

REDACTED VERSION

R e p o r t

of

**Pacific Gas and Electric Company
Pursuant to General Order No. 77-M
For the Year Ended December 31, 2019**



*Pacific Gas and
Electric Company™*

**REPORT OF PACIFIC GAS AND ELECTRIC COMPANY
PURSUANT TO GENERAL ORDER NO. 77-M
FOR THE YEAR ENDED DECEMBER 31, 2019**

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PACIFIC GAS AND ELECTRIC COMPANY
 EMPLOYEES COMPENSATED AT THE
 RATE OF \$125,000 - \$249,999 PER ANNUM
 FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	134,395.37	-	-	13,638.91	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	174,099.88	22,209.09	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	17,350.55	4,348.71	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	110,531.30	9,420.57	-	504.24	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	129,594.84	-	-	50,420.66	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,984.36	11,894.23	-	1,362.77	1,957.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	18,816.52	7,372.39	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	187,559.80	24,298.68	1,123.74	2,000.00	1,767.02	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	97,488.72	15,262.64	-	34,798.44	170.66	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,067.95	-	-	118,582.64	1,728.65	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	68,302.50	15,138.92	-	23,838.27	-	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,804.00	13,049.27	-	3,063.48	1,787.56	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	156,240.88	13,545.50	-	9,458.28	5,454.36	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	111,669.57	-	-	146,803.89	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	129,272.56	10,484.03	-	3,239.78	508.48	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,463.33	-	-	84,404.83	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	197,336.17	25,220.77	2,525.31	1,500.00	5,096.93	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	145,549.96	18,861.22	-	4,300.00	689.51	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,524.38	-	-	237,721.01	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	126,220.62	-	-	73,843.81	132.60	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	58,194.24	-	-	501,340.35	903.82	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	123,986.57	-	-	149,242.93	1,412.04	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	124,627.70	-	-	38,828.39	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	109,308.26	-	-	40,626.46	15.00	
		GAS OPERATIONS CREW FOREMAN/LEADER	108,054.10	-	-	145,364.82	312.04	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	46,132.73	7,905.81	-	12,522.83	616.13	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,065.36	15,549.72	-	28,454.89	1,003.57	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	57,657.21	7,598.04	537.30	139.97	979.48	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	140,937.46	18,263.49	-	25.00	6,660.35	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	78,069.03	7,448.94	-	-	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	156,764.74	16,027.62	-	54,655.73	2,009.08	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	114,717.26	13,128.66	-	10,391.81	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,908.91	-	-	139,154.06	-	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	153,498.80	14,938.58	-	25,274.93	2,316.74	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	154,360.16	19,997.62	749.16	7,500.00	4,002.53	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,202.74	-	-	108,487.20	-	
		STRATEGY & POLICY DIR./SUPPLY CHAIN/MATERIALS DIR./SR. DIR./CHIEF	150,710.64	64,137.68	19,670.74	10,805.51	5,452.56	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	146,977.64	17,549.94	-	2,170.00	2,449.26	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	131,072.88	-	-	29,562.21	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,125.31	15,832.33	-	12,200.00	3,956.30	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	119,702.72	-	-	72,158.96	14,956.33	
		GAS OPERATIONS LEADER/FOREMAN	121,040.55	-	-	23,454.96	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,752.50	10,872.57	-	11,451.69	2,779.91	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	188,275.54	24,397.83	1,450.71	1,000.00	1,450.89	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	62,074.90	-	-	61,980.96	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,323.36	11,949.83	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,695.96	-	-	157,147.90	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	60,040.78	8,542.81	5,098.23	14,115.08	667.12	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,468.30	15,491.91	-	-	1,399.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	11,503.34	-	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,629.32	12,174.72	-	6,000.00	73.80	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,114.04	18,420.86	-	3,000.00	2,966.70	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,040.69	-	-	55,976.49	1,203.04	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	31,702.92	1,143.09	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,032.49	-	-	42,190.73	15.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,698.57	-	-	291,143.56	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,441.18	-	-	114,737.36	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,005.36	21,670.78	-	-	634.04	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	175,000.16	18,137.25	-	13,034.44	6,634.38	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	205,368.96	26,634.32	8,847.54	2,000.00	496.60	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,199.64	12,730.81	-	2,500.00	292.80	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	136,011.32	11,737.84	-	250.00	4,512.66	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,987.86	19,954.64	749.16	-	148.74	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	194,116.46	25,075.29	-	50.00	12,987.00	

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		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	200.00	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,528.96	-	-	43,642.09	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,590.75	-	-	41,632.99	715.14	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	162,924.18	22,687.15	-	1,500.00	126.99	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	15,152.44	-	22,202.92	5,058.75	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	3,322.15	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,186.34	16,183.13	-	11,161.53	4,603.02	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,608.00	11,185.27	-	1,279.34	434.92	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	150,833.30	29,906.35	8,732.43	21,966.62	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	152,212.30	19,704.00	-	4,200.00	300.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,724.36	13,963.01	-	14,777.11	4,047.83	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	21,469.12	-	-	12,899.11	1,018.20	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,638.46	11,801.16	-	3,850.00	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	145,794.72	18,887.95	-	3,358.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	106,779.71	-	-	62,650.46	2,646.54	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	130,488.00	11,261.19	-	-	1,778.79	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,041.45	-	-	62,940.13	732.31	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,431.04	12,128.73	-	524.80	540.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,286.15	10,983.84	-	1,487.20	5,794.08	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	193,882.66	25,091.85	6,548.94	8.88	1,635.07	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	154,315.65	19,890.44	-	-	745.14	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,708.20	12,412.42	-	-	2,818.82	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,452.14	12,735.11	-	8,265.60	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,869.98	16,699.96	-	6,519.97	8,715.26	
		POWER GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	125,567.93	10,798.08	-	650.00	1,643.05	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	59,768.88	-	-	25,943.94	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	102,143.23	11,117.34	-	4,298.01	35.38	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,008.66	-	-	146,808.37	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	136,321.00	11,776.84	-	4,538.83	24,129.05	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,419.14	-	-	68,755.39	1,171.84	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	78,861.12	-	-	24,753.35	1,349.21	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,786.39	-	-	126,718.62	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,489.32	18,622.41	-	3,500.00	2,034.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,022.46	15,759.97	-	19,975.99	607.91	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,286.73	-	-	104,360.88	1,249.97	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,880.96	17,597.66	-	115,052.28	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	129,168.80	11,158.97	-	5,820.00	7,691.40	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	1,669.87	1,479.32	
		GAS OPERATIONS LEAD TECHNICIAN	127,316.40	-	-	110,044.00	189.63	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,222.14	-	-	88,084.82	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,113.30	11,726.07	-	6,985.93	1,681.03	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,595.11	-	-	60,037.41	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	39,105.33	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	165,913.04	21,461.24	-	16,500.00	38,402.47	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	119,812.71	-	-	80,418.86	2,722.80	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	91,004.16	-	-	122,719.28	75.11	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	115,055.83	-	-	28,504.83	-	
		GENERAL COUNSEL SENIOR COUNSEL	212,942.00	77,887.49	21,208.54	-	2,897.13	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	147,566.80	12,746.69	-	-	1,611.03	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	64,167.11	-	-	71,980.75	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	131,317.50	-	-	65,840.08	163.56	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	176,312.00	15,248.62	-	17,815.59	2,483.79	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	81,592.65	-	-	22,530.87	75.53	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	143,454.54	12,386.61	-	3,067.39	2,558.82	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	145,070.20	12,510.10	-	20,012.19	4,376.38	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,583.04	-	-	65,183.09	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	102,595.71	-	-	63,580.30	36.22	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,029.44	-	-	110,541.67	195.57	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,072.00	13,037.61	-	12,444.57	7,648.06	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	123,891.25	11,630.04	-	1,474.14	6,411.13	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	130,739.02	12,992.30	-	4,922.64	6,932.61	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	170,092.30	22,632.41	2,035.62	10,423.92	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	121,997.57	11,116.94	-	6,723.37	159.72	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	117,165.22	-	-	44,947.58	263.74	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	124,342.80	12,741.63	-	16,942.26	214.56	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	159,580.32	20,604.05	-	1,750.00	418.18	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	134,765.80	13,956.42	-	5,100.00	17,524.23	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	16,925.51	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	136,103.45	17,964.33	-	9,650.00	1,464.13	
		GENERATION OPERATOR/DISPATCHER	124,996.76	-	-	102,596.29	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,200.26	-	-	22,031.58	37.97	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,087.96	15,967.19	-	82,342.47	8,670.33	
		GENERATION COORDINATOR/ASSISTANT/ANALYST/AUDITOR/SR/EXP/PRN	13,305.90	9,361.08	-	76,821.74	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,108.85	-	-	148,448.40	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	146,222.04	15,588.22	-	4,258.48	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,786.53	-	-	125,580.32	423.95	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	171,225.64	14,800.18	-	-	29,887.11	
		ENGINEER/SR/EXP/PRN	127,048.20	10,964.34	-	489.63	1,935.85	
		ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,184.86	11,251.23	-	12,132.12	-	
		GENERATION WRITER/SR/EXP/PRN	138,144.00	11,953.77	-	15,575.76	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,166.84	-	-	19,944.30	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	179,430.64	23,257.86	-	-	1,321.44	
		GENERATION ENGINEER/SR/EXP/PRN	61,771.25	5,554.70	-	2,728.31	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	105,001.21	9,429.16	-	2,724.34	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	46,787.28	-	-	393.72	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	33,886.36	13,608.00	-	18,303.17	62.26	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,796.85	-	-	42,292.47	1,090.40	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,472.80	11,772.15	-	-	8,291.63	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,442.25	-	-	80,830.55	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,355.20	13,849.52	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	128,553.20	11,104.61	-	36,804.98	23,345.15	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	214,816.46	78,142.66	15,694.72	23,078.20	6,876.70	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	112,745.43	-	-	96,272.22	1,382.06	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	178,247.02	23,074.21	6,907.14	3,786.76	362.04	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	166,468.14	14,351.86	-	12,132.12	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	36,681.08	7,556.43	-	12,960.05	12,379.94	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	154,625.96	16,030.29	-	65,160.03	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	117,601.62	-	-	139.80	4.35	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	153,882.80	-	-	38,470.14	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,682.44	-	-	117,997.76	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	99,205.78	-	-	4,120.41	-	
		GENERATION COORDINATOR/ASSISTANT/ANALYST/AUDITOR/SR/EXP/PRN	116,190.62	9,759.77	-	250.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,113.86	11,843.78	-	-	1,786.52	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	55,562.97	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,391.02	15,680.27	-	59,597.26	2,921.90	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	144,954.88	18,706.35	-	8,246.81	3,594.85	
		ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	135,809.62	14,118.66	-	37,538.61	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,898.52	-	-	33,054.72	194.88	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	131,142.96	11,320.61	-	-	8,307.75	
		GENERATION ENGINEER/SR/EXP/PRN	142,284.01	12,307.51	-	36,774.74	3,592.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,735.44	10,917.84	-	-	4,612.20	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,709.63	-	-	131,146.14	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	104,014.35	-	-	29,030.82	329.44	
		ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,102.02	11,621.38	-	-	2,689.68	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	107,369.16	16,571.28	-	79,994.49	4,491.95	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	71,745.44	-	-	42,896.91	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,790.84	-	-	153,463.43	115.71	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	121,097.16	-	-	69,428.62	81.05	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	139,798.04	-	-	77,946.08	157.18	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,673.46	-	-	46,090.94	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	9,697.76	-	-	34,782.80	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,222.36	-	-	103,649.75	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	138,378.00	11,943.75	-	422.22	5,905.45	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	56,518.32	9,567.98	-	34,630.83	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	85,217.24	6,077.93	-	-	576.32	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	125,921.08	10,851.84	-	13,271.84	7,411.94	

PACIFIC GAS AND ELECTRIC COMPANY
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		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	58,741.17	2,595.03	-	-	647.70	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,272.14	12,377.36	-	276.84	93.58	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	135,094.14	11,666.25	-	8.88	390.30	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,040.34	15,456.99	-	77,118.55	467.44	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	140,068.36	14,513.07	-	285.68	233.68	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR, SR/EXP/PRN	82,812.72	-	-	312,879.38	744.01	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,580.00	12,424.17	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,820.81	-	-	106,200.65	135.72	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	140,314.16	18,519.83	-	8,766.67	6,122.37	
		GAS OPERATIONS LEADER/FOREMAN	71,221.49	-	-	38,750.47	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	69,595.80	-	-	31,447.91	61.63	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	19,917.52	566.25	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,471.80	13,006.83	-	1,600.00	2,643.11	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	140,851.99	13,904.76	-	2,500.00	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	127,255.43	-	-	71,685.88	185.67	
		GAS OPERATIONS LEADER/FOREMAN	123,630.00	-	-	59,889.93	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	8,363.63	-	-	-	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	40,348.16	-	-	4,584.40	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,763.20	13,014.30	-	-	2,017.45	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,563.46	11,538.63	-	1,500.00	315.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	41,526.16	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,876.65	10,693.76	-	7,075.00	960.07	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,114.13	-	-	79,969.29	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,864.44	-	-	133,638.24	365.60	
		IT SR. MGR/MANAGER/SUPERVISOR	112,540.48	14,585.24	-	-	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,326.59	-	-	58,472.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,425.30	-	-	21,891.87	5,320.63	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	81,084.21	-	-	146,807.79	323.53	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	123,671.18	-	-	21,181.30	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	135,307.56	-	-	70,319.50	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,799.16	16,545.85	-	62,416.22	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,474.48	-	-	140,977.39	-	
		GENERATION OPERATOR/PLANNER/SR	125,177.44	-	-	142,821.81	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	132,598.72	-	-	60,671.34	1,549.35	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,088.90	12,853.97	-	28,851.78	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	152,854.30	15,265.07	-	2,257.06	24,332.10	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,017.67	-	-	83,645.92	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	180,495.30	18,541.27	-	103,820.21	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	186,640.67	16,004.70	-	5,716.68	1,762.28	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	163,186.99	16,884.61	-	44,860.42	13,948.42	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	74,190.84	16,693.62	-	61,393.55	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	129,521.99	-	-	91,803.62	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,974.63	-	-	19,030.81	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	169,666.00	14,671.32	-	29,542.38	6,362.67	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	104,818.10	11,639.19	-	4,048.27	-	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	119,154.64	19,303.05	5,673.39	4,812.08	270.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,999.96	13,498.88	-	11,625.00	2,554.77	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	192,386.86	24,917.50	-	12,848.93	5,629.31	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,228.29	-	-	11,329.20	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,485.23	1,618.97	-	64,531.45	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,347.10	-	-	161,954.83	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,248.43	-	-	116,295.90	153.81	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,222.91	-	-	2,656.03	63.22	
		GENERATION TECHNICIAN/SR/EXP/PRN	119,988.24	-	-	88,940.92	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	126,865.46	13,153.37	-	5,024.40	5,133.00	
		ETHICS & COMPLIANCE SR. MGR/MANAGER/SUPERVISOR	169,374.04	21,925.59	7,656.30	5,050.00	2,500.30	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	98,114.34	-	-	204,365.71	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,619.86	12,666.57	-	22,779.87	798.04	
		GAS OPERATIONS LEADER/CREW/FOREMAN	131,854.77	-	-	107,436.59	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	140,664.97	12,676.78	-	16,926.77	2,390.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	47,016.37	971.56	-	-	45.00	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	131,089.86	13,589.20	-	18,117.41	8,306.36	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,356.51	-	-	59,528.74	-	

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		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,965.69	-	-	99,299.11	150.87	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	42,198.00	6,876.98	-	11,382.27	145.24	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR,SR/EXP/PRN	131,324.06	-	-	68,673.65	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	30,795.64	9,255.76	2,145.59	6,270.15	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	118,784.56	12,070.70	-	44,372.47	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	28,161.50	-	-	10,304.35	24.33	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	124,044.85	-	-	64,203.06	584.09	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,913.66	-	-	76,354.93	255.20	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	193,999.96	25,094.06	2,883.51	14,500.00	720.60	
		GENERATION OPERATOR/DISPATCHER	124,553.48	-	-	50,122.35	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	121,570.88	-	-	23,414.86	476.79	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	117,958.09	12,212.39	-	20,253.02	547.56	
		GENERATION TECHNICIAN/SR/EXP/PRN	124,478.10	-	-	37,923.36	107.21	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	134,296.80	11,474.67	-	350.00	26,006.69	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	150,690.00	13,004.61	-	4,708.18	6,881.72	
		GENERATION OPERATOR/DISPATCHER	149,150.00	-	-	2,194.05	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,092.98	13,160.65	-	18,643.83	3,173.40	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	123,648.42	10,658.74	-	2,250.00	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,154.94	-	-	14,526.78	1,069.52	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,754.46	12,586.55	-	9,783.76	1,302.02	
		IT SR. MGR/MANAGER/SUPERVISOR	135,545.42	19,110.20	-	-	495.00	
		GENERATION TECHNICIAN/SR/EXP/PRN	123,292.17	-	-	66,626.54	977.02	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,607.23	18,930.31	-	1,129.80	2,303.46	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	141,321.44	-	-	57,742.07	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	132,647.50	11,457.97	-	-	87.00	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	145,176.88	-	-	39,937.91	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	135,200.42	-	-	45,025.79	-	
		POWER GENERATION OPERATOR/DISPATCHER	124,204.38	-	-	79,157.52	376.69	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	141,876.00	12,276.72	-	2,110.84	2,739.43	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	17,000.00	-	-	2,507.82	-	
		IT ENGINEER/SR/EXP/PRN	128,060.00	11,051.67	-	2,434.60	1,305.98	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,570.93	-	12,384.03	1,974.71	
		IT SR. MGR/MANAGER/SUPERVISOR	189,976.16	24,631.37	2,963.88	5,000.00	534.08	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	120,084.92	-	-	2,408.70	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	105,709.21	-	-	194,328.63	1,169.69	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,032.54	16,444.88	-	100.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,093.86	14,428.23	-	13,604.76	1,003.44	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,972.37	-	-	204,783.05	74.13	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,988.66	13,130.39	-	771.03	417.92	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	171,404.79	-	-	53,026.21	655.11	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	153,252.77	-	-	36,620.04	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	62,830.94	-	-	91,041.67	-	
		GAS OPERATIONS CREW FOREMAN/LEADER	105,642.65	-	-	21,663.95	3,906.12	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	189,904.64	37,839.94	9,300.96	502.15	9,312.25	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	41,171.95	1,144.63	-	5,000.00	-	
		STRATEGY & POLICY DIR./SUPPLY CHAIN/MATERIALS DIR./SR. DIR./CHIEF	208,432.64	77,260.48	9,413.01	2,000.00	923.10	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	127,393.26	10,994.12	-	-	29,125.54	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	15,336.08	-	10,507.35	760.63	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	129,781.97	5,976.43	-	12,324.55	1,504.15	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.01	15,038.80	-	33,460.54	2,689.30	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	122,867.25	10,561.48	-	100.00	4,262.01	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	28,285.05	-	-	20,716.61	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	114,219.90	11,184.02	-	1,000.00	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	119,448.25	9,890.85	-	4,325.00	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	143,055.16	18,513.86	-	364.00	227.94	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	45,374.37	4,326.76	-	312.40	186.96	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	138,250.00	11,931.06	-	127.62	3,113.11	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	191,063.66	27,149.23	1,498.32	20.00	10,361.92	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	142,429.60	-	-	118,533.89	45.72	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	127,214.00	10,978.62	-	7,829.29	3,208.70	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	157,873.54	20,434.23	-	10,000.00	29,072.25	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	141,170.85	12,436.88	-	12,658.13	9,171.63	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	156,432.00	13,536.26	-	15,575.14	676.34	

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		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	82,560.04	10,990.47	-	8,085.34	99.18	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	134,465.60	6,313.48	-	600.00	2,452.82	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	185,960.03	23,663.71	-	-	556.72	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	139,382.30	-	-	118,664.73	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	156,951.72	20,170.93	-	-	2,533.88	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV/DIR/SR. DIR./CHIEF	171,092.74	21,515.98	5,441.58	3,020.00	881.80	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,845.55	10,023.06	-	4,273.32	1,912.88	
		ELECTRIC OPERATIONS SR. MGR./MANAGER/SUPERVISOR	143,060.96	14,936.26	-	4,559.63	151.58	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	139,000.24	-	-	71,510.14	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,232.03	-	-	136,014.84	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,298.78	-	-	145,695.43	-	
		ELECTRIC OPERATIONS LEAD/FOREMAN	124,681.06	-	-	39,171.25	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,364.86	-	-	29,999.66	217.58	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	154,034.00	13,838.59	-	17,537.41	1,350.45	
		HUMAN RESOURCES SR. MGR./MANAGER/SUPERVISOR	174,958.34	22,666.15	1,074.60	-	121.10	
		GENERATION SR. MGR./MANAGER/SUPERVISOR	134,557.77	15,127.24	-	74,917.67	-	
		GENERATION TECHNICIAN/SR/EXP/PRN	119,292.31	-	-	87,750.97	-	
		ELECTRIC OPERATIONS SR. MGR./MANAGER/SUPERVISOR	158,095.51	16,146.11	-	1,276.16	3,635.16	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,165.18	-	-	95,797.65	-	
		GAS OPERATIONS SR. MGR./MANAGER/SUPERVISOR	140,515.18	14,436.77	-	19,188.40	6,952.18	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	129,861.71	-	-	88,683.02	189.66	
		GENERATION SR. MGR./MANAGER/SUPERVISOR	186,445.80	24,186.74	1,856.52	4,044.45	13,448.85	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,626.69	-	-	151,651.72	141.17	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,355.01	-	11,343.72	1,054.25	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,610.35	10,567.79	-	400.00	9,473.69	
		GENERATION LEAD/FOREMAN	134,575.88	-	-	142,363.73	-	
		ELECTRIC OPERATIONS SR. MGR./MANAGER/SUPERVISOR	145,046.80	16,505.46	-	39,452.72	24,042.91	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	153,593.40	-	-	64,880.89	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	169,986.00	14,702.37	-	12,519.99	13,827.67	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	170,554.04	22,101.38	-	809.64	874.58	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	132,102.16	11,397.58	-	950.00	2,343.70	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	159,130.00	13,732.98	-	28,560.70	4,421.66	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,492.34	11,940.20	-	5,000.00	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,604.68	-	-	6,064.94	1,457.41	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,361.21	-	-	5,789.76	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,872.00	13,141.67	-	41,705.55	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,267.86	10,996.21	-	2,028.18	3,417.70	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	137,774.50	-	-	130,196.44	-	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV/DIR/SR. DIR./CHIEF	169,572.20	26,883.36	10,196.46	3,675.00	1,320.13	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,790.04	22,052.68	-	6,833.58	6,830.44	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	73,842.18	4,833.63	-	5,744.30	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	68,383.14	7,868.56	-	9,918.21	46.76	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	28,212.50	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	117,755.48	-	-	42,212.94	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,698.64	-	-	151,759.46	42.00	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	77,726.40	-	-	284,630.90	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	164,423.00	21,306.89	-	-	11,223.52	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07	-	16,500.84	4,208.38	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	77,890.90	-	-	276,679.25	73.57	
		GAS OPERATIONS SR. MGR./MANAGER/SUPERVISOR	95,106.72	15,113.67	-	165,990.68	858.99	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,937.50	11,999.73	-	3,056.56	2,308.56	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,927.77	-	-	7,182.83	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	120,095.24	10,221.68	-	946.16	3,992.13	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	4,361.83	59.16	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	143,500.04	12,397.04	-	2,070.00	2,297.38	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,691.43	13,618.65	-	16,135.57	9,758.83	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,426.16	14,053.51	-	15,124.67	9,791.98	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	5,477.63	8,324.12	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	400.00	4,320.63	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,786.20	13,640.44	-	9,690.68	11,896.65	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,104.18	17,019.64	-	1,492.21	621.81	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	47,734.90	4,770.60	-	11,004.46	1,155.66	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	159,642.00	13,781.31	-	400.00	13,369.05	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,496.88	17,152.31	-	2,892.20	11,177.37	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,380.40	-	-	71,609.17	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	155,000.04	13,412.34	-	-	1,446.96	
		GENERATION OPERATOR/PLANNER/SR	124,828.75	-	-	38,909.70	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,927.16	13,045.65	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	34,030.80	-	-	50,963.04	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,036.45	13,002.49	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	157,742.10	20,446.57	-	2,119.32	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,724.14	15,618.74	-	8,635.54	711.84	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,483.10	14,195.84	-	2,000.00	8,501.61	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,412.04	12,125.49	-	-	-	
		GENERATION CONTROL TECHNICIAN	13,485.48	-	-	14,718.47	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,836.65	10,837.07	-	1,200.00	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	27,064.35	-	-	9,762.01	269.72	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,320.32	14,081.45	-	15,532.49	1,213.61	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	181,978.30	23,581.81	4,334.22	12,132.12	504.62	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	8,704.35	-	-	9,151.73	90.00	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	114,630.74	-	-	24,626.37	-	
		GAS OPERATIONS LEADER/FOREMAN	121,849.09	-	-	53,939.27	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	178,931.84	23,180.91	1,481.94	-	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	136,522.56	-	-	72,960.29	1,758.99	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	160,372.00	16,608.21	-	91,530.03	223.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,193.56	-	-	1,461.40	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,776.00	13,912.15	-	-	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	752.50	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,588.70	19,182.03	-	39,999.00	387.44	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,248.12	12,186.91	-	15,877.21	1,440.51	
		IT SR. MGR/MANAGER/SUPERVISOR	134,928.82	15,301.47	-	-	5,032.30	
		GENERATION OPERATOR/PLANNER/SR	125,185.05	-	-	33,093.69	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,695.20	11,136.17	-	2,700.00	7,905.54	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,962.82	14,507.85	-	200.00	4,525.71	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	131,548.00	11,352.67	-	6,249.97	5,894.26	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,895.86	18,397.50	-	-	885.32	
		GENERATION CONTROL TECHNICIAN	28,455.60	-	-	33,900.34	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	180,914.50	18,755.17	-	37,471.60	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,988.14	12,615.35	-	14,132.12	2,578.10	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,064.51	16,062.08	-	57,282.34	61,931.63	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	127,222.96	10,992.31	-	2,537.21	3,787.81	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,167.07	14,959.49	-	35,103.78	4,261.99	
		GENERATION OPERATOR/PLANNER/SR	108,525.84	-	-	72,735.16	7,977.21	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,184.25	11,008.19	-	-	3,321.66	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	140,898.48	12,108.78	-	14,265.23	95,925.30	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	153,477.58	13,174.31	-	2,250.00	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	162,426.04	16,837.60	-	6,850.80	-	
		GENERATION TECHNICIAN/OPERATOR	27,837.00	-	-	27,775.35	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	126,919.64	10,961.77	-	1,000.00	2,248.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	116,675.51	-	-	514.58	127.03	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,415.54	-	-	39,797.29	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,877.64	15,230.35	-	90,579.78	559.79	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,667.16	11,805.20	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,282.16	15,376.99	-	104,229.30	3,330.50	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,885.02	-	-	110,806.04	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	162,251.14	20,884.49	-	-	14,339.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,008.94	-	-	143,607.04	763.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,170.86	14,631.13	-	131,389.90	3,775.71	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,605.98	-	7,408.30	11,226.11	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,455.74	18,419.36	-	107,208.39	8,381.78	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	166,966.50	17,230.03	-	7,462.58	149.00	
		IT SR. MGR/MANAGER/SUPERVISOR	184,822.46	25,617.49	1,450.71	36,000.00	172.38	
		POWER GENERATION LEAD TECHNICIAN	132,549.62	-	-	55,445.36	782.27	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,174.14	18,042.87	-	50,437.36	8,519.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,683.86	11,904.84	-	-	320.74	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	168,254.04	21,838.85	5,098.23	2,775.00	4,182.70	

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		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	201,388.46	26,086.80		2,949.03	100.00	5,297.23
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	119,966.02	12,144.00		-	8,860.54	10,107.44
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	150,144.68	18,712.27		4,951.84	300.00	610.72
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	121,634.07	-		-	11,328.35	-
		IT SR. MGR/MANAGER/SUPERVISOR	149,709.27	15,414.76		-	-	-
		IT SR. MGR/MANAGER/SUPERVISOR	141,450.46	14,656.28		-	-	2,070.88
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,974.46	14,276.06		-	4,108.96	8,610.89
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	137,876.66	-		-	81,650.12	-
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	138,761.74	-		-	47,113.93	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,474.90	-		-	74,591.53	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	122,494.70	14,032.11		-	16,168.01	4,143.74
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	145,325.17	12,718.29		-	25,964.51	2,015.52
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	14,375.88		-	48,981.03	-
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	124,827.39	-		-	17,494.74	376.42
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,663.10	15,610.45		-	1,000.00	165.55
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	233,821.20	80,727.27		27,207.77	10,050.00	839.78
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,613.84	17,516.90		-	97,678.17	-
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	34,907.97	32,322.52		40,035.66	319,202.18	-
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	132,768.54	13,756.71		-	2,500.00	-
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	92,885.20	-		-	14,661.44	-
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	20,825.40	-		-	-	-
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	217,154.68	82,422.02		20,047.80	10,272.56	18,348.47
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	144,830.00	15,038.80		-	20,513.07	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,218.53	-		-	12,981.70	347.78
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,847.93	15,458.61		-	4,241.16	1,248.09
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,939.36	-		-	78,734.85	3,108.53
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,000.00	12,200.91		-	1,000.00	1,086.07
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,650.00	12,084.08		-	3,894.12	48.14
		GENERATION OPERATOR/DISPATCHER	65,910.72	-		-	33,713.81	-
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	128,073.70	-		-	35,736.12	252.54
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,311.16	11,084.87		-	-	-
		GAS OPERATIONS COORDINATOR/SR/EXP/PRN	117,446.39	11,342.17		-	17,862.05	716.84
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,828.16	-		-	23,457.06	930.32
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	126,566.70	16,401.25		-	2,125.00	889.82
		ELECTRIC OPERATIONS LEAD/FOREMAN	140,468.07	-		-	67,332.71	-
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	109,818.80	-		-	217,553.74	-
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	126,052.82	-		-	17,928.22	115.42
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,370.00	13,865.31		-	4,073.23	4,574.50
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	144,297.20	12,465.91		-	10,314.60	1,502.13
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,702.64	-		-	29,397.88	-
		GENERATION OPERATOR/PLANNER/SR	120,673.32	-		-	55,760.38	-
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	133,223.51	-		-	56,718.12	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	65,722.62	-		-	116,379.77	902.76
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	148,768.40	-		-	13,295.85	-
		GENERATION SR. MGR/MANAGER/SUPERVISOR	176,012.30	18,242.14		-	22,999.50	9,572.22
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,303.16	16,425.21		-	90,733.79	15,206.81
		GAS OPERATIONS LEADER/FOREMAN	124,171.81	-		-	63,912.53	-
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	147,536.04	12,924.38		-	1,741.25	2,524.83
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	169,352.19	21,853.02		2,883.51	-	369.13
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	61,514.87	9,392.90		-	10,264.61	2,456.74
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	126,691.86	-		-	35,058.70	168.88
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	99,988.66	-		-	46,149.23	147.99
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,204.72	8,863.57		-	5,073.26	509.82
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,090.18		-	17,338.91	5,958.85
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	164,625.80	21,327.55		3,241.71	1,754.00	15,456.05
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	148,951.38	12,831.72		-	2,739.14	722.14
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,362.00	11,001.24		-	6,340.40	1,528.12
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,447.26	10,910.59		-	5,773.16	642.38
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,904.70	17,505.52		-	120,195.23	6,513.74
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,948.10	-		-	111,891.11	144.56
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	67,900.66	8,013.61		-	17,370.80	335.19
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	181,381.20	23,910.88		-	10,706.08	4,027.12
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	-	-		-	-	-

PACIFIC GAS AND ELECTRIC COMPANY
 EMPLOYEES COMPENSATED AT THE
 RATE OF \$125,000 - \$249,999 PER ANNUM
 FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,635.46	13,016.92	-	2,187.19	981.50	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	13,629.36	-	-	14,254.61	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	147,724.16	12,763.66	-	15,172.78	9,821.28	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	119,328.33	-	-	133,817.04	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,596.62	-	-	123,398.79	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	117,385.57	9,868.62	-	9,488.00	935.15	
		GENERATION ENGINEER/SR/EXP/PRN	139,561.00	12,071.93	-	1,324.52	1,524.23	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	235,306.51	81,262.60	26,473.86	3,000.00	8,075.25	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	104,774.58	-	-	69,065.49	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	177,101.43	18,421.27	-	101,076.07	2,900.96	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	142,937.50	12,339.84	-	32,722.34	7,808.44	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,077.87	-	-	68,633.20	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	85,484.59	10,535.52	-	1,730.80	-	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	118,268.00	10,867.63	-	-	9,450.60	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,873.49	-	-	64,369.85	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,478.28	-	-	101,639.46	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	123,392.65	10,731.67	-	5,720.40	11,524.05	
		IT SR. MGR/MANAGER/SUPERVISOR	157,884.01	16,350.56	-	-	1,119.80	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,473.26	-	-	121,662.11	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	87,011.34	6,205.88	-	1,000.00	726.23	
		GAS OPERATIONS LEADER/FOREMAN	117,281.51	-	-	85,809.65	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,218.42	13,176.83	-	1,250.00	1,103.58	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,878.84	13,031.07	-	-	540.00	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	74,731.43	-	-	94,803.56	924.11	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	106,118.20	-	-	61,760.45	1,186.74	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,938.78	-	-	25,047.82	276.66	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,644.88	-	-	105,618.65	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	154,672.11	13,316.70	-	7,794.37	24,549.10	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,975.88	-	-	125,681.61	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,811.20	-	-	143,527.54	533.51	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,794.84	-	-	36,167.52	1,654.74	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	149,236.70	19,349.29	-	1,000.00	540.00	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	153,312.00	13,049.27	-	1,565.94	838.24	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	4,895.20	7,700.30	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	189,367.64	24,532.89	8,387.55	9,626.10	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	151,865.48	19,416.05	-	6,743.80	585.96	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,792.47	-	-	2,142.85	148.48	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	73,663.66	29,983.54	25,565.91	18,737.40	225.00	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	174,182.04	18,086.64	-	13,356.59	115.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,243.81	11,338.22	-	17,700.00	357.25	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	840.00	1,854.58	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,521.40	13,680.71	-	66,386.02	7,134.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	175,782.50	22,778.92	-	-	4,538.16	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	167,422.59	21,662.78	-	3,300.00	618.00	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,858.82	-	-	33,706.81	2,869.26	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,253.44	13,295.85	-	48,318.97	4,008.79	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,697.80	-	-	24,471.92	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,418.45	-	-	113,045.23	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	84,848.29	-	-	34,601.14	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	133,415.48	-	-	87,958.35	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,274.23	-	-	54,534.56	-	
		GAS OPERATIONS LEADER/FOREMAN	123,773.34	-	-	69,362.94	762.99	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,552.30	15,402.25	-	5,895.51	2,621.06	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	173,796.00	15,038.80	-	3,885.08	4,851.47	
		GENERAL COUNSEL COUNSEL	73,738.64	4,584.19	-	465.00	1,965.23	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	126,595.34	12,911.23	-	5,701.08	748.34	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	166,124.57	14,297.69	-	22,918.67	1,177.65	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	102,778.53	12,032.97	-	20,309.79	2,378.06	
		ELECTRIC OPERATIONS ASSISTANT/ANALYST/SR/EXP/PRN	108,142.38	7,272.90	-	3,308.42	4,117.66	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	6,278.48	942.12	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,872.00	12,786.78	-	62,401.44	876.87	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	160,791.70	20,804.00	358.20	7,350.00	6,211.67	
		GAS OPERATIONS LEAD/TECHNICIAN	124,569.60	-	-	85,304.08	-	

PACIFIC GAS AND ELECTRIC COMPANY
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		IT AND SUPPLY CHAIN CHIEF/SR. MGR/MANAGER/SUPERVISOR	55,193.66	15,872.42	-	6,369.84	77,804.75	502.80
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,142.71	-	-	62,016.55	-	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	6,336.48	349.91	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,821.54	13,371.60	-	-	50.00	-
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	183,471.24	23,731.59	-	537.30	-	1,423.28
		GENERATION OPERATOR/PLANNER/SR	123,965.14	-	-	105,650.92	-	-
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	7,145.17	-	7,118.93
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,706.64	15,414.17	-	87,878.03	6,982.92	-
		IT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	126,436.32	11,853.56	-	25.00	-	-
		IT SR. MGR/MANAGER/SUPERVISOR	138,201.93	14,374.60	-	1,000.00	-	2,533.57
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	121,256.85	-	-	41,649.54	-	500.00
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	101,520.56	-	-	109,054.13	-	-
		GAS OPERATIONS OPERATOR/SR/EXP/PRN	128,103.32	-	-	43,549.27	-	633.03
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	137,754.54	15,632.32	-	11,283.88	-	889.18
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	170,298.34	22,068.25	-	1,100.00	-	1,241.84
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,929.92	-	-	122,281.02	-	11,044.71
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	120,808.43	-	-	62,590.28	-	272.82
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	165,244.56	21,307.71	-	75.00	-	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	94,169.38	-	-	206,778.71	-	117.47
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	52,173.90	-	-	3,493.15	-	-
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,772.00	13,911.69	-	11,501.32	-	4,604.93
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	150,946.17	19,718.74	-	358.20	-	3,584.24
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,299.46	14,437.19	-	-	80,630.83	-
		GAS OPERATIONS LEADER/CREW/FOREMAN	126,451.87	-	-	-	49,050.23	383.15
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,722.88	2,459.77	-	9,592.39	-	1,570.76
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,897.94	-	-	65,895.34	-	744.36
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	126,295.44	13,426.74	-	-	15,247.58	84.75
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	123,596.14	-	-	93,199.81	-	-
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	163,964.88	21,282.12	-	3,617.82	7,410.00	9,347.56
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,301.00	22,929.78	-	6,623.39	-	11,621.31
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	3,625.00	-	-
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	163,923.04	21,297.56	-	-	1,268.61	289.82
		GENERATION TECHNICIAN/OPERATOR	13,609.20	-	-	-	19,474.32	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	182,250.00	23,791.76	-	-	2,150.00	120.38
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,587.82	21,772.07	-	-	10,617.32	3,289.65
		GENERATION SR. MGR/MANAGER/SUPERVISOR	177,753.46	18,563.00	-	-	131,629.30	-
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	129,514.40	11,182.95	-	-	-	38.20
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	72,983.09	-	-	-	3,042.82	-
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	85,402.10	-	-	-	99,616.63	-
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,145.69	-	-	99,779.13	3,286.82
		GENERATION SR. MGR/MANAGER/SUPERVISOR	187,414.80	19,429.05	-	-	50,080.30	115.00
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,100.74	-	-	-	84,110.42	6,341.55
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,666.18	13,830.55	-	-	27,187.32	1,702.58
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	138,203.57	-	-	-	88,918.60	-
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	-	32,397.91	3,939.11
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	122,856.88	-	-	-	85,005.46	3,371.58
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,305.12	-	-	-	108,728.49	0.99
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	243,931.04	99,040.21	-	21,443.83	21,406.12	39,621.89
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	180,145.43	23,312.93	-	-	-	-
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,698.50	-	-	-	113,724.66	1,528.88
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,396.03	-	-	-	136,893.10	-
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	125,315.16	-	-	-	52,465.17	-
		GENERATION SR. MGR/MANAGER/SUPERVISOR	184,375.65	19,113.97	-	-	39,432.78	237.80
		GAS OPERATIONS OPERATOR/DISPATCHER	117,755.00	-	-	-	13,191.56	-
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	129,932.36	-	-	-	51,300.71	-
		GAS OPERATIONS CREW FOREMAN/LEADER	113,608.39	-	-	-	34,710.52	-
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	207,024.93	71,293.81	-	16,017.21	845.74	2,350.51
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	109,956.06	-	-	-	-	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,190.67	20,286.17	-	-	13,134.04	3,557.53
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	142,440.00	12,325.51	-	-	13,912.56	3,169.30
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	123,309.24	-	-	-	342,277.70	1,916.25
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	199,659.20	27,619.95	-	9,450.36	16,015.98	5,354.64
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	-	23,904.43	-

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		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	185,996.66	37,171.50	-	1,823.76	3,600.00	5,220.90
		CUSTOMER CARE OPERATIONS/ADMINISTRATOR	30,652.17	-	-	-	-	9,373.55
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	126,772.00	10,942.86	-	-	22,937.74	3,470.45
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,886.45	-	-	-	25,931.96	-
		GENERATION TECHNICIAN/OPERATOR	14,227.80	-	-	-	16,894.24	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,239.50	-	-	-	80,382.02	413.22
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,657.10	-	-	-	94,609.59	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,042.16	15,757.84	-	-	57,275.32	8,667.41
		GENERATION SR. MGR/MANAGER/SUPERVISOR	5,256.73	-	-	-	8,844.54	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,862.34	13,314.27	-	-	4,016.68	18,018.22
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,515.96	15,923.42	-	-	45,849.14	284.34
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,738.09	-	-	-	24,872.53	294.87
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	202,037.46	76,369.44	11,575.53	-	1,885.00	5,052.91
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	131,900.64	11,398.01	-	-	3,990.88	-
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	44,047.62	1,133.15	-	-	-	1,234.00
		IT SR. MGR/MANAGER/SUPERVISOR	172,697.34	22,344.42	2,883.51	-	7,500.00	1,349.66
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	169,899.96	21,976.93	5,050.62	-	16,050.00	2,146.81
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,504.75	11,778.74	-	-	1,100.00	450.00
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,540.48	-	-	-	61,049.80	7,044.85
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	122,703.97	-	-	-	149,547.87	2,643.06
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	173,619.30	15,003.06	-	-	3,000.00	6,464.68
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,486.72	-	-	-	51,760.75	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	66,984.00	12,103.58	-	-	17,068.65	-
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	57,126.91	4,465.88	-	-	8,937.61	1,051.52
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,513.20	-	-	-	259,993.06	31.15
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,996.18	-	-	-	101,974.14	-
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	115,299.89	-	-	-	49,984.65	-
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,618.04	-	-	-	1,804.62	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,612.96	19,538.31	-	-	11,000.00	22,366.84
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	112,533.72	11,180.97	-	-	13,418.71	-
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	126,585.96	-	-	-	54,210.62	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,121.90	10,824.93	-	-	21,665.03	6,303.99
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,038.68	15,947.08	-	-	94,266.44	378.14
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	124,241.10	-	-	-	56,484.17	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,841.04	15,430.14	-	-	73,542.40	2,250.79
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	187,126.20	24,248.90	-	-	-	5,003.62
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	115,641.66	-	-	-	41,634.60	109.04
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,680.04	15,216.20	-	-	78,850.86	23,790.03
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	141,802.49	-	-	-	69,222.16	1,132.46
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,092.69	-	-	-	6,745.97	1,656.94
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	46,855.32	-	-	-	77,341.35	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,364.00	16,884.45	-	-	60,077.82	22,045.22
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	71,599.58	-	-	-	3,532.35	-
		CUSTOMER CARE ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	132,245.35	11,650.15	-	-	5,636.78	509.00
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	164,253.67	21,252.08	6,157.98	-	4,538.72	2,651.01
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,268.82	22,818.13	4,334.22	-	10,701.60	14,642.22
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	133,539.45	14,155.55	-	-	42,061.92	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	-	1,625.22	3,758.76
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,940.71	-	-	-	102,153.04	45.00
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	154,096.90	19,592.90	-	-	7,000.00	779.65
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	168,866.84	21,876.97	-	-	3,500.00	1,532.86
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	218,620.54	78,660.41	20,886.73	-	2,631.00	12,091.25
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,667.70	14,033.80	-	-	37,065.32	553.52
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	189,848.86	24,922.26	1,872.90	-	7,352.18	1,523.91
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	109,279.76	11,327.39	-	-	142.76	-
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	137,669.57	15,345.20	-	-	13,407.43	339.88
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	178,693.66	23,181.10	-	-	2,870.00	1,368.49
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,540.76	-	-	-	117,667.42	70.18
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,441.58	-	-	-	87,459.99	120.64
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,054.86	10,801.27	-	-	13,764.68	28,697.04
		GENERATION TECHNICIAN/OPERATOR	15,465.00	-	-	-	22,011.98	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,435.82	-	-	-	178,307.19	105.00
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,163.84	13,282.28	-	-	-	113.68

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	123,208.86	12,253.94	-	2,158.08	11,725.00	1,412.71
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,281.05	17,672.48	-	-	93,524.32	7,257.56
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,910.71	-	-	-	217,424.84	6,139.51
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	106,739.02	-	-	-	102,405.90	344.88
		GAS OPERATIONS LEADER/FOREMAN	126,466.65	-	-	-	75,266.63	-
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	91,157.76	10,369.21	-	-	110,628.61	648.44
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,764.78	15,729.10	-	-	17,398.41	3,078.53
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	59,196.86	-	-	-	21,280.16	-
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	138,027.70	14,309.15	-	-	845.74	149.64
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	73,151.94	9,114.42	-	-	1,879.53	138.40
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,205.45	11,298.35	-	-	8,200.00	1,148.16
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	27,659.38	-	-	-	8,000.00	-
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	102,933.71	8,871.59	-	-	400.00	138.12
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	129,266.02	13,303.16	-	-	52,834.67	3,690.39
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	183,693.04	23,804.01	-	-	5,000.00	1,552.27
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,637.20	14,683.34	-	-	1,000.00	4,020.57
		GAS OPERATIONS CREW FOREMAN/LEADER	111,290.62	-	-	-	137,730.61	3,927.86
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	159,084.64	20,604.29	-	-	14,782.12	2,110.81
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	46,953.00	9,403.82	-	-	25,002.80	-
		GAS OPERATIONS LEADER/CREW/FOREMAN	138,371.52	-	-	-	31,355.94	-
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	126,312.04	-	-	-	18,719.25	-
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	121,992.00	10,556.12	-	-	6,062.12	3,095.17
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,415.80	14,560.59	-	-	99,914.74	141.52
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,181.97	-	-	-	102,245.92	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	47,391.04	-	-	-	55,706.06	173.75
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,095.04	-	-	-	2,176.42	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,738.22	15,408.65	-	-	1,500.00	1,387.99
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,338.69	-	-	-	125,243.02	-
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	141,603.04	18,354.63	-	-	6,000.00	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,463.18	-	-	-	198,466.76	489.91
		GENERATION OPERATOR/PLANNER/SR	126,027.86	-	-	-	16,935.73	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	111,522.11	15,434.63	-	-	47,264.25	329.21
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	960.00	-	-	-	3,607.40	-
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,872.66	-	-	-	50,244.54	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,214.80	12,020.52	-	-	-	7,400.52
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,253.60	17,096.21	-	-	46,016.78	6,758.37
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	189,818.76	24,637.87	-	-	100.00	68,613.73
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,451.50	19,850.30	-	-	9,576.92	13,781.65
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,015.58	-	-	-	13,538.80	4,326.61
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,305.99	17,900.68	-	-	1,500.00	2,054.87
		GAS OPERATIONS CREW FOREMAN/LEADER	113,561.39	-	-	-	105,236.63	3,648.33
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,394.20	11,872.71	-	-	-	-
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	143,318.70	13,542.33	-	-	15,587.50	3,013.20
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,199.52	21,168.04	-	-	-	84.77
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	124,622.88	10,808.38	-	-	5,697.10	7,176.51
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	134,280.84	13,917.05	-	-	73,941.49	1,933.56
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	159,392.50	20,655.01	-	358.20	-	4,223.79
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,506.52	-	-	-	36,480.85	-
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,988.10	10,763.49	-	-	-	225.98
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	162,130.04	21,004.20	-	-	3,963.48	152.00
		IT SR. MGR/MANAGER/SUPERVISOR	154,571.04	16,309.47	-	-	4,217.74	-
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	177,163.26	22,907.55	-	2,883.51	9,150.00	749.88
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	204,150.55	74,733.88	-	12,259.97	2,700.00	2,036.93
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	197,196.00	17,063.63	-	-	663.60	1,886.68
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	182,775.66	24,320.03	-	-	5,645.58	15,347.15
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,445.90	13,912.15	-	-	9,025.40	12,470.80
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,410.91	14,345.21	-	-	2,500.00	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,050.16	14,385.53	-	-	3,714.22	1,953.92
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,227.36	11,682.36	-	-	-	225.00
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	183,363.51	23,742.67	-	1,450.71	-	1,150.27
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	148,672.00	12,839.62	-	-	7,028.89	1,148.90
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	119,179.13	16,906.36	-	-	17,807.80	3,457.13
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,515.11	-	-	-	55,537.54	232.30

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		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	147,274.16	-	-	38,045.59	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	132,940.96	-	-	31,915.61	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	53,630.67	2,414.41	-	6,470.00	-	849.88
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,370.98	14,719.86	-	6,250.00	-	10,285.88
		GENERATION WRITER/SR/EXP/PRN	142,440.00	12,325.51	-	22,598.40	-	-
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	128,452.00	11,085.46	-	3,687.87	-	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,477.42	16,044.77	-	24,873.70	-	132.34
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,439.52	11,848.42	-	200.00	-	1,743.13
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,420.80	13,171.21	-	8,944.68	-	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	37,180.90	-	-	41,804.39	-	-
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	156,953.70	13,557.88	-	81,651.49	-	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,568.30	14,353.91	-	9,095.90	-	5,606.03
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,315.64	22,205.98	-	18,900.00	-	9,264.59
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,868.54	11,904.28	-	1,551.09	-	10,534.78
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	113,300.83	-	-	18,172.39	-	585.22
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	32,627.66	-	4,557.36
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,158.36	-	-	268,120.89	-	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,922.30	21,242.01	-	1,000.00	-	1,053.32
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,293.36	15,074.48	-	1,340.00	-	4,749.14
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	116,987.78	-	-	41,879.32	-	-
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	123,518.75	12,741.77	-	25.00	-	495.00
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,461.84	-	-	139,123.47	-	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,838.05	19,091.59	-	10,500.00	-	2,098.64
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	146,893.60	12,508.27	-	6,200.18	-	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,887.14	-	-	62,385.33	-	328.28
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,166.38	-	-	162,036.75	-	552.74
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	112,375.01	-	-	67,209.96	-	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	110,888.25	-	-	86,348.18	-	453.70
		GENERATION SR. MGR/MANAGER/SUPERVISOR	155,998.45	16,090.96	-	78,134.40	-	450.00
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	101,520.61	-	-	118,437.39	-	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,714.91	-	-	122,600.47	-	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,016.88	13,577.86	-	9,525.00	-	231.70
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	138,142.00	11,921.70	-	3,595.22	-	3,627.05
		CUSTOMER CARE ENGINEER/ASSOC/SR/EXP/PRN	98,919.98	6,196.03	-	7,891.71	-	2,611.62
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,351.44	-	-	160,960.61	-	191.40
		GENERATION PROTECT TECHNICIAN	115,720.87	-	-	64,466.62	-	-
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	210,832.54	77,824.17	18,663.80	4,780.45	-	1,845.00
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,860.53	-	-	26,031.34	-	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,059.96	21,943.47	-	2,400.00	-	18,213.23
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	121,658.94	10,383.73	-	2,632.86	-	15,505.55
		GENERATION TECHNICIAN/SR/EXP/PRN	133,239.14	-	-	97,593.02	-	-
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	136,413.36	-	-	35,576.51	-	211.70
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	162,280.86	21,012.80	-	-	-	7,694.46
		GENERATION SR. MGR/MANAGER/SUPERVISOR	154,341.81	15,794.59	-	45,250.13	-	1,129.78
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	162,577.04	14,045.12	-	3,220.00	-	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	101,544.28	-	-	116,834.42	-	437.18
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	123,187.86	10,536.43	-	-	-	1,220.33
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,928.64	17,728.97	-	17,100.00	-	6,314.86
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,382.65	-	-	40,148.93	-	-
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	110,938.63	-	-	166,338.63	-	154.97
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	128,519.36	-	-	56,612.14	-	-
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	13,917.48	-	2,994.71
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	124,240.84	10,714.41	-	8,570.54	-	7,138.50
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,005.92	12,176.82	-	15,721.78	-	5,299.21
		GENERATION SR. MGR/MANAGER/SUPERVISOR	136,229.40	13,921.15	-	34,350.82	-	149.00
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	148,834.00	12,844.47	-	36,809.14	-	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,464.61	-	-	113,843.14	-	143.43
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	91,184.96	11,245.77	-	142,610.61	-	226.20
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	138,375.00	17,931.44	-	13,279.99	-	3,448.30
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,792.87	-	-	86,191.96	-	-
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	105,769.41	12,071.93	-	38,179.17	-	5,486.63
		GAS OPERATIONS CREW FOREMAN/LEADER	128,629.86	-	-	60,761.39	-	3,271.55
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,676.64	14,811.09	-	99,808.21	-	13,895.49

PACIFIC GAS AND ELECTRIC COMPANY
 EMPLOYEES COMPENSATED AT THE
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 FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	135,354.54	11,568.21	-	8,944.68	165.17	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	122,644.88	-	-	2,171.40	349.06	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,164.04	22,700.25	-	8,303.52	6,161.74	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,127.20	22,046.08	-	5,050.00	542.28	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	14,003.93	-	43,444.20	(6.49)	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,836.34	13,034.31	-	-	1,656.74	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	121,656.52	10,815.21	-	5,584.46	3,595.53	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	134,784.99	6,045.65	-	19,799.56	203.50	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	100,192.69	15,685.59	-	18,076.77	14,543.93	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	171,256.75	22,983.56	-	-	10,406.52	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	164,459.13	13,964.02	-	-	125.40	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	174,238.00	15,036.82	-	35,259.98	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,546.64	12,484.17	-	1,000.00	147.18	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV/DIR./SR. DIR./CHIEF	213,708.84	78,224.81	17,058.77	19,719.72	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,157.80	-	-	156,535.50	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	148,202.00	19,095.28	-	3,382.95	3,376.12	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	45,414.61	15,612.23	-	33,435.06	270.00	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	132,627.88	17,346.47	-	1,800.00	1,938.62	
		ELECTRIC OPERATIONS LEADER/CREW/FOREMAN	137,550.40	-	-	23,179.58	-	
		GENERATION TECHNICIAN/OPERATOR	11,660.61	-	-	14,183.14	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	10,258.28	-	-	47,311.77	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	63,451.98	10,929.31	-	12,446.04	65.74	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,841.93	-	-	93,021.29	2,672.64	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	117,963.15	9,718.53	-	5,607.92	833.97	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,685.46	16,036.04	-	400.00	10,217.52	
		GAS OPERATIONS LEADER/FOREMAN	124,546.75	-	-	21,882.08	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	133,850.97	14,464.40	-	39,611.87	6,515.54	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	144,252.94	14,228.62	-	7,694.99	29,034.88	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,506.60	13,430.22	-	71,566.50	197.95	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,767.34	13,118.26	-	2,656.68	3,963.50	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	2,135.64	-	-	11,662.39	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	147,793.00	12,777.67	-	342.48	2,933.06	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	134,941.80	11,677.21	-	7,172.34	8,818.05	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,000.00	10,902.94	-	11,770.92	2,457.40	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,338.35	-	-	140,999.98	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,469.60	-	-	106,109.96	79.72	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,413.96	21,030.04	-	49,982.96	12,479.01	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	154,555.42	16,089.29	-	65,123.97	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	160,252.78	16,571.55	-	57,408.14	1,139.18	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	212,750.70	77,858.72	19,237.84	16,082.93	10,255.77	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	114,049.00	-	-	21,707.86	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	124,313.78	-	-	1,308.80	3,248.23	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,464.54	18,970.28	-	2,825.74	24,977.29	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	112,781.07	12,477.76	-	10,600.44	6,258.20	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,423.36	-	-	96,191.72	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	105,129.00	10,099.53	-	3,778.44	1,100.90	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	142,447.74	12,173.11	-	2,995.98	3,709.21	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,634.24	12,356.59	-	4,648.33	856.90	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	127,512.50	12,846.78	-	476.89	540.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,313.20	12,211.36	-	7,501.86	1,212.37	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,488.96	14,139.82	-	500.00	9,965.23	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,067.76	17,627.35	-	1,000.00	253.67	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	91,952.61	-	-	30,754.31	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	92,437.93	-	-	28,836.46	2,147.16	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,976.17	-	-	150,620.99	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	35,681.22	5,527.83	-	25,264.85	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	111,047.08	-	-	157,381.67	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	180,104.54	24,403.32	7,656.30	15,204.48	9,881.39	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	147,884.06	16,594.17	-	5,675.18	3,128.20	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	132,476.03	-	-	85,042.27	18.00	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	56,848.65	7,338.79	4,334.22	7,394.09	1,059.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	170,034.50	21,698.23	1,450.71	6,500.00	2,075.96	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,930.36	13,497.68	-	1,000.00	714.45	

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		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,637.20	-	-	102,986.50	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,445.54	13,923.26	-	14,135.78	361.22	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	133,453.10	-	-	104,617.47	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,202.81	-	-	66,408.29	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	116,094.92	-	-	13,970.40	-	
		GAS OPERATIONS LEAD/INSPECTOR	119,859.49	-	-	93,510.53	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,781.24	-	-	72,563.76	2,425.56	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	62,618.69	13,404.52	7,298.10	12,449.35	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,036.31	12,807.07	-	2,400.00	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	112,213.65	-	-	12,243.52	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,301.73	-	-	136,582.63	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	86,360.70	-	-	336,020.79	792.85	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	140,153.05	-	-	94,701.77	153.12	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,198.00	14,969.80	-	53,112.23	26,527.16	
		GENERATION CONTROL TECHNICIAN	38,971.80	-	-	43,424.06	661.73	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	2,175.00	277.82	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	163,934.96	17,013.21	-	89,645.32	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	118,972.30	-	-	59,755.91	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,165.46	14,837.86	-	80,048.37	3,376.43	
		ELECTRIC OPERATIONS ANALYST/ARCHITECT/SR/EXP/PRN	87,784.93	-	-	382.04	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,339.90	13,616.30	-	52,856.66	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,387.68	-	-	157,104.27	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,027.16	16,007.20	-	40,379.68	727.58	
		GAS OPERATIONS LEADER/CREW/FOREMAN	130,797.50	-	-	2,898.94	63.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,892.76	-	-	90,912.84	-	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	132,901.80	-	-	9,395.56	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	24,578.63	-	-	8,064.61	60.32	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,111.75	-	-	230,832.40	30.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,467.34	11,345.70	-	494.53	85.45	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	134,951.58	-	-	71,258.76	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,819.54	12,075.90	-	-	3,271.58	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	184,917.04	23,950.04	-	84.00	6,692.48	
		GENERATION PROTECT TECHNICIAN	122,827.20	-	-	65,122.60	-	
		GENERATION TECHNICIAN/OPERATOR	28,455.60	-	-	30,369.41	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	125,489.36	10,821.57	-	1,691.47	-	
		IT SR. MGR/MANAGER/SUPERVISOR	60,957.51	6,488.61	-	7,019.99	2,247.09	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,598.25	-	-	70,765.80	597.98	
		IT SR. MGR/MANAGER/SUPERVISOR	61,500.00	3,738.15	-	10,697.34	3,570.27	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	127,078.14	-	-	124,509.75	647.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,905.01	-	-	188,811.08	83.00	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	137,378.64	11,861.98	-	1,820.00	2,452.28	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	117,275.99	12,473.92	-	6,025.00	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	12,130.60	-	-	113.34	-	
		IT SR. MGR/MANAGER/SUPERVISOR	140,312.86	14,151.97	-	-	4,054.28	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	137,905.36	14,211.11	-	2,547.16	10,191.19	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	152,644.89	13,186.75	-	27,983.91	7,998.78	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,449.99	-	-	97,851.88	173.90	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	172,422.71	17,971.94	-	98,328.65	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,138.96	-	-	106,117.72	1,099.68	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	167,273.34	14,430.26	-	-	732.30	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,782.22	-	-	82,503.67	75.98	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	165,022.00	17,094.17	-	12,323.12	4,195.52	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	131,310.00	11,332.13	-	836.34	1,189.51	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	-	-	-	-	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	105,587.66	-	-	183,257.75	38.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,647.64	-	-	172,044.34	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	233,497.16	30,234.95	1,661.04	8,780.16	540.00	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	195,153.08	25,046.25	1,481.94	-	708.17	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,319.81	-	-	88,960.91	92.72	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	104,006.25	12,752.07	-	6,520.86	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,611.11	-	-	101,816.94	615.50	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,461.48	-	-	94,318.96	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	114,500.36	-	-	19,041.02	489.74	

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		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	154,962.14	19,680.94	-	4,446.72	2,175.07	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	196,998.46	25,586.46	7,372.80	30,000.00	8,359.43	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,048.36	-	-	97,875.56	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	117,776.46	-	-	1,293.27	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,354.37	2,788.23	-	49,569.75	2,225.68	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,993.73	-	-	255,597.85	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,353.60	-	-	64,083.19	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,719.51	-	-	134,824.38	270.64	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	168,964.75	21,933.39	2,167.11	1,783.88	169.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,341.49	-	-	142,686.33	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,215.85	-	-	185,363.32	1,021.32	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,244.04	11,091.00	-	8,000.00	1,113.68	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,121.20	12,537.11	-	1,500.00	100.00	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,078.34	-	-	45,441.78	1,094.48	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	138,016.15	-	-	45,600.58	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	180,560.50	18,715.50	-	101,371.72	6,937.98	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	132,391.20	11,437.35	-	43,643.56	1,909.57	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	92,274.99	12,180.01	-	9,350.61	138.47	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,441.61	-	-	161,415.37	1,550.34	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	17,638.60	4,918.89	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,731.98	18,108.50	-	-	671.99	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	10,294.56	-	-	3,100.53	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	127,498.70	-	-	13,787.53	1,024.99	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	134,511.70	17,428.52	-	1,508.88	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	118,631.39	-	-	24,947.36	3,248.59	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	116,082.58	-	-	7,988.14	590.98	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,363.12	-	28,969.59	1,093.01	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	154,629.80	16,250.51	-	7,068.16	2,181.14	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,569.75	17,158.47	-	64,445.91	9,941.36	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	187,872.86	24,329.70	-	3,300.00	18,721.34	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,882.84	-	-	242,675.15	1,267.48	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,115.73	-	-	94,307.91	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	217,107.04	78,463.12	19,742.38	10,959.98	1,727.20	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,342.60	21,507.92	-	1,000.00	-	
		IT SR. MGR/MANAGER/SUPERVISOR	161,077.89	21,278.37	2,737.17	200.00	10,777.06	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	193,594.20	20,048.72	-	71,949.81	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,192.29	-	-	112,020.53	-	
		CUSTOMER CARE AND CRE SR. MGR./MGR/SUPV/DIR/SR. DIR/CHIEF	207,525.14	77,127.57	18,468.08	13,500.00	16,617.44	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,117.26	-	-	128,348.21	174.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,449.00	15,499.76	-	70,029.54	1,892.39	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	119,762.00	12,923.04	-	2,000.00	687.10	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,331.16	11,952.09	-	4,360.44	431.68	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	82,875.00	7,722.92	-	15,000.00	3,443.30	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,551.92	19,768.56	-	2,500.00	3,825.97	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,535.38	13,177.01	-	1,500.00	3,036.43	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,967.39	19,791.28	-	8,800.00	2,600.44	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	150,034.00	12,960.43	-	1,052.50	306.24	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	188,504.51	24,459.82	-	-	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	138,215.60	-	-	68,540.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	111,561.68	9,943.21	-	35,022.67	17,070.92	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,639.49	15,613.69	-	57,906.57	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,332.31	-	-	269.61	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,165.34	12,777.02	-	1,500.00	641.27	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	158,328.00	13,700.32	-	4,153.76	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,995.67	21,344.56	-	17,641.07	23,785.93	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	145,771.98	13,360.98	-	8,136.65	991.93	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,640.88	20,552.19	-	8,568.00	13,650.51	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,644.50	22,134.09	-	8,798.35	12,247.53	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,177.81	-	-	13,014.80	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,232.82	-	-	40,224.93	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	157,562.46	20,345.66	4,334.22	5,300.00	731.79	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	131,277.28	-	-	49,343.75	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	138,514.50	14,362.66	-	12,132.28	1,875.25	

PACIFIC GAS AND ELECTRIC COMPANY
EMPLOYEES COMPENSATED AT THE
RATE OF \$125,000 - \$249,999 PER ANNUM
FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	186,184.15	24,911.50	2,214.72	40,879.94	22,575.17	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	139,946.50	-	-	89,707.86	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	124,469.79	-	-	97,047.79	1,126.42	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	128,504.68	-	-	144,152.07	44.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	53,234.47	-	-	234,848.34	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	163,298.12	25,704.90	7,952.04	5,733.82	8,231.91	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,438.00	11,339.98	-	5,482.93	825.58	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	97,291.96	11,521.02	-	9,096.14	3,915.83	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,330.36	15,325.80	-	920.48	66.94	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	161,142.40	16,406.33	-	53,266.16	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	164,127.80	21,273.15	3,322.08	-	3,132.63	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,719.91	-	-	43,882.84	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	46,868.33	5,480.09	-	2,808.99	1,772.38	
		IT SR. MGR/MANAGER/SUPERVISOR	145,316.84	15,201.24	-	-	125.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,053.84	22,186.57	-	6,599.40	32,093.04	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	174,988.34	22,676.00	-	3,175.00	13,841.20	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,304.46	10,727.53	-	2,800.00	-	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	154,796.22	19,905.86	2,525.31	(943.05)	91.03	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	128,680.40	-	-	38,108.44	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,624.36	13,232.76	-	54,236.43	-	
		GENERATION LEAD/FOREMAN	133,089.96	-	-	162,637.78	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	179,884.46	15,532.16	-	37,096.01	1,011.45	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	117,581.12	-	-	37,050.27	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,144.86	-	-	99,466.80	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	171,013.60	17,752.71	-	-	6,807.86	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	130,247.15	-	-	95.51	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	144,504.88	17,719.86	2,883.51	608.88	116.81	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,970.66	-	-	10,326.28	110.78	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	109,819.07	-	-	60,530.89	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,739.04	12,026.78	-	476.40	471.27	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	129,663.17	-	-	78,968.71	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	24,378.90	-	-	2,500.00	832.56	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,956.86	12,516.33	-	57,039.54	6,990.37	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	223,107.36	79,304.69	23,509.15	5,996.40	3,331.65	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	125,061.79	11,476.83	-	17,344.31	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	155,899.56	20,178.67	1,450.71	2,833.88	3,475.27	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	110,242.45	-	-	160,856.10	264.32	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	101,173.42	13,317.78	-	53,802.90	867.28	
		GENERAL COUNSEL SENIOR COUNSEL	226,723.00	79,796.26	23,392.00	750.00	378.41	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	93,155.41	16,641.70	-	8,392.16	16.74	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	117,606.97	10,099.58	-	1,143.38	15.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,390.04	14,198.18	-	8,681.15	3,254.25	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	146,062.50	15,142.10	-	65,071.19	-	
		GENERATION LEAD/FOREMAN	109,585.72	-	-	124,530.04	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,629.00	15,413.20	-	49,048.80	6,093.25	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	151,213.35	13,041.17	-	3,132.00	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	148,984.20	19,306.24	-	5,583.88	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	143,820.00	12,444.94	-	1,847.64	8,700.34	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,567.91	11,909.52	-	4,198.55	189.50	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,307.12	-	-	48,413.13	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	25,844.56	-	-	30,179.16	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	206,717.66	26,787.68	10,196.46	10,382.93	5,362.37	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,420.96	11,718.16	-	-	2,743.52	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	53,368.24	-	-	662.60	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	146,172.00	13,280.87	-	12,962.32	11,434.66	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	103,290.91	8,750.08	-	-	7,650.75	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	135,215.58	-	-	84,414.54	-	
		GENERATION LEAD/FOREMAN	129,879.87	-	-	97,636.70	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	126,878.46	-	-	42,755.66	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	23,534.88	-	-	29,746.08	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	128,140.88	-	-	138,811.50	47.83	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	186,188.70	63,763.27	14,814.03	6,152.48	6,321.10	
		STRATEGY & POLICY DIR./SUPPLY CHAIN/MATERIALS DIR./SR. DIR./CHIEF	224,127.00	79,421.15	18,900.61	5,000.00	167.97	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,562.08	12,227.07	-	11,310.49	8,932.10	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,873.34	15,224.15	-	23,023.03	2,053.48	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	131,942.80	11,783.77	-	3,888.77	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	140,888.04	12,165.00	-	1,604.28	1,034.43	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	172,942.14	18,402.54	-	4,202.75	3,974.15	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	118,926.84	12,130.95	-	500.00	6,333.66	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,497.39	-	-	166,348.05	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,840.86	-	-	147,702.56	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,550.68	-	-	72,762.05	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,722.36	15,007.17	-	112,118.43	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,736.18	13,526.15	-	6,195.92	4,041.84	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	171,794.76	22,091.21	5,050.62	14,212.82	12,267.78	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	140,814.46	15,828.99	-	845.74	6,498.48	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,871.70	17,704.75	-	5,340.00	2,539.97	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	58,629.68	4,571.76	-	12,757.04	114.08	
		IT SR. MGR/MANAGER/SUPERVISOR	141,563.87	20,447.96	6,012.32	-	1,305.56	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	125,151.35	-	-	14,321.66	101.57	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	154,229.08	19,970.22	7,314.48	16,585.88	10,093.14	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	175,456.76	22,239.67	-	-	2,226.81	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,575.63	-	-	18,772.36	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	189,633.98	24,338.47	4,155.12	5,500.00	2,015.41	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	168,850.00	21,882.89	-	-	24,627.64	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	210,890.36	77,607.80	14,567.92	8,605.87	4,068.16	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	80,706.79	11,144.90	-	14,803.41	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	80,779.21	-	-	51,083.87	252.30	
		IT SR. MGR/MANAGER/SUPERVISOR	163,295.46	21,432.44	-	6,533.96	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	108,857.91	9,976.63	-	3,611.83	5,225.59	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,041.62	-	-	37,774.57	7,189.44	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	158,630.84	20,544.44	-	3,000.00	1,790.52	
		GENERATION ENGINEER/SR/EXP/PRN	133,741.51	11,446.19	-	1,128.97	4,351.60	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	157,132.69	13,491.80	-	20,957.81	795.83	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,495.48	-	-	100,684.52	6.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	58,835.66	6,232.03	-	3,168.62	352.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,375.98	-	16,962.44	6,635.94	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	170,685.25	22,035.18	358.20	2,423.64	719.51	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	144,192.41	20,565.87	5,098.23	7,450.00	14,627.77	
		IT SR. MGR/MANAGER/SUPERVISOR	152,997.96	16,469.44	-	4,207.44	913.77	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	21,134.76	-	-	-	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	120,176.01	12,250.94	-	3,880.00	665.64	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	167,646.32	21,254.21	2,737.17	1,800.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	105,062.08	4,326.56	-	21,691.78	8,193.19	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,879.36	11,739.95	-	-	26,605.11	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,161.84	14,452.96	-	48,971.37	830.73	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	28,455.60	-	-	41,075.30	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	171,718.16	22,258.15	-	-	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	122,400.83	14,476.83	-	4,200.00	1,261.83	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	137,190.92	-	-	92,326.98	-	
		ELECTRIC/GAS OPERATIONS SPECIALIST/SR/EXP/PRN	118,132.03	-	-	40,965.11	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	121,341.58	-	-	-	34.00	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	147,717.75	19,279.75	-	3,286.55	111.56	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	147,352.62	12,784.78	-	35,644.85	2,501.87	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	48,342.43	6,989.30	-	12,179.63	180.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,670.50	-	-	3,142.45	42.92	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	164,578.52	21,253.30	-	4,116.05	1,615.99	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,170.66	18,770.41	-	12,425.00	20,669.06	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	129,802.40	11,222.71	-	-	205.32	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	100,069.80	-	-	37,376.92	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,247.32	11,687.59	-	14,137.90	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	166,940.84	17,116.64	-	666.32	3,006.74	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,175.70	19,333.61	-	6,811.72	25,094.94	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,725.85	-	-	1,285.51	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	26,970.49	-	-	1,385.89	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	146,629.66	19,001.13	-	50.00	495.00	

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		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	141,968.27	15,359.86	-	300.00	1,457.04	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,497.20	-	-	53,904.09	1,936.04	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	190,583.98	24,463.94	4,741.56	1,000.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	131,164.20	11,331.36	-	1,000.00	970.06	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	104,713.67	-	-	75,011.16	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	150,325.59	12,910.31	-	4,464.94	5,962.81	
		ELECTRIC/GAS OPERATIONS SPEC./SR/EXP/PRN	11,284.42	-	-	27,946.78	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,325.34	14,752.72	-	116,810.51	46.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,769.91	-	-	122,319.50	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	-	-	-	2,229.51	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,369.44	-	-	148,471.84	140.45	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,849.55	12,940.23	-	10,215.27	8,294.91	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	128,874.21	-	-	49,802.03	848.04	
		GAS OPERATIONS LEADER/FOREMAN	126,686.24	-	-	71,101.16	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07	-	5,648.58	13,035.92	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,659.17	-	-	141,192.95	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,416.29	-	-	49,778.02	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,105.62	-	-	88,076.32	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	198,146.70	25,630.72	-	658.88	540.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	23,526.66	-	-	11,469.02	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	-	-	4,053.33	-	-	
		POWER GENERATION OPERATOR/DISPATCHER	130,846.26	-	-	104,699.62	777.17	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	135,335.24	11,554.08	-	812.08	5,123.47	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	169,471.50	21,959.93	-	6,864.92	458.48	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,678.19	23,047.55	5,587.92	34,497.83	7,396.92	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	133,747.41	13,287.89	-	1,978.00	2,574.42	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,760.58	11,189.96	-	-	-	
		ELECTRIC OPERATIONS ASSISTANT/ANALYST/SR/EXP/PRN	129,431.79	7,279.94	-	10,994.09	7,023.18	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	136,928.00	-	-	82,642.07	1,868.77	
		GENERATION LEAD/FOREMAN	128,705.20	-	-	146,573.95	40.00	
		GAS OPERATIONS LEADER/CREW/FOREMAN	133,957.30	-	-	82,146.36	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	14,103.11	-	3,882.91	3,403.49	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,360.88	10,932.45	-	8,612.61	8,423.38	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	47,138.96	-	-	55,985.61	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	140,298.20	12,118.84	-	2.16	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	33,710.64	-	-	39,909.12	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,910.04	10,788.19	-	310.00	9,207.49	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	133,522.85	12,921.92	-	710.28	347.90	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	125,745.00	11,265.33	-	3,332.24	1,019.15	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	110,693.83	-	-	130,787.59	67.41	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,974.04	15,851.19	-	9,236.92	6,552.16	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	185,556.84	24,045.54	7,656.30	5,160.71	852.68	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	99,272.28	-	-	23,273.55	92.85	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	128,872.25	-	-	10,913.69	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,879.41	-	-	27,370.52	6.00	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	135,727.33	-	-	97,652.48	66.70	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	86,841.28	-	-	27,557.50	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,431.00	-	-	129,621.30	16,808.75	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,375.68	11,371.37	-	2,448.60	4,723.86	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	211,412.65	27,388.86	1,107.36	7,882.50	5,494.46	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,939.13	11,063.23	-	1,261.16	692.55	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,744.36	10,943.75	-	2,000.00	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	140,976.00	12,192.87	-	1,756.48	-	
		IT SR. MGR/MANAGER/SUPERVISOR	174,953.30	22,647.84	3,241.71	5,857.02	392.35	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	122,311.90	-	-	15,721.68	1,328.65	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,159.94	11,995.58	-	11,202.04	6,792.39	
		IT SR. MGR/MANAGER/SUPERVISOR	130,992.00	13,579.76	-	1,000.00	5,287.43	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,664.84	-	-	136,595.71	1,039.88	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,343.40	14,273.28	-	4,857.95	4,261.28	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	117,268.20	11,706.64	-	8,099.92	806.54	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	131,202.80	-	-	44,543.46	437.14	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	109,049.93	10,845.09	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,072.00	11,947.54	-	35,397.14	-	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS LEADER/FOREMAN	123,937.25	-	-	54,611.82	-	
		IT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	151,223.36	13,064.26	-	25.00	-	
		IT ADMINISTRATOR/SPECIALIST, SR/EXP/PRN	132,234.47	11,229.09	-	553.85	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,699.90	11,611.26	-	3,700.00	415.53	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	93,184.25	-	-	253,054.65	55.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	140,354.73	13,052.70	-	240,467.62	120.64	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	127,883.00	10,994.55	-	12,799.68	12,871.94	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	101,777.98	-	-	126,039.91	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,400.00	11,009.08	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	129,764.14	13,035.65	-	18,066.26	803.72	
		IT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	166,769.70	21,566.64	4,723.65	9,116.04	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,533.95	-	-	85,288.23	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,239.67	16,828.54	-	17,825.00	5,929.44	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,134.04	-	-	113,504.34	-	
		GENERATION PROCEDURE WRITER/PLANNER, SR/EXP/PRN	143,875.12	-	-	65,111.86	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	206,949.36	26,819.12	3,874.23	3,500.00	796.81	
		SHARED SERVICES PLANNER, SR/EXP/PRN	146,172.00	12,648.46	-	32,714.56	2,276.70	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,096.62	-	-	103,029.80	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,678.37	9,951.09	-	1,000.00	10,109.99	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	-	-	-	3,426.98	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	191,150.84	24,767.15	-	3,570.46	915.91	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	150,401.05	13,261.40	-	5,139.26	3,678.43	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,681.90	12,074.21	-	4,310.94	2,365.58	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	114,577.87	11,247.39	-	-	35,074.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,644.89	-	-	215,969.65	1,551.97	
		IT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	178,306.50	23,107.21	749.16	7,169.60	335.58	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,356.50	-	-	245,275.07	258.04	
		GAS OPERATIONS LEADER, CREW/FOREMAN	136,905.54	-	-	22,713.65	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	144,255.41	12,329.54	-	37,071.17	4,078.54	
		GAS OPERATIONS DIRECTOR, SR. DIRECTOR/CHIEF	162,153.35	68,254.93	31,037.43	18,694.00	2,337.57	
		CUSTOMER CARE OPERATIONS/ADMINISTRATOR	141,826.14	12,249.22	-	1,500.00	20,748.52	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	155,966.14	20,211.00	-	100.00	4,564.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,002.83	-	-	82,394.51	150.47	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,530.00	-	-	161,546.64	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,551.19	-	-	141,459.73	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,685.02	12,077.39	-	10,366.09	4,411.67	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,417.13	-	-	94,255.03	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,147.25	-	-	79,435.67	608.16	
		GAS OPERATIONS OPERATOR/DISPATCHER	122,325.89	-	-	133,851.90	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST, SR/EXP/PRN	23,143.68	-	-	71,313.82	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	87,813.62	-	-	23,021.21	-	
		GAS OPERATIONS ENGINEER/ASSOC, SR/EXP/PRN	124,310.20	-	-	50,097.13	-	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	107,474.70	-	-	31,285.54	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,916.72	10,948.29	-	4,471.56	2,132.95	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	140,926.60	12,174.73	-	-	20.00	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	132,366.39	-	-	71,913.51	1,090.10	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	183,831.90	15,792.41	-	5,506.14	5,249.33	
		IT SR. MGR/MANAGER/SUPERVISOR	92,395.24	17,746.31	1,481.94	479.40	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	177,665.71	23,102.26	2,247.48	4,500.00	1,575.11	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	119,534.08	-	-	6,675.00	8,712.33	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	190,508.64	24,727.42	-	1,310.04	759.36	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR, SR. DIR/CHIEF	206,522.07	60,012.42	11,290.50	11,265.90	10,757.06	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	130,198.23	12,695.33	-	750.00	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	120,714.18	-	-	7,008.88	959.51	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,845.16	13,689.94	-	13,834.61	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	174,259.96	22,586.43	-	5,000.00	7,177.28	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	165,752.81	16,598.31	-	-	-	
		GAS OPERATIONS LEADER/FOREMAN	124,735.37	-	-	48,195.45	-	
		CUSTOMER CARE OPERATIONS/ADMINISTRATOR	137,496.00	11,897.70	-	3,000.00	20,796.34	
		GENERATION PROCEDURE WRITER/PLANNER, SR/EXP/PRN	131,988.08	-	-	53,132.58	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,494.40	-	-	85,263.35	62.03	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	116,547.96	-	-	48,128.93	117.36	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	238,741.46	92,529.17	25,444.96	6,477.65	2,591.05	

PACIFIC GAS AND ELECTRIC COMPANY
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		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	129,021.76	-	-	105,797.85	562.09	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,413.87	-	-	90,607.85	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	129,842.73	-	-	45,885.62	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,601.86	-	-	134,907.34	185.60	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,686.12	-	-	34,121.79	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	89,793.13	10,407.24	-	25,980.23	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	165,706.64	21,506.08	-	2,415.00	965.59	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	151,968.18	19,720.39	-	800.00	1,834.89	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	142,711.44	12,064.89	-	610.67	622.03	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,426.18	-	4,878.39	16,115.80	
		GAS OPERATIONS LEADER/FOREMAN	123,385.35	-	-	44,486.94	-	
		GENERATION CONTROL TECHNICIAN	27,713.28	-	-	29,682.60	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,662.97	-	-	99,359.87	466.08	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	156,089.66	20,211.12	3,632.67	4,150.00	9,347.78	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	163,124.42	16,906.43	-	53,835.55	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	152,073.10	13,118.50	-	2,075.80	640.32	
		GENERAL COUNSEL ATTORNEY	86,185.99	11,448.50	-	18,381.44	440.75	
		GENERATION OPERATOR/PLANNER/SR	110,447.47	-	-	24,940.33	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	120,023.97	-	-	134,542.12	1,153.84	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,026.00	13,085.20	-	27,324.56	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,405.64	17,723.73	-	7,320.07	450.00	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	134,456.20	11,618.83	-	400.00	1,686.36	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,852.36	12,513.88	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	22,732.09	-	-	55,111.77	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,596.50	13,738.88	-	30,281.30	579.44	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	118,048.15	10,198.25	-	3,707.63	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,013.16	16,920.21	-	30,993.38	581.96	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	140,808.71	-	-	75,874.35	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	140,653.68	-	-	102,705.13	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,917.00	15,649.53	-	94,347.42	856.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,548.98	11,921.32	-	24,654.63	422.22	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,108.30	22,022.35	-	1,200.00	5,424.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,377.58	-	-	25,420.58	2,208.64	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,437.58	13,340.19	-	45,724.04	36,695.45	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	172,611.57	14,558.88	-	38,187.54	1,726.36	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	163,323.96	21,071.91	2,704.41	5,074.42	7,501.07	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	129,869.56	-	-	58,104.09	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,059.96	-	-	106,553.43	109.04	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	149,694.86	19,398.33	-	4,030.84	4,249.38	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	106,089.26	9,867.84	-	308.88	-	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	154,166.38	13,098.34	-	-	780.48	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	190,093.54	24,630.18	-	13,077.60	5,119.23	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	141,898.22	14,148.96	-	8,600.00	2,918.87	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,658.53	-	-	52,358.27	4,080.13	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	209,306.00	27,101.80	10,541.34	11,400.00	33,328.27	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,431.51	11,668.01	-	22,888.07	10,944.05	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,050.12	12,324.46	-	3,500.00	3,752.77	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	59,261.00	9,680.29	-	14,686.45	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,497.84	-	-	83,752.97	466.32	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	122,152.30	10,407.09	-	33.88	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,253.14	20,636.94	716.40	1,407.72	3,525.54	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	96,438.75	-	-	144,348.70	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	146,088.19	19,076.18	-	-	6,194.59	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	122,461.57	-	-	136,965.50	-	
		GENERATION TECHNICIAN/SR/EXP/PRN	88,401.30	-	-	41,540.84	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	122,919.96	-	-	37,221.01	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	108,203.67	-	-	24,351.34	951.96	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,050.34	21,906.53	6,728.04	6,660.36	6,977.33	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	128,954.95	-	-	71,661.04	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,055.65	-	-	24,983.41	565.54	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	129,606.67	15,906.11	-	2,610.08	610.00	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	123,944.54	12,360.36	-	2,270.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	171,846.00	14,867.94	-	62,120.91	27,124.50	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GENERATION CONTROL TECHNICIAN	13,423.62	-	-	13,709.84	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	53,409.15	4,230.01	-	34,556.50	1,490.62	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,824.96	15,428.48	-	14,698.65	1,966.70	
		IT SR. MGR/MANAGER/SUPERVISOR	134,560.74	13,953.44	-	800.00	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	136,814.23	-	-	87,459.59	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,989.08	-	-	36,451.17	41.46	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV./DIR./SR. DIR./CHIEF	218,728.20	78,659.66	18,347.70	4,500.00	3,007.98	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	123,163.04	-	-	35,632.68	4,938.12	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	19,722.22	-	-	-	352.64	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	43,499.39	5,215.65	-	40,732.96	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	206,410.69	79,718.06	20,458.78	1,800.00	2,613.00	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	183,452.49	36,765.55	10,917.45	28,440.44	11,499.36	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,543.48	-	-	104,255.28	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,132.64	13,701.73	-	3,311.56	675.14	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,593.00	16,587.64	-	88,533.89	1,229.29	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,735.46	-	-	5,922.83	93.96	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,526.14	-	-	59,928.51	363.66	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	136,343.11	-	-	61,121.20	1,947.13	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,346.66	13,156.12	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,470.30	18,575.97	-	7,000.00	5,981.13	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	652.50	783.36	
		IT SR. MGR/MANAGER/SUPERVISOR	150,516.33	16,805.79	-	4,000.00	117.16	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	132,815.20	11,473.98	-	13,657.38	-	
		POWER GENERATION OPERATOR/DISPATCHER	121,411.58	-	-	32,119.07	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	159,909.66	20,733.08	-	-	914.29	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,262.98	-	-	126,645.80	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,343.88	12,820.21	-	7,960.58	8,006.76	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,737.14	15,210.03	-	23,190.49	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	117,628.36	-	-	12,462.09	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	181,627.16	23,499.79	3,076.95	6,500.00	-	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	158,240.00	13,665.25	-	1,930.63	4,251.13	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,995.63	-	-	60,519.72	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	141,346.00	12,203.44	-	30,703.56	116.00	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	671.70	2,732.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,992.42	-	-	35,265.66	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	119,541.58	-	-	96,133.06	6,452.26	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,239.96	11,269.83	-	63,041.27	6,135.55	
		IT ENGINEER/SR/EXP/PRN	129,654.00	11,189.20	-	312.83	503.68	
		ELECTRIC OPERATIONS LEAD/FOREMAN	138,141.70	-	-	103,302.96	50.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	179,799.50	18,640.57	-	7,356.80	811.70	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,564.66	-	-	27,732.98	996.62	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	119,080.58	9,852.65	-	10,358.88	45.00	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	142,031.70	18,374.43	-	2,850.00	349.13	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	83,101.41	-	-	188,891.49	303.76	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,820.77	-	-	73,277.49	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	127,203.72	-	-	141,767.60	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,157.78	13,859.70	-	9,919.87	459.74	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,777.84	18,607.40	4,334.22	7,158.48	6,635.38	
		GENERATION INSTRUCTOR/SR/EXP/PRN	146,381.64	12,591.28	-	16,747.32	6,075.50	
		OFFICE OF PRESIDENT & CEO DIRECTOR/SR. DIRECTOR/CHIEF	201,184.77	74,322.30	8,712.68	6,800.00	7,090.47	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,680.23	-	-	3,742.27	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,500.04	14,876.45	-	53,509.84	2,916.41	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	135,788.23	-	-	116,383.05	1,610.91	
		IT SR. MGR/MANAGER/SUPERVISOR	134,717.34	13,967.82	-	-	4,064.31	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,538.22	13,009.14	-	1,295.07	856.27	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	10,736.53	-	-	37,266.20	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,184.35	13,442.80	-	29,482.06	13,695.94	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	121,245.02	12,953.05	-	22,193.87	146.15	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	119,242.08	10,102.00	-	1,017.76	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	104,721.49	17,415.23	-	12,802.10	221.22	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	125,993.01	-	-	116,705.91	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,487.46	13,629.33	-	27,427.81	3,620.12	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	104,952.34	-	-	55,474.81	4,914.76	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,662.52	14,364.93	-	5,839.60	4,798.41	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	117,715.49	10,079.24	-	3,400.00	8,699.65	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,423.64	14,645.91	-	5,002.72	12,055.59	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,824.20	13,873.37	-	2,909.40	14,618.06	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	144,773.04	12,418.97	-	2,578.88	8,526.10	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,140.00	13,078.35	-	3,757.88	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	109,940.14	-	-	14,268.06	1,691.56	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,258.00	14,626.50	-	43,269.32	34,566.82	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	127,729.00	11,034.58	-	-	73.20	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,644.50	12,582.30	-	24,127.66	8,414.81	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	1,020.63	-	-	5,740.45	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,881.55	-	-	50,883.19	-	
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	137,445.96	11,954.86	-	673.20	14,926.69	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	90,721.97	-	-	256,340.85	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,323.96	11,170.90	-	40,776.75	4,513.57	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	238,276.66	81,393.26	27,033.29	9,508.88	1,031.00	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	90,913.44	-	-	12,076.80	130.50	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	42,576.43	7,744.40	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	128,779.25	-	-	10,906.00	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,549.51	-	-	18,808.67	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	132,028.97	-	-	63,783.15	696.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,058.00	12,547.71	-	11,138.11	1,911.29	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,650.32	11,051.38	-	-	-	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	198,759.46	26,092.01	2,558.07	4,489.12	17.80	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	151,687.96	19,656.60	-	13,075.54	291.66	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,839.74	17,327.11	-	1,250.00	116.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,556.70	24,302.25	-	7,482.24	5,773.70	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	120,204.98	-	-	49,615.27	971.12	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	130,186.00	12,281.21	-	18,809.74	4,652.45	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	120,570.27	-	-	72,717.19	534.14	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	157,495.18	20,073.53	2,558.07	2,010.05	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,119.55	13,051.86	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,974.47	12,454.00	-	9,883.74	3,745.44	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,406.64	12,392.27	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,743.34	13,190.38	-	4,557.44	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	35,469.37	22,310.80	-	76,689.41	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,732.34	13,552.86	-	91.98	541.35	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	135,022.32	20,297.67	-	1,500.00	1,323.53	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	104,242.88	-	-	57,609.69	-	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,804.00	13,049.27	-	1,625.00	2,937.66	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,235.72	12,953.23	-	7,254.08	114.92	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	128,797.90	12,085.56	-	4,319.23	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,709.84	13,275.58	-	3,000.00	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,232.76	13,016.48	-	8,134.96	794.00	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	111,990.85	-	-	101,679.14	113.30	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,319.43	-	-	2,556.73	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,097.50	10,860.62	-	160.00	2,457.54	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	134,858.20	11,641.33	-	1,391.80	873.02	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	139,929.91	18,352.48	-	325.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,551.76	15,235.21	-	10,935.20	1,502.46	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	116,342.06	-	-	46,873.87	1,219.35	
		IT SR. MGR/MANAGER/SUPERVISOR	133,556.53	15,137.37	-	-	540.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	142,570.70	12,322.02	-	-	164.34	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	168,092.86	22,043.04	2,704.41	13,119.62	220.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	15,684.80	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,663.34	12,498.87	-	1,000.00	835.00	
		GAS/ELECTRIC OPERATIONS ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	156,077.00	13,487.16	-	838.00	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	137,548.42	13,535.82	-	8,000.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	17,160.37	2,675.76	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,840.80	12,998.80	-	1,100.00	1,121.17	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	139,210.62	22,972.79	5,050.62	78,496.88	9,504.25	
		GENERAL COUNSEL CHIEF COUNSEL	225,294.80	79,594.74	24,754.00	3,000.00	1,915.75	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,972.50	12,351.48	-	9,550.81	4,455.77	

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		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,561.52	11,858.86	-	-	516.93	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	107,990.30	11,089.23	-	247.76	1,088.38	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	152,725.04	17,577.68	-	3,000.00	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	121,722.55	18,563.97	-	775.00	182.18	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	162,574.66	14,039.37	-	7,932.16	110.00	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	132,323.14	11,385.80	-	25.00	1,049.46	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	-	2,536.47	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,985.34	12,266.20	-	2,000.00	1,667.59	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	154,568.54	19,936.66	-	4,509.36	914.76	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	126,916.80	10,970.28	-	350.00	196.98	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	124,760.44	10,684.46	-	1,769.41	3,479.60	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	171,408.00	14,832.15	-	4,655.75	5,672.66	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,524.94	14,328.75	-	10,078.35	4,167.09	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,540.51	-	-	96,371.98	339.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	101,187.57	-	-	115,011.33	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,308.30	-	-	79,905.87	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,094.38	-	-	13,441.82	89.43	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	127,791.58	13,134.88	-	34,179.71	3,620.75	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,553.93	13,885.36	-	22,004.03	867.67	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	138,516.00	11,959.67	-	6,516.76	10,574.95	
		GENERAL COUNSEL ATTORNEY	136,482.68	11,632.91	-	1,000.00	435.63	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	149,742.55	20,956.97	5,832.54	11,025.00	2,595.46	
		GENERATION INSTRUCTOR/SR/EXP/PRN	132,298.75	11,685.59	-	15,104.69	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,400.92	-	-	58,681.26	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	140,975.62	-	-	30,430.03	471.13	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	153,712.00	20,225.21	-	-	2,063.16	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	155,419.72	13,275.87	-	4,632.93	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	126,880.26	10,887.15	-	525.00	31.10	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,433.90	-	-	45,427.57	827.03	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,830.36	13,783.18	-	7,620.72	7,163.08	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,538.77	12,602.58	-	6,064.64	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	123,405.18	-	-	19,049.40	2,970.74	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	114,543.19	11,143.52	-	2,549.48	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,380.94	14,511.54	-	5,423.45	4,737.70	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,279.08	-	-	36,092.99	-	
		GAS OPERATIONS CREW FOREMAN/LEADER	130,982.60	-	-	50,119.60	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	136,111.32	11,759.97	-	2,500.00	1,447.01	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	129,634.88	5,553.76	-	26,432.88	5,522.01	
		IT SR. MGR/MANAGER/SUPERVISOR	162,000.00	21,027.09	-	6,700.00	5,929.44	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	124,298.36	-	-	61,201.82	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	106,998.99	-	-	52,436.32	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,065.91	-	-	18,957.30	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	100,341.79	-	-	123,261.24	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,860.44	-	-	149,629.88	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	179,066.84	17,893.75	-	8,511.92	2,825.73	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	147,436.70	12,737.13	-	1,000.00	719.56	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,778.31	10,600.46	-	-	1,097.89	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	181,196.00	18,779.39	-	26,360.16	2,126.82	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,473.92	-	-	6,981.60	158.22	
		IT SR. MGR/MANAGER/SUPERVISOR	145,315.62	15,052.86	-	5,000.00	773.42	
		IT SR. MGR/MANAGER/SUPERVISOR	160,981.13	15,740.48	-	50.00	37.62	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,178.75	-	-	27,880.13	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	124,055.16	10,641.41	-	2,500.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,021.14	10,812.37	-	2,000.00	514.75	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,721.96	13,808.14	-	-	25.48	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	126,006.54	10,884.34	-	625.00	-	
		CUSTOMER CARE OPERATIONS/ADMINISTRATOR	37,288.64	-	-	1,104.24	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	-	133.02	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	157,286.96	13,543.52	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	190,827.00	24,731.75	2,947.50	2,750.00	2,882.42	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,765.32	-	-	941.07	164.88	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,675.32	11,095.91	-	6,500.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	157,107.70	20,358.94	-	3,100.00	701.24	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,822.76	11,137.67	-	-	570.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,165.43	-	-	177,149.40	4,233.42	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV/DIR./SR. DIR./CHIEF	200,990.86	76,453.34	17,485.72	6,167.45	1,387.53	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	124,920.21	-	-	73,673.50	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,737.00	-	-	87,687.41	80.00	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,179.39	-	-	72,167.23	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	140,549.30	12,142.13	-	-	5,693.39	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,271.70	14,184.98	-	12,151.70	22,884.89	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	129,539.29	11,164.19	-	500.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	46,071.35	5,599.49	-	9,966.78	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	17,346.72	466.52	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	73,081.92	18,404.80	-	17,370.61	209.49	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	170,576.00	14,750.01	-	3,576.70	4,303.98	
		GENERATION INSTRUCTOR/SR/EXP/PRN	143,913.46	12,429.55	-	6,724.14	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	130,688.60	11,231.29	-	21,666.53	17,901.06	
		GENERATION LEAD/FOREMAN	125,545.81	-	-	115,316.30	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	81,665.18	12,754.10	-	2,000.00	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	126,741.98	-	-	147,279.99	64.55	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	160,836.00	13,917.35	-	2,433.30	2,380.68	
		STRATEGY & POLICY SR. MGR./MANAGER/SUPERVISOR	186,378.80	24,152.05	14,918.75	4,025.00	1,860.91	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,221.12	-	-	99.29	-	
		ELECTRIC OPERATIONS SR. MGR./MANAGER/SUPERVISOR	185,814.54	34,689.90	13,438.17	14,500.00	25,461.58	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	121,669.54	-	-	25,940.13	144.85	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	174,157.54	22,568.36	1,450.71	-	560.30	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,469.66	-	-	61,079.19	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	118,323.15	10,458.67	-	2,691.47	2,725.28	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	133,120.00	11,522.96	-	710.17	1,851.31	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	146,435.72	19,759.55	-	2,550.00	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	102,334.93	18,670.92	1,482.62	9,197.85	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	139,546.30	14,466.58	-	905.00	81.20	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,714.00	11,625.88	-	4,181.54	4,569.48	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	131,385.20	-	-	76,017.48	587.64	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	122,851.00	10,118.51	-	5,275.00	92.62	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	31,977.96	-	-	52,768.10	-	
		ELECTRIC OPERATIONS SR. MGR./MANAGER/SUPERVISOR	136,838.76	14,538.99	-	55,723.27	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	24,545.04	-	-	33,065.51	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	156,238.86	13,497.56	-	4,103.68	-	
		IT SR. MGR./MANAGER/SUPERVISOR	167,805.96	18,237.70	-	11,922.69	147.30	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,878.08	11,652.19	-	1,391.72	1,158.56	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	107,190.41	-	-	70,210.17	-	
		FINANCE AND RISK SR. MGR./MANAGER/SUPERVISOR	159,554.64	20,676.02	-	5,025.00	260.00	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	70,584.45	-	-	67,918.78	4,321.00	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	148,720.46	12,848.05	-	1,500.00	152.30	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,881.96	10,777.38	-	1,152.80	272.04	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	92,322.86	-	-	13,214.32	976.99	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	141,957.50	12,263.78	-	1,659.36	692.48	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	131,533.06	17,049.35	-	5,000.00	5,318.01	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,420.94	-	-	108,422.35	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,582.82	10,531.12	-	6,224.00	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	-	-	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,763.35	12,822.13	-	3,508.34	2,242.34	
		IT SR. MGR./MANAGER/SUPERVISOR	159,523.30	17,841.86	-	4,500.00	6,199.70	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	92,157.82	7,862.23	-	1,625.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,179.43	-	-	124,067.09	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,597.87	-	-	49,594.43	629.70	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	133,074.52	13,395.59	-	5,982.95	16.97	(6)
		ELECTRIC OPERATIONS SR. MGR./MANAGER/SUPERVISOR	140,919.29	18,211.11	-	51,454.52	5,221.55	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,893.59	-	-	160,753.38	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,282.00	14,546.61	-	6,086.50	1,647.12	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	127,428.66	11,005.73	-	5,000.00	9,102.51	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	136,678.00	11,795.38	-	650.00	3,460.70	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	164,795.47	21,115.01	-	25.00	603.41	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	124,970.38	10,468.02	-	-	2,358.69	

PACIFIC GAS AND ELECTRIC COMPANY
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		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,361.94	-	-	66,503.56	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,938.69	-	-	87,318.13	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	172,954.36	17,911.26	-	46,256.32	1,304.89	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,857.64	14,469.26	-	4,455.35	528.75	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	121,750.72	12,331.90	-	2,500.00	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	143,423.31	14,583.04	-	1,800.00	7,052.00	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,652.05	-	-	95,076.18	341.31	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,684.46	-	-	144,882.28	1,811.27	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,422.94	-	-	91,866.17	1,984.06	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	53,961.48	4,358.97	-	700.87	1,274.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,222.74	-	-	49,864.23	116.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,178.00	12,356.33	-	600.00	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	175,481.00	23,036.14	-	2,812.01	326.00	
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	138,899.04	12,002.75	-	-	499.06	
		IT SR. MGR/MANAGER/SUPERVISOR	67,319.76	-	-	-	-	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	211,267.66	77,667.71	19,237.84	3,581.64	4,206.81	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	122,234.80	14,247.96	-	22,064.48	141.66	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	128,332.50	11,058.69	-	13,406.26	6,320.36	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	146,557.36	14,755.94	-	-	468.94	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,053.60	-	-	62,415.38	280.72	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,361.22	-	-	16,387.43	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,091.45	21,042.73	5,050.62	12,110.74	3,633.83	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	136,428.00	11,773.79	-	2,057.19	4,055.56	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,498.00	11,977.31	-	46,361.64	22,360.29	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	12,562.02	2,413.57	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	146,172.00	12,648.46	-	7,483.76	2,240.78	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	96,566.27	10,254.93	-	-	382.66	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	139,576.14	12,058.06	-	3,471.28	3,180.22	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	150,363.54	18,865.97	-	3,620.00	2,009.60	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	115,447.05	10,832.75	-	-	122.14	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	110,456.34	14,223.56	-	16,845.97	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	88,144.74	11,575.87	-	24,917.16	1,838.20	
		IT SR. MGR/MANAGER/SUPERVISOR	192,979.16	24,968.58	6,107.31	10,336.00	190.25	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,275.44	-	-	96,830.45	585.44	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	153,923.54	19,941.04	2,396.03	2,029.77	270.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,230.71	12,899.01	-	14,325.71	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,044.00	13,654.59	-	23,265.26	2,347.15	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	88,707.04	15,262.13	-	6,023.46	144.92	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,955.09	11,971.16	-	24,843.48	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	201,443.16	79,970.51	26,210.67	6,959.99	2,125.85	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	109,852.88	-	-	22,921.81	-	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,804.00	13,456.63	-	19,615.12	401.15	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	96,120.06	17,108.89	358.20	28,236.00	7,851.60	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	82,160.16	11,687.68	-	8,787.01	116.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,894.16	17,096.63	-	17,265.00	355.64	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	134,351.20	13,930.97	-	4,232.12	420.12	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,603.80	15,198.22	-	4,236.84	402.52	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,666.30	12,673.95	-	3,820.61	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,129.00	11,069.13	-	1,500.00	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	124,055.56	-	-	58,887.91	2,413.03	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,518.67	-	-	20,938.13	1,384.96	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	62,839.21	9,381.39	-	11,250.39	1,564.80	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,328.00	15,308.38	-	87,774.19	2,771.38	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	161,445.90	13,912.15	-	48,273.92	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	63,037.81	30,838.77	11,507.81	20,268.91	211.12	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,849.21	-	25,568.34	2,471.57	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,637.06	-	-	57,192.38	38.51	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,570.89	-	-	15,000.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	118,614.55	11,715.21	-	20,492.36	1,577.40	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,686.92	-	14,784.05	8,613.22	
		GENERATION INSTRUCTOR/SR/EXP/PRN	72,135.84	-	-	27,120.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,318.00	14,983.65	-	-	607.96	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	217,580.84	79,524.22	25,497.16	5,328.50	3,054.80	

