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Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2012

Open to Public Inspection

A For the 2012 calendar year, or tax year beginning 01-01-2012 , 2012, and ending 12-31-2012

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

C Name of organization
ENERGY TRUST OF OREGON INC

Doing Business As

Number and street (or P O box if mail is not delivered to street address) Room/suite
421 SW OAK STREET NO 300

City or town, state or country, and ZIP + 4
PORTLAND, OR 97204

D Employer identification number
93-1313663

E Telephone number
(503)493-8888

G Gross receipts $ 146,491,880

F Name and address of principal officer
MARGIE HARRIS
421 SW OAK STREET NO 300
PORTLAND, OR 97204

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☐ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status ☑ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J **Website:** ▶ WWW ENERGYTRUST ORG

K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶ | L Year of formation 2002 | M State of legal domicile OR

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
ENERGY TRUST PROVIDES COMPREHENSIVE, SUSTAINABLE ENERGY EFFICIENCY, CONSERVATION AND RENEWABLE ENERGY SOLUTIONS TO THOSE WE SERVE

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	13
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	13
5	Total number of individuals employed in calendar year 2012 (Part V, line 2a)	5	105
6	Total number of volunteers (estimate if necessary)	6	13
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	133,085,140	146,235,452
	9	Program service revenue (Part VIII, line 2g)	0	0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	194,050	-611,819
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0	3,055
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	133,279,190	145,626,688
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	7,527,629	8,178,984
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶0		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	132,118,880	146,431,368
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	139,646,509	154,610,352
	19	Revenue less expenses Subtract line 18 from line 12	-6,367,319	-8,983,664

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	78,996,105	68,493,106
	21	Total liabilities (Part X, line 26)	24,330,889	22,811,554
	22	Net assets or fund balances Subtract line 21 from line 20	54,665,216	45,681,552

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here

****** | 2013-06-06
Signature of officer | Date

MARGIE HARRIS EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
WENDY CAMPOS				P00448102

Firm's name ▶ MOSS ADAMS LLP | Firm's EIN ▶ 91-0189318

Firm's address ▶ 805 SW BROADWAY 1200
PORTLAND, OR 97205 | Phone no (503) 242-1447

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ Yes ☐ No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III . . . . ☑

1 Briefly describe the organization's mission

ENERGY TRUST PROVIDES COMPREHENSIVE, SUSTAINABLE ENERGY EFFICIENCY, CONSERVATION AND RENEWABLE ENERGY SOLUTIONS TO THOSE WE SERVE SEE SCHEDULE O FOR ENERGY TRUST'S FULL BACKGROUND, MISSION AND GOALS

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses $ 128,359,243 including grants of $) (Revenue $)

