

**REDACTED VERSION**

**R e p o r t**

*of*

**Pacific Gas and Electric Company  
Pursuant to General Order No. 77-M  
For the Year Ended December 31, 2022**



*Pacific Gas and  
Electric Company™*

**REPORT OF PACIFIC GAS AND ELECTRIC COMPANY  
PURSUANT TO GENERAL ORDER NO. 77-M  
FOR THE YEAR ENDED DECEMBER 31, 2022**

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PACIFIC GAS AND ELECTRIC COMPANY  
EMPLOYEES COMPENSATED AT THE  
RATE OF \$125,000 - \$249,999 PER ANNUM  
FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS CREW LEAD/LEADER	135,393.09	-	-	110,212.71	2,759.67
		IT ENGINEER SR/EX/PRN	128,000.04	-	-	550.00	871.59
		ELEC OPS TECHNICIAN	91,763.20	-	-	5,001.25	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	200,051.98	32,367.65	-	50.00	2,831.61
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	134,132.24	14,497.52	-	-	1,543.34
		GAS ENG ENGINEER SR/EX/PRN	133,038.81	-	-	22,286.06	280.00
		GAS ENG ENGINEER SR/EX/PRN	135,414.92	17,974.95	-	150.00	420.00
		ELEC ENG ENGINEER	185,760.00	15,236.30	-	12,189.25	879.81
		GAS ENG ENGINEER SR/EX/PRN	150,334.00	18,979.71	-	-	528.31
		ELEC ENG ENGINEER	152,536.00	11,815.95	-	1,456.00	420.00
		SHARED SVS DATA SCIENTIST	10,340.91	-	-	-	445.16
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	140,190.00	14,353.23	-	8,182.22	735.02
		GAS ENG ENGINEER SR/EX/PRN	147,594.00	18,875.63	-	8,044.78	1,860.23
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	138,400.60	14,970.73	-	-	420.00
		ELEC ENG TECHNICIAN	168,562.21	-	-	26,213.85	490.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	128,390.00	5,616.60	-	5,645.74	1,943.39
		SHARED SVS TECH PRJT MNGR/WRITER	125,731.82	13,444.12	-	1,684.80	1,381.74
		GENERATION SUPERVISOR	159,197.94	18,042.00	-	83,268.14	2,320.59
		GAS OPS SUPERVISOR/EXEC ASSISTANT	140,600.04	-	-	18,858.55	-
		ELEC OPS SPECIALIST SR/EX/PRN	52,786.04	12,397.03	-	167,931.60	1,244.00
		GAS OPS OPERATOR	116,146.01	-	-	31,650.02	-
		ELEC ENG ENGINEER	106,847.22	-	-	10,653.60	2,828.69
		ELEC ENG ENGINEER	135,791.47	-	-	75,913.46	467.39
		ELEC ENG ENGINEER	185,760.00	15,617.21	-	25,477.05	2,288.30
		GAS OPS INSPECTOR	133,170.88	-	-	54,367.08	-
		ELEC OPS SUPERVISOR	160,649.34	24,441.30	-	47,082.19	516.39
		ELEC OPS FOREMAN/SUBFOREMAN	135,094.40	-	-	72,860.11	-
		ELEC OPS ELECTRICIAN	114,848.13	-	-	28,911.45	-
		ELEC ENG SUPERVISOR	172,856.00	15,063.53	-	16,139.22	1,480.47
		GAS OPS PRGM/PROJ MANAGER	176,108.00	23,013.75	-	2,499.45	3,805.25
		GAS OPS PRGM/PROJ MANAGER	154,088.03	24,163.35	-	24,639.06	1,025.27
		ELEC OPS LINeworker	115,020.45	-	-	186,040.66	4,711.81
		GAS OPS OPERATOR	126,658.59	-	-	62,924.59	-
		GAS OPS FOREMAN/LEADER	146,587.01	-	-	63,331.59	-
		ELEC OPS LEAD OPERATOR	146,911.91	-	-	111,607.07	-
		GAS ENG ENGINEER SR/EX/PRN	168,139.83	21,722.93	-	12,411.23	2,202.43
		GAS OPS FOREMAN/LEADER	134,945.21	-	-	80,189.91	-
		ELEC OPS LINeworker	143,169.88	-	-	97,248.87	199.11
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	138,642.26	11,339.58	-	665.75	428.76
		GAS ENG DIRECTOR/SR DIRECTOR	224,767.45	43,920.88	16,475.40	100.00	6,441.64
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,350.04	14,887.40	-	-	750.00
		IT TECHNICIAN	129,227.01	-	-	42,764.83	-
		GAS OPS TECHNICIAN	108,287.21	-	-	932.25	-
		GENERATION TECHNICIAN SR/EX	133,361.77	-	-	55,910.29	97.00
		GAS OPS TECHNICIAN	119,902.16	-	-	4,678.83	3,501.56
		ELEC OPS FOREMAN/SUBFOREMAN	-	-	-	74,118.47	-
		ELEC OPS SYSTEM OPERATOR/LEAD	84,862.30	-	-	373,673.21	79.93
		ELEC OPS FOREMAN/SUBFOREMAN	144,623.51	-	-	177,312.40	-
		ELEC OPS SUPERVISOR	139,970.21	10,332.53	-	1,262.45	455.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	146,904.00	19,620.09	-	5,145.17	703.13
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	115,405.91	12,564.00	-	561.30	8,270.53
		ELEC ENG TECHNICIAN	146,444.40	-	-	126,184.88	-
		GAS ENG ENGINEER SR/EX/PRN	140,091.63	-	-	50.00	-
		ELEC ENG ENGINEER	146,135.04	-	-	5,672.59	2,866.92
		ELEC ENG ESTIMATOR	126,412.70	-	-	28,793.70	710.00
		ELEC OPS LINeworker	5,284.80	-	-	8,264.12	-
		GAS OPS FOREMAN/LEADER	69,926.24	-	-	73,084.20	230.16
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	170,778.70	21,415.62	-	26,727.94	-
		GAS ENG SUPERVISOR	144,602.04	12,745.12	-	16,955.77	1,552.94
		GAS OPS FOREMAN/LEADER	106,893.04	-	-	41,891.13	179.33
		ELEC ENG TECHNICIAN	121,951.21	-	-	3,230.00	1,329.90
		GAS OPS SUPERVISOR	97,027.86	26,550.56	-	242,722.16	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	129,632.40	17,971.07	-	-	-
		ELEC ENG TECHNICIAN	142,909.55	-	-	101,613.37	-
		HR ECO DIRECTOR/SR DIRECTOR	168,258.32	25,973.86	-	50.00	-

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		IT MANAGER/SR MANAGER	151,476.01	28,025.67	-	3,600.00	4200.00
		ELEC OPS FOREMAN/SUBFOREMAN	152,647.20	-	-	93,384.43	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	131,994.72	13,953.87	-	25.00	994.81
		ELEC OPS CABLE SPLICER	159,083.12	-	-	151,726.67	765.13
		GAS OPS SYSTEM/CONST OPERATOR	118,742.01	-	-	54,261.05	-
		GENERATION MANAGER/SR MANAGER	194,108.51	31,781.36	-	23,427.56	5,626.74
		GAS OPS SUPERVISOR	135,866.94	22,506.89	-	3,892.65	6,677.77
		ELEC OPS SYSTEM OPERATOR/LEAD	144,898.64	-	-	82,465.92	-
		ELEC OPS LINEWORKER	139,254.31	-	-	106,845.51	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,000.00	-	-	-	-
		IT SUPERVISOR	148,837.50	5,938.80	-	1,484.60	894.16
		SHARED SVS MANAGER/SR MANAGER	164,926.76	26,770.44	-	3,816.95	1,782.61
		GAS ENG SENIOR BUSINESS REP	145,493.92	-	-	53,236.53	2,482.42
		GAS OPS SYSTEM/CONST OPERATOR	11,292.16	-	-	14,037.87	-
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	190,935.90	22,990.30	13,729.50	10,740.28	11,547.20
		GAS OPS ENGINEER	136,875.68	-	-	2,715.12	136.89
		GAS OPS FOREMAN/LEADER	140,143.20	-	-	96,424.12	-
		IT CONTROLS ASSESSOR/DATA SCIENTIST SR/EXP/PRN	132,959.95	15,554.53	-	50.00	1,404.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	141,121.50	11,335.28	-	8,669.20	385.00
		IT ARCHITECT EXP/PRN	196,832.84	32,418.76	-	550.00	487.51
		ELEC ENG ENGINEER	175,948.00	12,551.40	-	4,589.58	5,560.54
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,073.66	16,145.31	-	1,550.00	386.67
		GENERATION TECHNICIAN SR/EX	130,220.62	-	-	81,374.25	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	127,916.00	13,044.92	-	18,047.67	4,984.81
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	120,107.02	-	-	174,047.86	1,010.40
		CUSTOMER CARE PRD/PRGR MANAGER EXP/PRN/CHIEF	128,650.00	7,627.85	-	-	596.39
		GAS OPS SUPERVISOR	165,357.76	26,085.51	-	-	640.33
		GAS OPS CONST/PRGM MANAGER	150,099.96	11,893.67	-	1,021.60	811.89
		ELEC ENG ENGINEER	135,396.00	10,448.88	-	7,794.79	350.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,100.86	17,215.64	-	25,000.00	1,879.20
		ELEC OPS ELECTRICIAN	123,222.38	-	-	69,037.97	-
		ELEC OPS FOREMAN/SUBFOREMAN	143,466.13	-	-	220,739.70	178.91
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	81,601.04	626.00
		GAS ENG ENGINEER SR/EX/PRN	133,093.64	17,669.62	-	50.00	360.05
		ELEC ENG ESTIMATOR	135,201.37	-	-	8,765.85	960.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,226.94	-	-	163,355.14	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,310.91	-	-	120,620.68	-
		GAS ENG SUPERVISOR	95,054.60	30,645.00	-	222,806.78	215.85
		GAS ENG ANALYST/SPECIALIST EXP/PRN	88,824.94	29,364.30	-	197,154.73	-
		OPERATIONS MANAGER/SR MANAGER	229,148.71	28,196.29	17,164.70	5,311.20	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,360.92	16,196.79	-	3,610.00	280.00
		SUPPLY CHAIN MATERIALS ENGINEER	158,868.00	16,176.56	-	1,527.60	1,203.84
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,266.50	27,224.87	-	4,000.00	438.01
		GAS ENG ENGINEER SR/EX/PRN	208,471.64	41,881.06	-	850.00	6,770.70
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	-	-
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	195,238.00	15,351.82	-	37,268.77	1,194.51
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,569.60	-	-	39,041.31	455.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	189,310.98	30,779.19	8,576.70	5,050.00	3,281.10
		GAS ENG ENGINEER SR/EX/PRN	137,446.09	-	-	60,144.94	1,588.20
		ELEC OPS LINEWORKER	120,510.25	-	-	148,033.64	-
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	151,554.54	16,073.10	-	1,500.00	420.00
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	111,748.29	-	-	23,082.48	786.56
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	158,875.70	8,806.16	-	1,700.00	826.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	106,860.37	15,518.62	-	1,500.00	280.00
		SAFETY RISK COMPL INSPECTOR	137,703.53	-	-	28,507.25	-
		ELEC OPS MANAGER/SR MANAGER	181,852.90	18,619.31	-	11,668.56	1,401.04
		ELEC OPS ENGINEER	136,882.78	-	-	34,417.19	854.03
		ELEC OPS LINEWORKER	137,638.44	-	-	73,423.05	3,157.84
		SHARED SVS MECHANIC	123,526.81	-	-	11,881.88	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	153,492.00	12,556.16	-	9,291.70	635.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	132,650.44	-	-	42,521.83	-
		ELEC OPS CREW LEAD/LEADER	165,592.27	-	-	266,605.04	1,724.43
		IT MANAGER/SR MANAGER	174,479.16	27,913.88	-	-	422.95
		IT ENGINEER SR/EX/PRN	177,000.00	-	-	18,500.00	395.48
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	155,953.74	16,685.05	-	-	779.80



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC ENG ENGINEER	144,934.00	6,975.16	-	50.00	876.59
		GAS ENG SUPERVISOR	131,490.27	23,994.89	-	50.00	565.00
		ELEC ENG SUPERVISOR	159,999.96	14,130.25	-	2,000.00	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	170,499.96	26,844.53	-	15,918.24	576.19
		GAS OPS SUPERVISOR	135,492.26	21,534.71	-	79,442.33	48.75
		ELEC OPS TECHNICIAN	125,729.83	-	-	67,051.27	-
		ELEC ENG ENGINEER	164,926.00	12,989.83	-	-	934.93
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	151,869.66	12,547.68	-	24,403.83	14,739.34
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,371.96	14,055.42	-	1,050.00	2,399.20
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	125,340.05	15,601.22	-	5,050.00	-
		GAS OPS SCHEDULER	52,811.20	-	-	59,439.97	210.00
		ELEC OPS SPECIALIST SR/EX/PRN	129,063.34	10,641.76	-	2,996.16	2,884.56
		ELEC OPS ENGINEER	159,252.81	12,633.85	-	632.00	8,247.80
		GAS OPS MECHANIC/WELDER	113,187.39	-	-	41,709.00	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	216,293.34	34,900.35	10,294.30	-	1,144.76
		ENT HEALT & SAFETY MANAGER/SR MANAGER	187,746.00	29,963.67	8,576.70	-	960.00
		GAS OPS ENGINEER	121,030.08	-	-	61,992.25	30.19
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	143,504.10	15,554.44	-	50.00	810.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,215.32	17,420.85	-	50.00	4,206.35
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	182,291.00	14,537.58	-	500.00	-
		ELEC OPS OPERATOR	120,425.60	-	-	17,958.14	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	131,466.31	16,182.13	-	-	420.00
		IT ENGINEER SR/EX/PRN	161,124.66	16,672.95	-	31,550.00	420.00
		ELEC ENG DIRECTOR/SR DIRECTOR	211,593.96	57,673.38	240.50	2,566.73	9,478.57
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	154,811.69	21,592.78	-	10,560.84	675.08
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,762.38	13,323.15	-	-	425.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	95,665.53	15,940.09	-	19,176.72	425.63
		SAFETY RISK COMPL INSPECTOR	172,894.58	-	-	148,641.96	-
		CUSTOMER CARE ENGINEER SR/EXP/PRN	160,851.36	17,018.82	-	100.00	18,191.59
		CUSTOMER CARE VISUAL DES/WEB SPEC	135,481.44	14,449.93	-	500.00	374.74
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	169,654.00	17,345.82	-	11,238.07	7,612.56
		GAS OPS ENGINEER	139,177.60	-	-	62,632.12	210.00
		ELEC OPS SUPERVISOR	165,169.95	-	-	50.00	6,522.94
		ELEC OPS MANAGER/SR MANAGER	142,738.52	10,627.57	-	48,512.32	-
		ELEC OPS LINEWORKER	172,013.45	-	-	264,410.04	601.55
		GAS ENG ENGINEER SR/EX/PRN	130,326.91	-	-	59,291.03	1,703.52
		GAS ENG SUPERVISOR	168,880.44	21,830.07	-	70,083.45	736.70
		OPERATIONS PLANNER	140,875.00	9,132.36	-	50.00	1,225.37
		ELEC OPS ELECTRICIAN	112,172.28	-	-	33,085.50	585.30
		ELEC OPS LINEWORKER	131,684.21	-	-	97,676.24	1,660.61
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	86,748.96	17,825.51	-	321,324.33	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	138,671.04	18,981.67	-	122,458.16	313.44
		HR ECO MANAGER/SR MANAGER	168,446.26	27,012.93	-	-	1,960.87
		ELEC OPS LINEWORKER	73,220.04	-	-	55,419.79	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,355.74	-	11,204.17	549.00
		GEN COUNSEL & ETHICS COMP PARALEGAL	123,019.56	15,042.63	-	17,400.96	468.80
		GAS OPS TECHNICIAN	120,947.74	-	-	25,564.55	866.44
		GAS OPS TECHNICIAN	130,401.67	-	-	89,275.48	4,888.90
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	146,180.93	-	-	66,236.82	254.88
		GAS OPS OPERATOR	127,579.54	-	-	30,087.69	-
		GAS OPS TECHNICIAN	118,314.62	-	-	12,971.83	1,490.02
		ELEC OPS LINEWORKER	143,915.00	-	-	159,977.42	-
		SHARED SVS MECHANIC	123,247.00	-	-	37,148.21	-
		ELEC OPS FOREMAN/SUBFOREMAN	146,119.95	-	-	28,319.34	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	145,233.85	19,998.08	-	2,369.14	11,187.19
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	135,972.00	14,517.44	-	3,685.87	6,720.53
		CORP AFFAIRS GOV REP EXP/PRN	183,601.28	29,694.29	8,576.70	1,897.00	69,013.81
		GAS ENG SENIOR BUSINESS REP	144,758.08	-	-	86,613.97	3,961.00
		ELEC OPS SYSTEM OPERATOR/LEAD	132,633.09	-	-	95,150.97	-
		ELEC ENG CONSULTANT/REP	125,562.50	5,550.84	-	-	1,539.88
		ELEC ENG ESTIMATOR	84,855.05	-	-	20,944.02	-
		FINANCE EX ASST/SR EX ASST/CHIEF	135,857.35	16,826.62	-	29,045.66	1,253.03
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,745.55	-	-	7,943.60	69.45
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	119,781.52	51,849.11	43,878.75	320,804.98	1,442.04
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	79,999.36	-	-	1,551.36	586.59

PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
 RATE OF \$125,000 - \$249,999 PER ANNUM  
 FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS ENGINEER	132,456.96	-	-	60,306.71	350.00
		ELEC OPS LINEWORKER	143,518.58	-	-	90,051.21	-
		GAS ENG ENGINEER SR/EX/PRN	145,589.98	-	-	85,488.15	420.00
		ELEC ENG ENGINEER	184,561.98	15,685.44	-	19,489.70	166.28
		ELEC ENG PLANNER/SCHEDULER/SR EXEC ASSIT	129,680.73	-	-	9,175.97	627.12
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	159,414.58	17,238.30	-	-	625.20
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	160,501.50	17,498.67	-	14,085.85	5,374.51
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	158,393.30	24,245.78	-	2,177.36	1,350.03
		ELEC ENG TECHNICIAN	149,528.91	-	-	61,884.44	1,131.58
		IT MANAGER/SR MANAGER	160,250.57	17,505.39	-	-	280.00
		ELEC OPS CONSULTANT SR/EXP/PRN	161,232.76	19,757.01	-	674.48	605.00
		ELEC OPS LINEWORKER	120,626.47	-	-	113,260.93	-
		ELEC OPS LINEWORKER	40,026.49	-	-	54,809.76	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	92,520.04	16,054.39	-	9,539.52	340.00
		ELEC OPS LINEWORKER	120,460.86	-	-	132,055.75	1,118.30
		ELEC ENG ENGINEER	140,373.12	-	-	69,064.38	742.50
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	95,103.84	-	-	224,804.74	-
		ELEC OPS ENGINEER	140,486.86	11,569.75	-	6,549.34	591.88
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	133,878.10	14,429.30	-	1,000.00	525.00
		ELEC OPS SUPERVISOR	139,109.20	11,420.14	-	13,517.04	1,165.07
		GENERATION ENGINEER SR/EX/PRN	127,940.00	17,091.51	-	16,647.00	2,483.07
		GAS ENG ANALYST/SPECIALST EXP/PRN	129,065.00	16,271.42	-	18,435.86	1,244.53
		SHAREV SVS CRANE SURVEYOR	129,798.00	-	-	46,470.15	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	164,354.99	31,178.44	8,576.70	3,550.00	420.00
		ELEC ENG INTERCONNECTION MANAGER	140,326.24	-	-	179,310.68	960.00
		ELEC ENG ENGINEER	176,426.29	15,316.98	-	18,933.92	3,173.82
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	157,372.82	13,975.05	-	1,186.77	3,771.48
		CORP AFFAIRS GOV REP EXP/PRN	142,267.32	26,058.86	10,294.30	259.81	1,471.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	154,467.48	15,537.78	-	50.00	-
		ELEC ENG ENGINEER	144,094.02	-	-	45,981.78	2,814.64
		GAS ENG ENGINEER SR/EX/PRN	133,843.10	11,877.90	-	2,832.57	180.19
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	141,811.52	12,488.43	-	8,474.39	375.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	187,950.00	35,957.99	-	50.00	677.37
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,140.88	15,406.68	-	-	4,764.35
		GENERATION OPERATOR	139,405.53	-	-	130,227.81	-
		ELEC OPS MANAGER/SR MANAGER	167,826.22	27,286.07	-	50.00	483.53
		ELEC ENG TECHNICIAN	54,606.08	-	-	22,396.72	-
		GENERATION ENGINEER SR/EX/PRN	45,792.10	-	-	-	-
		ELEC OPS OPERATOR	101,732.60	-	-	32,129.51	-
		GENERATION COORDINATOR SR/EX	19,590.30	-	-	1,706.88	-
		GAS OPS OPERATOR	110,633.38	-	-	12,584.12	-
		ELEC OPS SUPERVISOR	170,219.38	16,890.26	-	27,140.73	6,871.10
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,744.32	-	-	73,579.01	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	137,220.00	11,255.67	-	8,448.34	700.00
		CUSTOMER & COMMS SPECIALIST EXP/PRN	141,831.66	22,484.86	-	10,300.00	2,680.15
		IT ENGINEER SR/EX/PRN	163,916.00	16,815.65	-	16,025.73	1,623.73
		ELEC ENG TECHNICIAN	142,288.89	-	-	9,409.72	45.47
		GAS OPS FOREMAN/LEADER	133,322.49	-	-	30,296.00	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	141,939.56	11,250.99	-	1,000.00	444.81
		GAS ENG ENGINEER SR/EX/PRN	186,859.24	24,947.70	-	8,945.40	11,052.97
		FINANCE MANAGER/SR MANAGER	195,385.04	31,698.02	-	804.72	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	121,842.75	-	-	225,466.73	992.56
		ELEC OPS LINEWORKER	123,044.44	-	-	62,750.58	-
		GAS OPS MECHANIC/WELDER	137,454.94	-	-	40,271.45	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	138,000.00	-	-	1,359.97	1,021.75
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	41,981.95	-	-	272,460.33	-
		ELEC OPS INSPECTOR	132,585.84	13,763.97	-	81,438.78	383.28
		GAS ENG ENGINEER SR/EX/PRN	106,604.56	-	-	11,017.04	-
		GAS OPS MANAGER/SR MANAGER	183,121.52	23,475.57	-	7,998.98	467.95
		CUSTOMER COMMS INSTALLATION MANAGER	161,093.10	26,064.24	-	-	6,012.14
		ELEC OPS LINEWORKER	122,986.41	-	-	234,824.77	-
		ELEC OPS LINEWORKER	141,819.66	-	-	103,114.26	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	129,575.92	-	-	51,252.62	31.85
		SHARED SVS FACILITY LEAD/TECH	93,552.40	-	-	80,495.99	-
		CUSTOMER CARE DATABASE ADMIN EXP	132,631.28	14,014.97	-	302.68	1,040.00

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		GENERATION CONSLT/PROC/SPLST/SCHDLR SR/EX/PRN/CHIEF	146,350.16	20,221.84	-	49,524.50	19663.51
		GAS ENG ENGINEER SR/EX/PRN	91,496.60	-	-	124.94	1,696.48
		SAFETY RISK DIRECTOR/SR DIRECTOR	119,735.40	39,637.03	39,990.03	263,367.49	-
		GAS ENG ENGINEER SR/EX/PRN	146,595.59	-	-	282,959.95	801.12
		GAS ENG ENGINEER SR/EX/PRN	89,883.88	24,125.97	-	243,777.22	210.00
		GENERATION SUPERVISOR	162,987.84	16,891.80	-	70,154.51	-
		ELEC OPS LEAD OPERATOR	175,017.60	-	-	14,458.48	400.00
		GAS ENG ENGINEER SR/EX/PRN	138,888.47	-	-	18,753.12	357.02
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	137,432.00	10,771.28	-	3,996.08	532.28
		ELEC OPS LINEWORKER	116,330.07	-	-	159,316.25	-
		ELEC ENG ESTIMATOR	25,412.29	-	-	58,791.20	-
		ELEC OPS FOREMAN/SUBFOREMAN	147,918.82	-	-	83,689.92	-
		GENERATION COORDINATOR SR/EX	135,353.71	19,232.23	-	-	-
		GENERATION OPERATOR	127,067.09	-	-	95,259.31	1,094.30
		GAS ENG ENGINEER SR/EX/PRN	113,156.85	-	-	14,064.31	-
		ELEC OPS SPECIALIST SR/EX/PRN	149,523.70	12,353.86	-	50.00	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	51,091.95	175.00
		ELEC OPS SUPERVISOR	167,709.30	16,823.27	-	99,592.56	451.18
		GAS OPS OPERATOR	122,898.40	-	-	22,417.09	-
		GAS OPS SYSTEM/CONST OPERATOR	114,771.30	-	-	50,253.73	-
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	145,740.88	19,337.36	-	11,766.00	-
		GAS ENG ENGINEER SR/EX/PRN	159,304.40	-	-	49,842.30	1,354.29
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	129,464.02	13,784.07	-	858.00	2,119.19
		GAS ENG ANALYST/SPECIALST EXP/PRN	167,089.16	29,585.56	-	-	465.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	34,352.41	19,053.12	-	91,634.31	-
		ENT HEALT & SAFETY SUPERVISOR	137,247.46	17,764.89	-	22,220.17	484.50
		ELEC OPS TECHNICIAN	128,493.30	-	-	84,675.71	39.79
		GAS OPS SUPERVISOR	129,675.00	20,714.40	-	49,151.42	-
		GAS ENG SUPERVISOR	144,999.96	-	-	12,134.63	2,498.95
		GENERATION ENGINEER SR/EX/PRN	166,337.00	21,987.38	-	37,507.10	1,628.85
		CUSTOMER COMMS INSTALLATION MANAGER	143,638.94	15,493.48	-	50.00	7,750.77
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,697.45	-	-	39,279.41	-
		ELEC OPS FOREMAN/SUBFOREMAN	135,193.14	-	-	49,574.27	-
		ELEC OPS FOREMAN/SUBFOREMAN	123,338.04	-	-	213,849.97	117.54
		ELEC OPS LINEWORKER	135,948.99	-	-	57,956.00	-
		SAFETY RISK COMPL INSPECTOR	186,948.00	-	-	108,075.90	-
		GAS OPS TECHNICIAN	142,168.03	-	-	54,681.78	-
		SHARED SVS BP/COMPL EXP/TECH WRITER	170,000.04	-	-	3,641.05	867.49
		GAS OPS OPERATOR	124,823.70	-	-	37,504.95	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,379.60	15,768.78	-	2,000.00	140.00
		ELEC OPS ELECTRICIAN	88,585.78	-	-	34,099.99	353.84
		SHARED SVS SCIENTIST	153,468.00	16,434.36	-	567.57	2,004.30
		CUSTOMER CARE MANAGER/SR MANAGER	133,966.44	13,330.27	-	270.00	556.26
		SAFETY RISK COMPL INSPECTOR	137,387.09	-	-	184,287.41	-
		ELEC OPS ENGINEER	156,524.00	21,598.02	-	450.00	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	157,295.50	17,107.79	-	2,368.24	1,983.27
		GAS OPS SYSTEM/CONST OPERATOR	100,018.50	-	-	51,746.25	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	162,917.78	25,989.68	-	1,000.00	2,371.13
		GAS OPS SUPERVISOR	162,336.18	23,718.34	-	74,043.56	-
		GAS OPS OPERATOR	127,680.00	-	-	69,335.66	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	121,309.20	14,382.03	-	19,330.14	420.00
		CUSTOMER CARE SUPERVISOR/ADMIN	76,891.08	19,906.33	-	202,854.61	438.64
		ELEC OPS SUPERVISOR	169,212.04	9,814.16	-	57,068.68	2,110.19
		ELEC OPS TECHNICIAN	124,561.00	-	-	40,686.94	399.38
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,040.00	16,923.64	-	1,417.64	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,501.86	-	-	143,165.76	-
		ELEC OPS ELECTRICIAN	124,209.78	-	-	29,661.76	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	175,212.38	27,787.63	-	11,048.20	4,916.17
		CUSTOMER & COMMS SUPERVISOR	133,791.66	14,193.25	-	-	-
		GAS OPS FOREMAN/LEADER	136,606.82	-	-	149,951.14	-
		ELEC OPS OPERATOR	108,711.49	-	-	190,649.42	2,240.00
		GAS OPS FOREMAN/LEADER	38,235.60	-	-	62,250.50	-
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	29,934.00	2,401.56
		ELEC OPS ENGINEER	133,249.30	8,617.65	-	30,244.78	1,246.92
		CUSTOMER CARE ENGINEER SR/EXP/PRN	176,964.00	18,883.89	-	200.00	606.15

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		ELEC ENG ANALYST/SPEC SR/EXP/PRN	188,599.96	23,232.74	-	550.00	2800.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	120,806.49	13,095.47	-	2,420.33	420.00
		GAS ENG ENGINEER SR/EX/PRN	160,012.00	20,161.47	-	31,420.89	420.00
		GAS ENG ENGINEER SR/EX/PRN	145,568.00	19,757.70	-	491.19	2,793.54
		SAFETY RISK COMPL INSPECTOR	159,073.75	-	-	45,909.32	985.84
		GAS OPS FOREMAN/LEADER	85,333.40	-	-	43,520.25	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,681.70	15,892.67	-	47,728.23	1,902.27
		IT DEVELOPER SR/EX	160,350.44	17,323.63	-	2,050.00	140.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,382.94	16,464.58	-	50.00	4,758.33
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	33,711.83	-
		GENERATION MACHINST/MECHANIC/RIGGER	132,993.90	-	-	66,897.23	-
		CUSTOMER & COMMS PLANNER/SUCCESS MANGER	128,506.44	13,727.96	-	1,175.33	827.48
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	26,997.39	12,062.94	-	14,937.38	105.00
		ELEC OPS FOREMAN/SUBFOREMAN	25,496.96	-	-	32,138.75	-
		SHAREV SVS CRANE SURVEYOR	130,517.76	-	-	736.64	200.07
		ELEC OPS FOREMAN/SUBFOREMAN	150,983.78	-	-	151,129.44	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	126,669.71	-	-	1,500.00	6,921.36
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,670.47	-	-	87,135.67	1,301.04
		ELEC ENG ENGINEER	132,546.66	-	-	30,098.90	-
		SHARED SVS MANAGER/SR MANAGER	198,999.96	28,713.93	-	1,259.00	27,441.66
		GENERATION PLANNER	154,531.90	-	-	58,378.33	1,341.96
		GENERATION MACHINST/MECHANIC/RIGGER	126,307.20	-	-	671.34	-
		ELEC ENG TECHNICIAN	125,138.69	-	-	871.68	-
		ELEC OPS LINEWORKER	166,629.56	-	-	64,546.25	-
		ELEC ENG MAPPING TECH	127,058.33	-	-	35,688.67	1,490.00
		ELEC ENG TECHNICIAN	26,861.70	-	-	35,425.16	-
		ELEC ENG ENGINEER	205,242.80	17,347.39	-	4,573.84	1,035.83
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	115,882.79	-	-	156,621.40	-
		GENERATION SUPERVISOR	205,527.96	34,830.01	-	99,790.68	168.00
		GENERATION CREW LEADER/CONTROL LEAD	145,313.72	-	-	145,457.55	-
		ELEC OPS OPERATOR	136,986.56	-	-	77,100.29	-
		ELEC OPS FOREMAN/SUBFOREMAN	130,812.51	-	-	40,718.43	674.00
		ELEC OPS TECHNICIAN	142,355.28	-	-	40,113.77	-
		ELEC OPS SUPERVISOR	148,098.05	20,514.81	-	55,694.23	-
		GENERATION SUPERVISOR	189,675.36	31,323.56	-	39,908.69	-
		ELEC ENG ENGINEER	140,164.24	-	-	24,682.02	1,653.77
		GAS OPS SUPERVISOR	130,918.11	18,758.81	-	76,137.83	67.62
		ELEC OPS ELECTRICIAN	126,397.12	-	-	46,883.00	-
		SAFETY RISK COMPL INSPECTOR	128,559.45	8,112.86	-	66,268.02	82.88
		ELEC OPS LINEWORKER	43,787.30	-	-	424,532.76	109.07
		GAS OPS MANAGER/SR MANAGER	159,999.96	28,041.06	-	-	14,162.57
		GAS ENG ENGINEER SR/EX/PRN	191,292.00	25,260.06	-	5,563.58	423.54
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	180,602.18	29,271.54	-	1,300.00	10,568.02
		GAS OPS TECHNICIAN	115,120.04	-	-	7,069.99	9,510.78
		ELEC OPS ENGINEER SR/EXP/PRN	142,512.05	11,152.01	-	6,901.89	5,607.51
		ELEC OPS LINEWORKER	130,723.22	-	-	146,936.40	-
		SHARED SVS BIOLOGIST	131,726.00	13,513.54	-	5,415.26	5,943.76
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	56,152.70	-	-	6,243.34	400.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	133,238.24	13,897.61	-	3,000.00	2,710.81
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	135,077.64	14,641.11	-	350.00	5,259.05
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	179,390.50	5,972.16	-	14,968.59	1,264.32
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	17,613.64	-	-	20,000.00	35.00
		ELEC OPS LINEWORKER	131,921.83	-	-	240,755.93	-
		ELEC OPS FOREMAN/SUBFOREMAN	128,078.15	-	-	70,511.98	-
		GAS ENG ENGINEER SR/EX/PRN	143,951.00	-	-	8,100.81	-
		ELEC ENG MANAGER/SR MANAGER	223,975.00	27,848.98	-	5,418.75	11,122.69
		ELEC ENG TECHNICIAN	123,801.60	-	-	56,483.75	13,674.35
		GAS OPS SYSTEM/CONST OPERATOR	126,308.70	-	-	52,151.02	360.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,776.14	-	-	205,854.52	-
		ELEC OPS OPERATOR	81,435.69	-	-	45,821.60	-
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	174,792.00	19,002.17	-	-	8,240.54
		GAS OPS LEAD REP/SPEC/INSPECTOR	120,848.52	-	-	42,480.19	6,688.35
		ELEC OPS LINEWORKER	175,108.42	-	-	224,152.30	-
		GENERATION TECHNICIAN SR/EX	24,444.31	-	-	29,279.89	-
		IT TECHNICIAN	128,160.31	-	-	17,847.78	-

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		GAS ENG ENGINEER SR/EX/PRN	139,593.69	-	-	2,322.01	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	112,411.12	-	-	17,543.79	2,168.00
		GAS OPS SUPERVISOR	140,425.04	22,522.80	-	5,024.58	4,907.83
		ELEC OPS SUPERVISOR	161,320.34	25,295.34	-	50.00	2,507.71
		GEN COUNSEL & ETHICS COMP DIRECTOR/ARCH/EX AST	215,000.04	35,529.45	17,184.15	500.00	8,697.90
		SHARED SVS SCIENTIST	152,828.55	17,108.50	-	17,297.83	1,680.79
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	90,921.97	-	-	313,977.95	-
		GAS OPS MECHANIC/WELDER	122,471.52	-	-	48,303.39	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	132,813.26	14,040.41	-	350.00	745.00
		ELEC ENG SUPERVISOR	8,348.22	17,530.17	-	10,654.98	175.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,676.62	-	-	127,755.52	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	156,250.84	25,280.76	-	4,060.00	7,324.07
		ELEC OPS FOREMAN/SUBFOREMAN	151,479.92	-	-	154,259.21	-
		GAS OPS TECHNICIAN	135,746.66	-	-	65,441.79	1,784.82
		ELEC OPS SPECIALIST SR/EX/PRN	166,845.22	-	-	28,012.40	341.64
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,420.59	-	-	104,161.43	1,089.33
		ELEC OPS LINeworker	80,560.73	-	-	229,789.42	1,325.76
		SUPPLY CHAIN MATERIALS SUPERVISOR	140,799.30	18,168.19	-	43,346.66	-
		ELEC OPS LEAD OPERATOR	133,143.58	-	-	163,627.70	216.15
		ELEC OPS LINeworker	145,480.41	-	-	35,601.10	-
		IT TECHNICIAN	131,611.78	-	-	86,765.84	-
		ELEC ENG MANAGER/SR MANAGER	224,765.03	28,474.22	17,164.70	5,000.00	1,040.74
		GENERATION OPERATOR	138,103.12	-	-	45,963.01	-
		GAS ENG ENGINEER SR/EX/PRN	139,100.76	-	-	996.45	280.00
		GAS OPS SCHEDULER	134,232.60	-	-	43,359.00	640.00
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	65,623.34	20,402.79	-	11,729.09	(1.25)
		SUPPLY CHAIN MATERIALS AUDITOR	151,843.81	16,809.13	-	807.96	8,520.37
		GAS ENG ENGINEER SR/EX/PRN	135,470.89	-	-	2,934.27	1,015.00
		ELEC ENG ENGINEER	176,566.00	24,784.76	-	8,786.12	9,525.63
		ELEC OPS CREW LEAD/LEADER	132,534.20	-	-	2,028.32	210.01
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	124,974.94	22,412.44	-	31,896.27	11,519.43
		ELEC ENG ENGINEER	176,630.16	14,664.60	-	18,034.03	585.69
		ELEC OPS ELECTRICIAN	128,521.95	-	-	129,262.57	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,744.30	15,840.84	-	20.00	652.16
		GAS OPS TECHNICIAN	133,129.35	-	-	68,508.50	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	121,509.04	12,753.59	-	-	540.00
		IT CONTROLS ASSESSOR/DATA SCIENTIST SR/EXP/PRN	71,785.60	-	-	15,000.00	117.99
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,840.42	16,960.80	-	5,799.29	-
		IT MANAGER/SR MANAGER	168,119.54	26,765.89	-	1,500.00	1,086.98
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	147,170.84	13,871.00	-	44,672.31	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	171,669.78	27,753.68	-	50.00	960.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	17,234.32	-	-	-	-
		ELEC OPS ELECTRICIAN	123,688.10	-	-	73,209.38	279.42
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,687.69	14,396.09	-	9,753.07	175.00
		CORP AFFAIRS GOV REP EXP/PRN	50,031.96	-	-	-	157.50
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,569.60	-	-	50.00	-
		GENERATION SUPERVISOR	178,672.15	12,804.00	-	58,763.16	-
		GAS OPS OPERATOR	127,289.15	-	-	8,704.58	-
		ELEC OPS OPERATOR	123,701.73	-	-	124,288.08	17.30
		FINANCE MANAGER/SR MANAGER	125,078.12	19,070.65	-	-	3,585.95
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	137,869.60	14,665.20	-	1,000.00	2,181.50
		IT CONTROLS ASSESSOR/DATA SCIENTIST SR/EXP/PRN	138,004.43	14,734.17	-	2,591.46	1,299.50
		IT ENGINEER SR/EX/PRN	156,758.00	16,641.22	-	2,459.62	3,028.54
		ELEC OPS LINeworker	18,497.92	-	-	27,312.24	-
		ELEC OPS LINeworker	48,037.35	-	-	139,171.78	-
		SHARED SVS BIOLOGIST	153,468.00	16,434.36	-	13,975.52	4,259.61
		ELEC ENG ENGINEER	122,431.11	-	-	3,317.45	7,565.35
		GAS ENG ENGINEER SR/EX/PRN	78,262.73	-	-	4,327.03	1,210.91
		IT MANAGER/SR MANAGER	211,305.64	34,134.96	17,164.70	8,800.00	-
		GAS OPS WORKING LEADER	151,228.00	-	-	27,849.19	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	140,385.97	14,531.82	-	1,050.00	2,710.00
		ELEC OPS TECHNICIAN	127,339.93	-	-	10,953.40	-
		ELEC OPS SYSTEM OPERATOR/LEAD	105,390.86	-	-	303,601.46	420.34
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	164,635.94	21,300.54	-	1,500.00	384.53
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	158,342.25	-	-	220,891.04	143.68

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,604.16	18,088.17	-	4,140.10	448.50
		ELEC OPS LINEWORKER	113,362.95	-	-	62,032.11	1,006.41
		ELEC OPS LINEWORKER	123,763.40	-	-	67,177.65	-
		ELEC OPS TECHNICIAN	128,144.37	-	-	32,052.05	-
		GENERATION ENGINEER SR/EX/PRN	195,907.22	-	-	19,917.60	-
		GAS ENG SENIOR BUSINESS REP	130,995.76	-	-	63,080.56	2,850.86
		ELEC OPS CREW LEAD/LEADER	133,882.35	18,416.12	-	45,683.27	83.75
		ELEC OPS LEAD OPERATOR	173,332.40	-	-	45,178.42	400.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,468.34	14,436.52	-	15,523.97	5,624.66
		ELEC OPS LINEWORKER	137,531.62	-	-	98,759.86	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	149,099.96	15,751.01	-	-	15,163.90
		GAS OPS TECHNICIAN	129,331.80	-	-	70,801.48	6,524.89
		IT TECHNICIAN	125,947.05	-	-	48,176.40	-
		HR ECO DIRECTOR/SR DIRECTOR	195,686.70	30,370.71	-	8,213.09	4,073.10
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	159,825.46	21,789.79	-	3,050.00	-
		ELEC ENG ENGINEER	157,104.00	12,049.82	-	16.80	1,010.00
		ELEC OPS ELECTRICIAN	-	-	-	34,158.42	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	130,783.34	17,353.34	-	3,400.13	280.00
		SUPPLY CHAIN MATERIALS ENGINEER	158,360.00	16,553.90	-	2,254.36	30,995.07
		ELEC OPS FOREMAN/SUBFOREMAN	94,561.60	-	-	41,234.89	-
		IT ENGINEER SR/EX/PRN	154,661.66	8,366.16	-	50.00	420.00
		ELEC OPS SUPERVISOR	150,755.96	25,679.99	-	9,832.35	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,855.24	-	7,015.97	420.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	166,313.68	17,301.53	-	-	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	157,762.00	12,324.35	-	450.00	1,630.74
		GAS ENG ENGINEER SR/EX/PRN	137,202.36	19,904.68	-	-	1,048.80
		GAS OPS FOREMAN/LEADER	127,719.66	-	-	54,234.48	320.05
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	162,993.68	25,906.09	-	-	-
		OPERATIONS MANGER/SR MANAGER	157,686.84	27,499.61	-	3,047.20	751.98
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,520.84	17,220.50	-	-	1,701.09
		GAS OPS PRGM/PROJ MANAGER	165,984.00	19,774.62	-	478.80	1,638.79
		GAS OPS DIRECTOR/SR DIRECTOR	229,514.15	58,090.29	39,482.20	5,000.00	13,960.21
		SHARED SVS SUBFOREMAN	61,392.40	-	-	11,548.91	16.97
		ELEC OPS SUPERVISOR	161,329.06	15,809.39	-	101,204.56	32,766.66
		GAS OPS OPERATOR	112,638.00	-	-	36,167.66	-
		ELEC OPS ENGINEER SR/EXP/PRN	182,672.00	14,294.11	-	20,738.84	2,104.91
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	174,806.00	18,348.61	-	8,398.35	4,489.18
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	187,425.00	29,189.93	-	50.00	3,756.71
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLCST EXP/PRN	153,468.00	16,340.37	-	3,725.93	2,600.60
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	47,621.41	19,864.41	-	8,397.22	140.00
		IT SUPERVISOR	33,142.83	17,233.61	-	8,081.38	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	132,672.00	18,605.38	-	135.24	1,376.37
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	151,690.16	15,489.12	-	-	730.00
		GAS ENG ENGINEER SR/EX/PRN	211,278.72	42,063.01	-	-	600.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	56,172.08	11,982.61	-	188,183.53	-
		ELEC OPS FOREMAN/SUBFOREMAN	155,027.91	-	-	150,566.48	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	179,730.72	28,777.88	-	2,100.00	420.00
		CORP AFFAIRS CASE MANAGER EXP/PRN	151,082.32	21,571.19	-	2,050.00	420.00
		ELEC OPS ENGINEER	145,454.35	19,346.26	-	35,417.04	9,678.03
		ELEC OPS LINEWORKER	145,377.15	-	-	157,610.96	1,613.33
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	2,452.38	27,040.78	-	19,010.73	-
		GAS ENG SUPERVISOR	146,616.61	22,980.83	-	7,203.76	690.65
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	138,160.00	6,017.92	-	57.70	641.38
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	144,356.60	13,012.59	-	50.00	739.31
		ELEC OPS LINEWORKER	63,126.70	-	-	77,020.74	-
		IT INVESTIGATOR SR/EXP	134,070.33	13,272.71	-	-	19,937.74
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	157,263.31	15,399.29	-	2,912.96	516.26
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	79,255.80	-	-	18,506.99	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,164.35	-	-	167,309.62	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	151,053.33	19,558.76	-	5,596.68	3,138.59
		ELEC OPS LINEWORKER	138,660.88	-	-	117,356.32	-
		ELEC OPS ELECTRICIAN	120,492.43	-	-	52,552.17	-
		ELEC OPS FOREMAN/SUBFOREMAN	131,791.66	-	-	39,078.87	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	138,175.10	11,264.89	-	900.00	863.63
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	161,238.00	20,370.53	-	6,203.84	599.22

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS OPERATOR	121,809.62	-	-	24,265.97	-
		ELEC ENG ESTIMATOR	138,897.53	-	-	23,674.61	630.00
		ELEC ENG ENGINEER	153,904.00	12,118.58	-	12,821.49	490.00
		OPERATIONS MANAGER/SR MANAGER	196,144.98	31,790.68	13,729.50	1,000.00	450.00
		GENERATION SUPERVISOR	165,975.60	27,820.18	-	84,738.87	995.12
		SHARED SVS MECHANIC	90,520.81	-	-	31,664.38	-
		OPERATIONS SUPERVISOR	153,750.00	20,106.26	-	11,430.90	-
		GENERATION TECHNICIAN SR/EX	135,302.30	-	-	86,247.54	-
		ELEC ENG TECHNICIAN	141,610.80	-	-	89,954.66	-
		SAFETY RISK COMPL INSPECTOR	136,704.24	-	-	8,489.28	-
		ELEC OPS SUPERVISOR	183,468.48	18,140.69	-	50.00	3,901.90
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	-	21,423.07	-	4,686.98	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,515.92	-	-	87,102.64	-
		GAS OPS SUPERVISOR	157,789.18	25,185.00	-	1,012.30	4,961.68
		SHARED SVS MECHANIC	126,469.98	-	-	38,236.56	-
		ELEC OPS SYSTEM OPERATOR/LEAD	136,579.87	-	-	134,045.63	10,491.16
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,875.04	7,175.20	-	50.00	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	128,645.84	9,574.11	-	2,309.30	6,410.04
		ELEC OPS SPECIALIST SR/EX/PRN	136,994.66	11,295.71	-	1,000.00	-
		ELEC OPS LINEMAN	134,120.39	-	-	61,779.51	-
		ELEC OPS SPECIALIST SR/EX/PRN	123,082.26	11,374.83	-	-	7,718.11
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	149,372.62	-	-	130,316.94	-
		ELEC OPS SUPERVISOR	168,782.66	16,747.68	-	52,698.65	12,486.34
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	132,000.00	12,754.75	-	-	3,278.95
		ELEC ENG ENGINEER	110,031.49	-	-	24,967.02	1,638.64
		GEN COUNSEL & ETHICS COMP PARALEGAL	130,704.16	16,685.05	-	-	3,923.78
		ELEC OPS LEAD OPERATOR	175,017.60	-	-	15,464.31	-
		ENERGY PLCY & PROC SCHEDULER/TRADER SR/EXP	128,026.02	14,192.00	-	1,135.12	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	188,872.92	30,349.85	-	50.00	537.63
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	147,266.44	15,630.63	-	875.00	1,205.57
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	16,193.93	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	169,813.08	27,332.32	-	3,833.33	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,986.68	16,582.25	-	-	540.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	146,656.10	6,804.28	-	4,410.84	2,090.39
		GAS ENG SENIOR BUSINESS REP	138,661.12	-	-	27,867.33	2,105.95
		ELEC ENG TECHNICIAN	142,063.20	-	-	-	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	124,101.31	-	-	4,866.20	720.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	144,254.50	-	-	48,422.77	920.35
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	83,586.00	23,443.54	-	213,702.32	-
		GENERATION ANALYST SR/EXP/PRN	145,932.80	20,485.54	-	50.00	787.31
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,799.06	13,230.69	-	9,943.30	9,724.90
		ELEC OPS SPECIALIST SR/EX/PRN	143,937.50	11,267.99	-	10,168.73	20,089.73
		ELEC OPS FOREMAN/SUBFOREMAN	151,181.76	-	-	13,304.67	-
		GAS OPS OPERATOR	127,680.01	-	-	82,579.49	2,391.43
		ELEC OPS SUPERVISOR	111,020.00	-	-	80,904.41	-
		ELEC ENG SHOP LEADER	126,745.40	-	-	75,447.62	612.50
		CUSTOMER CARE MANAGER/SR MANAGER	190,034.30	30,824.02	-	3,950.00	685.00
		GAS OPS SUPER CREW LEADER/COORD	135,549.31	-	-	62,138.29	118.76
		CUSTOMER CARE MANAGER/SR MANAGER	177,175.32	24,654.47	-	550.00	2,329.42
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	127,260.00	8,176.78	-	18,165.50	12,424.36
		ELEC OPS MANAGER/SR MANAGER	216,213.12	45,020.23	-	-	30.38
		GAS OPS MECHANIC/WELDER	127,001.77	-	-	45,931.43	-
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	147,839.22	16,011.62	-	1,000.00	891.89
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	148,096.56	29,387.71	-	9,582.96	13,525.19
		GAS OPS TECHNICIAN	126,024.42	-	-	49,440.90	20.00
		ELEC OPS ELECTRICIAN	117,613.78	-	-	27,777.39	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	30,850.63	596.25
		GAS OPS FOREMAN/LEADER	149,246.76	-	-	71,873.57	450.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	55,941.29	9,137.03	-	9,648.66	175.00
		ELEC ENG ENGINEER	143,954.00	5,439.63	-	-	1,126.16
		SAFETY RISK COMPL INSPECTOR	137,308.42	-	-	48,739.71	-
		ELEC OPS LINEMAN	137,109.42	-	-	90,830.55	206.08
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	123,435.79	13,981.41	-	536.40	571.35
		GAS OPS FOREMAN/LEADER	129,469.76	-	-	35,536.59	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	130,079.87	11,339.58	-	21,097.94	14,549.98

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		ELEC OPS SYSTEM OPERATOR/LEAD	86,880.90	-	-	302,414.92	-
		SUPPLY CHAIN MATERAILS SUPERVISOR	129,947.94	15,304.18	-	3,213.50	1,045.74
		IT SUPERVISOR	131,250.00	16,494.02	-	50.00	979.61
		ELEC ENG ENGINEER	205,260.00	25,254.79	-	37,256.98	426.25
		GAS ENG ANALYST/SPECIALST EXP/PRN	136,770.10	17,948.64	-	500.00	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	146,640.60	15,504.23	-	50.00	995.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	102,027.23	-	-	390,387.06	-
		OPERATIONS PLANNER	152,686.42	29,219.66	-	50.00	-
		ELEC ENG TECHNICIAN	146,864.09	-	-	38,228.17	-
		IT ENGINEER SR/EX/PRN	169,143.56	17,555.53	-	3,000.00	420.00
		ELEC ENG ENGINEER	171,842.52	14,015.77	-	499.26	2,865.45
		GAS ENG ENGINEER SR/EX/PRN	149,990.52	-	-	1,311.63	1,924.97
		ELEC ENG ENGINEER	145,892.00	11,455.99	-	29,080.87	1,575.63
		GAS ENG ENGINEER SR/EX/PRN	149,497.44	18,917.41	-	12,196.20	13,064.40
		SAFETY RISK SUPERVISOR/EX ASST/SR/EX ASST	129,675.00	9,322.87	-	16,160.89	6,537.07
		ELEC OPS MANAGER/SR MANAGER	177,546.58	18,516.59	-	13,057.43	1,348.88
		ELEC OPS FOREMAN/SUBFOREMAN	132,396.60	-	-	20,088.05	-
		ELEC OPS TECHNICIAN	125,811.60	-	-	103,011.27	2,184.53
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	176,964.00	24,817.64	-	37,839.33	4,230.60
		ENERGY PLCY & PROC ENGINEER	3,154.91	17,665.74	-	11,031.82	-
		ELEC OPS LINEWORKER	111,412.92	-	-	119,918.95	1,256.13
		ELEC ENG ENGINEER	198,464.00	15,429.86	-	1,407.40	2,951.27
		ELEC OPS LINEWORKER	106,964.92	-	-	115,563.86	4,404.29
		ELEC OPS ENGINEER SR/EXP/PRN	177,701.35	24,817.64	-	12,565.26	4,394.39
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	123,527.81	12,069.76	-	2,750.00	1,015.00
		ELEC OPS LINEWORKER	75,147.80	-	-	139,868.78	979.91
		GENERATION SUPERVISOR	158,552.14	23,888.16	-	49,255.27	4,427.29
		GAS OPS TECHNICIAN	131,318.32	-	-	21,520.19	-
		ELEC ENG TECHNICIAN	142,308.94	-	-	86,167.00	-
		ELEC ENG ESTIMATOR	135,151.70	-	-	55,512.38	460.00
		GAS ENG SUPERVISOR	182,745.16	29,156.78	-	2,353.12	3,139.95
		ELEC OPS ENGINEER	176,964.00	24,817.64	-	9,408.80	940.01
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	135,380.24	-	-	24,335.51	-
		GAS ENG MANAGER/SR MANAGER	195,000.00	28,687.80	-	4,014.00	3,590.12
		ELEC OPS ENGINEER	109,792.39	-	-	45,977.82	-
		IT MANAGER/SR MANAGER	199,452.50	27,128.93	-	50.00	3,648.60
		IT SUPERVISOR	159,175.74	17,124.32	-	1,050.00	280.00
		GENERATION REACTOR	139,388.92	-	-	113,279.48	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	124,254.17	14,795.80	-	8,247.73	487.58
		ELEC OPS ELECTRICIAN	123,768.81	-	-	35,147.63	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	129,011.20	10,620.14	-	-	440.00
		GAS OPS SUPERVISOR	121,764.46	-	-	20,969.40	38.70
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,463.13	-	-	115,764.41	-
		GAS ENG ENGINEER SR/EX/PRN	164,553.24	21,976.54	-	5,595.23	3,368.91
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	102,469.29	6,403.22	-	27,447.11	2,160.04
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	132,493.80	4,158.29	-	50.00	1,036.26
		IT ANALYST/SPECIALIST SR/EXP/PRN	172,641.30	27,797.74	-	50.00	-
		SAFETY RISK SUPERVISOR/EX ASST/SR/EX ASST	167,994.24	16,792.43	-	200,303.27	5,000.61
		GAS ENG ENGINEER SR/EX/PRN	135,154.85	-	-	76,532.41	1,059.41
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	157,500.00	9,153.13	-	-	1,880.00
		SAFETY RISK MANAGER/SR MANAGER	177,083.34	18,114.03	-	686.48	9,200.89
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,660.92	16,971.46	-	1,574.00	245.00
		ELEC OPS ENGINEER	132,060.72	-	-	46,760.02	350.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	148,230.54	12,195.49	-	50.00	-
		ELEC OPS ENGINEER	195,096.00	15,240.39	-	18,901.79	315.00
		HR ECO MANAGER/SR MANAGER	188,808.96	32,408.98	-	18,709.29	623.87
		ELEC OPS LINEWORKER	40,789.56	-	-	92,273.37	-
		GAS OPS TECHNICIAN	125,124.62	-	-	743.20	1,978.53
		ELEC OPS SYSTEM OPERATOR/LEAD	97,825.54	-	-	26,707.23	610.48
		GAS ENG ENGINEER SR/EX/PRN	137,301.58	-	-	31,377.12	350.00
		GAS OPS FOREMAN/LEADER	74,734.48	-	-	31,586.73	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	134,375.02	10,987.70	-	570.96	1,994.37
		IT ENGINEER SR/EX/PRN	196,310.96	31,506.22	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	151,119.82	-	-	53,708.36	1,239.47
		ELEC OPS SUPERVISOR	173,368.10	20,486.99	-	47,043.42	87.39



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC ENG INTERCONNECTION MANAGER	141,338.58	-	-	8,419.93	401.88
		SHARED SVS PGRM/PROJ MANAGER	134,025.84	14,815.66	-	4,740.91	-
		ELEC ENG SUPERVISOR	180,766.74	17,955.18	-	250.00	1,592.19
		ELEC OPS ELECTRICIAN	127,063.14	-	-	53,566.71	397.86
		GAS OPS SUPERVISOR/EXEC ASSISTANT	137,407.48	17,218.39	-	10,167.80	4,829.15
		ELEC OPS SUPERVISOR	143,387.40	14,240.47	-	73,393.57	1,678.85
		FINANCE MANAGER/SR MANAGER	198,099.96	44,679.39	17,164.70	761.92	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	137,913.80	11,958.18	-	15,508.16	761.03
		ELEC OPS CABLE SPLICER	173,359.38	-	-	76,813.49	-
		IT SUPERVISOR	159,464.72	20,640.61	-	50.00	-
		SAFETY RISK METEOROLOGIST SR	117,813.44	10,924.76	-	4,984.20	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	143,602.38	11,430.52	-	50.00	50.00
		ELEC OPS SUPERVISOR	149,287.36	14,801.17	-	374.54	9,945.11
		ELEC OPS LINEWORKER	167,223.97	-	-	145,960.87	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	143,000.04	12,664.40	-	50.00	1,442.04
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	178,645.86	29,163.75	-	-	1,120.00
		GENERATION TECHNICIAN SR/EX	28,597.80	-	-	34,923.49	-
		ELEC OPS FOREMAN/SUBFOREMAN	136,458.08	-	-	59,044.99	-
		ELEC OPS SPECIALIST SR/EX/PRN	163,562.74	13,276.77	-	18,517.04	4,224.83
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	128,736.83	24,418.89	-	12,388.66	877.79
		ELEC OPS ELECTRICIAN	109,236.69	-	-	40,434.87	-
		ELEC OPS INSPECTOR	122,873.82	-	-	41,442.70	32,365.26
		SHARED SVS TECH PRJT MNGR/WRITER	139,302.04	15,025.69	-	-	657.96
		GENERATION AUDITOR SR/EX	177,388.05	24,773.99	-	22,147.68	578.64
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	170,383.86	26,900.49	-	50.00	478.07
		SUPPLY CHAIN MATERIALS ENGINEER	178,404.00	18,986.10	-	23,922.67	53,041.72
		GAS ENG ENGINEER SR/EX/PRN	176,410.00	23,047.88	-	2,357.23	573.84
		IT MANAGER/SR MANAGER	136,081.60	14,629.18	-	50.00	6,916.90
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	143,421.18	24,188.08	-	85,788.17	12,225.18
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	30,628.29	-	-	10,000.00	302.51
		ELEC OPS MANAGER/SR MANAGER	189,470.84	19,346.54	-	7,000.00	3,327.22
		ELEC OPS SUPERVISOR	156,015.31	15,779.13	-	69,276.36	7,947.83
		ELEC OPS TECHNICIAN	165,742.65	-	-	145,555.07	-
		ELEC OPS SUPERVISOR	160,742.26	16,435.88	-	22,853.13	949.19
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,750.60	16,507.87	-	50.00	-
		GENERATION SUPERVISOR	186,318.78	31,450.90	-	34,217.80	350.00
		ELEC OPS FOREMAN/SUBFOREMAN	138,292.66	-	-	228,799.88	2,300.64
		ELEC ENG INTERCONNECTION MANAGER	152,399.91	-	-	2,191.38	420.00
		HR ECO PGRM/PROJ MANAGER EXP/PRN	142,543.20	15,178.13	-	50.00	4,814.49
		SHARED SVS SUPERVISOR	156,817.46	19,814.69	-	4,733.30	8,210.75
		ELEC OPS SPECIALIST SR/EX/PRN	154,337.90	12,746.59	-	40.00	884.42
		ELEC OPS OPERATOR	115,871.39	-	-	149,573.98	-
		SHARED SVS MANAGER/SR MANAGER	191,648.50	30,858.20	12,011.90	2,700.00	17,011.32
		ELEC OPS SUPERVISOR	155,762.50	15,380.66	-	98,037.50	512.86
		ELEC OPS LINEWORKER	131,391.20	-	-	186,799.25	-
		ELEC OPS LINEWORKER	71,672.82	-	-	47,162.22	-
		ELEC OPS LINEWORKER	127,550.58	-	-	139,804.08	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,715.14	-	-	84,889.29	647.51
		SAFETY RISK COMPL INSPECTOR	158,463.40	-	-	120,028.39	-
		ELEC OPS SUPERVISOR	148,428.03	7,307.26	-	400.00	2,113.06
		ELEC OPS LINEWORKER	106,598.48	-	-	232,451.30	-
		GENERATION TECHNICIAN SR/EX	28,597.80	-	-	31,360.81	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	134,532.96	17,742.90	-	800.00	960.00
		IT ARCHITECH EXP/PRN	220,107.32	35,618.15	8,576.70	50.00	1,580.19
		OPERATIONS MANAGER/SR MANAGER	184,800.98	22,011.29	-	2,000.00	4,830.93
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	198,757.86	24,238.34	-	8,585.28	538.34
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	133,414.16	-	-	2,025.73	745.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	125,593.79	7,379.36	-	1,550.00	1,391.02
		GENERATION MACHINST/MECHANIC/RIGGER	129,814.00	-	-	100,375.42	206.51
		GAS OPS MANAGER/SR MANAGER	172,916.66	34,113.00	-	-	23,814.37
		ELEC OPS CREW LEAD/LEADER	176,053.37	-	-	179,553.85	-
		ELEC OPS LINEWORKER	149,105.95	-	-	206,887.65	1,781.66
		ELEC ENG ESTIMATOR	129,028.90	-	-	131,167.16	490.00
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	118,821.35	14,246.72	-	9,572.91	800.00
		ELEC OPS FOREMAN/SUBFOREMAN	150,393.61	-	-	79,445.00	-

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		ELEC OPS SYSTEM OPERATOR/LEAD	70,807.45	-	-	260,514.18	7773.11
		GENERATION MACHINST/MECHANIC/RIGGER	30,019.20	-	-	33,583.22	-
		GAS ENG ENGINEER SR/EX/PRN	172,867.82	22,979.61	-	803.92	935.00
		ELEC OPS OPERATOR	85,618.84	-	-	27,474.46	-
		GENERATION SUPERVISOR	176,563.73	26,430.95	-	42,791.89	-
		ELEC ENG SUPERVISOR	142,464.51	15,190.76	-	-	420.00
		ELEC OPS SUPERVISOR	172,516.94	17,271.18	-	158,960.58	-
		SHARED SVS MECHANIC	120,499.82	-	-	64,479.46	157.90
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	124,861.84	16,593.85	-	50.00	387.91
		ELEC OPS LINEWORKER	-	-	-	-	-
		ENERGY PLCY & PROC SUPERVISOR	155,652.62	19,763.46	-	3,050.00	112.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	114,156.16	-	-	62,381.48	-
		CUSTOMER CARE ENGINEER SR/EXP/PRN	134,586.74	14,576.32	-	500.00	960.00
		GENERATION ENGINEER SR/EX/PRN	121,657.20	-	-	2,439.36	-
		ELEC ENG TECHNOLOGIST	139,506.44	-	-	54,306.45	2,450.85
		ELEC OPS FOREMAN/SUBFOREMAN	26,456.56	-	-	19,188.53	1,633.00
		ELEC OPS LINEWORKER	18,069.00	-	-	52,952.94	-
		CUSTOMER & COMMS SUPERVISOR	136,602.94	20,026.25	-	8,194.34	1,145.75
		ELEC ENG SUPERVISOR	165,999.96	8,169.60	-	2,264.56	599.75
		IT TECHNICIAN	92,476.03	-	-	46,996.75	-
		GAS OPS TECHNICIAN	132,859.62	-	-	60,851.43	-
		GAS OPS FOREMAN/LEADER	127,779.73	-	-	43,952.04	296.60
		GAS ENG ENGINEER SR/EX/PRN	154,943.63	-	-	50,849.89	1,449.41
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	140,425.04	5,505.50	-	50.00	-
		GAS OPS MECHANIC/WELDER	125,798.64	-	-	87,927.84	-
		IT ARCHITECH EXP/PRN	185,535.00	29,074.33	10,294.30	450.00	385.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	122,517.39	15,517.87	-	1,360.21	210.00
		ELEC OPS CREW LEAD/LEADER	127,553.56	-	-	51,120.05	124.87
		ELEC OPS SUPERVISOR	156,679.14	26,473.73	-	1,896.04	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,652.00	15,094.13	-	-	630.00
		GAS ENG ENGINEER SR/EX/PRN	160,428.70	-	-	76,877.61	3,644.18
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	139,037.12	24,382.14	-	34,433.16	-
		ELEC ENG MAPPING TECH	114,792.73	-	-	8,135.47	258.75
		CUSTOMER CARE MANAGER/SR MANAGER	139,989.94	22,376.95	-	150.00	533.09
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	133,393.72	18,565.11	-	32,034.72	2,961.93
		ELEC OPS FOREMAN/SUBFOREMAN	193,498.06	-	-	158,034.79	117.76
		ELEC OPS SYSTEM OPERATOR/LEAD	99,737.37	-	-	234,972.08	-
		GAS ENG ENGINEER SR/EX/PRN	127,402.27	-	-	15,856.55	225.00
		ELEC ENG ENGINEER	176,964.00	14,515.34	-	1,070.96	3,915.74
		ENERGY PLCY & PROC SCHEDULER/TRADER SR/EXP	160,101.14	16,297.81	-	1,500.00	701.63
		ELEC OPS LINEWORKER	130,882.19	-	-	49,104.54	-
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	159,197.94	24,893.44	-	50.00	1,254.00
		GENERATION REACTOR	138,784.96	-	-	160,934.17	66.35
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	136,365.29	-	-	-	245.00
		ELEC OPS SUPERVISOR	164,487.50	16,047.32	-	168,188.93	587.17
		GENERATION WRITER TECH/ENG/OPS SR	192,591.26	-	-	588.20	-
		SHARED SVS SUPERVISOR	124,357.46	16,018.66	-	4,153.74	-
		GAS OPS SYSTEM/CONST OPERATOR	123,848.36	-	-	27,953.66	-
		GENERATION SUPERVISOR	184,486.00	31,630.93	-	4,626.96	645.00
		SHARED SVS ANLST/ARCH/PROJ SVV/SPCLST EXP/PRN	129,381.00	13,627.97	-	7,565.12	12,938.76
		GAS ENG ENGINEER SR/EX/PRN	174,591.20	22,444.53	-	1,986.28	420.00
		ELEC OPS DIRECTOR/SR DIRECTOR	209,574.96	30,747.50	8,576.70	7,800.00	6,075.58
		GAS OPS FOREMAN/LEADER	141,121.50	-	-	64,717.85	-
		ELEC ENG TECHNICIAN	120,681.57	-	-	35,354.05	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	168,915.78	26,934.22	-	50.00	4,501.18
		GAS OPS LEAD REP/SPEC/INSPECTOR	95,871.92	-	-	14,117.28	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	205,814.22	32,073.44	20,599.90	-	2,378.24
		GAS ENG ENGINEER SR/EX/PRN	140,354.75	-	-	13,438.14	4,382.38
		ELEC ENG MANAGER/SR MANAGER	167,074.96	20,650.31	-	807.10	1,703.19
		GENERATION SUPERVISOR	196,439.34	33,036.65	-	5,155.53	1,561.42
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	139,184.88	-	-	6,753.04	676.03
		ELEC OPS OPERATOR	125,136.94	-	-	53,698.28	138.16
		GAS OPS MANAGER/SR MANAGER	128,292.50	25,136.12	-	-	1,049.88
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	203,585.18	29,924.54	8,576.70	650.00	32,003.22
		ELEC OPS FOREMAN/SUBFOREMAN	135,043.92	-	-	140,105.56	1,700.03

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		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,656.90	-	45,714.32	1270.00
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	128,186.04	13,956.29	-	325.00	385.00
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	69,089.16	14,996.06	-	179,550.28	93.12
		GAS OPS FOREMAN/LEADER	125,560.09	-	-	93,707.84	9.50
		GAS OPS OPERATOR	117,886.45	-	-	28,302.19	-
		ELEC OPS OPERATOR	132,696.17	-	-	99,803.44	-
		ELEC OPS LINEWORKER	117,969.47	-	-	94,232.17	-
		GAS ENG ENGINEER SR/EX/PRN	169,215.58	20,108.90	-	6,094.08	10,019.48
		ELEC OPS SUPERVISOR	172,693.04	17,910.06	-	222,187.99	2,188.74
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	122,334.72	-	-	112,453.07	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	120,379.11	14,331.90	-	1,000.00	949.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	186,560.32	31,939.14	-	2,468.26	461.20
		IT INSTALLER	52,271.53	-	-	1,656.04	-
		ELEC OPS FOREMAN/SUBFOREMAN	-	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,013.16	17,359.49	-	10,014.44	900.33
		ELEC OPS CREW LEAD/LEADER	134,116.50	-	-	13,681.69	-
		ELEC OPS SUPERVISOR	193,958.36	13,822.50	-	81,486.17	-
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	117,809.23	16,354.58	-	19,954.02	287.06
		GAS OPS FOREMAN/LEADER	53,796.80	-	-	36,795.93	-
		GAS OPS OPERATOR	128,645.81	-	-	74,682.39	-
		GAS OPS FOREMAN/LEADER	132,664.41	-	-	22,889.63	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	172,808.20	27,656.68	-	1,965.86	3,100.59
		OPERATIONS MANGER/SR MANAGER	163,166.82	12,472.54	-	317.64	682.30
		GAS OPS WORKING LEADER	135,491.59	-	-	1,750.66	-
		ELEC OPS LINEWORKER	137,067.81	-	-	109,789.26	-
		ELEC OPS TECHNICIAN	142,540.12	-	-	118,529.33	1,455.64
		ELEC OPS SUPERVISOR	143,729.12	11,412.30	-	50.00	1,450.16
		GAS ENG ENGINEER SR/EX/PRN	151,116.30	19,484.85	-	350.00	400.00
		GENERATION ENGINEER SR/EX/PRN	156,780.00	22,079.00	-	17,448.06	-
		GAS OPS TECHNICIAN	133,074.02	-	-	73,279.34	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	141,837.80	-	-	38,747.98	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	133,035.24	10,772.61	-	1,050.00	-
		GAS OPS FOREMAN/LEADER	138,250.67	-	-	53,852.18	-
		GENERATION SUPERVISOR	205,062.51	33,759.42	-	83,066.38	7,403.66
		GAS OPS FOREMAN/LEADER	138,503.86	-	-	71,651.84	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,909.74	-	-	20,396.38	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	83,144.08	13,093.34	-	7,443.80	907.67
		ELEC OPS LINEWORKER	144,182.65	-	-	126,861.40	-
		GAS OPS SUPERVISOR	132,600.00	-	-	18,467.28	3,152.56
		ELEC OPS LINEWORKER	135,678.50	-	-	84,965.13	-
		GAS OPS PRGM/PROJ MANAGER	158,976.00	19,992.14	-	1,124.48	7,263.24
		SHARED SVS MECHANIC	107,377.69	-	-	19,331.57	-
		ELEC OPS SPECIALIST SR/EX/PRN	133,871.80	10,875.17	-	13,931.48	12,254.86
		ELEC OPS LINEWORKER	97,884.74	-	-	143,442.87	-
		ELEC OPS CONSULTANT SR/EXP/PRN	174,000.00	21,158.03	-	-	350.00
		ELEC OPS FOREMAN/SUBFOREMAN	130,426.80	-	-	76.80	-
		ELEC OPS FOREMAN/SUBFOREMAN	139,707.68	-	-	83,718.53	-
		CUSTOMER & COMMS SPECIALIST EXP/PRN	48,842.00	7,491.27	-	140.88	798.15
		IT MANAGER/SR MANAGER	168,835.06	21,836.31	-	-	476.51
		SHARED SVS SUBFOREMAN	124,630.40	-	-	1,127.26	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	155,638.46	12,626.90	-	50.00	350.00
		GAS OPS FOREMAN/LEADER	140,442.04	-	-	49,906.90	139.38
		IT ENGINEER SR/EX/PRN	168,202.74	18,228.11	-	1,000.00	-
		GAS ENG ENGINEER SR/EX/PRN	172,950.43	23,128.85	-	2,656.76	635.00
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	128,760.00	-	-	-	13,790.97
		GAS ENG SENIOR BUSINESS REP	147,182.47	-	-	470.08	495.22
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,156.64	14,624.50	-	-	105.00
		ELEC OPS SYSTEM OPERATOR/LEAD	116,951.90	-	-	142,633.53	207.41
		ELEC OPS SYSTEM OPERATOR/LEAD	89,930.88	-	-	85,770.86	-
		GAS ENG SENIOR BUSINESS REP	81,849.29	-	-	35,509.02	1,598.90
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	131,928.97	-	-	33,072.81	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,709.88	-	-	154,071.57	-
		ELEC OPS CABLE SPLICER/CABLEMAN	151,868.76	-	-	340,244.95	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,930.94	18,378.30	-	500.00	4,437.72
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,571.96	-	-	138,056.86	258.57

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG ENGINEER SR/EX/PRN	149,767.02	-	-	56,015.02	692.89
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	118,125.00	-	-	20,000.00	578.30
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	159,800.24	25,981.17	-	50.00	960.00
		ELEC ENG ENGINEER	193,556.01	15,218.09	-	9,493.67	1,814.78
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,257.26	14,493.03	-	-	2,223.19
		ENT HEALT & SAFETY MANAGER/SR MANAGER	169,260.04	22,473.55	-	4,521.15	12,805.83
		SHARED SVS MECHANIC	124,075.76	-	-	8,477.27	33.35
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,796.00	15,239.37	-	2,143.68	5,100.92
		ELEC OPS LINEWORKER	136,156.64	-	-	50,265.24	-
		GAS ENG TECHNICIAN	128,334.48	-	-	33,605.98	400.00
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	173,409.10	28,056.94	-	150.00	-
		GAS OPS FOREMAN/LEADER	131,042.59	-	-	57,199.82	-
		ELEC OPS ELECTRICIAN	118,797.55	-	-	19,264.43	612.50
		ELEC OPS LINEWORKER	98,089.21	-	-	62,358.84	1,618.96
		SHARED SVS MECHANIC	127,513.60	-	-	9,608.20	-
		SHAREV SVS CRANE SURVEYOR	129,486.50	-	-	5,466.91	-
		GENERATION SUPERVISOR	188,977.90	32,029.70	-	17,543.08	1,145.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	158,799.96	14,126.04	-	3,500.00	739.42
		GAS OPS FOREMAN/LEADER	133,272.38	-	-	76,783.48	-
		GAS OPS TECHNICIAN	26,378.08	-	-	1,037.24	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	137,381.26	-	-	12,435.21	245.70
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	157,096.00	16,023.10	-	7,552.10	2,252.44
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	182,477.35	26,762.40	-	9,026.35	3,206.40
		ELEC ENG MANAGER/SR MANAGER	106,639.54	26,683.76	-	228,449.46	1,100.82
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	218,348.00	46,839.76	42,664.60	4,561.95	1,040.00
		GAS OPS TECHNICIAN	131,200.00	-	-	9,486.66	-
		GEN COUNSEL & ETHICS COMP PARALEGAL	130,012.74	16,876.09	-	2,511.20	395.00
		GENERATION SUPERVISOR	132,075.36	22,388.70	-	39,968.55	-
		SHARED SVS MECHANIC	128,974.91	-	-	35,554.27	-
		ELEC OPS MANAGER/SR MANAGER	160,736.28	15,301.12	-	12,208.65	4,467.81
		ELEC ENG TECHNICIAN	160,553.90	-	-	26,470.24	-
		ELEC OPS LINEWORKER	142,713.70	-	-	66,316.58	-
		ELEC OPS SYSTEM OPERATOR/LEAD	146,810.90	-	-	69,043.70	-
		SAFETY RISK COMPL INSPECTOR	134,479.83	-	-	37,054.07	-
		ELEC OPS CABLE SPLICER	136,256.71	-	-	54,367.51	-
		GAS OPS FOREMAN/LEADER	137,977.41	-	-	58,216.21	-
		GAS OPS SUPERVISOR	161,772.44	25,893.89	-	5,507.46	2,546.36
		IT ENGINEER SR/EX/PRN	191,292.00	20,484.62	-	2,073.12	2,736.64
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	221,096.40	33,320.39	13,729.50	5,546.00	1,968.38
		ELEC ENG ENGINEER	193,024.00	15,137.76	-	13,182.16	721.38
		ELEC ENG ENGINEER	199,896.00	15,653.13	-	46,459.56	2,288.00
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	35,697.84	14,905.96	-	21,768.55	60.30
		ELEC OPS ENGINEER	164,604.00	13,501.29	-	7,646.48	499.44
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	90,422.78	38,858.50	-	214,476.51	2,854.05
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	141,443.75	29,918.72	-	73,713.83	2,936.20
		ELEC OPS SUPERVISOR	137,027.04	-	-	43,408.53	76.18
		ELEC ENG ENGINEER	133,796.23	12,165.69	-	6,301.16	1,520.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,147.48	-	-	92,378.69	892.45
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	63,844.00	12,347.16	-	16,692.37	-
		GAS ENG DIRECTOR/SR DIRECTOR	207,097.73	58,910.00	35,404.40	486.20	2,584.27
		GENERATION CREW LEADER/CONTROL LEAD	145,025.24	-	-	127,263.64	-
		OPERATIONS SUPERVISOR	124,512.32	20,722.25	-	1,500.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,597.36	14,780.06	-	50.00	105.00
		SAFETY RISK MANAGER/SR MANAGER	166,400.04	19,007.94	-	16,034.00	13,122.60
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	12,765.42	16,911.95
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,833.18	16,067.65	-	1,453.29	620.00
		GAS OPS FOREMAN/LEADER	139,198.62	-	-	30,355.63	-
		GAS ENG ENGINEER SR/EX/PRN	134,027.16	-	-	36,832.40	810.69
		ELEC OPS SPECIALIST SR/EX/PRN	158,620.30	13,057.55	-	-	-
		ELEC OPS LEAD OPERATOR	111,647.27	-	-	167,382.43	-
		GAS OPS OPERATOR	25,452.63	-	-	76,652.60	-
		SAFETY RISK COMPL INSPECTOR	117,953.01	-	-	12,370.43	-
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	186,089.68	30,108.59	-	50.00	1,630.38
		ELEC OPS LINEWORKER	132,014.46	-	-	152,076.81	7,819.96
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,684.49	-	-	242,330.74	-

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		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	138,769.23	-	-	36,860.29	8527.90
		ELEC OPS SUPERVISOR	141,054.01	11,669.83	-	22,779.33	756.72
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	188,599.97	31,377.32	8,576.70	5,520.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,427.31	-	-	386,501.72	1,467.91
		SHARED SVS FACILITY LEAD/TECH	124,199.64	-	-	15,935.25	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	124,975.14	12,991.95	-	-	420.25
		ELEC OPS ENGINEER SR/EXP/PRN	189,678.00	25,196.80	-	8,799.35	1,767.23
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	138,670.00	12,060.20	-	91,460.00	1,135.94
		SHARED SVS MANAGER/SR MANAGER	173,875.78	27,861.92	13,729.50	8,406.95	715.27
		GAS OPS WORKING LEADER	141,907.08	-	-	12,970.87	-
		GAS OPS SUPERVISOR	157,633.50	24,829.89	-	82,759.36	-
		GAS ENG TECHNICIAN	129,041.33	-	-	11,621.86	960.00
		ELEC OPS ENGINEER SR/EXP/PRN	162,774.00	12,715.30	-	1,845.92	3,569.92
		GAS ENG ANALYST/SPECIALST EXP/PRN	145,008.68	19,209.36	-	50.00	280.00
		GAS ENG SENIOR BUSINESS REP	123,051.53	-	-	22,562.66	470.00
		ELEC OPS LINEWORKER	136,213.62	-	-	82,518.63	-
		ELEC OPS MANAGER/SR MANAGER	178,516.42	22,783.47	10,294.30	5,635.47	6,060.20
		ELEC OPS FOREMAN/SUBFOREMAN	129,788.35	-	-	101,402.59	-
		HR ECO MANAGER/SR MANAGER	189,084.04	30,313.46	13,729.50	2,300.00	749.92
		OPERATIONS SUPERVISOR	170,824.00	22,461.66	-	25,095.29	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	14,254.40	630.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	143,627.10	15,567.78	-	-	1,764.13
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	157,143.80	19,116.07	-	3,000.00	940.42
		GENERATION SUPERVISOR	201,868.98	32,293.97	-	132,037.53	-
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	208,242.76	24,521.88	10,294.30	7,580.34	1,393.09
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,147.83	14,246.95	-	2,521.46	414.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,183.36	15,274.39	-	-	646.00
		ELEC ENG ENGINEER	154,062.50	7,750.18	-	8,637.36	1,102.13
		GENERATION ENGINEER SR/EX/PRN	191,292.01	27,059.07	-	47,204.47	3,505.38
		GENERATION SUPERVISOR	209,977.54	35,238.35	-	62,146.70	350.00
		GAS ENG ENGINEER SR/EX/PRN	147,976.65	-	-	59,182.51	6,475.30
		ELEC OPS SUPERVISOR	167,301.84	33,839.00	-	-	10,307.45
		ENT HEALT & SAFETY SUPERVISOR	133,857.08	23,355.49	-	14,875.11	338.89
		SAFETY RISK COMPL INSPECTOR	134,315.33	-	-	50,455.56	2,502.83
		GENERATION SUPERVISOR	192,881.30	30,041.46	-	34,451.92	1,140.43
		GENERATION MACHINST/MECHANIC/RIGGER	26,266.80	-	-	18,396.42	-
		GAS ENG PRGM/ACCT/PROJ MANAGER	118,648.36	-	-	1,092.80	582.68
		GAS OPS FOREMAN/LEADER	139,566.15	-	-	70,698.92	-
		ELEC OPS MACHINIST/WELDER/HYDROGRAPHER	127,644.00	17,645.37	-	3,348.75	422.46
		GAS ENG ENGINEER SR/EX/PRN	-	39,703.53	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	142,680.18	-	-	92,002.69	465.13
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,303.06	-	-	177,336.30	-
		GENERATION SUPERVISOR	197,881.64	33,489.39	-	28,630.78	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	148,326.09	-	-	33,246.42	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	129,691.80	12,285.90	-	70.00	1,469.43
		GAS OPS CREW LEADER	141,289.36	-	-	2,593.38	-
		SAFETY RISK COMPL INSPECTOR	138,889.77	-	-	63,227.57	-
		GAS OPS CREW LEADER	19,049.05	-	-	29,124.23	-
		SHARED SVS SUPERVISOR	154,605.62	13,034.89	-	7,791.54	17,442.69
		ELEC ENG INTERCONNECTION MANAGER	152,572.19	-	-	689.23	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	145,806.30	11,901.58	-	3,887.40	-
		ELEC OPS LINEWORKER	112,655.97	-	-	139,767.07	1,575.44
		GAS OPS SUPERVISOR	128,416.10	16,792.19	-	1,035.60	3,223.62
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	132,648.00	13,397.10	-	28,666.84	20,889.07
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	132,811.10	2,935.72	-	50.00	1,916.27
		SAFETY RISK MANAGER/SR MANAGER	205,939.86	30,009.38	10,294.30	50.00	586.25
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	102,661.44	18,692.26	-	28,115.93	-
		ELEC OPS ELECTRICIAN	132,345.60	-	-	67,419.91	-
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	156,101.50	21,987.38	-	4,069.76	-
		ELEC OPS LEAD OPERATOR	84,606.67	-	-	444,575.05	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	203,831.97	30,361.36	-	6,189.88	814.27
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	65,727.31	19,399.61	-	210,224.19	-
		GAS ENG SUPERVISOR	154,390.40	24,552.46	-	350.00	350.00
		ELEC OPS DIRECTOR/SR DIRECTOR	228,990.84	37,118.32	41,130.94	199.67	2,436.54
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	156,478.00	12,609.95	-	2,847.99	3,596.69

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		ELEC OPS LINeworker	77,989.68	-	-	24,782.43	-
		ELEC OPS FOREMAN/SUBFOREMAN	142,558.95	-	-	59,057.34	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,461.10	3,084.81	-	4,753.64	-
		ELEC OPS SUPERVISOR	166,271.16	16,485.05	-	47,050.58	1,068.16
		GENERATION SUPERVISOR	18,465.91	-	-	1,790.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	125,282.86	-	-	50,719.77	-
		ELEC OPS SUPERVISOR	171,239.53	19,110.21	-	33,001.30	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	147,467.38	12,027.63	-	3,833.50	10,598.99
		GAS ENG ENGINEER SR/EX/PRN	148,364.33	-	-	41,077.21	-
		GAS OPS MECHANIC/WELDER	139,292.89	-	-	61,458.01	74.98
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	98,347.36	-	-	51,797.48	-
		GENERATION TECHNICIAN SR/EX	140,817.61	-	-	82,778.02	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	166,305.72	49,379.84	40,673.13	40,119.65	1,184.38
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,490.60	15,760.56	-	2,500.00	470.00
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	163,113.40	26,391.11	-	50.00	849.00
		ELEC ENG SUPERVISOR	160,546.90	13,057.55	-	21,693.45	637.15
		IT MANAGER/SR MANAGER	205,604.88	32,708.12	10,294.30	6,177.68	8,138.73
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	87,622.51	-	-	265,218.04	56.61
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	137,915.86	11,043.11	-	15,847.67	3,646.07
		GAS ENG SUPERVISOR	153,509.96	23,755.80	-	-	540.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	143,529.80	3,172.65	-	3,270.03	850.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	139,378.00	6,071.00	-	3,327.02	2,389.68
		ELEC ENG TECHNOLOGIST	146,176.73	-	-	42,743.83	6,160.89
		ELEC OPS OPERATOR	134,540.98	-	-	35,212.37	-
		ELEC OPS FOREMAN/SUBFOREMAN	6,595.48	-	-	50,118.44	-
		SAFETY RISK COMPL INSPECTOR	153,040.29	4,164.82	-	68,940.97	-
		ELEC OPS SUPERVISOR	145,179.00	-	-	51,120.41	-
		ELEC OPS FOREMAN/SUBFOREMAN	139,455.37	-	-	118,038.08	-
		GAS OPS TECHNICIAN	131,086.80	-	-	81,943.17	2,500.19
		ELEC OPS FOREMAN/SUBFOREMAN	138,018.80	-	-	54,235.45	-
		ELEC ENG TECHNICIAN	154,903.34	-	-	74,183.23	-
		ELEC OPS LINeworker	127,300.22	-	-	91,834.73	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	135,252.00	9,082.32	-	707.71	1,916.02
		IT ENGINEER SR/EX/PRN	191,002.40	20,364.52	-	2,247.28	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,881.69	-	-	114,404.71	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	114,413.57	-	-	19,685.18	-
		GAS OPS MECHANIC/WELDER	134,725.35	-	-	69,361.30	-
		ELEC OPS LINeworker	132,903.19	-	-	164,654.52	-
		ELEC OPS LINeworker	122,351.98	-	-	106,945.17	1,014.76
		ELEC OPS WORK & RESOURCE PLANNER EXP/PRN	123,489.17	9,877.39	-	39,229.75	2,099.30
		GAS ENG ENGINEER SR/EX/PRN	35,453.18	19,142.63	-	22,501.39	-
		ELEC OPS SUPERVISOR	151,287.50	13,692.50	-	50.00	591.89
		GAS ENG INTERCONNECTION MNGR	141,223.96	16,402.72	-	500.00	507.17
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	129,999.96	8,490.45	-	-	7,340.98
		ELEC OPS LINeworker	83,075.48	-	-	155,675.68	17.00
		ELEC OPS OPERATOR	24,548.60	-	-	8,500.01	-
		ELEC OPS MACHINIST/WELDER/HYDROGRAPHER	101,218.08	-	-	74,440.77	-
		ELEC ENG ENGINEER	150,600.66	12,288.89	-	27,040.10	15,887.35
		ELEC OPS SUPERVISOR	204,639.56	22,505.32	-	133,891.83	800.00
		GENERATION TECHNICIAN SR/EX	133,566.01	-	-	72,810.69	1,487.32
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	117,442.16	12,242.78	-	600.00	487.96
		GAS OPS SUPERVISOR	162,799.94	25,990.94	-	69,878.79	-
		SUPPLY CHAIN MATERAILS DEMAND PLAN/INSPECTOR	98,467.86	32,469.45	-	251,636.11	210.00
		ELEC ENG ENGINEER	130,150.71	-	-	41,982.24	595.00
		GAS ENG ENGINEER SR/EX/PRN	144,491.90	-	-	9,553.12	557.51
		ELEC ENG ENGINEER	157,097.08	21,102.11	8,576.70	10,910.79	137.48
		ELEC OPS FOREMAN/SUBFOREMAN	126,445.04	-	-	68,106.06	-
		GAS OPS FOREMAN/LEADER	126,106.87	-	-	68,719.21	535.31
		GAS OPS MANAGER/SR MANAGER	171,439.12	33,675.01	-	-	21,574.95
		CUSTOMER CARE DATABASE ADMIN EXP	152,951.76	16,261.17	-	24.00	680.00
		OPERATIONS SUPERVISOR	124,374.76	9,755.00	-	-	3,450.28
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	177,633.02	28,182.94	-	25.00	960.00
		HR ECO SUPERVISOR	127,830.84	15,640.15	-	550.00	1,488.79
		ELEC OPS CONSULTANT SR/EXP/PRN	194,025.00	25,744.35	8,576.70	9,790.88	9,033.14
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	147,077.75	23,219.09	-	54,584.60	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,750.04	-	-	7,797.74	22,142.19
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,039.53	-	-	128,816.03	-
		OPERATIONS GOV REL REP/TECH WRITER	133,398.60	12,730.67	-	2,865.10	873.43
		ENG PLNG & STRAT MANAGER/SR MANAGER	192,408.00	35,305.36	8,576.70	5,073.84	722.42
		HR ECO BUSINESS PARTNER EXP/PRN	186,698.50	30,024.03	-	3,500.00	137.90
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	141,120.28	15,212.25	-	50.00	670.00
		SHARED SVS MECHANIC	126,402.31	-	-	16,221.12	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	98,274.56	31,842.43	-	265,928.21	306.54
		ELEC OPS SUPERVISOR	165,693.20	27,552.40	-	33,596.68	-
		GENERATION TECHNICIAN SR/EX	17,022.50	-	-	22,533.51	-
		GAS ENG ENGINEER SR/EX/PRN	140,129.36	18,676.53	-	9,570.82	5,896.79
		ELEC OPS CREW LEAD/LEADER	79,070.89	-	-	40,240.65	-
		ELEC OPS FOREMAN/SUBFOREMAN	144,375.32	-	-	85,278.14	-
		ELEC OPS SYSTEM OPERATOR/LEAD	141,120.06	-	-	21,947.97	4,538.15
		ENERGY PLCY & PROC MANAGER/SR MANAGER	166,074.48	27,001.30	-	1,000.00	315.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	134,603.92	7,200.72	-	154,083.03	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,851.94	14,006.35	-	50.00	477.47
		ELEC OPS SUPERVISOR	153,463.63	19,176.02	-	32,416.14	-
		IT TECHNICIAN	129,831.25	-	-	72,185.84	-
		GENERATION TECHNICIAN SR/EX	15,660.70	-	-	22,876.46	-
		GAS ENG SENIOR BUSINESS REP	124,165.36	-	-	63,178.35	280.00
		IT ARCHITECH EXP/PRN	158,234.40	17,012.19	-	50.00	2,106.53
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	136,712.02	18,421.76	-	5,501.16	2,459.20
		ELEC OPS CREW LEAD/LEADER	127,981.38	-	-	23,439.39	38.70
		GAS ENG ENGINEER SR/EX/PRN	124,209.32	-	-	9,197.98	489.29
		IT MANAGER/SR MANAGER	167,536.26	21,169.80	-	-	455.00
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	142,708.34	12,177.90	-	4,300.00	5,981.84
		ELEC OPS LINEWORKER	114,394.16	-	-	88,965.50	-
		ELEC OPS MANAGER/SR MANAGER	46,506.45	23,163.31	-	22,728.29	134.00
		ELEC OPS LINEWORKER	121,224.83	-	-	104,802.45	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	149,246.94	-	-	313,759.64	1,035.88
		ELEC OPS SPECIALIST SR/EX/PRN	140,841.92	-	-	11,171.60	413.13
		GAS OPS WORKING LEADER	49,604.30	-	-	67,730.42	-
		ELEC OPS CREW LEAD/LEADER	181,998.61	-	-	350,279.91	683.21
		ELEC OPS SUPERVISOR	204,211.26	-	-	48,773.42	-
		ELEC OPS SUPERVISOR	166,305.38	16,455.00	-	10,807.15	2,361.60
		ELEC ENG SUPERVISOR	151,699.96	14,402.76	-	1,550.00	419.78
		OPERATIONS SUPERVISOR	142,500.00	18,935.12	-	65,789.96	30,148.71
		CUSTOMER CARE SUPERVISOR/ADMIN	111,106.91	19,427.81	-	201,313.06	800.00
		ELEC OPS LINEWORKER	144,516.98	-	-	187,692.70	63.91
		ELEC OPS FOREMAN/SUBFOREMAN	133,432.29	-	-	70,578.22	-
		ELEC OPS TECHNICIAN	128,671.55	-	-	1,845.16	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	131,244.00	10,199.38	-	7,452.77	4,408.74
		GAS ENG SUPERVISOR	137,526.46	21,906.30	-	-	420.00
		ELEC OPS SYSTEM OPERATOR/LEAD	79,950.38	-	-	216,628.67	-
		GAS ENG SENIOR BUSINESS REP	115,048.66	-	-	50,663.44	5,172.01
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	139,446.76	14,482.27	-	50.00	880.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	160,135.60	19,922.55	-	1,500.00	1,249.25
		ELEC OPS ELECTRICIAN	123,625.86	-	-	39,032.16	-
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	199,401.42	26,006.90	-	-	530.74
		GENERATION SYSTEM ADMIN/INSPECTOR SR/EX	139,597.22	14,526.85	-	3,110.00	-
		ELEC OPS SUPERVISOR	144,740.44	24,516.36	-	62,833.44	3,773.39
		GAS OPS FOREMAN/LEADER	130,004.76	-	-	12,442.72	-
		GAS ENG ENGINEER SR/EX/PRN	150,578.00	18,670.91	-	11,369.20	6,131.07
		IT TECHNICIAN	128,270.83	-	-	33,097.51	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,500.70	11,169.70	-	23,469.08	12,979.54
		SAFETY RISK METEOROLOGIST SR	148,017.40	12,234.91	-	11,143.00	-
		SAFETY RISK MANAGER/SR MANAGER	201,537.70	32,450.50	10,294.30	50.00	3,406.49
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	122,724.74	-	-	21,612.52	657.38
		GAS ENG SUPERVISOR	155,146.72	24,763.23	-	50.00	481.51
		GAS ENG ANALYST/SPECIALST EXP/PRN	133,569.21	17,277.34	-	-	416.02
		GAS OPS FOREMAN/LEADER	138,584.64	-	-	99,598.12	-
		FINANCE PROJ/PROJ MANAGER EXP/PRN	173,866.06	29,586.59	-	13,617.04	760.28
		GAS OPS FOREMAN/LEADER	140,445.80	-	-	95,460.52	-
		GAS ENG SENIOR BUSINESS REP	129,426.02	-	-	52,078.48	900.38

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		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	128,132.01	-	-	1,980.19	421.13
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	146,012.00	14,891.40	-	3,575.72	1,026.45
		ELEC OPS ELECTRICIAN	128,082.05	-	-	46,264.21	-
		GAS OPS FOREMAN/LEADER	133,936.57	-	-	68,560.58	17,463.21
		ELEC ENG ENGINEER	142,965.06	-	-	27,715.89	744.35
		GAS ENG ENGINEER SR/EX/PRN	135,399.96	18,009.51	-	9,093.88	2,875.22
		SHARED SVS BIOLOGIST	153,468.00	16,370.36	-	2,064.93	7,869.91
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	120,377.54	-	-	1,964.51	410.02
		ELEC OPS SUPERVISOR	156,770.66	15,841.25	-	101,980.79	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	146,400.99	-	-	175,028.90	-
		ELEC OPS LINEWORKER	135,188.66	-	-	69,755.69	372.89
		ELEC OPS OPERATOR	125,574.48	-	-	80,441.11	260.51
		ELEC OPS FOREMAN/SUBFOREMAN	132,736.80	-	-	292,477.82	-
		GAS OPS SYSTEM/CONST OPERATOR	124,975.35	-	-	20,948.40	-
		GAS OPS MANAGER/SR MANAGER	175,581.78	28,024.90	-	300.00	1,282.81
		CORP AFFAIRS MANAGER/SR MANAGER	176,044.80	28,615.47	8,576.70	550.00	-
		ELEC OPS ENGINEER	160,872.00	21,216.32	-	21,912.82	6,246.96
		ELEC OPS INSPECTOR/LEAD INSPECTOR	157,114.80	-	-	192,606.64	8,054.79
		GENERATION REACTOR	135,670.83	-	-	157,043.81	850.00
		ELEC OPS OPERATOR	117,880.56	-	-	28,415.09	501.03
		GAS OPS SUPERVISOR	148,240.03	25,404.92	-	98,502.51	3,056.04
		IT TECHNICIAN	121,876.02	-	-	16,746.68	-
		ELEC OPS FOREMAN/SUBFOREMAN	142,764.38	-	-	88,067.95	125.00
		ELEC OPS ELECTRICIAN	67,774.50	-	-	34,032.47	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,981.40	14,335.87	-	26,178.87	9,863.59
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,578.37	-	-	132,180.10	414.20
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	153,794.04	13,141.04	-	1,050.00	8,637.83
		GAS ENG ENGINEER SR/EX/PRN	144,317.48	-	-	70,063.61	868.12
		GAS OPS MECHANIC/WELDER	132,707.94	-	-	16,122.29	-
		IT TECHNICIAN	114,110.01	-	-	21,576.68	-
		ELEC OPS MANAGER/SR MANAGER	185,527.38	22,616.01	-	14,660.00	15,328.39
		GAS ENG ENGINEER SR/EX/PRN	205,260.00	40,715.62	-	50.00	2,253.35
		GAS OPS MANAGER/SR MANAGER	177,642.26	35,390.98	17,164.70	2,000.00	5,437.95
		GAS ENG SUPERVISOR	156,600.00	-	-	66,804.01	1,406.87
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	48,450.00	-	-	25,796.48	-
		ELEC OPS SUPERVISOR	94,158.82	18,894.80	-	230,146.05	-
		ELEC OPS BUSINESS LIAISON	124,726.57	-	-	7,525.19	-
		GAS OPS CREW LEADER	143,099.63	-	-	52,280.19	194.02
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,889.03	-	18,833.63	791.45
		GAS ENG MANAGER/SR MANAGER	186,537.38	37,216.93	-	-	200.00
		ELEC OPS LINEWORKER	65,242.50	-	-	70,837.82	-
		ENT HEALT & SAFETY SUPERVISOR	147,086.12	19,007.47	-	60,255.44	2,128.39
		GAS OPS SYSTEM/CONST OPERATOR	72,047.71	-	-	41,096.32	-
		GAS OPS MANAGER/SR MANAGER	101,357.06	40,102.46	-	268,592.15	10,429.52
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	111,878.11	20,007.53	-	21,002.01	9,261.95
		ELEC OPS ENGINEER	151,636.96	-	-	57,795.56	-
		GAS ENG PRGM/ACCT/PROJ MANAGER	146,033.22	19,306.55	-	462.00	420.00
		IT MANAGER/SR MANAGER	160,674.93	-	-	-	2,191.93
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	190,816.78	30,082.67	-	1,550.00	420.00
		IT MANAGER/SR MANAGER	165,888.34	16,518.35	-	1,550.00	70.00
		ENG PLNG & STRAT MANAGER/SR MANAGER	168,073.11	35,871.41	10,294.30	3,000.00	330.00
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	173,731.11	50,084.58	39,930.62	24,163.42	2,705.54
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	217,056.00	17,803.60	-	15,856.92	1,514.14
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	123,331.30	6,904.71	-	5,598.35	-
		GAS ENG ENGINEER SR/EX/PRN	191,292.00	25,260.06	-	24,709.74	10,195.67
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	161,004.00	-	-	-	2,327.82
		ELEC OPS MANAGER/SR MANAGER	183,634.15	22,222.88	8,576.70	1,500.00	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	191,571.60	21,255.07	-	2,591.51	1,037.44
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	133,777.64	13,594.01	-	1,000.00	960.00
		ELEC ENG ENGINEER	128,830.00	6,808.00	-	2,970.00	715.75
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,954.82	15,861.30	-	-	2,034.05
		IT ANALYST/SPECIALIST SR/EXP/PRN	19,754.32	-	-	6,000.00	-
		IT ARCHITECH EXP/PRN	193,682.96	31,948.29	-	800.00	2,461.72
		CUSTOMER CARE ANALYST/ARCHITECH EXP/PRN	150,093.30	15,776.20	-	1,271.00	280.00
		ELEC OPS ENGINEER	157,987.62	13,312.79	-	11,031.76	530.00



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		ELEC OPS DATA SCIENTIST SR/EX/PRN	156,333.80	4,414.02	-	2,000.00	-
		SAFETY RISK MANAGER/SR MANAGER	183,724.50	22,893.13	8,576.70	-	4,025.29
		GENERATION FIRE CAPTAIN	119,149.44	-	-	74,881.40	249.51
		GAS OPS SUPERVISOR	129,412.50	10,984.91	-	59,863.70	-
		ELEC ENG TECHNICIAN	139,622.44	-	-	204,076.54	-
		GAS ENG ENGINEER SR/EX/PRN	144,195.98	-	-	68,335.22	13,238.35
		GENERATION PLANNER	163,984.40	-	-	27,807.68	160.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	49,679.36	-	-	13,710.44	-
		ELEC OPS MANAGER/SR MANAGER	191,841.85	24,304.56	-	8,736.25	204.33
		GAS OPS SUPERVISOR	137,371.57	21,589.98	-	17,975.42	3,497.96
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	164,658.42	21,296.73	-	1,000.00	-
		GAS OPS SUPERVISOR	162,276.98	25,848.78	-	35,148.88	20,306.42
		IT INVESTIGATOR SR/EXP	136,112.28	14,658.67	-	-	580.34
		CORP AFFAIRS CASE MANAGER EXP/PRN	36,864.14	13,917.75	-	54,407.69	293.00
		GENERATION WRITER TECH/ENG/OPS SR	157,433.25	21,987.38	-	19,559.38	-
		ELEC OPS ENGINEER	4,456.24	20,877.26	-	6,627.14	-
		ELEC OPS OPERATOR	105,646.45	-	-	31,981.46	461.58
		ELEC ENG SUPERVISOR	44,461.44	-	-	6,622.04	284.70
		GAS OPS MECHANIC/WELDER	132,542.30	-	-	31,395.01	-
		CUSTOMER CARE ENGINEER SR/EXP/PRN	182,596.00	18,646.14	-	937.08	5,789.51
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	130,310.44	17,058.20	-	100.00	1,195.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	175,689.84	17,834.66	-	13,847.68	2,710.65
		ELEC OPS LINeworker	71,476.92	-	-	180,464.59	-
		GENERATION COORDINATOR SR/EX	172,582.40	24,329.27	-	83,049.40	350.00
		ELEC OPS MANAGER/SR MANAGER	188,799.66	23,341.66	-	3,100.00	11,804.86
		GAS ENG ENGINEER SR/EX/PRN	131,513.46	-	-	16,796.34	315.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	206,736.00	16,957.03	-	47,297.95	2,041.71
		GAS OPS OPERATOR	121,158.20	-	-	21,310.86	-
		ELEC OPS FOREMAN/SUBFOREMAN	146,149.08	-	-	185,990.06	-
		ELEC ENG ENGINEER	131,286.00	10,309.35	-	2,579.97	2,839.35
		ELEC OPS LEAD OPERATOR	17,974.60	-	-	28,386.83	-
		GAS OPS SUPERVISOR	158,231.97	25,259.65	-	3,050.00	1,837.93
		ELEC OPS LINeworker	143,243.78	-	-	109,159.36	4,941.33
		CUSTOMER CARE SUPERVISOR/ADMIN	136,959.20	17,727.57	-	-	540.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,518.68	-	-	53,005.02	-
		ELEC OPS SUPERVISOR	149,333.46	14,534.07	-	62,702.34	388.50
		SAFETY RISK MANAGER/SR MANAGER	185,039.40	23,807.85	12,011.90	2,800.00	5,362.43
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,299.97	-	-	168,929.10	-
		ELEC OPS SYSTEM OPERATOR/LEAD	112,949.61	-	-	228,398.12	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	164,553.68	17,619.57	-	4,532.51	-
		ELEC OPS FOREMAN/SUBFOREMAN	154,202.45	-	-	67,778.76	-
		ELEC OPS FOREMAN/SUBFOREMAN	154,693.24	-	-	122,369.54	-
		GEN COUNSEL & ETHICS COMP PARALEGAL	136,552.50	17,301.81	-	2,960.32	1,701.98
		ELEC OPS SUPERVISOR	161,088.86	17,849.33	-	28,952.70	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	129,482.36	16,226.30	-	2,018.26	800.00
		GAS OPS SYSTEM/CONST OPERATOR	116,974.47	-	-	10,764.35	-
		GENERATION MANAGER/SR MANAGER	235,125.00	44,355.54	-	30,960.00	888.44
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	116,234.41	-	-	137,877.44	931.07
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,608.38	-	-	128,728.63	-
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	109,501.59	16,083.76	-	-	125.96
		ELEC OPS FOREMAN/SUBFOREMAN	129,961.15	-	-	18,688.49	-
		GAS ENG ENGINEER SR/EX/PRN	165,984.00	21,806.84	-	5,250.20	591.88
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	190,038.36	30,824.70	8,576.70	3,000.00	55.00
		ELEC OPS ELECTRICIAN	123,727.73	-	-	18,137.66	-
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	163,553.88	16,339.51	-	100.00	4,327.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	81,341.90	-	-	278,582.12	234.05
		GAS OPS SUPERVISOR	140,631.61	-	-	63,203.97	-
		GENERATION TECHNICIAN SR/EX	111,311.47	-	-	67,361.78	-
		GAS OPS FOREMAN/LEADER	121,739.83	-	-	90,046.47	699.29
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	220,402.84	47,867.65	32,559.49	-	2,122.50
		ELEC ENG ENGINEER	137,048.05	-	-	10,914.70	615.63
		SHARED SVS SCIENTIST	143,822.00	14,705.86	-	9,237.32	3,314.67
		ELEC OPS DIRECTOR/SR DIRECTOR	209,843.76	25,756.31	10,294.30	2,515.30	15,183.02
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	129,775.09	12,211.85	-	17,778.64	868.11
		GAS OPS INSPECTOR	126,622.77	-	-	12,844.07	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS EX AST/SR EX AST/CHIEF	136,777.79	18,369.54	-	26,145.36	4200
		GENERATION TECHNICIAN SR/EX	138,858.01	-	-	100,883.24	1,587.37
		ELEC OPS FOREMAN/SUBFOREMAN	37,639.70	-	-	71,854.09	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,500.03	-	-	1,028.32	-
		ENT HEALT & SAFETY CONST/BUS PRTN EXP/PRN	188,012.30	29,769.98	17,164.70	1,786.72	436.15
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	1,010.10	14,140.01	-	12,652.87	-
		OPERATIONS DIRECTOR/SR DIRECTOR	207,441.00	33,074.93	-	16,746.36	714.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	141,202.40	14,881.53	-	1,200.00	6,534.30
		IT ENGINEER SR/EX/PRN	154,601.93	15,071.45	-	289.28	439.98
		GENERATION SUPERVISOR	174,860.12	29,498.16	-	3,994.52	5,096.40
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	182,316.48	19,286.96	-	1,960.08	420.00
		FINANCE AUDITOR SR/EX/PRN	137,004.03	15,040.00	-	2,130.26	582.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,627.94	-	-	47,099.22	-
		IT TECHNICIAN	124,074.26	-	-	26,346.96	-
		ELEC OPS DIRECTOR/SR DIRECTOR	194,512.50	30,952.50	-	8,715.43	1,765.95
		ELEC OPS LEAD OPERATOR	122,597.39	-	-	218,657.85	325.00
		GAS OPS TECHNICIAN	102,398.25	-	-	36,704.05	-
		ELEC ENG TECHNICIAN	118,194.54	-	-	14,922.38	1,155.00
		ELEC OPS LNEWORKER	42,097.71	-	-	135,256.10	-
		GENERATION OPERATOR	130,107.19	-	-	103,339.72	-
		GAS OPS FOREMAN/LEADER	131,266.19	-	-	86,851.14	-
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	113,302.95	11,914.50	-	2,100.00	420.00
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	156,292.30	4,892.32	-	50.00	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	14,183.84	2,320.00
		ELEC OPS SPECIALIST SR/EX/PRN	147,519.94	12,538.57	-	9,240.36	3,314.24
		ELEC OPS SPECIALIST SR/EX/PRN	142,743.46	19,671.60	-	14,574.95	15,383.16
		ELEC OPS SUPERVISOR	182,155.36	30,782.37	-	19,441.52	3,189.28
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	161,201.40	13,345.81	-	37,303.68	-
		ELEC OPS CREW LEAD/LEADER	181,986.33	-	-	102,302.63	-
		ELEC OPS DISPATCHER	191,578.81	-	-	159,722.81	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	133,009.07	20,615.05	-	23,551.45	33,701.07
		ELEC ENG ENGINEER	136,707.26	-	-	43,955.49	867.44
		GAS ENG ENGINEER SR/EX/PRN	130,587.36	-	-	20,893.42	2,246.97
		ELEC ENG SUPERVISOR	150,937.50	19,225.98	-	74,980.27	1,748.86
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	120,598.65	8,570.87	-	31,494.09	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	131,870.32	-	-	22,877.25	-
		GAS ENG ENGINEER SR/EX/PRN	147,625.17	-	-	100,599.15	640.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	128,850.56	-	-	9,069.03	1,711.11
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	137,196.24	15,040.01	-	350.35	506.92
		GAS OPS SUPERVISOR	144,544.50	22,785.84	-	16,459.19	8,189.39
		GAS ENG SUPERVISOR	157,743.38	12,556.84	-	164,450.88	4,317.82
		GAS ENG ENGINEER SR/EX/PRN	153,364.64	20,398.98	-	800.00	420.00
		ELEC ENG INTERCONNECTION MANAGER	113,532.89	-	-	2,321.11	420.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	130,053.11	-	-	2,483.87	280.00
		OPERATIONS MANGER/SR MANAGER	184,972.80	35,542.11	-	6,240.34	3,986.52
		ELEC OPS MANAGER/SR MANAGER	186,849.66	23,149.35	-	1,500.00	1,925.27
		ELEC ENG ENGINEER	123,593.12	-	-	-	1,602.71
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	130,578.46	17,361.37	-	-	420.00
		GAS OPS TECHNICIAN	119,969.13	-	-	80,687.28	1,938.10
		GAS ENG SENIOR BUSINESS REP	126,656.31	-	-	74,840.12	4,141.77
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	141,652.39	14,706.98	-	1,300.00	444.52
		GENERATION SUPERVISOR	192,881.30	30,236.11	-	70,467.20	175.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	171,990.00	34,524.00	-	50.00	331.27
		ELEC OPS OPERATOR	86,934.16	-	-	59,874.49	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	138,256.16	14,779.71	-	2,900.00	-
		ELEC OPS SUPERVISOR	184,509.00	31,785.35	-	34,098.77	419.91
		ELEC OPS LNEWORKER	135,347.73	-	-	151,519.66	113.58
		GENERATION EX AST/CHIEF/ARMORER	117,413.20	18,604.79	-	5,365.12	-
		GAS ENG ENGINEER SR/EX/PRN	187,044.24	24,921.53	-	540.00	420.00
		ELEC OPS LNEWORKER	129,303.34	-	-	56,830.02	-
		GENERATION ENGINEER SR/EX/PRN	151,880.00	20,294.50	-	35,366.92	640.00
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	102,216.37	483.18
		ELEC OPS ELECTRICIAN	62,328.05	-	-	11,939.77	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	158,393.24	20,989.52	-	-	420.00
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	230,639.06	49,841.83	39,482.20	13,100.00	-

