

PS 11/15/10

FOR PROMOTION, CHECK BELOW THE DOCUMENT SOURCE OF JUSTIFICATION: <input type="checkbox"/> APPLICANT ACTION <input type="checkbox"/> PERFORMANCE APPRAISAL <input type="checkbox"/> INTEROFFICE MEMORANDUM	ENERGY NORTHWEST EMPLOYEE RECORD CHANGE SHEET	HR Use: Entered by: <i>mf</i> Date: <u>11/08/10</u>
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MUST BE COMPLETED

EMPLOYEE NO. [REDACTED]	DEPT. CODE 30100	FIRST NAME LOWELL (BRAD) PECK	MIDDLE INITIAL	LAST NAME	DATE/PREPARED BY/PHONE 11/5/10 J. Marboe
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MANAGEMENT/COMPENSATION INITIATED CHANGES & APPROVALS

EMERGENCY PREPAREDNESS HAS BEEN NOTIFIED <input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A	NEW DEPT. CODE	EMPLOYEE STATUS <input type="checkbox"/> ACTIVE <input type="checkbox"/> INACTIVE <input checked="" type="checkbox"/> TERM./RETIRE	EFFECTIVE DATE 11/5/10 <i>PS=11/6/10</i>	<input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> TEMPORARY <input type="checkbox"/> PROJECT	<input checked="" type="checkbox"/> EXEMPT <input type="checkbox"/> BARG. <input type="checkbox"/> HOURLY NON-EXEMPT <input type="checkbox"/> SALARIED NON-EXEMPT
FROM POSITION TITLE	REQUISITION NO.		YEARLY OR HOURLY SALARY \$	GRADE/LEVEL	
TO POSITION TITLE			YEARLY OR HOURLY SALARY \$	GRADE/LEVEL	
INCENTIVE:	DURATION (TEMP OR PROJECT)	LOCATION	LABOR RELATIONS/DATE		
LOA START DATE	REASON	LOA RETURN DATE	TERM REASON 4F	REHIRE CODE <input type="checkbox"/> Not Eligible <input checked="" type="checkbox"/> Sr. Mgmt Review Required	STIPEND <input type="checkbox"/> Yes <input type="checkbox"/> No
Do regulatory requirements apply to this position? (see SWP-TQS-01) <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, are the regulatory requirements met? <input type="checkbox"/> Yes <input type="checkbox"/> No	If regulatory requirements are not met, is an approved waiver attached? <input type="checkbox"/> Yes <input type="checkbox"/> No	Receiving Manager will ensure that appropriate Qual Groups are assigned. (see SWP-TQS-01) <input type="checkbox"/> Yes <input type="checkbox"/> N/A		
CURRENT MANAGER/DATE	RECEIVING MANAGER/DATE	COMPENSATION/DATE <i>Marboe Dren 11/08/10</i>	APPROVING AUTHORITY/DATE <i>C. Marboe 11-5-10</i>		

Changes of position responsibilities comply with requirements of SWP-ORG-01 (includes new hires, transfers and promotions).

COMPENSATION/STAFFING INPUT

IN LIEU OF BENEFITS	HOURLY	ANNUAL	JOB CODE	ACTION/REASON <i>TERM</i>	FT/PT
UNION CODE	CONTINUOUS SVC DATE	UNION SENIORITY DATE	CLASSIFICATION SENIORITY DATE (PROFESSIONAL EXPERIENCE)	PROBATION DATE	
PERS ELIGIBILITY DATE	BENEFIT PROGRAM	TAX LOCATION CODE	WDNO		
PER DIEM	NORMAL HOURS	EMPL CLASS	PEN IR	FLSA	WORK GROUP

HIRING MGR	LOCATION	TITLE
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COMMENTS

STAFFING AUTHORITY / DATE

Send to: Compensation, MD PE07



Home | Add to Favorites | Sign out

New Window | Help | http

Leave Accrual Balances

Lowell Peck

Employee

ID: [REDACTED]

Benefit Rcd Nbr: 0

Leave Accruals

Find | View 100 | First 1 of 318 Last

Company: SS ENERGY NORTHWEST

Benefit Program: FX1 Flex Benefit - F/T Non Bargain

Plan Type: Personal

Accrual Date: 02/06/2009

Accrual Balances - Hours

Carried over from previous year:	161.000000
Earned Year-to-Date:	32.000000
Taken Year-to-Date:	184.000
Adjusted Year-to-Date:	
Bought Year-to-Date:	
Sold Year-to-Date:	

Service Data

Service Date:	04/14/2003
Service Hours:	16,320.000

Unprocessed Data

Hours Taken:	
Hours Adjusted:	
Hours Bought:	
Hours Sold:	
Service Hours:	80.000

Accrual Totals

Hours Balance:	PTT → 9.000000
Hours Value:	470.35

Return to Search | Notify

NV

PS
12/15/10

.100000



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Maintain Time Reporter Data

Lowell Peck

ID: [REDACTED]

Empl Rcd#: 0

Saved

Organizational Relationship: Employee

Badge Detail

Group Membership

Time Reporter Data

Find | View All | First 1 of 2 Last

*Effective Date: 11/06/2010 *Time Reporter Status: Inactive Send Time to Payroll

Time Reporter Type	Time Reporting Template
<input checked="" type="radio"/> Elapsed	<input type="text"/>
<input type="radio"/> Punch	<input type="text"/>

Commitment Accounting Flags
<input type="checkbox"/> For Taskgroup
<input type="checkbox"/> For Department

Time Period ID:

*Workgroup: EXEMPT Exempt Employees

*Taskgroup: 1 8-9's

Task Profile ID:

TCD Group:

Restriction Profile ID:

Rule Element 1:

Rule Element 2:

Rule Element 3:

Rule Element 4:

Rule Element 5:

Time Zone: PST Pacific Time (US)

Save | Return to Search | Notify | Refresh

Update/Display | Include History | Correct History



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New Window | Help |

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

Lowell Peck EMP ID: XXXXXXXXXX Empl Rcd #: 0

Work Location Find First 1 of 1

HR Status: Inactive	Payroll Status: Terminated	Go To Row
Effective Date: 11/06/2010	Sequence: 0	Job Indicator: Primary Job
Action: Termination	Reason: Voluntary Resignation	Current

Last Start Date: 04/14/2003 **Termination Date:** 11/05/2010

Expected Job End Date

Last Date Worked: 11/05/2010

Override Last Date Worked

Position Entry Date:

Position Number:

[Override Position Data](#)

