

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

|                        |                             |                   |                 |
|------------------------|-----------------------------|-------------------|-----------------|
| PG&E Data Request No.: | DRA_243-01                  |                   |                 |
| PG&E File Name:        | GRC2011-Ph-I_DR_DRA_243-Q01 |                   |                 |
| Request Date:          | April 1, 2010               | Requester DR No.: | DRA-243-DFB     |
| Date Sent:             | April 14, 2010              | Requesting Party: | DRA             |
| PG&E Witness:          | Steve Leder                 | Requester:        | Donna Fay Bower |

**SUBJECT: HR TALENT MANAGEMENT**

**QUESTION 1**

Please provide the breakdown, excel spreadsheet, for PCC 12566 for the years 2004-2008. This breakdown should show labor, non-labor, and outside services.

**ANSWER 1**

Please refer to Data Request 072, Supplemental 1, attachment GRC2011-Ph-I\_DR\_DRA\_072-Supp01-Atch01.xls for the costs for the Talent Management department.

Please note that PG&E does not have the data readily available by individual PCC and the categories identified above. Furthermore, PG&E has carefully evaluated and grouped the historical and forecast PCCs in order to provide consistency and comparability between the five years of historical data (including the base year) and three years of forecast data. Given the organizational changes within the company between 2004 and 2008, examining each individual PCC would not provide this comparability.