

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

PG&E Data Request No.:	DRA_243-12		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_243-Q12		
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 12

In addition, PG&E's breakdown includes "Redeployment Costs". Please provide a detailed explanation why these "Redeployment Costs" are included as severance costs for 2004-2009. In addition, provide the supporting documentation supporting these costs.

ANSWER 12

PG&E provides employees upon notice of severance 45 to 60 days to search for a new position within PG&E before their displacement is final. During this time, the severed employee is no longer responsible for their previous position, but is still considered a PG&E employee and receives their salary. This period of time is referred to as "redeployment", and the costs associated with paying these employees' salaries are considered a portion of overall severance costs.