Position Management Record

Regulatory Region: USA United States

Company: SS ENERGY NORTHWEST

Business Unit: STDBU STANDARD HRMS BU

Department Entry Date: 09/29/2007

Department: 30100 CEO Office

Location: 90 Kootenai Bldg

Establishment ID: MAIN Energy Northwest

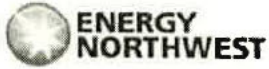
Date Created: 11/08/2010

Job Data | [Employment Data](#) | [Earnings Distribution](#) | [Benefits Program Participation](#)

Save | Return to Search | Notify | Previous tab | Next tab | Refresh

Update/Display | Include His

[Work Location](#) | [Job Information](#) | [Job Labor](#) | [Payroll](#) | [Salary Plan](#) | [Compensation](#)



Home | Add to Favorites | Sign out

New Window | Help |

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

Lowell Peck EMP ID: [REDACTED] Empl Rcd #: 0

Work Location Find First 2 of 16

HR Status: Active **Payroll Status:** Active [Go To Row](#)
Effective Date: 11/05/2010 **Sequence:** 0 **Job Indicator:** Primary Job
Action: Return from Leave **Reason:** Return from Unpaid Leave [History](#)

Last Start Date: 04/14/2003 **Termination Date:**
Expected Job End Date:

Position Entry Date:

Position Number:
[Override Position Data](#)

Position Management Record

Regulatory Region: USA United States
Company: SS ENERGY NORTHWEST
Business Unit: STDBU STANDARD HRMS BU **Department Entry Date:** 09/29/2007
Department: 30100 CEO Office
Location: 90 Kootenai Bldg
Establishment ID: MAIN Energy Northwest **Date Created:** 11/08/2010

Job Data | [Employment Data](#) | [Earnings Distribution](#) | [Benefits Program Participation](#)

[Save](#) | [Return to Search](#) | [Notify](#) | [Previous tab](#) | [Next tab](#) | [Refresh](#) | [Update/Display](#) | [Include His](#)

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

ENERGY NORTHWEST

ENWTL604
Run Date 11/08/2010
Run Time 15:55:52

CUMULATIVE PAYABLE TIME BY GROUP OR EMPLOYEE
From: 10/30/2010 Thru: 11/12/2010
For Employee: [REDACTED]

Page: 1

EMPLOYEE: Lowell Peck
** NO LABOR REPORTED **

EMPNO: [REDACTED]

WORKGROUP: EXEMPT

	REG	OVTM	ABS	BASE
***** REPORT TOTALS *****	0.00	0.00	0.00	0.00

APPROVALS: _____ DATE: _____

End of Report

FOR PROMOTION, CHECK BELOW THE DOCUMENT SOURCE OF JUSTIFICATION: <input type="checkbox"/> APPLICANT ACTION <input type="checkbox"/> PERFORMANCE APPRAISAL <input type="checkbox"/> INTEROFFICE MEMORANDUM	<h2 style="margin: 0;">ENERGY NORTHWEST</h2> <h3 style="margin: 0;">EMPLOYEE RECORD CHANGE SHEET</h3>	HR Use: FEB 3 2009 Entered by: <u>mpj</u> Date: <u>2/12/09</u>
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MUST BE COMPLETED

EMPLOYEE NO.	DEPT. CODE	FIRST NAME	MIDDLE INITIAL	LAST NAME	DATE/PREPARED BY/PHONE
[REDACTED]	30100	Lowell (Brad) Peck			1/6/09 J. Marboe

MANAGEMENT/COMPENSATION INITIATED CHANGES & APPROVALS

EMERGENCY PREPAREDNESS HAS BEEN NOTIFIED	NEW DEPT. CODE	EMPLOYEE STATUS	EFFECTIVE DATE	<input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> TEMPORARY <input type="checkbox"/> PROJECT	<input checked="" type="checkbox"/> EXEMPT <input type="checkbox"/> BARG. <input type="checkbox"/> HOURLY NON-EXEMPT <input type="checkbox"/> SALARIED NON-EXEMPT
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A	REQUISITION NO.	<input type="checkbox"/> ACTIVE <input checked="" type="checkbox"/> INACTIVE <input type="checkbox"/> TERM./RETIRE	1/10/09 1-30-09 (P52013109)		
FROM POSITION TITLE			YEARLY OR HOURLY SALARY	GRADE/LEVEL	
EXECUTIVE PROJECT MANAGER/ASSISTANT TO CEO			\$		
TO POSITION TITLE			YEARLY OR HOURLY SALARY	GRADE/LEVEL	
LEAVE OF ABSENCE			\$		
INCENTIVE:	DURATION (TEMP OR PROJECT)	LOCATION		LABOR RELATIONS/DATE	
LOA START DATE	REASON	LOA RETURN DATE	TERM REASON	REHIRE CODE	STIPEND
1/10/09	Elected Position	TBD		<input type="checkbox"/> Not Eligible <input type="checkbox"/> Sr. Mgmt Review Required	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do regulatory requirements apply to this position? (see SWP-TQS-01)	If yes, are the regulatory requirements met?	If regulatory requirements are not met, is an approved waiver attached?	Receiving Manager will ensure that appropriate Qual Groups are assigned. (see SWP-TQS-01)		
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> N/A		
CURRENT MANAGER/DATE	RECEIVING MANAGER/DATE	COMPENSATION/DATE	APPROVING AUTHORITY/DATE		
		<i>mpj</i> 02/04/09	<i>Paul</i> 1/7/09		

Changes of position responsibilities comply with requirements of SWP-ORG-01 (includes new hires, transfers and promotions).

COMPENSATION/STAFFING INPUT

IN LIEU OF BENEFITS	HOURLY	ANNUAL	JOB CODE	ACTION/REASON	FT/PT
				LDA	
UNION CODE	CONTINUOUS SVC DATE	UNION SENIORITY DATE	CLASSIFICATION SENIORITY DATE (PROFESSIONAL EXPERIENCE)	PROBATION DATE	
PERS ELIGIBILITY DATE	BENEFIT PROGRAM		TAX LOCATION CODE	WDNO	
PER DIEM	NORMAL HOURS	EMPL CLASS	PEN IR	FLSA	WORK GROUP

HIRING MGR	LOCATION	TITLE
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COMMENTS

STAFFING AUTHORITY / DATE

Send to: Compensation, MD PE07

8/20/08

da 8/23/08

PS

PP L. Peck # [redacted]

Bomotti, Barbara L.

From: Way, Cindy L.
Sent: Wednesday, August 20, 2008 12:03 PM
To: Bomotti, Barbara L.; Liu, Mei-Ying
Cc: Sturges, Ben E.
Subject: MSIP Correction

\$ 3,926.36

EM 3

Payroll,

Please pay Lowell (Brad) Peck ([redacted]) an additional \$3,926.36 as Incentive pay.

