



**Department of Energy**  
Bonneville Power Administration  
P.O. Box 3621  
Portland, Oregon 97208-3621

FREEDOM OF INFORMATION ACT PROGRAM

February 17, 2022

In reply refer to: FOIA #BPA-2022-00159-F

Dale Church

(b) (6)

Dear Mr. Church,

This communication is Bonneville Power Administration's (BPA) final response to your request for agency records made via the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). Your records request was received on November 17, 2021, and formally acknowledged on December 16, 2021.

**Request**

"[Agency records showing] the names of ALL individuals - in any capacity - who engage in any kind of work for BPA, in any way who have received a retention bonus of any kind. "[Including agency records showing those individuals'] name, position, occupational location, length of service, veteran status, gender, amount of retention bonus, and the terms of the retention bonus, for all individuals."

**Response**

BPA searched for and gathered records responsive to your request from knowledgeable personnel in the agency's Recruitment and Placement office. The responsive records set of 48 pages accompanies this communication, with those 48 pages having redactions applied under 5 U.S.C. § 552(b)(6) (Exemption 6). A more detailed explanation of the applied exemptions follows.

**Explanation of Exemptions**

The FOIA generally requires the release of all agency records upon request. However, the FOIA permits or requires withholding certain limited information that falls under one or more of nine statutory exemptions (5 U.S.C. §§ 552(b)(1-9)). Further, section (b) of the FOIA, which contains the FOIA's nine statutory exemptions, also directs agencies to publicly release any reasonably segregable, non-exempt information that is contained in those records.

### Exemption 6

Exemption 6 serves to protect Personally Identifiable Information (PII) contained in agency records when no overriding public interest in the information exists. BPA does not find an overriding public interest in a release of the information redacted under Exemption 6—specifically, BPA is withholding the veteran status of individuals who received retention bonuses and internal administrative staff notations. This information sheds no light on the executive functions of the agency, and there is no overriding public interest in its release. BPA cannot waive these redactions, as the PII protections afforded by Exemption 6 belong to individuals and not to the agency. It may interest you to know that 31% of individuals who received retention bonuses have veteran status. In other words, 31% of those individuals in the response record set have veteran status. Please be aware that BPA does not have data of the veteran status of one individual in the responsive records, so this individual was not included in determining this percentage.

Lastly, as required by 5 U.S.C. § 552(a)(8)(A), information has been withheld only in instances where (1) disclosure is prohibited by statute, or (2) BPA foresees that disclosure would harm an interest protected by the exemption cited for the record. When full disclosure of a record is not possible, the FOIA statute further requires that BPA take reasonable steps to segregate and release nonexempt information. The agency has determined that in certain instances partial disclosure is possible, and has accordingly segregated the records into exempt and non-exempt portions.

### **Fees**

There are no fees associated with processing your FOIA request.

### **Certification**

Pursuant to 10 C.F.R. § 1004.7(b)(2), I am the individual responsible for the records search and information release and exemption determinations described above. Your FOIA request BPA-2022-00159-F is now closed with the responsive agency records and information provided.

### **Appeal**

The adequacy of the search may be appealed within 90 calendar days from your receipt of this letter pursuant to 10 C.F.R. § 1004.8. Appeals should be addressed to:

Director, Office of Hearings and Appeals  
HG-1, L'Enfant Plaza  
U.S. Department of Energy  
1000 Independence Avenue, S.W.  
Washington, D.C. 20585-1615

The written appeal, including the envelope, must clearly indicate that it is a FOIA appeal. You may also submit your appeal by e-mail to [OHA.filings@hq.doe.gov](mailto:OHA.filings@hq.doe.gov), including the phrase “Freedom of Information Appeal” in the subject line. (The Office of Hearings and Appeals prefers to receive appeals by email.) The appeal must contain all the elements required by 10 C.F.R. § 1004.8, including a copy of the determination letter. Thereafter, judicial review will be available to you in the Federal District Court either (1) in the district where you reside, (2) where

you have your principal place of business, (3) where DOE's records are situated, or (4) in the District of Columbia.

Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

Office of Government Information Services  
National Archives and Records Administration  
8601 Adelphi Road-OGIS  
College Park, Maryland 20740-6001  
E-mail: [ogis@nara.gov](mailto:ogis@nara.gov)  
Phone: 202-741-5770  
Toll-free: 1-877-684-6448  
Fax: 202-741-5769

Questions about this communication may be directed to the FOIA Public Liaison Jason Taylor at [jetaylor@bpa.gov](mailto:jetaylor@bpa.gov) or 503-230-3537. Questions may also be directed to Thanh Knudson, Flux Resources LLP, at [etknudson@bpa.gov](mailto:etknudson@bpa.gov) or 503-230-5221.

Sincerely,



Candice D. Palen  
Freedom of Information/Privacy Act Officer

[Responsive agency information accompanies this communication.](#)

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Name	Eff Date	Bi-Weekly Amount	Sex	SCD Retire	Duty Station	Off Title	Mil Status	% of Annual Pay	Total approved Incentive \$ amount	Number of years approved to receive incentive	Payout Cadence	Individual/group	Service period	Termination date of incentive	Notes
Abadi,Ehud B	7/3/2017	0.000	M	11/7/2010	Portland	Account Specialist	(b) (6)								This is the record entry for termination of the incentive
Abadi,Ehud B	3/19/2017	384.260	M	11/7/2010	Portland	Account Specialist	(b) (6)	10.63%	\$20,000	2 years	Bi-weekly	Individual	None required	7/3/2017	
Albert,Treicia L M	10/3/2015	0.000	F	7/1/2012	Portland	Public Utilities Specialist (Systems Support)	(b) (6)								This is the record entry for termination of the incentive
Albert,Treicia L M	9/20/2015	202.000	F	7/1/2012	Portland	Public Utilities Specialist (Systems Support)	(b) (6)	10%	\$5,272	1 year	Bi-weekly	Individual	None required	10/3/2015	
Albert,Treicia L M	10/6/2014	194.000	F	7/1/2012	Portland	Public Utilities Specialist (Systems Support)	(b) (6)	10%	\$5,052.20	1 year	Bi-weekly	Individual	None required	N/A	Another 10% retention incentive was signed the following year
Anderson,Jeffrey J	7/11/2015	0.000	M	10/10/2008	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Anderson,Jeffrey J	10/6/2014	209.000	M	10/10/2008	Vancouver	Electrical Engineer	(b) (6)	10%	\$5,457	1 year	Bi-weekly		None required	7/11/2015	
Andrews,Claudia R	9/18/2016	0.000	F	10/27/1985	Portland	Chief Operating Officer	(b) (6)					Individual			This is the record entry for termination of the incentive
Andrews,Claudia R	1/10/2016	1018.590	F	10/27/1985	Portland	Chief Operating Officer	(b) (6)	15%	Continuation of 15% payout	Continuation of 15% payout	Bi-weekly	Individual	None required	9/18/2016	Bi-weekly pay amounts are adjusted in January for all current retention bonuses, once the new annual pay rate is effective. The adjusted bi-weekly payout amounts are in keeping with the approved bi-weekly payout percentage amount. No new agreements are signed at this time.
Andrews,Claudia R	9/20/2015	970.000	F	10/27/1985	Portland	Chief Operating Officer	(b) (6)	15%	\$25,222.20	1 year	Bi-weekly	Individual	None required	9/18/2016	
Ballou,Douglas W	9/12/2021	868.800	M	2/4/2007	Vancouver	Asset Strategist	(b) (6)	15%	Continuation of 15% payout	Continuation of 15% payout	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Ballou,Douglas W	1/3/2021	846.400	M	2/4/2007	Vancouver	Asset Strategist	(b) (6)	15%	Continuation of 15% payout	Continuation of 15% payout	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Ballou,Douglas W	9/13/2020	837.600	M	2/4/2007	Vancouver	Asset Strategist	(b) (6)	15%	Continuation of 15% payout	Continuation of 15% payout	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Ballou,Douglas W	3/1/2020	840.730	M	2/4/2007	Vancouver	Asset Strategist	(b) (6)	15%		Indefinite	Bi-weekly	Individual	None required		
Barrett,Patrick D	5/27/2018	0.000	M	10/24/1998	Goshen	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Barrett,Patrick D	1/7/2018	402.700	M	10/24/1998	Goshen	Supervisory Electronics Engineer	(b) (6)	10%	Continuation of 10% payout	Continuation of 10% payout	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Barrett,Patrick D	4/2/2017	396.070	M	10/24/1998	Goshen	Supervisory Electronics Engineer	(b) (6)	10%	Continuation of 10% payout	Continuation of 10% payout	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Barrett,Patrick D	1/22/2017	385.070	M	10/24/1998	Goshen	Supervisory Electronics Engineer	(b) (6)	10%			Bi-weekly	Group	None required	5/17/2018	New justification completed on 4/5/16 that approved a group incentive for all supervisors in TF
Barrett,Patrick D	1/8/2017	374.070	M	10/24/1998	Goshen	Supervisory Electronics Engineer	(b) (6)	10%	Continuation of 10% payout	Continuation of 10% payout	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Barrett,Patrick D	1/10/2016	368.090	M	10/24/1998	Goshen	Supervisory Electronics Engineer	(b) (6)	10%	Continuation of 10% payout	Continuation of 10% payout	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Barrett,Patrick D	6/14/2015	363.850	M	10/24/1998	Goshen	Supervisory Electronics Engineer	(b) (6)	10%	\$9,460	1 year	Bi-weekly	Individual	None required		This incentive was essentially renewed under a group incentive annually until termination on 05/17/2018.
Behaia,Arkan F	5/27/2018	0.000	M	1/8/2017	Snohomish	Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive.
Behaia,Arkan F	3/18/2018	306.040	M	1/8/2017	Snohomish	Electronics Engineer	(b) (6)								No information on this incentive. Possibly part of a group retention incentive in TFNC as a GS-0855-12.
Belcher,David M	5/27/2018	0.000	M	6/13/2004	Idaho Falls	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Belcher,David M	1/7/2018	413.890	M	6/13/2004	Idaho Falls	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Belcher,David M	4/16/2017	407.070	M	6/13/2004	Idaho Falls	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Annual review entry - no change to terms