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 RATE OF \$125,000 - \$249,999 PER ANNUM
 FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	144,509.34	18,629.46	3,617.82	7,800.00	182.88	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	1,493.80	7,569.07	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,803.64	-	-	118,753.69	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	79,822.28	-	-	4,965.90	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,949.71	-	-	77,271.41	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,832.00	14,599.86	-	80,834.88	7,824.78	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,067.40	-	-	94,325.87	1,325.89	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	130,290.00	13,439.69	-	11,672.75	4,248.31	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	34,517.88	-	-	34,108.28	-	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,804.00	13,701.73	-	7,819.40	2,140.77	
		GENERATION OPERATOR/PLANNER/SR	126,062.70	-	-	140,646.46	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	164,611.00	21,331.25	5,050.62	8,250.00	4,768.15	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,654.20	12,930.01	-	3,389.00	850.85	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,403.20	15,725.92	-	48,386.39	1,602.06	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	16,083.60	-	-	16,913.91	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,401.20	14,555.21	-	37,683.15	-	
		GAS OPERATIONS LEADER/FOREMAN	114,263.49	-	-	51,383.62	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,160.58	15,426.22	-	44,168.09	930.81	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	176,961.30	22,907.77	5,408.82	3,000.00	984.21	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	122,190.89	-	-	35,496.92	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	27,445.61	-	-	8,757.62	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,849.16	13,979.63	-	12,243.16	8,088.84	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	55,806.00	-	-	19,145.63	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	96,841.78	17,702.19	1,450.71	2,916.75	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	158,558.97	20,612.93	-	1,000.00	12,188.21	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	137,550.71	-	-	104,272.57	11,551.92	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	96,281.54	9,549.24	-	76,092.58	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	159,509.80	20,670.21	-	5,541.20	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,485.08	-	-	119,171.09	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,392.05	-	-	98,482.70	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	101,353.65	-	-	42,637.38	2,017.26	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	97,220.69	-	-	19,864.73	1,299.14	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	161,120.80	20,865.29	-	-	3,820.44	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	232,523.68	98,217.07	15,954.26	6,860.00	2,657.89	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	184,458.10	19,120.50	-	55,758.76	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,280.00	11,517.19	-	550.00	4,648.76	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,080.96	16,334.46	-	5,050.00	1,636.49	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	149,624.48	14,622.26	-	144.10	1,645.75	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,000.29	-	-	97,910.92	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	158,444.34	13,682.33	-	1,000.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,116.80	14,354.33	-	12,246.82	4,921.13	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	155,873.13	20,384.02	-	2,000.00	1,470.33	
		GENERATION TECHNICIAN/SR/EXP/PRN	124,959.72	-	-	57,881.71	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	167,125.56	21,351.62	-	12,800.00	3,430.97	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	40,194.00	-	-	3,478.05	1,203.85	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	121,593.08	10,348.15	-	6,419.00	3,734.13	
		GENERATION LEAD/FOREMAN	130,048.72	-	-	125,152.25	-	
		GENERATION OPERATOR/PLANNER/SR	124,243.28	-	-	139,077.72	-	
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	136,959.23	78,981.71	24,897.40	50,514.51	4,426.59	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	183,089.86	23,725.85	-	-	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	121,664.83	-	-	108,246.93	-	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	87,444.80	-	-	35,150.73	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	115,796.73	-	-	15,632.87	2,798.12	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	184,709.16	24,312.40	-	1,500.00	8,079.07	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	127,978.54	11,061.16	-	8,167.09	1,906.67	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,223.30	16,506.47	-	108,919.28	2,397.23	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	152,433.70	21,748.20	-	18,353.60	10,690.79	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,499.64	20,860.69	2,572.92	16,679.15	59,229.52	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	206,622.00	26,818.90	-	30,209.28	2,924.69	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	96,095.14	15,391.11	-	1,289.70	1,340.17	
		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	111,008.78	10,167.58	-	9,250.90	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	212,293.34	27,488.62	10,196.46	8,343.12	1,749.84	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	155,805.84	16,154.33	-	67,555.59	-	

PACIFIC GAS AND ELECTRIC COMPANY
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		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,887.98	13,634.52	-	31,360.60	2,488.10	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	1,866.99	-	-	10,028.20	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,243.04	11,281.42	-	-	1,311.52	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,050.44	-	-	95,971.16	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,196.50	15,968.69	-	19,385.32	2,831.18	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	123,890.66	12,047.28	-	8,101.89	1,544.39	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	135,670.46	16,793.38	-	17,373.15	12,641.66	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	112,123.24	11,470.00	-	1,439.00	5,138.64	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,445.67	-	-	72,978.22	586.74	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,571.30	11,973.80	-	1,000.00	141.82	
		GENERATION OPERATOR/PLANNER/SR	119,148.42	-	-	53,670.25	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	152,396.00	13,157.49	-	6,910.00	10,377.80	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	57,779.33	5,059.69	-	5,981.04	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,546.96	22,874.97	-	1,400.00	11,674.99	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	130,394.47	12,759.54	-	12,860.05	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	140,176.89	-	-	79,775.43	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	40,807.66	-	-	89,048.29	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,145.84	13,788.66	-	113,818.02	7,392.73	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,870.85	-	-	129,510.74	-	
		GENERAL COUNSEL SENIOR COUNSEL	176,175.17	64,628.88	14,443.91	1,000.00	538.13	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	176,642.86	22,884.36	909.67	1,000.00	1,213.84	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,453.33	-	-	132,957.47	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,031.80	15,448.32	-	2,200.91	14,030.64	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	123,397.16	-	-	70,520.93	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	144,085.88	14,940.37	-	-	707.42	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,447.80	-	-	124,920.73	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	122,594.43	-	-	91,131.35	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	185,759.84	16,047.89	-	33,589.90	-	
		GAS OPERATIONS LEADER/FOREMAN	14,617.90	-	-	9,319.12	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	26,687.34	16,626.88	-	88,551.57	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	163,554.18	14,129.53	-	-	397.05	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,798.87	17,527.88	-	9,620.00	1,994.84	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,149.91	-	-	144,239.91	147.53	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,506.02	11,887.42	-	4,200.00	1,006.43	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	120,226.98	3,115.13	-	83,676.74	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	126,521.75	-	-	63,853.44	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	76,131.70	6,568.52	-	3,750.00	540.00	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	135,363.20	11,565.79	-	883.56	3,285.83	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,217.22	14,389.29	-	76,504.28	63.80	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	148,987.46	15,442.89	-	67,305.06	2,961.26	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,959.16	-	-	187,349.71	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	117,142.44	17,378.22	-	26,234.01	4,270.54	
		GAS OPERATIONS LEADER/CREW/FOREMAN	102,942.84	-	-	24,520.83	-	
		IT SR. MGR/MANAGER/SUPERVISOR	161,150.70	20,883.40	-	-	1,579.04	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,150.26	-	-	22,757.69	64.48	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,254.34	20,879.88	-	4,184.32	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	116,232.83	-	-	93,917.61	2,491.12	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	124,974.02	-	-	94,242.45	153.17	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	120,082.01	-	-	150,975.44	4,240.78	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	129,833.31	11,371.26	-	12,896.61	8,132.75	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,022.41	-	-	31,655.56	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,130.00	13,837.62	-	979.70	1,100.79	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	105,161.28	-	-	125,930.19	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	9,946.92	-	-	7,120.47	45.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,513.86	-	-	57,262.00	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	146,671.34	12,691.43	-	-	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,265.02	-	-	39,044.35	599.73	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,669.31	12,722.65	-	1,434.87	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,745.34	12,072.67	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	173,216.00	14,971.88	-	5,863.62	377.70	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,325.20	11,922.16	-	3,106.60	6,169.43	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	153,769.41	15,906.80	-	18,970.87	7,882.07	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,509.86	14,129.85	-	38,094.27	12,013.94	

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		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	82,102.48	8,682.96	-	11,681.68	1,751.85	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	201,999.96	76,424.40	4,334.22	7,500.00	5,887.82	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	137,727.86	14,281.87	-	4,297.20	1,480.59	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,726.00	13,356.74	-	11,992.21	5,155.54	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,138.80	19,715.04	-	3,225.00	1,037.14	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,962.81	-	-	68,569.32	-	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	146,645.36	20,037.39	-	5,000.00	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	115,992.67	-	-	54,498.09	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	137,747.66	-	-	140,810.25	956.48	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	6,659.58	2,002.51	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	127,226.98	10,907.51	-	20,136.18	5,335.83	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,153.81	10,742.69	-	6,422.72	17,513.84	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,854.40	12,296.57	-	1,379.08	4,100.82	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	122,459.84	10,095.37	-	-	2,504.25	
		GENERAL COUNSEL COUNSEL	173,054.35	22,031.62	-	47,000.00	1,379.02	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,336.10	15,066.80	-	58,967.26	2,233.15	
		IT SR. MGR/MANAGER/SUPERVISOR	150,977.04	15,659.94	-	800.00	159.65	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,185.54	-	-	110,096.96	2,171.75	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,633.46	13,352.44	-	-	489.61	
		ELECTRIC OPERATIONS ASSISTANT/ANALYST/SR/EXP/PRN	131,312.02	12,815.41	-	22,255.09	2.89	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,782.00	12,766.95	-	5,618.67	5,993.32	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	132,525.04	-	-	31,237.22	-	
		GENERATION ENGINEER/SR/EXP/PRN	127,175.00	10,975.26	-	41,802.13	4,637.42	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,130.62	14,996.42	-	42,389.43	31.73	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,045.65	-	-	116,511.21	226.20	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	61,178.48	15,181.90	-	68,749.98	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,331.44	-	-	57,845.89	2,189.60	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,755.54	13,263.84	-	-	249.98	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	125,502.80	10,983.52	-	1,749.42	711.86	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	63,388.83	10,028.40	-	101,244.51	1,282.02	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	92,931.02	10,008.02	-	-	3,141.83	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,556.70	11,707.74	-	2,300.00	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	158,189.54	16,400.17	-	80,491.10	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	136,313.80	-	-	72,977.05	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	177,879.86	23,053.15	3,599.91	3,000.00	3,559.84	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,206.84	-	-	89,508.18	87.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	66,544.66	11,713.01	-	59,704.47	1,231.76	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,001.61	18,957.57	-	37,473.34	19,553.00	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	143,241.55	15,497.68	-	70,088.73	37,619.07	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	180,195.46	23,356.99	-	27,246.94	5,828.48	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	-	-	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	127,683.00	11,002.63	-	6,459.32	5,044.87	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,793.92	-	-	97,698.32	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,256.52	-	-	58,122.89	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,167.74	-	-	4,607.61	199.92	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	164,405.96	21,304.68	895.50	4,645.00	2,325.54	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,739.61	-	-	145,527.74	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	153,524.84	13,259.59	-	2,000.00	5,305.57	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,149.10	-	-	79,414.90	748.69	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,765.08	-	-	38,972.51	55.39	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,836.37	11,185.29	-	4,811.83	1,928.28	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,603.96	-	-	87,089.01	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	124,850.02	11,624.49	-	6,737.49	-	
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	124,611.46	10,758.20	-	-	1,368.58	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,940.96	15,664.87	-	50,338.26	2,391.56	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	153,413.76	15,632.62	-	3,732.31	307.72	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,031.47	10,546.11	-	36,708.70	549.99	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	197,867.54	25,634.06	358.20	39,181.12	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	131,968.30	11,388.93	-	7,520.00	11,765.63	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	232,479.80	80,542.15	15,968.07	-	11,759.88	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,583.59	-	-	51,740.57	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	199,756.84	25,878.82	-	7,595.60	2,141.34	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,962.38	-	-	14,567.96	-	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	155,373.34	20,026.30	-	650.00	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	155,004.00	13,412.70	-	68,283.57	1,032.88	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	17,481.16	-	-	172.49	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	13,852.48	-	-	8,693.47	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,807.35	15,512.98	-	74,932.71	1,609.16	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	165,686.84	17,172.01	-	17,842.38	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	127,753.00	11,534.89	-	2,500.00	3,710.85	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	117,386.24	13,787.91	-	21,300.00	6,504.47	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	59,618.64	-	-	29,775.33	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	184,380.00	16,663.73	-	22,887.70	1,519.31	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	118,102.86	15,304.46	-	-	2,105.96	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	72,468.60	-	-	290.52	1,087.91	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	175,585.27	25,169.09	4,723.65	15,781.60	18,752.24	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,106.58	13,277.21	-	16,903.79	7,150.92	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	181,560.00	24,351.46	2,167.11	9,237.32	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	120,256.24	-	-	197,427.48	262.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,429.80	14,458.34	-	-	1,050.38	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	178,485.28	18,498.45	-	20,330.10	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	110,748.02	-	-	112,974.38	1,824.38	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	155,922.92	19,859.16	2,914.56	13,496.51	2,074.21	
		GENERATION OPERATOR/PLANNER/SR	125,067.04	-	-	134,612.36	239.21	
		GENERATION CONTROL TECHNICIAN	12,990.60	-	-	13,060.30	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	92,191.80	-	-	12,964.27	751.68	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,515.25	14,617.09	-	76,086.37	992.53	
		GAS OPERATIONS LEADER/FOREMAN	121,902.89	-	-	79,502.60	-	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	122,482.04	-	-	40,183.41	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	201,842.86	26,122.02	6,143.13	-	6,312.62	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,526.95	-	-	138,237.21	2,184.44	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	176,441.46	18,272.39	-	46,699.36	1,190.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,564.00	22,102.68	-	6,340.00	2,303.48	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	139,804.16	17,102.17	-	1,557.70	4,470.13	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	122,862.90	11,359.69	-	2,637.21	964.53	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	211,879.84	27,478.71	358.20	25,880.00	3,452.22	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	14,361.92	-	-	4,429.16	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,335.04	13,886.13	-	29,275.91	1,961.23	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,801.54	4,914.98	-	85,045.29	3,732.10	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	140,752.35	-	-	169,839.58	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	130,911.04	-	-	43,410.64	616.36	
		GAS OPERATIONS LEADER/FOREMAN	135,936.12	-	-	71,299.78	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	138,480.33	-	-	213,268.88	74.16	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	181,422.43	18,818.46	-	23,915.91	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	145,582.80	15,092.38	-	140.67	1,064.14	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,378.92	15,174.91	-	53,298.48	9,915.23	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	55,660.50	2,796.61	-	300.00	-	
		GENERATION LEAD/FOREMAN	131,416.44	-	-	171,315.16	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	162,352.54	21,000.67	-	3,600.00	147.76	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	141,923.66	12,264.12	-	1,250.00	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	48,293.20	-	-	8,691.14	786.94	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	163,235.66	21,158.66	1,481.94	2,767.32	50.98	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,767.51	24,866.06	-	-	5,126.81	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	92,993.09	-	-	121,195.44	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	150,552.77	-	-	45,314.98	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	400.00	306.27	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,792.34	-	-	65,016.95	-	
		GAS OPERATIONS LEAD/INSPECTOR	102,610.50	-	-	48,830.24	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,682.86	-	-	142,969.51	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,519.52	-	-	106,491.08	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,542.72	15,403.33	-	64,594.56	398.50	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,638.50	16,320.08	-	83,673.96	294.12	
		SHARED SERVICES DIRECTOR/SR. DIRECTOR/CHIEF	186,203.14	63,752.48	8,142.44	5,274.42	6,702.83	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	133,208.14	11,507.92	-	-	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	178,942.14	23,188.37	4,525.11	12,040.32	1,137.53	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,499.96	11,119.25	-	10,413.60	12,319.25	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,914.64	11,312.80	-	11,917.78	1,510.65	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	88,773.76	9,474.76	-	11,680.25	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,924.42	13,833.37	-	7,847.91	9,528.88	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	92,776.98	22,184.87	5,098.23	9,930.77	554.52	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,965.20	-	-	104,527.70	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,882.04	11,991.78	-	403.20	228.24	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	132,481.48	-	-	90,448.01	1,546.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,973.60	-	-	90,441.59	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	1,331.30	592.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,391.24	13,398.16	-	3,699.47	975.56	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,960.63	-	-	108,456.63	181.74	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	68,646.64	7,145.18	-	7,266.50	224.51	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	149,642.64	-	-	49,154.42	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,146.72	-	-	138,459.09	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	55,926.76	6,610.30	-	270.24	1,018.47	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,500.00	12,772.01	-	3,010.42	3,797.17	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	148,724.00	18,599.99	-	3,000.00	769.78	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,440.97	-	-	122,967.14	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	169,674.89	19,241.89	-	6,750.00	8,018.65	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	157,170.16	13,574.44	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	169,801.70	22,003.89	-	2,368.92	5,169.59	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	138,023.84	13,094.63	-	16,533.10	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	134,395.36	-	-	52,239.85	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,277.68	14,771.81	-	1,000.00	235.36	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,636.14	10,937.27	-	1,352.14	-	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR.CHIEF	195,770.00	31,373.84	14,139.72	12,193.79	6,304.11	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,704.54	16,888.98	-	93,439.67	44,264.80	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	145,746.00	12,599.31	-	5,251.91	895.31	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,010.04	-	-	126,117.11	371.20	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	103,589.24	8,361.82	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,500.62	-	14,972.98	4,931.70	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,488.82	-	-	155,114.44	342.40	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	136,577.16	17,727.28	-	2,600.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,164.18	12,825.57	-	5,599.89	154.64	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,279.26	11,359.36	-	2,260.62	85.05	
		OFFICE OF PRESIDENT & CEO DIRECTOR/SR. DIRECTOR/CHIEF	214,640.74	77,935.93	1,560.00	61,188.00	12,709.03	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	127,875.16	11,047.19	-	3,374.50	2,336.78	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	151,771.80	13,108.20	-	328.60	136.99	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	100,285.88	-	-	235,795.95	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,253.84	13,843.69	-	2,232.30	288.95	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	5,328.01	1,290.77	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	131,138.72	10,876.62	-	8,807.37	9,387.29	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	40,706.15	4,390.72	-	9,047.14	1,310.47	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,910.54	12,516.27	-	1,422.75	20,646.59	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	174,898.64	18,131.98	-	33,496.42	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,561.42	-	-	116,998.33	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,403.20	-	-	26,786.30	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,717.27	-	-	135,433.97	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	176,626.06	22,663.90	8,924.85	17,281.20	2,700.72	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,645.60	-	-	27,060.47	81.63	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,595.57	1,563.70	-	58,011.79	533.60	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	170,198.86	22,055.37	1,107.36	3,300.00	5,484.67	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,752.00	12,352.51	-	14,586.84	215.57	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,794.66	11,040.25	-	30,133.80	18,122.52	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	174,279.66	22,581.79	1,856.52	1,500.00	11,290.13	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,307.37	-	-	46,711.62	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,567.16	-	-	105,771.07	285.36	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	128,552.50	-	-	47,470.44	122.38	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,041.40	12,419.41	-	10,909.22	16,161.18	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	168,948.96	17,512.40	-	11,458.68	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	210,909.77	40,336.15	10,947.99	52,000.00	6,951.70	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	130,803.02	11,196.89	-	4,232.57	9,263.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,893.78	-	-	67,731.66	397.96	

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		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,327.20	11,950.80	-	6,560.16	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	151,051.31	19,627.62	2,668.59	13,025.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	126,847.65	10,907.45	-	8,743.65	-	
		ELECTRIC OPERATIONS DIRECTOR, SR, DIRECTOR/CHIEF	191,897.43	24,711.56	7,656.30	8,000.00	17,974.29	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,937.15	-	-	106,585.51	24.59	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,918.09	-	-	199,568.05	86.79	
		SUPPLY CHAIN/MATERIALS SR, MGR/MANAGER/SUPERVISOR	140,367.36	18,545.90	-	-	1,134.00	
		GENERATION TECHNICIAN/SR/EXP/PRN	119,910.90	-	-	111,395.84	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	141,580.00	12,220.06	-	3,708.91	3,472.97	
		CUSTOMER CARE AND CRE SR, PROGRAM/PROJECT MGR/MGR/SUPERVISOR	-	-	3,710.15	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	164,426.30	21,310.14	-	100.00	5,123.04	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	165,389.20	21,432.10	3,792.33	-	6,079.11	
		GENERATION SR, MGR/MANAGER/SUPERVISOR	157,893.84	16,368.65	-	93,418.84	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	122,550.20	-	-	55,442.00	-	
		HUMAN RESOURCES SR, MGR/MANAGER/SUPERVISOR	154,393.55	19,895.50	716.40	2,400.00	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	128,550.62	-	-	49,212.55	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,636.29	-	-	107,689.76	276.08	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,419.12	-	-	5,691.20	4,247.46	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	73,515.66	8,676.30	-	19,064.49	5,354.01	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,485.89	-	-	107,429.60	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	169,938.49	14,788.78	-	26,835.65	-	
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	190,760.50	24,719.87	-	3,225.60	608.37	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	89,176.54	10,839.78	-	10,391.70	225.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	102,523.56	-	-	155,583.08	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	134,591.28	11,453.06	-	3,825.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,724.96	11,658.55	-	24,878.18	11,987.05	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	136,195.10	14,115.43	-	79,798.53	3,266.53	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,945.62	-	-	164,447.59	189.08	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,261.05	10,484.54	-	592.01	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,430.38	11,673.35	-	8,841.96	405.24	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,395.13	-	-	158,406.01	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	146,026.27	-	-	91,901.04	716.92	
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	170,958.06	17,706.80	-	-	7,960.01	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,061.93	-	-	13,258.96	772.33	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,532.96	-	-	66,178.43	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,534.54	13,094.63	-	-	3,715.34	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	158,388.36	20,524.88	-	20,268.74	5,787.19	
		ELECTRIC OPERATIONS SR, MGR/MGR./SUPV.	45,942.48	-	-	-	-	
		IT SR, MGR/MANAGER/SUPERVISOR	116,116.24	11,944.50	-	20,222.30	14,279.01	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	167,862.46	21,746.85	537.30	-	1,279.28	
		SAFETY, HEALTH, ECAP & DOT SR, MGR/MANAGER/SUPERVISOR	128,694.14	13,341.54	-	2,500.00	3,526.76	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,839.64	-	-	38,982.21	-	
		GENERAL COUNSEL SENIOR COUNSEL	4,038.84	-	42,213.64	32,179.72	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	139,246.66	12,029.60	-	1,645.00	1,913.84	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,894.90	-	-	114,462.82	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	120,689.49	-	-	54,647.69	100.67	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	118,282.05	12,260.11	-	4,565.56	4,356.01	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	151,717.80	19,660.48	-	11,892.95	2,639.77	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	129,213.84	13,413.53	-	-	1,235.24	
		GENERAL COUNSEL COUNSEL	52,837.80	8,473.06	-	16,999.70	145.68	
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	150,795.80	19,475.08	-	10,955.92	17,755.60	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	19,136.47	-	-	4,213.88	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	93,589.58	-	-	179,492.28	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	100,733.52	-	-	-	-	
		POWER GENERATION SR, MGR/MANAGER/SUPERVISOR	43,781.21	5,640.43	-	20,511.78	1,267.88	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	20,867.50	-	-	6,756.33	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,619.49	-	-	183,515.13	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	144,864.15	-	-	48,880.42	-	
		GENERATION SR, MGR/MANAGER/SUPERVISOR	156,195.64	16,188.33	-	106,973.76	-	
		GENERATION CONTROL TECHNICIAN	26,476.08	-	-	29,679.68	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	124,584.56	12,648.46	-	8,337.26	596.48	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,387.84	-	-	32,949.29	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	68,784.14	-	-	3,873.50	-	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	78,491.36	-	-	23,675.91	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	142,379.00	12,296.94	-	4,838.18	30,266.16	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,349.23	10,722.29	-	1,725.42	734.20	
		GENERATION OPERATOR/DISPATCHER	123,960.92	-	-	92,084.77	-	
		GENERATION CONTROL TECHNICIAN	13,485.48	-	-	17,868.29	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	33,526.64	-	-	60,100.65	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	194,363.81	78,464.91	20,527.36	13,078.00	3,646.78	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,097.27	12,038.90	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,575.16	15,508.05	-	49,677.24	1,777.70	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	196,396.04	25,450.15	-	-	2,563.55	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,563.32	-	-	78,825.08	2,072.19	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,624.80	13,964.72	-	312.20	45.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	108,226.75	20,682.49	-	11,443.93	533.14	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,752.16	-	-	81,441.56	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,832.88	-	-	77,046.19	-	
		GENERATION TRAINER/SPECIALIST/SR/EXP/PRN	126,062.04	10,890.57	-	18,181.91	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	144,825.74	16,647.19	-	1,150.00	193.84	
		GENERATION INSTRUCTOR/SR/EXP/PRN	150,975.55	13,144.77	-	33,805.83	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	119,863.70	-	-	21,868.19	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,043.82	17,732.81	-	3,000.00	4,102.10	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,656.63	-	-	137,946.10	239.52	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	79,607.88	-	-	1,249.69	249.98	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,047.50	22,035.75	-	17,770.20	2,618.02	
		GAS OPERATIONS CREW FOREMAN/LEADER	110,468.56	-	-	22,041.35	119.91	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,290.07	-	-	67,500.03	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	136,011.81	11,938.36	-	845.74	6,964.45	
		GENERATION CONTROL TECHNICIAN	26,476.08	-	-	29,682.60	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,350.05	-	-	284,862.26	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,219.66	13,002.59	-	4,216.96	2,198.20	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,928.23	-	-	89,790.13	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,018.04	17,606.99	-	3,600.00	-	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	199,111.64	75,979.68	12,139.85	125.00	1,356.53	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,504.66	19,528.14	-	26,150.28	1,873.02	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	134,136.72	-	-	22,199.83	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,363.64	15,265.01	-	2,000.00	814.15	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	132,555.04	-	-	137,424.82	1,017.60	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	168,986.36	15,041.00	-	10,265.87	-	
		GAS OPERATIONS LEADER/FOREMAN	135,633.76	-	-	67,056.31	120.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	6,580.23	7,337.15	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	125,499.58	-	-	-	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	109,196.51	-	-	66,831.03	60.90	
		ELECTRIC OPERATIONS ANALYST/ARCHITECT/SR/EXP/PRN	115,799.49	-	-	70,835.12	1,162.82	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,068.88	8,680.82	-	4,009.68	270.51	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,413.51	-	-	38,396.17	2,511.16	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	139,693.54	12,068.20	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	46,766.15	-	-	40,984.03	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	136,267.18	-	-	56,897.51	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	121,429.05	-	-	64,911.85	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,554.08	-	-	18,926.35	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	52,864.38	-	-	21,218.76	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	181,751.14	24,192.62	1,498.32	4,590.14	27,137.42	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	116,547.79	-	-	133,357.76	-	
		GENERATION TECHNICIAN/OPERATOR	28,331.88	-	-	27,651.65	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,693.59	-	-	701.53	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	41,431.10	-	-	1,884.75	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	150,752.66	13,027.07	-	2,525.00	362.50	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,282.84	12,893.22	-	2,025.00	326.62	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,366.34	-	-	200,934.06	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	153,632.54	19,908.60	4,334.22	3,578.72	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,079.80	11,902.94	-	8,342.13	1,875.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,300.07	13,049.27	-	13,059.00	2,745.34	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	112,304.63	-	-	13,495.56	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	2,256.35	2,918.69	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,476.54	11,183.19	-	-	20,599.97	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	125,143.30	12,460.21	-	-	1,518.64	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,690.00	10,944.83	-	3,500.00	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	151,499.96	15,705.80	-	68,092.64	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,566.22	11,035.18	-	4,839.36	2,124.88	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	128,345.42	-	-	61,656.02	774.36	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	122,703.56	11,971.24	-	750.00	6,145.50	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	16,409.64	96,272.16	4,334.22	14,520.71	1,121.86	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,632.80	18,450.29	-	56,191.37	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	131,996.33	13,584.90	-	3,290.30	3,042.45	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,640.07	14,741.76	-	18,415.24	6,552.52	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	67,116.63	-	-	9,133.87	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	146,369.39	15,208.45	-	-	14,014.13	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,239.34	19,640.76	-	48,606.13	1,280.42	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	126,918.76	-	-	89,406.77	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,594.09	-	-	149,746.15	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,099.60	-	-	272,897.71	25,419.98	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	172,427.50	22,371.73	-	22,374.00	2,316.81	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	166,858.36	17,300.28	-	69,977.69	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	13,280.87	-	27,788.02	1,652.10	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,368.26	10,411.82	-	2,000.00	45.00	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	188,690.10	24,967.63	7,656.30	3,500.00	267.57	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	83,980.10	-	-	20,966.77	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	170,806.96	22,145.99	-	5,900.00	5,711.58	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,622.74	16,429.58	-	24,962.81	4,132.88	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,082.30	13,311.25	-	61,120.90	6,673.73	
		GAS OPERATIONS LEADER/FOREMAN	124,668.77	-	-	56,535.59	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	146,097.66	12,624.82	-	3,102.88	1,766.64	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	220,027.16	28,475.69	3,290.85	-	5,528.44	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	174,176.04	23,963.95	-	7,837.92	4,336.07	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,202.24	-	-	52,361.85	23,680.78	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,128.64	13,088.07	-	19,892.82	8,039.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,251.06	-	-	95,949.40	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	94,840.48	14,089.98	-	198,517.52	5,785.20	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,852.84	13,771.58	-	9,013.74	2,807.05	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,323.89	11,519.04	-	14,976.00	3,545.15	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,619.51	14,000.00	-	29,266.54	371.09	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	128,439.00	11,058.69	-	8,560.53	3,804.02	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	65,875.36	5,193.32	-	5,255.03	500.53	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,626.86	11,260.10	-	8,257.60	2,538.72	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,010.46	11,148.24	-	1,500.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,581.61	-	-	14,286.86	-	
		IT TECHNICIAN/SR/EXP/PRN	128,076.42	-	-	37,303.24	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	148,879.86	19,292.71	-	78.88	2,683.71	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	39,502.80	17,952.48	-	81,646.97	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	158,733.61	20,839.94	-	12,900.00	604.97	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	158,884.46	20,573.02	-	-	10,759.46	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,015.40	-	-	116,406.51	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,513.21	14,874.87	-	46,731.42	8,516.24	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	159,498.90	16,508.59	-	50,836.75	-	
		IT SR. MGR/MANAGER/SUPERVISOR	140,407.46	14,553.93	-	500.00	1,884.10	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	165,023.42	22,640.36	-	1,905.72	7,315.84	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,532.71	3,497.82	-	59,914.17	24.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	137,619.48	-	-	104,757.53	-	
		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	129,892.10	11,269.83	-	5,096.52	786.12	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	146,995.00	17,123.58	-	7,537.55	14,188.27	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,606.86	14,369.18	-	61,784.14	17,666.22	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,539.77	-	-	71,679.40	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	131,404.38	-	-	42,545.25	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	64,890.40	-	-	49,619.49	265.15	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	132,040.72	-	-	72,580.51	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	147,459.68	18,946.87	-	9,740.00	1,998.70	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	50,082.14	25,574.33	

PACIFIC GAS AND ELECTRIC COMPANY
 EMPLOYEES COMPENSATED AT THE
 RATE OF \$125,000 - \$249,999 PER ANNUM
 FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	121,864.75	-	-	36,692.62	127.80	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	114,387.07	9,472.13	-	6,981.52	1,728.38	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,342.54	13,876.27	-	-	264.22	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,351.28	12,279.49	-	48,558.08	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,369.20	12,992.21	-	-	45.00	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,804.00	13,049.27	-	855.05	1,769.12	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	188,350.20	24,407.52	1,498.32	6,166.80	327.31	
		IT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	143,580.00	12,424.17	-	4,223.43	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	240,917.86	81,758.34	23,767.32	7,732.26	414.21	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	172,900.00	22,399.49	7,102.62	4,000.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,610.80	-	-	162,882.13	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	147,433.21	-	-	73,645.78	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	169,946.14	22,483.86	3,710.15	4,053.13	907.98	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	140,074.29	15,998.33	-	758.88	2,930.19	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,142.94	18,755.75	4,334.22	8,500.00	889.34	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,949.86	18,342.22	-	4,224.97	1,596.66	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	227,521.80	29,452.86	9,120.33	10,060.72	6,968.21	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	126,360.94	19,416.28	-	1,600.00	59.16	
		GENERATION ENGINEER/SR/EXP/PRN	88,358.11	6,086.16	-	10,370.54	269.70	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	18,829.20	-	-	56,838.37	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,433.10	15,806.80	-	16,350.00	134.10	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	124,120.17	-	-	56,569.96	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,498.42	-	-	13,561.24	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	114,123.95	-	-	34,773.02	1,432.22	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	137,400.00	17,626.43	-	5,000.00	2,591.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	188,356.30	24,389.15	4,334.22	28,290.48	2,233.74	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,662.08	-	-	79,494.96	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,035.20	-	-	17,809.65	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	106,497.74	-	-	103,127.76	148.33	
		IT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	128,894.28	11,060.80	-	100.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,128.05	14,961.72	-	15,938.87	7,048.19	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	108,922.83	-	-	9,970.90	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	11,197.92	-	-	33,054.29	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,857.36	13,943.72	-	56,503.43	1,564.79	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,135.70	-	-	75,656.21	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,101.14	-	-	75,082.30	30.00	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	119,130.90	11,993.53	-	1,500.00	56.66	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,371.78	11,091.58	-	600.00	972.45	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	54,033.77	4,626.76	-	18,390.47	165.39	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	217,577.18	78,483.07	15,093.26	2,009.60	854.93	
		CUSTOMER CARE ANALYST/ARCHITECT/SR/EXP/PRN	150,804.00	13,049.27	-	268.95	913.63	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	21,232.14	-	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,131.65	-	-	110,108.95	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,488.10	15,408.93	-	37,764.77	2,946.69	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	139,369.98	19,649.75	-	12,222.36	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	134,766.38	11,514.79	-	-	675.00	
		GENERAL COUNSEL CHIEF COUNSEL	222,999.96	79,331.85	25,372.52	3,546.38	452.75	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,370.80	11,248.19	-	11,807.33	2,280.22	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	129,027.03	-	-	101,594.02	549.40	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	12,263.07	790.89	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	179,295.96	24,249.48	3,290.85	5,647.82	1,904.70	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	125,768.77	10,885.61	-	9,327.30	3,838.96	
		IT SR. MGR/MANAGER/SUPERVISOR	142,916.54	14,888.59	-	12,857.86	2,655.71	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	158,963.52	20,632.98	-	1,620.00	226.28	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	38,106.00	-	-	35,226.38	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	118,477.89	-	-	122,191.62	87.75	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,714.68	15,807.18	-	4,793.88	4,253.05	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,212.84	15,356.96	-	46,258.01	2,302.64	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,958.92	14,710.97	-	-	3,136.90	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,115.14	15,247.21	-	52,477.91	75.25	
		IT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	141,022.04	12,182.97	-	250.00	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	133,005.60	11,509.15	-	1,500.00	2,290.24	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	130,720.89	-	-	117,781.49	407.78	

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		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,128.04	-	-	99,038.30	514.62	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	60,132.75	5,670.10	-	24,404.89	5,002.17	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	171,644.36	21,759.45	10,557.72	1,000.00	540.00	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	172,521.54	22,356.34	3,322.08	-	1,149.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,617.05	-	-	84,877.16	-	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	127,111.46	10,982.68	-	-	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	93,139.01	19,404.71	6,548.94	14,968.04	284.74	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	93,511.13	20,050.99	1,450.71	2,076.54	-	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,300.16	19,471.64	-	2,685.04	512.20	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	198,692.14	25,647.23	5,098.23	3,000.00	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	207,652.54	77,164.05	12,560.70	12,500.00	2,672.49	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	-	330.38	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	5,164.70	8,243.09	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	152,313.96	20,033.48	-	5,141.50	25,106.03	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	2,010.95	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	97,853.38	-	-	363,125.15	2,269.06	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,613.84	14,369.92	-	58,241.16	13,709.86	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,176.42	-	-	122,495.25	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,408.57	-	-	117,069.86	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	121,344.12	10,914.65	-	1,468.01	21,630.70	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,336.97	-	-	48,168.25	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	121,198.10	-	-	26,744.39	6,033.79	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,993.85	14,050.02	-	31,058.23	1,493.37	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	98,571.30	-	-	35,346.80	313.69	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	115,306.28	-	-	248,990.92	300.44	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	178,414.70	23,113.92	1,465.56	2,000.00	989.92	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,032.04	-	-	127,226.11	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	129,421.91	11,230.33	-	9,086.36	7,004.85	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,445.84	-	-	152,216.70	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	14,474.56	-	-	36,641.84	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	132,531.60	16,649.81	-	2,050.00	2,451.96	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	131,432.70	-	-	51,632.94	-	
		T DIRECTOR/SR. DIRECTOR/CHIEF	228,874.66	80,085.32	22,361.27	9,835.47	20,531.13	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,392.16	12,260.36	-	19,266.38	28,912.15	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	235,684.00	81,043.55	19,122.73	-	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	34,372.60	11,265.55	-	104,132.29	-	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,804.00	13,049.27	-	13,666.25	7,443.37	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	188,289.58	24,143.88	7,672.68	-	1,339.63	
		T SR. MGR/MANAGER/SUPERVISOR	172,808.46	22,387.61	2,167.11	-	4,287.48	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,544.20	11,968.92	-	6,500.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	166,159.54	21,534.78	-	31,061.80	34,632.39	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,694.36	20,073.45	-	77,071.02	8,916.68	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	177,056.85	18,253.64	-	127,353.84	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,435.31	14,506.48	-	2,000.00	2,785.37	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	15,000.00	19,469.53	-	126,474.85	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	129,981.94	-	-	7,773.84	7.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,436.76	16,441.18	-	2,500.00	1,186.38	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	151,323.33	19,445.52	-	2,000.00	811.17	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,543.60	-	-	171,843.02	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,444.64	-	-	35,708.29	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	133,435.34	13,836.74	-	1,400.00	362.43	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,652.35	12,657.88	-	10,514.91	8,326.64	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	145,331.14	13,144.95	-	9,100.88	439.37	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	46,299.42	19,182.55	-	33,474.35	853.98	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	169,087.54	22,507.00	8,387.55	10,390.00	2,444.64	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,338.03	13,396.37	-	1,250.00	387.48	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	101,679.52	11,354.72	-	8,566.97	2,800.64	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	51,454.74	9,415.60	-	5,190.84	145.00	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	144,781.37	18,512.83	-	9,699.29	1,884.31	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	36,686.01	-	27,398.14	29,243.11	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	125,108.64	10,808.21	-	2,000.00	84.92	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	150,135.04	19,450.24	-	-	540.00	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	139,134.84	12,253.14	-	6,700.00	9,741.35	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,941.78	14,361.21	-	20,201.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	169,935.30	14,684.72	-	1,500.00	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	91,238.89	-	-	322,977.74	776.04	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,787.10	-	-	141,816.22	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,287.64	13,306.23	-	3,945.66	3,943.27	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	141,503.00	12,221.30	-	2,275.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	59,369.36	-	-	330,599.60	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,158.54	11,503.64	-	-	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,553.54	12,228.89	-	2,950.46	316.70	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	132,168.56	16,897.79	-	12,804.26	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	163,806.80	21,110.68	-	3,000.00	5,572.05	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	79,283.03	-	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,978.78	13,843.67	-	8,958.27	3,773.71	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	128,517.40	-	-	37,752.38	1,857.33	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	166,621.29	23,972.93	5,784.93	558.88	2,334.24	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	98,827.36	16,462.90	-	61,417.78	17,801.67	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	99,200.14	9,017.29	-	1,100.00	3,809.34	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,865.46	-	-	102,146.42	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,669.29	-	-	146,149.88	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,178.00	13,996.04	-	6,708.83	6,580.23	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	180,950.96	18,753.02	-	76,438.12	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	174,203.04	22,875.59	-	12,379.20	2,512.89	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	164,489.71	17,053.34	-	46,111.49	2,613.89	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	120,609.02	-	-	219,123.71	60.32	
		GENERATION OPERATOR/PLANNER/SR	100,651.79	-	-	26,845.30	-	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	41,667.86	1,057.64	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	144,054.11	21,905.64	1,498.32	16,413.46	360.48	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	142,440.00	12,325.51	-	28,286.24	159.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	106,418.32	9,153.72	-	2,000.00	4,676.15	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,327.98	-	-	104,960.26	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,230.02	-	-	122,960.09	2,177.83	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	181,503.28	23,280.16	4,349.07	10,005.84	164.22	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,175.56	11,072.81	-	6,808.73	3,699.10	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	163,341.62	21,039.70	3,241.71	5,008.88	1,428.80	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	126,252.68	-	-	107,308.65	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	182,089.66	23,605.68	4,202.73	508.88	6,262.35	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	115,487.81	4,499.63	-	19,784.08	2,360.26	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,872.86	-	-	41,204.56	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	140,509.29	-	-	82,443.57	-	
		ELECTRIC/GAS OPERATIONS SPECIALIST/SR/EXP/PRN	121,618.66	-	-	69,478.31	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,655.06	-	-	48,592.76	214.02	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	3,599.99	605.35	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,755.16	13,545.75	-	15,918.37	2,388.65	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,674.06	-	-	56,731.96	400.18	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	161,348.46	20,914.04	749.16	2,000.00	931.54	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,689.34	17,692.05	-	-	4,671.82	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	177,379.62	26,381.72	-	2,500.00	909.29	
		IT SR. MGR/MANAGER/SUPERVISOR	189,084.96	25,491.63	4,349.07	10,074.26	2,680.71	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	122,616.22	10,472.41	-	6,077.70	4,490.88	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,329.29	-	-	164,632.16	160.08	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,101.74	13,338.87	-	-	17,702.35	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	35,911.04	-	-	16,010.70	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,788.95	-	-	74,735.23	329.44	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	19,742.32	-	-	6,241.70	167.90	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,494.70	11,264.66	-	500.00	410.06	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	131,902.96	11,396.68	-	5,000.00	3,389.14	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	15,741.06	9,031.60	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	157,873.16	16,279.20	-	28,635.98	1,457.18	
		ELECTRIC OPERATIONS SR. MGR/MGR./SUPV.	6,290.49	20,573.03	-	158,610.28	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	123,129.74	-	-	61,542.48	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,562.00	14,882.10	-	62,913.42	2,935.17	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,050.72	-	-	96,115.56	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,631.20	16,971.99	-	12,199.59	189.48	

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		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	179,247.34	22,923.51	11,826.27	3,793.32	17,071.46	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	52,365.27	2,349.52	-	-	5,625.84	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,789.84	-	-	129,310.16	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	159,796.35	21,131.18	-	2,600.00	8,677.86	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,092.34	18,135.07	-	13,049.36	40,429.36	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	26,331.52	-	-	-	1,253.14	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	104,294.44	10,046.17	-	12,757.18	947.68	
		GAS OPERATIONS CREW FOREMAN/LEADER	118,344.31	-	-	83,991.86	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	91,875.00	7,268.63	-	4,000.00	1,759.70	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	144,601.02	18,438.23	-	5,273.36	1,789.33	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,312.90	11,098.21	-	89,820.56	26,160.70	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	80,156.25	5,137.80	-	500.00	3,005.68	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,345.72	16,978.69	-	52,625.14	5,516.19	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,484.32	-	-	182,294.93	560.28	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,282.14	21,683.16	-	2,500.00	2,341.92	
		GENERATION OPERATOR/PLANNER/SR	124,746.66	-	-	138,499.35	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	55,992.63	-	-	23,219.42	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	130,830.46	11,255.43	-	18,970.69	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	112,355.29	-	-	44,157.78	36.43	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	108,441.14	-	-	253,134.17	-	
		GAS OPERATIONS LEADER/FOREMAN	78,210.30	-	-	11,718.58	-	
		GAS/ELECTRIC OPERATIONS ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	74,315.41	19,043.94	-	38,211.95	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	115,349.04	-	-	22,177.14	4,619.67	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	11,716.25	-	-	6,041.87	503.16	
		IT SR. MGR/MANAGER/SUPERVISOR	39,374.04	-	-	-	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	126,863.60	-	-	48,479.84	216.92	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,881.52	-	-	30,850.12	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,887.66	21,234.37	-	473.20	773.71	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	62,536.98	13,120.27	-	28,576.00	21,112.05	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	143,582.40	-	-	84,984.36	93.74	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,236.00	12,048.28	-	31,454.42	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	133,902.30	15,032.29	-	10,074.72	5,902.79	
		GAS OPERATIONS COORDINATOR/SR/EXP/PRN	47,884.05	-	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,247.90	10,373.87	-	18,918.75	15,194.04	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	121,964.58	-	-	97,753.79	1,960.19	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	141,774.32	-	-	3,083.76	1,794.07	
		GAS OPERATIONS LEADER/FOREMAN	116,515.12	-	-	132,589.18	46.00	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	165,308.86	17,141.00	-	518.77	3,374.60	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	-	-	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,722.54	15,212.54	-	2,000.00	-	
		IT SR. MGR/MANAGER/SUPERVISOR	189,262.46	24,538.82	2,214.72	-	97.65	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	189,226.80	25,025.98	4,883.31	17,658.81	15,078.75	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	126,617.28	12,145.76	-	8,444.64	2,587.28	
		GAS OPERATIONS LEADER/FOREMAN	133,344.12	-	-	77,740.60	10,738.21	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	163,880.20	16,993.76	-	75,078.62	1,071.36	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	148,142.44	19,106.97	-	100.00	4,581.64	
		CUSTOMER CARE INVESTIGATOR/SR/EXP/PRN	51,774.79	3,993.71	-	4,043.50	221.38	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,500.00	10,908.71	-	-	934.58	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,808.44	-	-	81,171.83	49.50	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,086.73	21,721.66	-	17,974.00	1,085.06	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	40,343.22	19,870.73	-	72,591.24	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,076.11	-	-	28,879.54	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,736.54	13,193.25	-	-	873.29	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,251.18	-	-	30,766.88	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	116,402.68	19,108.66	5,293.71	2,534.81	371.20	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,249.54	17,032.86	-	62,890.98	29,388.96	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	101,390.54	-	-	212,684.91	194.58	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	123,523.75	-	-	6,254.25	2,547.35	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	176,670.14	18,315.16	-	14,640.62	729.01	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,765.53	13,111.09	-	500.00	-	
		GAS OPERATIONS LEADER CREW/FOREMAN	130,702.97	-	-	4,373.74	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,364.67	-	-	12,311.22	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	186,210.50	24,123.87	1,432.80	6,000.00	5,453.77	

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		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,277.46	11,165.84	-	11,455.09	5,637.52	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	136,428.00	11,738.94	-	1,602.78	8,678.16	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,201.06	13,671.01	-	48,990.26	32,734.06	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	158,328.00	13,700.32	-	989.56	2,990.81	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	117,241.92	-	-	149,072.99	451.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	99,922.76	-	-	99,582.14	2,418.90	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	162,464.24	21,034.32	-	18,918.85	180.00	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,296.00	12,990.66	-	13,781.14	560.27	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	176,857.34	22,918.22	749.16	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	182,370.36	24,546.38	2,074.50	8,816.06	2,303.56	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	166,740.46	21,300.69	7,656.30	4,725.86	1,662.80	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	139,454.38	-	-	144,399.70	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,038.96	11,650.02	-	9,354.17	18,995.30	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,302.76	13,538.93	-	7,304.21	508.88	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	-	-	-	-	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	133,466.04	11,530.21	-	625.00	269.21	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,815.27	-	-	108,667.69	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,356.36	-	-	47,561.40	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	127,750.00	11,024.90	-	32,269.70	725.26	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,179.08	17,652.24	-	97,017.11	1,856.42	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,086.00	14,509.08	-	41,098.41	4,765.93	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	128,250.00	11,068.05	-	9,768.39	2,949.65	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	84,291.50	-	-	323,835.94	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,978.88	-	-	106,009.92	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	191,583.51	57,959.38	4,829.58	21,044.34	2,831.78	
		SHARED SERVICES PROGRAM/PROJECT MGR/SR/EXP/PRN	103,046.38	-	-	36,984.57	6,588.49	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,280.48	13,586.25	-	2,032.16	13,192.85	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	157,576.86	20,425.15	-	3,000.00	4,015.65	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,572.30	13,943.80	-	3,914.22	2,274.42	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	163,277.75	21,386.69	-	13,701.24	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	104,685.84	-	-	43,560.23	405.06	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,260.66	15,165.93	-	123,593.25	3,026.11	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,572.11	-	-	233,228.77	3,240.77	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,968.86	20,883.41	-	11,800.00	5,855.34	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,251.33	17,993.75	-	23,419.01	1,030.71	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	155,340.53	20,121.91	2,346.21	-	107.44	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,082.73	-	11,153.26	41.76	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	125,618.05	-	-	92,180.80	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	131,131.84	-	-	24,732.25	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	149,932.00	12,948.67	-	290.00	2,399.81	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	136,964.00	11,946.52	-	5,260.06	147.08	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	146,575.04	12,662.69	-	-	-	
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	166,571.50	28,750.42	3,811.77	-	2,346.99	
		GENERATION INSTRUCTOR/SR/EXP/PRN	151,269.16	13,264.79	-	70,789.13	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	141,951.50	12,263.27	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,703.34	-	-	134,568.57	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	144,341.79	12,495.04	-	10,637.81	7,552.40	
		GAS OPERATIONS LEADER/FOREMAN	125,461.00	-	-	58,789.20	-	
		POWER GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	168,954.84	22,550.51	3,250.44	10,805.17	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	123,934.97	-	-	110,211.26	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	108,694.64	15,126.56	-	561.80	3,840.95	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	157,084.35	13,556.50	-	16,938.81	2,576.92	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	164,714.85	14,299.51	-	1,213.70	9,653.82	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	147,232.85	18,669.99	4,951.84	2,750.00	1,401.64	
		ELECTRIC OPERATIONS SR. MGR/MGR/SUPV.	68,305.68	-	-	-	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	147,578.20	15,398.91	-	40,143.88	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	125,663.28	-	-	9,018.43	2,708.54	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	133,479.36	11,849.23	-	3,447.52	673.85	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	603.48	-	-	289.85	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,396.44	12,878.41	-	7,106.06	2,957.97	
		IT SR. MGR/MANAGER/SUPERVISOR	171,688.16	22,552.50	-	5,188.74	3,080.45	
		IT SR. MGR/MANAGER/SUPERVISOR	169,285.04	21,942.77	4,544.55	1,200.00	151.52	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	152,725.04	15,832.81	-	12,036.12	-	

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		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	167,697.04	21,719.74	2,558.07	9,994.80	9,648.49	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	121,281.10	10,375.78	-	33.88	540.00	
		GAS OPERATIONS LEADER/FOREMAN	106,332.44	-	-	25,087.81	104.57	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	232,143.50	80,554.04	22,593.42	448.24	8,268.99	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,297.60	-	-	30,974.38	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	105,320.27	-	-	4,731.00	6,407.77	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,105.00	14,220.45	-	67,567.85	4,751.22	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,407.03	-	-	159,674.07	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	7,932.12	5,122.45	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,990.57	20,845.57	-	-	295.15	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	135,049.76	-	-	132,151.23	57.19	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,016.01	-	-	154,874.79	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	178,983.05	25,476.18	-	15,300.00	231.20	
		SHARED SERVICES PROGRAM/PROJECT MGR/SR/EXP/PRN	119,873.32	10,902.71	-	-	2,169.71	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,582.32	13,462.79	-	6,385.20	14,299.24	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	137,152.37	-	-	131,746.03	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,552.88	-	-	142,248.42	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	121,234.97	14,305.45	-	35,290.33	116.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,996.45	-	-	119,381.25	25.07	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	110,576.09	-	-	2,672.93	927.38	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	135,240.00	14,042.98	-	4,733.33	4,485.68	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	158,358.53	18,853.06	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,888.13	-	-	109,245.62	73.15	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,116.08	-	-	77,671.12	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	159,192.00	13,775.08	-	8,912.70	8,418.65	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,551.20	12,660.63	-	23,086.52	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	113,800.88	-	-	50,725.89	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	195,726.00	16,894.03	-	23,873.50	6,600.00	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	142,440.00	12,325.51	-	205.44	5,544.97	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	139,084.00	12,003.05	-	3,504.80	6,527.87	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	196,679.70	25,486.90	4,334.22	24,699.50	6,342.89	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	125,006.16	10,799.35	-	-	3,183.54	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	147,975.15	13,490.25	-	7,595.31	1,207.46	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	122,404.80	-	-	119,218.16	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,084.60	-	-	38,129.07	385.70	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	143,162.78	12,335.53	-	5,618.02	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,266.46	13,417.51	-	1,501.39	11,589.69	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	15,087.60	2,462.66	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,384.59	11,381.30	-	900.00	2,264.74	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	167,098.86	17,341.56	-	4,062.68	626.50	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	41,812.55	6,152.03	-	14,522.01	-	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	181,981.69	23,330.75	4,381.83	33,447.00	52,522.27	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	129,684.93	10,897.05	-	2,350.70	7,999.12	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,335.72	13,912.15	-	776.34	3,268.19	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	118,764.37	11,779.11	-	7,980.00	2,967.99	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	151,143.42	17,386.97	-	-	2,316.48	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,565.63	-	-	118,046.74	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	129,842.00	11,967.43	-	760.65	932.35	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	151,190.74	19,484.78	1,450.71	3,350.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,748.34	12,496.80	-	8,559.07	4,162.97	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,688.51	-	-	133,745.02	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,179.34	17,637.61	-	91,188.89	3,018.49	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	45,414.82	9,681.20	-	7,092.45	1,069.94	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	102,320.06	-	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	170,372.30	23,945.20	805.95	2,500.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,703.96	3,112.82	-	38,057.19	821.86	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,776.98	-	-	79,930.32	-	
		IT TECHNICIAN/SR/EXP/PRN	121,634.79	-	-	109,060.06	369.88	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	74,516.45	12,350.96	-	557.76	3,478.35	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	215,392.68	84,359.79	17,495.99	22,745.61	18,371.48	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	159,354.78	20,644.68	-	4,000.00	2,772.68	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	121,663.53	12,823.26	-	50,301.72	195.08	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,139.06	-	-	79,836.19	-	

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		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	145,517.91	-	-	37,411.01	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,989.96	11,853.92	-	-	146.40	
		T SR. MGR/MANAGER/SUPERVISOR	213,697.80	28,638.96	8,811.72	8,428.54	722.84	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	182,484.00	15,790.58	-	3,407.65	8,738.36	
		GENERATION TECHNICIAN/OPERATOR	23,506.80	-	-	32,742.54	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	104,875.04	8,683.61	-	890.00	2,449.54	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	69,796.80	-	-	55,551.56	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	136,635.80	11,805.61	-	-	328.43	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	117,471.35	-	-	5,880.72	-	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	164,666.66	14,221.89	-	7,500.00	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	111,518.01	-	-	7,143.28	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	193,370.58	24,965.07	-	25,376.14	3,783.20	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	122,091.20	-	-	45,412.06	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	127,404.08	-	-	36,365.90	2,028.13	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	176,838.36	22,915.75	1,074.60	-	12,743.70	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,721.93	11,909.23	-	500.00	495.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,902.46	14,246.64	-	2,931.08	241.65	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,249.36	12,461.77	-	2,571.08	17,441.23	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,816.48	17,500.98	-	-	236.00	
		T SR. MGR/MANAGER/SUPERVISOR	203,791.66	26,380.99	9,107.01	8,500.00	119.11	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	218,156.84	85,242.51	9,548.42	44,771.58	3,036.48	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	6,805.56	-	-	5,000.00	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	68,893.70	8,920.12	-	23,918.38	816.78	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,002.92	12,358.45	-	4,143.53	6,178.94	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	143,918.21	14,916.33	-	15,872.56	544.89	
		STRATEGY & POLICY DIR./SUPPLY CHAIN/MATERIALS DIR./SR. DIR./CHIEF	29,935.90	27,660.68	18,384.76	94,841.37	151.11	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,183.79	-	-	19,262.83	-	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	127,740.00	-	-	79,202.48	1,413.53	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,615.68	13,186.31	-	4,500.00	548.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,601.82	-	-	173,720.27	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	805.10	1,918.48	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	776.22	318.44	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	134,361.08	11,483.29	-	870.74	1,565.61	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,287.22	-	-	102,596.64	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	125,490.27	16,109.54	-	835.00	2,554.94	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,021.04	15,652.02	-	62,205.07	7,203.72	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	133,845.62	11,439.25	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,191.38	-	-	42,348.86	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	118,601.60	-	-	11,816.34	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	105,450.01	-	-	35,813.52	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,525.54	16,861.07	-	89,431.37	30.00	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,542.70	-	-	131,212.39	228.52	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,977.06	-	-	38,289.20	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	133,226.00	11,497.48	-	3,228.00	453.18	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	143,821.31	11,710.56	-	62,856.86	3,636.23	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,064.84	12,272.73	-	18,068.53	2,293.49	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	175,675.00	22,764.99	5,408.82	4,500.00	5,551.20	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	149,107.66	13,049.33	-	5,336.28	128.50	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	89,901.17	-	-	60,200.35	669.46	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	128,836.82	-	-	91,950.32	8,595.58	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	120,107.23	-	-	69,308.44	274.29	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	75,990.30	-	-	25,155.27	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,952.70	-	-	41,171.41	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,317.86	15,363.85	-	2,553.33	12,352.64	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	8,816.64	2,604.17	1,481.94	200,519.72	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	115,282.58	-	-	44,362.76	3,386.04	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	162,949.14	21,115.90	-	3,050.00	3,435.46	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,116.65	12,131.29	-	5,627.40	4,435.07	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	158,328.00	13,700.32	-	225.00	1,360.18	
		POWER GENERATION OPERATOR/DISPATCHER	135,364.87	-	-	48,726.59	67.73	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,273.90	14,897.72	-	34,455.85	2,798.98	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,669.71	-	-	100,486.19	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	104,357.08	-	-	132,340.56	-	

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		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	13,280.87	-	37,724.73	19,875.84	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	142,052.00	12,274.52	-	4,897.12	419.09	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	3,564.07	4,890.18	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	140,524.00	12,131.08	-	11,344.81	211.70	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	53,654.99	7,479.32	-	3,757.73	225.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,357.00	16,985.83	-	64,903.93	1,926.78	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,797.36	12,339.84	-	-	6,815.41	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	209,000.04	77,393.55	12,345.66	1,000.00	7,411.10	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,743.18	15,009.33	-	33,575.18	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	128,941.80	15,600.92	-	2,303.00	2,008.30	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	108,758.04	-	-	27,900.33	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	196,457.82	26,440.71	1,498.32	8,100.00	3,314.72	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,518.50	12,938.39	-	4,856.80	6,889.43	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	117,556.00	-	-	17,555.86	2,163.19	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	126,770.22	11,892.92	-	22,921.00	7,511.38	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	118,969.64	-	-	3,771.32	771.75	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	54,240.26	7,677.44	-	8,899.41	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	136,884.86	11,819.34	-	289.92	461.50	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,468.00	14,304.94	-	10,814.00	833.08	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	98,233.37	-	-	194,431.71	610.76	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	140,567.60	-	-	1,002.60	460.50	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,392.04	12,893.85	-	15,913.05	685.14	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	142,493.40	12,331.68	-	10,648.64	29,539.92	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	108,888.74	-	-	138,059.69	1,325.26	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	131,449.61	11,994.49	-	4,262.76	4,918.42	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	175,461.74	52,036.73	6,501.33	2,937.88	173.69	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	164,039.68	21,001.46	2,167.11	3,100.00	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	136,274.32	13,391.62	-	25.00	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	131,318.88	-	-	6,218.27	11,488.06	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	124,319.80	-	-	110,448.54	273.18	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	118,572.04	10,829.86	-	-	2,509.96	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	76,154.56	-	-	476,829.28	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	153,186.16	19,916.12	-	833.88	3,110.04	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	185,588.36	16,016.37	-	20,234.29	11,712.64	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	108,556.18	9,166.62	-	52,723.15	19,240.32	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,072.43	20,929.03	-	6,021.01	1,212.28	
		GENERAL COUNSEL CHIEF COUNSEL	173,741.46	48,244.15	16,518.58	-	2,819.50	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	144,630.79	12,350.28	-	2,778.88	4,964.23	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	135,922.45	13,818.39	-	15,670.05	2,357.70	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	160,176.00	13,860.23	-	8,501.00	5,400.22	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,144.04	17,934.34	-	69,403.85	431.51	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,358.90	-	-	150,697.94	274.34	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,806.30	15,235.61	-	65,213.81	158.07	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	6,862.04	1,716.43	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	30,900.00	-	1,450.71	3,661.46	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	16,161.39	7,444.05	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	22,211.66	953.84	-	25,765.03	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	165,269.14	21,427.98	-	3,500.00	364.07	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,003.56	-	-	56,150.28	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	157,462.50	20,399.53	-	9,100.00	34,871.73	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	20,142.26	115.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,998.48	13,054.54	-	126,453.12	4,225.83	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	113,234.35	-	-	147,106.26	276.19	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	148,096.96	19,166.36	-	2,240.40	4,050.26	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,468.04	11,607.65	-	4,500.00	429.62	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	126,972.88	-	-	15,387.74	28.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	96,740.60	-	-	127,940.60	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,604.78	23,903.29	-	21,084.32	11,170.84	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	120,286.55	12,787.05	-	504.35	1,362.42	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	204,554.84	76,503.93	22,578.05	2,500.00	731.96	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	143,724.89	12,584.84	-	8,328.74	456.31	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	123,220.55	-	-	53,091.40	4,541.02	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	57,934.76	2,934.54	-	-	-	

PACIFIC GAS AND ELECTRIC COMPANY
EMPLOYEES COMPENSATED AT THE
RATE OF \$125,000 - \$249,999 PER ANNUM
FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	146,575.04	15,195.25	-	2,500.00	1,374.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	191,821.36	24,854.05	-	1,450.00	4,969.86	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	127,303.83	-	-	188,763.07	1,311.38	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,100.00	13,613.10	-	74,359.24	1,068.14	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,473.25	21,195.53	-	2,750.00	6,574.42	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	117,067.57	-	-	106,149.89	32.14	
		POWER GENERATION LEAD TECHNICIAN	138,329.30	-	-	24,891.56	1,513.65	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,832.50	10,956.40	-	1,256.15	902.09	
		IT ENGINEER/SR/EXP/PRN	55,206.24	-	-	-	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	131,217.97	-	-	12,729.64	6,778.31	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	210,412.64	33,348.82	9,853.28	383.84	5,135.21	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	182,952.42	18,946.66	-	85,818.21	2,315.53	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	128,544.48	-	-	103,377.59	46.40	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,060.40	-	-	143,455.44	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	131,046.72	11,312.31	-	7,615.03	9,855.45	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,606.09	12,321.38	-	86,932.45	2,178.93	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	131,796.36	13,004.07	-	4,100.00	26.60	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,946.64	13,282.27	-	1,000.00	-	
		IT SR. MGR/MANAGER/SUPERVISOR	199,236.58	26,089.82	6,907.14	4,986.13	421.20	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	163,904.98	30,197.44	6,728.04	13,200.00	3,931.73	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	139,088.50	14,419.12	-	1,007.90	545.89	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,229.16	19,332.89	-	12,451.88	32,647.47	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,660.58	-	-	108,463.88	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	-	-	-	-	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	43,642.42	8,508.48	5,098.23	7,279.44	135.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,919.32	13,609.51	-	7,500.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	114,191.78	-	-	20,152.17	2,112.65	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	25,683.79	11,719.10	-	66,896.98	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	134,948.34	11,652.13	-	-	569.90	
		OFFICE OF PRESIDENT & CEO & COO ASST./ANALYST/SPECIALIST, SR/EXP/PRN	128,340.55	10,849.19	-	9,374.53	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,291.60	12,870.02	-	5,077.30	1,182.73	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,888.80	17,323.04	-	-	2,749.29	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,593.18	15,284.83	-	36,505.75	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,709.96	20,210.65	-	5,700.00	3,394.84	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	143,695.00	18,620.83	-	2,350.00	6,460.95	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	174,740.86	22,649.97	-	6,470.19	12,905.30	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,999.96	16,302.49	-	3,700.00	675.89	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,952.70	-	-	56,739.69	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,480.00	14,690.93	-	27,150.61	3,302.45	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	59,578.18	-	-	99,865.71	-	
		ELECTRIC OPERATIONS ANALYST/ARCHITECT/SR/EXP/PRN	83,292.52	-	-	70,663.07	1,874.56	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,237.18	-	-	92,919.45	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	9,009.02	8,902.13	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,446.12	13,387.77	-	2,195.24	1,703.60	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	197,536.37	20,478.32	-	92,061.54	519.59	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,049.32	10,894.21	-	589.98	338.86	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	189,230.72	44,374.91	2,718.75	1,000.00	3,834.21	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	214,483.36	78,096.62	18,902.20	500.00	3,668.67	
		ELECTRIC OPERATIONS LEADER/CREW/FOREMAN	-	-	-	59,139.13	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,697.80	-	-	59,484.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,016.16	-	-	9,513.38	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	33,725.85	-	-	60,673.98	-	
		GAS OPERATIONS LEADER/FOREMAN	20,076.55	-	-	32,900.58	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,310.35	11,342.55	-	1,268.61	6,178.84	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	124,082.78	-	-	693.00	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	122,485.50	-	-	110,454.57	1,518.25	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	114,248.10	-	-	58,555.91	378.06	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	169,771.34	17,602.30	-	74,355.71	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	106,872.36	-	-	24,152.96	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,558.14	13,381.44	-	5,470.68	11,921.13	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,685.04	12,242.85	-	3,200.00	1,560.40	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,400.58	-	-	110,846.56	-	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	135,022.64	11,943.39	-	1,132.30	617.12	

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		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	126,600.00	15,416.41	687.05	2,025.00	730.99	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	166,903.84	21,628.37	7,980.21	1,500.00	317.79	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	171,985.63	14,829.92	-	68,028.08	3,772.26	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	-	-	-	-	-	
		IT SR. MGR/MANAGER/SUPERVISOR	77,637.36	-	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	71,917.98	15,557.43	-	3,491.50	3,939.25	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	175,959.36	31,181.93	8,357.85	20,900.00	3,107.97	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,715.63	13,338.50	-	8,467.52	3,106.72	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	124,840.96	18,141.45	-	-	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	132,077.30	11,407.22	-	4,700.00	596.34	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	142,004.04	12,287.80	-	1,452.62	526.32	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,005.00	11,542.12	-	38,595.49	12,782.65	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,454.22	11,852.79	-	350.00	268.75	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	119,697.00	10,368.56	-	-	1,660.09	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,287.15	-	-	136,198.63	162.98	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	14,166.08	-	-	3,129.52	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,897.12	15,156.20	-	51,765.51	38,061.72	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	178,086.86	23,064.44	749.16	-	29,703.72	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,202.66	16,081.20	-	97,191.94	5,235.75	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,929.37	-	-	104,653.61	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	158,691.86	16,438.45	-	58,086.31	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	124,293.70	-	-	81,696.72	-	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	166,018.93	-	-	95,278.73	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	113,829.60	13,788.15	-	22,949.67	574.05	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	131,432.16	11,347.35	-	483.15	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	11,336.24	-	-	65,645.63	174.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	122,375.72	-	-	105,486.74	713.03	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,503.78	15,179.87	-	127,861.37	836.05	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	121,798.72	-	-	4,865.42	2,482.76	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	161,574.40	-	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,794.14	11,626.88	-	6,844.54	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	186,127.04	40,272.71	9,645.84	80,600.00	2,517.67	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.01	13,912.15	-	68,911.20	1,049.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,070.30	12,085.04	-	5,000.00	1,486.63	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	125,614.90	10,777.60	-	2,500.00	315.00	
		GAS OPERATIONS LEADER/FOREMAN	14,288.20	-	-	14,603.79	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	170,869.46	17,713.81	-	-	199.00	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	135,060.17	-	-	72,413.47	151.38	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,439.80	12,823.78	-	20,402.90	7,344.54	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,096.80	12,953.47	-	346.35	2,397.31	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	142,751.60	12,197.09	-	-	927.02	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,973.18	12,027.70	-	-	77.92	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,647.19	-	-	124,275.83	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	79,152.79	-	-	11,585.38	186.02	
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	125,775.20	10,862.93	-	-	3,705.08	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	135,686.00	-	-	62,638.69	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,746.00	11,816.71	-	11,524.47	778.57	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	131,368.80	-	-	107,112.32	16,344.56	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,785.43	-	-	66,852.96	175.09	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,384.88	-	-	3,821.04	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	38,625.49	5,848.97	-	53,975.91	90.60	
		GAS OPERATIONS FACILITATOR/SR/EXP/PRN	114,806.28	-	-	18,080.76	284.20	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	126,755.43	-	-	45,627.55	183.28	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,404.80	14,451.14	-	68,965.76	13,364.30	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	167,294.95	21,471.92	3,617.82	3,010.00	558.75	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	219,986.30	78,810.28	19,205.08	1,400.00	10,149.45	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	124,119.65	12,774.74	-	2,050.00	1,539.45	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,509.59	-	-	80,868.95	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,903.51	23,807.39	2,883.51	12,105.00	15,895.17	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	182,350.87	18,889.24	-	79,219.28	116.00	
		IT SR. MGR/MANAGER/SUPERVISOR	145,566.80	15,094.73	-	250.00	62.60	
		GENERAL COUNSEL SENIOR COUNSEL	3,749.75	-	-	2,135.96	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	152,725.04	15,832.81	-	7,846.05	-	

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		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	201,147.73	77,326.26	16,154.54	14,907.35	3,628.55	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,961.36	15,625.68	-	17,934.21	6,694.52	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	148,278.96	13,942.76	-	10,638.13	2,509.03	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	20,337.95	-	-	450.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	137,163.80	11,849.66	-	1,000.00	339.13	
		GENERATION INSTRUCTOR/SR/EXP/PRN	151,902.05	13,270.13	-	30,179.44	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,673.17	-	-	120,300.91	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	15,282.88	-	27,039.65	9,184.18	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,786.16	12,336.04	-	-	2,136.54	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	125,335.62	10,866.94	-	3,834.18	538.22	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	169,110.96	22,681.75	-	5,227.77	928.43	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	25,134.00	-	-	30,288.28	-	
		IT SR. MGR/MANAGER/SUPERVISOR	174,999.96	22,714.44	-	-	412.52	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,090.35	11,506.99	-	-	-	
		CUSTOMER CARE ANALYST/ARCHITECT/SR/EXP/PRN	150,804.00	13,049.27	-	487.57	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,327.30	11,345.44	-	1,750.00	341.04	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	85,984.18	23,324.62	7,656.30	307,042.41	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	145,059.34	12,531.76	-	500.00	918.94	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	37,691.31	-	-	45,397.45	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,269.64	-	-	3,172.19	690.99	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	2,614.77	839.12	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	130,270.77	21,302.66	5,637.06	2,500.00	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	104,157.38	-	-	45,588.83	2,665.10	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,989.16	-	34,247.51	3,089.77	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	139,434.48	16,022.03	-	3,800.00	2,431.01	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,336.68	-	-	82,051.13	1,289.34	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	154,339.50	20,002.87	-	6,200.00	10,744.76	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	126,820.36	10,956.08	-	3,962.84	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	134,743.04	-	-	55,089.78	124.12	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,631.01	-	-	129,191.54	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	189,551.09	24,285.18	1,107.36	3,000.00	5,878.81	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,104.14	12,249.98	-	2,000.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	175,339.70	15,147.70	-	14,194.32	15,440.58	
		GENERAL COUNSEL COUNSEL	185,143.50	23,995.15	-	12,000.00	440.75	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	153,361.69	-	-	81,828.26	3,517.12	
		GAS OPERATIONS LEADER/FOREMAN	112,891.15	-	-	57,850.05	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	129,395.66	11,055.91	-	-	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	132,749.26	13,724.99	-	6,037.22	6,428.29	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,246.30	-	-	86,396.86	-	
		IT SR. MGR/MANAGER/SUPERVISOR	115,521.93	15,540.63	-	2,534.70	858.24	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	88,376.96	-	-	22,274.23	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	158,467.00	13,690.06	-	24,143.24	3,934.64	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	128,423.30	4,889.16	-	66,829.01	22,304.95	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,166.41	-	-	139,720.39	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	168,140.70	21,794.45	-	17,668.80	8,116.12	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,159.18	-	-	28,833.59	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	107,012.22	-	-	11,799.28	1,843.89	
		GENERATION OPERATOR/PLANNER/SR	117,647.81	-	-	135,599.58	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	89,411.11	-	-	289,119.20	317.56	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	14,065.02	-	-	15,787.46	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,646.04	14,684.26	-	-	2,706.70	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,776.00	13,912.15	-	5,284.79	2,111.16	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	111,325.91	10,142.28	-	39,893.71	23,445.26	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	-	164.75	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	157,437.36	20,418.07	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,251.20	-	-	101,958.97	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	185,400.05	23,923.30	5,784.93	22,986.17	73.03	
		GAS OPERATIONS CREW FOREMAN/LEADER	128,193.80	-	-	11,634.62	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,819.86	22,265.43	749.16	8,084.00	7,871.50	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	169,925.86	22,031.73	-	-	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	170,034.86	22,135.42	-	-	4,553.92	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,354.30	14,346.82	-	78,876.85	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,491.01	-	-	53,513.31	-	

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		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,647.17	10,992.03	-	-	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	139,495.36	14,464.96	-	10,785.50	2,418.69	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	117,065.47	11,830.34	-	1,825.00	626.61	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	168,924.06	14,593.45	-	-	967.78	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,557.71	-	-	123,867.23	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	124,889.13	-	-	38,981.01	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	130,458.36	11,264.46	-	17,306.30	6,963.97	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,961.22	-	-	142,132.43	180.00	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,899.52	-	-	56,910.27	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,409.46	11,572.27	-	-	3,452.34	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,689.86	10,943.36	-	30,331.80	4,644.97	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,776.63	-	-	94,357.76	21,399.40	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	34,782.60	-	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,045.96	22,187.83	-	9,800.00	7,579.49	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.01	12,064.89	-	150.00	450.60	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	179,415.96	18,594.91	-	73,014.29	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	113,872.14	-	-	194,943.33	558.98	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,338.06	15,067.01	-	96,090.35	2,125.19	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	214,711.96	28,506.18	4,871.52	21,114.30	4,074.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	35,633.00	10,620.67	-	55,149.95	508.07	
		ELECTRIC OPERATIONS ASSISTANT/ANALYST/SR/EXP/PRN	130,920.00	11,328.67	-	9,256.32	305.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	172,639.31	22,357.82	-	12,181.09	7,584.14	
		GENERATION TECHNICIAN/OPERATOR	27,094.68	-	-	29,880.49	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	165,379.66	21,425.21	1,498.32	5,500.00	916.26	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,910.20	15,423.35	-	15,489.27	23,101.74	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	168,709.50	21,867.01	-	-	1,076.98	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,558.04	14,464.73	-	1,079.36	9,165.04	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	123,209.01	11,420.27	-	8,660.05	2,569.43	
		GENERATION WRITER/SR/EXP/PRN	138,144.00	11,953.77	-	11,784.21	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,811.20	11,303.25	-	-	20,206.15	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	507.50	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,522.86	14,112.11	-	1,500.00	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	120,399.75	1,153.00	-	100,387.67	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	186,200.70	24,122.61	749.16	2,500.00	2,727.40	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	128,975.36	11,142.84	-	-	167.69	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	182,805.30	23,688.99	358.20	-	1,564.68	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,255.80	13,710.79	-	54,962.92	1,147.69	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	170,796.30	22,214.43	3,990.87	1,691.47	5,056.81	
		GAS OPERATIONS CREW FOREMAN/LEADER	146,958.60	-	-	64,186.96	36,105.89	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	155,665.37	16,215.79	-	63,495.15	-	
		ELECTRIC OPERATIONS SR. MGR/MGR/SUPV.	58,183.92	-	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,929.08	13,488.76	-	48,715.41	6,049.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	78,750.02	5,047.66	-	4,500.00	63.22	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	117,420.51	13,759.82	-	44,732.00	51,476.26	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,358.97	-	-	144,683.48	1,036.46	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,761.80	16,746.02	-	2,000.00	20,735.30	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	110,178.88	9,012.67	-	7,898.35	8,974.80	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	142,874.00	18,514.44	-	5,124.52	520.26	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	115,351.93	-	-	32,759.36	1,130.30	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	119,276.73	-	-	19.20	41.18	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	124,247.93	-	-	58,315.72	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	181,416.80	23,778.74	-	14,463.35	5,222.95	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	148,617.80	20,282.18	-	3,366.00	1,613.52	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	162,981.82	14,083.84	-	3,000.00	613.25	
		GAS OPERATIONS COORDINATOR/SR/EXP/PRN	101,317.86	11,602.66	-	13,830.57	786.73	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,867.14	19,679.83	749.16	2,000.00	1,815.72	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	155,169.29	20,181.22	-	5,820.28	1,080.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	137,623.02	-	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,184.26	13,153.65	-	32,428.58	4,592.03	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,000.00	16,821.68	-	34,939.32	2,066.22	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	102,614.95	-	-	139,454.23	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	141,004.78	12,057.78	-	600.00	149.64	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	68,639.75	-	-	377,845.76	-	

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		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	104,081.27	10,851.43	-	13,180.60	1,920.98	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	116,316.33	-	-	79,928.61	488.12	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,109.81	-	-	134,127.21	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,321.94	18,054.18	-	5,600.00	315.00	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	153,860.90	-	-	18,884.39	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,651.02	22,611.64	-	8,004.91	2,874.20	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,629.31	-	-	159,278.32	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,730.30	17,392.99	-	-	6,268.55	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,057.58	13,815.19	-	20,017.52	4,326.91	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	147,599.34	19,101.96	-	2,365.75	1,614.20	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	195,902.90	33,589.23	-	15,900.00	47,698.02	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	45,983.03	8,966.09	4,334.22	5,930.95	135.00	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	208,437.54	27,003.43	-	-	116.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,810.41	12,435.87	-	40,070.90	26,256.77	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	231,471.24	96,076.33	20,649.05	17,682.93	5,077.49	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	215,268.92	78,213.03	12,366.63	13,107.07	4,402.37	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,493.67	16,071.41	-	1,000.00	92.68	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	169,940.34	22,027.72	-	-	6,624.34	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,986.80	-	-	22,294.91	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	20,644.35	-	-	61,877.29	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,941.02	-	-	212,864.45	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	62,002.50	9,169.48	749.16	4,728.38	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,737.28	11,928.04	-	7,247.11	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,328.34	11,256.16	-	1,000.00	4,569.20	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	97,240.26	12,701.50	-	13,108.30	240.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	151,040.14	19,572.67	-	3,196.12	511.99	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	30,469.92	-	-	21,153.47	5,250.74	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,270.23	-	-	35,174.34	3,109.15	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,367.83	-	-	44,831.34	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	7,998.89	5,253.04	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	-	777.89	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	134,675.57	-	-	37,758.35	9,368.79	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	95,652.17	8,051.17	-	44,538.72	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,152.05	-	-	106,122.34	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	90,689.66	-	-	164,607.20	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,983.24	-	-	74,301.52	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,184.53	-	-	134,175.44	177.44	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	125,677.89	10,778.89	-	3,092.00	6,650.66	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,387.53	-	-	161,512.76	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	148,872.56	-	-	89,120.70	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	79,066.65	-	-	3,022.01	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,599.16	10,939.29	-	500.00	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,662.48	-	-	99,448.00	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,919.94	-	-	2,134.76	41.97	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	2,972.20	1,415.07	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,113.06	15,235.12	-	27,465.25	5,130.96	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	125,884.17	-	-	39,783.82	851.75	
		SHARED SERVICES PLANNER/SR/EXP/PRN	134,742.00	11,630.85	-	3,791.11	4,218.17	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	220,262.50	28,535.37	-	44,052.40	19,553.89	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,502.52	13,162.65	-	51,022.68	11,269.41	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,638.40	-	-	84,343.66	348.87	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	121,610.40	-	-	9,405.24	1,727.16	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,630.73	-	-	79,273.61	2,676.13	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	122,939.11	11,769.93	-	14,386.86	1,001.86	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,845.28	16,594.53	-	4,099.50	408.90	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,403.87	12,924.65	-	2,500.00	22,593.75	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	104,651.23	17,159.50	-	16,678.32	1,619.23	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	135,424.20	-	-	111,171.49	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,276.62	11,540.25	-	8,771.12	119.52	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,000.04	20,507.91	-	2,000.00	7,603.86	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,284.59	-	-	14,949.52	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	162,154.00	21,012.86	358.20	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,203.00	12,304.99	-	-	540.00	

PACIFIC GAS AND ELECTRIC COMPANY
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RATE OF \$125,000 - \$249,999 PER ANNUM
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,863.64	15,328.83	-	27,328.98	14.00	
		GENERATION OPERATOR/PLANNER/SR	124,062.02	-	-	48,949.92	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,841.36	-	-	29,627.33	208.22	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	178,551.26	20,498.70	-	14,488.22	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,387.99	-	-	26,808.68	724.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	2,291.84	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,254.96	-	-	82,366.69	-	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	205,137.80	76,783.10	16,136.74	401.10	118.13	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,546.50	-	-	153,329.48	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	117,027.14	-	-	271,193.47	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,675.64	10,769.37	-	18,998.79	9,318.44	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	164,304.00	14,217.43	-	7,346.07	118.81	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	150,508.72	19,038.39	-	10,280.00	20,934.13	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	22,808.25	-	-	2,356.51	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	60,847.56	-	-	95,557.34	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,678.14	-	-	137,000.19	194.92	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,705.30	-	-	91,775.68	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	137,645.49	-	-	109,844.42	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	104,444.42	-	-	25,311.09	407.47	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	95,643.41	20,152.27	4,945.01	21,040.15	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,325.24	-	-	158,705.29	310.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,064.46	-	-	140,635.93	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	180,668.54	23,381.69	4,871.52	11,899.95	2,507.46	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	108,685.98	-	-	57,331.72	3,770.58	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	117,892.66	-	-	35,038.74	452.40	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,009.12	21,887.45	4,751.82	6,812.92	10,795.52	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,193.40	-	-	105,913.16	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	11,960.73	-	-	10,209.60	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,068.63	10,721.80	-	1,968.60	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	128,311.42	-	-	34,947.97	168.20	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,859.53	-	-	73,918.04	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	131,193.70	13,451.45	-	1,268.61	8,265.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,776.14	14,613.80	-	40,624.15	2,373.11	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,038.70	14,924.45	-	15,181.40	4,353.62	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,093.21	10,447.86	-	-	297.55	
		ELECTRIC OPERATIONS LEAD FOREMAN	138,435.66	-	-	118,841.96	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	137,285.68	-	-	53,572.72	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	161,858.56	20,872.82	2,883.51	280.00	11,725.65	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,846.23	-	-	92,552.96	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,281.70	22,819.79	-	2,500.00	2,370.99	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	117,388.09	-	-	31,408.18	1,433.83	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,239.31	-	-	61,989.84	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	129,165.86	11,144.22	-	4,510.08	2,278.10	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	134,114.84	17,379.39	-	6,960.20	3,806.43	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	125,684.66	3,686.95	-	24,696.43	2,976.66	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,814.54	11,289.37	-	5,148.14	1,207.58	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,896.82	-	-	116,187.55	480.24	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,946.46	11,824.67	-	60,917.48	830.00	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	130,083.48	-	-	63,280.16	96.67	
		GAS OPERATIONS LEADER/FOREMAN	34,039.85	-	-	13,452.20	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,415.36	11,612.22	-	17,582.65	13,496.97	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,878.34	13,293.64	-	8,603.42	3,291.96	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	179,643.86	23,237.35	2,572.92	-	5,672.95	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,301.05	-	-	14,099.16	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	142,752.66	-	-	51,882.81	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,049.83	-	-	142,065.10	753.06	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,582.36	16,541.50	-	32,993.38	15,177.27	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,000.04	12,373.97	-	11,950.00	4,508.06	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,002.12	-	-	109,941.82	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,064.54	-	-	66,834.44	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	56,039.42	-	-	35,007.04	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	10,827.60	3,825.92	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,989.00	13,137.93	-	11,297.29	21,163.48	

PACIFIC GAS AND ELECTRIC COMPANY
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		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	145,397.15	15,359.23	-	5,363.27	1,530.45	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,139.54	11,035.51	-	-	472.22	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	169,860.82	21,649.77	5,098.23	6,370.00	2,334.98	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,647.06	-	-	18,316.92	31.48	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	107,888.47	-	-	20,899.75	12,744.07	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,168.27	-	-	34,568.15	648.44	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	172,801.62	22,386.73	-	1,190.00	333.58	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	144,011.90	16,331.15	-	300.00	4,838.25	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	128,496.00	13,342.70	-	6,267.81	3,260.52	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	158,124.64	20,512.77	749.16	4,297.23	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,505.86	20,110.42	-	2,250.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	38,904.74	8,830.81	-	27,995.34	3,324.50	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,066.66	10,362.29	-	9,404.01	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	116,661.22	10,422.16	-	6,000.00	12,662.11	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,928.00	13,563.60	-	31,931.45	7,288.45	
		IT SR. MGR/MANAGER/SUPERVISOR	138,237.36	14,305.05	-	3,250.00	1,066.46	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,528.96	-	-	4,548.33	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	163,626.80	14,135.81	-	-	4,883.85	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,063.80	11,680.80	-	2,000.00	3,118.42	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	208,705.04	77,305.73	10,469.70	34,045.76	2,792.58	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	158,588.46	20,567.36	-	1,600.00	9,971.65	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	80,071.79	7,496.22	-	6,577.84	135.84	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,013.96	11,488.12	-	2,000.00	403.27	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	130,487.46	13,530.34	-	21,464.46	2,388.40	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,685.48	15,515.64	-	51,550.75	11,861.42	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	112,343.59	21,859.34	13,438.17	14,068.44	2,462.05	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	144,667.09	12,762.79	-	2,705.41	3,834.01	
		GENERATION TECHNICIAN/SR/EXP/PRN	123,873.27	-	-	71,944.06	-	
		SHARED SERVICES DIRECTOR/SR. DIRECTOR/CHIEF	148,208.77	29,865.38	5,098.23	1,864.93	1,210.83	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	74,213.24	8,909.35	-	2,465.35	1,585.32	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	129,766.06	-	-	95,180.12	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	124,574.65	-	-	29,228.48	14.54	
		GAS OPERATIONS LEADER/FOREMAN	116,984.60	-	-	71,353.03	-	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	207,130.64	77,088.11	14,188.58	26,560.00	5,857.60	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	140,084.35	12,218.57	-	8,679.48	3,222.42	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,867.54	12,601.59	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	146,267.54	12,636.14	-	847.92	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,035.20	14,935.90	-	143,196.79	32.82	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	30,714.34	4,225.49	-	1,296.96	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07	-	-	895.01	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	166,145.00	21,513.14	4,334.22	-	6,813.80	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	129,798.74	11,312.58	-	2,500.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	154,464.00	13,330.33	-	4,623.38	3,117.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,329.70	12,209.56	-	29,301.74	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	128,860.34	11,132.31	-	3,353.00	76.60	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	158,328.00	13,700.32	-	44,383.72	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	137,675.49	-	-	78,543.96	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	168,273.16	21,811.62	-	4,600.00	6,161.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	108,404.87	-	-	99,890.78	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	191,910.68	26,660.39	3,934.08	11,364.96	32.99	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,039.16	18,404.71	-	6,145.89	2,074.54	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,529.99	-	-	53,124.17	-	
		GAS OPERATIONS LEADER/FOREMAN	125,598.65	-	-	103,771.40	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	4,266.71	649.86	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	157,742.12	20,237.37	1,498.32	11,029.01	5,823.19	
		SHARED SERVICES PLANNER/SR/EXP/PRN	145,811.70	12,648.46	-	8,451.71	4,568.59	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,799.30	14,376.89	-	5,710.16	4,810.02	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,527.72	-	-	217,552.92	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	139,428.00	12,032.69	-	10,060.38	3,538.75	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	203,925.21	26,597.99	6,548.94	2,200.00	2,879.34	
		CUSTOMER CARE ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	127,503.95	11,339.17	-	4,192.34	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,662.60	13,921.58	-	34,598.07	410.18	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	157,596.06	16,205.16	-	1,000.00	2,703.63	

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		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	150,034.00	12,960.43	-	9,393.92	783.61	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	179,592.97	23,621.42	1,498.32	2,295.93	1,077.24	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	35,174.61	-	-	16,378.68	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	128,511.48	15,337.56	-	5,920.16	6,100.99	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	146,437.70	12,650.83	-	1,000.00	692.94	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	208,621.46	27,041.58	8,745.75	1,405.60	76.16	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	126,150.94	-	-	103,419.03	6.00	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	142,818.09	20,531.82	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,508.08	14,343.39	-	41,206.06	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	128,349.68	11,000.97	-	100.00	460.34	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	137,488.00	11,865.29	-	8,184.08	3,652.90	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	4,243.10	6,057.86	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	127,689.69	-	-	49,287.43	3,082.69	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	12,022.01	-	-	10,000.00	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	130,152.68	-	-	104,041.39	1,074.72	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,457.45	18,986.25	-	-	22,400.06	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,990.29	-	-	90,243.59	-	
		GENERATION PROTECT TECHNICIAN	103,350.27	-	-	56,899.24	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	172,041.80	22,722.25	-	45,267.05	19,510.61	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	130,009.16	11,103.39	-	68,065.03	724.26	
		POWER GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	142,440.00	12,325.51	-	4,074.56	4,160.82	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	129,301.40	-	-	93,073.85	-	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	102,631.17	-	-	51,779.13	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	116,382.78	-	-	200.00	3,758.19	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	154,091.90	20,888.72	-	7,937.80	991.24	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	231,396.00	81,135.01	24,494.20	3,647.30	845.66	
		SHARED SERVICES PLANNER/SR/EXP/PRN	114,287.09	11,288.22	-	14,975.87	5,958.79	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	139,451.54	14,554.26	-	1,086.69	4,965.40	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	121,163.91	-	-	17,832.15	1,227.04	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,858.19	-	-	66,784.06	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	134,635.14	17,446.80	-	3,716.04	4,984.77	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,729.27	-	-	66,526.05	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,361.50	6,345.63	-	56,979.26	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	6,774.37	3,298.83	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,000.36	15,623.70	-	2,000.00	2,641.83	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	121,511.10	-	-	-	415.86	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	154,467.93	19,845.74	-	403.88	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,656.00	13,885.15	-	31,461.19	9,416.01	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	146,000.04	18,950.34	-	-	1,741.84	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,776.26	13,757.19	-	2,012.90	1,971.48	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,726.16	13,448.53	-	-	24,514.34	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	192,999.95	25,050.78	-	2,498.95	6,427.83	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	-	60,421.65	42,393.93	80,877.65	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,776.54	21,736.87	358.20	4,750.00	2,381.46	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	3,882.47	4,059.49	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	24,759.12	1,918.79	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	136,118.80	11,753.21	-	-	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	133,432.14	11,527.27	-	1,150.00	2,110.34	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	157,084.00	16,400.34	-	1,561.45	1,785.01	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	117,134.21	9,858.80	-	26,624.00	1,669.98	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	131,641.00	-	-	28,753.60	573.06	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	128,326.32	-	-	65,721.23	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	127,936.39	10,686.76	-	2,025.00	544.51	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	117,989.53	-	-	70,332.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,623.84	13,105.86	-	-	341.04	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	114,666.67	15,589.99	-	5,831.65	12,374.19	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	65,008.03	4,021.68	-	16,420.39	952.09	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	104,133.37	-	-	27,301.04	360.31	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,249.65	16,076.03	-	3,970.29	21,428.93	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,636.36	12,844.20	-	18,306.03	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	-	3,015.43	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	150,898.11	15,788.42	-	40,147.76	878.90	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,591.98	-	-	8,841.46	2,573.97	

PACIFIC GAS AND ELECTRIC COMPANY
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		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	123,099.60	-	-	106,737.32	210.79	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	161,788.96	21,368.11	-	3,558.06	635.20	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	90,972.19	11,214.14	-	92,031.69	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	190,049.04	24,627.66	358.20	1,200.00	7,876.74	
		IT SR. MGR/MANAGER/SUPERVISOR	163,811.02	21,230.41	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	28,700.83	-	-	15,620.86	-	
		GAS OPERATIONS CREW FOREMAN/LEADER	127,603.27	-	-	30,366.03	1,462.29	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,988.72	9,360.56	-	12,728.07	5,389.94	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,763.20	15,305.39	-	88,523.26	14,080.33	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	161,184.64	20,887.24	3,274.47	517.76	353.13	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	-	-	-	-	-	
		IT SR. MGR/MANAGER/SUPERVISOR	166,137.03	21,685.81	-	-	14,285.56	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	23,596.13	13,721.45	1,872.90	237,460.57	156.42	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,881.46	14,983.84	-	47,424.07	5,471.43	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	162,033.34	16,559.49	-	44,180.74	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	141,000.00	14,641.09	-	1,141.85	23,830.67	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	123,661.07	11,687.52	-	6,988.80	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	219,475.16	78,802.49	26,588.85	6,500.00	1,874.89	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,999.37	-	-	29,078.58	13.33	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	4,961.60	-	-	4,648.97	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,602.29	17,290.16	-	85,106.73	10,004.01	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	162,423.00	21,925.28	2,932.65	5,572.69	3,094.20	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	193,906.70	25,101.37	1,826.82	8,200.00	8,815.03	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,284.43	13,194.65	-	500.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	133,403.36	11,524.79	-	957.35	1,072.86	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	200,400.50	76,157.84	18,563.24	6,000.00	16,077.32	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,336.52	-	-	-	314.36	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	165,147.02	14,190.70	-	67,475.05	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,875.35	-	-	79,019.38	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	106,691.56	-	-	115,163.68	305.20	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	201,462.14	76,289.95	17,634.08	10,262.15	6,706.22	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,142.62	1,531.79	-	19,963.94	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,433.08	11,789.29	-	-	2,061.56	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	127,566.16	11,019.06	-	25.00	51.04	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,932.56	17,577.35	-	10,800.00	14,341.09	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	194,721.14	25,179.93	-	750.00	6,362.03	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,668.48	12,381.54	-	-	434.14	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,833.34	17,588.04	-	740.70	1,903.54	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,409.26	-	-	55,241.42	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	173,019.76	22,882.54	-	6,309.70	2,449.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	-	444.73	
		GENERATION INSTRUCTOR/SR/EXP/PRN	197,274.04	20,453.86	-	106,415.95	525.70	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	128,499.90	-	-	80,846.18	549.83	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	122,622.25	-	-	23,206.82	345.05	
		GENERATION LEAD/FOREMAN	122,546.68	-	-	150,532.83	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	139,332.00	12,048.28	-	8,593.59	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	151,735.16	13,209.40	-	16,047.52	1,846.52	
		IT SR. MGR/MANAGER/SUPERVISOR	23,602.54	179,627.54	4,053.33	6,479.90	588.14	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,580.00	12,424.17	-	6,350.76	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	134,035.36	11,576.35	-	800.00	3,758.98	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	140,875.46	12,279.89	-	100.00	2,897.79	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	160,397.54	16,629.96	-	52,779.80	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,334.20	15,695.62	-	95,418.18	13,189.96	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	140,688.33	12,210.34	-	7,436.31	7,060.84	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,956.08	-	-	59,494.95	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	139,918.98	16,116.80	-	2,000.00	34.94	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	53,745.06	-	-	16,046.75	82.92	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,477.13	-	-	38,128.19	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,972.42	-	-	72,107.35	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	124,275.39	-	-	4,613.32	3,643.39	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	143,764.99	13,832.36	-	8,371.94	297.44	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,089.65	15,378.66	-	11,362.40	2,408.43	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,007.63	-	-	74,051.24	-	

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		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	124,407.52	-	-	49,561.42	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	159,823.51	21,058.65	2,167.11	304.88	4,740.49	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	176,684.54	22,889.76	5,995.26	1,750.00	79.42	
		CUSTOMER CARE INVESTIGATOR/SR/EXP/PRN	126,750.96	16,224.63	-	69,059.07	7,044.69	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	158,835.65	13,725.55	-	-	944.95	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	165,511.66	21,587.71	-	2,822.59	112.49	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	150,716.84	19,530.76	-	6,336.69	4,971.99	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	177,695.88	17,324.01	-	2,325.00	3,265.25	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	186,145.30	24,102.85	5,995.26	3,800.00	1,334.36	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	123,962.96	12,745.88	-	2,991.48	380.40	
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	125,266.00	10,821.81	-	-	313.14	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	112,698.71	-	-	134,362.76	3,842.59	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	39,094.40	-	-	40,278.66	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,774.13	-	-	143,129.79	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,833.84	-	-	245.30	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,859.57	-	-	74,795.25	186.76	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	68,623.92	9,799.32	-	3,679.27	2,942.20	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,922.80	15,434.55	-	85,458.16	363.52	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,254.40	-	-	9,518.37	-	
		GAS OPERATIONS LEAD/INSPECTOR	122,602.11	-	-	14,900.16	91.06	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	136,125.62	17,265.56	-	-	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	141,787.96	17,853.90	2,199.87	750.00	158.40	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,794.28	12,597.68	-	5,301.76	10,373.93	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,797.80	10,928.67	-	9,310.54	1,087.40	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	137,554.05	-	-	123,263.38	-	
		IT SR. MGR/MANAGER/SUPERVISOR	207,483.86	27,237.28	10,018.89	5,024.23	2,292.59	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	130,936.32	-	-	6,497.16	139.78	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,263.64	14,433.48	-	19,135.86	29,202.84	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	115,823.53	-	-	27,242.19	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,095.28	-	-	199,462.57	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	186,354.66	19,308.99	-	26,645.74	2,141.48	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,127.60	12,538.34	-	55,598.99	13,413.14	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,932.15	12,805.15	-	413.56	1,144.12	
		GENERATION INSTRUCTOR/SR/EXP/PRN	130,471.34	11,267.05	-	15,466.48	8,259.54	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	54,449.91	5,154.40	-	28,033.70	1,112.12	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,524.72	5,021.98	-	92,011.06	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,282.87	-	-	49,000.30	-	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	131,738.00	11,369.05	-	12,173.95	12,260.93	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,358.80	17,426.94	-	2,500.00	88.16	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	137,524.62	-	-	184,587.34	50.59	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	127,047.86	11,740.07	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	46,524.24	1,515.89	-	830.79	2,655.27	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,461.36	18,720.15	-	-	8,115.18	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,797.50	11,560.38	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	8,440.67	1,088.83	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	152,281.18	13,057.36	-	9,736.98	-	
		GENERATION TECHNICIAN/OPERATOR	16,083.60	-	-	16,010.04	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,094.70	12,880.37	-	-	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	164,621.30	22,750.55	-	5,928.21	457.59	
		STRATEGY & POLICY DIR./SUPPLY CHAIN/MATERIALS DIR./SR. DIR./CHIEF	82,186.34	42,405.63	11,139.74	198,773.80	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,443.20	11,526.72	-	39,597.02	14,067.17	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	42,478.77	-	-	61,956.86	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	100,117.92	10,326.87	-	116,654.71	1,315.27	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	91,579.01	18,434.30	716.40	8,973.72	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	135,753.12	-	-	117,503.09	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,939.06	20,454.10	3,617.82	5.00	10,158.51	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	116,579.88	-	-	550.73	603.63	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,069.48	10,550.51	-	10,736.70	6,293.40	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,992.50	12,270.09	-	2,000.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	21,556.16	-	-	9,324.51	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	148,768.84	19,283.46	-	150.00	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,442.45	-	-	60,442.25	4,318.90	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	12,990.60	-	-	18,659.36	-	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	53,221.02	5,599.48	-	3,308.62	536.71	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	169,387.98	17,439.78	-	6,943.76	2,912.49	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,772.94	11,266.46	-	11,432.74	13,294.34	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	107,689.06	9,202.49	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,399.96	21,462.02	-	14,731.62	739.92	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,922.96	13,078.37	-	22,124.21	1,657.07	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	99,446.05	-	-	132,811.91	1,245.63	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,733.02	-	-	79,158.48	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	128,626.75	10,975.25	-	2,000.00	-	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	122,639.71	-	-	70,726.22	407.40	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	134,972.42	-	-	70,511.75	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,882.06	8,249.31	-	30,959.85	6,927.99	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	138,663.46	17,861.07	-	4,200.00	100.00	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	175,196.66	18,149.09	-	12,293.76	1,358.60	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,533.00	12,593.16	-	3,253.67	303.24	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	23,563.39	-	-	63,767.26	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	122,033.89	10,434.40	-	1,625.00	220.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	100,549.80	-	-	159,398.41	-	
		GENERATION OPERATOR/PLANNER/SR	123,422.96	-	-	119,707.23	726.60	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,507.70	16,091.08	-	52,427.42	2,653.89	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,680.46	12,066.11	-	-	5,104.63	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	105,765.28	-	-	2,650.50	479.00	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	62,782.90	7,400.00	-	17,602.06	2,721.02	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	154,529.96	13,342.92	-	4,500.00	495.00	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	122,155.43	-	-	47,298.09	-	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	151,033.94	24,164.97	-	-	3,206.40	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	121,264.81	-	-	7,972.65	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,065.76	13,577.20	-	21,360.10	3,598.21	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,881.26	11,184.36	-	6,639.32	3,342.89	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,437.38	-	-	46,924.10	119.48	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	122,521.68	-	-	2,432.80	1,556.22	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,712.46	14,894.54	-	55,125.73	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	130,995.14	11,190.81	-	10,648.05	14,882.99	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	172,689.24	22,376.90	8,763.66	2,900.00	407.72	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	141,220.83	14,634.52	-	30,732.18	46.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,780.60	16,154.84	-	10,125.00	2,690.25	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	43,449.00	6,562.42	-	7,560.62	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	129,046.16	-	-	72,711.44	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	211,737.20	27,409.55	6,923.52	250.00	1,547.03	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,935.42	10,745.84	-	25.00	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,085.76	-	-	42,309.57	548.23	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	108,903.20	-	-	129,064.85	131.14	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,609.80	15,086.45	-	7,502.35	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,952.70	-	-	71,530.72	722.49	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	117,130.53	10,094.75	-	10,464.83	10,266.78	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	-	-	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,650.93	-	-	114,556.16	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,495.87	-	-	128,931.52	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,970.35	13,128.06	-	19,501.09	16,393.76	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	129,733.87	-	-	12,407.59	1,407.71	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,808.44	-	-	100,986.62	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	122,799.41	-	-	48,254.48	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	14,067.00	-	-	1,876.58	474.18	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,846.00	12,931.82	-	9,863.07	8,793.07	
		GENERATION PROTECT TECHNICIAN	122,098.92	-	-	73,763.36	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,190.00	11,871.23	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	141,414.64	-	-	36,545.16	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	132,492.76	-	-	79,522.00	311.36	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	229,299.70	80,156.62	27,105.47	-	1,698.24	
		GENERATION TECHNICIAN/OPERATOR	14,846.40	-	-	15,339.83	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	5,430.75	528.01	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,202.46	19,711.82	-	1,500.00	11,373.50	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,925.66	-	-	90,164.68	122.54	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,701.96	-	-	136,700.37	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	131,277.28	-	-	7,875.29	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	122,248.23	-	-	111,807.56	92.36	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,013.81	-	-	59,346.90	1,846.72	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,240.61	-	-	115,631.87	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,837.47	-	-	48,744.05	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,778.16	11,657.46	-	-	8,451.80	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	140,305.00	17,982.04	-	5,336.44	3,356.78	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	157,280.34	13,580.40	-	2,000.00	3,326.27	
		GENERATION OPERATOR/PLANNER/SR	111,669.32	-	-	35,671.85	-	
		GAS OPERATIONS COORDINATOR/SR/EXP/PRN	120,313.14	11,889.70	-	15,067.50	862.89	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,727.20	12,720.65	-	3,830.68	3,539.28	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,853.50	16,632.77	-	57,587.98	-	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	130,862.45	11,369.05	-	3,411.36	3,060.83	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	165,542.64	21,429.62	4,334.22	7,800.00	267.58	
		GENERATION TECHNICIAN/OPERATOR	2,474.40	-	-	-	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	151,334.45	19,304.16	-	5,925.00	1,078.71	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	169,525.86	21,945.26	4,334.22	19,511.04	580.86	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	94,581.29	-	-	77,159.50	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	15,096.00	-	-	6,240.04	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,921.90	-	-	102,581.20	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,226.70	12,534.54	-	400.00	925.12	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	77,732.69	54,321.29	11,017.92	19,421.72	79.00	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,300.91	-	-	13,171.30	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,221.86	-	-	60,162.89	720.40	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	158,957.91	22,060.34	-	1,656.86	115.98	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	108,864.54	8,948.25	-	2,452.39	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	166,421.36	21,577.37	-	3,900.00	13,211.18	
		GENERATION TECHNICIAN/SR/EXP/PRN	121,770.32	-	-	43,108.62	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	137,751.96	15,971.46	-	2,278.86	15,012.34	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	119,604.10	-	-	6,964.15	266.42	
		GAS OPERATIONS LEADER/CREW/FOREMAN	132,684.04	-	-	40,618.84	100.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,121.66	13,192.74	-	1,474.20	20,421.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	160,762.73	16,615.71	-	36,337.00	16,238.18	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	18,199.18	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	54,000.00	2,422.88	-	-	4,485.14	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,356.70	-	-	100,093.31	162.40	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,391.47	-	-	73,527.42	279.49	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	113,427.30	-	-	5,274.81	1,618.09	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,100.62	12,013.80	-	3,382.93	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	191,979.00	25,915.02	-	5,768.25	3,250.06	
		GAS OPERATIONS LEADER/FOREMAN	120,966.79	-	-	50,811.50	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,236.44	14,520.76	-	119,457.38	42,494.79	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,705.46	-	-	124,449.09	1,505.38	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	214,821.04	78,127.80	14,109.95	199.08	4,559.30	
		GENERATION PROTECT TECHNICIAN	125,837.17	-	-	84,160.12	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	157,717.66	13,625.32	-	20,880.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,855.84	17,473.09	-	2,500.00	24,186.65	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	84,611.37	-	-	219,528.92	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,623.08	-	-	218,118.43	315.01	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,028.04	11,495.43	-	1,500.00	18,991.49	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	134,593.05	21,824.86	1,498.32	25,266.22	1,215.70	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,398.39	-	-	53,665.89	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,841.56	-	-	97,366.12	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,111.12	-	-	152,587.44	-	
		GENERATION COORDINATOR/ASSISTANT/ANALYST/AUDITOR/SR/EXP/PRN	127,116.00	10,999.52	-	2,705.63	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	72,229.10	9,015.92	-	16,044.36	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	116,439.15	17,288.94	-	7,362.32	460.06	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	124,042.01	10,450.14	-	2,665.07	1,362.69	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,767.91	-	-	81,735.13	365.40	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	196,591.96	25,475.53	5,408.82	3,192.21	14,826.55	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	139,135.90	11,901.49	-	6,500.00	5,196.48	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,656.84	-	-	65,878.57	61.33	