When I calculated his results, I pro-rated the final calculation and I should not have.

[redacted]	
Should have received	15,705.45
Received	11,779.09
Difference owed to employee	\$3,926.36

Please let me know if you need additional information.

Thanks,

Cindy Way | Compensation & Benefits Administrator | Human Resources
Energy Northwest | Ph 509.372.5693 | Fax 509.377.4319

RECEIVED NOV 20 2007

PS
Dh
11/28/07

EMPLOYEES' ASSOCIATION

I authorize Energy Northwest to deduct \$2.00 from my paycheck each pay period for membership in the company's Employees' Association. I understand that I will only be allowed to join/terminate once during any 12 month period for any reason other than termination of employment.

Name: L. B. PECK Mail Drop: 1035

Signature: L. B. Peck

Employee Number: [REDACTED] Date: 11/6/07

Return to **Tiebe Duggan at Mail Drop 1035.**

Received by: Tiebe Duggan

Original to Payroll _____

PERFORMANCE AWARD NOMINATION FORM

RECEIVED SEP 27 2007

Dh
10/03/07
ps

NOMINEE:

Name: Brad Peck Title: Communications Officer Award: \$1500

Department: Energy Business Services Org. Code: 60000 Employee No.: [REDACTED]

Award Type: CEO Leadership PEP

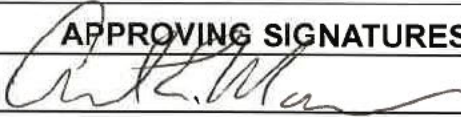

Describe the Nominee's specific, extraordinary individual and/or team contribution to Energy Northwest directly related to the expectations and measurements on their performance plan, core values assessments, accountabilities or function on their job description, or the goals and measurements of the individual or team. (Add additional sheet if necessary for explanation.)

For the achievement of exemplary performance in your leadership as a team committee member for the Energy Northwest 50th Anniversary Celebrations. The team demonstrated all of our core values and accomplished all the established goals set by the committee. The 50th Anniversary Celebrations exceeded all expectations for the successful events starting with our January 2007 celebration and concluding with our September 2007 celebration.

EXACT WORDING FOR CERTIFICATE

Brad, you demonstrated exemplary performance in your leadership as a team committee member for the Energy Northwest 50th Anniversary Celebrations. Your motivation helped with the success of the committee exceeding their goals for the January and September, 2007 events.


APPROVING SIGNATURES

Nominator: AE Mouncer		Date: <u>9-19-07</u>
Nominee's Mgr.:		Date:
VP:		Date: <u>9/19/07</u>
CEO: JV Parrish		Date:
(only required if award exceeds \$5,000)		

Send Original to Payroll: (PE90)

- Send a Copy to:**
- Human Resources (PE07)
 - VP Office
 - EMS – when Environmental Stewardship-related (PE 20)
 - Safety – when safety-related (PE30)
 - Labor Relations – if the award is for a Bargaining Unit employee (PE07)

Dh 10/2/07 ps

FOR PROMOTION, CHECK BELOW THE DOCUMENT SOURCE OF JUSTIFICATION: <input type="checkbox"/> APPLICANT ACTION <input type="checkbox"/> PERFORMANCE APPRAISAL <input checked="" type="checkbox"/> INTEROFFICE MEMORANDUM	 ENERGY NORTHWEST People · Vision · Solutions	HR Use: SEP 26 2007
		Entered by: <i>[Signature]</i>
		Date: <i>10/1/07</i>

EMPLOYEE RECORD CHANGE SHEET

MUST BE COMPLETED

EMPLOYEE NO. [REDACTED]	DEPT. CODE 60000	FIRST NAME L. Brad Peck	MIDDLE INITIAL	LAST NAME	DATE/PREPARED BY/PHONE 9/17/07 B Cadwell 8222
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MANAGEMENT/COMPENSATION INITIATED CHANGES & APPROVALS

EMERGENCY PREPAREDNESS HAS BEEN NOTIFIED <input type="checkbox"/> YES <input type="checkbox"/> N/A	NEW DEPT. CODE 30100 ✓	EMPLOYEE STATUS <input checked="" type="checkbox"/> ACTIVE <input type="checkbox"/> INACTIVE <input type="checkbox"/> TERM./RETIRE	EFFECTIVE DATE <i>9/29/2007</i>	<input checked="" type="checkbox"/> REGULAR	<input checked="" type="checkbox"/> EXEMPT <input type="checkbox"/> BARG.
	REQUISITION NO.			<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> HOURLY NON-EXEMPT
FROM POSITION TITLE Communications Officer		YEARLY OR HOURLY SALARY \$94,703.		GRADE/LEVEL 28	
TO POSITION TITLE Executive Project Manager/Assistant to CEO		YEARLY OR HOURLY SALARY \$ <i>104,703</i>		GRADE/LEVEL 29	
STAFFING DEFINITION:	DURATION (TEMP OR PROJECT)	LOCATION		LABOR RELATIONS/DATE	
LOA START DATE	REASON	LOA RETURN DATE	TERM REASON	REHIRE CODE <input type="checkbox"/> Not Eligible <input type="checkbox"/> Sr. Mgmt Review Required	STIPEND <input type="checkbox"/> Yes <input type="checkbox"/> No
Do regulatory requirements apply to this position? (see SWP-TQS-01) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	If yes, are the regulatory requirements met? <input type="checkbox"/> Yes <input type="checkbox"/> No	If regulatory requirements are not met, is an approved waiver attached? <input type="checkbox"/> Yes <input type="checkbox"/> No		Receiving Manager will ensure that appropriate Qual Groups are assigned. (see SWP-TQS-01) <input type="checkbox"/> Yes <input type="checkbox"/> N/A	
CURRENT MANAGER/DATE	RECEIVING MANAGER/DATE	COMPENSATION/DATE <i>9/27/07</i>	APPROVING AUTHORITY/DATE <i>[Signature] 9/18/07</i>		

Changes of position responsibilities comply with requirements of SWP-ORG-01 (includes new hires, transfers and promotions).