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Belcher,David M	1/8/2017	396.070	M	6/13/2004	Idaho Falls	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Belcher,David M	1/24/2016	389.750	M	6/13/2004	Idaho Falls	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Belcher,David M	1/10/2016	378.920	M	6/13/2004	Idaho Falls	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Belcher,David M	6/14/2015	374.540	M	6/13/2004	Idaho Falls	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Bell,Michael J	12/31/2015	0.000	M	9/19/1978	Kent	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Bell,Michael J	6/14/2015	445.310	M	9/19/1978	Kent	Supervisory Electrical Engineer	(b) (6)	10%	\$11,578	1 year	Bi-weekly	Individual	None required	12/31/2015	
Bepple,Gavin E	5/27/2018	0.000	M	4/2/1990	Snohomish	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Bepple,Gavin E	1/7/2018	473.090	M	4/2/1990	Snohomish	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bepple,Gavin E	1/8/2017	463.310	M	4/2/1990	Snohomish	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bepple,Gavin E	1/10/2016	451.440	M	4/2/1990	Snohomish	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bepple,Gavin E	6/14/2015	445.310	M	4/2/1990	Snohomish	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Bergman,Swen A	1/16/2021	0.000	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Bergman,Swen A	1/3/2021	376.000	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bergman,Swen A	9/27/2020	372.000	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bergman,Swen A	9/13/2020	364.000	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bergman,Swen A	1/5/2020	364.790	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bergman,Swen A	9/29/2019	355.540	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Bergman,Swen A	1/6/2019	347.270	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bergman,Swen A	10/14/2018	342.460	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	1/16/2021	
Bergman,Swen A	5/27/2018	0.000	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Bergman,Swen A	2/18/2018	282.210	M	8/10/2014	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Blake,Timothy C	5/27/2018	0.000	M	10/20/2010	Ellensburg	Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Blake,Timothy C	1/7/2018	301.030	M	10/20/2010	Ellensburg	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Blake,Timothy C	9/17/2017	296.080	M	10/20/2010	Ellensburg	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Blake,Timothy C	1/8/2017	286.820	M	10/20/2010	Ellensburg	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Blake,Timothy C	9/18/2016	282.230	M	10/20/2010	Ellensburg	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Blake,Timothy C	1/10/2016	273.120	M	10/20/2010	Ellensburg	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Blake,Timothy C	10/4/2015	269.970	M	10/20/2010	Ellensburg	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Blessinger,Christopher	5/27/2018	0.000	M	1/24/2016	Lewiston	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Blessinger,Christopher	1/7/2018	335.580	M	1/24/2016	Lewiston	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change (promotion).
Blessinger,Christopher	1/22/2017	304.000	M	1/24/2016	Keizer	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Blessinger,Christopher	1/8/2017	294.190	M	1/24/2016	Keizer	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Blessinger,Christopher	2/7/2016	288.270	M	1/24/2016	Keizer	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Bodi,F Lorraine	10/1/2017	0.000	F	9/5/1983	Portland	VP, Environment, Fish and Wildlife	(b) (6)								This is the record entry for termination of the incentive

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Bodi,F Lorraine	1/8/2017	1078.850	F	9/5/1983	Portland	VP, Environment, Fish and Wildlife	(b) (6)	15%		Continuation of 15% payout	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Bodi,F Lorraine	10/2/2016	1067.880	F	9/5/1983	Portland	VP, Environment, Fish and Wildlife		15%	\$27,765	1 year	Bi-weekly	Individual	None required		
Bodi,F Lorraine	9/18/2016	0.000	F	9/5/1983	Portland	VP, Environment, Fish and Wildlife									This is the record entry for termination of the incentive
Bodi,F Lorraine	1/10/2016	1067.880	F	9/5/1983	Portland	VP, Environment, Fish and Wildlife		15%		Continuation of 15% payout	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Bodi,F Lorraine	9/20/2015	1058.000	F	9/5/1983	Portland	VP, Environment, Fish and Wildlife		15%	\$27,495	1 year	Bi-weekly	Individual	None required	10/1/2017	
Bogner,Joseph A	5/27/2018	0.000	M	3/30/1991	Goldcreek	Supervisory Electrical Engineer									This is the record entry for termination of the incentive
Bogner,Joseph A	1/7/2018	436.260	M	3/30/1991	Goldcreek	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bogner,Joseph A	1/8/2017	429.080	M	3/30/1991	Goldcreek	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bogner,Joseph A	1/10/2016	422.230	M	3/30/1991	Goldcreek	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bogner,Joseph A	7/26/2015	417.330	M	3/30/1991	Goldcreek	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Bourbon,S Alan	5/27/2018	0.000	M	12/15/1976	Olympia	Supervisory Electrical Engineer									This is the record entry for termination of the incentive
Bourbon,S Alan	1/7/2018	473.090	M	12/15/1976	Olympia	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bourbon,S Alan	1/8/2017	463.310	M	12/15/1976	Olympia	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bourbon,S Alan	1/10/2016	451.440	M	12/15/1976	Olympia	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bourbon,S Alan	6/14/2015	445.310	M	12/15/1976	Olympia	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Bowlby,Wilson J	7/5/2020	0.000	M	10/4/2010	Portland	Human Resources Specialist (Classification/Recruitment & Placement)				Indefinite/ Annual review	Bi-weekly	Group	None required		This is the record entry for termination of the incentive



## Retention Bonuses from 12-01-2011 thru 12-01-2021

Bowlby,Wilson J	5/24/2020	173.200	M	10/4/2010	Portland	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bowlby,Wilson J	1/5/2020	167.950	M	10/4/2010	Portland	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Bowlby,Wilson J	7/7/2019	162.890	M	10/4/2010	Portland	Human Resources Specialist (Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020	
Bradburn,Timothy A	9/5/2015	0.000	M	2/5/1988	Spokane	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Bradburn,Timothy A	6/14/2015	417.350	M	2/5/1988	Spokane	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	9/5/2015	
Braun,Steven R	5/27/2018	0.000	M	9/6/2008	Vancouver	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Braun,Steven R	1/7/2018	392.050	M	9/6/2008	Vancouver	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Braun,Steven R	1/8/2017	373.150	M	9/6/2008	Vancouver	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Braun,Steven R	1/10/2016	342.790	M	9/6/2008	Vancouver	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Braun,Steven R	1/10/2016	354.220	M	9/6/2008	Vancouver	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Braun,Steven R	6/14/2015	338.420	M	9/6/2008	Vancouver	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Brinkerhoff,Tobey D	5/27/2018	0.000	M	2/4/2004	Idaho Falls	Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Brinkerhoff,Tobey D	1/7/2018	291.620	M	2/4/2004	Idaho Falls	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Brinkerhoff,Tobey D	6/11/2017	286.820	M	2/4/2004	Idaho Falls	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Brinkerhoff,Tobey D	1/8/2017	277.570	M	2/4/2004	Idaho Falls	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Brinkerhoff,Tobey D	6/12/2016	273.120	M	2/4/2004	Idaho Falls	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Burress,Steven D	3/14/2021	396.000	M	6/15/2015	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Burress,Steven D	1/3/2021	358.400	M	6/15/2015	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Burress,Steven D	9/13/2020	355.200	M	6/15/2015	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Burress,Steven D	5/24/2020	356.300	M	6/15/2015	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Burress,Steven D	1/5/2020	347.820	M	6/15/2015	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Burress,Steven D	5/26/2019	339.000	M	6/15/2015	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Burress,Steven D	1/6/2019	331.140	M	6/15/2015	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Burress,Steven D	10/14/2018	326.550	M	6/15/2015	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Buttress,Larry D	3/9/2017	0.000	M	9/3/2006	Portland	Executive Vice President, Business Transformation	(b) (6)								This is the record entry for termination of the incentive
Buttress,Larry D	1/8/2017	1078.850	M	9/3/2006	Portland	Executive Vice President, Business Transformation	(b) (6)	15%		1 year	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Buttress,Larry D	10/2/2016	1067.880	M	9/3/2006	Portland	Executive Vice President, Business Transformation	(b) (6)	15%	\$27,765	1 year	Bi-weekly	Individual	None required	3/9/2017	
Buttress,Larry D	9/17/2016	0.000	M	9/3/2006	Portland	Vice President of Information Technology & Chief Information Officer	(b) (6)								This is the record entry for termination of the incentive
Buttress,Larry D	1/10/2016	1067.880	M	9/3/2006	Portland	Vice President of Information Technology & Chief Information Officer	(b) (6)	15%		1 year	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Buttress,Larry D	9/20/2015	1058.000	M	9/3/2006	Portland	Vice President of Information Technology & Chief Information Officer	(b) (6)	15%	\$27,495	1 year	Bi-weekly	Individual	None required	9/17/2016	
Chandler,Clayton K	10/10/2021	316.800	M	1/8/2017	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Christman,Locke A	1/17/2021	264.000	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Christman,Locke A	1/3/2021	256.000	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	9/13/2020	253.600	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	8/30/2020	254.640	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Re-start of incentive after temp promo ending
Christman,Locke A	3/29/2020	0.000	M	10/10/2010	Portland	Supervisory Physical Scientist (Power Operations)									Termination of the incentive due to move to temp promo
Christman,Locke A	1/5/2020	254.640	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	1/20/2019	242.360	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	1/20/2019	246.960	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	1/6/2019	239.690	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	1/7/2018	235.230	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	1/22/2017	230.880	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	1/8/2017	223.890	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	1/24/2016	219.390	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	1/10/2016	205.670	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Christman,Locke A	12/27/2015	203.060	M	10/10/2010	Portland	Physical Scientist (Power Operations Specialist)		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	3/29/2020	
Cicrich,Paul D	7/18/2021	460.000	M	11/13/2008	The Dalles	HVDC System Protection & Control Craftsman II		9.20%	\$12,000	3 years/ Reviewed Annually	Bi-weekly	Individual	None required		
Cicrich,Paul D	7/18/2021	460.000	M	11/13/2008	The Dalles	System Protection Control Craftsman II		Duplicate entry	Dupe entry	Dupe Entry	Dupe Entry	Dupe Entry	N/A		There were 2 entries on the same day for this incentive (due to a correction), however, there is only one incentive.

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Cole,Martha V	5/9/2021	215.200	F	4/25/2021	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Cook,Joel D	7/4/2021	382.400	M	6/11/2017	Portland	Chief Operating Officer		5%	\$9,975.86	1 year	Bi-weekly	Individual	None required		Set to end on 07/03/2022
Cooper,Suzanne Bennet	7/4/2021	382.400	F	5/5/1991	Portland	Senior Vice President, Power Services		5%	\$9,975.86	1 year	Bi-weekly	Individual	None required		Set to end on 07/03/2022
Dahiya,Sumit	1/3/2021	209.600	M	2/23/2010	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Dahiya,Sumit	11/22/2020	207.200	M	2/23/2010	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Dahiya,Sumit	9/13/2020	200.800	M	2/23/2010	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Dahiya,Sumit	1/5/2020	201.540	M	2/23/2010	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Dahiya,Sumit	12/22/2019	195.460	M	2/23/2010	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Daisa,Joseph N	11/19/2016	0.000	M	4/22/2001	Olympia	Supervisory Electronics Engineer									This is the record entry for termination of the incentive
Daisa,Joseph N	1/10/2016	451.440	M	4/22/2001	Olympia	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Daisa,Joseph N	9/6/2015	445.300	M	4/22/2001	Olympia	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Daisa,Joseph N	6/14/2015	433.880	M	4/22/2001	Olympia	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	11/19/2016	
Davidson,Bradley G	8/1/2021	477.600	M	8/3/2008	Portland	Public Utilities Specialist (Forward Trader)		10%		Indefinite/ Annual review	Bi-weekly	Individual	None required		
Dawkins,Lance A	10/4/2015	0.000	M	2/27/2011	Portland	ITSPEC(SYSADMIN/OS)									This is the record entry for termination of the incentive
Dawkins,Lance A	9/20/2015	219.000	M	2/27/2011	Portland	ITSPEC(SYSADMIN/OS)		10%	\$5,695	1 year	Bi-weekly	Individual	12 months	10/4/2015	
Dawkins,Lance A	5/2/2015	0.000	M	2/27/2011	Portland	ITSPEC(SYSADMIN/OS)									This is the record entry for termination of the incentive
Dawkins,Lance A	10/6/2014	209.000	M	2/27/2011	Portland	ITSPEC(SYSADMIN/OS)		10%	\$5,457	1 year	Bi-weekly	Individual	12 months	5/2/2015	
Dodd Jr,Gary A	2/14/2021	1572.000	M	11/12/1994	Portland	Supervisory IT Cybersecurity Specialist		25%	\$41,005	2 years/ Annual review	Bi-weekly	Individual	None required		