PACIFIC GAS AND ELECTRIC COMPANY
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		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	141,446.04	18,329.40	-	-	620.96	
		GAS OPERATIONS LEAD/INSPECTOR	122,002.63	-	-	66,385.41	147.32	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,598.70	24,560.40	-	-	23,566.47	1,675.13
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,001.04	12,094.77	-	1,000.00	1,431.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,742.40	-	-	582.59	-	
		POWER GENERATION OPERATOR/DISPATCHER	116,729.26	-	-	38,399.45	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,742.49	-	-	116,134.13	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	169,261.10	47,325.31	-	1,275.00	1,318.15	
		GENERATION INSTRUCTOR/SR/EXP/PRN	133,861.21	13,907.87	-	51,613.06	992.76	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,054.14	12,361.82	-	1,538.96	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	739.73	676.22	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	131,740.51	12,043.14	-	8,852.29	234.14	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	1,811.60	-	-	4,964.64	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	132,417.66	11,441.15	-	8,350.52	3,508.49	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,890.14	10,745.93	-	14,470.50	-	
		GENERAL COUNSEL SENIOR COUNSEL	222,507.46	79,209.51	23,273.58	2,001.27	1,260.74	
		GENERATION INSTRUCTOR/SR/EXP/PRN	151,293.00	13,070.29	-	38,388.91	1,020.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	66,901.41	15,640.59	-	50,826.93	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	140,266.49	-	-	73,575.68	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	210,795.96	27,313.29	716.40	28,120.00	773.50	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,035.36	13,717.84	-	-	1,779.61	
		GENERAL COUNSEL CHIEF COUNSEL	209,414.36	77,411.47	19,535.33	-	1,258.22	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	149,865.98	20,722.59	-	2,500.00	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	83,087.24	9,531.25	-	453.31	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,448.29	-	-	141,993.76	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	122,797.41	10,497.29	-	3,769.83	1,267.41	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	151,791.54	19,675.27	749.16	7,099.99	1,732.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,006.03	-	-	103,913.68	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,953.60	20,057.25	-	82,371.97	22,670.42	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,037.72	12,445.16	-	541.60	120.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,512.90	-	-	95,263.05	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,173.78	12,711.07	-	1,700.00	450.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,334.86	11,512.83	-	-	-	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	136,966.80	12,775.73	-	20,745.15	418.38	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,714.34	12,230.02	-	-	1,555.82	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	133,178.00	11,493.33	-	(26.24)	1,356.40	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	166,556.70	21,586.25	2,247.48	4,209.48	8,819.12	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,757.44	12,711.62	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	178,744.00	23,162.69	895.50	12,300.00	404.23	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	154,991.40	19,555.31	-	-	2,096.66	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	165,162.67	-	-	79,566.27	-	
		GENERATION OPERATOR/DISPATCHER	125,189.20	-	-	60,034.55	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	102,187.23	16,855.84	-	6,411.58	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	151,754.22	19,145.77	-	5,025.00	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,366.45	-	-	681.59	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	77,750.13	11,182.72	-	32,856.36	-	
		GAS OPERATIONS LEAD/TECHNICIAN	122,329.10	-	-	97,820.06	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,493.34	11,331.94	-	632.60	8,611.43	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	104,816.41	-	-	59,973.72	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,250.96	18,266.87	-	50,110.81	19,446.67	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	136,549.64	14,081.21	-	-	112.58	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	158,133.64	20,491.88	4,334.22	7,725.00	4,056.67	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,952.70	-	-	71,037.03	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	125,976.34	10,818.37	-	2,050.00	-	
		GAS OPERATIONS LEADER CREW/FOREMAN	136,495.68	-	-	27,051.19	169.94	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	95,063.33	-	-	268,176.43	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,816.68	-	-	109,746.29	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,528.96	-	-	66,433.49	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,326.12	-	-	131,279.02	54.36	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	99,494.49	2,128.12	-	27,926.99	490.39	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	34,260.33	-	-	-	116.00	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,755.04	-	-	125,381.05	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,406.70	15,650.42	-	40,770.92	9,926.70	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,018.26	13,073.10	-	22,322.16	796.02	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	134,501.51	-	-	145,873.88	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,616.36	-	-	166,212.84	509.24	
		GENERATION CONTROL TECHNICIAN	14,227.80	-	-	19,284.23	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	94,190.91	-	-	257,166.02	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,764.65	14,975.69	-	12,394.88	3,932.43	
		GAS OPERATIONS LEADER/CREW/FOREMAN	136,256.80	-	-	68,888.88	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,276.32	-	-	33,935.34	189.47	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,534.75	-	-	39,187.93	27.29	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,735.00	13,143.76	-	32,340.60	1,750.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	69,272.73	3,838.84	-	21,045.92	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	104,491.72	-	-	2,778.66	4.50	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,971.65	-	-	109,510.32	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	100,161.42	-	-	87,239.09	110.76	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,281.24	12,950.66	-	12,765.82	9,098.51	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	27,218.40	-	-	36,854.20	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,717.84	12,629.11	-	50,079.91	769.94	
		GENERATION OPERATOR/PLANNER/SR	113,026.82	-	-	29,851.29	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,225.35	-	-	106,731.00	508.08	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	125,436.01	10,854.15	-	6,500.00	4,892.26	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,331.52	12,209.72	-	1,259.51	3,786.09	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,574.79	-	-	92,943.35	40.90	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	179,340.00	24,208.88	-	8,885.20	354.42	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,022.58	-	-	5,153.14	200.68	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,898.20	13,040.33	-	1,150.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	148,916.00	12,891.37	-	36,302.02	945.56	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	122,581.97	18,626.17	-	-	10,906.24	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	32,880.24	-	-	693.26	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	93,028.41	-	-	293,600.76	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,747.52	-	-	59,354.67	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	167,788.86	17,393.52	-	8,072.02	1,405.38	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,437.58	18,633.86	-	17,504.38	2,117.08	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,421.70	20,929.14	-	-	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,527.66	-	-	1,690.77	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,315.89	16,545.96	-	10,000.00	5,542.56	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	154,958.17	19,607.45	2,247.48	13,250.00	3,385.97	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	10,703.51	1,473.20	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	47,291.97	-	-	39,536.55	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	127,351.67	13,169.14	-	3,000.00	438.72	
		GAS OPERATIONS LEAD/INSPECTOR	123,416.39	-	-	29,923.63	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,702.00	14,500.92	-	34,795.32	3,125.34	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	100,361.47	-	-	83,272.73	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	129,068.36	11,150.27	-	3,250.00	300.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	120,056.02	-	-	107,634.66	903.01	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	21,964.29	-	-	8,717.15	1,090.72	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	203,943.20	76,647.52	16,422.49	5,665.80	4,248.48	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,485.59	1,445.31	-	32,834.65	1,698.63	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	142,971.12	-	-	48,419.03	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,719.04	11,033.72	-	5,645.75	3,379.90	
		IT SR. MGR/MANAGER/SUPERVISOR	54,342.26	8,225.88	4,169.97	14,193.88	474.88	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	89,346.48	11,555.62	-	83,166.56	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	127,589.04	-	-	68,467.74	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,611.11	12,071.91	-	-	3,715.16	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	121,777.28	-	-	45,026.11	91.06	
		GENERATION LEAD/FOREMAN	131,207.32	-	-	139,275.55	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,636.04	11,458.51	-	15,391.39	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,890.58	-	-	42,889.75	10.96	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	122,457.96	-	-	72,150.58	76.82	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,043.04	15,244.56	-	46,038.63	24,259.58	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	179,078.00	15,485.17	-	10,393.58	3,759.69	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,155.18	10,580.95	-	36,232.98	535.01	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	186,953.19	16,422.76	-	87,326.33	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	160,415.84	21,194.88	-	1,642.67	16.00	

PACIFIC GAS AND ELECTRIC COMPANY
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		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,272.20	14,748.00	-	-	1,452.11	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,630.36	10,531.33	-	1,250.00	1,604.72	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,686.90	15,194.36	-	15,736.84	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	148,747.38	12,850.37	-	1,698.85	1,757.35	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	100,695.05	-	-	142,019.20	23.12	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	153,882.80	-	-	71,797.64	394.40	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	80,645.39	-	-	54,502.42	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	125,209.71	-	-	119,991.53	66.12	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	148,770.16	12,845.58	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,360.80	-	-	48,178.39	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,139.30	12,276.25	-	-	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,882.36	17,714.20	-	66,016.61	2,251.93	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	127,728.16	-	-	50,115.40	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,020.00	11,838.79	-	10,465.15	2,170.08	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	150,494.70	15,604.90	-	4,891.07	443.71	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	140,076.00	12,120.97	-	5,959.59	2,210.15	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,456.54	-	-	61,191.22	508.08	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	150,739.04	19,456.38	-	910.00	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	11,050.24	-	-	15,061.84	461.40	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,671.90	11,691.56	-	615.69	116.00	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	147,068.13	12,859.49	-	500.00	2,671.66	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR EXPERT/PRINCIPAL	114,919.90	-	-	400.00	1,250.27	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	188,780.04	24,489.56	1,481.94	-	7,370.67	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,118.00	10,807.41	-	6,936.28	135.79	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	99,274.53	-	-	329,912.99	111.79	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	101,000.21	21,459.80	12,021.75	40,281.88	139.06	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	163,625.96	21,208.11	-	-	3,908.46	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,898.16	11,310.02	-	20,440.40	717.84	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,473.08	17,269.06	-	6,909.60	867.14	
		GENERATION OPERATOR/PLANNER/SR	124,744.68	-	-	95,687.63	-	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	127,308.90	-	-	47,747.65	53.36	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	-	-	-	-	300.99	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,709.18	-	-	71,618.92	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,210.77	16,973.49	-	7,000.00	576.43	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	128,597.04	11,424.40	-	2,821.94	-	
		GENERAL COUNSEL SENIOR COUNSEL	206,595.16	77,014.09	20,706.46	1,500.00	703.35	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,860.04	14,418.88	-	75,565.25	14,289.60	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	97,716.24	-	-	61,763.33	181.73	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	173,042.30	14,929.83	-	1,000.00	540.00	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	208,165.00	77,239.50	8,590.00	78,616.56	684.71	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,966.28	13,069.14	-	3,579.22	115.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	187,539.24	24,935.71	4,951.89	17,288.75	42,449.16	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,316.35	16,906.01	-	77,548.09	5,027.13	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,516.94	12,545.48	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	32,202.88	5,720.33	-	3,910.35	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,970.12	-	30,645.63	10,088.70	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	65,849.11	-	-	49,377.42	348.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	66,990.00	5,305.61	-	4,240.04	1,718.87	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	129,949.20	13,471.66	-	4,275.00	443.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	182,099.06	20,262.70	-	7,500.00	2,460.53	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	16,336.85	24,840.47	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	52,135.90	4,916.06	-	9,108.40	207.92	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,854.43	-	-	29,749.54	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,266.66	13,608.23	-	13,242.30	1,342.01	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,346.14	-	-	75,505.52	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,700.00	14,204.97	-	69,878.22	885.55	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	125,349.81	-	-	24,098.03	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,534.70	13,947.02	-	12,052.58	7,831.40	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	201,255.52	26,086.80	1,481.94	5,971.50	948.54	
		GENERATION TECHNICIAN/SR/EXP/PRN	126,708.80	-	-	43,128.94	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,175.82	14,535.70	-	133,164.52	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,585.50	11,889.25	-	-	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	120,860.95	-	-	63,344.66	578.08	

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		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	118,921.14	-	-	82,601.00	659.38	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,851.17	16,772.41	-	7,499.44	1,021.26	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	168,254.17	21,904.12	-	69,747.53	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,177.94	-	-	59,121.94	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,640.81	19,855.35	-	10,690.49	7,769.28	
		GENERATION TECHNICIAN/OPERATOR	29,074.20	-	-	28,851.33	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	171,962.16	22,280.91	-	1,268.61	18,204.72	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	140,230.35	12,108.22	-	5,010.00	3,583.98	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	128,270.68	-	-	1,593.94	1,164.04	
		GENERATION CONTROL TECHNICIAN	13,485.48	-	-	14,698.95	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	14,635.00	-	-	780.98	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	150,789.83	-	-	67,968.97	1,492.04	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	28,944.28	-	-	13,804.97	-	
		GENERATION TRAINER/SPECIALIST/SR/EXP/PRN	151,754.04	13,394.09	-	2,276.31	181.81	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	120,463.78	-	-	12,535.63	1,052.49	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,950.66	-	-	157,486.08	1,785.83	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	129,899.30	13,468.63	-	71,993.78	330.28	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	136,100.16	11,757.78	-	2,000.00	4,443.04	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	130,992.80	-	-	45,370.27	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	126,041.42	-	-	103,062.94	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,049.27	17,777.90	-	22,142.65	2,013.76	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,937.46	14,088.74	-	4,133.97	14,578.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,248.80	12,285.71	-	2,000.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,365.04	12,232.50	-	3,338.00	4,392.18	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	152,237.48	16,258.30	-	8,225.71	3,411.54	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	168,955.89	47,643.63	3,470.63	6,856.80	428.64	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	138,776.64	14,377.36	-	10,158.31	575.81	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,743.02	13,950.19	-	13,802.40	52.63	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	98,057.21	-	-	152,110.48	673.27	
		GENERAL COUNSEL SENIOR COUNSEL	196,516.39	65,245.32	12,782.87	1,000.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	175,230.04	18,166.83	-	400.00	604.75	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	165,465.31	14,221.31	-	52,999.32	3,727.68	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	86,262.68	-	-	6,293.64	128.18	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	141,464.00	12,246.59	-	7,734.40	5,135.63	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,457.48	12,167.32	-	2,426.47	908.15	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,022.40	-	-	100,174.70	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,523.34	22,568.85	-	7,125.83	1,476.75	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,632.35	11,616.22	-	600.00	1,698.01	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	-	37,282.62	-	-	2,153.93	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	141,693.24	-	-	116,686.75	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	107,482.52	14,591.75	-	2,300.00	183.40	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,932.97	11,691.56	-	-	470.95	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	129,798.00	11,201.66	-	14,512.60	16,589.49	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,669.94	-	-	172,070.13	45.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,127.60	13,501.73	-	2,996.22	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,814.84	12,683.40	-	-	121.05	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	128,672.21	10,908.39	-	8,044.97	5,973.10	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,877.44	-	-	65,011.68	-	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	141,698.13	12,239.92	-	54,887.56	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,600.00	11,972.46	-	4,417.98	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	136,134.30	11,840.77	-	666.78	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,201.96	12,190.52	-	-	644.26	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	44,761.16	16,447.32	1,481.94	38,306.10	725.92	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	141,336.00	12,198.14	-	300.00	821.68	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	79,483.55	7,545.65	-	49,040.22	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	208,971.96	27,280.18	749.16	5,031.96	814.99	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,293.59	-	-	46,981.90	1,204.08	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	12,934.80	2,891.79	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,936.88	-	-	56,061.64	89.88	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	140,004.00	12,114.73	-	-	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	69,047.62	4,367.77	-	36,345.20	15.14	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	140,581.00	12,169.53	-	671.62	6,235.69	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,045.61	11,543.77	-	1,823.90	3,951.60	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	208,903.96	77,325.62	15,406.74	17,800.00	47,286.44	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,339.71	-	-	121,298.98	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	92,269.74	-	-	119,996.53	1,105.13	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	141,517.19	-	-	120,272.61	580.80	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	122,773.86	10,492.99	-	4,473.70	3,580.07	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	94,530.55	-	-	88,387.48	615.63	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,774.25	-	-	101,317.70	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,905.16	-	-	93,135.42	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	144,627.66	12,497.78	-	10,832.47	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,099.59	13,834.23	-	30,771.90	10,960.66	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,972.42	-	-	168,016.84	15.00	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	144,790.02	-	-	86,974.52	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,820.96	13,376.46	-	40,611.65	15,506.69	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	12,606.27	3,219.24	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,194.78	-	-	62,864.99	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	113,317.98	-	-	49,612.77	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	153,750.00	13,282.56	-	27,917.20	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,386.90	-	-	72,236.35	123.96	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,157.32	16,092.05	-	-	334.45	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	129,536.54	-	-	83,763.05	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	136,669.68	-	-	157,284.36	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	64,428.57	-	-	88,194.47	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,668.12	-	8,019.87	1,467.86	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	126,001.43	-	-	31,539.07	40.60	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,774.74	-	-	175,767.79	-	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	218,000.04	78,639.60	5,442.63	16,640.34	10,789.01	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	189,749.30	24,584.93	-	1,550.00	8,349.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,826.96	11,738.86	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,753.04	13,300.87	-	1,500.00	3,133.46	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,697.64	14,267.43	-	16,694.75	9,461.64	
		GENERATION CONTROL TECHNICIAN	12,990.60	-	-	19,324.87	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,894.94	18,359.40	-	1,250.00	7,808.59	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,804.00	13,049.27	-	2,607.69	3,603.14	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	181,902.78	18,144.57	537.30	3,950.00	2,583.04	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	163,620.80	21,202.93	-	1,500.00	5,718.50	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	143,819.20	14,899.77	-	2,031.42	5,055.85	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,606.40	14,063.40	-	150.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,617.14	14,063.71	-	5,039.45	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,779.79	-	-	117,091.98	435.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	87,516.17	-	-	196,997.15	26.64	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	146,575.04	18,994.05	-	8,330.00	6,789.03	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	73,840.00	5,848.13	-	2,418.83	180.96	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	57,810.00	4,578.55	-	50,479.12	6,029.48	
		IT SR. MGR/MANAGER/SUPERVISOR	175,480.16	22,716.05	-	6,000.00	11,006.27	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	32,786.66	4,192.97	-	4,907.63	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,105.84	14,340.57	-	39,708.86	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,466.64	21,948.94	-	15,500.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,246.00	16,089.91	-	2,000.00	11,922.48	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	139,226.46	12,018.41	-	500.00	124.97	
		GENERATION LEAD/FOREMAN	128,071.12	-	-	70,188.09	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	161,563.32	15,054.14	-	45,030.45	3,824.27	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	93,937.00	6,944.14	-	-	3,637.24	
		IT SR. MGR/MANAGER/SUPERVISOR	157,191.02	20,364.35	-	-	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	56,137.31	4,476.08	-	9,075.64	180.00	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	204,614.91	63,213.63	5,799.78	-	880.54	
		GENERATION WRITER/SR/EXP/PRN	147,042.64	15,428.26	-	2,854.05	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	160,622.95	15,178.20	-	28,581.26	4,198.67	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	131,172.30	12,789.27	-	4,750.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,250.00	10,722.85	-	107.40	2,084.48	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,347.26	20,373.99	-	739.20	7,948.72	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,189.26	-	-	80,757.15	2,670.16	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,179.04	-	-	124,645.73	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	130,620.27	-	-	84,472.90	-	

PACIFIC GAS AND ELECTRIC COMPANY
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		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	157,125.30	13,572.35	-	20,804.06	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	1,735.13	1,664.93	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	99,930.67	-	-	273,059.86	88.55	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	121,628.48	-	-	2,355.80	247.49	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	141,001.79	18,085.34	-	5,325.00	55.70	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,313.34	-	-	98,040.48	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	181,258.00	15,673.69	-	60,273.61	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	138,811.54	17,993.27	-	1,500.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,936.54	12,853.29	-	1,500.00	540.00	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,360.71	-	-	47,732.62	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,335.36	-	-	130,557.61	216.00	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	114,530.87	-	-	57,026.48	2,223.12	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	142,635.80	12,325.66	-	-	394.07	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,211.84	14,913.07	-	70,824.32	8,022.10	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,494.64	14,568.76	-	79,744.66	1,067.06	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	104,164.78	14,112.58	-	11,093.13	514.40	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,059.96	21,943.47	-	79,240.41	18,903.00	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	139,970.69	14,444.02	-	13,549.76	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	175,041.84	22,676.95	-	5,725.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	16,668.66	-	-	5,960.32	1,190.71	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	139,100.27	19,057.27	3,453.57	28,630.00	11,291.26	
		IT SR. MGR/MANAGER/SUPERVISOR	130,440.04	13,341.45	-	600.00	5,710.30	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,620.15	12,375.05	-	1,300.00	8,079.36	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	87,555.48	20,967.41	1,107.36	9,515.91	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,175.39	8,307.00	-	33,938.48	5,876.86	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	131,738.00	11,369.05	-	8,676.36	17,145.16	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,800.24	-	-	48,788.18	173.94	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	145,304.17	-	-	139,079.05	-	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	124,210.33	-	-	15,990.68	991.83	
		GAS OPERATIONS LEADER/FOREMAN	78,295.30	-	-	79,119.15	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	6,094.31	2,050.67	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	190,598.96	24,705.50	5,050.62	4,228.69	16,732.30	
		GENERATION CONTROL TECHNICIAN	27,837.00	-	-	38,016.94	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,402.55	-	-	117,907.32	107.88	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	170,725.38	14,684.39	-	-	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	129,434.18	12,598.21	-	858.88	516.90	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,956.26	8,535.44	-	75,887.95	9,626.67	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,162.52	-	-	139,107.70	989.51	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	3,760.32	1,605.43	
		GAS OPERATIONS LEADER/FOREMAN	116,971.21	-	-	1,411.65	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,060.54	14,846.86	-	18,466.32	34,819.94	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,139.11	-	-	82,574.91	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,408.80	14,348.65	-	37,104.19	13,632.27	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,796.80	-	-	190,969.03	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	132,443.68	-	-	109,519.45	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	172,658.74	22,122.64	-	1,000.00	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	177,661.16	23,019.94	-	3,600.00	269.09	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	15,149.21	8,434.96	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	2,488.83	-	-	13,439.94	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,820.54	14,131.42	-	3,157.44	368.92	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	146,667.50	19,003.53	-	100.00	390.60	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	146,016.57	13,674.12	-	27,833.49	3,436.18	
		GAS OPERATIONS LEADER/FOREMAN	126,850.30	-	-	86,978.59	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	121,520.89	-	-	211,975.56	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,341.64	15,689.38	-	-	1,326.36	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,787.13	23,414.53	-	137,011.38	7,968.94	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,738.76	-	-	90,515.42	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	25,282.23	-	-	3,048.53	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,944.50	15,329.15	-	25,500.26	2,933.96	
		IT SR. MGR/MANAGER/SUPERVISOR	154,677.96	16,810.89	-	6,413.73	4,082.07	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	170,430.00	22,079.49	-	553.88	231.96	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	151,228.80	18,487.81	-	3,458.27	5,008.49	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	137,326.04	17,786.15	-	8,980.00	2,849.02	

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FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	119,538.43	-	-	57,209.23	987.58	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	66,058.34	5,189.36	-	16,047.20	2,504.59	
		GAS OPERATIONS LEADER/FOREMAN	57,841.45	-	-	45,084.67	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	129,996.00	11,248.73	-	1,268.67	514.39	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,300.23	21,797.85	-	7,000.00	89,563.18	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	127,519.25	-	-	47,545.33	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	125,160.70	10,809.85	-	200.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,599.66	14,990.46	-	68,508.27	739.73	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	111,662.39	9,542.46	-	194.00	3,050.52	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	118,441.74	-	-	159,786.09	663.35	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,996.00	11,623.68	-	3,249.90	672.34	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,074.04	16,072.09	-	42,378.59	1,529.79	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	160,833.52	22,895.12	5,083.38	17,973.42	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	115,152.47	-	-	10,115.30	103.82	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	172,974.90	14,943.39	-	8,572.99	12,859.88	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	131,482.24	-	-	12,572.11	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,006.35	-	-	95,081.37	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,906.89	-	-	60,803.46	1,732.96	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	97,312.19	-	-	190,218.70	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,133.27	-	-	116,433.03	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	36,691.51	9,957.93	-	26,174.21	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,743.86	17,259.34	-	6,528.38	4,111.82	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	131,800.07	12,638.35	-	16,830.99	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,413.83	14,526.37	-	13,565.97	1,092.11	
		GENERAL COUNSEL DIRECTOR/SR. DIRECTOR/CHIEF	217,476.34	78,510.21	23,314.14	2,500.00	2,125.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	75,963.25	8,976.88	-	674.92	1,860.05	
		GENERATION TECHNICIAN/OPERATOR	26,476.08	-	-	35,593.13	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,065.26	13,052.69	-	2,388.24	5,273.53	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	123,054.95	-	-	75,059.55	46.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	102,733.81	-	-	141,050.64	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,343.20	-	-	130,110.04	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,318.00	16,233.00	-	38,116.64	-	
		GENERATION COORDINATOR/ASSISTANT/ANALYST/AUDITOR/SR/EXP/PRN	142,440.00	12,325.51	-	26,361.85	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,370.70	12,177.33	-	17,479.54	25,750.64	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	107,614.56	-	-	43,314.52	-	
		GENERATION ENGINEER/SR/EXP/PRN	141,932.00	12,404.40	-	45,258.16	1,358.75	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	163,006.83	-	-	27,942.94	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	155,977.16	13,474.95	-	1,000.00	676.54	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	74,351.80	31,994.79	23,736.88	75,060.05	25,987.72	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	37,253.00	4,257.45	-	5,755.55	43.50	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	34,322.25	5,238.16	-	15,875.64	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,279.85	-	-	84,633.24	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,954.40	15,334.72	-	14,073.91	834.12	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,058.07	-	-	61,055.12	102.98	
		GAS OPERATIONS LEADER/FOREMAN	126,816.16	-	-	20,363.55	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,333.18	13,115.15	-	37,718.62	1,976.62	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	116,859.76	9,790.69	-	706.24	10,063.70	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,598.34	13,849.97	-	1,800.00	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	136,500.37	-	-	1,761.81	24.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,214.66	13,640.72	-	24,875.70	236.91	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,969.71	19,535.68	-	1,000.00	420.81	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	8,098.02	8,522.77	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,257.27	14,446.42	-	43,399.20	42,713.93	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	152,637.51	13,172.70	-	55,806.86	2,523.61	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,797.26	12,505.81	-	2,350.00	11,348.11	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	-	-	-	-	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	168,045.30	21,776.30	-	3,150.00	925.69	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,675.61	-	-	88,060.39	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,907.88	-	-	93,371.38	77.50	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	14,066.00	-	-	24,068.70	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	130,717.94	15,335.63	-	1,500.00	421.51	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,552.20	15,523.00	-	63,609.76	500.45	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	133,011.14	17,231.81	-	8.88	95.52	

PACIFIC GAS AND ELECTRIC COMPANY
EMPLOYEES COMPENSATED AT THE
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	128,904.08	-	-	20,810.35	1,655.64	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	26,774.17	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	114,304.54	-	-	53,925.38	2,517.67	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	47,632.20	-	-	39,165.36	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	120,425.84	-	-	80,364.91	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	163,587.36	16,963.38	-	97,795.33	406.91	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,197.80	-	-	106,919.67	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	160,717.46	20,325.22	1,808.91	1,583.88	537.82	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,067.70	17,086.19	-	15,919.58	87.93	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	162,890.88	20,770.56	5,832.54	7,192.74	8,103.16	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	17,162.38	-	-	5,452.38	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,299.53	13,544.97	-	12,769.30	7,355.04	
		GAS OPERATIONS CREW FOREMAN/LEADER	114,868.74	-	-	45,823.63	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	137,488.90	-	-	113,193.07	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,153.90	10,843.97	-	1,750.00	3,844.02	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,656.40	16,065.36	-	10,082.52	4,893.32	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	158,073.80	16,391.66	-	45,439.63	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	155,083.26	16,071.34	-	64,028.75	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	117,416.25	11,970.64	-	-	969.30	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,289.57	-	-	139,849.34	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	90,924.98	5,889.78	-	12,575.52	4,299.23	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,073.76	-	-	28,584.02	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	182,852.76	23,628.93	-	-	-	
		IT SR. MGR/MANAGER/SUPERVISOR	154,314.44	20,001.22	-	2,724.81	-	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	8,666.16	23,888.94	
		POWER GENERATION OPERATOR/DISPATCHER	128,116.75	-	-	86,085.42	513.29	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	75,208.08	10,500.40	-	107,224.91	275.50	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	191,637.58	19,560.95	-	2,330.98	4,165.28	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	142,440.00	12,325.51	-	51,379.88	6,868.78	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	111,365.30	-	-	46,788.97	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	73,539.08	8,863.06	-	9,051.14	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,919.54	17,868.12	-	-	2,354.56	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,161.48	-	-	128,354.72	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	25,877.72	9,189.34	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	127,652.50	-	-	91,482.28	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,560.96	11,693.02	-	4,197.40	244.37	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	136,535.80	11,804.89	-	10,752.53	4,022.31	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	250.00	2,941.71	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,805.29	10,732.23	-	33,024.58	282.69	
		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	130,174.18	11,242.86	-	5,000.00	253.38	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,353.43	-	-	119,008.35	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,706.25	-	-	196,635.93	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	120,057.27	-	-	65,272.08	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	118,342.25	-	-	115,226.58	72.12	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,866.55	-	-	142,239.95	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,701.37	-	-	75,777.81	59.43	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	149,825.62	19,029.47	-	-	54.37	
		GAS OPERATIONS LEAD/INSPECTOR	130,034.74	-	-	91,976.92	-	
		GENERATION PROTECT TECHNICIAN	124,307.66	-	-	62,924.17	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	114,994.35	9,594.86	-	3,977.52	3,558.16	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,111.20	-	-	54,619.71	4,745.31	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	137,930.00	11,911.78	-	16,116.62	21,472.71	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	133,599.84	14,283.74	-	8,457.38	6,554.50	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,952.76	-	-	49,534.99	-	
		GENERATION TECHNICIAN/OPERATOR	28,455.60	-	-	28,230.17	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	137,300.99	-	-	104,935.72	86.87	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	217,224.00	28,116.20	10,199.52	54,000.00	530.44	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	106,250.75	-	-	33,716.55	-	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	211,654.54	77,698.05	25,443.18	5,908.20	323.62	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	151,333.10	19,390.19	-	1,100.00	2,354.94	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	89,835.23	7,401.56	-	200.00	9,236.75	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,687.97	17,195.96	-	74,440.42	26,844.80	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,550.59	-	-	11,646.06	-	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	12,522.58	-	-	11,882.76	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,931.72	23,595.96	-	40,566.76	3,483.57	
		GENERATION PROTECT TECHNICIAN	123,752.09	-	-	57,221.06	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	183,460.24	24,099.47	-	21,000.00	2,684.91	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	128,776.72	-	-	44,746.35	6,643.64	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,818.87	-	-	142,058.52	234.29	
		SHARED SERVICES PLANNER/SR/EXP/PRN	134,007.30	11,585.20	-	1,478.30	3,204.49	
		GAS OPERATIONS LEADER/CREW/FOREMAN	130,088.88	-	-	37,727.51	347.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,464.78	-	-	127,995.77	2,671.48	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,404.84	12,382.31	-	-	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,702.02	14,359.47	-	-	6,208.86	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,130.79	11,826.13	-	1,518.35	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	59,808.00	-	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,808.56	-	-	5,546.29	946.36	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	141,505.95	18,912.19	-	3,800.00	6,689.21	
		IT SR. MGR/MANAGER/SUPERVISOR	139,190.36	14,407.29	-	35,104.30	3,738.05	
		GENERAL COUNSEL SENIOR COUNSEL	211,998.04	77,711.75	14,735.06	2,588.85	3,052.61	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,478.93	-	-	87,799.80	131.08	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	179,078.00	15,485.17	-	4,785.58	2,707.47	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	156,618.70	20,299.87	-	17.99	6,412.66	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	107,289.71	-	-	1,647.46	-	
		GENERAL COUNSEL ATTORNEY	55,572.24	-	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,252.00	11,703.54	-	195.06	149.12	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	143,643.01	18,485.16	-	500.00	1,229.50	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,464.46	11,152.19	-	4,452.20	16,443.41	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	134,748.00	11,659.93	-	97.17	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	4,048.52	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,745.96	-	-	17,241.39	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,651.52	13,120.44	-	1,350.16	1,501.54	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	120,325.06	10,156.64	-	1,600.00	540.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	15,459.00	-	28,950.45	2,161.16	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,659.25	17,119.59	-	1,232.40	831.95	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,830.76	13,904.12	-	55,202.13	30,709.36	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,608.28	13,112.58	-	6,259.65	5,976.70	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	134,285.84	11,599.49	-	783.88	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	158,025.42	13,648.30	-	1,000.00	26,618.39	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	155,550.00	17,849.15	-	1,890.00	618.88	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,020.20	12,960.32	-	492.52	279.78	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,358.84	17,285.45	-	-	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	133,174.94	17,119.90	-	4,228.67	3,128.31	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,002.32	17,959.33	-	9,021.64	1,833.75	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	128,345.15	-	-	55,939.22	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	126,952.20	-	-	754.50	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	15,705.76	-	-	41,327.09	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	112,129.86	9,525.06	-	13,858.43	1,886.79	
		GENERATION ENGINEER/SR/EXP/PRN	142,440.00	12,325.51	-	200.00	3,577.84	
		IT SR. MGR/MANAGER/SUPERVISOR	187,399.30	24,667.18	4,813.20	10,151.12	8,311.57	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,227.20	-	-	157,149.08	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,550.40	11,110.18	-	250.00	624.98	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	104,128.32	-	-	56,612.38	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	195,920.34	25,385.14	-	400.00	5,289.12	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	137,930.00	11,911.78	-	9,867.87	2,953.80	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,225.38	12,181.11	-	20,073.05	24,825.94	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,288.49	-	-	5,894.53	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	16,917.13	4,366.51	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	193,367.21	24,939.89	4,414.59	3,950.00	1,583.99	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	32,785.80	-	-	41,255.18	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	148,467.13	18,828.78	5,050.62	9,875.00	1,934.38	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	172,364.89	25,468.93	5,408.82	11,041.67	5,650.18	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	-	-	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,415.64	11,269.66	-	2,250.00	1,335.46	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,386.50	-	-	32,093.98	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,750.04	13,718.15	-	3,289.44	1,998.39	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	194,455.12	77,866.94	9,116.19	10,952.49	1,271.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,009.30	-	-	105,690.07	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	96,438.81	11,037.59	-	4,084.08	135.00	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	111,671.11	-	-	22,874.50	49.88	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	172,060.00	14,865.15	-	2,250.00	1,009.59	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,238.02	-	-	87,468.52	640.59	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	171,983.93	21,958.62	2,167.11	4,557.45	697.53	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,643.46	13,273.34	-	300.00	540.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	155,224.20	13,406.36	-	217.53	675.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	71,527.80	10,399.82	-	11,368.48	7,640.44	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	64,154.20	-	-	1,814.33	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,538.18	14,067.24	-	66,540.88	15,668.63	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,400.29	16,445.26	-	47,149.09	1,049.80	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,447.98	-	-	47,399.72	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	147,999.96	12,806.63	-	3,470.19	1,389.39	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,647.12	-	-	11,765.31	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	175,317.69	22,903.35	2,214.72	16,132.12	441.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,531.53	22,698.28	2,167.11	7,500.00	4,486.97	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	115,646.20	-	-	16,017.52	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,737.50	19,896.34	-	18,880.72	5,144.27	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	32,390.21	-	-	22,504.31	2,047.40	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	145,746.00	12,755.13	-	5,189.29	2,475.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	106,714.53	-	-	110,650.66	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,955.08	-	-	23,560.01	266.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	957.29	390.44	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	147,652.27	12,754.68	-	-	417.10	
		IT SR. MGR/MANAGER/SUPERVISOR	148,936.00	15,515.69	-	6,249.06	8,931.95	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	157,728.89	20,362.21	1,107.36	3,400.00	513.22	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	136,410.70	-	-	120,338.14	2,700.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	29,624.83	-	-	70,258.51	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	162,312.04	21,027.79	2,199.87	1,000.00	919.71	
		GAS OPERATIONS LEADER/CREW/FOREMAN	130,453.30	-	-	99,905.32	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	164,300.96	21,279.90	5,408.82	-	8,447.93	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	167,866.14	21,753.08	-	300.00	57.41	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,414.80	-	-	105,761.68	40,909.58	
		IT SR. MGR/MANAGER/SUPERVISOR	168,584.14	18,091.76	-	5,614.40	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,448.70	13,063.45	-	500.00	664.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,102.00	11,494.25	-	1,043.80	5,036.07	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,252.04	13,701.55	-	7,056.36	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,498.81	13,548.76	-	-	450.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,431.66	12,560.61	-	4,619.92	72.53	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	156,800.04	16,266.07	-	21,148.63	2,192.19	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	156,725.56	20,309.42	-	16,210.36	5,220.63	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	13,081.13	-	-	3,454.41	100.77	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	166,571.80	21,568.41	-	1,000.00	1,518.99	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	106,788.66	-	-	62,904.74	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,991.20	11,069.21	-	25.00	142.50	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,729.12	-	-	78,984.60	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,926.96	18,263.11	-	-	1,895.38	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,720.00	13,158.29	-	15,468.50	653.34	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,271.34	12,115.62	-	347.00	488.92	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,933.13	13,355.81	-	1,919.52	1,289.25	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	40,907.45	14,558.68	-	15,895.77	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	40,011.30	-	-	21,615.84	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	51,149.49	13,191.77	-	46,172.24	204.30	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,453.75	13,321.11	-	18,093.47	10,044.30	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	155,855.92	15,695.01	-	-	387.35	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,500.95	12,851.98	-	1,766.05	4,110.56	
		SHARED SERVICES PLANNER/SR/EXP/PRN	130,272.54	10,961.98	-	1,141.90	4,879.38	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	172,206.96	17,852.46	-	90,897.16	1,841.11	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	150,891.15	13,024.41	-	33,189.88	9,174.81	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,662.99	13,161.64	-	19,601.14	81.78	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	98,445.29	18,503.50	-	6,445.88	3,256.09	

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		GENERATION OPERATOR/PLANNER/SR	124,043.78	-	-	61,355.10	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	174,930.14	22,671.47	-	5,300.00	3,502.35	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,925.04	13,341.40	-	10,501.92	1,336.01	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,498.86	10,841.92	-	65,721.84	13,699.76	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,716.64	11,286.75	-	11,850.00	1,414.45	
		SHARED SERVICES PLANNER/SR/EXP/PRN	132,952.00	11,473.81	-	984.08	2,007.15	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,186.28	-	-	248.24	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	134,826.72	12,779.90	-	5,822.98	1,118.25	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,069.34	14,309.68	-	32,883.09	5,634.38	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	158,263.88	13,622.32	-	4,830.80	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	20,884.20	-	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	111,476.01	3,605.47	-	16,420.34	656.13	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	84,777.89	-	-	197,764.29	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,972.97	-	-	44,631.85	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,920.04	11,131.38	-	1,000.00	11,041.06	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	145,174.94	18,812.62	-	2,765.00	1,998.57	
		ELECTRIC OPERATIONS SR. MGR/MGR./SUIPV.	51,777.72	-	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,609.70	-	-	130,544.57	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,657.68	21,601.95	-	10,000.00	17,500.51	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	124,919.80	-	-	54,284.49	777.26	
		GENERATION TECHNICIAN/OPERATOR	28,022.70	-	-	28,715.72	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	131,621.00	11,379.95	-	-	-	
		POWER GENERATION LEAD TECHNICIAN/OPERATOR	130,857.40	-	-	26,694.66	170.83	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	128,891.86	-	-	91,701.65	-	
		IT SR. MGR/MANAGER/SUPERVISOR	156,637.34	20,261.40	1,123.74	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	129,777.76	11,118.09	-	13,843.63	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	121,165.38	-	-	107,197.21	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,398.30	13,281.61	-	14,678.65	3,464.09	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	45,389.34	3,399.57	-	1,216.44	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,727.20	12,589.45	-	30,783.60	776.48	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,202.50	11,199.74	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	186,620.96	24,170.74	-	17,694.56	16,580.49	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,218.60	-	-	135,252.97	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,608.34	16,674.71	-	3,000.00	2,708.51	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	184,816.14	23,952.09	1,107.36	2,975.48	8,830.48	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,598.04	20,812.39	-	71,666.77	8,320.98	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	138,089.06	13,689.60	-	4,451.79	5,809.44	
		IT SR. MGR/MANAGER/SUPERVISOR	165,904.64	21,487.60	2,199.87	8,568.44	456.89	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,986.99	-	-	173,554.21	-	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	106,166.65	25,359.43	-	2,974.45	3,070.15	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	127,013.06	-	-	37,012.85	35.38	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	223,125.54	79,299.00	19,237.84	6,189.40	6,702.61	
		GENERATION OPERATOR/PLANNER/SR	126,293.40	-	-	155,904.44	89.88	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,516.03	-	-	148,578.09	78.09	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	172,085.19	83,864.53	33,109.69	186,583.98	10,368.74	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,077.10	-	-	32,688.76	-	
		POWER GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	61,610.00	10,180.62	-	9,088.69	5,524.04	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,390.64	13,165.11	-	6,073.65	-	
		GENERATION OPERATOR/PLANNER/SR	128,196.24	-	-	45,669.84	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,865.09	-	-	75,750.98	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	54,770.24	-	-	70,558.08	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,295.83	-	-	82,886.12	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,085.49	15,957.82	-	3,787.38	688.26	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	117,827.38	-	-	3,587.78	409.48	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,389.34	15,872.30	-	7,068.32	22,438.44	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	44,091.67	513.88	-	(33,859.27)	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	106,761.28	-	-	41,069.53	1,506.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,775.16	-	-	143,981.07	5,191.29	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	128,065.14	11,060.71	-	8,513.89	2,998.84	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	163,316.30	14,108.99	-	350.00	18,274.90	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	139,729.36	12,071.31	-	4,716.58	1,693.43	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,464.66	-	-	52,201.99	921.04	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	153,433.52	19,751.05	537.30	1,050.00	-	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	5,841.39	988.47	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,438.04	10,995.16	-	916.60	7,159.91	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,211.47	11,894.32	-	1,014.87	48.50	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,387.75	12,541.42	-	3,162.60	1,665.01	
		ELECTRIC OPERATIONS DIRECTOR/SR, DIRECTOR/CHIEF	202,663.87	75,947.01	11,721.87	12,900.00	744.85	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,846.08	-	-	7,167.03	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,205.89	-	-	38,005.38	-	
		OFFICE OF PRESIDENT & COO SR, MGR/MGR/SUPV/DIR/SR, DIR/CHIEF	158,470.96	20,535.59	2,214.72	8,457.37	2,239.22	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	130,763.50	18,984.24	-	10.00	1,733.41	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	157,409.20	13,598.66	-	-	6,813.17	
		HUMAN RESOURCES DIRECTOR/SR, DIRECTOR/CHIEF	129,141.27	65,458.68	24,724.55	21,814.11	866.45	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	153,541.58	19,876.07	-	45,583.88	1,722.41	
		POWER GENERATION SR, MGR/MANAGER/SUPERVISOR	118,224.47	-	-	16,645.11	952.52	
		WT CREW FOREMAN/LEADER/CREW/FOREMAN	126,454.26	-	-	63,335.66	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,964.38	11,992.71	-	5,981.42	10,841.18	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	134,978.32	2,746.10	-	13,430.76	2,348.76	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	94,838.13	-	-	108,233.26	-	
		WT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,910.80	14,486.47	-	42,334.36	205.90	
		GENERATION PROTECT TECHNICIAN	123,206.48	-	-	47,877.60	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,381.18	-	-	66,045.56	-	
		SAFETY, HEALTH, ECAP & DOT SR, MGR/MANAGER/SUPERVISOR	140,798.16	27,731.71	6,501.33	19,442.86	6,153.53	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	142,422.00	12,315.48	-	13,370.26	764.51	
		CUSTOMER CARE AND CRE SR, PROGRAM/PROJECT MGR/MGR/SUPERVISOR	157,107.86	20,077.95	-	2,250.00	2,572.28	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,182.58	-	-	47,481.11	583.13	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	105,693.30	8,536.06	-	1,465.52	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	5,376.12	647.59	
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	164,885.54	17,083.59	-	1,059.58	3,264.15	
		ELECTRIC OPERATIONS LEAD/FOREMAN	138,602.31	-	-	86,783.85	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	159,226.00	13,777.73	-	868.05	1,502.80	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	82,833.31	6,553.30	-	77,025.38	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	105,601.88	-	-	140,084.96	1,547.69	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	131,115.70	-	-	67,666.17	-	
		POWER GENERATION SR, MGR/MANAGER/SUPERVISOR	145,750.20	16,775.43	-	21,598.67	10,666.30	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	123,101.63	-	-	94,532.24	614.41	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,561.62	-	-	256,611.91	90.48	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	154,605.61	19,510.58	5,408.82	2,500.00	570.14	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,097.05	15,045.08	-	5,500.00	1,566.82	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	134,601.27	-	-	83,457.73	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	119,614.23	-	-	-	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	149,783.68	19,399.65	-	400.00	4,961.48	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	174,552.00	15,104.20	-	6,282.38	5,271.33	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	182,250.00	24,103.28	6,353.46	24,988.96	900.40	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	52,506.72	-	-	8,415.92	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	83,551.79	-	-	8,990.10	105.56	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	119,234.35	-	-	133,118.66	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	124,277.56	-	-	41,052.60	343.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	23,235.31	2,872.37	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,012.24	10,530.38	-	11,256.71	1,212.81	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,079.30	-	-	155,332.33	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	145,213.04	-	-	53,087.14	-	
		STRATEGY & POLICY DIRECTOR/SR, DIRECTOR/CHIEF	219,815.50	78,809.80	23,354.07	15,507.30	2,530.98	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	121,104.88	-	-	28,152.08	3,241.43	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	161,137.19	22,849.80	6,907.14	700.00	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	123,895.58	-	-	74,411.46	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,834.00	11,475.59	-	6,980.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,899.14	12,517.92	-	3,000.00	874.30	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,292.00	12,544.16	-	6,363.88	10,838.99	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	172,043.70	22,318.44	2,963.88	7,812.48	780.97	
		ELECTRIC/GAS OPERATIONS SPECIALIST/SR/EXP/PRN	127,351.36	13,725.69	-	33,093.07	8,875.32	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,144.70	10,984.11	-	200.00	2,560.42	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,985.40	-	-	750.13	25.52	
		GENERATION TECHNICIAN/OPERATOR	12,866.88	-	-	13,509.95	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	127,806.66	11,038.39	-	1,000.00	-	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS LEAD/FOREMAN	124,534.48	-	-	3,989.81	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,682.07	10,263.37	-	1,500.00	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	154,539.68	13,087.51	-	6,550.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,483.14	12,043.70	-	-	-	1,006.25
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,212.50	12,450.51	-	1,152.68	8,644.20	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	128,684.50	13,270.34	-	945.74	13,032.18	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	111,658.38	-	-	30,331.81	55.12	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	132,673.64	13,739.76	-	6,525.00	1,109.69	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,143.84	19,980.16	-	4,137.63	304.70	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,539.14	12,478.64	-	6,096.80	1,568.41	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,949.84	-	-	5,975.14	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,927.46	10,963.02	-	-	14,232.36	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	125,913.04	13,026.46	-	1,950.00	1,135.69	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,537.80	-	-	7,102.22	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,396.53	17,661.01	-	90,103.69	3,475.63	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	165,751.61	21,158.81	-	5,000.00	952.22	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	127,844.27	11,070.18	-	20,793.82	362.38	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,069.60	-	-	35,501.87	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,986.70	14,924.95	-	71,802.81	298.16	
		IT SR. MGR/MANAGER/SUPERVISOR	163,659.46	18,220.55	-	13,926.88	1,396.08	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,803.29	15,361.23	-	2,500.00	1,084.55	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	162,897.36	16,849.13	-	38,143.63	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,687.41	14,471.34	-	662.04	6,074.69	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,417.11	-	-	67,650.71	-	
		IT SR. MGR/MANAGER/SUPERVISOR	168,437.34	21,821.34	2,704.41	2,596.44	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	205,389.64	26,617.00	7,477.20	1,885.64	3,901.06	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	113,284.92	14,637.87	-	46,987.10	2,116.20	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	180,667.04	15,603.82	-	1,856.58	999.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	111,109.50	125,784.00	-	3,972.91	1,267.49	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,720.06	16,362.33	-	93,484.65	-	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	69,706.56	-	-	51,708.73	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	129,106.14	11,153.55	-	8,250.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	164,857.98	14,286.00	-	10,193.03	9,631.55	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	158,234.00	13,689.47	-	-	713.37	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	124,746.48	-	-	31,949.48	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,281.98	-	-	173,713.97	1,043.25	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,639.72	14,311.28	-	88,885.71	4,139.99	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,939.39	-	-	127,110.04	379.90	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	135,364.09	11,609.96	-	-	5,869.52	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,999.96	17,262.97	-	6,649.76	14,642.30	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	160,159.66	20,754.42	-	225.00	248.35	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,640.00	13,967.89	-	12,202.96	1,413.35	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	127,609.16	11,027.15	-	1,000.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,110.00	11,749.39	-	-	205.60	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	129,138.24	-	-	60,498.88	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,664.00	13,899.23	-	47,791.31	5,534.07	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,464.50	11,962.03	-	-	1,810.69	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	141,843.10	-	-	62,645.95	16,681.48	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	198,892.60	64,950.48	3,599.91	7,940.70	8,483.68	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,977.27	12,068.49	-	36,322.24	1,929.07	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	135,915.36	17,732.93	-	1,950.00	1,351.55	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	204,960.00	27,667.29	5,565.14	6,148.80	2,490.37	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	129,726.66	16,824.25	-	100.00	205.20	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	175,232.14	22,611.99	4,513.32	1,550.00	616.42	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	205,388.64	26,622.53	749.16	-	2,003.85	
		GAS OPERATIONS LEADER/FOREMAN	24,427.50	-	-	11,979.40	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,603.30	-	-	115,802.11	244.33	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,421.44	-	-	75,716.68	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	127,728.62	-	-	31,747.72	101.16	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	144,537.57	12,973.55	-	19,128.29	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,446.34	11,701.28	-	7,382.93	1,749.60	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	134,214.00	11,582.73	-	2,471.52	8,075.26	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	179,916.66	26,868.11	1,498.32	5,000.00	17,801.77	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,515.30	11,275.29	-	-	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	140,932.98	15,658.74	-	5,650.00	6,300.59	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	134,340.02	87,715.66	25,497.16	63,024.86	1,089.33	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,716.86	13,027.47	-	285.08	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,645.90	12,281.58	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	110,114.79	-	-	14,846.94	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	125,234.50	10,817.65	-	1,875.84	2,603.89	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	151,424.72	15,693.85	-	19,749.72	17,447.99	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,095.08	-	-	18,886.22	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	188,315.04	24,390.14	-	600.00	2,265.20	
		GENERATION INSTRUCTOR/SR/EXP/PRN	131,693.96	11,125.58	-	24,609.03	1,211.96	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,097.81	-	-	104,535.42	69.81	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	110,723.40	-	-	220,923.55	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,960.00	13,183.21	-	52,006.08	933.30	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	177,131.04	22,959.78	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	47,854.00	-	-	47,729.60	171.68	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,222.64	21,911.63	-	10,100.00	4,352.90	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	184,620.66	15,958.00	-	-	141.68	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,291.50	-	-	91,079.26	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,220.46	13,703.49	-	21,515.02	12,910.55	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,708.28	-	-	21,568.23	214.60	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,835.27	-	-	148,223.14	2,115.82	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	195,728.36	25,793.65	-	8,919.10	10,582.32	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,486.49	-	-	170,873.33	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	105,079.69	-	-	113,368.88	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,953.59	-	19,030.09	4,435.51	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,692.18	13,117.81	-	-	13,098.46	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	122,902.60	-	-	81,505.13	270.02	
		POWER GENERATION LEAD TECHNICIAN/OPERATOR	124,729.98	-	-	15,883.45	4,416.01	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,037.52	-	-	103,510.66	417.60	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	166,299.59	17,163.00	-	3,000.00	1,781.61	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,617.84	11,364.58	-	-	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	33,702.67	6,496.93	-	20,516.54	1,523.90	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,356.38	-	-	124,877.46	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,598.69	-	-	103,812.89	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	4,424.87	-	-	3,462.94	-	
		GENERATION ENGINEER/SR/EXP/PRN	81,601.20	-	-	-	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	123,168.96	-	-	68,527.68	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,134.46	12,192.69	-	4,000.00	340.60	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,444.20	11,950.88	-	11,018.80	782.06	
		IT SR. MGR/MANAGER/SUPERVISOR	197,646.70	25,605.46	4,025.16	5,000.00	4,417.06	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR EXPERT/PRINCIPAL	107,891.68	-	-	12,612.60	116.40	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	119,845.85	-	-	40,556.54	2,439.31	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	117,612.74	10,328.20	-	1,435.13	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,500.20	14,980.14	-	33,455.99	511.62	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	24,107.24	-	-	74,118.56	-	
		GAS OPERATIONS CREW FOREMAN/LEADER	120,434.24	-	-	146,753.15	1,373.38	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,360.00	14,988.50	-	9,566.49	818.98	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,950.08	11,703.29	-	6,133.89	935.86	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,272.57	13,569.56	-	17,594.72	389.10	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	130,347.66	16,802.04	-	14,464.86	3,096.17	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	128,138.99	12,843.37	-	17,421.83	8,144.54	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	152,332.20	17,391.77	-	-	90.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,325.98	-	-	18,056.21	2,162.50	
		IT SR. MGR/MANAGER/SUPERVISOR	153,702.16	15,934.09	-	6,343.92	1,125.00	
		IT SR. MGR/MANAGER/SUPERVISOR	129,728.92	22,234.98	-	36,280.95	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,319.77	15,408.40	-	146,130.53	3,432.90	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	132,759.16	-	-	86,995.88	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	153,869.20	21,377.34	-	13,066.09	17,682.07	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	138,796.79	21,494.36	-	13,665.40	4,560.66	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	63,043.48	8,613.00	-	9,420.66	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	124,075.41	12,843.55	-	1,500.00	597.89	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	164,456.11	17,860.05	-	75,828.58	-	

PACIFIC GAS AND ELECTRIC COMPANY
 EMPLOYEES COMPENSATED AT THE
 RATE OF \$125,000 - \$249,999 PER ANNUM
 FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,261.05	-	-	88,403.38	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,212.18	-	-	72,498.41	134.56	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,679.63	-	-	67,339.02	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,334.62	12,512.66	-	-	183.28	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,786.90	-	-	13,809.32	479.17	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	136,458.44	15,050.64	-	4,054.74	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	124,676.75	-	-	74,370.31	39.77	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,416.74	-	-	100,554.50	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	126,696.37	11,945.71	-	9,390.57	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,995.80	13,188.05	-	121,983.33	1,038.74	
		IT SR. MGR/MANAGER/SUPERVISOR	168,261.00	18,403.63	-	24,082.06	2,892.66	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,631.21	18,860.70	-	-	1,588.38	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	109,575.23	10,036.19	-	11,286.56	-	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	85,773.44	7,143.06	-	-	1,938.14	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	110,610.25	-	-	126,101.53	864.34	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	161,445.90	13,912.15	-	11,807.82	123.68	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,995.09	-	-	62,343.14	496.30	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,461.80	-	-	90,464.40	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,509.64	-	-	60,756.30	422.24	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,402.78	-	-	100,496.75	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,278.66	15,312.26	-	22,544.04	3,520.25	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,339.42	-	-	3,428.17	84.20	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	146,272.80	20,826.40	-	8.88	926.85	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	133,332.08	-	-	100,297.28	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,082.76	24,768.67	4,692.42	7,200.00	8,927.39	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	149,225.20	12,888.25	-	-	1,278.92	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	135,347.86	11,680.59	-	24,082.57	4,200.08	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	154,572.86	13,346.62	-	359.55	27,946.39	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	117,620.37	-	-	89,204.53	286.04	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,788.66	14,288.16	-	37,828.12	1,643.11	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,316.68	-	-	93,615.73	1,886.67	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,066.64	11,162.14	-	13,118.50	25.00	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	35,643.85	5,241.08	-	5,751.41	280.85	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	16,390.14	-	-	3,670.85	1,503.10	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	181,264.62	23,329.19	10,196.46	4,200.00	19,550.88	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	146,502.32	15,320.41	-	55,967.18	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	142,071.16	12,274.91	-	3,382.93	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,212.80	12,146.88	-	127,935.04	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,636.51	-	-	94,876.23	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	170,261.54	20,022.19	-	57,414.13	2,834.73	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	107,394.21	11,090.55	-	8,144.06	7,744.11	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	127,346.00	10,990.06	-	1,925.66	3,696.92	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	66,190.26	7,958.07	-	9,545.11	1,348.38	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	124,925.49	-	-	52,669.76	63.09	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	159,192.00	13,775.08	-	4,726.57	5,089.81	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	5,189.83	2,786.04	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,463.54	18,847.03	358.20	10,000.00	462.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	134,260.04	11,598.81	-	100.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	31,411.00	-	-	36,666.20	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	153,708.04	-	-	58,367.13	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	128,452.17	-	-	33,832.99	126.44	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	124,172.64	10,537.96	-	1,058.88	-	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	226,610.50	79,772.44	21,359.95	12,172.50	17,423.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,529.97	-	-	147,530.85	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	104,452.73	12,445.54	-	29,291.21	230.42	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	123,537.94	-	-	82,285.45	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,780.04	15,339.06	-	103,896.14	5,453.59	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,577.02	12,660.02	-	49,280.31	7,971.79	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	152,627.09	21,625.06	-	5,299.86	3,713.47	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	209,884.51	60,139.90	10,901.07	16,561.72	27,930.95	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	122,700.67	-	-	200,906.09	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	129,610.00	-	-	56,153.55	4,656.96	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,442.93	-	-	3,445.66	-	

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		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	178,269.36	18,485.86	-	3,577.05	1,031.11	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	131,844.37	-	-	74,728.48	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	167,029.71	40,548.61	-	900.00	18,884.34	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,407.72	-	-	20,697.30	1,045.18	
		GENERAL COUNSEL CHIEF COUNSEL	184,151.64	63,528.09	18,695.95	-	440.75	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	64,911.25	6,909.46	-	10,088.18	1,743.15	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	-	-	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	159,192.00	13,775.08	-	2,824.42	713.62	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,891.32	-	-	93,304.29	7,242.41	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,919.76	13,368.49	-	102,551.47	200.12	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	170,006.16	22,324.45	1,107.36	3,305.85	2,339.48	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,647.06	-	-	12,401.60	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	119,938.97	-	-	39,753.03	100.00	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	174,461.30	22,610.70	6,907.14	1,891.47	4,214.61	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	158,327.99	14,382.03	-	46,925.48	1,281.37	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	225,695.54	79,621.72	22,354.18	4,104.00	27,341.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,808.08	-	-	104,117.10	4,209.15	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,088.71	16,160.78	-	16,164.67	9,716.16	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,205.42	12,636.05	-	2,888.96	688.88	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	159,497.96	16,530.57	-	2,500.00	1,061.08	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	114,328.69	17,015.22	-	17,613.66	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	86,965.27	-	-	5,003.31	42.34	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,871.96	16,122.47	-	2,919.71	1,234.85	
		GAS OPERATIONS CREW FOREMAN/LEADER	132,446.26	-	-	47,345.08	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	152,960.04	13,210.83	-	1,500.00	2,475.72	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	135,539.16	14,049.32	-	2,750.00	4,619.20	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	130,817.90	16,945.91	-	8,663.50	13,722.40	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,175.80	11,555.38	-	3,411.06	8,120.71	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	111,392.28	12,897.96	-	1,997.16	203.38	
		IT SR. MGR/MANAGER/SUPERVISOR	163,852.86	18,904.52	-	2,500.00	60.12	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,082.70	12,789.57	-	-	63.86	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	155,897.54	19,907.83	-	3,328.68	6,969.93	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	12,860.70	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	112,464.68	-	-	30,305.35	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,605.70	-	-	100,772.97	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.01	14,141.18	-	39,588.28	2,307.43	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,716.00	13,039.12	-	-	1,761.43	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	86,855.51	-	-	44,468.95	1,930.94	
		GAS OPERATIONS LEADER/CREW/FOREMAN	144,434.56	-	-	48,441.36	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	165,034.04	17,108.85	-	2,093.00	3,598.22	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,791.62	18,048.97	-	338.30	6,913.88	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	54,330.41	-	-	360.60	67.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,457.63	-	-	149,500.27	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,471.82	-	-	73,389.26	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	134,291.96	11,601.56	-	2,100.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	100,940.59	19,457.91	-	85,709.26	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	150,596.16	13,025.29	-	13,653.05	7,532.24	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	121,518.50	15,027.63	-	61,730.50	18,094.20	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	326.25	365.98	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	127,673.81	12,039.38	-	18,516.76	43.86	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,177.29	-	-	190,111.46	2,568.88	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	165,687.68	21,476.47	-	6,028.21	11,725.61	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,443.84	12,133.02	-	3,000.00	1,219.31	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	173,189.14	17,954.28	-	37,700.29	9,993.45	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	6,525.00	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	186,628.80	19,350.13	-	53,970.28	3,185.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,263.02	-	-	166,147.61	10,985.42	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	183,273.96	24,581.34	-	6,081.85	231.08	
		CUSTOMER CARE ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	125,674.00	12,236.22	-	13,655.29	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	191,133.34	24,781.40	-	50.00	1,202.05	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	179,296.34	23,234.27	3,486.33	8,745.36	-	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	116,672.71	11,008.82	-	9,213.22	85.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,239.36	19,947.98	-	2,000.00	-	

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		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	194,500.96	19,937.00	-	33,142.97	2,610.92	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	110,185.88	15,960.90	-	3,000.00	12,638.70	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	164,222.67	16,436.51	-	-	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	180,100.46	18,670.78	-	21,555.76	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,638.50	17,417.51	-	350.00	3,319.72	
		GENERATION LEAD/FOREMAN	134,413.37	-	-	68,050.03	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,008.54	11,578.60	-	52,057.92	11,595.98	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	124,074.82	10,610.67	-	4,536.70	1,751.46	
		CUSTOMER CARE ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	132,682.98	11,641.13	-	2,592.60	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,422.20	-	-	142,216.26	31.47	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,246.64	11,161.29	-	1,000.00	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	128,610.34	-	-	46,776.11	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	129,645.73	-	-	53,095.98	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,748.05	-	-	144,365.98	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,760.46	20,520.75	-	2,000.00	2,246.34	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,099.24	-	-	189,207.35	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	114,417.63	12,814.26	687.05	-	904.89	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	174,832.94	22,599.53	-	27,500.00	6,560.10	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,877.00	14,445.04	-	35,572.10	540.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	62,044.57	11,442.65	-	268,743.27	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	199,089.46	20,633.89	-	4,517.28	236.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,239.72	-	19,232.35	1,527.22	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	216,334.64	78,360.33	19,123.04	1,500.00	30,771.66	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	-	-	-	17,660.70	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	182,715.66	23,677.37	9,483.12	-	232.84	
		GENERATION LEAD/FOREMAN	131,051.56	-	-	177,073.15	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	124,839.43	11,681.72	-	4,000.00	306.16	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	143,259.72	18,530.96	-	8,190.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,974.77	8,307.48	-	19,844.70	2,252.96	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	153,937.84	19,767.15	-	1,050.00	3,889.76	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	170,193.49	21,946.32	-	325.00	2,403.26	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,296.72	11,334.00	-	500.00	2,203.89	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,527.30	13,724.10	-	12,732.42	929.71	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,551.34	12,142.31	-	4,800.00	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	202,376.34	26,380.79	8,209.98	979.24	53.97	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,234.00	14,542.46	-	883.85	5,656.45	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	186,076.70	24,109.72	-	19,079.20	2,177.45	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,975.62	-	-	51,891.32	78.88	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	166,003.14	21,511.66	1,661.04	11,893.64	2,035.53	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	124,639.36	10,646.01	-	2,000.00	183.86	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,251.33	10,488.33	-	1,462.36	1,460.86	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	81,989.79	19,610.13	-	190,555.71	148.12	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	129,474.58	-	-	33,651.90	-	
		GENERATION LEAD/FOREMAN	28,623.60	-	-	74,843.00	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	191,684.50	24,833.04	13,008.33	8,300.00	2,019.21	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,043.22	14,172.61	-	6,596.90	10,959.99	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	4,674.72	3,654.93	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	148,979.78	19,180.01	-	2,750.00	1,577.04	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	131,108.16	11,344.95	-	5,000.00	1,274.23	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,283.70	-	-	164,396.25	431.30	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,437.51	19,885.97	1,773.09	72.11	84.68	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	102,489.53	11,982.82	-	10,102.88	1,555.50	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	171,237.80	81,178.97	18,782.74	99,758.86	251.50	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	147,880.86	19,161.23	-	1,500.00	235.54	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	71,159.00	29,732.89	21,892.30	38,767.29	917.36	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	114,358.45	9,869.23	-	3,203.52	3,415.65	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	198,461.04	65,513.29	7,924.95	1,750.00	775.41	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	149,437.67	21,720.08	5,277.33	2,187.50	1,577.89	
		GENERATION CONTROL TECHNICIAN	12,990.60	-	-	16,940.33	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,796.04	18,806.60	-	63,913.73	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,032.58	-	-	17,296.05	-	
		GAS OPERATIONS LEADER/FOREMAN	139,023.25	-	-	40,914.13	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	111,806.70	9,262.69	-	38,755.86	-	

PACIFIC GAS AND ELECTRIC COMPANY
 EMPLOYEES COMPENSATED AT THE
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		OFFICE OF PRESIDENT & CEO & COO ASST./ANALYST/SPECIALIST, SR/EXP/PRN	133,034.33	11,915.60	-	9,192.76	99.45	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	142,762.50	12,343.24	-	1,550.00	8,991.60	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	119,995.82	11,260.02	-	4,974.61	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	177,016.66	22,951.11	-	-	6,865.68	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,968.71	12,095.20	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	2,492.04	1,768.17	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	149,918.28	18,806.82	1,450.71	5,025.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	133,556.50	11,538.02	-	3,000.00	23,479.67	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,064.59	-	-	137,187.98	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,494.04	-	-	34,700.98	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	132,137.92	-	-	60,930.64	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,274.76	-	-	147,723.70	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	135,697.36	-	-	50,978.97	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	156,482.36	16,226.64	-	43,102.04	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	148,113.50	19,188.35	-	5,963.78	18,169.16	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	124,545.65	-	-	94,986.44	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	111,824.38	-	-	23,769.90	404.61	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,802.22	-	-	100,097.08	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	166,260.00	14,709.25	-	51,014.11	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	59,160.19	-	-	14,211.45	-	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	119,588.75	11,213.11	-	8,441.66	2,397.15	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	136,366.36	-	-	137,864.49	10,925.80	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	159,192.00	13,775.08	-	19,745.74	446.00	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	140,238.00	12,134.98	-	2,687.76	2,198.71	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,442.06	-	-	58,995.91	2,334.19	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	73,461.11	-	-	55,382.56	-	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	128,862.50	-	-	24,428.00	105.43	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	129,338.89	-	-	80,348.14	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,789.94	19,649.63	-	10,222.56	4,429.76	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,427.52	13,610.28	-	-	2,929.34	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,408.10	13,134.83	-	15,996.42	7.00	
		GENERATION TECHNICIAN/OPERATOR	26,723.70	-	-	31,738.79	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,892.68	17,718.81	-	3,000.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,398.54	-	-	114,531.19	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	-	-	-	18,069.88	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,119.80	11,244.11	-	-	9,565.48	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	204,000.00	76,701.30	11,584.71	-	2,901.55	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,454.74	19,418.42	-	36,693.33	16,447.14	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,063.52	20,690.36	-	3,000.00	52,467.57	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	101,253.58	-	-	79,052.47	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	154,977.96	16,066.35	-	2,537.21	8,500.87	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	11,203.50	-	-	12,554.38	-	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	182,822.61	67,659.99	30,153.65	267.75	15,483.13	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	197,196.00	17,063.63	-	8,192.27	1,749.12	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	89,434.11	11,345.61	-	29,234.36	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,640.00	14,713.62	-	16,657.83	1,582.02	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	311.32	5,080.72	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,369.60	11,651.13	-	2,392.87	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	127,494.70	-	-	75,331.79	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	37,594.40	-	-	9,457.53	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	44,924.75	-	-	11,163.78	-	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	131,973.34	10,908.74	-	1,799.65	230.16	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,201.28	14,375.49	-	3,500.00	3,642.37	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	187,321.41	68,984.94	7,952.04	26,074.42	13,492.95	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,821.96	17,135.25	-	14,652.81	500.20	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,411.65	17,395.69	-	7,189.33	2,512.61	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	-	-	-	-	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	122,766.04	10,534.15	-	3,567.68	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	127,254.16	12,902.90	-	10,780.30	5,487.05	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	117,978.91	12,215.75	-	4,842.22	6,397.82	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	204,007.86	26,369.25	4,203.41	5,000.00	5,584.56	
		GENERATION PROTECT TECHNICIAN	124,798.25	-	-	58,353.13	-	
		GENERATION PROTECT TECHNICIAN	127,141.68	-	-	61,769.00	-	

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		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	127,310.19	-	-	2,944.84	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	137,550.28	13,373.32	-	1,283.88	497.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,883.16	13,799.97	-	500.00	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	109,346.41	19,562.45	-	26,543.95	225.07	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,266.00	13,402.42	-	5,019.40	3,055.06	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,041.11	12,477.12	-	29,087.16	8,288.06	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,324.76	-	-	127,398.08	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	162,094.20	20,999.57	-	7,000.00	4,887.65	
		GENERATION PROTECT TECHNICIAN	120,284.40	-	-	58,667.29	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	18,465.21	-	-	21,767.16	1,824.68	
		STRATEGY & POLICY DIR./SUPPLY CHAIN/MATERIALS DIR./SR. DIR./CHIEF	218,796.66	78,700.64	21,963.64	4,860.00	1,237.05	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	23,749.95	1,309.99	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,509.99	-	-	11,949.05	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,200.17	12,720.08	-	-	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,951.16	20,603.29	-	2,000.00	5,939.42	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	206,012.04	27,987.57	13,511.34	7,210.42	520.30	
		STRATEGY & POLICY DIR./SUPPLY CHAIN/MATERIALS DIR./SR. DIR./CHIEF	193,722.96	27,889.51	6,207.46	15,000.00	704.10	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	12,790.32	3,270.17	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,726.60	11,225.42	-	500.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	197,196.00	17,063.63	-	5,922.68	203.00	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	156,432.00	13,733.60	-	25,707.10	404.56	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	16,101.46	-	14,125.62	11,979.57	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	601.30	3,803.65	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	136,449.77	12,930.44	-	100.00	275.32	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	5,577.08	2,598.90	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	47,756.62	1,327.69	-	31,835.66	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	142,484.54	18,468.89	-	3,000.00	2,628.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,193.98	10,961.32	-	-	2,725.23	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	112,364.07	9,071.76	-	1,507.74	2,123.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	183,690.94	19,286.20	-	11,060.79	4,084.50	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	136,358.00	11,767.79	-	298.24	610.56	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	121,546.64	-	-	296,343.46	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	58,121.37	6,793.79	-	10,505.33	155.45	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,218.66	13,392.39	-	11,245.90	5,432.29	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	191,156.42	24,739.01	3,617.82	1,500.00	3,519.16	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,222.57	-	-	88,681.97	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	45,224.63	1,698.97	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	72,605.24	-	-	212,476.56	2,358.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,159.34	11,679.60	-	354.60	70.76	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	138,147.34	18,724.07	-	8,808.88	548.27	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,675.20	11,047.89	-	1,000.00	2,148.66	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	152,715.06	19,774.19	-	5,785.09	7,822.30	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,716.55	-	-	60,026.66	999.48	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	109,661.18	-	-	20,269.20	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	184,197.64	23,856.87	-	600.00	3,219.14	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	119,500.48	9,967.35	-	20,250.00	1,816.43	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,992.20	22,106.08	-	-	2,307.88	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	166,494.20	21,324.60	626.65	1,525.00	1,258.22	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	131,998.44	11,261.69	-	-	1,226.64	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	137,463.22	11,878.21	-	4,400.00	5,993.12	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	187,617.56	25,734.83	-	4,500.00	-	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	156,346.96	21,028.17	4,334.22	2,704.92	99.03	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,578.30	16,526.02	-	82,802.07	4,240.29	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	163,694.40	16,952.29	6,386.22	40,081.58	9,714.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,318.38	15,469.15	-	43,870.26	7,666.53	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,619.86	11,287.32	-	-	107.88	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	139,017.45	18,030.61	-	300.00	3,297.85	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,511.06	-	-	96,863.95	-	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	198,628.38	42,038.04	7,952.04	15,000.00	986.58	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	123,435.97	10,419.42	-	5,000.00	4,723.55	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	15,750.00	-	-	-	6,186.52	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,512.65	20,802.86	-	8,500.00	18,433.32	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,062.14	14,743.25	-	88,113.45	2,960.00	

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		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,432.34	13,251.61	-	100.00	1,032.80	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	52,965.24	18,189.88	-	52,389.00	131.08	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,535.57	11,686.58	-	51,467.80	17,724.32	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	182,321.64	23,620.07	8,939.87	5,000.00	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,565.41	-	-	84,137.36	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	173,061.70	22,725.71	-	18,587.30	8,984.35	
		IT SR. MGR/MANAGER/SUPERVISOR	153,539.96	19,899.25	-	7,500.00	23,502.23	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,456.54	11,600.71	-	3,000.00	1,521.41	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	33,853.44	-	-	9,695.10	-	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	159,490.04	16,529.77	-	33,494.64	166.95	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,965.92	12,713.62	-	400.00	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SR/EXP/PRN	135,312.00	11,708.72	-	7,179.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,374.70	13,246.64	-	-	12.00	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	108,898.57	-	-	44,685.81	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,199.18	-	-	171,955.98	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,791.65	14,493.93	-	45,632.88	5,944.10	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,225.86	14,862.74	-	30,709.46	34,067.58	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,346.98	17,599.27	-	28,757.96	1,110.51	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,290.76	11,700.55	-	1,633.57	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,000.04	11,751.23	-	24,543.35	5,411.77	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	139,788.30	14,379.85	-	2,078.72	558.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	22,395.34	-	-	9,992.97	50.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	166,166.04	21,525.39	-	3,700.00	7,008.21	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	216,500.84	78,375.41	12,727.77	11,539.55	9,711.89	
		IT SR. MGR/MANAGER/SUPERVISOR	166,214.16	21,539.00	-	3,200.00	465.44	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	136,328.66	15,695.53	-	8,300.40	1,792.33	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,029.34	22,804.89	3,322.08	23,373.92	1,293.58	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	109,948.65	-	-	35,806.03	48.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,129.86	-	-	140,068.80	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,388.56	-	53,695.06	1,657.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	178,813.66	23,488.49	1,823.76	8,523.62	1,985.93	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,776.48	17,489.75	-	750.00	1,055.23	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	205,374.00	76,801.26	9,744.23	5,376.12	6,291.51	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	228,822.64	80,069.86	24,831.55	2,178.50	1,420.18	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,657.43	-	-	96,598.11	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	143,240.00	12,468.26	-	40,056.21	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	104,868.75	18,557.91	4,692.42	10,580.24	554.88	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	156,726.50	13,539.68	-	43,402.71	-	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	199,045.35	66,989.96	4,907.34	2,500.00	17,157.93	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	147,554.70	19,115.96	-	5,128.72	1,808.94	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	125,794.84	-	-	65,331.07	200.00	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	148,333.18	18,808.44	-	3,600.00	3,485.01	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	201,095.14	26,066.01	3,322.08	2,100.00	965.63	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	167,362.13	21,772.97	-	8,457.37	193.28	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	109,416.68	-	-	54,772.52	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	119,706.28	12,064.89	-	29,541.56	2,406.59	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	161,460.00	16,765.60	-	74,971.86	1,579.96	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	13,398.00	-	-	40,113.77	2,088.45	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,246.20	-	-	115,798.26	4,021.72	
		GENERAL COUNSEL SENIOR COUNSEL	206,315.64	76,830.22	18,793.15	2,000.00	392.58	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,736.22	-	-	80,809.46	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	114,615.83	16,319.87	-	92,383.29	19,944.35	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	128,693.91	-	-	92,696.64	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,917.69	-	-	198,517.59	1,465.30	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,110.19	-	-	77,360.98	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,050.55	-	-	125,070.15	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	107,925.42	14,205.32	-	18,889.60	2,640.38	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	205,035.66	35,389.36	7,656.30	19,188.54	28,378.94	
		GAS OPERATIONS CREW FOREMAN/LEADER	125,145.55	-	-	75,306.29	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	99,968.36	-	-	140,887.49	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	176,666.66	22,887.46	-	3,500.00	4,628.80	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	105,190.76	-	-	147,422.16	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	123,559.11	-	-	88,792.84	-	

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		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	95,180.19	-	-	213,593.49	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	131,688.79	2,601.38	-	32,475.38	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,934.46	14,610.48	-	34,746.68	7,753.01	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	138,291.52	-	-	71,836.85	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	111,443.27	-	-	142,175.59	40.37	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	109,382.66	-	-	99,053.49	4,454.40	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	144,460.00	14,968.11	-	-	8,226.96	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,793.95	-	-	96,496.12	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	143,423.58	12,800.45	-	12,575.24	2,111.44	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,718.30	16,143.09	-	18,780.11	105.94	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	102,182.66	-	-	28,055.67	99.37	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	184,081.16	19,080.92	-	78,929.84	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	171,635.00	22,244.42	-	13,968.06	756.38	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,187.75	-	-	90,616.43	223.55	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	185,671.74	22,370.95	-	1,200.00	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	120,802.81	13,546.79	-	45,735.29	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	138,609.65	13,649.31	-	3,518.88	201.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,693.30	11,100.64	-	680.00	53.95	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,066.54	14,576.48	-	3,250.00	8,662.26	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	103,754.97	-	-	39,619.57	2,711.05	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	144,618.66	12,497.00	-	250.00	121.62	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	150,459.59	12,893.22	-	-	296.12	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	158,328.00	14,385.34	-	20,841.12	5,868.20	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	144,951.34	13,148.71	2,158.08	4,319.72	839.88	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	125,349.82	-	-	10,615.09	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	122,617.99	10,471.68	-	1,850.00	2,467.41	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,848.58	-	-	41,895.62	-	
		GENERAL COUNSEL/MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	235,825.50	92,461.30	24,964.45	4,000.00	2,778.60	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,969.98	-	-	39,719.90	264.66	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,126.41	11,756.92	-	2,500.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,466.67	13,833.04	-	32,032.82	8,965.51	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,937.46	14,822.08	-	48,645.52	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,894.37	-	-	5,562.84	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,481.90	-	-	31,902.36	603.58	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	181,480.34	15,681.52	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	126,606.16	11,261.87	-	2,588.46	889.22	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,287.96	14,962.13	-	67,540.78	5,656.65	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	142,292.64	18,405.87	-	-	562.71	
		IT SR. MGR/MANAGER/SUPERVISOR	204,093.50	26,447.63	5,832.54	11,541.32	780.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	400.00	111.14	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	12,370.05	164.30	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	224,386.96	81,933.86	20,758.66	5,549.85	2,590.50	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	24,659.31	-	-	14,078.73	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	124,890.51	12,967.92	-	1,200.00	2,116.71	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	105,268.72	-	-	146,421.76	2,971.40	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,501.28	15,083.92	-	1,843.48	988.73	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	78,953.73	-	-	1,610.10	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	178,468.25	23,324.99	-	4,275.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,274.00	13,400.24	-	-	2,125.42	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	226,124.34	79,705.27	24,205.33	4,868.76	8,410.89	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	183,504.00	15,878.83	-	3,727.08	1,304.44	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,321.70	-	-	136,264.94	954.29	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,564.78	-	-	71,041.25	2,655.24	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	137,455.80	11,871.75	4,951.84	12,758.88	597.34	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,500.19	-	-	92,443.96	56.23	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	177,425.58	22,967.88	1,284.75	32,458.60	395.32	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	154,388.91	16,010.07	-	93,686.88	363.69	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,889.51	-	-	169,346.41	196.40	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,019.76	13,370.32	-	25,822.77	4,888.07	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	128,649.80	11,111.19	-	360.60	1,101.78	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	113,050.98	-	-	3,974.23	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,398.17	-	-	99,344.92	2,618.00	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	118,214.83	12,147.96	-	9,109.37	3,758.73	

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		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	128,310.00	11,073.23	-	2,351.94	2,692.30	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	133,248.14	13,817.34	-	12,849.91	1,128.67	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,427.00	-	-	94,937.99	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	119,367.60	10,060.69	-	2,000.00	61.48	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	114,615.31	-	-	40,920.83	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,083.20	14,709.51	-	28,181.19	559.02	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,962.46	15,829.09	-	1,150.00	1,217.58	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	138,860.41	-	-	66,942.44	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	145,043.56	-	-	56,038.27	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	134,739.52	12,534.49	-	7,708.08	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	97,539.27	-	-	242,162.00	209.96	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,504.67	-	-	36,845.38	1,342.94	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,292.18	-	-	149,076.26	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,000.00	13,383.50	-	23,650.00	385.90	
		IT ENGINEER/SR/EXP/PRN	78,570.58	9,413.58	-	9,491.99	234.32	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	168,292.14	21,796.81	749.16	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	146,828.00	13,860.23	-	26,371.84	3,187.27	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	34,793.66	-	-	5,000.00	-	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	238,773.84	81,427.59	25,353.79	-	16,863.95	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	146,302.26	12,600.71	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	170,103.34	22,025.67	-	8,301.34	11,819.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	87,305.14	-	-	163,180.44	1,740.42	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	120,057.68	-	-	1,716.70	1,886.10	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	23,160.40	-	-	8,562.59	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,513.28	-	-	32,574.32	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,936.46	20,336.75	-	500.00	1,146.68	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	2,230.00	1,783.65	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,782.61	12,983.45	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,146.36	19,202.78	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	140,758.24	12,313.84	-	3,499.36	894.35	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,680.00	12,489.57	-	3,492.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,003.00	11,305.61	-	3,000.00	-	
		GAS OPERATIONS LEAD/TECHNICIAN	130,715.50	-	-	26,634.60	-	
		IT SR. MGR/MANAGER/SUPERVISOR	147,678.36	15,311.65	-	3,000.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	137,698.70	11,889.62	-	775.00	2,322.95	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,608.70	10,762.18	-	10,012.67	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	171,104.16	22,166.82	537.30	6,460.24	328.20	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,887.37	-	-	101,960.94	-	
		GAS OPERATIONS LEADER/FOREMAN	126,253.35	-	-	16,655.58	-	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	142,440.01	12,617.43	-	39,538.88	3,046.66	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,672.66	14,810.67	-	72,947.88	11,147.71	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	180,794.70	23,427.81	3,792.33	11,171.20	955.47	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,643.20	11,547.96	-	3,700.00	270.00	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	117,230.98	16,175.09	-	47,021.88	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	190,663.04	24,576.38	-	7,248.00	4,144.47	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	192,802.50	64,723.85	8,647.77	7,200.00	18,209.67	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	124,557.86	-	-	42,542.83	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,838.29	-	-	50,256.17	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	127,914.37	10,876.43	-	808.10	5,764.14	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,084.00	12,866.06	-	16,200.72	9,802.23	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	123,105.68	-	-	129,085.41	2,284.80	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,368.90	-	-	87,949.91	119.26	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	167,448.00	23,183.18	4,504.14	8,372.40	10,340.16	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,794.54	13,804.74	-	3,000.00	828.17	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	98,743.76	-	-	15,386.31	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	133,765.70	11,430.54	-	4,264.89	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,730.14	13,871.09	-	5,000.00	979.62	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	145,382.86	12,560.38	-	718.24	540.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	134,053.67	11,559.26	-	4,842.72	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,394.40	-	-	19,341.83	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,140.28	12,441.72	-	834.12	7,937.39	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	111,463.42	13,689.11	-	-	148.72	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,501.64	14,427.84	-	1,620.88	975.27	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS LEADER/CREW/FOREMAN	133,234.12	-	-	55,020.15	-	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	19,218.75	-	-	20,010.80	2,539.34	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,143.51	-	-	155,126.78	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	158,728.20	16,456.89	-	-	36.44	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	215,835.00	79,535.15	21,873.67	11,550.25	2,919.62	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,332.98	-	-	120,123.91	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	137,048.00	11,827.32	-	3,470.33	2,613.55	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	117,966.70	10,004.25	-	1,458.30	3,204.38	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	191,457.42	57,907.98	8,131.14	2,229.90	1,929.82	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	142,155.46	12,280.88	-	-	5,162.09	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	131,793.42	16,896.98	-	20,885.38	4,273.27	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	77,715.52	-	-	389,546.91	737.01	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,566.80	11,455.56	-	-	312.15	
		GENERATION OPERATOR/PLANNER/SR	113,584.64	-	-	132,399.92	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,952.73	-	-	71,346.37	-	
		GENERAL COUNSEL SENIOR COUNSEL	139,998.67	64,057.28	13,105.25	11,601.03	1,046.92	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,291.40	11,086.12	-	422.94	3,778.72	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	125,107.66	10,808.13	-	3,893.89	10,942.20	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,962.50	20,599.28	-	4,300.00	6,900.16	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,898.58	-	-	12,316.20	907.48	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,163.45	-	-	60,639.87	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,087.36	-	-	153,389.87	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,917.37	-	-	145,735.36	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	44,708.00	-	-	37,144.31	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,621.40	11,820.60	-	2,000.00	-	
		GENERATION OPERATOR/PLANNER/SR	125,185.05	-	-	57,772.91	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,969.14	11,400.90	-	-	1,243.84	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	89,752.00	9,693.23	-	4,595.12	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	87,263.72	6,375.96	-	2,307.75	-	
		IT SR. MGR/MANAGER/SUPERVISOR	180,174.10	23,956.43	6,532.56	9,015.59	8,798.69	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	135,221.74	-	-	156,933.77	1,287.60	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	205,407.00	76,849.86	5,519.06	100,909.44	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,510.00	13,766.08	-	15,318.25	1,443.38	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	78,255.00	6,197.80	-	3,721.03	241.90	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	6,123.00	-	-	260.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,338.00	14,554.45	-	3,397.78	2,089.16	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	160,595.46	20,816.43	-	4,350.00	1,204.17	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	145,279.00	12,554.07	-	1,500.00	841.50	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,981.00	12,006.63	-	4,111.08	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	197,196.00	17,063.63	-	10,205.92	1,101.60	
		GENERAL COUNSEL ATTORNEY	126,238.78	10,688.20	-	2,234.93	1,339.66	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,617.05	17,563.80	-	4,407.67	8,987.93	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,512.04	12,484.47	-	-	196.30	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	142,491.46	12,310.56	-	-	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	118,657.43	-	-	18,377.86	956.92	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,942.78	-	-	54,096.80	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	160,219.68	20,636.87	3,934.76	-	2,600.26	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	137,575.36	-	-	75,339.96	8,189.42	
		IT TECHNICIAN/SR/EXP/PRN	124,867.66	-	-	47,571.85	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,561.93	15,141.08	-	69,911.75	613.69	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,709.74	12,070.24	-	-	17,618.59	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	75,640.95	7,529.10	-	7,000.00	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	117,379.96	-	-	81,826.42	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,917.39	-	-	169,250.84	276.08	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	77,389.08	-	-	85,940.79	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	136,098.82	11,622.37	-	37,972.31	24,838.33	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,402.30	17,663.05	-	98,362.63	819.81	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,194.00	13,867.73	-	47,046.26	87.99	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	164,861.28	17,077.54	-	15,529.51	5,631.17	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	121,101.95	-	-	17,593.66	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,266.68	14,329.03	-	75,353.62	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	98,908.66	10,651.78	-	14,182.61	322.10	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	123,708.53	-	-	70,531.71	1,452.29	

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		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,300.52	-	-	107,344.52	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,127.54	19,324.82	-	5,805.02	29,559.57	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,854.00	12,694.94	-	10,110.66	18,362.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,112.68	-	-	122,198.28	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,583.32	14,212.58	-	4,555.60	3,106.77	
		GAS OPERATIONS LEADER/FOREMAN	114,072.41	-	-	77,023.28	1,896.19	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	9,508.24	317.57	
		GENERATION INSTRUCTOR/SR/EXP/PRN	134,422.66	11,600.74	-	21,379.01	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	59,770.41	6,461.52	-	26,931.04	3,957.49	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	64,664.04	159.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,819.50	14,095.39	-	10,650.25	93.20	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,826.64	10,867.94	-	2,000.00	-	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	122,087.20	13,942.38	-	38,200.15	7,258.94	
		IT SR. MGR/MANAGER/SUPERVISOR	165,037.50	21,395.07	-	811.52	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	146,889.36	15,786.45	-	80.00	98.80	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,180.29	-	-	43,333.35	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	129,716.68	-	-	187,647.01	21,996.99	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	127,210.04	10,986.86	-	500.00	1,756.53	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	142,666.00	12,312.13	-	-	848.20	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	157,216.70	20,362.35	-	3,000.00	2,392.45	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,892.66	-	-	2,554.88	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	139,310.50	-	-	197,325.10	-	
		GAS OPERATIONS LEADER/FOREMAN	124,333.43	-	-	77,760.78	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,499.96	11,119.25	-	14,614.64	14,086.40	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	130,496.89	-	-	49,326.35	2,337.85	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,416.00	-	-	44,047.60	119.48	
		GENERATION INSTRUCTOR/SR/EXP/PRN	150,167.66	12,972.39	-	19,388.70	240.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,771.66	12,932.05	-	-	13,309.29	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	152,510.15	13,244.61	-	33,156.81	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	144,441.34	12,478.36	-	2,372.52	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	137,200.00	11,855.94	-	-	2,168.62	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	11,423.20	-	6,443.63	2,505.17	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	126,950.16	10,874.41	-	-	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,253.35	-	-	78,696.63	454.99	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,378.50	-	-	74,081.19	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,623.47	-	-	137,437.48	888.92	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	118,504.91	-	-	71,301.67	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	130,192.30	11,248.57	-	50.00	623.35	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,690.00	10,944.83	-	-	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	123,386.72	10,590.23	-	1,299.67	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	135,670.16	11,720.63	-	1,600.00	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,750.68	-	-	126,554.14	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,141.15	-	-	70,060.95	157.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,336.78	10,901.53	-	5,643.84	1,583.90	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,810.00	10,771.87	-	1,611.28	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	134,619.79	11,449.57	-	400.00	882.56	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,580.00	12,424.17	-	4,694.06	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	108,573.11	11,088.43	-	2,750.20	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,613.32	11,942.25	-	2,000.00	1,721.34	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	6,844.20	202.00	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	137,524.20	10,985.92	-	4,698.12	595.94	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	149,481.46	12,773.83	-	1,664.60	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	140,592.20	12,145.84	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	11,930.25	10,319.83	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	156,901.04	13,556.57	-	1,204.84	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	147,383.20	19,088.75	-	-	580.00	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,067.58	-	100.00	142.66	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,469.76	-	-	165,934.25	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,369.79	-	-	46,539.02	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,745.00	16,067.45	-	116,042.54	411.59	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,334.96	10,911.26	-	-	16,100.06	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,041.49	11,226.34	-	3,115.02	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,714.33	-	-	180,482.33	-	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	3,170.40	-	-	10,805.66	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,663.04	13,875.65	-	10,393.58	10,994.47	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR,SR/EXP/PRN	120,042.73	-	-	61,998.05	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	141,999.31	14,539.01	-	6,984.03	12,095.08	
		GAS OPERATIONS LEADER/FOREMAN	132,104.58	-	-	95,402.45	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,754.87	-	-	209,097.32	115.48	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,489.96	12,243.30	-	3,338.32	1,249.54	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,583.53	-	-	65,953.11	7,660.52	
		ELECTRIC OPERATIONS ENGINEER,SR/EXP/PRN	150,804.00	13,049.27	-	2,809.40	139.36	
		STRATEGY & POLICY DIRECTOR,SR, DIRECTOR/CHIEF	237,395.47	81,262.81	29,822.16	26,868.88	1,916.29	
		ELECTRIC OPERATIONS DIRECTOR,SR, DIRECTOR/CHIEF	227,290.43	98,418.04	16,017.21	14,417.64	35,644.04	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	38,739.36	4,423.55	-	3,022.24	35.96	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,648.98	-	-	95,722.20	-	
		IT ASSISTANT/ANALYST/SPECIALIST,SR/EXP/PRN	152,911.46	13,220.73	-	7,437.48	340.24	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,600.04	14,599.55	-	6,055.06	8,759.44	
		IT SR. MGR/MANAGER/SUPERVISOR	195,422.34	25,317.28	2,737.17	34,500.00	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR,SR/EXP/PRN	108,133.24	-	-	64,383.92	1,382.17	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	39,248.37	4,263.08	-	5,678.37	60.00	
		IT ASSISTANT/ANALYST/SPECIALIST,SR/EXP/PRN	159,291.00	13,761.25	-	-	-	
		GENERATION PROTECT TECHNICIAN	125,333.32	-	-	103,196.01	442.23	
		STRATEGY & POLICY DIRECTOR,SR, DIRECTOR/CHIEF	193,363.69	44,659.50	9,808.56	2,000.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,409.36	14,661.65	-	60,311.21	24,959.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,536.47	9,899.18	-	13,612.84	6,380.06	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	157,084.00	13,556.46	-	3,349.28	1,298.68	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	22,057.00	-	-	43,904.37	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,232.10	-	-	92,065.01	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,864.35	-	-	165,850.24	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	138,244.78	14,314.73	-	41,933.17	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	139,328.22	-	-	76,947.52	365.40	
		GAS OPERATIONS LEADER/FOREMAN	96,389.05	-	-	67,797.72	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,172.62	9,633.91	-	1,723.84	216.24	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	23,495.92	1,285.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	12,462.96	6,613.91	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,264.54	13,709.90	-	7,218.29	97.14	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,144.67	16,086.97	-	500.00	1,740.70	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	177,496.80	24,046.58	-	-	11,742.94	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,382.00	14,559.53	-	2,561.14	6,115.83	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,350.04	10,933.23	-	338.29	152.08	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	136,147.61	18,053.68	3,453.57	-	258.35	
		GENERATION OPERATOR/PLANNER/SR	96,256.12	-	-	120,734.17	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,090.00	11,237.06	-	5,000.00	1,684.86	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,586.82	13,194.17	-	982.38	20,269.21	
		GENERATION ENGINEER,SR/EXP/PRN	142,440.00	12,325.51	-	10,700.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.01	15,038.80	-	27,823.08	383.00	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	131,412.00	11,371.26	-	13,478.05	21,504.75	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	203,648.84	26,569.64	-	5,851.57	2,572.80	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	173,875.30	22,560.60	-	3,000.00	4,028.26	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	186,016.33	24,365.34	-	620.00	4,629.02	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	184,095.96	24,930.53	358.20	11,768.12	6,071.03	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	124,809.08	-	-	56,859.19	2,935.15	
		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	135,303.64	11,690.51	-	50.00	386.86	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	137,471.86	17,614.17	-	750.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,020.68	16,625.31	-	3,606.84	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	67,105.42	13,980.08	-	16,169.64	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	126,629.36	10,939.58	-	1,225.00	1,400.69	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	79,345.50	6,853.80	-	371.40	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	51,857.31	7,027.42	-	4,473.39	315.00	
		IT SR. MGR/MANAGER/SUPERVISOR	148,002.52	15,472.14	-	1,788.85	1,522.50	
		IT ASSISTANT/ANALYST/SPECIALIST,SR/EXP/PRN	155,560.64	13,332.50	-	1,500.00	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	173,324.93	22,251.50	3,453.57	1,000.00	8,078.07	
		IT ENGINEER,SR/EXP/PRN	128,596.00	11,097.92	-	997.12	2,372.40	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR,SR/EXP/PRN	143,384.41	12,784.28	-	5,653.06	11,603.82	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,792.04	16,846.01	-	53,104.58	1,086.02	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	124,119.27	-	-	90,651.46	378.36	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	92,266.96	-	-	37,992.83	1,604.29	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	144,679.06	18,462.24	-	1,600.00	491.95	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	134,110.86	13,903.09	-	50,537.85	-	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	124,076.18	-	-	46,557.13	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,496.84	12,298.46	-	16,337.14	660.13	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	189,190.05	19,625.40	-	75,724.20	1,298.75	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,444.91	-	-	219,064.13	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	154,890.50	20,071.62	-	14,750.82	124.33	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,334.30	-	-	2,778.56	1,016.74	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,528.96	-	-	71,465.13	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	175,282.60	15,140.76	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	68,070.50	10,050.74	-	5,484.69	772.93	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	164,590.28	21,306.34	2,167.11	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,512.14	-	-	55,641.01	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,824.16	12,943.39	-	1,500.00	540.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	118,150.22	11,975.15	-	9,003.07	936.73	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,109.96	14,736.26	-	94,371.26	1,416.33	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	150,538.00	13,018.58	-	-	961.62	
		GAS OPERATIONS LEADER/CREW/FOREMAN	133,830.65	-	-	42,984.15	-	
		GAS OPERATIONS LEADER/FOREMAN	123,356.55	-	-	57,582.68	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,045.72	16,299.39	-	72,388.77	15,402.81	
		GENERAL COUNSEL SENIOR COUNSEL	212,071.32	77,725.56	18,793.15	10,000.00	3,341.69	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	181,314.15	15,639.65	1,123.74	-	115.00	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,263.20	-	-	102,138.65	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	134,131.70	11,587.70	-	2,200.00	-	
		GENERATION LEAD/FOREMAN	124,479.36	-	-	178,466.53	-	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	136,161.86	15,294.24	-	8,309.84	7,687.74	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	119,346.48	-	-	74,301.25	1,718.85	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,447.32	-	-	85,221.98	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,574.10	13,266.76	-	1,370.16	2,429.14	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	136,955.82	-	-	108,176.40	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,406.56	-	-	496.46	13.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,026.56	22,034.20	-	-	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	194,197.64	25,165.26	1,988.01	2,400.00	3,368.05	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	181,719.98	15,659.84	-	3,522.48	366.14	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,422.76	-	-	67,457.86	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	156,301.08	13,524.93	-	3,807.78	166.90	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,812.38	-	-	117,155.45	1,475.25	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	190,903.96	24,731.92	2,558.07	7,672.44	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	146,055.78	18,781.42	-	9,050.00	176.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,818.57	-	-	186,527.81	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	125,320.46	10,670.52	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	41,684.01	-	-	31,916.86	2,057.60	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	137,151.16	15,823.82	-	3,900.00	1,861.69	
		IT SR. MGR/MANAGER/SUPERVISOR	161,960.05	26,729.56	-	1,297.53	188.70	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	105,077.99	11,912.51	-	3,773.15	6,041.17	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,952.77	-	-	72,995.31	82.71	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	102,710.88	10,467.60	-	17,363.49	660.42	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	163,522.75	16,806.23	-	5,979.20	1,980.45	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	174,483.84	22,610.64	-	4,523.51	2,311.19	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,881.38	11,438.96	-	5,500.00	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	9,663.74	-	-	65,302.09	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,176.60	-	-	117,018.41	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	173,227.80	18,648.11	-	3,391.04	2,414.24	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	230,649.39	81,171.85	26,425.59	5,720.15	13,564.99	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	178,737.20	23,161.80	-	-	540.00	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	170,525.35	22,996.45	-	940.68	2,734.52	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,015.06	14,351.76	-	1,500.00	1,706.60	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,024.19	-	-	62,108.14	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	132,996.29	-	-	101,352.77	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	129,531.00	11,203.38	-	436.52	2,782.83	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	136,529.20	11,791.72	-	5,380.82	-	

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		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	135,093.99	-	-	81,419.93	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	137,391.86	11,857.00	-	1,750.00	6,604.51	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	120,688.36	10,033.52	-	11,130.68	8,738.96	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	132,455.90	11,442.95	-	1,778.29	896.71	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,480.00	10,929.60	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,531.70	12,835.14	-	-	-	135.00
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	171,058.89	23,510.60	5,401.17	3,605.06	3,764.90	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	152,063.61	15,837.08	-	70,679.97	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	146,136.20	12,624.78	-	3,194.40	91.06	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,787.04	18,244.78	-	14,659.35	4,144.48	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,738.02	-	-	113,918.83	68.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	112,581.79	12,063.98	-	16,803.81	958.48	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,551.07	16,349.28	-	17,470.94	6,380.28	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	80,802.00	13,040.66	-	9,758.15	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	172,128.56	14,980.95	-	15,633.94	2,219.38	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,486.73	-	-	30,175.33	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,859.19	-	-	147,716.90	121.45	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	149,973.16	19,414.12	1,482.62	2,750.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	12,266.75	953.09	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	7,980.01	4,518.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,328.52	11,638.88	-	14,903.66	799.48	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	147,422.86	19,103.91	1,498.32	11,480.00	62.84	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,323.00	13,347.96	-	9,949.69	225.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	97,498.80	7,357.79	-	15,250.00	3,391.82	
		GENERAL COUNSEL SENIOR COUNSEL	210,579.58	77,270.25	24,113.75	1,000.00	1,168.12	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	130,364.97	12,531.46	-	9,521.89	1,070.77	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	219,976.86	78,847.80	27,942.28	11,000.00	25,179.36	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	142,338.08	-	-	80,684.83	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	156,706.26	20,182.36	7,477.20	1,020.00	240.83	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	208,920.84	77,327.94	12,309.18	9,069.50	8,149.04	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	400.00	183.04	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	148,210.46	12,746.62	-	2,086.53	1,564.80	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,169.16	18,024.88	-	4,500.00	715.32	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,174.52	11,269.20	-	75.00	132.37	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,312.65	14,602.68	-	1,741.47	2,831.61	
		GAS OPERATIONS LEADER/FOREMAN	125,772.94	-	-	57,283.83	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	116,242.24	-	-	77,396.08	-	
		GENERAL COUNSEL SENIOR COUNSEL	160,981.31	83,118.68	16,021.52	26,782.38	666.28	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,103.56	20,228.82	1,498.32	-	13,119.35	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	123,631.29	-	-	104,842.99	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	190,646.70	24,707.72	2,916.27	-	711.66	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	192,713.00	64,711.48	8,071.29	11,307.80	6,967.22	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	44,291.25	12,031.17	-	16,472.22	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,918.88	11,048.06	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,982.20	12,827.25	-	1,300.00	1,013.86	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	167,429.22	21,404.20	5,408.82	4,625.46	3,360.87	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,996.30	22,032.04	-	19,725.00	4,324.77	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,444.69	12,736.98	-	4,000.00	3,062.68	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,852.61	-	-	131,126.85	285.36	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,405.83	11,930.93	-	7,332.93	25,811.53	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,929.61	-	-	137,909.35	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,480.07	-	-	102,754.78	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,406.86	-	-	64,627.29	995.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,184.23	-	-	94,063.03	124.12	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,804.02	12,561.65	-	3,244.40	2,042.55	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,804.00	14,606.83	-	18,388.83	1,299.51	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	135,089.10	11,609.50	-	2,692.83	2,210.31	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	130,281.98	13,248.56	-	8,735.60	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	180,120.00	23,379.03	-	59,482.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,438.00	21,578.07	-	24,037.15	9,149.73	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	112,635.04	9,452.14	-	3,000.00	192.82	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	162,186.96	21,753.06	-	4,054.67	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,224.58	18,657.88	1,450.71	4,275.00	1,904.36	

