

**Exh. BLH-5
UE-240004/UG-240005/UE-230810
Witness: Byron Harmon**

**BEFORE THE WASHINGTON
UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION,**

Complainant,

v.

PUGET SOUND ENERGY,

Respondent.

**DOCKETS UE-240004,
UG-240005 and UE-230810
(Consolidated)**

EXHIBIT TO TESTIMONY OF

BYRON LLOYD HARMON

**STAFF OF
WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION**

PSE Response to Staff Data Request No. 201 with Attachment A

August 6, 2024

BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

**Dockets UE-240004 & UG-240005
Puget Sound Energy
2024 General Rate Case**

WUTC STAFF DATA REQUEST NO. 201:

REQUESTED BY: Byron Harmon

RE: Equity

In the Direct Testimony of Troy A. Hutson, Exh. TAH-1T, page 40, PSE identifies “All employee communications through PSE’s Friday Focus articles” as a method used to strengthen PSE’s employees’ knowledge about energy equity. Please answer the following questions:

1. Are all Friday Focus articles about equity?
2. If not, how frequently are they about equity?
3. Please provide a representative sample, from a period of two months, of PSE’s Friday Focus articles.

Response:

1. No. Not all Friday Focus articles are about equity.
2. The frequency of articles focused on equity are determined based on business need and when there are articles to publish.
3. Attached as Attachment A to Puget Sound Energy’s (“PSE”) Response to WUTC Staff Data Request No. 201 is a zip file containing Friday Focus articles from January and February 2024. During this time period, there were two energy equity articles (on Jan 19 and February 16) along with articles that highlighted diversity such as Martin Luther King Jr, Black History month, and Lunar New Year.

ATTACHMENT A to PSE's Response to WUTC Staff Data Request No. 201

From: PSE Today -- mail --
Sent: Friday, February 2, 2024 8:01 AM
To: All PSE
Subject: Friday Focus for Feb. 2, 2024

friday
FOCUS



Friday, Feb. 2, 2024

“Every great dream begins with a dreamer.
Always remember, you have within you
the strength, the patience, and the passion
to reach for the stars to change the world.”

Harriet Tubman

Photo of the week: In honor of Black History Month, our [AAL-Voices ERG](#) has again created a heartfelt video titled, “[What Black History Meant to our Ancestors.](#)” In the video, employees share their favorite quotes from prominent as well as lesser-known figures from history. In collaboration with AAL-Voices, our [TWS ERG](#) is creating weekly presentations honoring Black soldiers, beginning with [buffalo soldiers](#) and what they mean to America’s history. All month, AAL-Voices and TWS will recognize and celebrate Black history. Visit the AAL-Voices [Teams site](#) for more info and to join! (Video credit: Bill Wright)

Featured stories

[PSE’s Danielle McCaughan earns national award for outstanding customer engagement](#)

Congrats to Danielle for winning the award based on her exceptional service to our customers.

[Corporate Policy update](#)

Familiarize yourself with the changes to some of our corporate policies.

[Reporting hazards pays off for these Recognition Program winners](#)

Congratulations to the 2023 winners of our Hazard Reporting Recognition Program!

Weekly news digest

[Emailing a PDF of your W2? Use our email encryption tool](#)

Follow these steps for an extra layer of security when emailing a copy of your W2.

[Learn how to take control of your data](#)

With the rise of AI, the risk to data privacy is greater than ever. Keep these tips in mind to protect your data and online activity.

[February EAP tip of the month](#)

Our EAP offers free, confidential resources to help you make informed choices about life and work issues. Learn more about the program with our monthly featured tip.

[Discount tickets available all season for Seattle Reign FC](#)

Brought to you by PSEEA, get 20% off our pro women's soccer team's home games!

[February wellness: goal setting and microhabits](#)

Focus on small, consistent, manageable steps to help reach your long-term goals.

[Want to step up your skills this year? Join Toastmasters](#)

Looking for a new goal in 2024? Sign up for Toastmasters and improve your public speaking and presentation skills.

[PSE sponsors Thunderbirds game Feb. 3](#)

Stop by the PSE table tomorrow night at the ShoWare Center in Kent to play trivia and for a chance to win cool swag.

[February anniversaries](#)

See colleagues who are celebrating anniversaries this month.

[Corporate scorecard](#)

This report shows us how we're performing as a company on our strategies and measures.

[What's happening around PSE](#)

Check out the latest newsletters published by departments, organizations and groups.