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Donaldson,Bryan J	5/27/2018	0.000	M	2/4/2005	Keizer	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Donaldson,Bryan J	2/18/2018	403.930	M	2/4/2005	Vancouver	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Donaldson,Bryan J	1/7/2018	392.050	M	2/4/2005	Vancouver	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Donaldson,Bryan J	10/1/2017	384.810	M	2/4/2005	Vancouver	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Donlan,David J	3/4/2018	0.000	M	12/15/2001	Vancouver	Electrical Engineer									This is the record entry for termination of the incentive
Donlan,David J	1/7/2018	369.140	M	12/15/2001	Malin	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Donlan,David J	8/6/2017	363.070	M	12/15/2001	Malin	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Donlan,David J	1/8/2017	352.070	M	12/15/2001	Malin	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Donlan,David J	8/7/2016	346.430	M	12/15/2001	Malin	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	3/4/2018	
Ehlert,Matthew S	10/24/2021	350.400	M	10/14/2018	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ehlert,Matthew S	3/28/2021	335.200	M	10/14/2018	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Enger,Jason D	4/25/2021	854.400	M	2/10/2013	Portland	Lead IT Specialist (INFOSEC)		20%	\$22,289 (annually)	4 years/ Annual review required	Bi-weekly	Individual	None required		
Engler,Jason S	5/27/2018	0.000	M	6/16/1998	Spokane	Supervisory Electronics Engineer									This is the record entry for termination of the incentive
Engler,Jason S	1/7/2018	425.080	M	6/16/1998	Spokane	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Engler,Jason S	11/26/2017	418.070	M	6/16/1998	Spokane	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Engler,Jason S	1/8/2017	407.070	M	6/16/1998	Spokane	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Engler,Jason S	1/10/2016	400.580	M	6/16/1998	Spokane	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Engler,Jason S	6/14/2015	395.920	M	6/16/1998	Spokane	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Failing,Josiah J	1/31/2021	316.800	M	1/21/2018	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Annual review entry - no change to terms
Failing,Josiah J	1/3/2021	264.800	M	1/21/2018	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Failing,Josiah J	9/13/2020	261.600	M	1/21/2018	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Failing,Josiah J	2/2/2020	253.000	M	1/21/2018	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Failing,Josiah J	2/2/2020	262.730	M	1/21/2018	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Fargher,Adam T	7/11/2015	0.000	M	6/16/2013	Goshen	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Fargher,Adam T	10/6/2014	171.000	M	6/16/2013	Goshen	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/11/2015	
Feeney,Kelcey A	7/11/2015	0.000	F	1/18/2011	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Feeney,Kelcey A	10/6/2014	209.000	F	1/18/2011	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/11/2015	
Feller,Cheri M	7/5/2020	0.000	F	7/5/2001	Billings	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)								This is the record entry for termination of the incentive
Feller,Cheri M	1/5/2020	162.300	F	7/5/2001	Billings	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Feller,Cheri M	12/8/2019	157.800	F	7/5/2001	Billings	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020	
Fells,Justin L	5/27/2018	0.000	M	1/11/2008	Olympia	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Fells,Justin L	1/7/2018	316.240	M	1/11/2008	Olympia	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Fells,Justin L	7/23/2017	309.710	M	1/11/2008	Olympia	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Fells,Justin L	1/8/2017	299.720	M	1/11/2008	Olympia	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Fells,Justin L	7/24/2016	292.020	M	1/11/2008	Olympia	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Frazer,Jacqueline V	1/3/2021	271.200	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	9/13/2020	268.800	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	3/15/2020	269.620	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	1/5/2020	262.130	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	1/6/2019	254.220	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	3/18/2018	249.490	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	1/7/2018	242.360	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	1/8/2017	237.880	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	3/20/2016	231.100	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	1/10/2016	226.240	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frazer,Jacqueline V	12/27/2015	223.370	F	7/12/2005	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Frenkel,David S	8/1/2021	0.000	M	7/7/2019	Portland	Public Utilities Specialist (Revenue)	(b) (6)								This is the record entry for termination of the incentive
Frenkel,David S	7/18/2021	196.800	M	7/7/2019	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Frenkel,David S	1/3/2021	190.400	M	7/7/2019	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Frenkel,David S	9/13/2020	188.000	M	7/7/2019	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required	8/1/2021	
Fung,Hoi Y	7/11/2015	0.000	F	7/1/2012	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Fung,Hoi Y	10/6/2014	209.000	F	7/1/2012	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Furrer,Robin R	1/3/2021	764.000	F	7/2/1989	Portland	Chief Administrative Officer	(b) (6)	10%		2 years/ Annual Review	Bi-weekly	Individual	2 years		This incentive has been renewed for another year (eff 10/01/21) Bi-weekly pay amount updated for base pay change.
Furrer,Robin R	9/13/2020	756.000	F	7/2/1989	Portland	Chief Administrative Officer	(b) (6)	10%		2 years/ Annual Review	Bi-weekly	Individual	2 years		Bi-weekly pay amount updated for base pay change.
Furrer,Robin R	1/5/2020	758.850	F	7/2/1989	Portland	Chief Administrative Officer	(b) (6)	10%		2 years/ Annual Review	Bi-weekly	Individual	2 years		Bi-weekly pay amount updated for base pay change.
Furrer,Robin R	10/1/2019	733.100	F	7/2/1989	Portland	Chief Administrative Officer	(b) (6)	10%		2 years/ Annual Review	Bi-weekly	Individual	2 years		Bi-weekly pay amount updated for base pay change.
Gallacher,Christopher V	8/15/2021	645.600	M	1/20/2011	Spokane	Electrical Engineer	(b) (6)	13%		4 years/ Annual review required	Bi-weekly	Individual	None required		
Ganje,Vincent N	5/27/2018	0.000	M	11/18/2012	North Bend	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Ganje,Vincent N	1/7/2018	436.260	M	11/18/2012	North Bend	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ganje,Vincent N	1/8/2017	429.080	M	11/18/2012	North Bend	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ganje,Vincent N	1/10/2016	422.230	M	11/18/2012	North Bend	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ganje,Vincent N	6/14/2015	417.350	M	11/18/2012	North Bend	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Gardner,Kelly J M	1/3/2021	832.800	F	12/18/1990	Vancouver	Project Manager	(b) (6)	17%		4 years/ Annual Review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.



## Retention Bonuses from 12-01-2011 thru 12-01-2021

Gardner,Kelly J M	9/13/2020	824.800	F	12/18/1990	Vancouver	Project Manager	(b) (6)	17%		4 years/ Annual Review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Gardner,Kelly J M	1/5/2020	827.580	F	12/18/1990	Vancouver	Project Manager	(b) (6)	17%		4 years/ Annual Review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Gardner,Kelly J M	5/26/2019	802.600	F	12/18/1990	Vancouver	Project Manager	(b) (6)	17%	\$20,400	4 years/ Annual Review	Bi-weekly	Individual	None required		
Gasvoda,James M	5/27/2018	0.000	M	5/26/1987	Goldcreek	Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Gasvoda,James M	1/7/2018	357.470	M	5/26/1987	Goldcreek	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Gasvoda,James M	1/8/2017	351.560	M	5/26/1987	Goldcreek	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Gasvoda,James M	7/24/2016	345.960	M	5/26/1987	Goldcreek	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Gasvoda,James M	1/10/2016	336.850	M	5/26/1987	Goldcreek	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Gasvoda,James M	6/14/2015	332.960	M	5/26/1987	Goldcreek	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Gendron,Mark O	9/18/2016	0.000	M	7/24/2005	Portland	Senior Vice President for Power Services	(b) (6)								This is the record entry for termination of the incentive
Gendron,Mark O	1/10/2016	1052.220	M	7/24/2005	Portland	Senior Vice President for Power Services	(b) (6)	15%	Continuatio n of 15% payout	1 year	Bi-weekly	Individual	None required	9/18/2016	Bi-weekly pay amount updated for base pay change.
Gendron,Mark O	9/20/2015	1022.000	M	7/24/2005	Portland	Senior Vice President for Power Services	(b) (6)	15%	\$26,561	1 year	Bi-weekly	Individual	None required	9/18/2016	
Gesch,Dan N	4/25/2021	781.600	M	5/1/2016	Vancouver	IT Specialist (INFOSEC)	(b) (6)	20%	\$20,398.60	4 years/ Annual review	Bi-weekly	Individual	None required		
Giamello Jr,Noel C	10/24/2021	436.800	M	5/3/2016	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Giamello Jr,Noel C	7/4/2021	401.600	M	5/3/2016	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Giamello Jr,Noel C	1/3/2021	392.800	M	5/3/2016	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Giamello Jr, Noel C	7/5/2020	388.800	M	5/3/2016	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Giglio, George M	11/7/2021	196.800	M	10/28/2018	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Giglio, George M	1/3/2021	190.400	M	10/28/2018	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Giglio, George M	12/6/2020	188.000	M	10/28/2018	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Gilmour, Candice L	5/27/2018	0.000	F	5/5/2013	Kent	Electrical Engineer									This is the record entry for termination of the incentive
Gilmour, Candice L	1/7/2018	306.040	F	5/5/2013	Kent	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Gilmour, Candice L	7/9/2017	299.720	F	5/5/2013	Kent	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Gliko, Frank L	7/22/2016	0.000	M	12/27/1982	Goldcreek	Supervisory Electrical Engineer									This is the record entry for termination of the incentive
Gliko, Frank L	1/10/2016	422.230	M	12/27/1982	Goldcreek	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Gliko, Frank L	6/14/2015	417.350	M	12/27/1982	Goldcreek	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/22/2016	
Glover, Eric L	7/5/2020	0.000	M	6/23/2008	Portland	Human Resources Specialist (Classification/Recruitment & Placement)									This is the record entry for termination of the incentive
Glover, Eric L	1/5/2020	162.700	M	6/23/2008	Portland	Human Resources Specialist (Classification/Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Glover, Eric L	9/1/2019	157.800	M	6/23/2008	Portland	Human Resources Specialist (Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Glover, Eric L	7/7/2019	152.710	M	6/23/2008	Portland	Human Resources Specialist (Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020	
Godwin, Mary E	11/21/2021	604.000	F	10/28/2007	Portland	Attorney-Adviser (General)		11%	Continuation of 11% payout	3 years/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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Godwin,Mary E	10/10/2021	588.000	F	10/28/2007	Portland	Attorney-Adviser (General)	(b) (6)	11%		3 years/ Annual review	Bi-weekly	Group	None required		
Golden,Diane S	7/5/2020	0.000	F	7/22/2000	Vancouver	Human Resources Specialist (Classification/Recruitment & Placement)									This is the record entry for termination of the incentive
Golden,Diane S	2/2/2020	183.700	F	7/22/2000	Vancouver	Human Resources Specialist (Classification/Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Golden,Diane S	1/5/2020	178.450	F	7/22/2000	Vancouver	Human Resources Specialist (Classification/Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Golden,Diane S	7/7/2019	173.070	F	7/22/2000	Portland	Human Resources Specialist (Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020	
Gorman,Christopher L	7/17/2013	0.000	M	12/10/2002	Vancouver	Construction Control Representative									This is the record entry for termination of the incentive, although there is no entry for initiating an incentive. No incentive documents were found.
Hairston,John L	1/17/2021	764.000	M	6/5/1991	Portland	Administrator		10%	\$19,930	1 year	Bi-weekly	Individual	None required		
Hairston,John L	9/30/2020	0.000	M	6/5/1991	Portland	Administrator and Chief Executive Officer									This is the record entry for termination of the incentive
Hairston,John L	9/13/2020	756.000	M	6/5/1991	Portland	Administrator and Chief Executive Officer		10%	Continuatio n of 10% payout	1 year	Bi-weekly	Individual	None required		Annual review entry - no change to terms
Hairston,John L	1/5/2020	758.850	M	6/5/1991	Portland	Chief Operating Officer		10%	Continuatio n of 10% payout	1 year	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Hairston,John L	10/1/2019	739.620	M	6/5/1991	Portland	Chief Operating Officer		10%	\$19,230	1 year	Bi-weekly	Individual	None required	9/30/2020	
Harris,Brad G	9/26/2021	316.800	M	9/15/2019	Portland	Physical Scientist		10%		1 year	Bi-weekly	Group	None required		

