

From: Simon, Timothy A.  
Sent: 3/26/2012 10:56:01 AM  
To: Cherry, Brian K (/O=PG&E/OU=CORPORATE/CN=RECIPIENTS/CN=BKC7)  
Cc:  
Bcc:  
Subject: RE: Organizational Announcement / Bill Harper

Thank you. I knew this was coming. Ironically, I am in Arizona where Bill is building a home. We can talk more one on one.

**From:** Cherry, Brian K [mailto:BKC7@pge.com]  
**Sent:** Monday, March 26, 2012 10:47 AM  
**To:** Simon, Timothy A.  
**Subject:** FW: Organizational Announcement / Bill Harper

FYI

**From:** Simon, John  
**Sent:** Monday, March 26, 2012 10:43 AM  
**To:** Officers and Directors - All  
**Subject:** Organizational Announcement / Bill Harper

Officers and Directors:

I want to share with you the news that Bill Harper, our Vice President of Talent Management and Chief Diversity Officer, will be retiring at the end of this year.

Since joining PG&E in 2006, Bill has had a major role in helping PG&E become a leader in diversity. He has integrated our diversity and hiring goals, and has been a key player in driving participation in our employee resource groups, which now include over 15 percent of our employees. Most recently, under Bill's leadership we combined PG&E's diversity and talent management teams—a critical step in making our teams better aligned and in creating a structure that is a best practice.

When Bill and I discussed the timing for his plans, I was grateful that, at my request,

he agreed to stay through the end of 2012. This enables us ample time to identify and bring on board the right successor. To do that, we'll be conducting a national search. We are committed to our talent management and diversity programs and to finding the right successor to Bill—a person who has the expertise, skill and passion to take PG&E's performance to even higher levels.

While Bill's last day isn't until December, we all know how quickly the days can pass, so please take the time to tap into Bill's insight and experience, wish him well in his retirement and thank him for everything he's done for PG&E.

John