

 Defined Contribution Plan Designs  
for Management Group (Updated)

PG&E

September 15, 2008



# Summary of Costs for Design Alternatives

<u>Calendar Year</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
<b>Active Employee Counts</b>	7,003	7,003	7,003	7,003	7,003
<b>Eligible Payroll</b>	679,991,000	706,401,000	733,085,000	759,537,000	786,504,000
<b>Baseline (75% on 3%, &lt;3 years of service; 75% on 6%, &gt;3 years of service)</b>					
ER Match (Immediate vesting, Match eligible after 1 year)	\$ 23,378,000	\$ 24,242,000	\$ 25,077,000	\$ 25,910,000	\$ 26,715,000
<b>Alternative 5 (Current matching formula with variations)</b>					
Variation A - Immediate match eligibility	\$ 23,971,000	\$ 24,871,000	\$ 25,773,000	\$ 26,637,000	\$ 27,510,000
Variation B - 75% of first 6% for all service, immediate eligibility	\$ 25,816,000	\$ 26,785,000	\$ 27,756,000	\$ 28,687,000	\$ 29,626,000
Variation C - 80% of first 6% for all service, 6 months eligible	\$ 26,808,000	\$ 27,807,000	\$ 28,791,000	\$ 29,752,000	\$ 30,702,000
Variation D - 85% of first 6% for all service, 6 months eligible	\$ 28,484,000	\$ 29,545,000	\$ 30,590,000	\$ 31,612,000	\$ 32,621,000
Variation E - (80% on 3%, <3 years of service; 80% on 6, >3 years of service)	\$ 24,936,000	\$ 25,859,000	\$ 26,749,000	\$ 27,638,000	\$ 28,496,000
Variation F - (85% on 3%, <3 years of service; 85% on 6, >3 years of service)	\$ 26,495,000	\$ 27,475,000	\$ 28,420,000	\$ 29,365,000	\$ 30,277,000
Variation G - AE of 3% for all new hires after 6 months	\$ 23,378,000	\$ 24,345,000	\$ 25,283,000	\$ 26,224,000	\$ 27,137,000
Variation H - 100% up to 1%, 75% on next 5%	\$ 27,906,000	\$ 29,416,000	\$ 30,903,000	\$ 31,992,000	\$ 33,055,000
Variation I - 100% up to 3%, 75% on next 2%, match eligible after 6 months	\$ 25,518,000	\$ 26,472,000	\$ 27,414,000	\$ 28,337,000	\$ 29,252,000