PACIFIC GAS AND ELECTRIC COMPANY
EMPLOYEES COMPENSATED AT THE
RATE OF \$125,000 - \$249,999 PER ANNUM
FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		IT SR. MGR/MANAGER/SUPERVISOR	151,591.34	15,719.46	-	-	1,147.24	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	134,213.34	11,594.77	-	11,370.38	33.20	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,623.17	12,474.71	-	2,225.00	1,476.24	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,931.12	12,192.09	-	400.00	167.20	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,440.49	13,623.28	-	1,204.40	3,083.44	
		IT SR. MGR/MANAGER/SUPERVISOR	174,878.96	22,661.85	1,123.74	6,971.70	810.88	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,839.64	14,694.69	-	1,100.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,433.30	11,886.07	-	138,033.17	2,173.61	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,212.72	12,513.69	-	100.00	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,552.09	-	-	82,135.05	-	
		GENERATION PROTECT TECHNICIAN	105,242.46	-	-	32,486.25	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	138,646.66	11,977.75	-	750.00	3,045.83	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,864.80	-	-	61,856.82	413.33	
		GENERAL COUNSEL SENIOR COUNSEL	72,351.28	17,572.25	17,853.81	-	440.75	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	7,432.41	3,152.04	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	114,711.20	-	-	14,455.96	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	122,948.60	11,124.46	-	13,031.44	8,721.99	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,481.35	21,163.34	-	2,700.00	1,366.65	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,236.26	-	-	70,201.87	63.92	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	157,738.70	16,339.71	-	38,164.67	540.98	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	178,607.64	23,145.02	7,656.30	16,350.00	616.59	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,367.00	20,387.15	716.40	4,000.00	-	
		ETHICS & COMPLIANCE SR. MGR/MANAGER/SUPERVISOR	158,154.03	22,281.64	-	485.97	503.20	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	2,708.71	19,939.83	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,140.75	12,326.61	-	2,565.52	136.88	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,403.93	-	-	5,942.25	497.32	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,986.64	14,095.26	-	12,650.00	2,737.08	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	114,420.48	-	-	81,316.07	708.18	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,260.20	10,906.25	-	-	1,398.62	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,448.30	11,841.08	-	2,030.16	2,229.79	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,362.25	13,409.37	-	200.00	1,740.70	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	155,195.20	20,095.32	1,898.46	1,175.00	2,148.96	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	111,358.34	-	-	43,969.12	30.00	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	159,910.54	20,519.60	2,525.31	542.76	517.69	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	149,471.84	19,369.42	749.16	2,523.96	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	66,327.32	2,748.96	-	10,000.00	312.48	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	157,649.00	16,343.27	-	42,746.80	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07	-	13,106.01	3,648.08	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	150,000.00	19,469.53	-	2,000.00	2,076.76	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,081.59	10,770.19	-	25.00	141.04	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,093.57	15,651.05	-	1,000.00	757.01	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,834.24	13,881.62	-	-	3,420.35	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,014.00	14,517.07	-	47,403.66	2,762.53	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,310.56	16,119.08	-	41,364.74	4,339.50	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	111,410.88	-	-	12,536.29	1,251.59	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	157,438.63	19,523.81	-	2,500.00	7,871.52	
		GAS OPERATIONS CREW FOREMAN/LEADER	53,907.96	-	-	-	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SR/EXP/PRN	135,312.00	11,726.60	-	20,146.01	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,970.22	15,316.19	-	6,451.16	4,449.96	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	162,392.64	16,495.30	-	31,338.90	1,157.15	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	149,351.50	15,486.36	-	5,013.42	1,988.09	
		GAS OPERATIONS LEADER/FOREMAN	21,048.55	-	-	41,580.98	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	204,084.96	27,549.17	16,945.36	16,122.55	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	169,595.70	21,977.19	6,907.14	1,800.00	1,989.65	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,071.17	-	-	102,089.08	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,313.24	-	-	50,743.40	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,171.70	17,726.65	-	42,881.13	3,905.28	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	136,800.86	14,184.98	-	20,975.28	610.18	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	104,234.03	-	-	10,277.54	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,400.43	-	-	92,682.82	97.64	
		POWER GENERATION LEAD TECHNICIAN OPERATOR	142,778.80	-	-	51,848.29	52.20	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	32,627.19	4,325.38	-	398.01	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,240.66	14,137.07	-	107,558.29	97.38	

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		SHARED SERVICES PLANNER/SR/EXP/PRN	145,786.00	13,234.11	-	18,858.59	9,892.04	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	155,221.54	20,119.87	-	1,000.00	1,398.01	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,618.66	11,109.97	-	4,834.04	2,995.84	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,386.04	14,113.68	-	64,275.00	29,548.99	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	159,192.00	13,775.08	-	10,274.62	18,332.32	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	156,469.00	13,556.00	-	47,252.51	2,798.49	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,196.30	13,734.07	-	85,386.43	33,580.22	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	128,700.00	11,136.59	-	5,920.16	72.10	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,314.29	-	-	14,811.87	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	128,166.68	13,485.69	-	5,203.36	457.82	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	140,911.27	14,694.14	-	8,596.00	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	189,581.04	26,247.49	-	12,479.05	425.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,310.10	10,449.94	-	2,387.41	69.14	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	113,389.19	10,864.07	-	12,379.40	1,106.12	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	143,991.96	14,951.77	-	7,806.14	5,108.11	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	118,119.06	-	-	105,405.98	864.23	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	137,180.00	11,846.37	-	7,589.29	9,127.74	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,685.90	-	-	76,142.88	58.78	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	122,248.30	-	-	92,198.25	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,946.97	-	-	21,345.83	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,385.22	11,871.37	-	-	524.93	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,675.00	17,610.20	-	5,200.00	9,463.10	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	182,625.70	18,937.59	-	29,876.80	8,054.42	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	86,828.00	7,429.28	-	135,775.07	129.90	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	184,788.34	23,801.86	3,632.67	450.00	11,218.73	
		IT SR. MGR/MANAGER/SUPERVISOR	149,631.64	15,424.18	-	3,432.36	595.06	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	8,762.65	-	-	17,173.75	287.15	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	99,248.53	-	-	336,354.58	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,097.34	10,896.52	-	2,875.24	405.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	182,484.00	15,790.58	-	6,073.59	2,705.85	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	123,956.28	11,061.80	-	14,563.30	3,492.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	11,621.00	-	-	3,992.00	8.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,499.34	11,530.04	-	4,550.00	10,070.65	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,805.40	12,348.67	-	7,000.00	18.18	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,116.00	13,067.27	-	20,606.40	2,431.05	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	186,503.48	24,139.92	6,907.14	5,025.00	237.88	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,730.99	-	-	144,746.70	42.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	101,055.51	12,865.88	-	28,584.76	247.91	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,212.36	12,802.44	-	14,185.86	1,103.39	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,221.14	-	-	38,382.58	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,623.42	-	-	78,539.10	60.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	55,246.39	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	138,726.71	13,098.35	-	3,797.34	2,748.08	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	175,618.14	22,763.67	-	3,525.00	13,844.27	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	136,206.15	13,732.70	-	18,423.66	2,813.08	
		OFFICE OF PRESIDENT & COO SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	152,833.36	19,826.36	-	-	2,211.54	
		GAS OPERATIONS LEADER/CREW/FOREMAN	36,956.80	-	-	54,474.63	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,256.04	12,919.32	-	69,674.54	10.66	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,000.58	14,914.57	-	56,981.37	692.72	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,446.06	13,305.55	-	27,946.53	14,680.51	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,952.70	-	-	51,825.73	180.16	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,558.92	11,025.16	-	6,500.00	30,735.83	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	214,230.70	27,768.65	9,107.01	2,100.00	981.17	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	128,314.46	11,062.40	-	8,915.79	2,320.57	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	175,307.04	22,754.31	-	2,174.24	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	129,622.14	-	-	49,397.70	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	136,820.00	17,732.28	-	6,557.45	4,129.75	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,529.21	14,318.16	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,226.10	-	-	116,532.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,251.56	-	-	150,534.82	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,570.86	13,360.87	-	1,500.70	2,989.94	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,554.73	-	-	135,694.91	1,208.87	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,024.70	12,179.98	-	-	16,661.57	

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		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	142,914.06	18,553.42	-	-	21.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,326.10	-	-	140,354.55	-	
		T DIRECTOR/SR. DIRECTOR/CHIEF	236,045.04	82,445.15	21,307.79	11,941.35	5,641.18	
		T SR. MGR/MANAGER/SUPERVISOR	175,087.32	22,553.95	-	8,398.00	675.00	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,710.81	-	-	59,772.99	4,847.64	
		GAS OPERATIONS CREW FOREMAN/LEADER	102,541.91	-	-	56,773.97	138.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	160,294.20	16,604.44	-	33,816.78	1,045.62	
		T SR. MGR/MANAGER/SUPERVISOR	159,535.66	16,521.61	-	14,979.30	10,720.64	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	134,123.12	-	-	32,349.85	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	129,473.72	-	-	104,594.17	230.82	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	155,250.00	16,077.78	-	3,573.20	4,962.36	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	158,319.90	16,409.10	-	15,206.88	2,204.99	
		ELECTRIC OPERATIONS SR. MGR/MGR./SUPV.	20,737.20	-	-	-	-	
		GENERATION COORDINATOR/ASSISTANT/ANALYST/AUDITOR/SR/EXP/PRN	120,507.32	11,190.18	-	17,400.13	-	
		T SR. MGR/MANAGER/SUPERVISOR	180,649.04	23,403.37	-	6,500.00	422.62	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,968.80	18,391.23	-	5,185.24	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	140,572.34	18,216.19	-	550.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,129.96	-	-	119,354.59	86.06	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,847.00	-	-	148,699.25	3,223.19	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	101,260.82	-	-	26,420.62	397.10	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,507.86	20,153.75	-	3,500.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,000.04	13,291.20	-	16,438.90	381.64	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	113,448.49	13,592.85	-	2,337.36	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	117,026.96	11,942.04	-	1,208.88	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,509.93	-	-	100,120.39	234.54	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	120,192.23	10,259.09	-	1,111.31	22,926.10	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,383.81	-	-	181,416.57	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	129,123.02	-	-	49,952.95	-	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	150,107.54	15,553.27	-	23,408.50	1,438.76	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	112,377.04	-	-	7,978.38	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,030.74	15,472.88	-	751.04	1,231.26	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	31,188.75	-	-	39,290.65	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	1,527.50	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,979.26	-	-	46,785.59	4,738.20	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	166,062.16	17,189.87	-	1,800.00	1,222.56	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	195,576.55	36,714.77	11,647.17	30,826.04	3,744.98	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	120,200.49	-	-	302,116.29	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	79,270.63	15,263.30	4,381.83	14,602.49	494.02	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,038.14	12,592.12	-	7,211.61	2,041.76	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	143,033.50	12,325.51	-	2,396.80	1,168.91	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	172,787.00	22,445.38	1,808.91	33.88	1,587.25	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,683.43	12,492.84	-	3,895.86	4,031.94	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	122,246.94	12,547.98	-	-	2,747.15	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	159,448.20	16,529.79	-	62,921.60	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	124,214.36	10,717.03	-	2,407.20	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	122,263.61	10,494.34	-	7,500.00	5,143.15	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,665.50	17,068.40	-	4,400.00	9,918.73	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,977.27	19,858.94	-	5,680.00	300.84	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	122,647.54	-	-	63,197.93	1,696.85	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	127,346.00	10,478.36	-	9,665.68	1,175.24	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,039.53	21,492.42	-	400.00	4,931.83	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	98,568.98	10,432.66	-	17,882.38	4,864.49	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	183,213.36	23,675.53	1,498.32	8,000.00	6,047.88	
		GENERATION LEAD/FOREMAN	126,952.54	-	-	135,704.11	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,984.84	-	-	135,647.07	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,399.20	22,075.50	4,692.42	6,700.00	9,171.05	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	128,960.42	11,152.39	-	13,541.60	645.04	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	145,333.93	12,510.05	-	750.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,027.84	12,791.61	-	69.71	897.76	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,735.49	-	-	29,851.46	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	129,977.76	-	-	26,167.82	-	
		GENERATION CONTROL TECHNICIAN	38,415.06	-	-	35,058.57	1,915.16	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	104,988.64	17,008.15	-	8,466.63	2,067.70	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	135,332.12	11,503.75	-	-	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	37,569.24	9,675.42	1,808.91	11,296.50	50.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	89,893.00	-	-	239,137.47	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	112,775.33	9,120.43	-	1,966.97	587.74	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	120,011.50	-	-	100,828.92	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	138,340.90	-	-	48,010.92	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,151.14	14,423.71	-	15,261.29	379.93	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,154.00	13,476.16	-	32,305.26	6,035.41	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	123,960.39	-	-	42,869.87	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,438.00	13,044.66	-	2,142.38	5,594.47	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,237.73	1,656.79	-	111,861.81	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	158,577.56	13,821.22	-	1,970.98	2,140.64	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	136,633.91	11,774.43	-	600.00	8,406.74	
		GENERAL COUNSEL CHIEF COUNSEL	221,723.20	79,093.05	9,116.19	3,835.50	4,059.95	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	157,413.17	13,599.02	-	-	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	175,770.66	22,681.47	3,134.25	1,558.88	1,743.74	
		GENERATION PROTECT TECHNICIAN	125,382.36	-	-	49,226.43	37.91	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,835.34	13,811.30	-	28,932.70	6,005.39	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	181,595.70	23,335.82	-	1,000.00	11,898.45	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	126,064.92	-	-	300,884.84	400.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	133,330.52	17,277.75	-	5,037.21	120.00	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	122,397.15	-	-	25,459.70	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,785.89	-	-	126,894.78	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,499.08	13,100.80	-	37,448.20	1,729.60	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	120,781.60	-	-	20,788.80	1,968.58	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	178,362.14	22,873.31	-	300.00	2,139.44	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	83,428.43	-	-	263,548.06	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	148,952.34	12,868.08	-	27,019.98	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	-	-	-	-	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	125,028.34	13,228.40	-	4,543.74	377.85	
		SHARED SERVICES DIRECTOR/SR. DIRECTOR/CHIEF	210,710.14	77,582.88	17,796.90	4,100.00	8,801.99	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	223,676.00	79,383.31	18,251.30	1,500.00	463.84	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,063.22	13,819.14	-	30,162.52	348.74	
		GENERAL COUNSEL DIRECTOR/SR. DIRECTOR/CHIEF	230,566.74	80,302.54	25,471.08	52,632.12	2,305.90	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,683.18	-	-	119,494.02	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,461.96	14,892.62	-	1,479.54	186.76	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,757.04	-	-	12,373.21	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	108,695.70	-	-	66,869.70	1,510.30	
		GAS OPERATIONS LEADER/FOREMAN	127,305.69	-	-	77,674.01	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	27,074.29	-	-	6,980.59	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,438.50	12,564.52	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	168,960.84	14,596.62	-	5,601.87	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	145,086.72	18,831.80	-	17.76	649.10	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	173,825.34	22,529.25	-	3,400.00	181.10	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	52,306.32	4,712.37	-	24,188.63	3,033.80	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	141,581.30	14,001.28	-	1,350.00	332.21	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,428.00	13,449.87	-	9,460.88	8,907.96	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,319.50	15,376.08	-	41,043.12	2,727.95	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,384.52	-	-	423,400.67	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	165,619.96	21,439.64	-	2,150.00	993.10	
		IT SR. MGR/MANAGER/SUPERVISOR	140,691.58	13,711.59	-	-	3,169.03	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,224.20	15,225.48	-	3,131.04	2,282.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,960.01	-	-	117,756.65	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	152,454.98	19,740.51	-	-	638.54	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	38,369.98	-	5,784.93	9,279.32	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	164,864.98	17,092.23	-	1,800.00	2,079.26	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,973.84	14,306.59	-	2,000.00	5,394.28	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,552.08	-	-	28,569.63	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	194,832.02	24,772.12	716.40	8,000.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,384.75	15,331.21	-	4,876.13	13,820.68	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	165,754.00	17,277.00	-	7,524.52	12,847.28	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	191,413.70	24,771.69	1,808.91	1,351.80	20.13	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,879.43	-	-	67,415.90	-	

PACIFIC GAS AND ELECTRIC COMPANY
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		GENERATION INSTRUCTOR/SR/EXP/PRN	186,562.04	16,117.20	-	33,168.39	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	142,133.50	12,221.67	-	2,871.40	2,175.71	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	122,109.08	-	-	155,928.59	24,571.03	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,025.88	-	-	105,049.52	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,650.10	20,379.42	-	24,571.91	3,006.48	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	141,980.12	20,696.28	-	250.00	995.04	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,769.96	-	-	101,992.54	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	117,787.16	1,207.59	-	26,214.49	135.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	123,647.66	10,750.01	-	5,230.61	421.22	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	53,043.26	4,601.13	-	18,586.08	341.31	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	140,451.28	12,440.30	-	25.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	56,358.58	4,428.53	-	26,448.90	13.09	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,845.36	11,864.94	-	553.92	4,603.83	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,988.00	14,152.26	-	9,536.40	7,787.08	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	28,079.72	-	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,322.00	10,830.94	-	3,804.91	418.77	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	126,115.36	13,067.34	-	3,525.00	-	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	123,170.82	65,051.14	21,099.79	35,758.76	42,843.34	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	128,930.67	11,124.74	-	6,735.99	3,076.29	
		GAS OPERATIONS CREW FOREMAN/LEADER	93,225.00	-	-	12,272.21	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	174,422.66	22,590.82	-	9,500.00	12,321.70	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,204.30	14,953.45	-	32,964.28	17,292.02	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	134,967.52	-	-	101,835.74	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	127,326.75	-	-	41,754.33	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	122,288.80	-	-	5,192.16	159.50	
		OFFICE OF PRESIDENT & CEO & COO ASST./ANALYST/SPECIALIST, SR/EXP/PRN	121,757.20	12,171.57	-	1,666.00	-	(6)
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	128,673.50	-	-	92,450.94	55.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	30,081.78	-	-	74,799.68	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	158,395.50	20,531.27	-	611.68	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	129,492.17	-	-	53,103.93	2,950.36	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	147,178.00	13,253.33	-	35,716.39	3,582.32	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,397.57	-	-	13,091.59	-	
		GAS OPERATIONS LEADER/FOREMAN	123,443.15	-	-	57,487.47	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	139,479.21	-	-	76,407.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	108,131.94	-	-	114,274.54	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,549.96	13,008.42	-	4,836.50	3,211.33	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	-	-	-	716.85	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,382.26	16,780.84	-	10,900.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,936.80	19,942.00	-	20,390.11	3,540.85	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	146,536.96	-	-	65,219.72	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	164,383.86	21,327.30	8,748.81	5,970.16	105.30	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	133,163.33	-	-	231,022.61	487.25	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,420.97	-	-	83,093.91	658.53	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	163,884.21	22,580.24	2,883.51	5,700.00	3,096.81	
		IT TECHNICIAN/SR/EXP/PRN	124,956.39	-	-	37,712.09	-	
		IT SR. MGR/MANAGER/SUPERVISOR	147,168.80	18,885.51	-	2,500.00	1,292.87	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,013.78	15,457.55	-	16,490.36	2,197.16	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,465.93	-	-	126,458.55	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,655.92	18,796.69	-	62,117.21	2,778.42	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	119,414.66	-	-	95,567.60	323.78	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	-	6,493.76	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	143,822.80	-	-	115,918.77	-	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	135,550.94	17,444.40	-	12,132.12	1,751.49	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	154,024.00	13,292.35	-	30,649.23	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,509.00	15,479.34	-	3,000.00	244.01	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	139,377.51	-	-	99,623.05	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	124,732.98	10,693.43	-	1,067.76	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	161,445.90	13,912.15	-	6,107.98	1,123.14	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,487.83	12,203.32	-	135.52	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	153,002.06	13,200.69	-	1,750.00	7,334.48	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,297.16	15,724.18	-	1,000.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	183,963.00	23,802.02	-	-	10,685.17	
		GAS OPERATIONS LEADER/FOREMAN	126,722.31	-	-	48,083.84	-	

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		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,383.50	-	-	7,148.97	514.46	
		POWER GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	229,678.10	80,034.21	22,225.75	11,437.99	11,188.59	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,345.97	16,654.91	-	11,529.24	280.14	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	34,352.08	4,802.39	-	2,029.71	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,738.02	20,205.50	-	18,074.63	294.12	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	157,172.36	21,308.26	-	37,977.28	6,043.16	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	2,100.00	2,518.37	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	80,856.50	9,524.10	-	5,190.56	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	99,230.43	19,197.49	-	33,026.15	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	99,177.97	11,224.12	-	18,409.19	9,090.14	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	168,703.70	21,844.45	5,832.54	14,488.11	1,236.70	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,358.85	-	-	121,987.83	10,798.44	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,924.14	15,539.79	-	66,373.86	3,524.11	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,428.20	11,789.24	-	-	540.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,596.44	-	-	39,567.89	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	132,286.26	11,416.38	-	-	37,334.29	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,925.80	12,347.44	-	871.52	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	130,942.50	-	-	45,426.82	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	199,706.72	25,875.75	2,883.51	3,500.00	508.02	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	71,058.56	-	-	50,529.33	-	
		ELECTRIC OPERATIONS SR. MGR/MGR./SUPV.	(25,980.70)	10,802.19	-	126,662.15	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,102.36	27,266.66	-	17,423.14	3,258.41	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	182,054.35	23,594.79	-	3,500.00	289.48	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,056.35	-	-	112,120.32	-	
		CUSTOMER CARE OPERATIONS/ADMINISTRATOR	141,948.84	12,260.44	-	1,500.00	15,545.43	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	130,374.00	11,281.43	-	500.00	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	136,247.30	14,124.58	-	2,250.00	2,985.47	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,085.79	15,371.68	-	1,000.00	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	117,244.78	-	-	46,025.13	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,822.50	13,247.69	-	5,000.00	364.77	
		SUPPLY CHAIN/MATERIALS INSPECTOR/SR/EXP/PRN	123,472.17	-	-	4,178.77	104.07	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,181.20	13,597.58	-	43,739.40	35.90	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	125,890.87	-	-	90,051.14	286.64	
		IT SR. MGR/MANAGER/SUPERVISOR	181,336.34	23,474.12	895.50	8,345.46	344.38	
		IT SR. MGR/MANAGER/SUPERVISOR	155,825.80	20,192.82	1,661.04	6,651.19	110.92	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	118,453.28	-	-	932.84	-	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	125,463.28	-	-	41,590.12	485.15	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	165,494.54	27,260.69	-	6,322.23	2,774.70	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,783.74	-	-	81,838.76	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,435.30	11,536.84	-	13,060.08	8,574.16	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	188,318.30	24,690.69	6,817.59	1,882.44	5,412.48	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,782.00	11,481.89	-	707.02	5,820.66	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	92,338.43	12,236.12	-	9,058.13	4,082.96	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,002.14	10,979.25	-	674.41	-	
		IT SR. MGR/MANAGER/SUPERVISOR	156,174.22	16,255.47	-	3,000.00	235.12	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,745.50	12,027.31	-	1,958.22	645.78	
		ELECTRIC OPERATIONS ASSISTANT/ANALYST/SR/EXP/PRN	129,446.32	16,564.85	-	53,659.46	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	108,644.74	9,108.00	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	114,437.90	14,908.53	-	51,386.89	1,002.28	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	173,349.00	22,500.15	8,489.34	1,190.00	4,838.60	
		SHARED SERVICES DIRECTOR/SR. DIRECTOR/CHIEF	241,331.08	98,468.15	26,959.83	11,840.32	3,268.37	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	180,496.20	18,709.33	-	206.00	11,807.79	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,948.12	-	-	44,431.01	986.57	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,770.94	-	-	47,689.47	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	71,760.57	-	-	127,746.57	787.62	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	139,027.57	20,075.79	-	100.00	7,773.35	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	148,625.32	19,004.00	-	13,348.79	1,119.63	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,967.30	16,566.31	-	3,000.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,888.46	15,536.68	-	4,200.00	393.53	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,027.80	12,774.86	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,531.21	11,223.81	-	-	763.54	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	120,054.85	-	-	1,004.51	-	
		GAS OPERATIONS LEADER/FOREMAN	121,804.00	-	-	26,898.10	111.67	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	135,082.69	11,677.68	-	-	185.34	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	99,610.94	20,049.98	6,190.74	21,609.74	1,130.35	
		GENERATION TECHNICIAN/OPERATOR	12,372.00	-	-	13,810.34	632.10	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,311.66	10,992.75	-	-	3,676.37	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	120,770.40	-	-	103,975.37	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,274.65	12,650.33	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,155.32	-	-	20,678.22	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	143,551.09	22,031.27	-	-	14,164.82	1,122.47
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	144,783.89	16,262.58	-	1,000.00	-	777.11
		IT SR. MGR/MANAGER/SUPERVISOR	152,835.36	13,189.76	-	3,000.00	-	1,148.75
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	94,870.49	18,477.01	1,450.71	11,540.42	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,035.86	12,952.10	-	6,819.74	7,424.43	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	137,051.72	12,244.19	-	8.80	12,418.90	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,067.80	11,880.35	-	19,673.32	778.94	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	192,150.00	33,148.39	9,107.01	45,471.23	2,954.42	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	130,488.46	11,272.98	-	4,915.44	5,355.01	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	147,468.00	12,760.60	-	6,781.00	19,113.97	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,664.52	12,298.79	-	8,436.14	721.52	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	144,332.29	12,425.43	-	550.00	635.50	
		SUPPLY CHAIN/MATERIALS INSPECTOR/SR/EXP/PRN	11,935.85	-	-	14,620.04	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	120,328.48	-	-	82,028.74	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,868.69	13,528.51	-	60,937.23	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	131,145.20	11,092.76	-	5,000.00	6,555.33	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,420.02	18,370.01	-	3,500.00	10,427.53	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,195.15	-	-	142,340.42	285.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	86,760.81	-	-	90,676.73	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,952.00	17,829.58	-	98,351.09	3,032.35	
		GAS OPERATIONS OPERATOR/DISPATCHER	14,721.35	-	-	903.20	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	6,687.73	3,518.24	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,601.30	20,665.83	-	8,000.00	2,073.76	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,774.80	11,890.05	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,234.46	12,501.51	-	-	4,990.59	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	170,779.00	14,849.81	-	-	748.82	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	307.50	301.72	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	59,717.41	3,024.84	-	1,500.00	330.96	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	182,484.00	15,790.58	-	981.94	747.37	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	33,630.25	4,241.93	-	1,204.83	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	50,060.10	8,320.49	-	2,112.50	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	192,391.46	24,931.20	-	-	1,250.17	
		GENERATION OPERATOR/PLANNER/SR	16,356.44	-	-	68,176.71	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	119,969.84	10,202.15	-	16,303.66	8,492.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,279.62	10,690.15	-	42,645.30	3,470.77	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	163,999.98	21,252.08	-	2,693.82	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	159,192.00	13,775.08	-	23,348.14	446.37	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	146,787.36	19,014.05	-	3,240.00	4,991.05	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	128,471.20	-	-	8,993.50	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,072.06	13,205.55	-	39,408.86	1,316.42	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	20,550.17	-	26,237.31	23,402.96	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	31,424.38	-	5,757.84	2,419.77	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	123,963.94	-	-	28,301.28	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	26,357.14	-	-	1,000.00	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	115,381.80	-	-	3,651.51	5,422.63	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,270.74	-	-	7,891.37	-	
		SHARED SERVICES PROGRAM/PROJECT MGR/SR/EXP/PRN	121,792.42	-	-	34,633.80	7,503.29	
		GENERATION PROTECT TECHNICIAN	122,608.22	-	-	97,421.68	-	
		GENERATION OPERATOR/PLANNER/SR	124,561.14	-	-	57,980.75	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,091.79	-	-	97,815.40	266.80	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	30,769.36	-	-	58,128.15	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,998.03	-	-	61,755.86	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,960.96	13,676.62	-	7,669.22	7,109.18	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	212,783.04	77,869.40	19,789.43	798.40	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,718.81	-	-	68,527.83	-	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	135,155.04	13,432.82	-	21,223.24	270.29	

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		SHARED SERVICES PLANNER/SR/EXP/PRN	134,231.73	12,648.46	-	16,496.31	129.69	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	143,640.00	12,429.35	-	13,863.44	2,158.79	
		POWER GENERATION LEAD TECHNICIAN/OPERATOR	137,794.15	-	-	99,907.77	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	135,750.90	-	-	83,501.09	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	83,223.52	-	-	30,230.78	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,236.63	-	-	97,772.66	-	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	129,275.63	-	-	14,341.62	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,441.78	-	-	98,408.05	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	147,387.62	18,801.10	-	-	9,843.94	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	119,696.64	-	-	215,378.71	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,886.50	10,168.76	-	3,000.00	2,074.48	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,155.71	16,170.63	-	9,266.04	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	178,514.14	22,980.66	-	7,400.00	4,701.71	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	167,875.11	34,560.18	1,450.71	7,550.00	1,488.85	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,096.40	13,384.93	-	300.00	588.91	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	113,057.57	-	-	165,284.05	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	170,187.66	22,077.64	-	6,543.84	11,064.53	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,197.24	13,898.71	-	4,279.08	633.06	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,750.50	17,084.00	-	82,023.85	-	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	2,876.56	6,139.00	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	180,488.46	18,711.00	-	55,285.14	3,404.82	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	51,884.37	-	-	46,016.43	-	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	136,276.84	14,116.56	-	2,200.00	22,404.59	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	88,383.92	-	-	15,247.01	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	166,382.30	21,560.79	-	2,400.00	1,566.93	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,184.38	-	-	143,512.37	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,934.86	15,374.12	-	22,768.57	5,152.01	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,863.66	13,445.39	-	1,500.00	9,080.05	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,773.94	-	-	24,399.10	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,109.04	-	-	86,485.27	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,775.30	12,244.81	-	36,965.22	7,090.37	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	63,409.11	3,414.06	-	50,911.48	25.00	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	142,025.00	12,266.38	-	343.35	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	10,917.00	-	-	2,500.00	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	135,728.28	-	-	13,025.08	-	
		GENERATION ENGINEER/SR/EXP/PRN	141,416.71	12,357.81	-	51,839.22	2,821.29	
		GAS OPERATIONS OPERATOR/SR/EXP/PRN	133,164.16	-	-	50,171.47	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	152,522.59	13,558.45	-	28,463.70	1,124.93	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	180,976.00	23,587.39	-	24,054.68	3,918.30	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	121,373.44	10,356.37	-	7,867.60	90.72	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	100,728.49	8,383.36	-	6,033.87	2,800.98	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	125,943.69	-	-	24,524.46	997.02	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,813.42	-	-	52,555.63	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	103,877.37	-	-	159,153.73	286.35	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	133,190.00	11,494.35	-	13,593.62	12.00	
		GAS OPERATIONS OPERATOR/SR/EXP/PRN	120,996.30	-	-	46,069.69	1,119.88	
		GAS OPERATIONS LEAD TECHNICIAN	129,084.66	-	-	110,662.96	272.55	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,959.78	-	-	103,527.06	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	140,331.44	-	-	101,737.75	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,853.32	-	-	128,398.62	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,382.46	-	-	37,918.52	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,368.04	14,344.42	-	19,438.77	581.39	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	171,009.34	22,172.21	-	12,446.82	3,270.62	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	178,853.50	23,165.02	1,498.32	6,000.00	3,913.43	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	102,946.90	18,475.29	-	158,573.15	948.38	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,005.80	13,574.06	-	10,050.95	5,976.93	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,223.50	-	-	38,596.34	461.48	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,580.46	10,935.36	-	5,601.10	775.01	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	129,556.00	11,192.43	-	23,250.92	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,360.20	11,691.36	-	400.00	25,663.15	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,334.32	15,156.77	-	11,278.31	63.37	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,544.28	-	-	73,746.22	73.73	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,890.54	11,391.09	-	-	4,547.08	

PACIFIC GAS AND ELECTRIC COMPANY
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		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	117,789.40	-	-	64,442.73	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	104,279.96	-	-	202,065.28	119.96	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	156,146.96	15,645.32	-	-	5,341.12	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	135,972.48	11,570.66	-	1,250.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	157,708.20	13,630.32	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	32,281.36	-	-	3,038.85	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	169,495.30	14,605.78	-	-	9,194.07	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,496.20	15,681.04	-	36,918.15	9,530.11	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	13,398.00	-	-	1,416.56	-	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR. CHIEF	99,125.29	18,760.99	4,334.22	87,133.52	5,244.87	
		GAS OPERATIONS OPERATOR/DISPATCHER	125,422.36	-	-	108,478.11	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,579.89	-	-	98,111.96	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,840.61	-	-	167,999.75	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	80,035.62	-	-	216,806.79	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	161,589.41	23,470.80	-	8,680.27	19,682.59	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,712.28	16,233.70	-	78,128.94	1,664.27	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,074.84	12,016.34	-	-	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,751.66	16,045.04	-	4,373.65	2,618.99	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	500.00	149.58	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,823.74	11,604.44	-	9,689.26	591.27	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	129,352.21	11,165.09	-	3,472.68	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	166,364.00	21,552.73	-	6,561.16	8,294.46	
		GENERAL COUNSEL SENIOR COUNSEL	184,244.63	58,418.82	17,181.25	3,086.00	736.69	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	185,823.46	19,264.06	-	14,852.12	565.29	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	175,008.00	15,143.66	-	18,237.43	5,447.03	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	205,374.04	26,583.10	6,923.52	14,300.00	4,923.09	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	175,510.66	22,731.75	-	-	9,444.58	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,068.81	18,820.53	-	14,542.80	7,876.18	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	183,379.84	23,760.29	-	1,300.00	1,817.99	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	118,236.41	-	-	101,435.51	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	178,959.52	23,130.93	-	1,000.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	140,890.31	12,078.24	-	25,573.50	4,560.50	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,481.77	-	-	161,112.67	382.22	
		GENERATION PROTECT TECHNICIAN	123,627.09	-	-	58,225.25	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	136,866.36	11,923.48	-	807.74	2,309.02	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	97,750.70	-	-	32,504.29	2,459.57	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,254.73	-	-	35,637.19	529.68	
		ELECTRIC OPERATIONS LEADER/CREW/FOREMAN	126,375.26	-	-	18,925.76	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,606.86	11,987.22	-	-	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	163,028.86	21,120.66	3,223.80	1,000.00	1,158.30	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,373.82	16,003.66	-	104,122.50	28,248.25	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	156,145.30	20,234.21	-	2,000.00	3,203.69	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,872.83	-	-	248,229.22	3,997.35	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	169,589.80	17,576.51	-	35,424.31	495.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	85,392.74	10,806.95	-	26,313.68	551.53	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	126,071.66	10,657.36	-	100.00	1,867.80	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	152,678.52	19,830.88	6,532.56	-	3,437.31	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	131,197.50	11,337.25	-	1,326.61	474.60	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,432.17	-	-	66,867.06	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	201,762.84	26,148.39	5,050.62	-	7,607.72	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	126,611.16	13,129.09	-	14,793.79	8,996.94	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	60,159.66	-	-	59,210.17	-	
		IT ENGINEER/SR/EXP/PRN	123,232.65	10,603.74	-	14,733.50	2,333.61	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,215.58	-	-	65,266.06	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,257.96	-	-	127,958.69	5,599.94	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	131,626.00	-	-	77,539.59	272.61	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	188,244.64	24,393.83	1,823.76	200.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	118,850.07	13,315.82	-	11,805.52	1,118.42	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	136,353.56	16,995.31	-	6,450.00	23,292.89	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	190,946.66	24,724.56	1,661.04	1,525.00	540.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,171.82	-	-	148,121.54	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	132,479.44	-	-	90,376.69	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	106,111.41	-	-	166,748.97	1,998.26	

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		GENERATION SR. MGR/MANAGER/SUPERVISOR	158,239.00	16,403.56	-	46,005.36	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,895.88	-	-	24,606.27	1,238.30	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	176,366.70	18,283.69	-	1,278.00	2,600.26	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,603.75	11,717.49	-	2,500.00	-	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	135,236.30	11,672.29	-	250.00	465.48	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	190,696.50	24,685.82	-	12,902.79	3,792.65	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,233.84	11,337.36	-	-	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,229.29	-	-	65,936.91	171.68	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	56,033.27	8,101.24	895.50	6,586.90	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	153,182.04	19,882.56	-	7,745.01	45.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,500.80	15,606.20	-	18,536.46	8,526.54	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	104,091.09	-	-	91,673.23	1,107.12	
		GENERATION TECHNICIAN/SR/EXP/PRN	125,395.95	-	-	48,783.62	2,744.61	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	185,250.00	19,199.55	-	96,191.86	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,988.79	-	-	108,376.79	33.06	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	96,894.89	-	-	12,404.15	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	143,811.14	15,286.24	-	6,007.48	859.51	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,445.90	13,912.15	-	-	1,643.12	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	118,166.83	9,934.29	-	2,070.30	566.96	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	147,804.16	12,767.55	-	7,619.56	2,907.26	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,661.81	-	-	123,903.05	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,710.28	-	-	109,198.00	654.82	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,400.00	16,955.76	-	102,143.73	13,168.39	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,493.61	-	-	118,036.25	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	21,700.00	-	-	5,766.17	180.00	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,804.00	13,049.27	-	6,545.00	520.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,157.46	18,815.36	-	2,511.78	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,682.64	-	-	168,728.60	117.74	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,851.96	19,320.53	-	24,075.24	18,534.06	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	157,065.57	13,379.88	-	220.00	5,367.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,566.40	13,347.89	-	4,877.71	1,214.28	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,031.84	13,564.29	-	45,812.00	6,169.66	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	125,873.67	10,858.07	-	845.74	905.05	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	136,382.70	17,673.27	-	75.00	540.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,815.46	-	-	90,781.39	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	176,911.78	22,810.64	2,932.65	5,058.88	1,848.16	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,714.04	-	-	62,455.06	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	181,839.34	23,521.33	3,259.62	10,611.64	15,299.11	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	127,494.23	-	-	88,548.09	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,824.99	-	-	6,538.65	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,392.65	-	-	89,946.06	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	117,004.68	-	-	4,462.45	492.61	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	134,583.04	-	-	31,299.48	692.52	
		ELECTRIC OPERATIONS LEAD/FOREMAN	138,065.84	-	-	122,954.25	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,228.24	15,655.27	-	39,567.21	16,122.82	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	161,510.83	22,472.34	-	16,307.41	8,053.84	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,044.01	15,413.56	-	128,885.34	2,274.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,731.52	11,545.35	-	4,500.00	5,289.07	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	58,531.12	51,887.05	27,413.10	369,985.96	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	153,882.80	-	-	88,427.23	179.80	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	132,755.04	11,365.02	-	1,150.00	20.84	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	28,455.60	-	-	32,782.26	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	63,911.87	3,884.75	-	122,979.12	108.44	
		GAS OPERATIONS OPERATOR/DISPATCER	127,109.12	-	-	124,956.55	-	
		GENERATION LEAD/FOREMAN	114,615.57	-	-	148,488.60	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,924.26	12,003.85	-	3,416.94	1,288.93	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	120,024.73	-	-	17,256.91	629.44	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	141,876.00	12,276.72	-	1,354.94	3,988.22	
		GENERATION ENGINEER/SR/EXP/PRN	142,440.00	12,325.51	-	55,830.34	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	131,927.38	12,914.89	-	3,459.00	3,619.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,644.27	-	-	195,465.35	-	
		IT SR. MGR/MANAGER/SUPERVISOR	73,227.34	18,679.06	14,169.59	3,549.18	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	152,504.66	13,171.49	-	1,200.00	415.30	

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		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	189,102.20	24,491.45	-	358.20	14,250.00	-
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	140,275.27	17,310.63	-	-	2,050.00	3,193.29
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,627.16	11,953.64	-	-	-	2,773.65
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,019.91	-	-	-	52,101.37	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,520.40	-	-	-	136,281.95	476.06
		GAS OPERATIONS COORDINATOR/SR/EXP/PRN	119,483.44	11,728.36	-	-	16,549.28	-
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	141,892.00	12,262.29	-	-	400.00	5,555.81
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,207.96	19,589.25	-	-	3,000.00	7,569.20
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	105,744.05	8,522.65	-	-	-	2,250.16
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	169,304.66	21,927.96	-	-	8,099.94	44,852.42
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	156,448.20	13,514.22	-	-	2,668.08	10,074.53
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	135,833.20	21,144.22	-	-	4,044.78	-
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	140,976.66	14,618.75	-	-	7,624.00	174.63
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,225.36	21,799.62	-	-	15,572.60	22,359.39
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	32,874.70	-	-	-	4,913.22	355.48
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	-	2,705.15	1,466.26
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	77,968.60	-	-	-	97,124.13	-
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	131,552.08	16,897.16	-	-	10,557.45	1,733.32
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	147,805.04	15,322.76	-	-	7,500.00	830.23
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	78,142.68	23,017.17	-	-	29,164.66	557.62
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,451.25	10,840.39	-	-	-	2,434.53
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,252.57	-	-	-	114,078.05	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,901.99	-	-	-	72,550.12	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,794.34	14,719.50	-	-	65,533.63	4,794.34
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	205,989.16	26,693.27	-	-	-	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,570.52	15,075.37	-	-	17,835.38	22,140.67
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	124,381.84	12,877.77	-	-	4,442.54	370.62
		POWER GENERATION LEAD TECHNICIAN/OPERATOR	132,204.46	-	-	-	39,290.00	-
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	22,777.78	-	-	-	-	-
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	153,750.00	15,939.06	-	-	-	9,666.06
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	131,452.01	11,344.36	-	-	19,116.60	1,118.84
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,020.36	12,957.28	-	-	16,516.20	2,471.74
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	119,160.65	17,840.43	-	-	5,009.10	2,339.99
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	-	516.47	375.85
		IT DIRECTOR/SR. DIRECTOR/CHIEF	198,019.70	32,679.94	6,671.25	-	10,349.18	5,354.65
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	157,454.46	13,598.98	-	-	6,827.82	869.71
		IT SR. MGR/MANAGER/SUPERVISOR	173,701.12	22,195.80	8,927.91	-	11,957.37	14,145.25
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	152,846.24	19,811.98	-	-	8,380.00	574.10
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	48,613.85	7,809.68	-	-	5,612.03	104.40
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	108,366.82	-	-	-	202,871.01	-
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	127,498.68	-	-	-	15,529.23	3,433.60
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	117,903.20	-	-	-	25,304.69	-
		GAS OPERATIONS LEADER/FOREMAN	14,131.28	-	-	-	21,703.74	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	94,566.99	11,797.55	-	-	130,160.38	400.00
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,216.72	-	-	-	153,405.82	68.44
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,984.06	-	-	-	49,760.03	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,550.00	14,282.86	-	-	93,437.80	6,327.30
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,594.28	12,655.42	-	-	10,057.16	4,340.55
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	142,284.18	14,253.34	-	-	-	978.44
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,286.15	-	-	-	29,546.64	363.88
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	117,934.48	12,070.18	-	-	11,715.50	628.14
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,885.87	-	-	-	90,973.09	248.24
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,464.46	13,081.64	-	-	1,000.00	253.56
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	125,796.16	-	-	-	60,456.43	-
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	125,017.44	-	-	-	60,926.37	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	93,780.86	-	-	-	65,766.83	530.21
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,246.14	19,726.34	-	-	3,000.00	11,968.55
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	67,813.84	10,680.53	-	-	10,017.49	802.95
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	132,581.20	4,668.15	-	-	62,596.84	2,170.00
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	149,311.68	19,094.75	1,498.32	-	3,000.00	259.97
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	130,764.86	13,057.15	-	-	2,000.00	-
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	111,894.50	-	-	-	12,815.09	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,449.70	15,285.91	-	-	54,040.67	390.00

PACIFIC GAS AND ELECTRIC COMPANY
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		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,382.70	-	-	93,234.60	125.25	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	196,467.80	25,460.80	2,525.31	1,043.90	14,065.77	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	119,878.68	-	-	62,282.42	476.04	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,986.72	-	-	159,888.74	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,328.84	-	-	13,825.69	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,487.19	-	-	52,437.06	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	149,096.64	19,320.82	-	8,944.68	1,414.86	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	55,464.46	6,950.21	-	80,524.68	852.60	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	209,120.84	77,363.20	7,802.64	77.00	104.98	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,120.82	20,591.10	1,450.71	500.00	736.32	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	187,500.00	24,272.03	3,990.87	5,000.00	2,593.65	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	136,797.04	14,152.47	-	53,170.99	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,219.15	-	-	155,989.43	687.30	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	107,224.49	-	-	80,869.50	221.39	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	135,289.32	11,706.75	-	11,414.56	13,993.60	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,006.55	12,587.60	-	7,150.26	292.88	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	135,927.96	11,742.90	-	1,500.00	4,590.79	
		ELECTRIC OPERATIONS SR. MGR/MGR./SUPV.	39,588.00	12,737.39	-	24,742.25	3,762.98	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	165,570.04	17,166.25	-	38,461.07	406.88	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	221,168.86	79,044.86	24,151.02	5,400.00	13,633.56	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	161,663.20	21,093.27	-	4,000.00	194.30	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,058.79	-	23,844.06	4,271.36	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	125,241.03	10,819.65	-	3,757.93	981.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	172,833.36	17,284.61	-	1,500.00	-	
		GENERATION LEAD/FOREMAN	131,490.00	-	-	135,738.02	1,469.40	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	169,785.30	40,468.61	4,723.65	29,503.12	14,713.68	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	6,803.81	2,922.29	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	163,017.00	21,119.11	-	12,165.98	4,646.65	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	177,911.86	23,057.92	1,498.32	19,299.36	4,693.28	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	37,774.97	-	-	12,682.37	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	201,283.34	34,611.51	7,965.64	5,980.65	3,602.80	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	91,678.13	-	-	265,491.10	-	
		IT SR. MGR/MANAGER/SUPERVISOR	153,028.70	15,860.09	-	8,871.66	2,493.38	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	128,773.41	-	-	100,672.50	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,116.00	13,067.27	-	10,964.46	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	187,722.70	24,294.64	5,408.82	-	1,121.74	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,712.90	12,696.18	-	9,218.97	782.96	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	145,359.20	17,593.12	-	1,891.47	9,579.61	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,424.34	-	-	95,951.44	-	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV./DIR./SR. DIR./CHIEF	102,893.70	30,015.64	21,404.95	7,860.80	8,848.24	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,613.42	-	-	148,274.36	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	181,014.78	23,317.42	1,498.32	-	1,750.02	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,227.16	15,335.69	-	3,526.40	1,186.68	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	179,240.66	18,579.19	-	116,835.01	1,798.47	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	117,865.20	9,756.61	-	2,000.00	106.82	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	158,159.66	20,484.48	4,871.52	2,875.00	9,766.75	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,676.90	11,033.02	-	8,313.65	495.00	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	167,417.34	21,440.03	8,131.14	15,750.00	10,206.83	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	193,450.00	24,998.66	-	1,020.00	8,836.20	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	45,510.15	5,050.99	-	23,581.99	6,178.07	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	126,338.26	-	-	7,816.48	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,975.70	12,182.21	-	939.44	2,006.69	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	138,844.38	-	-	112,789.02	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	167,451.47	21,752.21	1,123.74	273.53	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,694.88	14,180.04	-	38,029.62	447.80	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,641.44	-	-	57,390.29	4,233.99	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	173,748.04	22,503.46	6,157.98	1,700.00	3,589.45	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	187,803.18	24,274.00	5,784.93	11,600.00	960.71	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	139,277.54	14,491.21	-	845.74	2,530.61	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,361.21	-	-	12,454.68	109.84	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	145,664.20	12,486.13	-	50.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	122,668.39	10,528.50	-	50.00	405.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,605.03	-	-	36,194.56	1,844.80	

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		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	126,121.92	10,765.58	-	3,761.81	4,785.46	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,138.86	10,941.34	-	2,973.06	238.58	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,967.69	-	-	180,452.70	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	63,279.60	4,954.61	-	9,557.34	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,191.70	14,744.74	-	34,304.40	2,799.01	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,160.00	12,368.00	-	8,382.93	1,912.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,217.24	20,925.50	-	2,480.32	13,068.75	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	162,131.04	14,590.59	-	6,026.51	866.30	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,284.42	-	-	29,237.34	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,240.96	11,424.38	-	200.00	32,183.32	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	83,465.70	-	-	13,560.63	2,988.07	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	141,351.77	14,500.81	-	38,258.58	2,136.43	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,780.12	-	-	18,527.87	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,905.40	-	-	25,259.70	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	67,649.95	-	-	17,010.34	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,618.04	-	-	38,546.05	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,320.90	11,910.24	-	9,815.84	571.75	
		GENERATION OPERATOR/PLANNER/SR	125,403.94	-	-	18,968.37	243.08	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,258.86	15,369.81	-	34,198.99	2,208.35	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,917.50	11,396.42	-	11,627.44	22,721.52	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	146,873.34	19,030.18	-	1,000.00	-	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	158,337.44	17,940.28	-	57,152.70	4,705.53	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	136,734.00	11,823.63	-	17,126.57	6,003.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,535.96	15,294.05	-	40,191.21	5,527.58	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	130,300.16	-	-	60,494.31	223.15	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,730.36	13,543.61	-	885.72	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,975.20	11,489.34	-	1,442.10	268.64	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,416.88	-	-	5,047.57	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	84,966.35	12,638.41	-	15,197.39	311.42	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,124.79	-	-	107,323.85	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,046.94	3,461.25	-	77,430.60	280.46	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	101,007.96	-	-	9,967.80	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,191.48	-	-	139,097.54	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,510.22	-	-	21,310.86	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,563.92	-	-	93,197.58	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,510.99	-	-	159,293.39	-	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	157,437.48	22,526.97	-	9,500.00	11,955.53	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	129,767.36	11,168.26	-	17,331.39	-	
		CUSTOMER CARE AND CRE SR. MGR./MGR/SUPV/DIR/SR. DIR/CHIEF	201,259.14	81,241.75	17,038.85	17,860.00	3,754.25	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	135,820.17	-	-	120,115.06	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	120,564.31	11,960.82	-	11,250.00	7,113.02	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	120,168.95	-	-	37,289.56	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	46,632.89	8,868.24	-	27,560.45	-	
		GENERATION PROTECT TECHNICIAN	126,335.07	-	-	55,441.67	297.82	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	174,671.99	22,369.98	2,167.11	12,196.37	5,774.92	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,620.16	12,223.67	-	1,500.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	179,300.04	23,272.59	-	3,500.00	2,587.38	
		SHARED SERVICES DIRECTOR/SR. DIRECTOR/CHIEF	202,986.54	76,507.89	16,688.61	8,951.92	3,422.83	
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	100,109.33	53,932.34	-	5,531.21	18,615.69	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	147,174.80	12,711.16	-	3,369.28	3,673.22	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,876.72	6,555.22	-	25.00	1,370.94	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	136,753.66	14,296.38	-	36,121.22	1,444.35	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	182,482.80	18,917.75	-	71,517.05	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	146,802.84	19,023.56	-	1,000.00	3,234.58	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,684.61	-	-	138,650.76	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,715.85	11,766.87	-	12,136.49	14,507.19	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	4,934.38	-	-	15,713.45	25.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,378.96	21,919.33	-	16,396.37	2,705.02	
		OFFICE OF PRESIDENT & CEO & COO ASST./ANALYST/SPECIALIST, SR/EXP/PRN	146,244.94	17,006.99	-	-	-	
		IT SR. MGR/MANAGER/SUPERVISOR	165,435.99	21,275.60	1,123.74	29,000.00	4,323.99	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,323.03	-	-	182,573.93	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	158,875.04	20,587.96	537.30	9,838.77	16,565.31	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,546.13	-	-	69,556.65	-	

PACIFIC GAS AND ELECTRIC COMPANY
EMPLOYEES COMPENSATED AT THE
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FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	157,348.54	20,392.31	-	1,050.00	278.06	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,390.52	15,364.27	-	88,846.98	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,712.28	15,006.12	-	134,545.60	4,056.78	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	129,345.12	-	-	11,206.46	700.87	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,374.93	20,967.09	-	7,284.74	1,538.11	
		POWER GENERATION OPERATOR/DISPATCHER	127,564.86	-	-	70,642.38	607.84	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	117,331.20	-	-	25,189.82	104.72	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,690.41	-	-	30,266.14	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	154,511.42	16,019.69	-	93,750.21	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	131,390.39	-	-	50,921.04	1,780.57	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,664.54	14,186.98	-	71,234.94	552.12	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,382.11	-	-	137,916.28	580.58	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,393.26	-	-	121,550.58	135.72	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	124,853.12	10,836.99	-	-	54.34	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	142,544.70	12,314.51	-	1,778.72	3,189.94	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,450.40	-	-	527.63	161.90	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	142,666.00	12,927.73	-	13,555.75	799.02	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	65,054.35	3,611.74	-	-	206.97	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,941.23	-	-	25,086.40	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	102,164.72	-	-	51,153.01	-	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	126,923.65	-	-	78,178.01	4,756.05	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,024.00	13,206.05	-	74,096.53	1,550.44	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	134,799.22	-	-	26,987.82	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	100,637.47	-	-	14,760.83	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	128,616.00	11,284.27	-	54,083.98	2,927.30	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,803.20	16,255.58	-	45,235.63	27,158.58	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,772.89	-	-	143,511.78	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,728.30	12,508.16	-	700.00	187.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,082.14	-	-	25,264.18	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,192.28	19,630.69	-	19,356.67	25,120.28	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,049.44	-	-	41,817.55	61.31	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	158,543.00	13,664.18	-	48,899.45	7,202.20	
		IT SR. MGR/MANAGER/SUPERVISOR	167,904.16	21,653.01	-	-	2,204.27	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	105,323.51	-	-	73,019.44	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	103,211.40	8,659.27	-	3,500.00	498.52	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07	-	7,944.00	1,465.60	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	166,304.86	21,533.83	-	7,000.00	16,104.98	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,591.72	-	-	110,374.68	6,315.08	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	121,711.18	-	-	4,758.40	3,162.42	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	144,783.10	-	-	42,863.52	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,693.36	11,721.07	-	3,900.00	506.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,891.67	12,872.39	-	-	3,754.37	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,214.76	-	-	151,232.96	396.14	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,673.59	-	-	112,126.12	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	78,292.10	9,643.42	-	11,722.13	1,507.17	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	134,250.00	12,165.14	-	7,327.29	2,080.40	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	162,577.66	16,847.55	-	20,401.55	2,832.17	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	74,363.72	5,029.49	-	7,000.00	1,500.98	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,497.60	13,927.01	-	1,500.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,770.84	10,940.38	-	5,926.82	10,270.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,874.28	-	-	14,256.90	352.42	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,136.64	12,965.93	-	67,145.98	10,358.21	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	126,609.68	-	-	155,238.00	481.40	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	225,611.54	79,642.62	22,354.18	22,163.05	22,551.13	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	58,053.94	-	-	87,680.90	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,197.16	-	-	35,637.20	5,392.78	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	181,758.58	26,067.74	6,021.90	1,000.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,358.54	13,527.52	-	47,499.94	1,708.47	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	167,510.96	78,330.39	17,534.81	338,481.40	20,347.71	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	197,197.98	20,382.40	-	83,541.19	463.26	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,379.59	-	-	15,390.42	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,241.20	14,530.98	-	17,254.01	47,867.28	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	78,821.66	10,798.95	-	2,174.25	2,092.66	

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		POWER GENERATION OPERATOR/DISPATCHER	113,179.17	-	-	49,785.61	242.44	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	166,363.40	14,372.23	-	-	4,890.07	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,467.53	15,604.76	-	62,353.63	801.47	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,999.64	13,305.53	-	-	369.22	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR EXPERT/PRINCIPAL	131,412.00	11,371.26	-	2,920.40	4,854.02	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,538.32	13,584.58	-	-	5,651.24	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,570.94	-	-	15,085.73	1,482.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,705.59	-	-	163,614.14	-	
		GAS OPERATIONS CREW FOREMAN/LEADER	130,971.04	-	-	39,335.43	4.79	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	173,932.30	22,543.94	-	-	11,788.77	
		ENGINEER, SR/EXP/PRN	123,405.27	10,732.68	-	788.12	1,238.30	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,967.70	13,132.07	-	-	2,983.39	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,215.88	11,679.83	-	31,917.65	3,394.91	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	129,827.16	13,455.46	-	13,947.54	4,143.34	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,728.50	10,775.36	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	159,192.00	13,775.08	-	1,536.78	590.72	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	172,778.65	22,296.49	5,408.82	8,800.00	985.01	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,866.46	12,517.09	-	17,622.36	7,900.15	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	130,107.00	13,491.62	-	-	1,068.81	
		ELECTRIC OPERATIONS LEAD/FOREMAN	137,864.33	-	-	135,818.02	148.63	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	11,562.00	-	-	15,360.08	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,729.92	-	-	50,909.13	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	139,663.70	12,065.62	-	1,300.00	540.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	176,395.55	15,240.06	-	28,874.91	4,046.59	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	84,390.25	-	-	47,118.96	1,040.52	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,319.25	-	-	146,477.71	25.79	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,328.92	-	-	98,683.10	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,686.94	13,776.88	-	50,535.74	13,433.83	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,177.76	-	-	197,109.49	1,538.16	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	127,015.34	10,972.92	-	-	805.04	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	119,926.57	13,668.32	-	34,246.51	3,731.74	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,515.74	10,759.84	-	117.28	319.11	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,367.80	16,246.49	-	126,886.87	866.91	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	41,390.91	193,364.54	5,408.82	12,170.16	32,711.60	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	154,442.84	19,729.70	-	50.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,554.83	10,704.53	-	10,556.14	1,069.82	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	138,613.78	17,799.38	-	9,290.72	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,045.70	14,311.00	-	-	536.54	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	117,203.21	9,934.91	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,063.37	-	32,779.45	3,565.27	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	180,480.32	23,102.60	9,480.06	1,500.00	364.10	
		IT CREW FOREMAN/LEADER/CREW FOREMAN	132,944.68	-	-	21,019.34	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	182,574.16	23,652.78	2,978.73	2,964.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	64,180.27	-	-	110,546.02	-	
		IT CREW FOREMAN/LEADER/CREW FOREMAN	118,580.08	-	-	26,881.17	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	178,684.02	25,851.39	-	7,300.00	4,658.91	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,139.51	13,407.03	-	2,973.24	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	145,505.41	12,357.35	-	8,964.51	948.51	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,642.24	-	-	183,904.84	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	154,819.80	20,062.46	1,107.36	-	802.66	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	112,766.68	9,633.20	-	-	141.96	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,688.59	11,940.00	-	662.55	2,402.35	
		IT SR. MGR/MANAGER/SUPERVISOR	185,573.14	24,041.32	6,907.14	14,949.56	2,587.12	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	167,382.43	22,226.99	-	5,550.95	2,038.48	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	108,715.64	-	-	71,014.81	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,709.86	13,134.81	-	244.92	562.74	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	69,451.36	11,475.67	-	6,259.36	476.38	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	35,823.01	4,485.62	-	9,666.76	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	117,044.78	-	-	27,067.19	175.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	105,628.15	10,728.51	-	82,067.08	14,328.84	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	160,031.97	20,584.34	-	4,300.00	31,153.25	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	112,473.68	-	-	90,096.14	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	157,311.26	20,172.38	-	4,400.00	5,160.34	

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		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,999.96	15,367.95	-	40,702.30	1,568.97	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	134,414.21	-	-	124,971.70	593.19	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	158,685.21	13,716.61	-	3,322.01	5,168.15	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	115,445.22	19,886.93	-	23,132.11	609.40	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	120,394.36	12,372.22	-	8,367.02	4,496.81	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,921.68	12,984.14	-	1,000.00	319.74	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	115,842.18	-	-	60,251.36	25.85	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	144,580.54	18,730.65	-	2,200.00	1,689.37	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	76,031.50	17,708.82	716.40	8,490.98	10,099.88	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	175,102.88	23,674.04	7,656.30	10,028.08	8,961.95	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,060.96	20,281.76	358.20	36,307.93	2,016.57	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	146,388.42	19,032.61	-	848.40	7,365.42	
		GENERATION CONTROL TECHNICIAN	27,218.40	-	-	28,729.84	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,665.70	-	-	83,992.13	306.82	
		ETHICS & COMPLIANCE SR. MGR/MANAGER/SUPERVISOR	172,115.50	22,292.01	3,274.47	15,333.12	547.93	
		GAS OPERATIONS LEAD INSPECTOR	123,249.24	-	-	32,477.74	45.24	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	167,004.20	21,684.27	-	4,085.00	2,255.53	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	115,361.37	11,352.82	-	7,042.16	155.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	118,871.88	11,293.45	-	1,500.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,894.34	11,912.77	-	8,564.95	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	113,308.53	-	-	30,727.93	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	116,007.98	-	-	136,575.18	558.61	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,058.30	-	-	82,901.22	477.53	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	67,892.91	11,015.31	-	4,810.49	1,040.00	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	145,710.52	20,221.89	-	5,797.76	2,050.15	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,012.40	10,298.66	-	48,615.13	8,303.20	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	138,635.97	-	-	34,982.82	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,225.52	-	-	14,129.84	2,657.13	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	171,727.95	21,984.90	8,014.50	4,162.46	3,907.00	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	118,788.58	9,224.70	-	909.36	149.85	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	124,457.12	-	-	28,186.72	3,142.42	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,281.70	16,243.02	-	126,829.93	8,073.78	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	176,412.54	22,863.59	2,558.07	1,860.00	128.39	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,492.83	-	-	60,229.18	2,731.72	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	170,565.20	14,777.04	-	49,508.05	241.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,129.13	-	-	106,579.00	2,591.35	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	173,039.19	22,576.29	-	4,028.00	1,024.02	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,130.19	-	-	121,051.64	835.45	
		GENERATION ENGINEER/SR/EXP/PRN	56,397.30	-	-	8,242.20	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	223,381.36	80,541.27	23,311.63	12,037.99	8,514.47	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,598.19	-	-	58,001.50	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	1,318.80	-	-	188.40	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	51,004.30	8,198.63	6,728.04	1,477.03	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,429.69	-	-	69,589.21	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	158,527.50	13,691.66	-	888.60	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,656.88	-	-	13,224.37	106.46	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	19,412.30	-	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,495.41	-	-	55,832.87	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,516.99	-	-	98,280.56	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	67,531.30	-	-	1,289.88	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,407.00	16,129.35	-	5,194.25	31,205.53	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,668.71	-	-	168,918.44	1,085.70	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	22,517.92	-	-	74,703.63	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	210,305.36	27,859.45	10,196.46	3,337.07	6,696.09	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	129,536.44	-	-	59,626.75	5,776.75	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,632.66	12,581.29	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	99,393.37	13,035.79	-	20,597.95	3,304.34	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,004.00	14,537.67	-	111,871.03	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,169.38	-	-	93,196.40	302.68	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	184,035.70	23,848.49	-	7,500.00	3,373.91	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	117,848.16	-	-	158.40	127.02	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,050.18	-	-	125,327.39	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,658.57	13,715.39	-	2,000.00	5,358.01	

PACIFIC GAS AND ELECTRIC COMPANY
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		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	129,574.40	-	-	56,623.38	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,558.51	-	-	36,882.28	1,213.93	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,776.00	13,912.15	-	20,476.69	1,070.23	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,232.67	12,981.52	-	1,500.00	470.38	
		T PROGRAM/PROJECT MGR/SR/EXP/PRN	130,361.20	11,261.98	-	3,382.93	1,111.52	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,665.98	11,891.46	-	100.00	101.09	
		T DIRECTOR/SR. DIRECTOR/CHIEF	204,133.40	77,176.39	16,080.31	12,295.64	1,525.09	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	116,691.86	6,016.23	-	5,417.11	621.85	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,194.00	17,439.49	-	-	1,974.81	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,208.68	-	-	17,632.41	95.58	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,339.87	-	-	77,545.87	2,048.50	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	126,618.64	10,940.11	-	2,918.50	-	
		T SR. MGR/MANAGER/SUPERVISOR	159,563.14	16,773.73	-	14,133.46	360.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	193,133.20	25,047.45	2,247.48	-	2,998.88	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,103.31	11,598.17	-	32,710.02	395.00	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	169,788.00	22,007.98	-	2,749.46	3,693.23	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,425.44	22,100.57	8,387.55	51,082.06	2,407.80	
		GENERATION LEAD/FOREMAN	136,826.87	-	-	91,803.55	-	
		STRATEGY & POLICY DIR./SUPPLY CHAIN/MATERIALS DIR./SR. DIR./CHIEF	203,577.36	78,033.27	11,984.57	7,538.73	3,261.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	33,578.95	-	-	-	357.50	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	223,663.96	79,373.43	25,281.43	4,233.40	1,820.67	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,231.56	-	-	115,208.78	1,381.83	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	131,062.75	11,273.42	-	45,114.06	4,854.71	
		T ENGINEER/SR/EXP/PRN	142,440.00	12,325.51	-	479.36	2,865.51	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	15,399.00	-	-	18,287.87	3,695.27	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,174.34	4,932.28	-	43,073.86	254.60	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	121,695.00	12,498.40	-	6,250.00	13,972.62	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,490.66	-	-	113,778.27	187.34	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	141,255.04	18,304.66	-	16,351.18	4,748.33	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	166,446.80	17,241.77	-	7,795.60	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	121,251.36	-	-	10,223.98	175.15	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	83,391.12	-	-	366,745.42	436.30	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	132,150.03	12,992.77	-	8,925.00	880.15	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,983.50	14,197.15	-	1,400.00	14,819.79	
		T ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	67,212.40	11,788.74	-	14,653.84	-	
		ELECTRIC OPERATIONS SR. MGR/MGR./SUPV.	64,361.40	-	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,457.30	-	-	188,512.24	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,879.50	22,870.21	-	6,781.24	10,836.62	
		GENERATION PROTECT TECHNICIAN	88,971.90	-	-	29,349.78	-	
		GAS/ELECTRIC OPERATIONS ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	146,842.64	19,028.73	-	4,150.00	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	6,281.40	8,099.02	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,261.16	14,566.60	-	15,975.11	2,112.71	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	55,154.56	-	-	12,449.60	243.60	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	113,504.00	-	-	6,402.00	744.01	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,290.00	11,953.31	-	7,981.64	19,842.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,010.00	14,516.61	-	40,631.03	5,853.71	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,309.82	12,708.53	-	-	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	72,022.28	7,217.20	-	5,388.70	349.56	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,879.46	-	-	52,624.40	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	144,961.04	12,524.59	-	8,703.73	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	123,546.34	-	-	98,986.38	672.18	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	109,938.20	-	-	142,576.06	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,026.56	-	-	61,810.21	125.25	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	133,817.14	13,872.63	-	17,076.20	640.93	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	175,613.16	18,186.62	-	15,798.60	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	143,568.52	15,798.96	-	4,225.53	2,233.70	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	161,409.62	13,947.18	-	-	38,395.34	
		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	118,653.05	11,282.63	-	-	497.93	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,328.30	13,109.10	-	30,713.04	75.00	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	141,754.94	12,874.24	-	27,174.85	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,000.00	14,018.06	-	8,464.20	5,489.27	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,258.34	-	-	86,324.16	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,668.96	14,995.66	-	64,729.99	-	

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		CUSTOMER CARE ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	121,533.79	10,267.97	-	-	669.96	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	136,052.99	-	-	41,155.90	1,439.25	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	138,651.84	11,976.63	-	-	1,283.88	603.51
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,116.00	13,067.27	-	-	582.40	377.04
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	154,794.00	13,371.17	-	-	1,000.00	748.47
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,060.00	22,138.04	-	-	15,955.34	219.25
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,109.80	11,657.07	-	-	2,200.00	1,825.39
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	180,336.30	23,369.03	-	7,314.48	6,446.96	6,203.82
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	134,798.00	11,829.11	-	-	3,565.11	3,608.32
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	175,570.00	15,165.58	-	-	18,229.12	74.30
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	94,295.99	12,096.04	-	-	30,642.35	5,769.98
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	145,260.00	12,432.82	-	-	1,553.18	1,507.44
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,928.42	-	-	16,359.95	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	178,080.00	23,114.23	-	6,671.25	8,780.50	1,123.24
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	119,149.04	-	-	-	30,019.42	3,236.67
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	203,055.14	76,502.74	-	11,819.84	1,000.00	1,808.05
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	135,603.64	-	-	-	72,904.93	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,917.64	-	-	-	21,095.49	-
		SUPPLY CHAIN/MATERIALS INSPECTOR/SR/EXP/PRN	121,355.67	-	-	-	1,073.87	278.42
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	119,817.28	10,208.85	-	-	50.00	-
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	119,679.48	12,344.20	-	-	2,759.33	1,516.43
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	119,385.09	-	-	-	133,925.05	-
		GENERATION OPERATOR/PLANNER/SR	98,257.36	-	-	-	119,442.19	8.71
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR EXPERT/PRINCIPAL	105,864.70	-	-	-	4,342.20	994.81
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,690.06	-	-	-	763.59	2,580.31
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,424.66	-	-	-	69,268.68	-
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	120,670.42	10,168.41	-	-	1,407.84	562.25
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	129,281.44	-	-	-	24,594.35	1,174.85
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,253.26	-	-	-	59,798.59	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,192.27	-	-	-	120,188.30	4,016.38
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	6,363.82	-	-	-	-	-
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	131,495.86	-	-	-	60,377.17	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,052.46	16,605.85	-	-	62,058.30	439.90
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	122,344.44	-	-	-	63,328.97	-
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,882.54	12,435.74	-	-	1,000.00	96.86
		GENERATION OPERATOR/PLANNER/SR	116,404.62	-	-	-	48,461.08	-
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	213,941.94	44,509.47	-	8,208.45	8,000.00	20,371.25
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	118,179.46	-	-	-	32,176.98	5,478.40
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,155.60	18,383.46	-	-	-	1,987.12
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,035.65	-	-	-	80,519.81	-
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,467.09	10,469.42	-	-	12,564.13	8,637.32
		GENERATION SR. MGR/MANAGER/SUPERVISOR	172,946.34	17,929.13	-	-	31,724.62	-
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	128,812.72	11,169.15	-	-	5,292.23	2,214.93
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,262.94	18,935.93	-	-	750.00	609.10
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	125,153.46	12,974.49	-	-	13,169.60	1,677.88
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,403.80	13,256.17	-	-	2,500.00	225.20
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,502.54	-	-	-	105,061.79	25.00
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	152,269.54	19,737.23	-	1,123.74	1,208.88	87.03
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,528.02	13,323.27	-	-	10,556.00	-
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	132,692.30	11,466.40	-	-	-	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,551.30	20,286.83	-	-	-	3,229.84
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	218,805.36	78,934.69	-	17,214.01	1,684.98	4,961.29
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	157,792.00	13,633.54	-	-	250.00	46,409.06
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,018.05	-	-	-	99,999.14	-
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	141,457.86	14,642.00	-	-	800.00	4,532.71
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	98,611.65	7,766.47	-	-	51,624.62	1,920.20
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,765.34	13,543.04	-	-	8,823.60	4,845.58
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	24,892.86	-	-	-	-	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,495.19	-	-	-	60,642.62	486.98
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	177,339.96	23,631.99	-	-	5,321.80	90.00
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,366.30	-	-	-	179,946.28	318.43
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,416.00	11,961.02	-	-	3,581.68	9,141.53
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,086.09	13,182.48	-	-	-	471.73

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		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	139,475.46	17,348.12		2,883.51	6,850.00	6,108.54
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,497.08	13,668.78		-	2,460.82	4,197.69
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	-	125,986.18		-	1,990.50	6,875.63
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	167,920.66	22,050.61	1,498.32	-	5,794.94	10,144.30
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,722.70	13,862.84	-	-	21,228.95	250.64
		GENERATION SR. MGR/MANAGER/SUPERVISOR	161,809.96	16,748.60	-	-	87,457.40	-
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	151,775.88	19,358.90	-	-	3,075.00	447.50
		ETHICS & COMPLIANCE SR. MGR/MANAGER/SUPERVISOR	131,956.92	19,457.81	1,107.36	-	2,069.84	117.13
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,398.14	11,873.07	-	-	444.13	51.66
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	-	128,705.87	-	-	96,940.21	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	135,728.74	-	-	-	201,781.02	1,576.84
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	145,195.04	12,540.16	-	-	4,670.24	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	29,468.37	14,279.62	-	-	81,943.47	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,470.44	-	-	-	111,833.50	104.40
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	111,546.09	14,018.06	-	-	21,319.68	9,226.70
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,406.84	16,730.63	-	-	69,585.83	31,854.10
		GENERATION CONTROL TECHNICIAN	27,837.00	-	-	-	28,397.21	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,871.50	-	-	-	26,253.10	4,245.35
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	216,734.44	78,142.10	20,973.16	-	30,805.84	1,335.59
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,557.44	21,682.68	537.30	-	1,250.00	45.44
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,868.84	14,918.66	-	-	102,642.64	3,875.69
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,956.70	18,525.15	-	-	-	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,039.36	16,485.22	-	-	45,301.20	7,385.71
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,924.94	-	-	-	43,013.29	12,184.06
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	126,021.01	-	-	-	20,366.71	-
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	216,751.28	78,425.89	10,874.15	-	4,100.00	3,322.37
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	155,221.54	16,516.92	-	-	27,618.62	9,325.92
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,404.34	-	-	-	121,588.24	179.80
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	-	1,082.06	50.56
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,738.68	-	-	-	26,128.13	-
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	241,692.16	81,805.15	25,801.63	-	15,551.10	20,787.08
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	203,903.96	26,402.32	1,808.91	-	4,639.92	6,260.23
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	180,473.64	23,386.84	1,498.32	-	-	10,482.42
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	-	130,917.62	-	-	83,828.12	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,323.44	12,865.22	-	-	5,864.32	7,865.69
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,835.52	12,712.11	-	-	10,000.00	5,161.44
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	159,524.82	16,533.38	-	-	2,979.19	2,421.95
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	110,511.98	20,813.59	749.16	-	14,979.77	-
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	182,457.30	23,650.17	1,988.01	-	-	-
		IT DIRECTOR/SR. DIRECTOR/CHIEF	215,415.00	78,225.36	18,477.96	-	12,994.50	3,373.38
		GAS OPERATIONS CREW FOREMAN/LEADER	130,841.05	-	-	-	46,541.53	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,590.00	13,890.69	-	-	6,547.62	1,465.90
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	26,765.82	-	-	-	66,733.70	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,543.34	-	-	-	93,296.28	293.48
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	147,011.84	-	-	-	17,388.20	-
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,124.86	-	-	-	83,481.34	24.62
		GAS OPERATIONS LEAD TECHNICIAN	128,618.40	-	-	-	67,800.25	492.48
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	187,269.44	23,890.24	-	-	5,564.44	136.30
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	97,341.47	19,626.08	5,799.78	-	15,661.32	36.26
		GENERATION COORDINATOR/ASSISTANT/ANALYST/AUDITOR/SR/EXP/PRN	89,476.44	-	-	-	1,750.32	-
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	118,537.00	-	-	-	21,636.70	-
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,528.96	-	-	-	50,776.36	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,470.30	-	-	-	129,165.66	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	-	993.76	2,069.16
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,149.70	10,886.79	-	-	1,900.00	1,995.00
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	166,375.30	21,562.17	2,883.51	-	2,188.48	3,734.31
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	157,090.42	18,101.76	-	-	7,406.18	3,872.78
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,497.46	11,012.26	-	-	-	1,604.09
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	198,702.20	25,747.62	7,605.63	-	2,500.00	3,726.86
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	10,516.04	-	-	-	10,756.95	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,513.36	13,216.34	-	-	2,000.00	3,967.14
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,827.52	1,522.95	-	-	7,227.35	-
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,304.86	12,209.02	-	-	-	186.00

PACIFIC GAS AND ELECTRIC COMPANY
 EMPLOYEES COMPENSATED AT THE
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 FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		IT SR. MGR/MANAGER/SUPERVISOR	183,488.04	24,423.84		2,167.11	3,624.46	826.34
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	103,915.36	10,117.93		-	700.00	748.72
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,914.34	-		-	106,082.83	509.82
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	167,150.05	32,269.34	10,364.84		13,820.00	1,988.95
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,824.28	10,715.37		-	3,750.00	2,292.93
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,590.64	12,581.00		-	4,645.44	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,467.23	-		-	60,685.32	230.00
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,875.34	11,491.53		-	1,013.60	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,798.80	-		-	61,099.72	696.00
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,471.84	-		-	70,632.04	109.85
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,361.20	-		-	18,004.36	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	73,912.68	16,637.86		-	6,957.71	-
		GAS OPERATIONS LEADER/FOREMAN	125,461.00	-		-	39,741.37	216.73
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	133,364.28	11,313.76		-	5,736.58	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,323.82	12,377.40		-	56,973.36	308.56
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	127,661.34	11,025.82		-	-	540.00
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	125,429.32	-		-	32,676.08	-
		GAS OPERATIONS LEADER/FOREMAN	121,485.92	-		-	39,802.98	-
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	140,330.16	-		-	65,498.92	3,946.90
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	88,805.36	6,333.85		-	500.00	165.30
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,698.12	10,936.93		-	338.30	531.12
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,023.31	12,881.08		-	-	1,468.06
		GENERATION CONTROL TECHNICIAN	27,218.40	-		-	34,890.97	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	96,849.18	12,511.32		-	181,436.63	-
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	182,129.22	23,380.96	9,402.75		28,936.17	5,699.95
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	126,927.48	2,542.40		-	1,503.34	1,021.86
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,354.02	13,619.09		-	16,556.30	1,092.30
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,395.98	17,163.70		-	63,593.17	1,626.62
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,367.88	10,849.75		-	7,274.48	997.66
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	154,262.00	13,312.89		-	19,288.08	3,031.68
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,099.96	10,980.24		-	25,708.64	29.90
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,733.18	11,000.26		-	13,698.76	233.80
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	128,968.56	11,144.63		-	-	159.00
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07		-	41,960.92	1,837.72
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	166,829.40	23,115.20	1,481.94		5,228.69	1,190.86
		GENERATION TECHNICIAN/SR/EXP/PRN	97,641.30	-		-	54,010.77	-
		GENERATION OPERATOR/DISPATCHER	93,444.29	-		-	91,201.78	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	134,372.91	-		-	156,050.53	-
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,762.64	11,920.77		-	-	12.77
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62		-	78,913.79	25,828.79
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,968.84	-		-	84,278.07	3,760.32
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	153,666.00	13,261.43		-	625.00	1,940.75
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,292.81	-		-	103,693.59	-
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,916.98		-	7,353.01	4,614.69
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,494.30	16,014.11		-	200.00	999.68
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,970.86	10,880.39		-	1,000.00	-
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	154,673.34	13,730.66		-	3,067.90	-
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,333.10	-		-	24,952.33	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,627.28	-		-	136,910.49	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	24,639.76	-		-	92,659.85	323.89
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	31,626.34	5,408.49		-	7,541.38	-
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	229,546.50	80,166.57	21,924.34		3,310.60	8,712.73
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,001.25	11,592.38		-	6,995.63	2,082.80
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	13,958.00	-		-	12,539.38	-
		ELECTRIC OPERATIONS LEAD FOREMAN	141,797.08	-		-	170,859.41	100.00
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,278.90	12,847.26		-	2,886.49	4,708.51
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89		-	6,669.56	6,298.59
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	137,267.18	-		-	21,628.72	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,087.60	-		-	8,712.96	3,412.66
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,300.95	13,045.49		-	24,773.08	614.86
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	21,272.00	-		-	14,526.37	89.03
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,333.61	-		-	135,648.82	4,539.54
		GENERATION SR. MGR/MANAGER/SUPERVISOR	172,206.96	17,852.46		-	99,319.53	-

PACIFIC GAS AND ELECTRIC COMPANY
EMPLOYEES COMPENSATED AT THE
RATE OF \$125,000 - \$249,999 PER ANNUM
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,861.80	11,192.80	-	5,284.46	8,208.25	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	107,601.38	-	-	59,036.33	622.83	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,579.00	14,595.69	-	69,564.95	1,948.49	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	88,812.42	11,416.93	-	-	495.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	88,661.68	12,163.96	-	148,348.70	2,852.28	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	148,769.16	15,430.94	-	-	201.08	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	110,855.47	11,208.25	-	2,185.67	5,738.22	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	126,282.14	10,901.02	-	-	4,432.16	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,016.66	21,386.66	-	2,155.12	3,551.90	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	1,545.80	5,119.73	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	143,465.34	20,210.22	1,450.71	78,357.48	498.26	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,898.50	-	-	72,088.79	-	
		OFFICE OF PRESIDENT & CEO DIRECTOR/SR. DIRECTOR/CHIEF	209,004.56	77,331.95	15,576.83	77.00	5,918.19	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	81,713.39	14,226.98	-	54,669.01	-	
		GENERATION OPERATOR/PLANNER/SR	123,798.28	-	-	207,582.28	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	42,187.42	-	-	27,949.50	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	116,855.76	12,964.18	-	3,939.54	9,701.53	
		GENERATION ENGINEER/SR/EXP/PRN	142,440.00	12,325.51	-	10,819.84	1,967.67	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,866.92	12,189.31	-	-	495.00	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	118,113.99	17,762.61	2,525.31	750.00	360.00	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	118,855.56	-	-	49,324.27	1,619.78	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	167,370.16	21,677.39	1,498.32	7,169.46	3,975.12	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,686.00	12,857.16	-	4,534.90	245.03	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	106,577.34	-	-	2,011.19	1,555.15	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	79,288.09	16,989.74	-	53,127.77	3,785.05	
		IT SR. MGR/MANAGER/SUPERVISOR	153,519.20	16,941.43	-	15,650.99	6,302.19	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	171,872.64	17,817.80	-	87,803.71	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,947.04	11,703.04	-	7,239.40	4,108.96	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	170,373.86	22,066.44	2,410.20	3,000.00	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	156,208.84	19,879.00	2,167.11	19,105.16	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	115,382.36	-	-	71,915.38	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,016.80	12,392.31	-	10,250.10	4,312.46	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	15,336.08	-	8,439.60	3,001.76	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,558.93	-	-	67,756.17	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	159,792.20	13,993.25	-	11,923.45	3,304.18	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	197,598.14	26,606.80	-	5,833.37	2,421.01	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,794.90	12,882.85	-	215.37	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	187,444.96	24,267.52	-	-	392.60	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	120,216.64	10,722.14	-	3,000.00	86.52	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	142,961.72	12,211.71	-	6,416.04	3,980.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,033.37	11,494.05	-	9,700.00	1,619.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,358.36	10,996.79	-	3,844.00	960.75	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,239.46	11,506.09	-	750.00	207.00	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	127,385.83	10,826.60	-	3,731.05	6,913.44	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	129,457.44	11,061.18	-	-	221.42	
		IT SR. MGR/MANAGER/SUPERVISOR	170,693.84	18,652.14	-	7,771.32	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	3,385.33	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	182,845.13	26,550.29	716.40	8,642.56	3,584.10	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	119,301.48	12,036.38	-	8,286.40	2,091.06	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,833.30	4,018.61	-	8,974.17	673.96	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	135,350.31	11,853.97	-	-	7,249.16	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	126,474.48	10,684.04	-	250.00	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,418.33	-	-	150,187.13	237.16	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	559.20	61.48	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	2,275.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,353.05	11,781.76	-	-	265.76	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	146,367.15	9,800.14	-	13,292.70	2,764.98	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,708.02	12,652.30	-	13,735.68	2,131.00	
		IT SR. MGR/MANAGER/SUPERVISOR	155,298.82	19,985.05	-	700.00	665.47	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	117,654.77	11,906.56	-	16,968.29	2,479.63	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,986.73	-	-	197,005.81	26.45	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,156.04	10,850.53	-	5,147.85	2,714.91	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,817.76	-	-	87,908.50	544.07	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,286.04	13,614.61	-	16,793.21	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,241.66	12,462.77	-	-	1,902.07	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,181.49	3,893.91	-	4,853.51	8,619.49	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	129,568.16	11,187.60	-	12,120.30	16,956.53	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,249.50	14,391.82	-	15,796.93	201.03	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	138,863.08	11,868.06	-	2,117.95	2,727.38	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	168,771.16	17,487.08	-	250.00	2,520.24	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,109.06	13,253.00	-	3,615.30	1,245.38	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	120,033.94	10,558.01	-	-	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	77,309.66	-	-	23,513.25	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	94,338.00	11,084.41	-	1,884.88	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	110,879.95	11,024.76	-	45,578.54	3,269.91	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	75,638.16	30,402.06	25,976.86	38,523.55	69.60	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	80,683.26	-	-	42,606.24	33.00	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	131,412.00	11,913.22	-	7,284.88	13,749.87	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	17,170.42	-	-	1,852.42	142.04	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	158,233.85	20,476.52	-	3,058.88	830.41	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,382.22	-	-	141,502.93	358.24	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	106,361.77	-	-	84,163.81	782.86	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,464.16	13,451.78	-	9,484.81	6,634.13	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	175,730.54	22,772.05	716.40	-	4,031.06	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,165.30	14,605.78	-	400.00	462.28	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	131,840.22	16,940.32	6,907.14	5,174.42	341.60	
		GAS OPERATIONS LEADER/FOREMAN	136,568.20	-	-	84,311.52	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	39,827.56	-	-	18,653.65	163.56	
		IT ENGINEER/SR/EXP/PRN	130,202.00	11,236.50	-	1,005.46	1,454.98	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	114,960.80	-	-	176,051.48	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	209,003.54	77,150.48	18,914.92	5,400.00	7,416.87	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	144,983.61	-	-	37,307.13	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,513.50	15,579.33	-	53,903.93	5,976.00	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	158,690.48	20,491.10	-	2,800.00	72.77	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	131,412.00	11,371.26	-	126.36	484.59	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	159,827.90	34,214.22	7,103.14	11,366.68	2,798.94	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	124,855.48	10,711.98	-	200.00	-	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	193,914.86	25,121.98	2,214.72	-	348.89	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,454.32	15,616.03	-	1,344.80	622.20	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,876.13	-	-	23,183.78	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	62,608.70	3,329.57	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,950.66	-	-	112,458.69	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	195,281.34	25,307.04	4,772.79	350.00	4,995.29	
		GENERATION OPERATOR/PLANNER/SR	104,471.73	-	-	117,576.14	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,145.48	11,778.61	-	5,756.32	222.28	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,449.58	15,182.22	-	116,074.98	765.06	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,204.28	17,673.42	-	52,137.08	1,085.18	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,576.00	15,013.42	-	3,273.02	469.29	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,810.79	16,853.87	-	500.00	580.92	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	114,962.66	-	-	56,875.19	117.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,820.42	15,113.02	-	110,480.30	4,869.41	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	157,952.88	14,355.39	-	41,633.20	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,755.90	16,360.20	-	5,000.00	7,533.81	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	125,663.00	10,856.10	-	-	229.12	
		GENERATION INSTRUCTOR/SR/EXP/PRN	131,574.02	11,367.96	-	8,200.47	5,881.28	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,888.66	-	-	86,736.42	491.49	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,213.45	-	-	86,895.56	73.08	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	99,015.11	10,763.74	-	7,514.56	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	140,788.30	12,172.56	-	-	1,109.57	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	118,575.18	19,052.23	-	8,320.18	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	106,013.37	-	-	55,638.27	85.84	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	113,348.59	14,189.93	-	22,561.71	8,003.51	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	91,047.61	-	-	196,042.56	-	
		IT SR. MGR/MANAGER/SUPERVISOR	148,199.96	15,365.73	-	2,630.32	3,476.28	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	54,927.38	6,100.43	-	9,061.43	570.96	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	150,054.06	19,468.49	-	5,350.00	432.32	

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		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,291.66	20,879.32	-	2,720.80	4,738.15	
		GAS OPERATIONS LEADER/FOREMAN	86,192.20	-	-	41,782.23	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	129,021.76	-	-	41,644.25	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,279.30	16,011.97	-	1,787.27	602.86	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	124,863.25	-	-	126,684.12	10,071.81	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	143,033.50	12,941.78	-	9,651.68	3,777.50	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	185,554.53	24,145.49	10,196.46	1,575.00	2,542.29	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	54,871.19	18,405.25	-	86,929.19	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	40,827.60	-	-	33,967.56	1,740.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,820.71	-	-	172,747.41	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	117,857.59	-	-	100,265.44	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,575.34	15,195.88	-	5,895.70	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,609.18	20,735.34	-	5,000.00	4,450.87	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,750.16	-	-	93,045.39	81.20	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	122,306.58	8,535.29	-	67,195.80	607.84	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	32,140.20	-	-	69,351.78	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,971.05	11,880.28	-	11,989.47	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,740.78	-	-	68,351.88	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	147,797.20	12,867.00	-	5,565.54	6,115.51	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	142,440.00	12,325.51	-	3,849.97	5,219.29	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	182,820.86	23,687.85	-	6,600.00	888.17	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	126,645.42	-	-	102,797.44	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	114,979.75	21,238.74	7,656.30	57,280.25	2,486.13	
		GENERATION TECHNICIAN/SR/EXP/PRN	124,478.10	-	-	52,985.16	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	46,395.00	-	-	43,203.24	-	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	159,359.20	20,648.52	-	-	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,398.32	19,658.78	-	2,500.00	237.14	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	174,386.30	22,602.79	-	20,816.64	34,297.10	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	214,329.03	78,585.00	23,618.11	12,845.84	6,439.30	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,810.22	-	-	9,409.19	73.66	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,199.23	-	-	57,088.18	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	134,377.42	11,608.93	-	200.00	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	129,740.61	-	-	203,220.82	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,427.02	-	-	75,391.23	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,412.19	12,983.35	-	8,357.40	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,808.60	13,406.75	-	23,329.28	4,962.90	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	131,536.15	11,351.65	-	3,505.70	747.76	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,512.47	-	-	1,397.11	183.30	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,052.57	-	5,501.25	90.92	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	185,224.50	23,959.22	-	22,579.96	8,312.02	
		POWER GENERATION OPERATOR/DISPATCHER	128,188.81	-	-	86,400.14	2,529.21	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,209.84	11,943.20	-	8,982.42	142.44	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	160,869.76	20,770.60	-	3,000.00	2,200.66	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	123,172.67	-	-	48,171.41	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,078.90	15,575.23	-	18,198.45	3,343.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,341.45	-	-	62,690.93	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	150,293.80	13,153.13	-	1,666.28	3,378.09	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	136,942.00	11,830.49	-	2,010.00	3,623.06	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	76,800.82	-	-	105,311.94	755.67	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,293.70	13,143.02	-	-	703.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	176,227.34	15,224.38	-	-	95.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,790.93	-	-	72,381.64	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	91,869.94	9,661.75	-	18,081.43	7,833.42	
		GAS OPERATIONS LEADER/CREW/FOREMAN	131,008.98	-	-	96,530.20	-	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	128,380.00	11,079.23	-	648.84	7,679.02	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,502.51	21,872.97	-	-	49.88	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	145,101.02	15,957.65	-	-	3,195.13	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,674.04	-	-	164,309.28	118.56	
		IT ENGINEER/SR/EXP/PRN	117,785.44	-	-	21,254.23	243.59	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,976.70	12,426.66	-	-	692.54	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,738.90	13,337.76	-	11,981.31	2,771.72	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,489.64	-	-	12,786.90	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,963.54	-	-	213,814.28	51.72	

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		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	27,173.91	-	-	15,000.00	-	
		POWER GENERATION OPERATOR/DISPATCHER	127,267.33	-	-	73,220.04	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	157,569.86	20,279.96	-	10,586.17	703.08	
		HUMAN RESOURCES DIRECTOR/SR, DIRECTOR/CHIEF	106,291.00	31,187.06	-	14,639.73	347.77	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	162,454.63	20,661.64	-	2,000.00	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	142,655.50	12,064.89	-	4,546.35	2,126.62	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	178,257.03	18,445.77	-	38,418.93	1,996.32	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	43,494.82	7,994.35	-	12,267.36	97.19	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,124.34	22,955.86	-	5,500.00	6,404.24	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	151,440.00	13,069.35	-	657.56	1,782.27	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	135,805.46	11,732.30	-	4,325.86	2,632.24	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR EXPERT/PRINCIPAL	123,630.48	-	-	13,674.60	511.60	
		GENERATION PROTECT TECHNICIAN	124,600.01	-	-	51,292.37	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,219.91	14,064.79	-	43,936.87	2,535.18	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	95,298.87	-	-	174,916.82	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	181,166.30	23,782.47	-	1,767.48	4,291.09	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,193.91	-	-	106,835.96	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	148,828.50	19,291.19	-	-	3,069.37	
		ELECTRIC OPERATIONS DIRECTOR/SR, DIRECTOR/CHIEF	158,963.35	35,129.59	11,095.02	13,500.00	1,286.16	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,728.00	13,475.47	-	23,697.24	1,188.17	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	165,118.50	17,117.62	-	41,472.42	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,989.52	13,516.13	-	26,307.57	126.17	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	82,803.51	9,823.92	-	1,794.19	1,190.97	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	56,118.56	-	-	43,723.13	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,078.35	-	-	10,011.67	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,715.17	14,482.59	-	2,054.69	4,788.42	
		ELECTRIC OPERATIONS DIRECTOR/SR, DIRECTOR/CHIEF	202,223.07	76,069.06	10,363.17	1,800.00	5,443.38	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,881.34	15,952.67	-	2,676.24	3,599.78	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	130,695.94	-	-	106,114.08	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	102,572.42	-	-	168,386.90	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	125,202.74	10,805.08	-	-	41,337.33	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	196,262.46	25,431.49	2,247.48	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,976.36	21,773.14	-	17,063.07	1,699.01	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	11,887.68	-	-	1,607.93	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,811.91	-	-	101,987.05	19.77	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	149,547.16	19,198.21	-	19,171.20	2,180.72	
		IT SR. MGR/MANAGER/SUPERVISOR	168,783.34	21,866.16	-	1,000.00	3,615.26	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,457.12	-	-	78,613.37	298.91	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	110,691.41	10,142.28	-	23,940.76	4,851.01	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	188,592.00	25,294.61	3,322.08	7,214.80	133.54	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,814.58	-	-	14,457.04	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,971.08	-	-	178,240.87	228.52	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	126,324.37	-	-	226,951.49	9,608.94	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,135.50	16,472.79	-	-	14,179.71	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	163,255.28	16,898.69	-	28,692.32	275.61	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	36,822.15	4,807.11	-	32,291.19	784.78	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,678.66	-	-	133,352.40	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	160,590.00	20,844.09	-	4,761.77	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,518.01	19,318.86	8,119.05	10,285.72	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,728.63	-	-	350.00	440.24	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	110,190.88	-	-	111,436.11	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,711.47	-	-	122,554.49	25.18	
		IT DIRECTOR/SR, DIRECTOR/CHIEF	82,716.33	28,865.99	5,749.11	28,788.93	849.92	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	93,367.06	-	-	46,361.48	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	168,217.50	14,532.41	-	1,500.00	1,220.82	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	140,408.07	13,934.62	-	2,600.00	276.44	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	111,533.52	10,854.05	-	3,147.40	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	110,853.05	-	-	58,237.18	138.04	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,758.14	-	-	51,464.58	-	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR, DIR/CHIEF	202,889.92	32,170.00	7,298.10	4,258.24	2,925.12	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	171,231.00	22,186.18	2,963.88	4,328.69	2,020.68	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.16	-	19,952.85	2,931.23	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	116,908.88	-	-	53,141.94	-	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	1,776.25	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	165,744.84	14,194.12	-	40,164.01	18,379.24	
		FINANCE AND RISK DIRECTOR/SR, DIRECTOR/CHIEF	187,194.96	63,471.47	7,477.20	578.91	6,461.83	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,371.58	11,811.12	-	1,500.00	254.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	43,336.32	6,957.69	-	14,453.23	667.36	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,730.86	-	-	76,801.28	159.12	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	-	-	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,873.11	-	-	182,077.27	175.60	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,402.00	13,869.00	-	5,121.69	10,085.51	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	181,014.84	23,432.50	1,450.71	1,018.32	339.77	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,307.96	-	-	53,312.81	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	153,118.50	-	-	32,676.63	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	142,214.00	12,273.13	-	-	112.52	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	102,756.87	8,178.00	-	2,350.00	320.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,557.34	18,463.71	-	5,051.84	280.01	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,006.68	-	-	101,630.85	3,611.72	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,266.40	-	-	129,705.85	-	
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	131,406.36	15,898.26	-	62,733.10	27,978.21	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	108,402.51	9,192.66	-	2,592.76	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	138,898.22	11,534.24	-	6,520.00	1,032.71	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	139,856.16	14,451.29	-	28,389.20	8,778.53	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,798.82	-	-	113,881.87	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	135,596.00	11,725.23	-	22,316.43	-	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	151,065.88	15,658.55	-	132,550.22	-	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	151,817.46	15,730.45	-	8,537.55	13,645.34	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,721.12	15,995.43	-	46,019.08	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	105,751.03	-	-	165,291.20	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,767.34	-	-	50,078.56	79.46	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,926.36	-	-	48,260.27	-	
		ENGINEER/SR/EXP/PRN	106,733.66	-	-	-	-	
		POWER GENERATION SR, MGR/MANAGER/SUPERVISOR	132,461.12	13,024.51	-	6,800.72	3,672.16	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,084.34	11,930.45	-	1,723.02	8,226.14	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	180,868.86	23,444.27	-	500.00	91.26	
		CUSTOMER CARE AND CRE SR, PROGRAM/PROJECT MGR/MGR/SUPERVISOR	191,850.96	24,867.78	2,396.03	3,950.00	422.04	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	151,590.59	13,900.59	-	14,432.02	1,141.29	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,059.99	-	2,035.00	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	124,863.60	-	-	91,580.42	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	128,102.22	10,944.20	-	456.68	303.62	
		ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,706.48	16,519.12	-	5,346.23	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	58,495.85	-	-	94,060.35	-	
		SR, MGR/MANAGER/SUPERVISOR	159,072.04	16,488.59	-	2,500.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,801.55	15,917.66	-	1,500.00	418.03	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,583.10	-	-	124,745.52	-	
		SR, MGR/MANAGER/SUPERVISOR	185,524.96	24,041.40	716.40	6,000.00	403.06	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,569.24	-	-	61,146.01	153.12	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	114,721.28	-	-	112,997.96	-	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	143,000.04	14,848.76	-	100,432.33	226.57	
		ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	171,519.94	19,748.94	-	-	3,516.62	
		GENERATION SR, MGR/MANAGER/SUPERVISOR	178,467.46	18,501.48	-	77,822.57	14,207.45	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	25,131.33	-	-	100.00	2,378.05	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,992.31	-	-	99,854.16	3,320.04	
		CUSTOMER CARE AND CRE SR, PROGRAM/PROJECT MGR/MGR/SUPERVISOR	125,391.90	16,955.04	3,564.09	13,475.00	179.82	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	67,817.35	-	-	34,146.48	-	
		CUSTOMER CARE ENGINEER/ASSOC/SR/EXP/PRN	111,267.91	4,259.38	-	11,178.91	1,394.20	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,620.04	-	-	161,578.40	-	
		FINANCE AND RISK SR, MGR/MANAGER/SUPERVISOR	206,206.39	26,600.81	11,468.07	25.00	1,074.47	
		GENERATION INSTRUCTOR/SR/EXP/PRN	155,687.47	13,449.93	-	49,207.81	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	146,260.20	12,634.17	-	4,599.76	14,821.73	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	185,556.96	25,048.10	749.16	8,566.71	6,774.80	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,031.50	-	-	140,734.46	496.80	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	135,513.09	-	-	33,013.95	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	164,703.46	21,337.60	2,883.51	4,000.88	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	136,046.26	-	-	40,940.26	-	

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		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	140,076.00	12,120.97	-	4,112.37	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,570.82	-	-	24,240.06	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,946.01	-	-	126,645.54	181.16	
		GENERATION OPERATOR/PLANNER/SR	126,464.35	-	-	110,666.23	-	
		GAS OPERATIONS LEADER/FOREMAN	127,420.67	-	-	49,290.00	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	148,421.54	12,824.96	-	-	-	4,104.26
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	125,543.07	-	-	52,625.56	-	237.80
		SUPPLY CHAIN/MATERIALS SR, MGR/MANAGER/SUPERVISOR	179,798.64	23,275.07	2,346.21	3,082.56	-	1,147.98
		ELECTRIC OPERATIONS ASSISTANT/ANALYST/SR/EXP/PRN	118,722.19	-	-	8,784.54	-	8,413.54
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	147,716.30	15,212.06	-	5,553.46	-	1,824.24
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	170,305.80	17,660.07	-	3,847.76	-	2,250.32
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,636.90	14,652.17	-	4,845.64	-	2,213.51
		SHARED SERVICES SR, MGR/MANAGER/SUPERVISOR	148,922.76	15,440.66	-	6,377.62	-	14,959.63
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,085.89	-	-	87,659.55	-	-
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	101,288.53	-	-	53,627.63	-	-
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	24,818.85	-	-	-	-	13.99
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,028.80	-	-	13,964.83	-	-
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	155,359.16	22,751.01	-	41,212.79	-	9,934.52
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,593.33	-	-	45,743.14	-	734.34
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,165.93	13,050.35	-	9,362.77	-	738.58
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	608.14	-	3,630.34
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,140.14	19,091.91	-	15,533.42	-	633.98
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,950.07	-	-	113,433.80	-	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,170.36	-	-	171,497.33	-	99.76
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	145,706.20	12,587.63	-	-	-	919.60
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,667.51	10,519.60	-	21,566.18	-	35,774.19
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,523.37	-	-	82,295.52	-	21,204.29
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	189,293.30	24,536.25	358.20	3,566.00	-	6,233.22
		SHARED SERVICES DIRECTOR/SR, DIRECTOR, CHIEF	225,279.54	79,580.37	21,443.83	3,482.95	-	4,510.18
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,580.45	14,951.71	-	1,000.00	-	7,911.10
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,412.35	12,130.93	-	-	-	2,853.16
		IT SR, MGR/MANAGER/SUPERVISOR	146,492.35	19,159.13	-	13,135.25	-	2,535.24
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	156,300.66	16,186.59	-	43,709.25	-	153.43
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	182,615.20	23,664.34	4,334.22	24,200.00	-	5,098.35
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,362.96	14,338.95	-	4,509.07	-	3,190.54
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,684.46	-	-	86,884.86	-	619.44
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,612.70	13,364.52	-	2,701.11	-	540.00
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,700.76	-	-	85,378.76	-	-
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	140,976.00	12,166.29	-	819.84	-	347.40
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	144,975.84	15,029.45	-	10,797.57	-	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	164,358.00	14,184.20	-	10,955.39	-	4,043.76
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,274.15	-	-	74,720.86	-	-
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	6,132.00	-	-	-	-	-
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	153,041.28	13,684.28	-	5,326.03	-	6,920.32
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,647.04	-	-	39,236.29	-	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	137,358.49	-	-	123,726.66	-	-
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	123,496.42	-	-	7,656.61	-	-
		STRATEGY & POLICY SR, MGR/MANAGER/SUPERVISOR	169,675.00	21,982.82	4,692.42	3,008.88	-	-
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	112,708.79	9,198.89	-	1,129.28	-	877.18
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	60,833.33	1,442.19	-	20,000.00	-	4,160.32
		SHARED SERVICES SR, MGR/MANAGER/SUPERVISOR	160,331.30	21,994.46	5,408.82	-	-	-
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	140,453.94	18,177.22	-	5,500.00	-	1,436.92
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	158,176.50	20,102.38	-	3,998.09	-	150.00
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	90,289.84	10,990.34	-	17,815.56	-	976.64
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	124,215.01	-	-	63,703.44	-	1,657.62
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,286.26	11,860.23	-	48,498.32	-	44,997.68
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	15,332.81	-	15,908.57	-	1,413.77
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,700.00	19,041.19	-	5,000.00	-	2,309.33
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	140,574.86	12,134.81	-	845.74	-	17,359.12
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	868.60	-	3,829.20
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,613.34	10,926.51	-	4,000.00	-	-
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	400.00	-	5,366.81
		STRATEGY & POLICY ASST/TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	167,430.96	21,922.02	-	2,244.02	-	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,319.30	12,885.44	-	4,919.31	3,473.13	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	174,709.86	22,639.93	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	106,710.05	-	-	60,375.49	450.23	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	116,278.93	9,661.67	-	4,229.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,694.74	14,232.80	-	-	5,808.04	
		IT SR. MGR/MANAGER/SUPERVISOR	189,568.96	24,200.36	-	3,455.75	3,559.63	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	139,590.00	12,059.25	-	1,683.88	2,335.38	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	192,449.88	64,427.24	8,402.68	57.28	1,768.68	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	132,312.00	11,423.51	-	512.32	1,119.98	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	106,117.10	-	-	18,630.90	287.68	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,992.80	12,200.30	-	24,977.42	1,963.20	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV/DIR/SR. DIR/CHIEF	210,627.08	77,159.80	9,808.56	17,394.80	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,346.35	-	-	119,545.28	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	107,700.30	-	-	74,077.29	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	95,269.66	-	-	29,961.15	933.40	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	159,327.70	20,632.55	-	-	2,060.37	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	129,726.96	11,201.29	-	14,545.09	4,947.99	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	167,566.66	17,371.41	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	4,281.22	2,412.38	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,496.36	11,618.15	-	2,659.24	11,899.49	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,435.51	21,106.54	-	8,000.00	15,520.84	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	125,531.82	-	-	117,057.12	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,702.20	15,511.27	-	16,448.18	2,286.67	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,931.08	13,031.83	-	3,000.00	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	128,914.84	13,367.98	-	2,302.52	1,861.68	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,856.32	-	-	75,499.04	1,085.76	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,391.70	22,158.87	-	6,693.15	3,640.62	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV/DIR/SR. DIR/CHIEF	190,320.00	64,423.55	10,019.06	-	15,721.68	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	247,263.30	84,030.28	31,340.13	20,239.85	2,965.82	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,029.00	13,504.36	-	8,275.73	1,705.50	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	124,754.99	-	-	135,946.41	316.44	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	112,142.42	11,710.59	-	500.00	1,360.10	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,848.54	10,962.01	-	1,050.98	-	
		GENERAL COUNSEL SENIOR COUNSEL	203,928.26	76,208.48	-	1,969.43	566.13	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	43,763.89	5,187.71	-	18,260.46	150.71	
		SHARED SERVICES PROGRAM/PROJECT MGR/SR/EXP/PRN	125,875.00	-	-	554.40	17,461.55	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,298.64	-	-	89,922.99	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,246.22	-	-	106,841.99	98.60	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	119,103.12	-	-	6,685.67	1,325.62	
		SHARED SERVICES PLANNER/SR/EXP/PRN	129,360.50	11,213.89	-	5,424.37	1,151.74	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	171,506.04	22,251.73	-	655.52	823.64	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,053.60	13,963.80	-	25,625.67	1,219.23	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	117,374.16	-	-	189,829.50	1,443.24	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,936.80	-	-	135,207.63	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,015.53	-	-	225,096.19	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	117,446.44	-	-	89,745.22	46.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,120.64	11,893.96	-	17,066.80	1,569.21	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	101,718.68	-	-	24,137.84	51.74	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,870.00	15,170.56	-	57,732.30	474.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,724.86	13,105.87	-	12,148.50	20,489.18	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,677.23	-	-	28,222.02	-	
		GAS OPERATIONS LEADER/FOREMAN	123,346.95	-	-	82,745.70	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	177,867.96	18,459.18	-	99,522.66	-	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	215,013.86	78,162.15	23,431.23	9,100.00	573.26	
		GAS OPERATIONS LEAD/INSPECTOR	122,919.13	-	-	28,860.21	58.00	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	187,162.14	23,871.75	10,556.19	5,517.76	540.00	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV/DIR/SR. DIR/CHIEF	194,749.96	64,993.05	7,298.10	11,545.76	5,477.26	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	158,061.96	21,199.81	716.40	5,951.55	2,259.50	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,376.55	13,175.70	-	8,973.47	3,841.42	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,931.53	10,822.53	-	6.93	2,080.82	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	43,355.33	7,965.06	2,883.51	13,687.63	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	141,813.96	18,386.90	-	-	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	163,638.34	21,194.07	1,481.94	500.00	12,168.85	