EFFICIENCY PROGRAMSSEE SCHEDULE O FOR INFORMATION ON ENERGY EFFICIENCY PROGRAMS EFFICIENCY PROGRAMS BRING ENERGY SAVINGS OPPORTUNITIES TO RESIDENTIAL, COMMERCIAL AND INDUSTRIAL CUSTOMERS THROUGHOUT OREGON, AND TO RESIDENTIAL AND COMMERCIAL CUSTOMERS IN PARTS OF SW WASHINGTON STATE IN 2012, ELECTRIC EFFICIENCY PROJECTS SAVED 52 9 AMW OF ELECTRICITY, UP 12 PERCENT OVER 2011 GAS EFFICIENCY PROJECTS COMPLETED IN 2012 SAVED MORE THAN 5 9 MILLION ANNUAL THERMS OF NATURAL GAS, UP 22 PERCENT OVER 2011 EXISTING BUILDINGS HELPING THE WIDE RANGE OF BUSINESSES IN EXISTING COMMERCIAL BUILDINGS MANAGE THEIR ENERGY COSTS REQUIRES AN EQUALLY BROAD SELECTION OF TECHNICAL SERVICES AND FINANCIAL INCENTIVES EXISTING BUILDINGS OFFERS INCENTIVES FOR IMPROVEMENTS INCLUDING LIGHTING, HVAC, CONTROLS, BOILERS, SOLAR WATER HEATING, FOODSERVICE EQUIPMENT AND INSULATION, AS WELL AS CUSTOMIZED SOLUTIONS AND OPERATIONS AND MAINTENANCE IMPROVEMENTS TECHNICAL SERVICES INCLUDE ENERGY SURVEYS, PROJECT PLANNING AND TECHNICAL ANALYSIS, CONTRACTOR REFERRALS, PROJECT FACILITATION AND POST-INSTALLATION ASSISTANCE PORTIONS OF THE PROGRAM ARE OFFERED TO NW NATURAL CUSTOMERS IN WASHINGTON EXISTING BUILDINGS BEGAN IN 2003 AND WAS IMPLEMENTED IN 2012 BY LOCKHEED MARTIN SERVICES, INC MULTIFAMILY PROPERTY MANAGERS HAVE A MENU OF OFFERINGS FOR FINANCIAL AND SERVICE INCENTIVES FOR BOTH IN-UNIT AND COMMON-AREA IMPROVEMENTS TECHNICAL SERVICES INCLUDE DIRECT-INSTALLS OF COMPACT FLUORESCENT LIGHT BULBS AND FAUCET AERATORS IN THE TENANT SPACES, ENERGY SURVEYS AND CUSTOM INCENTIVE SOLUTIONS, AS WELL AS CASH INCENTIVES FOR COMMON-AREA LIGHTING, APPLIANCES, INSULATION, WINDOWS AND HVAC MULTIFAMILY MOVED TO THE COMMERCIAL SECTOR IN 2010 AND WAS IMPLEMENTED IN 2012 BY LOCKHEED MARTIN SERVICES, INC NEW BUILDINGS THIS PROGRAM PROVIDES INCENTIVES FOR ENERGY-EFFICIENT DESIGN AND EQUIPMENT TO SUPPORT CONSTRUCTION OF HIGH-PERFORMANCE COMMERCIAL NEW BUILDINGS AND MAJOR RENOVATIONS OF ALL SIZES AND TYPES OF BUILDINGS PARTICIPANTS CAN LEVERAGE A COMPREHENSIVE SET OF SERVICES AND INCENTIVES THESE INCLUDE EARLY DESIGN AND ENERGY MODELING ASSISTANCE AND A WIDE ARRAY OF STANDARD AND CUSTOMIZED EQUIPMENT INCENTIVES, INCLUDING MODELED SAVINGS INCENTIVES FOR WHOLE-BUILDING APPROACHES INCENTIVES ARE OFFERED FOR PROJECTS THAT ACHIEVE LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN (LEED) CERTIFICATION OR SAVE ENERGY IN EXCESS OF THE 2010 OREGON ENERGY EFFICIENCY SPECIALTY CODE REQUIREMENTS PILOT EFFORTS IN 2012 SUPPORTED NET-ZERO ENERGY DESIGN AND SMALL COMMERCIAL PROJECTS, AND LED TO DEVELOPING SIMPLE, STREAMLINED "GOOD, BETTER, BEST" INCENTIVE PACKAGES FOR SMALL RETAIL SPACES, OFFICES, SCHOOLS, MULTIFAMILY PROPERTIES, GROCERIES AND RESTAURANTS POST CONSTRUCTION, ENERGY TRUST CAN HELP COVER COSTS OF EARNING ENERGY STAR CERTIFICATION NEW BUILDINGS BEGAN IN 2003 AND IS IMPLEMENTED BY PORTLAND ENERGY CONSERVATION, INC EXISTING HOMES HOMEOWNERS AND RENTERS CAN TAKE ADVANTAGE OF ENERGY-SAVING RECOMMENDATIONS, REFERRALS TO QUALIFIED TRADE ALLY CONTRACTORS AND CASH INCENTIVES FOR QUALIFIED IMPROVEMENTS INCLUDING WEATHERIZATION, ELECTRIC, GAS AND SOLAR WATER HEATERS, AND HEATING EQUIPMENT THE PROGRAM SUPPORTS MARKET-BASED HOME PERFORMANCE WITH ENERGY STAR, A DIAGNOSTIC ASSESSMENT CONDUCTED BY BUILDING PERFORMANCE INSTITUTE-CERTIFIED CONTRACTORS, AND SAVINGS WITHIN REACH, DESIGNED TO PROVIDE GREATER ASSISTANCE FOR MODERATE-INCOME HOMEOWNERS THE PROGRAM OFFERS A WEB-BASED HOME ENERGY PROFILE FOR RESIDENTIAL CUSTOMERS, AS WELL AS PHONE-BASED AND IN-HOME ENERGY REVIEWS CUSTOMIZED ENERGY SAVER KITS MAY BE ORDERED ONLINE THE PROGRAM IS TESTING BEHAVIOR CHANGE STRATEGIES THROUGH A PILOT SENDING QUARTERLY PERSONAL ENERGY REPORTS TO A SAMPLE OF CUSTOMERS EXISTING HOMES SUPPORTS REFERRALS TO CLEAN ENERGY WORKS OREGON, AN INITIATIVE OFFERING FINANCING AND REPAYMENT OPTIONS FOR COMPREHENSIVE HOME RETROFIT PROJECTS PORTIONS OF THE PROGRAM ARE OFFERED TO NW NATURAL CUSTOMERS IN WASHINGTON EXISTING HOMES HAS BEEN OFFERED SINCE 2003 THE PROGRAM WAS IMPLEMENTED IN 2012 BY CONSERVATION SERVICES GROUP NEW HOMES AND PRODUCTS NEW HOMES SEEKS TO EXPAND THE MARKET SHARE OF ENERGY-EFFICIENT HOMES IN OREGON BY CREATING HOMEBUYER DEMAND AND TRAINING THE CONTRACTORS WHO BUILD THEM QUALIFIED NEW HOMES ENERGY TRUST SUPPORTS RECEIVE AN EPS(TM) RATING EPS IS AN ENERGY PERFORMANCE SCORE USEFUL IN GUIDING HOMEBUYERS, JUST AS A MILES-PER-GALLON RATING HELPS CONSUMERS SHOP FOR CARS NEW HOMES PROVIDES BUILDERS WITH TIERED INCENTIVES TIED TO INCREASED EFFICIENCY LEVELS AND INCENTIVES FOR INTEGRATING SOLAR IN ADDITION TO BUILDERS, THE PROGRAM WORKS WITH ARCHITECTS AND REAL ESTATE PROFESSIONALS, AND ENCOURAGES THE SALE OF ENERGY-EFFICIENT MANUFACTURED HOMES BY LOCAL RETAILERS PRODUCT OFFERS INCLUDE CASH INCENTIVES FOR PURCHASE OF ENERGY STAR QUALIFIED CLOTHES WASHERS, REFRIGERATORS, FREEZERS, LIGHTING AND SHOWERHEADS, AND FOR THE RECYCLING OF OLD REFRIGERATORS AND FREEZERS THE PROGRAM ALSO PROMOTES THE CHANGE A LIGHT, CHANGE THE WORLD CFL FUNDRAISER FOR SCHOOLS AND NONPROFITS, PROVIDES ENERGY-SAVING KITS TO FOOD PANTRIES TO DELIVER TO THEIR CLIENTS, AND DISTRIBUTES SHOWERHEADS THROUGH WATER BUREAUS AND DISTRICTS THROUGHOUT THE STATE PORTIONS OF THE PROGRAM ARE OFFERED TO NW NATURAL CUSTOMERS IN WASHINGTON NEW HOMES AND PRODUCTS BEGAN IN 2004 AND IS IMPLEMENTED BY PORTLAND ENERGY CONSERVATION, INC PRODUCTION EFFICIENCY INDUSTRIAL AND AGRICULTURAL BUSINESSES OF ALL TYPES AND SIZES LOOK TO PRODUCTION EFFICIENCY FOR TECHNICAL SERVICES AND CASH INCENTIVES TO HELP THEM IDENTIFY AND IMPLEMENT ELECTRIC AND NATURAL GAS ENERGY-EFFICIENCY PROJECTS AND PRACTICES ENERGY TRUST ENGAGES HIGHLY SKILLED INDUSTRIAL ENERGY ENGINEERS TO ADVISE OREGON BUSINESSES ON HOW TO MAKE THE MOST OF OPPORTUNITIES TO REDUCE ENERGY- RELATED OPERATING COSTS WHILE IMPROVING PRODUCTIVITY, PRODUCT QUALITY AND ENVIRONMENTAL PERFORMANCE THE PROGRAM WORKS CLOSELY AND CONSULTATIVELY WITH INDUSTRIES LONG-TERM, HELPING THESE BUSINESSES EMPLOY BEST PRACTICES AND CONTINUOUSLY IMPROVE THEIR ENERGY PERFORMANCE PRODUCTION EFFICIENCY BEGAN IN 2003 AND IS MANAGED INTERNALLY NORTHWEST ENERGY EFFICIENCY ALLIANCE NEEA IS A NONPROFIT ORGANIZATION WORKING TO MAXIMIZE ENERGY EFFICIENCY TO MEET OUR FUTURE ENERGY NEEDS IN 2012, MARGIE HARRIS, ENERGY TRUST EXECUTIVE DIRECTOR, SERVED AS VICE CHAIR OF THE NEEA BOARD OF DIRECTORS BEGINNING MID-YEAR, SHE STEPPED IN AS ACTING CHAIR TO FILL A VACANCY NEEA IS SUPPORTED BY AND WORKS IN PARTNERSHIP WITH BONNEVILLE POWER ADMINISTRATION, ENERGY TRUST AND MORE THAN 100 NORTHWEST UTILITIES FOR THE BENEFIT OF MORE THAN 12 MILLION ENERGY CONSUMERS NEEA USES THE MARKET POWER OF THE REGION TO ACCELERATE INNOVATION AND ADOPTION OF ENERGY-EFFICIENT PRODUCTS, SERVICES AND PRACTICES NEEA HAS DELIVERED MARKET TRANSFORMATION SAVINGS UNDER CONTRACT TO ENERGY TRUST SINCE 2002

4b (Code) (Expenses $ 21,804,072 including grants of $) (Revenue $)