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Hawkins,Robert E	8/18/2019	0.000	M	8/11/2002	Portland	Supervisory Operations Research Analyst									This is the record entry for termination of the incentive
Hawkins,Robert E	1/6/2019	283.270	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hawkins,Robert E	1/7/2018	278.000	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hawkins,Robert E	7/23/2017	272.860	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hawkins,Robert E	1/22/2017	264.800	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hawkins,Robert E	1/8/2017	258.870	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hawkins,Robert E	1/10/2016	253.670	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hawkins,Robert E	12/27/2015	250.440	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required	8/18/2019		
Hayes,John W	1/17/2021	316.800	M	1/7/2018	Portland	Physical Scientist	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hayes,John W	1/3/2021	264.800	M	1/7/2018	Portland	Physical Scientist	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hayes,John W	1/3/2021	316.800	M	1/7/2018	Portland	Physical Scientist	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hayes,John W	9/13/2020	261.600	M	1/7/2018	Portland	Physical Scientist	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hayes,John W	3/15/2020	253.000	M	1/7/2018	Portland	Physical Scientist	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hayes,John W	3/15/2020	262.730	M	1/7/2018	Portland	Physical Scientist	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			

## Retention Bonuses from 12-01-2011 thru 12-01-2021

Heilman,Justin D	5/27/2018	0.000	M	9/8/2011	East Wenatchee	Electrical Engineer	(b) (6)									This is the record entry for termination of the incentive
Heilman,Justin D	4/1/2018	282.210	M	9/8/2011	East Wenatchee	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018		
Hillegas-Elting,James V	10/4/2015	0.000	M	1/5/2008	Portland	Program Analyst										This is the record entry for termination of the incentive
Hillegas-Elting,James V	10/6/2014	234.000	M	1/5/2008	Portland	Program Analyst		10%		1 year	Bi-weely	Individual	1 year	10/4/2015		
Hilts,Justin R	9/25/2021	0.000	M	12/2/2012	Spokane	Electrical Engineer										This is the record entry for termination of the incentive
Hilts,Justin R	1/31/2021	436.800	M	12/2/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hilts,Justin R	1/3/2021	426.400	M	12/2/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hilts,Justin R	9/13/2020	422.400	M	12/2/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hilts,Justin R	1/5/2020	423.680	M	12/2/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hilts,Justin R	2/3/2019	407.230	M	12/2/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hilts,Justin R	2/3/2019	412.920	M	12/2/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hilts,Justin R	1/6/2019	403.090	M	12/2/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Hilts,Justin R	10/14/2018	397.530	M	12/2/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			
Hilts,Justin R	5/27/2018	0.000	M	12/2/2012	Spokane	Electrical Engineer										This is the record entry for termination of the incentive
Hilts,Justin R	2/18/2018	357.960	M	12/2/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			
Hodder,David J	1/31/2020	0.000	M	5/16/1998	Spokane	Electrical Engineer										This is the record entry for termination of the incentive
Hodder,David J	1/5/2020	474.120	M	5/16/1998	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.

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Hodder,David J	4/14/2019	462.070	M	5/16/1998	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hodder,David J	1/6/2019	452.240	M	5/16/1998	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hodder,David J	10/14/2018	446.020	M	5/16/1998	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Hodder,David J	5/27/2018	0.000	M	5/16/1998	Spokane	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Hodder,David J	2/18/2018	413.890	M	5/16/1998	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Hofer,Lawrence M	5/27/2018	0.000	M	6/21/2009	Spokane	Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Hofer,Lawrence M	1/7/2018	319.840	M	6/21/2009	Spokane	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hofer,Lawrence M	1/22/2017	314.580	M	6/21/2009	Spokane	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hofer,Lawrence M	1/8/2017	305.330	M	6/21/2009	Spokane	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hofer,Lawrence M	1/10/2016	291.330	M	6/21/2009	Spokane	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hofer,Lawrence M	8/23/2015	287.970	M	6/21/2009	Spokane	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hofer,Lawrence M	6/14/2015	278.960	M	6/21/2009	Spokane	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Holowatz,Emmanuel J	11/21/2021	414.400	M	8/5/2007	Portland	Financial Analyst	(b) (6)	10%	\$10,816.70 (annually)	2 years/ Annual review	Bi-weekly	Individual	None required		
Hunter,John A	5/27/2018	0.000	M	6/16/2002	Kent	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Hunter,John A	4/15/2018	436.700	M	6/16/2002	Kent	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hunter,John A	1/7/2018	424.570	M	6/16/2002	Kent	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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Hunter,John A	1/8/2017	415.790	M	6/16/2002	Kent	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hunter,John A	4/17/2016	405.130	M	6/16/2002	Kent	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hunter,John A	3/20/2016	393.550	M	6/16/2002	Kent	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Huntley,Russell E	3/28/2021	1224.800	M	3/7/2004	Vancouver	IT Specialist (DATAMGMT/APPSW)	(b) (6)	25%	\$31,935.75	1 year	Bi-weekly	Individual	None required		
Huynh,Jeff D	5/27/2018	0.000	M	1/17/2007	Longview	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Huynh,Jeff D	1/7/2018	403.930	M	1/17/2007	Longview	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Huynh,Jeff D	10/1/2017	396.470	M	1/17/2007	Longview	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Huynh,Jeff D	1/8/2017	384.810	M	1/17/2007	Longview	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Huynh,Jeff D	1/10/2016	377.070	M	1/17/2007	Longview	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Huynh,Jeff D	10/4/2015	353.130	M	1/17/2007	Longview	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Huynh,Jeff D	6/14/2015	342.420	M	1/17/2007	Longview	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Hyman,Aretha A	8/1/2021	228.000	F	9/9/2001	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Hyman,Aretha A	3/28/2021	0.000	F	9/9/2001	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)								This is the record entry for termination of the incentive
Hyman,Aretha A	1/3/2021	228.000	F	9/9/2001	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hyman,Aretha A	9/13/2020	225.600	F	9/9/2001	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hyman,Aretha A	1/5/2020	226.740	F	9/9/2001	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Hyman,Aretha A	12/22/2019	219.900	F	9/9/2001	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required	3/28/2021	

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Janosik,Benjamin P	5/27/2018	0.000	M	9/23/2001	Spokane	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Janosik,Benjamin P	1/7/2018	366.880	M	9/23/2001	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Janosik,Benjamin P	1/8/2017	360.850	M	9/23/2001	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Janosik,Benjamin P	1/10/2016	355.060	M	9/23/2001	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Janosik,Benjamin P	6/14/2015	351.000	M	9/23/2001	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Johnson,James R	1/3/2021	579.200	M	10/27/1992	Portland	Supervisory Human Resources Specialist		10%	Continuation of 10% payout	2 years	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Johnson,James R	9/27/2020	573.600	M	10/27/1992	Portland	Supervisory Human Resources Specialist		10%	\$29,912	2 years	Bi-weekly	Individual	None required		
Jones,Emily C	7/18/2021	264.000	F	1/13/2013	Portland	Physical Scientist		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	1/3/2021	256.000	F	1/13/2013	Portland	Physical Scientist		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	9/13/2020	253.600	F	1/13/2013	Portland	Physical Scientist		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	1/5/2020	254.640	F	1/13/2013	Portland	Physical Scientist		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	7/21/2019	246.960	F	1/13/2013	Portland	Physical Scientist		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	1/6/2019	239.690	F	1/13/2013	Portland	Physical Scientist		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	1/7/2018	235.230	F	1/13/2013	Portland	Physical Scientist		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	7/23/2017	230.880	F	1/13/2013	Portland	Physical Scientist		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	1/8/2017	223.890	F	1/13/2013	Portland	Physical Scientist		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.