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		IT DIRECTOR/SR. DIRECTOR/CHIEF	191,170.70	27,534.83	-	4,500.00	3,174.80	
		IT SR. MGR/MANAGER/SUPERVISOR	174,018.30	22,538.45	3,111.75	500.00	2,144.19	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,285.36	11,169.03	-	4,382.93	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	2,009.60	-	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,468.36	12,364.42	-	2,250.00	5,475.68	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	105,696.79	-	-	42,261.17	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,434.76	-	-	85,143.38	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,475.04	4,906.33	-	95,019.30	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,517.28	-	-	138,593.28	689.62	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,132.65	-	-	6,927.45	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,964.64	-	-	211,724.96	1,852.49	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	200,130.80	76,120.55	-	3,000.00	-	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	121,445.17	11,155.41	-	3,763.86	-	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	142,702.00	12,931.00	-	7,535.10	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,794.64	12,508.90	-	271.64	659.97	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,633.84	-	-	35,797.83	332.92	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	132,618.25	-	-	15,027.17	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	134,691.64	11,635.47	-	1,000.00	2,539.77	
		GAS OPERATIONS CREW FOREMAN/LEADER	117,899.08	-	-	73,172.91	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,516.51	-	-	131,125.13	296.96	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,936.83	12,026.52	-	4,208.90	12,518.86	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	79,284.16	-	-	24,520.56	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,895.12	11,826.44	-	3,382.93	1,139.94	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,827.36	15,743.92	-	302,216.35	9,982.29	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	179,830.76	25,309.26	-	390.96	1,187.64	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	201,634.71	26,157.13	4,334.22	3,896.00	5,789.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,770.00	13,796.08	-	863.74	17.20	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	10,335.28	-	-	15,775.44	-	
		GENERAL COUNSEL SENIOR COUNSEL	198,058.59	78,347.77	14,795.31	26,896.50	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	112,190.35	12,767.84	-	22,435.79	3,385.09	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,992.29	-	-	133,172.05	401.44	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	132,171.24	17,042.19	-	500.00	1,103.77	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	117,120.50	-	-	17,070.86	227.36	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,429.67	-	-	31,577.82	-	
		GENERATION TECHNICIAN/OPERATOR	41,105.97	-	-	40,562.77	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	100,981.68	-	-	77,783.10	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	133,886.51	10,037.63	-	19,615.26	122.00	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	124,375.39	-	-	2,864.40	2,538.66	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	196,638.86	66,096.98	7,836.93	8,719.32	540.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,942.50	24,366.38	749.16	1,250.00	952.50	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,522.01	-	-	129,849.68	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,000.00	13,931.53	-	6,850.00	465.27	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	139,242.78	12,029.26	-	2,311.98	893.58	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	149,704.66	15,519.67	-	1,123.20	911.60	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	129,793.36	11,198.38	-	-	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,547.02	-	-	38,118.02	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,769.84	14,485.94	-	43,078.86	19,129.63	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,995.07	-	-	184,267.32	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	108,837.45	-	-	103,096.27	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,089.34	12,620.73	-	1,000.00	2,624.65	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,594.09	-	-	116,620.33	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	180,006.24	25,960.27	3,649.73	9,800.00	402.04	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,127.19	-	-	153,231.91	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	86,269.97	-	-	36,108.38	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	123,056.31	-	-	55,709.60	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	118,912.98	-	-	70,092.64	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,885.03	10,154.11	-	737.51	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	132,635.73	16,853.38	-	3,000.00	3,614.57	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	142,880.20	12,340.23	-	-	3,236.82	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,081.02	-	-	86,919.67	1,366.80	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,451.33	-	-	100,394.41	386.87	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,102.80	19,838.90	-	13,882.93	-	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	150,804.00	13,701.73	-	17,283.56	6,151.23	

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		GENERATION SR. MGR/MANAGER/SUPERVISOR	154,714.31	16,037.32	-	123,235.99	-	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	120,223.25	-	-	32,093.76	549.32	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	15,351.49	-	11,246.10	529.20	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	149,464.86	19,368.53	-	3,507.80	1,178.12	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	105,405.94	-	-	217,341.31	337.61	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,569.24	13,743.28	-	9,087.97	7,564.35	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	132,035.86	11,407.86	-	2,050.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	115,382.73	9,998.90	-	20,669.74	3,406.89	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,340.37	13,481.91	-	3,800.00	587.46	
		ELECTRIC OPERATIONS DIRECTOR/SR, DIRECTOR/CHIEF	203,656.36	76,638.19	20,939.29	3,000.00	8,926.38	
		GENERAL COUNSEL SENIOR COUNSEL	215,708.36	78,258.10	21,190.03	802.88	3,133.03	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	146,210.20	12,634.54	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,988.42	14,318.50	-	-	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	176,415.50	22,860.95	5,098.23	2,178.75	8,374.55	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	132,904.70	13,778.05	-	10,854.14	1,221.81	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,368.84	14,763.12	-	90,567.15	1,697.33	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	142,312.00	12,310.74	-	7,229.65	7,690.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	-	-	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,762.50	-	-	107,114.77	1,090.59	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,732.16	16,131.88	-	15,535.62	31,614.80	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	112,625.78	9,514.72	-	4,500.00	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	128,646.00	10,837.40	-	-	2,089.89	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,540.78	15,710.15	-	60,572.70	10,538.28	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	178,645.86	23,156.13	-	1,000.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	127,737.01	11,700.83	-	8,158.10	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	118,684.88	-	-	50,788.57	3,696.62	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,613.50	13,458.65	-	15,618.12	5,433.99	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,414.98	-	-	105,748.49	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	127,317.67	-	-	68,670.22	5,079.99	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,743.69	-	-	87,320.38	-	
		GENERATION TECHNICIAN/OPERATOR	30,311.40	-	-	33,082.44	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,705.36	11,272.29	-	15,256.55	794.45	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,079.97	-	-	131,111.03	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,310.46	13,506.97	-	15,118.82	17,476.83	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,733.34	18,623.83	-	-	11,116.85	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	120.94	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,881.11	20,316.76	-	10,259.60	2,619.45	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,356.53	-	-	82,824.12	135.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	125,464.75	10,782.38	-	20,859.92	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	128,389.22	13,289.29	-	3,500.00	7,989.32	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	111,646.05	11,371.26	-	1,723.85	4,411.78	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	155,235.86	20,902.67	2,947.50	9,568.50	343.52	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	-	-	-	-	-	
		GENERATION CONTROL TECHNICIAN	13,485.48	-	-	14,718.47	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	134,866.00	11,666.17	-	27,561.73	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	110,509.92	-	-	4,527.60	6,065.84	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,698.32	20,988.34	-	-	1,772.56	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,591.85	-	-	21,088.27	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,702.82	21,328.15	1,123.74	-	253.17	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,405.39	-	-	76,405.71	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	111,891.04	-	-	22,680.35	101.87	
		GENERATION LEAD/FOREMAN	128,314.25	-	-	196,854.58	87.93	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,277.20	15,578.22	-	36,693.04	10,966.10	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	143,984.24	-	-	43,011.18	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	142,472.83	-	-	45,143.56	1,299.20	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	36,497.36	8,218.45	-	3,339.58	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,512.67	-	-	120,470.48	270.23	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,376.63	14,191.02	-	31,556.64	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	11,250.00	-	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,134.96	11,611.83	-	8,263.50	714.59	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	178,570.04	18,512.12	-	37,703.98	112.67	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	151,202.04	15,650.61	-	43,833.63	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	189,685.70	25,321.80	1,661.04	1,300.00	1,256.54	

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		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,054.52	-	-	73,910.31	435.04	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	90,661.33	14,486.05	-	20,165.33	8,497.01	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,087.03	-	-	86,021.13	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	174,295.84	22,586.27	1,661.04	4,020.00	1,589.14	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	135,576.62	-	-	81,016.67	720.18	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,496.50	13,024.07	-	2,000.00	5,861.37	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	125,474.34	10,824.72	-	4,155.71	754.30	
		GAS OPERATIONS LEADER/CREW/FOREMAN	130,974.72	-	-	34,885.15	220.80	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	187,687.26	54,703.24	4,334.22	-	1,499.99	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	149,408.32	15,032.75	-	1,025.00	71.42	
		GENERATION LEAD/FOREMAN	125,258.71	-	-	145,826.81	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,519.96	17,003.88	-	49,488.32	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	137,585.41	-	-	51,003.61	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	72,981.30	6,574.22	-	2,000.00	111.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	104,641.10	-	-	218,066.90	30.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,682.28	-	-	12,632.13	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,272.38	16,240.71	-	1,500.00	671.08	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	170,911.30	19,718.89	-	7,025.00	1,286.56	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,632.48	12,506.57	-	1,144.62	2,511.67	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	135,837.93	-	-	151,888.08	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,439.47	-	-	118,568.19	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	233,398.14	82,710.25	28,026.20	1,500.00	1,621.04	
		POWER GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	147,228.00	12,881.39	-	26,324.50	10,463.74	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	121,818.58	16,610.36	2,793.76	4,520.00	5,284.63	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,874.82	-	-	86,608.55	9.99	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	117,393.69	-	-	62,134.76	102.69	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,839.44	18,769.14	-	1,154.81	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,014.16	14,611.06	-	17,815.59	3,659.70	
		GENERATION ENGINEER/SR/EXP/PRN	132,100.53	11,482.63	-	34,965.80	8,796.51	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	193,712.30	25,109.05	3,380.40	-	8,227.65	
		POWER GENERATION OPERATOR/DISPATCHER	122,862.09	-	-	62,255.76	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	173,243.86	17,962.34	-	6,009.80	3,231.14	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,911.95	-	-	171,461.52	963.90	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	146,786.92	18,762.87	-	7,475.00	2,718.28	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	221,848.80	79,122.53	23,923.46	15,000.00	4,770.10	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,955.90	13,620.46	-	69,161.81	28,261.70	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	126,945.00	13,153.30	-	54,853.71	2,938.58	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,797.75	-	-	7,527.75	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	225.00	456.79	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	141,170.70	12,208.95	-	-	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	125,087.64	10,792.37	-	3,433.76	732.98	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	1,380.47	4,318.70	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	123,321.00	10,942.24	-	8,147.60	9,745.39	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	121,452.34	-	-	271.08	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,200.00	19,562.99	-	5,561.53	4,425.93	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,056.36	-	-	38,803.57	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	8,316.39	8,226.05	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	135,553.84	11,710.57	-	2,300.00	-	
		IT SR. MGR/MANAGER/SUPERVISOR	153,595.64	15,923.06	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	83,984.89	-	-	170,132.30	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	84,132.94	-	-	67,517.35	320.44	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	192,222.36	25,558.40	1,988.01	3,750.68	5,514.54	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,054.66	14,926.11	-	67,526.22	23,862.39	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	146,512.60	18,996.10	-	9,412.96	234.95	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	150,255.64	12,973.85	-	26,015.79	3,733.84	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,148.38	15,334.72	-	2,018.80	6,415.90	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	130,429.88	13,508.46	-	27,327.66	5,260.87	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	87,943.72	-	-	12,445.12	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	101,449.28	-	-	6,663.22	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	119,725.47	-	-	71,472.00	1,475.68	
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	202,297.86	76,405.40	11,908.43	-	2,027.68	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	142,007.12	17,748.12	-	12,147.49	540.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,211.70	13,322.43	-	2,449.82	8,503.13	

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		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,719.11	-	-	192,933.92	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,524.66	12,746.37	-	1,000.00	939.54	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	15,736.45	15,034.46	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	156,921.98	19,888.69	2,793.76	2,000.00	14.01	(6)
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	147,004.00	12,680.07	-	2,000.00	231.04	
		GENERATION TECHNICIAN/SR/EXP/PRN	20,934.90	-	-	14,359.56	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	131,828.16	11,387.50	-	2,757.04	2,436.08	
		ELECTRIC/GAS OPERATIONS SPEC/SR/EXP/PRN	77,984.69	9,612.07	-	24,614.20	13,822.03	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	145,159.43	14,163.43	-	4,700.00	878.00	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	172,751.25	22,630.20	-	3,500.00	-	
		IT AND SUPPLY CHAIN CHIEF/SR. MGR/MANAGER/SUPERVISOR	19,419.34	10,541.10	-	181,518.35	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,718.54	21,178.24	-	-	9,367.75	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,398.32	-	-	88,095.61	330.60	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	202,962.86	46,874.61	10,391.94	4,312.88	1,426.35	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,492.18	10,756.37	-	21,703.32	473.95	
		GENERAL COUNSEL SENIOR COUNSEL	135,855.98	42,992.68	22,031.01	1,332.80	519.75	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	171,408.00	14,832.15	-	4,976.34	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,203.35	19,073.44	-	1,547.30	10,938.87	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,483.78	16,226.20	-	15,190.62	15,141.03	
		GAS OPERATIONS OPERATOR/DISPATCHER	120,925.35	-	-	94,704.88	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	117,039.28	-	-	1,955.55	31.32	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	112,519.22	-	-	16,510.35	49.88	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	117,120.84	13,292.25	-	28,387.47	1,648.62	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	183,802.70	15,876.73	-	3,450.00	1,132.57	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	139,824.36	11,946.97	-	500.00	585.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	113,148.72	-	-	161,379.13	35,769.07	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,581.36	17,488.71	-	28,320.19	4,757.14	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,073.64	23,848.78	2,963.88	21,669.89	14,009.93	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	134,304.86	11,602.66	-	4,764.90	1,058.81	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	122,324.30	-	-	131,022.81	418.38	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	140,672.00	18,089.48	-	1,540.16	1,424.37	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	76,760.82	21,184.82	-	45,836.56	501.23	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	219,660.66	78,788.42	16,218.58	5,000.00	3,284.34	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,636.59	-	-	124,011.13	713.40	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	116,166.90	-	-	176,353.13	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	140,955.09	-	-	123,869.57	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	32,634.30	-	-	924.05	35.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,347.25	-	-	59,190.79	1,351.49	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	47,492.32	-	-	4,103.82	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,706.14	11,547.90	-	17,337.29	19,990.18	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,588.66	15,611.15	-	79,941.36	24,237.57	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,801.62	-	-	99,934.18	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	146,886.19	22,060.08	-	2,300.00	2,565.16	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,083.40	13,383.79	-	1,052.13	10,916.60	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	106,289.96	-	-	80,013.35	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	138,414.96	15,383.81	-	225.00	8,385.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	110,599.52	9,442.75	-	3,994.52	9,831.57	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	155,333.66	20,097.82	5,474.34	4,900.00	2,689.13	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	96,545.45	-	-	432,282.34	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,752.00	13,909.38	-	16,705.21	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	130,608.21	17,527.66	-	-	462.76	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,897.67	17,550.19	-	11,217.38	2,183.45	
		SHARED SERVICES PLANNER/SR/EXP/PRN	125,886.00	10,868.68	-	5,118.37	3,296.45	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	128,355.76	-	-	81,101.04	-	
		SUPPLY CHAIN/MATERIALS INSPECTOR/SR/EXP/PRN	119,593.41	-	-	2,411.73	6,554.66	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	111,246.81	9,991.00	-	3,247.42	3,309.68	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	115,946.92	9,801.02	-	301.16	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	54,309.21	8,112.46	8,310.24	11,299.91	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	100,381.87	-	-	151,344.91	109.04	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	153,302.50	19,881.82	-	2,537.21	3,646.53	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	97,422.03	-	-	82,812.57	779.39	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,849.16	15,526.49	-	36,884.32	16,567.79	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	131,315.16	14,859.72	-	77,479.75	4,148.33	

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		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	149,154.00	12,872.06	-	10,926.22	1,747.51	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,678.00	12,917.28	-	400.00	4,723.76	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,037.68	11,165.80	-	17,108.64	8,162.39	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	206,174.15	28,242.83	358.20	-	3,942.39	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,657.20	15,415.19	-	108,528.83	246.79	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	87,440.76	9,150.29	-	1,156.23	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,051.79	-	-	177,713.56	-	
		ELECTRIC OPERATIONS ASSISTANT/ANALYST/SR/EXP/PRN	124,091.93	6,996.54	-	3,521.93	3,873.07	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	61,036.90	-	-	71,775.59	-	
		IT TECHNICIAN/SR/EXP/PRN	126,939.79	-	-	58,202.94	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	95,601.34	-	-	26,149.24	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	162,316.70	21,017.44	5,050.62	2,500.00	695.71	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,476.54	11,348.66	-	639.07	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,970.87	-	-	106,337.06	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	125,958.34	10,921.97	-	622.11	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,066.83	-	29,922.62	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,297.22	-	-	77,738.03	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,743.16	-	-	73,972.18	494.17	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	173,096.19	22,300.09	-	9,220.00	19.30	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	165,094.17	18,406.06	-	70,672.89	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	96,283.56	7,816.09	-	5,000.00	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	115,395.70	-	-	67,291.57	18,142.50	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	215,634.10	77,879.80	13,874.13	22,895.00	3,972.71	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	175,636.46	22,753.99	7,804.17	3,228.88	7,147.43	
		GENERAL COUNSEL CHIEF COUNSEL	224,472.96	79,485.25	24,368.83	4,000.00	8,497.81	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	203,020.75	78,004.44	11,647.17	2,918.40	2,676.41	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,165.34	11,417.83	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	106,216.19	-	-	143,436.81	231.19	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,624.15	-	-	108,911.82	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,099.23	12,275.21	-	500.00	89.32	
		GAS OPERATIONS LEADER/CREW/FOREMAN	35,397.28	-	-	11,345.02	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	69,348.82	-	-	337,173.33	2,931.45	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	108,669.10	-	-	106,737.35	18.85	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	158,328.00	13,700.32	-	15,500.12	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,922.35	-	-	85,835.09	346.29	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,707.31	-	-	27,656.56	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	182,059.87	23,543.94	-	-	1,121.46	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,696.68	11,107.00	-	9,058.88	3,995.99	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	116,078.68	-	-	6,703.70	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,402.30	17,663.05	-	97,443.24	-	
		GAS OPERATIONS LEADER/FOREMAN	122,381.30	-	-	70,305.15	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	120,888.94	-	-	51,309.64	5,607.59	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	175,073.19	17,746.63	-	7,643.04	7,534.85	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	-	-	-	-	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	161,584.50	20,901.33	-	-	540.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,676.74	15,197.20	-	5,122.28	419.63	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	135,124.40	-	-	58,813.38	15.68	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,907.74	-	-	58,072.13	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	130,744.70	14,458.49	-	48,452.53	578.40	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	5,291.01	4,384.20	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	138,215.60	-	-	67,770.90	-	
		GAS OPERATIONS CREW FOREMAN/LEADER	111,145.40	-	-	107,092.64	1,133.13	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	203,456.04	25,950.17	4,692.42	27,490.80	2,472.67	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	34,793.66	-	-	22,066.00	2,215.02	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	130,821.28	12,700.39	-	10,783.90	8,620.32	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,334.64	-	-	159,084.14	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,166.64	16,498.63	-	2,472.60	540.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,576.04	12,529.14	-	3,662.96	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	5,759.75	-	-	19,234.91	1,787.90	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,594.48	17,280.01	-	9,656.54	451.38	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,307.01	20,621.00	-	55,312.50	23,906.62	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	143,280.00	20,102.28	-	12,148.15	20,228.21	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	124,366.68	-	-	36,246.75	-	

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		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	137,943.39	11,587.57	-	9,269.98	1,649.09	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,519.86	13,827.39	-	5,786.05	193.83	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	142,833.95	12,384.96	-	-	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,312.26	-	-	42,128.27	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	57,241.01	5,393.94	-	54,003.25	5,358.04	
		GENERATION TECHNICIAN/OPERATOR	14,970.12	-	-	16,584.60	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	186,060.36	24,104.43	-	3,900.00	8,207.80	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,647.04	-	-	11,890.70	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	196,762.00	17,013.56	-	9,738.80	3,823.47	
		SHARED SERVICES PLANNER/SR/EXP/PRN	125,608.00	10,851.84	-	12,612.26	10,447.92	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	129,619.47	12,096.55	-	11,256.00	93.74	
		IT SR. MGR/MANAGER/SUPERVISOR	166,472.70	21,581.71	-	-	270.00	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	151,414.00	12,927.47	-	-	31,679.56	
		IT SR. MGR/MANAGER/SUPERVISOR	130,111.78	11,059.64	-	1,000.00	683.79	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,839.27	-	-	102,135.19	177.60	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,318.20	-	-	49,798.92	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,895.40	-	-	52,113.09	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,596.46	12,226.18	-	448.00	2,190.94	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,031.79	21,736.65	687.05	12,000.00	155.34	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,567.43	-	-	417.69	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	124,418.06	-	-	40,396.98	-	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	121,313.02	15,391.74	-	58,191.64	9,772.30	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	96,065.18	7,192.51	-	-	414.70	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	174,512.68	42,193.41	6,207.12	18,733.88	9,471.06	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,884.75	-	-	153,813.48	-	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	138,144.00	11,953.77	-	43,179.75	-	
		IT SR. MGR/MANAGER/SUPERVISOR	172,992.86	23,026.82	-	3,417.14	52.20	
		SHARED SERVICES DIRECTOR/SR. DIRECTOR/CHIEF	229,093.00	80,107.22	21,859.11	10,760.00	4,809.98	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	163,154.99	14,096.92	-	-	4,331.16	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	119,084.20	12,777.59	-	10,308.10	570.15	
		POWER GENERATION LEAD TECHNICIAN	135,282.40	-	-	38,616.40	4,385.41	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	-	1,301.21	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	110,636.50	9,391.21	-	2,445.00	1,207.46	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,387.00	14,021.66	-	13,675.81	4,071.70	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,165.91	12,888.48	-	11,910.70	1,488.14	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	180,231.00	15,578.57	-	2,336.91	1,527.12	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	119,775.75	-	-	1,601.20	334.36	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,368.42	-	-	126,303.44	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	88,099.58	15,106.53	-	9,367.25	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,275.86	14,116.83	-	1,240.48	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	135,546.01	-	-	72,830.73	50.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,353.58	15,252.28	-	43,222.26	3,670.94	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	106,983.81	-	-	15,678.99	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,446.84	12,050.10	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,804.48	-	-	137,967.71	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,445.90	13,912.15	-	18,797.18	9,609.74	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,462.51	12,639.79	-	86,713.79	-	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	157,202.00	14,248.93	-	8,660.10	919.59	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,328.96	11,306.14	-	26,414.46	25.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,580.30	16,538.23	-	7,297.49	1,582.89	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,697.47	13,964.46	-	-	746.02	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	135,488.84	13,600.13	-	4,533.88	3,832.21	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	218,671.47	86,481.59	22,279.48	44,624.84	9,106.04	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	8,341.00	-	-	43,302.41	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	11,757.60	8,022.21	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	165,052.80	21,093.38	7,281.72	12,015.00	11,118.84	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	126,188.57	12,840.59	-	3,750.00	637.42	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	113,745.35	-	-	55,827.72	530.70	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,962.30	12,730.45	-	6,525.52	5,451.65	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	127,948.62	12,176.88	-	50.00	209.26	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,686.82	-	-	84,068.08	270.46	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	122,872.42	12,168.41	-	6,100.00	41.80	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,361.46	14,654.76	-	28,314.98	469.32	

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		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	105,569.12	-	-	32,613.18	1,928.00	
		GENERATION PROTECT TECHNICIAN	126,327.87	-	-	71,878.07	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	156,221.88	17,939.98	-	6,730.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,443.45	-	-	115,028.12	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	118,487.68	1,864.80	-	29,954.48	244.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,967.99	13,129.78	-	26,757.47	5,014.04	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	135,670.11	13,348.84	-	18,300.29	5,711.05	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	174,452.00	23,351.89	-	7,672.30	8,440.16	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	66,152.05	11,135.39	-	9,272.22	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	142,971.54	14,821.66	-	43,936.45	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,521.70	-	-	56,799.56	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,087.31	12,163.10	-	3,666.60	1,724.96	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,414.86	16,111.65	-	3,501.60	9,903.35	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	213,322.31	27,643.54	4,334.22	37,006.85	2,733.60	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,919.39	23,506.44	358.20	2,633.14	26,925.58	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,368.52	13,730.69	-	5,459.53	8,001.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,990.40	19,383.25	-	16,854.41	18,102.47	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,601.79	13,452.11	-	15,501.90	965.86	
		GENERATION OPERATOR/PLANNER/SR	124,584.84	-	-	110,898.77	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	81,051.51	-	-	28,612.06	1,218.44	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	168,483.96	21,815.99	-	5,520.17	494.82	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,885.83	-	-	63,078.91	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,632.16	-	-	148,585.80	133.40	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,880.98	-	-	77,162.62	173.77	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,412.96	-	-	82,303.83	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	126,978.70	16,454.64	-	24,351.84	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,585.04	12,985.18	-	4,874.12	12,818.83	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	132,477.21	-	-	75,268.70	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,301.84	15,581.59	-	1,480.50	22,254.68	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	201,593.96	26,093.15	2,199.87	-	542.12	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	155,317.86	16,099.46	-	32,547.76	1,126.22	
		GENERATION TECHNICIAN/SR/EXP/PRN	127,952.70	-	-	57,975.63	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	126,895.12	-	-	94,388.81	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,973.73	-	-	99,138.27	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	112,126.87	-	-	35,352.25	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	171,807.46	22,526.04	-	16,677.76	1,479.38	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,358.98	14,537.79	-	2,459.10	671.76	
		IT SR. MGR/MANAGER/SUPERVISOR	174,526.27	22,551.87	2,883.51	3,000.00	941.02	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	174,906.70	22,659.45	-	4,382.93	2,365.58	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	190,809.92	24,619.95	1,074.60	3,117.80	7,232.22	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,814.61	11,467.80	-	9,450.78	12,638.18	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,331.22	12,003.51	-	-	371.46	
		GENERATION TRAINER/SPECIALIST/SR/EXP/PRN	117,323.67	11,600.09	-	6,865.50	1,553.51	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,642.41	-	-	19,247.46	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	146,724.36	12,675.60	-	2,500.00	2,678.58	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	142,290.00	18,468.79	-	1,250.00	-	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	165,375.00	21,435.95	-	3,175.92	375.47	
		IT SR. MGR/MANAGER/SUPERVISOR	155,916.88	19,735.42	1,450.71	1,500.00	1,316.55	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,139.93	-	21,446.92	22,205.55	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,435.70	11,779.03	-	750.00	542.44	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	87,580.24	-	-	107,400.41	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,110.46	11,324.31	-	500.00	100.92	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	130,128.00	11,260.14	-	2,890.08	15,015.73	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	22,372.10	-	-	44,087.47	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,685.02	-	-	75,280.81	577.56	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	156,403.01	16,073.15	-	15,532.12	6,636.05	
		GAS OPERATIONS LEADER/CREW/FOREMAN	136,887.34	-	-	25,907.86	185.88	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	168,006.76	21,765.56	1,450.71	6,000.00	654.84	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,969.82	21,175.17	-	11,611.44	11,057.98	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,861.81	14,237.51	-	10,491.50	8,161.44	
		POWER GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	139,012.63	12,239.92	-	173.48	5,800.11	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	151,136.04	19,574.81	-	1,000.00	260.22	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	135,570.30	-	-	26,476.70	-	

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		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,480.00	13,280.82	-	38,998.02	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	142,073.15	12,283.03	-	3,050.00	2,594.72	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,600.61	-	-	169,693.64	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	185,740.66	24,056.72	537.30	1,500.00	740.50	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,593.42	13,484.39	-	875.16	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,916.48	10,101.08	-	1,500.00	354.28	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,106.15	-	-	186,146.55	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	131,786.15	11,373.22	-	306.60	1,832.58	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,086.92	13,282.61	-	800.00	6,593.19	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,892.03	-	-	34,476.57	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	124,155.00	-	-	127,582.86	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	125,818.66	10,564.44	-	500.00	405.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	116,575.00	13,066.02	-	2,500.00	4,183.28	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	56,709.54	-	-	23,687.51	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,674.63	11,856.13	-	3,899.24	982.94	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	19,519.75	151,919.75	358.20	1,000.00	54.18	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	164,070.00	23,438.38	1,498.32	3,226.24	343.11	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	183,444.54	23,768.66	-	-	13,986.40	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	186,218.46	24,521.39	2,605.68	6,406.55	5,703.18	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	86,481.70	9,886.08	-	13,714.15	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,337.07	20,033.12	-	6,882.93	392.99	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,675.99	-	-	129,848.95	-	
		GENERATION ENGINEER/SR/EXP/PRN	118,675.74	-	-	1,073.29	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	87,370.32	-	-	26,594.79	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	189,549.46	28,286.65	7,102.62	12,618.26	284.72	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	114,361.26	19,456.74	2,883.51	13,486.36	252.72	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	172,904.84	22,374.09	-	4,500.00	540.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,258.04	-	-	157,636.76	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,500.04	12,397.04	-	2,000.00	2,156.32	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,528.30	-	-	136,464.68	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	140,967.10	-	-	108,342.40	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	172,486.26	27,106.95	5,587.92	7,088.45	9,112.30	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,098.00	12,026.82	-	11,609.51	7,469.09	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	121,037.81	-	-	59,988.30	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	153,294.64	19,829.01	1,450.71	2,029.78	945.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	23,853.54	-	-	11,624.27	-	
		GAS OPERATIONS LEADER/FOREMAN	131,889.87	-	-	50,214.10	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	159,996.00	20,766.97	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	139,189.54	-	-	135,578.20	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,149.96	17,639.22	-	31,817.21	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	158,328.00	13,700.32	-	6,508.26	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,593.74	-	-	176,794.81	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,339.20	-	-	148,605.17	991.80	
		IT SR. MGR/MANAGER/SUPERVISOR	154,808.36	16,052.19	-	4,082.80	122.96	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	168,980.67	22,788.43	-	49,118.07	1,701.30	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,708.76	-	-	112,289.52	-	
		GAS OPERATIONS LEADER/FOREMAN	123,317.05	-	-	62,351.39	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,165.04	12,025.75	-	5,393.24	1,197.19	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	86,300.00	19,032.33	-	45,868.95	204.56	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,418.69	-	-	79,380.41	686.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,600.00	14,469.31	-	849.04	2,400.24	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,242.05	-	-	104,712.52	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	100,545.97	-	-	33,748.03	-	
		IT SR. MGR/MANAGER/SUPERVISOR	146,266.01	14,964.06	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	-	1,172.00	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	114,755.32	11,799.33	-	6,730.19	800.21	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	126,407.96	10,906.27	-	-	7,321.86	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,077.64	24,798.55	-	25,059.20	8,755.55	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	99,318.75	-	-	177,498.02	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,622.99	-	-	119,792.93	131.80	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	126,794.06	-	-	101,812.16	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	184,500.96	19,126.98	-	9,789.40	14,108.00	
		IT SR. MGR/MANAGER/SUPERVISOR	183,278.26	23,744.01	-	3,514.00	-	

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		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,625.31	-	-	124,987.02	-	
		ELECTRIC OPERATIONS LEAD/FOREMAN	135,336.56	-	-	186,318.31	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	190,014.16	24,623.15	1,107.36	2,569.44	1,962.23	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,481.16	11,013.17	-	2,889.75	706.52	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	154,087.00	13,265.71	-	3,948.70	147.65	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	160,669.20	20,820.44	-	3,051.44	1,461.22	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	136,381.89	-	-	66,217.54	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,347.20	15,907.93	-	2,325.12	4,838.66	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,043.90	13,206.10	-	4,011.05	2,354.34	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	41,500.00	1,153.75	-	4,000.00	12.47	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	136,583.86	11,793.36	-	1,750.00	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	67,313.97	19,550.47	-	36,485.18	646.94	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	178,174.00	23,011.14	4,334.22	869.00	846.82	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	112,182.93	15,603.18	-	55,684.35	45,239.12	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,320.96	16,428.03	-	15,831.00	1,299.45	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	176,792.04	24,017.92	-	11,234.54	2,819.03	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	160,030.36	24,846.67	2,167.11	-	6,275.17	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,022.03	-	-	117,399.29	-	
		IT SR. MGR/MANAGER/SUPERVISOR	204,026.20	26,983.28	5,050.62	3,022.61	190.10	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,941.84	10,093.01	-	73,559.14	710.22	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,484.04	11,325.39	-	92,209.15	54,910.06	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,332.84	3,809.81	-	15,961.46	10,164.96	
		GAS OPERATIONS CREW FOREMAN/LEADER	120,090.26	-	-	69,881.50	273.92	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	101,680.90	-	-	33,428.23	1,627.19	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	181,758.36	18,842.65	-	25,072.00	3,017.26	
		IT SR. MGR/MANAGER/SUPERVISOR	204,052.46	26,428.42	6,548.94	5,000.00	358.83	
		SHARED SERVICES PLANNER/SR/EXP/PRN	132,127.39	11,303.15	-	5,891.60	4,371.62	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,339.11	-	-	111,637.32	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,778.86	16,055.26	-	145,398.88	1,789.08	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	114,685.35	-	-	78,691.42	881.17	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,751.00	11,970.68	-	50.00	1,220.67	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	158,328.00	13,700.32	-	39,677.55	197.90	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	221,490.46	79,072.99	22,279.48	59,490.21	53,588.41	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	125,959.02	-	-	207,011.74	281.50	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,235.65	-	-	90,964.89	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,406.26	-	-	159,749.16	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	173,939.04	22,567.41	2,784.78	4,986.00	239.20	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,177.80	11,856.78	-	800.00	4,644.28	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	122,613.20	-	-	57,565.57	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,473.50	14,144.29	-	12,625.48	3,276.93	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,210.68	-	-	54,932.50	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	175,400.00	15,150.91	-	20,775.22	18,615.57	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,900.65	-	-	35,081.06	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,841.79	-	-	21,630.77	-	
		GENERAL COUNSEL CHIEF COUNSEL	227,506.00	79,839.97	23,386.84	4,100.50	1,991.46	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,607.45	-	-	60,338.10	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	109,300.89	-	-	27,190.51	858.98	
		GENERATION ENGINEER/SR/EXP/PRN	137,476.00	11,864.24	-	19,200.73	2,902.57	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	148,584.30	19,251.87	-	1,508.88	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,833.00	15,321.60	-	285.88	3,044.97	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	126,913.94	10,964.17	-	1,184.46	347.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,964.55	-	-	43,782.97	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	120,483.51	-	-	153,762.26	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,155.59	-	-	151,300.85	375.26	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	116,772.11	13,487.36	-	20,567.16	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,377.48	12,052.76	-	-	2,176.18	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,884.86	-	-	107,615.63	232.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	169,540.96	14,646.74	-	-	699.68	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	138,142.00	11,921.70	-	17,476.90	531.49	
		IT SR. MGR/MANAGER/SUPERVISOR	184,380.86	23,896.31	1,450.71	9,000.00	87.00	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	211,500.53	36,477.43	10,166.76	4,500.00	6,617.57	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	123,147.74	-	-	2,249.85	1,972.42	
		GENERAL COUNSEL ATTORNEY	130,374.73	11,015.30	-	-	132.12	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	3,470.70	1,747.88	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	138,065.01	11,930.84	-	7,738.19	10,824.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	137,825.66	11,906.83	-	41,248.21	133.84	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	131,249.00	11,350.88	-	-	295.80	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,038.88	-	-	56,563.32	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	148,978.24	19,305.46	-	2,134.00	191.54	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	189,044.96	24,500.80	-	-	4,792.03	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,732.65	-	-	25,106.33	-	
		GENERATION LEAD/FOREMAN	128,914.12	-	-	125,395.41	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,495.33	-	-	80,617.15	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,016.14	-	-	13,687.43	143.26	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,188.00	12,667.89	-	14,895.70	2,467.61	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,637.50	-	-	50,674.54	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	81,926.00	-	-	104,112.36	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,824.01	17,126.49	-	1,000.00	40.98	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	177,888.00	24,012.88	-	9,361.64	540.00	
		GAS OPERATIONS CREW FOREMAN/LEADER	116,633.30	-	-	21,094.34	291.21	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,383.95	-	-	64,193.30	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,967.66	13,827.80	-	-	9,765.48	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	106,290.83	-	-	44,887.95	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	142,399.96	-	-	92,173.98	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	160,176.00	13,860.23	-	17,666.97	13,042.26	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	128,844.94	-	-	43,435.58	1,010.94	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	117,150.31	-	-	12,089.64	101.50	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,042.26	12,126.37	-	13,587.71	9,819.14	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,144.29	-	-	104,896.09	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,424.37	-	-	173,205.41	110.45	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,480.70	12,040.35	-	9,752.07	1,545.58	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	171,528.19	14,836.98	-	2,041.44	4,374.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	42,932.59	7,747.68	-	6,412.88	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	188,439.88	-	-	27,639.15	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	135,723.04	11,725.18	-	700.00	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	153,025.70	19,819.54	-	3,050.00	197.20	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	120,744.21	-	-	38,514.85	130.70	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	126,230.30	13,186.87	-	6,925.93	2,164.97	
		SHARED SERVICES PLANNER/SR/EXP/PRN	129,722.45	11,603.22	-	7,743.85	10,423.89	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,542.70	-	-	23,571.82	731.38	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	192,267.20	24,915.11	-	10,000.00	5,342.89	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,648.84	11,373.21	-	14,564.61	23,418.74	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	57,924.69	7,461.22	2,883.51	2,113.70	3,188.53	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,096.89	-	-	188,907.72	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,270.00	14,017.49	-	18,686.08	7,478.82	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,442.66	12,132.28	-	24,806.88	20,694.14	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,105.15	4,753.46	-	-	2,504.43	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,106.84	16,083.02	-	171,140.26	670.23	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	158,255.00	17,917.52	-	1,000.00	7,276.35	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	125,193.50	10,821.32	-	4,000.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	177,056.76	15,448.04	-	35,900.15	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	148,405.84	12,817.48	-	-	266.72	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,441.30	17,120.86	-	2,689.32	2,548.53	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	166,254.43	17,330.06	-	1,186.08	1,961.54	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	116,040.77	10,593.90	-	950.49	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	206,034.10	73,388.72	9,937.85	25,288.24	22,277.83	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	125,302.44	-	-	48,269.85	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	114,345.40	-	-	96,475.36	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	130,561.32	19,771.58	-	11,300.00	17,555.13	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	172,583.14	22,364.34	-	-	4,884.79	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,816.57	-	-	157,911.24	1,298.24	
		CUSTOMER CARE OPERATIONS/ADMINISTRATOR	176,202.50	15,203.25	-	-	18,896.20	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,078.14	14,525.56	-	95,325.60	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	125,758.47	5,854.12	-	96,299.23	4,421.32	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	132,334.00	11,585.40	-	7,217.44	3,588.79	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	143,982.50	15,139.66	-	61,387.88	29,972.86	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	37,419.72	7,288.88	-	6,166.34	180.00	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	195,508.70	25,315.27	8,867.95	3,100.75	4,765.20	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	144,646.96	12,592.35	-	5,717.26	9,395.61	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	106,317.39	10,891.69	-	1,500.00	1,772.72	
		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	145,831.02	20,107.05	-	7,539.20	2,152.38	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,559.16	14,782.85	-	46,934.34	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	166,867.79	21,177.28	-	8,667.30	9,414.78	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,704.34	17,996.73	-	23,840.57	11,706.76	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	103,496.29	10,940.61	-	1,279.72	743.28	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,267.43	15,479.94	-	218.08	12,933.38	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,804.33	-	-	137,597.02	197.20	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,807.60	-	-	255,545.55	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	13,353.22	-	-	8,941.96	286.74	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	134,638.28	18,537.87	-	100,663.44	22,859.83	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	18,513.12	-	-	10,071.95	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	91,347.28	13,319.04	-	1,000.00	1,264.37	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,321.98	-	-	141,244.04	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	162,760.96	14,061.00	-	38,279.08	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	116,168.36	12,924.25	-	56,309.99	11,031.35	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	178,427.66	15,410.40	-	2,000.00	370.36	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	124,531.80	-	-	25,785.81	391.22	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,433.16	17,629.96	-	-	3,390.84	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,689.14	11,722.27	-	2,654.60	11,339.54	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	147,600.00	19,126.87	-	9,200.00	19,857.42	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	139,748.00	18,041.34	-	3,000.00	336.77	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,269.65	11,728.03	-	34,259.36	1,563.45	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,060.26	-	-	119,358.93	1,923.86	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,317.10	14,458.46	-	3,000.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	190,396.66	24,659.74	4,334.22	5,502.99	1,182.55	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	133,529.30	-	-	88,242.06	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	139,434.92	21,960.11	5,229.72	3,117.91	29.41	
		GENERATION TECHNICIAN/SR/EXP/PRN	123,164.68	-	-	66,697.70	1,812.34	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,672.00	11,997.38	-	9,899.37	14,148.62	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	155,007.72	16,859.47	-	21,353.91	2,321.29	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	107,824.79	15,143.36	-	85,183.23	6,383.73	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	197,196.00	17,063.63	-	28,591.92	2,400.52	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	29,784.60	5,536.88	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	125,422.92	-	-	61,029.05	540.12	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,443.51	-	-	89,589.74	-	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	238,364.04	97,959.74	22,585.48	4,228.69	7,380.83	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	187,157.66	24,227.69	9,465.21	7,159.52	13,226.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,317.72	-	-	135,776.26	404.92	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	123,664.03	10,633.43	-	14,557.63	3,096.38	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	128,332.40	5,969.96	-	35,412.17	61.63	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	128,190.26	11,062.87	-	3,425.31	6,023.28	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	105,174.85	-	-	51,666.89	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	178,680.70	23,152.15	-	-	139.89	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	136,940.00	11,817.99	-	900.00	6,564.84	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	149,560.00	13,552.47	-	19,259.06	8,763.54	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	107,207.69	8,759.73	-	50.00	956.79	
		POWER GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	211,099.86	76,567.61	18,556.69	14,977.86	2,072.84	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,164.96	21,661.07	-	-	626.33	
		GENERAL COUNSEL SENIOR COUNSEL	157,100.36	77,038.53	16,293.23	30,685.93	440.75	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,638.06	-	-	119,285.07	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,103.07	10,562.53	-	50.00	194.00	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	124,859.70	-	-	85,380.00	-	
		ELECTRIC OPERATIONS SR. MGR/MGR.SUPV.	15,304.68	-	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,779.54	-	-	28,001.76	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	74,751.68	-	-	34,288.72	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,818.78	11,348.91	-	2,526.32	2,777.79	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,607.36	14,054.52	-	40,986.27	-	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	16,532.69	-	-	15,776.70	184.85	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	175,779.64	18,221.88	-	30,262.68	-	

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		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	212,725.73	28,091.54	6,892.29	-	4,244.32	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	120,510.52	-	-	107,883.83	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	137,259.14	14,597.64	-	71,446.36	27,668.46	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,681.70	-	-	182,366.23	157.76	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	2,150.68	565.63	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	190,536.66	24,700.72	3,255.88	-	6,195.14	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,097.00	13,830.87	-	23,597.13	9,166.71	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,761.32	-	-	108,115.87	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,669.04	14,657.02	-	79,953.91	5,271.73	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	128,498.92	-	-	77,976.47	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,647.30	11,947.54	-	5,586.48	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,741.04	11,825.85	-	-	3,196.24	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,801.88	15,540.72	-	21,870.42	15,960.78	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,713.63	-	-	36,284.21	-	
		GAS OPERATIONS LEADER/FOREMAN	127,555.59	-	-	35,390.59	18.00	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,634.15	-	-	4,190.05	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	177,658.92	23,009.99	-	200.00	681.80	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	123,303.48	-	-	104,063.28	498.24	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	146,566.00	12,699.16	-	32,790.35	522.46	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	143,032.04	15,614.98	-	79,760.38	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	215,985.11	52,057.07	13,438.17	29,100.00	4,090.03	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,980.99	13,792.92	-	2,000.00	12,548.15	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	6,244.71	13,586.79	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	61,944.15	-	-	52,960.62	488.36	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	121,017.16	12,398.72	-	900.00	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	146,691.54	12,672.76	-	21,355.24	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	143,479.48	18,469.69	-	8,000.00	(2.30)	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,151.42	-	-	28,492.63	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,824.59	-	-	125,594.69	68.67	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	127,836.65	-	-	40,862.16	826.51	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	148,671.30	15,400.45	-	64,191.41	33,363.44	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	116,871.54	-	-	219,653.46	660.08	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,891.60	-	-	24,794.56	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,359.75	-	-	1,383.97	117.56	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,421.25	14,810.62	-	82,654.68	3,343.85	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	186,820.54	24,699.24	2,231.78	5,256.37	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	10,500.00	-	-	-	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,995.85	-	-	80,813.40	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	123,199.59	62,244.85	-	21,410.80	2,883.30	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,299.41	14,089.45	-	116,405.18	1,593.58	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,002.82	12,830.99	-	40,130.59	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	27,105.00	-	-	5,980.40	10.00	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	130,771.52	-	-	109,229.03	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,389.66	-	-	180,857.34	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,877.89	-	-	52,992.41	12.82	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,069.75	-	-	32,252.62	1,049.46	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	184,803.04	23,910.70	2,199.87	250.00	1,372.44	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	174,510.46	22,788.19	-	865.34	3,014.68	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	100,522.50	10,434.66	-	14,830.85	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,350.37	-	-	132,147.51	329.44	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,811.59	-	-	59,392.37	5,672.83	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,261.26	-	-	36,301.52	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	215.00	589.78	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	181,877.66	20,550.91	-	3,192.37	140.74	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	124,215.32	-	-	31,747.22	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,871.72	-	-	98,436.50	-	
		GAS OPERATIONS CREW FOREMAN/LEADER	118,652.00	-	-	135,376.00	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	142,440.00	12,325.51	-	1,893.52	3,599.10	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,048.05	-	-	97,523.42	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	123,227.80	12,032.74	-	1,300.00	2,818.57	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	102,353.60	-	-	33,450.13	44.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	133,182.78	11,777.19	-	3,150.00	-	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	135,472.12	-	-	25,301.64	270.00	

PACIFIC GAS AND ELECTRIC COMPANY
EMPLOYEES COMPENSATED AT THE
RATE OF \$125,000 - \$249,999 PER ANNUM
FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,473.36	14,654.84	-	31,766.55	3,319.69	
		GENERATION TECHNICIAN/OPERATOR	1,855.80	-	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	13,485.48	-	-	18,547.20	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,674.95	-	-	117,774.11	-	
		GAS OPERATIONS COORDINATOR/SR/EXP/PRN	126,734.20	-	-	55,039.24	464.24	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	124,703.35	-	-	108,109.39	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,870.14	10,960.39	-	245.16	6,582.36	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	183,312.24	23,705.94	-	84,636.06	9,071.19	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,922.13	-	-	199,043.55	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,615.46	21,850.17	358.20	-	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,904.34	17,717.44	-	68,474.04	-	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	210,822.34	77,602.26	20,530.42	2,875.27	66.98	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	140,981.86	14,429.96	-	53,450.64	42,125.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,562.64	11,191.51	-	36,065.40	7,187.01	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	133,885.36	-	-	42,530.54	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,523.34	22,224.05	-	6,200.00	2,748.57	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,048.00	14,080.01	-	6,558.25	1,675.64	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	99,945.72	-	-	75,227.63	31.86	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,970.70	-	-	6,456.73	1,471.20	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,142.91	-	-	2,390.66	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	182,653.17	24,718.31	-	29,279.17	334.80	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	132,964.66	11,406.19	-	42.76	-	
		GAS OPERATIONS LEADER/FOREMAN	125,711.63	-	-	39,324.65	-	
		GAS OPERATIONS LEADER/FOREMAN	126,680.00	-	-	63,149.45	-	
		GENERATION LEAD/FOREMAN	91,760.34	-	-	17,082.91	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,899.12	-	-	104,543.47	307.40	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,340.00	13,861.84	-	5,919.47	1,448.01	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,179.82	13,280.82	-	295.16	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	120,653.29	-	-	130,061.78	42.70	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,216.64	13,887.11	-	2,755.76	49,801.11	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	86,311.44	-	-	51,006.57	-	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	205,440.42	76,824.87	16,987.21	8,000.00	2,094.66	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,270.40	-	-	107,914.40	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,882.98	-	-	32,913.66	1,439.69	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,472.96	13,244.18	-	32,263.96	1,833.09	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	190,910.66	24,713.53	8,193.60	1,762.20	14,194.05	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,046.33	-	-	112,076.10	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,706.37	-	-	97,727.48	-	
		IT SR. MGR/MANAGER/SUPERVISOR	145,006.86	5,177.81	-	78,329.33	6,131.13	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	168,608.98	14,440.34	-	726.68	1,503.67	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,166.86	15,048.46	-	30,823.66	9,166.97	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	81,562.71	9,230.18	-	7,819.73	61.90	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,987.65	20,528.85	3,259.62	6,342.96	309.72	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	118,067.09	-	-	86,795.71	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	205,182.46	76,789.26	14,709.78	67,149.41	24,585.74	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	39,494.86	-	-	16,810.54	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	16,256.92	-	7,102.62	13,666.14	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	41,170.65	1,144.59	-	8,000.00	384.42	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	133,341.82	11,525.62	-	10,189.21	5,434.74	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,388.00	13,883.94	-	46,012.33	1,774.40	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	41,206.40	-	-	19,220.84	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	132,287.21	-	-	51,911.18	39.68	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	59,941.95	-	-	61,664.18	225.04	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	107,988.77	-	-	31,034.83	136.30	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	120,725.08	-	-	71,764.65	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	199,625.04	25,848.26	3,111.75	1,750.00	495.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	14,908.26	-	-	14,943.83	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,608.04	19,925.43	6,011.64	6,928.24	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,980.00	12,013.20	-	2,069.71	593.68	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	180,248.76	23,140.03	-	585.23	7,446.65	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	104,167.92	-	-	20,879.73	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,142.50	18,290.07	-	-	466.88	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,235.72	21,917.89	2,167.11	4,400.00	4,093.30	

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		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,011.22	17,498.21	-	2,200.00	2,113.15	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,034.54	11,224.67	-	2,595.60	1,757.25	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	111,277.18	17,982.82	-	49,916.49	4,813.81	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR, SR/EXP/PRN	105,376.46	-	-	146,823.08	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	153,688.67	20,285.15	-	750.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	173,548.16	22,547.96	2,883.51	500.00	1,773.48	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	99,214.51	18,145.88	-	20,203.17	471.83	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,825.50	14,080.85	-	1,000.00	28.20	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,851.22	23,109.82	3,486.33	2,789.84	4,315.81	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	159,896.80	14,523.05	-	10,978.88	6,820.36	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,065.37	-	-	58,836.91	173.58	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	177,572.46	18,403.84	-	21,329.65	-	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	135,634.51	12,325.51	-	16,366.72	1,209.96	
		IT SR. MGR/MANAGER/SUPERVISOR	159,233.55	20,628.98	-	5,000.00	16,601.08	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	172,782.07	22,504.72	501.48	6,714.40	780.47	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	132,157.80	11,903.64	-	14,782.29	-	
		POWER GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	244,056.96	84,161.94	29,104.44	22,942.90	14,566.99	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,310.66	12,899.04	-	1,298.40	488.35	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	183,799.20	23,805.25	1,074.60	22,802.50	7,095.47	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,949.44	-	-	207,285.20	46.07	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,243.72	15,053.24	-	46,990.10	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	79,993.24	228,026.35	18,436.46	2,855.88	2,440.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,802.51	14,595.27	-	26,612.26	5,937.26	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,404.25	-	-	195,407.30	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	104,312.13	-	-	89,588.81	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	169,524.04	21,971.42	-	10,400.00	15,949.44	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	162,581.34	16,859.07	-	1,000.00	7,590.14	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,677.10	16,072.22	-	5,963.53	3,249.99	
		IT SR. MGR/MANAGER/SUPERVISOR	144,091.32	14,933.81	-	-	129.33	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	117,736.72	9,946.24	-	3,700.00	8,538.85	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,477.42	11,167.81	-	86,184.74	12,725.44	
		SHARED SERVICES PROGRAM/PROJECT MGR/SR/EXP/PRN	124,215.68	-	-	57,070.62	7,792.13	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,494.58	-	-	65,700.04	3,364.66	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	185,075.04	23,970.50	5,098.23	2,668.09	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,609.20	12,997.65	-	12,529.72	1,751.66	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	2,031.88	-	-	17,234.85	-	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	125,661.80	-	-	7,950.52	471.08	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	124,454.52	-	-	25,115.24	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	174,311.86	18,042.65	-	40,201.57	535.79	
		IT SR. MGR/MANAGER/SUPERVISOR	149,098.00	15,708.36	-	15,409.70	9,083.00	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,665.69	-	-	75,473.78	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	60,207.10	5,714.48	-	46,079.87	1,818.84	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,493.20	15,391.65	-	96,102.97	46,964.97	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	144,324.00	12,488.55	-	-	5,195.90	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	10,229.74	403.68	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,245.48	-	-	131,564.65	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	127,802.17	-	-	57,639.12	3,492.99	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,175.48	-	-	20,359.38	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	161,751.96	16,768.62	-	68,324.09	3,692.44	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,327.72	-	-	87,274.74	1,156.95	
		GAS OPERATIONS LEAD TECHNICIAN/OPERATOR	112,919.60	-	-	102,461.21	732.55	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	165,463.62	21,404.24	-	8,457.37	6,714.66	
		GAS OPERATIONS LEADER/FOREMAN	134,454.06	-	-	4,845.97	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,680.72	14,022.43	-	91,485.05	39,600.88	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	1,198.43	-	-	6,627.76	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,522.68	14,841.78	-	25,560.65	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	169,654.00	14,670.29	-	22,309.50	16,179.40	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	113,236.36	9,455.83	-	183.88	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	37,150.80	-	-	13,797.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,465.53	14,027.90	-	37,900.78	158.84	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	140,973.04	14,630.23	-	48,510.28	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	166,748.84	21,602.59	-	2,000.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,222.80	13,587.95	-	2,500.00	2,595.41	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	41,267.14	6,049.60	-	9,116.53	268.33	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,962.20	12,347.98	-	1,250.00	283.12	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,539.32	-	-	133,849.37	-	
		ELECTRIC OPERATIONS COORDINATOR,SR/EXP/PRN	128,557.56	-	-	82,675.24	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	147,038.54	15,242.48	-	57,496.38	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	124,535.02	11,973.68	-	550.00	1,131.62	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	126,821.43	10,978.50	-	1,000.00	2,681.00	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	114,388.46	9,511.40	-	833.88	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	147,640.82	19,074.88	-	100.00	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	137,117.06	-	-	283,412.01	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	114,360.01	11,617.12	-	2,000.00	1,919.22	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	158,352.00	13,702.40	-	1,586.08	661.57	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	125,088.24	13,273.28	-	12,200.00	2,924.48	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	5,772.54	-	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,284.45	-	-	260,600.74	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,033.00	18,544.95	-	1,000.00	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	147,916.95	12,933.67	-	75.00	87.94	
		SHARED SERVICES PLANNER,SR/EXP/PRN	140,110.50	12,648.46	-	6,762.14	3,321.22	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	141,456.00	12,240.36	-	2,460.99	450.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,999.96	12,547.03	-	-	1,080.40	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	153,310.50	19,864.24	-	820.00	314.18	
		IT SR. MGR/MANAGER/SUPERVISOR	136,429.82	15,467.33	-	6,262.70	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	167,284.86	21,205.21	-	-	215.46	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	50.00	224.13	
		CUSTOMER CARE ENGINEER/ASSOC/SR/EXP/PRN	123,706.20	-	-	17,881.73	538.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,230.53	14,540.67	-	11,730.50	2,752.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,590.00	13,890.69	-	2,054.96	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	31,476.78	-	-	47,623.06	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,235.96	11,615.60	-	3,500.00	2,096.35	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,855.47	14,347.36	-	8,782.09	4,943.92	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,690.55	-	-	147,011.83	2,921.46	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	121,933.32	12,388.97	-	7,987.32	2,398.66	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,089.84	-	-	52,493.84	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	148,367.69	-	-	35,763.15	139.11	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	156,248.42	13,353.92	-	1,250.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,810.25	13,532.82	-	-	876.29	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	158,860.16	13,731.35	-	1,500.00	709.18	
		IT SR. MGR/MANAGER/SUPERVISOR	150,542.54	15,610.69	-	8,000.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,892.00	11,813.84	-	4,185.30	6,567.04	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,393.19	-	-	68,291.08	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,024.70	12,179.98	-	2,371.68	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,066.79	-	-	110,721.47	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	132,698.21	-	-	108,452.35	781.47	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	190,281.54	24,651.28	1,465.56	21,455.68	2,314.64	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,823.71	-	-	64,249.72	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	141,787.52	13,146.31	-	67,966.71	203.70	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,885.77	16,779.34	-	10,106.48	10,129.49	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	680.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,216.86	22,187.28	-	-	6,326.41	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,683.94	-	-	82,856.24	258.58	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,504.84	-	-	39,778.68	1,770.88	
		GAS OPERATIONS LEAD TECHNICIAN/OPERATOR	131,872.14	-	-	69,812.71	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	133,656.64	-	-	1,972.85	-	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	148,072.00	13,417.63	-	11,997.76	4,085.63	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,307.48	16,612.66	-	2,995.00	2,436.85	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,835.97	-	-	150,487.77	584.06	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	195,343.64	25,320.50	8,030.88	5,550.00	2,706.68	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,087.68	14,051.95	-	15,275.67	3,255.23	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,445.39	-	-	60,610.39	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,418.08	10,674.28	-	5,448.62	2,024.06	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	25,653.66	-	-	32,857.48	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	60,613.56	6,782.03	-	6,996.04	2,421.49	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	8,756.98	115.00	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	136,762.00	11,802.63	-	7,424.63	6,180.29	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,092.56	-	-	80,932.64	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,876.81	-	-	15,154.96	21.46	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	-	2,842.78	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,592.54	13,100.06	-	12,157.96	981.25	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	185,167.77	24,266.09	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,444.56	12,720.44	-	730.90	495.00	
		GENERAL COUNSEL SENIOR COUNSEL	210,584.46	77,569.38	19,115.53	2,415.00	1,149.27	
		GAS OPERATIONS CREW FOREMAN/LEADER	49,540.25	-	-	7,650.38	-	
		GENERATION TECHNICIAN/SR/EXP/PRN	56,999.28	-	-	44,518.07	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	160,366.64	20,781.24	1,498.32	3,929.40	8,722.90	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	119,196.68	-	-	86,836.30	1,535.84	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,928.50	12,220.22	-	2,500.00	2,055.37	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	1,327.17	1,511.02	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	132,596.40	11,443.17	-	125.00	1,962.72	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	110,206.74	10,581.13	-	150.00	1,035.16	
		IT CREW FOREMAN/LEADER/CREW FOREMAN	129,363.64	-	-	58,158.41	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,369.94	-	-	89,132.37	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	90,380.01	-	-	21,869.76	2,291.04	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	194,448.46	25,197.76	-	273.60	2,770.74	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,630.00	14,193.08	-	8,395.60	8,654.53	
		GAS OPERATIONS LEADER/FOREMAN	126,770.60	-	-	21,486.05	-	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	96,218.96	12,769.64	-	21,016.91	1,422.73	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	129,472.45	-	-	7,020.14	3,547.46	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	187,118.79	24,235.21	11,095.02	12,124.32	3,712.61	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,061.10	-	-	70,236.14	75.17	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	77,966.74	-	-	53,819.86	823.16	
		ELECTRIC/GAS OPERATIONS SPEC./SR/EXP/PRN	85,638.00	11,627.14	-	39,466.60	11,350.76	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,635.50	21,334.42	-	-	2,119.71	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,064.62	-	-	62,169.59	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,875.89	20,600.72	-	1,516.64	-	
		GAS OPERATIONS LEADER/FOREMAN	124,554.41	-	-	28,891.67	21.95	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,326.36	20,778.49	-	35,924.93	511.34	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	113,289.79	-	-	207,469.74	136.30	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,891.18	12,977.98	-	700.70	450.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,258.57	11,312.35	-	67,624.81	1,394.09	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	5,818.36	-	-	-	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	65,120.39	-	-	90,335.39	2,229.67	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,406.12	12,967.94	-	29,263.92	187.34	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,723.51	-	-	128,712.01	304.46	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	127,382.48	10,992.02	-	18,521.67	197.16	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	132,564.71	-	-	142,856.06	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	-	-	-	26,006.75	-	
		IT CREW FOREMAN/LEADER/CREW FOREMAN	128,099.20	-	-	97,974.14	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,296.64	12,811.42	-	-	324.80	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	-	-	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,751.66	18,338.34	-	5,274.00	1,770.26	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,480.00	23,727.45	-	2,074.80	-	
		IT ENGINEER/SR/EXP/PRN	64,693.77	-	-	1,044.92	66.71	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,155.10	16,167.06	-	3,921.90	12,472.04	
		IT SR. MGR/MANAGER/SUPERVISOR	122,769.97	13,890.60	-	4,132.25	856.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	172,017.94	19,024.67	-	40,265.99	2,187.02	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,545.64	11,975.43	-	1,000.00	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	123,039.26	-	-	72,015.89	-	
		GAS OPERATIONS LEAD TECHNICIAN/OPERATOR	124,482.97	-	-	104,293.01	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,957.64	-	-	85,678.33	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	130,313.05	11,102.37	-	1,000.00	64.50	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	132,827.04	11,475.01	-	1,500.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,038.10	17,895.39	-	84,455.26	19,422.80	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	163,329.31	21,170.79	-	11,218.61	2,606.65	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	165,773.30	17,185.48	-	53,295.83	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,872.00	13,179.41	-	37,419.10	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	136,796.42	-	-	136,978.73	-	

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		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	109,280.63	13,043.02	-	7,651.57	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	155,787.50	20,209.59	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	157,184.71	13,586.53	-	9,265.00	406.96	
		STRATEGY & POLICY DIRECTOR/SR, DIRECTOR/CHIEF	208,033.25	77,853.76	11,256.21	8,242.60	627.53	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	122,938.70	-	-	91,886.23	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,861.70	16,976.07	-	2,000.00	2,500.57	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,012.30	10,886.86	-	8,800.00	4,811.19	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	148,825.17	15,426.48	-	5,240.24	362.66	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	131,412.00	11,371.26	-	968.62	649.10	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	95,586.86	10,901.99	-	3,370.98	137.86	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,843.14	11,215.74	-	10,605.07	5,712.93	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	163,753.36	21,664.55	-	2,436.00	-	
		STRATEGY & POLICY SR, MGR/MANAGER/SUPERVISOR	100,290.02	19,622.83	2,883.51	2,025.00	405.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	129,998.34	11,102.76	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	169,371.84	21,948.18	-	3,000.00	2,138.66	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	137,666.00	11,881.32	-	1,767.25	3,507.87	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	2,572.00	-	-	-	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	126,639.94	-	-	98,288.60	240.56	
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	154,375.00	19,999.53	-	19,481.04	6,269.41	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	114,218.18	9,477.58	-	6,911.08	9,152.80	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	400.00	3,751.02	
		IT SR, MGR/MANAGER/SUPERVISOR	146,313.80	15,271.40	-	5,678.16	9,539.47	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	107,495.96	-	-	67,170.73	663.52	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	125,917.86	10,878.69	-	3,000.00	441.66	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	147,873.70	19,162.33	-	-	1,291.41	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,578.95	11,396.32	-	3,736.60	3,734.83	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	172,973.96	22,145.29	5,531.13	1,614.68	6,008.26	
		IT SR, MGR/MANAGER/SUPERVISOR	151,738.34	19,667.32	-	2,000.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	171,373.00	14,805.00	-	22,776.84	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	134,745.58	-	-	129,960.57	-	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	121,603.56	-	-	28,983.68	12,537.48	
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	127,206.64	13,201.55	-	20,879.92	17,102.13	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	4,594.65	8,078.77	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	128,904.00	11,361.16	-	27,810.69	3,811.50	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,105.28	-	-	38,061.50	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	82,846.00	7,149.69	-	15,498.94	861.44	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	156,246.64	16,708.76	-	62,729.24	20,990.77	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,107.00	10,638.84	-	1,200.00	1,058.20	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	32,248.16	60.00	
		HUMAN RESOURCES DIRECTOR/SR, DIRECTOR/CHIEF	213,323.40	77,944.09	18,228.10	3,800.00	-	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	144,270.95	14,755.98	-	12,220.95	2,448.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,184.62	-	-	118,216.36	-	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	156,653.86	16,240.10	-	77,758.36	4,479.73	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,446.02	-	-	163,706.91	230.58	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,566.24	-	-	54,739.03	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,524.00	12,938.51	-	6,000.00	6,753.70	
		GAS OPERATIONS SR, MGR/MANAGER/SUPERVISOR	180,191.57	15,376.19	-	1,154.92	6,601.26	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	21,029.68	-	-	11,176.22	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	28,473.56	-	-	6,456.19	90.00	
		IT SR, MGR/MANAGER/SUPERVISOR	163,875.90	21,009.95	-	800.00	2,932.35	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,538.69	-	-	135,091.48	-	
		GENERATION SR, MGR/MANAGER/SUPERVISOR	162,963.96	16,894.25	-	43,039.35	4,418.74	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	192,638.30	25,632.36	716.40	3,789.60	782.13	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,883.20	11,047.91	-	919.36	2,583.08	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,978.29	11,714.34	-	21,582.81	8,545.27	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,251.18	-	-	89,590.77	556.84	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	129,588.92	11,420.68	-	3,574.34	63.80	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,870.50	-	-	24,485.78	130.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,885.04	10,967.53	-	16,289.60	213.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,239.93	-	-	92,559.89	1,206.40	
		ELECTRIC OPERATIONS SR, MGR/MANAGER/SUPERVISOR	206,666.64	26,767.00	5,081.85	10,000.00	806.58	
		GENERATION OPERATOR/PLANNER/SR	125,247.97	-	-	28,790.09	275.67	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,550.96	-	-	117,312.94	-	

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		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	122,892.65	-	-	153,902.01	389.76	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,259.71	15,075.44	-	66,656.78	4,977.75	
		GENERATION TECHNICIAN/SR/EXP/PRN	115,580.73	-	-	137,438.16	3,751.72	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	141,257.75	12,150.97	-	41,378.45	2,454.46	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,820.00	13,483.31	-	29,309.91	3,821.54	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,616.80	11,975.19	-	-	9,585.76	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,879.80	11,909.94	-	2,000.00	128.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	116,973.51	12,367.90	-	26,462.04	1,897.04	
		CUSTOMER CARE ANALYST/ARCHITECT/SR/EXP/PRN	132,108.45	11,401.07	-	-	2,926.91	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	160,537.04	20,797.84	5,784.93	13,490.78	395.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,747.01	10,556.46	-	5,000.00	4,064.19	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	119,727.32	13,264.38	-	1,009.60	280.36	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,815.35	12,545.38	-	32,344.51	1,403.25	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	123,881.84	-	-	-	-	
		IT SR. MGR/MANAGER/SUPERVISOR	175,867.80	23,108.90	749.16	5,336.97	1,456.80	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	159,192.00	13,775.08	-	10,909.62	4,380.25	
		CUSTOMER CARE AND CRE SR. MGR./MGR./SUPV/DIR./SR. DIR./CHIEF	199,244.82	76,195.11	12,573.63	14,500.00	9,440.05	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	192,618.30	25,285.82	11,647.17	16,695.08	7,387.54	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,750.17	16,664.02	-	10,100.00	2,367.05	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,762.86	11,260.65	-	4,393.20	12,623.45	
		POWER GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	209,583.22	77,298.70	8,453.52	5,595.00	7,184.93	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07	-	-	81,275.77	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,026.33	-	-	105,196.86	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	94,567.84	-	-	2,985.00	1,353.58	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	25,624.12	721.91	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,859.93	-	-	116,883.41	1,063.75	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	136,581.68	17,699.05	-	4,000.00	90.00	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	35,093.25	5,343.14	-	5,385.05	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	123,623.70	-	-	106,865.66	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,123.16	14,933.21	-	3,000.00	5,978.20	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,910.68	11,997.40	-	25,090.04	15,700.13	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	125,238.52	10,720.28	-	8,845.93	3,081.21	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,125.34	13,739.70	-	13,182.12	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,839.00	16,979.14	-	75,977.92	1,009.99	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,860.55	3,426.64	-	38,455.85	2,394.73	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	123,509.57	-	-	95,635.96	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	114,626.08	-	-	152,691.78	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	98,430.00	7,472.84	-	3,000.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,223.04	14,768.07	-	14,380.84	1,949.20	
		GENERATION TECHNICIAN/OPERATOR	13,609.20	-	-	18,627.97	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	135,757.68	-	-	116,636.35	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	139,955.80	18,257.20	-	49,636.36	566.69	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,813.58	-	-	48,797.95	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	144,658.89	14,870.77	-	16,465.00	9,504.41	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,443.52	-	-	134,691.54	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,484.61	-	-	27,396.10	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,108.36	14,265.83	-	37,673.79	563.89	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	174,832.86	22,842.74	-	500.00	4,884.86	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,910.04	16,079.12	-	75,359.16	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	183,178.70	23,731.10	6,728.04	408.88	18.96	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	128,335.80	-	-	846.45	-	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	117,819.24	-	-	9,697.53	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	122,994.46	-	-	38,216.86	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,241.14	19,860.00	-	10,107.36	24,320.16	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	40,903.15	-	-	60,288.85	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,514.42	-	-	145,244.31	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	152,439.96	15,828.99	-	2,383.49	6,131.65	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,561.48	12,509.20	-	4,626.96	3,803.87	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	223,503.73	89,310.98	22,025.68	10,458.29	4,573.51	
		GENERAL COUNSEL COUNSEL	172,864.29	22,340.55	-	10,750.00	1,131.01	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,993.00	15,990.26	-	32,593.39	4,961.87	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	127,324.00	12,973.78	-	500.00	5,105.30	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	184,193.34	19,094.07	-	39,441.02	-	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	29,681.34	-	-	5,533.78	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,532.28	12,808.93	-	6,914.39	261.82	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	111,715.68	9,253.20	-	12,267.61	1,525.68	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,661.96	12,235.03	-	500.00	540.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,118.40	10,904.85	-	300.00	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	111,923.02	-	-	28,857.34	209.38	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	165,882.86	21,946.27	-	2,517.68	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,031.67	13,912.15	-	10,766.48	4,370.62	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	64,739.70	-	-	40,371.34	-	
		POWER GENERATION LEAD/LEADER/CREW/FOREMAN	130,427.83	-	-	28,414.18	278.30	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,025.98	-	-	14,605.63	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,355.30	13,612.39	-	50.00	540.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,208.74	20,089.82	-	4,076.64	20,098.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	179,078.00	15,485.17	-	12,538.82	3,216.23	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	158,109.64	14,126.16	-	3,920.08	-	
		OFFICE OF PRESIDENT & CEO DIRECTOR/SR. DIRECTOR/CHIEF	208,809.84	76,694.81	8,101.12	6,321.65	6,036.78	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	11,060.37	-	-	-	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,920.45	13,424.96	-	1,000.00	3,835.59	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,644.16	20,819.97	-	1,302.00	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	123,424.06	-	-	167,197.42	2,177.10	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	127,951.75	-	-	113,067.21	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR EXPERT/PRINCIPAL	115,845.84	-	-	3,769.20	116.38	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,352.26	-	-	35,006.74	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,384.37	-	-	40,185.15	-	
		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	111,677.12	9,613.74	-	1,325.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,138.30	13,593.12	-	-	21,145.30	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	168,798.70	21,873.92	-	1,125.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,808.08	17,331.64	-	9,023.07	3,432.59	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	-	-	-	15,147.91	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	34,781.74	-	-	25,708.37	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	155,311.93	19,990.06	1,074.60	6,614.00	3,882.18	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,597.90	-	-	13,229.97	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,903.00	11,742.30	-	775.04	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	125,178.20	10,805.74	-	4,728.36	8,952.26	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	139,268.64	12,031.49	-	22,456.32	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,884.46	12,426.98	-	500.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,301.62	18,550.51	-	-	14,825.09	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,225.28	-	-	6,957.24	1,372.28	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,168.46	10,899.76	-	1,183.60	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,691.71	21,500.70	-	34,696.34	2,580.46	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	187,971.84	24,361.73	358.20	2,000.00	305.20	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,773.07	-	-	127,875.68	85.14	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,915.89	-	-	30,353.49	39.37	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,346.46	-	-	148,946.44	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,058.00	13,667.91	-	40,204.61	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	166,260.00	14,386.70	-	21,820.34	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,394.27	23,247.38	-	5,627.27	176.13	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,387.14	11,436.99	-	-	1,087.80	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	134,346.66	11,609.37	-	7,055.44	672.58	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	74,201.04	5,919.09	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	173,676.62	22,500.09	-	11,394.24	3,473.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,420.85	11,872.77	-	3,504.17	4,756.89	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	135,373.54	11,774.61	-	3,663.06	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,527.42	14,143.10	-	-	5,416.07	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	128,180.14	11,085.48	-	1,466.64	101.12	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,620.54	12,423.34	-	-	100.00	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	133,124.79	-	-	47,195.85	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	182,268.70	18,706.15	-	66,471.36	2,944.31	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	122,852.65	11,573.18	-	3,350.65	24,921.44	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,780.19	18,727.20	-	500.00	1,122.48	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,046.00	13,743.70	-	7,864.03	1,238.32	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,183.04	18,036.14	-	6,400.00	24,512.81	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	178,291.68	45,376.17	-	600.00	3,228.58	

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		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,122.96	11,920.07	-	400.00	26,460.39	
		POWER GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	142,440.00	12,325.51	-	774.88	258.12	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,938.00	12,014.23	-	1,870.88	1,195.18	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,826.09	12,728.87	-	500.00	1,767.77	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,864.86	13,774.88	-	2,750.00	4,343.33	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	131,082.60	14,140.28	-	50.00	275.00	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	90,818.19	-	-	293,118.47	775.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,014.23	16,476.58	-	2,500.00	18,895.82	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	175,903.36	22,806.75	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,090.66	18,282.69	-	9,686.47	3,920.30	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,475.87	-	-	87,104.68	72.72	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,242.24	10,992.52	-	3,500.00	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	126,828.81	13,982.37	-	7,694.59	6,529.25	
		GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	207,113.70	35,785.33	1,107.36	63,974.56	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,508.72	15,888.30	-	22,210.04	289.42	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	171,443.14	21,513.83	-	11,140.07	5,173.38	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	182,613.86	15,738.75	-	1,912.00	9,207.21	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	166,838.96	14,421.01	-	-	540.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,157.03	-	-	103,518.34	338.72	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	125,904.68	10,871.99	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,676.89	-	-	82,613.56	22.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,528.59	-	-	58,198.25	379.20	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,089.96	20,094.81	-	800.00	12,693.76	
		SHARED SERVICES DIRECTOR/SR. DIRECTOR/CHIEF	205,920.00	76,967.12	12,002.48	-	736.19	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	45,010.82	5,312.33	-	11.25	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,772.18	12,064.33	-	809.60	1,995.03	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,255.40	15,844.52	4,951.84	7,500.00	2,154.22	
		GAS OPERATIONS LEADER/FOREMAN	125,677.67	-	-	62,576.19	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	141,048.85	20,691.89	-	2,250.00	1,765.35	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	17,136.97	-	-	17,069.29	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,239.05	-	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.01	14,095.71	-	36,818.15	1,829.09	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	169,597.59	34,769.57	6,501.33	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,832.30	13,372.53	-	17,295.46	2,998.92	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	11,666.67	-	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	41,580.03	-	-	36,445.59	-	
		GAS OPERATIONS LEAD/TECHNICIAN	80,639.50	-	-	19,693.76	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	41,669.33	-	-	49,239.05	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,297.20	22,775.75	2,167.11	11,525.00	15,241.18	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,470.94	-	-	101,787.45	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	89,236.66	11,070.19	-	125,365.92	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,537.46	19,372.84	687.05	5,000.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,335.50	13,680.51	-	400.00	886.83	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,638.70	15,052.10	-	70,630.91	1,425.21	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,302.20	12,007.84	-	-	3,120.63	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,886.59	19,966.45	5,050.62	23,587.23	3,754.14	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,375.73	-	-	59,791.49	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	151,670.72	15,717.29	-	7,182.39	3,684.55	
		IT SR. MGR/MANAGER/SUPERVISOR	159,266.14	20,638.64	-	-	536.99	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,459.95	-	-	25,916.62	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	142,131.18	18,380.39	-	4,000.00	4,293.06	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	118,716.01	15,048.79	-	5,076.92	798.12	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	11,085.05	-	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,245.30	11,430.85	-	-	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	47,020.21	4,718.07	-	30,077.10	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	163,921.34	21,241.89	1,107.36	7,072.96	974.74	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	129,718.54	-	-	125,991.15	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,157.64	10,897.39	-	32,947.14	4,012.70	
		GENERATION PROTECT TECHNICIAN	101,674.64	-	-	80,256.44	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	105,716.91	-	-	247,697.53	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	119,946.98	16,924.96	-	-	228.94	
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	132,999.96	11,508.66	-	-	156.60	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	123,288.85	-	-	33,340.02	2,343.88	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	180,899.66	23,448.26	1,107.36	340.76	2,068.38	
		GENERATION INSTRUCTOR/SR/EXP/PRN	131,319.80	11,353.91	-	20,312.58	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	69,147.23	-	-	15,930.68	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	172,612.41	22,323.82	-	1,500.00	9,487.73	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,657.66	19,945.97	-	6,054.24	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,273.70	12,809.45	-	2,800.00	999.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	-	59.78	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,029.34	17,096.55	-	13,021.45	6,048.82	
		IT SR. MGR/MANAGER/SUPERVISOR	196,299.46	25,441.00	-	7,500.00	4,663.79	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,074.34	16,333.13	-	21,500.00	20,716.88	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,043.84	10,893.83	-	3,167.84	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,799.88	-	-	167,288.16	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,360.80	-	-	73,446.69	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,283.48	-	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	142,163.28	12,240.36	-	6,028.76	5,501.24	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	131,022.80	13,582.95	-	13,992.35	617.59	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	137,524.00	11,079.23	-	13,090.41	11,197.45	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	137,399.10	11,736.57	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	4,424.06	6,291.54	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,430.34	-	-	82,922.40	-	
		OFFICE OF PRESIDENT & CEO & COO ASST./ANALYST/SPECIALIST, SR/EXP/PRN	131,164.12	12,814.77	-	13,901.05	325.40	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	117,649.70	9,592.73	-	1,285.04	320.03	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	103,977.72	-	-	51,583.99	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	209,574.96	77,403.24	11,320.50	9,742.93	9,454.87	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	72,344.89	10,048.30	-	6,084.38	373.41	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,447.95	-	-	51,275.78	323.73	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,379.48	-	-	28,150.70	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	171,268.03	21,925.31	4,334.22	10,292.26	879.91	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,283.01	-	-	54,533.64	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,459.82	14,610.99	-	5,182.93	199.00	
		GENERATION OPERATOR/PLANNER/SR	104,141.38	-	-	38,564.62	106.65	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,308.17	-	-	71,366.39	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,415.42	14,388.17	-	60,231.43	10,791.69	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,382.66	15,174.49	-	62,656.70	7,330.85	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,493.62	-	-	105,267.67	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	135,000.00	11,650.57	-	5,219.72	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	112,349.20	-	-	5,814.88	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,181.88	13,873.08	-	26,417.80	3,141.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,855.97	16,625.28	-	13,797.37	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	21,590.74	-	-	9,214.96	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,727.07	-	-	68,281.26	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	154,087.00	13,469.06	-	10,870.96	350.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,111.36	10,897.72	-	-	281.31	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,515.44	-	-	160,905.54	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,450.30	22,436.03	-	68,625.92	21,551.32	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,406.76	-	-	115,289.59	-	
		GENERATION OPERATOR/PLANNER/SR	114,792.26	-	-	41,776.60	213.20	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,567.46	-	-	132,705.82	61.26	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,375.00	11,954.29	-	2,000.00	1,553.71	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	51,604.32	-	-	-	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	-	2,536.80	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	123,171.92	-	-	85,285.54	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	157,046.94	20,351.05	687.05	3,845.00	1,273.39	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	175,579.46	22,745.30	1,286.46	-	1,175.78	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	101,462.20	-	-	91,080.26	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	188,303.84	19,518.63	-	62,774.21	385.63	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,013.13	-	-	70,313.56	20.97	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	197,630.37	20,493.53	945.32	110,887.54	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	163,996.00	17,001.24	-	26,916.76	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,949.27	-	-	60,226.87	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	126,395.82	-	-	13,537.66	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,815.96	-	-	208,829.67	565.99	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	180,634.86	23,310.61	5,441.58	5,500.00	2,506.81	

PACIFIC GAS AND ELECTRIC COMPANY
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		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	29,679.32	4,293.04	-	11,891.58	248.24	
		GENERAL COUNSEL SENIOR COUNSEL	200,256.80	76,359.93	11,184.57	750.00	392.58	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	12,228.92	-	-	55.73	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	207,046.16	27,672.03	-	23,469.47	2,001.43	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,669.04	-	-	10,161.69	169.51	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,340.37	20,471.23	-	172,420.52	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	153,291.00	13,244.30	-	3,442.43	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,704.20	-	-	21,731.92	-	
		GENERATION LEAD/FOREMAN	125,220.50	-	-	94,639.62	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	77,108.01	6,971.23	-	5,870.76	120.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,741.71	20,039.18	-	-	6,013.24	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,197.80	13,843.77	-	1,457.06	3,795.16	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,334.21	18,302.91	-	-	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	146,849.70	12,689.80	-	3,382.93	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,520.61	12,813.49	-	6,658.00	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	138,170.00	14,326.94	-	10,386.97	276.66	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,609.70	10,794.88	-	121.60	1,969.53	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	2,437.83	1,281.59	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	215,765.44	77,927.13	17,446.67	17,822.08	1,331.60	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	191,620.66	19,855.65	-	103,860.29	30,021.16	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	169,708.00	14,665.09	-	12,645.48	4,937.89	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	163,582.66	21,463.49	4,053.33	3,027.38	3,979.82	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	142,797.60	18,114.35	-	5,000.00	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	123,537.32	-	-	33,271.96	510.11	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,903.25	13,483.95	-	14,007.44	1,928.89	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,574.96	12,262.75	-	4,772.73	495.00	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	11,045.58	-	-	1,021.43	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,973.42	11,582.80	-	10,967.33	12,855.59	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	160,380.00	17,430.62	-	54,235.16	7,694.89	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,603.14	-	-	30,001.32	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,474.89	-	-	66,048.56	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,849.22	11,292.36	-	2,543.51	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	111,724.99	-	-	73,239.02	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	97,010.75	-	-	17,657.96	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	130,795.69	17,883.82	-	50.00	15.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,645.08	8,915.02	-	12,617.54	1,586.41	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	166,926.70	21,628.48	-	-	872.36	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,097.54	-	-	171,476.81	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	142,108.45	12,264.08	-	590.34	618.74	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	168,326.64	17,442.85	-	62,481.27	-	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	127,394.50	-	-	107,837.12	233.16	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	106,907.86	8,358.80	-	63,904.07	400.00	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	123,696.66	15,991.89	-	78,412.06	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,325.58	-	-	130,932.61	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,854.40	13,068.34	-	906.25	5,338.33	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,089.60	-	-	85,654.56	10.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	129,889.22	11,202.97	-	-	256.36	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	-	-	-	-	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	170,137.66	22,041.62	-	3,220.00	802.82	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,777.54	13,619.80	-	4,700.89	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,070.57	20,045.84	-	2,500.00	142.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	143,033.50	12,325.51	-	6,841.69	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,301.34	17,117.56	-	750.00	26,681.18	
		IT CREW FOREMAN/LEADER/CREW FOREMAN	25,097.20	-	-	2,585.76	178.14	
		GAS OPERATIONS OPERATOR/DISPATCHER	118,582.69	-	-	57,465.45	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	5,889.50	-	-	825.48	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,983.64	12,640.69	-	8,472.79	7,807.38	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	63,054.87	-	-	70,001.99	-	
		GENERATION COORDINATOR/ASSISTANT/ANALYST/AUDITOR/SR/EXP/PRN	48,665.66	4,604.68	-	30,852.82	3,215.00	
		GENERATION CONTROL TECHNICIAN	13,361.76	-	-	11,428.73	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,890.02	-	-	83,621.88	-	
		POWER GENERATION LEAD TECHNICIAN	134,899.30	-	-	65,216.46	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,803.04	11,300.14	-	3,000.00	808.33	

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		GENERATION SR. MGR/MANAGER/SUPERVISOR	141,892.80	14,709.84	-	60,137.40	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	132,996.37	-	-	53,222.94	324.80	
		GENERATION INSTRUCTOR/SR/EXP/PRN	145,339.15	2,731.67	-	49,639.62	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	151,219.46	15,674.65	-	52,905.47	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,867.12	-	-	161,194.66	-	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	125,138.38	-	-	61,800.40	6.00	
		GAS OPERATIONS CREW FOREMAN/LEADER	125,974.36	-	-	12,798.83	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	131,277.28	-	-	45,994.79	-	
		GENERAL COUNSEL CHIEF COUNSEL	247,224.30	82,634.59	21,987.36	2,000.00	1,634.85	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	178,391.06	23,104.81	12,008.43	32,461.71	12,650.32	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	135,656.32	17,457.95	-	3,289.64	534.23	
		POWER GENERATION TECHNICIAN/OPERATOR/ENGINEER	87,525.85	-	-	54,823.01	158.92	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,353.16	-	-	70,728.52	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,295.54	14,747.70	-	72,883.24	776.54	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	42,820.77	8,347.48	1,450.71	6,797.31	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,167.80	-	-	366,294.63	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,567.22	13,639.40	-	22,422.68	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	105,374.81	9,996.59	-	5,074.42	1,627.09	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	136,404.00	12,360.30	-	11,351.95	2,857.70	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,980.00	13,618.71	-	4,500.00	1,340.76	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	158,560.00	13,702.17	-	9,184.71	3,672.10	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,689.86	11,549.55	-	1,459.57	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	112,342.03	10,647.64	-	872.54	1,338.42	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	18,124.40	-	-	6,551.05	3,794.43	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	150,966.03	19,537.98	-	4,175.71	1,000.30	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	120,382.08	-	-	425.26	823.84	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,999.93	5,205.72	-	135,711.61	2,995.01	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	122,911.76	-	-	103,167.22	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,068.49	15,182.44	-	37,862.11	1,102.32	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	205,367.04	76,836.84	11,602.34	794.32	205.90	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,293.93	-	-	139,747.45	165.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	129,362.00	11,175.66	-	600.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,856.14	16,466.22	-	20,703.28	37,309.80	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	85,135.50	11,059.33	-	25,657.31	2,365.35	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	147,555.14	12,761.10	-	1,500.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,371.23	-	-	70,348.08	426.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	37,474.40	4,635.53	-	6,662.04	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,162.01	15,366.58	-	69,840.35	1,847.67	
		GAS OPERATIONS OPERATOR/DISPATCHER	124,763.66	-	-	73,743.42	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,107.25	14,026.37	-	47,870.58	960.56	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,192.44	1,580.64	-	16,266.95	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,079.04	14,433.67	-	18,260.20	1,907.74	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	172,024.02	22,381.27	-	3,367.92	14,500.43	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	146,369.88	18,945.26	-	2,000.00	99.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,937.00	-	-	184,823.76	1,555.34	
		GENERATION LEAD/FOREMAN	124,992.61	-	-	185,539.97	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	119,049.16	-	-	80,781.05	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	160,730.00	20,828.33	-	4,578.72	-	
		GENERATION TECHNICIAN/OPERATOR	11,011.08	-	-	20,166.82	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	168,079.86	21,783.66	1,644.66	11,878.72	43,249.98	
		GENERATION TRAINER/SPECIALIST/SR/EXP/PRN	138,320.00	11,946.39	-	7,520.15	6,152.34	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,038.09	-	-	81,515.60	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,723.82	-	-	86,905.41	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,968.04	10,881.38	-	1,701.10	2,178.18	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,072.04	19,700.00	-	48,525.94	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,290.93	-	-	141,780.46	10,342.21	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,461.86	15,602.32	-	16,584.10	4,952.14	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	134,958.85	14,670.25	-	33,259.12	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	889.78	2,366.19	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,002.26	12,206.54	-	6,238.33	4,316.24	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	130,572.09	17,942.83	-	3,000.00	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,528.96	-	-	21,948.60	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	122,110.74	14,842.98	-	46,897.74	1,105.32	

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		GENERATION SR. MGR/MANAGER/SUPERVISOR	154,857.36	16,068.24	-	86,788.39	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	121,052.24	13,386.95	-	72,948.11	26,466.95	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	135,721.00	11,725.02	-	12,132.96	859.06	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,484.92	12,430.14	-	1,000.00	1,054.52	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,672.00	12,397.58	-	11,275.29	10,090.75	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	170,004.00	22,065.99	-	-	7,433.11	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,685.16	18,362.83	-	-	2,682.77	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,571.05	-	-	83,246.94	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,185.77	14,417.90	-	11,040.04	1,350.09	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	45,017.20	4,321.01	-	12,460.83	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,866.24	13,793.79	-	934.10	37,671.65	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	163,285.71	20,990.01	-	14,000.00	2,350.47	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,003.00	15,741.52	-	120,424.87	155.70	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,396.81	17,387.82	-	78,034.72	32,743.97	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	23,002.30	-	-	44,413.64	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	124,173.73	-	-	20,491.25	2,075.96	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,244.38	17,521.13	-	9,000.00	1,143.08	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	115,977.50	-	-	157,398.09	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,225.80	12,971.27	-	1,879.56	284.78	
		GAS OPERATIONS LEADER/CREW/FOREMAN	127,598.53	-	-	42,189.27	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	130,319.98	-	-	43,210.11	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,435.72	14,768.07	-	9,719.79	2,915.60	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,395.27	-	-	23,277.17	417.02	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	124,579.39	-	-	266,543.23	1,939.95	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,960.86	-	-	121,530.03	350.24	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	128,268.36	13,297.41	-	6,950.00	15,741.36	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	68,791.65	5,128.42	-	3,000.00	1,188.43	
		IT SR. MGR/MANAGER/SUPERVISOR	188,206.96	24,738.25	7,656.30	2,366.52	9,380.02	
		GENERAL COUNSEL SENIOR COUNSEL	223,062.54	79,266.09	-	3,750.00	873.65	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	153,500.00	15,914.83	-	58,337.47	5,123.52	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	135,335.77	-	-	77,786.81	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	170,095.72	21,755.69	2,883.51	250.00	5,754.79	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	147,853.70	14,615.93	-	2,029.77	16,054.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	179,078.10	15,494.65	-	1,561.20	1,325.73	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,582.84	14,992.70	-	12,276.95	2,883.51	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	47,501.87	-	-	51.60	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,956.00	13,472.38	-	63,850.53	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,410.73	26,034.08	4,334.22	16,362.74	2,789.62	
		ELECTRIC OPERATIONS LEAD/FOREMAN	138,065.84	-	-	32,330.81	-	
		IT SR. MGR/MANAGER/SUPERVISOR	127,387.70	13,206.12	-	800.00	1,448.86	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR EXPERT/PRINCIPAL	116,078.90	-	-	92.40	438.48	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	1,385.54	872.57	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,177.30	17,902.90	-	40,188.86	1,222.95	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,961.96	22,154.25	-	2,000.00	9,896.37	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,761.42	12,009.43	-	2,188.09	831.64	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	157,422.76	20,394.39	-	4,023.75	8,827.93	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,646.40	-	-	103,549.61	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	1,627.99	451.93	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,735.60	13,550.58	-	17,290.13	813.89	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	111,075.70	11,433.11	-	21,203.05	3,025.11	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	183,832.72	23,824.64	4,262.58	6,500.00	15,458.30	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	28,809.30	-	-	6,261.05	67.48	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	40,313.85	1,373.52	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,108.83	12,704.36	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	186,688.66	24,190.93	-	2,749.80	1,394.37	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	97,115.32	18,623.04	8,014.50	2,041.44	1,325.84	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,249.35	16,082.46	-	500.00	54.30	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,171.73	19,304.55	-	1,450.00	785.75	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	169,704.24	21,977.68	1,450.71	2,000.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,363.54	14,309.90	-	1,625.36	32.47	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	151,453.20	19,624.11	-	300.00	328.32	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,397.42	12,916.82	-	53,153.34	67.62	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	2,917.54	2,697.69	

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		IT TECHNICIAN/SR/EXP/PRN	128,571.31	-	-	49,504.32	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	61,230.20	11,185.64	-	40,953.26	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	119,831.88	10,591.28	-	3,011.25	3,090.98	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,056.52	-	-	21,751.30	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,958.04	-	-	71,309.74	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	-	-	-	29,344.18	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	166,284.00	14,388.78	-	-	1,577.92	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,152.86	11,762.32	-	8,174.08	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,055.86	21,282.20	-	4,600.00	4,060.61	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	120,084.36	12,216.30	-	37,161.48	254.50	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	143,033.50	12,325.51	-	890.24	4,404.71	
		GENERATION CONTROL TECHNICIAN	13,485.48	-	-	14,732.15	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	29,696.53	7,271.05	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	135,062.14	11,668.10	-	500.00	265.94	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	122,472.23	-	-	13,716.07	219.24	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	158,328.00	14,385.34	-	9,674.64	656.13	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	159,608.00	14,171.24	-	45,532.60	649.96	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,334.78	-	-	165,921.79	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,906.30	-	-	77,984.61	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	165,863.61	21,447.70	-	4,559.60	82.59	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	180,143.35	25,459.91	-	3,750.00	6,375.56	
		IT SR. MGR/MANAGER/SUPERVISOR	153,939.30	16,176.84	-	10,196.53	10,202.15	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	134,690.00	11,685.96	-	3,682.37	5,348.67	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,911.60	14,136.41	-	8,707.96	5,021.14	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,956.33	12,682.78	-	-	1,530.08	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	184,797.46	23,940.81	5,472.81	2,905.00	2,979.13	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,003.73	-	-	96,100.63	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	141,748.46	18,373.49	-	3,547.36	1,004.74	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,406.74	-	-	307,901.04	81.70	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,859.55	-	-	98,961.30	84.92	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,382.23	-	-	57,483.15	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	172,899.15	22,850.17	-	-	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,169.24	22,075.42	358.20	7,000.00	6,829.15	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	22,396.70	-	-	15,641.47	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,696.87	-	-	166,162.52	7,068.63	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,342.00	-	-	137,751.81	10,381.32	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,860.50	-	-	226,370.38	475.75	
		GAS OPERATIONS LEADER/FOREMAN	126,976.60	-	-	25,129.12	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	126,258.56	-	-	125,745.04	1,809.37	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	18,547.47	-	-	15,128.92	99.00	
		GENERATION LEAD/FOREMAN	130,670.80	-	-	115,640.25	-	
		GENERATION TECHNICIAN/SR/EXP/PRN	114,250.71	-	-	129,476.03	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,914.50	-	-	173,751.69	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	135,828.50	17,620.39	-	-	115.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,569.00	9,716.77	-	7,689.24	6,489.85	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,287.40	10,638.22	-	50.00	836.54	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,339.22	-	-	123,247.06	-	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	237,919.80	82,643.39	24,494.20	7,241.92	3,111.81	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,409.16	10,835.03	-	1,947.39	496.54	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,059.66	-	-	7,064.07	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	151,568.64	13,094.09	-	-	529.60	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	128,035.04	14,671.59	-	33,322.04	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,749.93	-	-	30,285.12	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,904.00	12,505.27	-	1,790.29	2,928.01	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,799.94	17,025.41	-	750.00	376.15	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	32,576.01	4,375.93	-	574.92	360.00	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	99,859.10	-	-	200.00	343.36	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	49,522.03	-	-	30,068.72	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	122,852.25	10,513.36	-	1,876.10	1,277.28	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	111,325.91	10,142.28	-	36,679.88	22,396.14	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,788.34	10,866.92	-	2,364.64	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,771.08	-	-	171,272.54	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	148,663.72	15,411.77	-	6,446.82	767.19	

