

MDR_22 D.21 Miscellaneous Information.

Employee Costs. A list of compensation and benefit studies the utility has for the Base Year, the prior Historical Year and To Date and indicate which of the studies were used (if any) in projecting the compensation and employee benefit costs for the Test Period.

Answer: Questar utilizes the following compensation surveys to determine market classification of jobs:

- American Gas Association
- Natural Gas Transmission Industry
- Effective Compensation Incorporated (E&P)
- Mercer Legal and Accounting
- Mercer IT
- Towers Watson General Industry
- Towers Watson Energy Industry
- Western Management Group Wasatch Front
- World at Work Compensation

Prepared by: Kirk Lindstrom, Manager Human Resources