Upcoming dates on PSE calendar

- [KP webinar: A heart to love](#) – virtual – Feb. 8
- [Company holiday - Washington's birthday](#) – offices closed – Feb. 19
- [Nurturing Success for Black Employees](#) – virtual – Feb. 20

Thank you for reading Friday Focus.
Send story suggestions to fridayfocus@pse.com.
Your idea could be featured in a future issue.
Submission deadline is Wednesday, 5 p.m., for Friday publication.

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From: PSE Today -- mail --
Sent: Friday, February 9, 2024 8:01 AM
To: All PSE
Subject: Friday Focus for Feb. 9, 2024

friday
FOCUS



Friday, Feb. 9, 2024



Photo of the week: We continue to make progress on our clean energy targets! We're proud to announce that we've signed an extended power sales agreement with the Confederated Tribes of the Colville Reservation for their 5.5% share of the Wells Hydroelectric Project. The power sales agreement for 40MW of carbon-free capacity started in September 2018 and will now extend through September 2029. Read more about this partnership [here](#). (Photo credit: PSE)

Featured stories

[We renewed our clean energy contract with the Confederated Tribes of the Colville Reservation](#)

The power generated provides enough energy to power approximately 20,000 homes!

[Grid Connections: Ken Lulow](#)

Learn about what Ken and the Grid Mod team are working on in the recent installment of our Grid Modernization series.

[WATCH: February PSE Now](#)

In case you missed it, Mary Kipp and our officers shared what's happening at PSE, featuring exciting updates on projects and emerging technology in Energy Resources.

Weekly news digest

[Accelerate PSE 2030: in case you missed it](#)

This list of featured stories highlights our many successes — read about our PSE 2030 strategy, company innovation and stories of those who made it happen!

[Follow these steps to ensure your PSE-issued laptop connects to “psewifi”](#)

A new tech feature rolled out to company laptops may be blocking access to “psewifi” — choose one of these options to ensure you have access at all office locations.

[Safety team updates Floor Warden program for hybrid workplace](#)

A required training video will be assigned in PALMS next week. Watch for it!

[ERGs invite you to celebrate Black History Month](#)

AAL-Voices and TWS are collaborating on ways for you to participate in honoring Black History Month.

[Lauri Finch is retiring Feb. 16](#)

Come say goodbye to Lauri at her retirement party in the Tacoma office next Friday. Congrats on your new chapter, Lauri!

[Discount tickets available all season for Seattle Reign FC](#)

Brought to you by PSEEA, get 20% off our pro women's soccer team's home games!

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[New job postings: week of Feb. 5, 2024](#)

Are you looking for opportunities to grow, master new challenges and advance in your career? See the latest job openings.

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Upcoming dates on PSE calendar

- [Create Harmony with Different Parenting Styles](#) – virtual – Feb. 15
- [Company holiday - Washington's birthday](#) – offices closed – Feb. 19
- [Nurturing Success for Black Employees](#) – virtual – Feb. 20
- [Embarrassment, Entitlement, & Power](#) – virtual – Feb. 21
- [Increase Your Professional Confidence](#) – virtual – Feb. 22

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From: PSE Today -- mail --
Sent: Friday, February 16, 2024 8:00 AM
To: All PSE
Subject: Friday Focus for Feb. 16, 2024

friday
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Friday, Feb. 16, 2024



Photo of the week: The Lunar New Year, or Spring Festival, is marked by heartfelt well-wishes, family gatherings and vibrant festivities. Celebrated across diverse cultures including China, Vietnam, South Korea and many others, each region adds a unique and colorful flair to the festivities. This year we come together to embrace the Year of the Dragon — a symbol of strength and good fortune. Join our [AAPI Advocates](#) employee resource group for a joyous Lunar New Year celebration Feb. 21 from 10 a.m. – noon in the Bellevue Auditorium for games and snacks. All PSE employees are welcome to share and appreciate the unique traditions that contribute to PSE’s cultural richness. Reach out to aapi.advocates@pse.com with questions. (Image credit: Adobe stock)

Featured stories

[We're proud to award more than \\$780,000 in solar installation grants](#)

All recipients offer support services to low-income and BIPOC community members within our electric service area.

[What is energy equity: a conversation with Troy Hutson and Carol Wallace](#)

Hear from our Energy Equity director about his team and their role in reaching our clean energy goals.

[Employee Spotlight: Jaywant Subramaniam](#)

Jaywant is instrumental in his role as an IT applications advisor. Learn about his work and what he loves most about working at PSE.