COMPENSATION/STAFFING INPUT

IN LIEU OF BENEFITS	HOURLY	ANNUAL <i>104703</i>	JOB CODE <i>AA121</i>	ACTION/REASON <i>PRO</i>	FT/PT
UNION CODE	CONTINUOUS SVC DATE	UNION SENIORITY DATE	CLASSIFICATION SENIORITY DATE (PROFESSIONAL EXPERIENCE)	PROBATION DATE	
ANNUAL REVIEW DATE	PERS ELIGIBILITY DATE	BENEFIT PROGRAM	TAX LOCATION CODE	WDNO <i>1023</i>	
PER DIEM	NORMAL HOURS	EMPL CLASS	PEN IR <i>096</i>	FSLA	WORK GROUP

HIRING MGR <i>JV Pamish</i>	LOCATION <i>Kootenai</i>	TITLE <i>CEO</i>
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COMMENTS

STAFFING AUTHORITY / DATE
[Signature] 9/26/07

Send to: Compensation, MD PE07

EMPLOYEE RECORD CHANGE SHEET SIGNATURE REQUIREMENTS

<u>Action</u>	<u>Signatures</u>
Temporary to Regular	Prepared by HR-Staffing; signed by recruiter (one-over-one will be on accompanying Applicant Action)
Termination (voluntary)	<ul style="list-style-type: none"> • Regular employee - supervisor or manager • Temporary employee – prepared by HR-Staffing; signed by recruiter
Promotion Title Change Level Change	Prepared by hiring manager <ul style="list-style-type: none"> • Releasing & receiving manager sign if filling an open requisition (one-over-one is on applicant action) • Otherwise, one-over-one; one of which is department manager reporting to VP • Retroactive actions require VP signature
Department Change	<ul style="list-style-type: none"> • Section level - releasing and receiving supervisor/manager; approval by receiving dept. manager reporting to VP • Department level – manager and VP signatures
Temporary Upgrade	<ul style="list-style-type: none"> • One-over-one; one of which is department manager reporting to VP • Retroactive actions require VP signature
Return to Regular Rate	Supervisor and/or manager
Full time to Part time Part time to Full time	<ul style="list-style-type: none"> • One-over-one; one of which is department manager reporting to VP • Retroactive actions require VP signature
Step Progression (Barg. Unit)	Supervisor or Manager
Salary Adjustment (mid-year)	Manager and VP
Rotation (transfer)	Accompanied by a Reassignment Agreement. <ul style="list-style-type: none"> • One-over-one; one of which is department manager reporting to VP • Retroactive actions require VP signature
Base Pay Increase to Minimum of Range	Initiated by Compensation <ul style="list-style-type: none"> • One-over-one; one of which is department manager reporting to VP • Retroactive actions require VP signature
Lateral Transfer	<ul style="list-style-type: none"> • One-over-one; one of which is department manager reporting to VP • Salary increase requires VP signature
Outage Assignments	Recruiter prepares form and signs for transfer to outage position, and again for return to regular position

File Lowell Peck

BOMOTTI, BARBARA L.

From: BAKER, JACK W.
Sent: Tuesday, January 02, 2007 9:21 AM
To: BOMOTTI, BARBARA L.
Cc: DESSERAULT, AUDREY J.; PECK, L. BRAD; DESSERAULT, AUDREY J.
Subject: FW: Lowell Peck Time Entry

Barbara...this is approved...thanks for the catch.

Jack

From: DESSERAULT, AUDREY J.
Sent: Tuesday, January 02, 2007 9:13 AM
To: BAKER, JACK W.
Subject: FW: Lowell Peck Time Entry

Jack,

Brad's time should be amended as follows:

8 hours on December 22 to 0110404703 General Ext Communications Activities
0 hours on December 29

*Changed
4 hrs 12/22
4 hrs 12/23*

Please forward this email to Barbara Bomotti so she can process the amendment today.

Audrey J. Desserault, Executive Assistant
Energy/Business Services, Energy Northwest
509 377-8468 (w); 509 377-8124 (f)

From: DESSERAULT, AUDREY J.
Sent: Tuesday, January 02, 2007 9:03 AM
To: BOMOTTI, BARBARA L.
Subject: RE: Lowell Peck Time Entry

There shouldn't have been any time for Friday the 29th. It was a day off. Can you fix that or shall I do an amendment?

Audrey J. Desserault, Executive Assistant
Energy/Business Services, Energy Northwest
509 377-8468 (w); 509 377-8124 (f)

From: BOMOTTI, BARBARA L.
Sent: Friday, December 29, 2006 10:51 AM

To: BAKER, JACK W.
Cc: DESSERAULT, AUDREY J.
Subject: Lowell Peck Time Entry

I have changed the time that was reported and approved for Lowell Peck on 12/29/06. 12/29/06 is not a holiday. I changed 12/29/06 to PTB.

Please review the change.

Thank you.

HO, MONICA L.

From: DUGGAN, MICHELLE T.
Sent: Wednesday, August 23, 2006 10:15 AM
To: PAYROLL
Cc: PECK, L. BRAD
Subject: RE: EA Newsletter - August 06

PS

Please cancel his membership.

Michelle Tiebe Duggan
Sales & Marketing Admin
X-4379

From: PECK, L. BRAD [REDACTED]
Sent: Wednesday, August 23, 2006 10:13 AM
To: DUGGAN, MICHELLE T.
Subject: RE: EA Newsletter - August 06

Tiebe,
Would you please cancel my membership in the Employees' Association.
Thanks, Brad

L. B. Peck
Corp. Communications
Energy Northwest
509-377-8247

From: DUGGAN, MICHELLE T.
Sent: Friday, August 04, 2006 10:24 AM
To: #EA Members
Subject: EA Newsletter - August 06

Click on the link below for the August edition of the Employees' Association Newsletter. All the newsletters are now on the Employees' Association teamsite on Sharepoint.

<http://insideen/sites/ea/Document%20Library/Forms/AllItems.aspx?RootFolder=%2fsites%2fea%2fDocument%20Library%2f1%2fEA%20Newsletters&View=%7b3180D491%2d62CB%2d4C8C%2d864D%2d3408563D4792%7d>

Tiebe Harmala
Employees' Association Secretary
X-4379

HO, MONICA L.

From: MERRILL, BEVERLY J.
Sent: Tuesday, August 02, 2005 7:28 AM
To: PAYROLL
Subject: FW: Cell Phone

Per Jack Baker, please increase the montly allotment for Lowell Peck to \$50.00 per month.

Thank you.

CELLMAIN

MOD DATE	ALLOTMENT	LNAME	FNAME	MI	EMPLOYEE #	CELLULAR	E/R	COMMENTS	LOGIN
2005/08/02	\$50	PECK	LOWELL (Brad)					60000	LPECK

From: DESSERAULT, AUDREY J.
Sent: Tuesday, August 02, 2005 6:56 AM
To: MERRILL, BEVERLY J.
Subject: FW: Cell Phone

Please set Brad Peck's cell phone allocation to \$50 per month. Jack approval is noted below.

Thanks.

--Audrey, ext. 8468

From: BAKER, JACK W.
Sent: Monday, August 01, 2005 8:12 PM
To: PECK, L. BRAD; DESSERAULT, AUDREY J.
Cc: DESSERAULT, AUDREY J.
Subject: RE: Cell Phone

Brad....very few of our employees are tied to their phones and \$30/month is fair since they likely have a cell phone for their personal use to.