RENEWABLES PROGRAMSSEE SCHEDULE O FOR INFORMATION ON RENEWABLES PROGRAMS RENEWABLES PROGRAMS BRING ENERGY GENERATION OPPORTUNITIES TO RESIDENTIAL AND BUSINESS CUSTOMERS THROUGHOUT OREGON IN 2012, RENEWABLE ENERGY PROJECTS ACHIEVED 5 05 AMW IN NEW GENERATION, 3 4 TIMES HIGHER THAN 2011 A RECORD 3 3 AMW CAME FROM SOLAR ELECTRIC PROJECTS SOLAR ELECTRIC THIS PROGRAM HELPS HOMEOWNERS, BUSINESSES AND GOVERNMENTS SUPPLEMENT THEIR ELECTRICITY NEEDS WITH ON-SITE SOLAR GENERATION THE PROGRAM PROVIDES CASH INCENTIVES FOR NET-METERED SOLAR ELECTRIC INSTALLATIONS, EDUCATES CONSUMERS ABOUT SOLAR PURCHASING AND FINANCING OPTIONS AND ENSURES HIGH-QUALITY INSTALLATIONS THROUGH DESIGN REVIEW AND VERIFICATION WHEN ADDITIONAL FUNDS ARE AVAILABLE, THE PROGRAM ALSO SUPPORTS CUSTOM, LARGE-SCALE SOLAR PROJECTS THE PROGRAM AIMS TO DEVELOP A LONG-TERM, STABLE MARKET FOR SOLAR IN OREGON BY BUILDING CONSUMER AWARENESS, SPONSORING TECHNICAL TRAINING FOR THE TRADES AND SUPPORTING STATE AND LOCAL EFFORTS TO REDUCE COSTS AND STREAMLINE PERMITTING PRACTICES FOR SOLAR SOLAR ELECTRIC BEGAN IN 2003 AND IS MANAGED INTERNALLY BIOPOWER THE BIOPOWER PROGRAM PROVIDES FINANCIAL INCENTIVES, COST-SHARED GRANTS FOR FEASIBILITY STUDIES, TECHNICAL ASSISTANCE AND OTHER SUPPORT FOR PROJECTS THAT GENERATE ELECTRIC POWER FROM ORGANIC RESIDUES ELIGIBLE FUELS INCLUDE BIOGAS FROM SEWAGE TREATMENT FACILITIES, FOOD PROCESSING AND AGRICULTURE, AND THE ORGANIC FRACTION OF MUNICIPAL SOLID WASTE, SOLID ORGANIC FUELS FROM MILL WASTE, FOREST AND FIELD RESIDUES, AND URBAN WOOD WASTE, LANDFILL GAS, AND DEDICATED ENERGY CROPS AVAILABLE ON A RENEWABLE BASIS THE GOAL OF THE PROGRAM IS TO EXPAND ENERGY TRUST'S PORTFOLIO OF BIOPOWER PROJECTS AND TO IMPROVE MARKET CONDITIONS FOR THE DEVELOPMENT OF THESE PROJECTS BIOPOWER BEGAN IN 2005 AND IS MANAGED INTERNALLY OTHER RENEWABLES THIS PROGRAM PROVIDES SUPPORT FOR RENEWABLE ENERGY PROJECTS THAT GENERATE ELECTRICITY USING WIND, HYDROPOWER AND GEOTHERMAL TECHNOLOGIES THE PROGRAM PROVIDES CUSTOM INCENTIVES FOR PROJECTS WITH GENERATING CAPACITIES OF 20 MEGAWATTS OR LESS AND A STANDARD INCENTIVE PROGRAM FOR SMALL WIND SYSTEMS UP TO 50 KILOWATTS IN CAPACITY CUSTOM INCENTIVES ARE CALCULATED AFTER A THOROUGH, MULTI-DISCIPLINARY TECHNICAL AND FINANCIAL REVIEW OF PROJECT APPLICATIONS TO ENSURE PROJECTS ARE WELL EXECUTED, INCENTIVES ARE PAID UPON SUCCESSFUL PROJECT COMPLETION AND INSPECTION IN ADDITION TO INCENTIVES, THE PROGRAM OFFERS VARIOUS KINDS OF PROJECT DEVELOPMENT ASSISTANCE FOR THE EARLY STAGES OF PROJECTS THIS INCLUDES FINANCIAL AND TECHNICAL ASSISTANCE FOR FEASIBILITY STUDIES, RESOURCE CHARACTERIZATION, SITE ASSESSMENTS, ANEMOMETERS, GRANT-WRITING, INITIAL DESIGN, PERMITTING AND INTERCONNECTION COST DEVELOPMENT THE GOAL OF THE PROGRAM IS TO EXPAND ENERGY TRUST'S RENEWABLE ENERGY PORTFOLIO ACROSS A RANGE OF TECHNOLOGIES AND TO IMPROVE MARKET CONDITIONS OTHER RENEWABLES STARTED IN 2003 AND IS MANAGED INTERNALLY

4c (Code) (Expenses $ 1,806,628 including grants of $) (Revenue $)

COMMUNICATIONS AND OUTREACHTHE COMMUNICATIONS AND OUTREACH PROGRAM SUPPORTS GENERAL AND CROSS-PROGRAM OUTREACH TO KEY CITIZENS AND PROGRAM STAKEHOLDERS, COORDINATES PROGRAM MESSAGE AND IMAGE, AND OVERSEES CUSTOMER SERVICE, WEB SITE DEVELOPMENT AND OTHER CREATIVE SERVICES IN SUPPORT OF OVERALL EFFICIENCY AND RENEWABLE PROGRAM GOALS

4d Other program services (Describe in Schedule O)
(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses ▶** 151,969,943

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI.*	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Parts II and IV*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I (see instructions)*	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
21	Did the organization report more than $5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		No
22	Did the organization report more than $5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V . . . . ☐

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	**1a**	1,167			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	**1b**	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			**1c**	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	**2a**	105			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			**2b**	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			**3a**		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			**3b**		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			**4a**		No
b	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			**5a**		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			**5b**		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			**5c**		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			**6a**		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			**6b**		
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			**7a**		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			**7b**		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			**7c**		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	**7d**				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			**7e**		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			**7f**		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			**7g**		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			**7h**		
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			**8**		
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			**9a**		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			**9b**		
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	**10a**				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	**10b**				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	**11a**				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	**11b**				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			**12a**		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	**12b**				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O			**13a**		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	**13b**				
c	Enter the amount of reserves on hand	**13c**				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			**14a**		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			**14b**		

Part VI **Governance, Management, and Disclosure** *For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.*

Check if Schedule O contains a response to any question in this Part VI . . . . . ☑

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year . . . **1a** 13			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b	Enter the number of voting members included in line 1a, above, who are independent . . . **1b** 13			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	**2**		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	**3**		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	**4**		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	**5**		No
6	Did the organization have members or stockholders?	**6**		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	**7a**		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	**7b**		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	**8a**	Yes	
b	Each committee with authority to act on behalf of the governing body?	**8b**	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*	**9**		No

Section B. Policies (*This Section B requests information about policies not required by the Internal Revenue Code.*)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	**10a**		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	**10b**		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	**11a**	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	**12a**	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	**12b**	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this was done*	**12c**	Yes	
13	Did the organization have a written whistleblower policy?	**13**	Yes	
14	Did the organization have a written document retention and destruction policy?	**14**	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	**15a**	Yes	
b	Other officers or key employees of the organization	**15b**	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	**16a**		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	**16b**		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed ►OR

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply

☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

►SUSANNE MEYER SAMPLE CFO 421 SW OAK STREET SUITE 300 PORTLAND, OR (503) 493-8888

Part VII Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response to any question in this Part VII . . . .

