

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

PG&E Data Request No.:	DRA_225-06		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_225-Q06		
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 6

Talent Management/Human Performance: PG&E states: “Talent Management forecasts the need to continue to develop a suite of tools to support a robust talent management capability.” How long has PG&E been developing this robust talent management tool?

ANSWER 6

PG&E began work on developing its current talent management tool in January 2008, and the launch of the first phase of this tool took place in July 2008.