Given the fact that you are one of those employees who is tied to their phone for business reasons, and your monthly charges exceed the \$30/month, I am ok with making your allocation \$50/month.

Audrey...could you send an email to telecommunications saying I approve this...

Jack

From: PECK, L. BRAD
Sent: Monday, July 25, 2005 1:01 PM
To: BAKER, JACK W.
Subject: RE: Cell Phone

Thanks Jack. I don't know what a TREQ phone is... My share of our monthly home cell phone bill runs \$60 to \$70... most of which is work related.

8/3/2005

Most of the calls I get are media related. Rich call me when he is on the road to get plant, issues updates before visiting our members.

I suppose the question was probably more about equity than money, especially given the recent turn of events. You have the big picture. I'm sure whatever you decide will be fair.
Thx, Brad

From: BAKER, JACK W.
Sent: Sat 7/23/2005 9:53 PM
To: PECK, L. BRAD
Cc: DESSERAULT, AUDREY J.
Subject: RE: Cell Phone

Brad....Shirley and Rich were getting \$50 given the amount of travel and they had a TREO phone...

If your office related cel phone expenses are more than \$30/month, let me know and I will move yours up to\$ 50.

Jack

-----Original Message-----

From: PECK, L. BRAD
Sent: Wednesday, July 20, 2005 1:40 PM
To: BAKER, JACK W.
Subject: Cell Phone

Jack,

In our recent budget discussion I learned that people in our group with cell phone stipends are receiving \$50/month. I'd like to join that group since I regularly use my cell phone for work...all media in the TC have the number and use it often. I currently receive \$30/month. Thanks for considering, Brad

Brad Peck
Corp. Communications Officer
Energy Northwest
509-377-8247
Pager 0998

file
L. Peck #

BOMOTTI, BARBARA L.

From: BAKER, JACK W.
Sent: Monday, July 12, 2004 12:21 PM
To: ARMATROUT, GREGORY P.; BOMOTTI, BARBARA L.
Cc: BAKER, JACK W.; PRICE, MICHEAL W.; FRANCISCO, BECKY D.; QUEEN, DONALD W.; RUNG, JOANN E.; REESE, SHIRLEY A.; BERGARA, CAROLE L.; PECK, L. BRAD; EDGEMON, SANDRA D.; DESSERAULT, AUDREY J.; POIRIER, DANNY J.; HAWKINS, LUELLA R.; ROSS, DAN L.; KOZLIK, GEORGE J.; PORTER, DANIEL W.; FRANCISCO, BECKY D.; KOBUS, DAVID R.; CADWELL, BEVERLY A.; LOFSTROM, CLAUDIA J.
Subject: Standing Delegation - Time and Labor Approval - Energy/Business Services Group

The following standing delegation for Time and Labor approvals has been established for Energy/Business Services. The standing delegation is established for occurrences when the manager is unavailable and thus, unable to approve Time and Labor.

These delegations have been designated by each of Jack Baker's direct reports, and have been reviewed and approved by Jack Baker.

Please keep this on file for your records and reference.

Jack Baker, Vice President, Energy/Business Services, delegates Mike Price, Manager, General Services & Facilities, as his standing delegate for when is he unavailable to approve the time. Vic Parrish will approve Mike Price's time at that occurrence. If Mike Price is unavailable, Vic Parrish will approve all time for Jack Baker's approval group. (60xxx)

Mike Price, Manager, General Services & Facilities, delegates Don Queen, Supervisor, Calibration Services, as his standing delegate for when he is unavailable to approve time. Jack Baker will approve Don Queen's time at that occurrence. If Don Queen is unavailable, Jack Baker will approve all time for Mike Price's approval group. (601xx)

L. Brad Peck

Shirley Reese delegates Brad Peck, Communications Officer, as her standing delegate for when she is unavailable to approve time. Jack Baker will approve Brad Peck's time at that occurrence. If Brad Peck is unavailable, Jack Baker will approve all time for Shirley Reese's approval group. (602xx)

Sandi Edgemon delegates Jack Baker, Vice President, Energy/Business Services as her standing delegate for when she is unavailable to approve time. If Jack Baker is unavailable, Jack Baker's delegate for that period will approve all time for Sandi Edgemon's approval group. (604xx)

Dan Poirier, Manager, O&M/Professional Services, delegates Dan Ross, Project Manager, and George Kozlik, Project Manager, as his standing delegates for when he is unavailable to approve time. Jack Baker will approve Dan Ross or George Kozlik's time at that occurrence.

7/12/2004

ps

HO, MONICA L.

From: MERRILL, BEVERLY J.
Sent: Thursday, January 08, 2004 7:56 AM
To: PAYROLL
Subject: CELLULAR PHONE ALLOTMENTS FOR JANUARY

Here are the cellular phone allotments for January 2004

Thank you, Bev

MOD DATE	ALLOTMENT	LNAME	FNAME	MI	EMPLOYEE #	CELLULAR
	ORG CODE					
2004/01/08	\$15 ✓	TUBBS	EDDIE	E		
	25410					
2004/01/08	\$15 ✓	PECK	LOWELL	B		
	60200					



TO: ACCOUNTS PAYABLE

REQUEST FOR PAYMENT

1355

VOUCHER		ACT VENDOR NO.		VENDOR/PAYEE		PAY AMOUNT		INVOICE	
				PECK, LOWELL B.		9,255.00		NUMBER	
ADDRESS CHANGE?		PAY BY				SALES TAX		MO DA YR	
		MO DA YR				P FREIGHT		05/19/03	
NEXT BOARD DATE		MO DA YR		WIRE TRANS		55		P CASH EMP C	
				3					
				CHECK COMMENTS (ESCROW NO./REQUEST NO., ETC., AS APPROPRIATE)					
				EMPLOYMENT INDUCEMENT					

DESCRIPTION: (AS NECESSARY)				SPECIAL MANUAL CHECK FOR EMPLOYMENT INDUCEMENT				REPEAT PAYMENTS				PREPAID CHECK				
				AMOUNT	MO	DA	YR	NO	FO	NUMBER	MO	DA	YR			
L	A	C	T	CONT/P/EMP/ETC	ITEM/TRIP	AMOUNT	GR	PROJ	FUND	FERC	ORG	EXP. CLASS	USE TAX	WBS/NO	DISCOUNT &	X
1						9,255.00	(c)		55	232101						
2																
3																
4																
5																
6																
7																
8																
9																
10																
11																
12																
13																
14																
15																
16																
17				TOTAL		9,255.00										

(TOTAL PLUS SALES TAX AND FREIGHT MUST EQUAL PAY AMOUNT)

"I, the undersigned, do hereby certify under penalty of perjury, that the material herein has been reviewed and do hereby certify that the attached invoice 1) is in compliance with the terms and conditions of the contract, and 2) that the services rendered or the labor performed as described herein are the item and/or services performed have been received for the benefit of Energy Northwest, and that I am authorized to authenticate and certify to said claim Northwest and are in accordance with the contract scope."