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Jones,Emily C	7/24/2016	219.390	F	1/13/2013	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	1/24/2016	212.530	F	1/13/2013	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	1/10/2016	205.670	F	1/13/2013	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Jones,Emily C	12/27/2015	203.060	F	1/13/2013	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Kelly,Sean M	5/27/2018	0.000	M	9/25/2011	Bremerton	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Kelly,Sean M	1/7/2018	346.840	M	9/25/2011	Bremerton	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kelly,Sean M	10/1/2017	339.680	M	9/25/2011	Bremerton	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kelly,Sean M	1/8/2017	329.690	M	9/25/2011	Bremerton	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kelly,Sean M	1/10/2016	321.220	M	9/25/2011	Bremerton	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kelly,Sean M	10/4/2015	316.870	M	9/25/2011	Bremerton	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kelly,Sean M	9/20/2015	307.270	M	9/25/2011	Bremerton	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Keyannie,Kendrick	5/27/2018	0.000	M	2/25/2001	Spokane	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Keyannie,Kendrick	1/7/2018	380.330	M	2/25/2001	Spokane	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Keyannie,Kendrick	1/8/2017	374.070	M	2/25/2001	Spokane	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Keyannie,Kendrick	8/21/2016	368.090	M	2/25/2001	Spokane	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Keyannie,Kendrick	3/20/2016	357.270	M	2/25/2001	Spokane	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	

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Kleinschmidt,David A	1/3/2021	477.600	M	1/4/2009	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	10/11/2020	472.800	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	9/13/2020	462.400	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	1/5/2020	464.030	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	1/6/2019	452.240	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	10/14/2018	446.020	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	5/27/2018	0.000	M	1/4/2009	Vancouver	Electrical Engineer									This is the record entry for termination of the incentive
Kleinschmidt,David A	2/18/2018	380.170	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Kleinschmidt,David A	10/15/2017	0.000	M	1/4/2009	Vancouver	Electrical Engineer									This is the record entry for termination of the incentive
Kleinschmidt,David A	1/8/2017	722.980	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	10/16/2016	708.430	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	1/10/2016	685.580	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	10/18/2015	676.880	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Kleinschmidt,David A	7/26/2015	711.520	M	1/4/2009	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	10/15/2017	
Klement,Anthony J	9/17/2017	0.000	M	1/22/2006	Portland	Operations Research Analyst									This is the record entry for termination of the incentive
Klement,Anthony J	1/8/2017	251.870	M	1/22/2006	Portland	Physical Scientist (Power Operations Specialist)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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Klement,Anthony J	1/10/2016	246.810	M	1/22/2006	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Klement,Anthony J	12/27/2015	236.910	M	1/22/2006	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required	9/17/2017	
Knol,Keith S	1/3/2021	1380.000	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	22%		Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change. Employee has separated, so this incentive has been ended.
Knol,Keith S	9/13/2020	1366.400	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	22%		Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Knol,Keith S	1/5/2020	1206.290	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	22%		Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Knol,Keith S	1/5/2020	1370.780	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	22%		Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Knol,Keith S	9/1/2019	1336.130	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	22%		Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Knol,Keith S	1/6/2019	1175.790	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	22%		Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Knol,Keith S	5/27/2018	1159.520	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	22%		Indefinite/ Annual review	Bi-weekly	Individual	None required		
Knol,Keith S	5/27/2018	0.000	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Knol,Keith S	1/7/2018	1288.830	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Knol,Keith S	1/8/2017	1267.630	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Knol,Keith S	3/6/2016	1247.340	M	6/13/1982	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Knopik,Clinton D	9/19/2015	0.000	M	2/10/2013	Umatilla	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Knopik,Clinton D	6/14/2015	363.850	M	2/10/2013	Umatilla	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	9/19/2015	

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Knuttila,David K	1/8/2017	454.770	M	4/15/1984	Vancouver	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change. Employee has separated, so this incentive has been ended.
Knuttila,David K	1/10/2016	445.640	M	4/15/1984	Vancouver	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Knuttila,David K	6/14/2015	439.960	M	4/15/1984	Vancouver	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Ko,Tina G	9/30/2018	0.000	F	5/21/2000	Vancouver	Supervisory Business Analyst	(b) (6)								This is the record entry for termination of the incentive
Ko,Tina G	8/19/2018	611.000	F	5/21/2000	Vancouver	Deputy Chief Operating Officer	(b) (6)	10%		1 year	Bi-weekly	Individual	None required		
Kulink,Christopher L	10/1/2017	0.000	M	7/19/2006	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Kulink,Christopher L	1/8/2017	874.570	M	7/19/2006	Vancouver	Electrical Engineer	(b) (6)	25%	Continuation of 25% payout	Continuation of 25% payout	Bi-weekly	Individual			Bi-weekly pay amount updated for base pay change.
Kulink,Christopher L	9/18/2016	856.970	M	7/19/2006	Vancouver	Electrical Engineer	(b) (6)	25%	Continuation of 25% payout	Continuation of 25% payout	Bi-weekly	Individual			Bi-weekly pay amount updated for base pay change.
Kulink,Christopher L	1/10/2016	720.670	M	7/19/2006	Vancouver	Electrical Engineer	(b) (6)	25%	Continuation of 25% payout	Continuation of 25% payout	Bi-weekly	Individual			Bi-weekly pay amount updated for base pay change.
Kulink,Christopher L	9/20/2015	712.000	M	7/19/2006	Vancouver	Electrical Engineer	(b) (6)	25%	Continuation of 25% payout	Continuation of 25% payout	Bi-weekly	Individual			Bi-weekly pay amount updated for base pay change.
Kulink,Christopher L	5/31/2015	593.630	M	7/19/2006	Vancouver	Electrical Engineer	(b) (6)	25%	\$30,868.50	2 years	Bi-weekly	Individual	24 months	5/30/2017	
Lana,Aaron D	7/18/2021	256.000	M	5/13/1999	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Lana,Aaron D	1/3/2021	248.800	M	5/13/1999	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Lana,Aaron D	9/13/2020	246.400	M	5/13/1999	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Lana,Aaron D	1/5/2020	247.150	M	5/13/1999	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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Lana,Aaron D	7/21/2019	239.690	M	5/13/1999	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Lana,Aaron D	1/6/2019	232.430	M	5/13/1999	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Lana,Aaron D	7/22/2018	228.100	M	5/13/1999	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Lana,Aaron D	1/21/2018	209.810	M	5/13/1999	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Largo,Jason Richard	7/11/2015	0.000	M	6/16/2013	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Largo,Jason Richard	10/6/2014	171.000	M	6/16/2013	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Leary,Jill C	10/10/2021	576.000	F	9/11/2011	Portland	Attorney-Adviser (General)	(b) (6)	10%	\$15,035.20	3 years/ Annual review	Bi-weekly	Individual	None required		
Li,Bao-Hua	5/27/2018	0.000	M	12/23/2007	Olympia	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Li,Bao-Hua	2/4/2018	388.180	M	12/23/2007	Olympia	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Li,Bao-Hua	1/7/2018	357.050	M	12/23/2007	Olympia	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Li,Bao-Hua	3/27/2017	349.670	M	12/23/2007	Olympia	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Li,Bao-Hua	1/8/2017	380.150	M	12/23/2007	Olympia	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Li,Bao-Hua	11/27/2016	370.400	M	12/23/2007	Olympia	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Li,Bao-Hua	10/16/2016	340.690	M	12/23/2007	Olympia	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Li,Bao-Hua	1/10/2016	330.950	M	12/23/2007	Olympia	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Li,Bao-Hua	6/14/2015	326.500	M	12/23/2007	Olympia	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	

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Lind,Frederick C	5/27/2018	0.000	M	2/9/2006	Spokane	Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Lind,Frederick C	1/7/2018	348.060	M	2/9/2006	Spokane	Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Lind,Frederick C	2/5/2017	342.340	M	2/9/2006	Spokane	Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Love,Erika	7/7/2019	152.710	F	8/4/2008	Portland	Human Resources Specialist (Recruitment & Placement)		5%		1 year	Bi-weekly	Group	None required		Employee has separated, so this incentive has been ended.
Lugg,Lois J	5/27/2018	0.000	F	10/29/1977	Bremerton	Supervisory Electrical Engineer									This is the record entry for termination of the incentive
Lugg,Lois J	1/7/2018	473.090	F	10/29/1977	Bremerton	Supervisory Electrical Engineer									
Lugg,Lois J	1/8/2017	463.310	F	10/29/1977	Bremerton	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Lugg,Lois J	1/10/2016	451.440	F	10/29/1977	Bremerton	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Lugg,Lois J	6/14/2015	445.310	F	10/29/1977	Bremerton	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
MacLellan,Ryan J	5/27/2018	0.000	M	10/10/2001	Redmond	Supervisory Electrical Engineer									This is the record entry for termination of the incentive
MacLellan,Ryan J	1/7/2018	391.520	M	10/10/2001	Redmond	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
MacLellan,Ryan J	4/16/2017	385.070	M	10/10/2001	Redmond	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
MacLellan,Ryan J	1/8/2017	374.070	M	10/10/2001	Redmond	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
MacLellan,Ryan J	10/30/2016	368.090	M	10/10/2001	Redmond	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Macias,Enrique	5/27/2018	0.000	M	4/10/1988	Richland	Supervisory Electronics Engineer									This is the record entry for termination of the incentive
Macias,Enrique	1/7/2018	436.260	M	4/10/1988	Richland	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Macias,Enrique	1/8/2017	429.080	M	4/10/1988	Richland	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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Macias, Enrique	1/10/2016	422.230	M	4/10/1988	Richland	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Macias, Enrique	6/14/2015	417.350	M	4/10/1988	Richland	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Mahpari, Michael B	5/27/2018	0.000	M	6/2/2002	Kent	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Mahpari, Michael B	1/21/2018	436.700	M	6/2/2002	Kent	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Mahpari, Michael B	1/7/2018	424.570	M	6/2/2002	Kent	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Mahpari, Michael B	1/22/2017	415.790	M	6/2/2002	Kent	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Mahpari, Michael B	1/8/2017	404.260	M	6/2/2002	Kent	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Mahpari, Michael B	1/24/2016	393.550	M	6/2/2002	Kent	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Mahpari, Michael B	1/10/2016	381.980	M	6/2/2002	Kent	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Mahpari, Michael B	6/14/2015	376.810	M	6/2/2002	Kent	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Mainzer, Elliot E	1/5/2020	0.000	M	4/21/2002	Portland	Administrator and Chief Executive Officer	(b) (6)								This is the record entry for termination of the incentive
Mainzer, Elliot E	1/6/2019	1849.040	M	4/21/2002	Portland	Administrator and Chief Executive Officer	(b) (6)	25%	\$48,075	Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Mainzer, Elliot E	1/7/2018	1823.080	M	4/21/2002	Portland	Administrator and Chief Executive Officer	(b) (6)	25%	\$47,400	Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Mainzer, Elliot E	11/12/2017	1798.080	M	4/21/2002	Portland	Administrator and Chief Executive Officer	(b) (6)	25%	\$46,750	Indefinite/ Annual review	Bi-weekly	Individual	None required	1/5/2020	
Mainzer, Elliot E	8/20/2017	0.000	M	4/21/2002	Portland	Administrator and Chief Executive Officer	(b) (6)								This is the record entry for termination of the incentive
Mainzer, Elliot E	7/8/2017	0.000	M	4/21/2002	Portland	Administrator and Chief Executive Officer	(b) (6)								This is the record entry for termination of the incentive

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Mainzer,Elliot E	1/8/2017	1798.080	M	4/21/2002	Portland	Administrator and Chief Executive Officer	(b) (6)	25%	\$46,750	Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Mainzer,Elliot E	1/10/2016	1719.720	M	4/21/2002	Portland	Administrator and Chief Executive Officer	(b) (6)	25%	\$44,713	Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Mainzer,Elliot E	6/28/2015	1637.840	M	4/21/2002	Portland	Administrator and Chief Executive Officer	(b) (6)	25%	\$42,853	Indefinite/ Annual review	Bi-weekly	Individual	None required	7/8/2017	
Marleau,Michael L	4/1/2018	0.000	M	6/20/2010	Vancouver	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Marleau,Michael L	1/7/2018	442.230	M	6/20/2010	Vancouver	Supervisory Electrical Engineer	(b) (6)	9%		Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Marleau,Michael L	1/8/2017	434.060	M	6/20/2010	Vancouver	Supervisory Electrical Engineer	(b) (6)	9%		Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Marleau,Michael L	4/17/2016	425.330	M	6/20/2010	Vancouver	Supervisory Electrical Engineer	(b) (6)	9%		Indefinite/ Annual review	Bi-weekly	Individual	None required	4/1/2018	
Martin,Brandon Wade	5/27/2018	0.000	M	6/30/2013	Vancouver	Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Martin,Brandon Wade	1/7/2018	319.710	M	6/30/2013	Vancouver	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Martin,Brandon Wade	12/4/2017	304.000	M	6/30/2013	Vancouver	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Martin,Brandon Wade	8/6/2017	349.830	M	6/30/2013	Vancouver	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Martin,Brandon Wade	1/8/2017	304.000	M	6/30/2013	Vancouver	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Martin,Brandon Wade	1/10/2016	288.670	M	6/30/2013	Vancouver	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Martin,Brandon Wade	1/11/2015	0.000	M	6/30/2013	Vancouver	Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Martin,Brandon Wade	10/6/2014	175.000	M	6/30/2013	Vancouver	Electrical Engineer	(b) (6)	10%		1 year	Bi-weekly	Individual	None required	1/11/2015	
Marx,Stephen E	5/27/2018	0.000	M	5/8/1988	Idaho Falls	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Marx,Stephen E	1/7/2018	436.260	M	5/8/1988	Idaho Falls	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.