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) JOHN REYNOLDS PRESIDENT	10 00	X		X				0	0	0
(2) DEBBIE KITCHIN VICE PRESIDENT	5 00	X		X				0	0	0
(3) RICK APPLEGATE SECRETARY	3 00	X		X				0	0	0
(4) DAN ENLOE TREASURER	4 00	X		X				0	0	0
(5) JOE BENETTI BOARD MEMBER	3 00	X						0	0	0
(6) JULIE BRANDIS BOARD MEMBER	3 00	X						0	0	0
(7) KEN CANON BOARD MEMBER	4 00	X						0	0	0
(8) JASON EISDORFER BOARD MEMBER	4 00	X						0	0	0
(9) ROGER HAMILTON BOARD MEMBER	3 00	X						0	0	0
(10) MARK KENDALL BOARD MEMBER	3 00	X						0	0	0
(11) JEFF KING BOARD MEMBER	3 00	X						0	0	0
(12) ALAN MEYER BOARD MEMBER	4 00	X						0	0	0
(13) ANNE ROOT BOARD MEMBER	2 00	X						0	0	0
(14) DAVE SLAVENSKY BOARD MEMBER	3 00	X						0	0	0
(15) MARGIE HARRIS EXECUTIVE DIRECTOR	40 00			X				175,288	0	18,543
(16) SUSANNE MEYER SAMPLE CHIEF FINANCIAL OFFICER	40 00			X				144,250	0	10,257
(17) PETER WEST ENERGY PROGRAMS DIRECTOR	40 00					X		137,525	0	26,717

Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** *(continued)*

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) STEVE LACEY DIRECTOR OF OPERATIONS	40 00					X		133,793	0	22,793
(19) FRED GORDON DIRECTOR OF PLANNING & EVALUATION	40 00					X		130,065	0	26,332
(20) JOHN VOLKMAN GENERAL COUNSEL	40 00					X		133,079	0	21,687
(21) OLIVER KESTING BUSINESS SECTOR LEAD	40 00					X		116,040	0	25,712

		(D)	(E)	(F)
1b	**Sub-Total** . . . . ▶			
c	**Total from continuation sheets to Part VII, Section A** . . . . ▶			
d	**Total (add lines 1b and 1c)** . . . . ▶	970,040	0	152,041

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶12

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	**3**		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	**4**	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	**5**		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation
PORTLAND ENERGY CONSERVATION INC 100 SW MAIN ST STE 1600 PORTLAND OR 97204	PROGRAM DELIVERY	13,931,693
CONSERVATION SERVICES GROUP INC 208 SW 5TH ST STE 700 PORTLAND OR 97204	PROGRAM DELIVERY & COMPUTER PROGRAMMING	10,403,653
LOCKHEED MARTIN SERVICES INC 620 SW 5TH AVE STE 400 PORTLAND OR 97204	PROGRAM DELIVERY	9,711,125
NORTHWEST ENERGY EFFICIENCY ALLIANCE 529 SW 3RD AVE STE 600 PORTLAND OR 97204	PROGRAM DELIVERY	8,082,493
CASCADE ENERGY INC 19 E CHERRY ST WALLA WALLA WA 99362	PROGRAM DELIVERY	2,872,769

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization ▶79

Part VIII Statement of Revenue

Check if Schedule O contains a response to any question in this Part VIII . . . .

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns . . 1a					
	b Membership dues 1b					
	c Fundraising events 1c					
	d Related organizations . . . 1d					
	e Government grants (contributions) 1e	146,204,937				
	f All other contributions, gifts, grants, and similar amounts not included above 1f	30,515				
	g Noncash contributions included in lines 1a-1f $					
	h **Total.** Add lines 1a-1f . . . . ▶		146,235,452			
Program Service Revenue		Business Code				
	2a					
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g **Total.** Add lines 2a–2f . . . . ▶					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) . . . . ▶		133,373			133,373
	4 Income from investment of tax-exempt bond proceeds . . ▶					
	5 Royalties . . . . ▶					
		(i) Real / (ii) Personal				
	6a Gross rents					
	b Less rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) . . . . ▶					
		(i) Securities / (ii) Other				
	7a Gross amount from sales of assets other than inventory	(ii) 120,000				
	b Less cost or other basis and sales expenses	(ii) 865,192				
	c Gain or (loss)	(ii) -745,192				
	d Net gain or (loss) . . . . ▶		-745,192			-745,192
	8a Gross income from fundraising events (not including $ ________ of contributions reported on line 1c) See Part IV, line 18 . . a					
	b Less direct expenses . . . b					
	c Net income or (loss) from fundraising events . . ▶					
	9a Gross income from gaming activities See Part IV, line 19 . . . a					
	b Less direct expenses . . . b					
	c Net income or (loss) from gaming activities . . . ▶					
	10a Gross sales of inventory, less returns and allowances . a					
	b Less cost of goods sold . . b					
	c Net income or (loss) from sales of inventory . . ▶					
	Miscellaneous Revenue	Business Code				
	11a CONSULTING REVENUE	900099	3,055			3,055
	b					
	c					
	d All other revenue					
	e **Total.** Add lines 11a–11d . . . . ▶		3,055			
	12 **Total revenue.** See Instructions . . . . . ▶		145,626,688	0	0	-608,764

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns All other organizations must complete column (A)

Check if Schedule O contains a response to any question in this Part IX . . . . ☐

	Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the United States See Part IV, line 21				
2	Grants and other assistance to individuals in the United States See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	348,338		348,338	
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	5,920,188	4,764,458	1,155,730	
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	360,686	300,386	60,300	
9	Other employee benefits	1,007,448	791,904	215,544	
10	Payroll taxes	542,324	419,708	122,616	
11	Fees for services (non-employees)				
a	Management				
b	Legal	27,622		27,622	
c	Accounting	47,495		47,495	
d	Lobbying				
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees				
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	5,573,243	5,238,310	334,933	
12	Advertising and promotion	1,585,006	1,585,006		
13	Office expenses	80,750	65,422	15,328	
14	Information technology	271,882	238,546	33,336	
15	Royalties . .				
16	Occupancy	426,605	307,481	119,124	
17	Travel	96,940	67,147	29,793	
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	79,518	37,552	41,966	
20	Interest	5,030		5,030	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	114,654	84,332	30,322	
23	Insurance	62,814	45,274	17,540	
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a	INCENTIVES	91,294,586	91,294,586		
b	PROGRAM MGMT & DELIVERY	45,666,608	45,666,608		
c	PLANNING & EVALUATION	383,864	380,192	3,672	
d	CUSTOMER SERVICE MGMT	284,182	284,182		
e	All other expenses	430,569	398,849	31,720	
25	**Total functional expenses.** Add lines 1 through 24e	154,610,352	151,969,943	2,640,409	0
26	**Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ▶ ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response to any question in this Part X . . . . ☐