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		ELEC OPS SUPERVISOR	165,640.04	16,475.36	-	93,572.50	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	169,528.75	28,296.06	-	50.00	546.11
		GAS ENG ENGINEER SR/EX/PRN	42,310.51	16,268.12	-	9,691.80	273.89
		SAFETY RISK COMPL INSPECTOR	136,132.98	-	-	198,232.15	-
		IT TECHNICIAN	116,002.03	-	-	32,116.74	203.43
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	155,440.03	24,326.82	-	2,650.00	2,069.13
		ELEC OPS CREW LEAD/LEADER	145,489.60	-	-	25,274.88	344.29
		ELEC OPS CREW LEAD/LEADER	129,272.02	-	-	19,049.77	-
		GAS OPS SYSTEM/CONST OPERATOR	126,601.00	-	-	51,714.47	3,832.78
		SHARED SVS MECHANIC	127,513.60	-	-	33,310.98	-
		ELEC OPS CREW LEAD/LEADER	109,087.36	-	-	32,939.60	-
		ELEC OPS TECHNICIAN	119,842.69	-	-	96,709.44	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,237.41	-	-	133,225.29	323.29
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	170,839.04	22,527.82	-	7,218.04	960.00
		ELEC OPS LINEMAN	130,185.86	-	-	69,613.72	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	105,893.63	-	-	19,346.01	7,300.05
		GAS OPS MECHANIC/WELDER	75,084.01	-	-	24,126.39	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	3,477.60	-	-	34,684.59	701.77
		GAS OPS CONST/PRGM MANAGER	131,887.42	17,542.33	-	8,196.33	51.00
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	155,735.70	17,040.65	-	10,062.82	5,725.34
		ELEC OPS ELECTRICIAN	122,991.50	-	-	25,000.36	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	149,228.50	14,175.14	-	26,937.89	-
		GAS ENG ENGINEER SR/EX/PRN	140,708.10	17,700.81	-	-	530.00
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	126,294.00	-	-	44,739.21	15,740.66
		ELEC OPS MANAGER/SR MANAGER	176,681.48	37,095.46	-	25.00	5,359.19
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	123,959.59	13,391.91	-	9,118.40	2,148.22
		GAS ENG SUPERVISOR	159,731.69	20,942.28	-	32,480.23	2,030.59
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	164,690.16	21,351.53	-	5,867.19	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	118,318.40	-	-	11,378.89	1,360.13
		GAS ENG ANALYST/SPECIALIST EXP/PRN	128,147.76	14,778.47	-	50.00	396.30
		GAS OPS FOREMAN/LEADER	136,284.71	-	-	23,340.40	-
		GAS ENG ENGINEER SR/EX/PRN	135,770.53	10,897.73	-	13,956.18	978.70
		ELEC OPS ELECTRICIAN	127,263.26	-	-	56,568.97	-
		GAS OPS ENGINEER	165,984.00	22,333.33	-	1,810.80	1,176.36
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	83,307.97	20,668.98	-	35,569.72	10,183.17
		SHARED SVS TECH PRJT MNGR/WRITER	137,525.90	13,517.14	-	8,457.37	10,175.64
		GAS ENG TECHNICIAN	117,625.67	-	-	39,722.03	-
		ELEC OPS ENGINEER	174,354.54	23,427.38	-	4,793.21	7,088.37
		ELEC ENG ANALYST/SPEC SR/EX/PRN	138,575.58	11,398.46	-	-	735.85
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	157,004.64	19,183.67	-	607.76	4,505.70
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	-	-	-	53,063.76	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	166,826.60	23,461.88	-	-	4,351.33
		ELEC ENG TECHNICIAN	154,762.43	-	-	77,406.01	-
		GENERATION TECHNICIAN SR/EX	23,572.70	-	-	25,496.81	-
		IT SUPERVISOR	107,066.06	13,437.28	-	14,201.40	2,678.66
		ELEC OPS TECHNICIAN	126,356.64	-	-	90,298.19	-
		GENERATION SUPERVISOR	179,178.98	29,315.92	-	52,530.84	-
		ELEC OPS SUPERVISOR	169,652.25	29,609.79	-	59,881.37	2,005.75
		GAS ENG ENGINEER SR/EX/PRN	147,275.15	-	-	22,921.80	1,724.57
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	136,973.20	-	-	2,643.35	589.46
		FINANCE EX ASIT/SR EX ASIT/CHIEF	120,386.90	13,692.26	-	8,392.95	768.48
		ELEC ENG ANALYST/SPEC SR/EX/PRN	177,748.60	22,389.40	-	400.00	15,094.08
		OPERATIONS MANAGER/SR MANAGER	160,822.75	13,220.43	-	2,650.00	880.17
		ELEC OPS LINEMAN	96,125.16	-	-	10.80	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	139,608.50	12,739.53	-	8,496.03	-
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	153,488.80	20,461.29	-	4,815.58	1,069.29
		GAS ENG SUPERVISOR	181,421.06	28,632.56	-	6,188.46	1,146.78
		GAS ENG ENGINEER SR/EX/PRN	176,746.62	23,247.21	-	3,397.49	1,017.26
		CUSTOMER & COMMS SPECIALIST EXP/PRN	156,426.06	18,888.97	-	2,571.42	4,405.32
		ELEC ENG ENGINEER	176,101.76	14,087.54	-	2,840.96	2,073.55
		GAS ENG ENGINEER SR/EX/PRN	186,900.20	24,839.36	-	1,500.00	8,484.77
		ELEC ENG MANAGER/SR MANAGER	166,007.68	20,615.32	-	750.00	410.00
		GAS ENG SENIOR BUSINESS REP	124,731.82	-	-	26,280.88	1,181.79
		IT DEVELOPER SR/EX	137,700.00	10,151.76	-	-	34.02
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,747.94	-	-	139,501.86	-

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		GAS OPS FOREMAN/LEADER	133,849.57	-	-	58,012.44	-
		ELEC OPS FOREMAN/SUBFOREMAN	135,480.54	-	-	170,107.08	-
		ELEC OPS TECHNICIAN	119,784.79	-	-	37,891.97	250.15
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	190,548.40	42,277.61	8,576.70	48,129.86	7,482.30
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	170,519.46	27,251.05	-	50.00	2,090.76
		ELEC OPS LINeworker	119,758.16	-	-	113,219.73	-
		ELEC OPS TECHNICIAN	144,793.47	-	-	80,334.36	203.13
		ELEC OPS LINeworker	5,284.80	-	-	7,719.98	-
		SAFETY RISK COMPL INSPECTOR	134,207.87	-	-	2,081.36	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,668.42	-	-	58,626.45	-
		IT TECHNICIAN	132,261.85	-	-	51,024.34	-
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	98,195.72	24,135.30	8,576.70	234,271.79	636.98
		GAS ENG SUPERVISOR	175,428.80	28,029.71	-	50.00	1,070.17
		GAS OPS INSPECTOR	135,531.36	-	-	19,319.08	574.00
		SHARED SVS ENGINEER	142,526.30	15,373.46	-	497.53	455.00
		ELEC OPS ENGINEER	112,069.35	-	-	-	1,171.85
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	123,933.99	-	-	120,483.46	-
		GAS OPS SUPERVISOR	148,097.92	23,590.21	-	34,067.28	140.00
		GENERATION TECHNICIAN SR/EX	16,341.60	-	-	19,774.62	-
		GAS ENG ENGINEER SR/EX/PRN	157,890.65	-	-	118,228.54	780.60
		GAS ENG ENGINEER SR/EX/PRN	79,124.98	-	-	18,259.06	-
		GENERATION SUPERVISOR	136,057.36	22,998.84	-	40,427.20	-
		ELEC ENG ENGINEER	143,304.09	-	-	19,087.70	480.00
		GAS OPS LEAD REP/SPEC/INSPECTOR	130,320.92	-	-	133,007.75	-
		ELEC ENG SUPERVISOR	119,653.32	15,491.60	-	26,226.33	280.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	133,352.78	12,950.50	-	2,000.00	708.92
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	128,506.14	16,893.43	-	-	3,341.29
		IT ENGINEER SR/EX/PRN	80,785.72	16,109.50	-	17,099.40	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	188,035.82	30,008.41	-	11,074.80	-
		GENERATION COORDINATOR SR/EX	133,142.00	18,333.00	-	24,263.33	841.28
		ELEC ENG TECHNICIAN	160,794.52	-	-	23,527.52	-
		GAS ENG TECHNICIAN	66,623.50	-	-	1,149.97	240.00
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	12,222.22	-	-	-	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,355.74	-	800.00	1,774.41
		IT ANALYST/SPECIALIST SR/EX/PRN	115,009.33	14,350.86	-	1,050.00	401.26
		ELEC OPS LINeworker	134,403.87	-	-	155,513.25	1,303.15
		ELEC OPS LEAD OPERATOR	100,668.69	-	-	175,658.90	-
		ELEC OPS ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	42,498.00	6,648.10
		ELEC OPS LINeworker	124,796.64	-	-	83,004.37	1,168.83
		ELEC OPS LINeworker	5,284.80	-	-	7,719.98	-
		GENERATION TECHNICIAN SR/EX	79,685.88	-	-	78,965.07	752.15
		GENERATION TECHNICIAN SR/EX	80,824.77	-	-	73,049.19	176.67
		GENERATION SUPERVISOR	175,093.84	29,776.53	-	101,229.63	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	140,804.80	-	-	64,333.44	-
		SAFETY RISK MANAGER/SR MANAGER	155,297.95	15,774.98	-	10,735.29	1,477.79
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	116,858.35	14,926.56	-	20,916.88	1,687.50
		ELEC ENG SUPERVISOR	152,401.12	-	-	62,829.30	817.74
		GAS OPS WORKING LEADER	147,833.84	-	-	218,427.73	-
		ELEC OPS LINeworker	117,874.43	-	-	168,223.36	-
		ELEC OPS SYSTEM OPERATOR/LEAD	141,131.82	-	-	73,847.26	254.00
		GAS OPS MECHANIC/WELDER	121,454.97	-	-	121,175.28	-
		GAS OPS TECHNICIAN	130,831.84	-	-	55,873.06	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	136,963.40	-	-	4,376.45	35.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	162,418.15	3,452.35	-	350.00	880.00
		ELEC OPS LINeworker	119,429.55	-	-	189,689.86	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	165,440.76	16,812.79	-	41,814.19	2,729.72
		SAFETY RISK COMPL INSPECTOR	15,960.47	-	-	7,127.46	-
		GAS OPS WORKING LEADER	144,088.80	-	-	518.27	-
		GAS OPS TECHNICIAN	127,974.51	-	-	73,711.36	-
		ELEC OPS LEADER	141,318.80	-	-	13,782.91	-
		ELEC OPS LINeworker	133,335.01	-	-	59,503.10	291.34
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	134,515.77	13,712.17	-	8,621.31	6,383.13
		ENERGY PLCY & PROC ANALYST/SPEC SR/EX/PRN	118,274.87	12,911.18	-	8,301.49	565.62
		GENERATION ENGINEER SR/EX/PRN	145,996.00	-	-	23,099.11	100.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	139,529.36	22,488.55	-	15,400.00	3,369.33

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,765.53	-	-	182,205.78	-
		GAS ENG PRGM/ACCT/PROJ MANAGER	148,753.18	20,408.40	-	2,806.32	2,915.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	134,901.02	-	-	24,842.02	210.00
		ELEC OPS SYSTEM OPERATOR/LEAD	156,578.40	-	-	42,594.68	-
		HR ECO RECRUITER EX	145,544.88	15,435.76	-	50.00	175.00
		GENERATION MANAGER/SR MANAGER	204,597.38	42,884.12	-	1,150.00	250.00
		GENERATION TECHNICIAN SR/EX	134,375.40	-	-	47,690.02	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	123,595.74	-	-	22,192.78	179.98
		GENERATION TECHNICIAN SR/EX	32,683.20	-	-	27,900.53	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	146,623.48	15,512.64	-	50.00	515.59
		ELEC OPS CREW LEAD/LEADER	130,474.02	-	-	39,423.57	1,449.44
		SAFETY RISK COMPL INSPECTOR	134,681.05	-	-	116,737.89	75.00
		IT SUPERVISOR	146,865.50	19,078.90	-	17,472.01	6,579.93
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	153,478.98	16,428.80	-	50.00	976.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	115,659.28	-	-	369,975.55	-
		ELEC OPS TECHNICIAN	150,802.65	-	-	80,406.62	-
		GAS OPS FOREMAN/LEADER	132,658.56	-	-	5,736.20	-
		ELEC OPS SYSTEM OPERATOR/LEAD	74,145.36	-	-	110,387.84	247.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,966.66	15,109.60	-	4,592.32	118.26
		ELEC OPS LINeworker	130,833.90	-	-	167,355.11	-
		ELEC OPS LINeworker	122,018.18	-	-	164,661.37	1,191.92
		GAS OPS TECHNICIAN	125,569.13	-	-	67,608.40	1,802.53
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	162,917.78	25,495.06	-	1,000.00	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	153,995.19	15,040.56	-	3,080.00	330.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	178,167.06	28,665.16	8,576.70	50.00	420.00
		GEN COUNSEL & ETHICS COMP PARALEGAL	160,233.34	24,635.03	-	311.28	1,020.45
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	133,200.00	11,473.10	-	1,064.04	1,769.58
		ELEC ENG CONSULTANT/REP	143,937.50	5,454.14	-	34,955.16	-
		SHARED SVS MECHANIC	123,093.52	-	-	381.61	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	167,469.46	26,728.05	10,294.30	1,000.00	801.80
		GAS OPS TECHNICIAN	129,486.34	-	-	42,594.06	2,590.95
		CUSTOMER CARE MANAGER/SR MANAGER	182,449.52	29,047.30	-	2,500.00	3,166.91
		ELEC OPS LINeworker	112,954.30	-	-	103,094.88	-
		ELEC OPS TECHNICIAN	151,421.60	-	-	25,664.07	3,584.86
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	116,122.24	-	-	7,274.23	1,040.00
		ELEC OPS LINeworker	135,116.17	-	-	159,848.66	-
		ELEC ENG ESTIMATOR	131,844.23	-	-	9,131.79	417.76
		OPERATIONS SUPERVISOR	146,068.99	-	-	101,474.14	31,793.07
		GENERATION SUPERVISOR	188,185.61	31,187.47	-	96,501.41	-
		ELEC OPS CREW LEAD/LEADER	147,929.85	-	-	32,959.97	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	185,052.48	19,799.55	-	50.00	3,143.01
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	160,989.59	-	-	188,631.56	17.70
		ELEC OPS LINeworker	26,424.00	-	-	89,263.08	1,068.02
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	194,438.44	32,397.28	-	3,794.58	1,846.85
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	137,181.39	-	-	60,875.96	-
		SHARED SVS SCIENTIST	153,468.00	16,421.02	-	787.80	315.00
		ELEC OPS FOREMAN/SUBFOREMAN	143,355.86	-	-	165,334.69	-
		ELEC OPS SYSTEM OPERATOR/LEAD	106,639.77	-	-	187,614.50	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	12,121.59	-	-	-	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	108,733.12	-	-	39,679.63	-
		ELEC OPS ENGINEER	141,050.00	11,023.85	-	933.66	385.00
		GAS OPS CONST/PRGM MANAGER	139,305.00	17,089.78	-	270.24	739.38
		GENERATION MACHINST/MECHANIC/RIGGER	120,668.00	-	-	83,548.19	-
		GENERATION DIRECTOR	245,300.04	54,982.44	8,576.70	25,816.48	1,718.48
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,033.01	-	-	67,887.50	-
		ELEC ENG ESTIMATOR	143,181.62	-	-	157,442.65	3,637.41
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	63,720.77	-	-	50,280.19	14.05
		GAS ENG ENGINEER SR/EX/PRN	128,325.84	-	-	8,214.59	1,986.90
		CUSTOMER CARE MANAGER/SR MANAGER	186,920.66	30,295.59	-	2,250.00	385.00
		SAFETY RISK COMPL INSPECTOR	155,226.64	-	-	325,358.05	260.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	172,331.55	34,838.90	-	-	400.45
		ELEC OPS FOREMAN/SUBFOREMAN	156,306.89	-	-	141,723.79	134.97
		ELEC OPS INSPECTOR/LEAD INSPECTOR	123,539.14	9,705.01	-	148,557.45	64,954.07
		ELEC ENG ENGINEER	142,803.49	-	-	10,375.90	52.65
		GAS ENG ENGINEER SR/EX/PRN	126,270.02	-	-	2,746.48	889.14

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		ELEC OPS LINEWORKER	106,812.70	-	-	44,795.80	-
		SAFETY RISK COMPL INSPECTOR	112,242.98	-	-	16,051.54	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,698.95	-	-	158,264.06	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	132,525.00	16,705.40	-	2,173.26	3,549.97
		GENERATION COORDINATOR SR/EX	151,304.01	19,008.25	-	23,001.91	935.33
		ENERGY PLCY & PROC MANAGER/SR MANAGER	159,131.48	32,460.24	8,576.70	30,183.99	280.00
		ELEC OPS FOREMAN/SUBFOREMAN	145,501.50	-	-	168,463.01	-
		ELEC OPS FOREMAN/SUBFOREMAN	149,453.70	-	-	94,148.83	-
		ELEC OPS LINEWORKER	156,568.29	-	-	429,537.22	4,980.25
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	163,605.16	20,292.33	-	400.00	491.25
		ELEC OPS LINEWORKER	127,771.54	-	-	302,827.33	724.06
		IT ARCHITECH EXP/PRN	184,038.80	27,791.23	-	1,050.00	174.25
		GAS ENG ENGINEER SR/EX/PRN	143,760.96	-	-	51,898.93	350.00
		ELEC ENG TECHNICIAN	168,856.90	-	-	24,864.80	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	161,948.15	21,872.59	-	49,161.25	-
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	34,286.81	22,519.91	-	21,745.88	-
		OPERATIONS MANGER/SR MANAGER	117,346.61	22,177.98	-	17,859.77	468.88
		ELEC ENG ESTIMATOR	142,564.50	6,400.83	-	-	1,125.19
		GAS ENG ENGINEER SR/EX/PRN	137,355.71	-	-	113,417.66	1,491.88
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	136,202.68	14,691.39	-	1,208.00	1,240.00
		IT TECHNICIAN	123,425.06	-	-	29,118.52	-
		GAS ENG INTERCONNECTION MNGR	178,931.46	35,566.15	-	2,800.00	1,271.71
		ELEC OPS ELECTRICIAN	122,142.03	-	-	57,841.46	-
		HR GENERALIST SR/EXP/PRN	139,305.00	14,318.06	-	1,025.00	35.00
		ELEC OPS SPECIALIST SR/EX/PRN	124,537.50	9,995.00	-	19,312.05	70.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	146,328.92	23,694.24	-	3,000.00	315.00
		GAS ENG ENGINEER SR/EX/PRN	149,033.63	-	-	14,843.30	1,017.52
		GAS OPS ENGINEER	122,902.90	-	-	60,115.19	4,781.75
		GAS ENG ENGINEER SR/EX/PRN	131,778.10	-	-	11,230.09	233.76
		ELEC OPS SPECIALIST SR/EX/PRN	145,125.00	11,794.86	-	1,767.92	1,095.00
		GAS ENG ENGINEER SR/EX/PRN	126,949.15	-	-	8,198.59	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	124,471.82	16,343.80	-	1,000.00	3,776.80
		ELEC OPS SYSTEM OPERATOR/LEAD	98,757.46	-	-	50,875.31	1,651.13
		ELEC OPS MANAGER/SR MANAGER	203,369.76	42,862.41	17,164.70	-	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	74,637.14	12,393.69	-	195,042.49	1,711.34
		ELEC OPS SYSTEM OPERATOR/LEAD	156,779.06	-	-	58,364.77	-
		SUPPLY CHAIN MATERAILS PERF MANAGER	136,654.69	14,188.30	-	3,683.78	16,704.95
		ELEC ENG MANAGER/SR MANAGER	216,732.00	28,999.20	10,294.30	4,000.00	9,275.08
		ELEC OPS LINEWORKER	133,048.51	-	-	157,389.71	-
		GAS OPS PRGM/PROJ MANAGER	120,409.64	16,186.74	-	3,036.06	6,791.19
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	104,024.15	-	-	250,891.45	956.21
		OPERATIONS CONST/PRGM/CONTRACT MNGR EXP/PRN	177,901.11	35,781.34	-	50.00	350.00
		ELEC OPS SUPERVISOR	65,118.78	13,588.24	-	142,906.17	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	143,533.87	14,786.09	-	13,235.62	7,313.20
		IT MANAGER/SR MANAGER	191,674.96	29,971.24	-	4,850.00	1,960.28
		GENERATION SUPERVISOR	211,257.10	35,884.10	-	64,334.23	-
		ELEC OPS LINEWORKER	130,041.57	-	-	147,702.59	-
		GENERATION TECHNICIAN SR/EX	69,578.31	-	-	57,717.86	1,573.75
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	233,638.18	49,995.86	41,743.22	-	7,746.40
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,945.78	16,430.66	-	50.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,783.60	-	-	165,330.78	1,105.09
		GEN COUNSEL & ETHICS COMP ASSTN CORP SEC/CHIEF/SR EX ASST	149,313.62	23,848.55	-	100.00	1,004.38
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	167,999.40	20,854.71	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	165,984.00	21,917.81	-	10,215.40	-
		GAS ENG ENGINEER SR/EX/PRN	184,011.06	31,079.30	-	850.64	514.44
		GENERATION SUPERVISOR	191,916.64	30,640.06	-	22,928.40	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	58,942.80	-	-	34,495.21	-
		GAS ENG ENGINEER SR/EX/PRN	157,554.00	19,621.22	-	10,587.45	1,487.40
		GAS OPS INSPECTOR	127,507.91	-	-	51,336.41	-
		ELEC ENG TECHNICIAN	173,109.00	-	-	85,317.20	2,833.75
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	50,776.58	315.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	154,250.04	17,790.08	-	250.00	4,570.26
		ELEC ENG ENGINEER	25,800.62	-	-	4,504.98	-
		GAS OPS FOREMAN/LEADER	82,133.34	26,304.00	-	191,516.40	83.27
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,198.52	-	8,354.90	1,660.21

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		ELEC OPS MANAGER/SR MANAGER	188,364.36	23,195.60	-	5,440.00	7375.63
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	188,068.00	15,372.23	-	12,848.34	2,892.01
		ELEC ENG MANAGER/SR MANAGER	105,902.18	22,274.53	8,576.70	34,399.28	468.42
		GAS ENG ENGINEER SR/EX/PRN	131,315.04	-	-	28,641.26	474.41
		OPERATIONS SUPERVISOR	112,933.07	5,898.11	-	6,077.43	1,514.28
		GAS ENG ENGINEER SR/EX/PRN	146,238.20	-	-	10,510.59	405.00
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	187,266.97	28,637.74	13,729.50	100.00	1,102.76
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,939.34	-	-	22,541.87	-
		GAS OPS ENGINEER	102,856.44	-	-	12,802.82	1,190.28
		ELEC OPS SUPERVISOR	158,705.74	26,924.72	-	27,824.14	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	135,606.64	14,514.88	-	600.00	2,928.13
		ELEC OPS LINEWORKER	101,071.34	-	-	149,329.88	1,032.79
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,697.29	-	-	184,954.58	-
		ELEC ENG ENGINEER	84,272.00	13,324.28	-	200,849.17	-
		ELEC OPS FOREMAN/SUBFOREMAN	69,065.50	-	-	37,868.94	-
		ELEC OPS DIRECTOR/SR DIRECTOR	224,595.00	36,784.48	39,482.20	11,475.00	7,870.37
		SHARED SVS MECHANIC	134,368.80	-	-	10,514.69	-
		OPERATIONS SUPERVISOR	155,739.88	15,362.68	-	103,519.94	5,480.75
		ELEC OPS TECHNICIAN	90,885.60	-	-	43,318.15	45.05
		ELEC OPS ELECTRICIAN	127,557.48	-	-	64,362.59	-
		GENERATION TECHNICIAN SR/EX	134,339.00	-	-	94,623.31	-
		ELEC OPS OPERATOR	13,262.32	-	-	11,571.43	458.64
		SHAREV SVS CRANE SURVEYOR	130,530.42	-	-	26,234.65	-
		GAS OPS FOREMAN/LEADER	122,101.85	-	-	100,673.22	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	234,248.44	50,207.95	34,329.40	1,000.00	6,321.70
		GAS ENG ANALYST/SPECIALST EXP/PRN	142,359.62	18,812.85	-	2,749.70	12,084.60
		GAS ENG PRGM/ACCT/PROJ MANAGER	162,660.66	33,323.41	-	-	673.07
		ELEC OPS CONSULTANT SR/EXP/PRN	165,551.42	20,413.99	8,576.70	50.00	822.90
		CUSTOMER CARE ACCOUNT MANAGER EXP	107,737.53	10,357.00	-	-	1,081.00
		GAS OPS SUPERVISOR	142,694.64	22,794.17	-	47,890.89	144.49
		GAS OPS SYSTEM/CONST OPERATOR	51,514.47	-	-	37,182.84	-
		GENERATION SUPERVISOR	171,395.72	29,054.07	-	96,781.92	-
		ELEC OPS SPECIALIST SR/EX/PRN	178,606.44	37,907.64	-	-	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	170,636.34	21,250.46	-	50.00	579.21
		IT SUPERVISOR	155,411.68	20,131.94	-	20,834.70	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	162,225.00	16,993.58	-	623.92	2,501.06
		IT ANALYST/SPECIALIST SR/EXP/PRN	200,592.46	32,455.09	-	50.00	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	92,238.44	30,536.86	-	226,405.97	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	130,434.70	20,818.89	-	14,801.14	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	143,133.62	-	-	102,788.68	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	87,459.45	-	-	28,894.24	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	148,614.95	-	-	149,118.58	-
		ELEC ENG ENGINEER	142,457.17	-	-	79,155.86	700.00
		ELEC OPS OPERATOR	17,266.30	-	-	8,521.56	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	141,762.49	-	-	41,000.88	-
		ELEC OPS SUPERVISOR	156,545.92	15,596.55	-	49,928.34	1,645.27
		ELEC OPS OPERATOR	101,005.62	-	-	97,642.25	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	136,777.20	17,462.95	-	19,667.44	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,698.00	11,930.89	-	450.00	-
		IT ENGINEER SR/EX/PRN	152,459.56	16,455.83	-	425.00	339.04
		GAS OPS SCHEDULER	108,285.77	-	-	5,218.35	175.00
		GAS ENG SENIOR BUSINESS REP	149,957.27	-	-	1,371.12	1,450.07
		ELEC OPS FOREMAN/SUBFOREMAN	146,317.48	-	-	67,666.86	374.00
		ELEC OPS SUPERVISOR	165,671.08	16,156.40	-	28,996.89	2,227.94
		ELEC OPS SUPERVISOR	158,980.11	-	-	125,071.53	-
		GAS ENG SUPERVISOR	133,071.30	13,476.13	-	50.00	454.38
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	153,468.00	16,089.37	-	17,498.45	-
		FINANCE AUDITOR SR/EX/PRN	130,695.65	13,304.59	-	50.00	700.00
		GENERATION MANAGER/SR MANAGER	215,075.01	41,475.33	-	28,529.45	-
		GENERATION CREW LEADER/CONTROL LEAD	137,046.00	-	-	135,367.31	73.33
		ELEC OPS FOREMAN/SUBFOREMAN	142,019.90	-	-	20,259.47	278.13
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	152,705.94	20,172.40	-	5,996.32	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	87,400.02	15,639.96	-	208,915.28	630.12
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,355.04	-	-	128,046.34	-
		SAFETY RISK COMPL INSPECTOR	135,398.36	-	-	59,883.67	-

PACIFIC GAS AND ELECTRIC COMPANY  
EMPLOYEES COMPENSATED AT THE  
RATE OF \$125,000 - \$249,999 PER ANNUM  
FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	119,809.14	-	-	105,458.26	-
		ELEC OPS TECHNICIAN	116,908.59	-	-	78,901.60	396.59
		GENERATION TECHNICIAN SR/EX	21,470.27	-	-	25,263.72	-
		GAS ENG ENGINEER SR/EX/PRN	127,936.33	-	-	87,311.03	1,383.46
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	159,907.29	25,406.73	-	3,300.00	2,603.09
		ENERGY PLCY & PROC DIRECTOR	228,125.00	44,732.68	24,913.42	12,000.00	420.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	174,454.96	13,611.24	-	37,775.13	613.46
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	144,865.08	20,619.92	-	1,000.00	577.50
		SHARED SVS SUPERVISOR	159,065.22	18,975.28	-	4,194.00	5,804.01
		IT ANALYST/SPECIALIST SR/EXP/PRN	172,187.81	18,473.86	-	6,022.62	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,404.00	17,488.03	-	5,022.69	43.75
		ELEC OPS SYSTEM OPERATOR/LEAD	114,147.53	-	-	213,733.45	-
		GAS OPS SUPERVISOR	142,600.06	22,652.74	-	74,183.56	43.28
		GAS OPS SYSTEM/CONST OPERATOR	123,696.98	-	-	38,240.36	-
		ELEC OPS TECHNICIAN	119,896.32	14,593.07	-	21,113.67	4,975.33
		GAS ENG ENGINEER SR/EX/PRN	122,506.45	18,443.93	-	9,435.57	668.20
		ELEC OPS SUPERVISOR	102,248.42	14,501.04	-	47,200.50	1,774.26
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	179,318.36	29,061.12	-	-	819.80
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	151,363.90	25,930.28	-	4,530.00	1,973.39
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	155,871.80	16,819.62	-	-	669.00
		ELEC ENG ESTIMATOR	128,272.15	-	-	2,755.49	-
		ELEC OPS CONSULTANT SR/EXP/PRN	136,386.36	10,948.05	-	50.00	8,555.24
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	135,096.00	11,650.05	-	250.00	1,029.42
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,115.95	11,655.90	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,968.74	14,234.69	-	-	3,607.64
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	119,362.23	-	-	191,582.08	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,269.44	11,341.40	-	28,834.55	2,530.22
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	183,593.80	13,704.89	-	3,000.00	1,384.36
		ELEC OPS ENGINEER	160,349.13	20,691.56	-	10,198.30	1,809.91
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	16,572.50	-	-	-	-
		ELEC OPS LINEWORKER	102,700.76	-	-	131,648.94	-
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	209,385.12	44,917.06	39,482.20	5,517.85	2,135.28
		GAS ENG SENIOR BUSINESS REP	122,735.65	-	-	2,409.15	172.61
		ELEC OPS INSPECTOR	127,726.87	8,588.96	-	28,791.02	5,174.70
		ELEC OPS SPECIALIST SR/EX/PRN	141,289.92	12,907.53	-	3,199.28	7,484.87
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	180,208.34	18,625.46	-	-	2,010.26
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	160,818.71	16,678.24	-	28,976.80	469.74
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	167,462.08	17,336.90	-	7,903.37	2,886.21
		ELEC OPS CONSULTANT SR/EXP/PRN	172,566.64	26,098.77	-	50.00	1,819.20
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,114.50	14,968.59	-	1,191.59	280.00
		GAS ENG ANALYST/SPECIALIST EXP/PRN	121,850.88	15,803.73	-	540.00	-
		GEN COUNSEL & ETHICS COMP PARALEGAL	144,693.20	17,869.76	-	1,299.80	4,739.84
		ELEC OPS FOREMAN/SUBFOREMAN	141,049.31	-	-	124,401.82	227.61
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,471.82	-	-	70,597.60	355.32
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	128,007.48	12,518.27	-	2,875.00	1,650.00
		GAS OPS ENGINEER	142,572.80	-	-	42,450.56	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	133,479.10	-	-	134,921.26	-
		ELEC OPS SPECIALIST SR/EX/PRN	170,906.94	14,120.56	-	9,214.16	-
		GAS ENG SENIOR BUSINESS REP	119,611.58	-	-	48,053.77	-
		SHARED SVS MANAGER/SR MANAGER	200,876.54	32,501.04	-	850.00	4,411.36
		SHARED SVS SUPERVISOR	164,490.82	20,933.54	-	250.00	6,283.55
		ELEC OPS MANAGER/SR MANAGER	201,003.24	24,771.11	10,294.30	40.00	2,280.35
		IT MANAGER/SR MANAGER	159,795.82	28,381.32	-	1,743.15	4,136.73
		ELEC ENG ENGINEER	145,131.71	-	-	71,246.05	554.08
		GAS OPS SYSTEM/CONST OPERATOR	88,305.12	-	-	37,642.88	422.53
		CUSTOMER & COMMS MANAGER/SR MANAGER	192,696.86	31,202.84	20,599.90	18,222.64	1,664.10
		ELEC OPS INSPECTOR	131,178.40	8,796.22	-	45,991.18	9,848.98
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	145,815.12	13,870.69	-	-	-
		ELEC OPS BUSINESS LIAISON	115,082.21	-	-	15,618.19	-
		OPERATIONS PLANNER	128,138.94	16,056.35	-	1,600.00	319.56
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	135,567.99	-	-	152,388.97	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,090.30	11,400.26	-	10,056.50	6,652.04
		GENERATION TECHNICIAN SR/EX	104,303.54	-	-	27,628.78	-
		GAS OPS MANAGER/SR MANAGER	219,849.96	43,251.04	13,729.50	2,554.80	3,290.55
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	179,432.16	38,298.58	-	25.00	18,150.26



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG DIRECTOR/SR DIRECTOR	235,321.30	50,579.49	40,772.93	-	1066.03
		ELEC OPS SUPERVISOR	131,643.65	10,816.21	-	68,409.45	68,124.80
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,044.12	-	-	101,251.69	-
		GAS ENG SUPERVISOR	77,784.32	20,219.60	-	265,368.27	291.79
		ELEC OPS TECHNICIAN	121,937.51	-	-	64,584.25	-
		ELEC OPS SYSTEM OPERATOR/LEAD	140,842.82	-	-	26,310.33	272.75
		IT MANAGER/SR MANAGER	212,883.20	36,909.80	59,748.48	-	330.00
		ELEC OPS SUPERVISOR	159,875.68	-	-	37,371.59	4,095.05
		CORP AFFAIRS MANAGER/SR MANAGER	179,477.54	29,038.76	8,576.70	1,500.00	1,112.52
		GAS ENG ENGINEER SR/EX/PRN	-	22,028.89	-	20,484.50	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	139,500.00	14,998.50	-	50.00	-
		GENERATION ENGINEER SR/EX/PRN	150,425.14	23,714.30	-	421.87	1,763.66
		ELEC OPS LINEWORKER	127,108.61	-	-	167,671.16	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	127,551.28	-	-	4,092.64	471.30
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	149,100.00	-	-	750.00	563.08
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	130,375.24	14,170.69	-	7,721.17	350.00
		GENERATION ENGINEER SR/EX/PRN	21,198.81	22,065.88	-	584.70	-
		GAS ENG ENGINEER SR/EX/PRN	160,305.69	-	-	81,167.10	1,529.41
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	154,172.34	16,011.38	-	4,630.40	577.80
		ELEC OPS ENGINEER	137,528.16	-	-	10,296.00	175.00
		ELEC ENG ENGINEER	17,494.00	17,190.12	-	3,669.87	35.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	187,836.72	30,055.36	-	3,300.00	784.54
		GAS OPS LEAD REP/SPEC/INSPECTOR	118,209.37	-	-	86,218.46	-
		ELEC OPS FOREMAN/SUBFOREMAN	117,717.40	-	-	60,224.13	-
		OPERATIONS MANAGER/SR MANAGER	186,676.00	23,402.50	13,729.50	9,315.00	2,430.31
		ELEC OPS TECHNICIAN	123,919.41	-	-	13,967.43	85.63
		ELEC OPS LINEWORKER	66,159.09	-	-	298,532.64	-
		GAS ENG SUPERVISOR	149,349.96	-	-	50.00	374.92
		ELEC OPS ELECTRICIAN	120,721.45	-	-	8,004.23	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	194,540.62	31,488.37	8,576.70	1,000.00	630.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	150,205.22	19,866.75	-	1,381.26	785.84
		GAS OPS SUPERVISOR/EXEC ASSISTANT	130,714.18	21,634.22	-	24,342.05	5,481.70
		GAS OPS SUPERVISOR	142,707.76	24,687.87	-	39,236.80	15.25
		ELEC OPS LINEWORKER	135,166.84	-	-	113,537.57	93.60
		GAS ENG ENGINEER SR/EX/PRN	143,058.80	19,081.81	-	-	523.75
		ELEC OPS OPERATOR	101,081.60	-	-	296,238.25	17,612.08
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	45,958.58	30,335.60	-	26,342.41	-
		ELEC OPS ENGINEER	156,780.00	-	-	4,370.72	270.07
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	83,178.27	27,714.25	-	72,928.06	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	62,562.92	13,552.09	-	164,896.36	210.00
		GAS OPS SCHEDULER	124,580.66	-	-	9,038.70	607.99
		ELEC OPS SYSTEM OPERATOR/LEAD	69,591.70	-	-	34,194.14	-
		GAS OPS TECHNICIAN	46,749.20	-	-	50.00	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	135,426.05	-	-	7,162.20	722.86
		ELEC OPS LINEWORKER	68,895.07	-	-	89,759.05	1,702.85
		CUSTOMER & COMMS PRGM/PROD/PRGR MANAGER SR/EXP/PRN	166,745.88	26,371.14	-	645.92	-
		ELEC OPS TECHNICIAN	129,138.14	-	-	65,736.32	-
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EXP/PRN	177,240.66	25,201.47	-	3,775.80	841.12
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	78,464.41	-	-	3,029.42	916.40
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	128,125.00	14,234.69	-	100.00	495.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	149,056.00	17,758.24	-	2,000.00	130.00
		GAS ENG ENGINEER SR/EX/PRN	138,151.40	-	-	4,560.56	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	141,996.00	-	-	24,968.55	7,032.99
		ELEC OPS ELECTRICIAN	123,297.78	-	-	22,913.21	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	138,286.00	13,993.67	-	11,624.19	3,828.95
		CUSTOMER CARE MANAGER/SR MANAGER	214,502.44	35,079.18	20,599.90	2,900.00	3,040.65
		GAS OPS FOREMAN/LEADER	134,455.71	-	-	39,918.75	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	134,170.37	-	-	25,407.54	-
		GAS OPS TECHNICIAN	128,234.25	-	-	39,507.53	3,742.15
		IT SUPERVISOR	129,318.80	10,337.09	-	2,000.00	-
		ELEC OPS MANAGER/SR MANAGER	201,668.88	24,993.24	10,294.30	40.00	3,173.92
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,830.16	13,762.48	-	-	2,336.22
		ELEC ENG MAPPING TECH	122,607.20	-	-	56,087.85	1,008.91
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	146,339.40	15,774.34	-	50.00	620.02
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	142,467.52	-	-	7,352.79	-

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		ELEC OPS WORK & RESOURCE PLANNER EX/PRN	157,880.32	19,621.98	-	2,550.00	245.00
		ELEC OPS ENGINEER	140,629.63	10,920.69	-	(57.25)	5,289.81
		ELEC OPS OPERATOR	139,858.40	-	-	84,219.81	945.19
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	160,225.88	25,923.92	-	250.00	880.00
		SHARED SVS SUBFOREMAN	127,888.00	-	-	17,638.05	-
		ELEC ENG ESTIMATOR	142,234.76	-	-	-	385.00
		GAS OPS DIRECTOR/SR DIRECTOR	247,000.00	102,649.89	44,635.00	-	2,326.19
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	141,870.38	14,786.15	-	9,425.96	5,401.89
		CUSTOMER CARE MANAGER/SR MANAGER	175,888.58	28,002.77	-	850.00	2,168.82
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	110,246.81	26,989.63	-	33,264.20	475.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	125,863.64	10,977.90	-	11,842.00	395.00
		GENERATION MACHINST/MECHANIC/RIGGER	17,325.20	-	-	9,055.71	-
		ELEC OPS FOREMAN/SUBFOREMAN	153,723.45	-	-	79,653.45	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	125,004.00	-	-	3,305.50	502.22
		SHARED SVS SCIENTIST	1,546.42	18,878.11	-	10,142.88	-
		GAS OPS SUPERVISOR	156,975.18	24,953.60	-	130,987.84	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	151,581.36	-	-	154,025.26	-
		ELEC OPS FOREMAN/SUBFOREMAN	95,251.56	-	-	2,051.28	-
		ELEC ENG TECHNICIAN	95,379.47	-	-	38,903.05	1,444.09
		ELEC OPS LINEWORKER	130,406.79	-	-	128,952.59	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	136,302.43	-	-	4,861.14	89.97
		GAS OPS FOREMAN/LEADER	140,994.40	-	-	33,023.62	-
		ELEC ENG ENGINEER	185,716.00	14,979.11	-	13,830.81	2,541.48
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	161,954.10	16,132.66	-	4,000.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,053.54	-	-	39,995.09	-
		GAS ENG ENGINEER SR/EX/PRN	205,260.00	40,656.94	-	150.00	-
		ELEC ENG INTERCONNECTION MANAGER	140,251.84	-	-	5,389.81	280.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	213,374.76	36,139.92	-	8,534.99	2,642.01
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,126.14	13,951.56	-	50.00	-
		ELEC OPS LINEWORKER	102,570.34	-	-	88,928.65	-
		ELEC OPS SPECIALIST SR/EX/PRN	124,537.50	9,883.79	-	10,829.13	6,340.21
		ELEC OPS LINEWORKER	135,328.38	-	-	59,438.84	-
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	123,409.46	2,838.60	-	1,000.00	800.00
		GAS OPS ENGINEER	136,513.44	-	-	16,557.92	4,847.04
		ELEC OPS TECHNICIAN	168,452.40	-	-	153,526.98	857.62
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	135,000.01	-	-	37,732.50	1,346.48
		GAS ENG ENGINEER SR/EX/PRN	147,364.76	-	-	52,477.27	385.00
		GAS OPS SUPERVISOR/EXEC ASSISTANT	136,951.11	-	-	10,498.87	19.72
		SHARED SVS EX ASST/HR GNRLST/PILOT/CHIEF	185,215.44	29,967.16	-	2,176.64	669.63
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,404.01	-	-	3,402.43	-
		ELEC OPS TECHNICIAN	154,302.39	-	-	56,329.76	1,702.89
		ELEC OPS ELECTRICIAN	119,374.99	-	-	74,513.50	-
		OPERATIONS DIRECTOR/SR DIRECTOR	232,400.04	42,855.90	840.00	4,480.00	3,495.75
		ENERGY PLCY & PROC MANAGER/SR MANAGER	172,895.23	25,197.76	-	-	427.60
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,770.44	15,508.36	-	3,444.26	167.00
		ELEC OPS BUSINESS LIAISON	142,576.79	7,490.67	-	2,262.59	645.11
		GENERATION CREW LEADER/CONTROL LEAD	145,116.52	-	-	125,823.42	-
		GAS ENG ENGINEER SR/EX/PRN	146,583.52	-	-	5,497.96	7,239.73
		GAS OPS SUPERVISOR	157,539.44	-	-	15,693.66	2,439.60
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	145,434.00	12,628.77	-	2,826.52	3,972.13
		ELEC OPS LEAD OPERATOR	161,091.94	-	-	208,251.62	1,324.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	139,907.78	15,152.61	-	150.00	385.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	175,384.67	24,936.60	-	1,228.42	3,339.51
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,450.32	11,697.05	-	4,172.29	7,714.97
		ELEC OPS LINEWORKER	130,450.84	-	-	73,938.99	-
		GENERATION TECHNICIAN SR/EX	29,244.66	-	-	34,972.37	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	154,326.90	21,736.97	-	2,735.60	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	111,938.40	-	-	3,549.52	1,436.43
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	113,492.20	9,428.77	-	50.00	98.88
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	137,900.32	18,371.32	-	-	13,927.86
		ELEC OPS LINEWORKER	116,489.44	-	-	99,465.15	1,090.74
		ELEC OPS LINEWORKER	129,419.28	-	-	167,451.59	283.18
		GENERATION SUPERVISOR	137,791.06	23,250.10	-	26,535.67	-
		HR ECO ANALYST/CONSULTANT EXP/PRN	122,628.68	12,242.83	-	-	640.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,599.70	14,293.02	-	50.00	-

PACIFIC GAS AND ELECTRIC COMPANY  
EMPLOYEES COMPENSATED AT THE  
RATE OF \$125,000 - \$249,999 PER ANNUM  
FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		SHARED SVS EX ASST/HR GNRLST/PILOT/CHIEF	122,648.12	-	-	50,103.08	15,446.90
		ELEC OPS SUPERVISOR	154,232.70	25,861.36	-	4,292.95	1,638.23
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	137,759.20	14,817.82	-	700.00	315.00
		ELEC OPS LINEWORKER	51,443.64	-	-	62,481.34	544.51
		SAFETY RISK DIRECTOR/SR DIRECTOR	181,852.29	25,889.23	-	5,553.20	10,315.37
		IT MANAGER/SR MANAGER	213,499.03	33,105.04	-	-	2,483.19
		ELEC ENG TECHNICIAN	127,943.71	-	-	21,006.24	17.41
		ELEC OPS SYSTEM OPERATOR/LEAD	152,093.48	-	-	90,496.42	-
		GAS OPS SUPERVISOR	139,150.24	-	-	36,675.28	-
		ELEC ENG TECHNICIAN	142,796.25	-	-	70,030.88	240.60
		GAS ENG ESTIMATOR/SCHEDULER	132,699.71	-	-	11,076.80	385.00
		GAS OPS TECHNICIAN	108,472.90	-	-	20,914.73	-
		GAS OPS OPERATOR	127,247.04	-	-	43,564.34	-
		GENERATION CONSULT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	56,896.09	17,889.12	-	157,992.75	-
		GAS OPS ENGINEER	136,919.20	-	-	51,303.63	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	145,629.58	19,244.98	-	3,561.48	4,781.18
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	126,326.35	12,829.38	-	10,294.62	350.00
		ELEC OPS CREW LEAD/LEADER	123,882.52	-	-	18,675.95	134.43
		GAS OPS SYSTEM/CONST OPERATOR	134,457.28	-	-	68,622.32	-
		ELEC OPS CONSULTANT SR/EXP/PRN	70,895.66	11,839.89	-	182,741.39	252.92
		OPERATIONS MANAGER/SR MANAGER	159,366.44	29,805.69	-	1,000.00	-
		ELEC ENG ENGINEER	165,984.00	13,590.64	-	3,849.20	774.14
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	179,208.34	19,930.41	-	8,250.00	15,012.08
		ELEC ENG ESTIMATOR	121,194.13	-	-	57,005.30	420.00
		IT MANAGER/SR MANAGER	98,263.24	33,117.88	-	252,047.82	955.71
		GENERATION SUPERVISOR	145,765.44	24,609.32	-	47,724.83	-
		GAS ENG TECHNICIAN	133,153.90	-	-	50,020.25	-
		GAS OPS TECHNICIAN	120,667.55	-	-	19,270.72	699.21
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	144,648.00	6,453.80	-	9,926.98	1,160.16
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	132,023.94	14,269.66	-	4,328.88	315.00
		GENERATION MACHINIST/MECHANIC/RIGGER	134,009.19	-	-	90,686.94	38.75
		GAS ENG ENGINEER SR/EX/PRN	158,625.46	20,928.56	-	7,940.20	6,152.03
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	126,075.00	11,234.00	-	-	24,418.92
		OPERATIONS SUPERVISOR	126,900.00	10,638.68	-	24,097.78	440.46
		IT SUPERVISOR	28,306.01	13,993.27	-	28,880.46	-
		ELEC OPS ENGINEER	126,901.10	-	-	119,754.93	-
		ELEC OPS SUPERVISOR	162,592.54	15,813.28	-	50.00	560.25
		GAS ENG CHIEF/SYS ADMIN/SR EX AST/TECH WRTR	118,012.59	12,978.64	-	4,680.73	455.00
		SHARED SVS MECHANIC	124,566.88	-	-	29,491.54	-
		CUSTOMER CARE ENGINEER SR/EXP/PRN	105,980.62	13,411.58	-	1,025.00	900.00
		ELEC OPS LINEWORKER	119,215.33	-	-	149,955.32	5,451.80
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,443.48	-	-	168,716.50	1,978.41
		ELEC ENG SUPERVISOR	157,892.26	15,448.86	-	17,835.07	298.14
		ELEC ENG TECHNICIAN	148,004.37	-	-	20,883.35	25.50
		ELEC ENG ENGINEER	135,430.95	-	-	63,973.56	999.58
		GAS ENG SUPERVISOR	142,526.30	20,193.81	-	367.40	769.23
		ELEC ENG ENGINEER	179,572.00	13,918.07	-	6,987.00	1,483.73
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	165,715.50	18,113.93	-	-	520.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	122,529.61	16,664.38	-	6,678.56	280.00
		GAS OPS SUPERVISOR/EXEC ASSISTANT	150,380.65	24,338.80	-	8,660.26	969.92
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	145,578.22	14,305.14	-	38,037.65	676.60
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,404.00	-	-	34,254.64	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,802.95	-	-	207,291.28	26.00
		ELEC ENG ENGINEER	129,822.89	-	-	13,713.35	960.00
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	160,270.76	7,287.66	-	316,428.94	9,580.11
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	127,502.48	-	-	61,879.93	47.91
		GAS OPS FOREMAN/LEADER	127,232.12	-	-	41,847.72	-
		GENERATION ENGINEER SR/EX/PRN	137,756.52	-	-	5,757.60	640.00
		GENERATION COORDINATOR SR/EX	166,756.00	22,740.78	-	7,437.41	4,134.51
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	121,320.68	-	-	105,105.99	-
		GAS OPS FOREMAN/LEADER	126,797.50	-	-	28,333.34	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,051.96	14,638.31	-	50.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,157.68	21,366.20	-	20,236.38	3,855.77
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	111,696.05	-	-	50.00	-
		SHARED SVS FACILITY LEAD/TECH	122,847.50	-	-	16,220.84	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	190,007.93	31,224.11	-	18,882.30	2,500.00
		ELEC OPS LINeworker	135,470.82	-	-	73,817.78	-
		GENERATION ANALYST SR/EXP/PRN	151,843.50	32,149.68	-	-	-
		ELEC OPS LINeworker	134,514.23	-	-	91,345.02	-
		GENERATION PLANNER	160,482.00	-	-	68,178.71	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	132,788.26	14,398.45	-	448.84	1,946.90
		IT ARCHITECH EXP/PRN	185,250.00	13,635.00	-	2,550.00	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	149,912.28	16,170.16	-	-	880.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	41,536.51	1,396.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	145,439.06	19,020.35	-	-	3,298.29
		ELEC OPS FOREMAN/SUBFOREMAN	149,174.85	-	-	82,321.34	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	114,800.00	17,901.34	-	10,380.65	327.69
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	149,302.96	14,977.80	-	100.00	654.86
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	126,578.62	13,488.80	-	665.00	550.00
		ELEC ENG MANAGER/SR MANAGER	176,680.16	25,896.64	-	272,956.76	500.62
		GAS ENG ENGINEER SR/EX/PRN	149,385.31	-	-	5,173.03	490.00
		GENERATION ENGINEER SR/EX/PRN	85,517.51	23,538.42	-	12,224.83	160.84
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	126,690.92	16,037.74	-	10,589.16	5,900.26
		GAS ENG ENGINEER SR/EX/PRN	166,130.44	22,187.15	-	8,332.51	2,547.48
		GAS ENG ENGINEER SR/EX/PRN	150,060.00	18,883.81	-	450.00	1,951.63
		ELEC OPS OPERATOR	132,594.00	-	-	55,063.22	-
		GAS OPS CONST/PRGM MANAGER	141,603.58	18,834.66	-	1,915.48	20,468.12
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	79,530.63	-	-	87,081.02	77.88
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,987.10	14,544.10	-	1,050.00	984.59
		ELEC OPS FOREMAN/SUBFOREMAN	141,816.96	-	-	154,644.78	-
		GENERATION SUPERVISOR	139,968.23	21,142.85	-	39,323.41	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	161,794.22	13,212.69	-	5,000.00	507.50
		GAS OPS SUPERVISOR	136,024.14	12,197.66	-	14,202.47	186.98
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,145.12	-	-	169,365.31	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	138,736.34	14,635.93	-	50.00	-
		IT TECHNICIAN	130,016.72	-	-	56,992.64	-
		GAS OPS FOREMAN/LEADER	132,818.36	-	-	50,331.25	147.59
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	28,916.85	27,574.71	-	21,684.96	70.00
		ELEC ENG SUPERVISOR	132,992.18	-	-	41,256.92	1,644.24
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	145,143.78	14,749.57	-	85,119.94	2,820.56
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	139,565.94	15,060.12	-	-	5,431.27
		SAFETY RISK COMPL INSPECTOR	135,892.40	-	-	29,070.44	-
		GAS OPS CONST/PRGM MANAGER	131,307.30	7,306.90	-	23,394.90	800.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	170,362.77	-	-	88,017.78	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	129,229.59	-	-	35,326.68	393.76
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	95,430.89	-	-	31,895.85	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	151,773.54	-	-	79,406.18	-
		ELEC OPS LINeworker	112,398.72	-	-	90,313.77	-
		GAS OPS OPERATOR	120,780.20	-	-	18,776.70	-
		GAS OPS TECHNICIAN	139,674.35	-	-	157,466.64	-
		GAS OPS FOREMAN/LEADER	126,209.81	-	-	17,409.10	-
		IT ENGINEER SR/EX/PRN	101,545.06	-	-	26,468.46	2,743.43
		OPERATIONS MANGER/SR MANAGER	107,124.65	22,333.74	-	32,397.22	9,587.95
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	128,497.06	-	-	16,365.42	6,157.24
		IT TECHNICIAN	127,943.52	-	-	31,365.71	-
		GAS ENG SENIOR BUSINESS REP	141,051.04	-	-	99,023.04	2,471.58
		IT ANALYST/SPECIALIST SR/EXP/PRN	117,078.19	-	-	31,288.17	-
		ELEC OPS LEAD OPERATOR	81,331.38	-	-	73,203.07	728.53
		ELEC OPS LINeworker	125,026.46	-	-	124,118.81	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	155,830.03	28,096.11	-	2,350.00	2,224.21
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	96,345.30	-	-	27,112.01	-
		GENERATION MACHINST/MECHANIC/RIGGER	31,895.40	-	-	30,456.38	-
		IT MANAGER/SR MANAGER	162,350.19	16,745.44	-	50.00	412.12
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,660.00	14,137.94	-	-	115.00
		ELEC ENG SUPERVISOR	180,657.01	20,570.29	-	14,211.16	227.73
		FINANCE MANAGER/SR MANAGER	194,475.16	31,267.98	8,576.70	844.83	420.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	143,079.80	3,599.73	-	-	7,962.68
		ELEC ENG ENGINEER	209,700.00	25,800.11	-	900.65	3,210.75
		GAS OPS SUPERVISOR	144,818.80	17,385.30	-	66,951.55	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	135,216.00	4,826.63	-	2,535.39	8,710.92

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG SENIOR BUSINESS REP	121,995.60	-	-	13,261.67	946.58
		SAFETY RISK DIRECTOR/SR DIRECTOR	241,588.98	51,101.27	39,482.20	16,736.73	5,213.22
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	136,032.86	22,529.69	-	9,141.06	8,798.01
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	134,798.70	-	-	7,571.40	611.27
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	160,308.88	25,916.99	-	4,100.00	385.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	71,719.87	11,343.94	-	11,886.55	348.13
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	93,300.02	29,997.63	-	199,390.82	-
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	147,000.04	23,238.42	-	800.00	420.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	124,293.64	9,450.44	-	20,042.61	24,028.65
		GAS OPS TECHNICIAN	126,369.98	-	-	72,540.08	385.00
		GAS OPS SUPERVISOR	161,236.50	-	-	30,737.47	-
		GAS OPS INSPECTOR	75,624.00	-	-	41,399.28	700.53
		ELEC OPS OPERATOR	127,390.88	-	-	39,363.72	-
		ELEC ENG ENGINEER	150,711.44	-	-	63,369.60	1,020.00
		ELEC OPS FOREMAN/SUBFOREMAN	136,441.97	-	-	42,985.15	-
		ELEC ENG ENGINEER	138,698.00	10,376.07	-	4,242.48	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,352.90	-	-	113,678.62	597.57
		GENERATION FIRE CAPTAIN	119,632.80	-	-	89,516.83	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	130,166.67	-	-	1,756.82	880.00
		ELEC OPS FOREMAN/SUBFOREMAN	152,169.51	-	-	129,404.65	-
		ELEC OPS TECHNICIAN	182,281.21	-	-	20,265.46	-
		ELEC OPS LINEWORKER	127,715.51	-	-	181,347.12	176.47
		GAS ENG ENGINEER SR/EX/PRN	122,765.19	-	-	21,545.73	960.00
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	135,360.70	14,374.53	-	50.00	420.00
		ELEC OPS SUPERVISOR	134,066.00	18,953.82	-	-	-
		ELEC ENG ESTIMATOR	132,530.16	-	-	36,481.09	470.00
		GAS OPS ENGINEER	129,838.59	-	-	32,061.49	-
		GENERATION MACHINIST/MECHANIC/RIGGER	32,208.10	-	-	28,891.67	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	103,119.02	-	-	7,189.00	1,743.79
		GAS OPS MECHANIC/WELDER	122,826.21	-	-	66,434.64	-
		GAS OPS OPERATOR	128,192.25	-	-	18,966.83	-
		ELEC OPS FOREMAN/SUBFOREMAN	-	-	-	16,724.95	-
		GAS ENG SENIOR BUSINESS REP	145,283.68	-	-	78,632.41	1,562.79
		GAS ENG ENGINEER SR/EX/PRN	162,975.00	21,783.00	-	7,429.56	3,478.75
		GAS OPS FOREMAN/LEADER	71,788.06	-	-	28,587.18	916.43
		ELEC OPS ELECTRICIAN	125,832.29	-	-	46,157.91	-
		IT TECHNICIAN	21,297.05	-	-	9,948.27	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	131,672.34	15,232.65	-	50.00	436.91
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	80,529.60	17,834.82	-	185,871.03	145.68
		SHARED SVS SUPERVISOR	161,920.42	20,583.99	-	1,052.18	3,642.29
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	4,549.81	6,824.56
		GAS ENG ENGINEER SR/EX/PRN	145,681.18	-	-	126,799.74	4,380.74
		GENERATION TECHNICIAN SR/EX	21,993.07	-	-	20,606.62	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	164,543.25	19,221.41	-	13,049.43	3,468.84
		CUSTOMER CARE MANAGER/SR MANAGER	182,259.76	28,724.39	13,729.50	2,745.00	671.91
		GAS OPS MECHANIC/WELDER	125,853.78	-	-	39,727.28	-
		ELEC OPS SUPERVISOR	187,578.10	33,603.87	-	65,921.34	34.84
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	94,570.04	8,729.79	-	5,252.16	780.22
		ELEC OPS MANAGER/SR MANAGER	197,312.54	39,195.63	-	-	18,829.81
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	144,996.00	-	-	-	3,427.88
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	141,741.85	18,090.19	-	4,257.95	565.00
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	41,555.96	30,148.90	13,729.50	4,512.00	527.88
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	112,227.51	10,907.98	-	3,350.00	438.40
		ELEC OPS LINEWORKER	134,149.78	-	-	97,592.57	-
		GENERATION REACTOR	137,166.60	-	-	77,192.64	386.56
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	148,710.52	12,212.19	-	58,912.63	1,745.17
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	167,172.00	23,543.97	-	21,811.10	480.00
		GAS OPS TECHNICIAN	126,612.51	-	-	23,213.78	-
		ELEC OPS SYSTEM OPERATOR/LEAD	99,015.56	-	-	202,730.66	-
		OPERATIONS SUPERVISOR	160,552.28	19,824.87	-	-	1,090.00
		SAFETY RISK DIRECTOR/SR DIRECTOR	183,356.34	20,456.40	-	5,926.80	1,406.56
		ELEC OPS INSPECTOR	134,507.90	10,601.53	-	80,924.35	59,178.79
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	163,637.50	21,057.98	-	-	1,196.56
		GAS OPS FOREMAN/LEADER	121,501.33	-	-	75,447.66	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	129,468.92	10,579.56	-	1,815.40	5,030.13

PACIFIC GAS AND ELECTRIC COMPANY  
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FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	113,183.19	16,238.18	-	15,343.23	537.24
		SHARED SVS SUBFOREMAN	122,742.66	-	-	41,221.67	78.00
		ELEC OPS SUPERVISOR	164,279.33	-	-	16,039.33	870.13
		ELEC OPS OPERATOR	132,888.96	-	-	38,816.78	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	169,896.00	18,163.29	-	4,970.64	1,332.64
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,067.86	-	-	118,680.22	2,236.55
		ELEC OPS SUPERVISOR	161,967.50	15,801.43	-	20,844.96	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,671.68	13,986.63	-	1,550.00	575.82
		GAS OPS FOREMAN/LEADER	105,949.62	-	-	44,470.01	4,018.44
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	150,851.54	15,530.38	-	328.48	350.00
		GAS OPS OPERATOR	126,729.80	-	-	17,289.95	-
		ELEC OPS SUPERVISOR	165,579.50	22,064.16	-	52,519.86	341.47
		ELEC ENG TECHNICIAN	168,309.82	-	-	59,083.15	-
		GAS OPS FOREMAN/LEADER	112,923.53	-	-	93,264.88	299.28
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	127,178.99	-	-	28,732.87	930.00
		ELEC OPS ELECTRICIAN	129,237.18	-	-	73,081.49	-
		ELEC OPS SYSTEM OPERATOR/LEAD	139,020.23	-	-	141,614.74	-
		ELEC OPS LINWORKER	143,563.53	-	-	96,886.24	-
		GAS OPS CONST/PRGM MANAGER	149,403.62	19,783.90	-	2,277.84	552.78
		ELEC OPS SUPERVISOR	60,150.45	16,147.62	-	66,989.88	35.11
		SAFETY RISK COMPL INSPECTOR	163,520.73	-	-	82,733.00	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	128,492.01	-	-	14,399.14	-
		GAS ENG ENGINEER SR/EX/PRN	152,438.80	-	-	57,777.38	315.00
		ELEC ENG ENGINEER	169,098.94	13,914.63	-	20,009.04	47,526.01
		GAS ENG MANAGER/SR MANAGER	203,112.19	39,816.06	10,294.30	2,800.00	4,434.26
		SHARED SVS PGRM/PROJ MANAGER	182,149.52	16,325.45	-	2,562.21	627.02
		GAS OPS ENGINEER	128,361.58	-	-	40,045.01	525.62
		ENERGY PLCY & PROC SCHEDULER/TRADER SR/EXP	83,936.96	15,709.72	-	14,506.64	266.00
		GENERATION ENGINEER SR/EX/PRN	190,354.31	26,669.36	-	43,152.23	3,729.72
		ELEC OPS LINWORKER	131,766.50	-	-	209,073.74	46.80
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	9,240.32	-	-	26,048.15	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	121,748.34	-	-	121,527.86	-
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	81,318.84	26,540.33	-	208,072.55	480.00
		SAFETY RISK COMPL INSPECTOR	156,078.71	-	-	30,816.37	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	140,435.06	15,135.98	-	450.00	280.00
		GENERATION WELDER	70,094.53	-	-	19,852.78	-
		ELEC OPS PGRM/PROJ MANAGER SR/EX/PRN	178,920.00	13,224.23	-	14,501.36	265.46
		ELEC OPS MANAGER/SR MANAGER	209,208.92	25,887.16	-	5,440.00	765.00
		GAS OPS MECHANIC/WELDER	136,319.76	-	-	92,858.54	255.38
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	170,311.54	27,555.74	-	500.00	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	129,789.01	-	-	38,284.33	204.37
		ELEC ENG ENGINEER	142,252.05	-	-	69,372.44	210.00
		GAS OPS FOREMAN/LEADER	136,582.64	-	-	28,553.51	-
		ELEC OPS TECHNICIAN	106,218.85	-	-	73,997.00	821.05
		GAS ENG ENGINEER SR/EX/PRN	143,619.19	-	-	96,391.29	-
		GAS ENG SENIOR BUSINESS REP	116,510.29	-	-	16,297.52	1,219.87
		ELEC ENG DIRECTOR/SR DIRECTOR	235,577.54	41,327.90	19,759.10	6,400.00	9,907.28
		OPERATIONS MANGER/SR MANAGER	174,719.92	20,967.17	-	50.00	-
		ELEC OPS ELECTRICIAN	128,414.98	-	-	23,399.47	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	148,516.70	19,341.17	-	32,288.06	13,027.79
		ELEC OPS LINWORKER	136,130.60	-	-	158,194.76	255.14
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	134,000.04	9,247.80	-	-	18,294.87
		ELEC OPS INSPECTOR	120,363.40	8,696.72	-	48,425.79	2,400.12
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	20,857.32	-	-	32,338.83	-
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	41,942.66	14,593.25	-	3,656.01	240.00
		ELEC OPS DIRECTOR/SR DIRECTOR	210,124.96	36,303.00	44,611.01	456.04	2,279.56
		GENERATION TECHNICIAN SR/EX	54,956.12	-	-	26,899.36	-
		GAS OPS FOREMAN/LEADER	139,989.88	-	-	49,351.87	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	38,918.40	-	-	6,100.24	35.00
		GENERATION FIRE CAPTAIN	121,754.24	-	-	62,974.08	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	122,139.54	-	-	217,916.10	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,260.41	-	-	99,136.98	-
		ELEC ENG TECHNICIAN	155,094.29	-	-	104,734.50	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	160,859.28	26,026.42	-	-	6,103.15
		ELEC ENG ESTIMATOR	102,278.75	-	-	1,141.18	-

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		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	146,452.00	14,945.84	-	374.05	81292
		GAS ENG ENGINEER SR/EX/PRN	148,649.84	-	-	20,355.44	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,351.77	15,040.84	-	9,798.67	-
		IT ARCHITECH EXP/PRN	90,474.29	-	-	30,000.00	3,430.34
		GENERATION OPERATOR	130,604.05	-	-	62,781.75	954.35
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	144,127.50	19,859.79	-	-	1,615.00
		GAS OPS MECHANIC/WELDER	133,118.68	-	-	58,715.75	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	156,924.44	24,310.58	-	-	1,096.76
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,929.02	-	79,043.64	31,216.04
		GENERATION TECHNICIAN SR/EX	28,597.80	-	-	37,041.78	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	162,171.74	26,245.84	-	12,366.83	1,271.66
		IT SUPERVISOR	147,515.56	19,031.74	-	190.00	70.00
		GAS OPS MECHANIC/WELDER	133,017.21	-	-	49,525.49	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,603.52	-	-	80,430.28	-
		ELEC ENG ENGINEER	149,043.38	-	-	89,440.81	455.00
		GAS ENG ENGINEER SR/EX/PRN	133,729.48	-	-	17,386.54	2,024.18
		GAS ENG SENIOR BUSINESS REP	121,472.32	-	-	63,836.34	2,792.60
		ELEC ENG ESTIMATOR	134,801.60	-	-	52,418.17	552.40
		GENERATION ELECTRICIAN	122,176.30	-	-	69,975.95	-
		ELEC ENG ENGINEER	8,484.64	-	-	-	-
		GAS ENG SENIOR BUSINESS REP	134,939.48	-	-	90,628.38	12,477.23
		ELEC OPS INSPECTOR	133,608.61	10,431.70	-	85,249.13	15,709.70
		ENT HEALT & SAFETY SUPERVISOR	152,963.56	19,404.73	-	14,420.79	7,300.45
		IT INVESTIGATOR SR/EXP	126,640.99	14,289.18	-	-	420.55
		ELEC ENG TECHNICIAN	114,484.02	-	-	63,587.79	11,666.55
		GAS OPS TECHNICIAN	131,351.81	-	-	41,599.89	-
		GAS OPS ENGINEER	174,621.56	23,217.21	-	4,315.02	1,372.01
		GAS OPS FOREMAN/LEADER	137,907.30	-	-	62,034.70	-
		ELEC OPS FOREMAN/SUBFOREMAN	124,417.22	-	-	42,582.44	-
		ELEC OPS FOREMAN/SUBFOREMAN	134,699.60	-	-	54,332.89	-
		ELEC OPS CABLE SPLICER	128,226.36	-	-	183,902.20	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	92,058.27	-	-	40,155.43	-
		SHARED SVS SURVEYOR/FOREMAN	125,967.36	-	-	2,656.46	-
		ELEC OPS SUPERVISOR	148,852.44	14,581.03	-	41,191.03	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	167,988.72	17,005.95	-	94,799.34	1,316.87
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	197,066.00	15,749.18	-	16,595.67	-
		GAS OPS CONST/PRGM MANAGER	171,894.28	20,772.17	-	5,050.00	1,950.56
		GAS ENG ENGINEER SR/EX/PRN	144,024.25	-	-	97,054.62	455.00
		ELEC ENG ENGINEER	148,679.01	-	-	115,642.08	420.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	165,000.85	16,646.89	-	4,800.00	128.98
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	45,168.61	-	-	75,440.97	-
		ELEC OPS DIRECTOR/SR DIRECTOR	170,994.36	22,419.45	10,294.30	-	5,899.16
		IT MANAGER/SR MANAGER	188,976.81	31,099.81	-	2,675.00	1,462.12
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	699.00	960.00
		FINANCE PROJ/PROJ MANAGER EXP/PRN	85,762.38	28,158.38	-	206,338.21	210.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	654.68	18,276.84	-	2,606.92	-
		ELEC OPS LINEWORKER	130,167.19	-	-	137,505.35	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	149,225.10	9,612.03	-	50.00	1,199.65
		GAS OPS CONST/PRGM MANAGER	133,378.10	14,096.86	-	7,297.07	801.18
		ELEC OPS SUPERVISOR	146,379.86	14,395.89	-	5,801.58	4,646.76
		ELEC OPS FOREMAN/SUBFOREMAN	133,005.63	-	-	83,021.75	-
		GAS ENG DIRECTOR/SR DIRECTOR	234,043.05	59,805.40	36,378.96	50.00	435.00
		GAS OPS SUPERVISOR	154,190.80	20,502.25	-	65,648.07	3,900.86
		GAS OPS ENGINEER	165,984.00	21,917.81	-	9,914.06	634.80
		GENERATION MACHINST/MECHANIC/RIGGER	128,996.58	-	-	83,890.79	-
		ELEC OPS FOREMAN/SUBFOREMAN	184,808.25	-	-	66,629.07	-
		GAS ENG SENIOR BUSINESS REP	129,329.64	-	-	39,571.80	2,646.71
		ELEC OPS SYSTEM OPERATOR/LEAD	113,863.33	-	-	237,237.32	1,340.13
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	175,224.00	18,763.46	-	150.00	4,112.90
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	142,917.32	15,020.72	-	500.00	420.00
		GAS OPS MECHANIC/WELDER	121,847.69	-	-	83,154.68	-
		GENERATION ENGINEER SR/EX/PRN	11,235.76	-	-	842.28	-
		IT ENGINEER SR/EX/PRN	154,706.19	16,094.65	-	3,151.75	96.25
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,916.31	-	-	94,183.05	-
		ELEC OPS LINEWORKER	104,498.82	-	-	109,848.24	-

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		ELEC ENG SUPERVISOR	193,579.42	19,523.69	-	-	845.82
		GAS ENG ENGINEER SR/EX/PRN	132,193.31	-	-	79,977.07	696.52
		GAS ENG ENGINEER SR/EX/PRN	133,630.30	-	-	18,420.01	-
		IT TECHNICIAN	127,144.83	-	-	54,895.92	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	84,071.69	28,563.88	-	20,766.25	-
		ELEC OPS CREW LEAD/LEADER	77,165.60	-	-	20,391.55	-
		IT SUPERVISOR	145,667.34	-	-	9,598.85	-
		ELEC OPS LEAD OPERATOR	144,404.14	-	-	52,738.74	923.15
		GENERATION COORDINATOR SR/EX	139,134.00	18,837.75	-	7,314.08	-
		SHARED SVS PRGM/PROJ MANAGER	177,634.80	31,115.48	13,729.50	8,000.00	727.07
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,624.60	15,658.86	-	50.00	280.00
		IT TECHNICIAN	108,566.86	-	-	69,962.63	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	98,925.15	-	-	266,316.76	4,832.50
		GAS ENG ENGINEER SR/EX/PRN	139,751.82	-	-	80,525.00	586.98
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,129.69	16,951.86	-	39,768.94	-
		ELEC ENG ESTIMATOR	124,390.80	-	-	33,499.01	595.00
		ELEC OPS SUPERVISOR	147,546.90	14,552.10	-	15,083.38	7,681.79
		SAFETY RISK COMPL INSPECTOR	140,044.21	-	-	130,121.27	8,330.68
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	174,447.50	13,573.16	-	10,582.37	834.89
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLCLST EXP/PRN	125,324.00	12,645.40	-	10,854.35	10,155.39
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	177,732.70	9,771.52	-	2,000.00	912.88
		GAS OPS MANAGER/SR MANAGER	172,859.18	33,883.06	-	1,507.86	923.66
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	162,675.34	22,942.56	-	3,372.06	1,776.28
		GAS OPS INSPECTOR	124,771.86	-	-	43,963.24	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	46,290.00	37,766.89	42,139.75	31,299.55	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	168,100.04	16,896.87	-	-	3,698.12
		ELEC ENG ESTIMATOR	132,571.88	-	-	7,068.61	385.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	150,774.00	15,499.78	-	12,614.40	1,042.42
		GAS ENG ENGINEER SR/EX/PRN	148,409.96	-	-	112,232.54	931.44
		ELEC OPS SUPERVISOR	159,622.66	15,864.40	-	4,046.70	49.52
		ELEC OPS CONSULTANT SR/EXP/PRN	130,385.50	10,772.65	-	3,160.86	15,391.65
		IT MANAGER/SR MANAGER	147,565.22	19,124.25	-	1,200.00	379.00
		GAS ENG ENGINEER SR/EX/PRN	177,360.96	23,326.69	-	6,112.15	1,898.80
		ELEC OPS TECHNICIAN	120,985.23	-	-	70,040.90	-
		GAS OPS SYSTEM/CONST OPERATOR	127,033.25	-	-	45,267.86	-
		ELEC OPS FOREMAN/SUBFOREMAN	154,049.43	-	-	86,897.23	-
		GAS OPS TECHNICIAN	92,383.54	-	-	106,739.44	9.00
		GAS OPS ENGINEER	144,530.57	-	-	70,880.58	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	2,719.56	15,107.18	-	33,803.41	35.00
		ELEC ENG MANAGER/SR MANAGER	188,681.86	31,863.21	8,576.70	4,898.04	1,398.34
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,823.45	-	-	103,841.64	-
		ELEC OPS SUPERVISOR	149,152.92	14,645.68	-	33,551.94	2,794.44
		GAS ENG ENGINEER SR/EX/PRN	150,500.64	-	-	74,407.55	196.55
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	134,583.33	10,882.07	-	588.40	705.27
		GENERATION TECHNICIAN SR/EX	140,691.55	-	-	90,190.06	554.68
		GAS OPS PRGM/PROJ MANAGER	194,200.00	24,877.01	-	6,889.66	1,299.51
		ENT HEALTH & SAFETY MANAGER/SR MANAGER	144,329.25	20,452.12	-	-	3,195.71
		ELEC OPS SUPERVISOR	156,985.96	15,833.01	-	8,747.22	11,399.26
		ELEC OPS TECHNICIAN	126,113.22	-	-	69,815.42	-
		ELEC OPS TECHNICIAN	124,197.99	-	-	701.91	-
		ELEC OPS SUPERVISOR	150,195.00	16,666.97	-	18,479.50	875.02
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	145,350.00	-	-	-	1,661.77
		ELEC ENG MANAGER/SR MANAGER	180,833.36	28,494.06	-	1,200.00	3,179.81
		ELEC OPS MANAGER/SR MANAGER	202,219.08	24,859.33	-	3,000.00	3,022.33
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	121,745.29	10,756.02	-	-	960.00
		FINANCE AUDITOR SR/EX/PRN	134,564.34	14,299.81	-	600.00	1,543.78
		OPERATIONS SUPERVISOR	148,620.90	23,837.34	-	4,634.80	20,099.00
		ELEC OPS BUSINESS LIAISON	121,253.40	-	-	59,406.96	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,825.00	15,227.64	-	-	385.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	122,758.14	16,971.19	-	69,633.78	15,044.02
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	135,885.52	14,657.17	-	50.00	1,200.00
		ELEC OPS LINEWORKER	121,116.26	-	-	105,941.19	-
		ELEC OPS SPECIALIST SR/EX/PRN	116,697.78	-	-	5,000.00	-
		ELEC OPS SUPERVISOR	150,367.55	14,981.00	-	450.00	1,093.26
		GAS ENG PRGM/ACCT/PROJ MANAGER	128,385.44	16,037.70	-	50.00	478.65



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		SUPPLY CHAIN MATERIALS ENGINEER	136,748.00	-	-	453.68	4287.24
		GAS OPS SUPERVISOR	138,746.11	22,765.13	-	67,285.35	47,966.44
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,624.92	15,764.02	-	-	4,428.00
		ELEC OPS CREW LEAD/LEADER	144,702.68	-	-	57,245.59	-
		GAS OPS CONST/PRGM MANAGER	160,883.76	21,295.73	-	39,295.92	5,897.29
		ELEC OPS FOREMAN/SUBFOREMAN	145,020.13	-	-	177,768.34	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	57,449.60	-	-	4,820.46	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,531.95	-	-	34,195.21	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	144,711.10	17,474.73	-	11,381.36	105.00
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	136,291.38	14,303.15	-	1,550.00	488.44
		GAS ENG ENGINEER SR/EX/PRN	143,586.07	-	-	18,079.37	385.00
		IT TECHNICIAN	117,112.74	-	-	2,588.46	-
		ELEC OPS LINEWORKER	16,019.55	-	-	68,069.98	-
		ELEC OPS SPECIALIST SR/EX/PRN	162,093.80	13,354.89	-	16,851.85	6,284.18
		ELEC OPS SYSTEM OPERATOR/LEAD	93,506.72	-	-	314,656.11	727.19
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	150,490.18	12,383.36	-	35,010.14	5,967.58
		ELEC OPS INSPECTOR	126,748.07	10,994.55	-	101,716.36	23,651.93
		GAS ENG ENGINEER SR/EX/PRN	-	40,861.03	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,391.68	15,232.21	-	-	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	81,006.84	17,898.27	-	204,472.98	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,729.02	18,185.50	-	2,696.14	3,650.90
		GAS OPS SYSTEM/CONST OPERATOR	127,153.44	-	-	91,170.22	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	153,429.60	24,704.38	-	396.72	980.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	184,334.00	14,494.91	-	15,697.31	1,897.56
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	137,347.30	15,645.55	-	304.92	-
		ELEC ENG TECHNICIAN	132,318.57	-	-	121,501.73	1,245.00
		GAS ENG ENGINEER SR/EX/PRN	144,300.18	-	-	59,074.84	496.07
		IT TECHNICIAN	128,593.64	-	-	17,463.53	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,045.56	17,282.37	-	50.00	210.00
		CORP AFFAIRS MANAGER/SR MANAGER	183,815.26	29,659.81	10,294.30	1,080.00	432.06
		GAS ENG SUPERVISOR	175,404.03	31,013.50	-	-	870.00
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	128,974.86	13,793.82	-	-	6,022.98
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,787.62	-	82,290.54	522.65
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	173,811.18	28,037.03	-	1,071.76	1,252.86
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,352.00	19,261.87	-	-	625.01
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	136,745.40	10,836.21	-	750.00	521.97
		SUPPLY CHAIN MATERAILS DEMAND PLAN/INSPECTOR	113,967.35	14,462.93	-	15,967.21	90.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	184,498.00	14,499.34	-	935.80	2,282.86
		GAS ENG ENGINEER SR/EX/PRN	133,953.52	-	-	88,180.74	1,115.08
		GAS ENG ENGINEER SR/EX/PRN	131,050.40	-	-	71,189.19	420.00
		GAS ENG ENGINEER SR/EX/PRN	143,939.06	-	-	122,938.47	604.41
		GENERATION CONTRACT/PRGM/PRJCT MANAGER SR/EX/PRN	169,642.00	9,677.48	-	20,561.15	2,132.43
		ELEC ENG INTERCONNECTION MANAGER	131,533.85	-	-	36,784.35	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,206.44	14,403.67	-	50.00	880.00
		GAS OPS PRGM/PROJ MANAGER	174,076.33	23,768.68	-	5,660.48	1,050.58
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	135,928.38	14,562.74	-	1,500.00	470.39
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	181,898.80	31,256.39	-	1,000.00	909.38
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	128,333.34	11,126.26	-	1,500.00	420.00
		GAS OPS SUPERVISOR	142,895.52	22,770.77	-	11,399.73	-
		GENERATION ENGINEER SR/EX/PRN	65,892.00	-	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	132,903.20	-	-	19,247.78	694.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,843.41	14,917.95	-	15,396.43	560.00
		ELEC OPS SYSTEM OPERATOR/LEAD	121,916.69	-	-	155,022.80	-
		GAS ENG ENGINEER SR/EX/PRN	143,068.80	-	-	905.74	640.00
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	177,136.54	28,338.99	8,576.70	2,775.00	419.50
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	188,928.00	19,368.91	-	10,583.22	653.20
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,366.44	16,271.51	-	616.40	280.00
		ELEC OPS ENGINEER SR/EXP/PRN	190,996.25	15,665.83	-	33,544.86	653.01
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	155,191.24	25,140.71	-	-	427.59
		ELEC OPS ELECTRICIAN	127,285.13	-	-	61,695.33	182.52
		IT MANAGER/SR MANAGER	169,843.56	21,042.92	-	50.00	385.00
		GAS OPS LEAD REP/SPEC/INSPECTOR	129,340.35	-	-	14,476.04	-
		GAS ENG SENIOR BUSINESS REP	115,469.28	-	-	64,441.30	3,304.10
		ELEC OPS ENGINEER SR/EXP/PRN	185,796.00	-	-	5,094.64	501.01
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	160,782.74	12,629.67	-	8,457.66	3,639.75

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		IT ANALYST/SPECIALIST SR/EXP/PRN	180,157.58	19,488.91	-	2,460.49	644.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	128,468.48	13,851.69	-	934.42	1,879.45
		GAS ENG CHIEF/SYS ADMIN/SR EX ASST/TECH WRTR	170,248.48	22,648.26	-	-	-
		HR ECO RECRUITER EX	72,323.08	15,769.35	-	164,750.10	210.00
		ELEC ENG ENGINEER	155,052.00	16,883.66	-	272,682.09	1,552.12
		OPERATIONS MANGER/SR MANAGER	184,500.00	29,104.57	-	50.00	385.00
		CORP AFFAIRS CASE MANAGER EXP/PRN	173,698.76	27,796.51	-	2,150.00	420.00
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	165,870.00	16,679.21	-	3,681.22	2,502.28
		GAS ENG ENGINEER SR/EX/PRN	161,203.92	21,203.22	-	825.11	385.00
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	200,000.04	27,561.13	13,729.50	-	-
		GAS ENG ENGINEER SR/EX/PRN	169,628.19	24,781.74	-	40.00	452.85
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	155,852.81	16,735.22	-	1,000.00	1,149.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	179,374.96	32,158.65	-	19.48	880.00
		FINANCE SUPERVISOR	118,864.27	13,158.68	-	2,200.00	5,231.60
		IT ARCHITECH EXP/PRN	181,333.29	-	-	61,143.85	1,906.82
		ELEC ENG INTERCONNECTION MANAGER	116,968.88	-	-	19,539.15	420.00
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	191,210.90	30,564.45	-	4,500.00	662.27
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,120.53	11,347.14	-	397.44	958.07
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	147,761.61	13,163.85	-	50.00	1,690.57
		SHARED SVS MECHANIC	128,324.00	-	-	17,316.66	-
		ELEC OPS FOREMAN/SUBFOREMAN	140,805.31	-	-	62,200.93	-
		GENERATION AUDITOR SR/EX	47,166.00	26,458.88	-	2,390.06	-
		ELEC OPS FOREMAN/SUBFOREMAN	116,405.63	-	-	104,096.90	58.87
		ELEC OPS FOREMAN/SUBFOREMAN	136,623.53	-	-	69,538.00	-
		GAS OPS OPERATOR	125,844.35	-	-	32,663.02	-
		GAS OPS SUPERVISOR	156,485.35	24,893.67	-	11,214.60	270.20
		CUSTOMER & COMMS SPECIALIST EXP/PRN	128,645.84	13,025.28	-	-	1,079.64
		ELEC OPS SUPERVISOR	157,552.00	26,728.99	-	22,680.77	3,724.28
		SHARED SVS BIOLOGIST	153,468.00	16,434.36	-	9,779.82	17,785.97
		GAS OPS FOREMAN/LEADER	134,368.14	-	-	65,733.04	-
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	90,846.37	29,785.63	13,729.50	19,547.68	515.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	179,195.94	29,134.64	-	-	901.52
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	154,340.08	21,825.67	-	9,226.51	280.00
		GAS OPS TECHNICIAN	122,371.65	-	-	44,677.39	1,508.59
		GAS OPS WORKING LEADER	151,529.92	-	-	42,804.37	-
		IT TECHNICIAN	51,144.19	-	-	58,742.00	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	138,205.20	18,295.50	-	755.95	315.00
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	129,157.50	9,148.38	-	14,601.87	4,477.94
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	135,972.00	14,462.78	-	972.96	4,729.45
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	193,729.06	25,060.54	-	1,550.00	1,160.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	155,067.06	25,069.56	-	150.00	1,040.00
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	40,450.32	17,200.44	-	48,990.57	105.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	137,234.60	-	-	7,575.80	1,562.13
		ELEC OPS TECHNICIAN	121,694.65	-	-	39,709.84	-
		GAS ENG ENGINEER SR/EX/PRN	140,237.88	-	-	79,598.32	800.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	150,582.49	12,150.75	-	22,664.33	1,107.10
		GAS ENG ENGINEER SR/EX/PRN	191,581.46	25,420.49	-	723.20	912.76
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	30,922.41	10,141.00	-	9,597.41	-
		IT ENGINEER SR/EX/PRN	172,911.24	27,120.62	-	4,250.00	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	126,155.00	-	-	-	624.24
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	185,760.00	15,290.27	-	9,319.21	2,209.29
		ELEC ENG ENGINEER	116,456.30	-	-	27,130.23	280.00
		ELEC OPS CREW LEAD/LEADER	145,153.68	-	-	41,879.13	-
		ELEC OPS LNEWORKER	76,448.44	-	-	172,115.36	-
		GENERATION TECHNICIAN SR/EX	128,875.13	-	-	130,765.46	295.07
		GAS OPS CREW LEADER	135,940.50	-	-	34,314.24	-
		GAS ENG ENGINEER SR/EX/PRN	42,636.54	-	-	7,525.00	160.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	136,057.68	14,021.66	-	100.00	960.00
		IT MANAGER/SR MANAGER	190,516.66	31,093.01	10,294.30	10,050.00	2,610.11
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	155,619.84	16,714.83	-	-	804.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,956.40	-	-	93,299.50	999.60
		ELEC ENG MAPPING TECH	124,516.54	-	-	109,435.54	46.17
		GAS ENG ENGINEER SR/EX/PRN	144,873.44	-	-	80,293.21	502.97
		GAS ENG ENGINEER SR/EX/PRN	147,659.49	-	-	103,630.22	420.00
		ELEC ENG ESTIMATOR	123,565.75	-	-	107,424.68	280.00

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		GAS OPS INSPECTOR	131,567.20	-	-	45,745.13	1731
		ELEC OPS CABLE SPLICER	150,520.66	-	-	146,955.83	-
		SHARED SVS COORD/CONSTL	139,693.42	15,083.69	-	656.00	6,503.57
		ELEC ENG ENGINEER	172,682.00	13,377.87	-	9,989.75	1,377.99
		SHARED SVS SUBFOREMAN	113,312.10	-	-	61,033.97	-
		GAS ENG SENIOR BUSINESS REP	121,280.80	-	-	24,013.89	205.08
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	114,600.73	11,816.01	-	100.00	640.00
		GAS ENG ENGINEER SR/EX/PRN	155,822.84	19,555.86	-	1,325.38	2,543.99
		ELEC OPS FOREMAN/SUBFOREMAN	135,884.00	-	-	69,197.65	-
		ELEC ENG ENGINEER	205,173.06	25,356.78	-	-	294.69
		ELEC ENG ENGINEER	19,024.64	-	-	18,890.41	-
		OPERATIONS SUPERVISOR	125,033.36	5,377.24	-	-	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,498.20	16,043.93	-	24,678.43	3,959.19
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	165,000.00	18,054.71	-	5,000.00	720.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	106,307.95	17,664.59	-	19,333.08	-
		CUSTOMER & COMMS SUPERVISOR	140,324.98	14,556.86	-	2,050.00	960.00
		GENERATION SUPERVISOR	198,634.62	33,658.22	-	27,206.68	1,088.34
		CUSTOMER CARE SUPERVISOR/ADMIN	140,396.14	19,328.18	-	50.00	2,103.91
		ELEC OPS CREW LEAD/LEADER	92,759.76	-	-	38,695.12	-
		GAS OPS SCHEDULER	124,864.70	-	-	10,130.75	385.00
		GAS ENG ENGINEER SR/EX/PRN	85,163.49	-	-	1,168.38	400.00
		IT MANAGER/SR MANAGER	180,208.34	26,613.02	-	-	1,345.69
		ELEC OPS MANAGER/SR MANAGER	103,880.50	25,832.25	-	267,821.71	857.92
		IT MANAGER/SR MANAGER	177,923.50	22,812.64	-	4,994.80	1,111.66
		CUSTOMER & COMMS SPECIALIST EXP/PRN	52,094.64	-	-	1,694.88	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	12,479.60	965.27
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	138,444.00	18,281.28	-	1,515.28	514.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,651.46	15,245.23	-	-	451.01
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,623.69	29,259.70	-	228,354.13	82.43
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	125,241.14	13,885.50	-	1,481.88	1,145.00
		ELEC OPS LINEWORKER	165,365.67	-	-	162,336.11	33.05
		GAS OPS DIRECTOR/SR DIRECTOR	143,379.88	29,500.66	-	22,925.28	1,239.73
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	137,687.81	14,837.87	-	1,800.00	315.00
		CUSTOMER & COMMS ANALYST EXP/PRN	173,342.58	28,046.15	-	500.00	597.22
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	83,642.64	14,326.37	-	11,257.32	480.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	143,105.60	20,133.56	-	50.00	965.95
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	139,849.80	15,048.47	-	50.00	455.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	156,825.00	20,079.08	-	1,818.24	420.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	158,577.32	20,526.59	-	500.00	1,160.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	152,563.30	15,062.16	-	6,600.00	674.67
		GAS ENG ENGINEER SR/EX/PRN	121,098.79	-	-	10,321.69	1,160.00
		GAS ENG ENGINEER SR/EX/PRN	157,550.67	-	-	104,720.76	800.00
		ELEC ENG INTERCONNECTION MANAGER	147,780.80	-	-	18,288.95	420.00
		CUSTOMER CARE ENGINEER SR/EXP/PRN	127,417.04	13,688.08	-	-	6,784.05
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	149,701.29	18,629.21	-	13,105.92	880.00
		GAS ENG SENIOR BUSINESS REP	123,894.72	-	-	59,496.17	1,044.18
		ELEC OPS ENGINEER	86,704.09	-	-	263.80	383.21
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	134,813.05	-	-	811.70	901.96
		ENG PLNG & STRAT DATA SCIENTIST	157,972.77	16,113.94	-	6,775.00	420.00
		ELEC OPS LINEWORKER	149,271.04	-	-	100,499.09	251.56
		ELEC OPS CABLE SPLICER	151,180.67	-	-	75,583.71	-
		ELEC ENG ESTIMATOR	142,506.88	-	-	101,618.87	-
		SAFETY RISK COMPL INSPECTOR	128,660.51	-	-	100,592.79	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	141,869.04	15,314.71	-	2,870.80	350.00
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	31,397.16	2,862.88
		ELEC ENG ENGINEER	191,292.00	15,690.74	-	62,916.72	4,037.25
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	163,359.40	25,830.66	-	-	420.00
		IT ENGINEER SR/EX/PRN	185,000.04	19,179.59	-	-	9,953.78
		CORP AFFAIRS CASE MANAGER EXP/PRN	127,254.84	9,804.09	-	550.00	800.00
		GAS ENG ENGINEER SR/EX/PRN	132,042.66	-	-	44,541.46	636.59
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	27,821.46	17,859.16	-	19,543.72	210.00
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	152,316.66	10,648.33	-	7,950.83	1,059.62
		ELEC ENG ENGINEER	123,462.42	-	-	5,554.93	922.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	26,289.69	-	-	-	195.00
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	116,187.29	15,525.33	-	-	368.75

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		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	141,326.64	11,461.33	-	2,000.00	453.71
		ELEC OPS ENGINEER	167,916.00	22,425.92	-	4,127.03	2,479.62
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	127,341.36	-	-	28,790.43	1,413.13
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	138,896.30	-	-	107,058.05	424.05
		GAS ENG ENGINEER SR/EX/PRN	145,393.94	-	-	161,982.67	1,314.91
		GAS OPS FOREMAN/LEADER	133,845.29	-	-	40,598.45	-
		SHARED SVS MANAGER/SR MANAGER	180,896.58	18,956.77	-	2,896.07	860.66
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	230,964.00	34,462.70	24,035.10	2,900.00	1,008.17
		ELEC OPS ENGINEER	147,274.00	19,739.36	-	56,013.33	10,143.00
		ELEC ENG ESTIMATOR	93,179.56	-	-	27,254.96	259.78
		ELEC ENG ENGINEER	111,119.71	-	-	16,876.80	225.04
		ELEC OPS DIRECTOR/SR DIRECTOR	224,877.50	36,609.31	40,293.38	26,288.15	2,440.81
		GENERATION MACHINST/MECHANIC/RIGGER	87,607.56	-	-	2,661.12	-
		ELEC OPS TECHNICIAN	136,125.64	-	-	79,549.01	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	107,370.96	5,289.69	-	-	-
		IT ARCHITECH EXP/PRN	190,306.32	30,790.84	-	-	-
		ELEC OPS ENGINEER	115,949.48	-	-	46,914.91	2,151.97
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	116,273.15	13,725.22	-	-	555.34
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	145,505.72	15,354.00	-	767.43	3,751.39
		ELEC ENG ENGINEER	115,598.73	-	-	49,977.11	982.74
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	1,388.89	27,612.39	-	29,797.16	-
		ELEC OPS LINEWORKER	136,379.58	-	-	135,955.22	-
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	115,616.30	11,387.31	-	-	1,143.16
		GAS ENG ENGINEER SR/EX/PRN	171,642.00	21,758.34	-	11,987.44	4,392.42
		ELEC ENG MANAGER/SR MANAGER	168,801.50	12,238.06	-	-	2,037.90
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,819.46	14,315.20	-	50.00	175.00
		CORP AFFAIRS GOV REP EXP/PRN	140,635.00	14,999.57	-	1,000.00	2,871.84
		ELEC ENG TECHNICIAN	160,822.55	-	-	90,128.88	-
		ELEC OPS ELECTRICIAN	56,905.80	-	-	49,482.49	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	143,809.24	13,774.81	-	5,493.24	3,215.60
		IT MANAGER/SR MANAGER	187,301.41	22,996.17	-	-	1,140.92
		GAS OPS OPERATOR	122,457.91	-	-	49,700.37	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	107,140.46	-	-	111,292.78	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	182,291.66	28,794.65	-	400.00	140.00
		IT SUPERVISOR	63,787.64	23,480.61	-	63,466.20	140.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	132,872.80	14,303.15	-	50.00	420.01
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	172,657.36	27,935.28	-	6,854.60	3,460.39
		ELEC OPS ENGINEER	147,684.42	12,177.13	-	11,434.75	3,650.87
		ELEC ENG ENGINEER	136,155.45	-	-	117,561.52	140.00
		SHARED SVS COORD/CONSTL	160,144.68	17,273.86	-	450.00	448.13
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	145,799.06	13,895.26	-	850.00	480.41
		GAS OPS TECHNICIAN	133,730.59	-	-	35,096.51	-
		ELEC OPS LINEWORKER	131,664.56	-	-	51,127.89	-
		ELEC OPS SYSTEM OPERATOR/LEAD	151,957.55	-	-	80,302.08	-
		GAS ENG SENIOR BUSINESS REP	120,508.72	-	-	45,129.39	3,936.85
		GAS ENG ENGINEER SR/EX/PRN	68,732.50	-	-	13,029.69	70.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	162,725.94	16,732.03	-	5,763.33	1,051.11
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,721.50	16,059.04	-	2,500.00	420.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	134,948.62	14,497.16	-	5,456.42	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,926.40	26,991.05	-	2,000.00	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,812.00	-	-	3,500.00	385.00
		GAS ENG ENGINEER SR/EX/PRN	187,749.62	24,415.67	-	6,585.23	843.99
		IT MANAGER/SR MANAGER	181,545.09	29,679.53	8,576.70	7,050.00	4,284.34
		CUSTOMER CARE SUPERVISOR/ADMIN	135,508.36	17,190.38	-	5,364.18	557.75
		SAFETY RISK COMPL INSPECTOR	117,011.28	-	-	57,170.31	-
		ELEC OPS CREW LEAD/LEADER	148,368.05	-	-	76,146.59	176.38
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	162,141.99	27,528.35	8,576.70	-	350.00
		ELEC ENG SUPERVISOR	159,685.80	18,071.79	-	37,175.68	1,477.48
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	127,620.40	12,662.49	-	2,533.72	210.00
		ELEC OPS CREW LEAD/LEADER	175,397.51	-	-	115,130.99	-
		FINANCE AUDITOR SR/EX/PRN	154,169.06	16,443.07	-	50.00	541.64
		ELEC OPS ENGINEER	185,808.00	15,240.39	-	43,757.37	385.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	187,923.90	30,087.95	-	3,550.00	385.00
		CUSTOMER CARE ENGINEER SR/EXP/PRN	174,142.00	17,758.89	-	13,734.36	2,483.04
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,741.42	13,594.22	-	300.00	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	148,874.06	16,031.93	-	-	6417.97
		ELEC OPS SUPERVISOR	159,837.24	15,860.06	-	88,232.61	-
		ELEC OPS LINEWORKER	144,288.24	-	-	80,948.14	-
		GAS ENG ENGINEER SR/EX/PRN	182,709.28	24,382.12	-	15,177.90	519.38
		HR ECO MANAGER/SR MANAGER	184,880.89	-	-	50.00	3,591.61
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,571.94	15,733.46	-	50.00	385.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	113,315.35	32,883.00	-	50.00	427.04
		ELEC ENG ENGINEER	140,409.35	-	-	109,259.26	670.64
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	136,314.06	10,381.04	-	1,007.87	540.00
		ELEC ENG ENGINEER	145,347.41	-	-	63,818.90	1,014.24
		FINANCE AUDITOR SR/EX/PRN	151,900.00	16,202.08	-	50.00	12,958.83
		GAS ENG ENGINEER SR/EX/PRN	125,642.81	-	-	73,696.09	880.00
		ELEC ENG TECHNICIAN	142,507.94	-	-	50,650.90	-
		GAS ENG ENGINEER SR/EX/PRN	148,642.58	-	-	134,067.91	2,528.96
		GAS ENG ENGINEER SR/EX/PRN	184,714.00	23,367.27	-	3,433.18	385.00
		GAS ENG ENGINEER SR/EX/PRN	141,142.50	10,004.11	-	2,970.80	385.00
		HR ECO MANAGER/SR MANAGER	96,165.40	31,476.66	-	239,786.84	245.00
		FINANCE SUPERVISOR	157,423.80	19,928.53	-	2,416.90	630.00
		GENERATION COORDINATOR SR/EX	166,756.00	22,079.60	-	8,370.31	280.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,375.28	-	-	81,362.64	-
		GAS OPS INVESTIGATOR	113,147.19	16,492.54	-	10,509.55	3,617.59
		ELEC ENG TECHNICIAN	138,201.05	-	-	8,071.57	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,460.02	13,935.77	-	-	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	127,128.40	13,502.98	-	-	2,022.19
		OPERATIONS CONSULTANT/SR EX ASST/CHIEF	161,179.66	19,640.29	-	-	1,394.08
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	156,989.44	19,382.10	-	24,018.57	6,592.95
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	153,765.73	13,518.31	-	3,990.00	1,554.68
		IT TECHNICIAN	120,641.76	-	-	59,067.84	12,624.20
		ELEC OPS WORK & RESOURCE PLANNER EX/PRN	50,901.82	10,752.16	-	40,323.81	634.36
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	41,891.35	17,703.81
		ELEC OPS CREW LEAD/LEADER	178,217.03	-	-	182,811.66	418.99
		GAS OPS CONST/PRGM MANAGER	155,727.32	20,713.26	-	34,886.51	3,644.96
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	163,011.08	18,088.99	-	6,467.22	662.06
		CUSTOMER & COMMS MANAGER/SR MANAGER	196,039.82	31,258.49	-	5,954.16	1,418.15
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	4,577.45	3,091.73
		GAS ENG ENGINEER SR/EX/PRN	132,836.47	-	-	8,683.01	2,341.26
		GAS ENG ANALYST/SPECIALST EXP/PRN	145,549.96	19,454.00	-	50.00	672.90
		GAS ENG ENGINEER SR/EX/PRN	145,240.00	19,162.53	-	800.00	635.06
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	154,187.50	13,887.50	-	6,050.00	640.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	135,000.00	-	-	-	4,769.98
		IT MANAGER/SR MANAGER	211,333.72	34,192.97	10,294.30	3,200.00	815.41
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	130,876.72	8,637.87	-	-	280.00
		GAS OPS SUPERVISOR	137,033.46	21,876.26	-	1,500.00	1,796.33
		GAS ENG ENGINEER SR/EX/PRN	133,200.28	-	-	53,082.37	490.00
		IT CONTROLS ASSESSOR/DATA SCIENTIST SR/EX/PRN	172,726.68	27,456.37	-	250.00	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	80,212.50	17,722.78	-	250,576.70	210.00
		ELEC OPS SUPERVISOR	137,066.66	16,339.20	-	68,438.40	1,242.91
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	195,425.59	19,028.79	-	2,000.00	813.53
		ELEC ENG ENGINEER	168,269.72	15,211.89	-	11,547.30	1,389.14
		FINANCE MANAGER/SR MANAGER	154,415.64	24,964.21	-	1,819.33	160.00
		GAS ENG ENGINEER SR/EX/PRN	131,579.64	-	-	57,616.29	441.13
		FINANCE MANAGER/SR MANAGER	147,162.76	16,578.92	-	-	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	96,161.86	19,908.95	-	9,697.52	140.00
		ELEC OPS FOREMAN/SUBFOREMAN	21,856.00	-	-	14,977.46	-
		ELEC OPS SUPERVISOR	149,626.56	15,545.34	-	17,047.60	-
		GAS OPS MANAGER/SR MANAGER	169,689.22	26,624.58	-	250.00	807.83
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,072.56	14,376.12	-	-	960.00
		GENERATION TECHNICIAN SR/EX	34,725.90	-	-	38,872.48	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	158,714.58	22,511.88	-	-	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	64,580.48	17,336.98	-	174,256.42	-
		SHARED SVS MANAGER/SR MANAGER	161,302.14	25,405.31	-	-	654.71
		ELEC OPS LEAD OPERATOR	134,243.25	-	-	67,137.94	33.69
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	178,100.04	16,529.36	47,807.64	1,419.92	-
		GENERATION TECHNICIAN SR/EX	138,298.26	-	-	55,998.33	1,786.70
		GAS ENG SENIOR BUSINESS REP	139,496.14	-	-	44,236.62	4,029.99