SIGNED _____ Accounts Payable

AUDITING OFFICIAL _____ date _____

PREPARED BY Monica Ho *MH* TECHNICAL REPRESENTATIVE *Brian J. Bennett*

ENERGY NORTHWEST
STATEMENT OF EARNINGS & DEDUCTIONS

EARNINGS	HRS	AMOUNT	DEDUCTIONS			
IND		15,000.00				
TOTAL EARNINGS		15,000.00	TOTAL DEDUCTIONS			

FOR PERIOD ENDING 05/23/03

NET PAY 9,255.00

NAME PECK, LOWELL B.
EMP # [REDACTED]

EMPLOYER PAID BENEFITS	

paycal 2

Paycheck Earnings | **Paycheck Taxes** | **Paycheck Deductions**

Company: SS **Pay Group:** NON **Pay Period End:** 05/23/2003 **Page:** 156
EmplID: [REDACTED] **Name:** Peck,Lowell B **Line:** 2
Calculated **Check** **Off Cycle ?** **Reprint** **Adjustment** **Corrected** **Sep Chk #:**

Issue Date **Check #** **Earnings** [REDACTED] [REDACTED] **Net Pay**
 05/30/2003 15,000.00 9,255.00

Earnings Find | View All First 1 of 1 Last

Begin-End Dates	Empl Rcd#	Ben Rcd#	Addl #	Reason	Additional Data
05/10/2003 - 05/23/2003	0	0	2	Not Specified	
Rate Code		Hours	Earnings	Hourly Rate:	39.687500
Regular:				FLSA Rate:	
Overtime:				Shift/Rate:	N /
Reg Earns:				State:	WA
Rate Used: Hourly Rate				Locality:	

Other Earnings Find | View All First 1 of 1 Last

Code	Description	Rate Code	Hours	Rate	Amount + T R
IND	EMP IND				15,000.00 S H

Special Accumulator(s)

[Return to Search](#)

[Paycheck Earnings](#) | [Paycheck Taxes](#) | [Paycheck Deductions](#)

Paycheck Earnings | **Paycheck Taxes** | **Paycheck Deductions**

Company: SS Pay Group: NON Pay Period End: 05/23/2003 Page: 156
 EmplID: [REDACTED] Name: Peck,Lowell B Line: 2
 Calculated Check Off Cycle ? Reprint Adjustment Corrected Sep Chk #:

Issue Date Check # Earnings [REDACTED] [REDACTED] Net Pay
 05/30/2003 15,000.00 9,255.00

Taxes							
Find View 4 First [] 1-6 of 6 [] Last							
State / Resident	Tax Entity	Tax Class	Tax Amount	Taxable Gross	No Limit Gross / Tax Not Taken	AP Status	
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00	15,000.00		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00	15,000.00		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00	15,000.00		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00	15,000.00		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,250.00			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00	15,000.00		

Tax Tips							
Find View All First [] 1-4 of 6 [] Last							
State / Resident	Tax Entity	Tax Class	Tax Amount	Taxable Gross	Current Tips / Delayed Tips	AP Status	
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00			

[Return to Search](#)

[Paycheck Earnings](#) | [Paycheck Taxes](#) | [Paycheck Deductions](#)

[Paycheck Earnings](#) | [Paycheck Taxes](#) | [Paycheck Deductions](#)

Company: SS **Pay Group:** NON **Pay Period End:** 05/23/2003 **Page:** 156
EmpID: [REDACTED] **Name:** Peck,Lowell B **Line:** 2
Calculated **Check** **Off Cycle ?** **Reprint** **Adjustment** **Corrected** **Sep Chk #:**

Issue Date **Check #** **Earnings** [REDACTED] [REDACTED] **Net Pay**
 05/30/2003 15,000.00 9,255.00

Deductions Find | View 3 First 1-8 of 8 Last

Benefit Plan Code	Class	Ben Rcd# Plan Type *	Amt Not Taken/ Calculated Base	Payback Amt/ Refund Amt	AP Status
[REDACTED]				54.59	
[REDACTED]				1.09	
[REDACTED]				25,000.00	2.19
[REDACTED]				20,000.00	0.18
[REDACTED]					2.00
[REDACTED]					2.53

[Garnishments](#)

[Net Pay Distribution](#)

[Return to Search](#)

[Paycheck Earnings](#) | [Paycheck Taxes](#) | [Paycheck Deductions](#)

paycal ①

Paycheck Earnings | **Paycheck Taxes** | **Paycheck Deductions**

Company: SS **Pay Group:** NON **Pay Period End:** 05/23/2003 **Page:** 156
EmplID: [REDACTED] **Name:** Peck,Lowell B **Line:** 2
Calculated **Check** **Off Cycle ?** **Reprint** **Adjustment** **Corrected** **Sep Chk #:**

Issue Date **Check #** **Earnings** [REDACTED] [REDACTED] **Net Pay**
 05/30/2003 15,000.00 9,212.46

Earnings Find | View All First 1 of 1 Last

Begin-End Dates	Empl Rcd#	Ben Rcd#	Addl #	Reason	Additional Data
05/10/2003 - 05/23/2003	0	0	2	Not Specified	

Rate Code	Hours	Earnings	Hourly Rate:	39.687500
Regular:			FLSA Rate:	
Overtime:			Shift/Rate:	N /
Reg Earns:			State:	WA
Rate Used: Hourly Rate			Locality:	

Other Earnings Find | View All First 1 of 1 Last

Code	Description	Rate Code	Hours	Rate	Amount + T R
IND	EMP IND				15,000.00 S H

Special Accumulator(s)

[Return to Search](#)

[Paycheck Earnings](#) | [Paycheck Taxes](#) | [Paycheck Deductions](#)

Paycheck Earnings | Paycheck Taxes | Paycheck Deductions

Company: SS **Pay Group:** NON **Pay Period End:** 05/23/2003 **Page:** 156
EmplID: [REDACTED] **Name:** Peck,Lowell B **Line:** 2
Calculated **Check** **Off Cycle ?** **Reprint** **Adjustment** **Corrected** **Sep Chk #:**
Issue Date **Check #** **Earnings** [REDACTED] [REDACTED] **Net Pay**
 05/30/2003 15,000.00 9,212.46

