

Questar Corporation
2014 Annual Management Incentive Plan
11-Feb-15

| | Weight | 50% | 100% | 150% | 200% | Final | |
|--|--------|----------|----------|----------|----------|----------|-------------|
| | | | | | | Amount | Payout |
| Questar Gas | | | | | | | |
| Questar net income (\$MM) | 15% | \$210.0 | \$222.0 | \$236.0 | \$250.0 | \$226.4 | 116% |
| Questar Gas net income (\$MM) | 15% | \$44.0 | \$47.0 | \$52.0 | \$54.0 | \$55.1 | 200% |
| O&M per customer, excluding DSM | 15% | \$154.00 | \$149.00 | \$147.00 | \$145.00 | \$142.87 | 200% |
| Customer satisfaction | 10% | 6.1 | 6.3 | 6.4 | 6.5 | 6.38 | 140% |
| Safety - DART injury rate (Questar consolidated) | 5% | 1.75 | 1.50 | 1.35 | 1.20 | 1.25 | 183% |
| Safety - Avoidable accident rate (Questar consolidated) | 5% | 2.30 | 2.00 | 1.70 | 1.40 | 2.06 | 90% |
| Calls answered in 60 seconds after menu choice option | 5% | 85.0% | 90.0% | 93.0% | 95.0% | 94.2% | 180% |
| Emergency call representative on site within 1 hour | 5% | 95.0% | 98.0% | 99.0% | 100.0% | 98.5% | 125% |
| Percentage of natural gas fuel used by fleet | 5% | 44.0% | 46.0% | 48.0% | 50.0% | 48.2% | 150% |
| Stakeholder value goals | 20% | | | | | | 110% |
| 1. Manage a successful feeder-line replacement program. | | | | | | | |
| 2. Work with Questar Pipeline to improve transportation and storage utilization, including improved control room communications and other system enhancements. | | | | | | | |
| 3. Conduct regular planning activities and emergency drills to improve emergency response. | | | | | | | |
| 4. Increase percentage of customers receiving paperless bills. | | | | | | | |
| 5. Implement "Certified Safe" program and expand "Workers Observing Workers" program. | | | | | | | |
| 6. Expand Questar Fueling. | | | | | | | |
| | | | | | | | <u>150%</u> |