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		ELEC OPS SUPERVISOR	166,845.48	19,130.14	-	44,141.17	-
		GAS ENG ENGINEER SR/EX/PRN	162,975.00	21,783.00	-	110,346.71	674.38
		ELEC OPS CONSULTANT SR/EXP/PRN	134,547.94	6,503.06	-	50.00	445.63
		ELEC OPS CREW FOREMAN/LEAD	164,928.94	-	-	47,604.56	-
		ELEC OPS ENGINEER SR/EXP/PRN	197,114.00	15,302.87	-	3,058.30	630.00
		GAS OPS OPERATOR	110,623.86	-	-	9,969.41	-
		ELEC OPS CREW LEAD/LEADER	172,583.78	-	-	48,206.69	-
		ELEC ENG ENGINEER	150,172.64	-	-	6,120.24	-
		CUSTOMER CARE MANAGER/SR MANAGER	141,153.56	14,804.12	-	-	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,799.42	19,344.65	-	13,104.12	894.32
		ELEC OPS ENGINEER SR/EXP/PRN	185,796.00	15,239.37	-	11,375.68	9,450.06
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	72,135.84	-	-	27,960.00	-
		GAS ENG TECHNICIAN	123,861.72	-	-	4,869.86	540.00
		GAS OPS WORKING LEADER	139,568.80	-	-	45,638.44	21.36
		GAS OPS SUPERVISOR	154,204.18	24,562.87	-	58,489.70	1,680.77
		GAS OPS SUPERVISOR	153,732.44	24,487.72	-	43,762.38	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	2,758.80	920.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	191,334.00	29,327.40	-	1,633.92	554.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	49,306.80	-	-	28,884.72	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	82,992.00	14,295.37	-	222,059.69	603.48
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	80,442.00	17,227.61	-	190,407.82	1,763.55
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	26,603.76	-	-	6,798.94	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,564.80	-	-	38,946.03	-
		GENERATION TECHNICIAN SR/EX	34,045.00	-	-	39,056.98	-
		GAS OPS TECHNICIAN	133,236.50	-	-	36,383.82	1,385.30
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,468.32	-	-	127,573.46	-
		ELEC OPS SUPERVISOR	143,632.66	24,397.40	-	4,917.12	420.00
		CUSTOMER & COMMS PLANNER/SUCCESS MANGER	180,883.50	33,792.34	-	899.24	6,486.58
		ELEC OPS SUPERVISOR	163,637.50	16,237.08	-	30,025.84	268.50
		CUSTOMER & COMMS SUPERVISOR	136,010.60	16,124.50	-	6,000.00	703.37
		ELEC OPS FOREMAN/SUBFOREMAN	129,486.53	-	-	10,009.36	-
		GENERATION TECHNICIAN SR/EX	34,725.90	-	-	33,897.55	-
		FINANCE DIRECTOR	234,849.34	50,255.05	29,187.90	50.00	1,097.06
		GAS OPS OPERATOR	131,003.76	-	-	68,613.78	-
		GENERATION REACTOR	135,533.46	-	-	123,652.87	54.00
		OPERATIONS MANGER/SR MANAGER	167,143.86	27,021.99	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,396.57	-	-	82,611.20	582.44
		ELEC OPS LINeworker	142,961.73	-	-	119,799.37	-
		SHARED SVS SCIENTIST	109,331.67	-	-	-	488.10
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	101,192.44	15,474.37	-	54,205.00	-
		ELEC OPS CONSULTANT SR/EXP/PRN	138,971.96	11,352.83	-	1,664.72	960.00
		GAS ENG SENIOR BUSINESS REP	137,367.36	-	-	58,568.92	1,357.21
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	135,972.00	7,279.94	-	5,737.48	9,560.30
		ELEC OPS OPERATOR	110,352.00	-	-	188,220.69	308.34
		HR ECO DIRECTOR/SR DIRECTOR	207,961.84	34,123.08	8,576.70	50.00	788.17
		GAS OPS MANAGER/SR MANAGER	156,991.40	39,427.83	-	2,095.86	15,326.47
		HR ECO DIRECTOR/SR DIRECTOR	146,379.16	41,629.65	8,576.70	21,393.80	41.87
		ELEC ENG TECHNICIAN	160,207.69	-	-	71,857.43	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	172,689.02	28,030.37	-	3,350.00	6,678.32
		IT ANALYST/SPECIALIST SR/EXP/PRN	104,021.16	-	-	-	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	174,723.52	28,269.57	-	750.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	147,715.40	-	-	86,022.65	-
		ELEC OPS ELECTRICIAN	112,589.26	-	-	20,336.47	-
		ELEC OPS LINeworker	131,219.32	-	-	103,597.63	-
		ELEC OPS LINeworker	15,434.83	-	-	24,481.16	-
		GAS ENG ENGINEER SR/EX/PRN	143,078.86	-	-	8,811.57	3,026.67
		GAS OPS TECHNICIAN	131,116.21	-	-	66,410.03	-
		GAS OPS MANAGER/SR MANAGER	176,357.90	34,584.94	-	2,575.16	26,697.32
		ELEC OPS ENGINEER	119,453.68	-	-	11,232.55	245.00
		GENERATION SUPERVISOR	203,660.23	34,244.97	-	57,255.07	-
		ELEC OPS LINeworker	105,338.49	-	-	90,347.70	1,899.56
		ELEC OPS MANAGER/SR MANAGER	159,616.42	19,449.79	-	50.00	4,339.81
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	139,020.24	-	-	22,918.81	85.00
		ELEC OPS SUPERVISOR	147,750.56	14,532.14	-	50.00	2,618.10
		GAS ENG ENGINEER SR/EX/PRN	188,538.20	31,540.54	8,576.70	-	1,385.24

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		SHARED SVS SUPERVISOR	166,077.38	21,436.08	-	692.08	661.97
		SAFETY RISK COMPL INSPECTOR	136,263.18	-	-	51,621.59	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	182,465.82	19,220.49	-	-	-
		GENERATION TECHNICIAN SR/EX	132,018.25	-	-	60,707.62	625.47
		ELEC ENG TECHNICIAN	124,179.60	-	-	67,499.82	7,319.07
		CORP AFFAIR MANAGER/SR MANAGER	199,641.30	32,301.19	10,294.30	4,800.00	7,604.60
		GAS OPS SYSTEM/CONST OPERATOR	120,675.08	-	-	25,986.87	-
		CUSTOMER & COMMS PLANNER/SUCCESS MANGER	151,255.04	15,548.72	-	8,625.00	1,709.75
		GENERATION CREW LEADER/CONTROL LEAD	142,140.44	-	-	105,858.27	-
		GENERATION REACTOR	132,182.72	-	-	118,034.44	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	128,723.62	13,831.28	-	1,373.44	245.09
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	139,138.88	-	-	21,053.66	-
		ENT HEALT & SAFETY DIRECTOR/SR DIRECTOR	117,765.72	-	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	135,447.92	-	-	10,818.37	925.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	147,992.00	-	-	102,208.49	-
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	31,328.57	-	-	-	70.00
		GAS OPS OPERATOR	125,904.74	-	-	34,506.38	-
		ELEC OPS TECHNICIAN	160,449.40	-	-	15,278.89	-
		GAS ENG SENIOR BUSINESS REP	138,143.11	-	-	25,579.93	497.66
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	131,542.80	13,798.46	-	7,623.41	3,030.60
		OPERATIONS SUPERVISOR	135,023.96	14,257.16	-	12,574.47	1,951.51
		GAS OPS MANAGER/SR MANAGER	200,210.22	39,976.56	-	-	643.13
		OPERATIONS MANGER/SR MANAGER	159,018.80	26,335.51	-	357.64	70.00
		ENT HEALT & SAFETY SUPERVISOR	125,678.23	29,181.69	-	56,136.29	30.95
		GAS OPS MANAGER/SR MANAGER	217,713.95	53,296.43	38,611.51	-	22,814.73
		SHARED SVS MECHANIC	122,602.40	-	-	46,285.54	-
		FINANCE SUPERVISOR	106,589.06	10,034.86	-	1,550.00	932.50
		GENERATION MANAGER/SR MANAGER	225,777.14	47,821.81	-	37,010.00	-
		ELEC OPS LINEWORKER	26,820.36	-	-	76,508.95	-
		GENERATION ELECTRICIAN	129,997.15	-	-	106,098.26	-
		OPERATIONS DIRECTOR/SR DIRECTOR	117,562.82	51,019.61	34,769.51	294,375.56	2,002.08
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	131,843.66	14,757.37	-	4,827.97	280.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	141,085.60	14,962.84	-	450.00	1,151.40
		ELEC ENG SUPERVISOR	87,510.21	14,848.57	-	423.50	890.95
		GENERATION SUPERVISOR	170,185.90	28,848.98	-	94,393.10	-
		ELEC OPS LINEWORKER	17,307.82	-	-	14,920.11	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	143,768.09	22,817.41	-	4,550.00	2,198.06
		ELEC OPS LINEWORKER	131,160.40	-	-	185,594.03	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	122,818.73	-	-	123,108.59	-
		GENERATION MACHINST/MECHANIC/RIGGER	33,771.60	-	-	26,790.82	-
		ELEC OPS MANAGER/SR MANAGER	192,700.04	38,800.18	-	25.00	2,869.05
		CUSTOMER CARE SUPERVISOR/ADMIN	150,852.14	19,213.41	-	3,000.00	2,266.03
		GENERATION EX AST/CHIEF/ARMORER	121,235.95	17,364.62	-	21,986.84	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	150,296.57	21,231.21	-	-	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,298.00	-	-	177,333.47	147.34
		GENERATION MACHINST/MECHANIC/RIGGER	31,895.40	-	-	35,879.51	-
		GAS ENG ENGINEER SR/EX/PRN	146,456.78	-	-	67,903.37	4,928.95
		GENERATION REACTOR	123,280.36	-	-	125,250.42	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,166.66	14,350.42	-	50.00	630.02
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	171,417.30	15,228.00	-	-	3,166.77
		ELEC OPS ENGINEER	176,964.00	24,817.64	-	11,578.34	6,509.13
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	119,792.32	-	-	31,222.36	525.00
		ELEC OPS SPECIALIST SR/EX/PRN	139,041.67	-	-	30,298.62	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	62,157.48	13,452.65	-	175,778.29	138.25
		ELEC OPS MANAGER/SR MANAGER	197,434.72	24,468.49	-	40.00	1,211.40
		ENT HEALT & SAFETY CONST/BUS PRTN EXP/PRN	132,677.82	14,270.56	-	513.04	766.26
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	148,410.62	17,123.74	-	14,965.91	500.00
		ELEC OPS FOREMAN/SUBFOREMAN	128,379.18	-	-	31,031.48	-
		GAS OPS FOREMAN/LEADER	138,690.00	-	-	54,759.63	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	154,992.58	-	-	108,559.40	343.21
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	70,390.22	15,259.59	-	166,918.08	637.08
		GAS OPS CONST/PRGM MANAGER	138,296.80	-	-	47,349.88	9,839.98
		GAS OPS SUPERVISOR	137,350.04	22,029.60	-	(362.38)	1,082.24
		GAS OPS SYSTEM/CONST OPERATOR	115,343.68	-	-	19,890.30	-
		SHARED SVS MECHANIC	122,510.33	-	-	26,395.23	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		SHARED SVS SUBFOREMAN	127,077.60	-	-	8,856.25	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	111,070.57	-	-	205,500.90	-
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	237,527.88	51,117.38	40,954.69	50.00	1,153.33
		OPERATIONS SUPERVISOR	120,822.65	11,437.44	-	2,380.48	4,792.15
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	127,168.46	12,968.66	-	50.00	263.98
		IT SUPERVISOR	126,416.36	14,890.82	-	-	190.75
		IT ARCHITECH EXP/PRN	191,917.56	30,850.20	-	50.00	315.00
		GAS OPS FOREMAN/LEADER	133,001.16	-	-	51,343.25	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,300.94	-	-	115,913.99	-
		ELEC OPS OPERATOR	131,631.02	-	-	40,804.27	98.28
		GAS OPS SUPERVISOR	155,912.47	26,753.03	-	-	17,930.37
		GAS ENG ENGINEER SR/EX/PRN	127,348.71	-	-	49,546.75	1,097.42
		GAS OPS FOREMAN/LEADER	127,803.93	-	-	76,654.69	95.77
		GAS ENG ENGINEER SR/EX/PRN	131,421.76	16,936.71	-	930.70	1,277.47
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	165,000.00	12,893.27	-	50.00	166.14
		HR ECO COMMS REP/HR INVEST/CONSLT/ SR/EXP/PRN	127,179.96	13,718.15	-	2,500.00	-
		ELEC OPS OPERATOR	139,560.46	-	-	54,737.92	175.00
		ELEC OPS SUPERVISOR	149,616.36	14,869.55	-	50,331.27	1,087.99
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	203,397.48	28,674.08	-	47,694.70	-
		ELEC OPS MANAGER/SR MANAGER	179,829.96	18,351.50	-	1,700.00	1,611.33
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,750.72	-	-	92,075.02	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	133,734.44	9,233.92	-	50.00	571.54
		ELEC OPS LINeworker	131,013.51	-	-	127,248.66	374.11
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	173,222.30	18,806.02	-	4,549.62	1,759.70
		ELEC OPS FOREMAN/SUBFOREMAN	132,886.54	-	-	63,401.30	-
		ELEC OPS ELECTRICIAN	105,523.83	-	-	21,053.16	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	178,645.85	23,324.00	-	-	2,975.24
		ELEC ENG ANALYST/SPEC SR/EX/PRN	167,553.46	14,358.90	-	4,500.00	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	135,826.66	11,303.60	-	-	1,084.98
		SHARED SVS MECHANIC	123,957.42	-	-	40,933.22	-
		ELEC OPS LINeworker	125,439.11	-	-	50,216.88	-
		ELEC ENG TECHNICIAN	154,343.01	-	-	48,779.14	125.68
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	85,540.06	4,692.00	-	-	360.81
		ELEC OPS ENGINEER	156,780.00	12,943.44	-	4,534.53	1,875.64
		GAS OPS MECHANIC/WELDER	125,692.06	-	-	14,554.15	-
		ELEC OPS OPERATOR	123,899.18	-	-	42,889.76	1,100.00
		ELEC OPS SUPERVISOR	144,247.91	17,153.78	-	86,811.61	-
		GENERATION SUPERVISOR	162,748.30	27,476.51	-	80,626.13	1,582.49
		ELEC OPS ENGINEER	155,842.00	21,112.05	-	17,426.77	3,512.70
		GAS ENG ENGINEER SR/EX/PRN	148,697.26	-	-	131,652.73	-
		GAS OPS TECHNICIAN	88,553.88	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	17,812.14	-	-	3,794.38	1,163.97
		GAS OPS FOREMAN/LEADER	57,013.32	-	-	79.20	-
		IT MANAGER/SR MANAGER	184,426.20	29,887.01	-	50.00	990.24
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	128,275.06	13,938.22	-	49,088.51	7,123.95
		ELEC ENG ESTIMATOR	126,518.99	-	-	31,562.93	452.76
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	129,952.37	18,301.06	-	1,064.85	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	137,789.40	9,074.14	-	60.00	3,300.80
		GAS ENG ENGINEER SR/EX/PRN	133,153.26	-	-	85,072.93	1,728.21
		GAS ENG ANALYST/SPECIALIST EXP/PRN	165,579.29	29,382.36	-	11,090.84	-
		GENERATION TECHNICIAN SR/EX	144,134.30	-	-	126,984.08	407.40
		SAFETY RISK MANAGER/SR MANAGER	190,250.04	16,244.56	-	4,500.00	14,796.90
		GENERATION TECHNICIAN SR/EX	135,813.35	-	-	127,536.29	3,437.79
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	72,324.00	15,489.12	-	216,670.81	732.28
		ELEC OPS CREW LEAD/LEADER	121,653.18	-	-	26,820.96	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	137,402.00	14,820.75	-	3,300.00	420.00
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	50.00	-
		SHARED SVS MECHANIC	127,022.48	-	-	12,639.12	-
		ELEC OPS LINeworker	144,475.23	-	-	294,537.50	7,993.09
		ELEC OPS ESTIMATOR	136,053.40	-	-	59,891.15	344.38
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	115,612.27	24,255.22	-	50,783.89	1,440.97
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	132,104.67	19,090.30	-	7,919.00	1,483.26
		ELEC OPS LINeworker	47,671.24	-	-	104,754.85	938.78
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	172,003.32	17,837.11	-	-	50.00
		ELEC OPS SUPERVISOR	154,541.66	15,334.59	-	8,583.36	12,841.55



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		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	147,600.00	22,341.40	-	2,350.00	2210.96
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	150,479.76	12,647.36	-	50.00	-
		SHARED SVS PRGM/PROJ MANAGER	191,292.00	20,484.62	-	4,478.54	616.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	152,750.04	18,723.40	-	500.00	1,182.77
		GENERATION MANAGER/SR MANAGER	168,550.06	42,366.44	-	3,400.00	5,170.76
		GAS OPS OPERATOR	134,279.25	-	-	35,940.02	-
		ELEC OPS LINEWORKER	135,856.01	-	-	109,718.49	-
		ELEC OPS LINEWORKER	65,098.85	-	-	117,714.42	-
		GAS OPS SUPERVISOR	138,043.28	22,113.39	-	6,989.33	1,636.88
		GAS OPS MANAGER/SR MANAGER	177,080.50	34,681.55	-	1,030.56	10,322.02
		GAS OPS CONST/PRGM MANAGER	127,653.51	22,240.94	-	55,928.37	1,010.73
		IT DIRECTOR/SR DIRECTOR	241,957.62	51,985.76	39,482.20	600.00	1,326.83
		GAS ENG SUPERVISOR	183,475.04	28,148.97	-	-	946.96
		ELEC OPS SUPERVISOR	154,118.40	15,280.16	-	6,639.12	628.15
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	210,291.64	45,773.20	32,251.41	450.00	1,115.04
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,655.30	-	-	67,203.05	-
		GEN COUNSEL & ETHICS COMP ASSTN CORP SEC/CHIEF/SR EX ASST	174,906.90	28,184.70	-	300.00	899.59
		IT SUPERVISOR	168,197.26	21,389.09	-	50.00	72.19
		ELEC ENG ENGINEER	191,292.00	15,690.74	-	8,785.97	877.10
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	105,838.82	-	-	100,129.14	919.07
		ELEC OPS FOREMAN/SUBFOREMAN	153,327.28	-	-	106,996.24	514.02
		ELEC OPS MANAGER/SR MANAGER	183,941.84	23,473.69	13,729.50	10,300.00	11,307.27
		GAS ENG ENGINEER SR/EX/PRN	136,329.24	-	-	9,763.05	1,150.74
		ELEC OPS FOREMAN/SUBFOREMAN	124,023.60	-	-	35,930.29	-
		ELEC ENG ENGINEER	183,427.99	13,949.04	-	11,733.17	3,149.35
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	128,999.35	-	-	355.10	1,161.85
		GAS OPS TECHNICIAN	136,011.84	-	-	101,883.38	851.76
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	148,597.96	19,543.60	-	554.07	1,057.34
		GAS OPS FOREMAN/LEADER	127,296.01	-	-	39,832.03	-
		GAS OPS SUPERVISOR	133,195.59	-	-	16,367.21	264.63
		SHARED SVS MECHANIC	123,139.59	-	-	29,379.46	1,380.97
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	149,691.90	13,595.41	-	4,550.00	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	126,519.74	24,042.74	-	15,133.18	7,822.67
		ELEC OPS SUPERVISOR	180,999.96	-	-	-	1,701.37
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	223,234.14	47,053.87	30,180.49	2,718.15	761.79
		ELEC OPS LINEWORKER	54,174.20	-	-	66,604.67	-
		ELEC OPS EX AST/SR EX AST/CHIEF	-	10,194.82	-	-	-
		ELEC OPS CONSULTANT SR/EXP/PRN	155,529.96	12,973.10	-	-	2,513.17
		FINANCE EX AST/SR EX AST/CHIEF	164,932.34	25,253.47	8,576.70	11,500.00	1,038.27
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	177,322.24	19,190.55	-	2,000.00	484.43
		ELEC OPS SPECIALIST SR/EX/PRN	153,383.74	12,677.80	-	2,000.70	1,076.60
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	147,620.02	-	-	20,651.06	-
		GENERATION SUPERVISOR	69,102.96	-	-	-	-
		GAS OPS INSPECTOR	130,871.86	-	-	31,689.49	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	127,658.62	-	-	4,147.01	611.34
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,419.31	-	-	66,767.45	32.66
		ELEC ENG SUPERVISOR	193,750.00	17,174.86	-	14,705.76	1,623.96
		GAS OPS MANAGER/SR MANAGER	165,608.50	25,742.82	-	85,400.02	6,767.60
		ELEC OPS SPECIALIST SR/EX/PRN	132,290.92	12,284.42	-	18,110.40	35,287.65
		ELEC ENG CONSULTANT/REP	29,017.66	6,975.16	-	8,964.90	715.78
		ELEC ENG TECHNICIAN	135,999.70	-	-	11,985.22	702.36
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	141,000.00	12,952.25	-	55,813.13	7,009.72
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	124,454.04	13,209.35	-	50.00	480.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	162,047.06	17,569.93	-	2,050.00	4,060.93
		IT SUPERVISOR	154,375.00	9,999.00	-	300.00	-
		ELEC OPS INSPECTOR	124,660.00	9,405.49	-	40,640.76	37,926.41
		ELEC OPS MANAGER/SR MANAGER	194,365.66	24,107.24	-	7,800.00	17,012.65
		GAS OPS WORKING LEADER	150,953.36	-	-	34,991.47	-
		GENERATION SUPERVISOR	179,286.32	17,778.63	-	53,571.79	-
		GAS OPS FOREMAN/LEADER	137,841.87	-	-	19,340.15	50.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	83,420.04	16,028.91	-	7,923.80	-
		GAS OPS PRGM/PROJ MANAGER	158,101.25	19,930.76	-	3,630.16	4,503.03
		ELEC OPS LINEWORKER	129,360.17	-	-	130,195.82	126.33
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	156,187.50	4,438.74	-	10,197.68	560.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	138,937.50	11,488.50	-	2,000.00	2,049.70

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		ELEC ENG MANAGER/SR MANAGER	175,013.64	21,362.09	-	8,576.70	12,861.73
		ELEC OPS FOREMAN/SUBFOREMAN	136,574.90	-	-	37,980.25	-
		ELEC OPS SUPERVISOR	153,485.00	5,911.97	-	9,312.32	557.15
		GAS OPS SYSTEM/CONST OPERATOR	128,861.56	-	-	26,144.59	-
		ELEC OPS LINEWORKER	131,371.26	-	-	87,467.39	174.34
		ELEC OPS LINEWORKER	126,485.07	-	-	83,803.15	-
		ELEC OPS FOREMAN/SUBFOREMAN	131,953.57	-	-	3,140.53	-
		ELEC OPS INSPECTOR	125,077.50	6,433.09	-	3,477.74	361.67
		ELEC OPS TECHNICIAN	123,573.18	-	-	78,567.83	-
		SHARED SVS SCIENTIST	159,383.37	15,927.32	-	6,285.71	918.72
		ELEC OPS FOREMAN/SUBFOREMAN	148,368.56	-	-	48,846.32	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	110,447.42	-	-	48,565.58	-
		GAS OPS FOREMAN/LEADER	129,413.42	-	-	121,622.23	-
		GAS ENG ENGINEER SR/EX/PRN	139,134.35	-	-	4,557.28	1,188.78
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	89,387.12	29,066.76	-	224,232.52	-
		GAS ENG ENGINEER SR/EX/PRN	137,284.00	17,867.77	-	3,142.38	742.07
		ELEC OPS LINEWORKER	45,317.16	-	-	34,475.01	20.00
		ELEC OPS ELECTRICIAN	125,610.51	-	-	65,721.73	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	136,519.04	-	-	58,868.35	87.03
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	128,941.93	12,380.60	-	13,421.65	5,616.85
		GAS ENG ENGINEER SR/EX/PRN	161,025.53	-	-	80,278.54	140.00
		GAS ENG SUPERVISOR	134,231.04	15,224.66	-	4,076.93	581.30
		ELEC ENG SUPERVISOR	130,046.94	17,773.39	-	17,258.17	1,549.82
		ELEC OPS SYSTEM OPERATOR/LEAD	59,827.58	-	-	337,512.24	-
		GAS OPS CONST/PRGM MANAGER	169,812.01	24,249.29	-	2,574.70	2,318.77
		ELEC ENG ENGINEER	149,662.62	-	-	84,177.20	-
		GAS ENG ENGINEER SR/EX/PRN	156,780.00	20,682.07	-	13,049.55	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,404.50	16,144.86	-	2,788.11	285.49
		ELEC ENG ENGINEER	132,810.00	10,395.14	-	50.00	580.30
		ELEC ENG SUPERVISOR	163,115.62	16,238.20	-	27,501.52	1,404.51
		ELEC OPS LINEWORKER	61,303.68	-	-	65,553.94	-
		ENG PLNG & STRAT SUPERVISOR	138,865.44	17,901.54	-	75.00	350.00
		ELEC OPS OPERATOR	133,353.66	-	-	50,144.11	581.29
		GENERATION SUPERVISOR	101,346.06	23,838.57	-	28,304.91	456.92
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	91,832.80	-	-	41,048.35	484.85
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	130,180.06	12,998.70	-	-	1,088.37
		GAS OPS INSPECTOR	126,499.10	-	-	28,766.31	-
		ELEC OPS LINEWORKER	26,258.85	-	-	103,088.29	331.63
		CUSTOMER CARE MANAGER/SR MANAGER	134,350.58	21,389.59	-	720.00	357.50
		GAS OPS LEAD REP/SPEC/INSPECTOR	133,317.05	-	-	27,895.75	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,827.28	13,732.16	-	1,000.00	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	153,340.64	12,669.22	-	27,308.40	225.00
		GAS OPS FOREMAN/LEADER	118,330.69	-	-	11,801.91	-
		ELEC OPS DIRECTOR/SR DIRECTOR	228,587.64	64,764.96	39,482.20	21,539.96	13,797.40
		CUSTOMER & COMMS SUPERVISOR	125,511.28	16,614.99	-	-	-
		HR ECO LABOR NEGOTIATOR PNR	166,058.22	26,277.01	-	425.00	3,498.46
		GAS OPS SYSTEM/CONST OPERATOR	94,801.22	-	-	16,368.96	140.81
		ELEC OPS FOREMAN/SUBFOREMAN	124,017.96	-	-	92,095.40	-
		GAS OPS TECHNICIAN	91,602.43	-	-	29,523.19	235.33
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	145,895.90	13,421.08	-	15,126.89	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	108,417.10	15,366.10	-	-	470.63
		ELEC OPS ELECTRICIAN	125,725.95	-	-	33,814.38	-
		GENERATION MANAGER/SR MANAGER	218,007.58	46,288.40	-	11,652.25	1,714.38
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	174,250.04	9,041.88	-	50.00	566.67
		FINANCE MANAGER/SR MANAGER	177,969.00	28,496.39	13,729.50	200.00	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	168,546.72	20,701.37	-	-	-
		ELEC OPS SUPERVISOR	173,029.38	16,682.14	-	63,116.08	3,541.80
		ELEC ENG ENGINEER	202,944.00	16,646.58	-	15,485.52	3,559.53
		GENERATION SUPERVISOR	145,101.30	24,697.17	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	75,566.43	-	-	19,031.63	560.00
		CORP AFFAIR MANAGER/SR MANAGER	201,876.10	31,173.48	8,576.70	5,305.00	6,650.17
		ENG PLNG & STRAT SUPERVISOR	172,071.74	27,840.55	-	50.00	1,675.08
		GAS OPS DIRECTOR/SR DIRECTOR	129,472.00	58,453.34	37,764.60	292,621.08	2,776.06
		GENERATION ENGINEER SR/EX/PRN	187,748.00	24,966.68	-	19,572.31	-
		CORP AFFAIRS CASE MANAGER EXP/PRN	195,432.84	32,372.68	-	5,908.66	915.00

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG ANALYST/SPECIALIST EXP/PRN	134,639.14	17,871.99	-	873.32	455.00
		ELEC OPS CREW LEAD/LEADER	150,996.68	-	-	234,595.40	252.88
		IT SUPERVISOR	122,462.57	20,716.51	-	25,063.03	257.50
		ELEC OPS SUPERVISOR	152,547.46	15,093.74	-	-	-
		ELEC OPS OPERATOR	121,781.41	-	-	36,098.91	-
		GENERATION SUPERVISOR	96,647.04	32,952.90	-	230,390.39	152.99
		ELEC OPS SYSTEM OPERATOR/LEAD	116,652.13	-	-	125,735.38	-
		GAS OPS SUPERVISOR	145,398.16	22,693.89	-	48,907.23	925.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	188,207.92	32,466.35	-	840.00	420.00
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	129,909.80	11,757.71	-	50.00	175.00
		GENERATION REACTOR	102,856.83	-	-	112,795.57	10,627.59
		ELEC OPS ENGINEER	135,159.68	-	-	91,864.08	-
		ELEC OPS SYSTEM OPERATOR/LEAD	45,063.20	-	-	74,241.32	-
		ELEC OPS ELECTRICIAN	127,361.02	-	-	96,450.88	-
		ELEC OPS SUPERVISOR	167,085.46	16,952.13	-	67,825.22	-
		GAS OPS WORKING LEADER	152,799.00	-	-	66,832.00	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	105,898.13	5,565.55	-	50.00	315.00
		ELEC OPS FOREMAN/SUBFOREMAN	132,916.89	-	-	34,107.58	-
		IT DIRECTOR/SR DIRECTOR	225,012.14	35,268.84	20,599.90	-	3,419.61
		ELEC OPS ENGINEER SR/EXP/PRN	189,244.33	25,862.23	-	1,452.39	4,505.17
		ELEC OPS CREW LEAD/LEADER	122,259.96	-	-	136,971.79	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,268.03	-	-	167,235.22	-
		ELEC OPS LINEWORKER	128,469.30	-	-	75,461.31	294.02
		GAS OPS MANAGER/SR MANAGER	188,227.84	37,442.02	-	727.84	-
		GENERATION SUPERVISOR	192,182.50	32,590.65	-	34,049.07	450.00
		ELEC OPS MANAGER/SR MANAGER	186,375.00	38,032.55	13,729.50	-	3,503.10
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	145,212.74	15,587.59	-	-	516.42
		GAS OPS SUPERVISOR	154,113.80	24,204.79	-	14,296.00	665.00
		ELEC ENG SUPERVISOR	161,765.54	16,174.00	-	49,565.66	1,994.56
		GAS OPS WORKING LEADER	153,126.46	-	-	37,745.11	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	99,470.14	-	-	12,534.57	-
		GENERATION MACHINIST/MECHANIC/RIGGER	31,895.40	-	-	29,942.74	-
		ELEC OPS SUPERVISOR	163,213.44	-	-	64,512.83	-
		GENERATION CREW LEADER/CONTROL LEAD	135,321.32	-	-	153,559.23	203.47
		ELEC OPS SUPERVISOR	150,525.38	14,780.43	-	16,202.65	1,702.74
		GENERATION SUPERVISOR	196,627.92	33,467.33	-	86,855.50	-
		ELEC OPS SUPERVISOR	107,050.19	15,732.86	-	52,186.87	-
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	126,683.44	-	-	3,380.62	645.93
		SHARED SVS SUPERVISOR	160,578.22	20,612.91	-	492.23	280.00
		GAS OPS TECHNICIAN	122,226.60	-	-	16,491.38	-
		GAS OPS ENGINEER	123,023.83	-	-	47,860.28	315.00
		SAFETY RISK DIRECTOR/SR DIRECTOR	188,964.98	29,068.85	8,576.70	50.00	-
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	84,512.78	26,638.64	-	62,460.58	-
		ELEC ENG ENGINEER	127,591.76	-	-	9,026.31	1,258.20
		ELEC OPS LINEWORKER	109,061.20	-	-	211,340.64	-
		OPERATIONS SUPERVISOR	160,019.56	20,728.28	-	75.00	2,940.85
		GAS OPS INSPECTOR	126,190.00	-	-	53,752.82	269.76
		SHARED SVS MECHANIC	122,080.59	-	-	17,335.42	-
		SAFETY RISK CHIEF/CONST/PILOT	147,999.96	14,117.68	-	-	1,017.83
		CUSTOMER & COMMS SPECIALIST EXP/PRN	129,999.96	-	-	4,153.13	5,599.15
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	175,787.50	28,580.48	-	800.00	416.88
		GAS OPS OPERATOR	123,602.51	-	-	7,236.19	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	130,995.00	7,662.48	-	750.00	-
		ELEC OPS SUPERVISOR	191,666.66	33,993.14	-	1,003.80	3,898.04
		ELEC ENG ENGINEER	51,684.00	16,957.03	-	3,066.49	-
		ELEC OPS FOREMAN/SUBFOREMAN	154,604.50	-	-	56,195.21	461.10
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	3,265.44	-	-	3,813.36	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	1,638.48	-	-	409.64	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	54,003.68	-	-	1,766.16	-
		GAS ENG COMP CONST/COORD/STRAG PLNR	74,847.04	-	-	202,998.98	210.00
		GAS OPS LEAD REP/SPEC/INSPECTOR	143,404.00	-	-	89,199.68	1,178.83
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	203,648.00	31,662.83	13,729.50	6,700.00	1,347.17
		ELEC OPS SUPERVISOR	169,674.14	16,790.90	-	40,127.28	-
		ELEC OPS SUPERVISOR	164,069.34	16,292.69	-	109,936.04	53.02
		GAS OPS SUPERVISOR	133,024.29	21,286.54	-	7,385.05	1,909.15

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		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	77,979.08	25,151.63	-	209,276.73	271.32
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	112,870.96	10,958.09	-	3,970.90	1,683.68
		SHARED SVS MANAGER/SR MANAGER	203,883.03	32,699.51	10,294.30	-	3,482.19
		ELEC OPS SPECIALIST SR/EX/PRN	145,438.14	12,043.80	-	5,739.66	-
		GAS ENG ENGINEER SR/EX/PRN	139,459.65	-	-	7,324.26	535.83
		SHARED SVS DIRECTOR/SR DIRECTOR	213,969.04	46,047.37	42,607.12	50.00	2,072.64
		GAS OPS SUPERVISOR	147,560.84	19,224.11	-	26,464.41	3,430.31
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	123,793.76	11,521.12	-	20,631.42	1,302.11
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	141,909.40	14,479.89	-	342.70	1,005.46
		GEN COUNSEL & ETHICS COMP PARALEGAL	133,898.98	17,345.20	-	50.00	934.79
		GEN COUNSEL & ETHICS COMP ASSTN CORP SEC/CHIEF/SR EX ASST	179,046.08	28,980.44	-	50.00	2,064.33
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	151,209.84	16,830.46	-	300.00	456.96
		GAS ENG ANALYST/SPECIALST EXP/PRN	65,212.50	17,388.45	-	170,322.10	1,020.04
		GAS OPS ENGINEER	183,167.04	24,323.21	-	9,020.21	13,690.99
		SAFETY RISK COMPL INSPECTOR	167,192.62	-	-	122,418.56	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	127,765.49	27,127.92	-	2,800.00	-
		OPERATIONS PLANNER	160,110.54	30,459.26	-	50.00	-
		GENERATION PLANNER	152,286.87	-	-	92,782.77	160.00
		ELEC OPS FOREMAN/SUBFOREMAN	88,826.60	-	-	85,519.92	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,236.30	-	400.00	266.93
		GAS OPS TECHNICIAN	109,941.59	-	-	52,092.36	108.82
		FINANCE PROJ/PROJ MANAGER EXP/PRN	133,046.14	14,339.23	-	50.00	705.00
		GENERATION MACHINST/MECHANIC/RIGGER	20,066.90	-	-	39,142.29	-
		GENERATION FIRE CAPTAIN	160,852.58	15,922.90	-	5,528.79	151.19
		IT MANAGER/SR MANAGER	145,973.26	18,131.52	-	-	1,001.05
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,564.84	-	-	104,161.12	10,065.24
		ELEC OPS LINEWORKER	166,619.75	-	-	170,155.64	50.92
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	126,033.66	-	-	35,198.57	4,342.40
		ELEC OPS EX AST/SR EX AST/CHIEF	132,292.80	10,991.70	-	3,390.57	2,585.38
		GAS ENG ENGINEER SR/EX/PRN	153,011.16	19,090.17	-	6,702.68	2,705.22
		ELEC OPS SUPERVISOR	173,499.12	17,166.78	-	42,550.12	4,075.83
		GENERATION WELDER	137,744.00	-	-	82,564.38	-
		GAS OPS OPERATOR	127,809.68	-	-	10,005.93	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	137,004.00	13,352.74	-	50.00	960.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	129,298.54	13,901.24	-	1,100.00	525.00
		ELEC OPS ENGINEER	176,964.00	13,671.19	-	3,120.44	5,092.11
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	137,042.30	6,870.25	-	81,532.28	2,521.14
		GAS ENG ANALYST/SPECIALST EXP/PRN	144,700.84	14,525.69	-	1,050.00	-
		GAS ENG SUPERVISOR	143,105.60	22,748.85	-	-	2,092.66
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	53,307.77	-	-	2,185.35	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,899.68	-	-	101,683.93	-
		ELEC OPS MANAGER/SR MANAGER	210,979.16	41,265.47	-	-	3,350.20
		IT ANALYST/SPECIALIST SR/EXP/PRN	171,879.36	18,539.61	-	50.00	200.00
		ELEC OPS LINEWORKER	134,520.76	-	-	153,506.35	-
		SHARED SVS PGRM/PROJ MANAGER	198,620.34	31,374.46	15,447.10	2,687.21	5,431.24
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	146,732.26	16,698.60	-	7,025.08	-
		ELEC OPS TECHNICIAN	130,204.67	-	-	41,236.07	317.09
		ELEC OPS TECHNICIAN	151,902.23	-	-	52,460.77	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	145,572.00	14,855.85	-	24,158.29	13,306.76
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	137,738.98	13,877.78	-	2,025.00	256.30
		OPERATIONS SUPERVISOR	155,279.32	23,664.74	-	1,200.00	1,281.76
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	141,032.54	-	-	124,078.76	-
		GAS ENG INTERCONNECTION MNGR	67,543.88	10,980.60	-	171,781.97	105.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	215,207.88	46,072.88	34,749.30	1,250.00	7,308.74
		GAS ENG PRGM/ACCT/PROJ MANAGER	127,490.00	4,555.25	-	50.00	315.00
		ELEC OPS SUPERVISOR	155,433.46	16,375.84	-	67,800.30	9,029.42
		ELEC OPS ELECTRICIAN	112,200.08	-	-	66,642.42	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	123,677.46	-	-	-	906.95
		GENERATION TECHNICIAN SR/EX	135,199.20	-	-	92,650.15	64.86
		ELEC OPS LINEWORKER	123,512.98	-	-	120,666.19	-
		SAFETY RISK MANAGER/SR MANAGER	162,500.00	19,019.85	-	5,000.00	1,491.61
		ELEC OPS FOREMAN/SUBFOREMAN	142,743.34	-	-	240,537.99	13,618.02
		CUSTOMER & COMMS SPECIALIST EXP/PRN	139,000.08	13,724.73	-	7,610.58	1,658.28
		ELEC OPS FOREMAN/SUBFOREMAN	140,587.12	-	-	122,010.62	-
		ELEC OPS FOREMAN/SUBFOREMAN	131,334.70	-	-	118,799.60	-

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		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	97,530.00	15,999.14	-	245,335.91	947.98
		GAS OPS CONST/PRGM MANAGER	156,321.22	20,825.88	-	7,359.29	187.30
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	166,994.60	26,529.74	-	-	-
		ELEC OPS LINEWORKER	131,323.21	-	-	92,110.94	-
		GAS ENG ENGINEER SR/EX/PRN	130,050.00	-	-	475.12	1,107.96
		GAS OPS TECHNICIAN	100,411.99	-	-	34,697.23	-
		ELEC OPS ENGINEER	139,381.04	-	-	16,833.96	800.58
		ELEC OPS DIRECTOR/SR DIRECTOR	245,666.28	68,792.84	34,329.40	4,000.00	6,196.99
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	175,368.96	20,614.55	-	4,344.72	552.36
		CUSTOMER CARE SUPERVISOR/ADMIN	25,502.62	16,964.70	-	18,461.58	70.00
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	171,532.68	24,817.35	-	4,974.45	280.00
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	9,047.41	338.00
		SHARED SVS MANAGER/SR MANAGER	168,845.57	23,762.13	-	6,815.07	2,384.01
		SHARED SVS BUILDING TECHNICIAN	122,374.96	-	-	59,697.32	-
		GAS OPS SYSTEM/CONST OPERATOR	99,763.44	-	-	64,513.01	99.16
		GAS OPS SUPER CREW LEADER/COORD	139,772.73	-	-	49,049.33	8,091.71
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	158,447.04	21,074.98	-	50.00	14,604.97
		ELEC ENG ESTIMATOR	130,037.06	-	-	12,951.14	-
		ELEC OPS LINEWORKER	125,673.92	-	-	351,716.62	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	59,079.84	-	-	274,244.19	1,154.04
		ELEC OPS ELECTRICIAN	127,896.10	-	-	15,400.31	-
		SHARED SVS MECHANIC	71,033.76	-	-	30,569.65	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,837.64	16,143.86	-	500.00	6,454.36
		GAS OPS SYSTEM/CONST OPERATOR	121,466.28	-	-	22,199.39	-
		GAS OPS SUPERVISOR	83,774.19	13,483.54	-	41,547.04	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	125,004.00	-	-	721.20	9,533.81
		ELEC OPS LINEWORKER	37,198.59	-	-	69,055.83	477.08
		ELEC OPS LINEWORKER	131,448.63	-	-	173,140.60	-
		ELEC OPS LINEWORKER	158,330.46	-	-	223,970.71	-
		ELEC OPS SUPERVISOR	146,782.80	14,576.68	-	47,346.46	-
		ELEC OPS LINEWORKER	77,518.74	-	-	150,289.33	-
		GAS OPS CONST/PRGM MANAGER	150,027.06	19,898.92	-	11,745.47	2,250.48
		CUSTOMER CARE MANAGER/SR MANAGER	94,045.96	30,335.63	13,729.50	239,683.19	2,282.92
		GAS ENG ESTIMATOR/SCHEDULER	129,881.35	-	-	64,940.20	1,041.25
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	133,053.31	-	-	8,916.31	3,765.99
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	126,964.29	-	-	-	957.52
		ELEC OPS LINEWORKER	51,115.55	-	-	106,852.05	-
		OPERATIONS MANGER/SR MANAGER	94,475.90	36,202.51	-	249,166.54	560.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	151,871.09	-	-	100,685.37	-
		GAS ENG ENGINEER SR/EX/PRN	150,715.43	-	-	69,538.56	724.03
		IT ANALYST/SPECIALIST SR/EXP/PRN	122,723.48	15,500.67	-	300.00	280.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	147,494.31	20,386.05	-	6,380.53	14,651.46
		ELEC OPS MANAGER/SR MANAGER	141,221.79	15,019.58	-	13,600.00	7,498.17
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	151,004.08	20,085.54	-	9,507.00	-
		GENERATION SUPERVISOR	172,686.01	31,175.59	-	41,500.76	1,362.88
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	147,204.14	15,942.85	-	25.00	312.27
		ELEC OPS FOREMAN/SUBFOREMAN	135,472.24	-	-	47,027.82	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	199,785.66	26,575.12	10,294.30	3,900.00	1,927.94
		IT DIRECTOR/SR DIRECTOR	243,548.40	51,453.19	40,757.39	3,394.88	2,723.39
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	173,258.92	27,584.10	-	100.00	3,682.24
		OPERATION SUPERVISOR	155,000.04	15,463.08	-	33,085.40	523.94
		ELEC OPS DIRECTOR/SR DIRECTOR	233,183.66	38,179.77	39,482.20	15,000.00	14,740.47
		GAS ENG ENGINEER SR/EX/PRN	143,504.08	18,707.23	-	1,000.00	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,564.34	-	-	169,460.91	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,207.14	-	-	212,431.14	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	139,730.69	26,518.10	-	-	871.50
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	157,020.00	16,922.60	-	8,978.41	2,460.37
		GENERATION TECHNICIAN SR/EX	135,711.12	-	-	97,075.84	-
		ELEC OPS LINEWORKER	136,187.06	-	-	127,701.00	1,689.73
		ELEC OPS LINEWORKER	110,613.56	-	-	94,804.92	21.23
		GAS ENG MANAGER/SR MANAGER	180,766.64	18,764.80	-	2,550.00	-
		IT ENGINEER SR/EX/PRN	89,276.24	29,035.30	-	200,988.60	90.09
		OPERATIONS SUPERVISOR	129,469.16	11,409.11	-	1,710.36	4,512.35
		GAS OPS SUPERVISOR	144,654.20	23,201.11	-	-	480.17
		ELEC OPS SUPERVISOR	169,564.72	17,528.50	-	37,459.40	5,098.01

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG SENIOR BUSINESS REP	142,706.72	-	-	66,439.41	1735.40
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,814.84	-	-	140,475.67	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	142,503.69	-	-	28,893.42	-
		HR ECO MANAGER/SR MANAGER	171,102.20	27,376.14	-	1,939.13	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	173,814.00	14,047.80	-	7,801.34	535.13
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	130,776.06	13,826.84	-	50.00	350.00
		GENERATION ANALYST SR/EXP/PRN	125,976.01	20,317.97	-	21,055.55	3,158.21
		GAS ENG ENGINEER SR/EX/PRN	146,893.94	-	-	160,257.93	140.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	187,787.80	26,191.66	-	26,158.76	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,305.47	-	-	58,474.18	-
		GAS ENG ENGINEER SR/EX/PRN	146,455.91	18,557.09	-	2,308.12	2,447.77
		GAS OPS TECHNICIAN	126,767.30	-	-	86,901.93	-
		OPERATION LEARNING STRAT/INSTRUCTOR/DESIGNER SR/EXP/PRN	124,991.35	-	-	32,683.05	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	134,875.00	14,683.28	-	50.00	-
		GAS OPS ENGINEER	140,917.95	-	-	74,021.80	3,523.01
		GAS OPS OPERATOR	125,986.46	-	-	28,580.76	-
		GAS ENG SENIOR BUSINESS REP	135,419.64	-	-	28,679.57	154.64
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,589.42	-	-	173,662.85	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	44,441.18	18,391.19	-	14,124.25	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	138,503.74	18,580.69	-	31,487.52	20,988.83
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	173,018.04	20,013.32	-	50.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,245.17	-	-	227,284.86	-
		ELEC OPS SUPERVISOR	160,792.26	14,473.25	-	67,084.96	4,077.38
		ELEC OPS DATA SCIENTIST SR/EX/PRN	82,199.65	13,162.14	-	-	875.00
		ELEC OPS ELECTRICIAN	62,629.58	-	-	55,480.22	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	157,259.10	20,725.81	-	16,876.36	384.15
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	140,122.08	4,869.59	-	93,321.20	-
		ELEC OPS FOREMAN/SUBFOREMAN	131,471.50	-	-	21,474.41	-
		GAS OPS TECHNICIAN	87,563.88	-	-	79.20	-
		GAS ENG TECHNICIAN	125,878.89	-	-	55,140.91	560.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	131,988.80	-	-	6,788.35	-
		ELEC OPS FOREMAN/SUBFOREMAN	159,900.76	-	-	59,570.48	-
		GAS ENG ENGINEER SR/EX/PRN	17,203.14	-	-	45,138.20	35.00
		ELEC OPS LINEWORKER	157,625.11	-	-	88,257.62	-
		GAS ENG SUPERVISOR	191,575.24	30,478.99	-	350.00	3,803.31
		GAS OPS ENGINEER	125,239.15	-	-	38,186.60	-
		ELEC ENG MANAGER/SR MANAGER	167,217.76	21,964.32	-	600.00	245.00
		ELEC OPS MANAGER/SR MANAGER	181,300.00	25,443.18	-	-	1,261.47
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	155,004.00	-	-	-	1,331.09
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,953.94	13,782.27	-	50.00	886.43
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,462.50	25,626.55	-	1,450.00	5,795.96
		OPERATIONS SUPERVISOR	152,496.00	-	-	16,004.23	385.00
		ENT HEALT & SAFETY SUPERVISOR	142,131.04	18,394.09	-	1,000.00	2,908.41
		ELEC OPS CABLE SPLICER/CABLEMAN	116,386.32	-	-	173,488.20	-
		ELEC OPS LINEWORKER	66,333.16	-	-	143,735.90	-
		GAS ENG ENGINEER SR/EX/PRN	128,059.72	17,026.48	-	40.00	1,549.23
		ELEC OPS FOREMAN/SUBFOREMAN	143,339.50	-	-	30,046.96	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	84,959.38	-	-	12,479.33	515.00
		ENERGY PLCY & PROC ENGINEER	163,993.04	17,346.62	-	1,550.00	1,565.38
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,682.74	-	-	167,376.50	-
		GAS OPS FOREMAN/LEADER	137,451.90	-	-	46,953.27	-
		ELEC ENG ENGINEER	131,092.42	7,266.66	-	13,151.69	2,852.67
		GAS OPS PRGM/PROJ MANAGER	153,834.00	20,420.08	-	19,402.44	2,087.61
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	131,881.60	14,348.08	-	2,050.00	951.56
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,750.38	14,568.68	-	50.00	420.00
		CUSTOMER CARE ENGINEER SR/EXP/PRN	150,025.34	18,300.84	-	11,631.91	2,412.81
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	166,715.68	27,041.71	-	1,667.84	368.41
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	122,635.90	11,104.93	-	14,415.95	280.00
		OPERATIONS SUPERVISOR	144,052.84	-	-	50.00	465.03
		GAS ENG ENGINEER SR/EX/PRN	141,998.89	-	-	94,698.28	960.00
		GAS OPS MANAGER/SR MANAGER	167,450.47	33,878.63	-	6,629.20	16,378.88
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	101,921.24	-	-	197,668.57	-
		ELEC OPS FOREMAN/SUBFOREMAN	158,138.15	-	-	102,738.66	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	157,216.14	-	-	226,351.52	-
		GENERATION SUPERVISOR	85,628.40	28,978.84	-	91,478.43	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS CREW LEAD/LEADER	132,730.12	-	-	819.68	-
		GENERATION TECHNICIAN SR/EX	34,725.90	-	-	41,694.43	-
		ELEC OPS LINeworker	130,639.22	-	-	173,445.67	-
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	192,788.91	6,438.54	-	800.00	1,205.57
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	9,932.70	609.54
		ELEC OPS CREW LEAD/LEADER	145,367.97	-	-	62,228.57	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,359.33	-	-	41,032.45	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	156,778.06	16,863.17	-	150.00	21,815.82
		ELEC OPS ELECTRICIAN	120,038.27	-	-	56,063.21	20.48
		GAS OPS CONST/PRGM MANAGER	137,721.04	18,266.73	-	3,960.00	728.71
		GENERATION OPERATOR	138,500.36	-	-	106,082.78	-
		GENERATION TECHNICIAN SR/EX	-	-	-	-	-
		GAS ENG SENIOR BUSINESS REP	118,981.36	-	-	69,701.61	2,136.49
		OPERATIONS SUPERVISOR	154,666.66	13,089.60	-	3,325.22	4,509.77
		ELEC ENG ESTIMATOR	144,937.04	-	-	45,892.36	1,040.00
		GAS ENG ANALYST/SPECIALST EXP/PRN	140,200.70	14,847.01	-	2,156.14	539.01
		ELEC OPS LINeworker	143,093.24	-	-	91,250.34	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	2,005.39	24,152.27	-	8,660.00	-
		SHARED SVS SUPERVISOR	137,700.00	-	-	50.00	623.50
		ELEC OPS SUPERVISOR	160,871.80	16,777.07	-	31,865.06	4,771.73
		GAS ENG ENGINEER SR/EX/PRN	107,418.34	43,095.68	8,576.70	268,333.05	1,320.00
		GAS ENG ENGINEER SR/EX/PRN	51,980.85	-	-	52,998.31	1,046.31
		ELEC ENG ENGINEER	184,676.66	18,935.83	-	1,118.63	4,431.91
		GENERATION MACHINIST/MECHANIC/RIGGER	27,517.60	-	-	29,025.61	-
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	195,201.00	31,557.96	13,729.50	-	1,151.90
		GAS OPS TECHNICIAN	134,162.62	-	-	47,481.46	229.33
		SAFETY RISK COMPL INSPECTOR	144,713.21	-	-	78,474.75	-
		ELEC OPS LINeworker	124,328.55	-	-	52,817.35	-
		ELEC OPS LINeworker	143,802.64	-	-	75,383.25	-
		GENERATION CONSLT/PROC/SPLST/SCHDLR SR/EX/PRN/CHIEF	66,774.32	19,097.72	-	164,093.76	35.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	85,018.94	27,289.60	8,576.70	223,372.15	480.00
		SHARED SVS MECHANIC	127,268.05	-	-	47,506.26	-
		CUSTOMER CARE ENGINEER SR/EXP/PRN	112,202.77	13,431.88	-	1,550.00	639.62
		ELEC ENG MAPPING TECH	68,409.15	-	-	172,195.91	480.00
		ELEC OPS FOREMAN/SUBFOREMAN	140,587.54	-	-	193,293.26	50.00
		GAS ENG SUPERVISOR	197,871.26	31,216.98	-	2,257.60	5,576.17
		ELEC OPS ELECTRICIAN	125,190.94	-	-	59,280.81	540.01
		ELEC OPS LINeworker	165,189.54	-	-	300,464.24	1,858.44
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	16,675.00	-	-	8,553.22	-
		GAS OPS TECHNICIAN	127,154.46	-	-	86,395.39	2,045.42
		GAS ENG MANAGER/SR MANAGER	194,526.06	31,060.19	-	13,517.04	1,347.20
		GAS OPS FOREMAN/LEADER	129,639.38	-	-	37,520.79	-
		GAS OPS TECHNICIAN	129,310.34	-	-	42,923.92	-
		ELEC OPS LINeworker	80,432.92	-	-	161,037.59	-
		IT TECHNICIAN	109,963.29	-	-	26,877.99	613.13
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	-	9,798.73	-	-	-
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	98,406.56	27,416.20	-	265,711.01	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	86,909.97	-	-	1,768.79	980.59
		ELEC OPS TECHNICIAN	181,393.44	-	-	38,562.76	-
		GAS ENG ESTIMATOR/SCHEDULER	129,636.36	-	-	68,495.15	1,438.12
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	148,074.20	-	-	550.00	705.00
		GENERATION TECHNICIAN SR/EX	17,703.40	-	-	14,988.94	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,796.00	15,683.85	-	30,774.89	2,095.66
		GAS OPS FOREMAN/LEADER	22,406.08	-	-	94,465.06	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	75,628.88	11,191.35	-	177,515.41	735.00
		SAFETY RISK COMPL INSPECTOR	133,965.15	-	-	88,097.88	-
		ELEC OPS CREW LEAD/LEADER	48,416.44	-	-	34,792.29	-
		ELEC OPS FOREMAN/SUBFOREMAN	145,545.07	-	-	140,954.69	165.63
		GAS OPS SUPERVISOR	145,720.90	23,211.57	-	1,557.91	-
		ELEC OPS TECHNICIAN	148,021.86	-	-	209,131.59	380.64
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,698.79	-	-	104,792.27	-
		ELEC OPS ELECTRICIAN	120,035.13	-	-	77,982.60	-
		ELEC OPS ENGINEER	207,976.49	25,932.89	-	4,643.88	932.74
		ELEC OPS LINeworker	139,749.07	-	-	50,507.06	-
		CUSTOMER & COMMS SUPERVISOR	121,120.68	16,710.74	-	14,490.00	715.77

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		OPERATIONS SUPERVISOR	133,791.66	13,501.01	-	323.45	3373.14
		GAS OPS CREW LEADER	148,355.91	-	-	12,060.59	-
		GAS OPS SUPERVISOR	192,100.44	34,524.96	-	250.00	-
		GAS OPS OPERATOR	127,830.26	-	-	60,005.80	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	173,609.37	34,797.34	-	1,500.00	-
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	219,343.12	46,936.89	29,187.90	175.00	280.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	127,989.08	9,725.91	-	2,938.90	3,257.16
		GAS OPS MANAGER/SR MANAGER	140,906.01	22,834.01	-	520.80	3,459.27
		ELEC OPS BUSINESS LIAISON	118,673.44	-	-	9,257.22	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	142,103.88	15,265.86	-	1,080.64	2,895.18
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	107,540.64	7,720.07	-	1,115.68	1,445.28
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	156,588.00	8,993.52	-	17,967.56	717.28
		ELEC OPS SYSTEM OPERATOR/LEAD	149,296.70	-	-	108,407.75	-
		ELEC OPS LINEWORKER	112,174.99	-	-	73,181.78	-
		SAFETY RISK COMPL INSPECTOR	125,858.44	-	-	200,320.18	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	156,593.84	14,762.44	-	40,004.93	5,750.89
		ELEC OPS LINEWORKER	139,545.08	-	-	98,209.34	-
		GAS ENG SUPERVISOR	77,322.18	-	-	17,589.00	512.28
		ELEC OPS SUPERVISOR	117,894.52	13,310.01	-	177,322.44	-
		ELEC OPS SYSTEM OPERATOR/LEAD	146,047.67	-	-	84,154.50	10,266.76
		ELEC ENG ENGINEER	163,464.00	12,043.03	-	17,614.05	3,275.31
		GAS OPS OPERATOR	126,113.02	-	-	52,832.11	-
		ELEC ENG ENGINEER	42,492.43	-	-	5,303.84	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,569.60	-	-	6,018.22	-
		SAFETY RISK COMPL INSPECTOR	169,342.63	-	-	62,579.24	2,482.76
		GAS OPS MECHANIC/WELDER	128,240.41	-	-	11,569.30	-
		GENERATION OPERATOR	130,129.36	-	-	101,097.72	-
		GAS ENG ENGINEER SR/EX/PRN	89,869.53	-	-	186,940.99	210.00
		IT ARCHITECH EXP/PRN	199,079.62	31,938.73	59,748.48	-	24,138.75
		ELEC OPS LEAD OPERATOR	129,134.40	-	-	139,099.59	-
		CUSTOMER & COMMS DATA SCIENCS/EX ASSIT/ACCT MNG	180,206.90	26,089.98	-	1,250.00	620.00
		GAS OPS FOREMAN/LEADER	126,334.79	-	-	39,230.80	-
		SAFETY RISK CONST MANAGER SR/EXP	154,408.84	12,193.58	-	33,085.98	2,743.48
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,918.84	24,794.63	-	1,050.00	5,952.30
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	124,669.12	-	-	202,499.41	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	142,125.82	15,194.70	-	600.00	-
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	170,751.22	27,272.59	-	400.00	467.63
		ELEC ENG TECHNICIAN	120,945.06	-	-	49,227.57	-
		GAS ENG ENGINEER SR/EX/PRN	140,821.67	21,723.91	-	11,468.77	1,405.17
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	150,709.75	21,075.52	-	27,562.72	1,275.00
		ELEC ENG ENGINEER	190,636.00	15,331.01	-	17,022.51	960.00
		ELEC ENG ESTIMATOR	145,516.28	-	-	14,857.08	473.82
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,796.00	15,239.37	-	16,520.88	2,022.64
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	36,487.26	19,698.42	-	36,174.27	1,366.19
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	167,525.51	26,470.71	-	-	374.89
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	130,762.00	10,246.64	-	2,523.92	420.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	161,417.54	19,520.81	-	3,000.00	-
		GAS OPS TECHNICIAN	134,861.24	-	-	25,168.94	1,684.33
		GENERATION SUPERVISOR	167,951.30	28,129.30	-	70,112.31	-
		ELEC ENG SUPERVISOR	148,200.00	13,806.22	-	1,500.00	2,758.78
		ELEC ENG SUPERVISOR	159,285.00	15,743.50	-	65,519.84	2,315.17
		ELEC OPS ELECTRICIAN	122,367.57	-	-	119,317.46	-
		ELEC OPS LINEWORKER	118,504.03	-	-	166,919.71	1,244.40
		SHARED SVS SUPERVISOR	136,362.82	17,650.39	-	100.00	4,701.91
		ELEC OPS DIRECTOR/SR DIRECTOR	176,627.15	23,423.81	10,294.30	10,850.00	420.00
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	138,022.71	9,535.99	-	1,945.63	1,894.34
		GENERATION ENGINEER SR/EX/PRN	182,026.08	17,851.51	-	9,087.39	-
		GAS ENG SUPERVISOR	160,580.42	20,715.17	-	48,342.84	865.12
		SHARED SVS SUPERVISOR	159,223.42	20,898.22	-	100.00	7,739.63
		ELEC ENG SUPERVISOR	171,101.54	28,465.58	10,294.30	37,476.99	490.00
		GENERATION PLANNER	134,072.65	-	-	111,202.60	256.13
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	150,397.58	-	-	157,519.51	660.06
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,505.52	13,980.07	-	1,050.00	-
		GAS ENG ENGINEER SR/EX/PRN	167,925.09	-	-	244,996.82	40,224.96
		ELEC OPS DIRECTOR/SR DIRECTOR	206,470.39	24,591.69	10,294.30	13,550.00	2,272.09



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG SENIOR BUSINESS REP	129,589.16	-	-	68,247.32	46590
		ELEC OPS LINeworker	131,113.46	-	-	115,355.32	274.49
		GENERATION SUPERVISOR	183,177.36	30,925.50	-	104,799.44	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	147,620.10	-	-	59,037.42	-
		FINANCE DIRECTOR	227,333.36	48,884.00	30,905.50	-	43.15
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	172,500.00	18,861.87	-	50.00	817.13
		GAS OPS CONST/PRGM MANAGER	155,113.36	23,218.51	-	200.00	640.00
		GAS OPS OPERATOR	124,823.79	-	-	83,749.06	-
		ELEC OPS MANAGER/SR MANAGER	161,274.82	17,359.78	-	8,400.00	1,066.02
		IT MANAGER/SR MANAGER	198,791.66	31,599.62	73,477.98	50.00	3,684.24
		ELEC OPS MANAGER/SR MANAGER	203,856.26	25,139.94	-	7,800.00	7,646.03
		GAS OPS CONST/PRGM MANAGER	168,697.24	22,438.38	-	34,649.98	7,076.03
		GAS OPS FOREMAN/LEADER	17,104.40	-	-	3,264.36	-
		SHAREV SVS CRANE SURVEYOR	129,778.30	-	-	4,210.32	-
		GAS OPS TECHNICIAN	128,353.96	-	-	51,449.56	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	131,661.24	11,045.62	-	-	999.00
		GAS ENG ENGINEER SR/EX/PRN	138,033.80	11,455.05	-	57,032.90	685.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	160,815.48	17,206.33	-	50.00	420.00
		SUPPLY CHAIN MATERIALS SUPERVISOR	160,546.90	20,456.29	-	25,790.71	863.38
		GAS ENG ANALYST/SPECIALIST EXP/PRN	92,867.08	30,219.19	-	233,929.04	210.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	110,731.10	-	-	95,210.98	-
		GAS ENG SENIOR BUSINESS REP	129,866.08	-	-	49,779.00	2,916.11
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	80,778.97	-	-	-	914.83
		ELEC OPS DISPATCHER	165,580.56	-	-	211,266.58	-
		GAS OPS PRGM/PROJ MANAGER	163,268.51	24,031.99	-	2,115.90	514.00
		GENERATION COORDINATOR SR/EX	155,700.00	21,724.90	-	8,270.94	-
		ELEC OPS SPECIALIST SR/EX/PRN	148,967.76	12,207.58	-	8,644.31	986.11
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	147,351.54	18,324.66	-	707.29	756.03
		GAS ENG ENGINEER SR/EX/PRN	141,197.60	18,704.61	-	2,952.28	1,361.97
		IT TECHNICIAN	149,839.76	-	-	66,793.65	-
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	88,903.32	10,080.09	-	-	-
		ELEC OPS ELECTRICIAN	120,890.83	-	-	87,856.83	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EX/PRN	163,474.52	26,428.75	-	500.00	885.80
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	29,572.09	-	-	55,187.93	-
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EX/PRN	181,432.14	28,892.93	-	-	2,833.04
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	170,158.26	27,214.33	-	525.00	1,194.68
		ENG PLNG & STRAT MANAGER/SR MANAGER	112,023.12	-	-	-	-
		ELEC ENG ENGINEER	129,626.12	-	-	102,164.84	385.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	106,408.47	-	-	49,316.46	4,198.62
		ENT HEALTH & SAFETY ANALYST/SPEC EXP/PRN	149,532.42	16,135.55	-	22,644.92	-
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EX/PRN	127,967.86	14,375.01	-	1,050.00	786.26
		IT MANAGER/SR MANAGER	161,316.72	19,986.48	-	1,508.15	2,009.01
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	79,250.83	12,629.65	-	34,160.40	1,813.24
		GAS ENG ENGINEER SR/EX/PRN	121,048.70	15,320.27	-	4,828.90	2,058.54
		ELEC OPS SPECIALIST SR/EX/PRN	136,336.78	11,042.36	-	21,403.85	6,920.23
		SHARED SVS MANAGER/SR MANAGER	7,738.10	31,233.48	-	8,392.50	38.24
		ELEC OPS FOREMAN/SUBFOREMAN	137,985.48	-	-	68,947.96	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	185,510.36	29,755.78	12,011.90	850.00	1,037.54
		ELEC ENG ENGINEER	142,179.11	-	-	70,809.68	1,410.45
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,016.64	-	-	72,432.58	-
		ELEC ENG TECHNICIAN	165,023.12	-	-	15,937.50	-
		ELEC OPS ELECTRICIAN	20,592.82	-	-	189.70	-
		ELEC OPS OPERATOR	17,728.35	-	-	2,730.27	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,569.60	-	-	25,627.10	-
		ELEC OPS MANAGER/SR MANAGER	182,591.18	23,363.48	-	6,505.45	1,145.41
		ELEC ENG SUPERVISOR	148,696.74	12,775.12	-	30.00	433.80
		GAS OPS TECHNICIAN	46,377.19	-	-	44,910.72	-
		CUSTOMER CARE ENGINEER SR/EX/PRN	124,545.74	13,434.01	-	-	730.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	173,831.92	27,903.54	-	2,500.00	1,119.52
		ELEC ENG ENGINEER	188,749.96	17,852.47	-	76,046.32	7,117.87
		ELEC ENG CONSULTANT/REP	139,359.00	13,264.35	-	-	3,498.60
		ELEC OPS SUPERVISOR	160,503.87	-	-	16,096.63	1,203.42
		HR ECO SUPERVISOR	125,922.64	16,365.20	-	-	451.41
		GAS OPS OPERATOR	131,435.53	-	-	69,713.61	389.58
		GAS OPS SUPERVISOR	150,751.06	24,080.68	-	22,566.13	-

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		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	121,861.22	-	-	39,968.59	7563
		CUSTOMER CARE SUPERVISOR/ADMIN	134,487.50	17,050.29	-	1,312.72	171.19
		ELEC ENG ENGINEER	28,104.14	8,056.43	-	4,839.20	-
		HR ECO BUSINESS PARTNER EXP/PRN	204,142.00	33,300.13	-	3,507.95	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	165,984.00	13,614.64	-	-	2,119.67
		ELEC OPS LINEWORKER	5,549.60	-	-	7,341.40	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,948.00	17,312.89	-	19,909.67	-
		GAS OPS WORKING LEADER	146,201.56	-	-	18,276.45	-
		GAS OPS SUPER CREW LEADER/COORD	90,083.77	-	-	93,697.10	283.14
		ELEC OPS LINEWORKER	124,125.18	-	-	114,825.64	-
		ELEC OPS LINEWORKER	39,074.49	-	-	105,855.06	-
		HR ECO DIRECTOR/SR DIRECTOR	208,333.34	44,292.55	38,514.60	182.00	69.66
		GAS OPS SYSTEM/CONST OPERATOR	134,125.62	-	-	48,547.65	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	73,597.68	-	-	41,234.19	-
		ELEC ENG INTERCONNECTION MANAGER	127,074.68	-	-	38,341.69	420.00
		ELEC OPS FOREMAN/SUBFOREMAN	139,487.70	-	-	139,530.75	-
		HR ECO DIRECTOR/SR DIRECTOR	201,973.94	26,222.50	-	1,637.40	924.66
		ELEC ENG ENGINEER	121,705.25	9,341.43	-	6,575.47	1,667.25
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	178,645.20	8,837.29	-	-	3,047.22
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	170,442.54	27,533.81	-	2,750.00	960.00
		GAS OPS FOREMAN/LEADER	138,594.92	-	-	41,086.50	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	144,991.80	11,477.17	-	50.00	280.00
		ELEC ENG SUPERVISOR	137,465.86	22,743.21	-	19,448.37	1,032.76
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	96,401.19	5,938.46	-	30,627.83	387.55
		ELEC ENG ESTIMATOR	131,138.55	-	-	69,259.78	155.01
		ELEC ENG TECHNICIAN	60,584.40	-	-	163,040.85	480.00
		GAS OPS ENGINEER	109,425.88	-	-	42,654.64	135.00
		ELEC OPS CREW LEAD/LEADER	146,439.48	-	-	138,854.38	-
		GENERATION MACHINST/MECHANIC/RIGGER	15,635.00	-	-	14,343.13	-
		ELEC OPS ENGINEER	53,914.67	-	-	46,032.86	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	159,531.24	25,811.54	-	1,800.00	420.00
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	121,289.36	15,049.19	-	16,380.37	540.39
		ELEC ENG ENGINEER	141,767.86	3,916.53	-	935.55	280.00
		GAS ENG ENGINEER SR/EX/PRN	137,098.27	-	-	73,073.47	-
		ELEC OPS CREW LEAD/LEADER	134,011.94	-	-	98,876.67	-
		ELEC OPS ENGINEER	137,312.32	-	-	28,980.56	-
		GAS ENG ENGINEER SR/EX/PRN	131,598.45	-	-	32,582.60	1,919.66
		ELEC OPS MANAGER/SR MANAGER	210,756.78	26,025.78	13,729.50	11,150.00	1,369.67
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,944.64	26,504.54	-	12,597.23	801.08
		ELEC OPS LINEWORKER	22,461.76	-	-	42,867.21	-
		ELEC OPS LINEWORKER	122,241.27	-	-	288,563.15	219.77
		GENERATION TECHNICIAN SR/EX	35,040.50	-	-	26,230.05	-
		GAS OPS TECHNICIAN	133,616.00	-	-	97,747.82	339.57
		GAS ENG ENGINEER SR/EX/PRN	61,454.07	17,087.16	-	17,877.03	8,314.62
		ELEC ENG ENGINEER	141,108.39	-	-	77,972.34	525.00
		OPERATIONS PLANNER	130,428.70	10,698.30	-	3,694.24	469.14
		GAS ENG ENGINEER SR/EX/PRN	154,308.16	-	-	16,839.10	1,778.87
		GAS OPS TECHNICIAN	139,603.65	-	-	130,368.47	-
		ELEC OPS LINEWORKER	111,988.98	-	-	93,016.51	6,918.04
		GAS ENG ENGINEER SR/EX/PRN	131,161.95	-	-	27,461.87	636.56
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	195,389.70	31,073.30	-	2,000.00	1,109.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	143,652.78	15,256.25	-	-	689.79
		ELEC OPS SUPERVISOR	151,497.89	-	-	7,133.29	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	129,977.58	20,745.92	-	615.14	1,346.95
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	11,237.70	4,361.96
		SHARED SVS MECHANIC	102,497.18	-	-	22,468.62	152.06
		GAS ENG ENGINEER SR/EX/PRN	148,496.86	-	-	2,207.93	647.50
		ELEC OPS LINEWORKER	144,795.33	-	-	82,504.44	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	179,170.04	18,439.57	-	50.00	1,674.07
		GENERATION FIRE CAPTAIN	112,865.36	-	-	47,052.42	-
		ELEC ENG TECHNICIAN	146,889.14	-	-	50,028.32	-
		ELEC OPS MANAGER/SR MANAGER	174,000.00	17,435.24	-	15,150.00	1,724.02
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	132,434.00	6,987.59	-	7,930.64	1,402.25
		ELEC OPS FOREMAN/SUBFOREMAN	151,812.41	-	-	73,277.10	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,438.95	-	-	195,437.00	-

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		ELEC ENG ENGINEER	115,468.69	-	-	13,090.23	2951.12
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	145,276.80	11,783.37	-	1,500.00	1,156.11
		SHARED SVS MECHANIC	113,611.17	-	-	25,018.41	3,227.46
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	125,048.00	13,291.43	-	20,990.18	-
		ELEC OPS SUPERVISOR	50,446.37	13,399.85	-	461.37	-
		ELEC ENG ENGINEER	184,430.27	16,957.03	-	7,257.91	850.75
		GAS ENG ENGINEER SR/EX/PRN	154,139.54	20,502.05	-	300.00	2,108.07
		ELEC OPS LEAD OPERATOR	153,306.32	-	-	64,166.44	809.99
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	155,434.52	17,376.26	-	2,792.50	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	153,468.00	16,434.36	-	23,980.12	1,372.67
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,404.01	-	-	542.55	-
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	139,343.80	15,165.15	-	-	-
		ELEC OPS ENGINEER	161,427.47	21,751.77	-	10,007.85	5,301.98
		ELEC OPS LINEWORKER	127,103.13	-	-	55,952.09	-
		IT SUPERVISOR	161,004.12	20,556.60	-	5,784.30	4,999.93
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	130,322.68	16,183.86	-	103,089.33	29,143.83
		ELEC OPS LINEWORKER	84,412.19	-	-	162,523.63	-
		ELEC OPS LINEWORKER	5,284.80	-	-	2,720.07	-
		ENERGY PLCY & PROC ENGINEER	177,649.92	28,511.26	-	1,500.00	3,841.34
		GENERATION TECHNICIAN SR/EX	40,173.10	-	-	39,426.27	-
		ELEC OPS LINEWORKER	111,403.17	-	-	43,509.50	492.40
		ELEC ENG SUPERVISOR	184,189.48	18,980.07	-	10,397.68	7,338.88
		ELEC OPS SUPERVISOR	199,946.08	18,872.43	-	4,647.37	565.00
		ELEC OPS ELECTRICIAN	39,228.21	-	-	23,191.68	-
		ELEC ENG SUPERVISOR	13,768.50	16,793.22	-	7,618.93	-
		GAS ENG ENGINEER SR/EX/PRN	175,458.02	23,060.07	-	50.00	401.93
		GAS OPS MANAGER/SR MANAGER	162,275.77	25,407.69	-	10,305.32	272.51
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,604.04	16,558.42	-	1,500.00	-
		ELEC OPS SUPERVISOR	112,372.79	-	-	83,607.01	3,673.18
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	159,534.54	28,463.82	-	50.00	502.24
		ELEC OPS LINEWORKER	18,729.90	-	-	16,347.65	957.13
		GAS ENG SENIOR BUSINESS REP	145,835.10	-	-	108,469.53	703.95
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	127,464.00	16,029.00	-	50.00	634.00
		ELEC OPS LINEWORKER	130,931.19	-	-	159,829.70	1,873.97
		FINANCE DIRECTOR	207,536.58	44,375.31	17,164.70	902.08	480.00
		HR ECO MANAGER/SR MANAGER	185,627.30	30,254.56	13,729.50	2,050.00	1,105.64
		ELEC OPS CREW LEAD/LEADER	127,418.11	-	-	36,381.69	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,599.12	-	-	144,247.84	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,475.64	15,097.91	-	-	420.00
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	225,181.08	45,959.67	18,882.30	2,539.30	991.33
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	145,688.85	-	-	104,372.00	-
		CORP AFFAIRS MANAGER/SR MANAGER	219,700.80	35,560.79	10,294.30	1,121.71	-
		ELEC ENG ENGINEER	176,518.00	14,011.73	-	50.00	420.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	10,584.36	12,431.40
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	137,226.14	-	-	500.00	452.74
		GAS ENG SENIOR BUSINESS REP	118,790.40	-	-	12,184.46	3,965.80
		ELEC ENG ENGINEER	150,264.36	13,190.84	-	32,257.91	1,031.00
		CUSTOMER CARE MANAGER/SR MANAGER	76,918.56	13,769.00	-	188,571.54	6,692.58
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	157,500.00	19,349.94	-	-	468.70
		GAS ENG SUPERVISOR	162,091.88	23,040.96	-	56,982.14	420.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	69,222.00	11,355.74	-	175,910.09	210.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	140,713.69	-	-	54,519.29	-
		ELEC OPS FOREMAN/SUBFOREMAN	141,085.34	-	-	133,921.52	-
		ELEC OPS ELECTRICIAN	128,177.77	-	-	44,661.90	-
		ELEC OPS SYSTEM OPERATOR/LEAD	119,021.53	-	-	245,417.86	6,388.48
		ELEC ENG TECHNICIAN	124,935.60	-	-	39,498.45	6,932.99
		SHARED SVS OPS MNGR/PILOT/MECHANIC	150,961.74	24,375.48	-	-	1,714.91
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	148,534.56	19,756.52	-	50.00	613.59
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	119,663.32	12,508.88	-	50.00	1,530.00
		GAS OPS CREW LEADER	125,789.01	-	-	18,150.35	9,196.70
		ELEC OPS ENGINEER	185,808.00	15,240.39	-	25,006.67	1,046.37
		CUSTOMER CARE ENGINEER SR/EXP/PRN	132,176.42	14,222.27	-	2,345.00	1,816.15
		ELEC OPS FOREMAN/SUBFOREMAN	106,792.23	-	-	31,809.29	-
		GAS ENG SUPERVISOR	134,088.02	21,402.02	-	50.00	1,135.50
		ELEC OPS SYSTEM OPERATOR/LEAD	143,560.79	-	-	122,236.92	807.29

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		ELEC OPS CREW FOREMAN/LEAD	14,886.33	-	-	110,862.99	-
		GAS OPS SUPERVISOR	133,791.66	21,372.00	-	87,544.04	1,493.20
		GAS OPS MANAGER/SR MANAGER	198,767.34	39,434.66	13,729.50	6,500.00	5,707.41
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,311.08	-	-	159,811.44	-
		ELEC OPS SUPERVISOR	144,375.70	6,517.84	-	54,201.65	4,320.04
		ELEC ENG MANAGER/SR MANAGER	189,999.96	20,875.57	-	1,500.00	2,193.85
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	142,844.92	15,470.72	-	25.00	5,718.89
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,305.08	-	-	128,899.41	-
		GAS OPS FOREMAN/LEADER	141,085.25	-	-	90,109.59	-
		ELEC OPS OPERATOR	125,156.46	-	-	90,220.16	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	148,221.98	28,268.73	17,164.70	1,000.00	280.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	43,303.84	-	-	37,460.48	2,373.43
		GENERATION PLANNER	129,911.36	-	-	47,954.20	1,597.14
		GAS OPS PRGM/PROJ MANAGER	158,541.12	22,523.35	-	16,448.92	5,541.94
		GAS OPS PRGM/PROJ MANAGER	164,636.11	21,917.81	-	25,615.80	4,621.55
		GAS ENG SENIOR BUSINESS REP	22,287.60	-	-	40,186.95	-
		GAS OPS SYSTEM/CONST OPERATOR	126,004.12	-	-	57,996.85	-
		GAS ENG MANAGER/SR MANAGER	207,337.40	48,083.18	17,164.70	1,002.40	9,185.48
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,900.84	17,220.59	-	1,550.00	-
		ELEC OPS DIRECTOR/SR DIRECTOR	235,820.04	39,129.58	23,792.38	27,882.50	14,113.35
		ELEC OPS SUPERVISOR	156,825.00	14,843.14	-	29,007.99	4,594.60
		GAS OPS ENGINEER	127,812.80	-	-	106,949.74	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	116,596.73	12,865.43	-	265,577.19	16,553.73
		GENERATION SUPERVISOR	191,140.88	32,520.78	-	125,751.46	-
		ELEC OPS TECHNICIAN	119,229.20	-	-	2,161.20	-
		ELEC OPS SUPERVISOR	148,927.06	13,942.66	-	58,558.00	4,208.23
		ELEC OPS SUPERVISOR	183,487.04	18,140.33	-	759.52	431.63
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	105,000.00	-	-	-	-
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	156,676.96	19,918.43	-	920.00	280.00
		ELEC OPS MANAGER/SR MANAGER	193,742.28	23,782.39	-	2,500.00	3,113.76
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	192,642.17	30,670.07	-	4,500.00	3,594.51
		SAFETY RISK COMPL INSPECTOR	116,124.84	-	-	146,579.34	-
		CUSTOMER CARE SUPERVISOR/ADMIN	144,396.80	18,766.57	-	1,709.20	880.00
		GAS OPS PRGM/PROJ MANAGER	184,024.00	23,143.14	-	5,394.08	1,755.74
		GENERATION MACHINIST/MECHANIC/RIGGER	132,996.15	-	-	107,445.14	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	25,948.28	17,206.37	-	56,287.20	8.48
		CUSTOMER CARE MANAGER/SR MANAGER	160,056.12	26,002.16	-	1,529.04	1,100.57
		CUSTOMER CARE MANAGER/SR MANAGER	179,292.16	29,725.38	8,576.70	5,795.29	5,474.42
		GAS ENG ENGINEER SR/EXP/PRN	178,179.96	23,699.66	-	40.00	3,664.58
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	127,260.00	-	-	3,395.18	-
		GAS ENG ENGINEER SR/EXP/PRN	139,283.11	20,221.20	-	70.00	826.32
		SHARED SVS SCIENTIST	109,321.65	-	-	2,055.39	1,557.63
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	65,219.46	7,083.33	-	185,749.27	127.16
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	168,619.16	27,033.99	-	13,347.68	188.13
		GENERATION TECHNICIAN SR/EX	114,075.09	-	-	93,561.31	908.29
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	148,863.23	14,877.87	-	50.00	350.00
		IT INVESTIGATOR SR/EXP	139,649.42	15,063.15	-	-	1,717.64
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	137,247.01	27,746.41	-	23,223.75	640.00
		ENT HEALT & SAFETY HYGIENIST/COM REP	151,238.54	16,326.17	-	3,022.40	1,175.64
		ELEC ENG ENGINEER	185,796.00	15,239.37	-	16,256.24	2,304.30
		GAS OPS SYSTEM/CONST OPERATOR	80,962.80	-	-	969.62	-
		ELEC OPS LINEWORKER	112,850.39	-	-	156,389.39	488.67
		ELEC OPS ENGINEER	183,283.28	15,330.06	-	7,116.81	-
		ELEC OPS SYSTEM OPERATOR/LEAD	114,428.81	-	-	47,221.88	792.27
		ELEC OPS OPERATOR	3,693.46	-	-	119,866.45	-
		GAS OPS SUPERVISOR	138,394.51	-	-	74,162.20	4,605.01
		CUSTOMER & COMMS SUPERVISOR	134,034.12	17,212.16	-	25.00	942.07
		ELEC OPS ENGINEER	136,101.95	-	-	147,137.21	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	125,814.52	13,850.98	-	16,968.56	420.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,780.86	11,748.06	-	469.22	371.73
		GENERATION MACHINIST/MECHANIC/RIGGER	30,644.60	-	-	34,850.65	-
		GAS OPS SCHEDULER	131,998.40	-	-	65,787.22	-
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	174,578.68	37,172.51	-	2,475.00	857.81
		GAS OPS TECHNICIAN	127,039.55	-	-	44,959.74	2,570.25
		ELEC ENG MAPPING TECH	50,629.86	-	-	59,924.07	-

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		GAS OPS SYSTEM/CONST OPERATOR	123,804.39	-	-	21,971.84	505.34
		ELEC OPS LINEWORKER	102,483.16	-	-	168,894.95	81.74
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	3,125.63	-	-	22,906.81	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	39,369.91	-	-	334,035.00	-
		ELEC OPS ELECTRICIAN	115,186.23	-	-	51,073.26	521.82
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,799.30	15,631.03	-	50.00	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	154,050.26	16,684.31	-	100.00	400.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	143,475.96	-	-	35,548.66	-
		CUSTOMER & COMMS REP/SPEC/CONST/EXP/PRN	165,380.84	26,350.73	-	7,782.24	630.57
		ELEC OPS CONSULTANT SR/EXP/PRN	187,764.52	39,602.92	13,729.50	50.00	2,757.26
		IT TECHNICIAN	123,377.84	-	-	37,930.91	-
		GAS ENG ENGINEER SR/EX/PRN	195,285.16	25,508.21	-	4,385.19	1,699.93
		ELEC ENG INTERCONNECTION MANAGER	160,886.73	-	-	74,558.56	-
		ELEC OPS OPERATOR	115,086.53	-	-	43,859.42	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	121,058.35	17,200.44	-	27,411.86	11,110.11
		GAS OPS CONST/PRGM MANAGER	141,204.67	19,590.93	-	572.48	2,491.04
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	106,918.10	11,331.28	-	-	3,734.30
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	130,812.72	13,403.57	-	2,597.17	-
		GENERATION SUPERVISOR	202,972.66	34,256.71	-	43,510.80	-
		ELEC OPS MANAGER/SR MANAGER	189,873.54	23,684.73	-	-	7,383.53
		ELEC OPS CONSULTANT SR/EXP/PRN	93,936.00	24,240.74	8,576.70	242,939.78	668.88
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	142,198.00	19,074.95	-	34,116.22	-
		ELEC OPS CREW LEAD/LEADER	174,782.33	-	-	262,062.20	-
		ELEC ENG ENGINEER	185,760.00	15,713.50	-	6,631.40	1,827.49
		ELEC OPS FOREMAN/SUBFOREMAN	143,844.88	-	-	172,392.02	-
		SHARED SVS SUBFOREMAN	98,236.10	-	-	22,959.94	250.01
		GAS ENG SENIOR BUSINESS REP	108,673.63	-	-	49,109.77	1,161.46
		ELEC OPS ELECTRICIAN	88,254.70	-	-	33,084.07	-
		ELEC OPS ELECTRICIAN	97,153.85	-	-	34,668.82	1,938.45
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,661.19	-	-	181,414.74	-
		GENERATION OPERATOR	125,718.74	-	-	43,588.05	-
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	171,304.64	26,689.44	-	2,550.00	3,958.38
		SHARED SVS COORD/CONST	93,086.86	30,269.84	-	222,486.80	269.60
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	78,390.00	21,987.38	-	180,072.99	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	150,802.59	17,276.85	-	6,540.66	420.00
		GAS OPS TECHNICIAN	121,120.46	-	-	72,326.61	-
		GAS ENG ENGINEER SR/EX/PRN	136,533.33	-	-	135,074.52	210.00
		GAS OPS ENGINEER	144,458.39	-	-	152,545.59	315.00
		ELEC ENG ESTIMATOR	123,276.68	-	-	24,227.82	903.14
		CUSTOMER CARE MANAGER/SR MANAGER	121,493.40	36,554.68	20,599.90	280,099.94	560.00
		ELEC ENG ANALYST/SPEC SR/EX/PRN	195,749.40	23,412.82	-	2,629.44	1,247.60
		GAS ENG ENGINEER SR/EX/PRN	158,330.24	20,873.21	-	3,107.21	3,480.54
		GAS ENG ENGINEER SR/EX/PRN	135,284.01	-	-	131,913.39	969.99
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,062.50	11,741.25	-	50.00	1,062.70
		ENERGY PLCY & PROC MANAGER/SR MANAGER	216,191.84	34,248.34	8,576.70	-	813.81
		GAS ENG SUPERVISOR	155,551.11	12,411.66	-	40,649.15	729.87
		ELEC OPS FOREMAN/SUBFOREMAN	153,013.07	-	-	93,161.16	-
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EXP/PRN	82,395.23	14,334.34	-	5,943.16	176.68
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	127,825.28	13,255.15	-	3,960.00	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	16,844.80	9,910.92	-	16,165.27	160.07
		GAS OPS TECHNICIAN	129,666.13	-	-	91,483.76	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	121,801.60	13,252.29	-	38,102.18	608.99
		ELEC ENG ENGINEER	79,090.98	7,874.86	-	169,699.92	480.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,574.96	-	-	146,566.69	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,348.82	11,398.43	-	7,605.18	18,180.78
		ELEC OPS LINEWORKER	121,192.88	-	-	108,154.50	240.00
		ELEC OPS FOREMAN/SUBFOREMAN	133,496.00	-	-	72,116.14	-
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	173,305.30	16,646.48	-	50.00	6,728.65
		GAS ENG SUPERVISOR	89,663.98	28,880.31	-	208,932.88	1,821.34
		GAS ENG ENGINEER SR/EX/PRN	114,708.51	23,116.53	-	4,566.32	-
		IT MANAGER/SR MANAGER	105,375.54	34,265.85	10,294.30	284,699.81	-
		ELEC OPS FOREMAN/SUBFOREMAN	136,377.50	-	-	18,210.01	-
		ELEC ENG ENGINEER	151,390.46	19,813.58	-	3,428.86	998.13
		GAS ENG ANALYST/SPECIALIST EXP/PRN	125,574.15	15,996.26	-	550.00	420.00
		GAS OPS TECHNICIAN	92,792.00	-	-	13,570.83	27,193.90

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		ELEC OPS ENGINEER SR/EXP/PRN	177,257.35	12,962.73	-	27,680.00	10810.64
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	138,444.00	18,281.28	-	5,825.12	315.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,675.14	-	-	118,621.75	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	132,391.10	21,131.15	-	43,543.63	371.12
		GAS OPS SYSTEM/CONST OPERATOR	127,680.00	-	-	28,942.55	-
		GAS OPS TECHNICIAN	150,856.51	-	-	29,850.18	949.24
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	152,469.02	12,514.25	-	-	20,113.28
		GAS OPS SUPERVISOR	137,350.05	12,850.60	-	12,155.30	2,133.15
		SAFETY RISK COMPL INSPECTOR	129,166.23	-	-	118,547.31	104.26
		ELEC OPS LINEWORKER	109,124.82	-	-	62,664.80	966.26
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,816.96	-	-	188,741.31	433.66
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,192.56	15,864.31	-	-	525.00
		CORP AFFAIRS MANAGER/SR MANAGER	177,412.50	27,192.72	-	7,500.00	2,920.43
		SHARED SVS SCIENTIST	153,468.00	16,380.82	-	13,726.39	5,000.28
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	138,206.30	7,953.75	-	-	32,102.42
		ELEC OPS SUPERVISOR	76,497.12	-	-	-	-
		ELEC ENG TECHNICIAN	160,521.20	-	-	39,974.59	-
		ELEC OPS MANAGER/SR MANAGER	203,809.06	21,619.08	-	25,096.76	298.66
		GAS OPS SUPERVISOR	138,270.90	24,383.81	-	32,399.91	7,146.82
		GAS OPS SUPERVISOR	158,621.74	25,164.43	-	72,039.75	12,674.85
		ELEC OPS SYSTEM OPERATOR/LEAD	111,749.38	-	-	64,018.52	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	131,454.16	14,374.90	-	17,873.43	315.00
		CUSTOMER CARE MANAGER/SR MANAGER	81,585.41	21,706.80	-	21,906.29	859.70
		GAS ENG DIRECTOR/SR DIRECTOR	210,328.13	35,239.81	24,035.10	11,255.33	5,579.78
		ELEC OPS FOREMAN/SUBFOREMAN	126,941.70	-	-	56,140.90	-
		SUPPLY CHAIN MATERIALS ENGINEER	157,766.00	16,174.38	-	4,060.28	17,927.15
		ELEC OPS LINEWORKER	112,583.64	-	-	64,366.77	953.27
		GAS ENG ENGINEER SR/EX/PRN	124,927.13	-	-	11,021.52	140.00
		ELEC ENG SUPERVISOR	136,569.91	-	-	15,950.64	517.53
		GAS ENG MANAGER/SR MANAGER	157,792.07	16,181.75	-	7,301.82	1,006.25
		ELEC OPS LINEWORKER	129,994.74	-	-	133,117.81	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	133,777.20	-	-	2,685.21	-
		ELEC OPS MANAGER/SR MANAGER	178,016.00	21,641.64	-	3,536.80	28,879.97
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	143,972.12	16,552.09	-	7,795.08	10,366.64
		IT MANAGER/SR MANAGER	197,740.88	31,686.08	10,294.30	-	9,985.63
		GAS OPS SUPER CREW LEADER/COORD	123,186.37	-	-	42,771.34	10.84
		OPERATIONS MANGER/SR MANAGER	160,787.32	33,436.64	-	318.24	2,741.57
		SAFETY RISK MANAGER/SR MANAGER	188,996.16	22,694.77	-	5,918.08	1,183.23
		ELEC OPS FOREMAN/SUBFOREMAN	151,788.00	-	-	116,923.69	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	193,228.10	29,465.80	13,729.50	-	1,389.06
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	135,999.96	18,632.00	-	32,033.82	598.75
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	65,150.64	17,219.32	-	154,501.86	6,417.30
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	138,410.70	24,127.11	-	80,237.14	16,715.39
		SHARED SVS SUPERVISOR	166,165.68	21,763.01	-	3,296.33	4,650.75
		ELEC ENG SUPERVISOR	163,388.44	16,301.38	-	-	4,477.76
		GAS OPS TECHNICIAN	111,212.39	-	-	100,962.20	1,359.31
		GENERATION MACHINST/MECHANIC/RIGGER	123,891.38	-	-	53,061.04	1,585.98
		CUSTOMER CARE ENGINEER SR/EXP/PRN	136,338.48	13,681.53	-	-	632.50
		GAS OPS CONST PRGM MANAGER	137,343.34	17,325.05	-	21,843.60	14,522.86
		GENERATION REACTOR	139,682.67	-	-	134,008.07	-
		ELEC OPS FOREMAN/SUBFOREMAN	65,563.56	-	-	2,605.80	-
		FINANCE LDRSP ASSOC/LOSS ENGINEER	130,174.30	5,077.19	-	10,347.23	400.14
		GAS ENG SENIOR BUSINESS REP	140,588.32	-	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	139,203.93	-	-	273,452.69	63.80
		ELEC OPS SPECIALIST SR/EX/PRN	105,786.12	12,065.88	-	-	-
		ELEC OPS LINEWORKER	127,814.58	-	-	63,940.21	499.02
		GAS ENG ENGINEER SR/EX/PRN	134,225.65	-	-	41,097.63	3,545.84
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,947.52	-	-	19,640.60	-
		ELEC OPS CREW LEAD/LEADER	142,653.63	-	-	26,617.63	-
		GAS ENG ENGINEER SR/EX/PRN	192,048.00	37,986.26	-	558.40	1,520.48
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	35,802.08	6,654.65	-	11,930.74	3,497.79
		GAS OPS FOREMAN/LEADER	106,640.60	-	-	17,976.69	-
		ELEC OPS CONSULTANT SR/EXP/PRN	151,720.80	12,634.99	-	1,050.00	669.00
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	92,389.15	13,193.36	-	12,750.93	-
		ELEC OPS LEAD OPERATOR	149,359.81	-	-	86,828.98	-

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		ELEC ENG TECHNICIAN	119,496.68	-	-	58,204.81	880.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	162,186.40	26,134.91	-	8,244.34	8,110.99
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	235,202.06	50,883.80	29,187.90	50.00	4,585.40
		GAS OPS SUPERVISOR	146,000.04	19,849.44	-	30,513.89	6,786.18
		GAS ENG PRGM/ACCT/PROJ MANAGER	139,862.26	17,458.62	-	5,825.64	543.08
		ELEC ENG ENGINEER	190,419.80	14,499.68	-	5,930.34	3,965.59
		GENERATION PLANNER	137,537.78	-	-	79,877.91	1,590.35
		ELEC OPS CREW FOREMAN/LEAD	71,535.00	-	-	95,185.89	-
		SAFETY RISK MANAGER/SR MANAGER	148,777.78	18,971.15	-	9,200.00	3,069.41
		ELEC OPS ENGINEER	140,598.34	8,184.38	-	5,058.57	4,331.86
		GENERATION TECHNICIAN SR/EX	-	-	-	-	-
		ELEC OPS ENGINEER	176,964.00	24,817.64	-	83.60	328.70
		ELEC ENG SUPERVISOR	159,612.36	15,889.46	-	13,232.44	-
		IT MANAGER/SR MANAGER	202,473.78	32,759.48	-	4,850.00	399.06
		IT ANALYST/SPECIALIST SR/EXP/PRN	109,178.80	-	-	2,230.06	505.00
		GENERATION SUPERVISOR	178,338.66	23,953.67	-	29,728.98	7,314.56
		GAS OPS ENGINEER	151,200.00	-	-	12,775.73	11,756.84
		GAS OPS WORKING LEADER	30,386.60	-	-	31,404.59	-
		ELEC ENG ENGINEER	11,611.38	12,925.67	-	1,600.62	35.00
		GAS OPS TECHNICIAN	125,098.94	-	-	91,289.85	30.00
		GENERATION SUPERVISOR	192,041.71	32,032.65	-	103,426.11	4,111.46
		GAS ENG SENIOR BUSINESS REP	125,393.83	-	-	43,267.51	23.41
		ELEC OPS SUPERVISOR	143,336.80	10,639.27	-	5,689.18	649.42
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	167,091.20	26,795.64	-	50.00	1,900.68
		SAFETY RISK DIRECTOR/SR DIRECTOR	230,862.50	35,620.49	14,194.54	3,000.00	908.97
		ELEC ENG ENGINEER	142,202.75	-	-	15,172.58	840.00
		ELEC OPS LINEWORKER	142,690.62	-	-	76,632.51	-
		GAS OPS OPERATOR	122,758.12	-	-	65,433.13	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	75,216.09	18,510.48	-	21,928.74	455.00
		IT INVESTIGATOR SR/EXP	12,960.81	2,840.07	-	81,414.68	22.24
		SAFETY RISK COMPL INSPECTOR	103,506.33	-	-	15,961.97	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	98,904.55	15,307.56	-	88,989.18	-
		GAS OPS ENGINEER	109,057.88	-	-	17,013.04	2,427.52
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	126,731.91	12,598.21	-	24,225.21	-
		ELEC ENG ENGINEER	72,348.35	-	-	219,802.48	-
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	114,335.12	17,896.50	-	369.00	-
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	12,121.22	-	-	-	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	31,059.80	-	-	12,804.02	-
		GENERATION SUPERVISOR	191,670.74	32,530.54	-	70,200.46	642.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	123,356.68	-	-	287,792.51	600.89
		GAS ENG ENGINEER SR/EX/PRN	173,975.68	23,055.07	-	40.00	323.29
		GAS OPS WORKING LEADER	135,410.24	-	-	15,356.82	-
		GAS OPS SUPERVISOR	76,838.84	-	-	23,146.44	1,783.14
		GAS OPS FOREMAN/LEADER	48,191.92	-	-	64,259.86	-
		ELEC OPS CREW LEAD/LEADER	144,510.79	-	-	5,202.61	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	158,875.04	15,148.88	-	50.00	-
		ELEC OPS ENGINEER	151,802.74	12,487.00	-	930.56	420.00
		OPERATIONS MANAGER/SR MANAGER	198,871.52	26,618.54	-	5,574.06	-
		GAS OPS SYSTEM/CONST OPERATOR	132,336.54	-	-	75,643.79	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,500.04	4,964.16	-	8,383.40	8,936.38
		GAS ENG ENGINEER SR/EX/PRN	75,870.50	30,785.17	-	9,828.74	1,916.64
		GAS OPS PRGM/PROJ MANAGER	165,984.00	21,762.72	-	2,076.80	7,875.71
		GAS OPS SUPERVISOR	145,278.74	22,983.11	-	30,373.97	799.03
		GAS OPS PRGM/PROJ MANAGER	185,680.00	24,466.01	-	407.20	1,650.50
		ELEC ENG ENGINEER	177,651.35	14,413.05	-	46,446.35	10,443.03
		ELEC OPS LEAD OPERATOR	150,477.52	-	-	58,894.93	60.84
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	127,768.27	21,958.95	-	30,019.59	2,330.87
		ELEC ENG ENGINEER	174,051.91	13,614.64	-	46,583.97	3,907.32
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	143,081.84	18,416.26	-	19,427.82	-
		ELEC OPS FOREMAN/SUBFOREMAN	135,398.35	-	-	96,070.49	-
		ELEC OPS FOREMAN/SUBFOREMAN	117,014.23	-	-	53,218.93	-
		ELEC OPS LINEWORKER	123,332.70	-	-	98,496.06	142.88
		ELEC OPS CONSULTANT SR/EXP/PRN	130,336.90	5,399.60	-	50.00	782.79
		IT ANALYST/SPECIALIST SR/EXP/PRN	187,628.28	31,141.14	-	3,802.57	1,567.28
		IT MANAGER/SR MANAGER	177,002.95	35,317.81	12,011.90	8,475.00	1,318.39

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		ELEC OPS CREW FOREMAN/LEAD	166,467.64	-	-	79,084.32	-
		FINANCE MANAGER/SR MANAGER	194,246.84	31,150.44	13,729.50	3,400.00	1,650.18
		ELEC OPS FOREMAN/SUBFOREMAN	151,542.09	-	-	125,292.49	-
		GAS OPS SUPERVISOR	141,834.40	22,656.38	-	9,796.64	-
		OPERATIONS MANAGER/SR MANAGER	52,443.18	-	-	-	2,128.11
		ELEC OPS SUPERVISOR	158,996.60	15,768.81	-	6,827.82	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	126,366.05	14,310.58	-	-	1,537.58
		ELEC OPS INSPECTOR	128,639.75	8,903.79	-	42,807.29	606.29
		ELEC ENG ENGINEER	127,907.35	-	-	5,253.63	720.00
		ELEC ENG ENGINEER	130,199.90	6,460.86	-	12,323.11	4,068.79
		FINANCE AUDITOR SR/EX/PRN	146,834.64	15,825.73	-	-	2,804.11
		ELEC OPS LINeworker	151,474.76	-	-	129,919.52	-
		GAS OPS CHIEF/SCIENT/SYSTEM ADMIN	147,365.35	19,481.96	-	9,938.40	1,100.12
		ELEC OPS LINeworker	130,094.07	-	-	127,835.42	-
		IT TECHNICIAN	125,990.86	-	-	10,559.83	-
		ELEC OPS ENGINEER	170,238.00	13,307.43	-	33,140.12	880.77
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	117,608.60	12,425.12	-	50.00	383.75
		GENERATION SUPERVISOR	206,856.38	34,435.99	-	118,224.15	2,827.88
		GENERATION COORDINATOR SR/EX	139,953.51	19,001.72	-	30,398.95	140.00
		ELEC ENG MAPPING TECH	124,131.66	-	-	65,089.63	1,010.00
		ELEC OPS SYSTEM OPERATOR/LEAD	33,314.19	-	-	446,317.42	99.02
		ELEC OPS LINeworker	138,457.76	-	-	107,536.64	265.86
		ELEC OPS SUPERVISOR	174,866.66	26,830.87	-	18,168.10	1,375.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	97,235.44	-	-	409,763.89	-
		ELEC OPS LINeworker	131,611.30	-	-	93,848.49	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	227,456.56	49,009.32	34,329.40	7,380.08	5,673.81
		SAFETY RISK COMPL INSPECTOR	136,680.01	-	-	90,640.99	-
		SHARED SVS EX ASST/HR GNRLST/PILOT/CHIEF	135,282.23	-	-	47,155.49	18,179.02
		GAS OPS TECHNICIAN	133,297.10	-	-	11,760.09	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	157,946.24	19,929.61	-	50.00	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	179,826.76	28,427.36	-	-	1,717.11
		ELEC OPS LEAD OPERATOR	102,411.62	-	-	250,811.95	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	185,760.00	15,236.30	-	15,184.50	2,335.32
		HR ECO BUSINESS PARTNER EXP/PRN	169,751.82	21,222.14	-	1,675.00	980.88
		FINANCE AUDITOR SR/EX/PRN	103,333.28	2,609.17	-	-	1,002.97
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	89,097.62	29,090.69	-	203,041.30	185.54
		ELEC ENG SHOP LEADER	127,434.88	-	-	34,944.69	-
		ELEC ENG ENGINEER	127,255.00	7,156.14	-	320.51	2,583.00
		OPERATIONS PLANNER	139,035.00	17,458.25	-	50.00	130.00
		ELEC OPS ENGINEER SR/EXP/PRN	57,065.22	-	-	10,000.00	1,493.69
		ELEC ENG ENGINEER	118,332.67	-	-	162,600.39	605.00
		ELEC OPS OPERATOR	140,647.08	-	-	111,416.66	-
		ELEC OPS SUPERVISOR	165,953.96	16,413.78	-	155,591.40	-
		ELEC ENG SUPERVISOR	133,132.56	4,430.31	-	36,209.22	599.40
		CORP AFFAIRS GOV REP EXP/PRN	142,474.30	4,094.59	-	1,800.00	4,248.88
		GAS OPS LEAD REP/SPEC/INSPECTOR	118,836.12	-	-	102,054.71	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	122,401.77	-	-	68,105.96	29.97
		ELEC OPS LINeworker	132,004.28	-	-	298,674.36	15,106.19
		GAS OPS MECHANIC/WELDER	109,275.00	-	-	66,685.24	-
		ELEC OPS SUPERVISOR	197,632.98	19,221.22	-	21,267.12	245.22
		SAFETY RISK DIRECTOR/SR DIRECTOR	220,320.84	28,954.33	10,914.59	3,550.00	11,543.64
		CUSTOMER CARE SUPERVISOR/ADMIN	125,933.00	16,234.38	-	20.00	85.11
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	167,852.00	17,469.61	-	22,394.04	1,040.00
		ELEC OPS SYSTEM OPERATOR/LEAD	144,766.38	-	-	149,172.77	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	161,374.62	13,354.72	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	165,984.00	21,917.81	-	1,247.00	272.21
		GAS OPS PRGM/PROJ MANAGER	171,701.70	21,947.67	-	992.94	4,105.39
		ELEC OPS LINeworker	112,655.87	-	-	71,255.08	306.15
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	162,441.28	17,289.47	-	-	490.00
		SHARED SVS MECHANIC	128,324.00	-	-	32,966.11	-
		ELEC ENG MANAGER/SR MANAGER	182,139.24	22,581.82	-	5,000.00	1,170.13
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	164,592.00	23,379.62	-	46,885.19	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	131,982.60	10,567.89	-	8,494.44	434.00
		GAS OPS SCHEDULER	95,755.33	-	-	7,753.73	945.47
		FINANCE PROJ/PROJ MANAGER EXP/PRN	157,519.24	17,056.11	-	550.00	-