Weekly news digest

[Officers Aaron August, Josh Jacobs talk about the future of energy](#)

Aaron and Josh participated in a panel discussion on the future of energy at a Bellevue Chamber event this week.

[We issued an RFP for non-wires alternatives in Kitsap County](#)

This is another step toward achieving our clean energy goals.

[Origin: our new financial wellness resource](#)

Watch the launch video from our new benefits vendor Origin, and learn how they can help you manage your financial life.

[Celebrating Black History: the Tuskegee Airmen](#)

Do you know who these African American aviators were? Find out more in this week's Black History presentation from TWS.

[Ariba Guided Buying Amazon catalog is now live](#)

The new Amazon catalog launched this week — see how to use it for all PSE-paid Amazon purchases.

[WATCH: DEEP Discovery Day](#)

In case you missed it, watch the latest informational recording from the DEEP team on the Community Data Dashboard.

[Lauri Finch is retiring Feb. 16](#)

Say goodbye to Lauri at her retirement party in the Tacoma office today! Congrats on your new chapter, Lauri.

[Discount tickets available all season for Seattle Reign FC](#)

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[February anniversaries](#)

See colleagues who are celebrating anniversaries this month.

[New job postings: week of Feb. 12, 2024](#)

Are you looking for opportunities to grow, master new challenges and advance in your career? See the latest job openings.

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- [Nurturing Success for Black Employees](#) – virtual – Feb. 20
- [Embarrassment, Entitlement, & Power](#) – virtual – Feb. 21
- [PSE Energizers Toastmasters host event with Safety's Jason Sanders](#) – virtual – Feb. 21
- [Increase Your Professional Confidence](#) – virtual – Feb. 22

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From: PSE Today -- mail --
Sent: Friday, February 23, 2024 8:00 AM
To: All PSE
Subject: Friday Focus for Feb. 23, 2024

friday FOCUS



Friday, Feb. 23, 2024



Photo of the week: Long summer days will be here before we know it, and it's almost time to enter to win a week at one of our Lake Tapps cabins or South Loop campsites! The lottery opens on Friday, March 1 — to enter and learn more about this year's process, click [here](#). (Photo credit: PSE)

Featured stories

[A message from Mary: we filed our General Rate Case](#)

Thank you to everyone who worked long hours to prepare this milestone rate case; it will provide the resources for us to continue to deliver safe, clean, reliable energy.

[Our Clean Buildings Accelerator program is recognized for its outstanding work](#)

Congratulations to the CBA team for their incredible work helping customers comply with the ambitious state-mandated energy targets for existing commercial buildings.

[We earned a PSBJ Environmental and Sustainability Award](#)

The Puget Sound Business Journal awarded us an Environmental and Sustainability Award in Operational Excellence for leading the way on climate efforts in our region!

Weekly news digest

[Lake Tapps Cabin and South Loop Campsite Lottery opens Friday, March 1](#)

Already thinking of summer days by the lake? Get ready to enter your name in the lottery to win the use of our Lake Tapps cabins or campsites.

[Volunteers wanted: IEEE PES General Meeting coming to Seattle](#)

The annual international conference is coming to Seattle, and we need your help! This is an opportunity to build your knowledge, profile and network.

[Celebrating Black History: Harriet Tubman](#)

Did you know Harriet Tubman, best known for the Underground Railroad, also served in the Union Army as a spy, scout and nurse? Find out more in this week's Black History presentation from TWS.

[2024 Military Appreciation Day Carnival](#)

We're looking for volunteers to join us next Saturday at the Military Appreciation Day at the Kitsap County Fairgrounds.

[February anniversaries](#)

See colleagues who are celebrating anniversaries this month.

[New job postings: week of Feb. 19, 2024](#)

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Upcoming dates on PSE calendar

- [Feb. Digital Workplace Transformation session](#) – virtual – Feb. 29
- [Lunch & Learn: Common sleep problems and solutions](#) – virtual – March 28

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From: PSE Today -- mail --
Sent: Friday, January 5, 2024 8:03 AM
To: All PSE
Subject: Friday Focus for Jan. 5, 2024

friday FOCUS



Friday, Jan. 5, 2024



Photo of the week: This year's [annual calendar](#) highlights our Tono substation team for successfully completing a significant project five years in the making. The Tono substation received an extra high voltage 500kV:115kV transformer that traveled across the country to Lewis County. The new transformer serves as a critical extra high voltage source into Thurston County that will strengthen reliability, resiliency and operability for our customers and neighboring electric systems. Pictured from left: Richard Livingston, Zachary Nelson, Joseph Pomata, Tyler Heiss, Patrick Sablan and Dale Sylvester. Download the [calendar](#) for a quick reference to 2024 payroll dates, company holidays and HR resources. (Photo credit: James Whalen)

Featured stories

[Accelerate PSE 2030: in case you missed it](#)

Here's a list of 2023's featured stories highlighting our many successes — read about our PSE 2030 strategy, company innovation and stories of those who made it happen!

