

**PACIFIC GAS AND ELECTRIC COMPANY  
General Rate Case 2011 Phase I  
Application 09-12-020  
Data Response**

PG&E Data Request No.:	DRA_145-01-Supp01		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_145-Q01-Supp01		
Request Date:	February 12, 2010	Requester DR No.:	DRA-145-TLG
Date Sent:	March 19, 2010	Requesting Party:	DRA
PG&E Witness:	Redacted	Requester:	Dao Phan

**SUBJECT: SHORT – TERM INCENTIVE PLAN (STIP)**

**QUESTION 1**

For 2011 PG&E forecasted \$106.8 million for its Short-Term Incentive Plan (STIP) recorded in FERC Account 920 for the Company and forecasted \$4.9 million in STIP for PG&E Corporation recorded in FERC Account 923. PG&E states that its forecast is based on a three year average (2006, 2007, and 2008) of actual STIP results (Exhibit (PG&E-6) page 16-1).

- a) Provide the actual “actual STIP results” and payout to employees for 2009 and the STIP results and calculated STIP payout for 2010, which is usually paid out to employees in March.

**ANSWER 1 – SUPPLEMENTAL 1**

PG&E objects to this request on the grounds that the question asks for actual 2009 data, while PG&E’s request is based on 2008 recorded data. Notwithstanding the foregoing and without waiving PG&E’s right to object to the admissibility of the requested information into evidence, PG&E responds as follows:

- a) The actual 2009 STIP payout to employees in March 2010 was provided in the supplemental response to Question 1 of Data Request DRA-132 and is reprinted below for DRA’s convenience. The information is provided in two separate tables for Utility employees and Corporation employees.

<b>Pacific Gas and Electric Company</b>					
<b>Short-Term Incentive Plan (STIP) Award History</b>					
<b>Utility Officers and Non-Officers Combined</b>					
<b>Performance Year</b>	<b>Total Target Payout (in millions)</b>	<b>Total Actual Payout (in millions)</b>	<b>Total Potential Maximum Payout (in millions)</b>	<b>Payout as a % of Target</b>	<b>Payout as a % of Maximum</b>
2009	\$91.7	\$154.2	\$183.3	168.3%	84.1%

<b>Pacific Gas and Electric Company</b>					
<b>Short-Term Incentive Plan (STIP) Award History</b>					
<b>Corporation Officers and Non-Officers Combined</b>					
<b>Performance Year</b>	<b>Total Target Payout (in millions)</b>	<b>Total Actual Payout (in millions)</b>	<b>Total Potential Maximum Payout (in millions)</b>	<b>Payout as a % of Target</b>	<b>Payout as a % of Maximum</b>
2009	\$3.6	\$5.9	\$7.1	166.4%	83.2%