

Elements

NEWS FOR EMPLOYEES PRESENT & PAST **JULY 2026**

ACROSS THE COMPANY

AGA Awards Recognize Outstanding Safety Achievements

3/29/2026

The American Gas Association today presented a slate of awards recognizing outstanding achievements in advancing safety on behalf of the downstream natural gas industry at its Operations Conference, the natural gas industry's largest annual gathering of utilities, distribution and transmission operators. The awards celebrate achievements in safety and operations and work to promote a culture of safety across the natural gas industry.

"Safety is and will always be our number one priority as an industry," said President and CEO Karen Harbert. "America's natural gas utilities invest \$37 billion each year in enhancing the safety of the natural gas distribution and transmission systems. Our industry's employees are at the heart of that mission, working tirelessly each day to ensure the safe and reliable distribution of lifesaving energy to American families and businesses. We are proud to recognize the contributions their efforts have made to the culture of safety at our member companies."

VEHICULAR SAFETY ACHIEVEMENT AWARD RECIPIENTS

AGA member companies earn this award by experiencing the lowest reportable motor vehicle accident rate for companies of their size and type.

Local Distribution Company: SiEnergy

MX3 Storage Expansion Project Announced

2/27/2026

NW Natural Gas Company (NW Natural) is advancing a 4–5 Bcf expansion of its Mist gas storage facility to support regional energy needs. Capacity is committed to investment grade regional utilities and midstream providers, who have agreed to 25-year contracts once Notice to Proceed is received. These new storage services will be regulated by FERC and customers have agreed to a fixed 12.5% return on equity, which should provide stable returns, and a capital structure of 50% equity and 50% long-term debt. Capital expenditures for the project are expected to total approximately \$300 million. NW Natural expects the MX3 expansion to be in service by the end of 2029.

OUR PEOPLE

MardiLyn Saathoff and Melinda Rogers to retire

3/30/2026

On April 1, NW Natural will say farewell to two longtime, respected leaders: Chief Legal Officer and SVP of Regulation, MardiLyn Saathoff, and Vice President, Chief Human Resources and Diversity Officer, Melinda Rogers.

MardiLyn joined the company in 2008 as Chief Governance Officer and Corporate Secretary. She arrived at NW Natural from Tektronix/Danaher and before that worked for the Oregon Department of Justice. But it was her first career, as a high school teacher, that she says proved to be fundamental to understanding her role here. “I learned about the law in law school; I learned how to be a legal counsel by being a teacher. My teaching experience and working with students helped me as an attorney focus on getting to a result that worked for everyone.”

MardiLyn says that NW Natural’s reputation for being a wonderful place to work proved true from day one. “This company always wants to do the right thing. I am very proud of that.”

Melinda also had a winding career path that led to NW Natural, when she joined us as Senior Manager, Organizational Effectiveness and Talent Acquisition in 2015. Melinda’s professional career began as a buyer for a national retailer, then sales and marketing before moving into global supply chain and packaging engineering for HP. Feeling impassioned about people development, Melinda shifted to human resources and held leadership positions in high tech and education before coming to NW Natural.

“I learned early in my career in retail and customer service about the importance of aligning people together based on shared benefit.”

Melinda agrees with MardiLyn that NW Natural is a special place. “The secret sauce here is human kindness. When I arrived here, I was actually surprised to see that *Caring* was a core value, but the company and our people have proved it to be true. We are humble. We are about doing rather than showing.”

A Lasting Impact

MardiLyn says that while she appreciates the many traditions and legacies that make NW Natural what it is, she is proud of the evolution of the company, including the way we look at regulation (Mardi assumed officer responsibility for Rates & Regulatory Affairs in 2016). “We now make our major decisions with rates in mind from the beginning of the project, including planning strategically for what will benefit customers, and throughout its development. We are more aligned, more strategic and more focused than we were years ago.”

Melinda said she is proud of her role in empowering folks to dive into the company’s diversity, equity and inclusion work, and has enjoyed her role in our safety work — especially being able to travel throughout our service territory and meet most of her coworkers. She echoes MardiLyn that the company is evolving in positive ways and is also proud of how the company has embraced the good while moving forward. “I like that we have evolved from a hunkering-down mentality, while wanting to keep the things that make us great, to getting out there in the marketplace and taking smart risks. We are now more forward-looking.”

Future Plans

Both departing officers have big retirement plans. MardiLyn expects to continue her board work supporting organizations in the arts and social services. Her immediate itinerary includes a trip to France (sort of a make-up trip for one she skipped because of being offered her first teaching job out of college) and Nana time with her grandchildren. Melinda plans to get a puppy and help her daughter finalize plans for a June wedding. Then it’s a year abroad. “I’m taking the puppy... and my husband.”