Questar Corporation
2014 Annual Employee Incentive Plan (PIPE)
17-Feb-15

| | Minimum | | Target | | Maximum | | Final | |
|--|----------|---------|----------|---------|----------|---------|----------|-------|
| | Goal | Percent | Goal | Percent | Goal | Percent | | |
| Questar Gas | | | | | | | | |
| <u>Operations & Field Employees</u> | | | | | | | | |
| O&M per customer, excluding DSM | \$154.00 | 1.00% | \$149.00 | 2.00% | \$145.00 | 4.00% | \$142.87 | 4.00% |
| Customer satisfaction | 6.1 | 1.00% | 6.3 | 2.00% | 6.5 | 4.00% | 6.38 | 2.80% |
| Calls answered in 60 seconds after menu choice option | 85.0% | 0.07% | 90.0% | 0.13% | 95.0% | 0.25% | 94.2% | 0.23% |
| Emergency calls answered within 60 seconds | 99.3% | 0.06% | 99.6% | 0.12% | 99.8% | 0.25% | 99.4% | 0.08% |
| Emergency call representative on site within 1 hour | 95.0% | 0.07% | 98.0% | 0.13% | 99.0% | 0.25% | 98.5% | 0.19% |
| Meters read monthly | 99.0% | 0.06% | 99.3% | 0.12% | 99.6% | 0.25% | 99.0% | 0.06% |
| Gas service requests activated or reactivated within 3 business days | 98.0% | 0.07% | 99.0% | 0.13% | 100.0% | 0.25% | 100.0% | 0.25% |
| Percentage of natural gas fuel used by fleet | 44.0% | 0.06% | 46.0% | 0.12% | 50.0% | 0.25% | 48.2% | 0.19% |
| Safety - DART injury rate (Questar consolidated) | 1.75 | 0.12% | 1.50 | 0.25% | 1.20 | 0.50% | 1.25 | 0.46% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.30 | 0.12% | 2.00 | 0.25% | 1.40 | 0.50% | 2.06 | 0.22% |
| Safety - Percent of employees with 4 or more WOW observations | 85.0% | 0.12% | 90.0% | 0.25% | 95.0% | 0.50% | Yes | 0.50% |
| Safety - At least 85% of employees "certified safe" | No | 0.00% | | | Yes | 0.50% | Yes | 0.50% |
| Safety - Individual | | | | | | | | |
| All safety training complete | No | 0.00% | | | Yes | 0.25% | Yes | 0.25% |
| No avoidable accident or injury | No | 0.00% | | | Yes | 0.25% | Yes | 0.25% |
| | | 2.75% | | 5.50% | | 12.00% | | 9.98% |
| <u>Office Employees</u> | | | | | | | | |
| O&M per customer, excluding DSM | \$154.00 | 1.16% | \$149.00 | 2.31% | \$145.00 | 4.63% | \$142.87 | 4.63% |
| Customer satisfaction | 6.1 | 1.16% | 6.3 | 2.31% | 6.5 | 4.62% | 6.38 | 3.23% |
| Calls answered in 60 seconds after menu choice option | 85.0% | 0.07% | 90.0% | 0.13% | 95.0% | 0.25% | 94.2% | 0.23% |
| Emergency calls answered within 60 seconds | 99.3% | 0.06% | 99.6% | 0.12% | 99.8% | 0.25% | 99.4% | 0.08% |
| Emergency call representative on site within 1 hour | 95.0% | 0.07% | 98.0% | 0.13% | 99.0% | 0.25% | 98.5% | 0.19% |
| Meters read monthly | 99.0% | 0.06% | 99.3% | 0.12% | 99.6% | 0.25% | 99.0% | 0.06% |
| Gas service requests activated or reactivated within 3 business days | 98.0% | 0.07% | 99.0% | 0.13% | 100.0% | 0.25% | 100.0% | 0.25% |
| Percentage of natural gas fuel used by fleet | 44.0% | 0.06% | 46.0% | 0.12% | 50.0% | 0.25% | 48.2% | 0.19% |
| Safety - DART injury rate (Questar consolidated) | 1.75 | 0.12% | 1.50 | 0.13% | 1.20 | 0.25% | 1.25 | 0.23% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.30 | 0.06% | 2.00 | 0.12% | 1.40 | 0.25% | 2.06 | 0.11% |
| Safety - Individual | | | | | | | | |
| All safety training complete | No | 0.00% | | | Yes | 0.50% | Yes | 0.50% |
| No avoidable accident or injury | No | 0.00% | | | Yes | 0.25% | Yes | 0.25% |
| | | 2.89% | | 5.62% | | 12.00% | | 9.95% |

Questar Corporation
2014 Annual Management Incentive Plan
11-Feb-15

| | Weight | 50% | 100% | 150% | 200% | Final | |
|--|--------|--------|--------|--------|--------|--------|--------|
| | | | | | | Amount | Payout |
| Corporate | | | | | | | |
| Wexpro AMIP results | 25% | | | | | | 144% |
| Questar Pipeline AMIP results | 25% | | | | | | 150% |
| Questar Gas AMIP results | 25% | | | | | | 150% |
| Corporate allocable operating and maintenance expenses (\$MM) | 5% | \$41.5 | \$39.5 | \$38.5 | \$37.5 | \$47.9 | 0% |
| Stakeholder value goals | 20% | | | | | | 109% |
| 1. Maintain outreach to key investors. | | | | | | | |
| 2. Maintain a secure information system environment. | | | | | | | |
| 3. Support and promote clean-air initiatives. | | | | | | | |
| 4. Maintain involvement with community and industry. | | | | | | | |
| 5. Support business unit growth initiatives. | | | | | | | |
| 6. Manage healthcare plans and enhance wellness culture. | | | | | | | |
| 7. Conduct regular planning activities and emergency drills to improve emergency response. | | | | | | | |
| 8. Expand Questar Fueling. | | | | | | | |
| | | | | | | | 133% |

Notes:

Net income goals exclude gains or losses on the sale of assets, impairment charges, adjustments to deferred taxes from changes in effective income tax rates and changes in Section 199 deduction.

