



## News Release

### **Michelle Clements Joins PSE as VP -- Human Resources and Labor Relations; Former Eddie Bauer Executive Brings over 20 Years Experience**

BELLEVUE, Wash.--(BUSINESS WIRE)--Oct. 7, 2003--Puget Sound Energy (utility subsidiary of Puget Energy (NYSE:PSD)) has named Michelle Clements as Vice President -- Human Resources and Labor Relations. Clements joined Puget Sound Energy (PSE) in September 2003 from Eddie Bauer of Redmond, Wash., where she was Vice President of Human Resources.

At PSE, Clements oversees the company's human resources initiatives for more than 2,100 employees across an 11-county area, primarily in western Washington. She will focus on leadership development and building a strategic, business-focused human resources organization that will support the company's growth initiatives.

"Puget Sound Energy will strongly benefit from Michelle's impressive 20-year track record of human resources experience, including executive-level responsibilities for attracting and hiring the best talent available," said PSE President and CEO Steve Reynolds.

"Our focus on meeting the growing energy needs of our customers with low-cost and high levels of reliable service, and Michelle's strategic human resources approach will be instrumental in helping PSE to continuously develop employees so they will exceed customers' expectations," Reynolds added.

Prior to her 1998 appointment as vice president of Eddie Bauer, where she was named 2001 Officer of the Year, Clements served as Director of Eddie Bauer University and Communications and Human Resources Manager for the company. She also has held executive and human resources positions with Jay Jacobs of Seattle.

Clements serves on the Human Resources board of the YMCA and is a member of B.O.L.D. Diversity Council.

She resides in Shoreline, Wash.

CONTACT: Puget Sound Energy Dorothy Bracken, 888-831-7250 (Media) Durga D. Waite, 425-462-3808 (Analysts)

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