				(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing		300	1	300
	2	Savings and temporary cash investments		74,066,666	2	64,468,001
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		7,599	4	123,795
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		2,732,426	9	2,374,843
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 2,235,435			
	b	Less accumulated depreciation	10b 1,183,098	1,825,317	10c	1,052,337
	11	Investments—publicly traded securities			11	
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11		363,797	15	473,830
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		78,996,105	16	68,493,106
Liabilities	17	Accounts payable and accrued expenses		24,299,799	17	22,488,317
	18	Grants payable			18	
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D			21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D		31,090	25	323,237
	26	**Total liabilities.** Add lines 17 through 25		24,330,889	26	22,811,554
Net Assets or Fund Balances		**Organizations that follow SFAS 117 (ASC 958), check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**				
	27	Unrestricted net assets		54,665,216	27	45,681,552
	28	Temporarily restricted net assets			28	
	29	Permanently restricted net assets			29	
		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		54,665,216	33	45,681,552
	34	Total liabilities and net assets/fund balances		78,996,105	34	68,493,106

Part XI Reconcilliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI . . . . ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	145,626,688
2	Total expenses (must equal Part IX, column (A), line 25)	2	154,610,352
3	Revenue less expenses Subtract line 2 from line 1	3	-8,983,664
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	54,665,216
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	45,681,552

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII . . . . ☐

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☑ Accrual ☐ Other ____________ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b		

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SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
ENERGY TRUST OF OREGON INC

Employer identification number
93-1313663

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state __________

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☑ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)

9 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

10 ☐ An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally integrated **d** ☐ Type III - Non-functionally integrated

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	**11g(i)**		
(ii) A family member of a person described in (i) above?	**11g(ii)**		
(iii) A 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the supported organization(s)

(i) Name of supported organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1- 9 above or IRC section **(see instructions))**	**(iv)** Is the organization in col **(i)** listed in your governing document?		**(v)** Did you notify the organization in col **(i)** of your support?		**(vi)** Is the organization in col **(i)** organized in the U S ?		**(vii)** Amount of monetary support
			Yes	**No**	**Yes**	**No**	**Yes**	**No**	
Total									

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)** (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	77,570,232	91,303,373	124,930,851	133,085,140	146,235,452	573,125,048
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3	77,570,232	91,303,373	124,930,851	133,085,140	146,235,452	573,125,048
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public support.** Subtract line 5 from line 4						573,125,048

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
7 Amounts from line 4	77,570,232	91,303,373	124,930,851	133,085,140	146,235,452	573,125,048
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	1,766,864	588,192	417,905	194,050	133,373	3,100,384
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)					3,055	3,055
11 **Total support** (Add lines 7 through 10)						576,228,487

12 Gross receipts from related activities, etc (see instructions) | 12 | 292,714

13 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** . . . . . . ▶☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f)) | 14 | 99 460 %

15 Public support percentage for 2011 Schedule A, Part II, line 14 | 15 | 98 760 %

16a **33 1/3% support test—2012.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☑

b **33 1/3% support test—2011.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

17a **10%-facts-and-circumstances test—2012.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶☐

b **10%-facts-and-circumstances test—2011.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶☐

Part III **Support Schedule for Organizations Described in Section 509(a)(2)**
(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support** (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 **Total support.** (Add lines 9, 10c, 11, and 12)						

14 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ▶☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2012 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2011 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2012** (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from **2011** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2012.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

b **33 1/3% support tests—2011.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶☐

Part IV **Supplemental Information.** Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Explanation

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047
2012
Open to Public Inspection

Name of the organization
ENERGY TRUST OF OREGON INC

Employer identification number
93-1313663

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or education)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶______

4 Number of states where property subject to conservation easement is located ▶______

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶______

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ $ ______

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $ ______

(ii) Assets included in Form 990, Part X ▶ $ ______

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ $ ______

b Assets included in Form 990, Part X ▶ $ ______

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

a ☐ Public exhibition

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ **Yes** ☐ **No**

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ **Yes** ☐ **No**

b If "Yes," explain the arrangement in Part XIII and complete the following table

			Amount
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ **Yes** ☐ **No**

b If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII . . . . ☐

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

		(a) Current year	(b) Prior year	b (c) Two years back	(d) Three years back	(e) Four years back
1a	Beginning of year balance					
b	Contributions					
c	Net investment earnings, gains, and losses					
d	Grants or scholarships					
e	Other expenditures for facilities and programs					
f	Administrative expenses					
g	End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a Board designated or quasi-endowment ▶

b Permanent endowment ▶

c Temporarily restricted endowment ▶

The percentages in lines 2a, 2b, and 2c should equal 100%

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

			Yes	No
	(i) unrelated organizations	3a(i)		
	(ii) related organizations	3a(ii)		
b	If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		287,385	47,897	239,488
d Equipment		1,948,050	1,135,201	812,849
e Other				
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				1,052,337

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
Other		
Total. *(Column (b) must equal Form 990, Part X, col (B) line 12)* ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. *(Column (b) must equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1 (a) Description of liability	(b) Book value
Federal income taxes	
DEFERRED RENT	323,237
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	323,237

2. Fin 48 (ASC 740) Footnote In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII ☑

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	146,371,880
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	146,371,880
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b	-745,192		
c	Add lines **4a** and **4b**			4c	-745,192
5	Total revenue Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12)			5	145,626,688

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	155,355,544
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII)	2d	745,192		
e	Add lines **2a** through **2d**			2e	745,192
3	Subtract line **2e** from line **1**			3	154,610,352
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18)			5	154,610,352

Part XIII Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Identifier	Return Reference	Explanation
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X, LINE 2	FIN 48 (ASC 740) FOOTNOTE - ENERGY TRUST RECOGNIZES THE TAX BENEFIT FROM UNCERTAIN TAX POSITIONS ONLY IF IT IS MORE LIKELY THAN NOT THAT THE TAX POSITIONS WILL BE SUSTAINED ON EXAMINATION BY THE TAX AUTHORITIES, BASED ON THE TECHNICAL MERITS OF THE POSITION THE TAX BENEFIT IS MEASURED BASED ON THE LARGEST BENEFIT THAT HAS A GREATER THAN 50% LIKELIHOOD OF BEING REALIZED UPON ULTIMATE SETTLEMENT ENERGY TRUST RECOGNIZES INTEREST AND PENALTIES RELATED TO INCOME TAX MATTERS, IF ANY, IN ADMINISTRATIVE EXPENSE ENERGY TRUST HAD NO UNRECOGNIZED TAX BENEFITS AT DECEMBER 31, 2012 OR 2011 NO INTEREST AND PENALTIES WERE ACCRUED FOR THE YEARS ENDED DECEMBER 31, 2012 OR 2011 ENERGY TRUST FILES AN EXEMPT ORGANIZATION RETURN IN THE U S FEDERAL JURISDICTION AND WITH THE OREGON CHARITIES DIVISION AND IS NO LONGER SUBJECT TO INCOME TAX EXAMINATIONS BY TAXING AUTHORITIES FOR YEARS BEFORE 2009 FOR ITS FEDERAL AND STATE FILINGS
PART XI, LINE 4B - OTHER ADJUSTMENTS		LOSS ON DISPOSAL OF ASSETS NETTED WITH EXPENSES ON FINANCIAL STATEMENTS -745,192
PART XII, LINE 2D - OTHER ADJUSTMENTS		LOSS ON DISPOSAL OF ASSETS NETTED WITH EXPENSES ON FINANCIAL STATEMENTS 745,192