Questar Corporation
2014 Annual Employee Incentive Plan (PIPE)
17-Feb-15

| | Minimum | | Target | | Maximum | | Final | |
|---|----------|---------|----------|---------|----------|---------|----------|-------|
| | Goal | Percent | Goal | Percent | Goal | Percent | | |
| Corporate | | | | | | | | |
| <u>Operations & Field Employees</u> | | | | | | | | |
| Wexpro - Finding cost per Mcfe | \$2.00 | 0.56% | \$1.90 | 1.13% | \$1.70 | 2.25% | \$1.71 | 2.19% |
| Questar Pipeline - O&M per dth of demand | \$15.20 | 0.56% | \$14.80 | 1.12% | \$14.00 | 2.25% | \$13.91 | 2.25% |
| Questar Gas - O&M per customer, excluding DSM | \$154.00 | 0.57% | \$149.00 | 1.13% | \$145.00 | 2.25% | \$142.87 | 2.25% |
| Corporate allocatable operating and maintenance expenses (\$MM) | \$41.5 | 0.69% | \$39.5 | 1.38% | \$37.5 | 2.75% | \$47.9 | 0.00% |
| Safety - DART injury rate (Questar consolidated) | 1.75 | 0.13% | 1.50 | 0.25% | 1.20 | 0.50% | 1.25 | 0.46% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.30 | 0.12% | 2.00 | 0.25% | 1.40 | 0.50% | 2.06 | 0.22% |
| Safety - Percent of employees with 4 or more WOW observations | 85.0% | 0.12% | 90.0% | 0.25% | 95.0% | 0.50% | Yes | 0.50% |
| Safety - At least 85% of employees "certified safe" | No | 0.00% | | | Yes | 0.50% | Yes | 0.50% |
| Safety - Individual | | | | | | | | |
| All safety training complete | No | 0.00% | | | Yes | 0.25% | Yes | 0.25% |
| No avoidable accident or injury | No | 0.00% | | | Yes | 0.25% | Yes | 0.25% |
| | | 2.75% | | 5.51% | | 12.00% | | 8.87% |
| <u>Office Employees</u> | | | | | | | | |
| Wexpro - Finding cost per Mcfe | \$2.00 | 0.56% | \$1.90 | 1.13% | \$1.70 | 2.25% | \$1.71 | 2.19% |
| Questar Pipeline - O&M per dth of demand | \$15.20 | 0.56% | \$14.80 | 1.12% | \$14.00 | 2.25% | \$13.91 | 2.25% |
| Questar Gas - O&M per customer, excluding DSM | \$154.00 | 0.57% | \$149.00 | 1.13% | \$145.00 | 2.25% | \$142.87 | 2.25% |
| Corporate allocatable operating and maintenance expenses (\$MM) | \$41.5 | 0.88% | \$39.5 | 1.75% | \$37.5 | 3.50% | \$47.9 | 0.00% |
| Safety - DART injury rate (Questar consolidated) | 1.75 | 0.12% | 1.50 | 0.25% | 1.20 | 0.50% | 1.25 | 0.46% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.30 | 0.12% | 2.00 | 0.25% | 1.40 | 0.50% | 2.06 | 0.22% |
| Safety - Individual | | | | | | | | |
| All safety training complete | No | 0.00% | | | Yes | 0.50% | Yes | 0.50% |
| No avoidable accident or injury | No | 0.00% | | | Yes | 0.25% | Yes | 0.25% |
| | | 2.81% | | 5.63% | | 12.00% | | 8.12% |