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		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	137,133.96	11,847.07	-	125.00	6,204.20	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,000.00	11,681.72	-	525.00	3,214.56	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,959.93	14,299.10	-	6,000.00	6,989.07	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	161,838.46	13,985.03	-	8,771.32	1,619.50	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,955.18	2,788.23	-	38,121.64	3,023.87	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,452.00	14,415.79	-	9,337.88	677.65	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	180,141.25	15,587.77	-	8,342.35	3,616.16	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,900.70	10,790.24	-	2,000.00	624.87	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,039.55	14,880.98	-	52,586.89	3,997.49	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,089.81	-	-	52,910.04	796.92	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	139,363.86	11,722.52	-	8,536.76	9,504.90	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,079.36	10,984.32	-	14,999.59	5,923.47	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	130,223.37	12,310.58	-	2,771.44	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,952.10	14,060.00	-	67,624.23	8,715.46	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	164,863.82	21,106.99	-	11,025.00	2,945.38	
		GENERATION ENGINEER/SR/EXP/PRN	123,936.59	11,184.83	-	22,663.14	1,275.10	
		GENERAL COUNSEL CHIEF COUNSEL	219,749.00	78,828.26	20,204.98	125.00	392.58	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,652.77	18,286.75	2,877.44	15,525.00	600.43	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	119,306.30	-	-	122,145.23	4,621.56	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,597.84	19,901.13	749.16	400.00	2,166.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,462.00	14,850.89	-	6,754.89	5,704.39	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	98,245.14	10,590.91	-	836.04	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	168,475.46	21,855.53	1,499.85	2,600.00	2,028.95	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,136.46	13,698.42	-	1,000.00	22,756.93	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	42,270.50	4,140.87	-	2,245.67	2,541.99	
		IT SR. MGR/MANAGER/SUPERVISOR	170,589.34	22,082.91	3,665.43	5,500.00	395.31	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	154,086.14	13,301.14	-	5,500.00	7,641.40	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	165,999.96	21,494.36	-	3,750.00	9,903.36	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	137,996.89	17,438.52	-	5,050.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,679.92	17,482.21	-	43,337.27	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	123,302.64	10,614.80	-	-	1,215.00	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	162,749.64	16,651.67	-	102,418.51	2,314.54	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,914.08	-	-	156,095.95	1,084.84	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	205,864.86	67,433.80	10,002.51	4,500.00	2,372.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,205.44	13,791.31	-	2,874.71	1,179.95	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,867.26	-	-	115,182.73	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	118,702.65	10,565.05	-	-	143.81	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	206,635.20	26,773.45	1,432.80	4,600.00	1,448.66	
		SHARED SERVICES DIRECTOR/SR. DIRECTOR/CHIEF	176,417.77	51,130.16	6,907.14	14,235.87	3,401.96	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,500.00	11,032.75	-	-	1,790.52	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,583.20	15,934.76	-	13,675.40	18,574.23	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	10,581.67	-	-	27,609.86	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,184.35	18,025.89	-	23,659.55	1,301.57	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,550.80	16,803.51	-	29,836.59	25,466.18	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	25,595.24	-	-	7,344.40	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,416.50	14,038.45	-	17,074.56	390.91	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	188,853.18	19,399.88	-	90,269.27	784.46	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,077.35	10,794.25	-	6,686.69	4,693.04	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	108,432.64	-	-	87,912.97	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	2,180.74	17,033.33	1,123.74	124,578.46	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,089.34	10,795.27	-	1,500.00	9,880.47	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,005.69	-	4,268.40	13,370.40	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	115,502.75	11,938.48	-	1,574.58	5,776.35	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	142,623.11	12,339.63	-	-	-	
		GENERATION CONTROL TECHNICIAN	27,218.41	-	-	24,056.01	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,990.08	11,506.00	-	1,510.81	3,059.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,231.36	14,852.55	-	81,122.62	16,457.55	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	500.00	491.90	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,103.51	-	-	149,211.11	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,955.49	-	-	60,922.60	657.14	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	130,397.95	13,176.82	-	-	5,870.32	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	126,193.38	-	-	165,659.61	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	182,622.96	23,640.69	-	10,708.00	55,810.86	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	118,320.29	-	-	58,741.33	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	1,913.16	-	-	18,985.33	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,682.86	13,010.74	-	29,836.19	21,630.05	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	93,757.67	-	-	202,912.55	-	
		POWER GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	124,444.00	10,744.18	-	8,266.62	3,935.64	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	123,115.72	-	-	37,287.09	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	127,901.82	13,254.19	-	60,231.31	1,398.68	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	174,728.70	22,630.46	2,883.51	15,385.00	2,110.80	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,520.04	14,663.49	-	14,451.76	10,106.60	
		GENERATION INSTRUCTOR/SR/EXP/PRN	192,046.46	19,930.63	-	67,909.42	2,026.71	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	110,759.62	-	-	33,691.76	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	170,815.00	14,777.58	-	21,389.60	1,564.35	
		GENERATION TECHNICIAN/OPERATOR	14,227.80	-	-	15,561.46	-	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	45,281.41	4,832.59	1,107.36	3,689.33	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	124,283.39	-	-	34,813.96	3,475.32	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	132,880.34	13,778.46	-	69,413.65	2,140.80	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	141,050.38	13,765.16	-	5.40	1,693.27	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,415.21	13,466.62	-	500.00	1,547.90	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,031.31	-	-	128,658.52	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,632.30	13,346.26	-	6,547.77	579.66	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,541.66	13,499.24	-	69,397.75	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	155,889.42	13,463.83	-	100.00	268.56	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,535.78	-	-	22,731.88	62.64	
		SHARED SERVICES SPECIALIST/SR/EXP/PRN	138,744.00	12,005.69	-	27,092.75	11,339.13	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,032.00	16,161.63	-	512.42	4,149.44	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	141,876.00	12,276.72	-	600.00	1,060.24	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	122,552.55	14,021.39	-	2,274.56	6,348.84	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,423.01	-	-	104,116.67	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	3,661.00	928.51	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,691.63	-	-	74,726.22	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,116.10	-	13,369.17	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,107.61	-	-	118,244.16	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,820.00	13,483.31	-	32,801.56	2,821.15	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	133,293.42	13,522.72	-	7,164.67	1,865.65	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	240,399.96	83,072.22	23,555.36	19,798.11	6,572.61	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,540.54	11,536.63	-	23,289.21	5,443.31	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,368.79	-	-	159,420.83	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,206.01	13,846.38	-	17,558.38	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	121,597.51	-	-	135,237.19	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	195,189.66	25,280.53	-	700.00	630.64	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,414.24	-	-	72,286.51	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,736.34	-	-	22,483.16	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	142,198.85	-	-	134,780.11	693.78	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	120,468.64	-	-	54,716.69	64.96	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,942.99	-	-	21,498.16	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	162,559.17	19,356.15	-	45,692.65	368.39	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,935.54	-	-	85,685.26	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	128,481.00	11,345.44	-	7,699.44	2,905.71	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	134,259.74	-	-	80,190.82	65.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	163,900.01	14,396.71	-	48,641.02	2,461.03	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	121,406.48	-	-	10,894.82	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	110,344.01	-	-	18,003.33	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,449.58	-	-	138,673.58	180.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,033.14	12,692.31	-	14,348.40	567.59	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,974.29	14,288.29	-	30,203.08	2,312.19	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	174,135.14	35,710.63	-	24,505.17	6,471.06	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	118,424.00	10,858.56	-	500.00	869.79	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	122,797.40	-	-	195,802.20	5,884.60	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,104.41	-	-	54,313.79	186.76	
		GAS OPERATIONS LEADER/CREW/FOREMAN	134,131.51	-	-	55,007.84	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	173,681.82	17,883.63	-	1,000.00	1,918.92	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	128,556.40	-	-	10,311.89	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	68,268.23	-	-	50,871.89	-	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	203,971.96	26,417.98	-	4,000.00	1,031.63	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,273.03	-	-	2,475.36	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,470.98	11,782.74	-	2,767.60	2,684.75	
		GENERATION OPERATOR/PLANNER/SR	22,818.92	-	-	35,329.94	-	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	236,392.17	92,095.50	25,440.54	25,000.00	3,324.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,231.01	22,394.75	-	12,436.83	4,949.08	
		POWER GENERATION LEAD TECHNICIAN/OPERATOR	132,747.30	-	-	12,871.75	-	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	79,628.60	8,510.66	2,167.11	6,517.88	544.59	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	163,987.50	20,886.83	-	2,000.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	182,872.04	21,836.62	-	81,611.71	1,925.49	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	36,892.48	-	-	39,226.84	1,433.76	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	113,200.70	-	-	47,884.52	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,404.34	-	-	44,022.90	4,943.20	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	145,036.50	15,034.94	-	70,847.29	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	124,125.96	-	-	52,603.63	50.00	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	126,836.60	10,501.37	-	8,340.63	9,268.36	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,034.70	14,209.99	-	67,951.51	7,243.99	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,588.64	14,699.97	-	3,500.00	5,416.32	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	143,047.16	12,351.43	-	-	3,448.17	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,008.25	-	-	63,601.77	1,783.97	
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	138,744.00	12,149.62	-	25,086.34	11,090.76	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,705.00	13,135.33	-	4,576.61	4,723.39	
		GAS OPERATIONS LEADER/FOREMAN	123,903.00	-	-	28,755.65	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	128,298.65	-	-	23,483.64	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	165,999.96	14,364.19	-	52,955.55	14,648.48	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,945.52	12,555.41	-	14,254.19	1,173.18	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	108,250.28	-	-	38,344.49	-	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	100,780.40	-	-	23,199.28	-	
		IT SR. MGR/MANAGER/SUPERVISOR	206,919.50	26,796.26	5,408.82	6,079.92	560.26	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	159,267.32	21,373.93	716.40	6,209.43	1,426.58	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	145,361.84	12,556.57	-	2,990.62	1,604.48	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	135,697.62	-	-	100,484.96	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	67,426.98	7,564.69	2,396.03	6,594.46	962.12	
		IT SR. MGR/MANAGER/SUPERVISOR	147,013.54	14,401.02	-	711.30	380.88	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	117,578.36	-	-	61,801.99	1,107.58	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	126,379.16	14,539.23	-	11,164.85	2,750.06	
		IT SR. MGR/MANAGER/SUPERVISOR	80,932.75	11,875.51	7,656.30	23,799.47	132.48	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	40,961.90	-	24,648.93	4,060.27	154.38	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	115,421.58	11,535.64	-	3,896.99	585.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	171,253.34	15,078.75	-	3,196.00	460.13	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,445.66	27,462.86	-	73,402.21	15,271.03	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,556.66	19,750.09	-	1,500.00	3,661.64	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,175.80	20,271.13	-	4,750.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,835.36	-	-	101,763.52	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	135,640.49	14,266.95	-	3,304.74	19,958.93	
		SHARED SERVICES DIRECTOR/SR. DIRECTOR/CHIEF	78,091.97	208,487.42	25,607.92	50,000.00	14,513.59	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	142,415.04	12,323.35	-	-	13,086.33	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	121,971.05	-	-	61,210.64	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	167,316.34	21,693.40	-	1,260.00	4,294.34	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	12,846.34	1,725.91	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	159,192.00	13,775.08	-	425.00	929.03	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	130,629.88	12,560.66	-	21,313.00	259.84	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	10,869.58	-	-	31,747.61	130.80	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	150,177.64	19,471.28	-	1,800.00	4,588.57	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	153,628.30	13,453.45	-	1,511.10	1,189.46	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	19,940.95	19,940.95	-	-	387.06	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	69,782.73	8,981.07	-	11,012.24	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	129,094.16	-	-	71,773.17	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	117,710.86	19,045.59	-	40,795.68	30.56	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	209,010.98	27,194.72	7,784.73	2,098.50	13,829.95	
		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	50,778.20	2,104.52	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,789.50	13,804.30	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	181,208.67	23,577.99	-	10,703.42	942.81	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	603.27	4,206.93	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,432.66	12,042.49	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	1,623.77	1,367.11	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,234.51	-	-	37,129.88	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	208,063.50	27,158.82	7,295.04	7,745.43	2,209.12	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	139,033.96	14,409.65	-	6,975.00	63.39	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	135,224.65	-	-	34,789.80	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	154,708.16	19,763.59	-	142.76	896.30	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	118,900.43	-	-	72,722.14	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,313.06	13,198.38	-	3,250.00	23,893.37	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,752.00	12,352.51	-	1,223.56	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,817.88	14,365.40	-	61,115.41	3,497.15	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	196,635.04	26,232.80	-	8,834.40	7,994.24	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	131,824.62	-	-	70,169.68	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	108,814.97	-	-	80,598.21	1,162.46	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,364.27	-	-	89,377.40	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	196,184.04	26,482.64	7,656.30	38,304.08	8,232.88	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,468.78	11,615.45	-	3,588.14	1,394.48	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	183,532.70	24,123.84	3,828.15	3,820.16	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,246.00	14,543.84	-	21,309.89	7,694.82	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,528.96	-	-	33,274.46	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	113,144.07	-	-	8,446.60	326.79	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,963.49	-	-	278,950.09	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	132,801.27	-	-	57,104.02	28.71	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,580.42	-	-	97,898.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	135,180.66	11,678.33	-	5,138.49	1,921.25	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	50,986.85	1,694.19	-	10,693.62	1,170.83	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	224,316.00	80,756.32	25,138.96	28,806.57	9,233.60	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	161,445.91	14,093.27	-	27,216.07	3,228.86	
		GENERATION OPERATOR/PLANNER/SR	115,936.98	-	-	52,268.89	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	126,493.12	-	-	117,883.29	213.44	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	133,373.14	12,004.67	-	5,823.84	3,285.49	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,109.96	11,121.85	-	-	458.27	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	6,261.77	3,646.75	
		IT SR. MGR/MANAGER/SUPERVISOR	199,591.34	25,871.08	8,047.26	-	275.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,448.99	13,849.58	-	458.54	-	
		GENERAL COUNSEL SENIOR COUNSEL	206,778.50	77,005.98	18,575.17	750.00	32,372.91	
		SUPPLY CHAIN/MATERIALS ANALYST/SR/EXP/PRN	146,388.00	12,667.15	-	50,103.13	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	88,502.40	-	-	64,412.36	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	110,184.85	9,135.12	-	2,375.00	964.89	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,293.80	16,348.89	-	140,309.32	2,477.21	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,524.21	-	-	135,438.75	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,059.44	-	-	67,222.35	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	53,557.71	10,283.59	10,915.92	31,101.67	1,423.66	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,763.04	17,078.50	-	4,200.00	2,691.29	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,016.87	20,247.18	-	36,618.25	6,514.83	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	141,648.00	12,845.83	-	7,882.39	2,300.28	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	114,532.33	-	-	73,231.93	6,274.31	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	161,651.98	23,246.18	7,387.65	1,758.20	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	120,191.50	-	-	40,679.93	285.48	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,725.00	11,616.11	-	10,443.80	6,947.05	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,496.26	12,260.70	-	-	149.22	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	169,655.29	21,876.02	-	1,700.00	14,530.63	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	115,613.75	11,733.03	4,951.84	2,000.00	488.86	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	-	-	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	27,885.34	-	-	29,521.48	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,344.20	14,130.89	-	18,590.70	8,485.16	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	154,404.00	13,325.12	-	21,718.83	12,519.50	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,678.84	11,814.07	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	170,590.68	14,983.65	-	33,614.49	2,187.44	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	172,754.81	14,843.56	-	250.00	651.08	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	124,837.46	10,787.65	-	50.00	30.20	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	122,076.44	21,314.68	2,167.11	1,085.31	740.00	

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		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,383.16	14,344.10	-	66,271.54	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	175,575.54	18,201.68	-	400.00	193.77	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,858.45	13,105.50	-	7,495.52	1,374.69	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	40,702.73	-	-	15,224.80	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	122,303.51	14,474.19	-	26,409.99	158.23	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	135,204.50	11,525.69	-	10,339.34	954.60	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,792.70	11,547.49	-	1,418.80	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	113,072.79	-	-	8,008.03	499.58	
		IT SR. MGR/MANAGER/SUPERVISOR	176,684.24	22,881.03	-	-	7,224.41	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,467.81	-	-	118,248.73	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	179,063.14	23,362.00	-	5,936.85	1,849.29	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	128,813.04	13,999.82	-	10,283.38	1,521.60	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	130,920.34	13,572.33	-	3,500.00	463.57	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,929.50	12,239.28	-	2,475.00	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	126,280.04	10,909.40	-	1,284.60	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,014.80	12,009.58	-	12,258.40	2,470.12	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,547.20	10,297.08	-	2,750.00	2,056.26	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	157,315.97	14,016.19	-	5,284.14	999.00	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	161,445.89	13,912.15	-	11,188.18	219.00	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	102,553.98	13,465.65	-	8,092.90	437.06	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,261.96	13,261.96	-	2,689.32	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,393.80	12,734.78	-	9,416.64	61.98	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	180,018.64	18,657.37	-	462.50	634.98	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	133,646.91	-	-	105,311.06	-	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	197,933.03	41,908.15	9,480.06	2,000.00	8,725.83	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,780.96	16,287.60	-	63,693.59	1,403.84	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,987.93	16,842.14	-	49,204.89	1,142.67	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	34,934.01	6,837.82	-	19,332.57	2,041.03	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	14,083.13	-	-	5,571.25	15.57	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,760.51	-	-	86,913.45	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	103,008.93	13,502.25	-	41,373.14	4,477.45	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	125,968.46	13,607.69	-	17,658.85	1,844.91	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,981.88	15,811.89	-	12,095.00	6,642.04	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,040.30	10,741.65	-	4,967.75	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	109,591.55	-	-	50,566.75	92.60	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	1,343.19	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	184,395.84	24,304.24	-	2,271.81	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	150,731.40	12,916.01	-	59,696.51	6,946.99	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	106,758.35	7,398.17	-	2,944.55	1,911.61	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,368.20	13,192.50	-	15,113.50	234.44	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	110,262.75	-	-	108,857.12	275.79	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	2,395.99	428.04	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	181,023.60	23,459.46	-	-	34,097.72	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,398.49	-	-	141,669.29	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	122,583.16	20,271.71	749.16	25,238.30	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,380.00	12,297.04	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07	-	4,934.34	7,876.27	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	117,948.50	-	-	97,076.73	230.61	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	64,254.30	-	-	14,947.36	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,743.66	12,323.95	-	1,500.00	540.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,464.50	-	-	75,821.20	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	141,334.00	12,224.21	-	6,964.94	3,691.06	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,458.24	-	-	27,219.23	147.32	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	136,705.84	11,583.10	-	1,000.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	182,777.66	18,945.31	-	6,000.00	2,982.73	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	119,300.80	10,936.17	-	16,357.19	5,359.10	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,422.70	12,733.25	-	-	827.92	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,749.20	-	-	39,292.94	971.89	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,805.37	-	-	77,683.32	111.10	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,100.67	3,045.90	-	69,856.92	8,510.99	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	51,706.88	-	-	16,195.02	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	126,468.77	-	-	17,031.18	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,811.98	-	-	43,711.68	409.48	

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		GENERATION TECHNICIAN/OPERATOR	14,227.80	-	-	18,791.11	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,071.20	20,350.97	-	3,700.00	833.20	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	150,101.34	12,970.78	-	1,525.00	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	35,493.81	-	-	11,696.44	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,246.14	-	-	59,863.49	2,822.86	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,424.52	-	-	87,743.72	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,401.66	11,783.81	-	2,500.00	2,141.12	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	172,782.50	14,934.75	-	1,833.48	2,850.28	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,439.38	-	-	4,440.19	1,236.72	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	93,119.60	10,400.92	-	111,223.20	568.98	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	123,240.15	-	-	10,322.31	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,181.97	11,937.62	-	7,440.26	10,111.86	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,208.36	20,377.39	-	2,787.21	230.83	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	130,722.86	16,638.18	-	5,355.91	1,455.43	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	111,735.51	-	-	49,434.49	51.52	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	147,555.41	15,292.22	-	3,000.00	3,632.71	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	117,368.67	13,316.43	-	33,768.49	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,697.33	11,949.44	-	5,920.14	119.95	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,693.00	11,469.55	-	1,824.00	5,387.59	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,606.46	11,636.32	-	1,394.63	698.10	
		GENERATION OPERATOR/PLANNER/SR	124,810.70	-	-	35,525.90	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	122,590.00	10,258.99	-	-	1,977.11	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	26,627.44	-	-	19,593.18	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	47,188.15	4,499.72	-	3,261.61	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,378.50	-	-	42,986.57	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	116,389.00	-	-	16,377.04	331.49	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,775.82	-	-	218,938.91	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	100,925.48	10,153.69	-	6,198.21	1,145.18	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	117,298.50	9,905.23	-	-	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	107,091.23	10,991.08	-	1,296.12	238.54	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	153,904.00	13,286.35	-	27,113.79	233.82	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	139,501.26	11,854.16	-	1,250.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	23,569.14	-	-	-	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,311.28	-	-	70,336.45	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,653.86	12,483.71	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	198,888.36	26,129.61	5,208.47	16,960.30	2,500.16	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,066.20	11,775.73	-	-	630.00	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	132,970.23	13,297.25	-	9,823.34	3,272.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,630.22	-	-	64,762.09	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,170.98	-	10,262.17	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	142,404.00	12,322.41	-	2,738.40	748.42	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,142.32	-	10,843.78	2,891.23	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,872.75	3,553.55	-	54,459.08	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	114,467.27	9,771.23	-	2,725.28	3,392.72	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,812.00	16,251.62	-	400.00	4,044.53	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	230,961.04	80,365.29	23,459.47	1,600.00	1,686.98	
		POWER GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	228,281.86	80,018.44	26,164.51	3,900.00	26,834.48	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	96,364.07	-	-	122,573.52	220.31	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	128,446.72	11,237.75	-	6,748.95	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	32,896.44	-	-	38,727.15	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	76,455.49	9,725.33	-	35,392.66	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	2,766.83	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	1,572.97	679.75	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	168,125.36	19,344.93	-	67,994.66	252.11	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	124,421.58	-	-	14,452.20	194.50	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,680.60	-	-	54,936.07	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	185,515.96	23,885.38	4,871.52	17,319.00	11,878.64	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	195,410.84	25,321.15	-	6,540.88	2,696.26	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	174,301.57	22,593.76	-	1,200.00	168.81	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,630.46	11,028.12	-	721.65	5,137.06	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	37,825.45	-	-	79,976.68	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,836.80	15,421.61	-	78,694.94	8,909.57	
		GAS OPERATIONS LEADER/FOREMAN	34,036.00	-	-	12,781.75	-	

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,522.67	-	-	194,273.97	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,909.34	11,914.07	-	-	4,261.04	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	114,058.22	12,400.49	-	5,555.97	537.01	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	64,985.61	-	-	30,040.35	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,801.22	-	-	120,566.11	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	129,581.24	-	-	38,000.15	708.20	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	45,781.73	1,272.79	1,123.74	-	2,010.14	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,986.60	-	-	119,711.48	3,523.02	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,565.72	10,411.95	-	200.00	270.00	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,318.64	11,335.78	-	1,400.00	19,022.68	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	119,765.05	-	-	52,969.27	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	179,139.11	23,073.55	-	2,000.00	1,284.72	
		GENERATION TECHNICIAN/SR/EXP/PRN	127,952.70	-	-	84,500.45	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,586.64	-	-	80,252.79	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,191.96	15,543.55	-	45,499.82	5,751.38	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,549.70	13,644.87	-	13,627.64	17,630.16	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,153.66	19,165.68	-	6,867.10	5,203.54	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	172,600.96	22,366.63	-	15,419.55	1,016.91	
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	201,670.70	77,464.09	-	36,771.13	938.96	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	144,390.85	16,514.11	-	2,290.00	1,243.08	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,112.00	11,589.99	-	9,865.40	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,726.24	18,325.70	-	67,910.75	4,911.69	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,393.76	-	-	16,274.26	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	98,689.36	-	-	37,445.41	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,622.80	14,670.33	-	21,016.76	7,803.16	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,976.66	-	-	9,419.80	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	129,065.26	16,716.25	-	4,000.00	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,777.82	-	-	187,574.04	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	187,686.00	24,685.87	3,453.57	1,876.86	1,879.34	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,841.56	-	-	175,099.16	666.42	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	148,788.57	12,855.05	-	3,750.00	1,121.48	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,333.10	-	-	33,226.05	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,655.31	15,335.04	-	146,638.48	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	139,535.46	12,330.18	-	2,333.22	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	129,192.80	11,233.75	-	7,723.06	10,457.02	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	134,977.70	-	-	85,275.73	106.14	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,339.12	-	-	101,646.26	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,020.86	12,791.00	-	-	2,207.48	
		GAS OPERATIONS CREW FOREMAN/LEADER	129,208.84	-	-	38,149.20	38.78	
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	233,357.80	81,383.19	22,542.01	5,963.64	7,214.44	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	167,184.00	14,466.64	-	4,938.96	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,444.03	22,163.64	-	12,132.12	11,119.84	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	136,014.24	11,665.89	-	2,415.00	495.00	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,422.30	19,622.20	-	845.75	7,323.08	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	127,477.54	11,007.07	-	25.00	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,108.16	14,938.72	-	1,000.00	3,887.33	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,000.04	12,979.69	-	11,288.23	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	145,925.96	12,612.67	-	4,324.90	6,039.14	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,448.60	12,228.58	-	32,210.11	426.25	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	120,176.09	-	-	125,986.12	334.28	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	134,970.70	11,660.20	-	1,000.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	173,501.62	17,846.49	-	6,410.46	4,953.77	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	50,266.50	11,912.65	1,498.32	9,898.38	540.87	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,858.46	19,937.89	-	297.32	6,662.33	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	110,505.40	-	-	5,047.18	83.13	
		GAS OPERATIONS LEADER/FOREMAN	109,004.50	-	-	40,320.45	46.31	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,225.27	-	-	146,449.44	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,704.70	14,694.23	-	69,280.21	13,099.82	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,451.34	-	-	94,219.77	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	131,221.82	13,339.69	-	-	710.88	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	105,128.06	-	-	250,644.44	-	
		GAS OPERATIONS LEADER/CREW/FOREMAN	130,997.75	-	-	63,243.91	17,051.19	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	103,702.96	-	-	35,683.65	-	

PACIFIC GAS AND ELECTRIC COMPANY
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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	86,465.06	10,667.85	-	19,325.09	3,120.93	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	140,532.82	17,926.39	-	2,025.00	5,174.48	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,301.80	17,343.95	-	1,333.99	278.16	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	129,553.52	-	-	222,785.47	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	130,724.86	11,294.58	-	2,710.76	412.70	
		IT SR. MGR/MANAGER/SUPERVISOR	143,541.64	18,553.62	-	7,000.00	3,695.55	
		GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	123,213.04	-	-	73,135.62	1,309.06	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,612.42	-	-	76,454.74	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	1,132.56	-	-	10,369.32	167.60	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	141,247.54	18,308.54	-	4,000.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,008.11	-	-	59,686.78	54.10	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,186.08	-	-	47,718.88	35.38	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,557.75	-	-	158,241.86	857.60	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	131,111.48	-	-	52,359.94	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,374.84	10,921.96	-	525.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,366.84	12,142.67	-	15,235.86	342.78	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,603.98	-	-	99,779.58	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	1,530.35	2,299.13	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	171,785.00	22,260.90	716.40	2,250.00	25,685.01	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,061.52	18,454.61	-	6,040.18	5,997.74	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	128,846.57	11,051.10	-	63.58	1,066.68	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	185,483.36	24,023.39	8,387.55	5,600.00	2,362.92	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,546.44	10,525.23	-	250.00	230.48	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	115,444.12	-	-	4,762.30	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,508.59	13,947.14	-	1,750.00	3,904.30	
		GAS OPERATIONS LEADER/FOREMAN	126,680.00	-	-	41,767.97	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,743.02	-	-	44,946.08	2,922.81	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	133,121.28	-	-	30,183.80	-	
		IT SR. MGR/MANAGER/SUPERVISOR	93,287.19	16,914.16	-	42,068.80	23,047.60	
		GENERATION INSTRUCTOR/SR/EXP/PRN	151,484.00	13,086.78	-	20,880.00	1,023.24	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	113,740.83	-	-	86,374.59	264.58	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	129,477.26	11,144.91	-	889.36	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,876.05	16,807.63	-	2,000.00	933.14	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	123,405.98	-	-	35,043.65	368.15	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	127,400.60	-	-	99,868.13	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	14,820.64	-	-	9,578.10	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	179,812.46	15,531.64	-	950.00	801.76	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	122,909.89	9,692.33	-	13,859.77	139.20	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	118,830.78	12,532.72	-	29,352.87	3,189.05	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	158,798.00	13,704.37	-	16,430.27	5,973.68	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,254.16	13,066.93	-	3,500.00	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	160,476.00	21,107.01	6,548.94	1,904.76	1,185.06	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	2,001.30	4,670.51	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,277.56	-	-	167,332.52	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	-	-	-	-	-	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	43,475.88	14,772.72	-	29,154.73	6,864.76	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,792.00	14,605.78	-	19,480.04	10,724.66	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	148,863.66	19,098.30	-	-	2,158.81	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,107.07	-	-	162,661.37	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	82,605.80	-	-	121,803.34	92.34	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,068.35	-	-	44,000.97	-	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	158,046.08	13,653.69	-	4,164.87	2,982.28	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,480.00	13,280.82	-	17,802.60	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	126,422.42	-	-	26,833.69	89.32	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,461.96	14,558.02	-	18,984.86	6,145.26	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	17,015.40	-	-	25,174.73	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	131,347.66	13,609.48	-	14,233.26	2,584.80	
		POWER GENERATION OPERATOR/DISPATCHER	130,289.07	-	-	70,302.35	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	27,659.84	-	-	12,515.86	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	214,065.84	77,843.44	25,233.79	6,000.00	985.53	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,060.08	-	-	73,344.20	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,092.98	12,594.56	-	7,789.00	17,791.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,036.00	12,861.90	-	126.80	692.04	

PACIFIC GAS AND ELECTRIC COMPANY
 EMPLOYEES COMPENSATED AT THE
 RATE OF \$125,000 - \$249,999 PER ANNUM
 FOR THE YEAR ENDED DECEMBER 31, 2019

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		CUSTOMER CARE ENGINEER/ASSOC/SR/EXP/PRN	128,250.00	11,068.05	-	700.40	4,588.79	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,178.00	12,765.99	-	19,029.25	7,629.02	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	185,763.00	24,010.99	6,907.14	12,132.96	4,969.17	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	127,951.90	11,042.30	-	43.45	36,729.07	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	177,216.00	15,334.72	-	35,438.72	570.37	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,049.20	15,659.06	-	-	18.43	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	192,865.34	19,975.31	-	-	757.05	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	118,779.93	-	-	24,817.53	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	133,156.92	-	-	33,182.95	1,941.12	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	-	126,322.00	10,901.68	13,222.63	118.41	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	138,774.10	12,575.09	-	7,079.92	495.32	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	160,225.00	16,608.13	-	1,464.58	6,127.21	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,430.88	16,520.99	-	5,119.57	6,370.90	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	113,357.67	-	-	28,946.29	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	36,189.50	12,688.78	-	94,569.83	-	
		GENERATION ENGINEER/SR/EXP/PRN	142,232.00	12,301.51	-	-	-	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	132,482.72	14,364.83	-	38,177.13	751.68	
		IT TECHNICIAN/SR/EXP/PRN	123,459.66	-	-	70,042.05	-	
		IT SR. MGR/MANAGER/SUPERVISOR	186,272.46	25,151.98	9,086.04	9,205.04	3,243.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,920.80	11,398.78	-	5,297.88	632.22	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,072.00	11,947.54	-	21,775.95	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,523.30	20,914.70	-	8,838.09	39,878.64	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,300.00	14,026.37	-	1,000.00	8,235.44	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	108,854.95	-	-	80,944.94	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,356.34	11,434.34	-	10,194.61	960.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	132,225.96	-	-	101,471.12	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	77,143.02	16,142.28	-	16,272.96	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	14,188.15	-	-	12,977.54	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	20,989.11	14,476.93	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	172,445.54	22,340.61	716.40	11,500.00	1,723.05	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	21,890.07	-	-	4,325.45	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	3,516.25	2,560.87	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	175,964.64	22,796.50	3,599.91	3,893.07	12,187.01	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	28,966.00	-	-	37,191.45	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	173,355.96	23,401.11	-	9,725.68	2,069.97	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	174,314.87	24,653.18	5,874.48	37,371.23	839.37	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,280.04	10,909.40	-	9,364.04	4,301.66	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,742.79	13,122.14	-	3,458.24	1,611.24	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,134.60	13,387.72	-	17,157.43	1,602.01	
		IT AND SUPPLY CHAIN CHIEF/SR. MGR/MANAGER/SUPERVISOR	64,613.38	41,150.80	18,245.42	163,357.18	6,307.37	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	46,070.44	-	-	19,198.04	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	129,727.89	16,350.58	-	5,751.87	4,907.52	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	123,380.95	-	-	84,438.68	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	143,238.00	12,791.85	-	30,304.53	1,176.13	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	145,739.96	16,263.67	-	58,180.74	8,195.66	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	127,714.60	-	-	209,123.46	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,577.90	-	-	42,084.05	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	158,171.20	20,338.56	-	5,336.18	4,846.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,084.99	-	-	197,345.40	3,359.67	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	47,214.00	2,089.07	-	24,372.21	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	120,927.66	-	-	161,259.42	190.52	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	175,590.35	23,057.75	-	3,120.07	3,179.96	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,213.31	11,280.09	-	400.00	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	154,062.00	13,666.40	-	1,675.38	1,361.47	
		IT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	147,539.78	12,724.49	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,580.00	12,424.17	-	3,727.63	-	
		GENERATION LEAD/FOREMAN	130,081.12	-	-	103,074.00	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	50,268.00	4,976.54	-	12,757.10	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	124,310.20	-	-	98,588.49	8,082.07	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,653.66	10,323.76	-	-	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	131,413.96	13,623.51	-	2,000.00	3,970.30	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	146,332.40	18,937.99	-	2,500.00	675.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	139,479.16	18,055.68	1,450.71	2,500.00	-	

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		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,302.00	13,157.46	-	-	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	127,113.15	10,911.62	-	1,223.64	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	124,714.84	10,767.13	-	-	42.70	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	166,694.46	21,589.89	2,605.68	2,000.00	2,939.31	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	11,916.67	-	-	22,187.34	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	75,272.71	5,066.01	-	178,617.52	637.74	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,048.20	13,966.27	-	19,083.75	6,175.36	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,654.89	-	-	95,143.58	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	147,998.62	18,743.89	-	17,010.89	16,306.27	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	76,668.74	11,339.85	-	10,181.49	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,524.92	-	-	101,880.15	40.81	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,265.86	-	-	162,237.91	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	129,716.70	11,215.32	-	-	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	155,229.10	20,246.54	-	1,464.96	3,383.33	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	113,340.92	9,468.45	-	992.76	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	159,864.80	20,710.74	-	8,900.00	176.01	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,285.98	13,848.40	-	39,292.24	2,126.46	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	146,705.56	19,117.79	-	1,416.20	407.97	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	161,445.90	13,920.12	-	19,614.06	11,292.01	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,080.01	14,474.26	-	179,496.28	4,839.21	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	134,341.37	-	-	72,449.63	408.63	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	129,097.12	-	-	31,180.04	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,846.15	12,819.94	-	19,373.02	3,790.37	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	164,988.84	21,096.75	7,235.64	81,225.36	1,869.89	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	89,226.91	8,022.11	5,784.93	6,000.00	1,636.48	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	122,259.37	-	-	49,540.93	1,601.46	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	146,037.98	20,678.48	-	183,681.78	1,885.72	
		IT SR. MGR/MANAGER/SUPERVISOR	137,129.59	16,033.01	-	18,838.35	5,609.33	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	14,584.86	-	-	3,616.22	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,186.72	-	-	94,479.69	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,455.46	-	-	98,891.88	-	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	72,786.20	-	-	26,001.85	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,428.46	-	-	72,034.80	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	124,024.37	-	-	149,715.02	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	160,048.56	20,924.17	749.16	2,356.72	418.61	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	189,096.98	63,997.51	5,784.93	9,565.05	26,670.15	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,276.76	-	-	144,044.46	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,068.09	-	-	107,466.44	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	14,474.56	-	-	34,744.86	-	
		ELECTRIC OPERATIONS/HUMAN RESOURCES INSTRUCTOR/SR/EXP/PRN	137,227.14	12,491.01	-	15,403.75	1,086.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,529.48	-	-	151,257.37	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,261.24	-	-	10,007.83	747.62	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	159,305.04	20,638.22	4,781.77	3,800.00	237.72	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,389.11	-	-	115,590.86	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,287.36	13,387.44	-	16,342.40	13,489.47	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	113,445.97	10,301.83	-	7,748.39	7,245.69	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,865.06	13,724.45	-	2,000.00	1,845.11	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,290.70	-	-	78,291.62	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,265.20	-	-	46,594.68	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	87,368.18	-	-	197,654.84	156.16	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	208,062.62	27,644.72	5,122.26	14,027.01	8,488.03	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	132,707.11	15,527.49	-	31,506.04	2,959.42	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	173,036.00	22,423.03	12,557.69	3,750.00	3,415.86	
		GENERATION TECHNICIAN/SR/EXP/PRN	119,292.30	-	-	80,711.99	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	163,075.71	21,454.21	-	3,430.72	25,130.29	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	161,019.96	16,679.63	-	5,603.46	364.72	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	138,807.02	11,982.49	-	1,983.52	805.38	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	177,352.86	22,982.42	4,455.00	8,025.00	993.76	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,489.64	-	-	95,575.01	153.42	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	148,037.68	12,795.90	-	1,500.00	4,084.97	
		GAS OPERATIONS LEADER CREW FOREMAN	135,907.44	-	-	76,206.23	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,092.67	12,312.13	-	8,638.65	206.02	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	139,630.36	15,668.41	-	7,452.55	2,057.73	

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		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	22,451.55	-	-	77,850.99	40.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	154,684.36	13,359.74	-	25.00	495.00	
		ETHICS & COMPLIANCE ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	132,568.83	19,392.52	-	-	405.00	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	100,328.72	-	-	97,401.19	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,720.00	13,701.73	-	7,953.58	382.19	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	163,134.52	19,734.75	-	35,862.26	2,502.21	
		GAS OPERATIONS OPERATOR/DISPATCHER	123,142.13	-	-	100,907.62	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	116,044.13	-	-	224,068.60	12,270.24	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,294.00	13,413.62	-	16,195.79	31,188.61	
		GENERATION CONTROL TECHNICIAN	13,485.48	-	-	15,112.81	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	176,119.64	22,816.58	1,952.19	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	134,672.37	-	-	93,382.83	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	144,319.13	12,451.29	-	-	540.00	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	135,334.26	-	-	43,524.06	-	
		GENERAL COUNSEL ATTORNEY	22,250.80	-	-	3,086.86	440.75	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	36,794.57	6,957.68	-	9,242.02	233.28	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	123,044.18	-	-	78,350.92	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,750.74	10,210.78	-	50.00	-	
		IT SR. MGR/MANAGER/SUPERVISOR	159,604.22	21,984.17	-	-	10,157.83	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	167,522.54	21,674.87	3,617.82	18,350.00	6,548.58	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,112.84	19,354.37	-	-	8,948.72	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,759.98	12,592.29	-	26,039.00	19,667.01	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	124,403.38	-	-	113,215.77	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,144.00	16,754.06	-	140,894.34	18,710.68	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	102,842.17	-	-	54,804.65	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,305.77	14,374.83	-	511.15	1,836.38	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	66,297.04	-	-	89,549.78	-	
		ELECTRIC OPERATIONS LEADER/CREW/FOREMAN	124,707.02	-	-	92,889.72	1,191.46	
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	145,746.00	12,599.31	-	1,659.76	1,814.90	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	130,258.64	13,607.70	-	3,045.91	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,566.94	11,349.07	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,014.09	-	-	187,421.51	130.39	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,052.72	-	9,538.75	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	128,363.56	-	-	107,450.76	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	170,495.86	17,672.74	-	8,847.60	4,326.82	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	132,284.47	-	-	114,756.24	5,657.44	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,256.04	13,065.27	-	732.96	5,520.55	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,058.14	19,892.87	-	1,200.00	452.44	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	107,219.46	-	-	110,168.46	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,450.78	14,112.79	-	1,449.20	557.25	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	125,892.00	-	-	18,253.00	54.00	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,574.05	-	-	11,549.02	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,733.30	-	-	94,270.99	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	85,989.08	-	-	77,471.13	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	193,539.05	25,073.30	4,692.42	29,120.00	283.65	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	172,513.50	22,355.31	-	5,010.00	4,605.29	
		POWER GENERATION DIRECTOR/SR. DIRECTOR/CHIEF	221,289.20	79,025.12	19,014.74	9,528.44	8,837.14	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	88,454.16	9,531.60	-	50,103.08	-	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	134,947.30	12,714.02	-	4,897.57	4,320.31	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	134,981.86	11,659.94	-	7,125.57	1,140.28	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	116,172.73	-	-	5,267.23	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	129,524.16	-	-	88,270.28	-	
		GENERAL COUNSEL SENIOR COUNSEL	123,282.31	77,251.45	20,684.60	51,653.87	645.75	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,930.54	13,111.68	-	19,856.67	7,825.44	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	131,246.08	-	-	35,020.21	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	130,340.04	13,534.18	-	6,632.72	516.46	
		GAS OPERATIONS LEADER/CREW/FOREMAN	142,468.52	-	-	55,889.56	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	21,964.29	-	-	-	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	221,932.36	89,426.22	25,712.57	8,360.00	5,369.14	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	100,311.75	11,588.49	-	114,933.58	28,779.77	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,991.00	-	-	52,395.55	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,312.99	-	-	146,800.66	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,270.74	-	-	37,296.61	-	

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		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,935.99	-	-	187,457.72	2,744.76	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	136,053.00	-	-	47,758.91	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,889.84	12,949.07	-	-	2,862.36	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	77,497.19	-	-	101,340.13	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	166,210.20	21,538.48	895.50	-	23,277.31	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	127,371.34	-	-	55,280.18	277.84	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,133.30	-	-	39,841.55	3,997.44	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,089.00	14,588.77	-	92,624.67	27,461.91	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	172,235.32	22,322.21	6,548.94	-	1,548.48	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,526.84	-	-	66,613.97	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	109,473.20	14,867.39	5,784.93	12,600.00	89.93	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	37,609.57	-	-	-	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	179,181.66	24,189.61	-	2,500.00	557.22	
		IT AND SUPPLY CHAIN CHIEF/SR. MGR/MANAGER/SUPERVISOR	55,434.13	15,642.92	1,498.32	84,216.79	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	81.13	1,375.38	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	156,600.46	16,243.22	-	2,000.00	3,011.23	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,604.00	13,597.72	-	31,791.40	9,923.15	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	137,605.84	15,685.09	-	47,848.85	53,120.49	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,999.92	12,295.34	-	42,398.88	7,462.07	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,260.16	13,089.22	-	40,889.98	668.27	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,768.42	16,125.77	-	1,493.20	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	157,068.61	18,822.37	-	27,602.65	25,303.03	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,509.44	-	-	106,182.12	3,543.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,428.08	-	-	218,732.50	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	14,356.00	-	-	5,041.25	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,816.31	14,227.86	-	500.00	944.48	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,989.96	11,853.92	-	3,250.00	525.04	
		GAS OPERATIONS LEADER/CREW/FOREMAN	129,776.21	-	-	26,723.10	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	140,069.63	-	-	63,065.49	287.53	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,219.70	10,898.45	-	1,000.00	-	
		GAS OPERATIONS CREW FOREMAN/LEADER	119,368.90	-	-	89,842.43	1,652.42	
		GAS OPERATIONS FACILITATOR/SR/EXP/PRN	108,840.53	-	-	3,149.61	1,039.66	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	50.00	1,163.08	
		GENERATION INSTRUCTOR/SR/EXP/PRN	151,199.54	13,061.52	-	23,927.84	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	104,694.06	8,835.75	-	789.76	332.82	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	173,927.28	22,622.85	-	3,000.00	5,055.85	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	197,196.00	17,063.63	-	7,299.60	2,210.19	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,052.35	-	-	99,559.47	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	136,967.73	12,283.87	-	15,926.56	989.18	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	130,422.33	-	-	67,901.10	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,046.49	-	-	109,152.64	314.47	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,933.46	-	-	66,157.82	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	125,077.34	10,590.32	-	4,258.88	125.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,883.71	-	-	116,467.27	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	39,810.41	15,714.66	15,855.91	1,347.10	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	138,180.01	11,956.90	-	1,591.66	7,259.13	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	123,222.18	-	-	186,739.05	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	140,050.66	14,503.73	-	5,800.00	4,370.16	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	110,441.94	-	-	108,727.03	51.10	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	117,137.77	-	-	32,757.54	1,891.32	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	171,408.00	15,046.35	-	46,476.95	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	115,009.44	-	-	138,076.97	188.50	
		GAS OPERATIONS OPERATOR/DISPATCHER	121,866.08	-	-	57,931.33	15,387.03	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	114,459.95	-	-	666.97	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,261.84	13,053.97	-	-	540.00	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	75,660.15	11,943.27	687.05	13,488.25	127.86	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	116,067.68	-	-	377.03	627.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,374.44	-	-	933.46	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,017.76	12,634.61	-	9,759.19	6,570.04	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	174,663.69	22,327.44	-	2,250.00	4,029.56	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	114,373.10	16,635.80	-	12,224.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,271.06	13,500.90	-	21,232.47	3,215.16	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,761.04	17,516.28	-	23,962.79	20,989.19	

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		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	177,633.88	35,320.48		2,883.51	5,482.93	15,925.29
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	118,269.75	-	-	-	31,829.13	390.70
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	55,921.07	1,548.45	-	-	62,524.38	-
		OFFICE OF PRESIDENT & COO SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	16,250.00	-	-	-	5,000.00	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	153,074.16	15,877.46	-	-	67,510.50	709.14
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,306.82	10,892.19	-	-	1,500.00	390.21
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	141,315.62	14,581.43	-	-	76,403.25	277.26
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	151,429.44	14,529.30	-	-	4,381.02	9,402.59
		POWER GENERATION OPERATOR/DISPATCHER	35,849.53	-	-	-	79.20	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,585.99	11,658.30	-	-	257.92	-
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,326.91	-	-	-	90,506.65	-
		GAS OPERATIONS OPERATOR/SR/EXP/PRN	71,217.12	-	-	-	53,103.43	900.25
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,767.14	-	-	-	66,949.26	391.90
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	119,272.83	-	-	-	47,891.66	2,532.55
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	123,881.59	-	-	-	158,139.20	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	127,606.54	-	-	-	147,023.40	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,657.33	-	-	-	92,783.25	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	175,345.34	17,785.38	-	-	200.00	4,223.02
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	111,760.16	-	-	-	66,654.74	1,952.30
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	33,709.47	-	-	-	79,221.31	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	128,608.31	-	-	-	166,623.96	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,365.34	13,462.49	-	-	2,891.88	2,010.41
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	151,054.84	13,046.27	-	-	4,604.64	346.03
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	185,918.04	24,073.44	-	-	5,479.80	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,644.74	11,199.20	-	-	18,985.00	2,822.08
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	128,517.80	-	-	-	18,461.02	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	155,466.84	17,465.69	-	-	30,566.00	18,947.68
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,921.12	-	-	-	108,691.66	133.37
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,802.04	-	-	-	103,453.86	-
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	10,550.00	-	-	-	2,729.57	-
		IT SR. MGR/MANAGER/SUPERVISOR	144,035.20	14,935.90	-	-	200.00	3,491.98
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,099.48	-	-	-	91,097.52	32.92
		SHARED SERVICES SPECIALIS/SR/EXP/PRN	97,972.74	9,989.57	-	-	34,470.63	2,980.87
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	19,009.10	167,667.79	-	-	24,022.54	1,581.81
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,572.00	11,527.35	-	-	1,541.20	-
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	187,674.96	25,334.01	2,167.11	-	29,786.69	54,416.39
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,715.10	14,930.36	-	-	2,254.45	7,266.77
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	28,614.80	-	-	-	23,455.81	-
		GENERATION SR. MGR/MANAGER/SUPERVISOR	155,900.64	15,887.14	-	-	10,425.11	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	123,184.46	13,454.45	-	-	46,825.23	2,317.67
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,187.98	11,976.41	-	-	-	357.86
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,647.06	-	-	-	22,786.26	144.18
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,003.66	14,310.45	-	-	67,930.30	897.47
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	122,175.34	-	-	-	52,093.54	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	136,657.33	-	-	-	113,994.19	56.37
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	167,129.74	14,434.63	-	-	12,491.20	540.00
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,275.04	13,920.12	-	-	-	-
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	129,201.67	-	-	-	102,021.42	1,375.46
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,648.46	-	-	1,700.01	2,932.33
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,752.00	12,352.51	-	-	22,366.41	-
		GAS OPERATIONS LEADER/FOREMAN	127,656.00	-	-	-	36,759.83	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,563.23	6,922.50	-	-	68,365.82	-
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	204,024.20	76,636.58	7,164.00	-	13,300.00	46,443.37
		GENERATION SR. MGR/MANAGER/SUPERVISOR	180,664.64	18,729.26	-	-	58,434.24	-
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	97,644.65	18,050.86	1,286.46	-	13,679.76	764.44
		GENERATION SR. MGR/MANAGER/SUPERVISOR	179,439.14	18,578.08	-	-	31,446.25	-
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	114,986.49	-	-	-	28,188.85	-
		GENERATION OPERATOR/DISPATCHER	125,794.67	-	-	-	36,677.12	-
		GENERATION TECHNICIAN/SR/EXP/PRN	127,952.70	-	-	-	69,626.68	-
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,320.41	-	-	-	100,035.69	176.08
		IT SR. MGR/MANAGER/SUPERVISOR	198,705.70	25,742.65	8,716.05	-	2,000.00	13,958.83
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	166,410.38	14,374.38	-	-	-	164.54
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	169,680.36	14,654.90	-	-	-	1,745.35

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		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	135,798.20	11,719.48	-	13,324.63	5,589.27	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,240.59	-	-	65,591.42	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,170.25	-	-	195,104.67	1,926.17	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,045.70	12,879.57	-	-	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	135,170.71	2,953.60	-	38,425.39	1,380.69	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,681.91	-	-	127,090.54	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	67,780.88	8,652.77	3,599.91	19,234.31	-	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	163,967.40	21,204.25	4,334.22	15,112.00	7,988.63	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	224,530.60	84,213.29	21,619.87	332.92	10,957.31	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	140,678.86	18,230.00	-	-	690.85	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	97,470.14	9,590.16	-	1,500.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	138,717.36	11,983.86	-	500.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,113.14	21,007.55	-	-	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	117,828.95	-	-	-	331.19	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	133,826.70	11,428.35	-	-	810.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,269.06	-	-	103,856.74	21.78	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,489.72	19,306.66	-	6,755.21	147.36	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	109,876.96	9,745.67	-	2,325.00	113.55	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	129,037.60	-	-	17,287.04	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	111,268.16	9,518.44	-	14,384.11	4,041.08	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	138,499.04	14,343.03	-	17,240.50	1,842.15	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	193,187.64	25,001.90	8,745.75	1,500.00	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	141,959.69	-	-	102,926.45	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,386.75	11,730.95	-	13,721.82	1,118.46	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	175,860.00	15,217.40	-	-	75.28	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,966.12	10,978.35	-	3,850.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	5,454.83	-	-	8,259.55	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	123,121.94	-	-	862.00	870.37	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	148,072.64	14,760.58	-	1,519.20	9,439.30	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	83,171.94	-	-	206,198.42	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	121,025.82	-	-	48,960.88	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	155,820.00	13,483.31	-	41,092.39	1,600.70	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	152,061.69	16,558.28	-	14,040.08	1,943.71	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	169,166.66	21,898.76	749.16	3,155.84	193.84	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	115,289.69	-	-	145,130.30	210.38	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,984.07	-	-	21,481.04	-	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,293.36	-	-	77,763.73	4,846.03	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	151,591.30	19,618.59	-	1,500.00	17,587.22	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	16,452.67	-	-	8,429.94	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	131,038.80	11,320.51	-	-	776.66	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	184,869.20	23,956.43	4,692.42	32,000.00	2,651.17	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	136,846.34	14,194.24	-	8,277.29	7,498.68	
		GENERATION TECHNICIAN/OPERATOR	12,866.88	-	-	14,127.39	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	58,320.22	4,362.00	-	31,349.14	6,104.73	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	89,561.29	-	-	223,230.42	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,602.38	-	-	25,228.25	-	
		SHARED SERVICES PLANNER/SR/EXP/PRN	146,172.00	12,992.78	-	6,636.33	9,858.98	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,550.65	-	-	115,167.45	17.99	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,187.02	-	-	65,355.12	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	127,035.96	-	-	42,371.34	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,263.29	-	-	141,053.63	129.71	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,772.06	11,559.72	-	1,500.00	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	124,369.38	-	-	124,132.77	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	156,423.36	10,827.27	-	57,003.35	839.53	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	126,528.47	-	-	130,012.81	-	
		ELECTRIC OPERATIONS LEAD/FOREMAN	137,964.98	-	-	102,668.50	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,857.64	15,926.40	-	87,805.21	43,507.54	
		ELECTRIC OPERATIONS INSPECTOR/OPERATOR	121,254.49	-	-	120,238.96	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	26,797.64	-	319.32	80.95	-	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	127,952.72	-	-	43,615.15	125.70	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	154,688.23	13,521.35	-	152.68	2,238.62	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,467.91	-	-	73,064.37	1,426.97	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,237.68	-	-	145,258.47	-	

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		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	116,266.80	4,898.39	-	14,723.65	5,522.39	
		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	142,440.00	12,325.51	-	2,362.56	3,238.03	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	122,769.29	12,703.82	-	9,349.56	130.00	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	137,415.96	14,719.69	-	45,066.62	13,958.39	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	127,443.13	-	-	123,788.28	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	88,689.93	13,423.20	-	28,234.21	734.25	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	142,171.09	-	-	125,841.00	1,215.00	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	141,378.10	20,763.97	8,310.24	11,693.64	399.09	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	123,651.88	19,165.16	-	3,500.00	539.27	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	100,832.56	-	-	166,572.79	-	
		GENERAL COUNSEL SENIOR COUNSEL	171,784.16	52,153.78	16,921.07	1,000.00	440.75	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	126,845.26	13,149.88	-	2,633.07	-	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	187,365.10	24,254.55	-	19,370.23	12,919.38	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	130,182.98	11,083.92	-	1,268.61	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,132.68	-	-	29,680.73	352.64	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	144,051.00	15,406.63	-	61,284.41	6,899.13	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	214,119.00	27,717.87	5,620.68	22,856.03	11,283.27	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	16,099.11	-	-	10,937.60	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,311.61	12,577.79	-	14,580.00	2,431.15	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	139,009.14	12,002.77	-	-	305.88	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	77,722.59	8,148.98	-	(4,259.88)	1,249.83	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	6,061.64	-	-	2,500.00	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	121,013.22	11,700.70	-	42.76	2,031.03	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	81,906.38	8,978.42	-	1,100.62	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,684.66	13,029.96	-	2,979.30	2,846.10	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,135.36	10,875.33	-	1,201.80	6,613.06	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	33,804.16	5,463.61	-	7,586.82	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	127,340.49	-	-	28,628.03	-	
		GENERAL COUNSEL ATTORNEY	41,142.86	-	-	41,113.91	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	164,561.30	21,324.83	-	7,400.00	8,849.98	
		GENERATION LEAD/FOREMAN	126,624.17	-	-	71,919.34	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	46,227.75	9,522.74	-	1,866.90	-	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	94,100.16	-	-	227,972.77	6,261.43	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	117,144.81	-	-	96,952.92	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	163,739.66	21,207.19	-	24,030.88	19,200.79	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	79,944.90	8,849.73	-	5,743.04	1,423.09	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,377.76	-	-	20,287.02	680.00	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	170,067.98	21,820.61	-	1,496.44	29,500.72	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,548.64	10,834.91	-	1,000.00	-	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	170,776.96	22,291.97	6,760.80	2,400.00	1,660.58	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	125,478.32	-	-	79,400.34	37.54	
		GAS OPERATIONS LEAD TECHNICIAN/OPERATOR	127,060.70	-	-	67,779.99	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	182,413.00	23,631.90	358.20	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	138,054.26	-	-	141,783.40	-	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	216,819.36	78,427.33	21,071.43	7,015.86	987.86	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	117,470.55	-	-	11,810.62	540.38	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	145,169.66	12,528.21	-	8,140.17	5,246.64	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	174,695.84	19,629.52	-	48,844.42	7,935.57	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	112,388.28	9,368.92	-	-	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	121,811.56	-	-	100,915.91	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	144,574.64	18,638.12	-	2,803.72	1,252.64	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	154,128.03	20,024.24	3,420.81	12,376.22	5,398.62	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	133,647.04	-	-	12,815.92	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,228.00	13,848.92	-	3,021.12	4,523.92	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	151,746.56	19,603.84	-	2,000.00	74.89	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	99,948.53	-	-	161,739.99	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	131,070.64	13,222.77	-	1,500.00	2,717.86	
		IT SR. MGR/MANAGER/SUPERVISOR	169,255.64	21,927.35	2,214.72	4,000.00	3,884.77	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,756.00	14,602.68	-	805.65	6,829.13	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,763.40	-	-	102,502.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,941.58	-	12,613.55	50.00	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	143,473.69	-	-	43,314.27	-	
		GENERAL COUNSEL SENIOR COUNSEL	126,673.40	41,724.42	19,317.15	4,065.00	440.75	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	-	824.11	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	133,830.88	11,884.33	-	88,802.20	9,627.53	
		GAS OPERATIONS FACILITATOR/SR/EXP/PRN	118,516.66	-	-	6,693.69	766.25	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,180.32	-	-	31,597.21	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,526.66	17,819.14	-	2,500.00	15,583.08	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	191,959.50	24,862.15	1,074.60	15,877.21	46,412.35	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	154,868.04	17,346.15	-	106,598.70	5,633.46	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	157,007.52	20,331.95	3,617.82	5,000.00	1,743.02	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,707.87	16,411.72	-	18,527.27	1,761.30	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	160,899.88	21,985.31	749.16	-	937.90	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,148.34	-	-	13,140.35	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	118,534.95	-	-	136,957.05	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	92,396.07	-	-	141,589.43	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	121,542.05	-	-	30,137.50	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,062.36	13,051.54	-	501.00	2,131.68	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,750.19	-	-	34,007.37	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,823.70	12,473.48	-	15,439.04	1,537.84	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	42,702.18	-	-	71,887.98	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,514.94	11,016.09	-	72,170.62	25.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	85,314.70	-	-	82,755.50	2,097.41	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	149,993.39	15,214.83	-	1,104.96	4,198.54	
		SHARED SERVICES PLANNER/SR/EXP/PRN	124,512.37	12,482.65	-	21,970.58	5,056.01	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	123,382.43	10,599.78	-	4,500.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,495.14	14,773.17	-	33,650.14	218.57	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	132,308.70	13,565.93	-	22,124.07	1,282.67	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	142,540.14	12,569.84	-	6,688.27	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,154.96	-	-	6,357.02	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	44,797.37	16,740.01	-	58,487.01	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	177,453.14	22,989.34	1,808.91	100.00	26,079.54	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	136,248.68	-	-	40,153.08	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	106,561.42	-	-	154,452.16	-	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	119,782.16	-	-	130,788.61	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,025.46	15,538.72	-	1,250.00	7,081.82	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	152,797.96	13,196.82	-	500.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,434.03	11,249.40	-	2,147.14	7,756.65	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,717.64	11,976.67	-	20.00	191.41	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	150,767.64	19,189.18	-	9,619.04	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	155,789.98	20,188.17	-	6,861.98	5,701.54	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,347.80	15,793.69	-	7,145.87	235.72	
		GENERATION LEAD/FOREMAN	127,977.55	-	-	144,738.76	-	
		GENERATION LEAD/FOREMAN	127,625.90	-	-	83,381.49	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	162,266.40	13,864.47	-	4,521.85	1,850.35	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	117,209.44	12,320.14	-	18,496.85	-	
		IT SR. MGR/MANAGER/SUPERVISOR	140,584.82	14,549.44	-	37,233.85	1,434.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,322.36	11,259.52	-	-	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	138,740.50	17,993.28	-	-	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,385.54	13,101.53	-	6,458.53	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	53,223.11	7,612.79	2,883.51	1,693.60	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	166,387.52	17,246.89	-	100,105.18	-	
		IT ENGINEER/SR/EXP/PRN	120,298.68	-	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	105,028.47	-	-	36,220.17	43,315.17	
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	141,126.96	-	-	48,674.96	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	125,738.60	-	-	4,380.79	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,072.36	19,314.70	-	-	676.04	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	122,136.33	-	-	11,908.77	1,592.50	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	120,745.18	-	-	79,550.70	-	
		GENERATION TECHNICIAN/OPERATOR	28,331.88	-	-	29,909.51	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	43,093.15	10,400.55	-	9,434.88	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	174,924.70	22,644.13	358.20	6,085.11	5,438.84	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	158,422.11	13,640.57	-	5,184.88	3,147.71	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	139,068.62	15,871.82	-	-	7,791.18	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	130,236.49	-	-	17,742.44	3,449.51	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	131,626.00	-	-	58,496.10	-	

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	150,949.01	20,404.63	5,050.62	6,000.00	577.63	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	14,803.17	-	-	431.64	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	15,712.75	-	7,477.20	15,831.12	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,637.93	-	-	73,400.37	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	118,111.02	-	-	102,898.68	123.54	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	107,287.31	-	-	5,097.86	263.24	
		IT SR. MGR/MANAGER/SUPERVISOR	146,621.04	15,196.00	-	-	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,737.66	19,533.47	-	6,000.00	682.84	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	103,578.13	-	-	119,081.72	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	195,184.20	25,260.29	1,872.90	-	4,688.00	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	208,887.97	28,125.22	-	35,363.86	8,634.29	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	117,591.18	64,974.24	14,101.62	84,825.72	441.70	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	95,665.88	-	-	92,007.20	1,173.85	
		GENERATION PROTECT TECHNICIAN	124,182.59	-	-	74,516.12	38.33	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	145,130.04	12,537.87	-	49,698.01	6,103.18	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	95,454.25	-	-	43,242.29	-	
		IT SR. MGR/MANAGER/SUPERVISOR	170,237.66	22,048.81	5,799.78	5,000.00	5,693.59	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	86,835.51	-	-	156,570.35	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	120,879.41	13,658.81	-	109,979.33	12,446.83	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	208,737.11	26,800.96	358.20	11,687.94	2,376.75	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,945.50	14,435.43	-	614.52	5,447.06	
		SAFETY, HEALTH, ECAP & DOT DIRECTOR/SR. DIRECTOR/CHIEF	161,738.16	86,074.43	20,981.53	356,610.58	17,529.34	
		GENERATION TECHNICIAN/OPERATOR	12,557.78	-	-	22,726.02	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	153,750.00	19,923.82	-	9,200.00	6,697.63	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	138,775.66	16,011.24	-	4,751.90	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	97,105.61	18,209.63	-	3,579.27	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	158,947.80	24,156.18	8,048.79	4,500.00	1,084.84	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,764.96	-	-	70,140.55	4,645.86	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	126,882.90	10,919.05	-	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	167,768.04	21,734.63	5,050.62	12,750.00	4,632.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,358.79	16,240.42	-	55,615.83	2,413.77	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	130,278.06	-	-	33,645.39	388.00	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	160,552.86	20,778.38	-	17,351.01	15,024.43	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	178,942.54	17,986.21	749.16	900.00	133.22	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,587.90	12,163.94	-	1,623.66	2,844.10	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,918.59	-	-	99,088.00	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	129,479.97	12,558.94	-	17,639.78	119.15	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	104,894.53	-	-	12,530.95	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,453.90	-	-	21,536.15	336.68	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	182,898.86	18,960.88	-	97,478.38	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,630.19	-	-	117,278.29	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	149,353.54	15,459.26	-	127,063.21	1,819.79	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	28,853.39	-	-	4,519.31	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	64,267.51	-	-	64,503.36	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	115,321.75	-	-	83,466.77	71.82	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	60,655.04	-	-	61,136.70	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	37,167.33	8,239.25	-	25,251.19	552.60	
		GAS OPERATIONS LEADER/CREW/FOREMAN	137,550.40	-	-	29,219.81	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	112,195.42	-	-	197,388.62	3,313.18	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	138,031.83	13,607.95	-	405.40	2,320.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	111,733.99	19,152.86	749.16	8,300.80	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,964.04	15,181.51	-	8,350.03	8,745.98	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	213,747.50	78,010.58	21,564.61	7,500.00	9,688.32	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	3,782.93	2,573.20	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	124,250.80	10,725.68	-	1,000.00	2,321.07	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	134,081.26	11,456.26	-	8,426.62	29.43	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,686.04	19,068.25	-	3,253.89	4,194.67	
		POWER GENERATION TECHNICIAN/SR/EXP/PRN	28,853.80	-	-	2,925.12	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	114,440.29	11,761.08	-	50.00	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	86,920.72	6,218.32	-	100.00	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	124,639.96	10,767.72	-	1,000.00	-	
		POWER GENERATION PROGRAM/PROJECT MGR/SR/EXP/PRN	139,406.56	11,975.53	-	1,880.48	4,962.96	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,654.00	13,841.87	-	37,143.04	3,468.26	

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		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,485.64	15,597.34	-	-	6,956.01	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	109,044.37	-	-	151,958.25	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	123,251.28	-	-	105,429.05	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	158,475.50	16,420.32	-	45,016.67	9,517.97	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	160,426.84	16,649.15	-	98,784.05	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	123,708.19	10,974.47	-	6,997.71	-	
		FINANCE AND RISK DIRECTOR/SR. DIRECTOR/CHIEF	197,485.70	65,363.98	12,975.57	479.85	512.74	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,737.30	18,624.36	-	-	7,264.37	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	119,473.31	22,088.69	749.16	32,652.25	2,379.54	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	95,821.51	-	-	40,909.99	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	195,342.96	26,436.71	1,498.32	18,383.93	2,566.39	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	137,950.96	14,304.99	-	85,893.47	2,010.83	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	141,257.96	18,305.04	-	-	2,899.19	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	127,408.69	-	-	109,597.77	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	20,076.48	-	-	904.08	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	136,916.00	11,815.91	-	720.37	3,729.77	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,645.87	13,518.60	-	200.00	4,945.44	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,687.38	12,787.92	-	1,457.28	1,487.72	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	160,221.78	15,763.19	-	27,428.78	340.49	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	30,557.66	4,684.35	-	4,929.84	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	131,396.24	13,281.40	-	18,837.62	2,545.59	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	167,202.00	14,429.62	-	14,833.39	5,685.28	
		SHARED SERVICES SR. MGR/MANAGER/SUPERVISOR	161,175.76	20,782.02	4,334.22	-	15,032.36	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	108,919.14	15,851.85	-	5,434.46	579.40	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	137,685.00	12,390.63	-	4,130.55	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	29,449.16	-	-	2,393.89	930.04	
		GENERATION PROTECT TECHNICIAN	119,718.32	-	-	77,732.25	41.57	
		POWER GENERATION LEAD TECHNICIAN/OPERATOR	73,149.14	-	-	32,674.15	480.88	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,286.42	14,415.22	-	112,641.65	744.61	
		IT CREW FOREMAN/LEADER/CREW/FOREMAN	127,221.47	-	-	39,326.98	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	58,263.96	4,253.68	-	13,313.74	-	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	130,369.22	-	-	131,544.48	1,738.29	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	23,065.32	-	-	53,773.20	212.93	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	14,653.16	-	-	21,589.94	-	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	165,659.89	22,049.46	-	20,445.48	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	127,022.29	13,493.72	-	41,989.43	11,325.96	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,158.16	3,248.11	-	104,165.30	335.82	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,116.20	13,067.29	-	38,994.75	3,926.46	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	132,112.19	-	-	56,162.21	-	
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	125,884.96	10,875.27	-	-	1,978.54	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	194,664.80	25,205.99	-	9,789.64	2,893.73	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,000.30	13,111.02	-	64,508.93	2,516.51	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	31,082.00	-	-	3,173.95	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	174,509.30	15,266.47	-	500.00	8,618.87	
		GAS OPERATIONS ESTIMATOR/SR/EXP/PRN	115,511.63	-	-	31,692.92	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	81,836.91	-	-	269,252.30	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	127,748.04	12,979.69	-	19,467.80	-	
		GENERATION TECHNICIAN/OPERATOR	27,837.00	-	-	29,723.91	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,105.54	-	-	106,022.16	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	163,703.84	21,202.57	-	20,002.50	14,202.23	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	121,290.86	-	-	105,379.62	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,035.68	-	-	22,419.44	124.12	
		GENERATION OPERATOR/PLANNER/SR	116,331.40	-	-	69,577.54	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	194,697.36	20,184.01	-	84,782.48	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	178,936.66	19,161.76	-	320,364.18	4,062.64	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	132,557.66	11,338.80	-	3,000.00	784.43	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,738.58	14,378.27	-	51,310.87	480.93	
		IT DIRECTOR/SR. DIRECTOR/CHIEF	205,911.50	76,919.59	5,483.24	-	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	140,616.21	22,171.76	-	127,079.92	26,924.48	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	141,876.00	12,276.72	-	16,381.46	1,918.45	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	156,302.12	17,015.38	-	-	1,987.43	
		GENERATION TECHNICIAN/OPERATOR	13,485.48	-	-	14,436.69	-	
		GAS OPERATIONS LEADER/FOREMAN	58,633.94	-	-	72,123.68	50.00	

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		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	136,106.00	14,109.94	-	80,739.15	28,339.01	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,803.69	-	-	55,084.88	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	137,203.55	12,065.54	-	-	14,317.73	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	135,252.74	-	-	171,564.61	85.00	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	130,490.50	13,527.77	-	1,341.67	8,048.06	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	152,258.64	20,026.19	-	17,322.59	10,739.22	
		GENERAL COUNSEL SR. MGR/MANAGER/SUPERVISOR	141,165.00	27,525.19	-	7,672.68	215,102.67	3,324.64
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	129,556.09	-	-	-	91,477.51	222.16
		GENERATION TECHNICIAN/OPERATOR	16,083.60	-	-	-	16,010.04	-
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	139,428.00	12,064.89	-	-	3,970.53	9,335.71
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	128,611.96	-	-	-	65,443.24	-
		IT SR. MGR/MANAGER/SUPERVISOR	150,984.04	15,868.83	-	-	5,664.32	-
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	148,206.04	12,780.52	-	-	44,556.62	6,682.25
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,018.05	-	-	-	1,848.13	-
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	133,334.54	11,518.84	-	-	250.00	-
		GENERATION SR. MGR/MANAGER/SUPERVISOR	191,992.49	19,854.75	-	-	101,881.83	2,432.07
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	181,502.84	23,517.09	-	-	1,600.00	5,312.82
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	142,629.54	12,318.60	-	-	2,000.00	-
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	127,858.52	-	-	-	86,663.22	154.28
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	86,707.07	-	-	-	239,893.09	-
		STRATEGY & POLICY DIR./SUPPLY CHAIN/MATERIALS DIR./SR. DIR./CHIEF	189,112.50	64,213.80	-	7,930.93	3,000.00	2,602.76
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	150,826.52	23,551.90	-	-	102,873.27	5,213.87
		GENERATION TECHNICIAN/OPERATOR	9,279.00	-	-	-	16,286.83	-
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,097.36	15,145.72	-	-	19,875.75	-
		GENERATION SR. MGR/MANAGER/SUPERVISOR	157,875.83	16,366.78	-	-	84,551.68	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	143,629.58	13,737.71	-	-	30,347.23	7,487.46
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	151,140.00	13,078.35	-	-	17,438.40	-
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	126,746.74	18,744.75	-	-	3,240.00	495.00
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	143,092.96	14,834.25	-	-	34,217.42	795.16
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,475.08	22,604.42	-	-	8,327.96	9,203.08
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,270.25	-	-	-	37,442.77	1,003.62
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	159,192.00	13,775.08	-	-	21,372.90	12,236.90
		GENERATION SR. MGR/MANAGER/SUPERVISOR	189,346.88	24,426.60	-	-	-	5,638.79
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	153,396.84	19,878.06	-	-	6,623.20	769.66
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	120,773.30	-	-	-	31,636.64	457.36
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	47,979.12	7,611.98	-	-	3,806.50	-
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	172,966.00	14,943.04	-	-	37,193.93	3,416.59
		GENERATION SR. MGR/MANAGER/SUPERVISOR	152,000.04	15,783.30	-	-	54,462.96	1,871.74
		CUSTOMER CARE INVESTIGATOR/SR/EXP/PRN	38,988.08	2,866.90	-	-	2,831.13	415.14
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	70,805.32	-	-	-	24,811.58	717.46
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	133,603.96	-	-	-	107,629.58	-
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	144,109.95	24,354.13	-	2,167.11	2,993.43	5,254.27
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	7,247.54	-	-	-	3,149.56	-
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	143,663.66	18,597.37	-	-	15,715.00	9,470.23
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	8,342.22	-	-	-	3,206.29	288.24
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	157,937.23	13,595.60	-	-	299.00	-
		GENERATION SR. MGR/MANAGER/SUPERVISOR	184,500.00	19,126.87	-	-	104,266.09	2,486.17
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,499.41	-	-	-	173,947.27	102.28
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	140,528.26	-	-	-	33,103.65	-
		GENERAL COUNSEL COUNSEL	135,334.45	28,486.35	-	7,445.97	18,176.57	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	144,530.75	14,995.33	-	-	82,608.68	-
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	125,361.22	-	-	-	32,131.80	-
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,758.00	-	-	-	82,250.97	-
		GAS OPERATIONS LEADER/CREW/FOREMAN	136,701.75	-	-	-	85,602.84	-
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,362.75	12,223.63	-	-	16,903.82	6,378.79
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	118,898.92	13,416.77	-	-	2,902.32	101.86
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	142,721.16	12,335.01	-	-	3,701.23	330.02
		SHARED SERVICES PLANNER/SURVEYOR/SENIOR/PRINCIPAL	159,192.00	13,775.08	-	-	4,656.16	2,185.15
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	144,324.00	12,552.57	-	-	8,643.28	-
		GENERATION PROCEDURE WRITER/PLANNER/SR/EXP/PRN	133,071.08	-	-	-	47,020.92	-
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	125,675.04	14,019.59	-	-	10,883.71	7,652.61
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	164,691.46	21,336.05	-	-	7,675.92	5,973.46
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	134,823.36	-	-	-	156,953.11	-

PACIFIC GAS AND ELECTRIC COMPANY
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	183,082.77	23,690.54	-	15,126.00	15,600.35	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	108,521.02	13,438.33	-	52,599.24	13,304.10	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	130,439.16	13,520.67	-	63,164.04	1,508.19	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	137,913.67	-	-	64,966.82	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	185,218.84	24,013.26	-	-	655.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,717.86	-	-	88,048.21	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	204,910.94	26,539.60	7,235.64	10,667.31	1,979.20	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	121,863.05	10,941.99	-	10,002.43	8,569.28	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	118,615.98	-	-	108,576.20	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	135,829.67	-	-	86,190.18	-	
		GENERATION LEAD/FOREMAN	129,397.28	-	-	152,333.55	64.95	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	147,966.20	19,174.32	-	5,099.43	2,757.36	
		GENERATION OPERATOR/PLANNER/SR	124,982.76	-	-	166,891.95	-	
		STRATEGY & POLICY DIRECTOR/SR. DIRECTOR/CHIEF	85,005.75	29,209.22	12,324.86	13,403.95	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	141,320.62	12,208.76	-	30,543.78	8,711.99	
		HUMAN RESOURCES DIRECTOR/SR. DIRECTOR/CHIEF	217,926.56	78,219.74	26,028.93	4,847.40	1,466.19	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	51,049.35	29,754.41	17,485.72	168,615.77	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	183,737.50	23,803.50	-	11,100.00	19,466.09	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	120,855.98	10,280.60	-	4,884.80	1,855.71	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	39,357.08	-	-	11,383.64	497.37	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	73,610.41	-	-	10,527.12	18.37	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	192,200.86	24,911.81	5,068.53	-	12,057.28	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	131,506.79	11,746.77	-	5,344.57	5,199.85	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	176,238.76	15,034.05	-	500.00	7,482.67	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,931.04	15,650.97	-	12,199.67	18,200.08	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	128,378.86	11,090.73	-	-	-	
		GENERATION PROTECT TECHNICIAN	117,236.40	-	-	71,605.98	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,228.43	-	-	124,286.89	430.66	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	121,683.51	11,534.08	-	11,873.79	6,792.97	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	129,529.99	16,758.14	-	4,000.00	1,339.25	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	160,728.00	13,906.61	-	1,390.83	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	119,814.54	-	-	66,702.83	1,487.70	
		HUMAN RESOURCES ANALYST/SPECIALIST, SR/EXP/PRN	169,862.16	22,000.18	-	2,510.00	15,737.24	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	65,004.49	8,964.86	-	3,690.86	8,934.73	
		GAS OPERATIONS LEAD TECHNICIAN	127,967.40	-	-	93,467.32	-	
		IT SR. MGR/MANAGER/SUPERVISOR	76,672.63	11,110.78	-	3,772.97	12,206.70	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	127,350.70	10,866.38	-	2,525.00	1,016.54	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,310.68	15,685.20	-	3,097.22	805.23	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	129,335.80	-	-	133,719.23	-	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	84,092.82	9,063.45	-	5,124.84	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	126,145.04	10,894.87	-	-	5,601.95	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	192,747.30	80,170.84	23,745.04	140,149.08	-	
		GAS OPERATIONS LEADER/FOREMAN	127,157.30	-	-	63,217.26	-	
		GAS OPERATIONS OPERATOR/DISPATCHER	126,015.89	-	-	57,417.56	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	32,167.20	-	-	34,239.82	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	152,466.00	16,359.41	-	80,391.88	53.86	
		GAS OPERATIONS LEADER/CREW/FOREMAN	132,454.54	-	-	27,440.46	-	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	144,438.35	12,738.26	-	7,073.49	7,785.75	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	122,383.95	-	-	288,926.77	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,154.36	12,716.13	-	4,435.20	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	986.45	2,840.87	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	144,121.04	18,676.05	-	1,200.00	400.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	132,877.64	11,557.51	-	2,650.83	-	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	122,751.62	-	-	3,051.33	195.24	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	134,397.25	13,173.72	-	2,500.00	1,685.38	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	131,916.30	11,393.32	-	-	2,347.77	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,353.84	17,443.85	-	21,562.56	6,097.66	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	147,791.96	12,767.83	-	4,159.20	6,472.34	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	135,871.82	13,393.90	-	7,200.00	835.21	
		IT SR. MGR/MANAGER/SUPERVISOR	178,361.16	23,597.15	-	7,178.30	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	132,726.60	11,320.71	-	50.00	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,614.35	16,828.64	-	8,295.03	5,809.55	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,139.96	11,495.99	-	6,000.00	-	

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		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	168,548.88	21,720.77	3,159.36	-	-	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	120,012.08	-	-	200.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,848.64	11,641.97	-	655.59	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	179,662.66	18,620.48	-	922.65	15,264.73	
		SUPPLY CHAIN/MATERIALS SR. MGR/MANAGER/SUPERVISOR	168,159.50	21,757.30	7,281.72	16,738.92	763.92	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	152,709.96	13,390.38	-	1,552.10	442.38	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	151,547.70	19,612.94	-	4,168.09	561.76	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07	-	7,190.17	3,225.63	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	51,489.63	-	-	3,458.97	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	135,776.04	11,723.61	-	2,700.00	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	66,539.57	13,547.38	-	19,019.58	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	48,114.70	-	-	49,722.25	533.78	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	125,683.12	-	-	9,133.85	1,671.92	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	179,286.96	15,476.55	-	13,551.16	7,359.89	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	145,170.32	14,243.62	-	125.00	340.06	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	184,385.66	23,749.05	-	21,700.00	2,795.55	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	118,451.47	-	-	9,661.23	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	179,462.50	23,261.98	8,030.88	2,368.92	1,621.95	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	144,957.04	17,288.39	-	1,542.76	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	191,637.70	25,173.01	-	8,862.70	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	16,433.00	-	-	11,197.55	-	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	129,143.20	-	-	40,678.37	-	
		HUMAN RESOURCES SR. MGR/MANAGER/SUPERVISOR	57,652.42	7,774.26	8,310.24	16,923.61	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	130,578.00	11,291.29	-	6,138.15	826.56	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	92,178.14	17,927.38	1,988.01	29,834.59	90.00	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	142,853.16	14,809.41	-	552.08	2,994.89	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	126,508.87	-	-	27,507.99	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	500.00	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	119,989.08	-	-	13,101.86	360.94	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,353.66	11,606.88	-	-	1,036.76	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	157,057.34	20,355.11	-	3,962.25	186.18	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	122,776.10	-	-	95,584.99	670.20	
		GAS OPERATIONS COORDINATOR/SR/EXP/PRN	118,485.43	10,933.89	-	12,028.52	1,228.86	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	186,492.00	24,206.07	-	14,519.37	3,337.00	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,668.64	16,797.41	-	1,500.00	3,578.74	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	163,544.04	21,227.51	-	2,650.00	59.00	
		CUSTOMER CARE INVESTIGATOR/SR/EXP/PRN	52,975.04	4,261.40	-	3,424.18	325.12	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	129,213.23	11,264.91	-	-	1,481.65	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	153,690.54	13,550.78	-	5,979.94	158.46	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	133,922.76	12,013.43	-	3,682.88	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,423.59	11,912.85	-	-	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	142,322.80	12,301.61	-	25,949.47	1,665.97	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	162,790.54	21,092.56	-	1,533.88	451.00	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	140,925.82	12,044.37	-	500.00	2,047.74	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	132,088.31	-	-	18,248.52	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,390.78	-	-	151,960.16	186.00	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	137,611.54	11,889.60	-	4,279.00	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	47,459.15	-	-	53,589.47	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,214.88	-	-	144,587.46	2,751.11	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	151,116.00	13,076.27	-	1,507.63	2,177.74	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	133,054.74	-	-	83,258.92	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	120,306.01	-	-	21,382.36	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	116,488.43	-	-	17,615.97	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	88,668.68	-	-	2,276.34	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	160,390.47	16,594.40	-	2,000.00	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	113,331.87	15,657.65	-	90,427.47	5,209.89	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	114,662.90	-	-	110,836.30	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,462.65	-	-	125,959.86	385.12	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	2,015.22	-	-	2,900.62	101.58	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	116,080.17	-	-	169,254.55	1,533.83	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	137,986.49	11,907.96	-	10,592.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	121,535.87	-	-	37,680.27	3,297.77	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	150,947.44	20,327.03	-	11,978.53	10,267.19	

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		POWER GENERATION ENGINEER/ASSOC/SR/EXP/PRN	142,440.01	12,392.58	-	15,358.13	4,541.92	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	126,223.88	-	-	41,873.44	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	162,151.98	14,847.42	-	13,516.45	165.30	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	145,826.38	18,689.68	4,334.22	4,100.00	1,577.47	
		GAS OPERATIONS LEAD TECHNICIAN/OPERATOR	128,422.65	-	-	65,291.78	-	
		IT SR. MGR/MANAGER/SUPERVISOR	140,128.90	14,351.72	-	-	360.00	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	141,954.39	-	-	64,984.17	-	
		ELECTRIC OPERATIONS LEAD TECHNICIAN/OPERATOR	146,536.98	-	-	70,347.32	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	129,275.34	11,134.08	-	3,308.88	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	133,166.38	14,422.40	-	46,987.28	27,237.73	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	33,535.80	-	-	20,795.83	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	146,650.66	12,669.24	-	3,838.04	5,811.38	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	27,218.40	-	-	28,968.50	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	147,507.04	15,295.93	-	105,098.59	403.34	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	130,856.15	-	-	25,915.08	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	162,716.30	21,085.73	2,978.73	4,873.92	14,102.56	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	131,887.83	11,880.63	-	61,564.71	108.81	
		GAS OPERATIONS CREW FOREMAN/LEADER	118,917.70	-	-	55,784.04	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	181,164.36	29,617.26	4,334.22	17,190.72	5,750.91	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	194,124.82	25,076.73	-	-	2,021.79	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	148,581.46	15,407.33	-	9,918.56	4,587.20	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	132,738.11	12,400.13	-	57,232.95	270.38	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	185,824.00	24,090.47	-	5,781.85	392.70	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	212,479.30	27,955.95	6,207.12	5,308.42	7,374.44	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR/CHIEF	227,562.86	79,895.82	36,094.88	6,600.00	2,310.40	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	149,078.54	12,882.40	-	-	3,146.32	
		ELECTRIC OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	152,940.00	13,858.73	-	12,134.04	376.63	
		ELECTRIC OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	219,511.14	79,293.57	21,530.32	10,800.00	5,013.03	
		GENERATION OPERATOR/PLANNER/SR	125,653.50	-	-	46,037.69	135.72	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,572.90	-	-	113,658.48	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	171,105.00	14,789.75	-	4,686.87	849.08	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	178,385.69	21,524.13	-	-	486.68	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	134,130.17	11,380.17	-	608.90	464.52	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	128,011.40	11,001.24	-	10,474.20	9,024.07	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	190,676.84	25,272.41	8,390.61	3,255.46	4,853.83	
		IT PROGRAM/PROJECT MGR/SR/EXP/PRN	132,397.20	11,437.88	-	825.00	2,456.94	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	124,890.23	-	-	93,069.44	-	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	142,656.00	12,344.20	-	200.00	1,085.63	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	91,651.47	11,683.38	-	15,322.89	731.12	
		ELECTRIC OPERATIONS COORDINATOR/SR/EXP/PRN	130,026.56	-	-	33,314.27	-	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	120,707.92	10,957.18	-	4,987.60	216.32	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,912.15	-	2,938.78	2,244.14	
		SUPPLY CHAIN/MATERIALS ANALYST/SPECIALIST, SR/EXP/PRN	123,748.43	10,527.77	-	-	82.37	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	140,896.52	16,205.37	-	4,130.00	464.30	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	132,666.46	11,470.34	-	-	90.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	136,278.29	13,598.54	-	-	1,221.03	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	134,579.04	11,645.31	-	455.00	1,085.39	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,579.41	13,926.70	-	-	12,744.01	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	139,745.50	15,132.70	-	-	2,468.71	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	95,169.05	-	-	194,103.62	50.03	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,527.73	-	-	36,473.04	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	185,699.72	25,117.16	5,262.48	6,224.58	-	
		GAS OPERATIONS DIRECTOR/SR. DIRECTOR/CHIEF	192,613.34	77,177.34	20,794.47	6,236.46	9,421.36	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	79,870.00	12,035.51	-	5,813.65	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	136,004.54	-	-	78,270.39	5,288.67	
		GAS OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	127,107.00	-	-	747.52	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	134,927.00	13,967.78	-	44,851.14	4,326.74	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	168,348.24	17,413.48	-	250.00	1,624.32	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	189,454.86	33,078.99	7,298.10	3,000.00	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	137,524.10	11,868.40	-	884.82	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	131,051.67	13,585.94	-	10,925.00	10,790.66	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,846.16	12,458.73	-	4,278.52	1,805.70	
		IT SR. MGR/MANAGER/SUPERVISOR	177,299.10	22,837.77	-	-	634.82	

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		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	118,856.02	10,673.02	-	5,976.54	995.08	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	150,804.00	13,049.27	-	1,015.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	105,468.89	10,884.25	-	21,320.57	125.48	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	165,043.64	21,359.53	-	-	7,014.08	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	156,357.16	19,948.14	-	30.00	230.16	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	119,813.24	-	-	166,776.67	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	126,903.91	-	-	44,531.77	834.10	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	140,009.97	-	-	124,900.78	37.77	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	126,154.99	13,162.30	-	316.09	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	124,935.09	-	-	125,991.66	-	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	160,776.00	13,965.03	-	2,468.05	1,036.60	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	63,251.56	-	-	68,018.47	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	148,431.36	-	-	142,522.54	18.00	
		GAS/ELECTRIC OPERATIONS SPECIALIST/SR/EXP/PRN	126,162.28	-	-	40,766.04	992.10	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	176,047.66	18,230.66	-	5,259.20	2,316.56	
		GENERAL COUNSEL ANALYST/SPECIALIST, SR/EXP/PRN	145,112.50	12,533.05	-	-	3,600.39	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	131,396.97	-	-	105,733.17	-	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	140,000.00	12,082.07	-	400.00	332.20	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	132,627.02	17,186.57	-	3,200.00	260.00	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	55,645.96	4,773.23	-	26,983.49	404.26	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	174,599.86	22,620.88	-	2,500.00	3,148.43	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	136,168.86	11,773.16	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	145,261.19	12,309.62	-	100.00	435.03	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	73,828.73	5,126.92	-	21,774.72	2,539.82	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	135,951.80	11,744.95	-	800.00	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	106,903.15	10,914.95	-	5,882.93	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	157,681.12	20,366.20	-	7,500.00	792.41	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	156,398.52	20,166.05	-	4,800.00	4,706.44	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	137,420.62	11,871.84	-	1,500.00	2,364.10	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	135,788.47	11,942.79	-	8,284.46	1,164.54	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	143,580.00	12,424.17	-	828.36	-	
		IT SR. MGR/MANAGER/SUPERVISOR	196,781.20	25,500.05	6,548.94	5,000.00	1,393.58	
		ELECTRIC OPERATIONS JOURNEYMAN/TECHNICIAN/SR/EXP/PRN	129,011.88	-	-	79,475.79	-	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	49,601.14	4,833.02	-	10,705.21	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	129,380.89	13,293.91	-	20,149.82	1,691.30	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	140,425.04	12,131.40	-	1,500.00	3,217.04	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	129,921.95	12,850.93	-	14,274.67	123.36	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,884.25	-	110.00	1,297.15	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	159,859.28	14,585.41	-	3,384.88	2,545.73	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,784.00	10,886.88	-	422.79	-	
		SHARED SERVICES LAND AGENT/CONSULTANT/SENIOR/EXPERT/PRINCIPAL	117,131.68	-	-	12,273.80	2,174.33	
		ELECTRIC OPERATIONS OPERATOR/DISPATCHER/OPERATOR/SR/EXP/PRN	117,554.31	-	-	35,657.68	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	139,368.94	17,937.28	-	5,958.16	2,493.34	
		IT ADMINISTRATOR/SPECIALIST/SR/EXP/PRN	120,455.64	10,921.70	-	4,481.11	111.56	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	146,054.59	17,583.09	-	5,761.60	2,817.02	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	159,690.00	14,351.64	-	24,949.28	14,149.22	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	131,330.37	-	-	89,364.45	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	197,196.00	17,063.63	-	19,733.32	2,630.71	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	106,665.57	-	-	53,042.42	64.94	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	142,978.17	14,759.21	-	81,717.42	387.22	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	154,774.00	13,357.09	-	575.00	3,613.40	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	158,025.46	13,594.48	-	-	2,136.72	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	133,981.70	11,571.71	-	4,752.52	796.20	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	36,672.05	11,659.82	-	59,673.93	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	157,392.00	13,583.00	-	6,148.18	9,287.42	
		GAS OPERATIONS PROGRAM/PROJECT MGR/SR/EXP/PRN	127,720.73	11,021.49	-	5,321.03	5,873.36	
		GENERAL COUNSEL SENIOR COUNSEL	197,809.81	65,460.52	13,678.37	1,750.00	538.13	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	163,095.40	20,888.71	5,098.23	-	1,155.98	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	60,841.05	4,244.10	-	13,212.63	92.45	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	158,706.20	20,427.07	-	2,368.92	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	2,981.08	-	-	34,939.69	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	118,397.76	10,517.65	-	13,863.33	62.78	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	149,686.84	12,931.53	-	2,500.00	1,374.02	

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		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	125,232.96	10,695.75	-	2,000.00	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	168,741.00	21,843.65	-	7,000.00	4,017.31	
		IT SR. MGR/MANAGER/SUPERVISOR	173,636.00	22,500.76	1,123.74	11,075.84	-	
		SAFETY, HEALTH, ECAP & DOT ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	143,072.84	12,355.27	-	-	-	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	132,344.64	11,120.09	-	1,000.00	7,627.51	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	159,213.80	20,618.32	-	11,682.72	361.47	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	156,142.00	13,475.11	-	100.00	492.08	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	128,000.04	11,076.00	-	-	-	
		ELECTRIC OPERATIONS ENGINEER/ASSOC/SR/EXP/PRN	84,393.18	-	-	9,265.44	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	127,722.20	11,039.88	-	350.00	-	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	196,997.04	25,517.95	11,287.44	92.76	432.00	
		GENERATION INSTRUCTOR/TRAINER/TECHNICIAN/SR/EXP/PRN	124,859.79	-	-	133,596.25	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	160,141.46	17,893.32	-	-	14,407.86	
		GAS OPERATIONS LEAD/INSPECTOR	130,077.27	-	-	55,096.57	-	
		SAFETY, HEALTH, ECAP & DOT SR. MGR/MANAGER/SUPERVISOR	183,513.86	23,780.79	3,617.82	1,500.00	10,293.01	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,087.95	-	18,182.10	1,427.73	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	175,411.36	22,730.83	6,501.33	1,000.00	18,293.86	
		GAS OPERATIONS LEAD/INSPECTOR	127,860.63	-	-	115,507.46	-	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	131,287.86	11,339.04	-	3,000.00	638.55	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	120,470.98	-	-	180,740.86	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	138,727.70	-	-	63,979.75	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	124,573.34	12,914.36	-	38,400.69	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	135,062.96	11,683.94	-	2,715.72	682.54	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	171,183.86	15,038.80	-	4,887.87	-	
		GENERATION INSTRUCTOR/SR/EXP/PRN	142,265.90	12,286.42	-	27,531.77	680.00	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	153,987.50	19,976.08	2,199.87	-	894.32	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	111,500.27	11,751.17	-	9,969.88	5,899.10	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	123,094.13	-	-	10,239.87	-	
		GAS OPERATIONS SR. MGR/MANAGER/SUPERVISOR	168,147.12	17,310.61	-	1,500.00	5,266.06	
		IT SR. MGR/MANAGER/SUPERVISOR	149,056.16	16,585.85	-	-	129.80	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	128,285.00	11,089.39	-	329.30	3,228.28	
		FINANCE AND RISK ASSISTANT/ANALYST/SPECIALIST, SR/EXP/PRN	156,134.04	20,227.43	-	-	-	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	145,549.96	15,088.97	-	67,570.71	-	
		GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	152,084.63	13,126.79	-	22,560.80	-	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	126,859.39	-	-	95,415.81	969.76	
		ELECTRIC OPERATIONS ESTIMATOR/SR/EXP/PRN	124,444.90	-	-	130,150.17	200.00	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	125,770.74	-	-	43,082.73	-	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	130,133.34	11,248.30	-	-	259.46	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	191,133.34	24,781.40	-	-	994.86	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	173,796.00	15,038.80	-	12,797.34	-	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	132,463.36	11,351.13	-	1,042.76	-	
		ELECTRIC OPERATIONS SR. MGR/MANAGER/SUPERVISOR	170,890.50	17,706.68	-	-	853.09	
		GAS OPERATIONS/FINANCE AND RISK ENGINEER/SR/EXP/PRN	137,524.20	11,757.53	-	11,028.22	247.81	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	187,519.16	16,197.30	-	11,156.24	1,766.74	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	160,370.94	18,465.21	-	3,258.88	420.00	
		ELECTRIC OPERATIONS ENGINEER/SR/EXP/PRN	134,314.00	11,603.96	-	400.00	1,223.35	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	105,322.42	10,807.35	-	1,874.19	50.46	
		POWER GENERATION SR. MGR/MANAGER/SUPERVISOR	133,888.70	16,348.99	-	3,745.63	347.49	
		GAS OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	122,788.75	-	-	16,436.43	-	
		FINANCE AND RISK SR. MGR/MANAGER/SUPERVISOR	144,945.38	17,433.79	-	8,012.80	8,403.19	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	155,914.50	20,467.56	-	2,221.12	1,710.71	
		SHARED SERVICES ANALYST/SPECIALIST, SR/EXP/PRN	155,983.36	20,218.60	-	5,074.42	2,324.98	
		CUSTOMER CARE AND CRE SR. MGR/MGR/SUPV/DIR/SR. DIR./CHIEF	206,177.80	76,941.44	20,664.51	11,871.44	3,654.10	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	147,827.29	12,782.58	-	-	491.96	
		GENERATION SR. MGR/MANAGER/SUPERVISOR	192,362.14	24,901.42	4,692.42	21,820.92	18,461.27	
		GAS OPERATIONS LEAD TECHNICIAN/OPERATOR	118,443.75	-	-	101,822.56	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	131,105.49	-	-	91,861.94	170.48	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,818.30	-	-	85,064.49	-	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	144,546.18	18,555.53	-	3,100.00	129.00	
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	125,406.00	10,851.54	-	4,472.20	2,435.20	
		STRATEGY & POLICY ASST./TRADER/POLICY ANALYST/SPECIALIST, SR/EXP/PRN	150,609.16	19,519.41	-	1,008.88	-	
		GENERAL COUNSEL ATTORNEY	136,482.66	11,632.91	-	1,500.00	1,360.85	
		STRATEGY & POLICY SR. MGR/MANAGER/SUPERVISOR	170,164.96	22,050.97	-	1,257.68	540.00	

**PACIFIC GAS AND ELECTRIC COMPANY
EMPLOYEES COMPENSATED AT THE
RATE OF \$125,000 - \$249,999 PER ANNUM
FOR THE YEAR ENDED DECEMBER 31, 2019**

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		CUSTOMER CARE AND CRE ANALYST/SPECIALIST, SR/EXP/PRN	141,321.14	12,212.06	-	25.00	1,645.07	
		IT SR. MGR/MANAGER/SUPERVISOR	151,736.86	15,728.28	-	4,261.20	764.04	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	152,120.50	15,761.85	-	155,668.16	3,090.78	
		POWER GENERATION ANALYST/SPECIALIST, SR/EXP/PRN	152,714.00	13,179.29	-	2,674.84	3,172.36	
		IT ASSISTANT/ANALYST/SPECIALIST/SR/EXP/PRN	138,447.02	11,966.91	-	-	-	
		ELECTRIC OPERATIONS CREW FOREMAN/LEADER	134,879.41	-	-	23,272.53	-	
		ELECTRIC OPERATIONS LINEMAN/TROUBLEMAN	87,863.56	-	-	181,633.58	-	
		CUSTOMER CARE AND CRE SR. PROGRAM/PROJECT MGR/MGR/SUPERVISOR	131,684.50	13,655.19	-	24,586.75	4,438.68	
		ELECTRIC OPERATIONS ANALYST/SPECIALIST, SR/EXP/PRN	53,087.49	1,778.21	-	-	378.68	

(1) BASE COMPENSATION PAYMENTS includes base compensation, workers compensation and long-term disability payments. Amounts disclosed represent actual base compensation received during the reporting year, net of any amounts repaid as a result of being overpaid during the prior reporting year. If disclosed base compensation is below \$125,000, one, or more, of the following explanations apply: a) employee was employed for a portion of the year and their base salary exceeds \$125,000 (this includes employees that were hired, retired, or ceased employment during the current year); b) the employee received a rate/job change during the current year that caused their end of year base salary to exceed \$125,000; c) the employee is a part-time employee whose annualized salary exceeds \$125,000; d) the employee is an hourly employee whose annualized salary exceeds \$125,000; and/or e) the employee was on a leave of absence and their base salary prior to going on a leave of absence exceeded \$125,000. Additionally, if an employee with base compensation that exceeded \$125,000 ceased employment on 12/31 of the prior year, but received final payments, including, but not limited to, incentive awards, severance, and restricted stock, they are disclosed above.

(2) INCENTIVE PAYMENTS includes Short Term Incentive Program payments.

(3) LONG TERM INCENTIVE PROGRAM PAYMENTS includes savings fund plan excesses, restricted stock units and performance shares.

(4) OTHER PAYMENTS includes performance rewards, payment for unused vacation, imputed income (other than relocation imputed income), shift scheduling premiums, relocation expenses, transitional leave, severance and other miscellaneous amounts. Payments for temporary living expenses are not included in the amounts listed above.

(5) EXPENSE REIMBURSEMENTS do not include travel-related charges (primarily airfare) paid directly by Pacific Gas and Electric Company to the provider.

(6) Employee moved to or from an affiliated company during 2019. Full year compensation data shown.

**PACIFIC GAS AND ELECTRIC COMPANY
PAYMENTS TO ATTORNEYS WHO ARE EMPLOYEES
FOR THE YEAR ENDED DECEMBER 31, 2019**

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GENERAL COUNSEL SENIOR COUNSEL	212,942.00	77,887.49	21,208.54	-	2,897.13	
		GENERAL COUNSEL COUNSEL	73,738.64	4,584.19	-	465.00	1,965.23	
		GENERAL COUNSEL SENIOR COUNSEL	226,723.00	79,796.26	23,392.00	750.00	378.41	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	257,949.34	113,998.66	28,713.48	5,193.40	1,186.72	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	238,741.46	92,529.17	25,444.96	6,477.65	2,591.05	
		GENERAL COUNSEL ATTORNEY	86,185.99	11,448.50	-	18,381.44	440.75	
		GENERAL COUNSEL CHIEF COUNSEL	225,294.80	79,594.74	24,754.00	3,000.00	1,915.75	
		GENERAL COUNSEL ATTORNEY	136,482.68	11,632.91	-	1,000.00	435.63	
		GENERAL COUNSEL SENIOR COUNSEL	176,175.17	64,628.88	14,443.91	1,000.00	538.13	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	279,882.96	118,609.76	29,270.22	-	440.75	
		GENERAL COUNSEL COUNSEL	173,054.35	22,031.62	-	47,000.00	1,379.02	
		GENERAL COUNSEL SENIOR COUNSEL	4,038.84	-	42,213.64	32,179.72	-	
		GENERAL COUNSEL COUNSEL	52,837.80	8,473.06	-	16,999.70	145.68	
		GENERAL COUNSEL CHIEF COUNSEL	222,999.96	79,331.85	25,372.52	3,546.38	452.75	
		GENERAL COUNSEL CHIEF COUNSEL	173,741.46	48,244.15	16,518.58	-	2,819.50	
		GENERAL COUNSEL SENIOR COUNSEL	3,749.75	-	-	2,135.96	-	
		GENERAL COUNSEL COUNSEL	185,143.50	23,995.15	-	12,000.00	440.75	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	268,179.48	116,182.87	38,455.32	1,118.04	1,327.26	
		GENERAL COUNSEL CHIEF COUNSEL	256,916.86	83,969.81	28,460.26	3,500.00	575.65	
		GENERAL COUNSEL SENIOR COUNSEL	222,507.46	79,209.51	23,273.58	2,001.27	1,260.74	
		GENERAL COUNSEL CHIEF COUNSEL	209,414.36	77,411.47	19,535.33	-	1,258.22	
		GENERAL COUNSEL SENIOR COUNSEL	206,595.16	77,014.09	20,706.46	1,500.00	703.35	
		GENERAL COUNSEL SENIOR COUNSEL	196,516.39	65,245.32	12,782.87	1,000.00	-	
		GENERAL COUNSEL SENIOR COUNSEL	211,998.04	77,711.75	14,735.06	2,588.85	3,052.61	
		GENERAL COUNSEL ATTORNEY	55,572.24	-	-	-	-	
		GENERAL COUNSEL CHIEF COUNSEL	184,151.64	63,528.09	18,695.95	-	440.75	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	310,121.85	124,591.66	41,798.36	4,137.76	6,137.96	(7)
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	274,689.14	117,532.74	36,973.32	4,500.00	508.32	
		GENERAL COUNSEL SENIOR COUNSEL	206,315.64	76,830.22	18,793.15	2,000.00	392.58	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	235,825.50	92,461.30	24,964.45	4,000.00	2,778.60	
		GENERAL COUNSEL CHIEF COUNSEL	253,820.66	83,546.48	27,562.44	3,360.00	598.30	
		GENERAL COUNSEL SENIOR COUNSEL	139,998.67	64,057.28	13,105.25	11,601.03	1,046.92	
		GENERAL COUNSEL ATTORNEY	126,238.78	10,688.20	-	2,234.93	1,339.66	
		GENERAL COUNSEL SENIOR COUNSEL	212,071.32	77,725.56	18,793.15	10,000.00	3,341.69	
		GENERAL COUNSEL SENIOR COUNSEL	210,579.58	77,270.25	24,113.75	1,000.00	1,168.12	
		GENERAL COUNSEL SENIOR COUNSEL	160,981.31	83,118.68	16,021.52	26,782.38	666.28	
		GENERAL COUNSEL SENIOR COUNSEL	72,351.28	17,572.25	17,853.81	-	440.75	
		GENERAL COUNSEL CHIEF COUNSEL	287,346.96	89,699.41	22,726.10	7,902.04	-	
		GENERAL COUNSEL CHIEF COUNSEL	260,507.14	84,466.07	28,551.65	1,279.20	2,922.37	
		GENERAL COUNSEL SENIOR VICE PRESIDENT	516,032.62	-	102,833.63	26,860.00	827.98	(6)
		GENERAL COUNSEL CHIEF COUNSEL	221,723.20	79,093.05	9,116.19	3,835.50	4,059.95	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	311,224.70	126,830.14	32,867.55	12,982.46	4,072.74	
		GENERAL COUNSEL SENIOR COUNSEL	184,244.63	58,418.82	17,181.25	3,086.00	736.69	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	290,463.50	120,803.80	37,956.66	4,120.40	5,733.40	
		GENERAL COUNSEL CHIEF COUNSEL	298,874.04	113,836.49	30,958.00	11,954.96	1,332.25	
		GENERAL COUNSEL SENIOR COUNSEL	203,928.26	76,208.48	-	1,969.43	566.13	
		GENERAL COUNSEL CHIEF COUNSEL	271,748.36	86,024.86	24,053.53	2,415.00	6,090.78	
		GENERAL COUNSEL SENIOR COUNSEL	198,058.59	78,347.77	14,795.31	26,896.50	-	
		GENERAL COUNSEL SENIOR COUNSEL	215,708.36	78,258.10	21,190.03	802.88	3,133.03	
		GENERAL COUNSEL SENIOR COUNSEL	135,855.98	42,992.68	22,031.01	1,332.80	519.75	
		GENERAL COUNSEL CHIEF COUNSEL	224,472.96	79,485.25	24,368.83	4,000.00	8,497.81	
		GENERAL COUNSEL CHIEF COUNSEL	227,506.00	79,839.97	23,386.84	4,100.50	1,991.46	
		GENERAL COUNSEL ATTORNEY	130,374.73	11,015.30	-	-	132.12	
		GENERAL COUNSEL SENIOR COUNSEL	157,100.36	77,038.53	16,293.23	30,685.93	440.75	
		GENERAL COUNSEL SENIOR COUNSEL	210,584.46	77,569.38	19,115.53	2,415.00	1,149.27	
		GENERAL COUNSEL CHIEF COUNSEL	265,577.40	106,185.14	28,083.38	9,295.21	1,335.56	
		GENERAL COUNSEL COUNSEL	172,864.29	22,340.35	-	10,750.00	1,131.01	
		GENERAL COUNSEL SENIOR COUNSEL	200,256.80	76,359.93	11,184.57	750.00	392.58	
		GENERAL COUNSEL CHIEF COUNSEL	247,224.30	82,634.59	21,987.36	2,000.00	1,634.85	
		GENERAL COUNSEL SENIOR COUNSEL	223,062.54	79,266.09	-	3,750.00	873.65	
		GENERAL COUNSEL CHIEF COUNSEL	219,749.00	78,828.26	20,204.98	125.00	392.58	
		GENERAL COUNSEL SENIOR COUNSEL	206,778.50	77,005.98	18,575.17	750.00	32,372.91	
		GENERAL COUNSEL ATTORNEY	22,250.80	-	-	3,086.86	440.75	
		GENERAL COUNSEL SENIOR COUNSEL	123,282.31	77,251.45	20,684.60	51,653.87	645.75	
		GENERAL COUNSEL SENIOR COUNSEL	171,784.16	52,153.78	16,921.07	1,000.00	440.75	

**PACIFIC GAS AND ELECTRIC COMPANY
PAYMENTS TO ATTORNEYS WHO ARE EMPLOYEES
FOR THE YEAR ENDED DECEMBER 31, 2019**

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)	NOTES
		GENERAL COUNSEL ATTORNEY	41,142.86	-	-	41,113.91	-	
		GENERAL COUNSEL CHIEF COUNSEL	298,404.96	91,424.24	30,098.87	16,402.87	1,750.67	
		GENERAL COUNSEL SENIOR COUNSEL	126,673.40	41,724.42	19,317.15	4,065.00	440.75	
		GENERAL COUNSEL COUNSEL	135,334.45	28,486.35	7,445.97	18,176.57	-	
		GENERAL COUNSEL MANAGING COUNSEL/ASSISTANT GENERAL COUNSEL	299,670.70	122,672.15	26,962.62	26,500.00	1,777.13	
		GENERAL COUNSEL CHIEF COUNSEL	287,331.96	89,697.25	22,530.58	8,153.59	-	
		GENERAL COUNSEL SENIOR COUNSEL	197,809.81	65,460.52	13,678.37	1,750.00	538.13	
		GENERAL COUNSEL ATTORNEY	136,482.66	11,632.91	-	1,500.00	1,360.85	

The amounts disclosed above represent the total payments and expense reimbursements made to attorneys employed by Pacific Gas and Electric Company ("PG&E"). This includes attorneys that were hired, retired, ceased employment, or moved to non-attorney positions during the current year. Attorneys employed by the parent company of PG&E, PG&E Corporation, are listed on Attachment A of this report.

BASE COMPENSATION, INCENTIVE, and OTHER payments were primarily charged to account 920.0 and allocated as follows:

Electric	13,320,501.68
Gas	6,489,881.55
Total	19,810,383.23

(1) BASE COMPENSATION PAYMENTS includes base compensation, workers compensation and long-term disability payments. Amounts disclosed represent actual base compensation received during the reporting year, net of any amounts repaid as a result of being overpaid during the prior reporting year.

(2) INCENTIVE PAYMENTS includes Short Term Incentive Program payments.

(3) LONG TERM INCENTIVE PROGRAM PAYMENTS were primarily charged to account 426.5 and includes savings fund plan excesses, restricted stock units and performance shares.

(4) OTHER PAYMENTS includes performance rewards, payment for unused vacation, imputed income (other than relocation imputed income), shift scheduling premiums, relocation expenses, transitional leave, severance and other miscellaneous amounts. Payments for temporary living expenses are not included in the amounts listed above.

(5) EXPENSE REIMBURSEMENTS were primarily charged to account 921.0 and do not include travel-related charges (primarily airfare) paid directly by Pacific Gas and Electric Company to the provider.

(6) Employee moved to or from an affiliated company during 2019. Full year compensation data shown.

(7) Employee transferred out of the General Counsel line of business during 2019. The occupation reflects this employee's title prior to the transfer out. Full year compensation data shown.

