

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

PG&E Data Request No.:	DRA_225-18		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_225-Q18		
Request Date:	March 19, 2010	Requester DR No.:	DRA-225-DFB
Date Sent:	April 2, 2010	Requesting Party:	DRA
PG&E Witness:	Steve Leder	Requester:	Donna Fay Bower

**SUBJECT: HUMAN RESOURCES DEPARTMENT AND OTHER COSTS – INFORMATION TECHNOLOGY PROJECTS**

**QUESTION 18**

**Rewards and Recognition:** PG&E states “The Rewards Department anticipates that it will require IT support to integrate a job pricing tool that allows rewards professionals to maintain linkages between external metrics for pay/rewards data and internal jobs and pay scales. Rewards also forecasts the need for provision of a stock administration tool so individuals can view and manage their long-term incentive awards; provision of a total compensation/rewards statement that shows employees the full scope and value of their rewards and benefits; and implementation of SAP’s pay planning module in order to integrate the pay planning more directly with core HR data..” Please provide a detailed explanation justify the need for provision of a stock administration tool?

**ANSWER 18**

PG&E currently utilizes a 3<sup>rd</sup> party vendor to administer the stock administration tool. The process remains relatively manual due to the stand-alone nature of the current system. Data has to be transferred from the tool to payroll and back. This manual process poses a compliance risk, as PG&E has to ensure the accuracy of the data transferred to comply with SEC laws. Implementing a new stock administration tool would allow PG&E to integrate the tool with payroll and other systems to ensure data is accurate and consistent in all systems.