Questar Corporation
2015 Annual Management Incentive Plan
16-Feb-16

| | Weight | 50% | 100% | 150% | 200% | 2015 Final | |
|--|--------|----------|----------|----------|----------|-------------|------|
| Questar Gas | | | | | | | |
| Questar net income (\$MM)* | 25% | \$199.0 | \$221.0 | \$235.5 | \$250.0 | \$226.5 | 119% |
| Questar Gas net income (\$MM) | 25% | \$57.0 | \$60.0 | \$63.6 | \$67.2 | \$64.3 | 160% |
| Safety - DART injury rate (Questar consolidated) | 5% | 1.70 | 1.40 | 1.20 | 1.00 | 1.43 | 95% |
| Safety - Avoidable accident rate (Questar consolidated) | 5% | 2.30 | 2.00 | 1.70 | 1.40 | 1.71 | 148% |
| O&M per customer, excluding DSM | 20% | \$145.00 | \$140.00 | \$137.00 | \$134.00 | \$140.35 | 97% |
| Customer score card | 10% | | | | | | 138% |
| Customer satisfaction | | 6.10 | 6.30 | 6.40 | 6.50 | 6.44 | 170% |
| Calls answered in 60 seconds after menu choice option | | 90.0% | 93.0% | 94.0% | 95.0% | 91.5% | 75% |
| Emergency call representative on site within 1 hour | | 95.0% | 98.0% | 99.0% | 99.8% | 98.1% | 105% |
| Third-party damages (per 1,000 One Call requests) | | 3.50 | 3.40 | 3.30 | 3.20 | 3.07 | 200% |
| Key initiatives | 10% | | | | | | 100% |
| 1 Complete Eagle Mountain gas system acquisition and integration. | | | | | | | |
| 2 Develop and implement a comprehensive customer engagement plan that focuses on all key stakeholders. | | | | | | | |
| | | | | | | <u>125%</u> | |

Questar Corporation
2015 Employee Incentive Plan (PIPE)
17-Feb-16

| | Minimum | | Target | | Maximum | | Final | |
|---|----------|--------|----------|--------|----------|--------|----------|--------|
| | Goal | Payout | Goal | Payout | Goal | Payout | Result | Payout |
| Questar Gas | | | | | | | | |
| Operations & Field Employees | | | | | | | | |
| O&M per customer, excluding DSM | \$145.00 | 1.00% | \$140.00 | 2.00% | \$134.00 | 4.25% | \$140.35 | 1.93% |
| Customer satisfaction | 6.10 | 0.50% | 6.30 | 1.00% | 6.50 | 2.50% | 6.44 | 2.05% |
| Calls answered in 60 seconds after menu choice option | 90.0% | 0.25% | 93.0% | 0.50% | 95.0% | 1.00% | 91.5% | 0.38% |
| Emergency call representative on site within 1 hour | 95.0% | 0.25% | 98.0% | 0.50% | 99.8% | 1.00% | 98.1% | 0.53% |
| Third-party damages (per 1,000 One Call requests) | 3.50 | 0.25% | 3.40 | 0.50% | 3.20 | 1.00% | 3.05 | 1.00% |
| Safety - DART injury rate (Questar consolidated) | 1.70 | 0.13% | 1.40 | 0.25% | 1.00 | 0.50% | 1.43 | 0.24% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.30 | 0.12% | 2.00 | 0.25% | 1.40 | 0.50% | 1.71 | 0.37% |
| Safety - Regional | | | | | | | | |
| % of employees completing 6 or more WOW observations | 85% | 0.12% | 90% | 0.25% | 95% | 0.50% | 95% | 0.50% |
| 85% of employees certified safe | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| Safety - Individual | | | | | | | | |
| All safety training complete | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| No avoidable accident or injury | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| | | 2.62% | | 6.00% | | 12.00% | | 7.75% |
| Office Employees | | | | | | | | |
| O&M per customer, excluding DSM | \$145.00 | 1.12% | \$140.00 | 2.25% | \$134.00 | 4.75% | \$140.35 | 2.17% |
| Customer satisfaction | 6.10 | 0.50% | 6.30 | 1.00% | 6.50 | 2.50% | 6.44 | 2.05% |
| Calls answered in 60 seconds after menu choice option | 90.0% | 0.25% | 93.0% | 0.50% | 95.0% | 1.00% | 91.5% | 0.38% |
| Emergency call representative on site within 1 hour | 95.0% | 0.25% | 98.0% | 0.50% | 99.8% | 1.00% | 98.1% | 0.53% |
| Third-party damages (per 1,000 One Call requests) | 3.50 | 0.25% | 3.40 | 0.50% | 3.20 | 1.00% | 3.05 | 1.00% |
| Safety - DART injury rate (Questar consolidated) | 1.70 | 0.13% | 1.40 | 0.25% | 1.00 | 0.50% | 1.43 | 0.24% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.30 | 0.12% | 2.00 | 0.25% | 1.40 | 0.50% | 1.71 | 0.37% |
| Safety - Regional or Departmental | | | | | | | | |
| Conduct Business Continuity Plan or Emergency Plan table-top exercise | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| Safety - Individual | | | | | | | | |
| All safety training complete | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| Participate in 3 proactive safety efforts (preapproved by supervisor) - could be WOW observations or certified safe | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| | | 2.62% | | 6.00% | | 12.00% | | 7.49% |