Taxes				Find	View 4	First	1-6 of 6	Last
State / Resident	Tax Entity	Tax Class	Tax Amount	Taxable Gross	No Limit Gross / Tax Not Taken	AP Status		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,942.13	14,942.13			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,942.13	14,942.13			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,942.13	14,942.13			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,942.13	14,942.13			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,192.13				
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	15,000.00	15,000.00			

Tax Tips				Find	View All	First	1-4 of 6	Last
State / Resident	Tax Entity	Tax Class	Tax Amount	Taxable Gross	Current Tips / Delayed Tips	AP Status		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,942.13				
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,942.13				
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,942.13				
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	14,942.13				

[Return to Search](#)

[Paycheck Earnings](#) | [Paycheck Taxes](#) | [Paycheck Deductions](#)

[Paycheck Earnings](#) | [Paycheck Taxes](#) | [Paycheck Deductions](#)

Company: SS **Pay Group:** NON **Pay Period End:** 05/23/2003 **Page:** 156
EmpID: [REDACTED] **Name:** Peck, Lowell B **Line:** 2
 Calculated **Check** **Off Cycle ?** **Reprint** **Adjustment** **Corrected** **Sep Chk #:**

Issue Date **Check #** **Earnings** **Taxes** **Deductions** **Net Pay**
 05/30/2003 15,000.00 [REDACTED] [REDACTED] 9,212.46

Deductions Find | View 3 First 1-8 of 8 Last

Benefit Plan Code	Class	Ben Rcd# Plan Type *	Amount	Amt Not Taken/ Calculated Base	Payback Amt/ Refund Amt	AP Status
[REDACTED]				25,000.00		
[REDACTED]				20,000.00		

Refund

Refund

Garnishments

Net Pay Distribution

[Return to Search](#)

[Paycheck Earnings](#) | [Paycheck Taxes](#) | [Paycheck Deductions](#)

HO, MONICA L.

From: RAMOS, RAMONA T.
Sent: Thursday, May 15, 2003 6:42 AM
To: PAYROLL
Cc: FULKS, MARGARET P.; PECK, L. BRAD
Subject: FW: Employment Contingencies - PECK

Please pay the referenced employment inducement as mentioned below.

Mona

-----Original Message-----

From: FULKS, MARGARET P.
Sent: Wednesday, May 14, 2003 5:14 PM
To: RAMOS, RAMONA T.
Subject: FW: Employment Contingencies - PECK

Lowell Brad Peck

Employee # [REDACTED]
Hired 04/14/03

Mr. Peck has met his pre-employment requirements, making him eligible for an employment inducement of \$15,000, as stated in his offer letter.

Please authorize and forward to Payroll for payment.

Thank you.

Margaret

-----Original Message-----

From: VERMEULEN, ALANA J.
Sent: Wednesday, May 14, 2003 3:56 PM
To: FULKS, MARGARET P.
Subject: RE: Employment Contingencies - PECK

Margaret,

We signed off Lowell Peck today.

Alana

-----Original Message-----

From: FULKS, MARGARET P.
Sent: Wednesday, April 23, 2003 5:22 PM
To: FISHER, MARY F.
Cc: FULKS, MARGARET P.; VERMEULEN, ALANA J.; RAMOS, RAMONA T.
Subject: FW: Employment Contingencies - PECK
Importance: High

Mary, is this still pending? If you have clearance tomorrow, please send directly to Mona, as I will be out. Thanks.

..m

-----Original Message-----

From: FULKS, MARGARET P.
Sent: Tuesday, April 15, 2003 5:17 PM
To: FISHER, MARY F.
Cc: FULKS, MARGARET P.; VERMEULEN, ALANA J.; RAMOS, RAMONA T.
Subject: Employment Contingencies - PECK

Please let me know when Lowell B. Peck (emp# [REDACTED]), hired 04/14/03, has met all employment contingencies.
Thank you.

Margaret

HO, MONICA L.

From: FORD, GAIL L.
Sent: Friday, May 16, 2003 11:46 AM
To: PECK, L. BRAD
Cc: RAMOS, RAMONA T.; BOMOTTI, BARBARA L.; HO, MONICA L.; HOWARD, DIANA
Subject: FW: Employment Contingencies - PECK

Mr. Peck:

I have discussed your request with my manager, Greg Armatrout. Under normal circumstances, we do not prepare manual checks. However, upon review of your employment letter and considering we didn't receive the request from Mona until after the payroll process for the period ending 05/09 had been finalized, we are making an exception. The earliest we will be able to have a manual check ready for you will be Tuesday (early afternoon). I hope this will be satisfactory. Please advise if you will be able to come to the Payroll office to pick up the check or if other arrangements will be necessary.

Thanks,

Gail L. Ford, Payroll Leader X5103

-----Original Message-----

From: PECK, L. BRAD
Sent: Friday, May 16, 2003 8:56 AM
To: PAYROLL
Subject: RE: Employment Contingencies - PECK

Monica,

Thanks for the response. I have some major relocation expenses that need to be paid. Is there a way to pay me the inducement prior to the next pay period? I'd rather not carry these expenses for another two weeks.

Thanks,

Brad

L. Brad Peck

Communications Officer
Energy Northwest
509-377-8247

-----Original Message-----

From: HO, MONICA L. **On Behalf Of** PAYROLL
Sent: Friday, May 16, 2003 6:06 AM
To: PECK, L. BRAD
Subject: RE: Employment Contingencies - PECK

Brad,

Sorry for this late response, payroll for the pay period was already completed on Tuesday, we will put it on your next pay check.

Monica Ho

Payroll

X4586

-----Original Message-----

From: PECK, L. BRAD
Sent: Thursday, May 15, 2003 9:01 AM
To: PAYROLL
Subject: RE: Employment Contingencies - PECK

Should I expect to see the inducement payment in this week's (Fri May 16) paycheck or will I have to wait two weeks? Anything you can do to include it in this week's pay will be appreciated.

Thank you!

L. Brad Peck

Communications Officer

Energy Northwest
509-377-8247

-----Original Message-----

From: RAMOS, RAMONA T.
Sent: Thursday, May 15, 2003 6:42 AM
To: PAYROLL
Cc: FULKS, MARGARET P.; PECK, L. BRAD
Subject: FW: Employment Contingencies - PECK

Please pay the referenced employment inducement as mentioned below.