[Grid Connections: Lauren Benz](#)

Learn about what Lauren and the Grid Mod team are working on in the recent installment of our Grid Modernization series.

[EV life: learn why Marketing's Megan Lactor went electric](#)

Find out why Megan chose to buy her EV and what she loves most about driving it!

Weekly news digest

[Check out what's new in our updated Avian Protection Plan](#)

The new version brings the APP up to date with current practices and functions.

[January EAP tip of the month](#)

Our EAP offers free, confidential resources to help you make informed choices about life and work issues. Learn more about the program with our monthly featured tip.

[Perform a paycheck checkup to ensure correct 2024 tax withholding](#)

Kick off the new year with a quick financial checkup to see if you need to make adjustments to your current withholding.

[January anniversaries](#)

See colleagues who are celebrating anniversaries this month.

[Corporate scorecard](#)

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[What's happening around PSE](#)

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Upcoming dates on PSE calendar

- [Company holiday - MLK Day](#) – offices closed – Jan. 15

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Sent: Friday, January 12, 2024 8:01 AM
To: All PSE
Subject: Friday Focus for Jan. 12, 2024

friday
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Friday, Jan. 12, 2024



Photo of the week: Monday is Dr. Martin Luther King, Jr. Day, a federal holiday that honors the life and legacy of the civil rights leader. It's typically spent as a day of service and remembrance for Dr. King's contributions to the fight for racial equality and social justice. The theme of his memorial in Washington, D.C, pictured above, is "Out of a mountain of despair, a stone of hope," a quote from his 1963 "I Have a Dream" speech. The memorial serves as a symbol of his leadership and the ongoing struggle for civil rights. King believed that leadership was not about power or control, but about serving others and working toward a common goal of justice and equality. About leadership, he said, "A genuine leader is not a searcher for consensus but a molder of consensus." (Photo credit: National Park Service)

Featured stories

[We're investing in next-generation nuclear feasibility](#)

We announced an agreement with Energy Northwest to help accelerate their nuclear feasibility study by investing \$10 million with the utility consortium.

[**A message from Mary: organizational announcements**](#)

Ron Roberts is our new senior vice president of Energy Resources, and Michelle Vargo is our new senior vice president of Energy Operations.

[**Kudos to our storm crews who restored power quickly and safely**](#)

A huge thank you to everyone who jumped into action to restore power for our customers.

[**Enter your 2024 performance goals in SuccessFactors**](#)

Review upcoming deadlines and follow these steps to enter your 2024 goals in SuccessFactors.

Weekly news digest

[**PSE 2030 milestone: we're evaluating multi-day energy storage solutions**](#)

Our partnership with Form Energy will lead to the first long-duration battery storage project in the Pacific Northwest.

[**Celebrating key milestones and achievements as we kick off 2024**](#)

We've accomplished a lot in the last 12 months and have much to celebrate as we head into the new year.

[**Safety alert: hypothermia and frostbite**](#)

Learn how to prevent these cold weather safety hazards.

[**New Eastside transmission line project is complete and energized!**](#)

The long-term project adds more than five miles of new and upgraded 115 kV transmission line from Redmond to Kirkland.

[**Time-of-Use \(TOU\) pilot is growing**](#)

We recently launched a pilot program to residential and business customers to help them manage energy demand.

[**Facility safety maps have been updated**](#)

We now have updated emergency and evacuation maps available thanks to Facility Services.

[**Make 2024 the year to reset with myWellness at PSE**](#)

You can now start earning wellness credits for the year on our wellness platform.

[**Important Corporate Policy 38 update**](#)

One of our corporate policies has been updated to address using third-party messaging applications. Familiarize yourself with the new information.

[**January anniversaries**](#)

See colleagues who are celebrating anniversaries this month.