Questar Corporation
2015 Annual Management Incentive Plan
16-Feb-16

| | Weight | 50% | 100% | 150% | 200% | 2015 Final | |
|---|--------|----------|----------|----------|----------|------------|-------------|
| Questar Corporation | | | | | | | |
| Questar net income (\$MM)* | 50% | \$199.0 | \$221.0 | \$235.5 | \$250.0 | \$226.5 | 119% |
| Safety - DART injury rate (Questar consolidated) | 5% | 1.70 | 1.40 | 1.20 | 1.00 | 1.43 | 95% |
| Safety - Avoidable accident rate (Questar consolidated) | 5% | 2.30 | 2.00 | 1.70 | 1.40 | 1.71 | 148% |
| Lease operating costs per Mcfe (Wexpro)* | 8% | \$0.45 | \$0.42 | \$0.40 | \$0.38 | \$0.384 | 190% |
| O&M per dth of demand (QPC) | 8% | \$14.65 | \$14.15 | \$13.75 | \$13.50 | \$13.55 | 190% |
| O&M per customer, excluding DSM (QGC) | 8% | \$145.00 | \$140.00 | \$137.00 | \$134.00 | \$140.35 | 97% |
| Controllable costs (\$MM) | 6% | \$45.0 | \$43.0 | \$41.0 | \$39.0 | \$59.2 | 0% |
| Key initiatives | | | | | | | |
| 1 Resolve gathering lawsuit through settlement or successful trial without significant financial impact to Questar. | 5% | | | | | | 25% |
| 2 Average results of business unit key initiatives. | 5% | | | | | | 33% |
| | | | | | | | <u>113%</u> |

* Questar net income, Wexpro net income and Wexpro lease operating cost goals will be recalibrated if Wexpro is able to conduct a developmental drilling program in 2015.
 All net income goals exclude the impacts of gains or losses on asset sales, or impairment charges.