Mona

-----Original Message-----

From: FULKS, MARGARET P.
Sent: Wednesday, May 14, 2003 5:14 PM
To: RAMOS, RAMONA T.
Subject: FW: Employment Contingencies - PECK

Lowell Brad Peck
Employee # [REDACTED]
Hired 04/14/03

Mr. Peck has met his pre-employment requirements, making him eligible for an employment inducement of \$15,000, as stated in his offer letter.
Please authorize and forward to Payroll for payment.
Thank you.
Margaret

RECEIVED APR 23 2003

✓ PS

EMPLOYEES' ASSOCIATION

I authorize Energy Northwest to deduct \$2.00 from my paycheck each pay period for membership in the company's Employees' Association. I understand that I will only be allowed to join/terminate once during any 12 month period for any reason other than termination of employment.

Name: L. BRAD PECK Mail Drop: PE05

Signature: L. B. Peck

Employee Number: [REDACTED] Date: 4/18/03

Return to **Lori Walli, Mail Drop PE20.**

Received by: Lori Walli

Original to Payroll _____

HWACK

COMPENSATION ONLY

Entered: 899
Date: 4/15/03
By: [Signature]

**ENERGY
NORTHWEST**

NEW HIRE SHEET

RECEIVED APR 16 2003

✓ PS

NICKNAME: _____

EMPLOYEE NAME L B PECK		FIRST NAME Lowell		HOME TELEPHONE NO. [REDACTED]		WORK EXT. [REDACTED]		MAIL [REDACTED]		LOCATION 20		MARITAL STATUS M	
STREET ADDRESS [REDACTED]		SPOUSE NAME [REDACTED]		DATE OF BIRTH [REDACTED]		EMERGENCY CONTACT NAME [REDACTED]		RELATIONSHIP Spouse		CITY Richland		STATE WA	
CITY Richland		STATE WA		ZIP 99352		EMERG. TELEPHONE NO. [REDACTED]		CITY Richland		STATE WA		ZIP 99352	

ORGANIZATION 60200		DATE OF HIRE 4-14-03		STATUS A		HOURLY RATE		ANNUAL SALARY 82,550.		PERS ELIGIBILITY DATE 4-14-03		Pers 2	
JOB CODE AE 160		WHEN IN JOB 4-14-03		OT CODE X		SALARY LEVEL 28		DATE OF BIRTH [REDACTED]		SEX [REDACTED]		EEO	

SALARY INCREASE DATE 063004		FLSA EX		TYPE CHANGE EN		FIPT FT		VIETNAM VET [REDACTED]		DISABLED VET [REDACTED]		HANDICAP [REDACTED]	
SS SENIORITY DATE		CONTINUOUS SVC DATE 04/14/03		JOB TITLE SENIORITY DATE 04/14/03		CLASSIFICATION SENIORITY DATE		NORMAL HOURS 89.5		CLASSIFICATION		GROUP	

REQ # 001798		HIRING MANAGER REESE		LOCATION Deschotes		TITLE COMMUNICATIONS OFFICER		APPROVING AUTHORITY / DATE M. Stuart 4-7-03	
------------------------	--	--------------------------------	--	------------------------------	--	--	--	---	--

TEMPORARY:		PAYMENT IN LIEU OF BENEFITS	
------------	--	-----------------------------	--

HS
4p

DISTRIBUTION: WHITE PAYROLL
CANARY PERSONNEL FILE
PINK HIRING MANAGER

March 13, 2003

L. Brad Peck
PRExec03@earthlink.net
(509) 588-5015

Dear Brad:

It is a pleasure to invite you to join us in the position of Communications Officer, reporting to Shirley Reese at the Deschutes Building. Your starting salary will be \$82,550 per year, payable biweekly.

You will also receive a \$15,000 employment inducement in lieu of any and all relocation benefits, minus applicable taxes and deductions, when all employment contingencies are met. If you should voluntarily terminate employment within one year from date of hire, you will be required to repay a prorated portion of this inducement.

This employment offer is contingent on your ability to meet and maintain the requirements for unescorted access (security clearance) to Columbia Generating Station and any other required training and/or medical certifications of the position. To help you prepare for the General Employee Training (GET), we have enclosed the GET manual. You will need to review the applicable sections as indicated on the front of the training manual.

Please complete the enclosed Personal History Statement and return to me as soon as possible. Read the document carefully; ensure that you have accounted for the last 60 months (5 years). **SIGN WHERE REQUIRED** and ensure that **SOMEONE OF LEGAL AGE WITNESSES YOUR SIGNATURE.**

When you are hired, your Social Security Number will be verified with the Social Security Administration. If you are not a US citizen, your Alien Number will be verified with the Immigration and Naturalization Service. It is important that this information is accurate, especially if you have had changes in name or immigration/citizen status. If you are unsure, please contact the Social Security Administration and Immigration and Naturalization Service prior to your hire date to ensure the accuracy of your records.

Enclosed are two forms: 1) New Hire Information and 2) I-9 List of Acceptable Documents. Please use the New Hire Information form to list your dependents/beneficiaries and return with your signed offer letter. Regarding the I-9 form, you will need to select one document from List A OR one each from Lists B and C and bring originals with you on your hire date. Your wages will be paid by direct deposit to a bank of your choice. At the time of payroll sign-up, you must provide us with a voided check for checking account deposit or a voided deposit slip for deposit to savings. You will be required to contribute to the Public Employees Retirement System, which requires that you identify a beneficiary(ies).

March 31, 2003

L. Brad Peck
PRExec03@yahoo.com

Dear Brad:

In view of the additional facts which have developed, I would like to amend the offer of employment dated March 13, 2003, for the position of Communications Officer, reporting to Shirley Reese.

As an added incentive, you will start accruing personal time at the rate of a 6-year employee, i.e., 8 hours per pay period (26 8-hour days per year) versus a new employee's 6.15 hours per pay period (20 days per year). This higher accrual rate increases the amount of personal time that you are required to use each year. After completing your first full payroll year, you will have the same usage requirements as that of other employees with this accrual rate. Please refer to the "Personal Time" section listed in the "Other Benefits" information that was included in your interview package.

Please note: After you are hired, your personal time accrual will remain at the 6-10 year accrual rate per pay period until you have actually been employed continuously for a period of 11 years. At 11 years of employment, you will start accruing personal time at the 11-year rate of 8.31 hours per pay period (27 days per year). Accrual rates are subject to change.

The other conditions of employment stated in the original offer letter remain as stated. To confirm your acceptance of this revised offer, please sign your name on the appropriate line on the attached copy of this letter and return to me by **April 7, 2003**.

We look forward to having you join the Energy Northwest team. If you have any questions, please call me at 1-800-468-6883, extension 4437.

Respectfully,



Sherri L. Schwartz
Staffing Specialist (PE07)

mas

cc: LBP/file
SAReese (PE05)
Payroll (PE90)
SLS/lb
001798

- I accept this offer
- I decline this offer

Signature

Date

Date I anticipate starting