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Marx,Stephen E	1/8/2017	429.080	M	5/8/1988	Idaho Falls	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Marx,Stephen E	1/10/2016	422.230	M	5/8/1988	Idaho Falls	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Marx,Stephen E	6/14/2015	417.350	M	5/8/1988	Idaho Falls	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Maslen,William C	5/29/2016	0.000	M	7/17/1979	Portland	Manager, Fish And Wildlife	(b) (6)								This is the record entry for termination of the incentive
Maslen,William C	1/10/2016	776.990	M	7/17/1979	Portland	Manager, Fish And Wildlife	(b) (6)	12.60%	Continuatio n of 12.60% payout	Indefinite/ Annual review	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Maslen,William C	12/13/2015	769.230	M	7/17/1979	Portland	Manager, Fish And Wildlife	(b) (6)	12.60%	\$20,000	Indefinite/ Annual review	Bi-weekly	Individual	None required	5/29/2016	
McConnell,Dennis D	6/24/2017	0.000	M	3/7/1993	Goshen	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
McConnell,Dennis D	1/8/2017	429.080	M	3/7/1993	Goshen	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
McConnell,Dennis D	1/10/2016	422.230	M	3/7/1993	Goshen	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
McConnell,Dennis D	6/14/2015	417.350	M	3/7/1993	Goshen	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	6/24/2017	
McKinnon,Andrew L	5/27/2018	0.000	M	1/22/2012	Spokane	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
McKinnon,Andrew L	1/7/2018	282.210	M	1/22/2012	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
McKinnon,Andrew L	8/6/2017	277.570	M	1/22/2012	Spokane	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
McPherson,Desmond G	5/27/2018	0.000	M	5/2/1986	East Wenatche	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
McPherson,Desmond G	1/7/2018	436.260	M	5/2/1986	East Wenatche	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
McPherson,Desmond G	1/8/2017	429.080	M	5/2/1986	East Wenatche	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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McPherson,Desmond G	8/7/2016	422.230	M	5/2/1986	East Wenatche	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Mendez-Sierra,Akira M	10/4/2015	0.000	M	6/30/2013	The Dalles	Electronics Engineer									This is the record entry for termination of the incentive
Mendez-Sierra,Akira M	10/6/2014	171.000	M	6/30/2013	The Dalles	Electronics Engineer		10%	\$4,461.50	1 year	Bi-weekly	Individual	None required	10/4/2015	
Mengistu,Gebrehiywot	5/27/2018	0.000	M	9/20/2015	Longview	Electrical Engineer									This is the record entry for termination of the incentive
Mengistu,Gebrehiywot	1/7/2018	319.710	M	9/20/2015	Longview	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Mengistu,Gebrehiywot	10/15/2017	313.800	M	9/20/2015	Longview	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Mengistu,Gebrehiywot	1/8/2017	304.000	M	9/20/2015	Longview	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Mengistu,Gebrehiywot	10/16/2016	297.880	M	9/20/2015	Longview	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Molina,Mario A	2/16/2020	0.000	M	10/21/2011	Portland	Customer Account Executive (Real-Time Trader and Scheduler)									This is the record entry for termination of the incentive
Molina,Mario A	2/2/2020	207.840	M	10/21/2011	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Molina,Mario A	1/5/2020	201.540	M	10/21/2011	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Molina,Mario A	12/22/2019	195.460	M	10/21/2011	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required	2/16/2020	
Nguyen,Elvis Duy	6/13/2015	0.000	M	5/5/2007	Vancouver	Electronics Engineer									This is the record entry for termination of the incentive
Nguyen,Elvis Duy	10/6/2014	171.000	M	5/5/2007	Vancouver	Electronics Engineer		10%		1 year	Bi-weekly	Individual	None required	6/13/2015	

(b) (6)

Nutile,Enzo R	2/14/2021	316.800	M	2/18/2018	Portland	Physical Scientist		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
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Nutile,Enzo R	1/3/2021	264.800	M	2/18/2018	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Nutile,Enzo R	9/13/2020	261.600	M	2/18/2018	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Nutile,Enzo R	3/15/2020	253.000	M	2/18/2018	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Nutile,Enzo R	3/15/2020	262.730	M	2/18/2018	Portland	Physical Scientist	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
O'Rourke,Martin T	5/27/2018	0.000	M	2/24/1991	East Wenatche	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
O'Rourke,Martin T	1/7/2018	436.260	M	2/24/1991	East Wenatche	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
O'Rourke,Martin T	1/8/2017	429.080	M	2/24/1991	East Wenatche	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
O'Rourke,Martin T	1/10/2016	422.230	M	2/24/1991	East Wenatche	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
O'Rourke,Martin T	6/14/2015	417.350	M	2/24/1991	East Wenatche	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Oaks,Rebecca C	7/5/2020	0.000	F	3/19/2006	Salt Lake City	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)								This is the record entry for termination of the incentive
Oaks,Rebecca C	1/5/2020	157.380	F	3/19/2006	Salt Lake City	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Oaks,Rebecca C	12/8/2019	153.020	F	3/19/2006	Salt Lake City	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020	
Olson,Justin D	5/27/2018	0.000	M	6/21/2009	Goshen	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Olson,Justin D	1/7/2018	357.960	M	6/21/2009	Goshen	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Olson,Justin D	10/1/2017	352.070	M	6/21/2009	Goshen	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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Olson,Justin D	2/5/2017	323.830	M	6/21/2009	Goshen	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Olson,Justin D	1/8/2017	314.580	M	6/21/2009	Goshen	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Olson,Justin D	1/24/2016	309.540	M	6/21/2009	Goshen	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Olson,Justin D	1/10/2016	300.440	M	6/21/2009	Goshen	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Olson,Justin D	6/14/2015	296.960	M	6/21/2009	Goshen	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Ortega,Ricardo C	9/17/2017	0.000	M	6/3/1990	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Ortega,Ricardo C	1/8/2017	454.770	M	6/3/1990	Keizer	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ortega,Ricardo C	1/10/2016	445.640	M	6/3/1990	Keizer	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ortega,Ricardo C	6/14/2015	439.960	M	6/3/1990	Keizer	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Ostlund,Theodore A	5/27/2018	0.000	M	6/7/2007	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Ostlund,Theodore A	1/7/2018	349.680	M	6/7/2007	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ostlund,Theodore A	6/11/2017	343.230	M	6/7/2007	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ostlund,Theodore A	1/8/2017	333.420	M	6/7/2007	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ostlund,Theodore A	1/10/2016	326.700	M	6/7/2007	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Ostlund,Theodore A	6/14/2015	322.580	M	6/7/2007	Vancouver	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Overeem,Michael L	5/27/2018	0.000	M	10/4/1979	The Dalles	Supervisory Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive

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Overeem,Michael L	1/7/2018	436.260	M	10/4/1979	The Dalles	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Overeem,Michael L	1/8/2017	429.080	M	10/4/1979	The Dalles	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Overeem,Michael L	1/10/2016	422.230	M	10/4/1979	The Dalles	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Overeem,Michael L	6/14/2015	417.350	M	10/4/1979	The Dalles	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Patterson,Shawn M	5/27/2018	0.000	M	5/25/2008	The Dalles	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Patterson,Shawn M	4/29/2018	369.140	M	5/25/2008	The Dalles	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Patterson,Shawn M	1/15/2018	357.960	M	5/25/2008	The Dalles	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Patterson,Shawn M	9/17/2017	0.000	M	5/25/2008	The Dalles	District Operations and Maintenance Manager	(b) (6)								This is the record entry for termination of the incentive
Patterson,Shawn M	4/30/2017	352.070	M	5/25/2008	The Dalles	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Patterson,Shawn M	1/8/2017	341.070	M	5/25/2008	The Dalles	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Patterson,Shawn M	5/1/2016	335.610	M	5/25/2008	The Dalles	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Patterson,Shawn M	1/10/2016	324.780	M	5/25/2008	The Dalles	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Patterson,Shawn M	6/14/2015	321.040	M	5/25/2008	The Dalles	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	9/17/2017	
Payne,Toby S	2/5/2017	0.000	M	10/4/2015	The Dalles	System Protection Control Craftsman Trainee 6	(b) (6)								This is the record entry for termination of the incentive
Payne,Toby S	1/8/2017	286.820	M	10/4/2015	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Payne,Toby S	10/2/2016	282.230	M	10/4/2015	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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Payne,Toby S	1/10/2016	273.120	M	10/4/2015	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Payne,Toby S	10/18/2015	269.970	M	10/4/2015	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	2/5/2017	
Peterson,Joshua L	2/25/2016	0.000	M	3/16/2008	Wenatchee	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Peterson,Joshua L	1/10/2016	355.060	M	3/16/2008	Wenatchee	Electrical Engineer	(b) (6)	10%		1 year	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Peterson,Joshua L	6/14/2015	351.000	M	3/16/2008	Wenatchee	Electrical Engineer	(b) (6)	10%		1 year	Bi-weekly	Group	None required	2/25/2016	
Phadungcharoen,Pearl	6/7/2020	0.000	F	4/13/2008	Portland	Human Resources Specialist	(b) (6)								This is the record entry for termination of the incentive
Phadungcharoen,Pearl	3/15/2020	178.450	F	4/13/2008	Portland	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Phadungcharoen,Pearl	1/5/2020	173.200	F	4/13/2008	Portland	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Phadungcharoen,Pearl	7/7/2019	167.980	F	4/13/2008	Portland	Human Resources Specialist (Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020	
Pheifer,Adrian C	5/27/2018	0.000	M	6/22/2008	Kalispell	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Pheifer,Adrian C	1/21/2018	402.700	M	6/22/2008	Kalispell	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Pheifer,Adrian C	1/7/2018	391.520	M	6/22/2008	Kalispell	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Pheifer,Adrian C	4/2/2017	385.070	M	6/22/2008	Kalispell	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Pheifer,Adrian C	1/8/2017	374.070	M	6/22/2008	Kalispell	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Pheifer,Adrian C	1/24/2016	368.090	M	6/22/2008	Kalispell	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Pheifer,Adrian C	1/10/2016	357.270	M	6/22/2008	Kalispell	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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Pheifer,Adrian C	6/14/2015	353.120	M	6/22/2008	Kalispell	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Phillips,Eric G	3/14/2021	447.200	M	4/1/2014	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Phillips,Eric G	1/3/2021	436.800	M	4/1/2014	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Phillips,Eric G	9/13/2020	432.000	M	4/1/2014	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Phillips,Eric G	3/15/2020	433.770	M	4/1/2014	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Phillips,Eric G	1/5/2020	398.730	M	4/1/2014	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Phillips,Eric G	3/31/2019	388.620	M	4/1/2014	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Phillips,Eric G	1/6/2019	380.350	M	4/1/2014	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Phillips,Eric G	10/14/2018	375.080	M	4/1/2014	Vancouver	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Porter,Jeffrey E	5/27/2018	0.000	M	6/6/2000	Snohomish	Supervisory Electronics Engineer									This is the record entry for termination of the incentive
Porter,Jeffrey E	3/4/2018	460.960	M	6/6/2000	Snohomish	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Porter,Jeffrey E	1/7/2018	448.830	M	6/6/2000	Snohomish	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Porter,Jeffrey E	1/22/2017	439.550	M	6/6/2000	Snohomish	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Porter,Jeffrey E	1/8/2017	427.670	M	6/6/2000	Snohomish	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Porter,Jeffrey E	1/10/2016	416.710	M	6/6/2000	Snohomish	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Porter,Jeffrey E	6/14/2015	411.040	M	6/6/2000	Snohomish	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	

