

BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

WASHINGTON UTILITIES AND)	
TRANSPORTATION COMMISSION,)	
)	Docket No. UE-050684
Complainant,)	
)	Docket No. UE-050412
vs.)	
)	<i>(consolidated)</i>
PACIFICORP d/b/a PACIFIC POWER &)	
LIGHT COMPANY)	
)	
Respondent.)	

EXHIBIT NO. ___(JTS-6)

“COMPENSATION AND BENEFITS” INFORMATION

FROM PACIFICORP’S WEB SITE

November 3, 2005

PACIFICORP – WASHINGTON

Compensation & Benefits

Compensation

PacifiCorp aims to provide pay and benefits that attract, motivate and retain the best talent. You can expect to receive a competitive pay package that recognizes the experience, skills and abilities you bring to PacifiCorp.

As a PacifiCorp employee, you will be rewarded with:

- Competitive base pay
- An opportunity to earn annual bonuses
- Nonmonetary recognition programs
- Performance or skill-based increases in pay

Benefits

The first thing you will notice about PacifiCorp is that it is a company dedicated to its employees. We invest in those who devote their time, energy and talents towards our common goals. In addition to a competitive salary and annual bonus opportunities, we offer an extensive range of benefits to ensure that our employees have choices in order to stay healthy and to plan for their financial futures. The specific plans available to employees may vary by collective bargaining agreement, location or job classification. These benefits generally include:

Medical

PacifiCorp offers employees, their dependents and qualified domestic partners a variety of medical, dental and vision options. The company subsidizes a significant portion of the cost, and employee contribution is required for most coverage options. The company offers:

- Managed care plans
- Health maintenance organizations
- Indemnity plans
- Coverage for alternative health care providers
- Employee assistance program
- Reimbursement accounts

Dental

PacifiCorp's dental options each have an annual deductible that covers check-ups and certain portions of fillings, extractions, root canals, crowns, inlays, onlays, dentures, oral surgery and Temporomandibular Joint (TMJ) treatment. Orthodontic coverage is also available.

Vision

We offer vision care benefits covering contacts, lenses, frames and annual exams.

Life and accident

PacifiCorp offers a variety of life and accident insurance options. Employees select the types and levels of life and accident insurance coverage for themselves and eligible dependents.

Time off

- Personal time/vacation/paid time off
- Holidays — employees receive eight paid holidays plus two Floating holidays
- Disability — continuing pay in the event of disability
- Leaves off absence — In addition to long- and short-term disability, PacifiCorp provides leaves — covered by specific criteria for personal and family leaves of absence, jury duty and military duty

Retirement

- The K Plus Plan — a 401(k) and Employee Stock Ownership (ESOP) plan — allows employees to save money on a pre-tax basis through salary deferrals immediately upon hire. Matching and ESOP contributions are in the form of ScottishPower American Depository Shares. Employees become vested in company-matching contributions at 20 percent per year with full vesting after five years of service.
- Retirement Plan — The PacifiCorp Retirement Plan is a non-contributory plan that provides monthly payments at retirement based on the employee's final average pay and employment service.

Source: <http://www.pacificorp.com/Navigation/Navigation744.html>