**PACIFIC GAS AND ELECTRIC COMPANY
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
ALLEN MATKINS LECK GAMBLE & MALLORY LLP	539.0	4,700.50	-	-	4,700.50	
	742.0	-	177,550.91	-	177,550.91	
	923.0	27,781.89	13,535.61	-	41,317.50	
	930.2	26,205.11	12,767.39	-	38,972.50	262,541.41
ALVARADOSMITH	923.0	4,800.55	2,338.87	-	7,139.42	7,139.42
AMANDA C LEWIS ATTORNEY AT LAW INC	583.0	4,284.00	-	-	4,284.00	
	588.0	127,953.50	-	-	127,953.50	
	742.0	-	8,984.50	-	8,984.50	
	908.0	326,667.28	62,222.33	-	388,889.61	
	923.0	227,811.47	110,992.03	-	338,803.50	
	930.2	18,443.60	8,985.90	-	27,429.50	
561.2	61,523.00	-	-	61,523.00	957,867.61	
ARGUEDAS CASSMAN & HEADLEY LLP	923.0	98,826.75	48,149.38	-	146,976.13	146,976.13
ARMBRUSTER GOLDSMITH & DELVAC LLP	930.2	23,598.82	11,497.59	-	35,096.41	
	SAP Clearing*	-	-	1,042.50	1,042.50	36,138.91
BAKER & HOSTETLER LLP	923.0	11,488,850.10	5,597,482.59	-	17,086,332.69	17,086,332.69
BARG COFFIN LEWIS & TRAPP LLP	539.0	28,081.50	-	-	28,081.50	
	742.0	-	277,129.99	-	277,129.99	
	923.0	3,065.47	1,493.53	-	4,559.00	
	930.2	9,065.97	4,417.03	-	13,483.00	323,253.49
BERMAN AND TODDERUD PLLP	923.0	476,305.25	232,060.68	-	708,365.93	708,365.93
BEVINS LAW PROFESSIONAL CORPORATION	923.0	251.48	122.52	-	374.00	374.00
BOERSCH SHAPIRO LLP	923.0	7,735.65	3,768.89	-	11,504.54	11,504.54
BOXER & GERSON LLP	923.0	2,283.13	1,112.37	-	3,395.50	3,395.50
BRAYTON PURCELL LLP	923.0	941.36	458.64	-	1,400.00	1,400.00
BROWN RUDNICK LLP	426.5	-	-	3,118.00	3,118.00	
	923.0	16,177.27	7,881.73	-	24,059.00	27,177.00
BRYAN K LEISER LAW OFFICES OF BRYAN K LEISER	923.0	4,434.68	2,160.64	-	6,595.32	6,595.32
BURKE WILLIAMS & SORENSON LLP	930.2	625,780.98	304,886.74	-	930,667.72	930,667.72
CASTELLON & FUNDERBURK LLP	742.0	-	7,315.00	-	7,315.00	
	923.0	1,741.52	848.48	-	2,590.00	9,905.00
CHOU LAW GROUP LLP	923.0	12,205.64	5,946.71	-	18,152.35	18,152.35
CHRISTOPHER J GONZALEZ DBA CJG LEGAL	923.0	139.86	68.14	-	208.00	208.00
CLARENCE DYER & COHEN LLP	923.0	721,597.34	351,569.44	-	1,073,166.78	1,073,166.78
COBLENTZ PATCH DUFFY & BASS LLP	426.5	-	-	59,586.07	59,586.07	
	539.0	453,440.46	-	-	453,440.46	
	742.0	-	4,859.76	-	4,859.76	
	923.0	471,270.68	229,607.79	-	700,878.47	
	930.2	44,704.42	21,780.44	-	66,484.86	1,285,249.62
COLE FISHER BOSQUEZ-FLORES COLE & OKEEFE INC.	923.0	1,126.27	548.73	-	1,675.00	1,675.00
COLEMAN CHAVEZ & ASSOCIATES LLP	923.0	409,531.27	199,527.73	-	609,059.00	609,059.00
COX CASTLE & NICHOLSON LLP	742.0	-	29,164.10	-	29,164.10	29,164.10
CRAVATH SWAINE & MOORE LLP	923.0	43,754,431.94	21,317,596.51	-	65,072,028.45	65,072,028.45
DAVIS POLK & WARDWELL LLP	923.0	7,794.32	3,797.48	-	11,591.80	11,591.80
DAY CARTER & MURPHY LLP	539.0	5,760.00	-	-	5,760.00	
	557.0	2,745.00	-	-	2,745.00	
	930.2	9,894.37	4,820.63	-	14,715.00	23,220.00
DURIE TANGRI LLP	923.0	120,722.78	58,817.34	-	179,540.12	179,540.12
EASON & TAMBORNINI ALC	923.0	762.05	371.28	-	1,133.33	1,133.33
EBBIN MOSER + SKAGGS LLP	923.0	12,326.10	6,005.40	-	18,331.50	
	930.2	11,033.04	5,375.42	-	16,408.46	34,739.96
ERICKSEN ARBUTHNOT KILDUFF DAY & LINDSTROM INC	923.0	20,784.28	10,126.31	-	30,910.59	30,910.59
FARBER & COMPANY ATTORNEYS PC	923.0	1,344.80	655.20	-	2,000.00	2,000.00
FARELLA BRAUN & MARTEL LLP	426.5	-	-	3,804.90	3,804.90	
	923.0	58,412.22	28,459.03	-	86,871.25	90,676.15
FERCHLAND LAW PC	923.0	682.49	332.51	-	1,015.00	1,015.00
FETTNER & LEMMON INC	923.0	1,143.08	556.92	-	1,700.00	1,700.00
FLESHER SCHAFF & SCHROEDER INC	923.0	15,159.93	7,386.07	-	22,546.00	22,546.00
FLUSS & WILLIAMS	923.0	907.74	442.26	-	1,350.00	1,350.00

**PACIFIC GAS AND ELECTRIC COMPANY
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
FRIEDMAN & SPRINGWATER LLP	923.0	45,888.06	22,357.12	-	68,245.18	68,245.18
FUTTERMAN DUPREE DODD CROLEY MAIER LLP	923.0	1,143.08	556.92	-	1,700.00	1,700.00
GARY J HILL LAW OFFICES OF GARY J HILL	923.0	645.50	314.50	-	960.00	960.00
GHITTERMAN GHITTERMAN AND FELD	923.0	322.75	157.25	-	480.00	480.00
GORDON-CREED KELLEY HOLL & SUGERMAN LLP	923.0	86,140.54	41,968.54	-	128,109.08	128,109.08
GOUGH & HANCOCK LLP	923.0	478,440.52	233,101.01	-	711,541.53	711,541.53
GREENBERG TRAURIG LLP	524.0	1,050.00	-	-	1,050.00	
	588.0	137,600.03	-	-	137,600.03	
	923.0	19,541.63	9,520.87	-	29,062.50	167,712.53
GROOM LAW GROUP CHARTERED	923.0	659,620.86	321,373.88	-	980,994.74	980,994.74
HANNA BROPHY MACLEAN MCLEER & JENSEN LLP	923.0	3,768.13	1,835.87	-	5,604.00	5,604.00
HANSON BRIDGETT LLP	426.5	-	-	892.50	892.50	
	923.0	40,277.88	19,623.77	-	59,901.65	
	930.2	77,940.95	37,973.65	-	115,914.60	176,708.75
HARRIS WILTSHIRE & GRANNIS LLP	923.0	72,787.97	35,463.03	-	108,251.00	108,251.00
HELENA S YOUNOSSI YOUNOSSI LAW	923.0	815.28	397.22	-	1,212.50	1,212.50
HORVITZ & LEVY LLP	923.0	44,435.29	21,649.31	-	66,084.60	66,084.60
HUANG YBARRA GELBERG & MAY LLP	923.0	108,698.36	52,958.93	-	161,657.29	161,657.29
HUNTON ANDREW KURTH LLP	923.0	513,570.99	250,216.95	-	763,787.94	763,787.94
HWANG LAW GROUP LLP	859.0	-	10,157.95	-	10,157.95	
	923.0	1,997.03	972.97	-	2,970.00	
	930.2	96,978.59	47,248.93	-	144,227.52	157,355.47
JACKSON LEWIS PC	923.0	34,732.80	16,922.18	-	51,654.98	51,654.98
JENNER & BLOCK LLP	923.0	4,685,755.40	2,282,946.86	-	6,968,702.26	6,968,702.26
JENNIE LEE LAW OFFICES OF JENNIE LEE	923.0	259,387.72	126,376.28	-	385,764.00	385,764.00
JO LYNN LAMBERT LAMBERT LAW	539.0	2,448.95	-	-	2,448.95	
	588.0	1,750.00	-	-	1,750.00	
	923.0	57,349.01	27,941.01	-	85,290.02	
	930.2	287,469.24	140,057.88	-	427,527.12	
	SAP Clearing*	-	-	2,190.40	2,190.40	519,206.49
JOHN H KENNEY	923.0	20,266.14	9,873.86	-	30,140.00	
	930.2	4,201.16	2,046.84	-	6,248.00	36,388.00
JON CARL MARLOWE DBA LAW OFFICE OF JON MARLOWE	923.0	1,739.83	847.67	-	2,587.50	2,587.50
JOSEPH BOZANT KATZAKIAN LAW OFFICES OF BO KATZAKIAN	923.0	1,470.87	716.63	-	2,187.50	2,187.50
KANE & KIMBALL LLP	923.0	320,178.85	155,994.33	-	476,173.18	476,173.18
KELLER & BENVENUTTI LLP	923.0	1,126,389.82	548,788.38	-	1,675,178.20	
	930.2	9,101.31	4,434.23	-	13,535.54	1,688,713.74
KENDALL BRILL & KELLY LLP	923.0	140,892.51	68,644.23	-	209,536.74	209,536.74
KING & SPALDING LLP	923.0	606,758.21	295,618.66	-	902,376.87	902,376.87
KRONENBERG LAW PC	923.0	32,466.59	15,818.06	-	48,284.65	48,284.65
LATHAM & WATKINS	426	-	-	50,000.00	50,000.00	
	742.0	-	77,647.00	-	77,647.00	
	923.0	859.33	418.67	-	1,278.00	128,925.00
LAW OFFICE OF J DREW PAGE	426.5	-	-	27,071.28	27,071.28	
	742.0	-	5,831.50	-	5,831.50	32,902.78
LAW OFFICE OF KOLLITZ & KOLLITZ LLP	923.0	85,547.33	41,679.52	-	127,226.85	127,226.85
LAW OFFICES OF JENNIFER L DODGE INC	923.0	12,889.23	6,279.77	-	19,169.00	19,169.00
LAW OFFICES OF JOHN KAGEL	923.0	1,176.70	573.30	-	1,750.00	1,750.00
LAW OFFICES OF JOSEPH T TODOROFF PC	923.0	1,613.76	786.24	-	2,400.00	2,400.00
LAW OFFICES OF LUCINDA L STORM ESQ	923.0	391,039.46	190,518.34	-	581,557.80	581,557.80
LEE LAW OFFICES	923.0	15,538.52	7,570.53	-	23,109.05	
	930.2	20,157.46	9,820.92	-	29,978.38	53,087.43
LIMNEXUS LLP	923.0	89,680.96	43,693.46	-	133,374.42	133,374.42
LINCOLN INTERNATIONAL LP LINCOLN PARTNERS ADVISORS LLC	923.0	3,549,945.94	1,729,569.13	-	5,279,515.07	5,279,515.07
LINDSEY HOW DOWNING	923.0	44,108.76	21,490.24	-	65,599.00	
	930.2	87,210.25	42,489.69	-	129,699.94	
	SAP Clearing*	-	-	5,635.00	5,635.00	200,933.94
LITTLER MENDELSON PC	923.0	237,356.10	115,642.26	-	352,998.36	352,998.36

**PACIFIC GAS AND ELECTRIC COMPANY
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
MANATT PHELPS & PHILLIPS LLP	923.0	9,700.71	4,726.29	-	14,427.00	14,427.00
MARIO A MOYA LAW OFFICE OF MARIO A MOYA	923.0	15,362.66	7,484.84	-	22,847.50	22,847.50
MARK BECK LAW	923.0	209,013.76	101,833.59	-	310,847.35	310,847.35
MARK WEINBERGER ATTORNEY AT LAW	923.0	1,075.84	524.16	-	1,600.00	1,600.00
MARTHA J SIMON LAW OFFICES OF MARTHA J SIMON	923.0	21,027.29	10,244.71	-	31,272.00	31,272.00
MASTAGNI HOLSTEDT AMICK MILLER JOHNSEN & UHRHAMMER	923.0	3,394.53	1,653.84	-	5,048.37	5,048.37
MATTHEW GOLDBERG	923.0	3,765.44	1,834.56	-	5,600.00	5,600.00
MAYER BROWN LLP	923.0	126,868.16	61,811.44	-	188,679.60	188,679.60
MCCLELLAN AND CORREN A LAW CORPORATION	923.0	204,328.82	99,551.03	-	303,879.85	303,879.85
MCDERMOTT WILL & EMERY LLP	930.2	55.44	27.01	-	82.45	
	921.0	3,306.56	1,610.99	-	4,917.55	5,000.00
MICHAEL GALLO	923.0	268,407.97	130,771.03	-	399,179.00	399,179.00
MICHELLE D BRODIE LAW OFFICE OF MICHELLE D BRODIE	923.0	504.30	245.70	-	750.00	750.00
MILBANK LLP	923.0	8,539,287.08	4,160,426.00	-	12,699,713.08	12,699,713.08
MILLER CHEVALIER CHARTERED	923.0	83,052.82	40,464.17	-	123,516.99	123,516.99
MILLER STARR REGALIA A PROFESSIONAL LAW CORPORATION	539.0	10,995.00	-	-	10,995.00	
	742.0	-	2,902.50	-	2,902.50	
	859.0	-	257,038.07	-	257,038.07	
	923.0	54,447.35	26,527.29	-	80,974.64	
	930.2	33,720.76	16,429.08	-	50,149.84	402,060.05
MORRISON & FOERSTER LLP	923.0	837,352.24	407,966.37	-	1,245,318.61	1,245,318.61
MUNGER TOLLES & OLSON LLP	923.0	11,512,004.99	5,608,763.88	-	17,120,768.87	17,120,768.87
MURPHY PEARSON BRADLEY & FEENEY INC	923.0	13,424.47	6,540.53	-	19,965.00	19,965.00
NIELSEN MERKSAMER PARRINELLO GROSS & LEONI LLP	426	-	-	246,634.79	246,634.79	
	426.5	104,226.88	50,780.38	-	155,007.26	
	923.0	187,070.42	91,142.58	-	278,213.00	679,855.05
NOLAND HAMERLY ETIENNE & HOSS	923.0	27,204.69	13,254.42	-	40,459.11	40,459.11
NOSSAMAN LLP	930.2	2,488.55	1,212.45	-	3,701.00	3,701.00
OGLETREE DEAKINS NASH SMOAK AND STEWART PC	923.0	4,822.45	2,349.55	-	7,172.00	7,172.00
PARAGON LEGAL GROUP LLC	426.5	-	-	197,099.79	197,099.79	
	571.0	28,750.00	-	-	28,750.00	
	742.0	-	603,662.63	-	603,662.63	
	859.0	-	99,000.00	-	99,000.00	
	923.0	78,015.21	38,009.79	-	116,025.00	
	930.2	235,951.87	114,958.13	-	350,910.00	1,395,447.42
PASICH LLP	923.0	88,655.94	43,194.06	-	131,850.00	131,850.00
PAUL HASTINGS LLP	923.0	7,249.62	3,532.09	-	10,781.71	10,781.71
PERKINS COIE LLP	903.0	54,318.00	44,442.00	-	98,760.00	98,760.00
PETER MAURICE GIMBEL LAW OFFICES OF PETER M GIMBEL	923.0	818.98	399.02	-	1,218.00	1,218.00
PETERS HABIB MCKENNA AND JUHL-RHODES LLP	539.0	5,537.00	-	-	5,537.00	
	923.0	9,379.43	4,569.75	-	13,949.18	
	930.2	59,725.83	29,099.00	-	88,824.83	108,311.01
PILLSBURY WINTHROP SHAW PITTMAN LLP	557.0	3,539.20	-	-	3,539.20	
	923.0	4,379.75	2,133.85	-	6,513.60	
	SAP Clearing*	-	-	55,651.34	55,651.34	65,704.14
QUINN EMANUEL URQUHART & SULLIVAN LLP	923.0	1,196,855.34	583,119.88	-	1,779,975.22	1,779,975.22
RAINS LUCIA STERN ST PHALLE & SILVER PC	923.0	605.16	294.84	-	900.00	900.00
RALLS GRUBER & NIECE LLP	566.0	4,878.70	-	-	4,878.70	
	923.0	4,476.68	2,181.07	-	6,657.75	
	930.2	140,899.22	68,647.51	-	209,546.73	221,083.18
RAMSEY & EHRlich LLP	923.0	113,903.22	55,494.78	-	169,398.00	169,398.00
RATTO LAW FIRM	923.0	907.74	442.26	-	1,350.00	1,350.00
REDGRAVE LLP	923.0	378,528.56	184,422.88	-	562,951.44	562,951.44
REGULATORY LAW CHAMBERS	557.0	36,509.07	-	-	36,509.07	
	923.0	2,092.46	1,019.47	-	3,111.93	39,621.00
ROBBINS STRUNK & CRAMER	923.0	998.51	486.49	-	1,485.00	1,485.00
ROCHELLE MCCULLOUGH LLP	923.0	6,754.66	3,290.94	-	10,045.60	10,045.60
ROSEN BIEN GALVAN & GRUNFELD LLP	923.0	109,068.17	53,139.10	-	162,207.27	162,207.27
ROVENS LAMB LLP	923.0	16,896.87	8,232.30	-	25,129.17	25,129.17

**PACIFIC GAS AND ELECTRIC COMPANY
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
RUCKA OBOYLE LOMBARDO & MCKENNA A PROFESSIONAL CORPORATION	923.0	1,143.08	556.92	-	1,700.00	1,700.00
SAMUELSEN GONZALEZ VALENZUELA & BROWN LLP	923.0	435,485.29	212,172.77	-	647,658.06	647,658.06
SANCHEZ & AMADOR LLP	923.0	11,125.67	5,420.54	-	16,546.21	16,546.21
SCHEPER KIM & HARRIS LLP	923.0	63,906.89	31,136.07	-	95,042.96	95,042.96
SCOT D SHOEMAKER SHOEMAKER LAW OFFICES	923.0	1,295.84	631.35	-	1,927.19	1,927.19
SHEARMAN & STERLING LLP	923.0	363,950.20	177,320.17	-	541,270.37	541,270.37
SHEPPARD MULLIN RICHTER & HAMPTON LLP ATTORNEYS AT LAW	539.0	17,797.47	-	-	17,797.47	
	930.2	274,392.86	133,686.97	-	408,079.83	425,877.30
SIDLEY AUSTIN LLP	923.0	43,962.86	21,419.14	-	65,382.00	65,382.00
SINNOTT PUEBLA CAMPAGNE & CURET APLC	923.0	6,658.84	3,244.27	-	9,903.11	9,903.11
SPRENKLE & GEORGARIOU LLP	923.0	779.98	380.02	-	1,160.00	1,160.00
STEPTOE & JOHNSON LLP	923.0	410,891.31	200,190.35	-	611,081.66	611,081.66
SWANSON & MCNAMARA LLP	923.0	154,779.49	75,410.11	-	230,189.60	230,189.60
TAMARA GABEL LAW OFFICES OF TAMARA GABEL	742.0	-	1,782.00	-	1,782.00	1,782.00
THE MONGE LAW FIRM A PROFESSIONAL CORPORATION	923.0	1,781.86	868.14	-	2,650.00	2,650.00
TRACY J EGOSCUE EGOSCUE LAW GROUP INC	426.5	-	-	28,040.00	28,040.00	
	742.0	-	9,905.00	-	9,905.00	37,945.00
TROUTMAN SANDERS LLP	930.2	27.30	13.31	-	40.61	
	921.0	1,831.88	892.51	-	2,724.39	2,765.00
VEDDER PRICE PC	524.0	5,781.55	-	-	5,781.55	
	539.0	2,260.63	-	-	2,260.63	
	549.0	962.27	-	-	962.27	
	566.0	8,775.39	-	-	8,775.39	
	571.0	145.73	-	-	145.73	
	583.0	12.56	-	-	12.56	
	588.0	7,932.21	-	-	7,932.21	
	859.0	-	1,397.55	-	1,397.55	
	880.0	-	2,498.98	-	2,498.98	
	923.0	270.17	131.63	-	401.80	
	930.2	8,178.63	3,984.70	-	12,163.33	
	538.0	13.13	-	-	13.13	
	543.0	6.02	-	-	6.02	
	563.0	42.37	-	-	42.37	
	593.0	26,327.54	-	-	26,327.54	
	856.0	-	6.01	-	6.01	
	863.0	-	4.47	-	4.47	
	893.0	-	1.41	-	1.41	68,732.95
WAI & CONNOR LLP	923.0	28,573.87	13,921.49	-	42,495.36	42,495.36
WEIL GOTSHAL & MANGES LLP	923.0	12,572,457.48	6,125,426.93	-	18,697,884.41	
	930.2	109,195.70	53,201.23	-	162,396.93	18,860,281.34
WELLS LAW A PROFESSIONAL CORP DBA WELLS LAW	923.0	1,143.08	556.92	-	1,700.00	1,700.00
WFBM LLP	742.0	-	464,137.77	-	464,137.77	
	923.0	70,418.03	34,308.38	-	104,726.41	568,864.18
WHITE & CASE LLP	923.0	91.45	44.55	-	136.00	136.00
WILMER CUTLER PICKERING HALE AND DORR LLP DBA WILMER HALE	923.0	1,920.71	935.79	-	2,856.50	2,856.50
WILSON ELSER MOSKOWITZ EDELMAN & DICKER LLP	923.0	7,167.78	3,492.22	-	10,660.00	10,660.00
WILSON SONSINI GOODRICH & ROSATI PC	923.0	1,856,835.56	904,668.84	-	2,761,504.40	2,761,504.40
WINSTON & STRAWN LLP	539.0	68,215.70	-	-	68,215.70	
	923.0	166,426.95	81,084.88	-	247,511.83	
	930.2	211,167.71	102,882.99	-	314,050.70	629,778.23
YOUNOSSI LAW	426.4	-	-	0.58	0.58	
	426.5	-	-	93.30	93.30	
	524.0	946.22	-	-	946.22	
	539.0	503.66	-	-	503.66	
	549.0	3.15	-	-	3.15	
	557.0	645.93	-	-	645.93	
	566.0	1,578.59	-	-	1,578.59	
	571.0	3.85	-	-	3.85	
	583.0	371.51	-	-	371.51	
	588.0	3,364.52	-	-	3,364.52	
	859.0	-	1,723.44	-	1,723.44	
	880.0	-	4,406.48	-	4,406.48	
	903.0	7,593.57	5,615.06	-	13,208.63	
	908.0	7,975.39	1,590.00	-	9,565.39	
	930.2	14,232.24	6,934.11	-	21,166.35	
	935.0	0.05	0.03	-	0.08	
	SAP Clearing*	-	-	2,386.08	2,386.08	
	543.0	0.61	-	-	0.61	
	593.0	367.60	-	-	367.60	
	856.0	-	87.89	-	87.89	
	863.0	-	554.33	-	554.33	

**PACIFIC GAS AND ELECTRIC COMPANY
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
	561.2	28.33	-	-	28.33	
	921.0	34,180.57	16,653.12	-	50,833.69	
	512.0	0.04	-	-	0.04	
	513.0	0.03	-	-	0.03	
	514.0	0.03	-	-	0.03	
	519.0	27.03	-	-	27.03	
	523.0	0.03	-	-	0.03	
	529.0	0.52	-	-	0.52	
	530.0	5.07	-	-	5.07	
	531.0	4.37	-	-	4.37	
	532.0	17.72	-	-	17.72	
	544.0	0.27	-	-	0.27	
	548.0	0.10	-	-	0.10	
	562.0	4.36	-	-	4.36	
	570.0	0.14	-	-	0.14	
	582.0	0.50	-	-	0.50	
	584.0	6.21	-	-	6.21	
	592.0	1.03	-	-	1.03	
	594.0	0.04	-	-	0.04	
	596.0	0.03	-	-	0.03	
	598.0	3.25	-	-	3.25	
	766.0	-	13.34	-	13.34	
	824.0	-	30.59	-	30.59	
	834.0	-	158.54	-	158.54	
	843.7	-	0.02	-	0.02	
	850.0	-	163.32	-	163.32	
	851.0	-	457.80	-	457.80	
	857.0	-	165.77	-	165.77	
	859.1	-	316.83	-	316.83	
	861.0	-	100.89	-	100.89	
	864.0	-	12.43	-	12.43	
	865.0	-	197.07	-	197.07	
	867.0	-	310.83	-	310.83	
	870.0	-	60.49	-	60.49	
	874.0	-	3.81	-	3.81	
	879.0	-	38.04	-	38.04	
	880.1	-	475.17	-	475.17	
	885.0	-	27.58	-	27.58	
	886.0	-	0.01	-	0.01	
	887.0	-	27.38	-	27.38	
	889.0	-	14.08	-	14.08	
	890.0	-	2.60	-	2.60	
	902.0	5.12	4.17	-	9.29	
	905.0	36.04	29.48	-	65.52	
	912.0	6.80	-	-	6.80	
	926.0	0.28	0.14	-	0.42	114,569.60
TOTAL PAYMENTS TO OUTSIDE ATTORNEYS & LAW FIRMS **		<u>116,159,028.77</u>	<u>58,044,644.40</u>	<u>683,246.53</u>		<u>174,886,919.70</u>

* Costs charged to some departments are spread to various FERC accounts.

** Gas and Electric amounts are the result of the allocation of expenses, not the direct assignment of specific activities. In some instances, allocations were updated during the course of the year.

PACIFIC GAS AND ELECTRIC COMPANY
 DUES
 FOR THE YEAR ENDED DECEMBER 31, 2019

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
ALPINE COUNTY CHAMBER OF COMMERCE INTERAGENCY VISITORS CENTER	426.4	-	-	250.00	250.00	250.00
AMADOR COUNTY CHAMBER OF COMMERCE	426.4	-	-	400.00	400.00	400.00
AMERICAN CANYON CHAMBER OF COMMERCE	426.4	-	-	2,380.00	2,380.00	2,380.00
AMERICAN COUNCIL FOR AN ENERGY EFFICIENT ECONOMY	908.0	16,799.99	3,200.00	-	19,999.99	19,999.99
AMERICAN GAS ASSOCIATION	426.4	-	-	154,917.67	154,917.67	
	426.5	-	-	26.43	26.43	
	859.0	-	231,658.86	-	231,658.86	
	880.0	-	231,658.89	-	231,658.89	
	921.0	467.41	227.73	-	695.14	618,956.99
AMERICAN PRODUCTIVITY & QUALITY CTR INC	921.0	7,224.70	3,519.95	-	10,744.65	
	930.2	171.70	83.65	-	255.35	11,000.00
AMERICAN SOCIETY FOR QUALITY INC	426.5	-	-	0.06	0.06	
	512.0	0.14	-	-	0.14	
	513.0	0.46	-	-	0.46	
	514.0	0.33	-	-	0.33	
	519.0	0.01	-	-	0.01	
	523.0	0.02	-	-	0.02	
	524.0	0.02	-	-	0.02	
	530.0	0.03	-	-	0.03	
	532.0	0.03	-	-	0.03	
	537.0	0.04	-	-	0.04	
	538.0	0.14	-	-	0.14	
	539.0	0.09	-	-	0.09	
	542.0	0.16	-	-	0.16	
	543.0	0.37	-	-	0.37	
	544.0	0.41	-	-	0.41	
	548.0	0.50	-	-	0.50	
	553.0	0.15	-	-	0.15	
	563.0	0.02	-	-	0.02	
	566.0	383.36	-	-	383.36	
	569.0	0.84	-	-	0.84	
	570.0	1.98	-	-	1.98	
	571.0	155.69	-	-	155.69	
	582.0	0.21	-	-	0.21	
	583.0	0.01	-	-	0.01	
	584.0	0.15	-	-	0.15	
	588.0	1,331.19	-	-	1,331.19	
	592.0	3.04	-	-	3.04	
	593.0	8.79	-	-	8.79	
	594.0	4.91	-	-	4.91	
	595.0	0.05	-	-	0.05	
	596.0	0.72	-	-	0.72	
	597.0	0.01	-	-	0.01	
	824.0	-	0.22	-	0.22	
	834.0	-	2.38	-	2.38	
	843.7	-	1.87	-	1.87	
	856.0	-	1.65	-	1.65	
	857.0	-	0.32	-	0.32	
	859.0	-	1,443.24	-	1,443.24	
	863.0	-	33.72	-	33.72	
	864.0	-	1.02	-	1.02	
	865.0	-	1.92	-	1.92	
	874.0	-	0.02	-	0.02	
	879.0	-	0.01	-	0.01	
	880.0	-	217.00	-	217.00	
	886.0	-	0.32	-	0.32	
	887.0	-	0.98	-	0.98	
	889.0	-	5.56	-	5.56	
	890.0	-	0.42	-	0.42	
	892.0	-	0.18	-	0.18	
	893.0	-	0.10	-	0.10	
	903.0	0.64	0.40	-	1.04	
	908.0	0.61	0.13	-	0.74	
	910.0	0.02	-	-	0.02	
	912.0	-	0.01	-	0.01	
	921.0	1.71	0.84	-	2.55	
	930.2	937.78	456.91	-	1,394.69	
	935.0	0.01	-	-	0.01	5,003.92
ANDERSON CHAMBER OF COMMERCE	426.4	-	-	250.00	250.00	250.00
APTOS CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
ASSOCIATION OF CORPORATE CONTRIBUTIONS PROFESSIONALS	426.4	-	-	6,250.00	6,250.00	6,250.00
ATASCADERO CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
ATWATER CHAMBER OF COMMERCE	426.4	-	-	250.00	250.00	250.00
AUBURN CHAMBER OF COMMERCE	426.4	-	-	1,250.00	1,250.00	1,250.00
AVILA BEACH CIVIC ASSOCIATION	426.4	-	-	500.00	500.00	500.00
BARSTOW AREA CHAMBER OF COMMERCE	426.4	-	-	360.00	360.00	360.00
BASS LAKE CHAMBER OF COMMERCE	426.4	-	-	175.00	175.00	175.00
BAY AREA COUNCIL	426.4	-	-	150,000.00	150,000.00	150,000.00
BAY PLANNING COALITION	426.4	-	-	1,100.00	1,100.00	1,100.00

PACIFIC GAS AND ELECTRIC COMPANY
 DUES
 FOR THE YEAR ENDED DECEMBER 31, 2019

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
BERKELEY CHAMBER OF COMMERCE	426.4	-	-	6,000.00	6,000.00	6,000.00
BUELLTON CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
BUILDING INDUSTRY ASSOCIATION OF TULARE KINGS COUNTIES INC	426.4	-	-	675.00	675.00	675.00
BUILDING INDUSTRY ASSOCIATION OF FRESNO MADERA COUNTIES	426.4	-	-	1,000.00	1,000.00	1,000.00
BUILDING OWNERS AND MANAGERS ASSOCIATION OF SAN FRANCISCO	426.4	-	-	6,000.00	6,000.00	6,000.00
BURLINGAME CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
BURNEY CHAMBER OF COMMERCE	426.4	-	-	170.00	170.00	170.00
BUTTE COUNTY FARM BUREAU	426.4	-	-	275.00	275.00	275.00
BUTTONWILLOW CHAMBER OF COMMERCE	426.4	-	-	50.00	50.00	50.00
CALAVERAS COUNTY CHAMBER OF COMMERCE	426.4	-	-	300.00	300.00	
	912.0	2,960.00	1,040.00	-	4,000.00	4,300.00
CALIFORNIA BUILDING INDUSTRY ASSN	426.4	-	-	25,000.00	25,000.00	25,000.00
CALIFORNIA CENTRAL VALLEY ECONOMIC DEVELOPMENT CORP	912.0	13,690.00	4,810.00	-	18,500.00	18,500.00
CALIFORNIA CHAMBER OF COMMERCE	426.4	-	-	69,000.00	69,000.00	69,000.00
CALIFORNIA CITRUS MUTUAL	426.4	-	-	1,000.00	1,000.00	1,000.00
CALIFORNIA COALITION WORKERS COMPENSATION	921.0	8,068.80	3,931.20	-	12,000.00	12,000.00
CALIFORNIA COUNCIL FOR ENVIRONMENTL & ECONOMIC BALANCE	426.4	-	-	53,000.00	53,000.00	
	426.5	-	-	58,000.00	58,000.00	
	921.0	19,499.60	9,500.40	-	29,000.00	140,000.00
CALIFORNIA ELECTRIC TRANSPORTATION COALITION	912.0	97,800.00	-	-	97,800.00	97,800.00
CALIFORNIA FRESH FRUIT ASSOCIATION	426.4	-	-	600.00	600.00	600.00
CALIFORNIA INSTITUTE OF TECHNOLOGY	908.0	45,360.00	8,640.00	-	54,000.00	54,000.00
CALIFORNIA TAXPAYERS ASSOCIATION	426.5	-	-	59,435.00	59,435.00	59,435.00
CALIFORNIA WORKERS COMPENSATION INSTITUTE	921.0	2,837.15	1,382.29	-	4,219.44	4,219.44
CALSTART INC	912.0	7,950.00	-	-	7,950.00	7,950.00
CAMPBELL CHAMBER OF COMMERCE	426.4	-	-	495.00	495.00	495.00
CARMEL CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
CEATI INTERNATIONAL INC	535.0	11,818.00	-	-	11,818.00	
	539.0	14,772.50	-	-	14,772.50	
	541.0	7,182.00	-	-	7,182.00	
	549.0	777.50	-	-	777.50	34,550.00
CENTER FOR ENERGY EFFICIENCY & RENEWABLE TECHNOLOGY	588.0	50,000.00	-	-	50,000.00	50,000.00
CENTER FOR WORKPLACE COMPLIANCE	921.0	9,077.40	4,422.60	-	13,500.00	13,500.00
CENTRAL COAST MARKETING TEAM	912.0	8,140.00	2,860.00	-	11,000.00	11,000.00
CENTRAL VALLEY ASIAN-AMERICAN CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
CENTRAL VALLEY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	200.00	200.00	200.00
CERES AREA CHAMBER OF COMMERCE	426.4	-	-	650.00	650.00	650.00
CHICO CHAMBER OF COMMERCE	426.4	-	-	3,000.00	3,000.00	3,000.00
CHINESE CHAMBER OF COMMERCE	426.4	-	-	21,000.00	21,000.00	21,000.00
CHOWCHILLA DISTRICT CHAMBER OF COMMERCE	426.4	-	-	150.00	150.00	150.00
CIOSE LLC	921.0	53,792.00	26,208.00	-	80,000.00	80,000.00
CIVIL JUSTICE ASSOCIATION OF CALIFORNIA	426.4	-	-	27,500.00	27,500.00	27,500.00
CLOVIS DISTRICT CHAMBER OF COMMERCE	426.4	-	-	1,300.00	1,300.00	1,300.00
COALINGA AREA CHAMBER OF COMMERCE	426.4	-	-	300.00	300.00	300.00
COALITION OF LABOR AGRICULTURE & BUSINESS	426.4	-	-	2,500.00	2,500.00	2,500.00
COLAB OF SAN LUIS OBISPO COUNTY	426.4	-	-	2,500.00	2,500.00	2,500.00
COMMITTEE ON JOBS	426.4	-	-	40,000.00	40,000.00	40,000.00
COMMON GROUND ALLIANCE	863.0	-	100,000.00	-	100,000.00	100,000.00
CONCORD CHAMBER OF COMMERCE	426.4	-	-	1,500.00	1,500.00	1,500.00

**PACIFIC GAS AND ELECTRIC COMPANY
DUES
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
CONSERVATION COMMITTEE OF CA OIL AND GAS PRODUCERS	426.5	-	-	0.05	0.05	
	566.0	0.03	-	-	0.03	
	583.0	0.42	-	-	0.42	
	588.0	0.86	-	-	0.86	
	593.0	0.07	-	-	0.07	
	863.0	-	0.04	-	0.04	
	887.0	-	0.03	-	0.03	
	903.0	46.66	37.99	-	84.65	
	908.0	38.18	7.65	-	45.83	
	912.0	0.19	0.07	-	0.26	
	921.0	11.71	5.71	-	17.42	
	930.2	0.22	0.10	-	0.32	149.98
CONSORTIUM FOR ENERGY EFFICIENCY INC	908.0	8,400.00	1,600.00	-	10,000.00	10,000.00
CORCORAN CHAMBER OF COMMERCE	426.4	-	-	550.00	550.00	550.00
CORNING CHAMBER OF COMMERCE	426.4	-	-	68.75	68.75	68.75
CUPERTINO CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
DAVIS CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
DINUBA CHAMBER OF COMMERCE	426.4	-	-	325.00	325.00	325.00
DISTRIBUTED ENERGY FINANCIAL GROUP LLC	908.9	8,250.00	6,750.00	-	15,000.00	15,000.00
DOWNTOWN BUSINESS ASSOCIATION INC	426.4	-	-	580.00	580.00	580.00
DOWNTOWN CHICO BUSINESS ASSOCIATION	426.4	-	-	2,000.00	2,000.00	2,000.00
DUBLIN CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
EAST BAY LEADERSHIP COUNCIL	426.4	-	-	5,000.00	5,000.00	5,000.00
ECONOMIC DEVELOPMENT CORP OF MARIPOSA CO	912.0	2,960.00	1,040.00	-	4,000.00	4,000.00
ECONOMIC DEVELOPMENT CORPORATION OF SHASTA COUNTY	912.0	2,220.00	780.00	-	3,000.00	3,000.00
ECONOMIC DEVELOPMENT CORPORATION SERVING FRESNO COUNTY	912.0	14,800.00	5,200.00	-	20,000.00	20,000.00
EEL EDISON ELECTRIC INSTITUTE	426.5	-	-	1,034,509.97	1,034,509.97	
	524.0	260,975.93	-	-	260,975.93	
	539.0	103,621.60	-	-	103,621.60	
	557.0	40,016.30	-	-	40,016.30	
	562.0	284.84	-	-	284.84	
	566.0	408,868.27	-	-	408,868.27	
	570.0	120.43	-	-	120.43	
	571.0	27.06	-	-	27.06	
	583.0	36.54	-	-	36.54	
	588.0	406,379.75	-	-	406,379.75	
	592.0	642.75	-	-	642.75	
	921.0	25,685.68	12,514.32	-	38,200.00	
	930.2	247.53	120.60	-	368.13	2,294,051.57
EFFICIENCY FORWARD INC	908.0	25,200.00	4,800.00	-	30,000.00	30,000.00
EL DORADO COUNTY CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
EL DORADO HILLS CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
ELECTRIC AUTO ASSOCIATION	908.0	7,950.00	-	-	7,950.00	7,950.00
ELECTRIC POWER RESEARCH INSTITUTE	524.0	1,460,704.00	-	-	1,460,704.00	
	912.0	141,689.00	-	-	141,689.00	
	921.0	216,160.52	105,315.57	-	321,476.09	
	930.2	60,977.21	29,708.71	-	90,685.92	2,014,555.01
ELK GROVE CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
ENERGY STORAGE ASSOCIATION INC DBA	426.5	-	-	4.03	4.03	
	557.0	11,916.03	-	-	11,916.03	
	588.0	1,372.63	-	-	1,372.63	
	903.0	44.35	-	-	44.35	
	908.0	1,328.85	-	-	1,328.85	
	921.0	37.96	18.49	-	56.45	
	930.2	186.69	90.95	-	277.64	14,999.98
ENTERPRISE ETHEREUM ALLIANCE INC	588.0	25,000.00	-	-	25,000.00	25,000.00
EUCG INC	539.0	20,750.00	-	-	20,750.00	20,750.00
FAIRFIELD-SUISUN CHAMBER OF COMMERCE	426.4	-	-	3,000.00	3,000.00	3,000.00
FILIPINO-AMERICAN CHAMBER SOLANO CO	426.4	-	-	1,500.00	1,500.00	1,500.00
FOLSOM CHAMBER OF COMMERCE	426.4	-	-	2,850.00	2,850.00	2,850.00
FREMONT CHAMBER OF COMMERCE	426.4	-	-	1,500.00	1,500.00	1,500.00
FRESNO CHAMBER OF COMMERCE	426.4	-	-	7,800.00	7,800.00	7,800.00
FRESNO COUNTY FARM BUREAU	426.4	-	-	300.00	300.00	300.00
FRESNO METRO BLACK CHAMBER OF COMMERCE	426.4	-	-	1,200.00	1,200.00	1,200.00
GALT DISTRICT CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
GREATER BAKERSFIELD CHAMBER OF COMM	426.4	-	-	5,600.00	5,600.00	5,600.00

**PACIFIC GAS AND ELECTRIC COMPANY
DUES
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
GREATER EUREKA CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
GREATER GRASS VALLEY CHAMBER OF COMMERCE	426.4	-	-	599.00	599.00	599.00
GREATER LAMONT CHAMBER OF COMMERCE	426.4	-	-	100.00	100.00	100.00
GREATER REDDING CHAMBER OF COMMERCE	426.4	-	-	915.00	915.00	915.00
GREATER REEDLEY CHAMBER OF COMMERCE	426.4	-	-	400.00	400.00	400.00
GREATER SACRAMENTO AREA ECONOMIC COUCL	912.0	7,400.00	2,600.00	-	10,000.00	10,000.00
GREATER STOCKTON CHAMBER OF COMMERCE	426.4	-	-	1,980.00	1,980.00	1,980.00
GREENBIZ GROUP INC	921.0	10,086.00	4,914.00	-	15,000.00	15,000.00
GROWER SHIPPER VEGETABLE ASSOCIATION OF CENTRAL CALIFORNIA	426.4	-	-	350.00	350.00	350.00
GUSTINE CHAMBER OF COMMERCE	426.4	-	-	100.00	100.00	100.00
HANFORD CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
HAYWARD CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
HISPANIC CHAMBER OF COMMERCE OF SONOMA COUNTY	426.4	-	-	500.00	500.00	500.00
HISPANIC CHAMBER OF COMMERCE-MARIN	426.4	-	-	300.00	300.00	300.00
HOME BUILDERS ASSN OF CENTRAL COAST	426.4	-	-	500.00	500.00	500.00
HOTEL COUNCIL OF SAN FRANCISCO	426.4	-	-	5,500.00	5,500.00	5,500.00
HUGHSON CHAMBER OF COMMERCE	426.4	-	-	100.00	100.00	100.00
HUMBOLDT COUNTY FARM BUREAU	426.4	-	-	150.00	150.00	150.00
INSTITUTE OF NUCLEAR PWR OPERATIONS	524.0	1,706,234.00	-	-	1,706,234.00	1,706,234.00
INTERSTATE NATURAL GAS ASSOC OF AMERICA	769.0	-	173,088.39	-	173,088.39	173,088.39
JOBS AND HOUSING COALITION	426.4	-	-	7,500.00	7,500.00	7,500.00
KERMAN CHAMBER OF COMMERCE	426.4	-	-	85.00	85.00	85.00
KERN COUNTY BLACK CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
KERN COUNTY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
KERN COUNTY TAXPAYERS ASSOCIATION	426.4	-	-	3,200.00	3,200.00	3,200.00
KERN ECONOMIC DEVELOPMENT CORP	912.0	14,800.00	5,200.00	-	20,000.00	20,000.00
KING CITY CHAMBER OF COMMERCE AND AGRICULTURE	426.4	-	-	350.00	350.00	350.00
KINGS COUNTY EDC	912.0	5,920.00	2,080.00	-	8,000.00	8,000.00
KINGS COUNTY FARM BUREAU	426.4	-	-	400.00	400.00	400.00
LAKE COUNTY FARM BUREAU	426.4	-	-	200.00	200.00	200.00
LAKEPORT REGIONAL CHAMBER OF COMMERCE	426.4	-	-	817.00	817.00	817.00
LEMOORE CHAMBER OF COMMERCE	426.4	-	-	515.00	515.00	515.00
LINCOLN AREA CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
LIVERMORE CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
LOCAL GOVERNMENT COMMISSION	921.0	4,034.40	1,965.60	-	6,000.00	6,000.00
LODI DISTRICT CHAMBER OF COMMERCE	426.4	-	-	419.00	419.00	419.00
LOS BANOS CHAMBER OF COMMERCE	426.4	-	-	330.00	330.00	330.00
M J BRADLEY & ASSOCIATES LLC	426.4	-	-	125,000.00	125,000.00	125,000.00
	921.0	13,448.00	6,552.00	-	20,000.00	145,000.00
MADERA CHAMBER OF COMMERCE	426.4	-	-	1,250.00	1,250.00	1,250.00
MADERA COUNTY FARM BUREAU	426.4	-	-	100.00	100.00	100.00
MAJOR MAILERS ASSOC	903.0	1,100.00	900.00	-	2,000.00	2,000.00
MANTECA CHAMBER OF COMMERCE	426.4	-	-	649.00	649.00	649.00
MARIN BUILDERS ASSOCIATION	426.4	-	-	5,000.00	5,000.00	5,000.00
MARIPOSA COUNTY CHAMBER OF COMMERCE	426.4	-	-	200.00	200.00	200.00
MCKINLEYVILLE CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
MENDOCINO COUNTY EMPLOYERS COUNCIL	426.4	-	-	1,200.00	1,200.00	1,200.00
MENDOCINO COUNTY FARM BUREAU	426.4	-	-	175.00	175.00	175.00
MERCED CHAMBER OF COMMERCE	426.4	-	-	956.00	956.00	956.00
MERCED COUNTY FARM BUREAU	426.4	-	-	2,500.00	2,500.00	2,500.00
MERCED COUNTY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
MILL VALLEY CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00

**PACIFIC GAS AND ELECTRIC COMPANY
DUES
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
MODESTO CHAMBER OF COMMERCE	426.4	-	-	1,200.00	1,200.00	1,200.00
MONTEREY COUNTY BUSINESS COUNCIL	426.4	-	-	1,500.00	1,500.00	1,500.00
MONTEREY COUNTY FARM BUREAU	426.4	-	-	350.00	350.00	350.00
MONTEREY PENINSULA CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
MORGAN HILL CHAMBER OF COMMERCE	426.4	-	-	810.00	810.00	810.00
MORRO BAY CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
MOUNTAIN VIEW CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
NACE INTERNATIONAL	549.0	4.02	-	-	4.02	
	583.0	1.00	-	-	1.00	
	584.0	9.66	-	-	9.66	
	593.0	3.27	-	-	3.27	
	856.0	-	2,126.22	-	2,126.22	
	859.0	-	1,703.14	-	1,703.14	
	863.0	-	633.25	-	633.25	
	867.0	-	663.41	-	663.41	
	874.0	-	29.92	-	29.92	
	880.0	-	4,657.08	-	4,657.08	
	887.0	-	9,969.92	-	9,969.92	
	889.0	-	0.50	-	0.50	
	892.0	-	4.53	-	4.53	
	894.0	-	663.41	-	663.41	
	921.0	1.13	0.55	-	1.68	
	930.2	743.66	362.32	-	1,105.98	21,576.99
NAPA CHAMBER OF COMMERCE	426.4	-	-	10,000.00	10,000.00	10,000.00
NATIONAL HYDROPOWER ASSOC	539.0	60,764.00	-	-	60,764.00	60,764.00
NATURAL GAS ROUNDTABLE AMERICAN GAS ASSOCIATION	426.4	-	-	35.64	35.64	
	426.5	-	-	3.16	3.16	
	921.0	27.71	13.50	-	41.21	80.01
NEEDLES CHAMBER OF COMMERCE	426.4	-	-	150.00	150.00	150.00
NEEDLES DOWNTOWN BUSINESS ALLIANCE	426.4	-	-	50.00	50.00	50.00
NEVADA CITY CHAMBER OF COMMERCE	426.4	-	-	370.00	370.00	370.00
NEWARK CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
NISEI FARMERS LEAGUE	426.4	-	-	1,000.00	1,000.00	1,000.00
NORTH BAY COUNCIL	426.4	-	-	7,500.00	7,500.00	7,500.00
NORTH COAST BUILDERS EXCHANGE INC	426.4	-	-	516.00	516.00	516.00
NORTH OF THE RIVER CHAMBER OF COMMERCE	426.4	-	-	250.00	250.00	250.00
NORTHEAST GAS ASSOCIATION NYSEARCH	426.5	-	-	0.06	0.06	
	850.0	-	1.33	-	1.33	
	861.0	-	0.82	-	0.82	
	870.0	-	1.61	-	1.61	
	885.0	-	0.73	-	0.73	
	887.0	-	0.28	-	0.28	
	892.0	-	0.90	-	0.90	5.73
NUCLEAR ENERGY INSTITUTE INC	426.5	-	-	515,635.00	515,635.00	
	524.0	584,297.00	-	-	584,297.00	1,099,932.00
OAKDALE DISTRICT CHAMBER OF COMMERCE	426.4	-	-	390.00	390.00	390.00
OAKLAND AFRICAN AMERICAN CHAMBER OF COMMERCE	426.4	-	-	3,000.00	3,000.00	3,000.00
OAKLAND BUILDERS ALLIANCE	426.4	-	-	600.00	600.00	600.00
OAKLAND CHINATOWN CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
OAKLAND METROPOLITAN CHAMBER OF COMMERCE	426.4	-	-	8,745.00	8,745.00	8,745.00
OREGON STATE UNIVERSITY OSRAA	588.0	15,000.00	-	-	15,000.00	15,000.00
OROVILLE AREA CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
PACIFIC GROVE CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
PAJARO VALLEY CHAMBER OF COMMERCE	426.4	-	-	810.00	810.00	810.00
PARADISE RIDGE CHAMBER COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
PASO ROBLES CHAMBER OF COMMERCE	426.4	-	-	610.00	610.00	610.00
PIPELINE ASSOCIATION FOR PUBLIC AWARENESS	863.0	-	74,440.00	-	74,440.00	74,440.00
PISMO BEACH CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
PITTSBURG CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
PLEASANT HILL CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
PLEASANTON CHAMBER OF COMMERCE	426.4	-	-	750.00	750.00	750.00
PODS ASSOCIATION INC	859.0	-	3,547.27	-	3,547.27	
	880.0	-	3,408.16	-	3,408.16	
	887.0	-	44.56	-	44.56	6,999.99

**PACIFIC GAS AND ELECTRIC COMPANY
DUES
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
QUINCY CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
RANCHO CORDOVA CHAMBER OF COMMERCE	426.4	-	-	3,000.00	3,000.00	3,000.00
RED BLUFF-TEHAMA COUNTY CHAMBER OF COMMERCE	426.4	-	-	1,510.00	1,510.00	1,510.00
REDWOOD CITY-SAN MATEO COUNTY CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
REGENTS OF THE UNIVERSITY OF CALIFORNIA AT BERKELEY	921.0	80,688.00	39,312.00	-	120,000.00	120,000.00
REGION BUSINESS	426.4	-	-	1,500.00	1,500.00	1,500.00
RENAISSANCE ENTREPRENEURSHIP CTR	903.0	5,500.00	4,500.00	-	10,000.00	10,000.00
RICHMOND CHAMBER OF COMMERCE	426.4	-	-	1,500.00	1,500.00	1,500.00
RIDGECREST CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
RIPON CHAMBER OF COMMERCE	426.4	-	-	340.00	340.00	340.00
RIVERBANK CHAMBER OF COMMERCE	426.4	-	-	275.00	275.00	275.00
ROCKLIN AREA CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
ROHNERT PARK CHAMBER OF COMMERCE	426.4	-	-	850.00	850.00	850.00
ROSEVILLE CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
ROTARY CLUB OF CHICO	426.4	-	-	395.00	395.00	395.00
RURAL COUNTY REPRESENTATIVES OF CALIFORNIA	426.4	-	-	10,000.00	10,000.00	10,000.00
SACRAMENTO ASIAN PACIFIC CHAMBER OF COMMERCE	426.4	-	-	25,000.00	25,000.00	25,000.00
SACRAMENTO METROPOLITAN CHAMBER OF COMMERCE (METRO-CHAMBER)	426.4	-	-	23,648.00	23,648.00	23,648.00
SALINAS VALLEY CHAMBER OF COMMERCE	426.4	-	-	1,900.00	1,900.00	1,900.00
SAN BENITO COUNTY BUSINESS COUNCIL	426.4	-	-	1,500.00	1,500.00	1,500.00
SAN BENITO COUNTY CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
SAN CARLOS CHAMBER OF COMMERCE	426.4	-	-	887.00	887.00	887.00
SAN FRANCISCO APARTMENT ASSOC	426.4	-	-	3,000.00	3,000.00	3,000.00
SAN FRANCISCO CHAMBER OF COMMERCE	426.4	-	-	73,755.00	73,755.00	73,755.00
SAN FRANCISCO COUNCIL OF DISTRICT MERCHANTS ASSOCIATION	426.4	-	-	2,500.00	2,500.00	2,500.00
SAN JOAQUIN FARM BUREAU FEDERATION	426.4	-	-	3,175.00	3,175.00	3,175.00
SAN JOAQUIN PARTNERSHIP INC	912.0	7,400.00	2,600.00	-	10,000.00	10,000.00
SAN JOSE SILICON VALLEY CHAMBER OF COMMERCE	426.4	-	-	30,235.00	30,235.00	30,235.00
SAN LEANDRO CHAMBER OF COMMERCE	426.4	-	-	1,675.00	1,675.00	1,675.00
SAN LUIS OBISPO CHAMBER OF COMMERCE INC	426.4	-	-	1,500.00	1,500.00	1,500.00
SAN LUIS OBISPO COUNTY BUILDERS EXCHANGE	426.4	-	-	350.00	350.00	350.00
SAN LUIS OBISPO COUNTY FARM BUREAU	426.4	-	-	350.00	350.00	350.00
SAN MATEO CHAMBER OF COMMERCE LEADERSHIP	426.4	-	-	575.00	575.00	575.00
SAN MATEO COUNTY ECONOMIC DEVELOPMENT ASSOCIATION	426.4	-	-	10,000.00	10,000.00	10,000.00
SAN RAFAEL CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
SAN RAMON CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
SANTA BARBARA COUNTY FARM BUREAU	426.4	-	-	350.00	350.00	350.00
SANTA CRUZ CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
SANTA CRUZ COUNTY BUSINESS COUNCIL	426.4	-	-	1,410.00	1,410.00	1,410.00
SANTA CRUZ COUNTY FARM BUREAU	426.4	-	-	250.00	250.00	250.00
SANTA MARIA VALLEY CHAMBER OF COMMERCE	426.4	-	-	3,000.00	3,000.00	3,000.00
SANTA ROSA CHAMBER OF COMMERCE SANTA ROSA METRO CHAMBER	426.4	-	-	9,000.00	9,000.00	9,000.00
SCOTTS VALLEY CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
SEASIDE CHAMBER OF COMMERCE	426.4	-	-	250.00	250.00	250.00
SELMA DISTRICT CHAMBER OF COMMERCE	426.4	-	-	450.00	450.00	450.00
SHAFTER CHAMBER OF COMMERCE	426.4	-	-	100.00	100.00	100.00
SHASTA LAKE CHAMBER OF COMMERCE	426.4	-	-	300.00	300.00	300.00
SHINGLE SPRINGS/CAMERON PARK CHAMBER OF COMMERCE	426.4	-	-	316.00	316.00	316.00
SILICON VALLEY LEADERSHIP GROUP	426.4	-	-	67,100.00	67,100.00	67,100.00
SOLANO EDC	912.0	7,400.00	2,600.00	-	10,000.00	10,000.00
SOLVANG CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
SONOMA COUNTY ECONOMIC DEV BOARD	912.0	3,700.00	1,300.00	-	5,000.00	5,000.00

**PACIFIC GAS AND ELECTRIC COMPANY
DUES
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
SONOMA COUNTY FARM BUREAU	426.4	-	-	730.00	730.00	730.00
SONOMA VALLEY CHAMBER OF COMMERCE	426.4	-	-	1,475.00	1,475.00	1,475.00
SOUTH COUNTY CHAMBERS OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
STANISLAUS COUNTY FARM BUREAU	426.4	-	-	1,500.00	1,500.00	1,500.00
TAFT DISTRICT CHAMBER OF COMMERCE	426.4	-	-	400.00	400.00	400.00
TEAMCALIFORNIA ECONOMIC DEVELOPMENT CORP	912.0	7,400.00	2,600.00	-	10,000.00	10,000.00
TEMPLETON CHAMBER OF COMMERCE	426.4	-	-	150.00	150.00	150.00
THE ECONOMIC ALLIANCE FOUNDATION	912.0	3,700.00	1,300.00	-	5,000.00	5,000.00
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	908.0	29,400.00	5,600.00	-	35,000.00	35,000.00
TRACY CHAMBER OF COMMERCE	426.4	-	-	675.00	675.00	675.00
TRAINING INSTITUTE FOR LEADERSHIP ENRICHMENT	426.4	-	-	1,000.00	1,000.00	1,000.00
TULARE COUNTY ECONOMIC DEVELOPMENT CORP	912.0	1,850.00	650.00	-	2,500.00	2,500.00
TULARE COUNTY FARM BUREAU	426.4	-	-	400.00	400.00	400.00
TULARE KINGS HISPANIC CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
TUOLUMNE COUNTY CHAMBER OF COMMERCE	426.4	-	-	330.00	330.00	330.00
TURLOCK CHAMBER OF COMMERCE	426.4	-	-	550.00	550.00	550.00
VACAVILLE CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
VALLEJO CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
VELOZ	426.5	-	-	5,274.22	5,274.22	
	921.0	63,693.62	31,032.17	-	94,725.79	100,000.01
VIADATA LP	859.0	-	11,443.01	-	11,443.01	
	880.0	-	8,286.32	-	8,286.32	19,729.33
VICTOR VALLEY CHAMBER OF COMMERCE	426.4	-	-	405.00	405.00	405.00
WALNUT CREEK CHAMBER OF COMMERCE	426.4	-	-	685.00	685.00	685.00
WEST SACRAMENTO CHAMBER OF COMMERCE	426.4	-	-	6,000.00	6,000.00	6,000.00
WESTERN ASSOCIATION OF CHAMBER EXECUTIVES	426.4	-	-	100.00	100.00	100.00
WESTERN ENERGY INSTITUTE	560.0	4,316.79	-	-	4,316.79	
	568.0	11,790.64	-	-	11,790.64	
	580.0	15,575.89	-	-	15,575.89	
	588.0	6,174.34	-	-	6,174.34	
	590.0	22,008.13	-	-	22,008.13	
	593.0	7,772.40	-	-	7,772.40	67,638.19
WESTERN POWER TRADING FORUM	566.0	579.70	-	-	579.70	
	921.0	3,308.41	1,611.89	-	4,920.30	5,500.00
WILLIAM H BERKMEIER UTILITY PENSION FUND STUDY GROUP	921.0	2,218.92	1,081.08	-	3,300.00	3,300.00
WILLITS CHAMBER OF COMMERCE	426.4	-	-	800.00	800.00	800.00
WILLOWS AREA CHAMBER OF COMMERCE	426.4	-	-	175.00	175.00	175.00
WINDSOR CHAMBER OF COMMERCE	426.4	-	-	429.00	429.00	429.00
WINE INSTITUTE	426.4	-	-	668.13	668.13	
	426.5	-	-	59.20	59.20	
	921.0	519.54	253.13	-	772.67	1,500.00
WOMENS BUSINESS ENTERPRISE NATIONAL COUNCIL	921.0	10,758.40	5,241.60	-	16,000.00	16,000.00
WOODLAND CHAMBER OF COMMERCE	426.4	-	-	860.00	860.00	860.00
YOUNTVILLE CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
VENDOR DUES						10,441,265.27
DUES PURCHASED BY EMPLOYEES						693,414.65
TOTAL DUES*						<u>11,134,679.92</u>

* Dues include items such as, but not limited to, association and club dues, professional certifications, and memberships.

**PACIFIC GAS AND ELECTRIC COMPANY
SUBSCRIPTIONS
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	ACCOUNT AMOUNT (\$)	VENDOR AMOUNT (\$)
ALM MEDIA LLC THE RECORDER	921.0	4,215.95	2,054.05	-	6,270.00	6,270.00
AMEREX BROKERS LLC	557.0	31,200.00	-	-	31,200.00	31,200.00
BLOOMBERG FINANCE LP	426.4	-	-	17,205.00	17,205.00	
	426.5	-	-	1,452.68	1,452.68	
	557.0	20,001.72	-	-	20,001.72	
	571.0	64.82	-	-	64.82	
	908.0	120.19	23.78	-	143.97	
	921.0	33,832.18	16,483.36	-	50,315.54	89,183.73
BOARDVANTAGE INC	921.0	28,706.58	13,986.14	-	42,692.72	42,692.72
CANADIAN ENERDATA LTD	557.0	6,730.00	-	-	6,730.00	6,730.00
CCH INCORPORATED	921.0	22,564.97	10,993.88	-	33,558.85	
	930.2	212.51	103.54	-	316.05	33,874.90
CHARTWELL INC THE UTILITY INFORMATION SOURCE	921.0	20,168.64	9,826.36	-	29,995.00	29,995.00
CHICAGO MERCANTILE EXCHANGE INC	426.5	-	-	9.74	9.74	
	557.0	5,241.45	-	-	5,241.45	
	583.0	5.27	-	-	5.27	
	588.0	78.50	-	-	78.50	
	807.5	-	7,042.64	-	7,042.64	
	859.0	-	6.97	-	6.97	
	903.0	0.44	-	-	0.44	
	908.0	29.95	0.46	-	30.41	
	921.0	1,617.36	788.00	-	2,405.36	
	930.2	19.58	9.53	-	29.11	14,849.89
COLUMBIA BOOKS INC	426.4	-	-	106.81	106.81	
	426.5	-	-	4.56	4.56	
	921.0	59.27	28.88	-	88.15	199.52
COMPUTERSHARE INC	426.5	-	-	50.42	50.42	
	921.0	2,987.94	1,455.75	-	4,443.69	
	930.2	3.96	1.93	-	5.89	4,500.00
COURTHOUSE NEWS SERVICE	921.0	3,188.51	1,553.49	-	4,742.00	4,742.00
ENERGY INTELLIGENCE GROUP INC	426.5	-	-	11.62	11.62	
	557.0	9,179.79	-	-	9,179.79	
	566.0	707.62	-	-	707.62	
	903.0	71.67	-	-	71.67	
	908.0	349.30	-	-	349.30	10,320.00
ENERGY WEB AG	588.0	27,422.90	-	-	27,422.90	27,422.90
ENVIRONMENT & ENERGY PUBLISHING LLC	426.4	-	-	7,390.40	7,390.40	
	426.5	-	-	487.79	487.79	
	921.0	4,371.81	2,129.99	-	6,501.80	14,379.99
EP EXECUTIVE PRESS INC	921.0	5,638.75	2,747.25	-	8,386.00	8,386.00
FIS KIODEX LLC	426.5	-	-	25.96	25.96	
	557.0	20,505.11	-	-	20,505.11	
	566.0	1,580.63	-	-	1,580.63	
	903.0	160.08	-	-	160.08	
	908.0	780.22	-	-	780.22	23,052.00
FREEDOM SOLUTIONS GROUP LLC LITERA MICROSYSTEMS	921.0	4,356.79	2,122.67	-	6,479.46	6,479.46
GARMIN SERVICES INC	571.0	12,655.10	-	-	12,655.10	12,655.10
GETFEEDBACK INC	921.0	13,669.84	6,660.08	-	20,329.92	20,329.92
IHS GLOBAL INC	908.0	2,120.40	235.60	-	2,356.00	
	921.0	4,987.95	2,430.18	-	7,418.13	9,774.13
INSTANT TRANSACTIONS CORPORATION	921.0	3,066.16	1,493.84	-	4,560.00	4,560.00
INTELLIGIZE INC	921.0	11,296.32	5,503.68	-	16,800.00	16,800.00
ISS CORPORATE SERVICES RISK METRICS MSCI	426.5	-	-	88.60	88.60	
	908.0	57.48	10.95	-	68.43	
	921.0	26,304.00	12,815.57	-	39,119.57	
	930.2	15.73	7.67	-	23.40	39,300.00
JAMES LONGTIN LOCAL GOVERNMENT PUBLICATIONS	921.0	96.53	47.03	-	143.56	143.56
LEXIS NEXIS RISK SOLUTIONS BUREAU	426.5	-	-	0.73	0.73	
	921.0	5,482.26	2,671.01	-	8,153.27	8,154.00
LINES UP INC	921.0	26,896.00	13,104.00	-	40,000.00	40,000.00
MARTINDALE LLC	921.0	4,706.86	2,293.22	-	7,000.08	7,000.08
MATTHEW BENDER & COMPANY INC	921.0	53,369.36	26,002.09	-	79,371.45	
	930.2	4.92	2.39	-	7.31	79,378.76
MERGENT INC	930.2	36.82	17.94	-	54.76	
	921.0	1,593.00	776.12	-	2,369.12	2,423.88

**PACIFIC GAS AND ELECTRIC COMPANY
SUBSCRIPTIONS
FOR THE YEAR ENDED DECEMBER 31, 2019**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	ACCOUNT AMOUNT (\$)	VENDOR AMOUNT (\$)
MCDERMOTT WILL & EMERY LLP	921.0	3,306.56	1,610.99	-	4,917.55	
	930.2	55.44	27.01	-	82.45	5,000.00
NATIONAL JOURNAL GROUP, INC	426.4	-	-	92,489.41	92,489.41	
	426.5	-	-	8,546.58	8,546.58	
	921.0	74,813.26	36,449.77	-	111,263.03	212,299.02
PACER SERVICE CENTER	921.0	37.65	18.35	-	56.00	56.00
REGENTS OF THE UNIVERSITY OF CALIFORNIA (CEB)	921.0	4,903.28	2,388.93	-	7,292.21	7,292.21
RELX INC	921.0	74,406.43	36,251.58	-	110,658.01	110,658.01
ROWMAN & LITTLEFIELD PUBLISHING GROUP INC	921.0	1,823.88	888.62	-	2,712.50	2,712.50
S&P GLOBAL MARKET INTELLIGENCE LLC	908.0	685.10	174.92	-	860.02	
	921.0	83,471.72	40,668.26	-	124,139.98	125,000.00
SCIENTECH A DIVISION OF CURTISS-WRIGHT	921.0	19,697.29	9,596.71	-	29,294.00	29,294.00
SHI INTERNATIONAL CORP	930.2	97,844.96	47,671.04	-	145,516.00	145,516.00
SUPER DERIVATIVES INC	426.5	-	-	28.88	28.88	
	557.0	34,345.71	-	-	34,345.71	
	583.0	93.99	-	-	93.99	
	588.0	985.44	-	-	985.44	
	807.5	-	11,980.77	-	11,980.77	
	903.0	7.83	-	-	7.83	
	908.0	877.74	1.96	-	879.70	
	930.2	73.08	35.60	-	108.68	48,431.00
	TFS ENERGY FUTURES LLC	557.0	8,400.00	-	-	8,400.00
THE BUREAU OF NATIONAL AFFAIRS INC	921.0	31,831.72	15,508.73	-	47,340.45	
	930.2	107.28	52.27	-	159.55	47,500.00
THOMSON REUTERS TAX & ACCOUNTING INC	921.0	9,640.92	4,697.16	-	14,338.08	
	930.2	40.25	19.61	-	59.86	14,397.94
THOMSON WEST	921.0	247,904.34	120,781.48	-	368,685.82	368,685.82
TROUTMAN SANDERS LLP	921.0	1,831.88	892.51	-	2,724.39	
	930.2	27.30	13.31	-	40.61	2,765.00
TULLETT PREBON AMERICAS CORP	557.0	18,000.00	-	-	18,000.00	18,000.00
VENDOR SUBSCRIPTIONS						1,740,805.04
SUBSCRIPTIONS PURCHASED BY EMPLOYEES						823,974.19
TOTAL SUBSCRIPTIONS*						2,564,779.23

* Subscriptions include items such as, but not limited to, online and print publications.

**PACIFIC GAS AND ELECTRIC COMPANY
DONATIONS
FOR THE YEAR ENDED DECEMBER 31, 2019**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
140 SQUAD CLUB	2,500.00		2,500.00
3 CORE, INC.	10,000.00		10,000.00
A PHILLIP RANDOLPH INSTITUTE SAN FRANCISCO CHAPTER		40,000.00	40,000.00
ACTION COUNCIL OF MONTEREY COUNTY INC		2,500.00	2,500.00
AFRICAN AMERICAN COMMUNITY SERVICE AGENCY		3,000.00	3,000.00
AFRICAN AMERICAN WELLNESS PROJECT	10,000.00		10,000.00
AG INNOVATIONS NETWORK	25,000.00	100,000.00	125,000.00
AIM HIGH FOR HIGH SCHOOL	15,000.00		15,000.00
ALAMEDA COUNTY AGRICULTURAL FAIR ASSOCIATION	10,000.00		10,000.00
ALAMEDA COUNTY COMMUNITY FOOD BANK	35,000.00		35,000.00
ALISA ANN RUCH BURN FOUNDATION		2,000.00	2,000.00
ALIVE & FREE- OMEGA BOYS CLUB OF SAN FRANCISCO	3,000.00		3,000.00
ALLAN HANCOCK COLLEGE FOUNDATION	5,000.00		5,000.00
ALLIANCE TO SAVE ENERGY	10,000.00	15,000.00	25,000.00
AMADOR TUOLUMNE COMMUNITY RESOURCES	10,000.00		10,000.00
AMERICAN ASSOCIATION OF BLACKS IN ENERGY	10,000.00		10,000.00
AMERICAN CONSERVATORY THEATER	5,000.00		5,000.00
AMERICAN FOREST FOUNDATION	12,500.00	12,500.00	25,000.00
AMERICAN INDIAN CHAMBER SCHOLARSHIP FUND	2,500.00	9,500.00	12,000.00
AMERICAN LEADERSHIP FORUM - MOUNTAIN VALLEY CHAPTER	10,000.00	6,000.00	16,000.00
AMERICAN LEADERSHIP FORUM-GREAT VALLEY CHAPTER INC	1,000.00		1,000.00
AMERICAN NATIONAL RED CROSS	200,000.00	550,000.00	750,000.00
AMERICAN PUBLIC WORKS ASSOCIATION		2,000.00	2,000.00
AMERICAN RIVER PARKWAY FOUNDATION INCORPORATED		5,000.00	5,000.00
APIS MOBILIZE	5,000.00	50,000.00	55,000.00
ARCATA HOUSE PARTNERSHIP	7,500.00		7,500.00
ARIZONA 4-H YOUTH FOUNDATION	2,000.00		2,000.00
ASIAN ADVISORY COMMITTEE ON CRIME		2,000.00	2,000.00
ASIAN AMERICAN EDUCATION INSTITUTE		10,000.00	10,000.00
ASIAN AMERICANS FOR COMMUNITY INVOLVEMENT OF SANTA CLARA COUNTY	11,500.00	5,000.00	16,500.00
ASIAN BUSINESS CENTER	25,000.00	25,000.00	50,000.00
ASIAN BUSINESS INSTITUTE AND RESOURCE CENTER		5,500.00	5,500.00
ASIAN HEALTH SERVICES		1,000.00	1,000.00
ASIAN PACIFIC AMERICAN LEADERSHIP FOUNDATION	50,000.00	100,000.00	150,000.00
ASIAN PACIFIC AMERICAN LEADERSHIP INSTITUTE	2,500.00	5,000.00	7,500.00
ASIAN PACIFIC FUND	5,000.00		5,000.00
ASIAN PACIFIC ISLANDER AMER PUBLIC AFFAIRS-COMM EDUCATION FOUNDATION		25,000.00	25,000.00
ASIAN PACIFIC ISLANDER LEGISLATIVE CAUCUS FOUNDATION	25,000.00	25,000.00	50,000.00
ASIAN RESOURCES INC	5,000.00	10,000.00	15,000.00
ASTRA SOCIETY INTERNATIONAL		5,000.00	5,000.00
ATASCADERO ECONOMIC FOUNDATION		4,000.00	4,000.00
AVILA BEACH CIVIC ASSOCIATION		1,000.00	1,000.00
BAGS OF HOPE-STOCKTON FOUNDATION		1,125.00	1,125.00
BARSTOW UNIFIED SCHOOL DISTRICT		1,000.00	1,000.00
BAY AREA BIKE PROJECT	25,000.00		25,000.00
BAY AREA BUSINESS ROUNDTABLE		1,000.00	1,000.00
BAY AREA COMMUNITY RESOURCES	10,000.00		10,000.00
BAY AREA COUNCIL FOUNDATION	15,000.00	10,000.00	25,000.00
BAY AREA DISCOVERY MUSEUM		10,000.00	10,000.00
BAY ORG		10,000.00	10,000.00
BAY POINT COMMUNITY ALL N ONE		1,500.00	1,500.00
BAYMEC COMMUNITY FOUNDATION		2,000.00	2,000.00
BAYVIEW HUNTERS POINT CENTER FOR ARTS AND TECHNOLOGY	10,000.00		10,000.00
BECOMING INDEPENDENT	2,500.00		2,500.00
BENICIA COMMUNITY ACTION COUNCIL		2,000.00	2,000.00
BEYOND DIFFERENCES	5,000.00		5,000.00
BIG SUR LAND TRUST	2,500.00		2,500.00
BILINGUAL BROADCASTING FOUNDATION, INC.	10,000.00		10,000.00
BIPARTISAN POLICY CENTER INC	10,000.00	40,000.00	50,000.00
BLACK JOY PARADE		7,500.00	7,500.00
BLACK YOUTH LEADERSHIP PROJECT	1,500.00		1,500.00
BOB MORETTI MEMORIAL SCHOLARSHIP FOUNDATION	5,000.00		5,000.00
BOOKER T WASHINGTON COMMUNITY SERVICE CENTER	1,500.00	8,500.00	10,000.00
BOYS & GIRLS CLUBS OF CENTRAL SONOMA COUNTY		1,000.00	1,000.00
BOYS & GIRLS CLUBS OF SILICON VALLEY	5,000.00		5,000.00
BOYS & GIRLS CLUBS OF STANISLAUS COUNTY		3,000.00	3,000.00
BOYS & GIRLS CLUBS OF THE NORTH VALLEY	10,000.00	4,000.00	14,000.00
BUTTE AGRICULTURE FOUNDATION	10,000.00		10,000.00
BUTTE COMMUNITY COLLEGE FOUNDATION	10,000.00		10,000.00
BUTTE COUNTY FIRE SAFE COUNCIL	25,000.00		25,000.00
BUTTE COUNTY MOUNTED SHERIFF POSSE	10,000.00		10,000.00
BUTTE GLENN COMMUNITY COLLEGE DISTRICT	50,000.00	50,000.00	100,000.00
BUTTE HUMANE SOCIETY	5,000.00		5,000.00
CAL STATE EAST BAY EDUCATIONAL FOUNDATION		10,000.00	10,000.00
CALIFORNIA 4-H FOUNDATION		1,000.00	1,000.00
CALIFORNIA ACADEMY OF SCIENCES	11,589.00	260,000.00	271,589.00
CALIFORNIA ASIAN PACIFIC CHAMBER OF COMMERCE FOUNDATION		50,000.00	50,000.00
CALIFORNIA ASSOCIATION OF AREA AGENCIES ON AGING	10,000.00		10,000.00
CALIFORNIA CAPITOL BLACK STAFF ASSOCIATION	1,000.00		1,000.00
CALIFORNIA CENTER	5,000.00		5,000.00
CALIFORNIA CHANGELAWYERS		10,000.00	10,000.00
CALIFORNIA CHILDREN & FAMILIES FOUNDATION, INC.	10,000.00		10,000.00
CALIFORNIA COAST COPS N KIDS INC.		1,850.00	1,850.00
CALIFORNIA COUNTIES FOUNDATION INC		25,000.00	25,000.00
CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION HUMBOLDT DEL NORTE	10,000.00		10,000.00
CALIFORNIA DRAGON BOAT ASSOCIATION		1,000.00	1,000.00
CALIFORNIA DVBE ALLIANCE		2,500.00	2,500.00
CALIFORNIA FILM INSTITUTE		5,000.00	5,000.00

**PACIFIC GAS AND ELECTRIC COMPANY
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FOR THE YEAR ENDED DECEMBER 31, 2019**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
CALIFORNIA FIRE FOUNDATION	1,000,000.00		1,000,000.00
CALIFORNIA FORWARD	25,000.00		25,000.00
CALIFORNIA FOUNDATION ON THE ENVIRONMENT AND THE ECONOMY	20,000.00	30,000.00	50,000.00
CALIFORNIA HISPANIC CHAMBERS OF COMMERCE FOUNDATION	25,000.00	50,000.00	75,000.00
CALIFORNIA JEWISH LEGISLATIVE CAUCUS LEADERSHIP FOUNDATION	5,000.00		5,000.00
CALIFORNIA LEGISLATIVE BLACK CAUCUS POLICY INSTITUTE	55,000.00		55,000.00
CALIFORNIA POLYTECHNIC STATE UNIVERSITY FOUNDATION	2,500.00		2,500.00
CALIFORNIA STATE PARKS FOUNDATION		50,000.00	50,000.00
CALIFORNIA STATE UNIVERSITY FRESNO FOUNDATION	2,500.00	2,000.00	4,500.00
CALIFORNIA STATE UNIVERSITY, CHICO RESEARCH FOUNDATION	15,000.00		15,000.00
CALIFORNIA WOMEN IN ENERGY	5,000.00		5,000.00
CALIFORNIA WOMEN LEAD	20,000.00		20,000.00
CAMP PHOENIX		1,125.00	1,125.00
CAMPBELL CHAMBER COMMUNITY FOUNDATION		1,000.00	1,000.00
CANAL ALLIANCE	10,000.00		10,000.00
CAPA COMMUNITY EDUCATION FUND		1,250.00	1,250.00
CAREER TECHNICAL EDUCATION FOUNDATION SONOMA COUNTY		2,500.00	2,500.00
CARL B. METOYER CENTER FOR FAMILY COUNSELING	10,000.00		10,000.00
CASA CIRCULO CULTURAL INC		3,000.00	3,000.00
CATHOLIC CHARITIES OF SANTA CLARA COUNTY		2,000.00	2,000.00
CATHOLIC COUNCIL FOR THE SPANISH SPEAKING OF THE DIOCESE OF STOCKTON		7,500.00	7,500.00
CDF FIREFIGHTERS BENEVOLENT FOUNDATION	20,000.00		20,000.00
CDP NORTH AMERICA, INC	20,000.00		20,000.00
CELEBRATE ANTIOCH FOUNDATION	1,000.00		1,000.00
CENTER FOR ASIAN AMERICANS UNITED FOR SELF-EMPOWERMENT INC	10,000.00		10,000.00
CENTER FOR CLIMATE AND ENERGY SOLUTIONS INC.	25,000.00		25,000.00
CENTER FOR ENERGY WORKFORCE DEVELOPMENT	10,000.00		10,000.00
CENTER FOR FATHERS AND FAMILIES	5,000.00		5,000.00
CENTER FOR IMMIGRANT PROTECTION		1,125.00	1,125.00
CENTER FOR VOLUNTEER AND NONPROFIT LEADERSHIP OF MARIN	7,250.00	5,000.00	12,250.00
CENTRAL CALIFORNIA ANIMAL DISASTER TEAM	10,000.00		10,000.00
CENTRAL CALIFORNIA ASTHMA COLLABORATIVE	11,500.00	2,000.00	13,500.00
CENTRAL COAST ECONOMIC FORECAST	5,000.00		5,000.00
CENTRAL COAST ENERGY SERVICES INC	25,000.00		25,000.00
CENTRAL VALLEY COMMUNITY FOUNDATION	2,500.00		2,500.00
CENTRAL VALLEY HISPANIC FOUNDATION		3,000.00	3,000.00
CENTRAL VALLEY OPPORTUNITY CENTER (CVOC)	10,000.00		10,000.00
CERES CHAMBER OF COMMERCE SCHOLARSHIP FOUNDATION		3,000.00	3,000.00
CERES, INC.	35,000.00		35,000.00
CHABOT SPACE & SCIENCE CENTER FOUNDATION		4,300.00	4,300.00
CHARITABLE FUND BENEFITTING GARDENA	2,500.00		2,500.00
CHICANA FOUNDATION OF NORTHERN CALIFORNIA	9,000.00		9,000.00
CHICO COMMUNITY SHELTER PARTNERSHIP	5,000.00		5,000.00
CHICO HOUSING ACTION TEAM	10,000.00		10,000.00
CHICO ROTARY CLUB FOUNDATION	2,500.00		2,500.00
CHILDRENS MUSEUM OF SONOMA COUNTY	2,500.00		2,500.00
CHINATOWN COMMUNITY DEVELOPMENT CENTER		10,000.00	10,000.00
CHINESE HOSPITAL ASSOCIATION	6,000.00		6,000.00
CHOICE IN AGING	19,181.00	5,000.00	24,181.00
CHP 11 99 FOUNDATION	2,500.00		2,500.00
CHRISTMAS IN THE PARK		5,000.00	5,000.00
CITY OF EUREKA	15,000.00		15,000.00
CITY OF FRESNO	20,000.00	2,000.00	22,000.00
CITY OF KING		2,500.00	2,500.00
CITY OF LOS BANOS	1,000.00		1,000.00
CITY OF MADERA	4,000.00		4,000.00
CITY OF SANGER		2,500.00	2,500.00
CITYSERVE NETWORK	2,500.00		2,500.00
CLEAR CREEK COMMUNITY SERVICES DISTRICT	10,000.00		10,000.00
CLOVIS EMERGENCY RESPONSE TEAM		5,000.00	5,000.00
COLAB FOUNDATION		3,000.00	3,000.00
COLLECTIVE IMPACT	13,000.00		13,000.00
COMMUNITY ACTION AGENCY OF BUTTE COUNTY INC	105,000.00		105,000.00
COMMUNITY ACTION OF NAPA VALLEY	50,000.00		50,000.00
COMMUNITY ACTION PARTNERSHIP OF KERN	5,000.00		5,000.00
COMMUNITY ACTION PARTNERSHIP OF SONOMA COUNTY	10,000.00		10,000.00
COMMUNITY CHILD CARE COUNCIL OF SONOMA COUNTY		1,000.00	1,000.00
COMMUNITY ECONOMIC DEVELOPMENT ASSOCIATION OF POLLOCK PINES	10,000.00		10,000.00
COMMUNITY EDUCATION PARTNERSHIPS		5,000.00	5,000.00
COMMUNITY EMERGENCY RESPONSE VOLUNTEERS OF THE MONTEREY PENINSULA	10,000.00		10,000.00
COMMUNITY FAMILY GUIDANCE CENTER	5,000.00		5,000.00
COMMUNITY FOOD BANK OF SAN BENITO COUNTY	5,000.00		5,000.00
COMMUNITY FOUNDATION OF THE NAPA VALLEY	50,000.00	51,000.00	101,000.00
COMMUNITY FOUNDATION SONOMA COUNTY	102,500.00		102,500.00
COMMUNITY HOUSING IMPROVEMENT PROGRAM	5,000.00		5,000.00
COMMUNITY INITIATIVES	10,000.00		10,000.00
COMMUNITY MATTERS		1,000.00	1,000.00
COMMUNITY OVERCOMING RELATIONSHIP ABUSE		1,000.00	1,000.00
COMMUNITY PARTNERS	100,000.00		100,000.00
COMMUNITY YOUTH CENTER OF SAN FRANCISCO		10,000.00	10,000.00
CONGRESS OF CALIFORNIA SENIORS EDUCATION & RESEARCH FUND	2,500.00	17,500.00	20,000.00
CONGRESSIONAL BLACK CAUCUS FOUNDATION, INC.	10,000.00	10,000.00	20,000.00
CONGRESSIONAL CLUB MUSEUM AND FOUNDATION	5,000.00		5,000.00
CONGRESSIONAL HISPANIC CAUCUS INSTITUTE, INC.	25,000.00	15,000.00	40,000.00
CONGRESSIONAL HISPANIC LEADERSHIP INSTITUTE INC	30,000.00	30,000.00	60,000.00
CONGRESSIONAL MANAGEMENT FOUNDATION	1,000.00		1,000.00
CONSERVATION SOCIETY OF CALIFORNIA		72,500.00	72,500.00
CONTEMPORARY JEWISH MUSEUM	22,900.00		22,900.00

**PACIFIC GAS AND ELECTRIC COMPANY
DONATIONS
FOR THE YEAR ENDED DECEMBER 31, 2019**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
CONTRA COSTA ECONOMIC PARTNERSHIP INC	5,000.00		5,000.00
CORO NORTHERN CALIFORNIA	10,000.00		10,000.00
COUNCIL ON AGING SERVICES FOR SENIORS	5,000.00		5,000.00
COUNTY OF KINGS	2,500.00		2,500.00
COUNTY OF MENDOCINO	50,000.00		50,000.00
COUNTY OF MONTEREY		2,500.00	2,500.00
COUNTY OF SAN MATEO		3,500.00	3,500.00
COUNTY OF TUOLUMNE	2,500.00		2,500.00
CUESTA COLLEGE FOUNDATION	5,000.00		5,000.00
CYPRESS MANDELA TRAINING CENTER, INC.		100,000.00	100,000.00
DELTA RESEARCH AND EDUCATIONAL FOUNDATION		2,500.00	2,500.00
DEMO TEEN CLUB INC		3,400.00	3,400.00
DIABLO BALLET		2,050.00	2,050.00
DISABILITY: IN	30,000.00		30,000.00
DOLLAR ENERGY FUND	200,000.00		200,000.00
DOWNTOWN AND COMMUNITY PARTNERSHIP INC		4,000.00	4,000.00
EARTHQUAKE ENGINEERING RESEARCH INSTITUTE INC	500.00		500.00
EAST BAY COLLEGE FUND	60,000.00	350,000.00	410,000.00
EAST OAKLAND YOUTH DEVELOPMENT CENTER		103,500.00	103,500.00
ECONOMIC DEVELOPMENT & FINANCING CORPORATION	10,000.00		10,000.00
ECONOMIC DEVELOPMENT CORPORATION OF MADERA COUNTY		2,500.00	2,500.00
ECONOMIC DEVELOPMENT ON THIRD	2,500.00		2,500.00
ECONOMIC VITALITY RESEARCH & EDUCATION FOUNDATION		5,000.00	5,000.00
EDEN COMMUNITY FOUNDATION		2,500.00	2,500.00
EDEN INFORMATION & REFERRAL SERVICE, INC.	25,000.00	25,000.00	50,000.00
EDGEWOOD CENTER FOR CHILDREN AND FAMILIES	1,000.00		1,000.00
EL CONCILO OF SAN MATEO COUNTY	10,000.00		10,000.00
EL DORADO COUNTY HEALTH AND HUMAN SERVICES AGENCY ANIMAL SERVICES	3,000.00		3,000.00
ELSIE ALLEN HIGH SCHOOL FOUNDATION	3,000.00		3,000.00
EMERGENCY FOOD BANK	5,000.00		5,000.00
ENLOE HEALTH FOUNDATION	18,000.00		18,000.00
EQUALITY CALIFORNIA INSTITUTE	50,000.00		50,000.00
ESTERO RADIO CLUB INC.		2,000.00	2,000.00
ETHICS RESOURCE CENTER INC		25,000.00	25,000.00
EUREKA RESCUE MISSION	10,000.00		10,000.00
EXPLORATORIUM	10,750.00	75,000.00	85,750.00
F O O D INC		2,500.00	2,500.00
FAMILY PROMISE OF SACRAMENTO	5,000.00		5,000.00
FBI NATIONAL ACADEMY ASSOCIATES INC. CALIFORNIA CHAPTER	2,500.00		2,500.00
FBIAA MEMORIAL COLLEGE FUND		2,500.00	2,500.00
FILIPINO AMERICAN DEVELOPMENT FOUNDATION		1,200.00	1,200.00
FIRE CHIEFS ASSOCIATION OF HUMBOLDT COUNTY		5,000.00	5,000.00
FIRE CHIEFS ASSOCIATION OF SHASTA COUNTY		2,500.00	2,500.00
FOOD BANK CONTRA COSTA AND SOLANO	20,000.00		20,000.00
FOOD BANK OF EL DORADO COUNTY	20,000.00		20,000.00
FOOD BANK OF MONTEREY COUNTY	10,000.00		10,000.00
FOOD BANK OF NEVADA COUNTY INC.	10,000.00		10,000.00
FOOD BANK OF SANTA BARBARA COUNTY		2,000.00	2,000.00
FOOD FOR PEOPLE, INC.	25,000.00		25,000.00
FOOTHILL-DE ANZA COMMUNITY COLLEGES FOUNDATION	3,000.00	2,100.00	5,100.00
FORESTRY EDUCATORS INCORPORATED		5,000.00	5,000.00
FORWARD FRESNO FOUNDATION, INC.		5,000.00	5,000.00
FOUNDATION FOR CALIFORNIA'S TECHNOLOGY AND INNOVATION ECONOMY		25,000.00	25,000.00
FOUNDATION FOR LEADERSHIP CALIFORNIA		25,000.00	25,000.00
FOUNDATION FOR NAPA RECREATION	5,000.00		5,000.00
FRANCISCAN ACTION NETWORK	27,500.00		27,500.00
FRANKLIN WILDCATS YOUTH FOOTBALL & CHEER	2,500.00		2,500.00
FREED CENTER FOR INDEPENDENT LIVING	5,000.00		5,000.00
FREMONT OPERA INC.	1,250.00		1,250.00
FRESNO AREA HISPANIC FOUNDATION		5,000.00	5,000.00
FRESNO COUNTY ECONOMIC OPPORTUNITIES COMMISSION		1,500.00	1,500.00
FRESNO FIRE CHIEFS FOUNDATION		5,000.00	5,000.00
FRESNO METRO BLACK CHAMBER FOUNDATION		5,000.00	5,000.00
FRESNO POLICE AND NEIGHBORHOOD WATCH ASSOCIATION	2,500.00		2,500.00
FRESNO'S CHAFFE ZOO CORPORATION	2,000.00		2,000.00
FRIENDS OF FIVE CITIES FIRE AUTHORITY		3,000.00	3,000.00
FRIENDS OF MARIPOSA COUNTY SHERIFFS SEARCH AND RESCUE	2,500.00		2,500.00
FRIENDS OF THE BILL WILLIAMS RIVER AND HAVASU NATIONAL WILDLIFE REFUGES		1,000.00	1,000.00
FRIENDS OF THE MORRO BAY FIRE DEPARTMENT	2,500.00		2,500.00
FULL CIRCLE FUND		10,000.00	10,000.00
G E M S INC		2,375.00	2,375.00
GALLO CENTER FOR THE ARTS INC	5,000.00		5,000.00
GENERATION CITIZEN		1,125.00	1,125.00
GIANTS COMMUNITY FUND	50,000.00		50,000.00
GIRLS INCORPORATED OF ALAMEDA COUNTY		17,250.00	17,250.00
GIRLS ON THE RUN OF BUTTE COUNTY	2,500.00		2,500.00
GLOBAL WOMENS INNOVATION NETWORK	25,000.00		25,000.00
GLOBALSF		15,000.00	15,000.00
GOLD NUGGET DAYS, INC.	10,000.00		10,000.00
GOLDEN GATE BUSINESS ASSOCIATION FOUNDATION		2,500.00	2,500.00
GOLDEN STATE WARRIORS COMMUNITY FOUNDATION	100,000.00		100,000.00
GOVERNOR'S CUP FOUNDATION, INC.	40,000.00		40,000.00
GREATER BAKERSFIELD VISION 2000, INC.		4,000.00	4,000.00
GREATER HAYWARD AREA RECREATION AND PARK FOUNDATION	10,000.00		10,000.00
GREATER SACRAMENTO URBAN LEAGUE, INC.	5,000.00		5,000.00
GREATER VALLEJO PARK RECREATION AND OPEN SPACE FOUNDATION		3,000.00	3,000.00
GREEN FOOTHILLS FOUNDATION		1,000.00	1,000.00
GROVER BEACH COMMUNITY FOUNDATION	6,500.00		6,500.00

PACIFIC GAS AND ELECTRIC COMPANY
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CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
GROWING MERCED FOUNDATION	2,500.00		2,500.00
HABITAT FOR HUMANITY FRESNO INC.	5,000.00		5,000.00
HABITAT FOR HUMANITY GREATER SAN FRANCISCO INC.		65,000.00	65,000.00
HABITAT FOR HUMANITY OF BUTTE COUNTY	10,000.00	5,000.00	15,000.00
HABITAT FOR HUMANITY OF SONOMA COUNTY	5,000.00	5,000.00	10,000.00
HABITAT FOR HUMANITY WESTSIDE MERCED COUNTY	2,000.00		2,000.00
HABITAT FOR HUMANITY, EAST BAY & SILICON VALLEY		85,000.00	85,000.00
HABITAT FOR HUMANITY, GOLDEN EMPIRE		5,000.00	5,000.00
HABITAT FOR HUMANITY, MARIPOSA COUNTY		5,000.00	5,000.00
HABITAT FOR HUMANITY, SAN LUIS OBISPO COUNTY	5,000.00		5,000.00
HABITAT FOR HUMANITY, STANISLAUS COUNTY		5,000.00	5,000.00
HABITAT FOR HUMANITY, TUOLUMNE COUNTY		5,000.00	5,000.00
HAMILTON FAMILIES		5,000.00	5,000.00
HANDRIDERS	2,500.00		2,500.00
HEALY SENIOR CENTER OF SOUTHERN HUMBOLDT INC	7,500.00		7,500.00
HINKLEY SENIOR CITIZENS		3,000.00	3,000.00
HISPANAS ORGANIZED FOR POLITICAL EQUALITY	75,000.00		75,000.00
HISPANIC CHAMBER FOUNDATION OF TULARE-KINGS COUNTIES		1,500.00	1,500.00
HISPANIC FOUNDATION OF SILICON VALLEY	5,000.00	8,000.00	13,000.00
HISPANICS IN ENERGY	20,000.00	10,000.00	30,000.00
HISTORY CENTER OF SAN LUIS OBISPO COUNTY		1,000.00	1,000.00
HONEY RUN COVERED BRIDGE ASSOCIATION	20,000.00		20,000.00
HOPLAND BAND OF POMO INDIANS	100,000.00		100,000.00
HORIZONS FOUNDATION	4,000.00		4,000.00
HOSPICE OF SAN JOAQUIN	5,000.00		5,000.00
HUMAN INVESTMENT PROJECT INC HIP HOUSING		1,000.00	1,000.00
HUMBOLDT SENIOR RESOURCE CENTER	7,500.00		7,500.00
IAFF LOCAL 1507 CHARITY FOUNDATION		1,000.00	1,000.00
IMPRINT CITY		10,000.00	10,000.00
INNOVATIVE HEALTH CARE SERVICES		2,250.00	2,250.00
INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERING	3,000.00		3,000.00
INTERFACE CHILDREN & FAMILY SERVICES	250,000.00		250,000.00
INTERFAITH FOODBANK AMADOR	5,000.00	5,000.00	10,000.00
INTERNATIONAL OCEAN FILM FESTIVAL INC	2,500.00		2,500.00
INVICTUS FOUNDATION		5,000.00	5,000.00
IRANIAN SCHOLARSHIP FOUNDATION, INC.		10,000.00	10,000.00
JACK AND JILL OF AMERICA FOUNDATION	5,000.00		5,000.00
JAPANESE CULTURAL & COMMUNITY CENTER OF NORTHERN CALIFORNIA	2,500.00		2,500.00
JAPANTOWN TASK FORCE INC		3,500.00	3,500.00
JESUS PROVIDES OUR DAILY BREAD	10,000.00		10,000.00
JOHN BURTON FOUNDATION		25,000.00	25,000.00
JOHN MUIR LAND TRUST	10,000.00		10,000.00
JUNIOR ACHIEVEMENT OF NORTHERN CALIFORNIA	10,000.00		10,000.00
JUNIOR CENTER OF ART & SCIENCE	15,000.00		15,000.00
KARUK TRIBE	25,000.00		25,000.00
KERN COUNTY TAXPAYERS EDUCATION FUND INC		4,400.00	4,400.00
KERN ECONOMIC DEVELOPMENT CORPORATION	10,000.00		10,000.00
KIDS AGAINST HUNGER BAY AREA		2,000.00	2,000.00
KIMOCHI, INC.	1,500.00	25,000.00	26,500.00
KIVA MICROFUNDS		28,000.00	28,000.00
KWMR - WEST MARIN COMMUNITY RADIO	10,000.00		10,000.00
LA COCINA INC	5,000.00		5,000.00
LA COOPERATIVA CAMPESINA DE CALIFORNIA	10,000.00		10,000.00
LAKE COUNTY OFFICE OF EDUCATION	5,000.00		5,000.00
LAKESHORE LIONS FOUNDATION INC		1,000.00	1,000.00
LATINA COALITION OF SILICON VALLEY		1,000.00	1,000.00
LATINO LEADERS NETWORK INC	5,000.00		5,000.00
LATINO LEADERSHIP ALLIANCE		3,000.00	3,000.00
LATINO SERVICE PROVIDERS	5,000.00		5,000.00
LEADERSHIP FOR URBAN RENEWAL NETWORK, INC.		25,000.00	25,000.00
LEADERSHIP MONTEREY COUNTY		2,000.00	2,000.00
LGBTQ VICTORY INSTITUTE INC.	25,000.00		25,000.00
LIFE STEPS FOUNDATION INC.		1,050.00	1,050.00
LIGHTHOUSE FOR THE BLIND AND VISUALLY IMPAIRED	15,000.00		15,000.00
LITERACY LAB	20,000.00		20,000.00
LITTLE LAKE FIRE PROTECTION DISTRICT		7,500.00	7,500.00
LOCAL GOVERNMENT COMMISSION	5,000.00		5,000.00
LOS ANGELES CLEANTECH INCUBATOR	20,000.00		20,000.00
LOS CIEN SONOMA COUNTY INC	1,000.00	2,500.00	3,500.00
LUTHER BURBANK MEMORIAL FOUNDATION	2,500.00		2,500.00
MADERA COUNTY SHERIFFS FOUNDATION		5,000.00	5,000.00
MAGALIA COMMUNITY CHURCH	5,000.00		5,000.00
MAKE-A-WISH FOUNDATION		1,000.00	1,000.00
MANNA HOUSE OF MARIPOSA COUNTY	5,000.00		5,000.00
MARIN CULTURAL ASSOCIATION	5,000.00		5,000.00
MARIN ECONOMIC FORUM		2,000.00	2,000.00
MARIN SENIOR COORDINATING COUNCIL INCORPORATED	5,000.00		5,000.00
MARIPOSA COMMUNITY FOUNDATION	50,000.00		50,000.00
MARIPOSA COUNTY		2,100.00	2,100.00
MARIPOSA COUNTY RESOURCE CONSERVATION DISTRICT	10,000.00		10,000.00
MATH/SCIENCE NUCLEUS	1,250.00		1,250.00
MCHCC SCHOLARSHIP FOUNDATION		2,500.00	2,500.00
MENDOCINO COUNTY SUPERINTENDENT OF SCHOOLS	10,000.00		10,000.00
MENDOCINO FOOD & NUTRITION PROGRAM INC	5,000.00		5,000.00
MERCED COUNTY SPRING FAIR HERITAGE FOUNDATION	2,000.00		2,000.00
MERCY FOUNDATION NORTH	15,000.00		15,000.00
MERCY PEDALERS, INC.	2,000.00		2,000.00
MILL VALLEY ASSOCIATION OF VOLUNTEER FIREFIGHTERS	5,000.00		5,000.00

**PACIFIC GAS AND ELECTRIC COMPANY
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FOR THE YEAR ENDED DECEMBER 31, 2019**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
MIRA THEATRE GUILD, INC	5,000.00		5,000.00
MONTEREY COUNTY SYMPHONY ASSOCIATION	1,250.00		1,250.00
MONTEREY FIRE SAFE COUNCIL INC	8,000.00		8,000.00
MOUNTAIN VIEW PUBLIC SAFETY FOUNDATION		3,000.00	3,000.00
MUSEUM OF THE AFRICAN DIASPORA	25,000.00		25,000.00
NALEO EDUCATIONAL FUND	45,000.00	30,000.00	75,000.00
NAPA COUNTY HISPANIC NETWORK	5,000.00		5,000.00
NAPA VALLEY UNIFIED SCHOOL DISTRICT		2,000.00	2,000.00
NATIONAL ASIAN AMERICAN COALITION	5,000.00	5,000.00	10,000.00
NATIONAL CENTER FOR LESBIAN RIGHTS	35,000.00		35,000.00
NATIONAL COALITION OF 100 BLACK WOMEN-SACRAMENTO CHAPTER	2,500.00		2,500.00
NATIONAL ENERGY AND UTILITY AFFORDABILITY COALITION	25,000.00	15,000.00	40,000.00
NATIONAL ENERGY EDUCATION DEVELOPMENT PROJECT, INC.	50,000.00		50,000.00
NATIONAL ENERGY RESOURCES ORGANIZATION	1,000.00		1,000.00
NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL, INC.		9,000.00	9,000.00
NATIONAL SAFETY COUNCIL	15,000.00		15,000.00
NATIONAL SOCIETY OF BLACK ENGINEERS	10,000.00		10,000.00
NATUREBRIDGE		10,000.00	10,000.00
NAWBO-CALIFORNIA EDUCATION FUND		1,500.00	1,500.00
NEEDLES UNIFIED SCHOOL DISTRICT		1,000.00	1,000.00
NEHEMIAH COMMUNITY FOUNDATION INC	10,000.00		10,000.00
NEW DAY FOR CHILDREN		1,125.00	1,125.00
NEW PARADIGM COLLEGE	100,000.00		100,000.00
NGLCC FOUNDATION	35,000.00		35,000.00
NIHONMACHI STREET FAIR INCORPORATED		2,500.00	2,500.00
NORCAL SERVICES FOR DEAF AND HARD OF HEARING		1,250.00	1,250.00
NORTH BAY ORGANIZING PROJECT	25,000.00		25,000.00
NORTH PENINSULA FOOD PANTRY & DINING CENTER OF DALY CITY		1,000.00	1,000.00
NORTH VALLEY ANIMAL DISASTER GROUP	5,000.00		5,000.00
NORTH VALLEY COMMUNITY FOUNDATION	80,000.00		80,000.00
NORTHERN CALIFORNIA GRANTMAKERS	50,000.00		50,000.00
NORTHERN CIRCLE INDIAN HOUSING AUTHORITY	20,000.00		20,000.00
NORTHERN RURAL COMMUNITIES DEVELOPMENT INC	10,000.00		10,000.00
NOVATO FIRE FOUNDATION	5,000.00		5,000.00
NOVATO FIRE PROTECTION DISTRICT	50,000.00		50,000.00
NUESTRA CASA DE EAST PALO ALTO		1,000.00	1,000.00
NUESTRA COMUNIDAD	20,000.00		20,000.00
OAKLAND ATHLETICS COMMUNITY FUND		15,000.00	15,000.00
OAKLAND JOBS FOUNDATION		2,000.00	2,000.00
OAKLAND METROPOLITAN CHAMBER OF COMMERCE FOUNDATION		2,500.00	2,500.00
OAKLAND MUSEUM OF CALIFORNIA FOUNDATION	6,700.00		6,700.00
OAKLAND NATIVES GIVE BACK FUND		5,000.00	5,000.00
OAKLAND PARKS AND RECREATION FOUNDATION	5,000.00	1,500.00	6,500.00
OAKLAND POLICE FOUNDATION		2,500.00	2,500.00
OAKLAND PUBLIC EDUCATION FUND	50,000.00	165,000.00	215,000.00
OLE HEALTH FOUNDATION	5,000.00		5,000.00
ONE HUNDRED CLUB OF SAN MATEO COUNTY EDWIN JOHNSON		1,500.00	1,500.00
O'NEILL SEA ODYSSEY	1,250.00		1,250.00
OPEN DOOR LEGAL		10,000.00	10,000.00
OPERATION FREEDOMS PAWS		2,250.00	2,250.00
PACIFIC ASIAN AMERICAN WOMEN BAY AREA COALITION	5,450.00		5,450.00
PACIFIC BRIDGE ARTS FOUNDATION		20,000.00	20,000.00
PARADISE CHOCOLATE FEST INC	2,500.00		2,500.00
PARADISE PERFORMING ARTS CENTER	5,000.00		5,000.00
PARADISE ROTARY FOUNDATION	5,000.00		5,000.00
PARADISE UNIFIED SCHOOL DISTRICT	25,000.00		25,000.00
PASO ROBLES ACORN		2,000.00	2,000.00
PASTOR OF ST FRANCIS OF ASSISI PARISH SACRAMENTO A CORPORATION SOLE	2,500.00		2,500.00
PENINSULA FIRE PROTECTION DISTRICT	10,000.00		10,000.00
PEPPERWOOD FOUNDATION	100,000.00		100,000.00
PERSIAN WOMEN IN TECH		1,125.00	1,125.00
PITTSBURG UNIFIED SCHOOL DISTRICT		20,000.00	20,000.00
PLACER FOOD BANK	100,000.00		100,000.00
PLACER LAND TRUST		5,000.00	5,000.00
PLAYWORKS EDUCATION ENERGIZED		15,000.00	15,000.00
PLEASANT VALLEY HIGH SCHOOL SPORTS BOOSTERS	2,500.00		2,500.00
PLUMAS COUNTY		2,250.00	2,250.00
PLUMAS COUNTY FIRE SAFE COUNCIL INC		2,000.00	2,000.00
POINT SAN LUIS LIGHTHOUSE KEEPERS		1,000.00	1,000.00
POLICE ATHLETIC LEAGUE OF DALY CITY		2,000.00	2,000.00
PUENTE DE LA COSTA SUR		2,000.00	2,000.00
RANCHO CIELO	2,000.00		2,000.00
REBUILDING TOGETHER SAN FRANCISCO		7,500.00	7,500.00
REDWOOD COAST SENIORS, INC.	7,500.00		7,500.00
REDWOOD COMMUNITY ACTION AGENCY	25,000.00		25,000.00
REDWOOD EMPIRE FOOD BANK	500,000.00		500,000.00
REEDLEY PARKS RECREATION FOUNDATION		1,200.00	1,200.00
REGENTS OF THE UNIVERSITY OF CALIFORNIA	5,000.00		5,000.00
REGENTS OF THE UNIVERSITY OF CALIFORNIA, UNIVERSITY OF CALIFORNIA, DAVIS		20,000.00	20,000.00
REGIONAL PARKS FOUNDATION	3,250.00		3,250.00
REINVENT STOCKTON FOUNDATION	50,000.00	100,000.00	150,000.00
RICHMOND DISTRICT NEIGHBORHOOD CENTER, INC.	10,000.00	5,000.00	15,000.00
RIVER CATS FOUNDATION	5,000.00		5,000.00
ROSE PAK COMMUNITY FUND		10,000.00	10,000.00
RUNNING START	12,000.00	38,000.00	50,000.00
RUSSIAN RIVER ROTARY FOUNDATION		1,000.00	1,000.00
RUSSIAN RIVERKEEPER	5,000.00		5,000.00
SACRAMENTO BLACK CHAMBER OF COMMERCE FOUNDATION INC.	5,000.00	10,000.00	15,000.00