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		GENERATION TECHNICIAN SR/EX	14,298.90	-	-	14,321.95	-
		GAS OPS FOREMAN/LEADER	136,762.32	-	-	27,891.35	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,360.54	-	-	253,677.88	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	89,899.56	39,020.00	-	315,722.05	11,886.97
		ELEC OPS SUPERVISOR	148,216.88	-	-	105,384.27	100.00
		SAFETY RISK SUPERVISOR/EX ASST/SR/EX ASST	114,926.34	10,814.08	-	14,443.24	1,203.78
		ELEC OPS ENGINEER	176,964.00	25,416.32	-	2,702.40	4,644.47
		GENERATION TECHNICIAN SR/EX	11,575.30	-	-	16,881.20	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	174,174.00	17,853.14	-	5,712.88	4,900.40
		GAS OPS PRGM/PROJ MANAGER	131,909.69	9,435.24	-	827.72	1,081.50
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	130,041.48	11,922.40	-	2,500.00	560.00
		IT ENGINEER SR/EX/PRN	141,999.96	-	-	50.00	1,799.00
		GENERATION CONTRACT/PRGM/PRJCT MANAGER SR/EX/PRN	181,147.06	25,601.13	-	3,937.50	14,446.12
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	10,762.41	29,576.03	18,882.30	7,682.18	-
		GENERATION SUPERVISOR	79,917.91	27,336.37	-	202,531.64	-
		ELEC ENG ESTIMATOR	109,248.89	-	-	14,581.56	1,387.99
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	144,648.00	15,489.12	-	22,701.69	422.48
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	140,866.94	15,796.95	-	-	960.00
		ELEC OPS SUPERVISOR	146,248.13	-	-	517.45	-
		GAS OPS SUPERVISOR	130,336.90	15,646.77	-	13,422.97	2,545.91
		GAS ENG ANALYST/SPECIALST EXP/PRN	170,093.86	22,528.13	-	1,365.72	1,213.28
		IT MANAGER/SR MANAGER	181,854.54	30,158.21	-	50.00	806.86
		IT MANAGER/SR MANAGER	182,138.18	29,844.87	-	3,123.34	1,263.01
		CUSTOMER CARE ENGINEER SR/EXP/PRN	128,535.00	13,879.17	-	2,237.88	1,813.30
		GENERATION SUPERVISOR	32,312.62	28,289.81	-	42,980.58	-
		CUSTOMER CARE MANAGER/SR MANAGER	182,787.58	29,695.05	-	12,747.68	474.00
		ELEC ENG TECHNICIAN	143,397.56	-	-	31,485.35	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	162,227.72	16,817.72	-	50.00	385.00
		GAS OPS FOREMAN/LEADER	136,634.81	-	-	12,816.48	-
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	149,293.42	11,492.64	-	-	-
		ELEC OPS ENGINEER	138,454.40	-	-	64,034.60	-
		GAS ENG ENGINEER SR/EX/PRN	149,428.96	19,940.35	-	3,507.56	1,843.37
		ELEC ENG MANAGER/SR MANAGER	199,173.34	25,125.81	-	700.00	3,958.68
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,408.60	5,665.44	-	1,550.00	249.96
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,000.31	-	-	175,725.42	-
		ELEC OPS ENGINEER	127,228.89	-	-	91,918.80	-
		ELEC ENG ENGINEER	16,255.00	15,925.07	-	9,846.88	1,012.27
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,389.37	-	-	114,268.59	-
		GAS ENG ENGINEER SR/EX/PRN	150,245.50	-	-	123,526.40	861.91
		ELEC OPS ELECTRICIAN	99,167.86	-	-	73,516.76	-
		GAS ENG ENGINEER SR/EX/PRN	180,847.10	23,986.78	-	9,499.50	10,057.16
		ELEC OPS LINeworker	128,329.88	-	-	92,522.65	-
		ELEC OPS FOREMAN/SUBFOREMAN	57,408.10	-	-	24,125.77	-
		ELEC OPS ELECTRICIAN	122,451.54	-	-	34,625.22	-
		FINANCE AUDITOR SR/EX/PRN	138,375.00	14,046.22	-	-	3,857.66
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	183,996.00	11,743.54	-	-	1,482.57
		GENERATION TECHNICIAN SR/EX	26,555.10	-	-	33,810.21	-
		ELEC OPS SUPERVISOR	170,000.03	15,079.39	-	78,201.70	622.01
		ELEC OPS SYSTEM OPERATOR/LEAD	151,134.36	-	-	91,450.62	-
		ELEC OPS CREW LEAD/LEADER	174,786.44	-	-	258,465.40	718.32
		GAS OPS LEAD REP/SPEC/INSPECTOR	138,800.40	-	-	60,894.16	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	159,939.09	26,134.91	-	17,028.37	1,318.31
		ELEC OPS LINeworker	56,815.04	-	-	131,253.20	166.32
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	89,676.90	29,208.71	-	210,097.86	175.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	217,960.40	17,803.60	-	2,523.47	4,144.20
		ELEC OPS ENGINEER	232,483.74	36,754.82	17,164.70	8,303.40	4,771.92
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	175,224.00	18,763.46	-	16,652.59	860.72
		GAS ENG ENGINEER SR/EX/PRN	127,480.75	-	-	57,381.97	280.00
		ELEC OPS FOREMAN/SUBFOREMAN	140,937.56	-	-	96,895.55	-
		GAS OPS FOREMAN/LEADER	138,001.56	-	-	49,422.79	-
		ELEC OPS LINeworker	150,604.12	-	-	90,920.60	-
		ELEC OPS ENGINEER	147,033.10	21,987.38	-	3,467.02	1,461.30
		ELEC OPS SUPERVISOR	173,179.70	29,154.71	-	13,249.01	7,882.01
		ELEC OPS LINeworker	112,400.29	-	-	110,982.25	6,378.41
		OPERATIONS SUPERVISOR	150,099.96	14,829.00	-	45,179.12	12,148.07

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,928.87	-	-	91,069.30	-
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	184,114.80	9,044.55	-	650.00	1,528.23
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	34,253.18	15,001.78	-	20,535.51	240.00
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	138,744.32	14,173.42	-	-	-
		SHARED SVS SUPERVISOR	175,507.54	22,923.06	-	725.90	707.20
		GENERATION TECHNICIAN SR/EX	135,302.34	-	-	88,687.68	285.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	141,546.10	11,727.86	-	17,186.95	280.00
		GAS ENG ENGINEER SR/EX/PRN	151,823.44	-	-	8,742.77	420.00
		ELEC OPS OPERATOR	104,713.68	-	-	47,848.76	297.44
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	7,611.80	420.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	171,573.78	14,173.43	-	50.00	4,195.68
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	206,414.00	16,065.81	-	17,181.42	4,875.23
		GENERATION OPERATOR	147,964.20	-	-	57,459.05	-
		OPERATIONS PLANNER	151,243.98	18,983.43	-	-	573.06
		ELEC OPS INSPECTOR/LEAD INSPECTOR	123,899.21	-	-	75,372.84	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,555.82	13,675.74	-	50.00	-
		GENERATION MACHINIST/MECHANIC/RIGGER	5,378.44	-	-	-	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	210,406.50	34,384.05	17,164.70	5,250.00	18,422.20
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	149,844.47	20,397.63	-	-	1,057.86
		ELEC ENG ENGINEER	206,300.00	16,902.75	-	1,936.91	672.04
		ELEC OPS FOREMAN/SUBFOREMAN	136,278.80	-	-	2,452.10	-
		SUPPLY CHAIN MATERIALS ENGINEER	154,858.00	15,793.31	-	285.88	10,773.71
		FINANCE AUDITOR SR/EX/PRN	170,132.54	27,505.16	-	150.00	4,722.48
		ELEC OPS LINeworker	171,562.72	-	-	134,222.49	-
		GAS OPS FOREMAN/LEADER	132,328.75	-	-	46,267.66	142.66
		ELEC OPS MANAGER/SR MANAGER	158,890.34	24,196.44	-	100.00	105.00
		GEN COUNSEL & ETHICS COMP DIRECTOR/ARCH/EX AST	131,050.36	13,909.46	-	375.00	2,663.68
		FINANCE MANAGER/SR MANAGER	192,089.04	27,780.50	-	3,450.00	1,215.02
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	137,350.10	-	-	9,944.40	-
		ELEC OPS TECHNICIAN	151,421.60	-	-	76,368.25	-
		IT ENGINEER SR/EX/PRN	141,686.78	15,038.37	-	-	8,621.28
		GENERATION SUPERVISOR	183,123.26	34,397.23	-	96,032.87	1,121.74
		CUSTOMER & COMMS SUPERVISOR	148,020.86	17,313.12	-	-	105.89
		GAS ENG ESTIMATOR/SCHEDULER	113,409.37	-	-	-	48.82
		GAS ENG DIRECTOR/SR DIRECTOR	103,599.14	51,010.06	-	238,997.53	778.06
		ELEC OPS SUPERVISOR	127,199.31	9,083.93	-	105,974.15	28.00
		ELEC OPS LINeworker	123,732.64	-	-	72,589.22	-
		IT TECHNICIAN	132,042.94	-	-	166,252.92	-
		GAS OPS ENGINEER	127,967.60	-	-	63,324.64	-
		ELEC OPS LINeworker	123,235.37	-	-	60,755.75	-
		ELEC OPS CABLE SPLICER/CABLEMAN	144,789.19	-	-	158,348.99	119.76
		GAS OPS ENGINEER	142,256.80	-	-	62,738.33	1,037.68
		ELEC OPS LINeworker	77,542.62	-	-	217,891.69	670.23
		ELEC OPS MANAGER/SR MANAGER	177,886.29	37,015.80	-	50.00	9,590.92
		GAS OPS SUPERVISOR	53,285.53	21,812.37	-	13,358.98	94.91
		OPERATION PRGM/PROD/CONT MANAGER EXP/PRN	135,749.66	4,951.27	-	7,885.64	3,184.83
		ELEC OPS TECHNICIAN	149,234.60	-	-	97,013.37	245.00
		GAS OPS INVESTIGATOR	144,334.06	19,220.72	-	5,697.56	4,527.83
		ELEC OPS LEAD OPERATOR	166,527.60	-	-	7,352.82	-
		ELEC OPS SUPERVISOR	167,496.91	16,488.13	-	-	549.00
		IT MANAGER/SR MANAGER	234,979.54	37,538.38	10,294.30	2,850.00	2,597.74
		GAS ENG ENGINEER SR/EX/PRN	124,498.38	17,393.05	-	50.00	-
		SAFETY RISK COMPL INSPECTOR	167,073.57	-	-	34,461.76	-
		ELEC OPS ENGINEER	200,856.00	16,475.02	-	9,461.29	1,145.16
		GAS OPS FOREMAN/LEADER	129,770.01	-	-	39,014.59	33.35
		OPERATIONS SUPERVISOR	128,000.04	8,659.72	-	492.32	6,799.45
		GENERATION TECHNICIAN SR/EX	25,874.20	-	-	31,552.43	-
		ELEC OPS LINeworker	133,473.87	-	-	113,076.82	1,092.09
		ELEC OPS FOREMAN/SUBFOREMAN	129,835.66	-	-	72,998.83	407.39
		GAS OPS SYSTEM/CONST OPERATOR	126,774.19	-	-	36,600.44	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	137,667.20	13,272.55	-	7,475.00	1,418.36
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	140,965.76	11,658.70	-	50.00	720.02
		IT PROJECT/PROGRAM MANAGER SR/EX/PRN/CHIEF	190,660.14	30,699.04	8,576.70	5,100.00	1,543.28
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	55,668.60	-	-	6,169.68	-
		ELEC ENG MANAGER/SR MANAGER	220,694.86	27,231.84	13,040.20	6,607.20	7,318.20

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		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	161,950.16	19,994.30	-	5,000.00	14986.05
		ELEC OPS FOREMAN/SUBFOREMAN	115,654.35	-	-	26,522.76	-
		ELEC OPS SUPERVISOR	152,725.04	15,215.88	-	45,903.48	-
		ELEC OPS SUPERVISOR	155,166.64	6,467.60	-	194,488.71	62,195.47
		SHARED SVS MECHANIC	127,513.60	-	-	35,494.22	332.50
		ELEC OPS SYSTEM OPERATOR/LEAD	144,289.95	-	-	337,807.09	14,497.16
		GAS OPS SUPERVISOR	148,368.74	23,377.68	-	1,931.48	1,235.42
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	134,828.41	-	-	25,271.40	-
		IT DEVELOPER SR/EX	150,674.30	16,186.57	-	50.00	455.00
		ELEC OPS FOREMAN/SUBFOREMAN	137,669.29	-	-	48,984.28	-
		ELEC OPS ELECTRICIAN	124,816.72	-	-	87,879.09	265.01
		GAS ENG SENIOR BUSINESS REP	120,144.48	-	-	74,626.68	2,285.56
		ELEC OPS ELECTRICIAN	121,661.48	-	-	34,753.23	-
		GAS OPS CONST/PRGM MANAGER	83,956.24	30,604.11	-	230,384.74	8,820.40
		GAS OPS TECHNICIAN	126,005.14	-	-	38,250.53	-
		ELEC ENG SUPERVISOR	184,470.14	18,378.64	-	400.00	800.52
		IT MANAGER/SR MANAGER	228,115.00	36,289.06	17,164.70	37,500.00	2,019.20
		ELEC OPS ENGINEER	176,140.00	23,933.00	-	11,427.74	7,567.38
		GAS ENG ENGINEER SR/EX/PRN	83,000.00	-	-	73,186.80	1,574.96
		GAS ENG ENGINEER SR/EX/PRN	133,708.38	20,987.74	-	1,901.01	3,096.10
		ELEC OPS SUPERVISOR	165,975.76	28,158.09	-	55,698.30	2,481.12
		GAS OPS PRGM/PROJ MANAGER	163,064.96	21,283.06	-	225.00	-
		ELEC OPS ENGINEER	49,908.80	-	-	38,829.75	3,708.42
		GAS ENG ENGINEER SR/EX/PRN	144,717.84	18,476.79	-	9,385.85	2,375.00
		ELEC OPS SUPERVISOR	163,487.54	5,429.38	-	167,160.90	3,581.75
		GAS OPS FOREMAN/LEADER	102,324.24	-	-	8,964.26	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	97,530.00	15,999.14	-	247,371.96	617.68
		SHARED SVS SUBFOREMAN	127,297.92	-	-	34,187.35	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	137,488.00	-	-	35,358.39	3,737.73
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	105,818.57	17,764.89	-	17,300.14	977.84
		GAS OPS SUPERVISOR	137,405.92	21,931.59	-	35,501.56	-
		ELEC OPS LINeworker	134,316.61	-	-	137,755.60	75.51
		SHARED SVS SCIENTIST	153,468.00	16,434.36	-	4,062.07	-
		GAS ENG ENGINEER SR/EX/PRN	138,111.73	19,915.24	-	1,000.00	420.00
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	124,659.16	12,217.39	-	-	-
		ELEC OPS LINeworker	150,479.59	-	-	81,681.64	-
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	155,753.30	25,098.25	-	1,800.00	514.00
		ELEC ENG SUPERVISOR	180,479.02	18,055.63	-	58,246.10	1,645.52
		GAS ENG ENGINEER SR/EX/PRN	154,165.88	20,563.81	-	1,550.00	245.00
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	44,047.62	-	-	9,382.59	424.99
		ELEC OPS CREW LEAD/LEADER	100,283.16	-	-	23,891.46	-
		ENT HEALT & SAFETY SUPERVISOR	93,600.00	29,437.06	-	263,219.10	3,008.49
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,665.49	16,509.44	-	11,779.59	478.75
		GENERATION SUPERVISOR	163,875.36	27,347.07	-	41,949.48	5,699.15
		GAS ENG ENGINEER SR/EX/PRN	143,662.19	-	-	61,441.82	2,046.53
		GAS OPS OPERATOR	128,853.82	-	-	56,402.09	-
		GAS ENG ENGINEER SR/EX/PRN	157,030.16	-	-	166,937.67	507.47
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	174,083.56	18,907.34	-	2,500.00	2,753.00
		GENERATION PLANNER	149,466.92	-	-	32,134.02	160.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	58,697.74	33,246.70	13,729.50	15,235.01	4,346.30
		OPERATIONS PERMIT FACILITATOR	85,006.02	-	-	2,830.67	280.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	79,755.16	17,374.67	-	201,352.30	400.00
		ELEC ENG TECHNICIAN	147,606.09	-	-	53,738.56	242.75
		GENERATION MACHINIST/MECHANIC/RIGGER	129,591.17	-	-	122,679.77	-
		IT TECHNICIAN	130,661.56	-	-	3,651.57	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	152,369.68	-	-	113,605.25	4,185.48
		GAS ENG SENIOR BUSINESS REP	139,396.96	-	-	78,961.68	4,240.12
		GENERATION TECHNICIAN SR/EX	141,430.41	-	-	45,407.50	-
		FINANCE MANAGER/SR MANAGER	187,020.62	29,368.60	-	7,050.00	6,074.20
		ELEC OPS LEAD OPERATOR	153,398.94	-	-	21,131.93	-
		ELEC OPS SUPERVISOR	171,625.24	-	-	44,565.23	1,675.44
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	113,167.20	11,728.49	-	702.20	320.00
		GAS OPS PRGM/PROJ MANAGER	143,032.46	23,108.60	-	29,319.79	947.08
		GAS OPS MECHANIC/WELDER	130,626.80	-	-	46,027.94	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	122,956.16	-	-	191,655.92	-

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		GAS OPS ENGINEER	126,595.00	-	-	58,833.85	1534.69
		ELEC OPS SUPERVISOR	186,675.00	14,622.78	-	3,000.00	628.60
		ELEC ENG ENGINEER	146,516.69	-	-	31,208.92	2,452.31
		GAS ENG ANALYST/SPECIALST EXP/PRN	124,663.09	-	-	2,839.80	96.29
		GAS OPS INSPECTOR	127,184.80	-	-	43,392.24	386.07
		ELEC OPS SYSTEM OPERATOR/LEAD	111,686.31	-	-	161,909.61	645.78
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	144,461.40	-	-	91,386.47	-
		ELEC OPS SUPERVISOR	152,316.00	10,766.71	-	3,268.98	6,896.68
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	157,020.00	16,814.32	-	7,947.04	2,466.07
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	174,174.00	18,085.21	-	34,309.24	1,080.02
		GAS ENG ENGINEER SR/EX/PRN	125,050.04	15,235.06	-	40.00	457.46
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,709.26	-	2,296.70	4,078.64
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	128,000.04	-	-	-	6,559.62
		ELEC OPS ENGINEER SR/EX/PRN	182,360.00	14,228.21	-	46,131.36	175.00
		ELEC OPS CREW LEAD/LEADER	132,840.09	-	-	29,255.25	279.38
		ELEC OPS SUPERVISOR	173,302.84	17,842.62	-	39,948.72	2,333.60
		GAS ENG ENGINEER SR/EX/PRN	172,205.62	22,564.13	-	150.00	470.00
		ELEC OPS SUPERVISOR	160,674.66	15,873.01	-	68,046.56	-
		CUSTOMER CARE MANAGER/SR MANAGER	173,512.52	28,073.66	-	400.00	1,518.30
		ELEC OPS LINEWORKER	125,696.72	-	-	138,067.27	369.30
		GAS ENG ENGINEER SR/EX/PRN	177,701.35	23,361.79	-	50.00	762.03
		ELEC OPS LEAD OPERATOR	19,750.25	-	-	14,154.39	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	134,313.60	15,892.69	-	10,915.25	9,408.19
		GAS ENG ENGINEER SR/EX/PRN	138,926.46	-	-	50.00	582.89
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	134,937.00	12,477.18	-	84,212.51	2,981.94
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	174,888.00	14,118.63	-	13,473.77	870.00
		ELEC OPS ELECTRICIAN	118,763.27	-	-	63,555.20	-
		OPERATIONS CONST/PRGM/CONTRACT MNGR EXP/PRN	140,780.39	17,392.94	-	11,703.56	1,157.88
		ELEC OPS LINEWORKER	116,431.55	-	-	247,444.80	-
		ELEC OPS SUPERVISOR	150,000.00	13,877.74	-	17,848.22	2,474.17
		ELEC OPS ENGINEER	156,780.00	21,987.38	-	35,036.78	2,999.94
		ELEC ENG TECHNICIAN	110,670.33	-	-	94,312.30	20,701.23
		GAS OPS MECHANIC/WELDER	126,787.62	-	-	81,587.76	-
		ELEC OPS SYSTEM OPERATOR/LEAD	102,790.02	-	-	135,370.27	443.23
		GAS OPS FOREMAN/LEADER	127,949.50	-	-	79,972.67	448.95
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	122,196.36	11,110.49	-	-	420.00
		HR ECO SUPERVISOR	158,834.40	20,167.43	-	1,100.00	2,499.38
		IT INSTALLER	105,667.19	-	-	20,513.59	94.77
		FINANCE DIRECTOR	225,786.96	48,459.26	41,130.94	50.00	385.00
		CORP AFFAIRS MANAGER/SR MANAGER	31,271.00	30,917.76	8,576.70	16,276.08	-
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	162,162.30	16,002.55	-	50.00	1,136.39
		GAS ENG SENIOR BUSINESS REP	107,370.40	-	-	51,287.24	3,468.82
		GENERATION TECHNICIAN SR/EX	136,055.65	-	-	102,972.66	496.31
		GAS ENG ENGINEER SR/EX/PRN	142,455.26	18,933.06	-	550.00	291.06
		ELEC OPS LINEWORKER	28,927.29	-	-	11,741.39	480.84
		ELEC OPS SYSTEM OPERATOR/LEAD	82,093.36	-	-	402,177.23	724.41
		ELEC ENG ANALYST/SPEC SR/EX/PRN	123,568.88	9,856.71	-	3,629.38	74.39
		ENERGY PLCY & PROC MANAGER/SR MANAGER	180,827.92	28,089.84	8,576.70	6,700.00	585.93
		IT ANALYST/SPECIALIST SR/EX/PRN	118,924.97	12,547.06	-	50.00	350.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	139,223.52	15,846.20	-	1,200.00	636.78
		GAS ENG ENGINEER SR/EX/PRN	213,683.84	42,633.03	-	4,190.44	5,940.36
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	135,539.16	20,936.53	-	11,936.02	940.30
		GAS ENG PRGM/ACCT/PROJ MANAGER	188,061.86	37,550.84	-	-	595.00
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EX/PRN	147,126.00	20,885.54	-	22,004.59	806.93
		ELEC ENG SUPERVISOR	58,029.30	-	-	9,139.42	554.84
		SHARED SVS SCIENTIST	88,146.00	19,475.21	-	218,618.70	1,874.54
		ELEC OPS SUPERVISOR	186,276.78	18,240.04	-	24,130.11	2,458.12
		ELEC OPS FOREMAN/SUBFOREMAN	133,610.13	-	-	157,137.75	-
		ELEC OPS LINEWORKER	131,060.28	-	-	146,362.93	-
		GENERATION SUPERVISOR	159,485.38	27,047.93	-	37,337.10	210.00
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	138,937.50	13,546.38	-	10,593.95	2,470.56
		ELEC OPS FOREMAN/SUBFOREMAN	135,492.27	-	-	49,358.42	-
		GENERATION SUPERVISOR	56,239.56	-	-	-	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	23,625.73	2,085.05
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	176,002.00	19,163.88	-	2,838.18	2,154.59

PACIFIC GAS AND ELECTRIC COMPANY  
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RATE OF \$125,000 - \$249,999 PER ANNUM  
FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS SYSTEM/CONST OPERATOR	79,140.90	-	-	62,257.52	-
		IT ENGINEER SR/EX/PRN	172,940.84	28,441.19	-	800.00	-
		GAS OPS CONST/PRGM MANAGER	182,309.46	36,197.09	8,576.70	2,000.00	6,879.01
		ELEC OPS LINeworker	139,107.17	-	-	67,533.59	-
		GAS OPS SUPERVISOR	150,659.72	-	-	43,792.02	8,285.51
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	65,437.90	490.00
		ELEC OPS FOREMAN/SUBFOREMAN	111,285.04	-	-	40,436.78	221.69
		ELEC OPS MANAGER/SR MANAGER	176,659.87	19,344.75	-	-	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	40,594.33	24,184.13	8,576.70	74,595.47	891.61
		ELEC OPS ELECTRICIAN	122,917.02	-	-	71,306.33	-
		ELEC OPS TECHNICIAN	128,454.34	-	-	16,699.20	-
		SHAREV SVS CRANE SURVEYOR	108,989.81	-	-	21,649.23	227.57
		ELEC ENG ENGINEER	160,235.22	13,038.66	-	1,500.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	115,669.84	-	-	74,848.89	-
		OPERATIONS DIRECTOR/SR DIRECTOR	113,243.20	48,322.48	38,056.47	260,081.13	251.78
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	168,342.69	17,342.41	-	52,003.87	791.28
		ELEC OPS SYSTEM OPERATOR/LEAD	161,592.15	-	-	52,948.28	9,658.80
		GENERATION TECHNICIAN SR/EX	125,494.29	-	-	90,936.18	-
		GAS ENG ENGINEER SR/EX/PRN	130,063.00	-	-	39,059.99	507.09
		ELEC OPS LINeworker	128,324.17	-	-	204,882.74	1,129.30
		GAS OPS MECHANIC/WELDER	123,706.01	-	-	68,710.38	-
		IT ENGINEER SR/EX/PRN	139,196.90	14,977.39	-	50.00	585.73
		GAS OPS TECHNICIAN	31,697.92	-	-	791.72	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	172,143.60	27,728.48	-	-	-
		GAS OPS TECHNICIAN	126,413.65	-	-	24,115.35	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	138,709.25	-	-	6,733.61	175.00
		ELEC ENG ENGINEER	208,552.02	25,753.53	-	800.00	5,190.05
		GAS ENG ENGINEER SR/EX/PRN	144,322.94	-	-	191,340.43	140.00
		ELEC OPS TECHNICIAN	151,421.60	-	-	143,616.09	-
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	197,327.40	27,981.75	-	1,050.00	5,747.48
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,384.51	-	-	163,495.76	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,787.12	16,109.13	-	3,117.25	720.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	159,630.65	15,280.86	-	5,050.00	100.10
		GAS OPS SYSTEM/CONST OPERATOR	129,038.35	-	-	22,126.54	-
		ELEC OPS ELECTRICIAN	112,297.86	-	-	42,146.32	-
		GENERATION SUPERVISOR	209,384.47	35,410.89	-	78,273.60	1,539.32
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,155.52	-	-	93,171.88	-
		GENERATION ENGINEER SR/EX/PRN	156,780.01	18,322.82	-	9,383.24	810.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,407.58	-	-	171,044.21	412.58
		OPERATIONS PERMIT FACILITATOR	118,850.44	-	-	1,172.68	706.89
		ELEC OPS TECHNICIAN	125,358.36	-	-	77,088.26	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	139,352.68	15,031.16	-	9,395.55	11,993.62
		CUSTOMER & COMMS MANAGER/SR MANAGER	70,928.06	19,795.82	-	22,873.85	70.00
		FINANCE MANAGER/SR MANAGER	165,999.96	20,761.78	-	150.00	385.00
		GAS OPS SUPERVISOR	128,909.90	-	-	19,708.27	335.80
		IT DIRECTOR/SR DIRECTOR	239,000.76	40,113.54	17,164.70	2,921.58	730.30
		ELEC ENG CHEMIST/DATA SCIENTIST	180,534.90	23,695.71	-	19.48	420.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	141,000.00	3,560.25	-	50.00	280.00
		CUSTOMER CARE MANAGER/SR MANAGER	181,672.61	32,966.21	10,294.30	-	1,770.69
		GAS OPS MECHANIC/WELDER	128,985.22	-	-	96,678.37	509.00
		ELEC OPS TECHNICIAN	129,549.22	-	-	36,287.76	-
		GAS OPS FOREMAN/LEADER	92,286.79	-	-	49,767.56	120.96
		ELEC OPS SUPERVISOR	157,448.06	26,711.36	-	2,726.14	1,099.22
		GAS OPS MANAGER/SR MANAGER	169,450.10	33,644.42	-	-	11,884.06
		ELEC OPS SYSTEM OPERATOR/LEAD	174,638.50	-	-	123,225.88	403.68
		ELEC OPS LINeworker	119,029.25	-	-	110,224.43	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	125,253.28	-	-	32,665.50	-
		ELEC OPS SUPERVISOR	162,108.78	16,039.77	-	25,659.35	239.75
		GAS OPS FOREMAN/LEADER	123,727.90	-	-	7,893.24	98.61
		IT SUPERVISOR	151,551.66	16,085.42	-	1,050.00	420.00
		CORP AFFAIRS/OFC OF PRE EXEC ASST/SR EXEC ASST/CHIEF	142,690.98	17,780.67	-	5,520.27	3,277.47
		GAS ENG ENGINEER SR/EX/PRN	178,690.19	26,566.99	-	1,100.00	821.26
		GAS ENG SUPERVISOR	186,335.52	29,432.61	-	1,928.68	632.45
		ELEC OPS MANAGER/SR MANAGER	126,875.33	21,327.11	-	7,447.12	42.12
		IT ENGINEER SR/EX/PRN	87,745.19	15,383.28	-	50.00	245.00

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		ELEC ENG SUPERVISOR	163,866.41	13,315.46	-	3,646.56	6278.56
		GAS OPS CONST/PRGM MANAGER	126,140.60	16,496.54	-	12,060.15	483.02
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	19,500.00	-	-	-	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	172,910.72	39,652.91	-	5,525.00	7,611.63
		ELEC OPS LINEWORKER	24,361.10	-	-	53,794.88	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	194,866.20	23,903.44	-	-	3,546.88
		SHARED SVS SUBFOREMAN	75,830.57	-	-	3,385.59	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	138,703.16	14,961.07	-	-	681.13
		GENERATION TECHNICIAN SR/EX	141,430.42	-	-	34,870.99	1,029.45
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	62,440.36	16,690.96	-	158,191.34	241.43
		GAS ENG ENGINEER SR/EX/PRN	144,666.56	-	-	136,662.17	2,118.38
		ELEC ENG ESTIMATOR	143,702.26	-	-	152,956.90	-
		GAS OPS SCHEDULER	130,250.40	-	-	7,970.25	576.26
		ELEC OPS TECHNICIAN	143,970.74	-	-	104,923.08	-
		ELEC OPS CREW LEAD/LEADER	17,829.67	-	-	14,783.16	-
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EXP/PRN	159,000.00	-	-	2,200.00	449.99
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	121,136.12	-	-	350.00	2,123.08
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	42,695.64	-	-	11,038.93	3,500.50
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	133,650.83	23,829.28	-	11,141.03	1,110.51
		CUSTOMER CARE MANAGER/SR MANAGER	150,676.10	24,085.11	-	1,575.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,888.73	-	-	117,801.35	-
		GENERATION TECHNICIAN SR/EX	25,874.20	-	-	40,544.44	-
		GAS ENG ENGINEER SR/EX/PRN	131,910.35	-	-	5,276.10	853.63
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	152,146.00	14,511.34	-	3,024.09	1,401.69
		ELEC OPS CABLE SPLICER	149,342.98	-	-	99,790.98	1,123.20
		GENERATION SUPERVISOR	149,087.14	24,848.55	-	54,690.45	199.00
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	123,577.24	19,453.79	-	-	1,372.40
		ELEC OPS EX AST/SR EX AST/CHIEF	117,443.01	37,532.33	30,905.50	68,318.43	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	114,662.89	13,590.45	-	17,806.14	-
		GENERATION MACHINST/MECHANIC/RIGGER	37,507.74	-	-	29,796.78	-
		ELEC OPS SUPERVISOR	167,441.70	14,174.43	-	-	3,303.10
		ELEC ENG TECHNICIAN	139,026.05	-	-	22,389.92	290.16
		IT ENGINEER SR/EX/PRN	108,228.95	11,426.64	-	2,050.00	200.00
		ELEC ENG TECHNICIAN	134,937.13	-	-	48,811.51	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	142,211.36	19,157.75	-	102,946.98	1,067.63
		ELEC OPS LINEWORKER	133,610.16	-	-	13,180.24	-
		GAS OPS FOREMAN/LEADER	123,406.08	-	-	56,682.60	119.34
		ELEC OPS LINEWORKER	131,027.12	-	-	66,313.19	-
		SHARED SVS BUILDING TECHNICIAN	115,466.30	-	-	86,389.59	-
		ELEC OPS FOREMAN/SUBFOREMAN	141,704.80	-	-	32,650.30	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	136,488.80	-	-	1,168.70	1,311.01
		GAS ENG ENGINEER SR/EX/PRN	99,105.39	-	-	22,336.55	1,847.16
		ELEC OPS LINEWORKER	127,978.75	-	-	92,998.85	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	122,103.10	9,436.72	-	5,421.77	3,753.19
		GENERATION SUPERVISOR	195,144.32	31,562.62	-	66,706.91	-
		ELEC ENG ESTIMATOR	118,442.13	-	-	36,211.35	1,197.72
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	128,281.47	17,608.03	-	11,971.80	1,452.48
		OPERATIONS MANAGER/SR MANAGER	189,000.00	32,033.60	13,729.50	2,400.00	487.48
		GENERATION TECHNICIAN SR/EX	138,264.22	-	-	80,143.30	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	159,329.60	21,316.21	-	6,198.00	1,677.43
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	168,341.59	17,203.17	-	5,503.79	874.77
		SHARED SVS MECHANIC	127,452.21	-	-	28,123.78	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,979.66	-	-	239,435.55	-
		ELEC ENG DIRECTOR/SR DIRECTOR	185,044.89	41,243.60	13,729.50	2,519.48	3,065.06
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	30,443.09	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	9,751.36	19,184.40	-	24,919.44	46.15
		GAS ENG DIRECTOR/SR DIRECTOR	216,124.99	45,878.50	41,244.70	50.00	791.51
		IT MANAGER/SR MANAGER	58,228.02	-	-	-	-
		ELEC OPS LINEWORKER	140,782.96	-	-	93,330.47	-
		GAS OPS OPERATOR	123,126.46	-	-	27,673.00	323.23
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,129.14	-	-	36,775.36	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	145,612.60	15,579.72	-	1,000.00	640.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	101,399.16	3,167.03	-	-	-
		ELEC OPS SUPERVISOR	160,486.00	24,438.91	-	14,092.90	9,890.37
		SAFETY RISK COMPL INSPECTOR	137,704.40	-	-	100,956.54	6,305.68

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		ELEC ENG ANALYST/SPEC SR/EXP/PRN	160,727.56	13,215.37	-	35,683.07	14965.41
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,943.80	11,787.57	-	50.00	1,010.00
		GAS ENG ENGINEER SR/EX/PRN	164,236.52	21,841.61	-	1,081.42	280.00
		ELEC OPS ENGINEER	123,144.10	-	-	66,972.38	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	122,654.40	6,222.20	-	12,149.09	-
		GAS OPS SUPERVISOR	154,721.58	24,107.40	-	50.00	1,947.86
		OPERATIONS DIRECTOR/SR DIRECTOR	204,067.07	45,202.57	13,729.50	5,586.84	26,738.16
		SHARED SVS DATA SCIENTIST	-	-	-	-	-
		GAS OPS SUPERVISOR	175,182.24	27,796.92	-	65,345.17	472.02
		GENERATION SUPERVISOR	172,155.26	29,284.97	-	57,851.52	-
		GENERATION TECHNICIAN SR/EX	137,140.73	-	-	86,516.85	-
		ELEC OPS FOREMAN/SUBFOREMAN	149,569.10	-	-	85,901.23	3,579.52
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	130,114.90	18,565.05	-	800.00	1,336.99
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	177,474.20	21,471.04	-	50.00	523.32
		SHARED SVS SUBFOREMAN	24,450.40	-	-	14,809.17	-
		SAFETY RISK METEOROLOGIST SR	135,979.42	10,987.86	-	12,498.99	871.04
		GAS ENG ANALYST/SPECIALIST EXP/PRN	96,139.10	16,456.92	-	15,822.40	-
		OPERATIONS PLANNER	119,409.01	15,140.20	-	50.00	1,245.74
		ELEC OPS INSPECTOR	125,850.40	8,720.60	-	48,612.48	5,230.42
		ELEC OPS SUPERVISOR	161,118.06	15,974.15	-	52,816.22	22.67
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,832.22	-	-	113,488.83	7,872.71
		ELEC OPS LEAD OPERATOR	175,017.60	-	-	3,378.18	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	132,886.88	-	-	10,855.60	788.04
		GAS ENG TECHNICIAN	122,609.09	-	-	14,733.97	1,120.00
		GAS OPS MECHANIC/WELDER	126,689.42	-	-	133,539.51	1,967.22
		GAS OPS MECHANIC/WELDER	133,848.80	-	-	37,737.08	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	153,849.14	12,573.47	-	335.72	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	229,986.90	49,087.01	41,712.38	8,000.00	4,183.71
		ELEC OPS SUPERVISOR	185,902.06	30,075.68	-	5,693.76	4,474.23
		GAS OPS FOREMAN/LEADER	16,576.40	-	-	23,341.16	-
		GAS OPS FOREMAN/LEADER	145,031.07	-	-	72,361.07	-
		ELEC OPS MANAGER/SR MANAGER	177,039.22	21,503.77	-	1,550.00	2,299.10
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	174,402.62	21,701.86	-	50.00	1,671.64
		GAS OPS ENGINEER	126,447.94	-	-	6,502.52	560.00
		GENERATION SUPERVISOR	185,696.10	31,486.26	-	5,607.04	3,620.27
		ELEC OPS SPECIALIST SR/EX/PRN	171,662.38	14,228.37	-	1,500.00	790.48
		ELEC ENG ENGINEER	137,276.46	-	-	82,329.86	-
		GAS OPS TECHNICIAN	131,489.78	-	-	86,565.68	-
		GAS OPS CONST/PRGM MANAGER	83,665.50	22,231.70	-	213,151.80	1,668.23
		GAS OPS INSPECTOR	120,657.60	-	-	25,440.24	481.70
		GAS ENG ENGINEER SR/EX/PRN	88,777.95	22,194.62	-	23,527.29	175.00
		GAS ENG ENGINEER SR/EX/PRN	169,590.51	23,321.24	-	3,980.82	2,319.97
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,757.87	-	-	142,808.56	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	137,204.00	-	-	84,639.25	-
		GENERATION ENGINEER SR/EX/PRN	157,273.60	-	-	18,435.71	880.00
		GAS ENG ENGINEER SR/EX/PRN	161,162.50	-	-	9,380.28	315.00
		ELEC OPS LINEWORKER	102,657.50	-	-	79,538.94	-
		GAS ENG ENGINEER SR/EX/PRN	138,968.38	-	-	75,913.16	1,704.89
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	154,300.70	12,120.59	-	4,905.04	4,087.71
		ELEC OPS LINEWORKER	118,790.12	-	-	60,587.70	299.06
		IT ENGINEER SR/EX/PRN	170,574.22	17,699.34	-	5,134.11	224.65
		GAS OPS FOREMAN/LEADER	134,077.41	-	-	56,835.88	-
		GAS ENG ENGINEER SR/EX/PRN	164,089.88	21,825.54	-	13,567.04	420.00
		GAS OPS OPERATOR	122,485.55	-	-	45,764.90	-
		IT SUPERVISOR	83,701.81	17,008.82	-	6,584.74	3,424.61
		GAS ENG SENIOR BUSINESS REP	146,405.23	-	-	69,819.69	4,118.17
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	25,040.00	16,015.51	-	44,494.11	-
		GAS OPS INSPECTOR	134,783.68	-	-	20,659.04	-
		ELEC OPS LINEWORKER	132,742.33	-	-	185,219.74	-
		GAS ENG ENGINEER SR/EX/PRN	126,487.99	-	-	86,622.76	6,452.05
		OPERATION COORDINATOR	128,109.70	10,728.14	-	2,726.24	13,195.04
		GAS ENG ENGINEER SR/EX/PRN	143,025.72	-	-	82,437.53	280.00
		ELEC OPS CABLE SPLICER	164,504.00	-	-	190,524.65	-
		SAFETY RISK COMPL INSPECTOR	132,528.07	-	-	54,428.17	-
		GAS OPS CONST/PRGM MANAGER	76,211.34	24,438.02	-	208,609.32	2,209.20

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		GAS OPS TECHNICIAN	130,852.00	-	-	67,052.75	1210.95
		ELEC OPS TECHNICIAN	124,848.24	-	-	44,260.60	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	144,901.16	24,006.84	-	-	2,608.92
		GEN COUNSEL & ETHICS COMP PARALEGAL	156,014.40	20,154.66	-	-	105.00
		SUPPLY CHAIN MATERAILS SUPERVISOR	145,127.34	18,320.52	-	2,050.00	468.13
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	52,725.17	12,147.77	-	20,714.04	-
		HR ECO MANAGER/SR MANAGER	191,620.60	30,412.93	18,882.30	2,150.00	1,717.62
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	132,496.64	19,460.58	-	1,500.00	-
		GAS OPS OPERATOR	117,205.80	-	-	22,998.64	-
		GEN COUNSEL & ETHICS COMP DIRECTOR/ARCH/EX AST	205,208.34	42,398.03	-	1,550.00	1,796.49
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	115,204.70	14,879.54	-	89,488.00	420.00
		ELEC OPS ELECTRICIAN	115,535.98	-	-	66,749.81	-
		GENERATION SUPERVISOR	200,696.24	34,007.56	-	86,925.17	-
		IT MANAGER/SR MANAGER	167,141.40	20,532.52	-	-	455.00
		GENERATION SUPERVISOR	175,374.26	28,794.60	-	113,506.25	4,382.84
		SAFETY RISK MANAGER/SR MANAGER	167,123.18	18,494.49	-	6,517.21	1,003.56
		IT ANALYST/SPECIALIST SR/EXP/PRN	24,960.30	16,693.46	-	15,370.56	-
		GAS ENG ENGINEER SR/EX/PRN	148,588.62	18,867.65	-	1,428.32	776.73
		ELEC OPS INSPECTOR	109,439.66	7,279.39	-	6,292.42	1,776.46
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,118.92	14,235.13	-	4,047.50	2,923.41
		CUSTOMER CARE ACCOUNT MANAGER EXP	111,802.79	16,166.97	-	201,968.92	317.66
		GENERATION SUPERVISOR	181,425.00	30,516.66	-	5,726.96	1,686.66
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,969.60	-	-	160,085.21	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,185.92	16,449.54	-	-	1,010.00
		ELEC ENG TECHNICIAN	24,237.90	-	-	3,246.96	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	185,667.78	32,285.69	12,011.90	-	982.32
		IT MANAGER/SR MANAGER	206,510.90	33,360.43	17,164.70	3,300.00	352.45
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	165,984.00	17,774.22	-	2,382.77	160.76
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,254.70	16,792.68	-	1,500.00	464.06
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	160,924.96	25,767.25	-	-	470.35
		ELEC ENG TECHNICIAN	122,806.77	-	-	16,568.13	560.00
		GAS ENG ENGINEER SR/EX/PRN	160,036.00	17,007.03	-	400.00	582.00
		GAS ENG ENGINEER SR/EX/PRN	140,481.92	-	-	23,912.34	574.43
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	134,346.16	14,432.46	-	-	1,173.24
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	129,683.38	13,714.36	-	1,250.00	1,696.44
		GAS ENG ENGINEER SR/EX/PRN	112,586.08	-	-	12,579.96	273.63
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	155,834.00	15,921.86	-	2,896.84	676.61
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	160,699.88	17,236.58	-	50.00	1,179.00
		ELEC ENG ENGINEER	147,722.06	12,214.68	-	285.44	245.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,355.74	-	18,427.46	-
		OPERATIONS SUPERVISOR	149,989.79	15,045.79	-	31,811.55	2,462.70
		ELEC OPS ENGINEER	157,702.00	21,173.16	-	4,154.54	457.89
		SHARED SVS MECHANIC	128,324.00	-	-	27,384.37	-
		GAS ENG ENGINEER SR/EX/PRN	128,647.98	-	-	71,609.30	1,323.97
		GENERATION ENGINEER SR/EX/PRN	190,768.00	26,589.44	-	18,671.90	1,204.00
		GAS OPS MECHANIC/WELDER	131,888.44	-	-	70,880.80	422.03
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	148,382.58	-	-	138,418.38	-
		ELEC OPS ELECTRICIAN	110,281.14	-	-	38,923.71	-
		FINANCE AUDITOR SR/EX/PRN	163,996.10	26,184.40	8,576.70	50.00	4,426.36
		ELEC OPS LINEWORKER	144,223.10	-	-	105,083.81	-
		ELEC ENG TECHNICIAN	140,593.17	-	-	25,296.81	898.45
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	140,500.00	15,391.60	-	2,058.67	2,608.34
		ENT HEALT & SAFETY HYGIENIST/COM REP	175,357.70	28,056.23	-	1,600.00	6,858.72
		ELEC OPS SUPERVISOR	158,680.12	15,474.64	-	40,481.46	-
		GAS OPS FOREMAN/LEADER	137,219.45	-	-	52,600.08	-
		ELEC OPS FOREMAN/SUBFOREMAN	138,403.75	-	-	90,028.17	1,465.38
		GAS OPS TECHNICIAN	128,606.16	-	-	72,870.43	32.52
		GAS OPS CONST/PRGM MANAGER	131,233.36	17,399.00	-	28,307.80	222.47
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	84,672.64	24,369.49	-	9,403.55	691.81
		GAS ENG ENGINEER SR/EX/PRN	211,092.14	42,252.06	-	2,050.00	7,045.39
		GENERATION MACHINST/MECHANIC/RIGGER	27,517.60	-	-	25,883.05	-
		ELEC OPS LINEWORKER	101,460.70	-	-	82,509.29	1,974.68
		ELEC OPS FOREMAN/SUBFOREMAN	136,673.60	-	-	46,196.61	-
		GAS OPS OPERATOR	123,622.14	-	-	25,816.91	-
		ELEC ENG ENGINEER	196,747.46	16,217.61	-	1,520.80	8,722.82



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	118,073.70	-	-	3,661.20	973.16
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	221,795.28	33,373.66	13,729.50	1,733.36	3,588.93
		ELEC OPS LEAD OPERATOR	175,017.60	-	-	51,271.90	-
		GAS OPS FOREMAN/LEADER	136,314.20	-	-	31,896.54	-
		GAS OPS ENGINEER	150,619.40	19,927.72	-	50.00	1,405.41
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	129,366.00	13,501.32	-	2,667.10	2,878.92
		GAS OPS SCHEDULER	132,778.24	-	-	19,404.86	280.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	161,458.34	25,830.75	-	6,550.00	1,758.96
		ELEC ENG ENGINEER	133,077.34	-	-	10,640.31	640.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	28,953.60	-	-	46,975.95	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	15,221.60	-	-	5,134.33	-
		GAS ENG ESTIMATOR/SCHEDULER	108,218.07	-	-	3,969.62	420.00
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	173,301.64	24,461.10	-	29,317.82	-
		IT TECHNICIAN	124,151.24	-	-	3,627.82	-
		ELEC OPS ELECTRICIAN	43,825.32	-	-	20,608.10	159.12
		ELEC OPS INSPECTOR/LEAD INSPECTOR	161,912.88	-	-	106,031.96	18,429.86
		ELEC OPS INSPECTOR/LEAD INSPECTOR	147,504.98	-	-	148,776.18	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	187,523.00	32,983.11	-	-	18,917.29
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	121,374.41	12,444.09	-	12,035.56	3,817.30
		ELEC OPS ENGINEER	124,167.27	-	-	5,949.27	862.19
		ELEC ENG MANAGER/SR MANAGER	173,957.88	18,835.86	-	335.60	1,156.19
		ELEC ENG ENGINEER	141,617.28	-	-	30,961.57	453.29
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	140,906.02	-	-	40,332.43	5,281.93
		GENERATION REACTOR	127,774.48	-	-	119,609.84	-
		ELEC OPS LINEWORKER	134,967.56	-	-	69,699.26	-
		ELEC OPS SYSTEM OPERATOR/LEAD	68,170.80	-	-	343,334.21	-
		IT TECHNICIAN	119,960.19	-	-	125,821.78	249.21
		ELEC OPS ELECTRICIAN	33,913.90	-	-	12,418.32	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	145,777.50	23,026.28	-	14,077.73	5,947.50
		OPERATIONS SUPERVISOR	139,423.44	-	-	3,779.45	1,604.42
		IT ENGINEER SR/EX/PRN	176,964.00	18,950.10	-	8,667.35	3,373.17
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	176,549.64	17,144.80	-	40,034.64	20,515.25
		ELEC OPS LINEWORKER	101,390.09	-	-	155,074.96	-
		ELEC OPS FOREMAN/SUBFOREMAN	29,805.92	-	-	11,507.71	-
		ELEC OPS SUPERVISOR	153,387.58	15,170.90	-	58,314.80	-
		GAS ENG ENGINEER SR/EX/PRN	165,984.00	21,917.81	-	50.00	432.99
		ELEC OPS DIRECTOR/SR DIRECTOR	205,223.23	30,291.03	17,164.70	1,600.00	4,196.12
		ELEC OPS LINEWORKER	136,063.85	-	-	89,083.36	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	205,153.26	32,299.09	15,447.10	3,300.00	926.88
		GAS OPS LEAD REP/SPEC/INSPECTOR	129,187.78	-	-	4,983.71	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	124,481.96	13,358.94	-	50.00	455.00
		GAS ENG ENGINEER SR/EX/PRN	136,342.40	-	-	80,286.80	1,787.71
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	168,178.92	26,970.03	-	1,150.00	1,468.92
		GAS OPS CREW LEADER	144,088.80	-	-	4,302.83	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	141,393.66	15,189.54	-	2,550.00	455.00
		ELEC OPS TECHNICIAN	128,036.35	-	-	27,218.80	-
		SHARED SVS SUBFOREMAN	123,490.39	-	-	14,822.39	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	204,526.00	29,574.66	-	20,542.10	974.36
		CUSTOMER CARE MANAGER/SR MANAGER	174,736.98	24,758.11	-	4,500.00	1,955.26
		ELEC OPS SUPERVISOR	160,401.66	10,688.56	-	140,846.47	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	155,745.15	-	-	199,837.46	1,030.78
		GAS OPS SUPER CREW LEADER/COORD	143,174.31	-	-	56,446.68	-
		GAS OPS ENGINEER	144,720.50	-	-	89,051.02	138.14
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	140,348.42	-	-	62,724.16	385.00
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	54,369.50	15,525.91	-	58,748.00	421.36
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	126,953.07	12,916.57	-	-	756.24
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	188,599.96	17,329.97	-	11,700.00	11,940.86
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	102,347.18	-	-	10,916.63	100.05
		ELEC OPS OPERATOR	132,626.54	-	-	86,904.43	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	147,662.42	12,082.77	-	27,638.30	908.11
		ELEC OPS ELECTRICIAN	127,308.96	-	-	45,112.06	-
		ELEC OPS MANAGER/SR MANAGER	185,436.12	22,981.48	-	3,369.70	12,932.21
		ELEC ENG SUPERVISOR	144,769.46	11,513.09	-	41,210.25	992.69
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	180,354.70	28,930.44	8,576.70	8,689.00	13,136.79
		ELEC ENG TECHNICIAN	129,964.10	-	-	2,571.12	-

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		ELEC OPS LINEWORKER	165,216.72	-	-	166,676.69	-
		SHARED SVS BIOLOGIST	153,468.00	16,434.36	-	890.24	2,157.96
		GENERATION MANAGER/SR MANAGER	216,509.54	41,260.98	-	55,731.65	-
		ELEC OPS SYSTEM OPERATOR/LEAD	122,684.80	-	-	158,581.93	462.67
		OPERATIONS PLANNER	130,102.02	10,671.51	-	14,775.20	19,398.54
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	128,341.84	13,099.14	-	13,533.83	1,749.49
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	137,810.00	17,694.10	-	350.00	105.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,552.37	11,109.72	-	150.00	896.87
		ELEC OPS SUPERVISOR	39,538.15	15,854.43	-	63,423.63	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	132,523.22	14,065.79	-	-	-
		ELEC OPS LINEWORKER	104,440.98	-	-	198,099.82	209.85
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	121,836.96	5,516.34	-	46,903.13	1,174.26
		ELEC OPS ELECTRICIAN	122,476.22	-	-	39,968.57	-
		ELEC OPS LINEWORKER	106,435.07	-	-	57,242.18	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,096.00	11,819.37	-	3,570.80	769.75
		OPERATIONS SUPERVISOR	125,404.04	10,587.31	-	-	3,841.57
		SAFETY RISK DIRECTOR/SR DIRECTOR	234,025.00	36,036.92	-	11,742.45	17,383.04
		GENERATION TECHNICIAN SR/EX	29,278.70	-	-	33,209.79	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	140,855.31	-	-	8,141.11	109.38
		HR ECO BUSINESS PARTNER EXP/PRN	180,857.30	29,262.01	-	5,675.00	460.91
		GAS OPS SUPERVISOR	163,352.84	26,032.26	-	1,050.00	10,410.16
		GAS OPS FOREMAN/LEADER	149,221.03	-	-	126,471.79	-
		HR ECO BUSINESS PARTNER EXP/PRN	43,029.38	-	-	-	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	147,422.88	-	-	113,153.75	-
		GAS OPS OPERATOR	125,365.06	-	-	14,985.66	-
		GENERATION WRITER TECH/ENG/OPS SR	137,990.96	20,784.21	-	13,256.69	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,213.78	15,599.42	-	5,791.64	-
		ELEC OPS LINEWORKER	110,343.20	-	-	121,139.70	2,534.61
		GAS OPS FOREMAN/LEADER	137,594.88	-	-	81,267.26	804.82
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	7,172.40	458.75
		ELEC OPS SPECIALIST SR/EX/PRN	72,215.58	11,836.86	-	193,099.91	12,223.94
		ELEC OPS ENGINEER	187,495.72	15,366.75	-	7,356.44	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,458.08	14,719.59	-	6,115.92	420.00
		ELEC OPS DISPATCHER	170,356.30	-	-	71,756.31	185.01
		GAS OPS SUPERVISOR	140,253.25	15,493.17	-	98,847.42	76,482.12
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	101,631.44	33,428.07	-	251,826.48	225.00
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	126,538.20	-	-	40,946.61	2,430.26
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	65,646.96	11,173.12	-	151,268.33	579.50
		ELEC ENG ENGINEER	134,976.00	10,544.23	-	9,197.62	2,013.24
		GAS ENG SENIOR BUSINESS REP	129,885.67	-	-	17,198.92	688.86
		ELEC OPS TECHNICIAN	103,199.63	-	-	11,271.23	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	119,838.40	14,869.10	-	75,351.76	4,272.66
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	-	15,422.12	-	50.00	-
		ELEC OPS LINEWORKER	118,891.74	-	-	73,643.92	182.52
		GAS OPS FOREMAN/LEADER	127,250.48	-	-	99,893.07	-
		ELEC OPS LINEWORKER	127,276.88	-	-	230,563.98	2,436.70
		ELEC OPS LINEWORKER	132,519.02	-	-	242,727.70	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	137,595.10	11,368.08	-	40,914.72	21,585.13
		IT ARCHITECT EXP/PRN	202,674.88	32,766.27	-	2,027.32	901.40
		ELEC OPS INSPECTOR/LEAD INSPECTOR	122,281.62	22,498.26	-	109,262.54	28,345.31
		GAS OPS FOREMAN/LEADER	125,772.76	-	-	78,863.57	861.13
		GENERATION OPERATOR	129,756.23	-	-	83,671.52	216.50
		SAFETY RISK COMPL INSPECTOR	528.48	-	-	-	-
		GAS OPS WORKING LEADER	141,168.16	-	-	21,777.55	293.09
		GAS OPS SUPERVISOR	145,220.98	23,160.75	-	52,494.09	162.61
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	93,489.16	28,220.15	18,882.30	258,691.33	872.04
		IT SUPERVISOR	166,183.08	-	-	10,827.01	753.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	155,159.30	16,549.76	-	6,252.10	2,563.05
		SUPPLY CHAIN MATERIALS SUPERVISOR	125,250.40	16,245.03	-	1,257.20	7,051.90
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,335.42	13,865.16	-	-	-
		GENERATION MACHINIST/MECHANIC/RIGGER	15,434.40	-	-	16,070.18	-
		GAS OPS SUPERVISOR	151,541.30	23,687.30	-	84,906.25	18,617.19
		GENERATION SUPERVISOR	171,013.58	28,989.26	-	59,894.73	-
		ELEC ENG SUPERVISOR	160,615.22	20,920.09	-	36,983.68	925.17
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	141,405.71	15,527.56	-	14,956.54	8,078.08

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		ELEC ENG INTERCONNECTION MANAGER	123,826.16	-	-	50.00	615.50
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	156,036.44	13,878.53	-	3,821.30	280.00
		ELEC OPS LINEWORKER	100,706.31	-	-	177,793.65	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	148,997.37	20,143.91	-	45,379.95	37,266.93
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,781.81	-	-	129,425.09	-
		ELEC OPS TECHNICIAN	121,819.80	-	-	11,187.40	-
		OPERATIONS MANGER/SR MANAGER	174,583.34	21,232.45	8,576.70	1,250.00	-
		GAS OPS ENGINEER	151,925.86	19,155.50	-	20,951.41	29,922.60
		CUSTOMER CARE MANAGER/SR MANAGER	156,997.20	25,465.36	-	2,262.48	-
		ELEC ENG ESTIMATOR	130,210.30	-	-	33,782.75	1,463.97
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	124,060.28	-	-	10,398.35	960.60
		GAS ENG ENGINEER SR/EX/PRN	150,151.88	-	-	4,169.44	880.00
		ELEC ENG ENGINEER	136,152.64	-	-	59,725.74	-
		ELEC ENG MANAGER/SR MANAGER	49,720.62	25,857.47	10,294.30	14,567.50	-
		ELEC OPS CABLE SPLICER/CABLEMAN	128,732.67	-	-	121,808.15	-
		IT MANAGER/SR MANAGER	195,541.66	31,382.84	10,294.30	6,350.00	941.75
		GENERATION TECHNICIAN SR/EX	135,302.33	-	-	73,868.41	141.01
		ELEC OPS SYSTEM OPERATOR/LEAD	127,501.35	-	-	185,773.57	1,490.78
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	132,672.00	18,627.68	-	2,747.38	1,571.51
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	81,531.96	15,216.26	-	14,249.08	336.98
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	126,523.26	25,407.10	-	43,052.18	488.62
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	10,375.07	22,159.11	-	19,907.53	118.76
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	130,649.64	13,990.06	-	1,100.00	960.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	169,351.28	26,884.17	-	947.17	960.00
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	146,205.36	15,934.16	-	250.00	420.00
		GENERATION ENGINEER SR/EX/PRN	155,587.52	-	-	2,301.04	-
		ELEC OPS MACHINIST/WELDER/HYDROGAPHER	125,956.00	16,630.65	-	1,109.06	3,192.55
		GAS ENG SUPERVISOR	158,318.42	20,464.77	-	29,658.71	1,312.31
		GAS OPS MANAGER/SR MANAGER	183,744.86	36,482.69	13,729.50	4,500.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	62,797.34	-	-	175,695.37	-
		GAS OPS FITTER	126,492.00	-	-	28,608.19	267.84
		ELEC ENG ENGINEER	162,752.57	12,859.97	-	700.40	2,221.21
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	61,517.46	-	-	640,844.85	-
		GAS OPS INSPECTOR	129,995.20	-	-	34,911.68	-
		ELEC OPS LINEWORKER	26,707.45	-	-	59,047.77	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	150,944.70	9,994.99	-	31,836.51	680.00
		GAS OPS MANAGER/SR MANAGER	168,299.60	33,416.04	-	800.00	720.00
		ELEC OPS LINEWORKER	137,079.97	-	-	153,208.31	-
		ELEC OPS LEAD OPERATOR	175,017.60	-	-	23,067.73	-
		ELEC OPS SUPERVISOR	183,658.90	18,157.31	-	15,679.94	4,597.99
		GAS ENG ENGINEER SR/EX/PRN	140,578.79	-	-	153,671.77	280.00
		ELEC ENG MANAGER/SR MANAGER	198,146.26	24,859.84	10,294.30	2,446.25	495.40
		IT DEVELOPER SR/EX	151,695.90	16,442.36	-	-	620.00
		GAS ENG SUPERVISOR	115,508.27	-	-	41,596.66	-
		GAS OPS CONST/PRGM MANAGER	147,638.06	20,494.32	-	6,129.22	6,888.13
		GENERATION MACHINST/MECHANIC/RIGGER	28,143.00	-	-	29,619.72	-
		ELEC OPS DIRECTOR/SR DIRECTOR	152,515.58	37,811.32	39,482.20	13,732.40	7,300.22
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	147,833.20	-	-	943.42	-
		ELEC OPS LINEWORKER	126,393.30	-	-	189,946.42	1,957.05
		FINANCE MANAGER/SR MANAGER	139,483.40	17,142.17	-	150.00	516.47
		IT TECHNICIAN	128,593.66	-	-	3,818.95	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	125,642.00	12,813.61	-	-	-
		GENERATION MANAGER/SR MANAGER	113,231.12	48,299.98	-	303,291.13	-
		GENERATION AUDITOR SR/EX	172,674.05	24,865.67	-	54,694.58	43,269.75
		ELEC OPS CREW LEAD/LEADER	56,280.32	-	-	48,790.99	449.08
		GAS ENG ANALYST/SPECIALST EXP/PRN	180,512.98	29,167.16	-	50.00	780.00
		GAS ENG SUPERVISOR	170,319.32	27,320.92	-	50.00	1,022.31
		ELEC OPS FOREMAN/SUBFOREMAN	40,136.29	-	-	11,765.00	-
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	125,040.22	12,602.55	-	320.00	70.00
		GENERATION SUPERVISOR	162,203.55	28,802.98	-	86,615.80	-
		GAS ENG ENGINEER SR/EX/PRN	140,102.06	-	-	2,139.48	385.00
		GAS OPS ENGINEER	31,039.08	-	-	36,126.43	29.00
		ELEC ENG ENGINEER	149,353.00	-	-	171,616.45	1,363.17
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	-	17,546.43	-	-	-
		CUSTOMER & COMMS SPECIALIST EXP/PRN	128,000.04	11,960.71	-	3,569.32	3,481.48

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC ENG SUPERVISOR	141,590.41	21,074.75	-	1,305.60	3,672.63
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,733.34	27,219.50	-	5,050.00	420.00
		OPERATIONS MANGER/SR MANAGER	154,062.50	24,402.33	-	-	-
		GAS ENG SENIOR BUSINESS REP	136,403.76	-	-	38,927.35	2,389.28
		GAS ENG ENGINEER SR/EX/PRN	142,858.32	18,077.41	-	12,219.21	1,717.16
		ELEC OPS TECHNICIAN	131,239.64	-	-	39,198.40	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	159,629.40	25,827.42	-	50.00	-
		SHARED SVS SUBFOREMAN	113,644.50	-	-	23,592.30	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,558.03	-	-	41,294.26	-
		ELEC ENG ENGINEER	206,276.00	16,609.14	-	7,873.55	867.63
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,796.00	15,239.37	-	2,411.64	683.54
		SHAREV SVS CRANE SURVEYOR	130,874.21	-	-	9,782.97	-
		SHARED SVS SUBFOREMAN	117,297.97	-	-	42,244.70	-
		FINANCE MANAGER/SR MANAGER	165,099.96	19,337.28	-	-	880.00
		GAS ENG SENIOR BUSINESS REP	153,641.20	-	-	15,018.17	2,219.83
		ELEC OPS SUPERVISOR	167,767.06	16,514.74	-	82,142.72	2,118.24
		GAS ENG ENGINEER SR/EX/PRN	148,861.17	-	-	127,519.22	-
		CUSTOMER CARE SUPERVISOR/ADMIN	148,983.80	19,567.91	-	2,469.00	456.27
		SAFETY RISK COMPL INSPECTOR	145,483.34	-	-	170,049.45	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	127,940.00	16,133.07	-	850.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	141,852.72	-	-	42,469.61	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	115,331.56	-	-	86,384.73	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	148,651.42	-	-	106,456.06	-
		CUSTOMER CARE CONT/REL/ACCT MANGER	136,338.46	14,706.03	-	200.00	828.12
		ELEC OPS LNEWORKER	123,049.01	-	-	146,087.24	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,054.02	-	-	148,244.05	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	137,526.46	15,702.60	-	1,263.09	1,696.74
		SAFETY RISK COMPL INSPECTOR	172,725.71	-	-	101,950.31	100.00
		GAS OPS FOREMAN/LEADER	131,224.97	-	-	14,379.16	-
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	140,151.53	8,692.31	-	1,300.00	2,998.33
		ELEC ENG ENGINEER	54,597.95	15,239.37	-	6,566.65	19.14
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	132,352.76	13,217.20	-	-	280.00
		GENERATION OPERATOR	127,335.32	-	-	71,726.02	-
		ELEC OPS SUPERVISOR	172,654.44	17,056.50	-	37,797.22	3,132.35
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	151,470.95	-	-	102,878.26	-
		GAS OPS FOREMAN/LEADER	128,401.04	-	-	57,839.16	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,563.76	-	-	74,096.41	1,620.28
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	132,268.25	-	-	3,246.75	475.67
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	219,999.96	49,612.36	-	36,810.00	839.90
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,156.06	-	10,052.78	962.37
		GAS OPS TECHNICIAN	119,575.41	-	-	39,907.13	-
		GAS OPS SUPERVISOR	149,970.84	23,796.50	-	62,584.98	6,463.90
		ELEC OPS LNEWORKER	144,607.29	-	-	110,142.18	-
		ELEC ENG ENGINEER	99,510.08	-	-	46,312.53	1,006.75
		GAS ENG ANALYST/SPECIALST EXP/PRN	35,728.76	20,308.90	-	54,501.89	124.69
		GAS ENG SUPERVISOR	192,893.16	30,271.86	-	4,049.39	8,797.17
		GAS OPS MANAGER/SR MANAGER	156,477.72	31,308.23	-	-	5,649.79
		GAS ENG ENGINEER SR/EX/PRN	141,429.46	-	-	93,069.52	467.58
		GAS OPS MANAGER/SR MANAGER	190,015.72	35,876.22	-	2,020.00	16,733.72
		GAS ENG ENGINEER SR/EX/PRN	142,279.64	-	-	108,212.40	2,746.53
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	141,391.82	19,916.95	-	10,154.76	63.12
		ELEC ENG TECHNOLOGIST	53,422.46	-	-	16,426.53	-
		IT ARCHITECH EXP/PRN	187,031.30	29,431.06	-	2,500.00	540.00
		ELEC OPS INSPECTOR	125,596.10	-	-	45,102.85	12,108.95
		IT ANALYST/SPECIALIST SR/EXP/PRN	2,453.00	17,033.04	-	19,644.92	80.00
		ELEC ENG ENGINEER	180,678.88	15,980.52	-	13,614.72	1,669.52
		SAFETY RISK COMPL INSPECTOR	142,833.03	-	-	48,646.41	-
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	120,044.97	9,811.77	-	8,330.00	175.00
		GAS ENG ENGINEER SR/EX/PRN	130,457.80	17,458.62	-	2,700.85	930.00
		ELEC ENG ENGINEER	140,753.70	-	-	56,523.57	350.00
		GENERATION MACHINST/MECHANIC/RIGGER	18,762.00	-	-	17,296.77	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	128,968.80	4,620.35	-	2,109.75	2,244.24
		ELEC ENG TECHNICIAN	168,518.10	-	-	147,389.40	-
		GAS OPS OPERATOR	124,958.06	-	-	45,443.52	-
		GAS OPS PRGM/PROJ MANAGER	185,760.00	24,528.48	-	15,063.66	-

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		FINANCE DIRECTOR	232,033.70	42,826.02		39,482.20	890.00
		ELEC OPS CREW LEAD/LEADER	185,013.31	-	-	-	1,064.07
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	124,559.28	17,521.01	-	132,131.38	300.00
		GAS ENG ENGINEER SR/EX/PRN	180,852.00	23,880.74	-	-	6,353.89
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,757.63	-	-	-	132,363.68
		GENERATION WELDER	134,692.46	-	-	-	82,196.00
		ELEC OPS FOREMAN/SUBFOREMAN	167,180.77	-	-	-	30,528.72
		GAS OPS WORKING LEADER	151,317.60	-	-	-	30,211.28
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,054.37	-	-	-	127,578.15
		GAS OPS MANAGER/SR MANAGER	97,614.50	38,938.41	-	-	259,067.20
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	117,180.61	-	-	-	47,683.59
		ELEC OPS FOREMAN/SUBFOREMAN	74,466.95	-	-	-	64,172.94
		GENERATION EX AST/CHIEF/ARMORER	194,853.36	42,320.30	-	-	5,845.60
		ELEC ENG MAPPING TECH	127,616.32	-	-	-	14,725.25
		GAS ENG TECHNICIAN	124,272.56	-	-	-	59,713.45
		GAS OPS TECHNICIAN	128,469.79	-	-	-	67,376.46
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,792.96	15,161.71	-	-	1,250.00
		GAS OPS TECHNICIAN	124,879.39	-	-	-	46,770.17
		ELEC OPS SYSTEM OPERATOR/LEAD	121,422.60	-	-	-	87,152.57
		SHARED SVS SUPERVISOR	149,430.04	19,287.40	-	-	3,094.65
		ELEC OPS OPERATOR	125,049.60	-	-	-	40,591.77
		ELEC OPS LINEWORKER	42,178.74	-	-	-	65,596.44
		ELEC OPS FOREMAN/SUBFOREMAN	137,814.74	-	-	-	165,995.58
		ELEC OPS CREW LEAD/LEADER	171,389.98	-	-	-	366,708.86
		GAS OPS TECHNICIAN	120,334.38	-	-	-	93,624.89
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	151,745.84	12,162.12	-	-	13,092.20
		GAS OPS FOREMAN/LEADER	123,118.47	-	-	-	29,526.53
		GAS OPS SUPERVISOR	141,450.00	11,343.60	-	-	10,533.68
		ELEC OPS LINEWORKER	140,186.49	-	-	-	222,588.61
		GAS OPS SCHEDULER	127,568.65	-	-	-	11,262.70
		SAFETY RISK DIRECTOR/SR DIRECTOR	225,000.00	37,007.70	-	-	164.45
		ELEC OPS SUPERVISOR	166,486.30	16,191.97	-	-	19,828.28
		ELEC OPS FOREMAN/SUBFOREMAN	132,049.94	-	-	-	42,541.73
		ELEC OPS LINEWORKER	159,504.09	-	-	-	61,947.78
		ELEC OPS CABLE SPLICER	159,043.12	-	-	-	141,169.28
		ELEC OPS LINEWORKER	105,840.21	-	-	-	130,928.04
		ELEC OPS TECHNICIAN	133,320.55	-	-	-	32,525.69
		SHARED SVS MANAGER/SR MANAGER	183,344.16	29,561.24	-	-	1,850.00
		GAS ENG ESTIMATOR/SCHEDULER	23,531.81	-	-	-	66,682.37
		IT TECHNICIAN	134,973.70	-	-	-	76,743.99
		GAS OPS SCHEDULER	126,759.35	-	-	-	2,360.47
		GAS OPS SUPERVISOR	143,791.64	23,016.00	-	-	34,447.26
		GAS OPS FOREMAN/LEADER	132,023.93	-	-	-	35,670.26
		IT ANALYST/SPECIALIST SR/EXP/PRN	120,527.38	14,434.32	-	-	22,737.10
		GAS ENG ENGINEER SR/EX/PRN	151,968.99	-	-	-	93,351.58
		GAS OPS SUPERVISOR	145,634.18	23,048.37	-	-	11,928.90
		ELEC ENG TECHNICIAN	119,432.22	-	-	-	37,342.84
		ELEC ENG ENGINEER	149,275.60	-	-	-	35,891.94
		GAS OPS SYSTEM/CONST OPERATOR	127,065.31	-	-	-	30,398.55
		ELEC OPS ENGINEER	141,487.40	10,726.91	-	-	40,122.03
		OPERATIONS PERMIT FACILITATOR	112,062.51	-	-	-	7,354.92
		SHARED SVS PGRM/PROJ MANAGER	139,374.08	13,317.15	-	-	10,147.80
		IT SUPERVISOR	127,185.16	15,906.74	-	-	1,850.00
		GAS ENG ENGINEER SR/EX/PRN	146,350.00	-	-	-	60,990.32
		ELEC OPS LINEWORKER	131,675.38	-	-	-	95,017.48
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	124,752.30	12,590.10	-	-	100.00
		GAS OPS TECHNICIAN	108,965.10	-	-	-	39,053.25
		GAS ENG ENGINEER SR/EX/PRN	121,397.67	15,868.03	-	-	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	147,664.00	-	-	-	1,653.90
		GAS ENG SENIOR BUSINESS REP	121,948.81	-	-	-	50,801.63
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	134,940.66	14,596.46	-	-	1,050.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	87,055.47	13,551.87	-	-	13,682.73
		ELEC ENG ENGINEER	159,738.00	12,527.06	-	-	2,057.25
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	144,525.00	15,602.94	-	-	1,022.32
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	124,752.58	10,598.32	-	-	1,616.42

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		ELEC OPS LINEWORKER	80,704.24	-	-	176,282.91	-
		ELEC OPS LINEWORKER	83,935.29	-	-	175,507.33	-
		ELEC ENG ENGINEER	63,906.78	-	-	10,856.67	-
		ELEC OPS SYSTEM OPERATOR/LEAD	102,060.43	-	-	20,244.52	1,110.76
		ELEC OPS FOREMAN/SUBFOREMAN	135,597.58	-	-	225,296.11	-
		ELEC OPS MANAGER/SR MANAGER	200,667.38	24,461.59	-	7,850.00	1,090.11
		SAFETY RISK COMPL INSPECTOR	129,971.58	-	-	56,866.95	-
		CUSTOMER CARE MANAGER/SR MANAGER	165,600.00	23,711.37	-	4,119.00	1,573.94
		GENERATION MACHINST/MECHANIC/RIGGER	133,614.52	-	-	40,556.85	-
		CUSTOMER & COMMS SPECIALIST EXP/PRN	7,915.98	15,283.16	-	37,782.00	-
		GAS OPS TECHNICIAN	130,831.87	-	-	37,377.77	384.93
		ELEC OPS LINEWORKER	141,034.89	-	-	194,149.70	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,446.37	16,285.30	-	18,867.16	5,221.88
		ELEC OPS ELECTRICIAN	124,757.34	-	-	26,155.75	-
		ELEC OPS SPECIALIST SR/EX/PRN	136,509.10	11,511.26	-	6,828.46	-
		IT TECHNICIAN	132,217.91	-	-	70,991.06	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	140,600.04	10,670.03	-	135.20	4,433.17
		ELEC OPS INSPECTOR/LEAD INSPECTOR	128,532.72	-	-	28,048.64	-
		ELEC OPS SUPERVISOR	163,384.40	15,469.93	-	48,654.44	18,871.97
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	14,111.56	19,289.75	-	266,056.07	-
		ELEC OPS SYSTEM OPERATOR/LEAD	128,273.72	-	-	115,868.86	746.40
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	141,909.79	12,113.56	-	53,007.04	3,373.89
		GAS ENG ANALYST/SPECIALIST EXP/PRN	84,100.92	22,365.21	-	219,314.00	8,729.73
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	72,265.00	14,446.98	-	157,961.07	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	202,025.48	32,503.69	-	-	449.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,332.31	-	-	153,597.11	-
		GAS OPS FOREMAN/LEADER	124,906.15	-	-	46,862.94	93.38
		OPERATIONS SUPERVISOR	129,622.85	10,194.74	-	1,050.00	5,753.12
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	120,797.20	17,278.55	-	18,544.43	-
		GAS OPS SYSTEM/CONST OPERATOR	125,324.51	-	-	51,695.45	-
		IT ARCHITECH EXP/PRN	171,791.64	24,810.64	-	2,800.00	2,553.13
		ELEC OPS FOREMAN/SUBFOREMAN	142,256.87	-	-	100,200.76	-
		ELEC OPS LINEWORKER	140,403.82	-	-	83,036.82	98.28
		GAS ENG ENGINEER SR/EX/PRN	140,451.48	-	-	94,020.06	1,564.31
		GAS ENG ENGINEER SR/EX/PRN	127,389.04	-	-	14,570.28	640.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	97,530.00	15,999.14	-	246,809.05	-
		OPERATIONS CONST/PRGM/CONTRACT MNGR EXP/PRN	168,008.04	20,471.54	-	50.00	583.75
		GAS OPS FOREMAN/LEADER	130,637.72	-	-	25,810.14	-
		IT SUPERVISOR	79,978.44	20,341.43	-	176,373.91	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	128,722.00	9,725.91	-	1,994.40	643.49
		ELEC OPS ELECTRICIAN	125,370.85	-	-	65,586.95	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	173,325.91	17,785.33	-	814.40	-
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EXP/PRN	197,963.96	32,374.54	-	5,544.92	2,294.28
		ELEC OPS TECHNICIAN	53,274.40	-	-	3,890.06	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	133,667.01	-	-	14,473.37	5,979.60
		ELEC ENG ENGINEER	145,910.34	-	-	5,892.37	525.00
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	168,069.26	27,098.12	-	1,000.00	1,326.12
		GAS OPS MECHANIC/WELDER	62,982.95	-	-	23,856.64	-
		GENERATION MANAGER/SR MANAGER	157,180.60	28,276.40	-	50.00	525.00
		SHARED SVS SUBFOREMAN	127,016.42	-	-	107,720.88	-
		SHARED SVS MECHANIC	127,860.66	-	-	19,037.36	-
		ELEC OPS SPECIALIST SR/EX/PRN	132,225.00	9,866.35	-	14,746.98	4,036.40
		ELEC OPS LINEWORKER	123,135.85	-	-	169,937.52	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	179,660.04	22,660.26	-	3,167.12	960.00
		ELEC OPS MANAGER/SR MANAGER	159,250.80	15,609.47	-	3,500.00	1,419.68
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	129,338.26	17,136.30	-	550.00	1,077.55
		GENERATION MACHINST/MECHANIC/RIGGER	31,270.00	-	-	35,693.03	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,842.92	15,452.03	-	-	13,021.80
		GAS ENG ENGINEER SR/EX/PRN	165,184.51	24,637.09	-	33,920.68	4,968.38
		IT MANAGER/SR MANAGER	182,325.00	29,948.03	-	6,850.00	316.51
		ENT HEALT & SAFETY SUPERVISOR	152,614.18	19,516.75	-	99,674.34	14,168.22
		GAS OPS FOREMAN/LEADER	131,274.02	-	-	41,055.16	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	140,004.00	-	-	2,644.27	1,485.68
		GAS OPS SUPERVISOR	137,856.90	21,532.17	-	86,507.31	20,973.28
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	176,485.20	18,550.19	-	-	2,815.00

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		ELEC OPS LINEWORKER	119,769.08	-	-	160,943.15	21876.01
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	147,528.30	12,204.22	-	-	1,564.58
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	137,203.96	14,705.06	-	50.00	-
		GAS OPS FOREMAN/LEADER	135,909.24	-	-	24,583.60	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,029.92	16,398.58	-	100.00	960.00
		SHARED SVS PRGM/PROJ MANAGER	174,800.04	16,633.59	-	-	765.00
		IT ENGINEER SR/EXP/PRN	58,170.27	14,544.77	-	9,467.04	175.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	132,470.29	13,627.97	-	6,228.42	5,341.86
		ELEC OPS SUPERVISOR	151,368.76	25,679.99	-	27,937.64	972.87
		ELEC ENG SUPERVISOR	180,358.50	17,845.50	-	88,135.95	7,775.35
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,381.20	17,159.25	-	1,571.60	1,900.99
		GAS OPS TECHNICIAN	14,338.70	-	-	4,495.35	-
		SHARED SVS MANAGER/SR MANAGER	183,566.38	29,795.94	-	100.00	969.10
		ELEC ENG TECHNICIAN	158,024.24	-	-	102,937.64	-
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	107,391.82	13,104.72	-	9,373.46	366.96
		ELEC ENG ENGINEER	23,431.29	-	-	1,689.65	70.00
		GAS OPS FOREMAN/LEADER	131,610.97	-	-	28,186.92	-
		ELEC OPS MANAGER/SR MANAGER	181,425.00	21,641.34	-	8,600.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,931.72	17,239.91	-	6,117.78	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	185,074.52	29,932.55	13,729.50	-	1,189.37
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	53,411.13	21,303.75	-	7,596.27	-
		ELEC OPS CONSULTANT SR/EXP/PRN	161,820.00	23,496.50	-	5,663.70	7,526.32
		GAS ENG ENGINEER SR/EX/PRN	149,015.26	20,014.12	-	-	-
		CORP AFFAIRS GOV REP EXP/PRN	130,147.02	14,106.68	-	4,620.27	2,482.77
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	125,117.04	15,757.58	-	15,464.34	747.08
		GAS ENG ENGINEER SR/EX/PRN	203,202.30	40,656.94	-	750.00	180.00
		ELEC OPS LINEWORKER	116,573.05	-	-	167,438.67	181.36
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	143,550.00	24,052.90	-	-	3,146.86
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	164,738.00	12,888.37	-	21,676.45	1,590.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	175,844.80	24,775.89	-	4,546.36	759.17
		ELEC OPS ENGINEER	174,276.00	14,294.76	-	44,897.23	-
		ELEC OPS FOREMAN/SUBFOREMAN	151,537.51	-	-	140,285.66	40.21
		GENERATION PLANNER	148,065.33	-	-	78,563.57	160.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	15,053.51	29,920.33	-	8,030.96	160.00
		ELEC OPS LINEWORKER	124,290.59	-	-	75,783.54	-
		ELEC OPS SUPERVISOR	171,770.24	16,934.81	-	50.00	420.00
		GAS ENG ENGINEER SR/EX/PRN	132,174.98	-	-	5,879.01	315.00
		GAS OPS FOREMAN/LEADER	16,764.16	-	-	40,799.86	-
		GAS OPS OPERATOR	118,613.21	-	-	30,864.18	-
		GAS ENG ENGINEER SR/EX/PRN	171,500.00	21,763.44	-	381.16	-
		CUSTOMER CARE MANAGER/SR MANAGER	187,277.42	30,376.87	10,294.30	420.00	204.39
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	6,008.45	3,120.54
		ELEC ENG ENGINEER	210,548.00	16,537.32	-	2,570.75	3,504.99
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,249.35	-	-	105,011.57	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	122,149.33	18,222.59	-	6.60	645.79
		ELEC OPS SUPERVISOR	154,393.61	13,426.73	-	28,991.74	-
		GAS OPS PRGM/PROJ MANAGER	165,984.00	21,917.81	-	8,142.72	3,736.69
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	108,141.18	38,049.68	-	266,364.33	-
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	137,962.84	15,182.00	-	5,824.26	-
		ELEC ENG SUPERVISOR	179,531.21	16,385.22	-	6,670.53	848.36
		GAS ENG SUPERVISOR	186,980.68	29,463.23	-	9,872.53	560.55
		GAS ENG ENGINEER SR/EX/PRN	180,178.02	24,082.33	-	4,013.65	470.00
		GAS ENG ENGINEER SR/EX/PRN	165,984.00	21,950.74	-	11,072.50	453.93
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	185,492.92	30,631.53	-	50.00	507.50
		ELEC OPS SUPERVISOR	143,771.41	15,326.68	-	125,663.21	60.00
		GAS ENG ENGINEER SR/EX/PRN	135,410.64	17,974.40	-	150.00	420.00
		ELEC ENG SUPERVISOR	156,353.12	20,804.55	-	2,587.21	1,589.60
		IT ANALYST/SPECIALIST SR/EXP/PRN	164,783.24	18,294.78	-	13,145.17	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	230,173.69	37,004.62	10,294.30	2,903.32	855.00
		SAFETY RISK COMPL INSPECTOR	140,375.20	-	-	96,822.12	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	160,514.05	27,243.52	-	9,201.02	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	148,329.82	-	-	125,209.13	-
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EXP/PRN	143,539.80	15,482.78	-	1,694.00	991.88
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	160,895.48	13,502.99	-	5,033.63	1,293.56
		GAS ENG SENIOR BUSINESS REP	141,960.32	-	-	70,510.22	4,711.42

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		GENERATION SUPERVISOR	169,825.72	31,985.27	-	13,326.60	4841.61
		GENERATION WELDER	124,588.55	-	-	50,063.43	-
		GAS OPS FOREMAN/LEADER	130,192.80	-	-	33,621.22	-
		ELEC OPS LEAD OPERATOR	113,508.39	-	-	162,242.86	252.42
		SHARED SVS DIRECTOR/SR DIRECTOR	175,402.26	27,434.85	8,576.70	4,228.69	10,057.30
		ELEC ENG ENGINEER	159,295.78	13,995.21	-	1,477.35	2,102.55
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	99,861.96	15,778.98	-	206,312.23	1,483.51
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,322.97	-	-	103,942.35	-
		ELEC OPS TECHNICIAN	140,698.45	-	-	64,513.70	-
		GAS OPS SYSTEM/CONST OPERATOR	122,455.05	-	-	22,330.25	-
		GAS OPS ENGINEER	133,553.18	-	-	53,836.31	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	176,518.00	24,248.16	-	4,959.24	3,045.71
		GENERATION TECHNICIAN SR/EX	133,441.08	-	-	65,935.28	113.07
		GENERATION PLANNER	135,364.87	-	-	61,300.71	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	129,468.77	-	-	4,032.17	5,158.59
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	133,999.80	-	-	22,627.40	-
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	177,395.85	28,893.58	-	850.00	1,120.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	126,547.37	13,896.50	-	286.50	774.92
		ELEC OPS TECHNICIAN	78,912.60	-	-	54,704.78	-
		ELEC OPS TECHNICIAN	127,974.51	-	-	31,794.72	291.25
		GAS OPS TECHNICIAN	122,433.59	-	-	17,916.17	3,408.87
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	166,326.00	21,946.03	-	3,014.81	807.99
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	144,648.00	15,489.11	-	4,224.70	893.63
		ELEC ENG ENGINEER	146,493.24	-	-	57,493.81	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	151,130.20	24,082.08	-	7,775.00	2,508.55
		ELEC OPS ENGINEER SR/EXP/PRN	185,760.00	15,236.30	-	21,832.00	1,640.62
		GAS ENG ENGINEER SR/EX/PRN	161,474.04	-	-	95,021.10	1,966.12
		GAS OPS SUPERVISOR	150,669.50	24,078.65	-	41,003.38	875.65
		ENG PLNG & STRAT MANAGER/SR MANAGER	188,479.69	22,757.20	12,011.90	2,674.17	279.33
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	133,641.20	-	-	50.00	453.13
		FINANCE MANAGER/SR MANAGER	191,387.50	29,344.73	12,011.90	5,787.40	385.00
		GAS ENG ENGINEER SR/EX/PRN	180,695.12	23,785.99	-	5,384.03	2,098.00
		ELEC OPS ENGINEER SR/EXP/PRN	182,862.80	24,817.64	-	37,139.90	10,020.75
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	137,196.00	10,722.51	-	-	490.00
		ELEC OPS DIRECTOR/SR DIRECTOR	225,499.96	58,876.28	2,239.66	-	5,689.30
		SHARED SVS SCIENTIST	127,732.13	13,348.44	-	227.39	815.00
		ELEC ENG ENGINEER	127,902.00	9,877.05	-	13,290.22	2,586.70
		ENT HEALTH & SAFETY DIRECTOR/SR DIRECTOR	224,931.30	48,372.67	18,882.30	6,435.40	3,255.73
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	16,752.40	2,644.02
		ELEC ENG DIRECTOR/SR DIRECTOR	241,297.44	37,310.87	-	2,400.00	13,727.54
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	164,208.22	23,656.32	-	14,669.74	800.00
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EXP/PRN	156,875.00	24,997.50	-	14,300.00	2,149.90
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	42,919.90	690.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	159,071.10	13,153.33	-	40.00	280.00
		ELEC OPS OPERATOR	115,283.08	-	-	82,439.43	5,169.76
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	163,477.25	19,449.79	-	1,400.00	112.91
		GAS ENG ENGINEER SR/EX/PRN	132,210.42	-	-	12,007.28	1,381.66
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	194,920.38	19,063.18	-	-	960.00
		ELEC OPS SYSTEM OPERATOR/LEAD	147,322.49	-	-	146,812.87	2,711.59
		GENERATION PLANNER	67,978.40	-	-	235,564.66	-
		ELEC OPS FOREMAN/SUBFOREMAN	140,213.44	-	-	120,437.57	-
		SHARED SVS SUPERVISOR	153,313.34	20,104.66	-	4,970.33	405.30
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	125,491.36	18,647.69	-	33,051.89	-
		OPERATIONS CONSULTANT/SR EX ASST/CHIEF	133,712.42	-	-	56,977.93	445.26
		IT ENGAGEMENT/SERVICE MANAGER PRN	128,562.50	20,500.73	-	-	347.50
		IT ENGINEER SR/EX/PRN	144,019.46	15,693.61	-	4,573.22	-
		GAS OPS SUPERVISOR	155,933.46	24,840.03	-	82,349.76	2,991.96
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	97,530.00	16,132.47	-	214,877.39	713.10
		GENERATION MACHINST/MECHANIC/RIGGER	112,492.30	-	-	41,441.75	-
		OPERATIONS MANGER/SR MANAGER	156,399.95	13,402.19	-	50.00	861.26
		GENERATION TECHNICIAN SR/EX	132,944.34	-	-	77,050.95	441.51
		GENERATION ENGINEER SR/EX/PRN	130,862.01	-	-	50.00	925.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	173,511.20	28,947.90	-	50.00	2,221.64
		ELEC ENG INTERCONNECTION MANAGER	137,791.52	-	-	17,586.46	455.00
		CUSTOMER CARE ENGINEER SR/EXP/PRN	133,276.84	14,375.81	-	515.12	1,194.49



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		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	204,081.36	44,272.43	-	6,122.44	18803.53
		IT MANAGER/SR MANAGER	177,282.64	28,715.55	-	1,550.00	-
		GAS OPS FOREMAN/LEADER	137,039.74	-	-	48,575.97	808.73
		GAS OPS CONST/PRGM MANAGER	141,831.28	19,101.57	-	12,315.04	3,731.38
		ELEC OPS SUPERVISOR	154,552.86	16,527.39	-	66,897.82	-
		GENERATION TECHNICIAN SR/EX	21,661.40	-	-	26,101.88	-
		GAS OPS OPERATOR	130,271.05	-	-	26,465.44	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	179,286.60	28,728.96	8,576.70	1,750.00	678.37
		GENERATION TECHNICIAN SR/EX	-	-	-	-	-
		IT MANAGER/SR MANAGER	183,444.24	29,825.37	-	-	11,469.60
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	131,311.81	25,778.63	-	10,793.98	1,685.35
		GAS OPS WORKING LEADER	17,098.88	-	-	41,658.22	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	112,448.88	10,160.06	-	20,397.82	10,397.26
		GENERATION SUPERVISOR	185,743.88	31,346.49	-	37,563.95	-
		SHARED SVS SUPERVISOR	164,009.08	21,126.26	-	50.00	13,497.89
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	148,338.00	3,569.99	-	14,588.23	6,086.79
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	140,175.46	15,131.88	-	-	-
		ELEC ENG TECHNICIAN	156,962.49	-	-	29,746.21	54.54
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	40,764.50	21,765.70	-	25,836.59	948.07
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	83,021.65	-	-	17,844.86	105.00
		GAS ENG ANALYST/SPECIALST EXP/PRN	133,681.36	17,131.58	-	-	2,140.49
		ELEC OPS SUPERVISOR	163,906.10	16,244.17	-	113,552.24	136.38
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	199,658.34	32,330.10	17,164.70	12,479.76	11,514.81
		IT ARCHITECH EXP/PRN	209,784.04	34,275.03	-	35,000.00	7,014.48
		GAS ENG SUPERVISOR	139,786.28	22,294.01	-	-	1,145.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	145,393.96	15,851.56	-	50.00	960.00
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	219,140.78	47,393.56	42,815.07	900.00	544.50
		ELEC ENG INTERCONNECTION MANAGER	81,275.54	-	-	184,419.39	315.00
		ELEC OPS LINEWORKER	96,624.01	-	-	89,411.64	1,611.68
		ELEC OPS FOREMAN/SUBFOREMAN	150,760.68	-	-	88,074.46	-
		SAFETY RISK COMPL INSPECTOR	136,248.99	-	-	117,578.55	-
		ELEC OPS SPECIALIST SR/EX/PRN	136,359.62	10,932.14	-	2,531.92	19.59
		GENERATION TECHNICIAN SR/EX	23,831.50	-	-	24,411.31	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	179,769.70	22,197.80	-	5,000.00	-
		ELEC ENG TECHNICIAN	109,594.53	-	-	49,517.72	-
		ELEC OPS SUPERVISOR	143,729.44	14,279.16	-	-	1,780.24
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	161,775.94	13,045.40	-	-	1,932.07
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	143,500.00	15,237.50	-	1,700.00	455.00
		SAFETY RISK COMPL INSPECTOR	153,240.80	-	-	119,196.96	-
		GAS OPS ENGINEER	123,023.70	-	-	38,087.74	4,102.72
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	10,913.02	8,295.47	-	24,853.09	210.00
		GAS ENG ENGINEER SR/EX/PRN	105,705.06	42,372.80	-	245,990.88	431.70
		GENERATION TECHNICIAN SR/EX	14,298.90	-	-	18,869.32	-
		GAS OPS ENGINEER	164,388.98	21,610.56	-	1,050.00	819.10
		GAS ENG ENGINEER SR/EX/PRN	137,463.65	-	-	72,317.67	70.00
		GAS ENG SUPERVISOR	187,934.58	34,645.22	-	1,454.36	280.00
		ELEC OPS CABLE SPLICER	156,128.84	-	-	44,173.74	-
		ELEC ENG TECHNICIAN	158,485.73	-	-	36,356.06	-
		ELEC OPS ENGINEER SR/EXP/PRN	51,684.00	16,957.03	-	35,352.33	133.00
		ELEC OPS SUPERVISOR	194,329.46	19,111.53	-	50.00	1,136.95
		GENERATION SUPERVISOR	197,755.40	21,773.33	-	98,789.91	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	125,003.52	15,851.82	-	1,803.00	470.00
		GENERATION TECHNICIAN SR/EX	105,056.16	-	-	94,864.85	-
		GAS ENG SENIOR BUSINESS REP	118,519.08	-	-	30,514.07	-
		GENERATION CREW LEADER/CONTROL LEAD	133,963.05	-	-	115,135.21	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	138,582.80	-	-	33,678.59	9,697.78
		GAS OPS MECHANIC/WELDER	135,357.45	-	-	50,835.55	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	81,818.84	17,884.77	-	228,180.08	560.00
		IT MANAGER/SR MANAGER	200,359.96	31,990.93	8,576.70	8,839.29	2,864.81
		ELEC OPS TECHNICIAN	141,079.80	-	-	105,571.88	201.83
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,040.00	16,923.64	-	13,194.54	280.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	127,094.70	13,291.03	-	-	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,423.36	16,145.70	-	50.00	-
		SUPPLY CHAIN MATERIALS ENGINEER	158,868.00	17,011.63	-	2,894.16	4,317.10
		GENERATION TECHNICIAN SR/EX	47,738.50	-	-	47,288.64	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	90,984.42	12,366.79	-	22,395.10	-
		GENERATION SUPERVISOR	176,639.92	29,701.58	-	46,911.02	-
		ELEC OPS SUPERVISOR	165,144.98	16,333.76	-	66,662.00	9,438.60
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	157,941.56	25,555.03	-	1,550.00	5,846.97
		ELEC OPS LINeworker	139,316.36	-	-	100,483.25	-
		GAS OPS FOREMAN/LEADER	126,485.38	-	-	97,200.24	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	136,386.96	18,089.75	-	1,500.00	-
		GAS OPS OPERATOR	128,296.52	-	-	12,252.34	-
		ELEC OPS WORK & RESOURCE PLANNER EX/PRN	149,254.37	19,219.61	-	350.00	-
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EXP/PRN	140,206.69	26,563.97	-	1,500.00	280.00
		GAS ENG ENGINEER SR/EX/PRN	142,772.14	-	-	6,398.43	420.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	138,425.00	10,886.79	-	-	1,035.07
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,761.63	-	-	17,045.28	13,393.04
		ELEC OPS FOREMAN/SUBFOREMAN	147,601.71	-	-	58,975.60	-
		ELEC OPS OPERATOR	124,573.10	-	-	41,093.43	-
		GAS ENG ENGINEER SR/EX/PRN	143,571.64	-	-	54,480.36	756.45
		GAS ENG SUPERVISOR	144,093.21	10,619.32	-	50,259.92	3,344.25
		IT ENGINEER SR/EX/PRN	87,965.68	19,069.68	-	211,531.51	175.00
		GAS ENG SUPERVISOR	157,655.13	27,071.73	-	3,077.22	1,964.41
		GAS OPS TECHNICIAN	123,548.03	-	-	39,404.65	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	194,157.76	31,413.96	8,576.70	2,000.00	960.00
		GAS ENG SENIOR BUSINESS REP	143,216.32	-	-	112,413.25	-
		GAS OPS TECHNICIAN	130,364.50	-	-	78,228.75	-
		SUPPLY CHAIN MATERAILS DEMAND PLAN/INSPECTOR	126,307.40	-	-	9,512.89	5,144.03
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	130,465.50	-	-	28,425.24	960.00
		GENERATION SUPERVISOR	146,806.66	28,649.28	-	63,299.72	1,651.97
		IT INVESTIGATOR SR/EXP	137,022.72	16,691.59	-	21,538.12	5,906.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,002.29	17,064.29	-	2,296.33	-
		ELEC OPS LINeworker	127,915.04	-	-	83,402.98	-
		ELEC OPS ELECTRICIAN	98,248.07	-	-	67,922.96	11.25
		GAS OPS MECHANIC/WELDER	125,021.71	-	-	129,134.94	4,517.35
		ELEC ENG ENGINEER	125,900.57	-	-	32,897.81	785.59
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	145,036.00	14,792.08	-	15,964.46	2,128.36
		GAS ENG ENGINEER SR/EX/PRN	132,269.28	17,664.92	-	650.00	1,224.00
		GAS OPS SUPERVISOR	129,150.60	6,266.93	-	66,230.71	465.57
		ELEC OPS ELECTRICIAN	84,808.39	-	-	22,991.75	-
		GAS OPS SYSTEM/CONST OPERATOR	99,492.24	-	-	9,096.18	110.55
		GAS ENG MANAGER/SR MANAGER	183,688.70	38,581.40	-	-	3,570.35
		ELEC ENG SUPERVISOR	198,333.84	19,584.32	-	1,500.00	1,166.79
		ENERGY PLCY & PROC MANAGER/SR MANAGER	-	33,659.43	8,576.70	-	-
		CUSTOMER CARE MANAGER/SR MANAGER	142,190.40	17,960.98	-	100.00	610.47
		IT ANALYST/SPECIALIST SR/EXP/PRN	98,664.00	-	-	-	5,906.98
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	150,240.00	16,803.01	-	7,512.00	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	147,620.07	-	-	80,100.65	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	130,309.93	-	-	22,997.94	-
		GAS OPS CONST/PRGM MANAGER	135,077.98	17,845.03	-	51,972.74	16,079.53
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,672.00	-	-	153,336.53	73.70
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,342.98	-	-	42,034.99	2,023.70
		ELEC ENG PLANNER/SCHEDULER/SR EXEC ASST	136,073.38	11,349.77	-	1,000.00	539.80
		GAS OPS SUPERVISOR	171,997.62	31,367.14	-	79,660.95	1,149.06
		ELEC ENG CONSULTANT/REP	150,907.50	12,466.21	-	(1,701.25)	4,966.41
		ELEC ENG SUPERVISOR	177,083.34	10,126.90	-	4,716.00	4,251.14
		CUSTOMER & COMMS DATA SCIENTS/EX ASST/ACCT MNG	130,872.42	14,059.29	-	-	1,884.27
		ELEC OPS CONSULTANT SR/EXP/PRN	46,823.11	10,996.09	-	29,211.49	5,695.26
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	137,852.30	11,384.16	-	5,186.88	960.00
		CORP AFFAIRS MANAGER/SR MANAGER	168,104.34	27,176.53	-	3,000.00	477.77
		IT MANAGER/SR MANAGER	221,605.22	36,772.43	10,294.30	6,409.45	2,015.26
		GAS OPS SUPERVISOR	139,681.13	22,923.36	-	4,937.99	-
		ELEC ENG ENGINEER	133,693.04	-	-	225,201.17	420.00
		GAS ENG ENGINEER SR/EX/PRN	144,708.14	-	-	16,880.66	-
		ELEC OPS TECHNICIAN	113,050.25	-	-	94,857.52	-
		ELEC OPS FOREMAN/SUBFOREMAN	151,812.74	-	-	127,122.94	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	171,625.96	27,339.28	-	1,050.00	385.00
		ELEC OPS SYSTEM OPERATOR/LEAD	116,752.18	-	-	97,826.72	504.79
		GAS OPS FOREMAN/LEADER	136,673.96	-	-	47,314.76	-

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		GAS OPS SUPERVISOR	142,217.80	22,412.64	-	50.00	172.70
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	137,926.00	19,501.18	-	13,910.60	5,319.50
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	135,064.00	13,792.39	-	21,861.23	10,098.90
		ELEC OPS SUPERVISOR	160,809.40	15,764.98	-	2,500.00	9,886.90
		IT ANALYST/SPECIALIST SR/EXP/PRN	-	15,763.85	-	-	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	72,385.92	12,078.62	-	166,680.36	515.00
		GAS ENG ENGINEER SR/EX/PRN	144,012.39	-	-	54,605.15	791.19
		ELEC OPS FOREMAN/SUBFOREMAN	80,329.43	-	-	84,004.83	-
		GAS OPS SUPERVISOR	132,623.20	21,075.96	-	105,770.99	520.00
		HR ECO MANAGER/SR MANAGER	174,675.11	21,503.77	-	50.00	12,422.37
		GAS OPS TECHNICIAN	126,579.25	-	-	29,389.28	1,160.78
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	157,866.92	21,364.46	-	6,997.55	5,455.10
		ELEC OPS FOREMAN/SUBFOREMAN	130,232.46	-	-	337,695.97	4,594.66
		GAS ENG SUPERVISOR	146,240.61	21,774.86	-	23,011.78	231.25
		CUSTOMER & COMMS SUPERVISOR	134,285.00	16,931.64	-	2,550.00	1,894.21
		ELEC OPS ENGINEER SR/EXP/PRN	170,878.16	14,276.38	-	69,132.01	3,939.93
		GAS OPS PRGM/PROJ MANAGER	184,688.00	23,492.21	-	5,792.27	431.66
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,291.09	-	6,728.16	14,758.44
		ELEC OPS SUPERVISOR	137,671.90	11,360.85	-	29,929.98	-
		GAS ENG SENIOR BUSINESS REP	143,041.12	-	-	100,693.82	9,592.07
		ELEC ENG ENGINEER	145,218.16	-	-	60,506.47	-
		GAS ENG MANAGER/SR MANAGER	201,976.56	40,150.00	-	1,000.00	805.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	3,010.99	-	741.24	1,076.25
		ELEC OPS ELECTRICIAN	110,324.42	-	-	70,417.73	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	132,279.28	14,686.36	-	568.80	1,849.65
		ELEC OPS SUPERVISOR	152,000.04	12,439.27	-	14,189.05	12,957.59
		GAS ENG SENIOR BUSINESS REP	60,222.00	-	-	25,889.66	611.49
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	54,768.77	6,548.79
		IT ANALYST/SPECIALIST SR/EXP/PRN	111,825.67	13,964.28	-	11,512.37	5,211.93
		ELEC OPS ENGINEER	172,188.00	13,992.43	-	17,802.76	-
		GENERATION TECHNICIAN SR/EX	14,298.90	-	-	15,507.50	-
		GENERATION ENGINEER SR/EX/PRN	51,917.72	-	-	34,763.40	2,840.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	-	-	-	88,768.47	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,410.12	15,943.29	-	50.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,711.08	17,644.66	-	50.00	597.56
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	72,547.26	12,023.10	-	201,385.81	4,408.30
		ELEC OPS PROD OWNR/SR SY DISP/JOURN/WTR MNGMT	211,460.99	-	-	131,150.54	-
		ELEC ENG ENGINEER	128,864.39	-	-	9,637.77	909.85
		ELEC OPS ENGINEER	119,650.74	-	-	60,967.28	6,284.80
		ELEC OPS LNEWORKER	83,240.64	-	-	231,874.28	-
		SHARED SVS MANAGER/SR MANAGER	91,172.66	29,270.17	8,576.70	202,807.35	5,887.72
		SHARED SVS MECHANIC	127,022.48	-	-	30,503.22	-
		GAS OPS SUPERVISOR	132,776.60	21,149.69	-	59,070.81	787.83
		ELEC OPS CREW LEAD/LEADER	139,600.02	-	-	76,154.57	-
		ELEC OPS MANAGER/SR MANAGER	142,369.40	17,630.28	-	2,250.96	1,425.49
		GAS ENG ENGINEER SR/EX/PRN	130,062.94	-	-	50.00	847.45
		ELEC OPS SYSTEM OPERATOR/LEAD	130,199.61	-	-	152,570.63	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	(4,000.81)	14,860.11	-	199,336.17	-
		ELEC OPS FOREMAN/SUBFOREMAN	122,393.92	-	-	44,106.11	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,174.65	-	-	21,976.68	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	166,678.70	26,536.50	-	250.00	280.00
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	152,215.72	12,531.15	-	9,566.60	1,360.08
		GAS ENG ENGINEER SR/EX/PRN	143,837.80	-	-	43,350.83	1,921.00
		SHARED SVS MANAGER/SR MANAGER	130,394.12	-	-	15,308.51	724.13
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	127,800.00	-	-	50.00	350.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	112,297.28	14,529.79	-	9,745.09	670.00
		ELEC ENG ENGINEER	138,160.00	3,771.48	-	6,285.64	455.00
		ELEC ENG MANAGER/SR MANAGER	203,155.04	26,590.39	-	1,177.68	2,067.43
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	114,701.99	10,957.64	-	20.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	125,786.00	-	-	26,900.25	-
		IT MANAGER/SR MANAGER	205,318.80	31,223.28	-	50.00	2,238.25
		ELEC OPS OPERATOR	138,843.31	-	-	64,791.12	403.50
		GAS ENG ENGINEER SR/EX/PRN	24,995.07	-	-	36,863.08	-
		ELEC OPS TECHNICIAN	70,806.83	-	-	3,313.75	-
		CUSTOMER CARE VISUAL DES/WEB SPEC	143,345.34	9,430.44	-	50.00	350.00

