

**PSE's Current Target and Most Recent Actual
Average Incentive Awards**

Level	PSE Target Award Opportunity in 2001 (% of base pay)	PSE Actual Award Earned for 2000 Performance (% of base pay paid in 2001)
Officer & Director	30.1%	40.4%
Other Exempt	10.0%	13.5%
Non-Exempt	10.0%	10.9%
Represented	4.4%	4.0%
All Employees	8.2%	9.8%

**Utility vs General Industry Comparison
 Current Target and Most Recent Actual Incentive Awards**

Level	Utility Target Award Opportunity in 2001 (% of base pay)		General Industry Target Award Opportunity in 2001 (% of base pay)	
	50 th Percentile*	75 th Percentile**	50 th Percentile	75 th Percentile
Officer & Director***	30%	35%	34%	35%
Other Exempt	9%	10%	11%	15%
Non-Exempt	8%	10%	9%	10%

Level	Utility Actual Award Paid for 2000 Performance (% of base pay paid in 2001)		General Industry Actual Award Paid for 2000 Performance (% of base pay paid in 2001)	
	50 th Percentile	75 th Percentile	50 th Percentile	75 th Percentile
Officer & Director	33%	46%	32%	42%
Other Exempt	8%	15%	8%	12%
Non-Exempt	8%	10%	5%	7%

*50th Percentile means 50% of the companies pay more or less than this amount (median).

**75th Percentile means 75% of organizations pay below this amount.

***Officer target awards range from 20% of base pay at the VP level to 60% or more for the CEO.