

EXHIBIT NO. \_\_\_\_\_ (MNC-2)  
DOCKET NO. UG-040640, *et al.* (consolidated)  
2004 PSE GENERAL RATE CASE  
WITNESS: MICHELLE N. CLEMENTS

BEFORE THE  
WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

WASHINGTON UTILITIES AND  
TRANSPORTATION COMMISSION,  
  
Complainant,  
  
v.  
  
PUGET SOUND ENERGY, INC.,  
  
Respondent.

Docket No. UG-040640  
Docket No. UE-040641  
(*consolidated*)

In the Matter of the Petition of  
  
PUGET SOUND ENERGY, INC.  
  
For an Order Regarding the Accounting  
Treatment for Certain Costs of the Company's  
Power Cost Only Rate Filing.

Docket No. UE-031471 (*consolidated*)

In the Matter of the Petition of  
  
PUGET SOUND ENERGY, INC.  
  
For an Accounting Order Authorizing  
Deferral and Recovery of the Investment  
and Costs Related to the White River  
Hydroelectric Project.

Docket No. UE-032043 (*consolidated*)

FIRST EXHIBIT TO THE  
PREFILED REBUTTAL TESTIMONY OF  
MICHELLE N. CLEMENTS (NONCONFIDENTIAL)  
ON BEHALF OF PUGET SOUND ENERGY, INC.

NOVEMBER 3, 2004

1 **PUGET SOUND ENERGY, INC.**

2  
3 **PREFILED REBUTTAL TESTIMONY OF MICHELLE N. CLEMENTS**

4  
5 **PROFESSIONAL QUALIFICATIONS OF**  
6 **MICHELLE CLEMENTS**

7  
8 **Q. Please state your name and business address.**

9 A. My name is Michelle Clements. My business address is 10885 NE 4th Street, P.O.  
10 Box 97034, Bellevue WA 98009-9734

11 **Q. By whom are you employed and in what capacity?**

12 A. I am employed by Puget Sound Energy, Inc. ("PSE"). I joined PSE as Vice  
13 President, Human Resources / Labor Relations, on September 8, 2003.

14 **Q. What are your duties as Vice President, Human Resources/Labor Relations?**

15 A. I am responsible for the functions of the Human Resources and Labor Relations  
16 divisions including compensation programs, payroll, employee benefits programs,  
17 training, employee relations (including affirmative action and EEO tracking),  
18 recruiting and hiring, workers compensation, and labor relations.

1 **Q. Briefly describe your education and relevant employment experience.**

2 A. Prior to my employment with PSE, I was employed with Eddie Bauer, Inc., from  
3 1999-2003 in the following positions: Vice President, Human Resources (1998-  
4 2003); Director, Eddie Bauer University (1994-1998); and Manager, Human  
5 Resources (1992-1994). Prior to my employment with Eddie Bauer I worked at  
6 Jay Jacobs, Inc., from 1979-1992, in the following positions: Director of Stores  
7 (1987-1992); Director of Human Resources (1984-1987); and Regional Field  
8 Management (1979-1984).

9 In addition to my professional qualifications, I have served on the Human  
10 Resources Board of the YMCA since 2002, and have been a member of the  
11 Business Opportunities for Leadership Diversity Council (B.O.L.D.) since 2001. I  
12 also am a current member of the HR Executive Roundtable Consortium, and  
13 served as a member of the Otto Versand International Learning Academy from  
14 1994-2003, and the Corporate University Review from 1994-2002.

15 [BA043070.102/ 07771-0089]