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		GAS OPS PRGM/PROJ MANAGER	185,314.00	23,984.86	-	800.00	3223.57
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	142,166.70	-	-	19,261.11	-
		ELEC OPS ELECTRICIAN	125,116.14	-	-	18,332.41	-
		ELEC OPS SYSTEM OPERATOR/LEAD	102,462.78	-	-	298,785.00	1,385.65
		ELEC OPS OPERATOR	125,237.88	-	-	106,971.08	-
		GAS OPS OPERATOR	126,363.45	-	-	19,708.07	-
		ELEC ENG SUPERVISOR	168,903.12	17,000.38	-	37,259.01	2,905.92
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	75,755.20	-	-	216,455.53	-
		ELEC OPS LINeworker	45,143.16	-	-	34,764.38	-
		SHARED SVS MANAGER/SR MANAGER	188,004.00	-	-	25.00	1,888.71
		ELEC ENG MANAGER/SR MANAGER	85,795.00	21,515.43	-	182,835.97	-
		GENERATION SUPERVISOR	202,437.58	34,275.77	-	19,291.05	882.32
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,191.12	17,153.97	-	20,031.84	410.00
		ELEC OPS FOREMAN/SUBFOREMAN	32,784.28	-	-	-	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	158,468.06	17,092.99	-	50.00	400.00
		GAS OPS MECHANIC/WELDER	121,936.36	-	-	44,935.72	-
		ELEC OPS SUPERVISOR	168,452.40	16,272.27	-	54,504.93	90.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	162,194.64	18,512.52	-	2,000.00	981.97
		IT SUPERVISOR	140,172.84	17,051.85	-	4,487.92	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	143,002.29	14,272.05	-	566.32	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	52,291.73	-	-	504,820.29	404.00
		GENERATION SUPERVISOR	158,591.98	29,397.98	-	80,492.19	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	138,580.10	21,232.68	-	5,793.63	190.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,995.86	17,339.45	-	500.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,483.32	14,548.88	-	50.00	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,674.64	-	-	30,450.20	316.08
		GAS ENG ENGINEER SR/EX/PRN	158,100.00	20,961.00	-	500.00	2,805.27
		IT ANALYST/SPECIALIST SR/EXP/PRN	172,419.02	18,554.41	-	2,732.14	960.00
		CUSTOMER CARE ENGINEER SR/EXP/PRN	125,478.16	13,334.76	-	-	548.75
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	148,983.80	25,285.76	-	-	1,071.69
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	156,110.00	12,430.73	-	13,578.61	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	117,874.82	14,497.22	-	21,800.55	3,718.55
		ELEC OPS TECHNICIAN	151,057.10	-	-	2,344.94	-
		GAS ENG ENGINEER SR/EX/PRN	165,984.00	21,917.81	-	450.00	611.91
		GAS ENG ENGINEER SR/EX/PRN	146,621.68	19,541.82	-	7,364.66	5,784.14
		ELEC ENG SUPERVISOR	142,367.08	14,231.33	-	36,017.92	2,966.25
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,206.30	-	-	35,700.73	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	132,460.00	-	-	11,592.95	321.88
		GAS OPS TECHNICIAN	63,862.19	-	-	5,644.58	99.50
		ELEC OPS SUPERVISOR	164,095.26	16,231.36	-	53,501.34	1,345.07
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	145,196.80	-	-	60,104.09	3,575.30
		GAS OPS TECHNICIAN	124,060.66	-	-	28,105.50	63.75
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	152,224.80	21,469.98	-	50.00	10,125.60
		OPERATIONS MANAGER/SR MANAGER	187,508.66	30,461.99	20,599.90	918.41	420.00
		GAS ENG MANAGER/SR MANAGER	156,582.66	47,473.14	-	293,231.54	1,062.92
		GAS OPS FOREMAN/LEADER	136,769.80	-	-	42,052.44	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	155,925.10	24,935.15	-	51,999.27	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	164,024.62	17,097.79	-	550.00	35.00
		GAS OPS SUPERVISOR	139,327.24	7,448.91	-	772.80	-
		GAS OPS MECHANIC/WELDER	126,096.78	-	-	32,803.36	-
		ELEC OPS LINeworker	131,302.29	-	-	112,497.93	111.88
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	169,894.08	27,223.89	-	5,345.00	(698.37)
		ELEC OPS INSPECTOR/LEAD INSPECTOR	131,187.96	-	-	43,674.82	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	141,833.82	19,466.11	-	47,402.82	47,021.54
		ELEC ENG ENGINEER	143,360.28	-	-	35,808.35	1,104.28
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	116,581.19	-	-	169,942.46	-
		GAS ENG SUPERVISOR	160,159.38	25,563.30	-	6,420.42	365.00
		GENERATION TECHNICIAN SR/EX	141,430.40	-	-	67,357.57	2,611.68
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	142,187.50	11,523.96	-	3,172.35	2,426.10
		GAS ENG SENIOR BUSINESS REP	125,584.18	-	-	49,350.67	5,232.08
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	139,075.25	13,199.01	-	59,063.52	45.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	122,948.50	-	-	110,684.40	-
		SHARED SVS MECHANIC	121,098.39	-	-	52,604.93	596.51
		ELEC ENG ENGINEER	176,261.76	15,216.86	-	50,829.12	3,677.69
		GAS OPS TECHNICIAN	144,293.86	-	-	70,908.73	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	148,623.98	-	-	93,133.63	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	138,883.04	15,489.12	-	1,284.48	975.24
		ELEC OPS LINEWORKER	146,772.46	-	-	212,019.44	-
		SHARED SVS PRGM/PROJ MANAGER	179,374.30	13,808.27	-	7,078.69	992.24
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	190,884.65	15,752.92	-	19,376.68	5,748.05
		GAS OPS MECHANIC/WELDER	134,641.84	-	-	63,098.75	-
		GENERATION TECHNICIAN SR/EX	133,405.02	-	-	84,092.25	-
		ELEC OPS FOREMAN/SUBFOREMAN	28,811.90	-	-	80,340.82	-
		IT ENGINEER SR/EX/PRN	155,524.56	15,772.63	-	500.00	-
		ELEC OPS LINEWORKER	135,815.41	-	-	66,673.76	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	148,976.00	19,923.37	-	19,238.51	8,070.24
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	17,234.84	-	-	-	-
		SHARED SVS SUBFOREMAN	123,467.53	-	-	1,020.20	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	169,332.74	18,002.76	-	-	342.54
		SHARED SVS PRGM/PROJ MANAGER	95,646.00	20,484.62	-	255,745.19	363.18
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	153,738.79	-	-	107,018.08	104.85
		GAS OPS TECHNICIAN	131,943.26	-	-	59,213.74	-
		GENERATION COORDINATOR SR/EX	154,125.01	9,093.75	-	35,787.32	-
		GAS OPS FITTER	126,753.17	-	-	99,068.43	10,095.60
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	120,622.84	-	-	230,817.36	-
		ELEC OPS LINEWORKER	122,595.80	-	-	155,123.41	637.55
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	123,084.80	-	-	31,728.93	2,589.27
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	155,287.50	16,115.81	-	3,920.77	4,099.86
		ELEC OPS SPECIALIST SR/EX/PRN	164,306.44	19,646.53	-	1,050.00	455.00
		ELEC OPS MANAGER/SR MANAGER	162,759.24	12,619.25	-	3,050.00	2,681.18
		GAS OPS SUPERVISOR	135,307.60	20,753.34	-	5,680.81	22,702.82
		ELEC OPS FOREMAN/SUBFOREMAN	185,601.21	-	-	116,113.58	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	173,636.00	-	-	141,468.52	-
		ELEC OPS CREW LEAD/LEADER	141,004.37	-	-	18,438.14	401.35
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	130,402.38	12,306.00	-	546.16	-
		ELEC OPS ELECTRICIAN	120,533.79	-	-	112,837.68	-
		GAS ENG ENGINEER SR/EX/PRN	145,309.25	-	-	80,142.45	932.32
		GAS OPS MANAGER/SR MANAGER	144,527.59	22,218.22	-	1,668.76	1,432.55
		ELEC OPS TECHNICIAN	177,833.26	-	-	24,928.13	-
		ELEC OPS SUPERVISOR	164,243.14	15,896.27	-	76,701.93	-
		GAS OPS MANAGER/SR MANAGER	149,389.46	16,126.52	-	50.00	6,040.18
		ELEC ENG TECHNICIAN	160,449.41	-	-	126,313.78	-
		ELEC ENG INTERCONNECTION MANAGER	117,547.23	-	-	482.70	835.00
		ELEC ENG ENGINEER	148,610.21	-	-	138,950.46	3,234.30
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	188,216.42	30,172.04	13,729.50	5,300.00	613.65
		SHARED SVS MECHANIC	16,131.52	-	-	28,849.74	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	824.07	1,346.35
		GAS ENG ENGINEER SR/EX/PRN	125,700.13	15,534.99	-	535.02	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	165,589.64	26,241.78	-	5,000.00	8,984.98
		IT ENGINEER SR/EX/PRN	184,958.16	18,816.12	-	2,550.00	7,146.09
		ELEC ENG TECHNICIAN	136,912.72	-	-	36,732.04	-
		GAS SR EX ASST/CHIEF/CONST/PLANNER/COOR	147,071.56	22,926.43	-	6,686.50	220.77
		GENERATION SUPERVISOR	161,950.04	22,989.00	-	85,419.48	3,047.48
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	84,376.54	-	-	181,197.84	3,595.01
		ELEC OPS LINEWORKER	130,783.92	-	-	287,096.68	837.50
		GENERATION REACTOR	132,659.26	-	-	145,388.90	5,200.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	128,708.35	14,707.31	-	39,298.19	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	149,229.16	9,140.37	-	28,276.91	14,543.63
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	130,704.16	9,908.03	-	3,997.34	5,809.15
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	136,400.04	9,979.64	-	75.00	482.50
		ELEC OPS LINEWORKER	97,493.67	-	-	123,818.44	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	214,225.04	34,443.19	8,576.70	-	5,370.07
		GENERATION ELECTRICIAN	111,104.10	-	-	32,441.06	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	196,310.06	32,415.17	-	500.00	590.66
		GAS ENG SENIOR BUSINESS REP	138,976.48	-	-	98,553.29	2,270.91
		GAS ENG ENGINEER SR/EX/PRN	176,964.00	24,355.24	-	9,970.20	819.06
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	146,676.36	12,060.06	-	32,145.96	1,813.70
		ELEC ENG TECHNICIAN	157,397.00	-	-	25,045.85	-
		GENERATION TECHNICIAN SR/EX	140,715.51	-	-	71,884.54	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	134,896.08	12,224.74	-	1,550.00	315.00

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		FINANCE MANAGER/SR MANAGER	178,770.76	23,997.78	-	-	784.99
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	145,873.82	-	-	44,745.85	-
		ELEC ENG ENGINEER	142,350.30	-	-	-	49,981.44
		IT ANALYST/SPECIALIST SR/EXP/PRN	186,365.56	30,674.40	-	-	2,760.97
		GAS OPS TECHNICIAN	127,211.22	-	-	-	82,434.44
		ELEC OPS MANAGER/SR MANAGER	131,468.53	14,197.10	-	2,050.00	448.97
		GAS ENG ANALYST/SPECIALIST EXP/PRN	171,471.24	22,743.19	-	4,482.82	12,084.49
		GAS OPS CONST/PRGM MANAGER	136,011.84	18,179.13	-	-	855.27
		ELEC OPS CONSULTANT SR/EXP/PRN	147,999.96	12,293.38	-	-	3,112.01
		GAS ENG ENGINEER SR/EX/PRN	143,833.82	-	-	23,072.48	420.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	148,433.34	6,451.38	-	-	8,927.11
		GAS ENG ENGINEER SR/EX/PRN	190,498.80	33,025.95	-	100.00	6,984.60
		ELEC ENG MAPPING TECH	122,529.57	-	-	96,683.65	1,273.75
		ELEC ENG ENGINEER	143,469.00	15,690.74	-	308,161.25	-
		SHARED SVS ENGINEER	144,284.08	15,550.44	-	-	-
		ELEC OPS SPECIALIST SR/EX/PRN	147,660.89	21,327.27	-	4,542.80	8,943.50
		ELEC OPS LINEWORKER	142,971.16	-	-	72,446.31	877.25
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,439.70	-	-	81,937.58	1,175.82
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	154,384.00	11,943.24	-	392.99	808.47
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	151,500.48	16,408.17	-	3,812.31	420.00
		ELEC OPS MANAGER/SR MANAGER	144,354.84	14,265.65	-	3,000.00	371.06
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	128,224.28	17,021.81	-	1,200.79	2,370.83
		GAS OPS WORKING LEADER	136,883.20	-	-	72,055.97	-
		GAS OPS MANAGER/SR MANAGER	178,303.10	35,320.34	8,576.70	12,048.40	47,834.89
		SAFETY RISK MANAGER/SR MANAGER	172,529.56	16,259.27	-	3,258.40	4,840.14
		ELEC OPS ELECTRICIAN	122,416.78	-	-	67,494.55	428.22
		ELEC OPS FOREMAN/SUBFOREMAN	138,459.77	-	-	199,127.33	129.85
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	231,110.94	50,841.14	28,702.13	7,273.22	2,686.11
		GAS OPS FOREMAN/LEADER	131,669.60	-	-	63,921.75	9,286.38
		IT INSTALLER	33,111.20	-	-	12,913.52	252.89
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	131,192.52	17,158.81	-	1,050.00	1,558.72
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	129,292.12	10,344.04	-	2,309.72	181.57
		GAS ENG ENGINEER SR/EX/PRN	128,801.36	-	-	350.00	280.00
		ELEC ENG TECHNICIAN	129,503.10	-	-	88,944.74	-
		GENERATION TECHNICIAN SR/EX	128,251.98	-	-	70,997.37	909.26
		SHARED SVS SCIENTIST	131,538.97	12,970.04	-	3,895.05	4,680.96
		SHARED SVS SUPERVISOR	37,841.97	24,738.28	-	36,224.30	4,637.52
		ELEC OPS INSPECTOR/LEAD INSPECTOR	133,492.98	-	-	108,664.70	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,521.74	-	-	264,720.67	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	192,376.69	33,207.75	17,164.70	-	1,091.63
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,754.11	-	-	136,782.72	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	148,704.18	12,039.50	-	2,050.00	880.00
		HR ECO ANALYST/CONSULTANT EXP/PRN	27,300.90	-	-	-	70.00
		ELEC OPS FOREMAN/SUBFOREMAN	149,370.72	-	-	91,714.82	-
		GAS OPS CONST/PRGM MANAGER	129,325.14	17,131.85	-	-	-
		ELEC OPS ENGINEER	151,952.00	20,295.50	-	20,054.51	4,314.12
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,489.85	-	-	129,794.18	-
		ELEC OPS LINEWORKER	153,788.86	-	-	178,931.08	115.67
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	7,556.59	-	-	-	-
		GENERATION COORDINATOR SR/EX	139,908.00	19,621.55	-	1,412.46	488.50
		CUSTOMER & COMMS SPECIALIST EXP/PRN	60,517.73	15,601.22	-	28,396.92	181.75
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	173,018.92	26,434.82	8,576.70	341.20	2,236.04
		HR GENERALIST SR/EXP/PRN	79,833.07	15,855.29	-	16,802.27	463.15
		ELEC OPS LINEWORKER	131,759.04	-	-	94,439.98	-
		ELEC OPS DIRECTOR/SR DIRECTOR	225,499.96	42,724.49	24,035.10	490.31	4,726.22
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,508.60	13,753.61	-	50.00	280.00
		ELEC OPS LINEWORKER	141,725.56	-	-	109,359.27	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	78,836.48	25,562.53	-	183,980.30	210.00
		GAS OPS LEAD REP/SPEC/INSPECTOR	135,162.47	-	-	68,305.44	-
		OPERATIONS SUPERVISOR	156,250.81	21,443.57	-	54,680.35	222.30
		ELEC OPS DIRECTOR/SR DIRECTOR	236,229.24	42,653.62	15,447.10	4,800.00	604.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,152.50	16,421.27	-	-	880.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	150,644.31	16,236.34	-	50.00	105.00
		ELEC OPS LINEWORKER	98,339.48	-	-	66,189.59	1,601.05
		ELEC OPS OPERATOR	136,742.94	-	-	118,374.90	-

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		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,374.00	11,260.26	-	300.00	61285
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	173,781.75	-	-	143,151.57	148.47
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	188,240.76	41,624.06	27,470.30	5,697.22	700.00
		GENERATION TECHNICIAN SR/EX	126,335.75	-	-	127,570.79	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	155,120.98	20,691.00	-	750.00	420.00
		ELEC ENG ENGINEER	188,856.00	15,236.30	-	35,811.75	2,780.00
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	140,956.59	15,879.96	-	1,835.82	350.00
		GAS OPS FOREMAN/LEADER	133,996.62	-	-	55,354.08	-
		ELEC OPS LINEWORKER	128,844.91	-	-	221,028.24	2,748.51
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	128,314.91	8,191.91	-	50.00	315.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,336.80	14,776.43	-	9,555.96	1,015.00
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	143,534.91	14,871.89	-	4,185.14	1,265.44
		GAS OPS TECHNICIAN	123,798.54	-	-	29,876.54	406.63
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	164,617.32	23,383.19	-	32,592.94	-
		GAS OPS FOREMAN/LEADER	136,477.73	-	-	57,384.81	-
		OPERATIONS CONSULTANT/SR EX ASST/CHIEF	128,824.02	-	-	15,670.30	280.00
		GAS OPS TECHNICIAN	123,856.58	-	-	58,263.89	-
		ELEC OPS ELECTRICIAN	118,273.81	-	-	132,171.86	-
		ELEC OPS LINEWORKER	115,656.43	-	-	126,489.55	4,270.91
		SAFETY RISK COMPL INSPECTOR	162,702.46	-	-	134,568.31	-
		ELEC OPS LINEWORKER	16,510.06	-	-	35,816.76	-
		GENERATION MANAGER/SR MANAGER	224,577.12	50,067.34	-	36,947.31	499.50
		IT ANALYST/SPECIALIST SR/EXP/PRN	191,935.94	30,904.48	-	-	-
		HR ECO BUSINESS PARTNER EXP/PRN	170,240.72	27,544.29	-	50.00	476.25
		GAS ENG INTERCONNECTION MNGR	155,000.04	15,372.00	-	50.00	1,155.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	166,856.24	-	-	137,562.90	-
		GAS OPS FOREMAN/LEADER	128,329.17	-	-	65,542.45	143.89
		GAS ENG ENGINEER SR/EX/PRN	132,622.30	15,750.07	-	3,350.54	6,057.59
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	156,252.00	16,332.86	-	2,623.85	1,189.58
		GAS OPS OPERATOR	133,050.30	-	-	43,281.31	-
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	190,086.66	29,849.19	10,294.30	1,550.00	809.42
		ELEC OPS FOREMAN/SUBFOREMAN	111,901.87	-	-	99,509.76	-
		ELEC OPS LINEWORKER	143,445.19	-	-	62,351.88	-
		OPERATIONS CONSULTANT/SR EX ASST/CHIEF	119,630.64	12,242.15	-	719.28	-
		GAS OPS FOREMAN/LEADER	134,460.08	-	-	48,479.35	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	74,680.86	12,400.97	-	200,201.10	7,418.19
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	155,627.70	16,873.90	-	1,850.48	420.00
		ELEC OPS LINEWORKER	162,318.83	-	-	181,026.92	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	17,047.20	-	-	26,336.21	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,946.94	17,445.10	-	1,500.00	400.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,109.72	16,516.19	-	50.00	385.00
		IT ENGAGEMENT/SERVICE MANAGER PRN	146,031.95	19,122.40	-	6,382.62	352.69
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,005.00	17,564.91	-	-	5,211.32
		SAFETY RISK DIRECTOR/SR DIRECTOR	11,830.00	43,442.10	3,439.80	64,389.31	80.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	161,395.90	10,669.73	-	-	2,588.18
		ELEC ENG MANAGER/SR MANAGER	186,687.14	22,748.46	-	50.00	455.00
		ELEC OPS MANAGER/SR MANAGER	200,078.14	24,719.29	-	-	2,205.98
		IT ANALYST/SPECIALIST SR/EXP/PRN	113,420.96	-	-	5,000.00	175.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,599.80	14,359.76	-	-	1,400.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,726.66	7,786.25	-	3,240.00	2,773.38
		ENG PLNG & STRAT DATA SCIENTIST	143,988.13	-	-	15,750.00	-
		IT ENGINEER SR/EX/PRN	97,312.68	14,432.59	-	6,283.47	245.00
		ELEC ENG SUPERVISOR	145,041.33	7,196.52	-	9,485.02	1,124.65
		GAS OPS LEAD REP/SPEC/INSPECTOR	127,201.29	-	-	4,608.72	136.25
		ELEC OPS LINEWORKER	131,000.34	-	-	270,229.41	-
		GAS ENG ENGINEER SR/EX/PRN	130,240.73	-	-	283.86	735.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	127,946.59	-	-	140,992.42	541.58
		GAS OPS CONST/PRGM MANAGER	137,183.80	18,268.95	-	2,984.40	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	12,441.19	20,354.05	-	20,002.30	-
		ELEC OPS FOREMAN/SUBFOREMAN	156,429.58	-	-	211,395.62	1,466.38
		ELEC OPS FOREMAN/SUBFOREMAN	78,669.21	-	-	45,594.16	189.55
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	113,079.30	-	-	160,045.81	-
		GENERATION TECHNICIAN SR/EX	29,312.75	-	-	34,749.14	-
		GENERATION SUPERVISOR	154,350.06	26,070.69	-	38,493.60	541.10
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	133,390.08	14,242.48	-	11,915.80	420.00

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,189.44	-	-	82,433.07	-
		GAS OPS WORKING LEADER	80,625.78	-	-	50,997.07	477.40
		ELEC OPS FOREMAN/SUBFOREMAN	129,029.30	-	-	6,763.08	-
		GENERATION TECHNICIAN SR/EX	138,903.60	-	-	80,989.24	-
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	154,700.04	16,450.23	-	9,800.00	713.44
		ELEC OPS ELECTRICIAN	120,918.61	-	-	29,701.69	-
		HR ECO MANAGER/SR MANAGER	156,716.60	25,253.47	-	2,812.32	872.33
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	129,549.63	-	-	20,716.64	1,182.90
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,348.82	11,398.43	-	6,736.00	12,125.87
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	92,295.39	-	-	350,023.81	-
		CUSTOMER CARE MANAGER/SR MANAGER	194,519.84	31,601.03	10,294.30	-	2,457.78
		ELEC ENG SUPERVISOR	199,206.70	19,624.61	-	16,014.57	8,068.76
		ELEC OPS SPECIALIST SR/EX/PRN	153,265.03	12,705.21	-	-	462.50
		SAFETY RISK COMPL INSPECTOR	136,024.53	-	-	95,264.37	-
		GAS OPS FOREMAN/LEADER	134,682.76	-	-	48,633.42	6,250.52
		GAS OPS TECHNICIAN	116,586.83	-	-	77,215.06	5,936.16
		ELEC OPS ELECTRICIAN	117,223.42	-	-	33,586.17	-
		SAFETY RISK CONST MANAGER SR/EXP	136,689.56	11,339.58	-	27,576.92	8,100.14
		ELEC OPS SYSTEM OPERATOR/LEAD	148,999.48	-	-	87,870.83	-
		IT ENGINEER SR/EX/PRN	147,289.68	15,822.95	-	2,550.00	136.76
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,593.28	-	-	132,951.00	998.24
		GAS OPS SUPERVISOR	159,724.34	25,289.97	-	65,314.50	6,217.84
		GAS OPS SUPERVISOR	119,680.53	-	-	14,692.23	-
		ELEC OPS SUPERVISOR	157,860.16	15,607.14	-	164,665.91	2,443.01
		ELEC OPS ELECTRICIAN	130,232.34	-	-	68,851.14	4,866.54
		GAS OPS SYSTEM/CONST OPERATOR	119,869.81	-	-	30,513.01	149.72
		SHARED SVS SUBFOREMAN	127,395.44	-	-	-	106.47
		ELEC ENG TECHNOLOGIST	127,828.52	-	-	44,121.24	645.82
		GAS ENG ENGINEER SR/EX/PRN	133,806.12	-	-	449.23	372.50
		GAS OPS PRGM/PROJ MANAGER	145,690.00	18,393.62	-	4,970.56	2,965.10
		ELEC ENG SUPERVISOR	172,200.00	7,148.40	-	83,512.53	577.43
		ELEC OPS SYSTEM OPERATOR/LEAD	59,534.61	-	-	51,677.82	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,924.20	-	-	135,205.66	-
		GAS ENG ENGINEER SR/EX/PRN	96,780.00	25,559.27	-	266,312.67	5,243.21
		GAS OPS TECHNICIAN	124,971.93	-	-	29,204.55	60.84
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,873.15	-	-	507,341.16	653.32
		GAS OPS SUPERVISOR	163,296.90	25,567.63	-	64,598.62	25.00
		ELEC OPS LINEWORKER	112,155.02	-	-	83,380.31	-
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	73,896.32	9,588.40	-	34,930.60	2,277.34
		ELEC OPS FOREMAN/SUBFOREMAN	140,506.01	-	-	54,108.29	695.78
		GAS OPS FOREMAN/LEADER	139,332.80	-	-	35,991.29	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	152,400.81	-	-	80,532.64	22.03
		IT TECHNICIAN	112,413.08	-	-	28,619.32	6,950.57
		SHARED SVS MECHANIC	103,939.86	-	-	4,401.91	-
		GAS OPS SUPERVISOR	163,606.22	26,179.08	-	61,832.31	610.82
		GAS ENG ENGINEER SR/EX/PRN	137,125.72	-	-	102,247.12	2,156.55
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	194,129.92	19,149.16	-	-	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	119,735.16	-	-	860.95	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	154,679.51	-	-	116,036.98	140.00
		GAS OPS SUPERVISOR	142,864.62	22,555.73	-	7,770.28	6,846.05
		GAS ENG SUPERVISOR	160,852.18	20,390.18	-	74,487.90	1,770.43
		GAS OPS INSPECTOR	110,006.85	-	-	15,689.65	-
		GENERATION OPERATOR	128,787.66	-	-	61,319.66	-
		GENERATION REACTOR	118,535.72	-	-	55,071.43	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,007.48	11,986.41	-	-	559.44
		GAS OPS FOREMAN/LEADER	111,653.51	-	-	85,736.29	-
		ELEC OPS LINEWORKER	130,950.47	-	-	67,329.31	1,001.96
		CORP AFFAIRS GOV REP EXP/PRN	133,720.80	14,784.27	-	7,498.80	1,048.49
		GAS OPS TECHNICIAN	106,397.77	-	-	30,262.71	136.50
		SHARED SVS FACILITY LEAD/TECH	122,460.90	17,598.24	-	13,490.74	435.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,437.26	16,658.22	-	50.00	680.67
		ELEC OPS FOREMAN/SUBFOREMAN	152,522.07	-	-	135,198.16	-
		GAS ENG ENGINEER SR/EX/PRN	146,685.88	-	-	690.75	680.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	192,778.64	31,706.37	-	2,867.78	-
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,557.36	-	39,004.90	3,016.85



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		OPERATIONS ANALYST/SPECIALIST EXP/PRN	173,400.33	36,178.33	-	4,000.00	5262.21
		GAS ENG ENGINEER SR/EX/PRN	130,587.36	-	-	19,474.02	1,307.28
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,199.10	14,553.54	-	-	420.00
		ELEC OPS SUPERVISOR	168,766.26	8,407.03	-	105,422.17	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	148,727.54	13,989.44	-	33,415.85	33,816.76
		GAS OPS OPERATOR	132,815.51	-	-	55,834.75	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,600.64	-	-	94,132.54	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	138,062.02	13,427.52	-	6,934.15	9,414.20
		ELEC OPS LINeworker	135,219.39	-	-	37,848.38	79.81
		ELEC OPS BUSINESS LIAISON	128,201.60	-	-	119,373.99	-
		GENERATION SUPERVISOR	62,768.24	32,223.73	-	62,245.99	250.26
		CUSTOMER CARE MANAGER/SR MANAGER	143,937.50	23,497.65	-	50.00	-
		SHARED SVS SUBFOREMAN	127,888.02	-	-	31,540.12	135.63
		IT ENGINEER SR/EX/PRN	134,622.64	14,403.67	-	50.00	1,168.85
		GAS ENG ENGINEER SR/EX/PRN	143,396.66	-	-	450.00	1,050.00
		ELEC OPS SUPERVISOR	154,170.60	13,934.57	-	5,676.16	1,214.00
		ENT HEALTH & SAFETY DIRECTOR/SR DIRECTOR	208,828.14	27,812.65	-	-	1,169.71
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	11,893.94	-	-	-	-
		GAS OPS PRGM/PROJ MANAGER	185,760.00	17,559.35	-	7,997.70	1,418.77
		GENERATION ELECTRICIAN	109,524.20	-	-	124,032.63	1,135.16
		HR ECO SUPERVISOR	141,457.98	18,221.42	-	-	187.95
		GAS OPS LEAD REP/SPEC/INSPECTOR	135,191.07	-	-	30,671.02	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	156,431.30	15,700.95	-	46,190.13	632.10
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	148,215.84	16,327.18	-	50.00	385.00
		ELEC OPS SYSTEM OPERATOR/LEAD	85,698.31	-	-	84,824.04	-
		GENERATION PLANNER	154,580.60	-	-	28,283.66	160.00
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	74,503.34	16,426.44	-	184,567.80	732.60
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	141,182.36	-	-	58,055.08	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	125,239.93	-	-	69,215.44	960.00
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	110,521.16	48,075.89	19,697.62	306,488.22	637.33
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	132,027.49	-	-	4,097.96	960.00
		ELEC OPS SYSTEM OPERATOR/LEAD	157,570.60	-	-	66,653.72	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,791.04	-	-	49,653.22	1,255.87
		ELEC OPS FOREMAN/SUBFOREMAN	138,686.81	-	-	126,886.43	1,753.36
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,886.74	9,341.87	-	1,050.00	-
		GENERATION CREW LEADER/CONTROL LEAD	141,143.57	-	-	144,381.21	-
		ELEC OPS OPERATOR	18,739.81	-	-	75,482.68	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,428.12	14,141.86	-	2,400.00	245.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,359.25	14,998.50	-	950.00	350.00
		GAS ENG ENGINEER SR/EX/PRN	139,076.41	-	-	26,732.57	870.52
		GENERATION AUDITOR SR/EX	171,516.00	24,030.63	-	30,940.75	545.00
		GEN COUNSEL & ETHICS COMP PARALEGAL	138,731.76	17,650.23	-	6,199.27	762.86
		IT DEVELOPER SR/EX	157,573.28	17,023.33	-	2,050.00	2,306.31
		GAS OPS SUPERVISOR	151,032.18	-	-	29,416.66	696.98
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	144,947.86	23,342.99	-	50.00	6,605.72
		OPERATION COORDINATOR	129,862.90	14,643.00	-	1,788.88	5,657.29
		ELEC OPS LEAD OPERATOR	151,598.42	-	-	34,993.79	-
		GAS OPS SUPERVISOR	142,797.72	15,415.13	-	18,733.69	1,785.80
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,040.76	14,051.24	-	-	517.80
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	206,736.00	16,957.03	-	894.51	878.83
		GAS ENG SUPERVISOR	126,896.30	16,332.38	-	-	1,093.05
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	41,290.32	10,968.78	-	3,929.04	598.07
		GENERATION OPS/OUTAGE/OUTAGE WINDOW MANAGER SR/EX	206,856.00	29,009.79	-	45,400.72	-
		GAS OPS SUPERVISOR	157,081.80	24,819.84	-	27,830.90	12,078.66
		ELEC OPS CONSULTANT SR/EXP/PRN	165,000.00	13,526.66	-	50.00	440.32
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	134,546.32	-	-	84,208.35	800.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	141,767.74	14,301.71	-	1,733.72	548.01
		GENERATION MACHINST/MECHANIC/RIGGER	133,494.10	-	-	64,568.92	-
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	34,882.94	17,617.40	-	19,999.57	140.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	108,448.82	-	-	286,673.78	1,472.71
		GENERATION SUPERVISOR	186,908.78	31,658.04	-	41,318.41	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,592.34	16,916.45	-	50.00	1,015.00
		ELEC OPS LEAD OPERATOR	175,017.60	-	-	76,488.92	-
		ELEC OPS SYSTEM OPERATOR/LEAD	151,586.16	-	-	141,535.35	7,681.65
		GAS OPS MECHANIC/WELDER	136,007.54	-	-	26,955.74	-

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		ELEC OPS ELECTRICIAN	123,658.83	-	-	135,440.35	760.57
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	149,060.44	12,335.63	-	2,571.99	3,043.22
		ELEC OPS MANAGER/SR MANAGER	146,736.96	16,447.40	-	50.00	8,830.90
		GENERATION SUPERVISOR	57,241.87	16,362.03	-	28,824.84	-
		ELEC ENG ESTIMATOR	132,522.26	-	-	61,434.98	2,180.58
		GAS OPS FOREMAN/LEADER	136,261.66	-	-	47,532.14	179.01
		GAS OPS OPERATOR	132,694.49	-	-	54,909.36	-
		GAS OPS TECHNICIAN	65,166.85	-	-	19,920.72	153.86
		GENERATION COORDINATOR SR/EX	154,176.00	21,622.47	-	-	-
		GEN COUNSEL & ETHICS COMP ATTORNEY	177,209.28	18,100.41	-	10,947.68	-
		ELEC OPS BUSINESS LIAISON	108,114.46	-	-	9,251.12	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	52,518.35	17,740.21	-	14,959.04	440.00
		GAS ENG SUPERVISOR	170,000.04	22,061.43	-	5,278.20	1,046.65
		GAS ENG SUPERVISOR	183,387.24	29,152.23	-	-	1,122.26
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	133,070.20	-	-	50.00	-
		GAS ENG ENGINEER SR/EX/PRN	138,095.11	-	-	78,339.53	698.91
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	203,793.26	57,857.39	18,882.30	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	83,576.88	-	-	448,224.68	607.81
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,355.74	-	3,660.80	810.60
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	130,174.30	10,121.18	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,472.46	-	-	18,672.63	362.91
		GAS OPS SUPERVISOR	141,383.20	22,502.94	-	4,219.83	1,500.38
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	1,761.86	12,207.20	-	7,925.40	140.00
		ELEC ENG ESTIMATOR	128,643.79	-	-	9,496.88	518.31
		IT SUPERVISOR	164,666.66	20,818.15	-	2,298.42	1,632.15
		ELEC ENG ENGINEER	195,999.96	18,280.77	-	3,500.00	1,769.90
		GENERATION REACTOR	137,289.08	-	-	81,963.41	-
		ELEC OPS TECHNICIAN	134,279.54	-	-	84,466.85	25.00
		ELEC OPS FOREMAN/SUBFOREMAN	133,865.73	-	-	8,578.72	-
		ELEC OPS ELECTRICIAN	126,511.12	-	-	66,451.70	215.28
		ELEC OPS FOREMAN/SUBFOREMAN	147,946.32	-	-	47,011.81	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	132,471.00	14,346.65	-	50.00	-
		ELEC OPS ELECTRICIAN	99,605.28	-	-	14,181.86	-
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	240,853.86	52,001.02	39,482.20	2,850.00	1,017.88
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	140,854.90	14,807.40	-	78,220.87	-
		ELEC OPS SUPERVISOR	165,901.66	16,356.22	-	54,699.15	5,080.75
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	104,455.89	-	-	128,342.06	-
		GENERATION TECHNICIAN SR/EX	22,298.50	-	-	24,485.92	-
		ELEC ENG TECHNICIAN	127,049.20	-	-	64,641.87	1,061.88
		GAS OPS TECHNICIAN	129,325.85	-	-	52,857.11	162.50
		IT ARCHITECH EXP/PRN	205,757.44	33,182.26	-	50.00	4,711.09
		GAS OPS SUPERVISOR	149,364.76	23,821.63	-	97,487.08	204.18
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	232,464.34	49,666.89	35,173.02	-	1,713.75
		IT ENGINEER SR/EX/PRN	176,964.00	18,950.10	-	1,619.52	175.00
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	183,750.00	25,484.24	-	-	320.00
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	31,047.99	13,800.04	-	63,134.26	-
		ELEC OPS LINEWORKER	136,066.82	-	-	59,669.33	840.14
		IT ENGINEER SR/EX/PRN	169,358.52	13,772.88	-	50.00	75.00
		ELEC OPS FOREMAN/SUBFOREMAN	148,008.20	-	-	72,898.57	-
		ELEC OPS ENGINEER SR/EXP/PRN	182,862.80	24,817.64	-	18,870.59	10,935.71
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	119,586.71	11,128.81	-	1,250.00	35.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,553.77	-	-	253,781.26	-
		ENG PLNG & STRAT SUPERVISOR	146,134.76	18,915.24	-	7,298.32	718.80
		ELEC OPS DIRECTOR/SR DIRECTOR	214,528.80	26,420.26	8,576.70	50.00	2,843.81
		ELEC OPS SUPERVISOR	132,301.66	7,590.72	-	104,216.40	2,446.82
		GAS ENG ENGINEER SR/EX/PRN	129,061.23	17,488.60	-	2,075.58	988.42
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	29,030.09	-	-	7,201.47	-
		IT TECHNICIAN	135,012.00	-	-	14,543.75	-
		GAS ENG ENGINEER SR/EX/PRN	128,536.76	-	-	40,406.62	-
		ELEC ENG SUPERVISOR	129,226.46	12,760.35	-	25.00	3,155.69
		GAS OPS FOREMAN/LEADER	128,924.20	-	-	19,609.57	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	109,763.76	12,299.27	-	32,306.75	52.59
		GAS OPS SUPERVISOR	144,952.70	23,099.17	-	1,680.96	861.43
		GAS ENG ENGINEER SR/EX/PRN	132,150.78	-	-	88,327.07	525.00
		GENERATION TECHNICIAN SR/EX	133,617.58	-	-	46,107.83	1,329.08

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS SUPERVISOR	163,208.06	15,936.90	-	71,831.20	3,173.90
		GAS ENG ENGINEER SR/EX/PRN	59,251.31	10,110.35	-	12,264.87	1,607.82
		ELEC OPS BUSINESS LIAISON	127,513.64	-	-	2,168.13	-
		ELEC OPS SUPERVISOR	153,750.00	11,488.50	-	9,712.45	3,684.48
		ELEC OPS TECHNICIAN	147,838.40	-	-	36,819.60	-
		GENERATION TECHNICIAN SR/EX	-	-	-	-	-
		GAS OPS FOREMAN/LEADER	136,284.70	-	-	62,166.16	-
		ELEC OPS LINEWORKER	141,773.69	-	-	201,784.00	275.24
		GAS OPS SUPERVISOR	148,371.56	22,537.72	-	17,537.98	5,490.25
		FINANCE MANAGER/SR MANAGER	149,782.19	23,956.99	-	-	280.00
		GAS ENG SENIOR BUSINESS REP	148,889.83	-	-	23,489.21	206.64
		GENERATION MANAGER/SR MANAGER	216,464.76	47,014.11	-	14,247.44	1,738.32
		GENERATION TECHNICIAN SR/EX	35,232.57	-	-	24,958.17	-
		ELEC OPS SUPERVISOR	167,200.03	16,640.50	-	132,766.77	-
		ELEC ENG TECH DOC ANLST/WRITER	151,419.58	12,450.06	-	50.00	1,006.20
		GAS OPS SCHEDULER	140,129.08	-	-	11,764.07	504.14
		GAS ENG SENIOR BUSINESS REP	26,883.52	-	-	4,469.94	-
		ELEC OPS LINEWORKER	141,411.23	-	-	109,887.54	-
		GENERATION TECHNICIAN SR/EX	31,525.67	-	-	54,602.27	-
		GAS OPS SUPERVISOR	138,072.88	22,020.74	-	2,986.85	871.08
		GENERATION SUPERVISOR	184,891.76	31,392.92	-	22,950.20	-
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	120,286.38	16,826.30	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	123,219.29	-	-	40,427.64	-
		GAS OPS MANAGER/SR MANAGER	183,335.12	35,964.49	-	2,400.00	6,569.61
		GENERATION TECHNICIAN SR/EX	34,164.16	-	-	31,279.14	-
		GENERATION TECHNICIAN SR/EX	28,597.80	-	-	25,950.04	-
		GENERATION TECHNICIAN SR/EX	132,295.44	-	-	27,218.71	-
		HR ECO LABOR NEGOTIATOR PNR	171,974.86	27,725.01	-	50.00	3,869.11
		ELEC OPS FOREMAN/SUBFOREMAN	121,686.18	-	-	49,258.83	-
		SHARED SVS SUPERVISOR	149,785.30	15,545.23	-	6,167.37	935.49
		ELEC OPS LINEWORKER	125,318.88	-	-	130,001.93	-
		GENERATION TECHNICIAN SR/EX	41,687.84	-	-	37,323.47	-
		GENERATION MACHINST/MECHANIC/RIGGER	18,762.00	-	-	11,421.47	-
		ELEC OPS LEAD OPERATOR	171,647.20	-	-	70,282.57	1,850.73
		SHARED SVS SUPERVISOR	131,456.30	17,098.29	-	8,862.46	8,838.28
		ELEC OPS SPECIALIST SR/EX/PRN	146,176.00	19,329.21	-	57.56	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	37,589.28	11,855.60	-	29,282.89	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,864.55	-	37,753.61	880.00
		GENERATION MACHINST/MECHANIC/RIGGER	122,362.96	-	-	134,266.18	53.95
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	131,132.60	-	-	12,975.85	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	75,347.76	10,004.53	-	211,205.17	577.51
		ELEC OPS FOREMAN/SUBFOREMAN	130,811.88	-	-	267,414.29	40.63
		ELEC OPS FOREMAN/SUBFOREMAN	142,194.84	-	-	46,307.67	-
		ELEC OPS OPERATOR	133,236.80	-	-	18,987.78	-
		ENT HEALT & SAFETY SUPERVISOR	156,287.18	24,512.16	-	13,539.80	5,033.82
		ELEC OPS MANAGER/SR MANAGER	193,091.64	41,031.00	-	2,050.00	711.74
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	202,909.34	43,532.09	30,905.50	3,400.00	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	173,737.50	21,598.22	-	7,500.00	425.00
		IT MANAGER/SR MANAGER	165,254.92	25,437.24	-	5,650.00	670.58
		IT INVESTIGATOR SR/EXP	23,827.76	15,936.00	-	12,236.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	163,222.99	-	-	235,936.45	4,868.60
		ELEC ENG TECHNICIAN	168,309.75	-	-	39,996.33	-
		GAS OPS SUPER CREW LEADER/COORD	126,223.02	-	-	55,918.28	119.48
		GAS OPS CONST/PRGM MANAGER	152,316.66	21,283.59	-	-	385.00
		ELEC OPS MANAGER/SR MANAGER	159,391.04	26,319.52	-	15,050.00	504.80
		ELEC ENG TECHNICIAN	119,918.40	-	-	42,083.46	13,948.94
		ELEC OPS SYSTEM OPERATOR/LEAD	147,804.76	-	-	60,195.01	-
		ELEC OPS SYSTEM OPERATOR/LEAD	143,146.75	-	-	93,810.98	528.29
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	140,000.04	-	-	100.97	-
		ELEC OPS LINEWORKER	120,406.55	-	-	67,396.77	-
		ELEC OPS LINEWORKER	142,378.37	-	-	88,610.14	104.54
		HR GENERALIST SR/EXP/PRN	64,113.60	14,165.75	-	152,234.90	244.00
		ELEC OPS FOREMAN/SUBFOREMAN	143,311.20	-	-	70,210.45	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	196,218.34	23,872.81	8,576.70	-	1,223.38
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	130,092.30	-	-	53,361.10	172.80

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		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	153,716.16	-	-	145,137.07	4000
		IT ENGINEER SR/EX/PRN	170,513.16	17,884.77	47,807.64	-	420.00
		ELEC OPS FOREMAN/SUBFOREMAN	92,719.20	-	-	21,335.24	-
		GENERATION MACHINIST/MECHANIC/RIGGER	28,143.00	-	-	32,945.21	-
		SUPPLY CHAIN MATERAILS DEMAND PLAN/INSPECTOR	56,644.50	-	-	47,082.86	420.62
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	172,675.00	16,053.50	-	3,132.19	-
		ELEC OPS MANAGER/SR MANAGER	188,024.76	22,808.29	8,576.70	-	4,772.34
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	137,885.00	17,633.75	-	300.00	906.79
		ELEC OPS SYSTEM OPERATOR/LEAD	82,655.77	-	-	318,690.84	-
		FINANCE MANAGER/SR MANAGER	177,249.96	29,342.64	-	2,000.00	840.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,608.98	16,245.56	-	2,907.95	791.00
		GAS ENG ENGINEER SR/EX/PRN	155,049.21	-	-	71,914.29	105.00
		ELEC OPS TECHNICIAN	148,773.60	-	-	92,725.20	-
		GAS OPS PRGM/PROJ MANAGER	80,466.28	21,512.04	-	185,221.38	6,631.98
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	146,570.26	19,519.08	-	50.00	1,565.78
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	149,959.02	11,813.97	-	2,831.30	876.24
		SHARED SVS BIOLOGIST	153,468.00	16,394.14	-	11,798.10	5,977.62
		ELEC OPS ENGINEER	139,617.75	21,840.71	-	37,405.77	9,981.87
		GAS ENG ENGINEER SR/EX/PRN	140,242.16	18,204.19	-	5,851.75	350.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	128,493.70	11,364.42	-	1,080.40	350.00
		GENERATION CONTRACT/PRGM/PRJCT MANAGER SR/EX/PRN	156,780.00	21,987.38	-	37,484.61	-
		GENERATION COORDINATOR SR/EX	150,985.00	21,328.45	-	5,041.32	645.01
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	98,706.70	16,032.93	-	196,892.22	240.00
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	154,028.86	16,513.48	-	1,000.00	688.34
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	127,596.00	15,081.79	-	1,089.35	1,268.39
		GAS OPS CONST/PRGM MANAGER	137,537.80	18,638.30	-	10,084.71	952.33
		ELEC OPS CONSULTANT SR/EXP/PRN	167,885.88	21,326.60	-	3,357.72	-
		ELEC OPS LINEWORKER	127,263.10	-	-	140,361.62	1,036.03
		ELEC OPS LINEWORKER	65,403.36	-	-	136,266.82	822.50
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	163,312.50	12,859.97	-	50.00	1,058.75
		OPERATIONS SUPERVISOR	129,119.30	12,770.11	-	7,752.61	23,654.52
		GAS ENG ENGINEER SR/EX/PRN	121,015.13	-	-	79,836.31	3,029.49
		ELEC OPS TECHNICIAN	151,348.70	-	-	57,899.33	161.25
		GAS ENG SENIOR BUSINESS REP	139,747.36	-	-	81,236.97	801.83
		HR ECO BUSINESS PARTNER EXP/PRN	145,101.74	15,454.81	-	1,175.00	604.10
		ELEC OPS LINEWORKER	18,049.80	-	-	38,739.42	485.01
		ELEC ENG SUPERVISOR	189,059.24	17,199.52	-	3,239.90	2,579.36
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	148,832.48	-	-	59,284.71	1,285.01
		SAFETY RISK COMPL INSPECTOR	139,977.28	-	-	87,200.14	1,961.79
		GAS OPS SUPERVISOR	156,582.60	24,871.67	-	50.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,317.79	-	16,599.72	651.96
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	235,420.90	51,067.27	29,187.90	4,350.00	4,288.23
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	139,858.38	19,193.64	-	27,746.79	1,381.83
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	125,390.86	12,644.51	-	1,317.45	664.93
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	140,089.40	11,308.28	-	2,550.00	1,040.00
		ELEC OPS CONSULTANT SR/EXP/PRN	112,764.17	13,502.71	-	1,050.00	1,290.51
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	184,684.14	19,776.78	-	-	-
		GENERATION SUPERVISOR	162,967.30	27,560.61	-	52,802.21	1,298.21
		GAS ENG ENGINEER SR/EX/PRN	125,558.34	15,653.40	-	10,688.50	8,054.70
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	156,780.00	12,859.97	-	400.00	1,933.77
		ELEC OPS FOREMAN/SUBFOREMAN	137,541.29	-	-	60,475.70	-
		ELEC OPS SUPERVISOR	153,016.35	14,803.11	-	1,011.22	304.29
		GAS ENG ENGINEER SR/EX/PRN	143,760.96	-	-	135,082.04	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	151,117.52	-	-	89,640.39	-
		GENERATION TECHNICIAN SR/EX	28,669.50	-	-	26,350.22	-
		ELEC OPS LINEWORKER	129,444.81	-	-	114,860.28	858.88
		ELEC OPS FOREMAN/SUBFOREMAN	116,248.19	-	-	46,023.14	211.55
		ELEC OPS ENGINEER	142,918.03	-	-	131,022.21	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	142,232.34	15,000.44	-	1,681.00	2,881.85
		SAFETY RISK COMPL INSPECTOR	101,182.46	-	-	58,076.26	1,403.69
		ELEC OPS TECHNICIAN	124,397.96	-	-	134,613.71	256.51
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,555.85	-	-	107,263.66	-
		SAFETY RISK COMPL INSPECTOR	115,111.48	-	-	21,589.67	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	125,021.61	15,725.26	-	3,672.19	2,664.48
		ELEC OPS SYSTEM OPERATOR/LEAD	138,074.87	-	-	97,774.42	-

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		ELEC OPS SPECIALIST SR/EX/PRN	130,922.14	-	-	37,539.15	275.00
		GENERATION ANALYST SR/EXP/PRN	155,108.42	22,090.54	-	50.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	78,539.98	13,105.40	-	204,796.65	837.09
		ELEC OPS SUPERVISOR	159,197.94	9,233.35	-	177,944.58	-
		ELEC OPS LEAD OPERATOR	142,300.80	-	-	75,391.30	-
		ELEC OPS SUPERVISOR	144,240.14	13,675.66	-	25,323.95	29,327.28
		ELEC OPS TECHNICIAN	129,383.74	-	-	50,832.34	487.16
		GAS OPS PRGM/PROJ MANAGER	195,060.00	25,756.55	-	1,248.83	2,293.85
		GAS ENG ENGINEER SR/EX/PRN	131,059.96	-	-	18,255.24	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	172,362.36	-	-	152,001.27	-
		ELEC OPS LINEWORKER	130,665.11	-	-	67,916.98	-
		ELEC ENG ENGINEER	156,841.29	-	-	87,830.98	590.00
		GAS OPS SYSTEM/CONST OPERATOR	128,687.18	-	-	70,674.41	912.78
		ELEC OPS TECHNICIAN	115,450.84	-	-	42,926.86	-
		GAS ENG SUPERVISOR	180,146.27	28,639.29	-	802.40	460.94
		ELEC OPS SPECIALIST SR/EX/PRN	141,000.00	-	-	-	2,931.69
		GENERATION TECHNICIAN SR/EX	136,222.11	-	-	78,949.43	-
		GAS OPS TECHNICIAN	139,027.99	-	-	111,786.07	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,776.84	-	-	134,852.08	-
		ELEC OPS LINEWORKER	144,761.18	-	-	129,021.97	-
		SHARED SVS BIOLOGIST	92,568.00	16,502.84	-	22,334.16	615.47
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,712.58	-	-	9,788.65	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	146,084.92	-	-	111,329.26	-
		SHARED SVS SCIENTIST	144,477.60	14,642.76	-	12,899.84	4,148.68
		SHARED SVS SCIENTIST	152,954.00	15,975.96	-	7,394.22	2,556.20
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	104,456.00	-	-	-	9,522.61
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	125,246.24	15,461.82	-	36,575.12	5,787.70
		ELEC OPS LINEWORKER	100,301.72	-	-	79,698.39	-
		ELEC OPS TECHNICIAN	118,450.02	-	-	25,488.78	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	151,135.36	24,255.91	-	4,350.00	752.60
		GAS ENG ENGINEER SR/EX/PRN	126,844.76	4,477.15	-	6,897.50	300.63
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	147,525.62	15,925.35	-	-	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	(1,044.80)	-	-	197,453.31	-
		ELEC ENG ENGINEER	209,278.62	25,875.55	-	950.00	6,785.15
		ELEC OPS TECHNICIAN	166,726.66	-	-	32,742.66	332.47
		ELEC OPS MANAGER/SR MANAGER	157,233.20	24,219.48	-	11,552.92	3,105.52
		ELEC OPS SUPERVISOR	156,568.56	15,491.60	-	98,573.39	860.54
		GAS OPS SYSTEM/CONST OPERATOR	123,290.75	-	-	69,662.05	327.77
		ELEC ENG ENGINEER	134,414.39	-	-	24,388.43	728.22
		ELEC OPS LINEWORKER	125,908.93	-	-	88,164.31	398.72
		GAS OPS SUPERVISOR	130,453.10	12,689.63	-	12,385.31	5,947.17
		ELEC OPS MANAGER/SR MANAGER	179,374.96	20,284.32	-	2,500.00	12,500.08
		ELEC OPS FOREMAN/SUBFOREMAN	111,801.20	-	-	55,313.63	634.44
		GAS ENG ENGINEER SR/EX/PRN	198,965.14	39,599.85	8,576.70	100.00	2,298.66
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,428.00	14,953.26	-	16,757.20	1,464.71
		ELEC OPS SYSTEM OPERATOR/LEAD	130,700.82	-	-	96,756.85	159.34
		GAS ENG ENGINEER SR/EX/PRN	131,291.88	-	-	34,869.32	426.94
		IT DIRECTOR/SR DIRECTOR	226,690.72	35,762.71	-	50.00	3,719.86
		GAS OPS SUPERVISOR	133,452.12	21,300.49	-	50.00	5,772.97
		HR ECO INSTRUCTOR/LEARNING STRAT EXP/PRN	133,305.44	14,728.83	-	2,657.83	880.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	123,146.40	6,386.76	-	46,928.17	2,609.01
		GAS OPS PRGM/PROJ MANAGER	135,346.00	13,366.17	-	2,736.14	1,764.25
		GAS OPS SUPERVISOR/EXEC ASSISTANT	136,181.36	18,128.11	-	1,679.54	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	-	28,928.07	-	50.00	-
		ELEC OPS MANAGER/SR MANAGER	180,920.74	32,046.80	-	-	1,964.26
		CUSTOMER CARE SUPERVISOR/ADMIN	132,391.10	17,136.29	-	1,599.20	-
		GENERATION MACHINST/MECHANIC/RIGGER	23,139.80	-	-	22,098.98	-
		GENERATION MACHINST/MECHANIC/RIGGER	23,765.20	-	-	21,959.89	-
		ELEC OPS FOREMAN/SUBFOREMAN	138,607.35	-	-	141,166.83	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,111.96	-	-	153,946.91	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	60,771.23	-	-	347,923.72	106.71
		GAS OPS WORKING LEADER	151,688.56	-	-	52,993.47	-
		GAS OPS OPERATOR	127,019.90	-	-	33,488.91	-
		SHARED SVS MANAGER/SR MANAGER	186,599.96	28,951.84	13,729.50	2,850.00	3,472.06
		CUSTOMER CARE MANAGER/SR MANAGER	198,041.64	31,951.22	-	2,200.00	997.40

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS MANAGER/SR MANAGER	170,606.66	33,496.50	10,294.30	-	1,425.56
		GAS OPS SUPERVISOR	83,136.28	21,133.69	-	12,424.28	-
		GAS OPS MANAGER/SR MANAGER	173,884.37	29,036.50	-	7,920.86	11,622.74
		HR ECO RECRUITER EX	157,979.78	16,918.81	-	11,473.03	418.76
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	139,860.90	-	-	64,842.86	-
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	182,028.00	27,848.70	-	10,524.34	169.00
		GAS ENG ENGINEER SR/EX/PRN	158,157.44	20,886.42	-	1,258.82	1,894.43
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	133,239.00	14,439.86	-	41,379.25	387.50
		GAS OPS FOREMAN/LEADER	118,246.02	-	-	59,674.53	535.80
		IT MANAGER/SR MANAGER	193,956.92	32,063.24	-	6,150.00	1,576.08
		ELEC OPS FOREMAN/SUBFOREMAN	136,034.46	-	-	124,389.73	94.59
		GENERATION ENGINEER SR/EX/PRN	173,166.98	23,407.17	-	50.00	-
		GAS ENG ENGINEER SR/EX/PRN	131,718.18	17,525.63	-	50.00	245.00
		OPERATIONS SUPERVISOR	174,300.00	23,053.25	-	26,456.65	4,900.78
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	165,374.50	24,261.70	-	175.00	1,035.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,923.53	-	1,751.97	2,381.35
		ELEC OPS SUPERVISOR	153,358.06	-	-	120,296.63	811.10
		IT SUPERVISOR	130,200.00	14,873.10	-	12,276.64	420.00
		ELEC OPS FOREMAN/SUBFOREMAN	118,346.53	-	-	52,486.20	-
		ELEC OPS LINEWORKER	131,814.69	-	-	258,482.75	13.25
		SHARED SVS MECHANIC	127,513.60	-	-	25,699.00	-
		ELEC OPS SYSTEM OPERATOR/LEAD	103,112.16	-	-	238,898.46	-
		ELEC OPS LEAD OPERATOR	85,188.45	-	-	206,760.08	-
		OPERATIONS MANGER/SR MANAGER	167,414.56	20,806.95	-	-	762.27
		ELEC ENG TECHNICIAN	129,516.85	-	-	16,307.02	933.76
		GEN COUNSEL & ETHICS COMP PARALEGAL	129,668.22	14,061.17	-	450.00	18.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	134,184.00	-	-	7,975.87	420.00
		FINANCE MANAGER/SR MANAGER	159,858.66	25,749.11	-	1,250.00	200.00
		GAS ENG ENGINEER SR/EX/PRN	149,287.60	6,788.79	-	50.00	5,037.46
		ELEC OPS FOREMAN/SUBFOREMAN	142,800.53	-	-	92,372.19	363.43
		GENERATION OPS/OUTAGE/OUTAGE WINDOW MANAGER SR/EX	206,856.00	29,009.79	-	41,336.50	-
		SAFETY RISK METEOROLOGIST SR	153,114.26	12,283.33	-	17,781.99	1,271.58
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	161,809.04	25,868.88	-	50.00	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	173,607.60	17,987.46	-	250.00	880.00
		ELEC OPS ELECTRICIAN	124,075.76	-	-	21,822.69	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	78,234.48	16,807.03	-	188,695.88	764.71
		GAS OPS LEAD REP/SPEC/INSPECTOR	15,221.60	-	-	3,693.93	-
		ELEC OPS CREW LEAD/LEADER	99,283.25	-	-	152,975.29	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	163,260.01	13,101.77	-	26,541.40	2,735.44
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,739.02	16,798.64	-	3,000.00	458.36
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	149,406.68	16,450.37	-	31,471.48	-
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	138,399.96	15,416.05	-	450.00	-
		ELEC ENG MANAGER/SR MANAGER	208,229.50	25,590.14	-	-	13,421.24
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	(1,957.26)	6,221.67	-	3,461.64	-
		SAFETY RISK COMPL INSPECTOR	94,473.42	-	-	55,851.78	875.53
		GAS OPS LEAD REP/SPEC/INSPECTOR	124,905.73	-	-	123,599.47	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	96,008.06	30,971.54	-	10,415.24	-
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	155,680.33	26,723.76	13,729.50	2,930.00	2,503.47
		HR ECO MANAGER/SR MANAGER	162,910.83	26,910.25	-	50.00	-
		GAS OPS SUPERVISOR	154,006.50	24,561.36	-	5,569.56	1,951.38
		IT SUPERVISOR	144,673.23	19,411.45	-	7,970.27	876.43
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	150,000.00	-	-	1,500.00	1,508.79
		CUSTOMER & COMMS SPECIALIST EXP/PRN	134,292.26	14,544.43	-	-	1,204.43
		GAS ENG SENIOR BUSINESS REP	53,058.40	-	-	6,847.19	420.00
		GAS ENG SUPERVISOR	159,947.60	20,544.21	-	57,672.38	455.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	4,956.54	7,563.44
		ELEC OPS LINEWORKER	54,975.74	-	-	49,601.45	-
		GENERATION ELECTRICIAN	110,493.20	-	-	34,214.71	5,916.12
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	57,744.34	-	-	181,232.73	-
		ELEC OPS TECHNICIAN	167,688.80	-	-	13,301.51	259.28
		GAS OPS FOREMAN/LEADER	137,611.34	-	-	68,182.31	-
		ELEC OPS OPERATOR	112,197.70	-	-	39,014.72	2,745.24
		GENERATION ENGINEER SR/EX/PRN	16,568.85	-	-	881.92	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	155,000.00	14,530.83	-	30,372.84	14,373.67
		SHARED SVS BIOLOGIST	153,468.00	16,434.36	-	700.00	-

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		ELEC OPS LINEWORKER	113,206.72	-	-	77,495.19	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,128.39	-	-	126,989.51	-
		GAS ENG ENGINEER SR/EX/PRN	184,424.64	24,609.24	-	-	-
		CORP AFFAIRS GOV REP EXP/PRN	175,635.85	28,087.51	-	9,105.80	9,060.84
		GAS OPS FOREMAN/LEADER	128,738.16	-	-	41,999.67	-
		ELEC ENG SUPERVISOR	177,200.72	17,547.26	-	54,410.47	3,124.69
		ELEC OPS LINEWORKER	135,454.57	-	-	111,023.32	-
		HR ECO BUSINESS PARTNER EXP/PRN	169,259.08	27,329.93	-	600.00	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	92,898.00	15,239.37	-	256,320.66	747.63
		ELEC OPS TECHNICIAN	131,953.06	-	-	68,967.76	-
		GAS OPS FOREMAN/LEADER	149,423.61	-	-	41,023.14	-
		GAS OPS FOREMAN/LEADER	140,013.13	-	-	35,688.82	-
		IT ANALYST/SPECIALIST SR/EX/PRN	23,035.71	-	-	-	359.25
		OPERATIONS SUPERVISOR	38,743.98	15,749.32	-	24,389.24	704.26
		ELEC OPS LINEWORKER	126,193.87	-	-	150,881.15	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	-	7,625.50	-	234,395.51	-
		ELEC OPS SUPERVISOR	155,460.16	15,444.59	-	17,966.29	508.40
		ELEC OPS TECHNICIAN	184,904.40	-	-	280,220.55	722.01
		GAS ENG TECHNICIAN	126,177.34	-	-	21,098.62	245.00
		ELEC OPS SYSTEM OPERATOR/LEAD	160,035.68	-	-	82,692.20	-
		IT ANALYST/SPECIALIST SR/EX/PRN	138,850.67	-	-	59,411.89	474.49
		GAS ENG ANALYST/SPECIALIST EXP/PRN	188,318.83	30,017.73	-	380.08	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	198,351.22	32,082.34	-	50.00	1,006.00
		SHARED SVS BIOLOGIST	150,102.47	16,434.36	-	20,387.55	6,181.06
		ELEC OPS ELECTRICIAN	128,233.25	-	-	10,626.98	-
		GAS ENG ENGINEER SR/EX/PRN	112,671.97	15,303.61	-	5,809.60	747.16
		HR ECO BUSINESS PARTNER EXP/PRN	171,226.86	27,703.85	-	1,000.00	533.92
		GAS OPS TECHNICIAN	125,931.48	-	-	92,575.76	846.48
		ELEC OPS SUPERVISOR	147,998.01	-	-	17,573.99	-
		GAS OPS WORKING LEADER	145,269.40	-	-	17,745.97	-
		ELEC OPS SUPERVISOR	149,960.06	15,665.79	-	37,132.21	705.00
		ELEC OPS FOREMAN/SUBFOREMAN	33,002.89	-	-	32,306.09	-
		ELEC ENG TECHNICIAN	66,917.91	-	-	146,873.79	-
		SAFETY RISK COMPL INSPECTOR	166,271.33	-	-	123,137.81	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	132,747.88	33,587.96	-	75,519.72	1,947.27
		ELEC OPS SYSTEM OPERATOR/LEAD	78,825.87	-	-	175,653.00	1,663.82
		GAS OPS SUPERVISOR	160,738.56	25,665.88	-	9,174.80	1,572.31
		GAS OPS TECHNICIAN	133,408.15	-	-	114,445.61	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	168,920.08	27,330.60	-	5,500.00	1,247.40
		ELEC ENG ENGINEER	154,938.00	10,047.38	-	18,046.69	4,445.43
		GAS OPS FOREMAN/LEADER	129,269.38	-	-	35,724.88	-
		GAS OPS FOREMAN/LEADER	132,627.35	-	-	18,570.81	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	129,207.06	15,269.71	-	50.00	541.50
		GAS OPS FOREMAN/LEADER	143,220.25	-	-	41,788.12	-
		ELEC OPS CREW LEAD/LEADER	133,424.27	-	-	74,200.54	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	172,365.88	27,227.07	-	5,991.97	263.75
		ELEC OPS LINEWORKER	132,160.15	-	-	101,062.39	-
		CUSTOMER CARE MANAGER/SR MANAGER	197,184.86	30,825.75	8,576.70	7,450.00	563.50
		GAS OPS FOREMAN/LEADER	118,574.99	-	-	44,133.15	38,023.77
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	147,348.45	14,763.78	-	150.00	1,020.00
		IT SUPERVISOR	46,665.10	22,019.35	-	22,946.25	268.56
		GAS OPS MANAGER/SR MANAGER	187,727.04	36,685.44	-	727.76	35,271.38
		ELEC OPS FOREMAN/SUBFOREMAN	132,067.60	-	-	9,870.00	-
		GAS OPS TECHNICIAN	130,652.38	-	-	32,736.56	5,612.52
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	128,900.60	17,201.49	-	9,028.63	577.83
		GAS OPS SYSTEM/CONST OPERATOR	123,509.05	-	-	21,334.36	-
		GAS OPS MECHANIC/WELDER	133,752.14	-	-	80,701.67	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	156,031.25	11,904.81	-	7,953.12	2,243.07
		GAS ENG ENGINEER SR/EX/PRN	138,595.04	18,362.75	-	258.96	355.00
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	117,230.41	-	-	6,667.39	752.88
		ELEC ENG ANALYST/SPEC SR/EX/PRN	141,188.28	18,802.33	-	50.00	3,981.65
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	155,767.50	24,569.61	-	100.00	420.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	165,984.00	14,295.37	-	40,424.33	5,175.95
		ELEC OPS SYSTEM OPERATOR/LEAD	101,454.77	-	-	48,886.37	204.17
		ELEC OPS SUPERVISOR	164,466.00	8,973.96	-	23,846.17	630.21

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		ELEC OPS MANAGER/SR MANAGER	195,262.50	23,798.02	-	6,207.20	2,150.40
		ELEC ENG ESTIMATOR	129,297.51	-	-	8,200.47	46.25
		GAS ENG ENGINEER SR/EX/PRN	145,154.51	-	-	108,495.63	420.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	149,882.28	-	-	57,419.47	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	206,736.00	16,877.03	-	32,649.63	9,836.74
		GAS OPS FOREMAN/LEADER	126,029.82	-	-	82,307.47	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	111,595.81	-	-	256,643.83	-
		GAS OPS PRGM/PROJ MANAGER	136,666.00	17,242.55	-	9,858.27	129.00
		ELEC OPS LINEWORKER	141,874.37	-	-	60,230.32	45.40
		ELEC OPS ENGINEER	122,441.83	-	-	70,556.99	364.07
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	27,998.67	12,937.32	-	5,556.56	-
		ELEC ENG ENGINEER	149,464.00	11,690.87	-	1,239.58	420.00
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	161,925.24	17,902.57	-	4,098.13	280.00
		GAS ENG MANAGER/SR MANAGER	204,534.86	41,637.12	-	1,000.00	420.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	167,000.04	23,282.78	-	1,400.00	481.83
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,236.30	-	11,430.40	1,950.44
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	126,904.00	9,913.13	-	2,481.20	1,231.87
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	120,159.21	8,127.34	-	-	3,618.89
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	140,457.43	11,898.63	-	5,971.99	1,759.25
		ELEC OPS FOREMAN/SUBFOREMAN	116,899.19	-	-	225,404.17	2,775.58
		GAS OPS FOREMAN/LEADER	135,200.90	-	-	63,369.93	-
		GAS ENG ENGINEER SR/EX/PRN	168,248.10	22,011.93	-	11,624.96	3,306.46
		GENERATION ELECTRICIAN	46,702.00	-	-	59,281.75	-
		ENT HEALTH & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	166,535.88	25,410.29	-	15,880.76	2,938.55
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	117,297.76	-	-	122,737.92	-
		ELEC OPS LINEWORKER	131,467.33	-	-	151,603.11	-
		GAS OPS SUPERVISOR	95,594.64	26,174.00	-	217,333.31	-
		GAS ENG ENGINEER SR/EX/PRN	130,352.57	-	-	103,101.64	4,598.89
		GENERATION AUDITOR SR/EX	102,698.40	-	-	5,092.70	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	128,120.56	13,693.30	-	9,710.77	420.00
		ELEC OPS CONSULTANT SR/EXP/PRN	126,601.88	10,511.04	-	1,125.88	385.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	39,303.75	13,252.79	-	65,647.47	9,148.94
		SHARED SVS SUBFOREMAN	124,760.65	-	-	5,707.68	-
		ELEC ENG ESTIMATOR	143,100.50	-	-	14,555.59	1,170.00
		GENERATION ENGINEER SR/EX/PRN	173,608.00	23,325.69	-	43,501.00	2,170.09
		IT ANALYST/SPECIALIST SR/EXP/PRN	171,524.94	18,623.88	-	50.00	6,107.24
		ELEC OPS FOREMAN/SUBFOREMAN	132,725.60	-	-	116,451.33	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	131,583.00	26,146.48	-	2,000.00	-
		GAS OPS ENGINEER	217,056.00	28,448.60	-	20,612.61	224.00
		ELEC OPS FOREMAN/SUBFOREMAN	141,176.03	-	-	42,418.73	-
		SHARED SVS COORD/CONSTL	119,455.23	14,315.12	-	3,705.74	10,785.24
		GAS OPS CONST/PRGM MANAGER	161,071.95	26,025.63	-	-	1,501.59
		ELEC OPS SPECIALIST SR/EX/PRN	132,836.42	5,610.29	-	11,820.68	2,450.52
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,935.75	-	-	135,074.78	-
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	132,713.60	13,383.96	-	-	1,246.67
		GAS OPS ENGINEER	137,081.60	-	-	44,598.24	-
		ELEC OPS LINEWORKER	120,992.23	-	-	77,502.63	-
		GAS OPS FOREMAN/LEADER	120,603.94	-	-	11,329.20	477.37
		SHARED SVS SUBFOREMAN	123,162.08	-	-	733.10	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	147,026.70	19,707.45	-	2,480.99	1,825.79
		GAS ENG SUPERVISOR	152,838.48	24,132.07	-	1,289.90	392.21
		GAS OPS MANAGER/SR MANAGER	139,861.18	22,215.60	-	18,938.95	303.88
		OPERATIONS MANGER/SR MANAGER	186,429.21	37,090.75	-	-	1,160.75
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	10,875.88	4,484.78
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	123,661.34	12,577.15	-	23,224.70	36,128.29
		ELEC OPS TECHNICIAN	128,284.07	-	-	21,700.64	671.80
		GAS OPS MECHANIC/WELDER	125,489.97	-	-	10,960.09	-
		GAS OPS OPERATOR	134,650.58	-	-	54,229.98	-
		ELEC OPS ENGINEER	151,952.00	20,295.50	-	639.12	385.00
		GAS OPS CONST/PRGM MANAGER	168,734.40	22,084.24	-	20.00	1,665.28
		FINANCE MANAGER/SR MANAGER	193,845.04	31,023.56	11,333.90	5,100.00	7,567.85
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,395.71	-	-	151,691.72	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,483.37	6,360.20	-	5,333.57	-
		GAS ENG MANAGER/SR MANAGER	179,769.30	24,476.64	-	7,541.14	761.90
		GENERATION SUPERVISOR	179,491.26	30,574.79	-	-	2,279.13



PACIFIC GAS AND ELECTRIC COMPANY  
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FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS SUPERVISOR	166,766.26	16,328.52	-	196,821.93	-
		GAS OPS MANAGER/SR MANAGER	155,681.00	24,102.55	-	4,302.44	3,219.00
		GAS OPS FOREMAN/LEADER	130,500.17	-	-	35,256.95	158.46
		ELEC OPS LINeworker	114,103.72	-	-	195,463.82	2,669.81
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	145,459.10	23,534.74	-	2,500.00	1,155.00
		ELEC OPS SUPERVISOR	72,916.46	19,357.69	-	47,426.70	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	14,747.00	24,817.64	-	5,480.85	-
		GAS OPS FOREMAN/LEADER	57,944.49	-	-	6,233.67	-
		GAS ENG ENGINEER SR/EX/PRN	131,084.96	-	-	68,240.24	5,643.23
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,874.98	-	-	63,570.58	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	88,983.72	-	-	73,816.08	-
		ELEC ENG TECHNICIAN	154,532.41	-	-	65,959.35	-
		ELEC OPS TECHNICIAN	123,059.81	-	-	43,369.96	-
		SHARED SVS SUPERVISOR	154,463.80	19,303.63	-	41,862.75	12,640.39
		GENERATION TECHNICIAN SR/EX	34,045.00	-	-	34,915.13	-
		GAS OPS INSPECTOR	136,592.63	-	-	23,800.80	116.25
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	130,551.96	12,072.16	-	2,654.16	1,060.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	116,799.97	11,635.34	-	500.00	1,266.56
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	145,904.00	11,683.61	-	-	4,795.80
		ELEC OPS MANAGER/SR MANAGER	184,500.00	24,539.11	-	763.04	9,161.46
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,716.98	-	-	116,224.35	-
		ELEC OPS ENGINEER	130,926.52	-	-	5,345.34	683.02
		ELEC OPS ELECTRICIAN	103,694.28	-	-	65,018.57	15.96
		ENERGY PLCY & PROC MANAGER/SR MANAGER	199,212.24	31,850.61	13,729.50	8,353.04	1,562.32
		GAS OPS INSPECTOR	129,129.18	-	-	16,909.43	-
		ELEC ENG ENGINEER	45,870.93	-	-	-	70.00
		GAS OPS LEAD REP/SPEC/INSPECTOR	119,673.02	-	-	27,959.05	269.45
		ELEC OPS FOREMAN/SUBFOREMAN	141,305.92	-	-	71,284.04	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	159,123.20	9,195.88	-	5,150.00	-
		GAS ENG SENIOR BUSINESS REP	114,425.49	-	-	10,171.33	1,620.01
		ELEC ENG ENGINEER	201,084.00	15,602.34	-	30,031.44	3,770.29
		GAS OPS SUPER CREW LEADER/COORD	125,841.98	-	-	32,043.59	-
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	146,868.82	23,666.58	-	780.00	424.60
		ELEC OPS FOREMAN/SUBFOREMAN	154,195.44	-	-	88,923.94	-
		GAS OPS SUPERVISOR	58,626.62	21,718.19	-	193,587.27	1,265.48
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	217,056.00	17,671.36	-	8,400.21	7,020.28
		ELEC OPS LINeworker	121,435.31	-	-	55,855.23	-
		SHARED SVS MECHANIC	123,580.74	-	-	28,387.29	46.80
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	53,407.04	-	-	41,974.85	-
		GENERATION SUPERVISOR	170,321.46	29,079.79	-	27,598.61	129.00
		GENERATION SUPERVISOR	171,296.50	29,037.28	-	57,082.86	-
		GAS OPS MANAGER/SR MANAGER	147,951.60	19,265.63	-	925.00	2,051.09
		GAS ENG SUPERVISOR	151,558.36	19,614.98	-	500.00	-
		ELEC OPS LINeworker	129,185.62	-	-	106,907.53	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,495.60	14,291.52	-	50.00	385.00
		GENERATION OPERATOR	129,450.10	-	-	75,933.97	869.28
		ELEC ENG ENGINEER	180,714.56	14,716.57	-	57,185.52	14,214.94
		ELEC ENG INTERCONNECTION MANAGER	127,202.44	-	-	245,651.91	-
		GAS ENG ENGINEER SR/EX/PRN	204,405.82	40,781.93	-	-	-
		IT MANAGER/SR MANAGER	167,972.16	27,088.67	-	7,398.72	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	3,462.62	19,798.87
		ELEC OPS OPERATOR	132,552.28	-	-	122,576.25	-
		ELEC OPS SUPERVISOR	102,229.22	-	-	112,281.82	-
		ELEC ENG ENGINEER	213,050.80	21,116.39	-	3,452.00	2,936.59
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	156,780.00	21,987.38	-	3,006.28	3,769.32
		GAS OPS CONST/PRGM MANAGER	166,036.50	22,502.66	-	-	3,997.94
		SHARED SVS MECHANIC	127,421.52	-	-	39,113.08	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	173,541.64	8,585.00	-	-	10,836.81
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,320.38	-	-	67,519.19	-
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	40,203.17	7,138.18
		ELEC OPS CREW LEAD/LEADER	130,680.23	-	-	58,572.69	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,953.26	21,287.50	-	9,402.32	284.15
		GENERATION PLANNER	136,718.65	-	-	121,985.27	-
		IT ENGINEER SR/EX/PRN	130,012.00	13,259.34	-	1,593.50	987.37
		ELEC ENG ENGINEER	123,987.46	-	-	26,026.79	1,234.88

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		SUPPLY CHAIN MATERIALS CATERGOY LEADER	159,914.46	20,860.94	-	4,750.00	3,533.39
		GAS OPS FOREMAN/LEADER	134,658.93	-	-	71,268.40	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	162,888.78	25,955.80	-	100.00	420.00
		CUSTOMER CARE ENGINEER SR/EXP/PRN	191,292.00	20,386.85	-	12,522.64	3,483.59
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	149,745.02	22,478.41	-	6,827.08	1,208.72
		IT TECHNICIAN	123,472.37	-	-	13,451.94	-
		ELEC OPS FOREMAN/SUBFOREMAN	144,812.00	-	-	142,799.16	5,674.18
		ELEC OPS LINEWORKER	133,988.45	-	-	47,156.12	179.02
		GAS OPS FOREMAN/LEADER	134,814.91	-	-	32,568.96	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,231.24	-	-	184,195.31	-
		SHARED SVS SUBFOREMAN	119,247.49	-	-	36,133.22	-
		ELEC OPS SYSTEM OPERATOR/LEAD	115,384.75	-	-	37,172.13	2,303.48
		ELEC OPS LINEWORKER	128,642.66	-	-	116,652.74	36.06
		ELEC OPS FOREMAN/SUBFOREMAN	130,064.21	-	-	79,004.22	317.36
		ELEC OPS LINEWORKER	141,454.22	-	-	552,365.77	323.60
		GAS OPS CONST/PRGM MANAGER	158,743.10	23,110.64	-	16,637.28	6,290.96
		HR ECO DIRECTOR/SR DIRECTOR	189,743.74	28,073.66	-	3,517.28	1,416.11
		GAS OPS LEAD REP/SPEC/INSPECTOR	114,162.02	-	-	6,186.11	285.53
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	81,742.40	-	-	61,839.95	9,277.53
		ELEC OPS SUPERVISOR	104,582.95	-	-	140,938.93	-
		GENERATION SUPERVISOR	147,812.94	-	-	46,922.69	-
		ELEC OPS SUPERVISOR	138,240.97	11,350.95	-	67,360.83	3,587.09
		GENERATION WRITER TECH/ENG/OPS SR	178,016.50	23,200.40	-	24,611.43	48.40
		GAS ENG ENGINEER SR/EX/PRN	157,501.65	-	-	69,520.58	5,120.65
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	139,696.52	17,626.88	-	50.00	420.00
		ELEC OPS ELECTRICIAN	126,554.49	-	-	39,000.30	-
		ELEC OPS CABLE SPLICER	125,657.31	-	-	29,163.47	-
		GENERATION TECHNICIAN SR/EX	140,749.52	-	-	57,702.80	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLCLST EXP/PRN	152,712.00	16,353.03	-	8,826.09	19,328.66
		GENERATION TECHNICIAN SR/EX	19,065.20	-	-	16,972.10	-
		SHARED SVS MANAGER/SR MANAGER	73,476.01	26,644.64	-	12,974.36	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	117,421.36	-	-	35,335.66	960.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	114,680.46	10,468.28	-	4,000.00	219.65
		ELEC ENG SUPERVISOR	126,800.48	13,655.01	-	4,587.50	175.00
		ELEC OPS SPECIALIST SR/EX/PRN	129,469.16	10,789.47	-	676.00	9,081.75
		SAFETY RISK COMPL INSPECTOR	158,276.81	-	-	97,376.82	-
		GAS ENG TECHNICIAN	129,051.73	-	-	59,239.77	720.00
		ELEC OPS LINEWORKER	126,310.78	-	-	164,048.88	3,293.70
		GAS OPS SYSTEM/CONST OPERATOR	130,649.75	-	-	35,900.39	-
		OPERATIONS SUPERVISOR	169,594.80	27,834.59	-	64,727.60	10,220.33
		GAS ENG ENGINEER SR/EX/PRN	135,813.20	-	-	16,096.22	-
		SHARED SVS COORD/CONSTL	76,966.92	16,961.15	-	-	-
		ELEC ENG SUPERVISOR	161,563.22	15,781.19	-	10,432.39	11,073.02
		ELEC OPS MANAGER/SR MANAGER	183,065.36	22,504.70	-	3,000.00	16,775.37
		ELEC OPS TECHNICIAN	188,022.43	-	-	40,791.43	-
		GENERATION TECHNICIAN SR/EX	132,951.20	-	-	64,653.77	3,049.11
		ELEC OPS DIRECTOR/SR DIRECTOR	221,564.72	38,606.22	18,193.00	5,328.96	770.00
		GAS ENG ENGINEER SR/EX/PRN	135,614.78	-	-	11,207.49	2,558.03
		GAS OPS TECHNICIAN	129,566.37	-	-	10,733.90	3,954.86
		ELEC OPS FOREMAN/SUBFOREMAN	143,366.80	-	-	158,172.60	121.57
		GAS OPS SYSTEM/CONST OPERATOR	99,865.44	-	-	18,953.81	-
		CORP AFFAIRS CASE MANAGER EXP/PRN	161,958.88	21,103.85	-	-	688.88
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	126,818.19	12,796.13	-	300.00	3,093.96
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,519.28	-	-	33,770.72	6,932.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,515.52	17,170.61	-	-	-
		ELEC ENG TECHNICIAN	130,535.33	-	-	61,762.27	1,087.68
		GAS OPS SUPERVISOR	178,233.68	28,810.78	-	4,140.50	1,733.04
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	163,171.30	13,321.12	-	50.00	-
		GENERATION ANALYST SR/EXP/PRN	59,808.00	-	-	-	-
		ENT HEALTH & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	163,161.88	26,052.43	8,576.70	2,815.92	2,901.80
		IT SUPERVISOR	-	19,954.76	-	-	-
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	246,043.86	53,121.58	39,482.20	782.60	1,280.02
		ELEC OPS LINEWORKER	137,631.69	-	-	97,145.18	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	206,736.00	16,957.03	-	29,682.32	3,637.05
		OPERATIONS SUPERVISOR	145,125.04	18,937.53	-	50.00	95.75

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		ELEC OPS MANAGER/SR MANAGER	131,209.34	37,874.93	-	3,224.45	643.00
		OPERATIONS SUPERVISOR	107,197.58	9,394.30	-	187.32	2,870.79
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	167,333.36	18,069.79	-	450.00	18,403.23
		ELEC ENG ESTIMATOR	26,798.01	-	-	4,340.97	-
		ELEC OPS CONSULTANT SR/EXP/PRN	171,565.60	20,775.05	-	50.00	997.56
		GEN COUNSEL & ETHICS COMP ATTORNEY	69,768.24	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,860.00	15,941.07	-	3,127.51	420.00
		HR ECO SUPERVISOR	76,873.87	4,757.52	-	17,122.00	455.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,589.62	17,515.36	-	1,245.56	1,160.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	31,921.43	10,336.57	-	28,774.20	-
		ELEC ENG ENGINEER	13,759.44	-	-	7,676.21	35.00
		ELEC OPS LINEWORKER	122,985.05	-	-	187,560.08	364.39
		GAS ENG SUPERVISOR	179,374.96	25,811.03	-	-	2,880.00
		GAS OPS OPERATOR	124,693.49	-	-	33,297.91	-
		GAS ENG ENGINEER SR/EX/PRN	162,510.74	21,749.02	-	1,654.84	960.00
		GAS ENG ENGINEER SR/EX/PRN	189,630.00	15,236.30	-	28,068.15	913.85
		GAS ENG SUPERVISOR	190,267.48	30,167.91	-	2,274.94	1,503.65
		GAS ENG ENGINEER SR/EX/PRN	141,047.30	19,647.44	-	150.00	347.64
		GAS OPS SUPERVISOR	155,297.98	24,677.32	-	38,739.60	13,173.49
		GAS ENG ENGINEER SR/EX/PRN	128,343.05	-	-	397.31	574.67
		ELEC OPS MANAGER/SR MANAGER	157,385.72	15,342.38	-	14,947.11	1,755.34
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	146,792.26	15,846.17	-	567.28	638.81
		GAS OPS TECHNICIAN	132,203.34	-	-	67,585.73	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	80,119.06	17,439.42	-	205,293.69	210.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	181,441.24	22,486.37	-	350.00	159.08
		IT ARCHITECH EXP/PRN	178,690.34	29,123.02	-	450.00	2,456.02
		OPERATIONS MANGER/SR MANAGER	185,477.30	35,391.77	-	4,699.06	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	176,956.32	28,747.68	-	-	1,042.94
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	157,500.00	16,550.74	-	50.00	242.50
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	149,852.70	24,241.78	-	100.00	4,010.88
		FINANCE SUPERVISOR	121,017.97	12,672.18	-	16,368.24	1,210.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	143,091.23	-	-	41,636.06	253.11
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	131,763.89	-	-	965.44	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	143,379.56	15,405.90	-	3,555.49	5,132.37
		GENERATION COORDINATOR SR/EX	155,700.00	21,911.43	-	3,461.92	1,183.09
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	204,482.50	32,720.93	-	893.40	3,633.53
		GENERATION TECHNICIAN SR/EX	34,403.40	-	-	25,807.12	-
		GENERATION TECHNICIAN SR/EX	34,403.40	-	-	25,882.68	-
		GENERATION TECHNICIAN SR/EX	28,669.50	-	-	28,962.27	618.18
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	126,020.63	16,722.33	-	16,831.00	565.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	77,481.25	14,391.62	-	15,379.80	105.00
		GENERATION SUPERVISOR	144,592.10	-	-	4,737.49	3,510.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,217.63	-	-	145,380.13	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	-	15,024.72	-	-	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	27,546.32	28,068.72	-	8,740.06	-
		ELEC ENG ENGINEER	146,976.98	-	-	77,347.69	936.47
		ELEC ENG TECHNICIAN	155,145.76	-	-	63,954.28	-
		ELEC ENG ESTIMATOR	130,934.70	-	-	18,624.71	809.52
		IT MANAGER/SR MANAGER	46,096.13	34,759.76	12,011.90	26,909.45	465.00
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	132,672.00	18,605.38	-	1,228.38	1,984.24
		GENERATION TECHNICIAN SR/EX	25,193.30	-	-	25,024.08	-
		CUSTOMER CARE MANAGER/SR MANAGER	173,647.50	28,303.52	8,576.70	3,712.01	2,710.44
		ELEC OPS MANAGER/SR MANAGER	198,618.42	24,515.53	-	1,700.00	1,339.91
		ELEC OPS ELECTRICIAN	128,397.08	-	-	26,607.11	168.77
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	154,639.96	17,939.46	-	50.00	566.52
		GAS OPS TECHNICIAN	128,519.55	-	-	52,050.88	87.50
		GAS OPS FOREMAN/LEADER	125,885.37	-	-	82,005.36	-
		ELEC OPS ENGINEER	85,680.09	12,490.60	-	202,390.83	94.75
		ELEC OPS ELECTRICIAN	121,554.31	-	-	55,377.08	-
		ELEC OPS LINEWORKER	69,932.88	-	-	10,657.70	-
		ENT HEALTH & SAFETY DIRECTOR/SR DIRECTOR	242,640.76	51,595.06	42,993.07	-	4,455.62
		ELEC OPS SUPERVISOR	161,850.00	15,930.72	-	90,345.30	-
		GAS OPS FOREMAN/LEADER	126,525.12	-	-	132,716.00	-
		GAS ENG ENGINEER SR/EX/PRN	159,788.00	-	-	19,023.60	901.21
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	200,092.56	42,553.22	-	986.90	2,604.23

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FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC ENG ENGINEER	141,013.85	-	-	113,561.46	1,681.22
		GAS OPS FOREMAN/LEADER	123,849.01	-	-	100,017.73	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	127,177.46	11,235.52	-	2,101.74	385.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	145,549.96	10,070.16	-	-	-
		GAS OPS SYSTEM/CONST OPERATOR	109,818.35	-	-	35,366.35	324.54
		ELEC OPS LINEWORKER	123,550.03	-	-	92,391.61	81.90
		CUSTOMER & COMMS MANAGER/SR MANAGER	200,901.54	32,113.46	13,729.50	1,000.00	1,111.97
		IT ANALYST/SPECIALIST SR/EXP/PRN	85,902.40	18,600.51	-	46,430.47	480.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	83,795.62	18,285.19	-	44,833.65	560.00
		ELEC OPS LINEWORKER	110,608.59	-	-	65,063.78	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	129,360.64	14,662.47	-	42,309.90	6,592.36
		GAS ENG MANAGER/SR MANAGER	180,104.16	25,621.47	-	1,250.00	420.04
		IT ANALYST/SPECIALIST SR/EXP/PRN	76,706.30	14,984.63	-	23,583.03	210.00
		GAS ENG ENGINEER SR/EX/PRN	147,825.73	-	-	11,294.22	350.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	135,309.40	19,308.29	-	1,500.00	9,982.37
		ELEC OPS TECHNICIAN	186,405.91	-	-	92,630.92	170.27
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	162,647.30	18,558.80	-	50.00	1,732.40
		ELEC OPS LINEWORKER	125,153.88	-	-	68,155.82	-
		SAFETY RISK MANAGER/SR MANAGER	143,608.50	13,966.95	-	60,565.70	24,364.71
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	194,208.74	31,237.95	-	13,567.04	-
		SAFETY RISK MANAGER/SR MANAGER	210,900.22	25,394.17	17,164.70	-	3,452.68
		GAS ENG ENGINEER SR/EX/PRN	146,186.39	-	-	97,103.62	280.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	188,428.56	22,805.72	8,576.70	-	983.37
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	69,222.00	11,355.74	-	182,167.94	480.00
		IT SUPERVISOR	25,667.60	20,432.37	-	9,838.44	1,161.88
		ELEC ENG ENGINEER	14,747.00	14,478.74	-	1,704.81	-
		ELEC OPS SPECIALIST SR/EXP/PRN	144,083.34	20,370.00	-	5,929.38	1,719.29
		GAS ENG ENGINEER SR/EX/PRN	153,451.38	-	-	22,658.44	535.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	175,823.32	22,405.86	-	1,270.75	3,933.69
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,445.31	-	-	168,498.50	-
		ELEC OPS FOREMAN/SUBFOREMAN	125,137.60	-	-	31,179.95	-
		ELEC OPS LINEWORKER	131,915.69	-	-	110,741.70	292.50
		ELEC OPS TECHNICAL PROJ MNGR/WRITER	126,639.40	6,787.03	-	294.80	605.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,549.30	12,574.88	-	50.00	188.00
		ELEC OPS LINEWORKER	29,135.40	-	-	30,092.09	458.91
		ELEC OPS CREW LEAD/LEADER	117,243.73	-	-	15,699.21	59.00
		IT MANAGER/SR MANAGER	200,543.77	31,260.54	-	50.00	640.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	187,833.36	29,911.75	-	1,550.00	960.00
		ELEC OPS LINEWORKER	139,355.62	-	-	135,529.73	-
		ELEC OPS FOREMAN/SUBFOREMAN	135,207.30	-	-	55,148.30	-
		ELEC OPS FOREMAN/SUBFOREMAN	130,006.92	-	-	17,868.81	-
		ELEC OPS INSPECTOR	127,019.40	9,037.35	-	49,762.47	7,454.62
		GAS OPS WORKING LEADER	150,547.93	-	-	52,707.64	-
		CUSTOMER CARE MANAGER/SR MANAGER	171,500.00	27,517.06	-	50.00	350.00
		GENERATION ELECTRICIAN	124,363.50	-	-	94,441.83	147.90
		IT ARCHITECH EXP/PRN	188,815.50	30,112.28	10,294.30	5,000.00	12,301.65
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	199,433.36	30,398.18	-	3,100.00	320.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,000.00	-	-	50.00	640.00
		IT MANAGER/SR MANAGER	187,041.72	24,229.14	-	-	4,307.58
		GAS OPS MANAGER/SR MANAGER	147,928.21	26,908.55	-	8,367.64	4,369.24
		GAS ENG ENGINEER SR/EX/PRN	137,714.50	18,415.54	-	1,181.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,704.73	17,896.77	-	950.00	525.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	36,091.66	-	-	-	105.00
		ELEC ENG ENGINEER	123,208.11	13,445.80	-	15,092.36	1,084.47
		GAS ENG SENIOR BUSINESS REP	132,245.48	-	-	68,972.71	1,684.12
		IT ANALYST/SPECIALIST SR/EXP/PRN	79,589.58	17,627.01	-	218,810.89	210.00
		ELEC ENG SUPERVISOR	159,285.00	19,753.07	-	16,992.52	5,771.37
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,171.56	17,199.09	-	2,000.00	420.00
		GAS ENG ENGINEER SR/EX/PRN	171,031.16	24,723.07	-	2,764.88	1,105.00
		ELEC OPS DATA SCIENTIST SR/EX/PRN	70,504.22	11,473.27	-	33,856.19	480.00
		IT ARCHITECH EXP/PRN	184,979.46	30,525.27	-	500.00	915.00
		IT ARCHITECH EXP/PRN	185,065.76	29,211.42	-	50.00	350.00
		ELEC OPS ENGINEER	143,056.00	-	-	5,340.14	6,581.14
		ELEC ENG ENGINEER	105,130.85	-	-	-	1,103.00
		ELEC OPS CREW LEAD/LEADER	60,019.24	-	-	29,410.76	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS TECHNICIAN	69,379.38	-	-	44,735.90	1,142.32
		ELEC OPS LINEWORKER	31,319.71	-	-	32,823.72	-
		ELEC OPS LINEWORKER	144,577.20	-	-	73,930.05	-
		ELEC OPS LINEWORKER	142,403.20	-	-	91,911.95	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	154,969.95	19,135.55	-	400.00	315.00
		OPERATIONS CONST/PRGM/CONTRACT MNGR EXP/PRN	146,632.77	23,061.87	-	20,300.80	-
		GAS ENG ENGINEER SR/EX/PRN	155,813.47	20,782.42	-	1,354.12	3,044.24
		IT ENGINEER SR/EX/PRN	168,281.64	20,684.10	-	50.00	-
		CORP AFFAIRS CASE MANAGER EXP/PRN	150,710.94	24,380.58	-	2,797.44	638.30
		GAS OPS CONST/PRGM MANAGER	129,433.74	18,405.06	-	-	-
		ELEC ENG SUPERVISOR	-	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,242.32	15,368.15	-	50.00	105.00
		GAS ENG ESTIMATOR/SCHEDULER	99,082.32	-	-	26,413.20	-
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	8,730.00	48,883.11	-	12,383.03	-
		GAS ENG ENGINEER SR/EX/PRN	168,046.00	21,022.07	-	6,106.59	4,947.55
		ELEC OPS CREW FOREMAN/LEAD	158,019.76	-	-	148,436.68	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,639.46	28,190.05	-	50.00	455.00
		GAS ENG ENGINEER SR/EX/PRN	176,964.00	23,035.76	-	12,635.77	1,613.14
		ELEC OPS LINEWORKER	151,001.43	-	-	237,813.76	825.40
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,068.09	-	477.35	3,403.25
		GENERATION SUPERVISOR	162,850.48	31,817.47	-	90,812.85	-
		ELEC OPS ENGINEER	176,964.00	24,817.64	-	16,400.28	2,516.70
		ELEC OPS PROD OWNR/SR SY DISP/JOURNM/WTR MNGMT	199,200.00	21,761.29	-	8,835.51	495.00
		ELEC ENG ENGINEER	185,721.35	14,515.34	-	38,537.74	835.13
		ELEC OPS CREW LEAD/LEADER	120,585.57	-	-	60,686.97	723.06
		GENERATION MACHINST/MECHANIC/RIGGER	26,892.20	-	-	31,006.08	-
		GAS ENG SENIOR BUSINESS REP	122,955.27	-	-	96,790.81	6,190.99
		SHARED SVS MANAGER/SR MANAGER	171,683.84	27,699.64	10,294.30	1,318.61	1,159.50
		ELEC OPS FOREMAN/SUBFOREMAN	139,993.80	-	-	21,827.03	-
		GAS OPS OPERATOR	119,066.61	-	-	48,242.18	-
		GENERATION REACTOR	130,698.33	-	-	133,689.96	-
		OPERATIONS SUPERVISOR	147,078.48	14,467.20	-	2,500.00	3,805.02
		GAS ENG ENGINEER SR/EX/PRN	144,181.24	-	-	1,284.89	315.00
		GAS ENG TECHNICIAN	129,877.27	-	-	21,858.46	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	131,200.04	10,831.77	-	5,669.70	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	137,126.62	11,352.65	-	50.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,077.47	-	-	84,416.89	-
		ELEC OPS CONSULTANT SR/EXP/PRN	173,848.18	20,837.29	8,576.70	-	-
		ELEC OPS SUPERVISOR	144,055.33	11,997.24	-	25,738.30	8,694.30
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,386.00	11,939.17	-	1,106.52	472.47
		GENERATION ENGINEER SR/EX/PRN	81,252.00	3,247.12	-	-	-
		ELEC OPS ENGINEER	133,398.46	20,257.38	-	3,785.25	1,507.22
		SHARED SVS SUPERVISOR	152,903.20	19,443.26	-	1,991.47	1,524.68
		ELEC ENG MANAGER/SR MANAGER	145,106.87	17,858.93	-	11,013.90	409.52
		SHARED SVS MECHANIC	127,513.60	-	-	20,388.29	188.13
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	150,184.81	20,145.71	-	2,000.00	2,882.58
		IT TECHNICIAN	115,453.08	-	-	7,918.95	-
		GAS ENG ENGINEER SR/EX/PRN	140,082.54	18,671.46	-	20,561.57	7,200.03
		ELEC ENG ENGINEER	173,154.00	13,578.56	-	1,442.83	385.00
		GAS ENG ENGINEER SR/EX/PRN	143,334.74	-	-	165,742.50	534.25
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	153,846.00	20,548.38	-	76,974.13	3,958.48
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	93,703.47	-	-	156,704.33	-
		GAS ENG ENGINEER SR/EX/PRN	145,375.72	-	-	53,505.18	1,873.38
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	154,641.95	18,026.38	-	3,550.00	691.88
		GAS OPS MECHANIC/WELDER	117,383.64	-	-	65,842.48	495.47
		SHARED SVS SUBFOREMAN	118,286.93	-	-	21,224.69	-
		GAS OPS INSPECTOR	129,547.68	-	-	33,589.96	-
		SUPPLY CHAIN MATERAILS SUPERVISOR	150,675.68	22,279.15	-	3,069.11	594.93
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	165,729.35	-	-	45,508.46	-
		GENERATION TECHNICIAN SR/EX	135,302.30	-	-	39,689.02	-
		ELEC OPS ELECTRICIAN	122,060.68	-	-	42,692.40	-
		ELEC OPS LINEWORKER	128,363.51	-	-	228,380.88	-
		ELEC OPS LINEWORKER	148,755.58	-	-	205,441.66	509.27
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	136,280.14	14,929.12	-	-	420.00
		ELEC OPS TECHNICIAN	156,441.93	-	-	28,135.76	-

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		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	135,972.00	14,559.88	-	873.93	1219.71
		ELEC OPS LINEWORKER	89,400.97	-	-	84,026.49	-
		ELEC OPS ENGINEER SR/EXP/PRN	131,380.00	10,289.27	-	6,807.71	5,949.65
		ELEC OPS MANAGER/SR MANAGER	166,873.68	32,605.63	-	276,301.63	1,530.05
		ELEC OPS SUPERVISOR	135,212.50	-	-	83,780.92	1,421.34
		ELEC OPS FOREMAN/SUBFOREMAN	136,697.98	-	-	84,538.60	-
		ELEC OPS TECHNICIAN	59,971.84	-	-	464.36	136.40
		GENERATION FIRE CAPTAIN	124,627.63	18,902.02	-	27,747.25	2,571.78
		GAS OPS LEAD REP/SPEC/INSPECTOR	140,600.04	12,473.19	-	50.00	-
		GENERATION PLANNER	149,496.52	-	-	27,860.85	-
		ELEC OPS FOREMAN/SUBFOREMAN	136,825.84	-	-	209,936.61	-
		GENERATION COORDINATOR SR/EX	149,963.13	23,313.17	-	7,765.63	560.00
		GAS ENG ANALYST/SPECIALIST EXP/PRN	109,472.40	16,478.54	-	13,200.00	3,459.73
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	143,769.28	15,420.60	-	-	529.41
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	122,817.39	16,780.61	-	570.75	1,202.87
		IT ENGAGEMENT/SERVICE MANAGER PRN	176,135.46	31,577.70	-	-	420.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	202,120.22	40,162.65	-	881.76	423.50
		GAS OPS FOREMAN/LEADER	138,456.45	-	-	41,614.20	-
		ELEC OPS SUPERVISOR	172,067.64	17,405.78	-	78,121.07	885.42
		ELEC OPS CREW LEAD/LEADER	131,064.12	-	-	236,665.34	3,834.23
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	230,999.96	49,424.35	36,047.00	2,123.24	25,386.48
		IT ENGAGEMENT/SERVICE MANAGER PRN	184,080.26	29,616.52	-	1,050.00	140.00
		OPERATIONS SUPERVISOR	141,099.68	15,113.59	-	-	420.00
		GAS OPS SUPERVISOR	125,463.14	17,465.58	-	54,613.89	13,540.68
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	21,115.00	35,763.28	-	9,900.76	140.00
		ELEC OPS CONSULTANT SR/EXP/PRN	46,546.89	15,411.66	-	41,835.49	706.65
		ELEC OPS OPERATOR	136,816.45	-	-	30,752.94	301.86
		ELEC OPS ENGINEER	130,276.22	-	-	20,087.50	452.55
		ELEC OPS LINEWORKER	111,507.74	-	-	122,381.71	3,896.38
		ELEC OPS CREW LEAD/LEADER	128,284.85	-	-	72,231.22	896.38
		ELEC OPS LINEWORKER	19,423.60	-	-	26,599.15	-
		FINANCE EX ASST/SR EX ASST/CHIEF	59,465.64	52,638.21	36,047.00	43,627.96	105.00
		GENERATION REACTOR	141,995.38	-	-	99,995.49	-
		ELEC OPS SUPERVISOR	130,414.40	12,993.10	-	-	404.12
		ELEC OPS INSPECTOR	124,591.52	9,526.28	-	58,041.86	53,524.74
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	120,570.19	-	-	173,632.02	-
		ELEC OPS FOREMAN/SUBFOREMAN	151,861.78	-	-	58,829.75	-
		GENERATION OPERATOR	127,084.44	-	-	116,541.87	-
		ELEC OPS SPECIALIST SR/EX/PRN	170,872.02	13,870.08	-	8,454.64	-
		ELEC ENG ESTIMATOR	126,195.02	-	-	45,294.97	-
		ELEC OPS SUPERVISOR	134,509.62	7,421.57	-	29,082.58	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,404.00	-	-	2,550.61	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	130,385.10	14,006.93	-	24.00	1,289.20
		ELEC OPS FOREMAN/SUBFOREMAN	143,919.65	-	-	50,840.29	155.67
		GAS OPS OPERATOR	119,306.15	-	-	57,247.91	-
		ENT HEALTH & SAFETY SUPERVISOR	148,620.26	19,193.64	-	53,715.22	5,832.25
		GAS OPS SUPERVISOR/EXEC ASSISTANT	133,762.50	21,454.20	-	14,468.66	7,905.57
		ELEC OPS FOREMAN/SUBFOREMAN	147,411.25	-	-	92,375.23	-
		ELEC OPS FOREMAN/SUBFOREMAN	140,805.30	-	-	52,069.90	-
		ELEC OPS SUPERVISOR	-	7,491.80	-	31,740.37	189.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	91,825.37	-	-	-	210.00
		GAS ENG SENIOR BUSINESS REP	114,974.08	-	-	15,338.77	1,833.75
		GAS OPS MANAGER/SR MANAGER	166,808.54	33,280.73	-	2,050.00	8,115.49
		ELEC OPS LINEWORKER	115,830.08	-	-	130,814.01	290.70
		ELEC OPS SYSTEM OPERATOR/LEAD	106,587.43	-	-	188,153.23	-
		ELEC OPS LINEWORKER	136,968.82	-	-	184,354.31	758.29
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	142,043.34	15,143.10	-	10,084.31	7,235.82
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	153,541.50	16,603.21	-	11,536.26	1,163.04
		SUPPLY CHAIN MATERAILS AUDITOR	174,591.66	19,055.84	-	668.36	22,254.52
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	72,966.41	-	-	5,317.49	1,995.28
		IT INSTALLER	5,631.84	-	-	526.35	-
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	22,255.59	420.00
		GAS ENG SENIOR BUSINESS REP	143,600.52	-	-	90,490.52	3,401.98
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	41,359.01	20,848.31	-	27,167.22	105.00
		FINANCE DIRECTOR	175,880.66	28,139.91	-	600.00	-