Questar Corporation
2015 Employee Incentive Plan (PIPE)
17-Feb-16

| | Minimum | | Target | | Maximum | | Final | |
|---|----------|--------|----------|--------|----------|--------|----------|--------|
| | Goal | Payout | Goal | Payout | Goal | Payout | Result | Payout |
| Questar Corporation | | | | | | | | |
| Field Employees | | | | | | | | |
| Lease operating costs per Mcfe (Wexpro) | \$0.45 | 0.63% | \$0.42 | 1.25% | \$0.38 | 2.75% | \$0.384 | 2.60% |
| O&M per dth of demand (QPC) | \$14.65 | 0.63% | \$14.15 | 1.25% | \$13.50 | 2.75% | \$13.55 | 2.63% |
| O&M per customer, excluding DSM (QGC) | \$145.00 | 0.63% | \$140.00 | 1.25% | \$134.00 | 2.75% | \$140.35 | 1.21% |
| Controllable costs (\$MM) | \$45.0 | 0.36% | \$43.0 | 0.75% | \$39.0 | 1.50% | \$42.5 | 0.84% |
| Safety - DART injury rate (Questar consolidated) | 1.70 | 0.13% | 1.40 | 0.25% | 1.00 | 0.50% | 1.43 | 0.24% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.30 | 0.12% | 2.00 | 0.25% | 1.40 | 0.50% | 1.71 | 0.37% |
| Safety - Regional | | | | | | | | |
| % of employees completing 6 or more WOW observations | 85% | 0.12% | 90% | 0.25% | 95% | 0.50% | 95% | 0.50% |
| 85% of employees certified safe | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| Safety - Individual | | | | | | | | |
| All safety training complete | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| No avoidable accident or injury | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| | | 2.62% | | 6.00% | | 12.00% | | 9.14% |
| Office Employees | | | | | | | | |
| Lease operating costs per Mcfe (Wexpro) | \$0.45 | 0.62% | \$0.42 | 1.25% | \$0.38 | 2.75% | \$0.384 | 2.60% |
| O&M per dth of demand (QPC) | \$14.65 | 0.62% | \$14.15 | 1.25% | \$13.50 | 2.75% | \$13.55 | 2.63% |
| O&M per customer, excluding DSM (QGC) | \$145.00 | 0.63% | \$140.00 | 1.25% | \$134.00 | 2.75% | \$140.35 | 1.21% |
| Controllable costs (\$MM) | \$45.0 | 0.50% | \$43.0 | 1.00% | \$39.0 | 2.00% | \$42.5 | 0.84% |
| Safety - DART injury rate (Questar consolidated) | 1.70 | 0.13% | 1.40 | 0.25% | 1.00 | 0.50% | 1.43 | 0.24% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.30 | 0.12% | 2.00 | 0.25% | 1.40 | 0.50% | 1.71 | 0.37% |
| Safety - Regional or Departmental | | | | | | | | |
| Conduct Business Continuity Plan or Emergency Plan table-top exercise | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| Safety - Individual | | | | | | | | |
| All safety training complete | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| Participate in 3 proactive safety efforts (preapproved by supervisor) - could be WOW observations or certified safe | No | 0.00% | Yes | 0.25% | Yes | 0.25% | Yes | 0.25% |
| | | 2.62% | | 6.00% | | 12.00% | | 8.64% |