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Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
► Complete if the organization answered "Yes" to Form 990, Part IV, question 23.
► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
ENERGY TRUST OF OREGON INC

Employer identification number
93-1313663

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)			
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	**2**		
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III ☐ Compensation committee ☐ Written employment contract ☑ Independent compensation consultant ☑ Compensation survey or study ☐ Form 990 of other organizations ☑ Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization			
a	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**	Yes	
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	**4c**		No
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.			
5	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a	The organization?	**5a**		No
b	Any related organization? If "Yes," to line 5a or 5b, describe in Part III	**5b**		No
6	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		No
b	Any related organization? If "Yes," to line 6a or 6b, describe in Part III	**6b**		No
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		No
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	**9**		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1)MARGIE HARRIS EXECUTIVE DIRECTOR	(i)	150,994	0	24,294	10,111	8,432	193,831	0
	(ii)	0	0	0	0	0	0	0
(2)SUSANNE MEYER SAMPLE CHIEF FINANCIAL OFFICER	(i)	135,450	200	8,600	8,690	1,567	154,507	0
	(ii)	0	0	0	0	0	0	0
(3)PETER WEST ENERGY PROGRAMS DIRECTOR	(i)	114,888	200	22,437	8,424	18,293	164,242	0
	(ii)	0	0	0	0	0	0	0
(4)STEVE LACEY DIRECTOR OF OPERATIONS	(i)	128,593	200	5,000	8,292	14,501	156,586	0
	(ii)	0	0	0	0	0	0	0
(5)FRED GORDON DIRECTOR OF PLANNING & EVALUATION	(i)	126,979	200	2,886	8,089	18,243	156,397	0
	(ii)	0	0	0	0	0	0	0
(6)JOHN VOLKMAN GENERAL COUNSEL	(i)	132,879	200	0	8,066	13,621	154,766	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II
Also complete this part for any additional information

Identifier	Return Reference	Explanation
	PART I, LINE 4B	ENERGY TRUST SPONSORS A NON-QUALIFED DEFERRED COMPENSATION PLAN FOR SELECTED EMPLOYEES CONTRIBUTIONS TO THE PLAN WERE MADE DURING THE TAX YEAR FOR THE FOLLOWING LISTED PERSONS MARGIE HARRIS 17,000 SUSANNE MEYER SAMPLE 5,000 FRED GORDON 2,886 STEVE LACEY 5,000 PETER WEST 22,437

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SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
ENERGY TRUST OF OREGON INC

Employer identification number
93-1313663

Identifier	Return Reference	Explanation
ORGANIZATION MISSION STATEMENT	FORM 990, PART III, LINE 1, BACKGROUND, MISSION AND GOALS	A BACKGROUND SINCE MARCH 2002, ENERGY TRUST HAS INVESTED PUBLIC PURPOSE FUNDS FROM UTILITY CUSTOMERS TO HELP OREGONIANS BENEFIT FROM ENERGY-EFFICIENCY IMPROVEMENTS AND RENEWABLE ENERGY GENERATION WE ARE FUNDED BY AND PROVIDE SERVICES TO OREGON CUSTOMERS OF PORTLAND GENERAL ELECTRIC, PACIFIC POWER, NW NATURAL AND CASCADE NATURAL GAS, AND TO NW NATURAL CUSTOMERS IN SOUTHWEST WASHINGTON AN INDEPENDENT 501(C)(3) NONPROFIT ORGANIZATION, ENERGY TRUST SERVES THE RESIDENTIAL CUSTOMERS AND MOST COMMERCIAL AND INDUSTRIAL CUSTOMERS OF OUR AFFILIATED UTILITIES WE OFFER TECHNICAL AND OTHER ASSISTANCE AND FINANCIAL INCENTIVES, HELPING CUSTOMERS DERIVE DIRECT BENEFITS FROM CLEAN ENERGY INVESTMENTS FOUR OF OUR EIGHT PROGRAMS ARE MANAGED INTERNALLY, WHILE FOUR, TWO EACH IN THE RESIDENTIAL AND THE COMMERCIAL EFFICIENCY PROGRAMS, ARE COMPETITIVELY BID AND MANAGED BY CONTRACTORS FOR MOST PROGRAMS, ENERGY TRUST SERVICES ARE PROVIDED BY SPECIALIZED LOCAL BUSINESSES LINKED IN A NETWORK OF MORE THAN 2,400 TRADE ALLY CONTRACTORS, OTHER ALLIED PROFESSIONALS AND PARTICIPATING RETAILERS FROM THROUGHOUT THE STATE OUR WORK IS SHAPED BY TWO ADVISORY COUNCILS COMPRISED OF STAKEHOLDERS AND IS LED BY AN INDEPENDENT, DIVERSE BOARD OF DIRECTORS WHOSE MEMBERS VOLUNTEER THEIR TIME AND EXPERTISE VIA CONTRACT WITH THE OREGON PUBLIC UTILITY COMMISSION, WE COMPLY WITH MINIMUM PERFORMANCE MEASURES, REPORTING AND OTHER REQUIREMENTS IT ESTABLISHES TO GUIDE OUR OPERATIONS AND RESULTS OUR INCLUSIVE AND TRANSPARENT APPROACH INCLUDES OPEN MEETINGS AND PUBLISHED AGENDAS, MINUTES, EVALUATIONS, BUDGETS AND FINANCIAL STATEMENTS EACH YEAR, AS PART OF DEVELOPING THE NEXT YEAR'S BUDGET AND ACTION PLAN, WE ESTABLISH GOALS FOR ELECTRIC AND NATURAL GAS ENERGY SAVINGS AND FOR RENEWABLE ENERGY GENERATION THESE GOALS ARE EXPRESSED AS A RANGE BOUNDED BY A CONSERVATIVE GOAL AND A STRETCH GOAL FOR OVERALL ENERGY EFFICIENCY AND RENEWABLE GENERATION RESULTS AND FOR SPECIFIC PROGRAMS OUR GOALS ALIGN WITH THE INTEGRATED RESOURCE PLANS, OR IRPS, ESTABLISHED BY EACH OF OUR COLLABORATING UTILITIES AND ACKNOWLEDGED BY THE OPUC B PURPOSE STATEMENT ENERGY TRUST PROVIDES COMPREHENSIVE, SUSTAINABLE ENERGY EFFICIENCY, CONSERVATION AND RENEWABLE ENERGY SOLUTIONS TO THOSE WE SERVE C VISION STATEMENT ENERGY TRUST ENVISIONS A HIGH QUALITY OF LIFE, A VIBRANT ECONOMY AND A HEALTHY ENVIRONMENT AND CLIMATE FOR GENERATIONS TO COME, BUILT WITH RENEWABLE ENERGY, EFFICIENT ENERGY USE AND CONSERVATION D 2014 STRATEGIC PLAN GOALS 1 SAVE 479 AVERAGE MEGAWATTS OF ELECTRICITY 2 SAVE 34 7 MILLION ANNUAL THERMS OF NATURAL GAS 3 PRODUCE 124 AVERAGE MEGAWATTS OF ELECTRICITY FROM NEW RENEWABLE GENERATION