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		ELEC ENG MANAGER/SR MANAGER	194,615.04	18,329.26	-	4,900.00	1,639.92
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	167,338.98	26,664.93	-	624.00	833.08
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	137,775.80	11,420.70	-	-	420.00
		ELEC ENG ESTIMATOR	128,735.25	-	-	8,867.89	420.00
		ELEC ENG INTERCONNECTION MANAGER	118,579.33	-	-	3,180.32	385.00
		ELEC OPS LINEWORKER	137,729.60	-	-	135,111.97	767.53
		ELEC OPS LINEWORKER	140,128.30	-	-	101,226.01	-
		HR ECO LABOR NEGOTIATOR PNR	43,745.94	16,864.46	-	35,272.58	50.13
		ELEC OPS LINEWORKER	131,295.92	-	-	101,527.70	793.79
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	164,855.50	18,553.14	-	34,630.30	11,728.48
		ELEC OPS LINEWORKER	170,041.64	-	-	18,668.14	-
		GAS OPS WORKING LEADER	140,254.18	-	-	53,802.06	994.70
		ENERGY PLCY & PROC MANAGER/SR MANAGER	191,440.50	30,700.41	-	4,000.00	6,662.59
		ELEC OPS SUPERVISOR	162,586.19	29,948.69	-	175.00	1,046.99
		ELEC ENG ENGINEER	171,874.15	13,831.81	-	1,789.24	4,838.78
		ELEC ENG ENGINEER	131,202.00	10,289.44	-	1,308.33	350.00
		ELEC ENG ENGINEER	177,308.00	13,724.31	-	7,484.88	1,934.20
		GENERATION ENGINEER SR/EXP/PRN	165,484.00	14,952.16	-	46,799.30	640.00
		ELEC OPS SYSTEM OPERATOR/LEAD	100,963.98	-	-	259,884.29	201.41
		GAS OPS PRGM/PROJ MANAGER	114,948.23	4,490.87	-	-	907.45
		GAS OPS PRGM/PROJ MANAGER	61,914.95	6,139.22	-	10,845.45	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,866.96	16,848.56	47,807.64	33,488.74	245.00
		GENERATION TECHNICIAN SR/EX	61,906.44	-	-	30,050.09	-
		CUSTOMER & COMMS SUPERVISOR	144,999.96	16,140.04	-	4,793.53	701.41
		ELEC ENG TECHNICIAN	148,349.54	-	-	83,650.42	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	122,818.68	13,136.60	-	7,371.21	1,040.00
		GENERATION ENGINEER SR/EX/PRN	176,336.00	25,300.79	-	9,486.80	1,347.44
		CUSTOMER CARE MANAGER/SR MANAGER	89,136.69	29,200.05	-	232,821.84	320.00
		ELEC ENG ENGINEER	139,137.13	-	-	58,617.66	595.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	144,058.48	11,708.25	-	967.39	455.00
		SUPPLY CHAIN MATERAILS SUPERVISOR	138,758.68	14,802.43	-	-	914.37
		ELEC ENG ENGINEER	16,255.00	15,999.14	-	9,417.37	-
		GAS ENG MANAGER/SR MANAGER	195,775.04	39,501.92	-	1,756.64	2,610.81
		ELEC OPS FOREMAN/SUBFOREMAN	183,666.97	-	-	87,563.47	-
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	151,379.76	11,275.60	-	1,250.00	4,931.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	149,416.10	-	-	42,580.27	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	122,627.51	-	-	213,412.64	2,069.86
		ELEC OPS FOREMAN/SUBFOREMAN	132,808.80	-	-	82,758.99	-
		OPERATIONS SUPERVISOR	20,250.00	-	-	5,841.00	2,131.42
		GENERATION ENGINEER SR/EX/PRN	167,537.51	24,817.64	-	24,319.07	1,410.00
		ELEC OPS SUPERVISOR	188,250.00	33,020.25	-	5,244.67	274.67
		ELEC OPS LINEWORKER	107,731.17	-	-	127,021.01	145.02
		ELEC OPS SYSTEM OPERATOR/LEAD	151,108.52	-	-	50,784.99	3,438.16
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	123,237.51	-	-	196,835.90	-
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	179,716.24	28,901.14	-	800.00	1,857.05
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	128,771.64	16,722.27	-	5,671.15	800.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	157,143.28	18,943.75	8,576.70	-	280.00
		ELEC OPS SYSTEM OPERATOR/LEAD	150,784.08	-	-	108,600.53	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	137,311.20	-	-	11,506.48	-
		FINANCE MANAGER/SR MANAGER	184,479.16	29,513.72	8,576.70	-	9,073.82
		GAS OPS LEAD REP/SPEC/INSPECTOR	130,904.49	-	-	34,727.16	6,525.00
		ELEC ENG ENGINEER	192,120.00	15,758.14	-	424.48	3,071.33
		ELEC OPS LINEWORKER	142,704.93	-	-	8,473.50	-
		GENERATION TECHNICIAN SR/EX	105,811.89	-	-	93,846.35	-
		GENERATION TECHNICIAN SR/EX	33,091.74	-	-	47,009.44	-
		ELEC ENG ENGINEER	204,526.00	20,005.69	-	25,236.52	6,024.01
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	82,421.23	23,181.52	-	34,138.14	13,336.75
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	120,145.81	13,883.92	-	2,705.20	816.81
		ELEC OPS CREW LEAD/LEADER	177,522.27	-	-	185,999.88	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	140,332.64	19,015.66	-	2,914.24	770.82
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	244,234.42	53,016.54	39,327.50	8,354.58	6,821.75
		GENERATION PLANNER	154,153.80	-	-	47,494.02	-
		GENERATION ELECTRICIAN	128,575.15	-	-	112,307.02	251.28
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	144,648.00	7,744.56	-	12,982.37	1,010.26
		SHARED SVS SUBFOREMAN	126,939.32	-	-	26,223.37	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		HR ECO MANAGER/SR MANAGER	179,223.64	28,741.23		13,729.50	4095.94
		GAS ENG ENGINEER SR/EX/PRN	38,969.60	-	-	-	35.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	72,690.88	19,400.30	-	20,257.71	194,383.77
		ELEC OPS CABLE SPLICER	153,254.98	-	-	-	136,175.47
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	13,484.52	13,018.37	-	-	23,204.60
		GAS OPS TECHNICIAN	127,566.12	-	-	-	53,166.37
		GAS ENG ENGINEER SR/EX/PRN	177,701.35	23,193.55	-	-	24,354.13
		OPERATIONS MANAGER/SR MANAGER	193,635.70	23,900.51	-	75.00	861.67
		GAS OPS FOREMAN/LEADER	121,004.80	-	-	-	36,032.96
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	5,878.40	20,155.34	-	-	3,668.66
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	123,237.75	12,164.82	-	-	7,782.98
		GAS ENG SENIOR BUSINESS REP	113,883.40	-	-	-	21,528.21
		ELEC OPS CONSULTANT SR/EXP/PRN	137,439.90	11,367.49	-	50.00	1,770.31
		GAS ENG ENGINEER SR/EX/PRN	155,359.40	-	-	40.00	480.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,969.54	13,833.89	-	-	3,299.35
		GENERATION TECHNICIAN SR/EX	13,618.00	-	-	15,065.54	-
		ELEC OPS LINEWORKER	83,570.96	-	-	-	138,422.60
		ELEC OPS CREW LEAD/LEADER	174,299.53	-	-	-	169,070.72
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	160,795.12	25,599.75	-	-	3,600.00
		ELEC OPS FOREMAN/SUBFOREMAN	137,484.00	-	-	-	4,703.80
		CUSTOMER & COMMS SPECIALIST EXP/PRN	127,800.00	12,702.26	-	689.40	928.93
		SHARED SVS PGRM/PROJ MANAGER	154,157.74	19,117.83	-	-	1,069.50
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	132,389.08	15,760.41	-	320.30	494.40
		ELEC OPS CREW LEAD/LEADER	143,090.35	-	-	-	60,120.28
		SHARED SVS MECHANIC	124,075.76	-	-	21,623.21	154.44
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	139,008.50	14,966.31	-	-	1,519.43
		GAS OPS SUPER CREW LEADER/COORD	59,910.92	-	-	27,423.47	35.10
		GAS ENG ENGINEER SR/EX/PRN	159,371.04	-	-	72,425.24	315.00
		ELEC ENG INTERCONNECTION MANAGER	85,063.95	-	-	-	279,774.52
		ELEC OPS LINEWORKER	130,985.70	-	-	-	53,893.16
		GAS OPS FOREMAN/LEADER	130,192.80	-	-	-	243.37
		ELEC OPS SUPERVISOR	158,543.06	15,694.26	-	-	67,758.09
		GAS OPS TECHNICIAN	128,074.19	-	-	-	129,252.79
		GAS OPS FOREMAN/LEADER	134,783.72	-	-	-	45,600.22
		IT TECHNICIAN	131,213.05	-	-	-	12,634.13
		ELEC OPS DIRECTOR/SR DIRECTOR	222,705.12	36,622.64	39,482.20	861.36	315.00
		GENERATION MANAGER/SR MANAGER	215,445.52	46,557.45	-	72,527.16	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	168,559.98	33,879.21	-	50.00	210.00
		ELEC OPS FOREMAN/SUBFOREMAN	124,780.60	-	-	2,500.95	-
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	145,514.38	11,738.00	-	34,752.15	21,985.28
		SAFETY RISK CONST MANAGER SR/EXP	156,555.01	12,688.41	-	-	30,335.96
		HR ECO PGRM/PROJ MANAGER EXP/PRN	149,059.32	24,870.50	-	-	3,839.08
		GAS OPS SYSTEM/CONST OPERATOR	128,616.10	-	-	-	49,153.83
		GAS OPS SUPERVISOR	144,275.56	22,824.43	-	-	18,325.68
		ELEC ENG ENGINEER	165,515.60	13,083.65	-	-	9,790.56
		GAS OPS INSPECTOR	127,529.37	-	-	-	45,600.67
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	148,392.00	11,591.81	-	-	6,281.68
		GAS ENG ENGINEER SR/EX/PRN	118,655.96	-	-	-	48,646.52
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	124,403.76	13,418.70	-	100.00	3,981.11
		IT MANAGER/SR MANAGER	180,866.12	29,783.18	-	1,500.00	2,370.21
		IT MANAGER/SR MANAGER	203,352.95	30,994.07	13,729.50	-	3,232.20
		SHARED SVS SUPERVISOR	35,754.65	18,900.33	-	-	33,762.53
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	126,778.77	-	-	-	6,083.89
		SAFETY RISK COMPL INSPECTOR	134,435.73	-	-	-	66,364.98
		GENERATION MACHINST/MECHANIC/RIGGER	31,270.00	-	-	-	27,400.53
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	86,523.82	23,585.27	-	-	26,072.10
		GENERATION SUPERVISOR	178,768.08	30,303.81	-	-	72,801.97
		ELEC OPS CONSULTANT SR/EXP/PRN	8,863.24	-	-	-	6,879.08
		SHAREV SVS CRANE SURVEYOR	129,672.42	-	-	-	8,877.81
		GAS OPS MECHANIC/WELDER	90,789.07	-	-	-	41,761.52
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	141,369.03	17,334.88	-	-	5,431.88
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	130,096.00	13,191.63	-	-	4,421.20
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	113,213.43	14,348.57	-	-	6,246.16
		IT MANAGER/SR MANAGER	185,591.58	29,345.65	-	-	1,760.60
		ELEC ENG INTERCONNECTION MANAGER	121,891.49	-	-	-	5,395.28



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		GENERATION MANAGER/SR MANAGER	222,846.32	47,757.58	11,333.90	2,200.95	1,331.24
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	146,673.45	14,935.17	-	3,800.90	2,004.84
		OPERATIONS SUPERVISOR	143,500.12	11,656.23	-	50.00	461.77
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	125,801.80	12,388.43	-	15,663.28	775.08
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	119,669.75	13,672.85	-	-	1,090.00
		IT ENGINEER SR/EX/PRN	192,949.37	21,605.82	-	7,797.68	585.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	163,112.98	9,468.55	-	1,267.99	772.97
		ELEC ENG ENGINEER	134,498.00	-	-	7,300.31	3,430.71
		ELEC OPS SUPERVISOR	37,302.92	8,560.95	-	37,534.40	-
		GAS OPS SYSTEM/CONST OPERATOR	15,138.04	-	-	22,983.38	-
		ELEC OPS SUPERVISOR	171,394.78	16,986.35	-	139,482.86	-
		ELEC ENG ESTIMATOR	129,342.76	-	-	5,855.38	4,249.69
		ELEC ENG ENGINEER	191,851.97	15,642.49	-	17,390.92	8,482.99
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	153,479.50	24,167.58	-	4,050.00	490.00
		GAS OPS PRGM/PROJ MANAGER	174,276.00	23,012.71	-	-	2,018.52
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	33,646.37	-	-	196,600.27	373.68
		ELEC OPS MANAGER/SR MANAGER	176,140.15	22,118.85	-	9,338.05	641.32
		GAS ENG ENGINEER SR/EX/PRN	136,154.32	-	-	57,206.34	1,448.98
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	116,172.17	-	-	182,368.94	-
		HR ECO PGRM/PROJ MANAGER EXP/PRN	149,868.10	15,918.25	-	500.00	2,870.65
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	138,671.72	14,310.78	-	856.62	385.00
		CUSTOMER CARE CONT/REL/ACCT MANGER	131,044.52	28,316.05	-	227,203.03	315.00
		OPERATIONS DIRECTOR/SR DIRECTOR	144,537.72	28,131.26	-	7,226.89	2,955.99
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,236.30	-	21,264.10	1,368.28
		IT ARCHITECH EXP/PRN	167,648.00	17,909.32	-	2,550.00	2,116.06
		IT ANALYST/SPECIALIST SR/EX/PRN	42,668.30	14,807.89	-	11,790.18	140.00
		IT ANALYST/SPECIALIST SR/EX/PRN	128,397.66	13,917.05	-	-	344.66
		IT ANALYST/SPECIALIST SR/EX/PRN	148,396.34	16,042.04	-	1,500.00	1,520.00
		GEN COUNSEL & ETHICS COMP ASSTN CORP SEC/CHIEF/SR EX ASST	120,040.26	27,886.40	-	77,011.64	593.38
		ELEC OPS LINEWORKER	133,710.29	-	-	41,177.69	-
		GENERATION ENGINEER SR/EX/PRN	176,963.99	24,852.86	-	72,059.62	720.00
		ELEC ENG ENGINEER	187,854.70	22,605.46	-	-	1,699.54
		ELEC ENG SUPERVISOR	180,715.30	13,476.01	-	63,216.02	6,789.39
		GAS OPS DIRECTOR/SR DIRECTOR	236,052.46	61,446.92	39,482.20	2,490.72	8,039.07
		GAS ENG ENGINEER SR/EX/PRN	179,188.42	23,675.98	-	-	490.00
		ELEC ENG INTERCONNECTION MANAGER	133,711.85	-	-	913.88	420.00
		CORP AFFAIRS CASE MANAGER EXP/PRN	153,654.74	24,771.51	-	3,000.00	960.00
		OPERATIONS MANAGER/SR MANAGER	224,583.36	39,991.99	-	11,286.40	1,100.13
		GAS ENG MANAGER/SR MANAGER	222,969.96	44,868.13	-	3,828.18	1,841.13
		ELEC OPS FOREMAN/SUBFOREMAN	-	-	-	32,589.45	-
		ELEC OPS LINEWORKER	111,982.88	-	-	60,724.87	2,725.96
		ELEC OPS CREW LEAD/LEADER	147,785.25	-	-	91,491.02	-
		GAS ENG ENGINEER SR/EX/PRN	154,468.18	-	-	62,267.45	1,007.79
		SUPPLY CHAIN MATERAILS PERF MANAGER	133,792.02	14,561.19	-	4,205.31	807.54
		ELEC OPS ELECTRICIAN	126,494.65	-	-	10,135.27	-
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	157,277.77	17,977.10	-	16,681.08	-
		IT ANALYST/SPECIALIST SR/EX/PRN	161,498.90	16,613.45	-	-	1,195.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	178,382.00	13,796.76	-	20,574.53	3,697.09
		CUSTOMER & COMMS MANAGER/SR MANAGER	200,818.34	32,092.45	12,011.90	2,300.00	4,835.28
		ELEC OPS LINEWORKER	114,998.69	-	-	75,551.13	-
		IT ANALYST/SPECIALIST SR/EX/PRN	149,992.72	15,866.12	-	2,000.00	420.00
		HR ECO MANAGER/SR MANAGER	177,999.96	27,040.81	13,729.50	4,750.00	1,216.59
		HR ECO PGRM/PROJ MANAGER EXP/PRN	130,108.85	14,519.40	-	1,050.00	873.72
		IT ANALYST/SPECIALIST SR/EX/PRN	141,996.00	-	-	-	210.00
		ELEC ENG ANALYST/SPEC SR/EX/PRN	157,062.44	13,093.25	-	3,846.43	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	140,000.04	7,118.34	-	41,111.14	4,644.11
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	130,762.00	10,257.07	-	255.40	584.79
		ENERGY PLNG & PROC ENGINEER	155,839.82	16,456.69	-	1,200.00	700.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EX/PRN	126,851.04	14,126.32	-	2,300.00	420.00
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	66,956.14	14,509.44	-	173,440.51	-
		ELEC ENG ANALYST/SPEC SR/EX/PRN	139,970.01	-	-	24,347.57	462.50
		GEN COUNSEL & ETHICS COMP ATTORNEY	158,348.17	-	-	50.00	947.88
		GAS OPS TECHNICIAN	134,963.74	-	-	84,613.44	273.78
		ELEC OPS SPECIALIST SR/EX/PRN	129,446.18	10,673.33	-	34,618.73	939.29
		ELEC ENG ANALYST/SPEC SR/EX/PRN	132,813.36	10,973.22	-	513.28	315.00

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		SHARED SVS MANAGER/SR MANAGER	182,449.96	30,218.50	-	1,950.00	9999.86
		ELEC OPS TECHNICIAN	128,469.89	-	-	45,882.28	218.66
		GAS ENG ENGINEER SR/EX/PRN	217,618.04	42,159.33	15,447.10	1,328.64	3,050.68
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,806.72	-	-	211,441.17	-
		ELEC OPS ELECTRICIAN	123,532.15	-	-	51,949.26	-
		ELEC OPS SYSTEM OPERATOR/LEAD	53,019.02	-	-	278,738.75	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	153,575.98	21,668.03	-	14,715.44	420.00
		ELEC OPS SPECIALIST SR/EX/PRN	127,248.76	13,899.65	-	37,185.99	23,662.24
		SAFETY RISK COMPL INSPECTOR	132,105.90	-	-	154,131.50	-
		OPERATION LEARNING STRAT/INSTRUC/DESIGNER SR/EXP/PRN	139,206.00	12,001.86	-	16,520.55	2,292.00
		ELEC OPS SUPERVISOR	146,110.16	14,462.52	-	55,249.79	-
		GAS OPS SUPER CREW LEADER/COORD	74,003.00	-	-	20,696.04	-
		GAS ENG MANAGER/SR MANAGER	206,025.01	44,999.24	13,729.50	-	3,767.30
		ELEC OPS CABLE SPLICER/CABLEMAN	140,680.38	-	-	297,889.14	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	147,627.00	23,889.02	-	1,000.00	571.36
		GAS ENG ANALYST/SPECIALST EXP/PRN	170,000.04	-	-	3,411.52	-
		ELEC ENG ENGINEER	90,819.27	26,462.79	-	59,548.08	2,325.56
		GENERATION MACHINST/MECHANIC/RIGGER	140,447.65	-	-	86,651.66	-
		GAS ENG ENGINEER SR/EX/PRN	93,995.46	-	-	25,648.58	315.00
		ELEC OPS TECHNICIAN	148,599.55	-	-	153,936.41	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	125,552.99	-	-	44,463.46	-
		GAS OPS SUPERVISOR	148,720.00	23,568.12	-	21,385.94	10,521.03
		GAS ENG TECHNICIAN	122,490.81	-	-	65,934.83	-
		GEN COUNSEL & ETHICS COMP INVESTIGATOR	129,891.72	12,880.16	-	1,761.65	4,083.48
		GENERATION OPERATOR	65,460.52	-	-	65,973.26	200.73
		GAS OPS SUPERVISOR/EXEC ASSISTANT	128,629.76	-	-	3,294.48	816.67
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,030.82	-	-	245,309.39	38.89
		GENERATION ENGINEER SR/EX/PRN	187,748.00	24,921.05	-	19,408.24	800.00
		GAS ENG ENGINEER SR/EX/PRN	186,422.00	24,676.15	-	-	2,177.67
		GENERATION TECHNICIAN SR/EX	124,400.48	-	-	69,629.77	422.79
		ELEC OPS SUPERVISOR	175,582.50	19,939.32	-	28,878.47	12,070.18
		ELEC OPS FOREMAN/SUBFOREMAN	139,000.28	-	-	137,109.74	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	149,476.16	18,723.73	-	-	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	79,272.25	14,118.64	-	5,982.30	310.87
		ENT HEALT & SAFETY DIRECTOR/SR DIRECTOR	236,229.80	24,198.34	-	56,194.44	5,067.17
		ELEC OPS LINEWORKER	133,842.48	-	-	113,396.79	-
		ELEC OPS TECHNICIAN	148,162.12	-	-	113,366.87	25.75
		ELEC OPS SUPERVISOR	141,503.34	10,321.65	-	90,608.49	4,738.72
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	137,695.86	18,277.72	-	-	1,210.00
		ELEC ENG ENGINEER	147,704.78	-	-	78,428.33	555.00
		CUSTOMER & COMMS SUPERVISOR	137,393.80	15,743.26	-	1,020.00	3,298.73
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,741.32	26,395.88	-	26,383.28	1,559.20
		IT ANALYST/SPECIALIST SR/EXP/PRN	164,819.32	26,135.89	-	-	1,199.65
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	134,338.80	-	-	7,523.25	1,107.59
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	125,721.23	17,135.41	-	-	14,128.70
		ELEC ENG ENGINEER	146,697.54	-	-	30,790.10	1,140.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	145,754.37	15,854.95	-	-	1,010.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	125,084.96	16,570.15	-	2,751.52	648.64
		ELEC OPS SUPERVISOR	160,667.00	15,762.96	-	31,441.08	282.63
		ELEC OPS SUPERVISOR	143,788.56	14,410.32	-	26,928.08	1,063.48
		ELEC ENG ENGINEER	191,292.00	15,690.74	-	25,334.98	552.59
		ELEC ENG ENGINEER	187,748.00	14,575.82	-	2,425.58	2,681.70
		CUSTOMER CARE MANAGER/SR MANAGER	164,424.00	26,347.37	-	4,670.00	-
		ELEC OPS SUPERVISOR	139,203.00	13,564.31	-	33,398.12	7,734.31
		GAS OPS SUPER CREW LEADER/COORD	131,298.18	-	-	111,581.67	6,989.11
		GAS OPS SYSTEM/CONST OPERATOR	122,066.58	-	-	34,560.05	-
		SHARED SVS MECHANIC	111,306.68	-	-	25,332.72	373.23
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	82,212.73	17,166.65	-	18,764.84	-
		ELEC OPS INSPECTOR	126,214.81	-	-	48,041.98	2,391.09
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	142,560.51	18,462.74	-	24,815.05	3,510.31
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	182,231.68	29,012.63	-	1,050.00	698.65
		GAS OPS CONST/PRGM MANAGER	133,791.66	18,068.12	-	21,403.80	920.79
		ELEC ENG ENGINEER	37,292.71	10,884.29	-	17,835.54	1,369.22
		GAS ENG ENGINEER SR/EX/PRN	157,899.10	-	-	29,667.47	2,634.27
		GAS ENG SUPERVISOR	151,501.52	19,098.49	-	28,713.23	420.00

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		IT MANAGER/SR MANAGER	174,468.84	21,615.97	-	-	1,180.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	139,359.00	11,570.20	-	-	420.00
		ELEC OPS SUPERVISOR	163,028.86	16,163.60	-	158,754.23	122.22
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	117,670.66	13,204.13	-	4,482.43	490.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	182,218.00	-	-	156,062.17	-
		SHARED SVS MANAGER/SR MANAGER	90,897.92	29,558.04	-	220,978.89	4,263.17
		IT ANALYST/SPECIALIST SR/EXP/PRN	11,416.67	13,635.21	-	9,362.66	-
		ELEC OPS FOREMAN/SUBFOREMAN	149,888.33	-	-	97,408.38	-
		GENERATION SUPERVISOR	196,616.63	32,065.29	-	97,168.18	-
		ELEC OPS LINEWORKER	128,130.35	-	-	104,799.34	732.61
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	77,032.20	16,706.08	-	209,099.79	-
		ELEC OPS TECHNICIAN	129,971.17	-	-	83,039.67	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	41,946.67	14,069.86	-	4,126.24	-
		GAS OPS TECHNICIAN	135,801.60	-	-	28,327.28	164.97
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	87,612.00	18,763.46	-	228,219.52	345.65
		IT MANAGER/SR MANAGER	186,342.50	30,154.26	8,576.70	4,250.00	411.14
		ELEC OPS CREW LEAD/LEADER	144,083.11	-	-	5,748.35	-
		GENERATION MACHINST/MECHANIC/RIGGER	16,885.80	-	-	16,332.55	-
		GAS OPS WORKING LEADER	142,903.20	-	-	133,679.01	-
		SHARED SVS SUBFOREMAN	100,797.20	-	-	22,369.47	2,638.12
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	122,382.18	14,069.56	-	6,818.72	557.90
		ELEC ENG SUPERVISOR	154,402.82	19,288.44	-	21,865.68	451.89
		GEN COUNSEL & ETHICS COMP DIRECTOR/ARCH/EX AST	68,740.99	15,185.59	-	187,228.09	210.00
		GAS OPS FOREMAN/LEADER	141,251.09	-	-	93,430.78	8,689.26
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,148.72	17,592.07	-	13,568.24	-
		ELEC ENG ENGINEER	138,860.36	-	-	37,091.03	1,303.88
		GAS OPS DIRECTOR/SR DIRECTOR	227,457.96	46,336.47	13,729.50	13,647.48	2,877.56
		ELEC OPS SUPERVISOR	176,993.50	29,265.62	-	-	2,169.88
		ELEC OPS ENGINEER	138,282.80	-	-	97,262.88	-
		GAS OPS TECHNICIAN	129,719.92	-	-	40,554.72	109.98
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	165,570.82	-	-	159,682.76	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,051.33	-	-	115,942.93	-
		ELEC OPS FOREMAN/SUBFOREMAN	154,790.86	-	-	92,189.71	-
		GAS OPS MANAGER/SR MANAGER	154,778.25	21,723.93	-	25,825.56	10,686.32
		ELEC OPS FOREMAN/SUBFOREMAN	127,327.63	-	-	12,614.50	-
		ELEC OPS FOREMAN/SUBFOREMAN	86,769.64	-	-	80,853.25	-
		ELEC OPS LINEWORKER	152,357.18	-	-	106,289.78	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	189,066.40	27,488.98	-	50.00	7,852.37
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	16,851.20	-	-	11,276.80	-
		ELEC OPS TECHNICIAN	124,259.94	-	-	16,074.81	-
		ELEC ENG ESTIMATOR	119,361.99	-	-	26,046.81	200.00
		ELEC ENG ENGINEER	179,884.00	14,002.58	-	23,294.46	1,530.38
		SHARED SVS SCIENTIST	159,062.93	16,343.03	-	2,361.02	2,032.51
		SAFETY RISK COMPL INSPECTOR	134,997.23	-	-	49,742.44	211.11
		GAS OPS FITTER	127,258.16	-	-	25,648.65	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	163,349.02	15,433.61	-	18,578.78	859.10
		ELEC OPS ENGINEER	131,864.96	-	-	127,272.14	-
		GENERATION SUPERVISOR	173,741.45	27,749.67	-	23,480.96	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	168,792.00	17,974.87	-	14,779.35	280.00
		IT MANAGER/SR MANAGER	167,486.64	26,988.97	-	-	8,060.85
		GAS ENG ENGINEER SR/EX/PRN	145,813.61	-	-	58,011.41	587.11
		GAS OPS TECHNICIAN	125,621.94	-	-	24,843.52	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	177,021.84	28,641.45	-	2,000.00	1,440.17
		SHARED SVS SUPERVISOR	130,747.66	-	-	-	455.00
		ELEC OPS SUPERVISOR	163,639.66	19,032.72	-	100,989.00	195.22
		ELEC OPS SYSTEM OPERATOR/LEAD	93,860.47	-	-	168,096.27	79.40
		SAFETY RISK MANAGER/SR MANAGER	125,274.83	31,221.52	13,729.50	26,416.02	2,383.02
		ELEC OPS FOREMAN/SUBFOREMAN	139,823.73	-	-	57,454.33	70.00
		ELEC OPS FOREMAN/SUBFOREMAN	119,678.30	-	-	57,256.01	-
		GENERATION FIRE CAPTAIN	-	15,141.95	-	-	-
		GAS OPS SCHEDULER	120,012.00	-	-	17,809.12	1,080.00
		ELEC OPS LINEWORKER	126,353.99	-	-	98,324.71	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	130,499.15	15,164.13	-	1,100.00	-
		GAS OPS PRGM/PROJ MANAGER	139,748.00	6,141.64	-	400.00	420.00
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	122,303.14	11,977.39	-	10,147.80	907.78

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		ELEC OPS LINEWORKER	139,673.72	-	-	172,563.67	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	141,087.32	13,503.07	-	1,050.00	1,440.42
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	159,750.72	25,617.76	-	-	-
		ELEC OPS LINEWORKER	16,911.36	-	-	26,415.95	757.50
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	130,500.28	-	-	16,660.91	690.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	100,687.65	26,876.80	-	7,103.04	347.49
		GEN COUNSEL & ETHICS COMP DIRECTOR/ARCH/EX AST	202,212.75	41,921.81	24,035.10	325.00	1,681.98
		GAS OPS SUPERVISOR/EXEC ASSISTANT	135,956.68	21,612.42	-	22,099.18	6,875.46
		ELEC OPS LINEWORKER	124,202.04	-	-	178,222.38	175.96
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	127,473.84	10,597.44	-	38,419.08	6,812.64
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	129,491.42	13,634.66	-	58,331.75	265.00
		SHARED SVS MECHANIC	125,215.92	-	-	30,153.49	214.50
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	72,996.76	15,824.64	-	188,880.67	210.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	41,495.25	-	-	69,902.05	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	137,675.73	17,593.96	-	20,066.41	1,435.46
		ELEC OPS LEAD OPERATOR	175,860.20	-	-	43,682.56	-
		GAS OPS SUPERVISOR	127,970.69	21,763.48	-	46,353.76	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	162,028.92	18,197.75	-	3,100.00	420.00
		ELEC OPS LINEWORKER	145,439.03	-	-	115,031.28	-
		SAFETY RISK COMPL INSPECTOR	137,160.17	-	-	78,104.25	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	125,344.70	19,263.82	-	8,144.97	2,488.53
		GAS OPS INSPECTOR	129,176.28	-	-	54,670.92	-
		ELEC OPS MANAGER/SR MANAGER	165,654.04	16,258.66	-	66,785.30	160.04
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	34,934.81	12,128.78	-	63,837.84	372.77
		ELEC OPS FOREMAN/SUBFOREMAN	83,645.87	-	-	65,895.13	-
		ELEC OPS BUSINESS LIAISON	147,017.60	-	-	7,032.96	-
		GAS OPS FOREMAN/LEADER	42,012.28	-	-	36,149.72	-
		GAS ENG ENGINEER SR/EX/PRN	157,532.86	-	-	400.00	906.11
		ELEC OPS SUPERVISOR	196,333.36	18,501.99	-	27,151.40	1,084.60
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	110,325.60	-	-	32,893.93	-
		SAFETY RISK COMPL INSPECTOR	137,208.39	-	-	121,424.70	-
		GAS ENG SENIOR BUSINESS REP	135,054.53	-	-	38,373.72	6,697.22
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	140,705.96	12,532.87	50.00	-	420.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	184,110.24	30,533.01	10,294.30	6,033.58	750.26
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	109,239.41	-	-	397,840.56	70,916.01
		GAS ENG ENGINEER SR/EX/PRN	146,016.77	-	-	2,235.82	140.00
		ELEC OPS FOREMAN/SUBFOREMAN	143,725.18	-	-	52,651.61	-
		GAS OPS FOREMAN/LEADER	132,955.25	-	-	40,962.76	-
		GAS OPS FOREMAN/LEADER	109,894.69	-	-	50,135.30	1,769.90
		GAS OPS OPERATOR	71,275.52	-	-	49,349.53	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	156,187.50	13,813.26	-	110,289.49	-
		GAS ENG DIRECTOR/SR DIRECTOR	210,365.26	45,121.93	43,314.75	195.65	14,994.44
		GAS ENG ANALYST/SPECIALIST EXP/PRN	125,868.80	16,892.10	-	1,994.32	1,190.28
		IT TECHNICIAN	75,862.00	-	-	38,619.29	-
		GENERATION TECHNICIAN SR/EX	13,618.00	-	-	14,015.56	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	38,243.33	18,763.46	-	16,609.38	117.97
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,994.43	-	-	111,172.67	2,302.88
		ELEC ENG TECHNICIAN	151,235.61	-	-	54,005.13	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	127,064.78	-	-	28,224.09	683.76
		SAFETY RISK MANAGER/SR MANAGER	178,746.10	20,489.69	-	82,859.72	3,316.56
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	128,452.96	10,101.06	-	6,236.63	18,671.79
		IT TECHNICIAN	129,164.08	-	-	26,457.43	-
		GAS ENG ENGINEER SR/EX/PRN	150,824.66	19,837.71	-	2,810.47	3,961.37
		ELEC OPS FOREMAN/SUBFOREMAN	113,035.48	-	-	28,624.53	-
		CUSTOMER CARE MANAGER/SR MANAGER	181,982.44	29,278.99	13,729.50	775.00	1,204.10
		SHARED SVS SUPERVISOR	153,750.00	19,998.00	-	2,761.22	2,453.88
		IT INVESTIGATOR SR/EXP	78,574.39	2,233.42	-	-	350.00
		ELEC OPS ENGINEER	135,337.29	-	-	74,998.17	-
		GAS OPS SUPERVISOR	129,469.16	8,617.30	-	61,735.22	840.00
		GENERATION MACHINIST/MECHANIC/RIGGER	30,019.20	-	-	33,225.38	-
		GAS OPS CONST/PRGM MANAGER	82,818.99	10,570.24	-	30,848.24	-
		SHARED SVS MECHANIC	122,571.71	-	-	18,752.02	-
		ELEC ENG SUPERVISOR	128,627.08	-	-	15,951.65	179.38
		SAFETY RISK COMPL INSPECTOR	176,176.60	-	-	429,602.13	552.71
		ELEC OPS LINEWORKER	119,027.65	-	-	182,018.44	578.40

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		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	126,714.70	10,893.40	-	63,961.01	4334.90
		GAS OPS LEAD REP/SPEC/INSPECTOR	133,200.00	-	-	3,437.96	1,395.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	142,875.40	19,073.87	-	50.00	280.00
		GAS ENG TECHNICIAN	128,173.75	-	-	42,954.75	1,076.81
		IT MANAGER/SR MANAGER	191,828.76	29,208.18	59,748.48	15,619.44	-
		ELEC OPS CABLE SPLICER/CABLEMAN	112,394.10	-	-	269,058.01	-
		GAS ENG ENGINEER SR/EX/PRN	181,143.56	23,736.61	-	2,966.04	3,209.42
		GAS OPS FOREMAN/LEADER	145,288.90	-	-	5,177.42	2,899.48
		GAS ENG ENGINEER SR/EX/PRN	115,271.58	-	-	48,823.27	341.91
		OPERATIONS SUPERVISOR	114,612.46	-	-	5,659.85	140.00
		ELEC OPS SYSTEM OPERATOR/LEAD	12,841.32	-	-	58,336.17	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	120,579.00	24,737.28	-	2,103.44	706.15
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	133,904.70	13,999.22	-	34,310.21	1,626.24
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	122,995.04	17,381.30	-	40,077.12	4,259.79
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	135,003.48	16,718.64	-	750.00	8,392.26
		GAS OPS SUPER CREW LEADER/COORD	150,298.58	-	-	77,145.94	-
		IT ARCHITECH EXP/PRN	184,038.80	26,233.00	-	650.00	-
		ELEC OPS LINWORKER	127,543.55	-	-	296,973.57	3,256.96
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	125,837.36	-	-	8,974.24	960.00
		ENT HEALT & SAFETY SUPERVISOR	149,549.82	19,310.39	-	2,734.72	1,025.34
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	151,657.55	11,924.82	-	50.00	4,789.00
		ELEC OPS ELECTRICIAN	126,842.49	-	-	35,505.89	-
		ELEC OPS MANAGER/SR MANAGER	188,349.16	41,624.19	-	-	7,225.17
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	152,874.00	20,855.10	-	24,481.38	547.36
		IT ANALYST/SPECIALIST SR/EXP/PRN	104,974.69	13,404.22	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,209.08	16,616.15	-	980.24	212.80
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	184,581.06	29,628.97	-	800.00	3,324.46
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,589.62	-	-	5,050.00	3,431.75
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	189,000.00	22,311.01	-	2,000.00	72.94
		ELEC ENG ENGINEER	138,105.79	-	-	29,882.98	1,106.82
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,999.96	-	-	-	-
		CORP AFFAIRS GOV REP EXP/PRN	111,874.07	28,829.01	8,576.70	22,233.68	5,310.87
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	14,315.00	455.00
		ELEC ENG ESTIMATOR	16,984.67	-	-	17,682.72	160.00
		ELEC OPS ELECTRICIAN	122,705.16	-	-	20,021.00	-
		ELEC ENG ENGINEER	141,749.84	-	-	9,558.44	280.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	140,872.30	10,447.34	-	16,073.84	5,524.44
		GAS ENG ENGINEER SR/EX/PRN	113,923.71	16,639.91	-	626.51	752.89
		ELEC ENG SUPERVISOR	154,375.00	5,802.27	-	-	485.00
		GENERATION ENGINEER SR/EX/PRN	177,701.35	25,274.59	-	42,701.61	1,800.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	165,984.00	13,614.64	-	1,383.20	1,220.16
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	122,594.78	9,768.77	-	-	5,400.05
		ELEC ENG ENGINEER	11,837.50	-	-	10,000.00	80.00
		GAS OPS TECHNICIAN	133,253.56	-	-	49,110.93	113.50
		GAS OPS SUPERVISOR	70,095.39	26,056.03	-	45,949.32	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	128,384.42	13,967.09	-	-	-
		ELEC OPS SYSTEM OPERATOR/LEAD	103,359.67	-	-	132,981.27	-
		GAS ENG MANAGER/SR MANAGER	179,281.21	20,702.59	-	2,341.12	1,012.56
		ELEC ENG ESTIMATOR	110,841.68	-	-	11,166.77	490.00
		SAFETY RISK COMPL INSPECTOR	133,744.69	-	-	74,828.03	167.86
		ELEC ENG ENGINEER	144,270.98	-	-	71,448.15	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	73,241.40	15,982.12	-	176,798.53	210.00
		ELEC OPS ENGINEER SR/EXP/PRN	177,701.35	25,205.98	-	8,311.36	4,997.10
		ELEC OPS SUPERVISOR	138,516.93	14,958.76	-	76,942.63	205.83
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	5,426.40	1,140.00
		ENERGY PLCY & PROC SR EX AST/LIASON/PORT MNGMT	8,038.16	17,017.98	-	46,279.71	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	146,850.60	11,079.51	-	87,466.74	-
		SHARED SVS MECHANIC	123,381.60	-	-	12,769.19	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	85,625.74	21,431.62	-	198,946.51	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	121,838.65	-	-	22,144.90	420.00
		GENERATION SUPERVISOR	190,754.88	32,179.54	-	39,471.20	14,943.95
		GAS ENG ENGINEER SR/EX/PRN	135,979.84	15,701.79	-	50.00	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	55,292.38	15,775.76	-	14,325.25	517.93
		ELEC ENG ENGINEER	82,992.00	13,614.64	-	219,124.68	-
		ELEC ENG ENGINEER	128,390.00	5,389.67	-	250.00	2,878.83

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GENERATION MANAGER/SR MANAGER	204,993.24	37,421.17	-	61,994.00	339.20
		GENERATION MACHINST/MECHANIC/RIGGER	126,670.09	-	-	87,952.48	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	85,097.03	-	-	88,548.18	3,842.38
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	128,483.78	-	-	103,404.16	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	140,530.00	14,337.94	-	964.80	-
		HR ECO BUSINESS PARTNER EXP/PRN	196,157.74	32,297.76	-	2,925.47	502.26
		SAFETY RISK COMPL INSPECTOR	135,981.83	-	-	71,449.86	142.22
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	134,502.00	15,191.57	-	8,422.25	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	54,040.46	-	-	-	924.50
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	210,553.92	34,040.04	8,576.70	400.00	-
		GAS ENG ENGINEER SR/EX/PRN	145,356.00	-	-	50.00	4,085.81
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	129,019.52	15,185.39	-	13,675.72	960.00
		GENERATION MACHINST/MECHANIC/RIGGER	15,635.00	-	-	11,421.47	-
		GAS OPS FOREMAN/LEADER	97,247.78	-	-	42,850.97	70.96
		HR ECO INSTRUCTOR/LEARNING STRAT EXP/PRN	132,182.33	15,090.58	-	1,452.96	378.26
		ELEC ENG CONSULTANT/REP	161,284.55	12,449.41	-	2,979.36	-
		GENERATION ELECTRICIAN	107,831.94	-	-	103,616.03	3,369.09
		GAS ENG PRGM/ACCT/PROJ MANAGER	128,726.74	16,877.43	-	425.00	1,944.97
		ELEC ENG ENGINEER	217,348.54	21,919.01	-	17,047.56	462.24
		GAS OPS CONST PRGM MANAGER	139,848.55	22,490.85	-	2,000.00	772.20
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	191,169.70	30,788.17	-	750.00	420.00
		SAFETY RISK COMPL INSPECTOR	155,654.42	-	-	217,009.04	-
		ELEC ENG MANAGER/SR MANAGER	199,006.85	24,942.40	-	3,745.82	4,006.38
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	36,483.16	12,725.50	-	21,581.77	2,841.60
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	54,343.12	-	-	65,736.06	-
		CUSTOMER CARE PRDTP/PRGR MANAGER EXP/PRN/CHIEF	166,369.18	26,808.93	-	24.00	1,160.19
		GEN COUNSEL & ETHICS COMP ASSTN CORP SEC/CHIEF/SR EX ASST	172,083.34	27,386.15	8,576.70	6,696.62	2,678.69
		ELEC OPS CONSULTANT SR/EXP/PRN	127,927.31	10,663.37	-	50.00	1,186.88
		ELEC OPS FOREMAN/SUBFOREMAN	134,929.90	-	-	76,221.02	-
		SAFETY RISK COMPL INSPECTOR	123,697.97	-	-	128,426.96	-
		ELEC OPS LINEWORKER	115,239.22	-	-	162,502.96	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	145,445.60	19,013.79	-	50.00	280.00
		ELEC OPS FOREMAN/SUBFOREMAN	142,201.01	-	-	187,581.60	-
		GAS OPS CHIEF/SCIENT/SYSTEM ADMIN	202,341.21	39,811.93	13,729.50	50.00	3,864.71
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,735.98	-	-	150,471.30	-
		ELEC ENG TECHNICIAN	160,815.64	-	-	50,465.03	-
		ELEC ENG TECHNICIAN	161,188.00	-	-	48,491.82	-
		ELEC OPS TECHNICIAN	14,224.02	-	-	28,117.66	-
		ELEC OPS LINEWORKER	124,001.56	-	-	191.03	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,330.10	-	-	10,050.00	607.49
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	125,306.23	12,380.01	-	300.00	2,558.98
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	157,733.90	15,776.20	-	18,567.04	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,798.02	18,201.78	-	41,630.85	1,075.00
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	155,836.50	27,230.08	-	1,025.00	4,535.23
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	138,779.42	12,096.76	-	-	-
		ELEC OPS SUPERVISOR	132,929.33	12,914.52	-	20,279.44	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	137,700.00	11,955.33	-	41,406.28	280.00
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	31,568.14	-	-	20,000.00	252.74
		GAS OPS ENGINEER	135,605.84	-	-	44,390.72	3,629.17
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	43,790.40	-	-	8,971.02	1,996.45
		SHARED SVS MANAGER/SR MANAGER	197,950.14	31,909.96	-	3,821.21	554.38
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	133,310.72	13,412.94	-	-	350.00
		ELEC OPS ELECTRICIAN	123,255.97	-	-	51,764.52	-
		GENERATION ANALYST SR/EXP/PRN	153,890.54	28,904.04	-	7,000.00	561.91
		GENERATION CREW LEADER/CONTROL LEAD	145,743.47	-	-	166,902.05	-
		SUPPLY CHAIN MATERIALS SUPERVISOR	149,509.42	16,218.99	-	1,038.60	299.34
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	175,144.04	27,884.20	-	1,800.00	244.39
		ELEC ENG ENGINEER	176,678.00	14,316.03	-	3,888.26	2,422.63
		IT ENGINEER SR/EX/PRN	135,099.10	14,513.35	-	1,500.00	360.00
		ELEC OPS LINEWORKER	133,121.21	-	-	77,226.80	1,409.57
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	167,357.18	18,318.40	-	354.00	1,717.95
		ELEC OPS BUSINESS LIAISON	124,382.73	-	-	24,063.92	-
		GAS ENG ENGINEER SR/EX/PRN	172,055.76	22,421.67	-	1,456.24	630.00
		ELEC OPS SUPERVISOR	83,141.02	14,191.62	-	54,440.26	1,698.36
		ENG PLNG & STRAT DATA SCIENTIST	153,434.98	16,552.76	-	1,392.96	-

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		FINANCE MANAGER/SR MANAGER	222,897.12	36,507.46	11,333.90	8,488.85	555.00
		ELEC ENG ENGINEER	185,760.00	15,236.30	-	250.00	1,734.28
		ELEC ENG MANAGER/SR MANAGER	206,323.64	28,545.46	-	-	8,153.95
		ELEC OPS CREW LEAD/LEADER	5,310.85	-	-	56,896.79	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	196,641.22	30,718.27	8,576.70	50.00	640.00
		CUSTOMER & COMMS ANALYST EXP/PRN	173,549.74	26,302.61	-	1,000.00	420.00
		GAS OPS OPERATOR	108,814.68	-	-	39,304.80	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	141,803.23	19,266.34	-	5,501.29	3,326.48
		GAS OPS PRGM/PROJ MANAGER	160,961.66	25,657.91	-	361.28	1,060.59
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	16,851.20	-	-	2,683.52	-
		GAS OPS ENGINEER	130,902.66	-	-	38,579.55	154.31
		ELEC OPS CREW LEAD/LEADER	89,477.60	-	-	2,530.06	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	227,687.20	35,187.84	17,164.70	15,422.75	-
		CUSTOMER CARE SUPERVISOR/ADMIN	138,500.04	18,000.17	-	1,850.00	-
		IT MANAGER/SR MANAGER	61,895.09	-	-	20,000.00	-
		ELEC OPS LINEWORKER	127,135.25	-	-	107,901.10	-
		GAS ENG ENGINEER SR/EX/PRN	191,292.00	25,260.06	-	13,748.02	9,474.83
		GAS OPS SCHEDULER	113,871.31	-	-	7,529.63	-
		GAS ENG ESTIMATOR/SCHEDULER	120,800.75	-	-	59,685.95	880.00
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	14,353.11	2,457.00
		SAFETY RISK INSPECTOR/COORDINATOR	139,703.12	11,849.72	-	11,283.09	1,336.30
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	48,189.78	-	-	-	327.44
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	114,897.64	10,534.42	-	3,130.00	1,498.61
		ENG PLNG & STRAT ANALYST/SPEC SR AST SR/EXP/PRN	149,572.02	24,298.94	-	-	-
		ELEC ENG MAPPING TECH	123,252.91	-	-	1,368.81	446.88
		ELEC OPS TECHNICIAN	128,593.64	-	-	24,744.19	78.54
		IT MANAGER/SR MANAGER	187,187.64	28,071.04	13,729.50	2,500.00	150.95
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	180,208.34	23,527.80	-	1,050.00	1,026.29
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	128,884.42	13,779.06	-	500.00	960.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	167,948.14	27,152.00	-	350.00	-
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PRN/CHF	124,935.30	13,531.04	-	1,075.00	1,160.00
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	215,243.54	47,164.51	34,329.40	2,184.65	420.00
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	155,088.32	21,540.65	-	3,622.64	5,374.70
		SHARED SVS BIOLOGIST	138,774.00	14,153.25	-	3,557.59	1,645.32
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,233.72	13,723.95	-	50.00	-
		GENERATION TECHNICIAN SR/EX	26,555.10	-	-	35,901.98	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	174,651.28	21,373.45	13,729.50	500.00	902.45
		ELEC OPS SUPERVISOR	190,251.20	18,461.60	-	44,051.85	-
		ELEC OPS TECHNICIAN	99,953.75	-	-	79,214.16	437.31
		ELEC OPS ENGINEER	3,025.18	21,577.07	-	2,010.01	-
		GAS OPS FOREMAN/LEADER	126,318.39	-	-	76,658.41	215.28
		GAS ENG ENGINEER SR/EX/PRN	141,349.08	-	-	12,457.60	-
		GAS OPS WORKING LEADER	78,417.43	-	-	19,296.48	-
		GAS ENG TECHNICIAN	124,639.45	-	-	2,434.78	-
		OPERATIONS MANAGER/SR MANAGER	127,161.28	9,569.60	-	24,309.32	4,375.58
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	132,082.10	11,908.77	-	2,050.00	890.94
		ELEC ENG TECHNICIAN	144,409.84	-	-	20,362.61	32.55
		ELEC OPS SUPERVISOR	163,341.18	19,670.30	-	62,168.64	-
		GEN COUNSEL & ETHICS COMP ASSTN CORP SEC/CHIEF/SR EX ASST	156,648.44	18,735.67	-	7,750.24	532.25
		ENT HEALT & SAFETY DIRECTOR/SR DIRECTOR	173,566.64	29,811.04	-	4,352.36	18,787.11
		GAS OPS FOREMAN/LEADER	130,192.80	-	-	29,395.44	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	140,711.10	6,053.86	-	50.00	140.00
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	115,408.69	12,266.70	-	3,000.00	2,322.35
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	163,086.34	26,279.92	-	1,000.00	-
		ELEC ENG ENGINEER	164,926.00	13,093.83	-	5,629.75	420.00
		ENT HEALT & SAFETY MANAGER/SR MANAGER	198,491.60	31,717.34	13,729.50	-	193.92
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	23,074.00	11,355.74	-	8,754.64	70.00
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	145,940.58	15,741.76	-	564.00	656.69
		ENERGY PLCY & PROC MANAGER/SR MANAGER	195,500.28	30,521.61	8,576.70	4,000.00	-
		GENERATION OPERATOR	130,514.78	-	-	76,094.68	-
		SHARED SVS ENGINEER	136,302.50	14,690.20	-	-	2,891.07
		GENERATION MACHINST/MECHANIC/RIGGER	128,610.31	-	-	64,560.02	-
		ELEC OPS FOREMAN/SUBFOREMAN	47,959.87	-	-	61,812.67	-
		GENERATION MACHINST/MECHANIC/RIGGER	130,576.81	-	-	107,188.89	-
		GENERATION SUPERVISOR	170,885.92	28,927.48	-	41,113.99	140.00

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		ELEC OPS LINEWORKER	132,506.25	-	-	197,557.70	2638
		GENERATION OPERATOR	127,528.90	-	-	90,291.29	-
		GENERATION WRITER TECH/ENG/OPS SR	183,000.00	25,664.45	-	32,212.92	-
		ELEC OPS FOREMAN/SUBFOREMAN	136,979.88	-	-	67,639.73	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	137,641.40	-	-	35,848.53	518.13
		ELEC OPS LEAD OPERATOR	159,987.15	-	-	120,721.01	11,776.69
		IT SECURITY/STORAGE/SYSTEM ADMINSTATOR SR/EX	129,200.93	15,817.73	-	11,492.51	454.57
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	163,487.88	26,377.31	-	50.00	3,981.07
		SAFETY RISK COMPL INSPECTOR	133,911.06	-	-	169,655.30	16,392.78
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,611.77	-	-	118,067.77	-
		GAS OPS PRGM/PROJ MANAGER	165,984.00	23,013.70	-	35,641.85	4,622.75
		ELEC ENG ENGINEER	134,845.27	-	-	20,115.06	-
		SHARED SVS MECHANIC	127,513.60	-	-	45,345.74	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	153,117.68	16,449.04	-	858.36	3,123.24
		GAS OPS SYSTEM/CONST OPERATOR	103,576.95	-	-	15,522.01	-
		ELEC OPS LEADER	137,292.70	-	-	26,297.70	-
		ELEC OPS CABLE SPLICER	167,660.52	-	-	113,841.05	-
		GAS ENG SUPERVISOR	152,008.36	19,484.57	-	51,443.46	315.00
		ELEC OPS MANAGER/SR MANAGER	173,316.69	33,641.83	13,729.50	-	-
		GAS ENG ENGINEER SR/EX/PRN	182,104.02	27,244.79	-	2,000.00	2,356.30
		GENERATION TECHNICIAN SR/EX	141,430.40	-	-	66,778.75	-
		ELEC ENG ENGINEER	33,280.07	-	-	98,551.37	-
		GENERATION TECHNICIAN SR/EX	34,215.25	-	-	36,360.48	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	174,649.20	34,036.24	10,294.30	-	468.17
		GAS ENG ENGINEER SR/EX/PRN	161,785.60	-	-	117,887.63	420.00
		GENERATION AUDITOR SR/EX	122,316.35	13,236.50	-	19,904.50	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	70,175.84	15,209.00	-	169,133.92	1,442.82
		ELEC ENG ENGINEER	169,762.00	13,403.33	-	2,598.45	-
		FINANCE DIRECTOR	230,366.96	48,283.69	36,866.49	50.00	539.37
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	117,798.26	12,437.40	-	28,370.84	820.00
		ELEC OPS TECHNICIAN	119,926.23	-	-	7,617.47	300.30
		GAS OPS PRGM/PROJ MANAGER	16,343.17	24,533.41	-	1,033.14	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,893.76	15,028.42	-	1,500.00	140.00
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	125,837.96	13,751.87	-	50.00	2,624.78
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	185,760.01	15,236.30	-	10,257.92	1,759.92
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	188,463.66	29,697.17	59,748.48	50.00	5,676.64
		GAS OPS SYSTEM/CONST OPERATOR	128,304.82	-	-	9,885.81	-
		SHARED SVS MANAGER/SR MANAGER	174,999.96	23,466.44	-	150.00	433.35
		ELEC OPS TECHNICIAN	89,590.31	-	-	42,963.06	565.49
		SAFETY RISK MANAGER/SR MANAGER	184,789.06	23,622.68	8,576.70	-	18,940.06
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	152,432.55	21,064.45	-	2,347.23	-
		GAS OPS SUPER CREW LEADER/COORD	132,111.27	-	-	41,230.51	1,047.87
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EXP/PRN	133,158.26	13,274.46	-	50.00	-
		ELEC OPS LINEWORKER	133,209.20	-	-	281,030.38	1,784.20
		ELEC ENG MAPPING TECH	28,891.67	-	-	4,019.04	-
		ELEC OPS FOREMAN/SUBFOREMAN	63,067.39	-	-	12,816.33	-
		ELEC ENG MANAGER/SR MANAGER	125,164.92	22,492.56	-	26,070.52	-
		GAS ENG ENGINEER SR/EX/PRN	198,405.01	25,989.41	-	2,624.32	660.00
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	166,038.92	26,530.35	-	2,050.00	-
		ELEC ENG TECHNICIAN	121,854.51	-	-	7,265.47	4,473.47
		ELEC OPS LINEWORKER	-	-	-	-	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	176,146.30	28,580.48	-	6,450.00	1,525.90
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	156,255.12	24,911.45	-	750.00	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	160,012.50	25,497.45	-	2,450.00	1,358.81
		SAFETY RISK MANAGER/SR MANAGER	144,231.57	16,644.45	-	1,925.41	11,752.05
		SHARED SVS BIOLOGIST	134,784.60	14,184.30	-	-	2,691.51
		ELEC OPS LINEWORKER	133,183.94	-	-	189,428.85	51.53
		GENERATION TECHNICIAN SR/EX	134,068.50	-	-	62,612.58	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	133,515.04	-	-	6,596.55	-
		GENERATION TECHNICIAN SR/EX	137,629.02	-	-	66,286.90	-
		SAFETY RISK COMPL INSPECTOR	170,578.41	-	-	75,347.06	-
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	176,183.36	28,413.83	-	1,050.00	-
		HR GENERALIST SR/EXP/PRN	127,362.35	27,270.85	-	17,881.92	280.00
		ELEC OPS LINEWORKER	141,523.06	-	-	90,238.06	-
		ELEC OPS SPECIALIST SR/EX/PRN	126,000.00	-	-	4,906.98	5,644.86



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	161,295.31	24,817.64	-	645.56	2061.87
		ELEC OPS LINEWORKER	129,150.01	-	-	161,096.20	-
		GENERATION DIRECTOR	207,451.04	40,204.53	-	3,700.00	4,720.54
		GENERATION TECHNICIAN SR/EX	130,494.91	-	-	86,275.69	-
		GAS OPS FOREMAN/LEADER	135,805.90	-	-	12,284.26	-
		SUPPLY CHAIN MATERIALS DIRECTOR/SR DIRECTOR	240,430.32	52,038.38	42,920.75	3,556.84	2,885.84
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	40,186.52	2,600.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	129,896.40	13,606.53	-	-	-
		GENERATION TECHNICIAN SR/EX	29,278.70	-	-	30,966.84	-
		GAS ENG ENGINEER SR/EX/PRN	128,497.92	16,463.33	-	-	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	79,811.10	17,321.16	-	185,044.94	-
		GAS OPS MANAGER/SR MANAGER	122,918.23	40,021.13	8,576.70	16,360.78	305.00
		GAS OPS ENGINEER	149,885.40	-	-	118,020.08	2,218.30
		OPERATIONS CONST/PRGM/CONTRACT MNGR EXP/PRN	145,552.10	19,322.10	-	50.00	444.58
		ELEC ENG ENGINEER	217,056.00	17,803.60	-	17,432.09	-
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	11,015.80	355.57
		SUPPLY CHAIN MATERIALS DIRECTOR/SR DIRECTOR	227,669.04	48,447.01	44,585.70	7,140.96	1,593.19
		ELEC ENG ENGINEER	127,857.41	-	-	6,584.76	987.57
		ELEC OPS ELECTRICIAN	124,515.87	-	-	83,142.87	683.34
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	135,252.22	-	-	13,885.32	767.11
		GAS ENG ENGINEER SR/EX/PRN	162,000.00	-	-	52,133.60	3,663.11
		ELEC OPS ENGINEER SR/EXP/PRN	190,678.00	14,983.73	-	31,696.50	2,118.28
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	202,374.76	16,065.81	-	10,282.51	1,365.88
		GENERATION ENGINEER SR/EX/PRN	10,054.77	-	-	-	-
		ELEC ENG ENGINEER	191,292.00	15,690.74	-	15,833.20	1,593.51
		GAS OPS ENGINEER	125,489.60	-	-	13,444.15	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	30,810.62	5,093.85
		ELEC ENG ENGINEER	178,150.08	14,394.49	-	10,988.45	546.92
		GENERATION CONSLT/PROC/SPLST/SCHDLR SR/EX/PRN/CHIEF	157,634.52	22,242.43	-	1,878.08	1,178.71
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	157,765.64	25,022.54	-	1,500.00	859.59
		GAS ENG SENIOR BUSINESS REP	123,300.65	-	-	8,703.23	2,764.34
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	159,599.12	25,511.39	-	-	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	109,260.69	26,164.05	-	9,442.68	924.89
		ELEC OPS ENGINEER	130,668.56	-	-	39,159.18	1,292.44
		ELEC ENG SUPERVISOR	194,491.54	19,877.54	-	1,169.84	1,753.31
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	147,638.94	13,609.19	-	2,081.64	2,763.48
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	126,230.00	9,798.86	-	1,300.00	1,286.82
		CUSTOMER CARE ENGINEER SR/EXP/PRN	132,520.07	13,832.65	-	50.00	2,829.61
		ELEC OPS FOREMAN/SUBFOREMAN	171,589.07	-	-	269,138.25	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	169,966.80	23,210.33	-	707.92	614.63
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	149,758.22	19,018.00	-	8,468.74	3,340.37
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	130,255.57	-	-	50,110.00	10,531.92
		IT DIRECTOR/SR DIRECTOR	220,638.58	34,534.84	20,599.90	750.00	3,892.06
		ELEC OPS FOREMAN/SUBFOREMAN	146,308.04	-	-	101,699.56	-
		ELEC ENG SHOP LEADER	57,258.18	-	-	11,444.29	-
		ELEC OPS LINEWORKER	133,495.55	-	-	119,248.38	145.39
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	102,742.91	14,345.37	-	4,366.25	245.00
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	34,537.96	1,850.39
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,789.51	-	-	102,410.07	-
		ELEC OPS TECHNICAL PROJ MNGR/WRITER	72,929.44	12,113.96	-	193,612.01	300.09
		ENERGY PLCY & PROC MANAGER/SR MANAGER	187,500.00	29,862.12	8,576.70	7,000.00	880.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	124,272.46	18,740.45	-	50.00	695.95
		CUSTOMER & COMMS MANAGER/SR MANAGER	184,005.16	29,892.82	10,294.30	6,600.00	3,576.30
		SAFETY RISK COMPL INSPECTOR	136,131.90	-	-	57,281.64	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	89,156.58	11,559.33	-	30,580.00	746.02
		CUSTOMER CARE PRDTP/PRGR MANAGER EXP/PRN/CHIEF	197,206.12	32,326.72	-	200.00	1,886.43
		OPERATIONS COORDINATOR/CONSULT SR/EXP/PRN	141,302.86	13,422.49	-	1,384.19	105.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	176,299.96	21,874.58	-	-	-
		ENG PLNG & STRAT PROJ/PROD CONS MANAGER	161,843.77	30,448.38	-	2,550.00	870.94
		GAS ENG ENGINEER SR/EX/PRN	152,437.48	23,354.12	-	784.10	2,394.81
		IT ANALYST/SPECIALIST SR/EXP/PRN	180,075.00	7,794.68	-	50.00	880.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	144,953.44	13,754.07	-	1,744.79	4,987.60
		ELEC ENG SUPERVISOR	139,400.04	-	-	5,272.26	4,561.99
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	123,616.24	11,063.00	-	26,400.92	525.13
		ELEC OPS WORK & RESOURCE PLANNER EXP/PRN	119,013.52	8,919.65	-	53,567.43	5,557.75

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		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	144,993.00	15,633.40	-	50.00	2800.00
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	204,388.90	17,586.27	-	775.00	2,991.91
		HR ECO BUSINESS PARTNER EXP/PRN	165,000.00	-	-	-	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	77,133.10	16,730.64	-	185,035.84	210.00
		GAS OPS MANAGER/SR MANAGER	219,662.06	43,668.52	15,447.10	-	579.89
		ELEC OPS OPERATOR	110,851.05	-	-	93,008.43	5,311.28
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	135,972.00	14,474.11	-	50.00	880.89
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	205,866.66	31,802.60	12,011.90	1,800.00	3,069.53
		GAS OPS INVESTIGATOR	115,380.34	16,554.53	-	4,903.36	6,001.09
		ELEC OPS SUPERVISOR	183,375.66	20,951.82	-	81,098.28	1,024.42
		GAS OPS TECHNICIAN	125,728.30	-	-	64,958.95	993.19
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	154,155.00	15,624.36	-	11,544.90	3,586.87
		ELEC OPS MANAGER/SR MANAGER	195,664.96	23,656.72	13,729.50	8,500.00	22,715.45
		ELEC OPS SPECIALIST SR/EX/PRN	140,163.88	7,064.29	-	50.00	-
		GAS ENG ENGINEER SR/EX/PRN	131,182.77	-	-	45,472.54	1,181.78
		FINANCE AUDITOR SR/EX/PRN	7,007.35	24,385.06	-	14,351.35	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	152,684.86	12,320.77	-	7,755.95	348.22
		ELEC OPS LNEWORKER	68,934.46	-	-	106,929.85	-
		FINANCE EX ASIT/SR EX ASIT/CHIEF	228,358.70	49,263.41	24,035.10	200.00	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	123,027.20	-	-	28,544.50	633.75
		ELEC ENG MANAGER/SR MANAGER	84,226.09	22,253.87	-	33,119.82	2,288.42
		ELEC OPS FOREMAN/SUBFOREMAN	141,877.28	-	-	43,241.60	-
		ELEC OPS CREW LEAD/LEADER	147,689.45	-	-	90,584.24	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,853.30	-	-	83,369.11	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	146,020.68	14,935.51	-	1,000.00	2,872.90
		GAS OPS CONST/PRGM MANAGER	118,478.78	20,425.04	-	37,939.49	1,389.07
		FINANCE MANAGER/SR MANAGER	168,734.60	21,169.78	-	2,050.00	911.36
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	206,285.70	33,512.45	8,576.70	500.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,909.86	17,981.29	-	50.00	765.00
		ELEC OPS SPECIALIST SR/EX/PRN	139,390.18	-	-	24,326.46	-
		IT MANAGER/SR MANAGER	203,112.00	32,546.75	10,294.30	2,500.00	17,434.03
		GAS ENG SENIOR BUSINESS REP	121,858.11	-	-	55,264.17	5,186.73
		ELEC OPS LNEWORKER	128,000.85	-	-	135,933.71	-
		ELEC OPS LNEWORKER	17,689.35	-	-	24,064.96	-
		SAFETY RISK MANAGER/SR MANAGER	197,985.15	24,535.93	-	8,256.32	-
		IT MANAGER/SR MANAGER	203,308.16	32,069.69	68,325.18	2,650.00	9,521.33
		ELEC ENG MANAGER/SR MANAGER	163,198.61	12,794.50	-	-	1,251.36
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	79,460.56	19,675.12	-	180,926.26	-
		GAS OPS FOREMAN/LEADER	125,941.90	-	-	102,939.19	7,482.41
		GAS OPS MECHANIC/WELDER	41,490.82	-	-	22,850.35	-
		SUPPLY CHAIN MATERAILS SUPERVISOR	170,849.90	22,740.83	-	23,638.33	1,040.00
		GAS OPS INSPECTOR	131,061.52	-	-	31,898.74	187.68
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	148,932.00	15,947.74	-	7,410.60	420.00
		IT ARCHITECH EXP/PRN	83,454.94	18,091.84	-	208,462.27	-
		GAS ENG ENGINEER SR/EX/PRN	128,239.44	-	-	57,613.99	600.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	123,044.33	10,535.69	-	18,354.39	2,076.37
		ELEC ENG SUPERVISOR	-	15,432.87	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	146,077.94	-	-	162,586.96	2,543.20
		ELEC OPS TECHNICIAN	37,241.11	-	-	54,829.98	468.39
		ELEC OPS SUPERVISOR	174,687.70	17,926.13	-	26,516.54	528.58
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	189,000.00	19,596.63	-	750.00	33,906.43
		ELEC OPS SPECIALIST SR/EX/PRN	155,961.75	12,885.78	-	-	-
		SAFETY RISK MANAGER/SR MANAGER	146,412.96	13,326.86	-	1,714.12	656.64
		GAS ENG ENGINEER SR/EX/PRN	126,453.01	-	-	6,230.34	689.52
		GAS ENG ENGINEER SR/EX/PRN	141,350.52	-	-	60,886.39	2,314.82
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,428.38	-	-	51,060.25	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	170,683.36	27,663.90	-	2,950.00	880.00
		OPERATIONS CONSULTANT/SR EX ASST/CHIEF	156,825.00	15,774.67	-	1,050.00	420.00
		GENERATION TECHNICIAN SR/EX	27,321.12	-	-	29,307.80	-
		GAS OPS MANAGER/SR MANAGER	182,200.26	36,351.59	-	5,520.80	3,084.84
		IT MANAGER/SR MANAGER	190,119.96	30,624.08	8,576.70	4,000.00	11,137.94
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	146,345.84	14,810.30	-	-	800.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	130,842.47	-	-	11,392.20	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	131,375.70	-	-	259,131.04	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,506.66	-	-	129,672.65	-

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		ELEC ENG ENGINEER	195,060.00	15,999.14	-	79,458.84	852.04
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	135,232.00	10,961.44	-	5,550.00	655.25
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	194,492.06	23,520.64	10,294.30	11,126.15	2,935.39
		GAS ENG SUPERVISOR	185,454.32	29,386.31	-	50.00	2,954.95
		ENERGY PLCY & PROC SCHEDULER/TRADER SR/EXP	140,151.58	14,349.90	-	50.00	441.00
		IT DIRECTOR/SR DIRECTOR	232,536.76	49,984.70	34,464.28	5,050.00	3,737.20
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	105,997.42	10,364.73	-	25.00	280.00
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EXP/PRN	158,867.99	22,379.56	-	37,407.21	1,184.00
		FINANCE DIRECTOR	229,037.50	43,584.86	19,628.45	4,421.12	2,664.63
		GENERATION COORDINATOR SR/EX	172,187.94	24,270.83	-	58,453.80	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	129,816.44	12,575.67	-	7,845.83	4,873.42
		ELEC OPS ENGINEER	122,110.63	-	-	2,215.81	9,753.96
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	162,668.22	26,339.98	-	2,400.00	1,066.51
		GENERATION WRITER TECH/ENG/OPS SR	154,997.17	-	-	27,712.02	1,057.15
		FINANCE DIRECTOR	190,300.72	30,350.88	20,519.24	-	1,799.50
		ELEC ENG TECHNICIAN	133,909.91	-	-	48,421.02	-
		CORP AFFAIRS MANAGER/SR MANAGER	214,060.52	21,228.45	-	50.00	-
		SHARED SVS MANAGER/SR MANAGER	95,454.30	31,635.60	-	228,122.43	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	141,274.01	-	-	95,286.60	-
		SHARED SVS BIOLOGIST	153,468.00	17,256.10	-	26,771.25	2,930.83
		GAS OPS TECHNICIAN	133,019.32	-	-	43,349.83	861.89
		OPERATIONS SUPERVISOR	177,162.36	23,431.82	-	28,172.13	4,282.56
		ELEC OPS LINEWORKER	137,597.94	-	-	72,163.52	196.26
		GAS OPS LEAD REP/SPEC/INSPECTOR	122,483.28	-	-	61,039.72	90.00
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	236,786.70	50,977.94	39,482.20	1,100.00	1,391.36
		ELEC OPS LINEWORKER	142,459.23	-	-	61,015.62	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	150,695.81	19,404.73	-	13,643.36	3,104.63
		SAFETY RISK COMPL INSPECTOR	143,589.64	-	-	97,165.28	-
		ELEC OPS FOREMAN/SUBFOREMAN	134,732.50	-	-	42,441.00	-
		ELEC OPS TECHNICIAN	185,551.45	-	-	119,723.31	607.39
		GAS ENG ENGINEER SR/EXP/PRN	151,338.40	-	-	208,429.66	400.00
		ELEC OPS LINEWORKER	78,776.55	-	-	101,245.98	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,419.30	-	-	184,325.07	-
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	123,040.73	16,570.90	-	29,680.65	693.21
		ELEC ENG MANAGER/SR MANAGER	218,198.18	28,478.81	-	-	3,629.46
		GAS OPS FOREMAN/LEADER	139,960.07	-	-	98,515.22	2,626.66
		GAS OPS OPERATOR	123,311.00	-	-	27,991.46	-
		GAS ENG TECHNICIAN	127,691.88	-	-	14,803.78	882.07
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	203,125.00	27,005.34	-	7,949.76	630.47
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,485.69	-	-	104,868.03	272.28
		IT SUPERVISOR	151,252.42	19,483.07	-	2,050.00	1,064.02
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	123,663.94	-	-	191,743.37	-
		ELEC OPS TECHNICIAN	130,788.65	-	-	42,187.33	193.04
		SAFETY RISK COMPL INSPECTOR	138,837.62	-	-	92,023.37	-
		ELEC OPS CONSULTANT SR/EXP/PRN	132,290.60	10,755.17	-	50.00	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	91,367.93	-	-	254,969.42	-
		ELEC OPS TECHNICIAN	130,606.39	-	-	118,748.38	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	148,722.82	20,966.84	-	8,565.41	-
		GAS OPS SUPERVISOR	132,000.00	15,940.51	-	62,432.44	3,953.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,748.00	-	-	10,925.08	3,239.53
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	138,153.75	-	-	5,277.69	2,285.39
		ELEC OPS MANAGER/SR MANAGER	179,557.26	21,750.77	-	10,200.00	3,267.32
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	119,335.36	-	-	170,978.93	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	166,300.82	27,512.93	-	19,572.64	-
		GAS ENG ENGINEER SR/EXP/PRN	133,256.75	-	-	23,457.62	739.92
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	139,145.92	-	-	42,643.49	1,397.25
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	170,156.30	27,270.45	-	1,000.00	3,072.06
		ELEC OPS TECHNICIAN	146,974.70	-	-	31,019.27	473.76
		GENERATION SUPERVISOR	203,330.88	34,527.46	-	89,516.91	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	124,796.68	13,406.58	-	50.00	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	91,771.28	30,038.36	-	214,161.05	-
		CUSTOMER CARE PRD/PRGR MANAGER EXP/PRN/CHIEF	47,799.60	14,969.86	-	50.00	70.00
		ELEC ENG MANAGER/SR MANAGER	218,872.95	25,895.67	13,729.50	750.00	1,646.36
		GAS OPS FOREMAN/LEADER	138,604.16	-	-	32,279.78	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	163,444.90	26,391.11	-	5,250.00	480.00

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		GENERATION SUPERVISOR	150,035.64	25,433.24	-	40,966.16	-
		ELEC OPS LINEWORKER	108,554.96	-	-	75,271.38	-
		GAS OPS TECHNICIAN	127,603.05	-	-	33,393.21	213.84
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	142,803.36	18,940.80	-	290.00	420.00
		SAFETY RISK DIRECTOR/SR DIRECTOR	208,725.00	29,044.75	11,546.70	5,593.50	21,339.70
		ELEC OPS TECHNICIAN	146,236.31	-	-	17,045.44	945.85
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	67,986.00	14,559.88	-	179,594.17	326.99
		GAS ENG ENGINEER SR/EX/PRN	148,795.06	-	-	34,022.35	6,707.96
		ENT HEALT & SAFETY MANAGER/SR MANAGER	152,975.00	-	-	-	6,369.15
		GAS OPS TECHNICIAN	120,754.51	-	-	15,565.32	560.00
		GAS OPS CONST/PRGM MANAGER	119,445.98	17,410.85	-	4,315.61	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	75,915.38	16,701.40	-	190,650.18	880.00
		IT TECHNICIAN	128,618.53	-	-	28,850.21	-
		ELEC OPS TECHNICIAN	130,968.62	-	-	24,616.90	-
		GAS OPS PRGM/PROJ MANAGER	174,276.00	24,163.35	-	25,533.60	1,984.69
		CORP AFFAIRS MANAGER/SR MANAGER	186,168.96	30,538.06	3,150.23	3,600.00	960.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	146,158.92	15,442.46	-	2,000.00	-
		ELEC OPS TECHNICIAN	157,556.90	-	-	8,115.37	85.63
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	145,572.15	15,223.94	-	2,900.00	987.44
		ELEC OPS SYSTEM OPERATOR/LEAD	120,145.67	-	-	99,614.22	232.82
		ELEC ENG TECHNICIAN	146,882.52	-	-	21,318.10	-
		GAS ENG ENGINEER SR/EX/PRN	154,355.57	-	-	30,424.17	778.71
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	100,434.42	12,517.95	-	186,252.53	640.00
		SHARED SVS MANAGER/SR MANAGER	160,800.14	25,964.07	-	50.00	5,251.74
		GAS OPS FOREMAN/LEADER	134,049.28	-	-	6,610.78	-
		ELEC OPS SUPERVISOR	157,648.10	9,516.20	-	39,639.02	-
		SHARED SVS BIOLOGIST	125,798.00	12,862.49	-	1,362.68	3,613.17
		GAS ENG SENIOR BUSINESS REP	-	-	-	52,213.63	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,756.30	15,424.28	-	50.00	718.71
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	156,770.00	16,522.13	-	650.00	385.00
		ELEC OPS SUPERVISOR	158,307.70	15,689.35	-	74,478.33	3,930.47
		ELEC OPS SUPERVISOR	159,488.65	25,110.01	-	32,128.29	1,080.19
		IT MANAGER/SR MANAGER	223,925.32	36,083.56	-	2,450.00	480.00
		CUSTOMER CARE ENGINEER SR/EXP/PRN	176,964.00	18,950.10	-	250.00	280.00
		ELEC ENG ENGINEER	44,241.00	14,478.74	-	8,874.56	140.00
		ENERGY PLCY & PROC DIRECTOR	240,939.92	51,658.37	34,329.40	-	2,270.12
		IT ENGINEER SR/EX/PRN	127,575.33	-	-	6,000.00	4,391.29
		GAS OPS OPERATOR	106,007.62	-	-	12,798.34	-
		ELEC OPS LINEWORKER	118,308.40	-	-	67,713.42	231.66
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	154,963.30	23,422.11	-	50.00	4,937.73
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	96,148.71	-	-	46,039.50	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	154,923.21	-	-	22,714.40	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	132,060.35	-	-	46,135.33	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	166,240.00	22,438.65	-	14,459.81	280.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	179,064.84	30,825.16	-	6,535.75	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,261.30	13,492.88	-	200.00	880.00
		ELEC ENG ENGINEER	185,760.00	15,169.76	-	-	5,740.91
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	7,606.08	751.12
		GENERATION FIRE CAPTAIN	121,385.31	-	-	29,837.78	-
		ELEC OPS LINEWORKER	123,643.15	-	-	79,604.11	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	102,559.09	9,999.00	-	1,279.30	6,343.46
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	64,411.36	7,833.07	-	7,761.44	-
		ELEC OPS FOREMAN/SUBFOREMAN	144,048.84	-	-	90,704.26	3,778.85
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	180,097.38	28,385.02	-	2,000.00	915.64
		ELEC OPS LINEWORKER	54,698.76	-	-	326,735.62	-
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	215,165.16	33,109.30	18,882.30	50.00	3,376.69
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	170,191.28	-	-	288,414.96	-
		GAS OPS TECHNICIAN	124,136.10	-	-	17,366.51	191.88
		OPERATIONS SUPERVISOR	126,022.94	12,954.47	-	4,056.55	1,551.45
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	186,534.00	15,870.51	-	14,275.24	1,511.82
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	149,382.76	16,095.83	-	2,000.00	2,072.13
		ELEC ENG ENGINEER	134,255.52	-	-	956.28	420.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	136,963.78	10,555.76	-	40,405.80	23,569.24
		ELEC OPS LINEWORKER	112,126.58	-	-	101,463.68	458.38
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	148,624.96	9,029.55	-	23,547.70	-

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		ELEC OPS FOREMAN/SUBFOREMAN	179,660.88	-	-	34,662.17	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	165,984.00	13,563.75	-	7,341.60	1,405.22
		SAFETY RISK COMPL INSPECTOR	134,311.47	-	-	115,696.31	-
		SHARED SVS BIOLOGIST	98,542.61	16,363.03	-	14,925.19	210.00
		GENERATION MACHINST/MECHANIC/RIGGER	129,372.75	-	-	146,336.41	1,992.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	158,000.00	-	-	-	-
		SHARED SVS SUPERVISOR	70,294.66	18,345.53	-	185,292.33	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	139,776.94	-	-	39,766.09	1,839.41
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	137,380.74	11,348.79	-	1,800.00	-
		ELEC OPS LEAD OPERATOR	54,980.01	-	-	11,344.22	-
		ELEC OPS SYSTEM OPERATOR/LEAD	99,624.14	-	-	63,091.29	112.32
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	142,625.04	8,542.91	-	550.00	714.53
		SAFETY RISK COMPL INSPECTOR	135,066.65	-	-	48,676.44	-
		IT TECHNICIAN	126,523.11	-	-	94,775.77	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	144,490.82	11,375.37	-	2,850.00	434.80
		HR ECO RECRUITER EX	149,270.70	15,770.43	-	50.00	4,441.40
		GAS ENG ENGINEER SR/EX/PRN	182,159.34	36,476.25	-	341.32	4,794.63
		ELEC OPS LEAD OPERATOR	143,841.40	-	-	23,278.70	-
		ELEC OPS SYSTEM OPERATOR/LEAD	157,313.78	-	-	54,767.85	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	57,225.36	19,052.58	-	7,244.80	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	114,721.83	-	-	10,000.00	1,090.02
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	141,412.04	17,620.36	-	50.00	345.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	94,937.52	-	-	362,861.62	-
		ELEC OPS TECHNICIAN	119,395.22	-	-	81,785.94	339.30
		SHARED SVS SUPERVISOR	64,136.44	11,612.60	-	11,258.10	620.86
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	164,000.04	20,341.45	-	1,025.00	280.00
		ELEC ENG ESTIMATOR	-	-	-	44,625.86	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	97,230.43	-	-	168,877.48	-
		ELEC ENG SHOP LEADER	126,584.76	-	-	45,974.35	-
		ELEC ENG ENGINEER	193,484.70	21,542.69	-	-	467.31
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	185,824.92	30,793.18	13,729.50	5,560.19	455.00
		ELEC ENG ESTIMATOR	128,817.87	-	-	57,376.03	388.76
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	182,083.34	19,503.75	-	2,098.00	2,702.86
		GAS OPS OPERATOR	124,606.50	-	-	50.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,337.00	17,626.90	-	370.12	105.00
		GAS ENG ANALYST/SPECIALIST EXP/PRN	184,414.20	30,549.84	-	8,426.57	2,181.32
		ENG PLNG & STRAT ANALYST/SPEC/SR ASST SR/EXP/PRN	148,265.50	10,100.12	-	-	1,968.90
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	121,781.26	-	-	288,909.07	1,472.43
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	136,285.40	-	-	2,738.31	507.54
		GAS OPS TECHNICIAN	120,065.72	-	-	18,422.65	3,458.94
		GAS ENG MANAGER/SR MANAGER	182,291.66	28,404.27	-	895.74	1,143.12
		ELEC OPS SUPERVISOR	151,041.66	11,516.86	-	31,807.97	1,094.61
		ELEC OPS CONSULTANT SR/EXP/PRN	180,810.00	25,284.85	-	-	1,090.01
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	48,765.00	15,999.14	-	15,431.80	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	79,964.16	25,938.49	-	215,306.15	157.86
		SHARED SVS DATA SCIENTIST	167,412.06	17,951.68	-	4,228.69	5,286.61
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	168,694.50	20,113.49	-	6,500.00	1,033.70
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,197.30	17,001.44	-	-	350.00
		IT ENGINEER SR/EX/PRN	185,250.00	29,997.00	-	50.00	468.12
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	179,898.34	18,619.68	-	1,550.00	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,201.94	13,150.11	-	-	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,654.90	14,860.18	-	50.00	2,857.10
		ELEC OPS DATA SCIENTIST SR/EX/PRN	197,437.50	29,984.57	-	66,624.89	5,513.45
		SAFETY RISK MANAGER/SR MANAGER	170,751.70	13,839.26	-	-	420.00
		GAS OPS TECHNICIAN	146,332.00	-	-	2,621.54	-
		IT MANAGER/SR MANAGER	173,691.72	21,929.58	-	6,890.00	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	128,880.00	10,073.63	-	2,398.72	455.00
		ENG PLNG & STRAT DATA SCIENTIST	154,891.62	16,546.60	-	75.00	1,227.06
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,440.05	14,649.25	-	11,210.44	315.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	195,876.76	30,841.72	-	4,883.33	311.76
		ELEC OPS LINEWORKER	136,646.11	-	-	79,909.65	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	108,871.65	-	-	459.00	4,448.44
		ELEC OPS SYSTEM OPERATOR/LEAD	103,900.08	-	-	32,700.39	1,417.28
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	78,390.00	21,987.38	-	217,259.32	850.00
		ELEC OPS MANAGER/SR MANAGER	102,954.55	-	-	6,250.00	8,660.20

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		IT DIRECTOR/SR DIRECTOR	232,061.16	41,679.73		12,011.90	5,193.69
		ELEC OPS TECHNICIAN	123,343.28	-	-	37,473.11	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,734.42	23,411.94	-	-	903.72
		SHARED SVS SUPERVISOR	137,788.50	17,763.13	-	686.52	2,308.37
		GENERATION SUPERVISOR	74,687.64	-	-	-	-
		OPERATIONS PERMIT FACILITATOR	121,117.60	-	-	15,216.54	315.00
		GAS OPS DIRECTOR/SR DIRECTOR	221,397.75	57,003.96	39,482.20	9,491.60	3,869.95
		ELEC OPS DIRECTOR/SR DIRECTOR	222,896.30	54,237.12	39,482.20	3,864.08	2,883.07
		GAS OPS TECHNICIAN	131,139.09	-	-	81,209.17	-
		GAS OPS MECHANIC/WELDER	124,013.92	-	-	55,850.99	-
		ELEC OPS LINeworker	5,549.60	-	-	7,107.22	-
		ELEC ENG TECHNICIAN	154,237.88	-	-	72,217.44	-
		GAS OPS ENGINEER	128,330.85	-	-	14,520.96	595.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	174,250.70	9,658.36	-	1,000.00	2,190.53
		GAS OPS TECHNICIAN	125,421.10	-	-	73,610.14	-
		ELEC OPS LINeworker	131,296.81	-	-	52,053.75	-
		GAS ENG ENGINEER SR/EX/PRN	149,444.04	-	-	67,451.18	385.00
		IT ENGINEER SR/EX/PRN	173,763.88	18,834.29	-	-	1,010.00
		GAS ENG ENGINEER SR/EX/PRN	153,527.69	-	-	196,909.56	1,901.26
		GAS ENG ENGINEER SR/EX/PRN	128,007.56	-	-	25,767.21	455.00
		GAS ENG ENGINEER SR/EX/PRN	149,997.36	20,038.85	-	3,273.05	-
		GAS ENG ENGINEER SR/EX/PRN	156,560.56	20,814.94	-	-	7,319.95
		GAS ENG ENGINEER SR/EX/PRN	145,543.42	-	-	122,916.91	4,593.13
		GAS ENG ENGINEER SR/EX/PRN	130,839.48	18,034.78	-	6,748.03	1,831.62
		ELEC ENG ENGINEER	195,512.00	15,322.77	-	28,513.20	8,711.63
		ELEC ENG ENGINEER	156,274.00	12,231.25	-	10,952.18	6,224.48
		ELEC OPS ENGINEER	29,770.48	15,080.16	-	46,531.24	74.63
		GENERATION ANALYST SR/EXP/PRN	159,596.48	22,445.25	-	50.00	960.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	80,183.31	15,260.70	-	166,355.36	-
		GAS ENG ENGINEER SR/EX/PRN	131,349.54	-	-	51,810.14	160.00
		GAS OPS ENGINEER	139,552.64	-	-	1,205.51	-
		FINANCE SUPERVISOR	2,752.42	17,163.27	-	5,940.73	-
		GAS ENG ENGINEER SR/EX/PRN	185,387.26	24,112.93	-	3,016.36	1,835.59
		GAS ENG ENGINEER SR/EX/PRN	195,794.30	25,384.31	-	2,678.56	1,168.49
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	136,448.68	14,706.36	-	100.00	413.00
		GAS OPS WORKING LEADER	151,144.16	-	-	73,355.09	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	166,588.41	-	-	175,183.17	-
		GENERATION ENGINEER SR/EX/PRN	169,354.06	28,582.76	-	-	-
		SHARED SVS MECHANIC	123,584.64	-	-	62,585.25	-
		ELEC ENG ENGINEER	139,406.93	-	-	114,781.27	390.63
		ELEC OPS CABLE SPLICER	161,744.01	-	-	66,476.60	39.70
		SHARED SVS SUPERVISOR	158,424.20	20,539.61	-	5,386.90	8,040.47
		IT ENGINEER SR/EX/PRN	165,537.46	16,646.18	-	-	560.00
		GAS OPS SUPERVISOR	167,414.56	24,592.71	-	250.00	280.00
		HR ECO DIRECTOR/SR DIRECTOR	225,138.81	47,796.12	37,826.35	1,200.50	1,635.55
		ELEC ENG ENGINEER	105,377.00	5,320.99	-	12,355.60	3,367.33
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	156,726.14	16,836.67	-	-	572.75
		ENT HEALT & SAFETY MANAGER/SR MANAGER	152,078.96	24,506.17	-	5,250.00	1,067.25
		ELEC OPS FOREMAN/SUBFOREMAN	103,436.22	-	-	409,958.76	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,892.24	16,323.85	-	-	385.00
		GENERATION CREW LEADER/CONTROL LEAD	138,833.36	-	-	114,409.09	-
		SHARED SVS SCIENTIST	130,500.00	7,867.48	-	712.73	5,707.13
		GENERATION TECHNICIAN SR/EX	132,681.05	-	-	70,324.45	590.47
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	245,703.24	51,019.05	39,482.20	1,996.96	1,519.86
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,229.16	15,570.98	-	-	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,404.00	-	-	4,680.58	210.00
		ELEC OPS INSPECTOR	125,880.82	11,614.76	-	59,130.06	3,353.28
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,505.24	14,234.69	-	-	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	136,500.92	13,600.92	-	6,927.92	1,951.25
		GAS ENG PRGM/ACCT/PROJ MANAGER	134,655.89	32,301.51	-	23,108.00	730.68
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,368.00	6,422.68	-	853.45	420.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,252.00	11,171.42	-	2,032.00	739.12
		GAS ENG ENGINEER SR/EX/PRN	142,936.22	-	-	35,404.82	801.86
		GENERATION ELECTRICIAN	128,092.91	-	-	14,077.50	155.99
		ELEC OPS ENGINEER	145,411.34	-	-	54,429.83	2,151.66

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS TECHNICIAN	150,182.31	-	-	19,503.89	-
		GAS OPS SUPERVISOR	158,182.96	25,029.90	-	4,375.32	899.37
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,409.23	-	-	201,497.22	-
		GAS OPS FOREMAN/LEADER	124,111.02	-	-	54,913.06	-
		IT INSTALLER	5,252.60	-	-	871.80	-
		ELEC OPS FOREMAN/SUBFOREMAN	155,938.40	-	-	119,894.33	293.67
		ELEC OPS CABLE SPLICER	147,139.40	-	-	82,495.87	34.01
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	5,442.40	-	-	2,721.32	243.41
		GENERATION MACHINIST/MECHANIC/RIGGER	146,967.57	-	-	119,219.59	1,933.02
		GENERATION CREW LEADER/CONTROL LEAD	127,889.60	-	-	25,536.99	-
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EXP/PRN	179,375.08	12,151.56	-	-	1,102.48
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	161,233.82	16,916.56	-	50.00	520.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,135.01	13,898.32	-	1,100.00	957.00
		GAS OPS ENGINEER	160,875.30	21,381.18	-	2,161.76	1,933.24
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	133,904.00	13,655.60	-	4,849.60	990.27
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,141.66	6,573.42	-	12,519.25	192.03
		ELEC OPS SYSTEM OPERATOR/LEAD	98,104.50	-	-	198,788.90	-
		ELEC OPS WORK & RESOURCE PLANNER EXP/PRN	121,512.94	9,712.04	-	9,271.62	1,238.44
		GENERATION REACTOR	110,417.07	-	-	129,504.85	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	81,433.99	17,652.53	-	13,505.28	175.00
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	128,904.96	-	-	19,880.40	-
		GAS ENG SUPERVISOR	179,529.00	28,309.68	-	3,335.66	3,249.05
		IT MANAGER/SR MANAGER	197,837.38	31,984.17	-	6,014.56	1,819.61
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	127,666.88	16,990.51	-	50.00	886.55
		ELEC OPS FOREMAN/SUBFOREMAN	21,261.12	-	-	13,437.76	-
		GENERATION CONTRACT/PRGM/PRJCT MANAGER SR/EXP/PRN	217,473.10	63,722.90	19,590.81	88,250.92	-
		ELEC ENG ENGINEER	217,056.00	17,803.60	-	19,626.22	575.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	78,543.42	16,822.43	-	212,285.86	175.00
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	185,760.00	15,236.30	-	19,070.90	1,220.15
		GAS ENG SUPERVISOR	189,589.46	30,260.68	-	50.00	7,740.92
		OPERATION PRGM/PROD/CONT MANAGER EXP/PRN	171,852.58	21,086.39	-	3,060.00	845.88
		GAS OPS LEAD REP/SPEC/INSPECTOR	126,992.87	-	-	143,642.58	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	139,643.32	14,571.19	-	4,030.00	800.00
		FINANCE MANAGER/SR MANAGER	177,116.72	28,425.69	-	5,100.00	107.84
		GAS ENG ENGINEER SR/EXP/PRN	176,964.00	23,367.82	-	3,597.96	480.63
		ELEC ENG ENGINEER	113,858.82	-	-	3,797.96	1,885.61
		GAS OPS PRGM/PROJ MANAGER	58,074.30	19,112.80	-	11,499.15	1,354.89
		GAS OPS ENGINEER	118,077.68	-	-	51,666.91	18,352.18
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	95,575.62	-	-	-	2,466.97
		GAS OPS SUPERVISOR	135,192.00	-	-	75,041.16	36,849.06
		GAS OPS ENGINEER	114,796.32	-	-	40,596.96	2,761.95
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,632.52	-	-	1,273.62	46.81
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	134,356.24	8,265.34	-	9,476.82	4,497.40
		GAS ENG INTERCONNECTION MNGR	156,401.54	21,573.64	-	1,402.12	105.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,841.24	16,929.62	-	50.00	114.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,176.72	-	-	83,865.24	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,917.58	-	-	33,134.86	-
		GAS ENG ENGINEER SR/EXP/PRN	134,424.05	-	-	22,624.44	6,678.73
		ELEC OPS LINEMAN	123,458.72	-	-	127,641.28	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	187,641.64	23,330.26	-	1,000.00	1,365.05
		GAS OPS FOREMAN/LEADER	110,131.85	-	-	24,558.79	-
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	50,942.02	-	-	11,603.96	297.41
		ELEC ENG ENGINEER	125,464.00	9,800.63	-	8,487.25	554.94
		OPERATIONS GOV REL REP/TECH WRITER	135,122.00	13,049.28	-	300.00	1,037.51
		GAS ENG ENGINEER SR/EXP/PRN	18,441.76	-	-	72,954.78	1,706.65
		ELEC OPS EX AST/SR EX AST/CHIEF	223,503.30	37,202.89	20,376.93	8,600.00	4,413.14
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	145,435.44	-	-	47,831.08	-
		ELEC OPS SUPERVISOR	168,526.30	16,353.45	-	43,782.00	2,352.77
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	151,590.58	16,397.47	-	200.00	129.00
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	168,650.30	19,990.19	-	3,650.24	460.57
		SUPPLY CHAIN MATERIALS SUPERVISOR	126,454.98	16,280.47	-	9,610.09	4,112.89
		ELEC OPS SPECIALIST SR/EXP/PRN	137,931.59	7,485.09	-	3,537.50	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	127,227.45	-	-	53,696.82	2,506.14
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	15,899.16	-	-	55,876.70	-
		ELEC OPS LINEMAN	126,843.99	-	-	76,774.15	-

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		SAFETY RISK COMPL INSPECTOR	85,498.18	-	-	32,388.28	-
		GENERATION SUPERVISOR	173,596.13	37,802.92	-	58,015.19	2,994.04
		ELEC OPS MANAGER/SR MANAGER	179,000.04	31,496.31	-	8,950.00	1,758.50
		ELEC ENG SUPERVISOR	140,434.20	-	-	46,512.76	430.20
		ELEC OPS MANAGER/SR MANAGER	203,775.00	41,894.11	-	-	3,743.08
		GAS OPS SUPERVISOR	157,424.22	25,056.07	-	24,453.92	1,531.35
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,252.38	14,383.69	-	37,245.35	3,216.40
		ELEC OPS LINEWORKER	130,259.65	-	-	62,971.53	421.79
		GENERATION PLANNER	137,393.30	-	-	86,017.02	-
		ELEC OPS LINEWORKER	129,971.92	-	-	164,681.32	-
		GAS ENG DATA SCIENTIST	144,423.98	19,240.43	-	2,000.00	1,911.31
		ELEC OPS ENGINEER	137,437.20	-	-	6,532.80	1,038.45
		ELEC OPS CABLE SPLICER/CABLEMAN	118,504.64	-	-	206,875.75	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	139,598.00	13,810.84	-	1,517.46	1,285.97
		GAS ENG ANALYST/SPECIALST EXP/PRN	85,949.62	34,207.01	-	236,153.58	3,465.72
		ELEC OPS FOREMAN/SUBFOREMAN	142,852.58	-	-	118,645.86	-
		ELEC ENG ENGINEER	213,380.98	17,803.60	-	11,250.23	1,927.69
		ELEC ENG ENGINEER	107,160.04	17,228.39	-	14,992.65	2,152.09
		GAS OPS FOREMAN/LEADER	126,720.23	-	-	55,782.63	-
		ELEC OPS ENGINEER	146,964.00	19,628.53	-	9,053.96	9,243.17
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,355.74	-	8,832.72	420.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	150,408.03	21,445.26	-	33,290.31	80.00
		GAS OPS TECHNICIAN	134,471.30	-	-	22,460.85	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	131,141.84	16,186.54	-	21,422.69	-
		ELEC OPS CREW LEAD/LEADER	147,270.32	-	-	4,104.96	-
		GENERATION MACHINIST/MECHANIC/RIGGER	31,895.40	-	-	39,588.68	-
		ELEC OPS SYSTEM OPERATOR/LEAD	110,291.54	-	-	29,868.42	-
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	95,646.00	26,827.29	-	259,525.67	-
		ELEC OPS SUPERVISOR	150,265.70	14,778.03	-	10,081.95	-
		SHARED SVS SUBFOREMAN	102,605.60	-	-	25,081.32	-
		SUPPLY CHAIN MATERIALS CONTRACT ADMIN/MANAGER	156,138.54	23,417.69	-	5,208.80	640.00
		ELEC OPS LINEWORKER	143,658.74	-	-	107,190.82	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	181,294.90	29,191.11	-	6,077.70	525.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	163,440.56	17,715.34	-	250.00	460.00
		ELEC ENG ENGINEER	146,885.63	-	-	94,636.77	4,019.53
		ELEC OPS LINEWORKER	125,736.24	-	-	115,387.53	311.24
		ELEC ENG TECHNICIAN	146,864.28	-	-	43,625.30	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	142,603.69	13,062.25	-	82,382.50	10,142.60
		IT ENGINEER SR/EX/PRN	135,999.96	13,727.70	47,807.64	1,226.84	420.00
		HR ECO MANAGER/SR MANAGER	170,184.68	27,726.14	-	50.00	420.00
		ELEC OPS ENGINEER SR/EXP/PRN	166,675.60	17,766.22	-	1,896.00	3,338.35
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	138,937.50	13,027.07	-	1,300.00	999.10
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	123,515.42	15,487.34	-	3,286.00	580.15
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	97,961.09	12,138.49	-	4,697.91	2,089.94
		GAS ENG MANAGER/SR MANAGER	164,352.00	-	-	50.00	2,474.38
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	133,103.55	17,113.16	-	2,095.63	1,590.35
		GAS ENG ENGINEER SR/EX/PRN	148,258.80	-	-	18,392.20	-
		ELEC OPS CREW LEAD/LEADER	130,666.22	-	-	15,844.46	-
		ELEC OPS TECHNICIAN	130,367.26	-	-	71,726.24	-
		IT TECHNICIAN	128,562.65	-	-	92,355.08	-
		GAS OPS FOREMAN/LEADER	132,758.96	-	-	31,996.85	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	131,875.00	-	-	56,317.69	9,412.86
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	7,102.50	-	-	-	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	128,714.02	10,626.18	-	5,669.90	2,063.55
		ELEC ENG MANAGER/SR MANAGER	185,250.00	20,959.28	-	2,500.00	9,505.23
		GENERATION AUDITOR SR/EX	164,873.24	23,290.07	-	33,158.23	-
		GENERATION CREW LEADER/CONTROL LEAD	38,824.00	-	-	1,816.89	-
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	141,207.16	15,138.85	-	1,000.00	960.00
		GAS ENG INTERCONNECTION MNGR	165,061.26	26,053.39	-	2,396.00	5,756.57
		GENERATION COORDINATOR SR/EX	137,604.00	-	-	27,692.15	-
		GENERATION WRITER TECH/ENG/OPS SR	182,877.74	25,336.09	-	31,503.70	1,270.00
		GAS OPS PRGM/PROJ MANAGER	176,981.86	30,081.55	-	4,020.00	636.92
		GAS ENG ENGINEER SR/EX/PRN	130,119.25	-	-	85,135.77	800.00
		ELEC OPS FOREMAN/SUBFOREMAN	130,455.50	-	-	23,746.84	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	150,836.88	16,236.90	-	995.74	2,284.00



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		ELEC OPS ENGINEER	115,286.33	16,682.16	-	11,639.78	2,807.97
		GAS ENG ENGINEER SR/EX/PRN	143,381.27	-	-	85,729.71	2,188.17
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,552.45	-	-	80,426.33	-
		ELEC OPS SPECIALIST SR/EX/PRN	132,225.00	9,438.78	-	15,977.82	5,958.57
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,510.84	-	-	103,595.81	305.63
		ELEC OPS INSPECTOR	113,924.00	7,886.63	-	31,791.55	14,830.54
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	133,746.00	7,785.67	-	50.00	2,260.36
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	124,278.86	13,665.30	-	1,500.00	1,040.00
		ELEC OPS FOREMAN/SUBFOREMAN	120,613.72	-	-	52,121.31	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	70,763.14	15,340.43	-	174,402.38	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	120,003.56	15,762.50	-	50.00	595.00
		GAS OPS TECHNICIAN	128,288.61	-	-	71,765.61	1,125.18
		GAS OPS MECHANIC/WELDER	126,092.39	-	-	53,564.84	5,021.39
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	132,380.00	13,584.21	-	27,951.52	6,448.58
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	133,846.61	-	-	39,615.71	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	148,300.00	-	-	38,802.36	-
		IT TECHNICIAN	131,838.05	-	-	81,461.01	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	144,660.46	11,959.87	-	-	-
		ELEC ENG ENGINEER	165,984.00	13,623.15	-	14,281.78	565.79
		ELEC ENG ENGINEER	144,932.33	15,690.74	-	41,911.63	811.73
		ELEC ENG ENGINEER	144,015.98	-	-	154,304.04	393.99
		IT ANALYST/SPECIALIST SR/EXP/PRN	170,685.40	18,485.96	-	2,568.24	175.00
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	169,437.40	18,276.21	-	-	1,140.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	138,444.00	18,281.28	-	16,824.40	439.92
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	149,455.78	15,990.92	-	800.00	1,280.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	138,104.64	14,884.84	-	1,250.00	483.00
		ELEC ENG ENGINEER	185,796.00	15,239.37	-	850.00	745.73
		GAS ENG SENIOR BUSINESS REP	138,008.61	-	-	17,055.72	359.71
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	162,281.76	26,118.14	-	50.00	733.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,004.50	23,712.83	-	2,050.00	420.00
		GAS ENG ENGINEER SR/EX/PRN	161,308.51	23,647.20	-	1,000.00	469.81
		GAS ENG ENGINEER SR/EX/PRN	165,984.00	21,838.91	-	1,434.00	628.37
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	148,396.78	19,362.24	-	37,440.14	762.05
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	134,979.96	9,516.73	-	2,000.00	5,962.97
		ELEC OPS LINEWORKER	126,907.95	-	-	76,480.66	-
		ELEC OPS FOREMAN/SUBFOREMAN	140,108.14	-	-	174,780.17	-
		ELEC OPS SUPERVISOR	163,959.04	16,222.86	-	103,537.03	1,618.40
		ELEC OPS LINEWORKER	141,202.87	-	-	35,170.38	-
		ELEC OPS LINEWORKER	106,499.81	-	-	41,800.10	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,422.83	-	-	164,134.78	-
		GENERATION FIRE CAPTAIN	150,374.54	14,963.08	-	16,854.56	3,328.81
		ELEC ENG TECHNICIAN	147,405.54	-	-	44,265.50	-
		SHARED SVS MANAGER/SR MANAGER	179,029.56	28,448.88	-	5,971.33	3,894.81
		GAS OPS FOREMAN/LEADER	137,809.85	-	-	40,186.27	-
		ELEC OPS LINEWORKER	78,298.29	-	-	116,095.48	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,072.00	-	-	47,987.10	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	3,760.70	418.13
		ELEC OPS CREW LEAD/LEADER	18,764.84	-	-	17,250.79	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,887.60	17,456.17	-	2,368.31	-
		ELEC ENG SUPERVISOR	127,454.85	16,336.84	-	31,770.85	1,675.82
		IT DIRECTOR/SR DIRECTOR	236,708.34	42,864.76	-	6,000.00	5,629.36
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	177,101.44	17,903.13	-	50.00	4,990.03
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	38,473.74	13,884.52	-	39,477.50	-
		GAS OPS FOREMAN/LEADER	122,212.07	-	-	19,164.66	543.64
		ELEC OPS SUPERVISOR	153,086.88	15,245.88	-	58,029.28	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	245,462.50	52,789.17	39,482.20	3,000.00	175.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,906.12	18,866.08	-	-	385.00
		ELEC OPS LINEWORKER	51,991.22	-	-	49,186.28	-
		GENERATION TECHNICIAN SR/EX	131,383.69	-	-	67,755.78	469.72
		ELEC OPS LINEWORKER	40,928.30	-	-	49,419.97	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,690.61	-	-	8,661.02	-
		ELEC OPS CONSULTANT SR/EXP/PRN	107,719.64	9,563.62	-	3,049.00	-
		IT TECHNICIAN	128,005.58	-	-	61,458.64	-
		ELEC ENG SUPERVISOR	168,903.12	17,000.38	-	13,071.39	2,604.87
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	134,097.65	-	-	79,006.79	550.00

