

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

PG&E Data Request No.:	DRA_250-02		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_250-Q02		
Request Date:	April 5, 2010	Requester DR No.:	DRA-250-MCL
Date Sent:	April 16, 2010	Requesting Party:	DRA
PG&E Witness:	Andrew Abranches	Requester:	Mariana Campbell

EXHIBIT REFERENCE: PG&E-6, CHAPTER 8

SUBJECT: FINANCE DEPARTMENTS COSTS – PCC 14044 AND 14085

QUESTION 2

In reference to Exhibit PG&E-6 WP 8-49, Schedule 1.

- A. Provide historical and forecast dollars for all Recruiting cost for the MBA Associates and Interns for years 2004 - 2009.
- B. Provide historical and forecast dollars for all Training cost for the MBA Associates and Interns for years 2004 - 2009.
- C. From 2010 to 2011. PG&E increases \$661K in outside services for external employee training programs for the MBA associates and FTEs at the manager to VP level. Please provide a breakdown of the \$661K in outside services for these external employees. Where are these trainings performed, provide cost per training.
- D. From 2010 to 2011. PG&E increased \$279K in office supplies and expenses due to allocated charges from the internal employee training programs for the career development program. Provide a breakdown of the \$279K expense in office supplies. Will these be considered a one-time cost for FERC account 921? If now, where will these costs be allocated?
- E. Provide Recruiting costs for the MBA Associates and Interns for years 2005 – 2009.
- F. Provide Tuition and Recruiting costs for the MBA fellows for years 2005 – 2009.

ANSWER 2

PG&E objects to this data request to the extent it asks for 2009 actual data, while PG&E's request is based on 2008 actual data. Notwithstanding the foregoing and

without waiving PG&E's right to object to the admissibility of such data into evidence, PG&E responds as follows.

A. Recruiting costs for 2004 and 2005 are not available as costs for these years were not tracked separately. All costs in the table below are recorded amounts:

Recruiting Activity	2006	2007	2008	2009
Employee Expenses	\$77,837	\$357,134	\$518,838	\$222,934
Labor	\$102,500	\$102,500	\$102,500	\$102,500

B. Training costs for 2004 and 2005 are not available as costs for these years were included in the individual departments where MBA participants were deployed. All costs in the table below are recorded amounts:

PCC	Activity	2006	2007	2008	2009
1408 4	External Training	\$1,075	\$203,747	\$59,867	\$20,280
1408 4	Internal Training	\$4,629	\$90,039	\$33,348	\$0
1408 5	Labor	\$102,500	\$102,500	\$102,500	\$102,500

C. In 2010 and 2011, PG&E is increasing training of High Potential employees, offset by decreases in the number of MBA Associates, with the goal of reaching 350 to 375 High Potential employees in 2011. The \$661,000 increase would represent approximately 35% of the activities forecast for 2011. High Potential Program costs are listed in the below table for 2011. The additional \$661,000 would represent approximately 122 of the High Potential participants. Specific Leadership Development Courses are consistent with internal courses provided to MBA Associates, Interns and Fellows in response to GRC2011-Ph-I_DR_DRA_250-Q01, subpart c.

Activities	Participants	Cost
Leadership Development Courses	350	\$599,000
360 Assessments/Coaching	350	\$267,000
Mentoring Program	350	\$150,000
Business/Leadership Speaker Series	350	\$25,000
Business Projects	350	\$10,000
Leader As a Coach Series	350	\$228,000
New Leader Coaching/On-boarding	350	\$235,000

Program Costs

Coordinator	350	\$110,000
Program Materials	350	\$41,000
Program Infrastructure	350	\$175,000
Program Orientation	350	\$25,000
Total		\$1,865,000

D. In 2010 and 2011, PG&E is increasing training of High Potential employees, offset by decreases in the number of MBA Associates, with the goal of reaching 350 to 375 High Potential employees in 2011. The \$279,000 increase would represent approximately 35% of the activities forecast for 2011. High Potential Program costs are listed in the below table for 2011. The additional \$279,000 would represent approximately 53 of the High Potential participants. Specific Leadership Development Courses are consistent with internal courses provided to MBA Associates, Interns and Fellows in response to GRC2011-Ph-I_DR_DRA_250-Q01, subpart c. The costs in 2011 are forecasted as ongoing costs for the High Potential Program.

Activities	Participants	Cost
Leadership Development Courses	350	\$599,000
360 Assessments/Coaching	350	\$267,000
Mentoring Program	350	\$150,000
Business/Leadership Speaker Series	350	\$25,000
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Program Costs

Coordinator	350	\$110,000
Program Materials	350	\$41,000
Program Infrastructure	350	\$175,000
Program Orientation	350	\$25,000
Total		\$1,865,000

E. Recruiting costs for 2005 are not available as costs for these years were not tracked separately. The recorded recruiting costs for 2006 through 2009 are provided in the table below.

Recruiting Activity	2006	2007	2008	2009

Employee Expenses	\$77,837	\$357,134	\$518,838	\$222,934
Labor	\$102,500	\$102,500	\$102,500	\$102,500

F. Tuition and recruiting costs for 2005 are not available as the Fellowship program began in 2006. Recruiting costs for all years are not available as costs are not tracked separately from other recruiting activities, and are a small portion of the overall recruiting costs. All costs in the table below are recorded amounts:

PCC	Activity	2006	2007	2008	2009
1408 4	Fellows Tuition	\$267,215	\$150,241	\$40,612	\$560,609