[**Corporate scorecard**](#)

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Upcoming dates on PSE calendar

- [Company holiday - MLK Day](#) – offices closed – Jan. 15
- [Kaiser: Social support for your life](#) – virtual – Jan. 17
- [Calm-Cast: Tiny habits to boost your health](#) – virtual – Jan. 18
- [RethinkCare: Executive Function – Get ready for 2024](#) – virtual – Jan. 18
- [Wellspring: Embracing imperfection in personal growth](#) – virtual – Jan. 30

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Sent: Friday, January 19, 2024 8:01 AM
To: All PSE
Subject: Friday Focus for Jan. 19, 2024

friday
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Friday, Jan. 19, 2024



Photo of the week: Our Lower Baker Dam seepage reduction project team doesn't take snow days! This group of engineers, construction workers, heavy machine operators and others have been working a rotating 12-hour shift twice a day, six days a week, since September 2022, and they don't stop for weather. Slated to be completed by the end of 2025, this project will reduce the water that seeps through the dam foundation and abutments by installing a "grout curtain" — a series of holes drilled into the bedrock and injected with cementitious grout. This intense project is an impressive feat of engineering because of the location, complex hydrology, geology, costs associated and, especially, the workforce required. Thank you to everyone working on this project and to those keeping the power on for our customers. Remember to stay safe in this wintry weather! (Photo credit: PSE)

Featured stories

[Thank you for your response to storm, freezing weather](#)

Thank you to everyone who responded to serve our customers during the recent windy, wet, then bitterly cold weather! You are appreciated.

[Tips to avoid slips, trips and falls on snow, ice](#)

The winter weather continues. Consider these suggestions to stay safe.

[PSE updates named communities data in GIS and Insights platforms](#)

Learn how and why these equity datasets were created and what they represent; watch a short video on how it all works.

Weekly news digest

[New hydro apprentice shares his playbook for success](#)

Chance Sherwood brings his football captain experiences and values to our Pathway to Apprenticeship Program.

[Electric System Operations spreads holiday cheer for kids](#)

The team filled two cubicles with donated clothes, shoes, blankets and toys for Treehouse, a nonprofit serving youth in foster care.

[Conquer your financial future with Origin, our new financial wellness resource](#)

Register for the Feb. 1 launch webinar to learn about this new offering.

[January anniversaries](#)

See colleagues who are celebrating anniversaries this month.

[Corporate scorecard](#)

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- [Wellspring: Embracing imperfection in personal growth](#) – virtual – Jan. 30
- [Tax Strategies: The Basics and Beyond](#) – virtual – Jan. 31
- [Origin webinar](#) – virtual – Feb. 1

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From: PSE Today -- mail --
Sent: Friday, January 26, 2024 8:02 AM
To: All PSE
Subject: Friday Focus for Jan. 26, 2024

friday
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Friday, Jan. 26, 2024

Bill Discount Rate project team reaches milestone



Photo of the week: Mission accomplished! Congratulations to our Bill Discount Rate (BDR) project team for officially reaching the close-out stage of this critical project that provides quicker financial help with fewer barriers to our customers in need and supports the equity component of our 2030 goals. Thank you to everyone involved, whether you helped develop the program or are now [assisting our customers](#) — because of your hard work, we are helping more customers and positively impacting the communities we serve. Read the latest [story](#) to learn more. (Photo credit: PSE)

Featured stories

[House passes decarbonization bill as first step in long process](#)

The Washington State House of Representatives passed ESHB 1589 this week; we support this bill as part of our decarbonization efforts.

[2023 W-2s available in SuccessFactors](#)

You can now view, download and print your 2023 tax return document (W-2) through SuccessFactors.

[2024 Corporate safety goal](#)

To ensure we're all committed to safety, we again have three parts to our ambitious corporate safety goal this year.

[Congratulations to Fredonia Generating Station for safety achievement](#)

Our Fredonia Generating Station team achieved a major milestone on Jan. 18, surpassing 6,000 days without a lost time incident. Way to go!

Weekly news digest

[The Bill Discount Rate project team accomplishes their mission](#)

Thank you to the BDR project team for an outstanding job! During the past 15 months, the team achieved numerous milestones, all to help our customers in need.

[BNZC advisory committee successfully wraps up](#)

This two-year engagement with a diverse group of leaders helped us determine our guiding principles for our clean energy transition.

[RECORDING: Jan. 25 Digital Workplace Transformation session](#)

DWT sessions are back — watch the latest session to find out what's new.

[PSE sponsors Thunderbirds game Feb. 3](#)

Mark your calendar for next Saturday, and stop by the PSE table to play fun trivia and for a chance to win cool swag.

[January anniversaries](#)

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