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Quesenberry,Beverly G	7/5/2020	0.000	F	10/12/2002	Portland	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)									This is the record entry for termination of the incentive
Quesenberry,Beverly G	1/5/2020	167.950	F	10/12/2002	Portland	Human Resources Specialist (Classification/Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Quesenberry,Beverly G	11/10/2019	162.890	F	10/12/2002	Portland	Human Resources Specialist (Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Quesenberry,Beverly G	7/7/2019	157.800	F	10/12/2002	Portland	Human Resources Specialist (Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020		
Ramos,Maria B	5/27/2018	0.000	F	6/20/2010	Pasco	Electrical Engineer										This is the record entry for termination of the incentive
Ramos,Maria B	1/7/2018	310.430	F	6/20/2010	Pasco	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Ramos,Maria B	1/8/2017	305.330	F	6/20/2010	Pasco	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Ramos,Maria B	7/10/2016	300.440	F	6/20/2010	Pasco	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Ramos,Maria B	1/10/2016	291.330	F	6/20/2010	Pasco	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Ramos,Maria B	7/12/2015	287.970	F	6/20/2010	Pasco	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Ramos,Maria B	6/14/2015	278.960	F	6/20/2010	Pasco	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018		
Rector,William Eric	1/11/2015	0.000	M	10/6/2009	Portland	Public Utilities Specialist										This is the record entry for termination of the incentive
Rector,William Eric	10/6/2014	163.000	M	10/6/2009	Portland	Public Utilities Specialist		10%		1 year	Bi-weekly	Individual	None required	1/11/2015		
Reyes,Charlene C	5/27/2018	0.000	F	12/25/2012	Snohomish	Electrical Engineer										This is the record entry for termination of the incentive
Reyes,Charlene C	1/21/2018	326.440	F	12/25/2012	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Reyes,Charlene C	1/7/2018	316.240	F	12/25/2012	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.



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Reyes,Charlene C	1/22/2017	309.710	F	12/25/2012	Snohomish	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Reyes,Charlene C	1/8/2017	299.720	F	12/25/2012	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Reyes,Charlene C	2/7/2016	292.020	F	12/25/2012	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Rigez,Paul S	5/27/2018	0.000	M	9/13/2008	Redmond	Supervisory Electronics Engineer									This is the record entry for termination of the incentive
Rigez,Paul S	5/13/2018	369.140	M	9/13/2008	Redmond	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Rigez,Paul S	1/7/2018	357.960	M	9/13/2008	Redmond	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Rigez,Paul S	5/14/2017	352.070	M	9/13/2008	Redmond	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Rigez,Paul S	1/8/2017	341.070	M	9/13/2008	Redmond	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Rigez,Paul S	5/15/2016	335.610	M	9/13/2008	Redmond	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Rigez,Paul S	1/10/2016	324.780	M	9/13/2008	Redmond	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Rigez,Paul S	6/14/2015	321.040	M	9/13/2008	Redmond	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Romancito,Dayna T	8/4/2019	0.000	F	8/6/2006	Portland	Supervisory Human Resources Specialist (Recruitment & Placement)									This is the record entry for termination of the incentive
Romancito,Dayna T	7/7/2019	162.890	F	8/6/2006	Portland	Human Resources Specialist (Recruitment & Placement)		5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020	
Ross,Rodney L	4/29/2016	0.000	M	7/2/1989	Portland	Lead Risk Analyst									This is the record entry for termination of the incentive
Ross,Rodney L	1/10/2016	1248.980	M	7/2/1989	Portland	Lead Risk Analyst		25%	Continuatio n of 25% payout	1 year	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Ross,Rodney L	11/1/2015	1233.120	M	7/2/1989	Portland	Lead Risk Analyst		25%	\$32,061	1 year	Bi-weekly	Individual	None required	4/29/2016	

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Sackett,Rian Robin	7/11/2015	0.000	M	6/16/2013	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Sackett,Rian Robin	10/6/2014	171.000	M	6/16/2013	Vancouver	Electrical Engineer		10%		1 year	Bi-weekly	Individual	None required	7/11/2015	
Salisbury,Robert C	5/27/2018	0.000	M	5/9/2010	Bremerton	Electrical Engineer									This is the record entry for termination of the incentive
Salisbury,Robert C	1/7/2018	397.850	M	5/9/2010	Bremerton	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Salisbury,Robert C	1/8/2017	389.640	M	5/9/2010	Bremerton	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Salisbury,Robert C	1/10/2016	379.620	M	5/9/2010	Bremerton	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Salisbury,Robert C	6/14/2015	374.500	M	5/9/2010	Bremerton	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Sanford,Christopher T	7/4/2021	661.600	M	1/27/1988	Vancouver	Real Time Operations Director		10%		1 year	Bi-weekly	Individual	None required		
Sarkinen,Jared D	5/27/2018	0.000	M	11/18/1990	Kalispell	Supervisory Electrical Engineer									This is the record entry for termination of the incentive
Sarkinen,Jared D	1/7/2018	436.260	M	11/18/1990	Kalispell	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Sarkinen,Jared D	1/8/2017	429.080	M	11/18/1990	Kalispell	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Sarkinen,Jared D	1/10/2016	422.230	M	11/18/1990	Kalispell	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Sarkinen,Jared D	6/14/2015	417.350	M	11/18/1990	Kalispell	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Sarsfield,George P	9/2/2017	0.000	M	6/14/1981	Keizer	Supervisory Electronics Engineer									This is the record entry for termination of the incentive
Sarsfield,George P	1/8/2017	454.770	M	6/14/1981	Keizer	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Sarsfield,George P	1/10/2016	445.640	M	6/14/1981	Keizer	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Sarsfield,George P	6/14/2015	439.960	M	6/14/1981	Keizer	Supervisory Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	9/2/2017	

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Schmidt,Patrick L	1/21/2018	0.000	M	6/21/2009	Vancouver	Electronics Engineer	(b) (6)									This is the record entry for termination of the incentive
Schmidt,Patrick L	1/15/2018	0.000	M	6/21/2009	Vancouver	Electronics Engineer	(b) (6)									This is the record entry for termination of the incentive
Schmidt,Patrick L	1/7/2018	403.930	M	6/21/2009	Vancouver	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Schmidt,Patrick L	10/1/2017	396.470	M	6/21/2009	Vancouver	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Schmidt,Patrick L	9/17/2017	384.810	M	6/21/2009	Vancouver	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	1/15/2018		
Schmidt,Sunshine R	5/31/2015	0.000	F	8/20/2006	Portland	Archeologist	(b) (6)									This is the record entry for termination of the incentive
Schmidt,Sunshine R	1/25/2015	336.000	F	8/20/2006	Portland	Archeologist	(b) (6)	3.50%			Bi-weekly		None required	5/31/2015		No informatin on whether this was a individual or group incentive.
Schultz,Bryan G	5/27/2018	0.000	M	12/8/1986	Longview	Supervisory Electronics Engineer	(b) (6)									This is the record entry for termination of the incentive
Schultz,Bryan G	1/7/2018	463.340	M	12/8/1986	Longview	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Schultz,Bryan G	1/8/2017	454.770	M	12/8/1986	Longview	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Schultz,Bryan G	1/10/2016	445.640	M	12/8/1986	Longview	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Schultz,Bryan G	6/14/2015	417.350	M	12/8/1986	Longview	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018		
Shaheen,Richard L	10/1/2017	0.000	M	9/16/2013	Vancouver	Senior Vice President for Transmission Services	(b) (6)									This is the record entry for termination of the incentive
Shaheen,Richard L	1/8/2017	1078.850	M	9/16/2013	Vancouver	Senior Vice President for Transmission Services	(b) (6)	15%	Continuation of 15% payout	1 year	Bi-weekly	Individual	None required			Bi-weekly pay amount updated for base pay change.
Shaheen,Richard L	10/2/2016	1067.880	M	9/16/2013	Vancouver	Senior Vice President for Transmission Services	(b) (6)	15%	\$27,765	1 year	Bi-weekly	Individual	None required	10/1/2017		
Shaheen,Richard L	9/18/2016	0.000	M	9/16/2013	Vancouver	Senior Vice President for Transmission Services	(b) (6)									This is the record entry for termination of the incentive

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Shaheen,Richard L	1/10/2016	1067.880	M	9/16/2013	Vancouver	Senior Vice President for Transmission Services	(b) (6)	15%	Continuation of 15% payout	1 year	Bi-weekly	Individual	None required		Bi-weekly pay amount updated for base pay change.
Shaheen,Richard L	9/20/2015	1047.000	M	9/16/2013	Vancouver	Senior Vice President for Transmission Services	(b) (6)	15%	\$27,225	1 year	Bi-weekly	Individual	None required	9/18/2016	
Short,Lucas M	5/27/2018	0.000	M	2/16/2007	Richland	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Short,Lucas M	1/7/2018	348.060	M	2/16/2007	Richland	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Short,Lucas M	1/8/2017	342.340	M	2/16/2007	Richland	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Short,Lucas M	9/18/2016	336.850	M	2/16/2007	Richland	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Short,Lucas M	6/12/2016	335.610	M	2/16/2007	Lewiston	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Short,Lucas M	1/10/2016	324.780	M	2/16/2007	Lewiston	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Short,Lucas M	6/14/2015	321.040	M	2/16/2007	Lewiston	Supervisory Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Siewert,Christopher W	11/12/2017	0.000	M	2/10/2013	Portland	Supv. Physical Scientist (Power Operations)	(b) (6)								This is the record entry for termination of the incentive
Siewert,Christopher W	7/23/2017	223.890	M	2/10/2013	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Siewert,Christopher W	1/8/2017	216.890	M	2/10/2013	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Siewert,Christopher W	7/24/2016	212.530	M	2/10/2013	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Siewert,Christopher W	1/10/2016	205.670	M	2/10/2013	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Siewert,Christopher W	12/27/2015	203.060	M	2/10/2013	Portland	Physical Scientist	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required	11/12/2017	
Simpson,Mark C	3/15/2020	0.000	M	10/24/2010	Portland	Operations Research Analyst	(b) (6)								This is the record entry for termination of the incentive

