DAVID L	Manager Service & Mech Admin	$ 16,630.12
CALVERT, ROBIN L.	Sr Finance - Budget Analyst	$ 3,843.25
CAMPBELL, KEVIN D.	Key Accounts Representative	$ 4,038.50
COOPER, STEVEN E	Sr. Manager Operations	$ 18,534.26
DIECKGRAEFF, DANIEL	Director Rates & Regulatory	$ 49,015.20
DIEDERICH, JENNIFER M.	Supervisor Right of Way	$ 5,986.59
DUSENBERY, MELISSA R.	Staff Accountant	$ 3,272.23
ELIEFF II, JAMES A	Systems Administrator	$ 3,412.50
FEDERLE, MATTHEW S.	Manager Gas Storage Plant	$ 12,916.62
GARDNER, CATHERINE N	Director Finance	$ 44,424.00
GARDNER, PAUL A.	Supervisor Business Dev	$ 6,934.12
GREEN, JARED B.	President, ENSTAR Natural Gas	$ 131,476.80
GRUNDHAUSER, KATHRYN	Customer Service Trainer	$ 4,021.42
GUINTU, CHELSEA N.	Financial Analyst	$ 281.25
HANSEN, SHAWN M.	Systems Engineer	$ 1,406.25
HARDY, PAMELA	Supervisor Customer Service	$ 4,441.51
HARRISON, PAULA M.	Director Human Resources	$ 40,603.80
HEBERT, JEFFREY G.	Engineer I	$ 2,975.00
HOBSON, LINDSAY W.	Manager Communications	$ 10,710.00
HOLTA, RYAN M.	Engineer I	$ 4,843.12
JOHANSEN, INNA B	Manager Gas Supply	$ 14,280.00
KHAVANSKIY, KONSTANTIN G.	Systems Administrator	$ 3,818.37
KOLBERG, DAVID H.	Manager Northern Division	$ 15,128.57
KOSHT, MATTHEW C	Director Info Technology	$ 41,951.40
LARSEN, MICHAEL E.	Sr. Gas Storage Scheduler	$ 4,870.59
LAU, JOHN J.	Vice President Operations	$ 65,812.50
LEE, JAMES M	Key Accounts Representative	$ 4,129.74
LEIGHTY, ROBIN L	Right of Way & Env Permit Agen	$ 3,920.62
LEPLEY, JOSEPH	Manager Engineering Services	$ 16,403.27
MARTINEZ, ALICIA	Safety Supervisor	$ 5,701.08
MCCLUNE, AARON S.	Supv Customer Credit	$ 4,439.46
MCCONNEL, JENNIFER A.	Supervisor HR	$ 5,292.30
MEEHAN, ZACHARY J	Engineer II	$ 5,550.00
MERROW, JAMES L.	Supv Southern Div Ops	$ 5,500.00
MONGEAU, ARLON N	Supv Northern Division Ops	$ 5,500.00
NELSON, NATALIA M.	Manager General Accounting	$ 12,935.86
PESTA, SHAY M.	Staff Accountant	$ 3,513.02
PIERCE, CHARLES F	Manager S. Divison Operations	$ 17,716.90
PIERCE, RYAN C.	Training & Public Aware Adm	$ 2,789.57
PRICE, TRAVIS D	Supervisor Fleet & Bldg Maint.	$ 7,452.25
RADFORD, RYAN K	Systems Administrator	$ 3,990.76
REEVES, DANIEL K	Operations Analyst	$ 4,242.70
RENK, TRAVIS	Sr. Manager Pipeline	$ 16,596.87
RENTERIA, JOSE A.	Systems Administrator	$ 3,780.94
ROBINSON, VINCENT L.	Sr. Manager Engineering	$ 19,848.61
ROMANS, DENISE M.	Manager Gas Accounting	$ 11,308.03
SIMS, JOHN D.	VP Corp Resources & Bus Dev	$ 59,000.00
SMITH, JAMES E	Engineer - Telecommunications	$ 4,773.60
SMITH, MOIRA K.	VP & General Counsel, ENSTAR	$ 77,229.00
ST GEORGE JR., CHARLES T.	Sr. HR Generalist	$ 570.00
STAPLES, STANFORD D	Manager, Construction & Maint	$ 15,148.32
STELLMACH, JASON V.	Supervisor Service	$ 6,826.50
STEPHL, JAKE	Engineer I	$ 375.00
VELTKAMP, CHRISTINA K	Manager Cust Svc & Credit	$ 12,840.43
WEAVER, ORAN L.	Systems Administrator	$ 4,283.81
WESTERVELT, JASON V.	Supervisor Gas Control	$ 550.00
ZMUDA, BRUCE V	Key Accounts Representative	$ 4,802.21
	Total STIP Award Paid to ENSTAR Employees	$ 963,073.61
	Accrual for Estimated Employer Portion of Payroll Tax and Other	$ 87,158.10
	Total STIP for ENSTAR Employees included in Revenue Requirement	$ 1,050,231.71