

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

PG&E Data Request No.:	DRA_239-01		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_239-Q01		
Request Date:	March 29, 2010	Requester DR No.:	DRA-239-DAO
Date Sent:	April 8, 2010	Requesting Party:	DRA
PG&E Witness:	Steve Leder	Requester:	Dao Phan

**SUBJECT: KNOWLEDGE MANAGEMENT**

**QUESTION 1**

Please provide a copy of the calculations used to determine that "...42% of PG&E's workforce is eligible to retire over the next five years." (PG&G-3, P.20-5)

**ANSWER 1**

Please see attachment GRC2011-Ph-I\_DR\_DRA\_239-Q01Atch01.xls for the numbers utilized to estimate approximately 42% of PG&E's workforce is eligible to retire over the next five years. Please note that utilizing the employee base as of 1/1/08 results in a 41.2% retirement eligibility, while utilizing the employee base as of 1/1/09 results in a 42.5% retirement eligibility. These figures assume that the employee population is static in future years.