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Simpson,Mark C	1/5/2020	254.640	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Simpson,Mark C	5/12/2019	246.960	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Simpson,Mark C	1/6/2019	239.690	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Simpson,Mark C	1/21/2018	235.230	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Simpson,Mark C	1/7/2018	228.100	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Simpson,Mark C	5/14/2017	223.890	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Simpson,Mark C	1/8/2017	216.890	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Simpson,Mark C	5/15/2016	212.530	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Simpson,Mark C	1/10/2016	205.670	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Simpson,Mark C	12/27/2015	203.060	M	10/24/2010	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required	3/15/2020	
Skaggs Jr,Gary W	7/5/2020	0.000	M	6/28/2010	Portland	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)								This is the record entry for termination of the incentive
Skaggs Jr,Gary W	4/26/2020	162.700	M	6/28/2010	Portland	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Skaggs Jr,Gary W	1/5/2020	157.450	M	6/28/2010	Portland	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Skaggs Jr,Gary W	7/7/2019	152.710	M	6/28/2010	Portland	Human Resources Specialist (Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020	
Smart,Glenn A	5/27/2018	0.000	M	9/18/2012	The Dalles	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive

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Smart,Glenn A	1/7/2018	291.620	M	9/18/2012	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Smart,Glenn A	10/29/2017	286.820	M	9/18/2012	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Smith,Jacob A	5/27/2018	0.000	M	11/29/2015	Pasco	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Smith,Jacob A	3/18/2018	346.770	M	11/29/2015	Pasco	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Smith,Jacob A	1/7/2018	319.840	M	11/29/2015	Pasco	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Smith,Jacob A	11/26/2017	314.580	M	11/29/2015	Pasco	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Smith,Jacob A	1/8/2017	305.330	M	11/29/2015	Pasco	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Smith,Jacob A	1/10/2016	300.440	M	11/29/2015	Umatilla	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Smith,Jacob A	12/13/2015	296.970	M	11/29/2015	Umatilla	Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Spencer,James P	2/3/2018	0.000	M	4/7/2010	Malin	Supervisory Electronics Engineer	(b) (6)								This is the record entry for termination of the incentive
Spencer,James P	1/7/2018	402.700	M	4/7/2010	Malin	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Spencer,James P	1/8/2017	396.070	M	4/7/2010	Malin	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Spencer,James P	5/1/2016	389.750	M	4/7/2010	Malin	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Spencer,James P	1/10/2016	378.920	M	4/7/2010	Malin	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Spencer,James P	6/14/2015	374.540	M	4/7/2010	Malin	Supervisory Electronics Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	2/3/2018	
Stewart,Alexander L	1/11/2015	0.000	M	6/21/2009	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Stewart,Alexander L	10/6/2014	209.000	M	6/21/2009	Vancouver	Electrical Engineer	(b) (6)	10%		1 year	Bi-weekly	Individual	None required	1/11/2015	

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Stock,Frederick A	5/27/2018	0.000	M	6/1/1988	Richland	Supervisory Electrical Engineer	(b) (6)									This is the record entry for termination of the incentive
Stock,Frederick A	1/7/2018	436.260	M	6/1/1988	Richland	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Stock,Frederick A	1/8/2017	429.080	M	6/1/1988	Richland	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Stock,Frederick A	1/10/2016	422.230	M	6/1/1988	Richland	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Stock,Frederick A	6/14/2015	417.350	M	6/1/1988	Richland	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018		
Strickland Jr,Marvin W	10/24/2021	116.800	M	8/2/2020	Vancouver	IT Specialist		3%		1 years	Bi-weekly	Group	None required			
Tabadero,Michael S	5/27/2018	0.000	M	4/11/2010	Kent	Electronics Engineer										This is the record entry for termination of the incentive
Tabadero,Michael S	1/7/2018	346.840	M	4/11/2010	Kent	Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Tabadero,Michael S	4/2/2017	339.680	M	4/11/2010	Kent	Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Tabadero,Michael S	1/10/2016	321.220	M	4/11/2010	Kent	Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Tabadero,Michael S	6/14/2015	316.880	M	4/11/2010	Kent	Electronics Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018		
Tam,Barton	12/18/2015	0.000	M	1/6/2012	The Dalles	Electrical Engineer										This is the record entry for termination of the incentive
Tam,Barton	11/15/2015	287.970	M	1/6/2012	The Dalles	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Tam,Barton	6/14/2015	278.960	M	1/6/2012	The Dalles	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	12/18/2015		
Thomas-Parker,Shanon	9/12/2021	0.000	F	8/4/2019	Portland	Customer Account Executive (Real-Time Trader and Scheduler)										This is the record entry for termination of the incentive
Thomas-Parker,Shanon	8/15/2021	196.800	F	8/4/2019	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.
Thomas-Parker,Shanon	1/3/2021	190.400	F	8/4/2019	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required			Bi-weekly pay amount updated for base pay change.

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Thomas-Parker,Shanon	9/13/2020	188.000	F	8/4/2019	Portland	Customer Account Executive (Real-Time Trader and Scheduler)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required	9/12/2021	
Tkachuk,Paul G	3/28/2021	196.800	M	6/30/2002	Portland	Customer Account Executive (Real-Time Trader and Scheduler)		6%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Truong,Cathy P	4/11/2021	406.400	F	8/30/2012	Spokane	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Truong,Cathy P	6/13/2015	0.000	F	8/30/2012	Spokane	Electronics Engineer									This is the record entry for termination of the incentive
Truong,Cathy P	10/6/2014	171.000	F	8/30/2012	Spokane	Electronics Engineer		10%		1 year	Bi-weekly	Individual	None required	6/13/2015	
Woldeselassie,Abeye Z	5/27/2018	0.000	M	12/13/2015	Snohomish	Electrical Engineer									This is the record entry for termination of the incentive
Woldeselassie,Abeye Z	1/7/2018	306.040	M	12/13/2015	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Woldeselassie,Abeye Z	1/7/2018	316.240	M	12/13/2015	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Woldeselassie,Abeye Z	7/23/2017	299.720	M	12/13/2015	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Woldeselassie,Abeye Z	7/23/2017	309.710	M	12/13/2015	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Woodside,Scott L	5/27/2018	0.000	M	1/12/1992	Umatilla	Supervisory Electrical Engineer									This is the record entry for termination of the incentive
Woodside,Scott L	1/7/2018	436.260	M	1/12/1992	Umatilla	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Woodside,Scott L	1/8/2017	429.080	M	1/12/1992	Umatilla	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Woodside,Scott L	1/10/2016	422.230	M	1/12/1992	Umatilla	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Woodside,Scott L	6/14/2015	417.350	M	1/12/1992	Umatilla	Supervisory Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Wylie,Amanda D	7/5/2020	0.000	F	4/20/2014	St Augustine	Human Resources Specialist (Classification/Recruitment & Placement)									This is the record entry for termination of the incentive



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Wylie,Amanda D	1/5/2020	157.380	F	4/20/2014	St Augustine	Human Resources Specialist (Classification/Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Wylie,Amanda D	11/10/2019	153.020	F	4/20/2014	St Augustine	Human Resources Specialist (Recruitment & Placement)	(b) (6)	5%		Indefinite/ Annual review	Bi-weekly	Group	None required	7/5/2020	
Yang,Mark T	5/27/2018	0.000	M	9/4/2016	The Dalles	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive
Yang,Mark T	1/7/2018	301.030	M	9/4/2016	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yang,Mark T	11/12/2017	296.080	M	9/4/2016	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Yim,Joon S	1/3/2021	286.400	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yim,Joon S	9/13/2020	284.000	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yim,Joon S	1/5/2020	284.600	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yim,Joon S	7/21/2019	276.000	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yim,Joon S	1/6/2019	268.740	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yim,Joon S	1/7/2018	263.750	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yim,Joon S	1/8/2017	258.870	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yim,Joon S	7/24/2016	253.670	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yim,Joon S	1/10/2016	246.810	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Yim,Joon S	12/27/2015	243.670	M	8/11/2002	Portland	Physical Scientist (Power Operations Specialist)	(b) (6)	6%		Indefinite/ Annual review	Bi-weekly	Group	None required		
Younce,Benjamin Barry	11/14/2015	0.000	M	4/24/2007	Vancouver	Electrical Engineer	(b) (6)								This is the record entry for termination of the incentive

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Younce,Benjamin Barry	9/6/2015	143.500	M	4/24/2007	Vancouver	Electrical Engineer	(b) (6)	10%		1 year	Bi-weekly	Individual	1 year	11/14/2015	The service agreement states that the incentive was effective 3/22/15- 3/22/16. Bi-weekly payments were started on 9/6/15 and ended on 11/14/15. Service agreements are not normally required when payments are bi-weekly because employee is paid for the 2-week portion of their continued service each pay period.
Young,Brianne A	5/27/2018	0.000	F	7/8/2008	Idaho Falls	Electrical Engineer									This is the record entry for termination of the incentive
Young,Brianne A	1/7/2018	319.840	F	7/8/2008	Idaho Falls	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Young,Brianne A	7/9/2017	314.580	F	7/8/2008	Idaho Falls	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Young,Brianne A	1/8/2017	305.330	F	7/8/2008	Idaho Falls	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Young,Brianne A	1/10/2016	300.440	F	7/8/2008	Idaho Falls	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Young,Brianne A	11/15/2015	296.970	F	7/8/2008	Idaho Falls	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Young,Brianne A	7/12/2015	316.870	F	7/8/2008	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Young,Brianne A	6/14/2015	307.270	F	7/8/2008	Snohomish	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	
Young,Kevin M	5/27/2018	0.000	M	9/19/2009	The Dalles	Electrical Engineer									This is the record entry for termination of the incentive
Young,Kevin M	5/13/2018	301.030	M	9/19/2009	The Dalles	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Young,Kevin M	1/7/2018	291.620	M	9/19/2009	The Dalles	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Young,Kevin M	5/14/2017	286.820	M	9/19/2009	The Dalles	Electrical Engineer		10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.

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Young, Kevin M	1/8/2017	277.570	M	9/19/2009	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required		Bi-weekly pay amount updated for base pay change.
Young, Kevin M	5/15/2016	273.120	M	9/19/2009	The Dalles	Electrical Engineer	(b) (6)	10%		Indefinite/ Annual review	Bi-weekly	Group	None required	5/27/2018	