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 11	THE FORM 990 FINANCIAL INFORMATION IS DEVELOPED BY ACCOUNTING PERSONNEL AND REVIEWED BY THE CFO THE REST OF THE CONTENT IS PROVIDED BY THE CFO AND IS REVIEWED IN FULL WHEN A DRAFT IS AVAILABLE FROM OUTSIDE ACCOUNTANTS A COPY OF THE DRAFT FORM 990 IS DISTRIBUTED TO THE ENTIRE BOARD OF DIRECTORS FOR THEIR REVIEW AND DISCUSSION BEFORE FILING

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	ANNUALLY, ALL DIRECTORS AND MANAGEMENT TEAM MEMBERS DISCLOSE IN WRITING TO THE PRESIDENT, THE OTHER DIRECTORS AND THE OPUC (OREGON PUBLIC UTILITY COMMISSION), ON SUCH FORMS AND IN SUCH FORMATS ESTABLISHED BY THE DIRECTORS AND THE OPUC, ANY RELATIONSHIPS THAT MAY BE DEEMED A "DIRECT OR INDIRECT CONFLICT OF INTEREST," AS DEFINED IN OUR CONFLICT OF INTEREST POLICY AND AS MAY BE AMENDED AND INTERPRETED FROM TIME TO TIME ANY SUCH DISCLOSURE SHALL BE DULY RECORDED IN THE MINUTES IF THE MEMBER MAKES FULL DISCLOSURE OF THE NATURE AND DETAILS OF THE CONFLICT, THE MEMBER MAY THEREAFTER ENGAGE IN ANY DISCUSSION ON THE MATTER AND MAY VOTE, UNLESS THE BOARD OF DIRECTORS BELIEVES THAT THE NATURE AND EXTENT OF THE CONFLICT OF INTEREST WARRANTS THE DIRECTOR'S EXCLUSION FROM EITHER OR BOTH THE DISCUSSION AND VOTE IF THE MEMBER DOES NOT MAKE FULL DISCLOSURE, HE OR SHE THEREAFTER MUST LEAVE THE MEETING ROOM DURING ANY DISCUSSION OR VOTE ON THE MATTER THE ORGANIZATION ENSURES THAT EACH DIRECTOR AND EMPLOYEE HAS FILED A DISCLOSURE FORM ANNUALLY ANY DIRECTOR WHO FAILS TO COMPLY WITH DISCLOSURE REQUIREMENTS MAY BE REMOVED BY THE OREGON PUBLIC UTILITY COMMISSION