Questar Corporation
2016 Annual Management Incentive Plan - Approved
2-Mar-16

| | Weight | 2016 Goals | | | | 2015 Result |
|---|--------|------------|----------|----------|----------|-------------|
| | | 50% | 100% | 150% | 200% | |
| Questar Gas | | | | | | |
| Questar adjusted earnings (\$MM)* | 25% | \$205.0 | \$221.0 | \$229.0 | \$237.0 | \$226.5 |
| Questar Gas adjusted earnings (\$MM)* | 25% | \$63.0 | \$68.0 | \$70.5 | \$73.0 | \$64.3 |
| Safety - DART injury rate (Questar consolidated) | 5% | 1.75 | 1.25 | 1.30 | 0.75 | 1.43 |
| Safety - Avoidable accident rate (Questar consolidated) | 5% | 2.00 | 1.55 | 1.00 | 1.00 | 1.71 |
| O&M per customer, excluding EEP | 15% | \$140.00 | \$126.25 | \$123.00 | \$120.00 | \$140.35 |
| Customer score card | 5% | | | | | |
| Customer satisfaction - 7 point scale | | 6.20 | 6.45 | 6.46 | 6.48 | 6.44 |
| Calls answered in 60 seconds after menu choice option | | 90.0% | 92.0% | 93.0% | 94.0% | 91.5% |
| Emergency call representative on site within 1 hour | | 95.0% | 98.5% | 99.0% | 99.8% | 98.1% |
| Third-party damages (per 1,000 One Call requests) | | 3.20 | 2.75 | 2.60 | 2.40 | 3.07 |
| CEO recommendation to Management Performance Committee | 20% | | | | | |
| Questar Corporation | | | | | | |
| Questar adjusted earnings (\$MM)* | 50% | \$205.0 | \$221.0 | \$229.0 | \$237.0 | \$226.5 |
| Safety - DART injury rate (Questar consolidated) | 5% | 1.75 | 1.25 | 1.00 | 0.75 | 1.43 |
| Safety - Avoidable accident rate (Questar consolidated) | 5% | 2.00 | 1.55 | 1.30 | 1.00 | 1.71 |
| Lease operating costs per Mcfe (Wexpro)* | 5% | \$0.43 | \$0.35 | \$0.33 | \$0.30 | \$0.384 |
| O&M per dth of demand (QPC) | 5% | \$13.50 | \$12.20 | \$11.90 | \$11.50 | \$13.55 |
| O&M per customer, excluding EEP (QGC) | 5% | \$140.00 | \$126.25 | \$123.00 | \$120.00 | \$140.35 |
| Controllable costs (\$MM) | 5% | \$43.0 | \$38.5 | \$37.0 | \$35.0 | \$42.5 |
| CEO recommendation to Management Performance Committee | 20% | | | | | |

Adjusted earnings exclude one-time events that would be typically adjusted in reported earnings to analysts, including: gains or losses on the sale of assets, impairments, pension settlements or curtailments, restructuring costs, merger costs, etc.

Questar Corporation
2016 Annual Employee Incentive Plan
6-Apr-16

| | 2016 Goals | | | | | |
|---|------------|--------|----------|--------|----------|--------|
| | Minimum | | Target | | Maximum | |
| | Goal | Payout | Goal | Payout | Goal | Payout |
| Questar Gas | | | | | | |
| <u>Field Employees</u> | | | | | | |
| O&M per customer, excluding EEP | \$140.00 | 1.38% | \$126.25 | 2.25% | \$120.00 | 5.00% |
| Customer score card | | | | | | |
| Customer satisfaction - 7 point scale | 6.20 | 0.50% | 6.45 | 1.00% | 6.48 | 2.00% |
| Calls answered in 60 seconds after menu choice option | 90.0% | 0.25% | 92.0% | 0.50% | 94.0% | 1.00% |
| Emergency call representative on site within 1 hour | 95.0% | 0.25% | 98.5% | 0.50% | 99.8% | 1.00% |
| Third-party damages (per 1,000 One Call requests) | 3.20 | 0.25% | 2.75 | 0.50% | 2.40 | 1.00% |
| Safety - DART injury rate (Questar consolidated) | 1.75 | 0.13% | 1.25 | 0.25% | 0.75 | 0.50% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.00 | 0.12% | 1.55 | 0.25% | 1.00 | 0.50% |
| Safety - regional | | | | | | |
| % of employees with 8 or more WOW observations (no more than 2 vehicle) | 90% | 0.12% | 95% | 0.25% | 100% | 0.50% |
| 85% of employees certified safe | No | 0.00% | Yes | 0.25% | Yes | 0.25% |
| Safety Individual - All safety training complete | No | 0.00% | Yes | 0.25% | Yes | 0.25% |
| | | 3.00% | | 6.00% | | 12.00% |
| <u>Office Employees</u> | | | | | | |
| O&M per customer, excluding EEP | \$140.00 | 1.50% | \$126.25 | 2.50% | \$120.00 | 5.50% |
| Customer score card | | | | | | |
| Customer satisfaction - 7 point scale | 6.20 | 0.50% | 6.45 | 1.00% | 6.48 | 2.00% |
| Calls answered in 60 seconds after menu choice option | 90.0% | 0.25% | 92.0% | 0.50% | 94.0% | 1.00% |
| Emergency call representative on site within 1 hour | 95.0% | 0.25% | 98.5% | 0.50% | 99.8% | 1.00% |
| Third-party damages (per 1,000 One Call requests) | 3.20 | 0.25% | 2.75 | 0.50% | 2.40 | 1.00% |
| Safety - DART injury rate (Questar consolidated) | 1.75 | 0.13% | 1.25 | 0.25% | 0.75 | 0.50% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.00 | 0.12% | 1.55 | 0.25% | 1.00 | 0.50% |
| Safety - regional or departmental | | | | | | |
| Conduct Business Continuity Plan or Emergency Plan table-top exercise | No | 0.00% | Yes | 0.25% | Yes | 0.25% |
| Safety Individual - All safety training complete | No | 0.00% | Yes | 0.25% | Yes | 0.25% |
| | | 3.00% | | 6.00% | | 12.00% |