**PACIFIC GAS AND ELECTRIC COMPANY
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FOR THE YEAR ENDED DECEMBER 31, 2019**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
SACRAMENTO BUSINESS SERVICES CENTER		7,500.00	7,500.00
SACRAMENTO METRO CHAMBER FOUNDATION	19,750.00		19,750.00
SACRAMENTO REGIONAL CONSERVATION CORPS INC	2,500.00		2,500.00
SACRAMENTO TREE FOUNDATION		5,000.00	5,000.00
SALINAS AREA CHAMBER OF COMMERCE FOUNDATION		2,000.00	2,000.00
SALINAS BIZCOM		2,000.00	2,000.00
SAMARITAN HOUSE		1,000.00	1,000.00
SAN CARLOS EDUCATIONAL FOUNDATION		1,000.00	1,000.00
SAN FRANCISCO AIDS FOUNDATION		1,125.00	1,125.00
SAN FRANCISCO ASSOCIATION OF REALTORS FOUNDATION		5,000.00	5,000.00
SAN FRANCISCO CHAMBER OF COMMERCE FOUNDATION	10,500.00		10,500.00
SAN FRANCISCO COMMUNITY AGENCIES RESPONDING TO DISASTER		20,000.00	20,000.00
SAN FRANCISCO FIREFIGHTERS TOY PROGRAM		25,000.00	25,000.00
SAN FRANCISCO FIRST TEE	25,000.00		25,000.00
SAN FRANCISCO FLEET WEEK ASSOCIATION		25,000.00	25,000.00
SAN FRANCISCO FOOD BANK	125,000.00	25,000.00	150,000.00
SAN FRANCISCO PLANNING AND URBAN RESEARCH ASSOCIATION	15,000.00	3,000.00	18,000.00
SAN FRANCISCO POLICE ACTIVITIES LEAGUE	2,500.00		2,500.00
SAN FRANCISCO ZOOLOGICAL SOCIETY	15,000.00		15,000.00
SAN JOAQUIN COUNTY HISPANIC FOUNDATION INC		5,000.00	5,000.00
SAN JOAQUIN COUNTY OFFICE OF EDUCATION EDUCATIONAL FOUNDATION	5,000.00		5,000.00
SAN JOSE PARKS FOUNDATION		3,000.00	3,000.00
SAN LEANDRO EDUCATION FOUNDATION		2,500.00	2,500.00
SAN LUIS OBISPO COMMUNITY LEADERSHIP FOUNDATION		3,000.00	3,000.00
SAN LUIS OBISPO COUNTY SHERIFF'S ADVISORY COUNCIL	25,000.00		25,000.00
SAN MATEO COUNTY PARKS AND RECREATION FOUNDATION		1,000.00	1,000.00
SAN MATEO COUNTY SHERIFFS ACTIVITIES LEAGUE		2,000.00	2,000.00
SAN MATEO COUNTY UNION COMMUNITY ALLIANCE		1,000.00	1,000.00
SAN MATEO POLICE ACTIVITIES LEAGUE		3,000.00	3,000.00
SANTA BARBARA COUNTY FIRE SAFE COUNCIL		5,000.00	5,000.00
SANTA MARIA VALLEY COMMUNITY FOUNDATION		3,000.00	3,000.00
SANTA MARIA VALLEY YOUNG MENS CHRISTIAN ASSOCIATION		2,000.00	2,000.00
SANTA ROSA ACTIVE 20-30 50 FOUNDATION		2,500.00	2,500.00
SANTA ROSA SYMPHONY	5,000.00		5,000.00
SATELLITE AFFORDABLE HOUSING ASSOCIATES		3,500.00	3,500.00
SAVE THE BAY		10,000.00	10,000.00
SCHOLARSHIP AMERICA INC		500,000.00	500,000.00
SCHOOL OF ARTS AND CULTURE AT MHP	2,500.00		2,500.00
SCOPA HAS A DREAM INC.	35,000.00		35,000.00
SECOND HARVEST FOOD BANK OF SAN JOAQUIN & STANISLAUS COUNTY INC	5,000.00	5,000.00	10,000.00
SECOND HARVEST FOOD BANK SANTA CRUZ COUNTY	20,000.00		20,000.00
SECOND HARVEST OF SILICON VALLEY	7,500.00		7,500.00
SELF-HELP FOR THE ELDERLY	50,000.00	25,000.00	75,000.00
SENTINELS OF FREEDOM SCHOLARSHIP FOUNDATION		20,000.00	20,000.00
SERVICE LEAGUE OF SAN MATEO COUNTY		2,000.00	2,000.00
SHANNON NICOLE LEMIEUX MEMORIAL FUND		1,000.00	1,000.00
SHANTI PROJECT		5,000.00	5,000.00
SHEPHERD'S GATE		1,000.00	1,000.00
SHERWOOD VALLEY RANCHERIA	15,000.00		15,000.00
SHOP WITH A COP FOUNDATION OF SILICON VALLEY		3,000.00	3,000.00
SIERRA INSTITUTE FOR COMMUNITY AND ENVIRONMENT	25,000.00		25,000.00
SIERRA SENIOR PROVIDERS INC	16,000.00		16,000.00
SILICON VALLEY COUNCIL OF NONPROFITS		3,000.00	3,000.00
SILICON VALLEY LEADERSHIP GROUP FOUNDATION	10,000.00		10,000.00
SJFB FOUNDATION FOR AGRICULTURAL EDUCATION	5,000.00		5,000.00
SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS FOUNDATION	15,500.00		15,500.00
SOCIETY OF WETLAND SCIENTISTS INC	4,000.00		4,000.00
SOCIETY OF WOMEN ENGINEERS	11,780.00		11,780.00
SOLANO COMMUNITY COLLEGE EDUCATIONAL FOUNDATION	5,000.00		5,000.00
SOLANO COMMUNITY FOUNDATION	15,000.00		15,000.00
SOMOS MAYFAIR INC.		6,500.00	6,500.00
SONOMA COUNTY FAMILY YMCA	2,500.00		2,500.00
SONOMA COUNTY FIRE CHIEFS ASSOCIATION		25,000.00	25,000.00
SONOMA COUNTY INDIAN HEALTH PROJECT INC.	15,000.00		15,000.00
SPANISH SPEAKING UNITY COUNCIL OF ALAMEDA COUNTY INC	30,000.00		30,000.00
SPIRIT OF UNITY IN NAPA DBA PUERTAS ABIERTAS COMMUNITY RESOURCE CENTER	10,000.00		10,000.00
SPOKES	2,500.00		2,500.00
ST. VINCENT DE PAUL SOCIETY	1,800.00		1,800.00
STOCKTON UNIFIED SCHOOL DISTRICT		5,000.00	5,000.00
STORYLAND AND PLAYLAND INC		1,500.00	1,500.00
STREET SOCCER USA INC	27,500.00		27,500.00
SUSTAINABLE CONSERVATION	5,000.00	12,500.00	17,500.00
SUSTAINABLE SAN MATEO COUNTY		1,000.00	1,000.00
SWORDS TO PLOWSHARES VETERANS RIGHTS ORGANIZATION	5,000.00		5,000.00
TECHBRIDGE GIRLS	7,500.00		7,500.00
THE AFRICAN AMERICAN NETWORK OF KERN COUNTY, INC		2,000.00	2,000.00
THE ASSOCIATION OF WOMEN IN WATER ENERGY AND ENVIRONMENT INC	2,100.00		2,100.00
THE BAKERSFIELD FOUNDATION		6,000.00	6,000.00
THE CALIFORNIA INSTITUTE FOR FEDERAL POLICY RESEARCH	10,000.00		10,000.00
THE CALIFORNIA MUSEUM FOR HISTORY, WOMEN AND THE ARTS	25,000.00		25,000.00
THE CLIMATE REGISTRY	19,500.00		19,500.00
THE CONFERENCE BOARD	7,500.00		7,500.00
THE CRUCIBLE		1,500.00	1,500.00
THE DARIUS TURNER FOUNDATION	2,500.00		2,500.00
THE ECONOMIC ALLIANCE FOUNDATION		2,000.00	2,000.00
THE FOUNDATION AT FCOE		5,000.00	5,000.00
THE FUTURE TALENT OF SILICON VALLEY	26,000.00		26,000.00
THE GREENLINING INSTITUTE		40,000.00	40,000.00

**PACIFIC GAS AND ELECTRIC COMPANY
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FOR THE YEAR ENDED DECEMBER 31, 2019**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
THE HEALTH TRUST		5,000.00	5,000.00
THE LAND CONSERVANCY OF SAN LUIS OBISPO COUNTY		2,500.00	2,500.00
THE LATINO COALITION FOUNDATION	15,000.00	40,000.00	55,000.00
THE LIME FOUNDATION		6,000.00	6,000.00
THE MARINE MAMMAL CENTER		35,000.00	35,000.00
THE MEXICAN MUSEUM	5,000.00		5,000.00
THE NAPA COMMUNITIES FIREWISE FOUNDATION		10,000.00	10,000.00
THE PANETTA INSTITUTE FOR PUBLIC POLICY	15,000.00		15,000.00
THE RESOURCE CONNECTION OF AMADOR AND CALAVERAS COUNTIES	10,000.00		10,000.00
THE SALVATION ARMY	10,000.00		10,000.00
THE UNIVERSITY FOUNDATION CALIFORNIA STATE UNIVERSITY CHICO		4,000.00	4,000.00
THEATRE ON THE RIDGE	5,000.00		5,000.00
THIRD BAPTIST FOUNDATION INC.		5,000.00	5,000.00
THOMAS ALVA EDISON FOUNDATION	50,000.00		50,000.00
THRIVE ALLIANCE	10,000.00	1,000.00	11,000.00
TOPOCK COMMUNITY PRIDE, INC.		1,000.00	1,000.00
TOPOCK ELEMENTARY SCHOOL DISTRICT #12		1,000.00	1,000.00
TOURO UNIVERSITY CALIFORNIA		2,500.00	2,500.00
TOWER FOUNDATION OF SAN JOSE STATE UNIVERSITY		26,000.00	26,000.00
TRADESWOMEN INCORPORATED	5,000.00		5,000.00
TRAINING INSTITUTE FOR LEADERSHIP ENRICHMENT	10,000.00	2,500.00	12,500.00
TREE FOUNDATION OF KERN		1,000.00	1,000.00
TREE FRESNO		2,500.00	2,500.00
TRI-COUNTY INDEPENDENT LIVING	1,000.00		1,000.00
TRI-VALLEY CONSERVANCY		4,500.00	4,500.00
TUOLUMNE COUNTY ALLIANCE FOR RESOURCES AND ENVIRONMENT INC		2,100.00	2,100.00
TUOLUMNE HOSE COMPANY NO 1	2,500.00		2,500.00
TWAIN HARTE VOLUNTEER FIRE DEPARTMENT	2,500.00		2,500.00
UC SANTA CRUZ FOUNDATION	10,000.00		10,000.00
UNITED NEGRO COLLEGE FUND	5,000.00	15,000.00	20,000.00
UNITED WAY OF FRESNO COUNTY	10,000.00		10,000.00
UNITED WAY OF SAN JOAQUIN COUNTY	5,000.00		5,000.00
UNITED WAY OF SANTA CRUZ COUNTY		2,500.00	2,500.00
UNITED WAY OF THE BAY AREA	100,000.00	100,000.00	200,000.00
UNITED WAY OF THE WINE COUNTRY	12,500.00	2,500.00	15,000.00
UNIVERSITY OF SAN FRANCISCO	2,500.00		2,500.00
UP VALLEY FAMILY CENTERS OF NAPA COUNTY	25,000.00		25,000.00
UPSTATE COMMUNITY ENHANCEMENT FOUNDATION INC	2,500.00		2,500.00
USA CARES CORPORATION		50,000.00	50,000.00
VACAVILLE CHAMBER EDUCATION FOUNDATION		2,450.00	2,450.00
VALLEJO EDUCATION BUSINESS ALLIANCE FOUNDATION INC		5,000.00	5,000.00
VALLEY CHILDRENS MUSEUM	5,000.00		5,000.00
VALLEY CHURCHES UNITED	10,000.00		10,000.00
VALLEY VISION INC	15,000.00		15,000.00
VENTANA WILDLIFE SOCIETY		7,500.00	7,500.00
VETSINTECH	5,000.00		5,000.00
VMC FOUNDATION	1,000.00		1,000.00
VOLUNTEER CENTER OF KERN COUNTY INC		5,000.00	5,000.00
VOLUNTEER CENTER OF SONOMA COUNTY INC	1,000.00		1,000.00
VOLUNTEERS IN MEDICINE SAN FRANCISCO	5,000.00		5,000.00
VOTO LATINO INC		100,000.00	100,000.00
WE CARE SOLAR, INC.	35,000.00	15,000.00	50,000.00
WEEMBRACE		1,000.00	1,000.00
WENDER WEIS FOUNDATION FOR CHILDREN	12,500.00		12,500.00
WEST BAY LOCAL DEVELOPMENT CORPORATION	7,500.00		7,500.00
WEST OAKLAND ENVIRONMENTAL INDICATORS PROJECT	11,500.00		11,500.00
WEST VALLEY COMMUNITY SERVICES OF SANTA CLARA COUNTY INC	10,000.00		10,000.00
WESTERN REGIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL		6,000.00	6,000.00
WESTSIDE DOMESTIC VIOLENCE SHELTER		2,000.00	2,000.00
WHITMORE VOLUNTEER FIRE COMPANY, INC.	10,000.00		10,000.00
WILDFLOWER OPEN CLASSROOM	2,500.00		2,500.00
WILLIE L. BROWN JR. INSTITUTE ON POLITICS AND PUBLIC SERVICE	25,000.00		25,000.00
WILLITS SENIORS INC	7,500.00		7,500.00
WILLOWS WAGS AND WHISKERS	5,000.00		5,000.00
WOMEN IN CALIFORNIA LEADERSHIP INC.	25,000.00		25,000.00
WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL		9,000.00	9,000.00
WOMENS POLICY, INC.	5,500.00	10,000.00	15,500.00
WORKING PARTNERSHIPS USA		3,000.00	3,000.00
YANKEE HILL FIRE SAFE COUNCIL	5,000.00		5,000.00
YMCA OF SAN FRANCISCO	15,000.00	15,000.00	30,000.00
YOLO FOOD BANK	5,000.00		5,000.00
YOUNG MENS CHRISTIAN ASSOCIATION SAN LUIS OBISPO		2,000.00	2,000.00
YOURCAUSE, LLC		4,887,750.00	4,887,750.00
YOUTH ALIVE		2,800.00	2,800.00
YOUTH FOR CHANGE	5,000.00		5,000.00
YUBA-SUTTER GLEANERS FOOD BANK INC	7,500.00		7,500.00
TOTAL CHARITABLE DONATIONS	7,500,000.00	10,000,000.00	17,500,000.00

* PG&E Corporation Foundation donations are funded by PG&E Corporation and not Pacific Gas and Electric Company.

PACIFIC GAS AND ELECTRIC COMPANY
CONTRIBUTIONS
FOR THE YEAR ENDED DECEMBER 31, 2019

COMMITTEE NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	OTHER AMOUNT (\$)	ACCOUNT TOTAL (\$)
<hr/>						
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TOTAL CONTRIBUTIONS*		-	-	-	-	-

*Pacific Gas and Electric Company made no contributions during the year ended December 31, 2019.

ATTACHMENT A

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION GRANTED AND COMPENSATION OPPORTUNITY

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan						Other Annual ⁷	Other One-Time ⁸
		Restricted Stock Units ⁴		Performance Shares ⁵		Stock Options ⁶			
		Shares Granted	Value at Grant	Shares Granted	Value at Grant	Shares Granted	Value at Grant		

Officers Named in Publicly Disclosed Proxy Statement

			Salary ²	Target Value ³	Shares Granted	Value at Grant	Shares Granted	Value at Grant	Shares Granted	Value at Grant	Other Annual ⁷	Other One-Time ⁸
Johnson	William	CEO and President, PG&E Corporation	\$2,500,000	\$0	31,413	\$583,339	94,239	\$1,750,018	2,866,667	\$11,102,001	\$35,000	\$3,000,000
Vesey	Andrew	CEO and President, Pacific Gas and Electric Company	\$1,000,000	\$0	12,004	\$208,389	36,012	\$625,168	0	\$0	\$12,500	\$1,000,000
Wells	Jason	EVP and Chief Financial Officer	\$630,000	\$0	0	\$0	0	\$0	0	\$0	\$25,000	
Thomason	David	VP, Controller and Chief Financial Officer	\$325,000	\$0	0	\$0	0	\$0	0	\$0	\$15,000	
Simon	John	EVP, Law, Strategy & Policy	\$695,000	\$0	0	\$0	0	\$0	0	\$0	\$25,000	
Loduca	Janet	SVP and General Counsel	\$575,000	\$0	0	\$0	0	\$0	0	\$0	\$25,000	\$120,194
Welsch	James	SVP, Generation and Chief Nuclear Officer	\$545,000	\$124,621	0	\$0	0	\$0	0	\$0	\$20,000	
Lewis	Michael	SVP, Electric Operations	\$530,000	\$0	0	\$0	0	\$0	0	\$0	\$20,000	\$125,000
Williams	Geisha	CEO and President, PG&E Corporation	\$1,085,000	\$0	0	\$0	0	\$0	0	\$0	\$0	\$2,634,856
Soto	Jesus	SVP, Gas Operations	\$575,000	\$0	0	\$0	0	\$0	0	\$0	\$20,000	\$968,939
Christopher	Melvin	SVP, Gas Operations	\$400,000	\$115,620	0	\$0	0	\$0	0	\$0	\$17,500	\$713,794
Hogan	Patrick	SVP, Electric Operations	\$429,000	\$0	0	\$0	0	\$0	0	\$0	\$0	\$716,276
Malnight	Steven	SVP, Energy Supply & Policy	\$525,000	\$0	0	\$0	0	\$0	0	\$0	\$25,000	

Other Officers of Pacific Gas and Electric Company

			\$345,100	\$155,295	0	\$0	0	\$0	0	\$0	\$15,000	\$2,500
			\$390,000	\$175,500	0	\$0	0	\$0	0	\$0	\$15,000	
			\$295,000	\$132,750	0	\$0	0	\$0	0	\$0	\$15,000	
			\$360,000	\$162,000	0	\$0	0	\$0	0	\$0	\$15,000	
		SVP	\$505,000	\$0	0	\$0	0	\$0	0	\$0	\$20,000	
			\$309,500	\$139,275	0	\$0	0	\$0	0	\$0	\$15,000	\$20
			\$380,000	\$190,000	0	\$0	0	\$0	0	\$0	\$15,000	
			\$300,000	\$135,000	0	\$0	0	\$0	0	\$0	\$15,000	
			\$395,000	\$197,500	0	\$0	0	\$0	0	\$0	\$15,000	
			\$351,600	\$158,220	0	\$0	0	\$0	0	\$0	\$15,000	\$513,277
			\$380,600	\$190,300	0	\$0	0	\$0	0	\$0	\$15,000	
			\$347,625	\$156,431	0	\$0	0	\$0	0	\$0	\$15,000	
			\$327,000	\$147,150	0	\$0	0	\$0	0	\$0	\$15,000	
		SVP	\$473,200	\$0	0	\$0	0	\$0	0	\$0	\$20,000	
			\$320,000	\$144,000	0	\$0	0	\$0	0	\$0	\$15,000	
			\$351,750	\$158,288	0	\$0	0	\$0	0	\$0	\$15,000	
			\$315,000	\$141,750	0	\$0	0	\$0	0	\$0	\$15,000	
			\$315,000	\$141,750	0	\$0	0	\$0	0	\$0	\$15,000	
			\$399,600	\$199,800	0	\$0	0	\$0	0	\$0	\$15,000	\$663,075
			\$300,000	\$135,000	0	\$0	0	\$0	0	\$0	\$15,000	
			\$303,400	\$136,530	0	\$0	0	\$0	0	\$0	\$0	\$517,600
			\$360,400	\$162,180	0	\$0	0	\$0	0	\$0	\$15,000	
			\$300,000	\$135,000	0	\$0	0	\$0	0	\$0	\$15,000	
			\$335,000	\$150,750	0	\$0	0	\$0	0	\$0	\$15,000	\$104,351

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION GRANTED AND COMPENSATION OPPORTUNITY

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan				Other Annual	Other One-Time
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	Salary ²	Target Value ³	Restricted Stock Units ⁴		Performance Shares ⁵		Stock Options ⁵		Other Annual ⁷	Other One-Time ⁸
			Shares	Value at	Shares	Value at	Shares	Value at		
			Granted	Grant	Granted	Grant	Granted	Grant		
VP	\$360,000	\$180,000	0	\$0	0	\$0	0	\$0	\$15,000	
VP	\$376,320	\$169,344	0	\$0	0	\$0	0	\$0	\$15,000	
SVP	\$415,000	\$0	0	\$0	0	\$0	0	\$0	\$15,000	
VP	\$353,800	\$159,210	0	\$0	0	\$0	0	\$0	\$15,000	
VP	\$326,500	\$146,925	0	\$0	0	\$0	0	\$0	\$0	\$553,281
SVP	\$565,000	\$0	0	\$0	0	\$0	0	\$0	\$20,000	
VP	\$322,600	\$145,170	0	\$0	0	\$0	0	\$0	\$15,000	
VP	\$362,250	\$163,013	0	\$0	0	\$0	0	\$0	\$15,000	
SVP	\$413,800	\$0	0	\$0	0	\$0	0	\$0	\$20,000	
VP	\$357,300	\$160,785	0	\$0	0	\$0	0	\$0	\$15,000	
VP	\$370,600	\$166,770	0	\$0	0	\$0	0	\$0	\$15,000	

Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

Senior Director	\$296,024	\$88,807	0	\$0	0	\$0	0	\$0		
Senior Director	\$261,718	\$78,515	0	\$0	0	\$0	0	\$0		
Senior Director	\$271,080	\$81,324	0	\$0	0	\$0	0	\$0		\$34,965
Senior Director	\$279,045	\$83,714	0	\$0	0	\$0	0	\$0		\$150,600
Senior Director	\$271,810	\$81,543	0	\$0	0	\$0	0	\$0		\$8,700
Senior Director	\$275,773	\$82,732	0	\$0	0	\$0	0	\$0		\$375,363
Senior Director	\$258,822	\$77,647	0	\$0	0	\$0	0	\$0		\$5,000
Director	\$254,658	\$50,932	0	\$0	0	\$0	0	\$0		\$16,500
Senior Director	\$274,479	\$82,344	0	\$0	0	\$0	0	\$0		\$7,500
Managing Counsel	\$275,920	\$82,776	0	\$0	0	\$0	0	\$0		\$4,500
Senior Director	\$310,950	\$93,285	0	\$0	0	\$0	0	\$0		\$20,212
Director	\$256,446	\$51,289	0	\$0	0	\$0	0	\$0		
Senior Director	\$284,346	\$85,304	0	\$0	0	\$0	0	\$0		\$16,200
Senior Director	\$273,133	\$81,940	0	\$0	0	\$0	0	\$0		\$3,000
Senior Director	\$271,456	\$81,437	0	\$0	0	\$0	0	\$0		\$89,000
Chief Counsel	\$295,086	\$88,526	0	\$0	0	\$0	0	\$0		\$9,295
Chief Counsel	\$261,778	\$52,356	0	\$0	0	\$0	0	\$0		\$750
Director	\$258,881	\$51,776	0	\$0	0	\$0	0	\$0		\$7,652
Senior Director	\$310,500	\$93,150	0	\$0	0	\$0	0	\$0		
Senior Director	\$291,052	\$87,316	0	\$0	0	\$0	0	\$0		
Senior Director	\$287,100	\$86,130	0	\$0	0	\$0	0	\$0		\$600
Senior Director	\$266,359	\$79,908	0	\$0	0	\$0	0	\$0		
Chief Counsel	\$298,405	\$59,681	0	\$0	0	\$0	0	\$0		\$9,952
Chief Counsel	\$287,332	\$57,466	0	\$0	0	\$0	0	\$0		\$7,902
Senior Director	\$325,225	\$97,568	0	\$0	0	\$0	0	\$0		\$26,740
Director	\$253,733	\$50,747	0	\$0	0	\$0	0	\$0		\$609
Managing Counsel	\$260,013	\$78,004	0	\$0	0	\$0	0	\$0		

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION GRANTED AND COMPENSATION OPPORTUNITY

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan				Other Annual	Other One-Time
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	Salary ²	Target Value ³	Restricted Stock Units ⁴		Performance Shares ⁵		Stock Options ⁶		Other Annual ⁷	Other One-Time ⁸
			Shares	Value at	Shares	Value at	Shares	Value at		
			Granted	Grant	Granted	Grant	Granted	Grant		
Senior Director	\$270,321	\$81,096	0	\$0	0	\$0	0	\$0	\$28,800	
Senior Director	\$299,502	\$89,851	0	\$0	0	\$0	0	\$0	\$17,022	
Director	\$251,128	\$50,226	0	\$0	0	\$0	0	\$0		
Senior Director	\$303,361	\$91,008	0	\$0	0	\$0	0	\$0	\$9,461	
Senior Director	\$276,210	\$82,863	0	\$0	0	\$0	0	\$0	\$133,004	
Senior Director	\$272,381	\$81,714	0	\$0	0	\$0	0	\$0	\$6,000	
Senior Director	\$250,000	\$75,000	0	\$0	0	\$0	0	\$0	\$50,000	
Senior Director	\$273,310	\$81,993	0	\$0	0	\$0	0	\$0		
Senior Director	\$277,472	\$83,242	0	\$0	0	\$0	0	\$0		
Senior Director	\$277,333	\$83,200	0	\$0	0	\$0	0	\$0		
Senior Director	\$296,547	\$88,964	0	\$0	0	\$0	0	\$0	\$29,310	
Managing Counsel	\$269,381	\$80,814	0	\$0	0	\$0	0	\$0	\$600	
Senior Director	\$252,895	\$75,869	0	\$0	0	\$0	0	\$0		
Senior Director	\$312,245	\$93,674	0	\$0	0	\$0	0	\$0	\$150,409	
Senior Director	\$275,013	\$82,504	0	\$0	0	\$0	0	\$0	\$10,550	
Senior Director	\$264,576	\$79,373	0	\$0	0	\$0	0	\$0	\$161,065	
Director	\$251,826	\$50,365	0	\$0	0	\$0	0	\$0	\$6,600	
Chief Counsel	\$287,347	\$57,469	0	\$0	0	\$0	0	\$0	\$7,902	
Director	\$254,428	\$50,886	0	\$0	0	\$0	0	\$0	\$5,000	
Senior Director	\$274,384	\$82,315	0	\$0	0	\$0	0	\$0	\$8,500	
Senior Director	\$275,834	\$82,750	0	\$0	0	\$0	0	\$0		
Director	\$262,325	\$52,465	0	\$0	0	\$0	0	\$0	\$8,509	
Senior Director	\$256,868	\$77,060	0	\$0	0	\$0	0	\$0	\$10,800	
Assistant General Counsel	\$291,765	\$87,530	0	\$0	0	\$0	0	\$0	\$2,000	
Chief Counsel	\$298,874	\$89,662	0	\$0	0	\$0	0	\$0	\$11,955	
Chief Counsel	\$254,958	\$50,992	0	\$0	0	\$0	0	\$0	\$1,500	
Director	\$269,560	\$53,912	0	\$0	0	\$0	0	\$0	\$10,800	
Senior Director	\$260,100	\$78,030	0	\$0	0	\$0	0	\$0		
Senior Director	\$277,961	\$83,388	0	\$0	0	\$0	0	\$0	\$150,600	
Director	\$255,361	\$51,072	0	\$0	0	\$0	0	\$0		
Senior Director	\$288,895	\$86,669	0	\$0	0	\$0	0	\$0	\$33,419	
Senior Director	\$293,259	\$87,978	0	\$0	0	\$0	0	\$0	\$5,009	
Senior Director	\$259,535	\$77,861	0	\$0	0	\$0	0	\$0	\$120,889	
Senior Director	\$273,000	\$81,900	0	\$0	0	\$0	0	\$0	\$6,000	
Senior Director	\$285,656	\$85,697	0	\$0	0	\$0	0	\$0	\$1,700	
Senior Director	\$278,465	\$83,540	0	\$0	0	\$0	0	\$0		
Director	\$252,733	\$50,547	0	\$0	0	\$0	0	\$0	\$2,430	
Senior Director	\$315,680	\$94,704	0	\$0	0	\$0	0	\$0		
Senior Director	\$269,700	\$80,910	0	\$0	0	\$0	0	\$0	\$26,572	
Senior Director	\$250,727	\$75,218	0	\$0	0	\$0	0	\$0	\$28,826	

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION GRANTED AND COMPENSATION OPPORTUNITY

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan				Other Annual ⁷	Other One-Time ⁸
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	Salary ²	Target Value ³	Restricted Stock Units ⁴		Performance Shares ⁵		Stock Options ⁵		Other Annual ⁷	Other One-Time ⁸
			Shares	Value at	Shares	Value at	Shares	Value at		
			Granted	Grant	Granted	Grant	Granted	Grant		
Senior Director	\$270,017	\$81,005	0	\$0	0	\$0	0	\$0	\$240,914	
Senior Director	\$266,000	\$79,800	0	\$0	0	\$0	0	\$0	\$44,559	
Chief Counsel	\$258,170	\$51,634	0	\$0	0	\$0	0	\$0	\$3,500	
Senior Director	\$299,367	\$89,810	0	\$0	0	\$0	0	\$0	\$21,735	
Senior Director	\$287,554	\$86,266	0	\$0	0	\$0	0	\$0	\$79,765	
Chief	\$250,688	\$50,138	0	\$0	0	\$0	0	\$0	\$12,521	
Senior Director	\$277,410	\$83,223	0	\$0	0	\$0	0	\$0	\$129,543	
Senior Director	\$276,572	\$82,972	0	\$0	0	\$0	0	\$0		
Senior Director	\$270,066	\$81,020	0	\$0	0	\$0	0	\$0	\$4,800	
Director	\$269,623	\$53,925	0	\$0	0	\$0	0	\$0		
Senior Director	\$255,000	\$76,500	0	\$0	0	\$0	0	\$0	\$37,153	
Senior Director	\$271,374	\$81,412	0	\$0	0	\$0	0	\$0		
Interim Lead	\$304,357	\$91,307	0	\$0	0	\$0	0	\$0	\$132,018	
Senior Director	\$278,085	\$83,426	0	\$0	0	\$0	0	\$0	\$2,400	
Senior Director	\$257,500	\$77,250	0	\$0	0	\$0	0	\$0		
Senior Director	\$255,000	\$76,500	0	\$0	0	\$0	0	\$0	\$29,321	
Senior Director	\$300,625	\$90,188	0	\$0	0	\$0	0	\$0		
Senior Director	\$250,000	\$75,000	0	\$0	0	\$0	0	\$0	\$83,621	
Managing Counsel	\$301,604	\$90,481	0	\$0	0	\$0	0	\$0	\$154,500	
Senior Director	\$266,000	\$79,800	0	\$0	0	\$0	0	\$0	\$32,574	
Senior Director	\$258,484	\$77,545	0	\$0	0	\$0	0	\$0		
Chief Counsel	\$272,966	\$54,593	0	\$0	0	\$0	0	\$0		
Director	\$265,813	\$53,163	0	\$0	0	\$0	0	\$0	\$122,696	
Senior Director	\$250,081	\$75,024	0	\$0	0	\$0	0	\$0		
Managing Counsel	\$281,137	\$84,341	0	\$0	0	\$0	0	\$0		
Senior Director	\$316,538	\$94,961	0	\$0	0	\$0	0	\$0		

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION RECEIVED OR DEFERRED

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan	Other Annual	Other One-Time	Total
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Salary ⁹	Short-Term Incentive Payout ¹⁰	Vested Restricted Stock Units ¹¹	Vested Performance Shares ¹²	Other Annual ¹³	Other One-Time ¹⁴	Total Received or Deferred
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Officers Named in Publicly Disclosed Proxy Statement

Johnson	William	CEO and President, PG&E Corporation	\$1,657,609	\$0	\$0	\$0	\$35,000	\$3,000,000	\$4,692,609
Vesey	Andrew	CEO and President, Pacific Gas and Electric Company	\$371,212	\$0	\$0	\$0	\$12,500	\$1,000,000	\$1,383,712
Wells	Jason	EVP and Chief Financial Officer	\$630,000	\$0	\$341,551	\$75,504	\$25,000		\$1,072,055
Thomason	David	VP, Controller and Chief Financial Officer	\$325,000	\$0	\$47,326	\$10,755	\$15,000		\$398,081
Simon	John	EVP, Law, Strategy & Policy	\$664,270	\$0	\$299,908	\$56,623	\$25,000		\$1,045,801
Loduca	Janet	SVP and General Counsel	\$516,033	\$0	\$84,513	\$13,217	\$25,000	\$120,194	\$758,956
Welsch	James	SVP, Generation and Chief Nuclear Officer	\$521,771	\$143,563	\$66,379	\$15,105	\$20,000		\$766,819
Lewis	Michael	SVP, Electric Operations	\$474,855	\$0	\$17,509	\$0	\$20,000	\$125,000	\$637,364
Williams	Geisha	CEO and President, PG&E Corporation	\$35,380	\$0	\$886,257	\$84,924	\$0	\$2,634,856	\$3,641,417
Soto	Jesus	SVP, Gas Operations	\$287,319	\$0	\$134,584	\$32,098	\$20,000	\$968,939	\$1,442,940
Christopher	Melvin	SVP, Gas Operations	\$263,404	\$133,194	\$39,351	\$7,553	\$17,500	\$713,794	\$1,174,796
Hogan	Patrick	SVP, Electric Operations	\$31,087	\$0	\$109,584	\$22,658	\$0	\$716,276	\$879,605
Mainight	Steven	SVP, Energy Supply & Policy	\$151,136	\$0	\$127,589	\$28,322	\$25,000		\$332,047

Other Officers of Pacific Gas and Electric Company

	VP		\$342,883	\$201,767	\$41,803	\$10,586	\$15,000	\$2,500	\$614,539
	VP		\$281,314	\$179,303	\$42,808	\$11,329	\$15,000		\$529,754
	VP		\$285,155	\$162,285	\$30,904	\$7,553	\$15,000		\$500,897
	VP		\$320,945	\$191,107	\$41,696	\$5,664	\$15,000		\$574,413
	SVP		\$496,576	\$0	\$130,112	\$30,210	\$20,000		\$676,898
	VP		\$307,867	\$190,919	\$38,655	\$9,441	\$15,000	\$20	\$561,901
	VP		\$369,792	\$228,077	\$55,707	\$13,217	\$15,000		\$681,793
	VP		\$285,210	\$162,061	\$23,733	\$5,304	\$15,000		\$491,307
	VP		\$388,333	\$272,093	\$58,323	\$13,217	\$15,000		\$746,966
	VP		\$118,222	\$76,740	\$53,162	\$11,329	\$15,000	\$513,277	\$787,729
	VP		\$377,850	\$268,916	\$63,856	\$13,217	\$15,000		\$738,839
	VP		\$191,018	\$168,430	\$50,639	\$9,441	\$15,000		\$434,527
	VP		\$325,233	\$196,315	\$48,891	\$13,217	\$15,000		\$598,656
	SVP		\$473,200	\$0	\$109,584	\$22,658	\$20,000		\$625,442
	VP		\$310,248	\$169,280	\$29,951	\$7,553	\$15,000		\$532,032
	VP		\$348,958	\$203,599	\$44,734	\$11,329	\$15,000		\$623,621
	VP		\$312,500	\$192,272	\$30,139	\$6,046	\$15,000		\$555,958
	VP		\$136,500	\$73,722	\$30,904	\$7,553	\$15,000		\$263,679
	VP		\$199,148	\$241,247	\$39,566	\$0	\$15,000	\$663,075	\$1,158,036
	VP		\$289,026	\$163,277	\$25,705	\$6,046	\$15,000		\$499,055
	VP		\$9,893	\$0	\$35,195	\$5,664	\$0	\$517,600	\$568,353
	VP		\$348,944	\$206,664	\$44,111	\$10,395	\$15,000		\$625,115
	VP		\$291,022	\$163,923	\$24,414	\$5,664	\$15,000		\$500,023
	VP		\$315,807	\$170,375	\$25,552	\$5,304	\$15,000	\$146,017	\$678,055

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION RECEIVED OR DEFERRED

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan	Other Annual	Other One-Time	Total
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	Base Salary ⁹	Short-Term Incentive Payout ¹⁰	Vested Restricted Stock Units ¹¹	Vested Performance Shares ¹²	Other Annual ¹³	Other One-Time ¹⁴	Total Received or Deferred
VP	\$349,979	\$221,694	\$44,111	\$10,395	\$15,000		\$641,180
VP	\$360,863	\$205,993	\$48,891	\$13,217	\$15,000		\$643,964
SVP	\$415,000	\$0	\$60,110	\$9,441	\$15,000		\$499,551
VP	\$350,983	\$204,228	\$40,284	\$9,441	\$15,000		\$619,936
VP	\$10,647	\$0	\$41,896	\$9,441	\$0	\$553,281	\$615,265
SVP	\$547,141	\$0	\$217,186	\$22,658	\$20,000		\$806,985
VP	\$299,260	\$194,612	\$39,351	\$7,553	\$15,000		\$555,776
VP	\$359,375	\$206,836	\$34,430	\$6,619	\$15,000		\$622,260
SVP	\$413,800	\$0	\$108,151	\$26,434	\$20,000		\$568,385
VP	\$354,467	\$205,311	\$55,707	\$13,217	\$15,000	\$50,000	\$693,702
VP	\$368,800	\$209,883	\$102,146	\$11,329	\$15,000		\$707,158

Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

Senior Director	\$77,944	\$46,017	\$30,904	\$7,553			\$162,417
Senior Director	\$73,266	\$43,170	\$25,705	\$6,046			\$148,188
Senior Director	\$265,552	\$123,026	\$47,234	\$7,553		\$34,965	\$478,329
Senior Director	\$276,264	\$117,968	\$28,885	\$7,553		\$600	\$431,269
Senior Director	\$269,859	\$116,480	\$29,951	\$7,553		\$8,700	\$432,542
Senior Director	\$3,997	\$0	\$0	\$0		\$375,363	\$379,360
Senior Director	\$257,363	\$113,919	\$28,349	\$0		\$5,000	\$404,632
Director	\$252,637	\$83,715	\$20,671	\$4,731		\$66,500	\$428,253
Senior Director	\$271,788	\$116,829	\$23,405	\$5,664		\$7,500	\$425,187
Managing Counsel	\$274,689	\$117,533	\$27,381	\$6,619		\$4,500	\$430,722
Senior Director	\$310,950	\$130,745	\$32,534	\$7,553		\$20,212	\$501,993
Director	\$254,249	\$83,557	\$22,036	\$5,304			\$365,146
Senior Director	\$282,966	\$119,241	\$29,274	\$7,553		\$16,200	\$455,234
Senior Director	\$239,747	\$80,110	\$18,959	\$4,158		\$3,000	\$345,974
Senior Director	\$252,731	\$102,812	\$14,948	\$0		\$89,000	\$459,491
Chief Counsel	\$265,577	\$106,185	\$22,234	\$4,731		\$9,295	\$408,022
Chief Counsel	\$260,507	\$84,466	\$20,972	\$3,776		\$750	\$370,472
Director	\$258,243	\$85,594	\$20,364	\$4,349		\$7,652	\$376,203
Senior Director	\$308,750	\$124,570	\$19,089	\$0			\$452,409
Senior Director	\$145,995	\$100,127	\$44,008	\$7,553			\$297,682
Senior Director	\$267,636	\$95,276	\$25,705	\$6,046		\$600	\$395,264
Senior Director	\$264,245	\$115,303	\$21,912	\$4,922			\$406,382
Chief Counsel	\$298,405	\$91,424	\$20,985	\$5,304		\$9,952	\$426,070
Chief Counsel	\$287,332	\$89,697	\$19,445	\$4,158		\$7,902	\$408,534
Senior Director	\$322,644	\$127,398	\$30,904	\$7,553		\$26,740	\$515,239
Director	\$252,541	\$83,367	\$20,374	\$4,922		\$609	\$361,813
Managing Counsel	\$257,949	\$113,999	\$25,384	\$6,237			\$403,569

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION RECEIVED OR DEFERRED

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan	Other Annual	Other One-Time	Total
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	Base Salary⁹	Short-Term Incentive Payout¹⁰	Vested Restricted Stock Units¹¹	Vested Performance Shares¹²	Other Annual¹³	Other One-Time¹⁴	Total Received or Deferred
Senior Director	\$270,321	\$108,625	\$26,475	\$6,619		\$28,800	\$440,840
Senior Director	\$294,047	\$100,904	\$27,108	\$5,304		\$17,022	\$444,385
Director	\$250,509	\$83,112	\$22,139	\$5,664			\$361,425
Senior Director	\$302,370	\$124,533	\$40,333	\$0		\$9,461	\$476,697
Senior Director	\$259,993	\$94,117	\$25,991	\$7,553		\$133,004	\$520,658
Senior Director	\$270,219	\$116,540	\$22,375	\$4,922		\$6,000	\$420,056
Senior Director	\$135,417	\$43,746	\$0	\$0		\$50,000	\$229,163
Senior Director	\$199,316	\$92,296	\$25,776	\$5,664			\$323,053
Senior Director	\$275,693	\$117,703	\$27,335	\$6,046			\$426,778
Senior Director	\$16,077	\$0	\$0	\$0			\$16,077
Senior Director	\$293,749	\$121,383	\$29,951	\$7,553		\$29,310	\$481,945
Managing Counsel	\$268,179	\$116,183	\$28,694	\$7,192		\$600	\$420,848
Senior Director	\$64,182	\$43,129	\$24,965	\$6,810			\$139,086
Senior Director	\$311,225	\$126,830	\$27,811	\$6,810		\$150,409	\$623,086
Senior Director	\$262,757	\$104,649	\$21,647	\$5,304		\$5,550	\$399,907
Senior Director	\$219,834	\$115,048	\$15,882	\$0		\$211,065	\$561,829
Director	\$250,019	\$82,989	\$20,211	\$5,113		\$6,600	\$364,932
Chief Counsel	\$287,347	\$89,699	\$19,631	\$4,731		\$7,902	\$409,310
Director	\$253,353	\$83,485	\$20,869	\$5,304		\$5,000	\$368,011
Senior Director	\$243,879	\$80,815	\$23,070	\$5,304		\$8,500	\$361,568
Senior Director	\$16,990	\$0	\$0	\$0			\$16,990
Director	\$260,847	\$84,503	\$23,173	\$5,664		\$8,509	\$382,696
Senior Director	\$255,420	\$113,516	\$22,815	\$5,304		\$10,800	\$407,855
Assistant General Counsel	\$290,464	\$120,804	\$27,980	\$6,046		\$2,000	\$447,293
Chief Counsel	\$298,874	\$113,836	\$26,181	\$6,810		\$11,955	\$457,657
Chief Counsel	\$253,821	\$83,546	\$23,819	\$5,855		\$1,500	\$368,541
Director	\$268,251	\$85,537	\$75,330	\$5,664		\$10,800	\$445,583
Senior Director	\$193,915	\$115,408	\$24,738	\$6,046			\$340,107
Senior Director	\$275,755	\$117,687	\$38,515	\$6,810		\$600	\$439,367
Director	\$254,121	\$83,583	\$20,488	\$4,731			\$362,924
Senior Director	\$287,267	\$121,277	\$22,784	\$5,664		\$33,419	\$470,411
Senior Director	\$290,932	\$120,830	\$28,678	\$6,046		\$5,009	\$451,495
Senior Director	\$238,780	\$90,586	\$14,245	\$573		\$120,889	\$465,073
Senior Director	\$270,833	\$116,667	\$21,780	\$5,113		\$6,000	\$420,393
Senior Director	\$283,389	\$119,268	\$28,361	\$6,619		\$1,700	\$439,336
Senior Director	\$276,255	\$117,790	\$35,237	\$6,046			\$435,328
Director	\$251,113	\$83,598	\$20,752	\$4,158		\$2,430	\$362,051
Senior Director	\$310,122	\$124,592	\$29,083	\$7,192			\$470,989
Senior Director	\$259,435	\$113,739	\$21,647	\$5,304		\$26,572	\$426,697
Senior Director	\$243,979	\$112,711	\$21,312	\$3,776		\$28,826	\$410,604

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION RECEIVED OR DEFERRED

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan	Other Annual	Other One-Time	Total
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	Base Salary⁹	Short-Term Incentive Payout¹⁰	Vested Restricted Stock Units¹¹	Vested Performance Shares¹²	Other Annual¹³	Other One-Time¹⁴	Total Received or Deferred
Senior Director	\$195,012	\$121,242	\$24,738	\$6,046		\$240,914	\$587,953
Senior Director	\$240,865	\$97,788	\$18,909	\$3,416		\$44,559	\$405,536
Chief Counsel	\$256,917	\$83,970	\$22,809	\$5,304		\$3,500	\$372,499
Senior Director	\$296,322	\$118,845	\$27,108	\$5,304		\$21,735	\$469,314
Senior Director	\$285,711	\$120,545	\$26,289	\$6,046		\$4,765	\$443,356
Chief	\$188,016	\$85,877	\$21,647	\$5,304		\$12,521	\$313,365
Senior Director	\$257,184	\$104,506	\$22,263	\$6,046		\$129,543	\$519,543
Senior Director	\$167,216	\$97,690	\$29,878	\$6,810			\$301,594
Senior Director	\$269,401	\$116,474	\$23,173	\$5,664		\$4,800	\$419,512
Director	\$268,103	\$85,506	\$19,227	\$3,776			\$376,612
Senior Director	\$240,394	\$104,141	\$23,173	\$5,664		\$37,153	\$410,526
Senior Director	\$262,739	\$105,035	\$22,528	\$5,664			\$395,967
Interim Lead	\$301,486	\$122,984	\$26,914	\$5,304		\$132,018	\$588,706
Senior Director	\$276,955	\$118,010	\$26,802	\$6,428		\$2,400	\$430,595
Senior Director	\$252,791	\$113,383	\$24,187	\$4,922			\$395,283
Senior Director	\$238,842	\$94,254	\$25,061	\$6,046		\$29,321	\$393,524
Senior Director	\$148,618	\$102,911	\$30,259	\$7,553			\$289,341
Senior Director	\$239,229	\$103,819	\$19,558	\$3,310		\$33,621	\$399,536
Managing Counsel	\$299,671	\$122,672	\$26,963	\$0		\$24,500	\$473,805
Senior Director	\$234,285	\$89,607	\$14,085	\$2,652		\$32,574	\$373,203
Senior Director	\$0	\$0	\$0	\$0			\$0
Chief Counsel	\$271,748	\$86,025	\$20,082	\$4,922			\$382,777
Director	\$254,774	\$83,222	\$21,647	\$5,304		\$122,696	\$487,643
Senior Director	\$20,840	\$0	\$26,618	\$6,810			\$54,268
Managing Counsel	\$279,883	\$118,610	\$26,028	\$6,046			\$430,567
Senior Director	\$308,267	\$125,953	\$110,048	\$6,810			\$551,078

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

BENEFITS OPPORTUNITY RECEIVED

			Post-Retirement		Health and Welfare					Other	Total			
			Defined Benefit Plans ¹⁵	Defined Contribution Plans ¹⁶	Post- Retirement Medical ¹⁷	Post- Retirement Life ¹⁸	Medical ¹⁹	Dental ¹⁹	Vision ¹⁹	AD&D/ Life ¹⁹	Executive Health ²⁰	Fitness ²¹	Other Benefits ²²	Benefits Total
Officers Named in Publicly Disclosed Proxy Statement														
Johnson	William	CEO and President, PG&E Corporation	\$22,400	\$215,490	\$1,117	\$112	\$12,244	\$863	\$95	\$44	\$0		\$277,355	\$528,491
Vesey	Andrew	CEO and President, Pacific Gas and Electric Company	\$22,400	\$48,258	\$698	\$70	\$7,652	\$539	\$59	\$28	\$0		\$87,059	\$165,995
Wells	Jason	EVP and Chief Financial Officer	\$459,900	\$28,350	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$9,322	\$517,441
Thomason	David	VP, Controller and Chief Financial Officer	\$204,400	\$37,375	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$8,654	\$270,298
Simon	John	EVP, Law, Strategy & Policy	\$484,917	\$29,892	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$101,372	\$636,050
Loduca	Janet	SVP and General Counsel	\$376,704	\$23,221	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$5,707		\$7,077	\$432,579
Welsch	James	SVP, Generation and Chief Nuclear Officer	\$204,400	\$70,053	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$5,300		\$11,411	\$311,032
Lewis	Michael	SVP, Electric Operations	\$19,600	\$61,731	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$101,200
Williams	Geisha	CEO and President, PG&E Corporation	\$25,828	\$1,592	\$140	\$14	\$1,530	\$108	\$12	\$6	\$0		\$155,260	\$184,336
Soto	Jesus	SVP, Gas Operations	\$209,743	\$12,929	\$977	\$98	\$10,713	\$755	\$83	\$39	\$5,421		\$135,498	\$375,182
Christopher	Melvin	SVP, Gas Operations	\$192,285	\$39,615	\$1,535	\$155	\$16,835	\$1,186	\$131	\$61	\$0		\$27,101	\$277,214
Hogan	Patrick	SVP, Electric Operations	\$2,487	\$4,041	\$140	\$14	\$1,530	\$108	\$12	\$6	\$0		\$61,872	\$70,056
Malnigh	Steven	SVP, Energy Supply & Policy	\$110,330	\$6,801	\$558	\$56	\$6,122	\$431	\$48	\$22	\$0		\$65,864	\$189,618
Other Officers of Pacific Gas and Electric Company														
	VP		\$397,594	\$15,430	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$8,240	\$441,133
	VP		\$336,251	\$12,659	\$1,256	\$126	\$13,774	\$970	\$107	\$50	\$0		\$19,036	\$382,847
	VP		\$204,400	\$44,153	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$268,422
	VP		\$204,400	\$50,287	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$276,416
	SVP		\$362,501	\$22,346	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$406,576
	VP		\$364,114	\$13,854	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$397,837
	VP		\$204,400	\$58,492	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$21,537	\$304,298
	VP		\$19,600	\$48,422	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$87,891
	VP		\$19,600	\$69,530	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$966	\$40,127	\$150,092
	VP		\$142,322	\$5,320	\$698	\$70	\$7,652	\$539	\$59	\$28	\$0		\$92,431	\$248,351
	VP		\$472,139	\$17,003	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$170	\$1,860	\$511,041
	VP		\$15,281	\$36,622	\$977	\$98	\$10,713	\$755	\$83	\$39	\$0		\$84,898	\$148,391
	VP		\$204,400	\$51,144	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$535	\$3,383	\$279,330
	SVP		\$22,400	\$61,516	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$5,847	\$7,999	\$1,860	\$119,491
	VP		\$204,400	\$47,528	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$147	\$6,494	\$278,438
	VP		\$403,367	\$15,703	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$1,068	\$1,860	\$441,867
	VP		\$204,400	\$49,397	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$1,611	\$577	\$275,853
	VP		\$9,555	\$22,906	\$838	\$84	\$9,183	\$647	\$71	\$33	\$0		\$27,372	\$69,767
	VP		\$13,940	\$42,777	\$977	\$98	\$10,713	\$755	\$83	\$39	\$0		\$21,132	\$89,439
	VP		\$204,400	\$44,667	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$3,545	\$272,481
	VP		\$7,222	\$445	\$140	\$14	\$1,530	\$108	\$12	\$6	\$0	\$614	\$80,115	\$90,053
	VP		\$405,594	\$15,702	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$754	\$25,728	\$467,648
	VP		\$204,400	\$44,942	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$476	\$25,043	\$294,730
	VP		\$204,400	\$48,244	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$272,513
	VP		\$417,322	\$15,749	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$693	\$0	\$453,633

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

BENEFITS OPPORTUNITY RECEIVED

		Post-Retirement				Health and Welfare					Other	Total	
		Defined Benefit Plans ¹⁵	Defined Contribution Plans ¹⁶	Post- Retirement Medical ¹⁷	Post- Retirement Life ¹⁸	Medical ¹⁹	Dental ¹⁹	Vision ¹⁹	AD&D/ Life ¹⁹	Executive Health ²⁰	Fitness ²¹	Other Benefits ²²	Benefits Total
	VP	\$413,805	\$16,239	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$3,424	\$15,982	\$469,319
	SVP	\$22,400	\$53,950	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$737	\$1,860	\$98,816
	VP	\$405,304	\$15,794	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$123	\$5,783	\$446,873
	VP	\$7,772	\$1,224	\$140	\$14	\$1,530	\$108	\$12	\$6	\$0		\$99,342	\$109,994
	SVP	\$399,413	\$24,621	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$5,683	\$332	\$25,106	\$475,024
	VP	\$204,400	\$48,038	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$57,959	\$330,265
	VP	\$19,600	\$61,198	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$102,527
	SVP	\$302,074	\$18,621	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$5,992	\$628	\$13,045	\$360,228
	VP	\$204,400	\$55,135	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$279,404
	VP	\$422,439	\$16,596	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$460,764
Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more													
	Senior Director	\$56,899	\$3,507	\$558	\$56	\$6,122	\$431	\$48	\$22	\$0		\$32,427	\$99,456
	Senior Director	\$53,484	\$3,297	\$558	\$56	\$6,122	\$431	\$48	\$22	\$0		\$36,456	\$99,860
	Senior Director	\$18,589	\$15,933	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$11,403	\$65,794
	Senior Director	\$201,672	\$12,432	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$246	\$0	\$234,219
	Senior Director	\$196,997	\$12,144	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$230,870
	Senior Director	\$2,918	\$180	\$140	\$14	\$1,530	\$108	\$12	\$6	\$0		\$49,056	\$53,810
	Senior Director	\$187,875	\$11,581	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$221,185
	Director	\$184,425	\$11,369	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$10,727	\$226,390
	Senior Director	\$283,691	\$12,230	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$315,790
	Managing Counsel	\$200,523	\$12,361	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$232,753
	Senior Director	\$204,400	\$13,993	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$238,262
	Director	\$185,601	\$11,441	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$1,578	\$0	\$218,489
	Senior Director	\$204,400	\$12,733	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$2,522	\$239,524
	Senior Director	\$175,015	\$10,789	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$205,673
	Senior Director	\$15,164	\$15,164	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$425	\$2,088	\$52,710
	Chief Counsel	\$193,872	\$11,951	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$225,692
	Chief Counsel	\$18,235	\$15,630	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$529	\$0	\$54,264
	Director	\$188,518	\$11,621	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$220,008
	Senior Director	\$22,400	\$18,525	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$30,000	\$90,794
	Senior Director	\$8,760	\$8,760	\$977	\$98	\$10,713	\$755	\$83	\$39	\$0		\$4,608	\$33,717
	Senior Director	\$195,374	\$12,044	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$6,743	\$234,029
	Senior Director	\$192,899	\$11,891	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$224,659
	Chief Counsel	\$284,575	\$13,428	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$6,451	\$324,323
	Chief Counsel	\$204,400	\$12,930	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$252	\$0	\$237,451
	Senior Director	\$204,400	\$14,519	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$288	\$1,251	\$240,327
	Director	\$184,355	\$11,364	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$269	\$0	\$215,857
	Managing Counsel	\$188,303	\$11,608	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$5,193	\$224,973
	Senior Director	\$197,334	\$12,164	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$229,367
	Senior Director	\$16,800	\$17,643	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$9,190	\$63,501

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

BENEFITS OPPORTUNITY RECEIVED

		Post-Retirement				Health and Welfare					Other	Total	
		Defined Benefit Plans ¹⁵	Defined Contribution Plans ¹⁶	Post- Retirement Medical ¹⁷	Post- Retirement Life ¹⁸	Medical ¹⁹	Dental ¹⁹	Vision ¹⁹	AD&D/ Life ¹⁹	Executive Health ²⁰	Fitness ²¹	Other Benefits ²²	Benefits Total
Director		\$22,546	\$15,031	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$57,446
Senior Director		\$19,600	\$18,142	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$57,611
Senior Director		\$189,795	\$11,700	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$1,225	\$1,123	\$223,712
Senior Director		\$197,260	\$12,160	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$332	\$6,485	\$236,106
Senior Director		\$9,479	\$8,125	\$977	\$98	\$10,713	\$755	\$83	\$39	\$0		\$72,290	\$101,484
Senior Director		\$145,501	\$8,969	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$174,339
Senior Director		\$201,256	\$12,406	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$233,531
Senior Director		\$11,736	\$723	\$140	\$14	\$1,530	\$108	\$12	\$6	\$0		\$8,238	\$22,354
Senior Director		\$19,600	\$17,625	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$57,094
Managing Counsel		\$195,771	\$12,068	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$518	\$228,226
Senior Director		\$46,853	\$2,888	\$558	\$56	\$6,122	\$431	\$48	\$22	\$0	\$73	\$7,447	\$63,884
Senior Director		\$204,400	\$14,005	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$240,134
Senior Director		\$191,813	\$11,824	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$223,506
Senior Director		\$15,388	\$13,190	\$1,535	\$155	\$16,835	\$1,186	\$131	\$61	\$0		\$34,766	\$81,557
Director		\$182,514	\$11,251	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$203	\$0	\$213,836
Chief Counsel		\$204,400	\$12,931	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$237,200
Director		\$20,268	\$15,201	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$55,338
Senior Director		\$178,031	\$10,975	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$551	\$3,487	\$212,913
Senior Director		\$1,019	\$1,019	\$140	\$14	\$1,530	\$108	\$12	\$6	\$0		\$35,826	\$39,520
Director		\$190,418	\$11,738	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$223,885
Senior Director		\$186,457	\$11,494	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$7,159	\$224,979
Assistant General Counsel		\$204,400	\$13,071	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$260	\$1,860	\$239,460
Chief Counsel		\$204,400	\$13,449	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$237,718
Chief Counsel		\$185,289	\$11,422	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$218,440
Director		\$195,824	\$12,071	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$227,764
Senior Director		\$141,558	\$8,726	\$1,396	\$141	\$15,305	\$1,078	\$119	\$55	\$0		\$12,140	\$178,981
Senior Director		\$201,301	\$12,409	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$2,545	\$236,124
Director		\$185,509	\$11,435	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$218,673
Senior Director		\$204,400	\$12,927	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$10,064	\$247,260
Senior Director		\$204,400	\$13,092	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,395	\$238,756
Senior Director		\$174,309	\$10,745	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$6,796	\$211,719
Senior Director		\$197,708	\$12,188	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$434	\$0	\$230,198
Senior Director		\$204,400	\$12,752	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$237,021
Senior Director		\$16,575	\$16,575	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,395	\$54,414
Director		\$20,089	\$15,067	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$55,025
Senior Director		\$204,400	\$13,955	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$4,138	\$242,362
Senior Director		\$189,387	\$11,675	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$354	\$0	\$221,285
Senior Director		\$14,639	\$14,639	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$7,311	\$56,457
Senior Director		\$142,359	\$8,776	\$1,256	\$126	\$13,774	\$970	\$107	\$50	\$0	\$186	\$32,195	\$198,417
Senior Director		\$175,831	\$10,839	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$2,393	\$208,932
Chief Counsel		\$187,549	\$11,561	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$218,979

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

BENEFITS OPPORTUNITY RECEIVED

Post-Retirement	Health and Welfare	Other	Total
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		Defined Benefit Plans ¹⁵	Defined Contribution Plans ¹⁶	Post- Retirement Medical ¹⁷	Post- Retirement Life ¹⁸	Medical ¹⁹	Dental ¹⁹	Vision ¹⁹	AD&D/ Life ¹⁹	Executive Health ²⁰	Fitness ²¹	Other Benefits ²²	Benefits Total
	Senior Director	\$204,400	\$13,334	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$237,603
	Senior Director	\$204,400	\$12,857	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,595	\$238,721
	Chief	\$137,252	\$8,461	\$1,396	\$141	\$15,305	\$1,078	\$119	\$55	\$0		\$7,170	\$169,439
	Senior Director	\$187,744	\$11,573	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$219,186
	Senior Director	\$11,705	\$10,033	\$1,117	\$112	\$12,244	\$863	\$95	\$44	\$0	\$3,743	\$12,500	\$51,226
	Senior Director	\$196,663	\$12,123	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$3,907	\$232,562
	Director	\$195,715	\$12,065	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$5,243	\$232,892
	Senior Director	\$175,488	\$10,818	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$5,083	\$9,983	\$221,241
	Senior Director	\$191,800	\$11,823	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$1,860	\$225,352
	Interim Lead	\$204,400	\$13,567	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$21,415	\$259,251
	Senior Director	\$202,177	\$12,463	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$234,509
	Senior Director	\$184,538	\$11,376	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$215,783
	Senior Director	\$174,354	\$10,748	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$5,160	\$210,130
	Senior Director	\$108,491	\$6,688	\$977	\$98	\$10,713	\$755	\$83	\$39	\$0	\$1,400	\$7,258	\$135,427
	Senior Director	\$174,637	\$10,765	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$1,176	\$0	\$206,447
	Managing Counsel	\$19,600	\$17,980	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$57,449
	Senior Director	\$16,400	\$14,057	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$958	\$51,284
	Senior Director	\$0	\$0	\$279	\$28	\$3,061	\$216	\$24	\$11	\$0		\$25,775	\$29,087
	Chief Counsel	\$198,376	\$12,229	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0	\$2,415	\$0	\$232,889
	Director	\$185,985	\$11,465	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$217,319
	Senior Director	\$15,213	\$938	\$279	\$28	\$3,061	\$216	\$24	\$11	\$0		\$12,913	\$32,376
	Managing Counsel	\$204,315	\$12,595	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$236,779
	Senior Director	\$204,400	\$13,872	\$1,675	\$169	\$18,366	\$1,294	\$143	\$66	\$0		\$0	\$238,141

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

AGGREGATE COMPENSATION

			Total Compensation Received or Deferred²³	Total Benefits²⁴	Expense Reimbursements	Aggregate Compensation
<u>Officers Named in Publicly Disclosed Proxy Statement</u>						
Johnson	William	CEO and President, PG&E Corporation	\$4,692,609	\$528,491	\$37,279	\$5,258,378
Vesey	Andrew	CEO and President, Pacific Gas and Electric Company	\$1,383,712	\$165,995	\$5,434	\$1,555,141
Wells	Jason	EVP and Chief Financial Officer	\$1,072,055	\$517,441	\$61,739	\$1,651,235
Thomason	David	VP, Controller and Chief Financial Officer	\$398,081	\$270,298	\$12,515	\$680,894
Simon	John	EVP, Law, Strategy & Policy	\$1,045,801	\$636,050	\$23,563	\$1,705,414
Loduca	Janet	SVP and General Counsel	\$758,956	\$432,579	\$828	\$1,192,363
Welsch	James	SVP, Generation and Chief Nuclear Officer	\$766,819	\$311,032	\$22,822	\$1,100,672
Lewis	Michael	SVP, Electric Operations	\$637,364	\$101,200	\$25,562	\$764,126
Williams	Geisha	CEO and President, PG&E Corporation	\$3,641,417	\$184,336	-\$490	\$3,825,263
Soto	Jesus	SVP, Gas Operations	\$1,442,940	\$375,182	\$20,948	\$1,839,069
Christopher	Melvin	SVP, Gas Operations	\$1,174,796	\$277,214	\$17,675	\$1,469,685
Hogan	Patrick	SVP, Electric Operations	\$879,605	\$70,056	\$1,356	\$951,017
Malnight	Steven	SVP, Energy Supply & Policy	\$332,047	\$189,618	\$13,757	\$535,422
<u>Other Officers of Pacific Gas and Electric Company</u>						
	VP		\$614,539	\$441,133	\$1,136	\$1,056,808
	VP		\$529,754	\$382,847	\$998	\$913,599
	VP		\$500,897	\$268,422	\$25,951	\$795,269
	VP		\$574,413	\$276,416	\$6,236	\$857,064
	SVP		\$676,898	\$406,576	\$77,449	\$1,160,923
	VP		\$561,901	\$397,837	\$8,012	\$967,750
	VP		\$681,793	\$304,298	\$32,532	\$1,018,623
	VP		\$491,307	\$87,891	\$3,320	\$582,518
	VP		\$746,966	\$150,092	\$13,046	\$910,103
	VP		\$787,729	\$248,351	\$1,845	\$1,037,925
	VP		\$738,839	\$511,041	\$19,554	\$1,269,435
	VP		\$434,527	\$148,391	\$10,519	\$593,436
	VP		\$598,656	\$279,330	\$11,660	\$889,646
	SVP		\$625,442	\$119,491	\$5,425	\$750,358
	VP		\$532,032	\$278,438	\$44,516	\$854,986
	VP		\$623,621	\$441,867	\$22,874	\$1,088,362
	VP		\$555,958	\$275,853	\$16,825	\$848,636
	VP		\$263,679	\$69,767	\$0	\$333,446
	VP		\$1,158,036	\$89,439	\$35,039	\$1,282,514
	VP		\$499,055	\$272,481	\$1,853	\$773,389
	VP		\$568,353	\$90,053	\$263	\$658,668
	VP		\$625,115	\$467,648	\$9,439	\$1,102,202
	VP		\$500,023	\$294,730	\$880	\$795,633
	VP		\$678,055	\$272,513	\$8,283	\$958,851
	VP		\$641,180	\$453,633	\$49,940	\$1,144,754
	VP		\$643,964	\$469,319	\$1,832	\$1,115,115

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

AGGREGATE COMPENSATION

		Total Compensation Received or Deferred²³	Total Benefits²⁴	Expense Reimbursements	Aggregate Compensation
	SVP	\$499,551	\$98,816	\$13,010	\$611,377
	VP	\$619,936	\$446,873	\$7,748	\$1,074,557
	VP	\$615,265	\$109,994	\$2,599	\$727,857
	SVP	\$806,985	\$475,024	\$2,933	\$1,284,943
	VP	\$555,776	\$330,265	\$23,283	\$909,324
	VP	\$622,260	\$102,527	\$13,309	\$738,096
	SVP	\$568,385	\$360,228	\$5,818	\$934,431
	VP	\$693,702	\$279,404	\$2,414	\$975,520
	VP	\$707,158	\$460,764	\$2,020	\$1,169,941
Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more					
	Senior Director	\$162,417	\$99,456	\$3,499	\$265,372
	Senior Director	\$148,188	\$99,860	\$583	\$248,631
	Senior Director	\$478,329	\$65,794	\$17,456	\$561,579
	Senior Director	\$431,269	\$234,219	\$8,360	\$673,848
	Senior Director	\$432,542	\$230,870	\$1,398	\$664,810
	Senior Director	\$379,360	\$53,810	\$0	\$433,170
	Senior Director	\$404,632	\$221,185	\$233	\$626,050
	Director	\$428,253	\$226,390	\$7,289	\$661,932
	Senior Director	\$425,187	\$315,790	\$223	\$741,200
	Managing Counsel	\$430,722	\$232,753	\$508	\$663,984
	Senior Director	\$501,993	\$238,262	\$1,336	\$741,591
	Director	\$365,146	\$218,489	\$14,656	\$598,291
	Senior Director	\$455,234	\$239,524	\$940	\$695,698
	Senior Director	\$345,974	\$205,673	\$2,401	\$554,048
	Senior Director	\$459,491	\$52,710	\$7,568	\$519,769
	Chief Counsel	\$408,022	\$225,692	\$1,336	\$635,050
	Chief Counsel	\$370,472	\$54,264	\$2,922	\$427,658
	Director	\$376,203	\$220,008	\$15	\$596,226
	Senior Director	\$452,409	\$90,794	\$9,805	\$553,008
	Senior Director	\$297,682	\$33,717	\$1,784	\$333,183
	Senior Director	\$395,264	\$234,029	\$994	\$630,287
	Senior Director	\$406,382	\$224,659	\$1,477	\$632,518
	Chief Counsel	\$426,070	\$324,323	\$1,751	\$752,143
	Chief Counsel	\$408,534	\$237,451	\$0	\$645,985
	Senior Director	\$515,239	\$240,327	\$5,015	\$760,580
	Director	\$361,813	\$215,857	\$7,347	\$585,017
	Managing Counsel	\$403,569	\$224,973	\$1,187	\$629,729
	Senior Director	\$440,840	\$229,367	\$1,261	\$671,468
	Senior Director	\$444,385	\$63,501	\$8,481	\$516,367
	Director	\$361,425	\$57,446	\$2,618	\$421,488
	Senior Director	\$476,697	\$57,611	\$2,240	\$536,549

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

AGGREGATE COMPENSATION

		Total Compensation Received or Deferred²³	Total Benefits²⁴	Expense Reimbursements	Aggregate Compensation
	Senior Director	\$520,658	\$223,712	\$16,535	\$760,905
	Senior Director	\$420,056	\$236,106	\$28,566	\$684,727
	Senior Director	\$229,163	\$101,484	\$664	\$331,312
	Senior Director	\$323,053	\$174,339	\$0	\$497,392
	Senior Director	\$426,778	\$233,531	\$2,702	\$663,011
	Senior Director	\$16,077	\$22,354	\$0	\$38,431
	Senior Director	\$481,945	\$57,094	\$4,383	\$543,422
	Managing Counsel	\$420,848	\$228,226	\$1,327	\$650,402
	Senior Director	\$139,086	\$63,884	\$130	\$203,100
	Senior Director	\$623,086	\$240,134	\$4,073	\$867,292
	Senior Director	\$399,907	\$223,506	\$7,229	\$630,643
	Senior Director	\$561,829	\$81,557	\$20,245	\$663,632
	Director	\$364,932	\$213,836	\$3,632	\$582,400
	Chief Counsel	\$409,310	\$237,200	\$0	\$646,510
	Director	\$368,011	\$55,338	\$6,964	\$430,313
	Senior Director	\$361,568	\$212,913	\$7,673	\$582,153
	Senior Director	\$16,990	\$39,520	\$0	\$56,510
	Director	\$382,696	\$223,885	\$5,792	\$612,374
	Senior Director	\$407,855	\$224,979	\$7,189	\$640,023
	Assistant General Counsel	\$447,293	\$239,460	\$5,733	\$692,487
	Chief Counsel	\$457,657	\$237,718	\$1,332	\$696,707
	Chief Counsel	\$368,541	\$218,440	\$598	\$587,580
	Director	\$445,583	\$227,764	\$12,764	\$686,111
	Senior Director	\$340,107	\$178,981	\$5,097	\$524,185
	Senior Director	\$439,367	\$236,124	\$478	\$675,970
	Director	\$362,924	\$218,673	\$1,079	\$582,676
	Senior Director	\$470,411	\$247,260	\$31,376	\$749,047
	Senior Director	\$451,495	\$238,756	\$1,513	\$691,763
	Senior Director	\$465,073	\$211,719	\$28,443	\$705,234
	Senior Director	\$420,393	\$230,198	\$605	\$651,196
	Senior Director	\$439,336	\$237,021	\$0	\$676,358
	Senior Director	\$435,328	\$54,414	\$1,712	\$491,454
	Director	\$362,051	\$55,025	\$600	\$417,676
	Senior Director	\$470,989	\$242,362	\$6,138	\$719,489
	Senior Director	\$426,697	\$221,285	\$2,992	\$650,974
	Senior Director	\$410,604	\$56,457	\$3,809	\$470,871
	Senior Director	\$587,953	\$198,417	\$3,149	\$789,519
	Senior Director	\$405,536	\$208,932	\$13,722	\$628,190
	Chief Counsel	\$372,499	\$218,979	\$576	\$592,054
	Senior Director	\$469,314	\$237,603	\$10,395	\$717,312
	Senior Director	\$443,356	\$238,721	\$1,494	\$683,571
	Chief	\$313,365	\$169,439	\$9,169	\$491,973

2019 Compensation
Officers¹ of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

AGGREGATE COMPENSATION

		Total Compensation Received or Deferred²³	Total Benefits²⁴	Expense Reimbursements	Aggregate Compensation
	Senior Director	\$519,543	\$219,186	\$10,459	\$749,188
	Senior Director	\$301,594	\$51,226	\$2,658	\$355,478
	Senior Director	\$419,512	\$232,562	\$528	\$652,602
	Director	\$376,612	\$232,892	\$18,150	\$627,654
	Senior Director	\$410,526	\$221,241	\$20,955	\$652,721
	Senior Director	\$395,967	\$225,352	\$46,292	\$667,612
	Interim Lead	\$588,706	\$259,251	\$77,693	\$925,649
	Senior Director	\$430,595	\$234,509	\$1,145	\$666,249
	Senior Director	\$395,283	\$215,783	\$3,553	\$614,619
	Senior Director	\$393,524	\$210,130	\$2,357	\$606,011
	Senior Director	\$289,341	\$135,427	\$0	\$424,768
	Senior Director	\$399,536	\$206,447	\$4,360	\$610,343
	Managing Counsel	\$473,805	\$57,449	\$1,777	\$533,032
	Senior Director	\$373,203	\$51,284	\$13,967	\$438,454
	Senior Director	\$0	\$29,087	\$0	\$29,087
	Chief Counsel	\$382,777	\$232,889	\$6,091	\$621,757
	Director	\$487,643	\$217,319	\$11,254	\$716,216
	Senior Director	\$54,268	\$32,376	\$0	\$86,644
	Managing Counsel	\$430,567	\$236,779	\$441	\$667,786
	Senior Director	\$551,078	\$238,141	\$724	\$789,943

Notes

1. Officers of Pacific Gas and Electric Company include those employees in positions with titles of Vice President or above. It does not include employees who function in an officer capacity solely for governance purposes such as assistant corporate secretary and assistant treasurer.
2. Reflects the annual base salary approved for March 1, 2019 or upon hire/promotion.
3. Represents target Short-Term Incentive Plan award based on annual salary at March 1, 2019 or upon hire/promotion. Target awards range from 20% to 135% of base salary. An overall company-wide STIP score is applied that can range from 0 to 1.5, depending on the extent to which objectives are met. 2019 objectives were based 65% on safety, 15% on customer satisfaction, and 25% on financial results. An individual performance modifier is then applied that can range from 0 to 1.5. Actual awards were paid quarterly in 2019 based on year-to-date results, with a final payment for the fourth quarter to be paid in 2020 based on final year-end results. Normally, payments for 2018 STIP would have been made in March 2019; however, the Compensation Committee of the PG&E Corporation Board of Directors exercised its discretion to adjust the STIP company score to zero and no STIP awards were paid for 2018.
4. Restricted stock units (RSUs) granted in 2019 to the incoming PG&E Corporation and Pacific Gas and Electric Company CEOs. No other employees received RSUs in 2019. Value for the PG&E Corporation CEO is based on the volume-weighted average price of PG&E Corporation common stock for the 15 trading days immediately preceding the announcement of the CEO's hire. Value for the Pacific Gas and Electric Company CEO is based on the average closing price of PG&E Corporation common stock for the 15 trading days immediately preceding the CEO's start date. RSUs granted in 2019 generally vest in one-third increments over the first three years following the grant. Upon vesting, the RSUs settle in net shares of PG&E Corporation common stock.
5. Performance shares granted in 2019 to the incoming PG&E Corporation and Pacific Gas and Electric Company CEOs. No other employees received RSUs in 2019. Generally, these performance shares vest, if at all, at the end of a performance period beginning on the first day of the quarter in which the CEO was hired and ending on December 31, 2019. The CEOs' performance shares were qualified by the same performance measures and targets as the 2019 STIP, with the exception that they were subject to a modifier imposed to ensure payouts would be reduced if important Electric Operations wildfire targets were not met; the modifier was not triggered by actual performance results. The value of all 2019 performance shares is based on the grant date closing price of PG&E Corporation common stock.
6. Stock options granted in 2019 to the incoming PG&E Corporation CEO. No other employees received stock options in 2019. Value is based on the grant date fair value of a stock option as determined by a Black-Scholes American Call model. Stock options granted in 2019 generally vest in one-third increments over the first three years following the grant and are exercisable for up to ten years following the grant date, or less in certain circumstances if the employee terminates before the ten-year period is over. After vesting, options may be exercised in one of three ways: 1) cashless—all shares are sold and the exercise price, taxes and brokers fees are deducted from the sale proceeds, and the remaining funds are distributed to the employee; 2) cash—the employee pays the exercise price and withholding taxes, and receives all exercised shares; 3) stock swap—the employee delivers already-owned shares of PG&E Corporation common stock to satisfy the exercise price and withholding taxes, and receives all exercised shares.
7. Represents the annual perquisite allowance. The annual allowance ranges from \$15,000 to \$35,000, depending on officer level and is paid in cash, net of taxes. It is intended to cover items such as insurance, dues, membership fees, and security costs.

8. "Other One Time" includes significant payments of a non-recurring nature. The following received merit lump-sum awards: Senior Director, [REDACTED] \$18,922, Sr. Dir, [REDACTED] \$5,622, [REDACTED] Chief \$7,521, Sr Dir; [REDACTED] \$2,765, Sr Dir, [REDACTED] \$19,765, Director, [REDACTED] \$2,430, Sr. Dir, [REDACTED] \$20,212, Chief Counsel, [REDACTED] \$7,902, Sr Director, [REDACTED] \$6,122, Director, [REDACTED] \$7,652, Sr. Director [REDACTED] \$4,461, Chief Counsel, [REDACTED] \$11,955, Chief Counsel, [REDACTED] \$9,295, Sr Director, [REDACTED] \$4,187, Chief Counsel, [REDACTED] \$8,952, Chief Counsel, [REDACTED] \$7,902. The Senior Director, [REDACTED] entered a retention arrangement in 2019 calling for cash payments of \$75,000 to be made in 2019 and 2020. The following entered retention arrangements in 2019 calling for cash payments to be made in 2020: Sr Dir; [REDACTED] \$75,000, Sr. Director, [REDACTED] \$75,000. The following entered retention arrangements in 2019 calling for cash payments to be made in 2020, 2021, and 2022: Sr. Director, [REDACTED] \$150,000, Sr. Director, [REDACTED] \$150,000, Managing Counsel \$150,000. The following received Reward and Recognition awards and other incentive payments: Vice President \$2,500, Sr. Director, [REDACTED] \$26,740, Sr. Director, [REDACTED] \$19,400, Sr. Director, [REDACTED] \$10,800, Sr. Dir, [REDACTED] \$11,400, Director, [REDACTED] \$5,000, Sr. Dir, [REDACTED] \$1,500, [REDACTED] Chief \$5,000, Director, [REDACTED] \$600, Sr Dir, [REDACTED] \$8,500, Sr. Director, [REDACTED] \$3,600, Sr Dir; [REDACTED] \$2,000, Senior Director, [REDACTED] \$5,100, Sr. Director, [REDACTED] \$31,000, Director, [REDACTED] \$8,500, Managing Counsel \$500, Sr Dir, [REDACTED] \$7,200, Chief Counsel, [REDACTED] \$3,500, Sr. Director, [REDACTED] \$21,826, Sr. Director, [REDACTED] \$600, Sr Director, [REDACTED] \$15,000, Senior Director, [REDACTED] \$8,700, Sr Dir [REDACTED] \$5,000, Sr Dir [REDACTED] \$4,800, Director, [REDACTED] \$16,500, [REDACTED] Director [REDACTED] \$6,600, Sr Dir, [REDACTED] \$7,500, Managing Counsel \$4,500, Chief Counsel, [REDACTED] \$1,500, Director, [REDACTED] \$10,800, Senior Director, [REDACTED] \$20,000, Chief Counsel, [REDACTED] \$750, Sr Dir, [REDACTED] \$16,200, Sr Director, [REDACTED] \$5,000, Senior Director, [REDACTED] \$3,000, Assistant General Counsel \$2,000, Senior Director, [REDACTED] \$8,000, Sr. Dir, [REDACTED] \$15,100, Sr. Director [REDACTED] \$5,000, Sr. Director, [REDACTED] \$14,000, Sr Dir. [REDACTED] \$15,000, Director, [REDACTED] \$10,000, Senior Director, [REDACTED] \$2,400, Sr. Director, [REDACTED] \$600, Senior Director, [REDACTED] \$6,000, Senior Director, [REDACTED] \$6,000, Sr. Director, [REDACTED] \$600, Chief Counsel, [REDACTED] \$1,000, Sr Dir, [REDACTED] \$1,700, Managing Counsel \$4,500, Sr. Director, [REDACTED] \$5,000, Sr Dir, [REDACTED] \$15,000, Sr Dir, [REDACTED] \$32,574. The following received payments pursuant to separation agreements: CEO and President, PG&E Corporation \$2,634,856, SVP, Gas Operations \$682,794, SVP, Electric Operations \$716,276, SVP, Gas Operations \$968,939, VP, [REDACTED] \$517,600, VP, [REDACTED] \$663,075, VP, [REDACTED] \$513,277, VP, [REDACTED] \$553,281, Senior Director, [REDACTED] \$375,363, Sr. Director, [REDACTED] \$161,065, Sr. Dir, [REDACTED] \$239,414. The Sr. Director, [REDACTED] received a hiring bonus of \$50,000. The following received payments related to performance in temporary assignments: SVP and General Counsel \$120,194, SVP, Gas Operations \$31,000, Senior Director, [REDACTED] \$9,877, Sr. Director, [REDACTED] \$25,159, Sr. Director, [REDACTED] \$18,135, Senior Director, [REDACTED] \$24,210, Sr. Director, [REDACTED] \$6,153, Sr Dir, [REDACTED] \$8,000, Sr. Director, [REDACTED] \$7,000, Senior Director, [REDACTED] \$6,572, Sr. Dir, [REDACTED] \$14,221, Senior Director, [REDACTED] \$8,621. The following received payments from the DCP Base Retention Program: [REDACTED] VP, [REDACTED] \$104,351, Sr Director, [REDACTED] \$114,543, Sr Director, [REDACTED] \$139,287, Interim [REDACTED] Lead \$132,018, Sr Dir. [REDACTED] \$118,004, Director, [REDACTED] \$112,696, Sr Dir,

██████████ \$105,889. The retention program was created to retain the services of employees through the decommissioning of the Diablo Canyon Power Plant. The program is generally available to the broad population of employees at the power plant. The program provides payments equal to 25% of base salary. Payments for the periods of September 1, 2016 through August 31, 2017 and September 1, 2017 through August 31, 2018 were made in May 2018 and November 2018, respectively, at a rate of 15% of base pay. Corrective payments were made in May 2019 to reflect 25% of base salary for the two prior payment periods, and a payment equal to 25% of base pay for the period of September 1, 2018 through August 31, 2019 was made in November 2019. Subsequent payments are scheduled each November for the preceding period of September 1 through August 31. The initial agreement is for a 4-year commitment period with any payments to be repaid if the employee voluntarily resigns or transfers to a non-eligible position prior to completion of the commitment period. The following received non-monetary awards: VP, ██████████ \$20, Director, ██████████ \$9, Director, ██████████ \$9, Managing Counsel \$100, Senior Director, ██████████ \$50, Sr. Director, ██████████ \$9. The following received transition payments: CEO and President, PG&E Corporation \$3,000,000, CEO and President, Pacific Gas and Electric Company \$1,000,000. The SVP, Electric Operations received a promotional bonus of \$125,000. The Senior Director, ██████████ received an employee referral bonus of \$2,500. The Sr Director, ██████████ received a housing allowance of \$29,232.

9. Represents actual base salary received or deferred during 2019.
10. Represents STIP payments received or deferred in 2019 for achievement of corporate or organizational objectives in 2019. Awards were paid quarterly in 2019 based on year-to-date results, with a final payment for the fourth quarter to be paid in 2020 based on final year-end results. Target awards range from 20% to 45% of base salary for those who received STIP. Bankruptcy insiders were not eligible to receive STIP payments in 2019. A company-wide STIP performance score is applied which can range from 0 to 1.5, depending on the extent to which objectives are met. The company score used for calculating 2019 STIP paid in 2019 was 1.056 for the first quarter, 1.152 year-to-date in the second quarter, and 0.923 year-to-date in the third quarter. The final year-end STIP score for 2019, used for payments in March 2020, was 1.184. An individual performance modifier ranging from 0 to 1.5 is also applied at year end. Normally, payments for 2018 STIP would have been made in March 2019; however, the Compensation Committee of the PG&E Corporation Board of Directors exercised its discretion to adjust the STIP company score to zero and no STIP awards were paid for 2018.
11. Represents the value realized from restricted stock units upon vesting in 2019. Amounts include accrued dividends that normally would have been paid at the time the awards vested; such dividend payments were suspended during the proceedings of PG&E Corporation's case under Chapter 11 of the U.S. Bankruptcy Code and are expected to be released in 2020.
12. Represents the value realized from performance shares vesting in 2019. Amounts include accrued dividends that normally would have been paid at the time the awards vested; such dividend payments were suspended during the proceedings of PG&E Corporation's case under Chapter 11 of the U.S. Bankruptcy Code and are expected to be released in 2020. PG&E Corporation's TSR for the three years ended December 31, 2018 ranked last relative to the 14 comparator companies, resulting in a payout factor of 0%. For performance share awards based on operational metrics, the payout factor based on results for the three years ending December 31, 2018 was 100%.
13. Represents the perquisite allowance received or deferred in 2019. The annual allowance ranges from \$15,000 to \$35,000, depending on officer level and is paid in cash, net of taxes. It is intended to cover items such as insurance, dues, membership fees, and security costs. The annual allowance is typically reduced by 50% in the event a new officer is hired or promoted after June 30.

14. "Other One Time" includes significant payments of a non-recurring nature. The following received merit lump-sum awards: Senior Director, ██████████ \$18,922, Sr. Dir, ██████████ \$5,622, ██████████ Chief \$7,521, Sr Dir; ██████████ \$2,765, Sr Dir, ██████████ \$19,765, Director, ██████████ \$2,430, Sr. Dir, ██████████ \$20,212, Chief Counsel, ██████████ \$7,902, Sr Director, ██████████ \$6,122, Director, ██████████ \$7,652, Sr. Director ██████████ \$4,461, Chief Counsel, ██████████ \$11,955, Chief Counsel, ██████████ \$9,295, Sr Director, ██████████ \$4,187, Chief Counsel, (██████████) \$8,952, Chief Counsel, ██████████ \$7,902. The following received payments pursuant to prior-year retention arrangements: The following received payments pursuant to prior-year retention arrangements: ██████████ VP, ██████████ \$41,666, VP, ██████████ \$50,000, Sr. Director, ██████████ \$50,000, Director, ██████████ \$50,000, Sr. Director, ██████████ \$75,000. The Senior Director, ██████████ received payments of \$25,000 pursuant to a newly-granted retention arrangement. The following received Reward and Recognition awards and other incentive payments: Vice President \$2,500, Sr. Director, ██████████ \$26,740, Sr. Director, ██████████ \$19,400, Sr. Director, ██████████ \$10,800, Sr. Dir, ██████████ \$11,400, Director, ██████████ \$5,000, Sr. Dir, ██████████ \$1,500, ██████████, Chief \$5,000, Director, ██████████ \$600, Sr Dir, ██████████ \$8,500, Sr. Director, ██████████ \$3,600, Sr Dir; ██████████ \$2,000, Senior Director, ██████████ \$5,100, Sr. Director, ██████████ \$31,000, Director, ██████████ \$8,500, Managing Counsel \$500, Sr Dir, ██████████ \$7,200, Chief Counsel, ██████████ \$3,500, Sr. Director, ██████████ \$21,826, Sr. Director, ██████████ \$600, Sr Director, ██████████ \$15,000, Senior Director, ██████████ \$8,700, Sr Dir ██████████ \$5,000, Sr Dir ██████████ \$4,800, Director, ██████████ \$16,500, ██████████ Director - ██████████ \$6,600, Sr Dir, ██████████ \$7,500, Managing Counsel \$4,500, Chief Counsel, ██████████ \$1,500, Director, ██████████ \$10,800, Senior Director, ██████████ \$20,000, Chief Counsel, ██████████ \$750, Sr Dir, ██████████ \$16,200, Sr Director, ██████████ \$5,000, Senior Director, ██████████ \$3,000, Assistant General Counsel \$2,000, Senior Director, ██████████ \$3,000, Sr. Dir, ██████████ \$15,100, Sr. Director ██████████ \$5,000, Sr. Director, ██████████ \$14,000, Sr Dir. Eng, ██████████ \$15,000, Director, ██████████ \$10,000, Senior Director, ██████████ \$2,400, Sr. Director, ██████████ \$600, Senior Director, ██████████ \$6,000, Senior Director, ██████████ \$6,000, Sr. Director, ██████████ \$600, Chief Counsel, ██████████ \$1,000, Sr Dir, ██████████ \$1,700, Managing Counsel \$4,500, Sr. Director, ██████████ \$5,000, Sr Dir, ██████████ \$15,000, Sr Dir, ██████████ \$32,574. The following received payments pursuant to separation agreements: CEO and President, PG&E Corporation \$2,634,856, SVP, Gas Operations \$682,794, SVP, Electric Operations \$716,276, SVP, Gas Operations \$968,939, VP, ██████████ \$517,600, VP, ██████████ \$663,075, VP, ██████████ \$513,277, VP, ██████████ \$553,281, Senior Director, ██████████ \$375,363, Sr. Director, ██████████ \$161,065, Sr. Dir, ██████████ \$239,414. The Sr. Director, ██████████ received a hiring bonus of \$50,000. The Managing Counsel received a payment of \$20,000 pursuant to a prior-year hiring bonus. The following received payments related to performance in temporary assignments: SVP and General Counsel \$120,194, SVP, Gas Operations \$31,000, Senior Director, ██████████ \$9,877, Sr. Director, ██████████ \$25,159, Sr. Director, ██████████ \$18,135, Senior Director, ██████████ \$24,210, Sr. Director, ██████████ \$6,153, Sr Dir, ██████████ \$8,000, Sr. Director, ██████████ \$7,000, Senior Director, ██████████ \$6,572, Sr. Dir, ██████████ \$14,221, Senior Director, ██████████ \$8,621. The following received payments from the DCPD Base Retention Program: ██████████ VP, ██████████ \$104,351, Sr Director, ██████████ \$114,543, Sr Director, ██████████ \$139,287, Interim ██████████ Lead \$132,018, Sr Dir. ██████████ \$118,004, Director, ██████████ \$112,696, Sr Dir, ██████████ \$105,889. The following received non-monetary awards: VP, ██████████ \$20, Director,

██████████ \$9, Director, ██████████ \$9, Managing Counsel \$100, Senior Director, ██████████ \$50, Sr. Director, ██████████ \$9. The following received transition payments: CEO and President, PG&E Corporation \$3,000,000, CEO and President, Pacific Gas and Electric Company \$1,000,000. The SVP, Electric Operations received a promotional bonus of \$125,000. The Senior Director, ██████████ received an employee referral bonus of \$2,500. The Sr Director, ██████████ received a housing allowance of \$29,232.

15. Represents the value of benefits earned during 2019 under defined benefit pension plans. Values were determined by multiplying the estimated average value (73%) of benefits earned under the defined benefit pension plans using a final average pay formula by eligible earnings. For employees using the cash balance formula, values were determined by multiplying eligible earnings by the appropriate crediting rate.
16. Represents the maximum company contributions to defined contribution plans. For the savings plans, the value is determined by multiplying 2019 actual base salary by 4.5% or 6% for those participating in the final average pay feature and the cash balance feature of the retirement plan, respectively. The value for the Defined Contribution-Executive Supplemental Retirement plan is determined by multiplying eligible earnings by 7%.
17. Represents the average annual cost, per employee, of post-retirement medical benefits. Amounts are prorated for employees that were not employed for the entire year.
18. Represents the average cost, per employee, of post-retirement life insurance. Amounts are prorated for employees that were not employed for the entire year.
19. Represents the average annual cost, per employee, for wellness programs and medical, dental, vision, AD&D, and life insurance. Amounts are prorated for employees that were not employed for the entire year. Regarding disability benefits, PG&E is self-insured. Liabilities are only recorded at the time a disability occurs. As none of the employees included in the section of the report have incurred a disability, no cost is reported here.
20. Represents the cost of executive physicals provided to senior officers.
21. Represents a partial subsidy of health club dues.
22. Other benefits include relocation costs (Sr. Director, ██████████ \$25,000, Sr Director, ██████████ \$30,000, CEO and President, PG&E Corporation \$273,891, Sr. Director, ██████████ \$72,290, CEO and President, Pacific Gas and Electric Company \$85,412), subsidy for financial services (EVP and Chief Financial Officer \$7,020, EVP, Law, Strategy & Policy \$7,840, SVP and General Counsel \$3,784, SVP, Gas Operations \$3,364), car transportation services for commute and non-business travel (CEO and President, PG&E Corporation \$3,465, CEO and President, Pacific Gas and Electric Company \$1,648, EVP, Law, Strategy & Policy \$6,625, CEO and President, PG&E Corporation \$1,511), the sale of vacation (VP, ██████████ \$5,783, SVP, ██████████ \$10,345, Chief Counsel, ██████████ \$4,591, SVP, Generation and Chief Nuclear Officer \$11,411, VP, ██████████ \$80,115, Sr Dir, ██████████ \$6,796, VP, ██████████ \$99,342, Interim ██████████ Lead \$20,485, SVP, ██████████ \$25,106, Senior Director, ██████████ \$6,485, VP, ██████████ \$25,043, Sr Director, ██████████ \$4,120, VP, ██████████ \$3,545, Sr. Director, ██████████ \$6,793, Director, ██████████ \$10,727, Sr. Director,

[REDACTED] \$9,983, Vice President \$6,380, Sr. Director, [REDACTED] \$2,278, Sr. Dir, [REDACTED] \$5,160, Sr Dir, [REDACTED] \$1,595, Managing Counsel \$3,333, [REDACTED], Chief \$7,170, Managing Counsel \$518, SVP and General Counsel \$769, Sr. Director, [REDACTED] \$2,393, VP, [REDACTED] \$21,537, VP, [REDACTED] \$91,966, Sr. Director, [REDACTED] \$7,159, VP, Controller and Chief Financial Officer \$6,250, Sr Dir, [REDACTED] \$2,047, SVP, [REDACTED] \$65,399, Sr. Director, [REDACTED] \$6,743, Sr. Director, [REDACTED] \$1,251, Senior Director, [REDACTED] \$8,238, Senior Director, [REDACTED] \$49,056, Senior Director, [REDACTED] \$36,456, EVP, Law, Strategy & Policy \$84,762, Sr Director, [REDACTED] \$10,064, VP, [REDACTED] \$15,982, CEO and President, PG&E Corporation \$153,750, Senior Director, [REDACTED] \$7,447, Sr. Dir, [REDACTED] \$32,195, VP and [REDACTED] \$23,868, Sr Dir, [REDACTED] \$1,123, VP, [REDACTED] \$577, Sr. Dir, [REDACTED] \$25,775, Sr. Director, [REDACTED] \$2,545, Sr Dir, [REDACTED] \$32,427, SVP, Gas Operations \$27,101, VP, [REDACTED] \$9,937, Sr Dir, [REDACTED] \$3,487, SVP, Gas Operations \$132,134, Sr Dir, [REDACTED] \$2,522, VP, [REDACTED] \$57,959, Sr Director, [REDACTED] \$12,913, VP, [REDACTED] \$6,494, Sr Dir, [REDACTED] \$11,403, Sr. Dir, [REDACTED] \$9,190, Sr Dir, [REDACTED] \$958, SVP, Electric Operations \$61,872, Sr. Director, [REDACTED] \$5,451, Senior Director, [REDACTED] \$12,500, VP, [REDACTED] \$20,376, VP, [REDACTED] \$36,107, VP [REDACTED] \$83,968, Senior Director, [REDACTED] \$4,608, Sr. Director, [REDACTED] \$35,826, Sr. Director, [REDACTED] \$9,766, VP, [REDACTED] \$21,132, Sr. Director, [REDACTED] \$2,088). Also includes electric vehicle rebates, domestic partner benefits and the value of company-provided parking.

23. Total from Compensation Received or Deferred Schedule.

24. Total from Benefits Opportunity Received Schedule.

ATTACHMENT B

PACIFIC GAS AND ELECTRIC COMPANY
PROPORTION OF COMPENSATION PAID DIRECTLY OR INDIRECTLY BY UTILITY
CUSTOMERS FOR THE YEAR ENDED DECEMBER 31, 2019

In the 2017 General Rate Cases (GRC), PG&E did not seek recovery of all the costs included in “Aggregate Compensation”. The GRC requests excluded costs for the Long-Term Incentive Program, officer perquisite allowances, and the Short-Term Incentive Plan payments for officers. On the “Compensation Received or Deferred” schedule those costs are presented in the columns titled “Vested Restricted Stock Units”, “Vested Performance Shares”, “Other Annual”, and “Other One Time.” In accordance with the requirements of Public Utilities Code Section 706, PG&E has excluded from the amounts recovered from customers the compensation received by utility officers as identified in SEC Rule 240.3b-7. The calculation of the amounts for PG&E’s defined benefit retirement plan is consistent with the actuarial computation required in the preparation of PG&E’s proxy statement. The results of this calculation do not match the \$327 million contribution to the retirement plan trust used for rate recovery purposes. The amounts received by employees in 2019 for the Short-Term Incentive Plan reflect performance in 2019. As provided in the 2017 GRC decision, PG&E’s recovery of Short-Term Incentive Plan awards for employees other than officers was reduced by \$72.3 million (49%). Assuming that the 2017 GRC and other proceedings provided for recovery of Base Salary, Total Benefits, and Expense Reimbursements, and for 51% of the Short-Term Incentive Plan payments to non-officers for 2019 performance, the proportion of "Aggregate Compensation" paid directly or indirectly by utility customers amounted to approximately 63%. Note that in computing this percentage, PG&E has not excluded the portion of “Aggregate Compensation” that is recorded below-the-line.

ATTACHMENT C



To the Management of PG&E Corporation:

We have performed the procedures enumerated in the Independent Accountants' Report on Applying Agreed-Upon Procedures dated June 24, 2020 ("Report"), solely to assist the management of PG&E Corporation ("PG&E") and Greenlining Institute ("parties") in verifying the full disclosure of the elements of the Executive and Non-Officer Compensation of PG&E Corporation and Pacific Gas and Electric Company ("2019 Compensation") which includes the elements of the *PG&E Corporation 2019 Compensation Supplement to the General Order 77-M Report filed with the Public Utilities Commission of the State of California containing the Compensation Granted and Compensation Opportunity and the Compensation Received or Deferred* ("2019 Compensation Supplement") prepared in accordance with the criteria specified therein for the year ended December 31, 2019. PG&E Corporation's management is responsible for the 2019 Compensation Supplement.

These agreed-upon procedures enumerated in our Report were agreed to by the parties, and we make no representations on the sufficiency of the procedures described in the Report either for the purpose for which that Report is prepared or for any other purpose.

The agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants.

Based on the procedures we performed, except as described in the accompanying Report and Exhibits, we noted no exceptions as disclosed on the accompanying 2019 Compensation Supplement. The elements of the accompanying 2019 Compensation Supplement are fully disclosed and clearly described; and are consistent with the books and records of PG&E, authorization of PG&E's Compensation Committee, and the documents filed with the Securities Exchange Commission and other sources available on the internet.

Mah & Associates, LLP

San Francisco, California
June 24, 2020

ATTACHMENT D

**PG&E Corporation
Internet Links for Executive Compensation**

PG&E Web Site: <http://www.pgecorp.com/>

Link to 2019 10-K/A Report (containing information normally reported in the 2020 proxy statement):

<http://d18rn0p25nwr6d.cloudfront.net/CIK-0001004980/226417a6-85c5-4ed9-b6e1-930de34a3e5d.pdf>

Page Number Reference from 2019 10-K/A Report to Internet PDF File:

Compensation Discussion and Analysis	10-K/A Report p. 10–31, PDF p. 17–39
Summary Compensation Table	10-K/A Report p. 33–34, PDF p. 41–43
Grants of Plan-Based Awards in 2019	10-K/A Report p. 36–37, PDF p. 45–47
Outstanding Equity Awards at Fiscal Year-End – 2019	10-K/A Report p. 39–40, PDF p. 49–50
Option Exercises and Stock Vested During 2019	10-K/A Report p. 41, PDF p. 51
Pension Benefits – 2019	10-K/A Report p. 41, PDF p. 51
Non-Qualified Deferred Compensation – 2019	10-K/A Report p. 43, PDF p. 53

Link to PG&E Corporation 2014 Long-Term Incentive Plan as adopted effective May 12, 2014 and as amended effective January 1, 2018:

<https://www.sec.gov/Archives/edgar/data/75488/000100498018000003/exhibit1054.htm>

Link to 2019 10-K Report from SEC Website:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/pgc-20191231.htm>

Link to 2019 10-K/A Report (containing information normally reported in the 2020 proxy statement) from SEC Website:

<https://www.sec.gov/Archives/edgar/data/75488/000095015720000455/form10k-a.htm>

Link to Restricted Stock Unit Agreement between William Johnson and PG&E Corporation for 2019 annual award under the PG&E Corporation 2014 Long-Term Incentive Plan:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/exhibit1046-123119.htm>

Link to Performance Share Award Agreement subject to safety goals between William Johnson and PG&E Corporation for 2019 annual award under the PG&E Corporation 2014 Long-Term Incentive Plan:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/exhibit1045-123119.htm>

Link to Performance Share Award Agreement subject to customer goals between William Johnson and PG&E Corporation for 2019 annual award under the PG&E Corporation 2014 Long-Term Incentive Plan:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/exhibit1044-123119.htm>

Link to Performance Share Award Agreement subject to financial goals between William Johnson and PG&E Corporation for 2019 annual award under the PG&E Corporation 2014 Long-Term Incentive Plan:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/exhibit1043-123119.htm>

Link to Performance-Based Stock Option Award Agreement between William Johnson and PG&E Corporation for 2019 annual award under the PG&E Corporation 2014 Long-Term Incentive Plan:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/exhibit1042-123119.htm>

Link to Restricted Stock Unit Agreement between Andrew Vesey and PG&E Corporation for 2019 annual award under the PG&E Corporation 2014 Long-Term Incentive Plan:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/exhibit1047-123119.htm>

Link to Performance Share Award Agreement subject to safety goals between Andrew Vesey and PG&E Corporation for 2019 annual award under the PG&E Corporation 2014 Long-Term Incentive Plan:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/exhibit1051-123119.htm>

Link to Performance Share Award Agreement subject to customer goals between Andrew Vesey and PG&E Corporation for 2019 annual award under the PG&E Corporation 2014 Long-Term Incentive Plan:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/exhibit1050-123119.htm>

Link to Performance Share Award Agreement subject to financial goals between Andrew Vesey and PG&E Corporation for 2019 annual award under the PG&E Corporation 2014 Long-Term Incentive Plan:

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000009/exhibit1049-123119.htm>

Link to Description of Short-Term Incentive Plan for Officers for 2018:

<https://www.sec.gov/Archives/edgar/data/75488/000100498018000005/exhibit103-033118.htm>