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	COMPENSATION PROGRAM SUMMARY ENERGY TRUST WILL TARGET A MARKET POSITION THAT PROVIDES A C OMPETITIVE ADVANTAGE IN ATTRACTING AND RETAINING EXTRAORDINARILY TALENTED INDIVIDUALS ENE RGY TRUST ENCOURAGES AND REWARDS HIGH-PERFORMING INDIVIDUALS WHO EXCEL IN THEIR POSITION A ND THEREFORE CONTRIBUTE TO THE COMPANY'S SUCCESS TO KEEP THE COMPENSATION PROGRAM TARGETE D TO THE MARKET TREND, THE COMPENSATION COMMITTEE ANNUALLY REVIEWS THE COMPENSATION PROGRA M BASE SALARY AN EMPLOYEE'S BASE COMPENSATION IS DETERMINED BY VARIOUS COMPONENTS JOB S KILLS, EXPERIENCE, PERFORMANCE IN THE JOB, COMPARABLE WORTH OF THE POSITION WITHIN THE COM PANY, AND GEOGRAPHIC LOCATION THE COMPENSATION STRUCTURE HAS SALARY GRADES AND THE EMPLOY EE'S POSITION IS SLOTTED TO THE APPROPRIATE SALARY GRADE. BASE COMPENSATION FOR EMPLOYEES GENERALLY TARGETS THE MIDPOINT OR BELOW OF ENERGY TRUST'S SALARY GRADE THAT CORRESPONDS WI TH THE MARKET AVERAGE. JOB DESCRIPTIONS MUST BE KEPT CURRENT TO TRULY REFLECT THE LEVEL OF RESPONSIBILITY AND ACCURATE REQUIREMENTS OF EVERY POSITION THE PRIMARY RESPONSIBILITY FO R THIS RESTS WITH THE MANAGER JOB DESCRIPTIONS SHOULD BE REVIEWED AT LEAST ANNUALLY, TYPI CALLY AT THE TIME OF EMPLOYEE PERFORMANCE APPRAISALS AND WORK-PLAN DEVELOPMENT SALARY SUR VEYS A NECESSARY STEP IN THE DEVELOPMENT AND MAINTENANCE OF A SALARY ADMINISTRATION PROGR AM IS THE DETERMINATION OF ACTUAL SALARY LEVELS FOUND IN THE LABOR MARKET IN WHICH THE ENE RGY TRUST COMPETES THIS IS ESSENTIAL TO ENSURE ENERGY TRUST IS ADEQUATELY COMPENSATING AN D CONTINUING TO ATTRACT AND RETAIN QUALIFIED INDIVIDUALS ACCURATE JOB DESCRIPTIONS ARE A KEY TO OBTAINING VALUABLE RESULTS IN THE SURVEY PROCESS SALARY SURVEY DATA, WHICH IS UPDA TED AT LEAST BIENNIALLY, IS EXTREMELY HELPFUL IN MAINTAINING OUR POLICIES WE WILL CONTINU E TO EXERCISE CONSIDERABLE JUDGMENT AND INTERPRETATION IN OUR USE OF THIS DATA WE CURRENT LY UTILIZE THE SERVICES OF A COMPENSATION CONSULTANT WHO HAS ACCESS TO SEVERAL VERY DETAIL ED, PROFESSIONALLY PREPARED SURVEYS TO SERVE AS OUR BENCHMARK SURVEYS, SUCH AS MILLIMAN, A BBOTT-LANGER, MERCER, PAYSCALE.COM, COMPDATA, AND OTHER RELATED APPLICABLE SURVEYS IN ADD ITION, WE OBTAIN CUSTOM SURVEY DATA FROM ORGANIZATIONS SIMILAR TO ENERGY TRUST AT LEAST BI ENNIALLY SALARY STRUCTURE. OUR SALARY STRUCTURE HAS BEEN DESIGNED THROUGH THE USE OF LOGI CAL MATHEMATICAL TECHNIQUES, WHICH ARE LONG RECOGNIZED AS SOUND IN THE FIELD OF SALARY ADM INISTRATION THERE IS EQUITY/PARITY BETWEEN THE RANGES FROM THE MINIMUM TO THE MAXIMUM OU R SALARY STRUCTURES CONTAIN A NUMBER OF SALARY RANGES THAT ARE REPRESENTED BY A MINIMUM AN D MAXIMUM DOLLAR AMOUNT THE MINIMUM OF THE SALARY RANGE IS THE LEAST AMOUNT GENERALLY WE WILL PAY AN INDIVIDUAL WHO IS QUALIFIED FOR A POSITION SLOTTED IN THIS RANGE. THE MAXIMUM OF THE RANGE IS THE TOP SALARY AN INDIVIDUAL CAN USUALLY RECEIVE REGARDLESS OF LEVEL OF PE RFORMANCE. THE MIDPOINT OF THE SALARY RANGE USUALLY REPRESENTS A COMPETITIVE SALARY LEVEL FOR A FULLY EXPERIENCED AND QUALIFIED INDIVIDUAL WHO CAN PERFORM ALL ASPECTS OF THE POSITI ON PROGRESSION THROUGH THE SALARY STRUCTURE WILL USUALLY, BUT NOT NECESSARILY, OCCUR IN C ONJUNCTION WITH THE EMPLOYEE'S LEVEL OF PERFORMANCE. ALL SALARY ADJUSTMENTS ARE BASED ON T HE SALARY STRUCTURE AND PERCENTAGE INCREASE GUIDELINES IN PLACE AT THE TIME OF THE CHANGE. ANNUAL REVIEW AND MERIT PROGRAM ENERGY TRUST GENERALLY HAS AN ANNUAL REVIEW AND MERIT PR OCESS FOR PERFORMANCE EVALUATION AND SALARY PLANNING IT IS THE MECHANISM USED BY MANAGEME NT TO ALLOCATE MERIT INCREASES TO BASE SALARY TO APPROPRIATELY REWARD EMPLOYEES FOR THEIR OUTSTANDING JOB PERFORMANCE WITH THE COMPANY EMPLOYEES HIRED PRIOR TO SEPTEMBER 1 OF THE YEAR ARE ELIGIBLE TO PARTICIPATE IN THE ANNUAL REVIEW PROGRAM BUT ARE GENERALLY NOT ELIGIB LE TO PARTICIPATE IN THE MERIT INCREASE PROGRAM WHEN AWARDED, MERIT INCREASES ARE TYPICAL LY EFFECTIVE FEBRUARY 1ST A PERFORMANCE APPRAISAL FORM MUST BE COMPLETED BY THE EMPLOYEE AND THE SUPERVISOR ONCE THE RESULTS OF THAT APPRAISAL HAVE BEEN DISCUSSED WITH THE APPROP RIATE MANAGEMENT TEAM MEMBER, THE MANAGEMENT TEAM WILL MEET AND REVIEW ALL PROPOSED MERIT INCREASES THE PURPOSE OF THIS REVIEW IS TO MAINTAIN EQUITY ACROSS THE ENTIRE ORGANIZATION FOLLOWING THE RETURN OF THE SIGNED REVIEW TO THE SUPERVISOR, A PERFORMANCE APPRAISAL SES SION IS SCHEDULED AND COMPLETED WITH THE INDIVIDUAL THE EMPLOYEE SIGNS THE PERFORMANCE AP PRAISAL FORM INDICATING THEY HAVE COVERED THE INFORMATION THE FORM IS THEN PLACED IN THE EMPLOYEE'S PERSONNEL FILE. THE HUMAN RESOURCES MANAGER WILL REVIEW ALL INCREASES FOR CONFO RMANCE TO ORGANIZATIONAL GUIDELINES ALL SALARY INCREASES OUTSIDE THE GUIDELINES REQUIRE F ORMAL CONSULTATION WITH THE HUMAN RESOURCES MANAGER, CHIEF FINANCIAL OFFICER, AND EXECUTIV E DIRECTOR THE HUMAN RESOURCES MANAGER WILL THEN PREPARE A PAYROLL ACTION FORM FOR THE MA NAGER'S APPROVAL AND SUBSEQUENT PAYROLL PROCESSING EXECUTIVE DIRECTOR REVIEW THE BOARD O F DIRECTORS OF ENERGY TRUST ANNUALLY APPOINTS AN E

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	XECUTIVE DIRECTOR REVIEW COMMITTEE, WHO ARE CHARGED WITH THE RESPONSIBILITY OF REVIEWING T HE PERFORMANCE OF THE EXECUTIVE DIRECTOR AND RECOMMENDING ANY MERIT INCREASE THIS COMMITT EE IS COMPOSED ENTIRELY OF INDIVIDUALS WHO DO NOT HAVE A CONFLICT OF INTEREST WITH RESPECT TO THE COMPENSATION ARRANGEMENT WHEN THE EXECUTIVE DIRECTOR REVIEW COMMITTEE IS CONSIDER ING COMPENSATION TO THE EXECUTIVE DIRECTOR, IT ALSO RELIES ON THE COMPARABILITY DATA DESCR IBED ABOVE THAT DEMONSTRATES THE FAIR MARKET VALUE OF THE COMPENSATION IN QUESTION THE EX ECUTIVE DIRECTOR REVIEW COMMITTEE MUST DOCUMENT HOW IT REACHED ITS DECISIONS, INCLUDING TH E DATA UPON WHICH IT RELIED WRITTEN OR ELECTRONIC RECORDS OF THE COMMITTEE WILL NOTE 1 THE TERMS OF THE COMPENSATION AND THE DATE IT WAS APPROVED, 2 THE MEMBERS OF THE EXECUTIV E DIRECTOR REVIEW COMMITTEE WHO WERE PRESENT DURING THE DEBATE ON THE COMPENSATION THAT WA S APPROVED AND WHO VOTED ON IT, 3 THE COMPARABILITY DATA OBTAINED AND RELIED UPON AND HOW THE DATA WERE OBTAINED, 4 ANY ACTIONS TAKEN WITH RESPECT TO CONSIDERATION OF THE COMPENS ATION BY ANYONE WHO IS OTHERWISE A MEMBER OF THE EXECUTIVE DIRECTOR REVIEW COMMITTEE BUT W HO HAD A CONFLICT OF INTEREST WITH RESPECT TO THE DECISION ON THE COMPENSATION RESULTS OF THE PERFORMANCE EVALUATION ARE DISCUSSED BY THE EXECUTIVE DIRECTOR REVIEW COMMITTEE AND A RE REVIEWED AT EXECUTIVE SESSION OF THE BOARD TO MAINTAIN CONFIDENTIALITY MERIT INCREASES FOR THE EXECUTIVE DIRECTOR ARE APPROVED BY RESOLUTION OF THE FULL BOARD AND TYPICALLY TAK E EFFECT ON JANUARY 1ST

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	ENERGY TRUST MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST AND ON ITS WEBSITE WWW ENERGYTRUST ORG