Questar Corporation
2016 Annual Employee Incentive Plan
6-Apr-16

| | 2016 Goals | | | | | |
|---|------------|--------|----------|--------|----------|--------|
| | Minimum | | Target | | Maximum | |
| | Goal | Payout | Goal | Payout | Goal | Payout |
| Questar Corporation | | | | | | |
| <u>Field Employees</u> | | | | | | |
| Lease operating costs per Mcfe (Wexpro) | \$0.43 | 0.63% | \$0.35 | 1.25% | \$0.30 | 2.50% |
| O&M per dth of demand (QPC) | \$13.50 | 0.62% | \$12.20 | 1.25% | \$11.50 | 2.50% |
| O&M per customer, excluding EEP (QGC) | \$140.00 | 0.63% | \$126.25 | 1.25% | \$120.00 | 2.50% |
| Controllable costs (\$MM) | \$43.0 | 0.75% | \$38.5 | 1.00% | \$35.0 | 2.50% |
| Safety - DART injury rate (Questar consolidated) | 1.75 | 0.13% | 1.25 | 0.25% | 0.75 | 0.50% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.00 | 0.12% | 1.55 | 0.25% | 1.00 | 0.50% |
| Safety - regional | | | | | | |
| % of employees with 8 or more WOW observations (no more than 2 vehicle) | 90% | 0.12% | 95% | 0.25% | 100% | 0.50% |
| 85% of employees certified safe | No | 0.00% | Yes | 0.25% | Yes | 0.25% |
| Safety Individual - All safety training complete | No | 0.00% | Yes | 0.25% | Yes | 0.25% |
| | | 3.00% | | 6.00% | | 12.00% |
| <u>Office Employees</u> | | | | | | |
| Lease operating costs per Mcfe (Wexpro) | \$0.43 | 0.63% | \$0.35 | 1.25% | \$0.30 | 2.50% |
| O&M per dth of demand (QPC) | \$13.50 | 0.62% | \$12.20 | 1.25% | \$11.50 | 2.50% |
| O&M per customer, excluding EEP (QGC) | \$140.00 | 0.63% | \$126.25 | 1.25% | \$120.00 | 2.50% |
| Controllable costs (\$MM) | \$43.0 | 0.87% | \$38.5 | 1.25% | \$35.0 | 3.00% |
| Safety - DART injury rate (Questar consolidated) | 1.75 | 0.13% | 1.25 | 0.25% | 0.75 | 0.50% |
| Safety - Avoidable accident rate (Questar consolidated) | 2.00 | 0.12% | 1.55 | 0.25% | 1.00 | 0.50% |
| Safety - regional or departmental | | | | | | |
| Conduct Business Continuity Plan or Emergency Plan table-top exercise | No | 0.00% | Yes | 0.25% | Yes | 0.25% |
| Safety Individual - All safety training complete | No | 0.00% | Yes | 0.25% | Yes | 0.25% |
| | | 3.00% | | 6.00% | | 12.00% |