

PGE 2009 STIP Awards Paid in 2010 to Employees Represented by IBEW

This response is confidential and is being provided pursuant to PUC Section 583.

#	Job Title	Annual Salary as of 12/31/09	2009 STIP Eligible Earnings	X	Target Participation Rate	=	Target STIP Award (A x B)	X	Individual Performance Modifier	=	Preliminary STIP Award (C x D)	X	STIP Score	=	Final 2009 STIP Award (E x F)
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