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	176,964.00	24,817.64	-	11,406.61	31048
		ELEC OPS LINEWORKER	116,681.97	-	-	101,385.70	1,524.27
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,858.82	-	-	134,457.46	-
		GENERATION SUPERVISOR	152,062.98	25,664.41	-	29,221.64	-
		ELEC OPS LINEWORKER	60,909.98	-	-	28,939.97	269.14
		ELEC OPS TECHNICIAN	185,834.78	-	-	140,680.32	-
		SHARED SVS MANAGER/SR MANAGER	165,000.00	23,757.90	-	4,278.69	202.50
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	197,401.04	19,666.92	-	6,517.78	1,557.06
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	44,414.16	682.42
		ELEC ENG ENGINEER	176,964.00	14,559.61	-	4,640.96	2,110.66
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	169,340.57	19,139.78	-	500.00	420.00
		IT DIRECTOR/SR DIRECTOR	166,622.80	23,231.01	-	6,850.00	4,592.68
		GAS ENG SUPERVISOR	190,082.72	34,207.31	-	10,634.26	1,260.24
		ELEC OPS CONSULTANT SR/EXP/PRN	128,132.00	10,467.30	-	50.00	-
		GAS OPS FOREMAN/LEADER	127,584.02	-	-	33,900.29	-
		GAS OPS FOREMAN/LEADER	134,428.40	-	-	61,955.56	-
		ELEC ENG SUPERVISOR	128,332.03	18,394.89	-	51,360.68	2,629.05
		ELEC ENG MANAGER/SR MANAGER	149,855.44	17,960.36	-	-	1,307.32
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	133,794.28	17,083.27	-	-	280.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	138,444.00	18,182.09	-	6,341.54	660.36
		GAS OPS WORKING LEADER	91,580.60	-	-	15,194.56	40.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,980.36	24,374.77	-	3,021.21	-
		ELEC OPS SYSTEM OPERATOR/LEAD	96,344.64	-	-	91,989.42	594.99
		ELEC OPS LINEWORKER	135,784.25	-	-	42,977.50	640.30
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	135,332.12	19,024.95	-	19,869.09	332.66
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	214,173.80	33,800.61	-	-	1,452.04
		GAS OPS CONST/PRGM MANAGER	125,730.71	18,006.65	-	5,743.92	2,837.51
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	129,550.09	16,671.54	-	19,954.15	317.25
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	164,906.96	20,116.18	-	-	670.99
		IT TECHNICIAN	125,974.71	-	-	74,241.42	-
		GAS ENG ENGINEER SR/EX/PRN	193,766.28	24,487.24	-	4,749.60	8,511.91
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	135,972.00	14,550.32	-	1,472.96	4,473.23
		GENERATION ENGINEER SR/EX/PRN	166,337.00	21,987.38	-	9,895.74	350.00
		GAS OPS OPERATOR	70,520.40	-	-	42,293.42	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	46,683.15	206.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	155,442.00	15,940.88	-	21,169.17	94.83
		GAS OPS SYSTEM/CONST OPERATOR	116,346.35	-	-	86,430.57	381.50
		GAS OPS FOREMAN/LEADER	136,944.01	-	-	53,935.06	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	187,715.61	30,617.52	-	2,731.50	4,180.21
		ELEC OPS FOREMAN/SUBFOREMAN	132,165.69	-	-	145,897.34	138.52
		HR ECO MANAGER/SR MANAGER	209,528.82	33,997.22	-	850.00	3,122.72
		GAS OPS OPERATOR	128,242.96	-	-	24,686.52	-
		IT TECHNICIAN	134,290.51	-	-	27,290.32	209.11
		GAS OPS MANAGER/SR MANAGER	195,586.58	39,250.40	-	3,900.00	722.18
		GAS OPS SUPERVISOR	138,335.08	23,838.00	-	9,078.62	7,913.71
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	135,624.26	11,191.82	-	1,441.88	2,308.38
		SHARED SVS MECHANIC	126,817.20	-	-	38,659.21	-
		ELEC ENG ENGINEER	148,779.44	-	-	132,387.45	577.00
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	145,599.28	12,464.20	-	3,050.00	767.05
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	67,974.06	14,659.69	-	183,195.31	385.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	133,436.32	14,312.31	-	100.00	3,943.17
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	81,551.58	-	-	158,576.67	560.00
		GAS ENG ENGINEER SR/EX/PRN	44,279.20	-	-	20,948.55	140.00
		ELEC OPS SUPERVISOR	156,647.66	26,683.59	-	85,102.24	14,055.97
		ELEC ENG SUPERVISOR	178,698.28	18,091.89	-	106,089.79	163.66
		GAS OPS WORKING LEADER	153,466.23	-	-	35,059.53	-
		GAS ENG ENGINEER SR/EX/PRN	108,869.66	43,831.85	-	285,193.77	245.00
		IT SUPERVISOR	155,387.46	20,128.84	-	150.00	1,645.12
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	46,318.08	20,464.79	-	29,398.42	-
		GAS ENG ENGINEER SR/EX/PRN	144,606.74	-	-	107,318.83	880.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,018.27	-	-	266,267.02	-
		GAS ENG MANAGER/SR MANAGER	172,786.76	27,910.53	-	50.00	479.50
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	146,569.80	15,809.64	-	150.00	960.00
		GAS ENG ENGINEER SR/EX/PRN	203,974.96	37,198.90	-	2,578.10	4,807.23
		GAS ENG ENGINEER SR/EX/PRN	197,453.90	26,489.06	-	23,555.09	180.00

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		GENERATION CREW LEADER/CONTROL LEAD	142,213.52	-	-	175,108.54	-
		ELEC OPS FOREMAN/SUBFOREMAN	144,927.60	-	-	100,170.38	-
		GAS OPS TECHNICIAN	126,209.52	-	-	95,374.26	324.28
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	51,432.64	-	-	69,975.99	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	188,772.96	19,521.55	-	50.00	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EX/PRN	107,988.30	15,984.50	-	1,566.74	290.84
		GAS OPS WORKING LEADER	149,158.56	-	-	47,811.54	-
		ELEC OPS MANAGER/SR MANAGER	216,125.00	45,685.47	-	27,960.00	2,845.32
		IT ARCHITECH EXP/PRN	184,992.96	29,861.30	8,576.70	1,000.00	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EX/PRN	86,316.26	9,317.79	-	750.00	490.00
		GAS ENG ENGINEER SR/EX/PRN	191,388.52	27,222.60	-	1,239.12	315.00
		ELEC OPS FOREMAN/SUBFOREMAN	153,723.45	-	-	59,052.71	-
		ELEC OPS LINeworker	116,365.71	-	-	132,000.92	105.00
		ELEC OPS LINeworker	168,719.01	-	-	57,755.26	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	158,519.18	24,669.74	-	200.00	640.00
		IT ANALYST/SPECIALIST SR/EX/PRN	121,862.97	18,423.00	-	61,563.54	243.70
		ELEC OPS OPERATOR	137,547.77	-	-	51,455.10	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,352.00	19,261.87	-	5,022.10	385.00
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	159,806.20	15,896.25	-	63,849.87	-
		ELEC ENG ENGINEER	185,760.00	15,158.86	-	1,518.10	5,599.06
		GAS ENG ENGINEER SR/EX/PRN	176,964.00	21,577.09	-	790.32	641.81
		ELEC OPS MANAGER/SR MANAGER	178,862.54	24,484.44	-	100.00	688.22
		FINANCE MANAGER/SR MANAGER	166,422.10	26,926.44	-	50.00	1,106.25
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	115,370.00	10,816.89	-	-	504.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	172,720.72	18,259.23	-	2,000.00	1,224.69
		GAS OPS SUPERVISOR/EXEC ASSISTANT	146,596.32	24,181.31	-	3,080.41	2,041.77
		FINANCE AUDITOR SR/EX/PRN	138,727.07	15,015.08	-	1,000.00	1,579.05
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	151,945.27	19,758.94	-	47,119.72	5,989.76
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	237,354.06	51,222.88	25,752.70	6,000.00	942.75
		ELEC OPS TECHNICIAN	129,640.81	-	-	41,416.15	72.96
		ELEC OPS SUPERVISOR	138,160.14	13,775.99	-	127,886.36	1,901.04
		FINANCE MANAGER/SR MANAGER	202,954.74	32,471.57	17,164.70	-	9,871.01
		OPERATIONS SUPERVISOR	180,208.34	18,345.35	-	160,384.13	35,676.85
		ELEC OPS LEAD OPERATOR	148,768.54	-	-	102,092.86	-
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	171,829.16	28,414.95	-	1,350.00	780.00
		GAS ENG ENGINEER SR/EX/PRN	133,090.20	18,346.81	-	5,620.76	1,238.91
		GAS OPS OPERATOR	132,105.43	-	-	29,740.04	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EX/PRN	132,180.05	13,873.72	-	250.00	648.81
		GAS ENG ENGINEER SR/EX/PRN	164,371.82	21,810.13	-	550.00	530.30
		IT ENGINEER SR/EX/PRN	156,780.00	-	-	4,145.35	1,677.47
		GAS ENG ENGINEER SR/EX/PRN	120,038.05	15,032.46	-	2,656.80	2,002.42
		ELEC OPS SUPERVISOR	127,129.58	9,788.54	-	3,321.06	1,370.49
		GAS ENG ENGINEER SR/EX/PRN	153,079.58	20,361.08	-	4,242.63	470.64
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	130,552.56	14,070.87	-	1,150.00	1,496.62
		ENERGY PLCY & PROC ANALYST/SPEC SR/EX/PRN	186,999.96	-	-	3,000.00	602.76
		ELEC ENG SUPERVISOR	129,774.12	17,924.12	-	17,332.12	598.48
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	148,155.93	17,989.09	-	5,109.73	624.11
		GAS ENG ENGINEER SR/EX/PRN	191,589.66	38,010.65	13,729.50	-	8,465.62
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	141,137.36	18,629.01	-	50.00	-
		ELEC ENG ENGINEER	115,481.58	-	-	60,574.23	774.12
		GAS OPS ENGINEER	139,973.45	-	-	10,538.22	439.32
		GENERATION MACHINIST/MECHANIC/RIGGER	15,635.00	-	-	14,397.48	-
		GAS OPS ENGINEER	133,739.20	-	-	7,968.60	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	112,933.34	-	10.50	-	1,117.78
		ELEC ENG ANALYST/SPEC SR/EX/PRN	165,127.50	16,575.35	-	5,100.00	283.75
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	141,193.74	22,956.06	-	6,995.68	1,277.99
		CUSTOMER CARE SPECIALIST SR/EX/PRN	125,343.10	13,671.09	-	3,346.34	12,043.56
		GAS ENG SENIOR BUSINESS REP	124,312.48	-	-	53,903.51	3,084.75
		OPERATIONS SUPERVISOR	142,500.00	15,494.89	-	56,729.21	22,756.75
		ELEC OPS INSPECTOR	122,842.90	-	-	27,871.68	1,701.66
		GENERATION TECHNICIAN SR/EX	-	-	-	-	-
		ELEC OPS LINeworker	77,952.29	-	-	144,772.71	-
		ELEC OPS FOREMAN/SUBFOREMAN	140,324.31	-	-	160,414.12	-
		SUPPLY CHAIN MATERIALS SUPPLIER RESPON	142,238.74	15,392.98	-	899.28	805.00
		ELEC OPS INSPECTOR	123,507.60	8,127.30	-	47,617.00	5,976.95

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		HR ECO LABOR NEGOTIATOR PNR	176,940.12	27,998.92	-	425.00	1098.65
		ELEC ENG ENGINEER	147,996.00	-	-	-	3,231.62
		ELEC OPS SYSTEM OPERATOR/LEAD	108,217.39	-	-	152,892.05	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,322.73	-	-	60,514.35	94.77
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	134,856.52	13,343.82	-	12,639.91	1,271.04
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,839.85	-	-	81,907.40	-
		OPERATIONS PERMIT FACILITATOR	126,493.86	-	-	24,437.97	420.00
		GAS ENG SUPERVISOR	192,761.98	30,256.49	-	750.00	280.00
		CUSTOMER CARE MANAGER/SR MANAGER	3,351.11	34,957.62	20,599.90	8,544.27	-
		GENERATION TECHNICIAN SR/EX	18,384.30	-	-	16,290.73	-
		CUSTOMER & COMMS DATA SCIEN/EX ASST/ACCT MNG	122,719.46	17,232.19	-	41,830.26	764.94
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,534.32	11,941.63	-	2,465.32	-
		ELEC OPS FOREMAN/SUBFOREMAN	146,185.29	-	-	67,414.37	-
		GAS OPS SUPERVISOR	184,807.56	30,258.87	-	8,044.23	2,574.96
		GAS OPS INSPECTOR	129,417.80	-	-	56,787.11	-
		IT ARCHITECH EXP/PRN	195,460.88	31,753.90	-	50.00	3,254.69
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	96,563.52	31,154.06	10,294.30	257,818.45	248.02
		GAS ENG ENGINEER SR/EX/PRN	202,950.00	36,347.37	-	1,618.64	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,611.76	-	-	28,091.79	3,521.29
		ELEC OPS TECHNICIAN	150,276.24	-	-	175,939.32	305.96
		GAS ENG SUPERVISOR	149,954.14	18,683.20	-	67,213.20	1,126.71
		ELEC OPS CONSULTANT SR/EXP/PRN	151,404.00	21,198.19	-	777.90	3,182.88
		GAS OPS MECHANIC/WELDER	126,373.56	-	-	129,151.54	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	149,276.60	16,167.33	-	3,747.49	790.98
		ELEC OPS LNEWORKER	131,657.49	-	-	102,414.55	105.00
		IT INVESTIGATOR SR/EXP	154,992.60	16,309.94	-	-	2,371.13
		OPERATIONS DATA SCIENTIST	-	-	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	118,071.20	-	-	9,000.00	-
		SHARED SVS MECHANIC	124,075.77	-	-	12,182.09	-
		GAS ENG ENGINEER SR/EX/PRN	141,121.24	18,694.51	-	10,144.07	7,068.94
		ELEC OPS ELECTRICIAN	117,027.51	-	-	113,801.22	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	72,957.36	15,612.05	-	192,781.29	444.60
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,018.14	16,886.83	-	2,000.00	420.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	155,230.29	20,277.03	-	500.00	826.94
		GAS ENG ENGINEER SR/EX/PRN	131,152.17	-	-	73,760.81	350.00
		CUSTOMER CARE MANAGER/SR MANAGER	173,512.64	28,073.66	-	950.00	360.00
		GENERATION SUPERVISOR	167,144.42	28,275.95	-	55,111.22	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	158,760.16	22,452.69	-	90,896.38	2,617.01
		ELEC OPS CONSULTANT SR/EXP/PRN	170,833.34	23,186.58	-	2,475.00	900.02
		GAS ENG ENGINEER SR/EX/PRN	150,209.07	-	-	91,028.51	1,013.74
		SHARED SVS EX ASST/HR GNRLST/PILOT/CHIEF	126,140.48	12,069.88	-	-	887.77
		ELEC OPS SUPERVISOR	173,039.14	16,631.31	-	9,548.13	8,673.10
		GENERATION ENGINEER SR/EX/PRN	187,639.88	26,721.73	-	40,744.71	2,094.13
		ELEC OPS CREW LEAD/LEADER	121,253.31	-	-	107,970.55	-
		ELEC ENG TECHNICIAN	135,223.20	-	-	4,954.58	-
		HR ECO RECRUITER EX	125,456.52	13,732.23	-	50.00	-
		ELEC OPS LNEWORKER	90,454.71	-	-	82,444.52	-
		SHARED SVS BP/COMPL EXP/TECH WRITER	188,979.34	30,576.13	-	3,371.21	2,420.43
		ELEC ENG ENGINEER	92,898.00	15,239.37	-	251,302.87	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	21,050.97	6,110.92
		OPERATION SENIOR EXEC ASSISTANT	138,142.50	15,454.75	-	20,820.12	796.45
		GAS OPS SUPER CREW LEADER/COORD	134,225.38	-	-	55,831.90	-
		ELEC ENG ENGINEER	162,052.84	12,925.35	-	23,810.31	443.62
		ELEC ENG ENGINEER	148,334.00	11,587.73	-	4,640.24	795.51
		ELEC ENG ENGINEER	130,816.52	-	-	23,830.45	4,788.63
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	138,325.12	14,084.75	-	8,000.00	800.55
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	16,098.86	-	-	15,000.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	130,027.80	-	-	106,106.86	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	148,249.16	14,010.05	-	16,811.16	6,534.67
		GAS OPS FOREMAN/LEADER	137,547.74	-	-	88,527.45	-
		GENERATION SUPERVISOR	2,893.23	16,024.09	-	19,183.76	-
		FINANCE MANAGER/SR MANAGER	181,844.14	28,646.09	12,011.90	2,700.00	340.00
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	169,812.50	22,671.00	8,576.70	-	630.00
		ELEC OPS SPECIALIST SR/EX/PRN	136,835.08	11,205.53	-	3,826.46	1,300.31
		ELEC ENG ENGINEER	95,646.00	15,690.74	-	246,877.83	245.00

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS ENGINEER	173,152.81	22,929.64	-	820.00	799.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	178,700.72	22,143.25	13,729.50	2,345.64	708.36
		GAS OPS CONST/PRGM MANAGER	78,713.46	20,789.02	-	201,697.76	1,153.10
		GAS ENG PRGM/ACCT/PROJ MANAGER	77,545.14	20,447.40	-	195,117.23	-
		SHARED SVS DIRECTOR/SR DIRECTOR	105,622.08	45,869.68	19,221.28	269,876.42	1,637.15
		ELEC OPS FOREMAN/SUBFOREMAN	127,420.61	-	-	221,505.88	-
		GAS ENG MANAGER/SR MANAGER	89,992.36	28,812.36	-	217,652.00	1,303.84
		GAS OPS FOREMAN/LEADER	135,150.43	-	-	68,764.64	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,998.12	-	10,644.39	1,145.85
		SAFETY RISK COMPL INSPECTOR	136,685.51	-	-	57,805.88	-
		FINANCE MANAGER/SR MANAGER	190,300.00	30,789.82	11,333.90	1,500.00	2,843.51
		ELEC OPS TECHNICIAN	127,481.98	-	-	10,443.12	-
		SAFETY RISK COMPL INSPECTOR	131,697.59	-	-	49,700.18	584.32
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	134,374.28	14,512.28	-	350.00	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	62,902.32	13,883.44	-	32,275.30	-
		IT MANAGER/SR MANAGER	223,329.16	29,480.75	-	5,305.00	1,834.44
		ELEC ENG ENGINEER	116,017.86	-	-	24,392.68	315.00
		GAS OPS INSPECTOR	110,531.34	-	-	10,379.51	260.99
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	143,500.04	9,928.34	-	50.00	765.72
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	150,100.00	-	-	4,611.70	-
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	11,647.73	-	-	-	-
		ELEC OPS ENGINEER	73,275.27	-	-	-	70.00
		GAS OPS SYSTEM/CONST OPERATOR	129,112.22	-	-	40,652.26	-
		OPERATIONS GOV REL REP/TECH WRITER	111,656.46	12,753.84	-	572.16	-
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	174,201.96	21,251.65	-	87,234.30	13,413.79
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	119,102.74	-	-	254,472.52	-
		SAFETY RISK DIRECTOR/SR DIRECTOR	215,000.04	34,379.33	-	3,000.00	13,488.04
		ELEC OPS LINEWORKER	136,887.10	-	-	62,815.63	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	129,613.86	14,099.77	-	56,324.91	8,158.68
		ELEC OPS LINEWORKER	166,483.64	-	-	85,869.70	-
		ELEC OPS LINEWORKER	129,883.91	-	-	116,162.82	-
		ELEC OPS LINEWORKER	138,142.11	-	-	95,397.61	-
		ELEC OPS LINEWORKER	109,540.66	-	-	67,572.95	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	86,335.00	28,281.42	-	199,825.99	-
		ELEC ENG TECHNICIAN	121,693.87	-	-	70,485.82	1,970.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,564.98	15,842.19	-	-	589.80
		IT MANAGER/SR MANAGER	173,147.16	22,860.90	-	-	455.00
		ELEC ENG ENGINEER	179,976.00	14,059.71	-	9,029.84	1,041.06
		GAS ENG ENGINEER SR/EX/PRN	162,409.50	23,301.60	-	7,775.90	1,326.94
		OPERATIONS MANGER/SR MANAGER	175,947.14	21,929.72	12,011.90	3,100.00	245.00
		FINANCE SUPERVISOR	156,875.98	20,094.76	-	3,533.33	720.00
		ELEC ENG ENGINEER	176,964.00	14,430.92	-	400.00	1,010.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	148,543.54	18,219.69	-	-	434.70
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	118,335.32	9,710.31	-	16,757.16	579.62
		GAS ENG ENGINEER SR/EX/PRN	154,289.32	21,765.88	-	2,452.93	500.22
		ELEC OPS MANAGER/SR MANAGER	170,535.36	23,006.41	-	6,150.00	1,431.81
		ELEC ENG ENGINEER	185,808.00	15,240.39	-	18,684.28	420.00
		ELEC ENG ENGINEER	101,075.29	-	-	39,377.06	2,297.49
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	200,343.58	32,103.12	-	50.00	722.77
		ELEC ENG ENGINEER	122,093.24	-	-	52,452.38	1,069.68
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,375.00	4,786.88	-	1,500.00	-
		ELEC OPS CONSULTANT SR/EXP/PRN	126,996.00	-	-	15,050.00	785.39
		GAS OPS PRGM/PROJ MANAGER	113,640.60	19,897.61	-	1,125.27	1,042.43
		IT MANAGER/SR MANAGER	190,628.52	30,867.44	-	250.00	4,456.86
		ELEC ENG ENGINEER	185,760.00	15,790.69	-	772.20	3,233.30
		GAS ENG SUPERVISOR	160,161.62	25,120.99	-	-	585.00
		ELEC OPS ENGINEER SR/EXP/PRN	170,084.00	13,519.93	-	96,128.47	2,495.48
		GAS ENG ENGINEER SR/EX/PRN	174,596.00	22,717.92	-	200.00	1,135.50
		GAS ENG ENGINEER SR/EX/PRN	136,322.08	-	-	97,620.34	4,261.53
		GAS ENG ENGINEER SR/EX/PRN	142,806.28	-	-	135,053.41	601.09
		FINANCE AUDITOR SR/EX/PRN	160,160.34	21,099.32	-	50.00	1,401.57
		GAS ENG SENIOR BUSINESS REP	140,608.56	-	-	89,396.86	365.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	119,468.04	5,757.56	-	-	1,010.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	137,214.40	-	-	1,082.23	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	129,113.80	5,072.28	-	1,732.65	1,412.97

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	1,514.95	1,070.40
		ELEC OPS CABLE SPLICER	146,581.60	-	-	21,115.89	-
		ELEC OPS TECHNICIAN	168,380.46	-	-	30,648.84	-
		ELEC OPS LINEWORKER	110,193.81	-	-	114,398.81	441.02
		ELEC ENG SUPERVISOR	156,307.14	16,039.65	-	13,514.40	9,448.71
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	215,920.45	31,781.20	14,093.06	1,208.25	2,195.41
		ELEC OPS LINEWORKER	58,440.52	-	-	45,026.86	480.00
		OPERATIONS DIRECTOR/SR DIRECTOR	197,191.28	34,965.74	-	6,953.52	2,193.37
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	136,149.80	-	-	12,464.60	2,210.99
		ELEC ENG ENGINEER	121,799.11	-	-	126,965.57	420.00
		IT TECHNICIAN	127,138.76	-	-	1,605.59	135.63
		ELEC OPS SYSTEM OPERATOR/LEAD	62,078.80	-	-	273,412.86	1,911.05
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	179,829.84	21,913.57	-	-	5,153.89
		GAS ENG ENGINEER SR/EX/PRN	131,814.02	-	-	7,791.93	1,521.03
		ELEC OPS ENGINEER	161,918.90	13,405.22	-	2,256.90	175.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	129,176.24	13,883.77	-	1,318.61	2,488.21
		GAS ENG ENGINEER SR/EX/PRN	205,150.00	40,406.44	8,576.70	3,828.52	3,215.71
		GAS OPS SUPERVISOR	147,385.39	-	-	64,047.98	-
		GAS ENG ENGINEER SR/EX/PRN	133,741.69	-	-	64,123.44	280.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	183,939.92	29,474.61	10,294.30	100.00	573.02
		ENERGY PLCY & PROC ANALYST/SPEC SR/EX/PRN	176,601.70	28,085.38	-	2,500.00	490.00
		GEN COUNSEL & ETHICS COMP PARALEGAL	118,045.04	13,202.96	-	5,517.66	1,324.63
		GAS ENG ENGINEER SR/EX/PRN	176,964.00	23,367.82	-	450.00	1,744.17
		IT ENGINEER SR/EX/PRN	72,416.92	15,372.96	-	181,961.29	297.65
		ELEC ENG ENGINEER	145,115.74	-	-	52,938.73	227.50
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	21,916.83	25,656.76	-	24,568.62	35.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	132,523.08	16,814.70	-	500.00	140.00
		SHARED SVS MECHANIC	127,022.48	-	-	52,441.27	-
		IT ARCHITECT EXP/PRN	180,029.88	19,119.52	-	50.00	-
		GAS OPS SUPERVISOR	141,142.50	22,563.90	-	7,897.25	426.87
		GAS OPS SUPERVISOR	99,236.41	27,328.28	-	222,242.52	-
		GAS OPS OPERATOR	123,684.45	-	-	2,535.80	-
		ELEC ENG ENGINEER	185,760.00	15,236.30	-	8,622.80	1,470.07
		GAS ENG SUPERVISOR	183,419.94	29,299.70	-	70,519.76	4,312.33
		ELEC ENG ENGINEER	205,870.00	16,442.34	-	67,253.54	1,979.08
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	144,083.34	14,947.51	-	2,000.00	420.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	156,303.18	16,019.34	-	50.00	-
		GAS ENG ENGINEER SR/EX/PRN	201,995.34	34,237.48	-	450.00	2,365.27
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	161,661.76	26,263.02	-	-	-
		CUSTOMER & COMMS ANALYST EXP/PRN	134,621.08	14,462.00	-	850.00	550.35
		GAS ENG ENGINEER SR/EX/PRN	140,568.80	12,576.60	-	750.00	3,076.00
		SAFETY RISK DATA SCIENTIST SR/EX/PRN	117,812.99	10,440.19	-	750.00	260.00
		ELEC OPS FOREMAN/SUBFOREMAN	139,709.99	-	-	7,748.73	-
		ELEC OPS OPERATOR	127,685.42	-	-	43,656.08	-
		GAS OPS SUPERVISOR	53,907.96	-	-	-	-
		ELEC OPS DIRECTOR/SR DIRECTOR	229,132.46	58,215.58	21,345.95	-	35,905.17
		GAS OPS SUPERVISOR	136,442.80	21,795.49	-	82,617.53	1,232.86
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	148,932.00	15,947.74	-	17,184.00	560.00
		ELEC OPS ENGINEER	75,183.11	-	-	522.84	1,182.29
		ELEC ENG MANAGER/SR MANAGER	183,866.18	22,531.69	-	2,212.80	2,308.81
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	196,501.70	24,391.69	-	29,889.65	5,834.20
		GAS OPS SUPERVISOR	135,290.50	23,928.42	-	2,100.43	9,138.78
		ELEC OPS OPERATOR	151,025.44	24,069.08	-	30,081.11	14,680.25
		ELEC OPS CABLE SPLICER	146,402.50	-	-	84,307.77	-
		GAS OPS OPERATOR	126,878.80	-	-	29,136.17	-
		GAS ENG MANAGER/SR MANAGER	204,084.96	35,167.78	10,294.30	8,682.76	-
		ELEC OPS ENGINEER	153,610.00	11,899.63	-	10,241.15	385.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	133,302.30	4,192.33	-	50.00	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	187,582.18	29,984.41	10,294.30	-	5,357.84
		ELEC OPS FOREMAN/SUBFOREMAN	149,055.79	-	-	76,911.92	-
		GAS OPS MANAGER/SR MANAGER	202,541.33	31,320.60	-	31,211.22	6,558.44
		ELEC OPS SUPERVISOR	152,921.52	25,797.19	-	32,191.45	103.76
		ELEC ENG ENGINEER	136,900.90	-	-	11,604.53	-
		GAS ENG ENGINEER SR/EX/PRN	140,088.17	-	-	73,948.86	960.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,569.60	-	-	19,711.29	-

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		ELEC OPS SUPERVISOR	158,554.28	15,713.77	-	88,483.56	8078.60
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	171,331.36	21,688.65	-	-	283.67
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	170,995.96	27,543.61	-	4,850.00	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	148,007.86	12,081.26	-	400.00	1,490.99
		SHARED SVS SUPERVISOR	149,650.04	17,405.88	-	10,775.55	8,314.67
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	183,281.30	22,550.45	-	2,350.00	24,435.74
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	43,806.00	18,763.46	-	22,295.77	1,229.56
		GENERATION ENGINEER SR/EX/PRN	189,798.00	25,490.28	-	53,286.41	3,285.87
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	60,517.81	8,963.75	-	7,349.92	490.00
		ELEC ENG ESTIMATOR	134,923.87	-	-	41,999.19	2,147.15
		GAS ENG ANALYST/SPECIALST EXP/PRN	137,857.90	9,953.24	-	50.00	5,056.55
		ELEC OPS SUPERVISOR	106,557.86	14,008.64	-	41,140.86	949.91
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,759.73	-	-	13,780.39	93.02
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	169,920.90	27,270.85	-	7,915.52	1,200.00
		FINANCE SUPERVISOR	133,405.08	17,253.97	-	250.00	960.00
		ELEC ENG CONSULTANT/REP	147,466.88	12,120.84	-	3,125.67	1,769.83
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	129,680.30	13,220.90	-	-	1,778.95
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	224,583.36	48,313.16	30,012.90	4,089.03	930.00
		ELEC ENG ENGINEER	124,575.70	-	-	13,466.50	343.29
		GAS ENG ANALYST/SPECIALST EXP/PRN	139,321.88	18,345.57	-	5,319.36	1,009.00
		GAS ENG ENGINEER SR/EX/PRN	150,013.44	-	-	47,662.68	880.00
		CUSTOMER CARE SUPERVISOR/ADMIN	152,243.68	19,485.25	-	1,205.48	770.17
		GAS ENG DATA SCIENTIST	163,780.34	18,604.04	-	-	420.00
		ELEC ENG ENGINEER	140,071.09	11,583.45	-	400.00	450.00
		OPERATIONS DATA SCIENTIST	148,021.18	10,788.39	-	3,421.00	504.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,375.00	6,249.38	-	50.00	1,190.09
		CUSTOMER & COMMS SUPERVISOR	155,943.82	20,267.27	-	7,525.00	2,126.57
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	119,226.18	-	-	12,667.33	806.89
		ELEC ENG ENGINEER	157,433.25	12,819.29	-	655.22	1,336.42
		ELEC ENG SUPERVISOR	158,016.64	12,935.20	-	116,002.35	7,995.25
		GAS ENG ENGINEER SR/EX/PRN	145,096.42	-	-	93,317.40	385.00
		ELEC ENG ESTIMATOR	134,490.29	-	-	73,973.59	498.98
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	125,194.52	17,514.52	-	17,169.12	5,185.29
		ELEC OPS TECHNICIAN	123,547.29	-	-	52,288.45	-
		ELEC ENG ENGINEER	24,749.80	-	-	51,981.55	-
		ELEC OPS SYSTEM OPERATOR/LEAD	120,095.37	-	-	105,791.21	-
		GAS OPS MECHANIC/WELDER	125,742.52	-	-	33,791.27	-
		IT MANAGER/SR MANAGER	153,317.36	24,710.56	-	4,300.00	11,411.96
		GAS ENG ENGINEER SR/EX/PRN	157,009.50	20,867.39	-	7,092.91	2,427.02
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	127,512.00	13,004.03	-	3,808.36	2,799.83
		ELEC OPS ENGINEER	200,856.00	16,475.02	-	61,774.92	1,019.95
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,473.78	14,963.70	-	2,000.00	735.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	107,821.59	14,897.34	-	28,397.99	800.00
		ELEC OPS SYSTEM OPERATOR/LEAD	99,926.40	-	-	330,140.26	-
		IT MANAGER/SR MANAGER	174,411.72	21,625.89	-	-	1,004.88
		IT DIRECTOR/SR DIRECTOR	231,136.93	42,025.41	17,164.70	969.09	5,455.78
		IT ENGINEER SR/EX/PRN	132,474.55	-	-	930.40	1,332.37
		GAS OPS SUPERVISOR	155,131.06	24,790.25	-	1,250.00	6,616.05
		SAFETY RISK COMPL INSPECTOR	137,230.66	-	-	61,393.11	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	164,788.09	27,041.93	13,729.50	-	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	191,268.02	29,867.15	59,748.48	-	472.34
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,771.96	-	11,386.91	2,373.42
		FINANCE DIRECTOR	224,096.08	48,305.84	30,905.50	-	400.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,620.67	-	-	57,813.32	-
		ELEC OPS TECHNICIAN	128,796.08	-	-	42,494.09	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	132,478.32	-	-	6,548.53	957.86
		ELEC OPS ENGINEER	154,654.00	20,655.76	-	8,389.43	11,131.55
		GENERATION TECHNICIAN SR/EX	113,569.32	-	-	79,678.54	2,411.23
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	183,281.30	22,550.45	-	2,350.00	656.83
		GAS OPS SCHEDULER	132,829.60	-	-	4,531.60	-
		ENG PLNG & STRAT DIRECTOR/SR DIRECTOR	60,909.09	-	-	-	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	132,708.38	14,443.00	-	-	640.75
		GAS ENG ENGINEER SR/EX/PRN	154,776.18	13,196.83	-	8,854.48	2,283.47
		ELEC OPS FOREMAN/SUBFOREMAN	151,679.28	-	-	85,773.87	-
		SHARED SVS PGRM/PROJ MANAGER	134,394.36	12,997.69	-	434.00	2,041.76

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	132,070.30	10,906.07	-	-	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	39,970.07	180.00
		SHARED SVS SUPERVISOR	164,964.64	21,134.89	-	2,491.47	2,476.93
		ELEC OPS MANAGER/SR MANAGER	187,129.32	39,698.42	-	-	1,865.96
		ELEC OPS ENGINEER	163,590.00	15,744.48	-	6,014.50	4,488.07
		GAS OPS SYSTEM/CONST OPERATOR	120,581.44	-	-	59,545.86	-
		OPERATIONS MANGER/SR MANAGER	174,925.24	22,855.29	10,294.30	1,679.28	585.86
		GAS OPS SUPERVISOR	155,171.30	24,332.75	-	52,419.88	-
		ELEC OPS MANAGER/SR MANAGER	195,200.04	22,551.11	-	5,700.00	245.21
		ELEC OPS CONSULTANT SR/EXP/PRN	172,087.26	21,327.11	-	50.00	8,760.77
		GENERATION TECHNICIAN SR/EX	12,256.20	-	-	21,696.99	-
		ELEC OPS LINEWORKER	114,934.71	-	-	131,921.09	3,381.57
		GAS OPS SCHEDULER	134,063.76	-	-	8,779.75	710.01
		IT ENGINEER SR/EX/PRN	109,134.66	14,659.15	-	19,411.38	541.50
		ELEC ENG SUPERVISOR	145,236.00	-	-	-	3,618.24
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	76,010.40	15,134.18	-	216,911.51	450.43
		SAFETY RISK MANAGER/SR MANAGER	235,706.76	38,184.10	-	1,550.00	455.00
		ELEC OPS ELECTRICIAN	131,644.86	-	-	76,817.57	-
		OPERATIONS CONST/PRGM/CONTRACT MNGR EXP/PRN	193,078.46	41,154.76	-	423.40	280.00
		ELEC OPS LINEWORKER	65,073.05	-	-	144,146.21	335.72
		ELEC OPS TECHNICIAN	146,318.60	-	-	77,719.88	464.49
		GAS ENG ENGINEER SR/EX/PRN	181,067.12	24,642.40	-	-	280.00
		GAS ENG ENGINEER SR/EX/PRN	141,266.39	-	-	84,942.25	35.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	152,775.84	24,623.53	-	900.00	2,506.66
		GAS OPS FOREMAN/LEADER	125,578.69	-	-	30,107.57	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,471.94	-	-	99,764.00	-
		OPERATIONS MANAGER/SR MANAGER	150,000.00	14,333.96	-	9,007.52	9,897.91
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,380.60	-	-	162,214.01	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	129,687.50	13,517.41	-	180.00	770.00
		ELEC OPS FOREMAN/SUBFOREMAN	145,914.70	-	-	302,763.84	9,879.87
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,404.00	-	-	4,450.02	-
		IT ARCHITECH EXP/PRN	174,883.56	26,181.46	-	50.00	4,731.21
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	161,006.06	25,924.32	-	3,400.00	427.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,508.55	-	-	181,400.81	128.13
		ELEC OPS SUPERVISOR	161,369.40	-	-	92,307.44	5,708.80
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	137,199.88	12,398.85	-	1,295.80	591.22
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,247.46	11,339.58	-	9,920.54	7,591.05
		ELEC OPS PROD OWNRR/SR SY DISP/OURNRM/WTR MNGMT	196,800.00	12,997.09	-	397.35	401.86
		GAS OPS LEAD REP/SPEC/INSPECTOR	128,367.26	-	-	53,442.80	-
		ELEC OPS ENGINEER	127,757.84	18,083.70	-	3,179.25	442.06
		GENERATION TECHNICIAN SR/EX	885.17	-	-	-	-
		ELEC OPS LINEWORKER	168,634.97	-	-	220,172.03	12.12
		GAS OPS OPERATOR	33,016.20	-	-	59,585.69	-
		IT MANAGER/SR MANAGER	199,884.56	32,631.49	-	2,066.08	985.00
		GAS OPS TECHNICIAN	125,126.65	-	-	22,704.13	531.44
		ELEC OPS CABLE SPLICER	163,894.09	-	-	79,761.99	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	132,077.40	12,895.63	-	41,455.86	665.00
		OPERATIONS SUPERVISOR	135,769.70	12,937.58	-	6,202.98	1,790.77
		GAS ENG SENIOR BUSINESS REP	144,442.73	-	-	45,025.18	3,052.04
		SAFETY RISK MANAGER/SR MANAGER	156,712.87	15,937.80	-	2,500.00	5,878.49
		GAS ENG ENGINEER SR/EX/PRN	130,883.52	-	-	53,973.42	420.00
		ELEC OPS MANAGER/SR MANAGER	95,296.02	23,767.31	-	265,880.40	938.00
		GAS OPS FOREMAN/LEADER	124,493.77	-	-	20,887.65	393.12
		GAS OPS CREW LEADER	141,672.41	-	-	33,868.52	2,682.23
		ELEC ENG TECHNICIAN	123,498.93	-	-	35,095.20	1,204.38
		ELEC OPS CONSULTANT SR/EXP/PRN	88,561.52	21,706.75	8,576.70	242,897.96	245.00
		IT MANAGER/SR MANAGER	97,818.52	31,833.72	-	228,384.08	210.00
		GENERATION ENGINEER SR/EX/PRN	154,744.48	-	-	16,882.51	-
		ELEC OPS CREW LEAD/LEADER	127,526.40	-	-	36,563.57	-
		GAS OPS WORKING LEADER	142,738.16	-	-	65,808.04	180.00
		ELEC OPS CREW LEAD/LEADER	190,670.13	-	-	231,187.16	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	-	26,515.99	-	-	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	159,697.20	25,733.79	-	3,800.00	-
		IT TECHNICIAN	104,541.64	-	-	23,653.27	-
		GENERATION EX AST/CHIEF/ARMORER	-	15,379.03	-	-	-



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		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	167,196.56	-	-	107,072.90	6025
		ELEC ENG ESTIMATOR	129,765.50	-	-	70,738.76	436.38
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,007.67	-	-	114,025.93	0.99
		ELEC ENG ESTIMATOR	118,332.75	-	-	1,207.67	385.00
		ELEC OPS TECHNICIAN	132,214.08	-	-	20,574.01	-
		GAS OPS TECHNICIAN	123,021.71	-	-	15,505.98	351.16
		GAS OPS OPERATOR	120,180.00	-	-	36,306.72	-
		ELEC ENG TECHNICIAN	169,063.94	-	-	89,395.68	-
		ELEC OPS SUPERVISOR	147,600.00	14,302.71	-	26,406.88	4,299.84
		ELEC OPS CABLE SPLICER	149,699.14	-	-	83,031.06	-
		ELEC ENG ENGINEER	165,984.00	13,617.47	-	1,437.40	640.52
		GAS OPS SUPERVISOR/EXEC ASSISTANT	146,475.00	23,118.75	-	12,645.01	-
		GENERATION ENGINEER SR/EX/PRN	179,596.36	32,231.54	-	5,932.94	320.74
		CUSTOMER & COMMS DATA SCIENTS/EX ASST/ACCT MNG	125,647.84	13,157.94	-	18,972.49	492.51
		SAFETY RISK COMPL INSPECTOR	114,614.05	-	-	41,087.92	-
		GAS ENG SUPERVISOR	181,726.40	28,937.95	-	2,733.70	815.53
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	141,371.82	22,798.88	-	2,450.00	1,018.53
		GAS OPS SYSTEM/CONST OPERATOR	127,829.08	-	-	33,775.65	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	167,325.00	26,529.74	-	750.00	586.04
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	178,424.23	30,049.11	-	3,655.28	1,607.16
		GAS ENG SENIOR BUSINESS REP	138,860.36	-	-	45,990.60	1,168.79
		CUSTOMER CARE DATABASE ADMIN EXP	135,136.04	14,576.32	-	-	-
		OPERATIONS PERMIT FACILITATOR	122,054.19	-	-	3,354.55	420.00
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	142,308.52	15,149.20	-	7,110.42	1,359.99
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	134,225.02	-	-	53,273.08	-
		ELEC OPS ENGINEER SR/EX/PRN	129,548.00	5,169.52	-	13,728.95	447.04
		GAS ENG ENGINEER SR/EX/PRN	125,558.34	16,593.18	-	5,073.90	1,153.94
		ELEC OPS FOREMAN/SUBFOREMAN	137,232.91	-	-	84,538.59	-
		GAS ENG ENGINEER SR/EX/PRN	148,347.16	18,943.07	-	11,055.06	20,579.31
		ELEC OPS FOREMAN/SUBFOREMAN	130,779.00	-	-	95,831.39	-
		ELEC OPS SYSTEM OPERATOR/LEAD	112,161.62	-	-	167,085.98	-
		GENERATION SUPERVISOR	41,199.99	-	-	62,822.96	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	150,603.01	15,096.16	-	40,260.66	2,066.08
		ELEC OPS SUPERVISOR	122,261.89	-	-	32,125.00	651.75
		ELEC OPS ENGINEER	125,625.00	-	-	10,000.00	5,314.90
		GAS ENG ANALYST/SPECIALST EXP/PRN	141,450.00	18,325.91	-	7,548.09	2,880.00
		CORP AFFAIRS GOV REP EXP/PRN	154,629.74	15,715.10	-	-	4,195.60
		GAS ENG ENGINEER SR/EX/PRN	156,230.12	23,799.30	-	4,121.74	833.70
		GAS OPS ENGINEER	126,336.82	-	-	54,391.62	4,137.18
		ENG PLNG & STRAT ENGINEER SR/EX/PRN	142,868.96	12,423.75	-	12,717.06	5,498.21
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	142,530.26	11,814.83	-	2,788.40	907.30
		GAS OPS WORKING LEADER	137,007.26	-	-	32,959.34	-
		ELEC OPS LINEWORKER	108,769.24	-	-	158,105.91	382.80
		GAS ENG TECHNICIAN	136,372.50	-	-	132.91	555.00
		ELEC ENG ENGINEER	191,148.00	15,587.09	-	4,869.78	1,338.76
		ELEC OPS LINEWORKER	131,824.66	-	-	78,206.94	280.00
		ELEC OPS LINEWORKER	43,009.40	-	-	29,563.53	-
		GAS ENG ENGINEER SR/EX/PRN	133,873.82	-	-	327,798.92	703.76
		ELEC ENG ENGINEER	176,638.00	14,241.14	-	38,935.29	-
		GAS ENG ENGINEER SR/EX/PRN	176,964.00	23,367.82	-	10,004.36	2,493.99
		SAFETY RISK MANAGER/SR MANAGER	56,746.02	25,033.41	13,729.50	40,007.70	716.78
		GAS OPS TECHNICIAN	99,341.09	-	-	28,094.28	22,116.99
		ELEC OPS MANAGER/SR MANAGER	172,971.60	18,271.77	-	-	1,460.60
		GAS ENG ANALYST/SPECIALST EXP/PRN	129,657.98	17,120.27	-	500.00	3,538.55
		ELEC ENG ENGINEER	155,988.00	12,080.08	-	14,982.17	818.58
		SAFETY RISK COMPL INSPECTOR	66,568.86	-	-	81,112.98	143.07
		ENERGY PLCY & PROC SR EX AST/LLASON/PORT MNGMT	187,892.32	30,277.17	-	550.00	711.36
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	126,842.52	-	-	26,181.93	1,193.40
		GAS ENG SUPERVISOR	179,096.40	24,511.66	-	17,205.43	1,029.97
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	41,671.12	25,861.74	-	10,607.53	403.15
		HR ECO MANAGER/SR MANAGER	157,601.96	25,378.54	13,729.50	50.00	671.21
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	149,309.22	15,966.04	-	420.00	800.00
		ELEC OPS INSPECTOR	128,839.20	8,623.46	-	46,632.96	-
		ELEC OPS FOREMAN/SUBFOREMAN	135,128.39	-	-	24,243.53	-
		ELEC OPS TECHNICIAN	125,181.44	-	-	65,791.30	-

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		IT TECHNICIAN	128,593.67	-	-	54,972.49	-
		GENERATION ELECTRICIAN	102,381.15	-	-	101,987.97	42.67
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	177,378.21	21,671.27	13,729.50	344.20	558.24
		GAS ENG SENIOR BUSINESS REP	147,435.95	-	-	85,844.36	797.30
		ELEC ENG ENGINEER	186,322.68	22,841.10	-	2,900.00	2,386.89
		GAS ENG ENGINEER SR/EX/PRN	162,262.00	20,406.42	-	14,240.66	482.19
		GENERATION CREW LEADER/CONTROL LEAD	139,987.28	-	-	123,875.71	-
		ELEC OPS LINEWORKER	139,365.06	-	-	92,479.57	386.86
		SHARED SVS MECHANIC	108,098.80	-	-	17,117.46	-
		SHARED SVS MECHANIC	60,898.90	-	-	16,265.20	40.93
		ELEC OPS LINEWORKER	134,858.98	-	-	55,351.12	-
		SHARED SVS SUBFOREMAN	125,554.89	-	-	37,165.92	450.00
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	142,858.31	-	-	18,839.04	263.85
		GAS OPS SUPERVISOR	140,793.94	22,363.81	-	87,250.15	-
		GAS OPS FOREMAN/LEADER	154,427.66	-	-	68,787.62	-
		GAS OPS FOREMAN/LEADER	138,912.80	-	-	44,608.20	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	132,982.19	-	-	29,975.42	3,063.36
		GAS OPS SUPERVISOR	141,932.34	22,636.28	-	8,368.90	12,156.52
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	97,967.44	10,503.65	-	5,063.87	470.00
		ELEC ENG ENGINEER	170,456.92	12,943.37	-	19,011.12	950.87
		ELEC OPS ENGINEER	160,311.72	13,353.74	-	50.00	545.70
		ELEC OPS CREW LEAD/LEADER	148,368.02	-	-	25,623.17	-
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	160,523.60	17,314.74	-	310.20	420.00
		GAS ENG ENGINEER SR/EX/PRN	135,400.88	-	-	23,019.44	735.01
		GENERATION TECHNICIAN SR/EX	18,384.30	-	-	23,153.32	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	84,759.99	-	-	422,657.74	-
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	73,928.35	14,647.68	-	172,016.69	315.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	146,693.38	15,822.95	-	50.00	385.00
		GAS ENG SUPERVISOR	164,397.00	21,250.51	-	15,786.62	-
		GAS OPS FOREMAN/LEADER	137,653.84	-	-	38,056.60	-
		ELEC OPS LEAD OPERATOR	150,036.20	-	-	93,725.80	-
		GAS ENG SENIOR BUSINESS REP	116,938.60	-	-	123,038.74	280.00
		GAS OPS OPERATOR	123,153.33	-	-	59,628.27	-
		ELEC OPS SUPERVISOR	151,745.10	15,044.86	-	879.76	1,755.28
		ELEC OPS FOREMAN/SUBFOREMAN	140,825.61	-	-	103,974.06	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	191,084.00	14,926.88	-	2,622.40	2,750.42
		GAS ENG ENGINEER SR/EX/PRN	160,781.30	21,579.64	-	438.05	505.17
		ELEC OPS SUPERVISOR	156,153.88	15,481.98	-	165,774.93	568.73
		GAS ENG ENGINEER SR/EX/PRN	136,871.60	-	-	1,836.15	-
		GENERATION ENGINEER SR/EX/PRN	176,964.00	26,058.53	-	9,451.98	3,392.13
		SHARED SVS SUPERVISOR	160,035.65	20,411.49	-	1,628.20	5,991.20
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	77,224.52	-	-	5,388.69	396.89
		IT ARCHITECH EXP/PRN	85,305.38	18,553.62	-	225,603.34	229.06
		IT MANAGER/SR MANAGER	147,805.04	23,914.28	-	2,007.00	4,545.13
		ENERGY PLCY & PROC MANAGER/SR MANAGER	215,250.00	34,393.06	12,011.90	-	1,482.50
		ELEC OPS OPERATOR	131,444.80	-	-	55,805.97	91.85
		ELEC OPS LINEWORKER	55,149.15	-	-	58,605.93	-
		GENERATION ENGINEER SR/EX/PRN	156,780.00	-	-	40,559.35	5,803.54
		GAS OPS ENGINEER	118,388.72	-	-	14,222.55	-
		GAS OPS SUPERVISOR	149,919.82	23,813.34	-	22,302.07	427.33
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	136,736.12	-	-	440,029.97	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	154,201.14	24,733.77	-	300.00	750.00
		GAS ENG MANAGER/SR MANAGER	213,595.70	46,082.91	8,576.70	1,572.28	5,186.76
		GAS ENG ENGINEER SR/EX/PRN	138,677.22	16,791.36	-	15,812.78	620.47
		ELEC OPS SUPERVISOR	143,243.76	4,757.09	-	27,646.81	416.69
		ELEC OPS FOREMAN/SUBFOREMAN	139,906.10	9,412.06	-	65,282.61	70.00
		GAS ENG ENGINEER SR/EX/PRN	28,598.41	-	-	6,852.52	240.00
		SAFETY RISK COMPL INSPECTOR	136,430.84	-	-	41,288.70	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	157,260.40	15,531.59	-	45,513.94	100.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	36,610.40	-	-	23,673.89	70.00
		GENERATION MACHINIST/MECHANIC/RIGGER	35,647.80	-	-	34,674.47	-
		FINANCE MANAGER/SR MANAGER	204,846.48	33,117.35	-	-	536.03
		ELEC ENG ENGINEER	78,777.05	12,148.71	-	18,255.33	140.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	81,480.48	-	-	482,689.21	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	162,896.28	22,992.38	-	30,503.32	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GENERATION MACHINIST/MECHANIC/RIGGER	27,517.60	-	-	29,587.64	-
		FINANCE SUPERVISOR	138,865.44	17,901.54	-	150.00	1,271.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,035.28	14,852.91	-	17,685.75	420.00
		ENERGY PLCY & PROC SR EX AST/LIAISON/PORT MNGMT	130,587.32	14,942.17	-	28,197.29	2,003.21
		GAS ENG ANALYST/SPECIALIST EXP/PRN	152,204.42	19,923.70	-	550.00	1,943.56
		ELEC OPS FOREMAN/SUBFOREMAN	134,809.58	-	-	167,242.72	-
		GAS ENG COMP CONST/COORD/STRAG PLNR	153,412.88	16,525.57	-	500.00	420.00
		SUPPLY CHAIN MATERIALS PERF MANAGER	21,093.60	14,152.90	-	10,790.03	-
		GAS ENG ENGINEER SR/EX/PRN	146,291.66	-	-	14,581.19	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	135,725.15	-	-	44,479.56	-
		GAS OPS FOREMAN/LEADER	135,871.44	-	-	40,523.89	70.00
		GAS OPS INSPECTOR	104,077.75	-	-	18,328.43	899.12
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	132,716.16	-	-	25,063.54	-
		ELEC OPS BUSINESS LIAISON	127,918.84	-	-	48,514.23	-
		GENERATION SUPERVISOR	159,163.50	21,369.25	-	15,115.90	-
		GAS OPS FOREMAN/LEADER	7,227.30	-	-	28,645.06	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,475.50	17,065.90	-	750.00	385.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	138,477.14	14,266.00	-	100.00	960.00
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	126,462.47	-	-	38,164.92	8,491.92
		SAFETY RISK CONST MANAGER SR/EXP	41,548.31	11,148.10	-	5,591.62	310.84
		HR ECO ANALYST/CONSULTANT EXP/PRN	186,654.96	30,930.73	-	9,999.65	455.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	159,825.02	25,630.37	-	986.65	445.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	165,288.24	26,742.99	-	13,847.68	589.83
		ELEC ENG ENGINEER	195,272.00	15,509.80	-	500.00	2,368.94
		GAS OPS OPERATOR	126,080.87	-	-	58,324.20	-
		GAS OPS MANAGER/SR MANAGER	165,567.18	26,352.13	-	18,134.94	575.69
		ELEC OPS CREW LEAD/LEADER	181,829.62	-	-	511,225.41	205.91
		ELEC OPS OPERATOR	150,911.84	-	-	15,309.05	433.45
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	92,063.58	30,139.85	-	243,396.73	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	145,378.32	-	-	84,719.80	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	2,726.00	-	-	1,022.30	397.96
		ELEC ENG SUPERVISOR	204,591.42	19,913.20	-	400.00	1,901.93
		IT MANAGER/SR MANAGER	157,652.00	20,409.90	-	2,050.00	430.00
		ELEC OPS ENGINEER	26,290.52	-	-	22,357.39	-
		ELEC OPS MANAGER/SR MANAGER	176,375.04	21,413.29	-	10,775.00	5,133.94
		ELEC OPS FOREMAN/SUBFOREMAN	143,460.15	-	-	184,690.45	231.71
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	167,387.00	27,082.58	-	1,300.00	1,868.18
		ELEC ENG DIRECTOR/SR DIRECTOR	230,323.94	37,941.47	39,482.20	3,880.32	1,720.75
		ENT HEALT & SAFETY MANAGER/SR MANAGER	164,000.04	27,045.76	-	1,311.44	20,816.22
		GAS ENG MANAGER/SR MANAGER	215,978.48	42,882.69	-	572.10	2,660.87
		GAS ENG SENIOR BUSINESS REP	122,130.24	-	-	68,838.49	3,466.35
		GAS ENG ENGINEER SR/EX/PRN	143,417.70	-	-	50.00	451.01
		ELEC OPS MANAGER/SR MANAGER	189,233.78	39,761.47	-	75.00	4,564.34
		ELEC OPS SYSTEM OPERATOR/LEAD	8,393.28	-	-	1,195,384.28	19,279.05
		GAS ENG ENGINEER SR/EX/PRN	188,124.44	25,014.49	-	50.00	1,474.90
		GAS ENG ANALYST/SPECIALIST EXP/PRN	129,999.96	12,585.58	-	-	440.40
		ELEC OPS CREW LEAD/LEADER	145,225.10	-	-	129,221.92	25.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	203,614.28	28,739.31	-	30,090.23	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	165,998.76	24,031.61	-	5,199.97	7,206.80
		GENERATION TECHNICIAN SR/EX	14,979.80	-	-	16,496.99	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	91,232.00	-	-	17,135.44	-
		SAFETY RISK COMPL INSPECTOR	144,248.68	-	-	152,011.33	12,128.34
		ELEC ENG ESTIMATOR	129,760.50	-	-	101,946.41	-
		ELEC OPS ELECTRICIAN	125,427.66	-	-	44,567.68	-
		GAS OPS TECHNICIAN	120,442.20	-	-	39,035.09	2,812.47
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	125,817.66	15,317.12	-	1,242.92	3,154.33
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	1,031.71	-	-	9,769.38	400.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	172,251.08	27,985.87	-	100.00	709.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	128,920.34	-	-	47,318.79	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	120,628.24	-	-	43,379.62	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,843.12	-	-	128,399.20	-
		SAFETY RISK INSPECTOR/COORDINATOR	131,479.13	11,809.68	-	10,615.02	2,446.40
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	137,243.28	12,209.56	-	-	880.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	138,709.45	11,639.64	-	12,411.48	631.50
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	166,821.66	23,754.48	-	150.00	315.00

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		FINANCE ANALYST/SPECIALIST SR/EX/PRN	164,106.72	17,687.31	-	-	980.00
		GAS OPS TECHNICIAN	99,981.73	-	-	50.00	10,007.25
		GAS ENG ENGINEER SR/EX/PRN	135,428.98	22,895.40	-	2,163.10	29.00
		GAS ENG ENGINEER SR/EX/PRN	191,292.00	25,254.31	-	10,851.28	2,445.78
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	117,816.91	8,650.67	-	9,979.70	555.89
		IT DEVELOPER SR/EX	169,143.56	17,579.24	-	-	770.00
		FINANCE SUPERVISOR	138,923.06	17,901.92	-	2,399.86	667.14
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	36,774.43	13,801.68	-	56,425.24	105.00
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	149,280.24	15,844.36	-	289.36	357.10
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	106,343.24	12,501.08	-	12,540.00	1,510.37
		IT ANALYST/SPECIALIST SR/EX/PRN	128,100.00	5,832.75	-	1,050.00	1,169.96
		GAS OPS FOREMAN/LEADER	123,047.28	-	-	11,203.33	-
		GAS OPS DIRECTOR/SR DIRECTOR	204,774.05	36,730.50	15,447.10	-	6,049.44
		ELEC OPS FOREMAN/SUBFOREMAN	152,770.50	-	-	130,836.66	-
		GAS ENG SENIOR BUSINESS REP	139,911.84	-	-	49,341.36	288.22
		IT ANALYST/SPECIALIST SR/EX/PRN	131,176.10	13,659.51	-	50.00	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	133,285.25	-	-	2,485.70	494.34
		GAS OPS MECHANIC/WELDER	117,405.10	-	-	97,884.26	-
		OPERATION SENIOR EXEC ASSISTANT	80,512.03	16,560.11	-	212,261.10	301.90
		GENERATION TECHNICIAN SR/EX	129,480.61	-	-	98,380.35	30.47
		GAS OPS FOREMAN/LEADER	130,515.86	-	-	31,697.21	-
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	170,991.00	27,800.63	-	50.00	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	13,049.14	-	-	130,048.25	-
		GAS OPS WORKING LEADER	150,442.40	-	-	64,972.64	-
		ELEC OPS LINEWORKER	145,033.61	-	-	70,120.37	-
		GAS ENG ENGINEER SR/EX/PRN	154,486.51	-	-	86,428.43	977.73
		GAS ENG ENGINEER SR/EX/PRN	158,037.43	23,263.82	-	4,600.46	878.12
		GAS ENG ENGINEER SR/EX/PRN	134,102.37	18,704.61	-	4,127.02	1,270.67
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,001.27	-	-	175,082.95	-
		OPERATIONS COORDINATOR/CONSULT SR/EX/PRN	171,875.00	23,344.43	-	3,215.80	1,145.40
		GAS OPS INSPECTOR	136,590.40	-	-	69,672.40	-
		GENERATION TECHNICIAN SR/EX	12,562.61	-	-	17,923.50	-
		ELEC ENG DIRECTOR/SR DIRECTOR	211,019.34	24,599.24	17,164.70	-	652.88
		ELEC OPS LINEWORKER	53,100.85	-	-	58,369.96	-
		GENERATION MACHINIST/MECHANIC/RIGGER	40,600.40	-	-	42,854.56	-
		ELEC OPS MANAGER/SR MANAGER	198,559.89	23,560.79	10,294.30	5,409.10	3,806.95
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	181,063.66	29,547.49	-	-	1,626.33
		ELEC OPS LEAD OPERATOR	156,335.86	-	-	1,725.21	503.92
		ELEC OPS ENGINEER	122,702.97	-	-	9,253.31	1,284.10
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,193.04	-	-	75,316.29	2,363.75
		GAS OPS MANAGER/SR MANAGER	185,121.66	36,314.97	8,576.70	-	1,819.79
		IT TECHNICIAN	117,462.77	-	-	41,269.38	-
		ELEC OPS OPERATOR	128,071.37	-	-	42,529.27	605.96
		ELEC OPS MANAGER/SR MANAGER	160,627.97	22,621.80	-	9,693.09	-
		IT MANAGER/SR MANAGER	174,809.42	27,012.93	-	2,500.00	6,187.75
		ELEC OPS INSPECTOR/LEAD INSPECTOR	152,698.16	-	-	161,887.44	-
		ELEC OPS SUPERVISOR	168,462.46	28,800.99	-	65,036.59	5,335.80
		GAS ENG ENGINEER SR/EX/PRN	140,945.53	-	-	125,467.90	960.00
		ELEC OPS LINEWORKER	134,881.70	-	-	63,576.98	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	50.00	907.89
		GAS OPS TECHNICIAN	15,795.32	-	-	10,249.21	-
		ENERGY PLCY & PROC ENGINEER	156,625.00	13,342.70	-	700.00	210.00
		ELEC OPS SUPERVISOR	45,657.29	17,664.05	-	36,910.75	323.10
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	129,439.22	13,961.83	-	280.00	720.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	27,880.43	10,848.12	-	23,511.38	160.00
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	7,069.10	838.93
		GEN COUNSEL & ETHICS COMP ANALYST/CONSULT/SPEC EXP/PRN	154,846.84	24,976.02	-	15,867.04	457.44
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	188,055.00	29,019.09	-	50.00	700.00
		ELEC OPS FOREMAN/SUBFOREMAN	157,990.75	-	-	139,602.00	-
		ELEC OPS OPERATOR	134,660.80	-	-	57,486.70	176.68
		OPERATIONS DIRECTOR/SR DIRECTOR	154,375.00	19,147.50	-	6,050.00	2,427.55
		ENERGY PLCY & PROC ANALYST/SPEC SR/EX/PRN	151,583.16	24,645.18	-	100.00	385.00
		GENERATION OPERATOR	124,468.05	-	-	88,165.74	-
		ELEC ENG ENGINEER	159,460.87	14,351.35	-	7,739.02	1,298.45
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,753.38	-	16,856.50	350.00

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		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	135,259.58	14,519.18	-	200.00	1080.00
		GENERATION TECHNICIAN SR/EX	140,641.71	-	-	215,405.57	-
		GAS ENG ENGINEER SR/EX/PRN	126,148.98	16,697.98	-	354.95	2,125.23
		GENERATION CONS/PROC/SPLST/SCHDLR SR/EX/PRN/CHIEF	176,365.76	37,819.17	-	1,450.00	3,056.14
		GAS ENG MANAGER/SR MANAGER	211,318.38	42,213.13	-	-	10,774.72
		GAS OPS SUPERVISOR	181,305.64	28,776.26	-	1,550.00	490.00
		GAS OPS INSPECTOR	125,331.40	-	-	42,320.53	-
		GAS OPS ENGINEER	129,440.90	-	-	58,161.97	142.33
		SHARED SVS SUBFOREMAN	108,228.35	-	-	13,650.62	-
		IT TECHNICIAN	118,041.07	-	-	10,341.17	-
		GAS OPS FOREMAN/LEADER	149,357.85	-	-	44,497.78	-
		FINANCE SUPERVISOR	130,620.52	16,907.12	-	-	640.00
		GAS OPS FOREMAN/LEADER	129,861.65	-	-	85,765.44	-
		GAS ENG ENGINEER SR/EX/PRN	144,270.98	-	-	27,359.51	748.42
		IT SUPERVISOR	142,289.99	17,670.63	-	1,050.00	1,113.06
		GAS OPS FOREMAN/LEADER	131,426.88	-	-	44,378.41	561.28
		GAS OPS TECHNICIAN	132,290.42	-	-	60,437.43	-
		ELEC OPS SUPERVISOR	87,737.86	17,358.03	-	199,086.61	-
		IT MANAGER/SR MANAGER	199,658.34	32,330.10	76,913.18	50.00	2,730.88
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	164,332.70	9,670.21	-	400.00	2,108.51
		ELEC OPS MANAGER/SR MANAGER	181,374.10	22,432.47	-	15,817.04	3,866.26
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	1,817.74	495.03
		ELEC OPS ELECTRICIAN	121,666.19	-	-	55,795.09	-
		ELEC ENG TECHNICIAN	120,966.60	-	-	42,292.32	5,110.88
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	126,892.07	12,689.66	-	13,518.24	4,546.78
		HR ECO BUSINESS PARTNER EXP/PRN	191,833.68	32,620.75	13,729.50	1,971.00	2,584.83
		ELEC ENG ENGINEER	120,367.87	-	-	37,531.11	4,863.28
		SAFETY RISK COMPL INSPECTOR	142,976.16	-	-	87,155.04	65.37
		ELEC OPS SUPERVISOR	80,557.44	16,045.81	-	43,236.46	3,705.57
		GAS ENG TECHNICIAN	118,486.61	-	-	29,450.19	1,160.00
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	163,029.08	17,651.46	-	50.00	350.00
		SAFETY RISK MANAGER/SR MANAGER	140,219.44	11,773.03	-	6,471.08	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,697.02	16,084.34	-	-	1,264.05
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	128,887.10	10,968.70	-	4,614.02	1,556.71
		ELEC ENG ENGINEER	155,892.00	12,160.45	-	5,148.70	400.00
		SUPPLY CHAIN MATERIALS ENGINEER	136,476.00	16,926.75	-	450.00	10,858.03
		ELEC ENG ENGINEER	145,422.70	11,264.69	-	1,982.12	655.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,301.72	16,996.71	-	50.00	3,474.42
		GAS ENG MANAGER/SR MANAGER	227,025.02	45,701.56	18,882.30	2,191.80	1,490.99
		ELEC OPS MANAGER/SR MANAGER	42,982.56	-	-	-	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	135,353.29	-	-	22,901.63	-
		GENERATION PLANNER	130,625.49	-	-	51,547.40	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	128,123.84	-	-	37,170.88	165.63
		GAS OPS FOREMAN/LEADER	129,228.40	-	-	43,351.71	-
		ELEC OPS ELECTRICIAN	15,167.40	-	-	7,265.66	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	140,636.81	26,290.55	17,164.70	48,355.85	530.00
		IT DIRECTOR/SR DIRECTOR	216,313.29	-	-	-	244.63
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	205,260.00	32,970.70	-	2,615.68	539.37
		ELEC OPS FOREMAN/SUBFOREMAN	138,577.50	-	-	116,878.63	-
		GAS OPS FOREMAN/LEADER	130,949.01	-	-	82,412.65	-
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	139,283.34	4,035.80	-	-	330.00
		ELEC OPS SUPERVISOR	153,420.11	20,850.58	-	41,124.11	35.00
		ENT HEALT & SAFETY SUPERVISOR	74,149.20	19,286.34	-	197,575.16	243.35
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	170,430.00	23,648.97	-	50.00	506.46
		ENERGY PLCY & PROC SCHEDULER/TRADER SR/EXP	129,675.00	13,920.63	-	1,700.00	3,110.16
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	132,715.34	10,699.84	-	1,550.00	35.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	169,689.52	32,273.96	-	50.00	620.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	127,947.06	10,528.34	-	-	1,040.00
		ELEC ENG ENGINEER	135,948.82	-	-	13,127.12	1,450.65
		IT SUPERVISOR	148,678.86	15,542.89	-	-	-
		GAS OPS FOREMAN/LEADER	124,851.51	-	-	39,638.67	221.14
		SUPPLY CHAIN MATERIALS DEMAND PLAN/INSPECTOR	136,087.88	-	-	11,172.22	138.43
		ELEC OPS SUPERVISOR	146,447.14	14,549.17	-	44,320.60	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	146,958.96	18,626.25	-	90,051.30	-
		SHARED SVS SUBFOREMAN	123,663.84	-	-	19,146.41	35.63

PACIFIC GAS AND ELECTRIC COMPANY  
EMPLOYEES COMPENSATED AT THE  
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FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		IT ANALYST/SPECIALIST SR/EXP/PRN	105,054.36	14,292.74	-	9,939.82	-
		GAS OPS ENGINEER	23,811.79	-	-	18,502.21	89.32
		IT MANAGER/SR MANAGER	182,280.00	29,163.75	10,294.30	3,573.60	641.16
		IT MANAGER/SR MANAGER	205,392.52	32,813.87	8,576.70	3,200.00	800.36
		IT ENGINEER SR/EX/PRN	133,843.10	13,415.54	-	25.00	529.24
		IT ANALYST/SPECIALIST SR/EXP/PRN	142,065.00	15,398.46	-	-	825.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	155,953.40	13,315.63	-	2,700.00	754.31
		ELEC OPS FOREMAN/SUBFOREMAN	132,531.95	-	-	64,694.38	-
		FINANCE SUPERVISOR	140,710.44	17,259.59	-	250.00	1,040.00
		GENERATION WELDER	129,554.95	-	-	41,757.93	-
		ELEC OPS OPERATOR	125,962.96	-	-	99,094.92	-
		FINANCE DIRECTOR	228,818.26	48,812.81	39,482.20	-	2,641.35
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	112,479.76	13,611.61	-	45,151.56	385.00
		SHARED SVS BUILDING TECHNICIAN	127,406.56	-	-	11,694.77	-
		ELEC OPS ENGINEER	136,255.37	19,358.78	-	9,410.53	-
		GAS ENG ENGINEER SR/EX/PRN	143,079.31	-	-	67,925.34	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	143,208.34	6,480.83	-	50.00	4,630.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	82,754.00	9,097.25	-	12,948.82	15,011.77
		ELEC OPS ENGINEER SR/EXP/PRN	168,202.00	13,139.78	-	1,170.83	5,103.92
		GAS OPS PRGM/PROJ MANAGER	147,902.00	12,189.07	-	7,784.48	997.82
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,753.10	15,532.17	-	-	470.00
		IT MANAGER/SR MANAGER	177,091.92	22,538.89	-	3,405.60	1,444.83
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,450.36	16,507.07	-	2,550.00	2,357.25
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	140,929.45	15,285.66	-	10,698.24	280.00
		ELEC ENG ANALYST/SPEC SR/EX/PRN	147,488.00	16,723.11	-	49,516.08	960.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	151,428.00	11,783.84	-	29,355.61	15,102.62
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	154,980.00	11,930.63	-	250.00	400.00
		GAS OPS TECHNICIAN	125,255.51	-	-	96,766.36	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	153,562.50	6,044.03	-	3,000.00	476.28
		GAS OPS SYSTEM/CONST OPERATOR	123,634.84	-	-	32,116.26	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	150,119.76	12,156.02	-	3,981.20	508.99
		SHARED SVS PGRM/PROJ MANAGER	188,732.76	30,351.16	-	6,066.95	7,773.00
		ELEC OPS SPECIALIST SR/EX/PRN	188,336.97	24,292.94	-	5,340.18	4,796.08
		ELEC ENG TECHNICIAN	161,610.86	-	-	42,789.27	785.96
		GAS OPS MECHANIC/WELDER	117,256.25	-	-	5,771.65	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,660.80	-	-	22,583.25	129.43
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	116,403.13	-	-	382,283.55	-
		SHAREV SVS CRANE SURVEYOR	130,530.42	-	-	20,581.86	-
		OPERATION SUPERVISOR	151,494.84	15,042.05	-	21,257.01	280.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	41,700.74	27,316.76	-	42,394.72	80.73
		ELEC ENG TECHNICIAN	111,082.93	-	-	54,538.17	-
		ELEC OPS ELECTRICIAN	109,252.38	-	-	55,408.04	-
		ELEC ENG SUPERVISOR	182,536.20	17,794.11	-	1,600.00	997.83
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	131,624.96	5,470.83	-	75.00	360.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,823.74	-	-	20,050.00	1,168.63
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,913.08	17,914.04	-	-	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	157,946.24	16,967.75	-	1,650.00	960.00
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	134,444.49	14,589.61	-	86,309.21	1,327.49
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	146,795.86	12,059.33	-	50.00	455.00
		GAS ENG ENGINEER SR/EX/PRN	39,736.58	-	-	33,385.04	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	118,459.80	10,909.20	-	28,521.95	513.00
		SUPPLY CHAIN MATERIALS ENGINEER	155,822.00	15,932.41	-	1,869.92	9,986.83
		GAS ENG SUPERVISOR	152,084.30	18,959.40	-	25.00	280.00
		GENERATION TECHNICIAN SR/EX	132,034.01	-	-	82,128.46	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,858.38	8,608.93	-	-	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	164,621.16	17,776.47	-	50.00	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	121,494.99	10,812.95	-	100.00	420.00
		HR ECO RECRUITER EX	129,889.00	13,332.00	-	150.00	7,336.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	144,799.80	14,245.61	-	45,185.84	-
		GENERATION OPERATOR	139,204.79	-	-	54,245.66	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	160,666.40	-	-	51,364.97	-
		GAS ENG ENGINEER SR/EX/PRN	139,367.80	-	-	30,329.89	1,160.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	156,246.78	16,853.43	-	15,187.41	960.00
		IT MANAGER/SR MANAGER	206,397.00	29,543.17	59,748.48	50.00	1,381.94
		FINANCE MANAGER/SR MANAGER	173,039.96	25,187.53	-	3,050.00	1,040.27

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG ENGINEER SR/EX/PRN	115,834.49	-	-	3,500.20	880.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	126,583.36	13,892.27	-	50.00	385.00
		ELEC ENG INTERCONNECTION MANAGER	134,032.44	-	-	3,192.85	470.63
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	143,593.20	18,930.39	-	9,517.03	492.02
		IT MANAGER/SR MANAGER	177,729.38	28,634.99	-	-	3,364.30
		GAS ENG ANALYST/SPECIALIST EXP/PRN	83,644.02	22,433.31	-	204,522.94	1,151.88
		SUPPLY CHAIN MATERIALS ENGINEER	148,502.90	17,011.63	-	2,061.56	2,045.23
		GENERATION MACHINST/MECHANIC/RIGGER	11,882.60	-	-	11,324.10	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	72,873.62	15,875.02	-	222,357.36	690.87
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	229,075.00	47,194.10	39,482.20	3,076.15	2,270.51
		IT MANAGER/SR MANAGER	127,350.26	16,363.84	-	950.00	6,238.87
		OPERATIONS SUPERVISOR	140,000.04	-	-	6,007.23	5,491.96
		ELEC OPS LINEWORKER	25,764.96	-	-	74,550.62	171.25
		CUSTOMER & COMMS SPECIALIST EXP/PRN	70,714.66	15,380.18	-	181,561.77	291.81
		GAS OPS MECHANIC/WELDER	129,148.23	-	-	46,290.05	-
		GAS OPS WORKING LEADER	143,159.48	-	-	60,498.45	-
		ELEC ENG TECHNICIAN	134,338.94	-	-	25,484.82	-
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	160,773.74	17,113.03	-	2,191.84	960.00
		ELEC OPS LINEWORKER	73,096.54	-	-	79,147.13	402.55
		ELEC OPS LINEWORKER	135,405.86	-	-	91,785.57	-
		GAS OPS FOREMAN/LEADER	98,264.32	-	-	27,740.50	-
		GAS ENG ENGINEER SR/EX/PRN	154,975.92	-	-	69,216.83	420.00
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	133,274.92	13,611.96	-	1,050.00	960.00
		GENERATION ANALYST SR/EXP/PRN	165,567.96	23,978.88	-	58,999.65	420.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	21,444.79	20,666.94	-	78,899.07	-
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	164,824.37	25,992.45	-	50.00	350.00
		ELEC OPS LINEWORKER	126,752.62	-	-	85,467.02	-
		GAS OPS TECHNICIAN	132,532.60	-	-	69,318.04	1,620.64
		SHARED SVS SUPERVISOR	146,024.12	18,279.76	-	-	7,762.14
		GAS OPS FOREMAN/LEADER	113,521.75	-	-	104,006.62	84.24
		ELEC OPS FOREMAN/SUBFOREMAN	139,913.10	-	-	241,535.25	-
		ELEC OPS SUPERVISOR	170,640.00	17,482.20	-	44,922.93	590.54
		ELEC OPS LINEWORKER	125,690.91	-	-	263,463.90	1,289.62
		GAS OPS TECHNICIAN	129,473.00	-	-	7,555.92	-
		ELEC OPS FOREMAN/SUBFOREMAN	118,251.00	-	-	57,247.64	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	160,917.00	16,862.83	-	33,485.39	16,891.43
		OPERATIONS MANAGER/SR MANAGER	175,038.30	22,067.13	-	13,748.01	957.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,576.62	16,571.95	-	50.00	420.00
		GAS ENG ENGINEER SR/EX/PRN	174,593.75	22,431.33	-	-	1,754.00
		GAS OPS SUPERVISOR	134,737.70	21,453.93	-	21,503.27	9,641.60
		ELEC OPS ENGINEER	176,964.00	24,817.64	-	5,894.03	890.27
		ELEC OPS ENGINEER	200,856.00	16,475.02	-	31,310.24	280.00
		GAS OPS SYSTEM/CONST OPERATOR	122,950.08	-	-	62,206.17	-
		GAS OPS SUPERVISOR	123,478.26	16,177.31	-	7,076.30	630.00
		GAS OPS WORKING LEADER	151,321.46	-	-	55,652.34	-
		GENERATION SUPERVISOR	161,562.14	26,792.14	-	3,724.40	624.64
		ELEC OPS LINEWORKER	136,338.79	-	-	87,096.13	176.40
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	123,482.39	-	-	63,398.80	420.00
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	158,365.66	12,779.16	-	41,494.00	7,057.97
		GENERATION MACHINST/MECHANIC/RIGGER	33,146.20	-	-	26,382.22	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	175,224.00	18,763.46	-	13,494.87	729.49
		GAS OPS SUPERVISOR	145,229.66	23,591.40	-	31,293.02	3,785.92
		ELEC OPS SUPERVISOR	149,222.16	14,788.91	-	67,541.16	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	16,182.40	-	-	10,970.00	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	173,147.18	27,597.47	13,729.50	-	760.26
		ELEC OPS LINEWORKER	130,090.24	-	-	85,018.22	-
		OPERATIONS SUPERVISOR	127,237.86	15,857.98	-	-	490.00
		SHARED SVS MECHANIC	127,083.88	-	-	45,814.27	250.00
		OPERATIONS MANGER/SR MANAGER	9,694.77	-	-	-	776.47
		ELEC OPS WORK & RESOURCE PLANNER EX/PRN	12,957.55	19,848.35	-	31,453.22	240.00
		ELEC OPS TECHNICIAN	126,104.53	-	-	37,868.43	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,008.57	-	-	64,378.28	-
		ELEC OPS CREW LEAD/LEADER	130,542.36	-	-	58,392.40	-
		ELEC OPS TECHNICIAN	111,242.87	-	-	156,284.45	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	134,828.84	-	-	5,704.54	3,993.40

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	114,786.67	13,533.61	-	12,748.36	1,231.63
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	137,630.45	-	-	22,757.43	25.00
		ELEC ENG TECHNICIAN	147,904.80	-	-	36,537.09	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	173,812.50	27,672.23	-	1,000.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	52,703.25	-	-	62,300.14	-
		ELEC OPS SUPERVISOR	158,607.30	15,652.84	-	13,971.36	3,331.95
		GAS ENG SENIOR BUSINESS REP	139,782.40	-	-	74,964.43	2,826.72
		GENERATION REACTOR	133,380.50	-	-	85,827.47	-
		ELEC OPS ENGINEER	140,513.60	-	-	23,063.04	-
		GENERATION TECHNICIAN SR/EX	132,518.43	-	-	119,127.34	-
		OPERATIONS COORDINATOR/CONSULT SR/EXP/PRN	128,598.43	10,962.85	-	258.92	5,679.60
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	130,629.87	-	-	2,815.02	698.63
		ELEC OPS SUPERVISOR	151,079.36	10,510.03	-	10,935.57	1,387.58
		FINANCE DIRECTOR	235,750.04	50,332.11	30,050.40	-	729.14
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	112,253.17	16,570.15	-	-	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	121,506.74	17,243.50	-	3,292.00	963.92
		ELEC ENG ENGINEER	134,838.70	-	-	120,262.82	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	18,088.99	-	8,094.20	396.59
		ENT HEALTH & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	175,827.40	25,824.52	-	-	1,591.74
		ELEC OPS TECHNICIAN	167,190.15	-	-	128,360.40	-
		ELEC OPS SUPERVISOR	149,229.16	14,807.40	-	91,739.49	-
		GENERATION MACHINST/MECHANIC/RIGGER	102,742.25	-	-	91,349.91	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLCLST EXP/PRN	152,712.00	16,353.03	-	16,956.21	4,012.43
		GAS OPS SUPERVISOR	141,412.45	26,744.93	-	41,410.08	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	156,255.50	25,281.55	-	2,950.00	20,856.73
		ELEC OPS CABLE SPLICER	158,861.71	-	-	25,306.56	-
		GAS OPS SUPERVISOR	174,958.34	32,169.30	-	49,210.49	2,573.36
		ELEC OPS FOREMAN/SUBFOREMAN	146,661.44	-	-	93,434.47	-
		ELEC OPS TECHNICIAN	67,475.40	-	-	23,635.16	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,380.09	-	-	137,253.58	-
		ELEC OPS SUPERVISOR	153,016.22	15,140.12	-	34,711.35	-
		GAS OPS FOREMAN/LEADER	111,510.38	-	-	7,373.28	-
		ELEC ENG ENGINEER	199,943.60	24,613.44	-	-	8,644.75
		GENERATION SUPERVISOR	195,791.28	33,215.82	-	79,924.46	-
		IT TECHNICIAN	132,259.25	-	-	26,334.62	-
		ELEC OPS SYSTEM OPERATOR/LEAD	127,976.92	-	-	193,403.67	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	150,644.30	16,236.34	-	50.00	1,123.45
		OPERATIONS PERMIT FACILITATOR	120,766.94	-	-	3,713.65	-
		ELEC OPS SUPERVISOR	180,250.60	17,834.82	-	87,250.40	-
		ELEC OPS SYSTEM OPERATOR/LEAD	53,462.30	-	-	612,234.82	274.93
		GAS ENG ENGINEER SR/EX/PRN	115,207.53	-	-	9,875.00	-
		ELEC OPS CABLE SPLICER	147,601.54	-	-	110,839.71	-
		GAS OPS FOREMAN/LEADER	134,711.67	-	-	22,184.75	-
		ELEC ENG SUPERVISOR	184,930.24	16,117.19	-	3,338.24	1,482.80
		OPERATIONS SUPERVISOR	148,736.52	12,138.83	-	50.00	474.26
		ELEC OPS DIRECTOR/SR DIRECTOR	216,440.84	35,071.63	39,482.20	-	1,287.30
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,352.00	19,261.87	-	116.03	407.99
		ELEC OPS LINEWORKER	118,736.31	-	-	101,177.39	-
		GAS OPS FOREMAN/LEADER	127,507.26	-	-	98,010.86	58.50
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,118.80	14,553.54	-	3,300.00	1,478.30
		SHARED SVS MANAGER/SR MANAGER	44,057.40	27,913.38	8,576.70	76,043.21	-
		ELEC ENG ENGINEER	139,524.54	-	-	40,951.33	1,070.71
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	137,888.70	30,151.38	-	240,180.93	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	161,629.72	15,914.47	-	38,222.27	1,619.19
		GENERATION ELECTRICIAN	129,828.00	-	-	67,123.91	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	123,328.48	17,222.80	-	2,030.60	7,894.26
		GENERATION TECHNICIAN SR/EX	123,693.48	-	-	83,145.96	-
		ELEC OPS LINEWORKER	126,586.60	-	-	120,059.74	-
		SHARED SVS PGRM/PROJ MANAGER	137,048.14	14,567.56	-	1,753.42	3,046.44
		GAS ENG SUPERVISOR	84,049.63	20,222.48	-	192,318.38	1,776.86
		OPERATIONS DIRECTOR/SR DIRECTOR	166,406.30	32,494.71	-	2,940.24	2,187.82
		ELEC ENG TECHNICIAN	90,838.70	-	-	216,835.05	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,054.60	-	-	32,974.94	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	201,224.00	29,917.46	-	12,214.08	2,857.75
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	99,198.24	-	-	57,966.35	-



PACIFIC GAS AND ELECTRIC COMPANY  
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FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS TECHNICIAN	137,973.92	-	-	128,868.19	-
		GAS ENG ENGINEER SR/EX/PRN	149,079.74	-	-	2,514.55	280.00
		ELEC OPS FOREMAN/SUBFOREMAN	30,968.16	-	-	65,931.20	106.53
		ELEC OPS SUPERVISOR	20,982.89	9,887.56	-	1,966.36	-
		ELEC OPS SUPERVISOR	168,421.08	16,380.16	-	65,844.37	296.29
		GAS OPS FOREMAN/LEADER	131,588.64	-	-	32,209.11	938.92
		ELEC OPS CONSULTANT SR/EXP/PRN	128,250.00	-	-	50.00	444.38
		ELEC ENG MANAGER/SR MANAGER	211,247.90	30,245.39	12,701.20	3,218.08	8,076.59
		ELEC OPS FOREMAN/SUBFOREMAN	139,228.37	-	-	122,037.59	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	148,488.77	-	-	122,015.99	-
		GAS ENG ENGINEER SR/EX/PRN	132,030.68	-	-	45,110.04	1,082.34
		GAS OPS FOREMAN/LEADER	129,924.17	-	-	87,800.87	526.34
		GAS OPS TECHNICIAN	127,519.08	-	-	96,789.05	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	124,202.80	-	-	7,642.70	607.82
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	198,439.80	32,288.77	-	370.80	1,225.00
		GAS OPS SUPERVISOR	155,700.46	24,525.40	-	29,508.66	3,752.65
		FINANCE MANAGER/SR MANAGER	145,818.82	19,670.28	-	947.19	1,328.00
		SAFETY RISK COMPL INSPECTOR	162,326.73	-	-	253,549.81	35.79
		GENERATION PLANNER	144,382.90	-	-	109,493.99	2,425.51
		ELEC OPS LINeworker	137,070.21	-	-	78,300.13	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	106,225.52	-	-	7,845.87	20,189.28
		ELEC OPS ENGINEER SR/EXP/PRN	191,476.00	14,972.82	-	42,582.42	964.64
		ELEC OPS ELECTRICIAN	131,742.17	-	-	38,556.39	-
		ELEC ENG ENGINEER	162,016.00	13,257.39	-	23,887.44	73.00
		GENERATION ENGINEER SR/EX/PRN	176,518.01	24,932.78	-	44,043.47	-
		GAS OPS SYSTEM/CONST OPERATOR	136,984.91	-	-	81,977.28	72.95
		ELEC OPS SYSTEM OPERATOR/LEAD	86,788.03	-	-	203,316.90	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	166,050.00	7,158.37	-	-	10,745.40
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	122,353.57	14,618.10	-	15,164.00	2,970.18
		GAS ENG ENGINEER SR/EX/PRN	127,214.00	16,008.18	-	15,647.85	6,050.76
		OPERATIONS PERMIT FACILITATOR	118,280.39	-	-	53,325.24	469.38
		OPERATIONS MANAGER/SR MANAGER	152,000.04	16,961.66	-	11,264.20	8,627.60
		SHARED SVS MECHANIC	122,571.72	-	-	5,609.94	73.10
		GAS OPS ENGINEER	117,189.45	-	-	19,198.24	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	105,183.70	-	-	12,566.15	1,041.19
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	169,345.78	26,853.68	-	250.00	3,300.50
		GAS OPS SUPERVISOR	154,667.82	24,567.55	-	19,615.09	2,887.94
		GAS ENG SENIOR BUSINESS REP	119,505.49	-	-	25,093.69	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	138,978.90	14,979.06	-	-	1,080.00
		ELEC OPS MANAGER/SR MANAGER	174,695.10	21,545.73	-	63,439.47	6,045.94
		ELEC OPS INSPECTOR/LEAD INSPECTOR	130,264.21	-	-	109,775.33	-
		ELEC OPS ENGINEER	129,596.00	17,411.99	-	9,987.24	7,414.29
		ELEC OPS SUPERVISOR	112,650.76	-	-	30,259.28	-
		ELEC OPS ELECTRICIAN	113,019.00	-	-	26,353.04	-
		GAS ENG SUPERVISOR	159,313.99	-	-	12,707.70	664.38
		CUSTOMER & COMMS SPECIALIST EXP/PRN	144,907.12	15,468.04	-	1,299.32	2,463.60
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,378.93	15,183.37	-	19,519.59	480.00
		GAS OPS SUPERVISOR	156,056.30	25,040.11	-	3,015.60	7,918.07
		GAS OPS MANAGER/SR MANAGER	158,425.02	24,964.95	-	6,013.50	61.62
		GAS ENG ENGINEER SR/EX/PRN	139,740.32	-	-	23,132.67	561.19
		GAS ENG ENGINEER SR/EX/PRN	144,999.58	-	-	62,678.38	-
		SAFETY RISK COMPL INSPECTOR	133,816.58	-	-	36,385.94	-
		HR ECO PGRM/PROJ MANAGER EXP/PRN	141,089.24	15,224.48	-	50.00	1,597.13
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	161,004.00	-	-	-	2,931.99
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	144,464.82	23,076.57	-	500.00	9,320.07
		ELEC ENG SUPERVISOR	182,107.16	17,830.58	-	-	2,409.06
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	129,558.02	6,074.27	-	46,403.86	-
		CUSTOMER CARE PRD/PRGR MANAGER EXP/PRN/CHIEF	178,711.12	28,914.76	-	850.00	2,777.32
		ELEC ENG MANAGER/SR MANAGER	167,074.30	-	-	-	-
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	160,806.38	17,345.24	-	-	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	170,778.08	18,435.43	-	-	1,334.00
		SHARED SVS FACILITY LEAD/TECH	110,870.24	-	-	44,600.59	139.50
		ELEC ENG ENGINEER	163,542.94	16,830.91	-	31,429.18	3,771.84
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	133,141.36	18,388.12	-	3,687.56	15,413.27
		OPERATION SUPERVISOR	173,625.14	17,327.76	-	35,150.42	6,724.25

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GENERATION TECHNICIAN SR/EX	25,484.00	-	-	40,177.83	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,512.76	-	-	128,085.38	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,595.60	-	-	127,955.78	-
		ELEC OPS LINeworker	113,834.08	-	-	129,146.48	-
		GAS OPS TECHNICIAN	138,327.55	-	-	105,789.13	-
		SHARED SVS MANAGER/SR MANAGER	180,088.50	29,362.81	-	8,743.53	24,124.10
		SHARED SVS MECHANIC	124,798.80	-	-	11,665.84	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	143,386.48	11,822.76	-	50.00	111.15
		GAS OPS TECHNICIAN	125,972.15	18,329.46	-	27,736.06	1,990.79
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	124,795.84	4,325.91	-	-	-
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	170,149.30	15,717.75	-	550.00	559.85
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	132,262.00	10,359.22	-	7,304.17	2,661.24
		GAS OPS TECHNICIAN	130,443.70	-	-	75,195.11	-
		GAS OPS SYSTEM/CONST OPERATOR	127,736.20	-	-	110,684.89	258.42
		ELEC OPS INSPECTOR	131,715.56	9,593.70	-	47,751.49	10,154.59
		GAS ENG SUPERVISOR	175,768.24	22,846.64	-	36,518.65	545.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,174.86	16,450.49	-	-	840.00
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	133,323.79	-	-	19,227.25	1,010.00
		GAS ENG SUPERVISOR	174,794.36	27,832.99	-	-	671.69
		GAS ENG ENGINEER SR/EX/PRN	164,462.22	21,911.00	-	687.12	420.00
		GAS ENG SUPERVISOR	162,986.47	22,129.71	-	-	-
		CUSTOMER CARE SUPERVISOR/ADMIN	127,258.71	16,208.41	-	800.00	3,715.74
		GAS OPS MECHANIC/WELDER	127,008.25	-	-	92,918.04	459.38
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	126,738.62	16,926.27	-	19,450.61	1,271.06
		ELEC OPS SUPERVISOR	209,797.86	21,042.74	-	6,638.52	420.00
		ELEC OPS TECHNICIAN	126,325.21	-	-	48,054.78	-
		GAS OPS FOREMAN/LEADER	135,369.49	-	-	102,179.36	-
		OPERATIONS SUPERVISOR	120,801.19	8,838.03	-	1,300.00	7,582.25
		ELEC ENG ENGINEER	117,003.88	-	-	55,604.79	943.54
		ELEC OPS LINeworker	16,647.12	-	-	65,880.13	359.28
		ELEC OPS FOREMAN/SUBFOREMAN	136,640.70	-	-	6,892.55	-
		ELEC OPS SPECIALIST SR/EX/PRN	137,618.40	-	-	7,756.50	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	187,905.32	30,802.11	-	-	5,228.96
		FINANCE SUPERVISOR	113,956.79	11,332.24	-	300.00	-
		GAS OPS ENGINEER	139,020.16	-	-	33,933.44	14,417.21
		GAS OPS INSPECTOR	127,380.37	-	-	22,319.22	800.00
		ELEC OPS CREW LEAD/LEADER	127,369.50	-	-	117,887.67	-
		OPERATIONS MANGER/SR MANAGER	159,293.56	20,615.05	10,294.30	10,852.72	4,152.01
		GAS OPS OPERATOR	132,015.30	-	-	62,335.62	-
		GAS OPS MANAGER/SR MANAGER	93,709.74	39,114.50	-	220,027.29	-
		ELEC OPS SUPERVISOR	146,995.65	7,139.92	-	42,888.96	7,463.73
		HR ECO MANAGER/SR MANAGER	98,836.32	32,141.71	-	230,335.11	642.21
		ELEC OPS FOREMAN/SUBFOREMAN	135,562.97	-	-	30,579.63	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	132,193.96	13,431.10	-	9,852.83	4,151.32
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	146,999.01	-	-	69,177.19	-
		ELEC OPS MANAGER/SR MANAGER	175,004.13	33,923.91	-	884.60	6,802.57
		GENERATION TECHNICIAN SR/EX	133,832.66	-	-	64,816.86	-
		GENERATION MACHINST/MECHANIC/RIGGER	25,016.00	-	-	20,779.79	-
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	241,256.04	50,572.72	32,770.90	43,575.69	2,268.38
		ELEC OPS TECHNICIAN	150,488.90	-	-	81,593.54	646.27
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	127,374.14	13,739.10	-	-	640.00
		GENERATION TECHNICIAN SR/EX	-	-	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	132,753.77	-	-	31,857.07	510.10
		ELEC OPS CREW LEAD/LEADER	130,919.97	-	-	58,334.28	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,173.40	16,326.57	-	-	420.00
		IT MANAGER/SR MANAGER	205,922.54	31,807.23	-	-	4,187.62
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	135,084.38	10,310.75	-	-	385.00
		ELEC OPS SUPERVISOR	126,332.17	16,293.72	-	63,315.59	208.67
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,142.85	-	-	132,053.43	-
		GENERATION REACTOR	133,944.84	-	-	146,887.98	404.08
		GAS OPS SCHEDULER	102,433.00	-	-	23,426.11	-
		GENERATION SUPERVISOR	188,772.00	31,899.00	-	40,378.39	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	138,444.00	18,281.28	-	3,697.52	-
		FINANCE AUDITOR SR/EX/PRN	158,918.62	17,225.21	-	1,550.00	5,521.00
		FINANCE DIRECTOR	223,808.26	36,633.16	8,576.70	59.15	3,270.52

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		IT ANALYST/SPECIALIST SR/EXP/PRN	108,554.09	15,626.44	-	21,999.81	600.00
		OPERATIONS PERMIT FACILITATOR	121,264.40	-	-	7,223.27	280.00
		ELEC OPS TECHNICIAN	135,335.86	-	-	29,834.27	-
		GAS OPS DIRECTOR/SR DIRECTOR	117,300.02	62,362.06	17,164.70	290,292.43	140.00
		ELEC OPS ELECTRICIAN	115,033.85	-	-	104,151.82	250.32
		ELEC OPS OPERATOR	126,687.71	-	-	94,246.57	-
		ELEC OPS LINEWORKER	141,499.14	-	-	88,889.11	630.63
		ELEC OPS ELECTRICIAN	131,867.62	-	-	66,055.48	1,129.07
		ELEC ENG TECHNICIAN	155,299.10	-	-	64,711.50	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,843.52	-	-	134,850.66	3,760.93
		ELEC OPS FOREMAN/SUBFOREMAN	147,457.94	-	-	49,176.31	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	134,458.48	21,883.49	-	2,278.18	5,699.40
		IT ENGINEER SR/EX/PRN	156,647.25	16,154.38	-	17,112.92	2,400.39
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	149,023.44	10,487.98	-	250.00	227.38
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	95,643.36	14,068.78	-	4,003.92	-
		GENERATION MANAGER/SR MANAGER	33,447.20	43,586.49	-	81,895.12	-
		ELEC OPS OPERATOR	124,767.20	-	-	79,011.93	-
		GENERATION MANAGER/SR MANAGER	178,363.44	37,174.64	-	50.00	-
		ELEC OPS OPERATOR	125,189.30	-	-	35,139.22	121.77
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	51,630.44	-	-	-	-
		ELEC OPS CABLE SPLICER	157,848.80	-	-	102,298.04	-
		IT ENGINEER SR/EX/PRN	210,441.38	34,523.17	-	8,759.75	3,490.34
		GAS OPS ENGINEER	125,451.92	-	-	75,417.08	1,398.23
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	106,242.98	-	-	93,023.47	-
		ELEC OPS FOREMAN/SUBFOREMAN	138,868.08	-	-	718.01	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,140.78	-	-	142,205.05	-
		GAS OPS SYSTEM/CONST OPERATOR	117,240.17	-	-	13,624.27	-
		ELEC ENG ENGINEER	149,407.64	-	-	20,324.40	500.00
		GAS OPS FITTER	122,132.89	-	-	21,179.83	-
		GENERATION SUPERVISOR	193,814.50	32,526.82	-	14,072.00	1,069.11
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,791.86	16,521.44	-	-	-
		ELEC OPS ENGINEER	124,199.54	-	-	46,163.70	-
		ELEC ENG CONSULTANT/REP	138,834.64	11,434.78	-	750.00	7,913.45
		SHARED SVS MECHANIC	126,930.40	-	-	35,026.48	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	145,964.34	15,707.57	-	50.00	983.71
		ELEC ENG ENGINEER	97,552.50	26,088.15	12,011.90	262,797.70	245.00
		ELEC OPS ENGINEER	140,577.06	11,848.13	-	4,246.39	-
		ELEC OPS TECHNICIAN	159,159.20	-	-	64,103.99	-
		GAS OPS MECHANIC/WELDER	122,748.44	-	-	106,248.76	-
		GAS OPS FOREMAN/LEADER	104,665.67	-	-	61,228.35	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	159,749.76	22,951.76	-	-	-
		ELEC OPS SUPERVISOR	156,308.76	15,422.47	-	20,993.15	1,022.47
		GENERATION TECHNICIAN SR/EX	137,682.00	-	-	59,008.00	-
		ELEC OPS LINEWORKER	142,396.98	-	-	73,939.75	-
		ELEC OPS SPECIALIST SR/EX/PRN	72,069.34	11,854.52	-	194,373.57	-
		ELEC OPS FOREMAN/SUBFOREMAN	129,642.61	-	-	67,876.85	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,458.83	-	-	97,548.85	-
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	227,110.03	36,386.64	-	43,706.14	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	126,000.00	8,583.79	-	3,362.19	407.27
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	168,560.70	26,773.46	-	3,050.00	420.00
		ELEC ENG ENGINEER	191,292.00	15,647.51	-	5,609.56	466.25
		CUSTOMER & COMMS PLANNER/SUCCESS MANGER	141,493.48	15,226.44	-	25.00	654.19
		ELEC OPS MANAGER/SR MANAGER	183,065.26	22,504.70	-	21,600.00	26,684.48
		ELEC OPS CREW LEAD/LEADER	170,404.31	-	-	145,330.34	-
		GAS ENG ENGINEER SR/EX/PRN	136,342.44	-	-	195,358.82	1,600.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	170,775.93	17,752.98	-	3,594.65	1,601.71
		SHARED SVS INSPECTOR	14,864.80	-	-	16,836.04	-
		ELEC OPS FOREMAN/SUBFOREMAN	152,050.98	-	-	85,339.22	-
		ELEC OPS WORK & RESOURCE PLANNER EXP/PRN	78,730.28	19,642.17	-	211,398.34	-
		GAS OPS PRGM/PROJ MANAGER	176,959.33	23,254.11	-	13,591.36	2,167.02
		GAS ENG ENGINEER SR/EX/PRN	135,394.07	-	-	23,404.54	1,128.76
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,155.38	-	-	157,550.95	122.50
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	183,999.96	22,813.91	-	-	7,037.41
		ELEC ENG MANAGER/SR MANAGER	199,247.50	22,822.79	-	-	4,034.90
		GAS ENG SUPERVISOR	179,800.00	28,605.60	-	3,784.00	3,098.78

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		ELEC OPS LINEWORKER	110,582.70	-	-	187,758.81	328.62
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	175,584.48	23,129.87	-	8,237.82	7,726.72
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	155,067.38	24,772.46	-	-	1,010.00
		SHARED SVS MECHANIC	108,359.92	-	-	6,630.61	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	137,405.92	11,352.65	-	50.00	212.88
		ELEC OPS TECHNICIAN	188,022.40	-	-	22,016.70	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	192,032.92	40,840.47	-	-	3,251.24
		ENT HEALTH & SAFETY ANALYST/SPEC EXP/PRN	130,000.00	-	-	90,287.94	3,187.28
		GAS ENG ENGINEER SR/EX/PRN	133,034.92	-	-	69,163.12	-
		CUSTOMER & COMMS ANALYST EXP/PRN	146,891.68	15,496.06	-	1,575.00	554.45
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	139,119.50	14,559.88	-	3,450.62	1,551.79
		SHARED SVS MECHANIC	124,474.82	-	-	27,409.39	-
		ELEC OPS ELECTRICIAN	105,918.03	-	-	201,388.69	-
		GAS ENG ENGINEER SR/EX/PRN	130,341.90	-	-	72,025.17	-
		GAS ENG ENGINEER SR/EX/PRN	139,504.98	-	-	126,583.62	-
		ELEC OPS CREW LEAD/LEADER	146,715.80	-	-	81,694.23	-
		GAS OPS OPERATOR	131,945.23	-	-	73,011.50	-
		ELEC OPS INSPECTOR	131,875.50	9,228.34	-	46,908.79	51,190.04
		GAS ENG ENGINEER SR/EX/PRN	136,400.13	-	-	50.00	1,175.29
		ELEC ENG TECHNICIAN	162,521.08	-	-	58,778.01	486.11
		GAS OPS PRGM/PROJ MANAGER	212,008.34	39,645.20	-	-	-
		ELEC OPS CREW LEAD/LEADER	183,191.32	-	-	153,927.07	-
		ELEC OPS SUPERVISOR	153,105.38	12,701.78	-	8,482.48	688.74
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	153,618.62	16,121.25	-	150.00	-
		CUSTOMER & COMMS SPECIALIST EXP/PRN	127,616.78	13,091.20	-	2,575.00	416.74
		ELEC OPS SUPERVISOR	134,176.82	-	-	73,032.18	-
		ELEC OPS LEAD OPERATOR	175,017.60	-	-	110,146.75	400.00
		GAS OPS OPERATOR	132,636.87	-	-	38,778.23	-
		ELEC OPS SUPERVISOR	171,360.60	16,928.69	-	93,682.92	203.35
		SHARED SVS MANAGER/SR MANAGER	200,461.14	32,091.15	-	11,716.37	6,456.78
		ELEC OPS SYSTEM OPERATOR/LEAD	155,052.66	-	-	94,485.61	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	132,117.50	12,611.34	-	3,252.02	758.14
		GAS OPS TECHNICIAN	143,218.72	-	-	118,262.42	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	134,485.41	-	-	128,509.69	-
		GAS OPS FOREMAN/LEADER	137,256.28	-	-	51,845.62	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	126,247.90	9,252.38	-	1,220.80	6,613.08
		GAS ENG ENGINEER SR/EX/PRN	141,156.24	-	-	12,119.50	420.00
		GAS ENG MANAGER/SR MANAGER	161,182.37	25,759.63	-	3,500.00	630.00
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	173,608.00	23,325.69	-	24,045.20	2,114.69
		ELEC OPS LINEWORKER	129,569.78	21,746.65	-	197,866.48	-
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	154,576.26	19,129.33	-	2,667.00	940.00
		GENERATION MACHINST/MECHANIC/RIGGER	28,143.00	-	-	44,468.94	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,843.84	-	-	156,792.00	-
		GAS ENG SENIOR BUSINESS REP	126,792.84	-	-	70,951.38	984.39
		ENERGY PLCY & PROC SCHEDULER/TRADER SR/EXP	169,179.02	17,989.23	-	410.00	840.00
		OPERATIONS MANAGER/SR MANAGER	206,848.74	26,196.65	-	50.00	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	151,815.34	16,538.66	-	-	2,433.56
		ELEC OPS FOREMAN/SUBFOREMAN	131,146.40	-	-	63,626.57	3,109.35
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	129,985.50	15,653.12	-	111,418.87	1,488.13
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,031.52	-	-	61,103.83	-
		GAS ENG SENIOR BUSINESS REP	138,772.72	-	-	43,966.13	1,483.74
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	172,276.00	35,551.82	-	-	1,165.41
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	126,535.84	23,484.07	-	41,100.75	-
		ELEC OPS LINEWORKER	17,471.28	-	-	35,848.19	-
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	149,539.86	15,659.18	-	550.00	549.00
		ELEC ENG ENGINEER	175,592.00	13,783.99	-	4,154.84	2,395.90
		CUSTOMER CARE MANAGER/SR MANAGER	175,075.10	28,326.48	-	1,550.00	1,399.89
		ELEC OPS MANAGER/SR MANAGER	160,344.16	17,126.44	-	450.00	1,005.00
		IT TECHNICIAN	122,000.27	-	-	145,433.42	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	128,129.10	20,550.66	-	951.35	-
		ELEC OPS LINEWORKER	128,415.55	-	-	119,131.44	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	169,207.30	18,408.29	-	2,130.42	2,344.50
		SHARED SVS MANAGER/SR MANAGER	190,811.28	30,561.93	12,011.90	3,842.85	8,500.56
		ELEC OPS MANAGER/SR MANAGER	196,385.00	24,067.35	8,576.70	5,185.00	12,290.23
		CUSTOMER CARE SUPERVISOR/ADMIN	154,790.04	20,085.86	-	1,500.00	542.92

