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Sent: 3/22/2013 12:12:14 PM
To: Clanon, Paul (paul.clanon@cpuc.ca.gov)
Cc:
Bcc:
Subject: FW: Electric Operations - Organizational Announcement

FYI

From: Williams, Geisha
Sent: Friday, March 22, 2013 11:38 AM
To: Officers and Directors - All
Subject: Electric Operations - Organizational Announcement

Colleagues:

We all know that one of the realities at utilities today is that, after years of service and terrific careers, many of our employees are becoming eligible for retirement. In Electric Operations, that includes two of our most valued and senior leaders: P.J. Martinez and Mark Johnson.

Earlier this year, P.J. and Mark each shared with me their plans to retire from PG&E later this year. As all of you know – and as I told them at the time – they will be greatly missed. P.J.'s and Mark's leadership has contributed enormously to our success in recent years, and their contributions have put PG&E in a strong position for the future.

As the architect of our Reliability Improvement Plan, P.J.'s work to drive our electric reliability strategy and incorporate risk into our asset strategy has made our system more resilient and is dramatically improving customers' experience. P.J. has also led our efforts to modernize our system with smart grid technology. Similarly, Mark's work to modernize our transmission operations and grid control is giving us more visibility and flexibility in managing our system than ever before. Mark has also increased our focus on training, operational rigor and discipline, and compliance as a leader of the Operational and Human Performance Initiative and driver of our Public Safety Improvement Plan. And both P.J. and Mark have been champions for diversity,

including serving as executive sponsors for the Latino Employee Resource Group, Fresno chapter, and the Black Employees Resource Group, respectively.

With big legacies, of course, they also leave big shoes to fill. Over the next week, we'll begin the formal search for P.J.'s and Mark's successors. In order to ensure we are hiring from the widest and most diverse pool of talent possible, our search will span both internal and external candidates.

As you would expect, we're beginning this search well in advance of P.J.'s and Mark's departures. Mark's intent is to retire mid-year, followed by P.J. later this year. I'm personally grateful that they've each given the organization ample time to conduct a thorough process and find the best candidates for their roles.

Mark, P.J., and I – along with our fellow senior leaders in Electric Operations – are committed to ensuring these transitions are smooth and that we keep the strong momentum our team has built. With that in mind, be assured we will keep you up to date as the process moves forward. In the meantime, thank you for your ongoing hard work and support.

Last but not least, I hope you'll join me in giving Mark and P.J. your wholehearted congratulations on this milestone in their lives, and wishing them and their families all the best.

Geisha