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		FINANCE AUDITOR SR/EX/PRN	23,676.24	14,588.41	-	22,657.36	-
		ELEC OPS LINEWORKER	75,696.21	-	-	153,220.78	520.84
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,410.00	16,398.36	-	50.00	-
		ELEC OPS COORDINATOR	61,705.22	-	-	5,547.36	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	147,936.80	24,306.55	-	15,449.97	6,254.86
		HR ECO DIRECTOR/SR DIRECTOR	176,723.65	27,522.63	13,729.50	50.00	536.50
		ENG PLNG & STRAT DATA SCIENTIST	145,523.02	14,255.46	-	-	-
		ELEC ENG SUPERVISOR	147,809.56	13,824.78	-	30,258.60	407.50
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	150,437.46	14,515.18	-	35,585.09	2,471.58
		ELEC OPS BUSINESS LIAISON	110,324.42	-	-	49,333.43	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	127,179.20	-	-	1,505.02	448.75
		OPERATION COORDINATOR	135,966.35	15,212.25	-	50.00	5,980.31
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,302.50	-	-	103,933.67	-
		ELEC OPS FOREMAN/SUBFOREMAN	136,470.20	-	-	109,059.77	2,471.26
		ELEC OPS LINEWORKER	5,549.60	-	-	8,173.80	-
		ELEC OPS SUPERVISOR	81,288.26	9,179.97	-	43,632.04	64.25
		SAFETY RISK COMPL INSPECTOR	31,486.94	-	-	2,829.29	76.37
		FINANCE MANAGER/SR MANAGER	111,996.06	36,418.69	-	288,605.11	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	141,556.26	18,174.85	-	200.00	826.66
		GAS OPS CONST/PRGM MANAGER	157,620.92	23,485.46	-	1,050.00	34,027.16
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLST EXP/PRN	124,756.68	10,183.81	-	10,530.50	21,236.33
		ELEC ENG TECHNICIAN	164,781.02	-	-	27,787.64	303.67
		IT PRODUCT DESIGNER-OWNER SR/EX/PRN	156,573.72	16,713.37	47,807.64	50.00	840.00
		GAS OPS OPERATOR	126,645.75	-	-	20,599.56	-
		GAS ENG MANAGER/SR MANAGER	147,109.24	20,125.25	-	50.00	1,799.00
		ELEC OPS SUPERVISOR	159,281.80	18,311.90	-	-	1,499.86
		ELEC OPS ENGINEER	174,488.00	23,333.84	-	25,750.02	1,327.17
		GAS OPS SUPERVISOR	159,328.10	31,914.64	-	14,826.96	3,257.98
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	118,861.72	14,395.74	-	1,000.00	550.00
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	137,081.70	22,937.72	-	67,407.89	9,546.51
		ELEC OPS LINEWORKER	123,997.34	-	-	88,846.09	-
		ELEC OPS OPERATOR	126,181.95	-	-	83,824.51	3,774.78
		GAS OPS TECHNICIAN	122,638.87	-	-	10,429.19	2,197.49
		GENERATION TECHNICIAN SR/EX	37,701.30	-	-	50,506.63	-
		ELEC OPS DIRECTOR/SR DIRECTOR	232,395.84	37,010.01	11,967.56	6,917.40	4,473.60
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	3,129.35	487.22
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	133,915.40	14,404.06	-	50.00	4,134.45
		IT ANALYST/SPECIALIST SR/EXP/PRN	177,351.20	26,150.31	-	-	6,158.37
		IT DIRECTOR/SR DIRECTOR	139,104.00	51,224.51	30,693.70	265,012.72	778.12
		IT DIRECTOR/SR DIRECTOR	219,066.68	38,665.86	17,164.70	-	3,282.07
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	42,359.71	27,596.31	-	17,482.93	232.12
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	156,825.01	5,425.13	-	550.00	-
		ELEC OPS CREW LEAD/LEADER	117,373.09	-	-	1,562.07	220.62
		GAS ENG SENIOR BUSINESS REP	145,564.00	-	-	42,764.19	4,056.90
		ELEC OPS PROD OWNR/SR SY DISP/JOURNM/WTR MNGMT	194,118.61	-	-	182,445.47	130.76
		ELEC OPS LINEWORKER	144,149.93	-	-	115,893.76	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	137,797.42	13,134.43	-	4,025.70	1,798.06
		ELEC OPS FOREMAN/SUBFOREMAN	144,568.99	-	-	143,369.93	160.97
		ENT HEALT & SAFETY SUPERVISOR	89,048.28	27,998.70	-	234,218.42	1,362.84
		SHARED SVS MECHANIC	126,841.28	-	-	37,820.10	-
		ELEC OPS LINEWORKER	146,221.30	-	-	17,707.30	1,095.12
		IT ENGINEER SR/EX/PRN	167,332.06	24,101.26	-	-	1,472.63
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	84,377.25	26,727.76	-	15,201.75	105.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	142,086.00	13,848.01	-	23,078.62	-
		GAS ENG SENIOR BUSINESS REP	139,292.88	-	-	54,429.11	1,101.69
		ELEC OPS FOREMAN/SUBFOREMAN	75,345.16	-	-	62,584.41	-
		SAFETY RISK COMPL INSPECTOR	137,213.60	-	-	33,257.29	-
		GENERATION PLANNER	142,872.01	-	-	64,670.05	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	135,613.24	13,535.31	-	742.20	1,222.75
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	136,906.09	13,872.00	-	3,620.56	560.82
		ELEC OPS INSPECTOR/LEAD INSPECTOR	122,890.54	23,003.72	-	116,109.60	57,196.49
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	144,102.69	11,253.62	-	5,891.04	2,725.03
		ELEC OPS OPERATOR	125,999.31	-	-	118,120.99	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,315.42	-	-	121,395.81	-
		GAS OPS DIRECTOR/SR DIRECTOR	183,837.30	36,110.35	-	3,250.00	10,708.79

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		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,233.76	-	-	96,058.66	-
		ELEC OPS INSPECTOR	125,816.92	7,879.15	-	30,907.68	17,982.36
		ELEC ENG TECHNICIAN	167,973.32	-	-	110,199.54	-
		ELEC OPS TECHNICIAN	124,817.06	-	-	78,615.01	523.51
		GAS ENG SUPERVISOR	135,176.84	16,111.14	-	32,716.99	105.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,708.96	-	-	20,816.90	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	172,298.02	26,735.30	-	50.00	105.00
		ELEC OPS SUPERVISOR	158,502.34	9,584.73	-	44,827.00	1,933.91
		GAS OPS FOREMAN/LEADER	117,480.93	-	-	60,287.10	-
		GENERATION ELECTRICIAN	126,924.90	-	-	97,674.52	-
		ELEC OPS SPECIALIST SR/EX/PRN	128,841.20	10,623.46	-	12,609.45	1,564.08
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	124,250.67	-	-	140,277.93	-
		ELEC OPS TECHNICIAN	128,708.23	-	-	6,443.68	-
		ELEC OPS LINeworker	104,882.44	-	-	210,062.29	13,661.85
		ELEC OPS TECHNICIAN	119,346.39	-	-	88,698.18	-
		GENERATION CONSLT/PROC/SPLST/SCHDLR SR/EX/PRN/CHIEF	213,766.20	45,586.79	-	876.32	7,339.03
		GAS OPS LEAD REP/SPEC/INSPECTOR	122,608.76	-	-	55,630.82	-
		ELEC OPS OPERATOR	111,959.54	-	-	193,888.11	106.17
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	152,725.04	13,885.06	-	3,864.02	8,632.16
		GAS ENG ENGINEER SR/EX/PRN	144,258.23	-	-	27,803.05	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	100,236.68	-	-	105,203.38	315.02
		GENERATION MACHINST/MECHANIC/RIGGER	126,295.60	-	-	49,685.47	-
		ELEC ENG ENGINEER	146,167.97	-	-	74,989.05	420.00
		GAS ENG SENIOR BUSINESS REP	127,673.22	-	-	35,710.16	908.62
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	162,922.34	26,360.19	8,576.70	11,647.68	295.00
		ELEC OPS ELECTRICIAN	123,318.97	-	-	67,259.44	268.79
		GAS OPS PRGM/PROJ MANAGER	130,346.00	16,403.28	-	450.00	1,304.11
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	137,438.00	-	-	2,173.80	655.90
		HR ECO PGRM/PROJ MANAGER EXP/PRN	128,257.38	13,678.21	-	500.00	811.90
		ENERGY PLCY & PROC DIRECTOR	231,205.06	49,737.17	34,329.40	-	679.20
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	198,767.48	31,003.59	13,729.50	950.00	100.00
		IT ARCHITECH EXP/PRN	212,088.20	34,667.53	-	5,160.56	499.33
		GENERATION SUPERVISOR	161,294.08	27,057.89	-	14,244.02	4,134.54
		ELEC OPS LINeworker	64,070.53	-	-	42,846.87	-
		GAS ENG ENGINEER SR/EX/PRN	126,571.26	-	-	116,585.18	679.22
		ELEC OPS SPECIALIST SR/EX/PRN	158,140.48	21,788.44	-	33,897.58	8,006.52
		GAS ENG ENGINEER SR/EX/PRN	175,411.68	22,347.96	-	4,304.00	-
		FINANCE AUDITOR SR/EX/PRN	158,891.28	25,677.93	-	1,250.00	7,584.96
		GAS ENG COMP CONST/COORD/STRAG PLNR	236,822.98	63,357.49	18,882.30	700.00	3,897.84
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	15,131.44	5,233.57
		CORP AFFAIRS CASE MANAGER EXP/PRN	129,210.04	12,145.16	-	1,600.00	-
		ELEC ENG SUPERVISOR	148,590.80	14,434.66	-	66,624.01	6,442.59
		SUPPLY CHAIN MATERAILS PERF MANAGER	74,465.00	15,182.55	-	195,431.11	-
		ELEC OPS ELECTRICIAN	117,265.82	-	-	22,917.84	-
		ELEC ENG ENGINEER	193,709.06	24,065.17	-	1,000.00	-
		GENERATION TECHNICIAN SR/EX	36,427.10	-	-	45,254.86	-
		ELEC OPS FOREMAN/SUBFOREMAN	136,197.60	-	-	5,089.40	-
		OPERATIONS MANAGER/SR MANAGER	126,587.50	12,560.76	-	50.00	6,168.89
		GAS OPS MECHANIC/WELDER	129,478.94	-	-	58,876.12	-
		ELEC OPS FOREMAN/SUBFOREMAN	15,239.20	-	-	45,574.62	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	195,937.98	31,339.92	13,729.50	7,650.00	385.00
		ELEC OPS FOREMAN/SUBFOREMAN	144,034.90	-	-	319,145.04	-
		IT MANAGER/SR MANAGER	169,312.06	21,661.27	-	15,542.70	2,015.37
		ELEC ENG TECHNICIAN	119,589.01	-	-	9,676.21	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	147,534.54	13,834.07	-	1,550.00	930.69
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	141,995.75	-	-	106,318.48	-
		GENERATION ENGINEER SR/EX/PRN	126,858.69	14,863.17	-	34,614.66	-
		ELEC ENG TECHNICIAN	121,766.17	-	-	1,550.00	2,690.00
		ELEC OPS ELECTRICIAN	123,702.16	-	-	79,014.21	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	126,896.60	5,877.60	-	33,993.64	2,522.10
		GAS ENG ENGINEER SR/EX/PRN	171,496.54	25,915.06	-	15,011.55	634.69
		GAS ENG ENGINEER SR/EX/PRN	148,858.00	18,757.77	-	9,575.25	3,970.20
		GAS OPS TECHNICIAN	124,012.33	-	-	53,367.72	855.39
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,158.29	-	-	105,438.78	-
		ELEC OPS SYSTEM OPERATOR/LEAD	111,459.70	-	-	164,827.76	11,580.00

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		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	107,946.47	-	-	251,812.91	-
		GAS ENG ENGINEER SR/EX/PRN	206,648.24	41,080.44	8,576.70	1,046.33	720.00
		ELEC OPS CREW LEAD/LEADER	127,975.31	-	-	1,132.88	-
		GAS OPS FOREMAN/LEADER	129,275.75	-	-	52,882.56	-
		ELEC ENG ENGINEER	205,424.00	16,182.11	-	8,112.74	385.00
		GENERATION SUPERVISOR	202,787.92	34,239.60	-	133,060.17	-
		CUSTOMER & COMMS SUPERVISOR	148,860.80	19,268.07	-	200.00	385.00
		ELEC OPS CONSULTANT SR/EXP/PRN	165,666.66	20,147.08	-	2,042.47	1,028.55
		ELEC OPS DIRECTOR/SR DIRECTOR	219,045.29	51,872.52	13,729.50	1,851.83	3,434.58
		ELEC OPS OPERATOR	126,693.36	-	-	35,694.91	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	208,605.72	33,058.75	20,599.90	33,382.32	1,800.28
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,851.94	16,373.38	-	2,930.82	-
		ELEC OPS LINeworker	141,261.89	-	-	99,125.53	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	171,119.17	30,062.55	-	1,000.00	-
		GAS ENG ENGINEER SR/EX/PRN	93,242.40	-	-	109,524.47	4,455.45
		CUSTOMER CARE SUPERVISOR/ADMIN	125,343.10	14,703.00	-	12,294.54	-
		ELEC OPS SPECIALIST SR/EX/PRN	138,379.84	6,602.34	-	49,853.59	19,859.26
		GAS ENG ENGINEER SR/EX/PRN	150,026.93	-	-	32,502.67	1,872.66
		ELEC OPS LINeworker	128,941.59	-	-	88,749.24	-
		GAS ENG ENGINEER SR/EX/PRN	130,091.26	-	-	22,173.15	-
		ELEC OPS LINeworker	130,545.15	-	-	115,472.01	3,367.25
		ELEC OPS LINeworker	24,903.83	-	-	73,254.25	-
		GAS OPS PRGM/PROJ MANAGER	193,323.70	39,376.28	-	500.00	2,803.15
		ELEC OPS DIRECTOR/SR DIRECTOR	206,058.12	24,862.20	-	-	1,268.79
		SHARED SVS PGRM/PROJ MANAGER	156,570.64	18,521.66	-	2,894.84	2,735.44
		SHARED SVS PGRM/PROJ MANAGER	151,699.30	7,473.80	-	50.00	-
		ELEC OPS LINeworker	131,220.00	-	-	61,399.18	-
		GAS OPS MECHANIC/WELDER	122,344.48	-	-	43,945.67	-
		ELEC ENG TECHNICIAN	147,510.44	-	-	14,920.28	272.65
		ENG PLNG & STRAT DATA SCIENTIST	174,289.22	18,218.69	-	5,750.00	-
		ELEC OPS ELECTRICIAN	112,945.02	-	-	40,333.76	-
		GAS ENG ENGINEER SR/EX/PRN	175,664.00	22,159.75	-	18,252.95	-
		GENERATION TECHNICIAN SR/EX	23,572.70	-	-	33,740.60	-
		GAS ENG ENGINEER SR/EX/PRN	155,286.20	19,593.45	-	28,062.24	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	142,049.12	15,259.99	-	150.00	452.75
		GAS OPS TECHNICIAN	124,487.06	-	-	100,400.79	386.06
		CUSTOMER & COMMS MANAGER/SR MANAGER	188,499.96	27,283.25	-	800.00	3,133.15
		ELEC OPS SUPERVISOR	155,253.24	15,392.69	-	25,095.68	3,382.89
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,207.99	-	-	211,153.31	-
		GAS OPS ENGINEER	137,323.97	-	-	30,547.66	140.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	155,957.16	16,580.70	-	50.00	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	131,718.63	-	-	25,605.72	-
		ELEC OPS LINeworker	40,685.51	-	-	42,769.87	501.91
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	135,742.00	10,500.95	-	8,129.09	1,609.60
		ELEC OPS SYSTEM OPERATOR/LEAD	111,474.52	-	-	170,770.16	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	123,598.65	-	-	7,296.82	-
		ELEC OPS LINeworker	52,817.59	-	-	125,474.23	-
		GAS ENG ENGINEER SR/EX/PRN	144,416.70	-	-	19,528.29	3,402.40
		IT ANALYST/SPECIALIST SR/EXP/PRN	143,802.16	15,599.43	-	-	1,718.97
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	144,293.40	14,816.63	-	1,856.40	2,834.91
		ELEC ENG TECHNICIAN	33,523.03	-	-	64,121.91	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	126,085.64	13,880.85	-	25.00	3,195.62
		GAS ENG SENIOR BUSINESS REP	142,060.00	-	-	44,334.01	2,723.69
		ELEC OPS FOREMAN/SUBFOREMAN	127,747.32	-	-	29,070.17	-
		GENERATION SUPERVISOR	166,725.98	27,519.65	-	33,732.23	22.80
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	155,286.01	12,130.83	-	11,746.58	1,818.27
		ELEC ENG ESTIMATOR	58,968.44	-	-	45,184.56	-
		ELEC ENG TECHNICIAN	156,048.70	-	-	33,822.37	-
		GAS ENG SENIOR BUSINESS REP	118,293.27	-	-	81,553.17	983.48
		GAS ENG SUPERVISOR	167,611.64	21,666.06	-	46,792.37	502.10
		ELEC ENG SUPERVISOR	89,615.52	-	-	210,950.59	597.37
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	183,396.00	18,758.81	-	2,850.00	3,244.74
		GAS OPS TECHNICIAN	123,974.69	-	-	138,350.93	-
		SHARED SVS MECHANIC	128,231.33	-	-	25,252.86	66.11
		GAS ENG ANALYST/SPECIALIST EXP/PRN	153,417.90	20,364.68	-	7,080.96	12,475.07

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		CUSTOMER CARE ACCOUNT MANAGER EXP	135,313.28	14,536.35	-	-	2086.13
		ELEC ENG ENGINEER	177,522.28	20,586.17	-	2,473.12	3,340.42
		FINANCE MANAGER/SR MANAGER	160,555.24	25,977.20	-	100.00	664.16
		ELEC OPS ENGINEER	127,902.88	-	-	57,235.70	2,439.03
		ELEC OPS LINEWORKER	45,979.37	-	-	71,414.98	-
		GAS ENG ENGINEER SR/EX/PRN	140,855.54	18,809.91	-	2,197.24	1,634.15
		ELEC OPS OPERATOR	126,486.00	-	-	21,921.89	187.20
		ELEC OPS OPERATOR	115,682.78	-	-	50,205.98	-
		SHARED SVS MECHANIC	82,419.36	-	-	1,381.39	-
		GAS ENG SENIOR BUSINESS REP	126,144.00	-	-	58,304.56	2,638.25
		GAS ENG INTERCONNECTION MNGR	166,862.28	22,420.91	-	-	1,324.94
		SHARED SVS WORKING LEADER	134,476.75	-	-	4,356.38	-
		ELEC ENG ENGINEER	170,166.00	13,344.70	-	1,099.42	2,963.14
		ELEC ENG ENGINEER	160,798.00	12,629.32	-	50.00	527.25
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	140,811.00	14,123.07	-	2,570.67	427.90
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	121,198.92	16,851.82	-	107,980.16	-
		ELEC OPS FOREMAN/SUBFOREMAN	144,191.76	-	-	309,581.76	-
		ELEC OPS SUPERVISOR	146,650.86	14,534.07	-	38,005.85	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,555.02	-	-	143,018.48	-
		GAS ENG ENGINEER SR/EX/PRN	130,903.38	-	-	9,126.53	-
		ELEC OPS CREW LEAD/LEADER	133,145.50	-	-	32,699.44	-
		ELEC OPS FOREMAN/SUBFOREMAN	150,109.76	-	-	81,674.04	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	144,700.84	22,427.15	-	146,893.97	23,893.75
		ELEC OPS FOREMAN/SUBFOREMAN	131,100.27	-	-	150,358.85	-
		ELEC ENG SUPERVISOR	184,767.00	11,308.43	-	8,567.24	4,753.83
		GAS OPS DIRECTOR/SR DIRECTOR	223,519.80	53,924.95	42,662.72	-	2,146.87
		ELEC OPS WORK & RESOURCE PLANNER EXP/PRN	133,147.50	9,212.08	-	17,876.56	280.00
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	121,574.19	-	-	43,952.75	3,428.32
		GENERATION SYSTEM ADMIN/INSPECTOR SR/EX	148,570.70	20,603.43	-	1,130.00	-
		ELEC OPS ELECTRICIAN	103,330.38	-	-	49,233.16	10,796.95
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	154,412.04	-	-	163,426.52	-
		IT TECHNICIAN	131,950.11	-	-	6,413.96	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	141,929.94	15,371.64	-	50.00	960.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	174,958.34	21,700.50	10,294.30	-	57.50
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	184,129.70	19,898.01	-	50.00	1,139.07
		ELEC ENG ENGINEER	137,665.72	-	-	2,683.49	175.00
		ELEC OPS DIRECTOR/SR DIRECTOR	206,036.18	25,276.51	14,418.80	4,300.00	1,961.40
		GENERATION TECHNICIAN SR/EX	134,617.54	-	-	64,717.94	459.41
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,469.74	17,101.32	-	50.00	-
		SHARED SVS DIRECTOR/SR DIRECTOR	228,889.28	52,225.58	40,306.20	450.00	2,368.24
		OPERATIONS PLANNER	138,405.36	18,018.64	-	4,844.19	210.00
		IT MANAGER/SR MANAGER	166,221.10	10,820.87	-	100.00	121.58
		ELEC OPS SUPERVISOR	161,202.46	27,348.30	-	31,526.54	1,916.16
		CUSTOMER & COMMS ANALYST EXP/PRN	133,847.40	14,355.53	-	588.26	138.75
		CUSTOMER & COMMS REP/SPEC/CONSULT EXP/PRN	96,421.83	15,119.18	-	15,892.62	296.58
		ELEC OPS CREW LEAD/LEADER	190,713.45	-	-	264,494.91	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	127,307.96	11,452.55	-	350.00	630.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,028.00	15,786.87	-	10,885.90	1,634.41
		ELEC ENG ENGINEER	107,530.00	9,992.41	-	5,730.73	340.35
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	150,316.30	19,093.38	-	18,623.35	14,689.94
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	162,378.96	22,074.97	-	10,647.33	236.09
		IT MANAGER/SR MANAGER	189,691.68	30,153.10	8,576.70	50.00	560.00
		IT INSTALLER	27,135.00	-	-	34,409.03	-
		CORP AFFAIRS MANAGER/SR MANAGER	162,869.10	26,591.23	-	3,869.74	-
		ELEC OPS SUPERVISOR	159,611.62	15,627.99	-	106,584.80	360.24
		GAS ENG SUPERVISOR	131,906.25	-	-	38,503.62	4,151.09
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	173,281.90	27,810.25	-	770.72	-
		ELEC OPS SUPERVISOR	158,147.30	15,649.04	-	21,898.02	13,240.07
		ELEC OPS SUPERVISOR	160,794.16	5,344.28	-	56,453.76	1,956.54
		ELEC OPS MANAGER/SR MANAGER	179,682.50	13,250.57	-	8,200.00	-
		GAS ENG ENGINEER SR/EX/PRN	152,022.55	-	-	18,260.77	-
		ELEC OPS ELECTRICIAN	118,469.94	-	-	45,099.82	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	138,574.90	17,862.95	-	41,580.40	25,973.45
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	129,469.16	14,383.65	-	450.40	3,234.53
		ELEC OPS LINEWORKER	117,276.91	-	-	59,970.47	446.00



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		GENERATION SUPERVISOR	167,413.66	28,470.71	-	96,004.61	-
		ELEC OPS LINEWORKER	136,552.76	-	-	30,484.61	-
		ELEC OPS SUPERVISOR	142,651.46	25,648.74	-	44,725.16	-
		GAS ENG SENIOR BUSINESS REP	37,640.80	-	-	9,673.56	-
		ELEC OPS TECHNICIAN	149,308.85	-	-	18,703.87	446.89
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	143,008.00	19,159.27	-	4,058.32	2,525.32
		ELEC ENG ESTIMATOR	127,420.14	-	-	18,798.46	63.77
		ELEC ENG PLANNER/SCHEDULER/SR EXEC ASSIT	121,978.24	-	-	24,311.31	2,898.90
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	178,280.60	5,891.53	-	1,610.66	2,091.61
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	135,421.92	14,577.54	-	50.00	960.00
		GAS ENG ENGINEER SR/EX/PRN	146,834.18	-	-	103,188.75	471.48
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	151,926.05	-	-	80,628.12	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,976.26	15,815.49	-	1,050.00	1,294.24
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	153,069.94	16,311.81	-	750.00	-
		ELEC OPS CREW LEAD/LEADER	118,013.66	-	-	36,646.33	-
		ELEC OPS TECHNICIAN	103,449.11	-	-	24,511.48	-
		GAS ENG ENGINEER SR/EX/PRN	148,733.30	-	-	55,807.97	210.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	130,776.71	13,000.27	-	1,879.98	594.00
		ELEC OPS LINEWORKER	128,907.99	-	-	153,941.06	-
		GAS OPS PRGM/PROJ MANAGER	167,367.20	23,013.70	-	13,078.56	1,820.95
		IT ENGINEER SR/EX/PRN	148,211.22	15,464.09	-	500.00	660.00
		GAS ENG ENGINEER SR/EX/PRN	149,152.64	-	-	14,225.95	350.00
		ELEC OPS LINEWORKER	136,534.30	-	-	37,235.77	-
		ELEC OPS TECHNICIAN	135,666.23	-	-	97,661.08	611.39
		ELEC ENG ENGINEER	203,928.00	15,940.08	-	2,342.92	669.15
		ELEC OPS SYSTEM OPERATOR/LEAD	137,746.89	-	-	114,101.54	175.56
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	138,603.70	14,113.03	-	5,276.95	549.00
		GENERATION MACHINIST/MECHANIC/RIGGER	28,393.16	-	-	33,140.25	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,165.16	15,545.97	-	50.00	499.00
		ELEC OPS LINEWORKER	139,443.99	-	-	200,422.30	-
		IT SUPERVISOR	153,417.35	19,476.62	-	4,573.66	3,220.64
		GAS ENG ENGINEER SR/EX/PRN	112,454.99	-	-	25,098.87	-
		GAS OPS ENGINEER	114,494.20	-	-	20,660.66	-
		GENERATION SUPERVISOR	170,149.98	28,983.60	-	105,361.18	6,191.66
		ELEC OPS SUPERVISOR	173,775.74	17,751.63	-	47,165.70	34,428.65
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,626.05	-	-	164,993.98	707.92
		ELEC ENG TECHNICIAN	120,489.07	-	-	35,809.20	-
		GAS OPS CONST/PRGM MANAGER	128,547.05	12,353.02	-	-	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	129,377.41	-	-	12,806.97	420.00
		GAS OPS MECHANIC/WELDER	129,839.79	-	-	54,422.36	-
		ELEC OPS SPECIALIST SR/EX/PRN	140,422.30	11,611.10	-	7,297.02	298.87
		SAFETY RISK MANAGER/SR MANAGER	207,291.66	24,510.43	10,294.30	2,550.00	10,298.79
		GENERATION ENGINEER SR/EX/PRN	187,748.00	24,939.85	-	32,290.55	2,834.82
		GENERATION ENGINEER SR/EX/PRN	205,260.00	43,179.45	-	8,135.18	-
		ELEC OPS SPECIALIST SR/EX/PRN	147,902.12	12,219.87	-	-	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	145,184.56	22,923.80	-	32,469.35	1,674.31
		GENERATION SUPERVISOR	184,564.34	30,985.52	-	7,318.90	2,192.79
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	66,519.92	11,178.80	-	178,125.43	470.11
		ELEC OPS SUPERVISOR	151,187.54	15,062.70	-	86,055.81	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	698.19	19,609.94	-	5,494.97	-
		IT MANAGER/SR MANAGER	184,833.06	29,989.96	-	8,550.00	1,244.13
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	66,336.00	18,605.38	-	7,476.29	443.46
		GAS OPS LEAD REP/SPEC/INSPECTOR	130,306.04	-	-	101,905.41	-
		GAS ENG ENGINEER SR/EX/PRN	158,782.88	-	-	90,776.51	280.00
		OPERATIONS SUPERVISOR	155,376.12	14,815.03	-	50.00	280.00
		GAS ENG ENGINEER SR/EX/PRN	161,941.61	-	-	8,923.68	785.70
		SAFETY RISK COMPL INSPECTOR	144,177.07	-	-	114,844.52	226.40
		GAS OPS CONST/PRGM MANAGER	126,692.74	16,844.74	-	33,238.08	2,850.35
		ELEC OPS TECHNICIAN	128,430.90	-	-	1,076.49	-
		ELEC OPS SUPERVISOR	161,252.96	18,135.12	-	89,105.09	27,029.64
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	154,477.96	15,417.92	-	1,500.00	886.35
		GAS OPS CONST/PRGM MANAGER	141,317.34	18,796.61	-	-	2,314.21
		ELEC OPS TECHNICIAN	148,596.60	-	-	87,214.62	-
		IT ARCHITECT EXP/PRN	194,306.01	32,171.57	10,294.30	5,300.00	705.00
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	126,055.54	13,663.21	-	800.00	-

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		GAS ENG SENIOR BUSINESS REP	131,267.68	-	-	20,633.34	71991
		GAS OPS SYSTEM/CONST OPERATOR	125,221.21	-	-	68,161.88	-
		ELEC OPS TECHNICIAN	128,533.56	-	-	30,492.73	118.98
		ELEC OPS FOREMAN/SUBFOREMAN	142,490.96	-	-	103,725.07	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	138,129.60	19,579.12	-	5,050.00	2,419.43
		GAS OPS PRGM/PROJ MANAGER	165,690.00	22,587.90	-	26,811.15	2,035.96
		SAFETY RISK COMPL INSPECTOR	136,685.12	-	-	76,982.10	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	133,064.90	-	-	5,263.80	4,109.22
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	115,940.62	14,174.70	-	500.00	385.00
		ELEC OPS ELECTRICIAN	122,444.31	-	-	11,900.68	-
		ELEC OPS ELECTRICIAN	111,747.84	-	-	73,161.40	-
		GAS OPS MECHANIC/WELDER	125,826.02	-	-	21,151.06	-
		ELEC ENG TECHNICIAN	136,501.52	-	-	57,072.80	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,936.26	14,662.64	-	2,050.00	1,045.00
		ELEC OPS LINEWORKER	9,800.38	-	-	14,805.01	-
		GAS OPS MECHANIC/WELDER	84,844.94	-	-	22,942.16	-
		ELEC OPS LINEWORKER	-	-	-	-	-
		GAS OPS SUPERVISOR	146,969.52	23,363.06	-	42,448.91	-
		GENERATION MACHINST/MECHANIC/RIGGER	38,833.66	-	-	32,777.98	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	147,908.20	14,485.80	-	-	640.00
		CUSTOMER COMMS INSTALLATION MANAGER	115,002.56	11,557.26	-	2,550.00	3,288.22
		GENERATION SUPERVISOR	214,790.68	36,708.56	-	57,758.89	1,075.00
		GAS ENG ENGINEER SR/EX/PRN	126,634.98	-	-	27,850.82	2,997.22
		ELEC OPS SUPERVISOR	157,737.42	15,512.85	-	36,533.43	8,821.21
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	122,077.07	12,536.50	-	40,058.58	1,474.83
		GAS ENG SENIOR BUSINESS REP	117,129.62	-	-	48,964.68	3,178.39
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	135,850.00	14,607.01	-	5,050.00	1,412.93
		IT ANALYST/SPECIALIST SR/EXP/PRN	177,833.38	19,434.06	-	50.00	448.13
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,178.00	16,706.11	-	-	588.86
		GAS ENG SUPERVISOR	175,581.96	22,834.39	-	100,754.24	459.15
		GAS ENG ANALYST/SPECIALIST EXP/PRN	184,142.04	37,626.09	-	-	2,794.25
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	155,442.00	16,104.60	-	1,735.96	1,833.81
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	118,632.44	18,481.70	-	3,571.68	1,705.77
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	137,352.00	14,707.86	-	528.24	446.93
		ELEC ENG SUPERVISOR	161,464.60	17,062.73	-	2,315.90	6,556.49
		ELEC OPS LINEWORKER	172,466.51	-	-	76,490.84	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	125,850.16	3,932.78	-	2,527.78	559.00
		GAS OPS FOREMAN/LEADER	81,553.12	-	-	29,245.75	392.02
		GAS OPS INSPECTOR	132,710.40	-	-	41,626.08	-
		ELEC OPS ELECTRICIAN	126,363.85	-	-	32,831.71	-
		ELEC ENG ENGINEER	17,858.88	-	-	15,781.93	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	128,068.28	10,500.00	-	-	982.50
		ELEC OPS LINEWORKER	118,914.02	-	-	141,691.19	-
		ELEC OPS LINEWORKER	111,598.35	-	-	171,874.37	147.42
		ELEC OPS MANAGER/SR MANAGER	93,014.84	41,333.13	-	237,975.03	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	129,154.29	3,899.29	-	6,822.24	200.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	160,116.53	18,192.85	-	300.00	3,130.36
		IT ENGINEER SR/EX/PRN	103,776.00	16,180.83	-	7,134.78	735.47
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	149,550.78	12,311.74	-	722.80	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	161,158.51	24,502.58	-	3,446.12	4,771.15
		ELEC OPS LINEWORKER	132,929.03	-	-	172,741.02	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	175,224.00	18,763.46	-	20,924.27	1,202.75
		OPERATIONS DIRECTOR/SR DIRECTOR	198,757.80	32,710.31	39,482.20	5,124.60	1,729.57
		GAS ENG SUPERVISOR	71,029.26	18,390.80	-	182,257.09	295.16
		ELEC OPS CREW LEAD/LEADER	184,203.71	-	-	154,946.47	-
		GAS OPS FOREMAN/LEADER	138,659.61	-	-	43,673.29	-
		ELEC OPS INSPECTOR	119,793.70	10,054.51	-	60,112.22	19,774.79
		ELEC OPS CABLE SPLICER	109,387.62	-	-	88,248.97	-
		ELEC OPS ELECTRICIAN	122,628.98	-	-	36,582.96	-
		ELEC OPS FOREMAN/SUBFOREMAN	134,038.85	-	-	40,704.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	175,162.42	-	-	29,552.17	280.00
		ELEC OPS ELECTRICIAN	119,360.76	-	-	100,819.73	538.35
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	151,993.58	16,461.55	-	2,250.00	960.00
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	12,719.63	460.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	193,839.34	13,937.70	-	24,666.21	2,719.00

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS ELECTRICIAN	119,428.53	-	-	43,029.27	1040.44
		ELEC OPS LINEWORKER	134,322.74	-	-	52,191.28	91.25
		ELEC OPS ENGINEER SR/EXP/PRN	134,896.00	5,383.29	-	8,947.10	3,838.42
		ELEC ENG ENGINEER	131,307.45	10,225.62	-	-	487.50
		GENERATION PLANNER	54,884.20	-	-	34,089.39	290.00
		ELEC OPS TECHNICIAN	149,088.81	-	-	51,137.01	704.86
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	68,345.64	19,987.85	-	173,062.18	-
		ELEC OPS SPECIALIST SR/EX/PRN	140,171.04	11,450.78	-	-	-
		ELEC OPS SUPERVISOR	167,101.56	16,501.53	-	138,263.67	-
		GAS OPS MANAGER/SR MANAGER	158,588.68	25,013.47	-	37,877.65	3,799.21
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	153,420.04	9,445.22	-	13,568.24	591.27
		IT TECHNICIAN	130,768.93	-	-	81,184.87	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,948.09	-	-	195,404.25	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,872.03	-	-	139,971.20	-
		HR ECO LABOR NEGOTIATOR PNR	143,550.54	14,970.80	-	550.00	723.17
		SHARED SVS MECHANIC	128,324.00	-	-	37,883.50	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	153,000.00	21,965.47	-	-	2,344.14
		ELEC OPS LINEWORKER	93,976.04	-	-	301,227.02	1,962.16
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	142,161.50	20,066.30	-	22,935.46	17,679.74
		IT ENGINEER SR/EX/PRN	140,604.00	-	-	-	1,025.48
		SAFETY RISK DIRECTOR/SR DIRECTOR	111,665.84	37,576.02	39,482.20	302,619.40	16,022.89
		FINANCE MANAGER/SR MANAGER	192,099.96	28,719.68	-	100.00	280.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	149,650.04	23,883.53	-	3,100.00	455.00
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	162,461.74	17,252.92	-	13,030.65	1,066.78
		GAS OPS SUPERVISOR	151,578.28	24,193.67	-	-	357.14
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	59,743.90	11,760.08	-	13,480.55	205.50
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	18,272.04	4,112.46
		ELEC ENG DIRECTOR/SR DIRECTOR	216,099.24	36,877.44	17,164.70	-	3,677.73
		OPERATIONS MANAGER/SR MANAGER	202,418.28	32,566.89	-	-	315.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	151,439.41	-	-	248,936.82	-
		IT INSTALLER	117,561.36	-	-	7,300.40	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,500.00	-	-	31,805.94	846.74
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,347.74	-	807.56	1,779.00
		ELEC OPS DIRECTOR/SR DIRECTOR	225,499.96	63,508.54	13,729.50	2,000.00	1,600.61
		OPERATIONS SUPERVISOR	129,119.30	12,770.11	-	5,871.39	1,095.67
		ELEC OPS MANAGER/SR MANAGER	181,477.46	22,261.09	-	3,050.00	727.16
		ELEC OPS FOREMAN/SUBFOREMAN	145,456.52	-	-	165,241.02	49.89
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	89,279.50	17,165.14	-	15,126.10	580.95
		ELEC OPS OPERATOR	70,342.77	-	-	224,054.11	10,019.50
		GAS ENG ENGINEER SR/EX/PRN	185,985.84	24,090.09	-	-	280.00
		CUSTOMER CARE EX AST/STEG PLNR/CHANGE CONSLT	179,178.16	28,727.18	-	1,324.00	1,991.73
		ELEC OPS SUPERVISOR	140,495.04	13,596.09	-	8,999.22	467.69
		ELEC ENG TECH DOC ANLST/WRITER	137,974.94	11,399.67	-	50.00	1,777.00
		ELEC ENG ENGINEER	31,441.25	10,148.52	-	13,812.96	35.00
		IT DEVELOPER SR/EX	169,143.56	16,008.14	-	-	280.00
		ELEC OPS MANAGER/SR MANAGER	189,171.70	23,200.29	-	20.00	2,568.31
		IT MANAGER/SR MANAGER	212,767.42	33,472.47	70,042.78	4,000.00	18,220.81
		ELEC ENG TECHNICIAN	141,397.11	-	-	30,740.54	-
		GAS OPS SUPERVISOR	145,771.36	23,097.58	-	50.00	385.00
		GAS OPS PRGM/PROJ MANAGER	96,762.83	6,141.64	-	50.00	1,875.69
		FINANCE MANAGER/SR MANAGER	156,945.20	15,105.16	-	3,746.00	1,136.00
		GAS ENG SENIOR BUSINESS REP	129,585.76	-	-	7,925.19	280.00
		ELEC OPS SUPERVISOR	150,062.50	23,527.35	-	51,039.81	2,821.19
		ELEC OPS SPECIALIST SR/EX/PRN	68,539.12	11,355.12	-	169,756.66	-
		SHARED SVS SUBFOREMAN	126,902.88	-	-	34,884.34	-
		ELEC OPS SYSTEM OPERATOR/LEAD	143,516.48	-	-	28,639.67	160.00
		GAS OPS DIRECTOR/SR DIRECTOR	196,477.75	23,775.19	12,011.90	8,498.43	24,243.23
		GAS OPS MANAGER/SR MANAGER	153,399.96	16,226.28	-	23,083.26	5,415.25
		IT ENGINEER SR/EX/PRN	125,024.24	13,432.10	-	50.00	948.51
		ELEC OPS ENGINEER	138,112.16	-	-	59,838.32	395.73
		ELEC ENG INTERCONNECTION MANAGER	139,268.24	-	-	2,040.33	175.00
		ELEC OPS LINEWORKER	132,521.28	-	-	143,478.44	-
		ELEC OPS SUPERVISOR	38,554.61	15,878.51	-	29,186.32	-
		GAS ENG ENGINEER SR/EX/PRN	127,943.96	-	-	15,171.52	604.14
		GENERATION ENGINEER SR/EX/PRN	42,024.12	-	-	36,763.66	2,146.25

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		ELEC OPS LEAD OPERATOR	149,313.96	-	-	180,849.65	5021
		SHARED SVS PGRM/PROJ MANAGER	196,911.04	32,202.34	-	7,145.89	1,578.17
		GAS OPS SUPERVISOR/EXEC ASSISTANT	137,414.22	21,844.13	-	7,626.54	1,100.88
		SHARED SVS PGRM/PROJ MANAGER	164,439.18	26,691.30	-	2,537.21	3,906.19
		ELEC OPS ENGINEER SR/EXP/PRN	185,976.00	27,068.53	-	1,181.44	4,766.01
		CUSTOMER CARE MANAGER/SR MANAGER	194,308.93	28,997.10	-	3,441.52	599.36
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,750.04	-	-	7,334.20	22,796.23
		GAS ENG ENGINEER SR/EX/PRN	165,945.42	22,380.48	-	40.00	810.50
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	140,262.74	10,987.49	-	-	210.00
		ELEC OPS LINEWORKER	26,919.45	-	-	74,169.33	-
		ELEC OPS ESTIMATOR	123,443.15	-	-	72,106.37	453.75
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	160,421.26	25,935.15	-	25.00	757.12
		ELEC OPS SUPERVISOR	154,703.70	11,771.52	-	30,537.02	49.79
		GAS OPS OPERATOR	100,034.80	-	-	30,601.32	-
		ELEC ENG TECHNICIAN	28,078.38	-	-	65,860.88	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	152,830.40	15,957.85	-	1,550.00	830.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	197,352.64	31,546.19	-	11,000.00	2,746.99
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	177,855.36	22,185.57	-	2,000.00	3,980.91
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	137,010.60	15,293.14	-	3,140.21	7,075.85
		GENERATION TECHNICIAN SR/EX	14,979.80	-	-	11,536.67	-
		ELEC OPS FOREMAN/SUBFOREMAN	136,544.97	-	-	143,187.37	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,355.23	-	4,809.68	756.42
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	197,582.22	31,558.09	-	1,050.00	2,063.77
		ELEC OPS SPECIALIST SR/EX/PRN	126,654.20	19,435.88	-	16,629.24	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	142,649.54	-	-	33,001.12	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	189,087.60	30,323.08	8,576.70	1,900.00	673.77
		IT ENGINEER SR/EX/PRN	153,449.28	15,684.21	-	2,550.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	159,190.00	12,473.63	-	14,706.60	426.25
		ELEC OPS LINEWORKER	40,990.13	-	-	78,445.12	-
		ELEC ENG ESTIMATOR	131,383.12	-	-	62,430.41	385.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	166,038.14	-	-	136,584.33	-
		GAS ENG ENGINEER SR/EX/PRN	151,677.65	-	-	82,286.68	1,361.34
		GAS OPS SYSTEM/CONST OPERATOR	116,373.10	-	-	13,616.98	-
		ELEC OPS SUPERVISOR	157,718.80	15,386.93	-	38,025.90	-
		SHARED SVS SUPERVISOR	170,474.54	21,044.00	-	550.00	1,762.93
		GAS OPS TECHNICIAN	105,560.62	-	-	48,673.07	1,539.82
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	123,260.95	-	-	24,194.36	-
		GAS OPS CONST/PRGM MANAGER	139,242.82	18,517.74	-	46,795.39	10,501.37
		GAS OPS TECHNICIAN	122,580.18	-	-	54,020.70	309.16
		GAS ENG TECHNICIAN	127,853.90	-	-	73,004.23	1,179.84
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	96,411.06	24,092.71	-	226,201.56	52.25
		ELEC ENG ENGINEER	148,056.00	-	-	189.94	3,127.67
		GENERATION PLANNER	153,905.28	-	-	27,402.48	-
		ELEC ENG ENGINEER	138,023.75	-	-	66,096.16	453.76
		GAS OPS MECHANIC/WELDER	130,881.62	-	-	71,826.09	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	147,906.76	14,248.55	-	135,265.90	7,936.40
		ELEC OPS SUPERVISOR	174,452.40	17,192.57	-	113,464.51	3,891.78
		GAS ENG SENIOR BUSINESS REP	128,762.32	-	-	34,490.60	1,061.80
		ELEC OPS FOREMAN/SUBFOREMAN	154,824.81	-	-	61,180.09	-
		ELEC OPS ELECTRICIAN	111,733.49	-	-	261,678.41	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,874.00	-	20,244.39	2,922.94
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	162,271.30	-	-	228,909.42	-
		IT SUPERVISOR	127,358.26	16,730.07	-	50.00	726.19
		ELEC OPS LINEWORKER	127,489.07	-	-	73,854.51	91.69
		GAS OPS OPERATOR	19,270.85	-	-	9,390.12	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	115,938.03	-	-	135,212.14	-
		GAS ENG ENGINEER SR/EX/PRN	137,382.78	16,008.15	-	1,037.50	696.32
		GAS OPS TECHNICIAN	133,023.02	-	-	71,501.25	150.00
		ELEC OPS FOREMAN/SUBFOREMAN	139,867.04	-	-	52,598.74	-
		ELEC OPS CONSULTANT SR/EXP/PRN	134,275.04	10,440.60	-	1,550.00	1,666.73
		GAS ENG SENIOR BUSINESS REP	123,175.76	-	-	32,843.60	-
		IT ENGINEER SR/EX/PRN	176,964.00	18,950.10	-	2,060.94	4,785.86
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	132,914.77	-	-	11,531.60	800.00
		GAS ENG ANALYST/SPECIALST EXP/PRN	79,309.42	17,176.91	-	183,195.84	-
		GAS ENG MANAGER/SR MANAGER	162,393.36	21,151.66	-	1,050.00	27,399.09

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		ELEC OPS FOREMAN/SUBFOREMAN	174,867.01	-	-	38,047.65	-
		ELEC OPS ENGINEER	68,091.60	-	-	1,289.88	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,791.04	-	-	15,977.10	-
		GAS ENG ESTIMATOR/SCHEDULER	119,549.06	-	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	142,538.87	-	-	70,661.67	1,117.50
		ELEC OPS CREW LEAD/LEADER	139,877.15	-	-	58,511.93	230.47
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,048.00	-	-	25,206.97	-
		GAS OPS FOREMAN/LEADER	129,235.86	-	-	143,310.52	14,598.42
		ELEC OPS SUPERVISOR	165,712.50	11,028.96	-	44,782.71	6,450.27
		GAS OPS OPERATOR	121,517.67	-	-	7,780.42	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	137,347.36	-	-	90,412.69	-
		GAS ENG ENGINEER SR/EX/PRN	129,352.02	-	-	15,587.59	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	139,193.89	-	-	44,944.95	-
		ELEC OPS CREW LEAD/LEADER	139,306.06	-	-	23,341.41	249.51
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,661.23	-	-	269,724.27	-
		ELEC OPS OPERATOR	133,976.96	-	-	18,177.37	-
		GAS OPS TECHNICIAN	124,971.98	-	-	30,099.76	1,200.08
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	173,898.74	18,681.49	-	1,000.00	-
		ELEC ENG TECHNICIAN	168,342.74	-	-	69,117.24	-
		CUSTOMER CARE SUPERVISOR/ADMIN	140,295.96	15,761.07	-	24.00	1,807.40
		GAS ENG ENGINEER SR/EX/PRN	178,186.40	23,719.74	-	600.00	1,428.71
		GAS OPS PRGM/PROJ MANAGER	150,977.50	23,443.44	-	4,810.44	4,696.13
		ELEC ENG ENGINEER	104,411.37	18,967.19	-	8,000.00	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,019.91	-	-	70,116.24	-
		GAS ENG CHIEF/SYS ADMIN/SR EX AST/TECH WRTR	125,193.30	16,070.44	-	850.00	420.00
		ELEC OPS TECHNICIAN	118,083.84	-	-	59,914.56	145.04
		GAS ENG INTERCONNECTION MNGR	175,103.82	22,588.33	-	1,300.00	2,374.84
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	150,866.00	16,889.08	-	13,361.95	1,968.91
		ELEC ENG ENGINEER	160,258.18	13,213.89	-	7,229.43	280.00
		GAS OPS MECHANIC/WELDER	127,105.75	-	-	106,871.11	-
		IT DIRECTOR/SR DIRECTOR	239,618.60	50,343.93	41,181.68	3,250.00	2,195.15
		ELEC ENG ENGINEER	156,952.00	12,513.10	-	602.12	507.50
		GAS OPS TECHNICIAN	122,364.72	-	-	24,658.39	159.11
		IT SUPERVISOR	174,847.88	22,594.80	-	50.00	870.00
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	92,424.54	14,990.48	-	185,056.58	733.28
		GAS OPS SUPERVISOR	153,693.90	-	-	52,486.09	-
		IT ANALYST/SPECIALIST SR/EX/PRN	156,892.50	16,841.34	-	24,724.60	415.66
		ELEC OPS FOREMAN/SUBFOREMAN	154,370.64	-	-	100,812.80	-
		GAS ENG ENGINEER SR/EX/PRN	142,160.67	-	-	42,146.42	385.00
		ELEC OPS MANAGER/SR MANAGER	205,813.06	26,858.22	-	2,750.00	5,798.99
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	154,115.72	16,756.36	-	1,500.00	643.89
		ELEC ENG MANAGER/SR MANAGER	169,333.66	20,900.90	8,576.70	6,600.00	697.49
		GAS OPS SYSTEM/CONST OPERATOR	100,716.41	-	-	23,775.14	289.56
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	90,896.78	30,067.63	-	215,933.54	1,283.07
		GAS OPS FITTER	120,330.12	-	-	22,201.88	1,472.33
		SAFETY RISK COMPL INSPECTOR	181,636.98	-	-	425,531.38	1,133.19
		ELEC OPS TECHNICIAN	130,099.25	-	-	16,210.26	-
		GAS OPS PRGM/PROJ MANAGER	148,154.00	18,755.30	-	624.40	928.14
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	142,416.00	13,557.71	-	39,737.53	527.59
		OPERATIONS DIRECTOR/SR DIRECTOR	244,066.26	43,749.66	44,500.19	10,200.65	233.13
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EX/PRN	158,100.00	6,438.75	-	1,000.00	508.59
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,417.46	-	-	133,377.51	391.95
		GENERATION SUPERVISOR	177,333.34	29,027.25	-	57,574.15	905.00
		GAS OPS SUPERVISOR	156,343.48	-	-	5,114.24	-
		IT ENGINEER SR/EX/PRN	13,790.83	16,788.99	-	12,386.56	35.00
		ELEC OPS TECHNICIAN	128,101.40	-	-	62,511.86	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	158,648.74	25,674.02	-	7,300.00	2,937.03
		ELEC OPS OPERATOR	110,584.84	-	-	76,258.53	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	143,568.80	17,807.18	-	2,610.56	7,992.29
		ELEC OPS LINEWORKER	136,214.35	-	-	144,896.19	130.57
		GAS OPS FOREMAN/LEADER	120,048.23	-	-	50,640.04	164.24
		ELEC OPS FOREMAN/SUBFOREMAN	141,496.93	-	-	227,358.43	244.38
		GAS OPS SUPER CREW LEADER/COORD	141,596.16	-	-	55,380.82	-
		GAS OPS FOREMAN/LEADER	124,144.05	-	-	32,052.83	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	128,385.44	4,010.17	-	-	4,127.64

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC ENG SUPERVISOR	192,023.64	18,916.97	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	74,485.35	-	-	41,248.96	3,085.55
		ELEC OPS FOREMAN/SUBFOREMAN	140,022.56	-	-	121,729.54	-
		ELEC ENG ENGINEER	144,676.48	10,908.80	-	2,595.70	2,249.17
		GAS OPS INSPECTOR	129,481.05	-	-	45,220.78	-
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	177,031.44	28,040.53	-	50.00	1,625.46
		ELEC OPS COORDINATOR	64,361.40	-	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	112,415.46	-	-	9,177.24	-
		SUPPLY CHAIN MATERAILS CONTRACT ADMIN/MANAGER	161,565.88	21,860.01	-	50.00	-
		ELEC OPS ENGINEER	206,813.94	30,928.85	18,882.30	-	10,584.31
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	131,121.23	20,304.55	-	75,988.91	1,158.14
		GENERATION TECHNICIAN SR/EX	22,298.50	-	-	37,220.22	-
		ELEC ENG SUPERVISOR	174,090.84	17,257.62	-	-	1,937.63
		GAS ENG SENIOR BUSINESS REP	122,347.97	-	-	39,681.83	1,215.64
		GAS OPS MECHANIC/WELDER	122,281.25	-	-	57,732.01	-
		ENT HEALT & SAFETY DIRECTOR/SR DIRECTOR	241,500.70	28,070.07	-	20,438.52	13,513.34
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	146,141.00	8,365.93	-	50.00	-
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	119,790.14	14,742.21	-	10,691.24	-
		SHARED SVS BIOLOGIST	153,468.00	16,434.36	-	3,738.59	2,946.31
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	167,190.39	16,853.43	-	1,000.00	11,396.71
		HR ECO ANALYST/CONSULTANT EXP/PRN	123,942.51	10,184.17	-	3,000.00	175.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	184,056.00	19,004.79	-	2,050.00	726.22
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	135,404.00	-	-	321.20	509.44
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	133,933.03	-	-	2,924.01	1,122.66
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLCST EXP/PRN	152,712.00	16,353.03	-	4,542.35	15,777.13
		ELEC OPS ENGINEER SR/EX/PRN	185,760.00	15,236.30	-	5,054.30	2,002.08
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	155,683.36	19,885.60	-	1,531.31	-
		ELEC OPS FOREMAN/SUBFOREMAN	143,504.18	-	-	83,113.51	95.49
		ELEC ENG ESTIMATOR	16,280.15	-	-	6,683.80	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	158,810.26	21,520.37	-	12,935.72	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	140,251.84	-	-	59,049.34	-
		GAS OPS ENGINEER	140,626.54	-	-	89,367.09	647.05
		GAS ENG ENGINEER SR/EX/PRN	146,165.35	-	-	118,367.72	-
		GENERATION TECHNICIAN SR/EX	132,714.92	-	-	79,209.00	1,581.61
		ELEC OPS SUPERVISOR	173,414.64	27,974.06	-	-	477.35
		GENERATION MACHINST/MECHANIC/RIGGER	125,486.96	-	-	90,335.10	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	177,245.30	23,452.03	-	1,025.00	2,501.98
		SHARED SVS PGRM/PROJ MANAGER	159,766.28	25,724.67	-	5,328.69	1,026.30
		GEN COUNSEL & ETHICS COMP ASSTN CORP SEC/CHIEF/SR EX ASST	189,419.24	29,165.36	-	1,500.00	407.26
		SUPPLY CHAIN MATERIALS ENGINEER	178,404.00	19,104.76	-	571.54	27,555.31
		GENERATION MANAGER/SR MANAGER	230,564.24	48,566.11	8,576.70	-	6,756.68
		ELEC OPS SYSTEM OPERATOR/LEAD	118,314.24	-	-	144,384.48	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	119,140.87	10,168.88	-	47,484.19	20,083.27
		ENT HEALT & SAFETY SUPERVISOR	174,249.96	27,468.78	-	13,737.98	1,294.62
		ELEC OPS FOREMAN/SUBFOREMAN	132,136.38	-	-	134,496.36	66.54
		ELEC ENG ENGINEER	126,813.20	-	-	69,016.56	385.00
		ELEC OPS SUPERVISOR	137,066.96	13,185.39	-	35,502.12	9,586.01
		GAS OPS SUPERVISOR	155,464.36	24,737.09	-	2,550.00	958.42
		GENERATION TECHNICIAN SR/EX	127,095.94	-	-	101,049.53	136.17
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	158,154.36	25,609.07	-	1,100.00	640.00
		CUSTOMER CARE SUPERVISOR/ADMIN	151,900.00	20,303.16	-	50.00	455.00
		GENERATION COORDINATOR SR/EX	171,276.00	24,019.72	-	1,482.12	282.75
		CUSTOMER & COMMS MANAGER/SR MANAGER	99,009.52	31,883.18	-	234,017.49	718.52
		GAS OPS MANAGER/SR MANAGER	172,051.26	34,160.92	-	-	706.07
		GAS ENG ENGINEER SR/EX/PRN	31,207.46	25,528.00	-	28,706.48	-
		GAS ENG ENGINEER SR/EX/PRN	176,326.00	22,053.85	-	28,810.87	516.88
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	133,249.96	6,838.54	-	2,500.00	2,050.45
		ELEC ENG MAPPING TECH	123,055.26	-	-	9,559.67	1,059.38
		ELEC OPS FOREMAN/SUBFOREMAN	104,674.10	-	-	123,054.35	-
		SHARED SVS SUPERVISOR	138,785.16	17,247.12	-	50.00	734.95
		GAS OPS MANAGER/SR MANAGER	198,210.34	39,577.88	10,294.30	5,250.00	2,313.62
		GAS OPS ENGINEER	135,582.48	-	-	99,369.95	1,449.46
		GAS OPS SUPERVISOR	161,453.44	25,717.57	-	3,170.45	1,597.70
		GENERATION OPERATOR	117,077.54	-	-	57,694.45	2,027.58
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	116,610.16	11,573.60	-	23,099.35	-

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		ELEC OPS FOREMAN/SUBFOREMAN	153,274.42	-	-	38,667.90	-
		GAS OPS FOREMAN/LEADER	130,490.74	-	-	55,670.07	13,742.13
		IT DIRECTOR/SR DIRECTOR	240,180.30	51,483.45	47,359.90	-	2,737.71
		GAS ENG ENGINEER SR/EX/PRN	158,592.13	-	-	11,504.30	420.00
		SUPPLY CHAIN MATERAILS DEMAND PLAN/INSPECTOR	68,321.60	-	-	175,087.82	-
		ELEC OPS LINeworker	96,428.64	-	-	92,872.90	1,095.47
		ELEC OPS CONSULTANT SR/EXP/PRN	134,844.00	18,527.30	-	350.00	1,736.70
		GAS OPS CONST/PRGM MANAGER	149,973.00	18,866.20	-	11,331.89	5,992.73
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	157,020.00	17,122.58	-	16,125.06	1,655.08
		GENERATION TECHNICIAN SR/EX	135,302.30	-	-	80,871.69	1,508.02
		GENERATION SUPERVISOR	164,203.20	22,706.19	-	47,044.39	2,096.52
		GAS ENG SENIOR BUSINESS REP	140,798.56	-	-	63,738.99	1,028.52
		GAS ENG ENGINEER SR/EX/PRN	143,220.33	-	-	86,351.93	4,817.84
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	115,035.00	-	-	22,988.19	855.96
		ELEC OPS ENGINEER SR/EXP/PRN	170,202.00	13,295.85	-	5,265.74	3,413.19
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	145,337.50	15,451.68	-	50.00	450.02
		ELEC OPS TECHNICIAN	63,216.16	-	-	106,307.86	1,635.88
		GAS ENG ENGINEER SR/EX/PRN	148,148.34	-	-	37,303.29	666.95
		GAS ENG ENGINEER SR/EX/PRN	154,782.32	-	-	116,051.10	2,539.62
		GAS ENG ENGINEER SR/EX/PRN	138,559.61	-	-	4,442.61	2,876.20
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	148,410.12	23,914.94	-	1,500.00	420.00
		ELEC OPS SUPERVISOR	178,490.24	17,406.53	-	31,383.60	3,484.06
		GAS ENG ENGINEER SR/EX/PRN	145,589.56	-	-	86,452.12	1,446.48
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	156,641.14	19,796.86	-	686.30	385.00
		ELEC OPS LINeworker	132,722.80	-	-	75,488.02	804.89
		GENERATION REACTOR	120,700.70	-	-	109,391.54	5,905.68
		ELEC OPS TECHNICIAN	128,501.71	-	-	1,576.43	-
		GAS ENG ENGINEER SR/EX/PRN	143,724.53	-	-	62,030.06	809.29
		IT ARCHITECT EXP/PRN	185,956.12	29,797.69	10,294.30	3,050.00	-
		ELEC OPS CREW LEAD/LEADER	183,263.30	-	-	87,097.28	-
		GENERATION SUPERVISOR	189,013.86	32,001.23	-	34,751.47	-
		OPERATION SUPERVISOR	152,656.30	15,956.25	-	42,572.17	4,541.67
		GAS OPS LEAD REP/SPEC/INSPECTOR	139,889.80	-	-	68,472.97	413.75
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	124,018.02	-	-	153,027.31	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	140,738.00	17,744.79	-	7,274.40	2,663.62
		ELEC OPS SPECIALIST SR/EX/PRN	88,423.10	22,636.29	-	42,552.97	240.00
		GAS OPS TECHNICIAN	128,473.02	-	-	107,243.03	-
		ELEC OPS ENGINEER	166,134.10	13,838.75	-	2,485.41	237.19
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	132,070.36	13,974.30	-	1,050.00	640.00
		GAS OPS SUPERVISOR	141,664.88	-	-	31,347.93	699.50
		GAS ENG ENGINEER SR/EX/PRN	145,363.88	-	-	122,975.52	650.47
		ENERGY PLCY & PROC MANAGER/SR MANAGER	165,451.48	26,779.99	-	900.00	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	167,590.46	22,454.67	-	50.00	280.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	148,620.90	16,109.06	-	750.00	1,281.98
		GAS OPS PRGM/PROJ MANAGER	132,646.00	4,549.37	-	-	3,866.04
		ELEC OPS ENGINEER	146,882.92	12,067.65	-	8,043.05	167.70
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	118,201.22	50,956.27	18,882.30	292,642.12	1,690.02
		SUPPLY CHAIN MATERIALS ENGINEER	170,335.18	18,410.47	-	729.04	12,871.55
		GAS OPS SUPERVISOR	139,963.21	6,059.14	-	62,494.23	-
		GENERATION TECHNICIAN SR/EX	138,706.84	-	-	77,614.44	-
		ELEC OPS ENGINEER	159,418.00	4,840.06	-	8,752.14	420.00
		ELEC OPS TECHNICIAN	137,304.86	-	-	108,525.74	237.50
		CUSTOMER CARE MANAGER/SR MANAGER	164,872.20	26,482.86	-	50.00	600.00
		ELEC OPS LINeworker	139,913.34	-	-	32,731.94	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	91,849.24	36,796.65	-	258,187.52	-
		GAS OPS FOREMAN/LEADER	122,985.91	-	-	4,861.66	49.14
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	188,343.80	30,621.94	-	50.00	735.69
		GAS ENG ENGINEER SR/EX/PRN	151,836.32	-	-	81,998.99	-
		ELEC OPS MANAGER/SR MANAGER	155,957.96	8,510.00	-	50.00	385.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	168,682.50	26,559.86	-	100.00	264.63
		IT ANALYST/SPECIALIST SR/EXP/PRN	8,920.45	-	-	-	-
		IT MANAGER/SR MANAGER	163,253.00	23,409.94	-	5,086.92	350.00
		ELEC OPS TECHNICIAN	147,363.83	-	-	99,075.66	274.64
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	129,999.96	10,150.98	-	1,250.00	1,040.00
		SUPPLY CHAIN MATERAILS SUPERVISOR	135,300.00	16,307.31	-	2,050.00	385.00

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		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	146,132.70	15,826.81	-	3,575.00	983.87
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	213,150.04	45,106.60	39,482.20	-	1,045.14
		GAS OPS FOREMAN/LEADER	139,700.38	-	-	77,215.79	-
		ELEC ENG MAPPING TECH	114,150.91	-	-	42,868.04	960.00
		ELEC ENG ENGINEER	194,016.00	13,814.54	-	2,661.56	7,202.79
		ELEC OPS FOREMAN/SUBFOREMAN	135,360.02	-	-	258,930.11	583.01
		ELEC OPS FOREMAN/SUBFOREMAN	132,988.80	-	-	22,448.10	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	181,200.46	19,155.66	-	3,800.00	280.00
		GAS OPS FOREMAN/LEADER	133,512.00	-	-	50,173.66	5,813.18
		GAS OPS SUPERVISOR	132,600.00	-	-	9,826.00	529.71
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	155,595.00	21,475.01	-	100.00	1,040.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	130,711.50	-	-	3,853.81	910.73
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	189,123.26	30,642.11	-	3,798.00	7,831.95
		GAS OPS SUPERVISOR	146,883.42	23,455.32	-	9,956.00	1,094.48
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	119,122.98	13,377.95	-	100.00	439.26
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	175,242.74	28,023.05	-	50.00	420.87
		ENERGY PLCY & PROC MANAGER/SR MANAGER	210,960.96	33,432.00	10,294.30	2,550.00	455.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	150,190.92	12,358.73	-	50.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,526.38	-	-	121,945.71	-
		GENERATION TECHNICIAN SR/EX	114,136.97	-	-	36,977.93	-
		IT TECHNICIAN	136,571.00	-	-	33,067.21	-
		ELEC OPS ELECTRICIAN	107,970.62	-	-	17,615.98	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	168,511.20	18,140.87	-	500.00	-
		ELEC OPS SUPERVISOR	4,243.72	-	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,435.77	-	-	266,281.66	-
		GENERATION TECHNICIAN SR/EX	26,555.10	-	-	28,031.12	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER.COOR	131,413.21	-	-	34,833.93	-
		ELEC OPS SUPERVISOR	175,259.02	17,451.08	-	45,990.44	15,627.86
		GAS ENG ENGINEER SR/EX/PRN	160,578.31	-	-	36,757.13	6,714.16
		GAS ENG ENGINEER SR/EX/PRN	130,827.30	-	-	9,999.03	-
		GAS OPS TECHNICIAN	128,418.36	-	-	62,609.39	-
		SAFETY RISK COMPL INSPECTOR	130,737.21	-	-	67,671.44	-
		ELEC OPS DIRECTOR/SR DIRECTOR	209,245.36	42,397.99	13,729.50	138.60	940.09
		ELEC OPS SUPERVISOR	142,603.58	14,024.49	-	12,002.32	2,821.98
		OPERATIONS MANAGER/SR MANAGER	149,701.50	23,095.38	-	28,155.60	5,207.11
		ELEC OPS SUPERVISOR	81,434.60	16,038.05	-	84,955.57	62.30
		ELEC OPS SUPERVISOR	172,728.24	17,195.16	-	28,433.88	5,145.66
		ELEC OPS LINEWORKER	139,673.84	-	-	102,316.58	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	79,941.67	19,445.84	-	30,624.72	-
		GAS ENG ENGINEER SR/EX/PRN	138,576.00	-	-	68,085.41	-
		GAS OPS INVESTIGATOR	135,306.20	17,500.67	-	2,607.16	3,624.49
		ENT HEALTH & SAFETY ANALYST/SPEC EXP/PRN	116,628.66	16,355.73	-	30,250.70	13,236.86
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	247,164.34	51,969.39	39,482.20	-	2,073.30
		ELEC OPS MANAGER/SR MANAGER	192,999.96	36,464.26	-	50.00	1,244.77
		ELEC OPS ENGINEER	176,964.00	24,817.64	-	2,996.36	315.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	95,861.05	-	-	794.47	4,084.93
		ELEC OPS LINEWORKER	166,130.89	-	-	199,034.86	44.71
		GAS ENG ENGINEER SR/EX/PRN	160,539.37	-	-	13,528.13	385.00
		ELEC OPS SYSTEM OPERATOR/LEAD	96,993.66	-	-	56,754.49	1,440.19
		ELEC OPS SUPERVISOR	145,669.37	12,339.16	-	1,478.54	128.76
		GAS ENG ENGINEER SR/EX/PRN	112,739.90	45,207.03	-	291,898.83	3,661.74
		GAS OPS DIRECTOR/SR DIRECTOR	201,219.46	39,825.86	-	-	13,422.69
		GAS OPS FOREMAN/LEADER	122,428.34	-	-	109,657.56	6,939.16
		ELEC OPS SPECIALIST SR/EX/PRN	159,172.04	-	-	338.44	-
		ELEC OPS LINEWORKER	102,399.21	-	-	420,709.82	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	121,788.01	6,116.26	-	17,666.05	436.90
		OPERATIONS MANAGER/SR MANAGER	165,333.34	19,125.19	-	4,012.00	7,470.64
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	35,982.23	28,242.95	8,576.70	35,329.79	-
		SHARED SVS SUPERVISOR	175,300.92	23,354.52	-	5,003.15	2,058.60
		GAS ENG ANALYST/SPECIALIST EXP/PRN	183,652.16	36,558.78	-	-	420.00
		IT DIRECTOR/SR DIRECTOR	245,238.44	51,897.11	40,395.15	1,454.75	2,155.35
		GAS OPS CREW LEADER	147,733.98	-	-	13,779.75	-
		GAS ENG SUPERVISOR	112,327.72	11,213.47	-	1,099.84	1,876.93
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	130,083.74	-	-	5,242.33	7,231.06
		ELEC ENG SUPERVISOR	196,177.80	18,318.12	-	1,750.00	2,407.29



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS FOREMAN/SUBFOREMAN	60,655.56	-	-	2,922.48	-
		GAS ENG ENGINEER SR/EX/PRN	134,640.20	17,936.48	-	-	144.00
		GAS ENG ANALYST/SPECIALIST EXP/PRN	47,180.11	17,722.18	-	-	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	143,967.92	19,821.06	-	-	-
		GAS OPS TECHNICIAN	135,174.50	-	-	66,046.05	-
		GAS OPS SYSTEM/CONST OPERATOR	84,277.05	-	-	28,279.88	-
		CORP AFFAIR MANAGER/SR MANAGER	40,513.31	34,389.59	-	66,998.21	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	16,941.76	-	-	64,934.61	-
		ELEC OPS SUPERVISOR	168,167.20	-	-	56,831.52	-
		ELEC OPS LINeworker	133,274.73	-	-	74,782.84	160.00
		ELEC OPS CREW LEAD/LEADER	133,498.20	-	-	45,381.35	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	69,596.03	-	-	151,640.20	-
		SHARED SVS SUBFOREMAN	123,312.97	-	-	6,770.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	24,790.94	-	-	129,284.43	-
		ELEC OPS ENGINEER	139,140.80	-	-	40,855.56	-
		ELEC ENG TECHNICIAN	156,717.20	-	-	41,596.39	1,348.34
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	158,875.70	7,827.71	-	50.00	539.10
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,796.00	15,239.37	-	2,822.43	2,758.06
		ELEC OPS INSPECTOR/LEAD INSPECTOR	120,638.22	15,198.41	-	104,175.98	16,489.94
		GAS ENG PRGM/ACCT/PROJ MANAGER	157,179.52	19,897.62	-	1,500.00	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	187,174.38	29,788.69	-	-	250.00
		IT ARCHITECH EXP/PRN	181,320.14	23,839.27	-	9,450.00	420.00
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	133,403.76	11,050.79	-	1,550.00	420.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	139,407.50	18,542.58	-	-	338.01
		ELEC OPS FOREMAN/SUBFOREMAN	75,397.71	-	-	60,006.44	-
		ELEC OPS LINeworker	133,172.66	-	-	94,212.08	821.34
		ELEC ENG DIRECTOR/SR DIRECTOR	231,628.30	39,569.85	39,482.20	5,200.00	7,687.78
		GAS OPS LEAD REP/SPEC/INSPECTOR	129,349.07	-	-	4,031.54	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	145,042.00	9,113.52	-	3,967.45	2,485.21
		CUSTOMER & COMMS SPECIALIST EXP/PRN	138,833.38	16,745.60	-	1,884.54	2,525.42
		GAS OPS SUPERVISOR	142,900.36	22,855.03	-	39,807.94	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,550.78	16,691.31	-	-	-
		ELEC OPS MANAGER/SR MANAGER	211,042.32	26,154.91	-	500.00	1,532.29
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	152,362.75	-	-	20,000.00	560.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,375.52	14,575.59	-	-	-
		GAS OPS MECHANIC/WELDER	120,386.77	-	-	39,140.57	-
		GAS OPS SUPERVISOR	136,981.50	21,728.20	-	10,175.83	55.38
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,407.58	-	-	146,587.72	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	129,531.93	14,730.49	-	8,065.11	297.81
		GAS ENG DIRECTOR/SR DIRECTOR	224,498.52	47,348.30	37,589.98	3,257.50	11,106.49
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,630.14	13,668.38	-	50.00	514.70
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	156,824.06	19,710.01	-	1,200.00	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,944.28	17,146.64	-	-	539.00
		ELEC OPS CREW LEAD/LEADER	131,196.56	-	-	58,271.21	76.05
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	125,685.64	16,680.89	-	8,996.08	12,661.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,528.74	15,221.00	-	50.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	150,037.23	-	-	99,702.45	-
		ELEC OPS INSPECTOR	127,976.00	9,780.50	-	57,886.23	1,950.64
		ELEC ENG TECHNICIAN	167,907.29	-	-	47,212.57	4,533.35
		ELEC OPS SPECIALIST SR/EX/PRN	136,793.06	3,774.98	-	27,426.16	22,961.05
		IT SUPERVISOR	143,750.00	18,325.16	-	6,020.58	2,819.38
		FINANCE EX ASIT/SR EX ASIT/CHIEF	8,570.08	16,939.02	-	31,523.86	-
		GAS OPS FOREMAN/LEADER	139,198.64	-	-	4,326.66	-
		GAS ENG SENIOR BUSINESS REP	121,946.85	-	-	53,636.34	3,011.01
		ELEC OPS SUPERVISOR	149,234.42	14,712.99	-	3,932.92	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	139,609.18	15,058.81	-	50.00	960.00
		SAFETY RISK COMPL INSPECTOR	138,035.65	-	-	33,827.62	-
		ELEC ENG SUPERVISOR	168,459.10	7,628.93	-	-	1,076.37
		ELEC OPS CREW LEAD/LEADER	180,974.96	-	-	73,619.79	23.17
		ELEC OPS LINeworker	150,940.77	-	-	256,609.62	674.76
		GAS OPS ENGINEER	139,396.32	-	-	76,548.08	1,347.39
		GAS OPS SUPERVISOR	123,229.65	13,136.28	-	14,227.72	364.34
		GAS ENG ENGINEER SR/EX/PRN	149,287.60	9,432.83	-	50.00	6,743.01
		GAS OPS MECHANIC/WELDER	137,577.37	-	-	36,895.96	-
		GAS OPS FOREMAN/LEADER	71,909.76	-	-	48,508.18	-

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		ELEC ENG TECHNICIAN	176,730.02	-	-	73,942.19	9183.82
		GENERATION OPERATOR	128,958.14	-	-	80,951.77	-
		GAS ENG ENGINEER SR/EX/PRN	121,720.30	-	-	53,064.79	1,040.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	148,624.96	13,282.00	-	750.00	4,217.30
		IT ENGINEER SR/EX/PRN	36,100.00	-	-	-	320.00
		OPERATION SENIOR EXEC ASSISTANT	34,283.52	-	-	3,878.40	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	145,943.04	11,950.17	-	2,500.00	3,848.07
		IT ARCHITECH EXP/PRN	163,465.82	22,469.46	-	50.00	854.96
		GENERATION TECHNICIAN SR/EX	16,341.60	-	-	17,030.00	-
		ELEC OPS PROD OWNRR/SR SY DISP/JOURN/WTR MNGMT	195,148.12	-	-	246,705.04	-
		ELEC OPS FOREMAN/SUBFOREMAN	109,908.93	-	-	25,718.11	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	225,000.12	33,527.65	18,882.30	7,398.04	749.64
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	64,670.76	13,974.02	-	169,095.38	1,143.75
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	144,083.34	15,554.00	-	4,950.00	420.00
		SHARED SVS SUBFOREMAN	123,009.13	-	-	20,391.93	-
		GAS ENG ENGINEER SR/EX/PRN	167,466.01	20,767.42	-	3,274.64	2,214.41
		GAS OPS SUPERVISOR	142,030.20	22,650.68	-	6,943.32	850.75
		GAS OPS FOREMAN/LEADER	126,938.40	-	-	696.28	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	77,664.80	-	-	29,491.67	-
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	150,039.20	16,211.97	-	9,724.42	1,115.56
		ELEC OPS SUPERVISOR	166,716.34	20,427.40	-	81,080.95	5,448.68
		CUSTOMER CARE ANALYST/ARCHITECH EXP/PRN	126,001.84	13,769.79	-	414.40	960.00
		ELEC OPS CREW LEAD/LEADER	131,779.92	-	-	87,611.74	-
		CUSTOMER CARE SUPERVISOR/ADMIN	127,111.80	16,386.33	-	2,000.00	501.20
		ELEC ENG ENGINEER	136,425.20	11,259.16	-	11,616.86	502.86
		GAS OPS MECHANIC/WELDER	127,018.16	-	-	89,672.11	-
		SAFETY RISK COMPL INSPECTOR	74,786.87	-	-	101,888.86	-
		GAS OPS MECHANIC/WELDER	118,217.35	-	-	39,498.16	-
		ELEC OPS LINEWORKER	134,955.14	-	-	136,117.86	-
		ELEC OPS SUPERVISOR	144,731.03	9,171.91	-	1,127.40	1,795.53
		ELEC ENG TECHNICIAN	134,203.87	-	-	53,764.79	1,155.91
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	47,556.83	-	-	5,000.00	302.88
		ELEC OPS ENGINEER SR/EXP/PRN	177,701.35	24,817.64	-	28,111.77	975.68
		GAS OPS SUPERVISOR	149,255.54	19,756.52	-	11,813.20	-
		ELEC ENG ENGINEER	164,800.76	13,019.40	-	-	51.75
		SHARED SVS COORD/CONSTL	137,004.00	-	-	25.00	2,412.62
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	149,295.24	16,090.96	-	50.00	315.00
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	135,139.64	-	-	20,842.56	780.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	148,540.96	15,341.13	-	12,174.26	11,143.95
		GENERATION ENGINEER SR/EX/PRN	205,260.00	43,179.45	-	23,720.92	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	141,571.10	13,494.56	-	9,704.38	1,006.55
		CUSTOMER CARE MANAGER/SR MANAGER	195,803.28	31,759.77	13,729.50	250.00	566.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	122,642.45	15,066.79	-	60,590.71	2,310.94
		GENERATION TECHNICIAN SR/EX	29,278.70	-	-	35,511.75	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	156,825.00	15,670.52	-	50.00	-
		ELEC OPS ELECTRICIAN	127,862.84	-	-	71,936.04	-
		GENERATION OPERATOR	129,726.24	-	-	101,583.95	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,115.91	-	-	15,000.00	255.00
		ELEC OPS INSPECTOR/LEAD INSPECTOR	157,965.92	-	-	111,137.80	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	95,059.56	16,158.66	-	17,157.38	280.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	206,736.00	16,957.03	-	1,784.97	845.41
		ELEC OPS MACHINIST/WELDER/HYDROGRAPHER	126,974.57	-	-	66,491.28	1,598.41
		GAS ENG ENGINEER SR/EX/PRN	155,790.93	-	-	119,060.35	3,676.26
		CUSTOMER CARE ENGINEER SR/EXP/PRN	118,586.64	18,950.10	-	18,818.71	3,125.45
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	114,103.26	-	-	-	160.00
		GAS OPS LEAD REP/SPEC/INSPECTOR	129,405.56	-	-	1,865.42	-
		ELEC ENG MANAGER/SR MANAGER	182,026.90	36,134.28	-	800.00	3,629.99
		IT SUPERVISOR	131,256.32	16,527.54	-	50.00	386.79
		SHARED SVS INSPECTOR	82,444.62	-	-	20,137.37	74.52
		ELEC OPS LINEWORKER	139,450.85	-	-	124,523.56	-
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	13,222.24	-
		GENERATION MACHINST/MECHANIC/RIGGER	137,122.23	-	-	78,621.30	-
		OPERATIONS MANGER/SR MANAGER	158,617.65	9,882.00	-	24,369.93	701.81
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	133,137.60	12,708.70	-	4,223.87	2,181.38
		ELEC OPS SUPERVISOR	167,709.68	16,695.55	-	550.00	420.00

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		GAS ENG ENGINEER SR/EX/PRN	139,178.00	15,664.99	-	2,205.18	4189.94
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	168,437.50	17,785.92	-	154,793.01	1,564.73
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	148,470.52	15,823.20	-	-	4,585.11
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	168,473.34	18,172.24	-	-	-
		SHARED SVS FACILITY LEAD/TECH	129,336.80	-	-	35,586.66	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	131,840.72	17,338.54	-	5,157.20	396.22
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	74,191.66	12,689.78	-	180,128.59	595.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	86,567.29	-	-	26,912.00	-
		ELEC OPS CREW LEAD/LEADER	200,036.68	-	-	393,064.44	-
		ELEC ENG SHOP LEADER	126,087.26	-	-	26,122.31	-
		ELEC ENG TECHNICIAN	160,449.40	-	-	55,736.43	-
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	146,704.95	11,993.76	-	50.00	796.21
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	153,468.00	16,434.36	-	9,222.50	2,996.69
		GAS ENG SUPERVISOR	134,540.99	-	-	2,908.98	3,230.04
		ELEC ENG SUPERVISOR	183,999.96	21,605.39	-	-	799.73
		GAS OPS MECHANIC/WELDER	124,421.28	-	-	69,087.71	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	129,282.80	9,781.39	-	12,534.94	1,721.39
		ELEC OPS LINeworker	127,077.05	-	-	117,260.27	-
		GENERATION SUPERVISOR	188,174.84	31,898.39	-	112,861.31	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	138,102.89	15,258.70	-	1,480.95	772.08
		ELEC OPS ENGINEER	157,600.65	21,694.66	-	5,250.53	3,369.22
		ELEC OPS LINeworker	132,424.11	-	-	133,253.08	82.79
		GAS OPS SUPERVISOR	51,601.89	14,488.34	-	8,958.02	140.00
		OPERATIONS SUPERVISOR	100,172.30	-	-	12,568.27	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	100,006.89	3,578.07	-	12,187.51	368.75
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	152,500.00	4,835.23	-	-	1,001.75
		GAS ENG ENGINEER SR/EX/PRN	130,353.70	-	-	88,108.83	1,360.55
		IT TECHNICIAN	127,897.13	-	-	30,321.17	-
		GAS ENG SUPERVISOR	162,385.02	21,174.34	-	90,654.10	2,110.79
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	112,977.43	11,504.32	-	2,525.00	6,714.51
		ELEC OPS PROD OWNR/SR SY DISP/JOURNM/WTR MNGMT	187,625.48	-	-	179,248.04	695.87
		SHARED SVS SUPERVISOR	140,126.78	-	-	-	339.30
		GAS OPS TECHNICIAN	124,167.07	-	-	14,193.71	3,684.22
		ELEC OPS CREW LEAD/LEADER	132,987.96	-	-	11,023.12	269.10
		GAS ENG ENGINEER SR/EX/PRN	153,858.46	20,476.02	-	595.12	1,594.15
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	183,255.42	22,383.79	-	2,550.00	842.21
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	148,858.10	19,672.65	-	550.00	-
		ELEC OPS ENGINEER SR/EXP/PRN	151,311.98	25,200.22	-	7,707.20	542.01
		SAFETY RISK COMPL INSPECTOR	136,883.31	-	-	10,950.03	-
		GAS OPS ENGINEER	143,287.37	-	-	48,141.13	245.00
		GAS OPS FOREMAN/LEADER	147,925.68	-	-	82,044.70	-
		ELEC OPS SUPERVISOR	30,633.08	11,301.22	-	31,115.45	-
		GAS OPS TECHNICIAN	-	-	-	-	-
		GENERATION CREW LEADER/CONTROL LEAD	146,102.76	-	-	233,483.12	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	116,893.99	-	-	3,257.08	-
		GENERATION TECHNICIAN SR/EX	33,129.20	-	-	29,364.70	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	146,602.88	14,472.82	-	-	2,020.92
		GAS OPS OPERATOR	127,432.95	-	-	14,786.14	-
		GENERATION ENGINEER SR/EX/PRN	90,737.73	21,761.27	-	50.00	480.00
		GAS ENG MANAGER/SR MANAGER	168,106.87	29,993.56	-	50.00	1,590.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	136,299.20	13,055.46	-	6,516.44	2,264.26
		ENT HEALT & SAFETY MANAGER/SR MANAGER	37,702.09	16,776.58	-	13,680.85	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	177,118.16	30,686.79	-	7,918.00	3,775.43
		ELEC OPS ENGINEER SR/EXP/PRN	181,217.00	14,712.09	-	956.12	-
		IT SUPERVISOR	166,743.94	21,547.56	-	16,083.89	10,336.84
		GENERATION SUPERVISOR	187,658.18	31,682.01	-	87,010.09	3,164.71
		GAS OPS PRGM/PROJ MANAGER	185,796.00	25,760.11	-	16,630.26	1,064.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,190.72	18,727.68	-	2,550.00	2,302.51
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	211,216.56	34,595.94	-	575.00	1,910.33
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	146,110.04	12,049.22	-	50.00	516.86
		GAS ENG ENGINEER SR/EX/PRN	144,635.28	-	-	52,131.82	280.00
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	66,360.70	14,376.51	-	166,539.84	105.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	182,455.46	29,474.43	10,294.30	9,314.00	470.72
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	120,933.42	13,823.15	-	2,244.24	420.00
		GAS ENG ENGINEER SR/EX/PRN	131,426.23	-	-	74,073.44	2,287.33

PACIFIC GAS AND ELECTRIC COMPANY  
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 FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	190,187.04	30,754.92	-	8,576.70	4,474.64
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,128.16	14,630.63	-	950.00	420.00
		GAS ENG ENGINEER SR/EX/PRN	158,132.68	20,900.06	-	5,213.70	3,134.32
		GAS ENG SUPERVISOR	169,125.00	27,137.95	-	3,035.58	582.53
		CUSTOMER CARE ENGINEER SR/EXP/PRN	126,804.16	7,764.38	-	50.00	420.00
		CUSTOMER CARE MANAGER/SR MANAGER	164,687.50	26,347.37	-	750.00	558.73
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,554.74	17,298.38	-	-	420.00
		ELEC OPS SYSTEM OPERATOR/LEAD	119,246.42	-	-	170,645.27	2,489.59
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	34,772.71	-	-	4,912.08	105.00
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	119,273.24	-	-	10,068.61	1,160.00
		IT MANAGER/SR MANAGER	187,784.16	24,538.41	-	2,067.27	1,560.32
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	149,938.08	11,609.84	-	2,050.00	350.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	154,062.50	20,727.52	-	-	2,581.65
		SUPPLY CHAIN MATERIALS SUPERVISOR	157,843.50	20,225.22	-	214.91	1,254.04
		GAS OPS TECHNICIAN	117,701.10	-	-	100,115.19	455.14
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	350.00	800.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,554.14	15,972.35	-	1,446.37	4,296.91
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	148,498.62	16,017.68	-	-	-
		GAS OPS SYSTEM/CONST OPERATOR	118,171.54	-	-	60,603.56	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	10,573.50	953.75
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,270.64	17,888.47	-	7,144.47	-
		GAS OPS WORKING LEADER	153,599.66	-	-	58,495.81	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,116.90	14,761.99	-	-	470.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	174,787.31	-	-	48,518.36	-
		ELEC OPS LINEWORKER	168,939.55	-	-	158,878.95	1,750.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,843.94	16,050.54	-	-	696.04
		ELEC ENG MANAGER/SR MANAGER	181,178.97	22,648.88	-	-	6,063.65
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	172,228.00	19,166.49	-	4,247.41	808.22
		GAS ENG ENGINEER SR/EX/PRN	132,195.09	-	-	12,476.25	970.04
		IT SECURITY/STORAGE/SYSTEM ADMINISTRATOR SR/EX	132,518.54	14,272.07	-	3,789.52	-
		IT MANAGER/SR MANAGER	181,198.26	29,175.56	-	1,451.60	4,837.52
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	106,477.61	-	-	14,938.56	720.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	-	14,887.40	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	149,478.99	-	-	103,086.09	490.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	151,323.76	12,215.11	-	750.00	2,105.63
		IT ANALYST/SPECIALIST SR/EXP/PRN	39,220.55	16,939.25	-	25,153.72	240.00
		SUPPLY CHAIN MATERIALS ENGINEER	164,342.09	18,471.49	-	10,643.72	3,165.80
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,916.00	14,880.73	-	14,800.40	723.86
		CUSTOMER CARE ENGINEER SR/EXP/PRN	181,571.88	19,826.88	-	1,250.12	1,278.16
		GAS ENG ENGINEER SR/EX/PRN	129,649.33	-	-	1,740.89	730.00
		ELEC OPS SUPERVISOR	154,513.58	16,092.78	-	47,537.89	-
		GAS ENG ENGINEER SR/EX/PRN	159,633.58	21,241.21	-	7,955.27	2,130.00
		ELEC ENG SUPERVISOR	125,560.45	17,646.06	-	20,760.09	787.36
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	174,276.00	14,181.40	-	15,366.90	1,641.49
		ELEC OPS SUPERVISOR	166,854.23	16,005.24	-	5,778.50	2,637.37
		GAS ENG ENGINEER SR/EX/PRN	154,716.54	20,763.61	-	1,344.24	2,873.79
		GAS ENG ENGINEER SR/EX/PRN	144,344.04	18,723.54	-	528.73	350.00
		GAS ENG ENGINEER SR/EX/PRN	129,232.62	-	-	6,746.03	874.68
		ELEC OPS MANAGER/SR MANAGER	174,847.85	18,092.52	-	1,094.60	1,634.99
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,495.72	14,476.46	-	50.00	663.77
		FINANCE MANAGER/SR MANAGER	162,843.00	26,134.91	-	8,576.70	3,550.00
		GAS ENG ENGINEER SR/EX/PRN	142,946.74	-	-	107,826.18	451.01
		GAS ENG SUPERVISOR	148,364.66	19,210.76	-	51,486.39	2,437.55
		ELEC ENG ENGINEER	169,756.00	13,235.07	-	13,498.50	3,053.94
		ELEC ENG ENGINEER	132,306.14	-	-	59,188.47	315.00
		SHARED SVS OPS MNGR/PILOT/MECHANIC	130,116.36	12,186.57	-	29,038.12	22,859.96
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,213.80	14,406.83	-	1,550.00	2,892.29
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	123,318.30	12,776.50	-	1,000.00	1,420.12
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	128,645.84	9,962.10	-	5,181.50	985.67
		GAS ENG ENGINEER SR/EX/PRN	142,036.00	17,955.77	-	-	1,851.67
		GENERATION TECHNICIAN SR/EX	128,875.10	-	-	78,897.08	660.96
		HR ECO BUSINESS PARTNER EXP/PRN	45,332.20	-	-	-	194.84
		GAS OPS TECHNICIAN	127,788.82	-	-	57,255.37	4,065.98
		IT ENGINEER SR/EX/PRN	157,872.46	28,295.06	-	50.00	4,012.83
		CUSTOMER CARE SUPERVISOR/ADMIN	149,135.46	18,994.77	-	10,412.52	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS SUPERVISOR	169,913.94	16,745.01	-	45,187.45	302.14
		ELEC OPS SUPERVISOR	141,270.27	-	-	46,307.46	228.71
		ELEC OPS SYSTEM OPERATOR/LEAD	65,958.24	-	-	209,047.31	11,660.38
		ELEC ENG ESTIMATOR	124,201.85	-	-	18,259.80	469.69
		GAS ENG TECHNICIAN	129,445.38	-	-	50,434.97	640.00
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	141,060.00	14,413.89	-	1,583.59	1,736.67
		ELEC OPS TECHNICIAN	124,333.84	-	-	39,208.42	-
		GAS OPS SYSTEM/CONST OPERATOR	120,550.96	-	-	17,371.31	158.80
		ELEC OPS ELECTRICIAN	126,051.01	-	-	29,098.08	-
		GENERATION ELECTRICIAN	125,651.59	-	-	79,942.08	905.95
		ELEC OPS ELECTRICIAN	91,900.83	-	-	25,148.59	-
		ENT HEALTH & SAFETY ANALYST/SPEC EXP/PRN	125,540.84	17,861.35	-	28,039.53	5,089.62
		ELEC ENG SUPERVISOR	173,600.00	17,156.16	-	12,461.40	1,262.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	106,586.37	-	-	226,069.17	8,736.23
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	147,904.00	15,043.88	-	3,789.08	2,405.47
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	178,234.16	28,269.00	-	5,500.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	140,408.06	-	-	178,262.44	-
		SAFETY RISK COMPL INSPECTOR	177,104.44	-	-	383,862.44	-
		ELEC ENG ENGINEER	153,852.00	11,819.71	-	7,373.49	-
		GAS OPS SYSTEM/CONST OPERATOR	114,572.04	-	-	19,166.51	128.66
		ELEC OPS FOREMAN/SUBFOREMAN	142,003.01	-	-	124,599.29	-
		ELEC ENG ENGINEER	212,835.84	20,983.45	-	9,752.42	927.88
		ELEC OPS LINeworker	159,541.17	-	-	71,755.06	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	66,504.56	17,778.24	-	184,045.62	3,066.83
		GAS OPS SUPERVISOR	156,000.00	24,462.72	-	61,209.90	28,869.55
		IT ENGINEER SR/EX/PRN	157,433.25	16,697.89	-	1,608.90	1,675.31
		SHARED SVS MECHANIC	127,513.62	-	-	26,857.46	-
		GAS OPS SUPERVISOR	168,732.26	26,500.73	-	35,876.80	835.48
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	180,044.04	28,664.32	-	50.00	890.00
		GAS OPS SYSTEM/CONST OPERATOR	120,400.91	-	-	70,575.16	-
		ELEC OPS CREW FOREMAN/LEAD	165,693.76	-	-	31,098.60	-
		SHARED SVS PGRM/PROJ MANAGER	162,666.66	23,184.29	-	50.00	1,262.68
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	199,891.72	42,503.30	42,372.20	7,043.88	789.01
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	148,983.80	15,818.75	-	50.00	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	152,008.36	24,253.92	-	3,000.00	1,041.08
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	103,498.24	34,461.30	-	270,527.25	224.81
		GAS ENG SUPERVISOR	174,250.04	29,067.24	-	50.00	879.98
		ELEC ENG ESTIMATOR	131,943.53	-	-	3,671.71	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	145,729.68	12,035.63	-	20,749.07	125.00
		ELEC OPS LINeworker	156,678.04	-	-	142,011.89	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	52,303.66	45,311.55	-	5,502.80	387.92
		GENERATION CREW LEADER/CONTROL LEAD	141,342.84	-	-	126,403.91	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	146,007.46	15,591.16	-	50.00	280.00
		ELEC ENG SUPERVISOR	166,725.00	6,893.10	-	50.00	1,082.56
		ELEC OPS SUPERVISOR	162,453.26	18,144.43	-	20,975.31	555.14
		GAS OPS ENGINEER	133,258.36	-	-	58,771.94	2,161.33
		ELEC OPS LINeworker	130,182.31	-	-	115,184.58	338.13
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	134,900.04	-	-	100.00	777.97
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	13,094.52	13,938.88	-	10,969.67	35.00
		ELEC OPS MANAGER/SR MANAGER	163,699.54	16,114.32	-	18,912.07	1,027.52
		ELEC ENG ENGINEER	139,940.92	-	-	25,397.37	435.90
		ELEC OPS ELECTRICIAN	121,463.52	-	-	45,568.33	741.20
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	106,555.39	6,523.08	-	9,107.45	191.07
		GENERATION MANAGER/SR MANAGER	77,715.60	-	-	51.60	-
		ENT HEALTH & SAFETY CONST/BUS PRTN EXP/PRN	82,232.24	26,761.37	-	203,824.30	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	147,119.18	20,732.34	-	1,261.00	-
		SAFETY RISK MANAGER/SR MANAGER	199,752.75	34,862.61	-	44,384.14	4,172.05
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	136,875.79	-	-	74,743.96	-
		GAS ENG ENGINEER SR/EX/PRN	133,585.64	-	-	111,374.26	630.63
		ELEC ENG ENGINEER	147,700.25	-	-	120,933.13	576.66
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,474.40	16,554.38	-	-	828.84
		FINANCE DIRECTOR	172,500.00	27,513.45	-	12,581.72	614.64
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	96,390.58	-	-	177,396.17	-
		ELEC OPS LINeworker	144,519.16	-	-	75,336.13	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	173,091.08	27,105.29	-	6,200.00	497.36

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		ELEC OPS OPERATOR	126,060.00	-	-	44,472.98	8280
		GAS ENG ENGINEER SR/EX/PRN	136,384.00	-	-	50.00	849.16
		SHARED SVS PRGM/PROJ MANAGER	181,271.25	28,458.92	8,576.70	7,025.00	864.55
		ELEC OPS ELECTRICIAN	50,585.36	-	-	14,074.39	-
		SAFETY RISK COMPL INSPECTOR	136,189.67	-	-	26,612.10	-
		ELEC OPS LINEWORKER	13,749.33	-	-	70,021.39	3,501.09
		ELEC OPS MANAGER/SR MANAGER	182,491.64	22,567.12	-	1,050.00	798.43
		GAS OPS FOREMAN/LEADER	76,948.40	-	-	39,084.48	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	144,472.66	-	-	43,690.61	-
		GAS OPS FOREMAN/LEADER	131,939.04	-	-	4,766.35	50.90
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	131,236.67	13,803.06	-	-	486.04
		GAS ENG SENIOR BUSINESS REP	144,751.42	-	-	91,336.35	4,505.83
		ELEC ENG SUPERVISOR	190,650.00	17,891.25	-	28,213.97	736.20
		IT ANALYST/SPECIALIST SR/EXP/PRN	113,009.24	4,111.49	-	7,123.34	5,937.41
		IT MANAGER/SR MANAGER	86,533.32	-	-	-	-
		GAS OPS FOREMAN/LEADER	114,434.26	-	-	57,896.89	186.52
		ELEC ENG TECHNICIAN	64,779.72	-	-	167,212.53	4,237.05
		ELEC ENG ESTIMATOR	133,696.40	-	-	1,373.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	125,807.76	12,144.53	-	1,500.00	25.00
		GAS OPS MECHANIC/WELDER	123,396.61	-	-	33,504.12	-
		ELEC OPS OPERATOR	126,105.73	-	-	53,472.40	6,385.48
		GENERATION TECHNICIAN SR/EX	77,010.05	-	-	33,476.18	937.50
		ELEC OPS SUPERVISOR	54,171.29	16,123.25	-	116,835.12	-
		ELEC OPS FOREMAN/SUBFOREMAN	127,342.55	-	-	187,818.34	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,404.38	-	-	161,956.81	-
		ELEC OPS LINEWORKER	144,374.24	-	-	147,613.86	2,808.48
		GENERATION TECHNICIAN SR/EX	87,465.36	21,057.31	-	50,194.56	8,076.67
		ELEC OPS LINEWORKER	106,631.39	-	-	142,863.41	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	124,500.00	10,212.00	-	1,499.45	2,157.43
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,586.88	-	-	38,975.66	-
		ELEC ENG ENGINEER	166,920.60	14,123.20	-	26,287.14	1,011.20
		ELEC OPS SPECIALIST SR/EX/PRN	128,407.63	21,271.23	-	1,219.92	4,447.49
		ELEC ENG ENGINEER	183,142.00	13,783.99	-	13,343.84	1,199.02
		ELEC ENG MANAGER/SR MANAGER	200,010.22	24,617.12	-	-	830.63
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	130,995.00	17,366.42	-	-	960.00
		GENERATION TECHNICIAN SR/EX	132,288.80	-	-	56,032.18	-
		GENERATION TECHNICIAN SR/EX	25,329.48	-	-	24,360.24	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	115,987.00	28,126.22	-	226,869.73	-
		SAFETY RISK MANAGER/SR MANAGER	214,042.32	30,111.20	13,729.50	5,000.00	7,901.43
		GAS ENG ANALYST/SPECIALIST EXP/PRN	127,368.16	16,941.20	-	-	467.41
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	84,322.54	-	-	-	-
		GENERATION ENGINEER SR/EX/PRN	120,264.79	-	-	18,091.25	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	133,681.06	10,816.38	-	6,079.34	21,844.79
		ELEC ENG ENGINEER	192,432.80	24,159.61	-	2,500.00	5,523.82
		CUSTOMER CARE MANAGER/SR MANAGER	143,613.62	23,146.61	-	575.04	420.00
		SHARED SVS MECHANIC	127,513.61	-	-	12,766.75	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	123,647.91	10,000.95	-	50.00	2,499.73
		SAFETY RISK COMPL INSPECTOR	139,221.77	-	-	116,812.06	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	151,398.70	16,069.19	-	250.00	490.00
		GAS OPS FOREMAN/LEADER	129,667.72	-	-	13,644.14	-
		ELEC ENG ENGINEER	139,085.66	-	-	51,800.26	462.12
		ELEC ENG ENGINEER	136,783.81	-	-	27,328.60	966.34
		GENERATION MACHINST/MECHANIC/RIGGER	128,937.24	-	-	105,761.78	1,201.64
		GAS OPS SUPERVISOR	140,212.60	22,644.77	-	76,151.93	8,787.58
		ELEC OPS LINEWORKER	140,429.76	-	-	132,682.92	190.92
		ELEC ENG INTERCONNECTION MANAGER	154,269.26	-	-	11,664.49	329.85
		ELEC ENG ENGINEER	165,134.00	13,091.27	-	12,253.50	681.88
		GAS OPS PRGM/PROJ MANAGER	188,819.73	24,261.92	-	25,756.73	2,068.95
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	87,355.15	9,375.80	-	14,304.17	189.54
		ELEC OPS ELECTRICIAN	120,992.31	-	-	104,325.80	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	19,638.22	480.00
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	116,086.55	16,881.03	-	13,406.53	1,200.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	145,312.70	8,055.91	-	200.00	2,451.86
		ELEC OPS TECHNICIAN	166,012.05	-	-	86,374.88	-
		ELEC OPS OPERATOR	101,665.68	-	-	30,598.51	335.80

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		GAS OPS FOREMAN/LEADER	123,738.25	-	-	56,797.71	145.60
		CORP AFFAIRS GOV REP EXP/PRN	179,597.80	29,058.23	-	-	497.16
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,827.16	14,769.89	-	1,500.00	-
		ELEC ENG ENGINEER	141,728.00	10,884.29	-	400.00	720.00
		GAS ENG ENGINEER SR/EX/PRN	107,619.36	-	-	46,101.38	-
		ELEC OPS SUPERVISOR	155,544.57	16,167.89	-	5,086.10	72.16
		CUSTOMER & COMMS DATA SCIENTS/EX ASSIT/ACCT MNG	128,304.39	13,888.39	-	559.68	960.00
		ELEC ENG MANAGER/SR MANAGER	188,235.65	23,676.95	-	5,600.40	1,689.43
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	153,176.16	16,416.91	-	-	656.31
		ELEC OPS LINEWORKER	15,358.95	-	-	22,367.31	-
		ELEC OPS SYSTEM OPERATOR/LEAD	108,703.78	-	-	124,995.80	614.91
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	113,430.69	-	-	109,099.84	-
		ELEC OPS LINEWORKER	132,106.84	-	-	75,717.21	111.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,742.86	18,093.43	-	50.00	960.00
		IT ENGINEER SR/EX/PRN	194,041.10	20,788.14	-	-	3,807.57
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	134,361.25	11,110.03	-	4,292.23	385.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	148,749.96	-	-	23,051.87	16,307.29
		IT ANALYST/SPECIALIST SR/EXP/PRN	9,035.71	-	-	2,081.75	-
		GAS OPS WORKING LEADER	145,644.26	-	-	72,259.49	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	142,666.81	12,507.93	-	20,784.16	2,602.87
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	151,965.00	12,637.35	-	55,163.47	12,886.83
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	145,922.18	-	-	64,408.40	-
		GAS OPS FOREMAN/LEADER	127,913.11	-	-	69,323.73	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	118,749.55	-	-	33,052.34	1,327.81
		GAS OPS PRGM/PROJ MANAGER	163,584.00	20,572.74	-	6,191.00	3,309.26
		SHARED SVS SUPERVISOR	125,372.46	16,227.83	-	2,587.21	1,768.09
		GAS OPS MANAGER/SR MANAGER	184,589.38	37,787.61	-	-	1,975.01
		GAS OPS SUPERVISOR	40,443.85	23,152.04	-	64,966.19	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	172,655.82	27,688.01	8,576.70	50.00	1,028.66
		ELEC OPS FOREMAN/SUBFOREMAN	145,841.34	-	-	247,883.17	44.46
		ELEC OPS FOREMAN/SUBFOREMAN	147,017.60	-	-	2,097.57	-
		GAS OPS FOREMAN/LEADER	110,335.47	-	-	30,035.81	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,850.41	18,018.14	-	13,877.58	950.85
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	133,186.83	-	-	17,401.58	960.00
		GAS ENG ENGINEER SR/EX/PRN	144,307.50	-	-	161,577.46	420.00
		ELEC OPS CREW FOREMAN/LEAD	161,694.90	-	-	264,093.44	-
		IT ENGINEER SR/EX/PRN	131,421.20	-	-	5,797.68	1,219.45
		GAS ENG ENGINEER SR/EX/PRN	176,812.00	23,063.40	-	2,651.52	1,617.97
		GAS ENG ENGINEER SR/EX/PRN	142,006.32	18,143.06	-	869.24	414.25
		GAS ENG ENGINEER SR/EX/PRN	139,282.94	-	-	48,700.82	-
		GAS ENG ENGINEER SR/EX/PRN	125,558.34	15,661.10	-	1,363.30	2,522.05
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	166,950.00	26,247.38	13,729.50	250.00	1,193.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	179,951.16	29,025.23	-	6,000.00	1,004.56
		ELEC OPS TECHNICIAN	131,559.93	-	-	101,783.43	6,514.97
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	127,557.74	10,212.00	-	-	1,511.35
		ELEC ENG ENGINEER	179,988.00	14,537.44	-	5,783.55	2,354.58
		GENERATION TECHNICIAN SR/EX	36,951.80	-	-	26,679.21	-
		GENERATION TECHNICIAN SR/EX	36,951.80	-	-	26,054.13	-
		GAS OPS MECHANIC/WELDER	118,284.96	-	-	45,062.83	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	21,637.51	11,237.20	-	9,667.50	-
		ELEC OPS FOREMAN/SUBFOREMAN	142,973.19	-	-	109,932.97	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,088.00	-	-	80,561.93	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	83,751.55	15,616.44	-	182,549.40	245.00
		ELEC OPS LINEWORKER	169,138.70	-	-	134,507.92	36.27
		ELEC OPS CREW LEAD/LEADER	128,411.30	-	-	97,965.13	-
		GENERATION TECHNICIAN SR/EX	38,416.05	-	-	54,414.63	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	144,325.44	13,005.45	-	2,943.40	977.53
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	121,267.01	3,742.05	-	18,145.16	1,758.98
		GAS OPS SUPERVISOR	153,482.38	24,495.65	-	32,774.52	2,101.77
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	241,450.45	37,942.99	-	8,551.71	979.00
		ELEC OPS SYSTEM OPERATOR/LEAD	94,310.12	-	-	154,427.28	-
		ELEC OPS TECHNICIAN	126,519.71	-	-	62,575.35	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	-	-	-	17,658.60	-
		GAS ENG MANAGER/SR MANAGER	81,249.96	26,296.40	-	213,098.45	718.61
		GENERATION ENGINEER SR/EX/PRN	132,033.35	-	-	30,452.47	315.00

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		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	112,006.99	-	-	2,000.00	8463.13
		ELEC OPS DIRECTOR/SR DIRECTOR	220,543.14	30,036.85	-	10,200.00	2,574.12
		GENERATION AUDITOR SR/EX	171,515.99	24,052.90	-	35,434.59	315.00
		GENERATION SUPERVISOR	183,520.37	30,555.76	-	49,139.12	-
		GAS OPS SUPERVISOR	142,384.36	22,680.09	-	32,293.27	455.00
		GAS OPS SUPERVISOR	141,600.08	13,773.94	-	59,311.80	60.00
		SUPPLY CHAIN MATERIALS ENGINEER	140,071.68	15,416.46	-	766.25	12,313.04
		IT TECHNICIAN	123,548.02	-	-	54,155.57	-
		GAS ENG ENGINEER SR/EX/PRN	128,577.96	-	-	25,532.45	140.00
		GAS ENG ENGINEER SR/EX/PRN	145,548.66	-	-	12,965.23	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	183,511.71	15,042.51	-	400.00	5,709.62
		GAS OPS INVESTIGATOR	126,054.46	16,766.47	-	3,983.61	4,295.63
		ELEC OPS DIRECTOR/SR DIRECTOR	241,381.40	39,293.05	43,897.70	1,165.50	6,244.16
		GAS ENG ANALYST/SPECIALST EXP/PRN	172,247.72	26,817.11	-	1,500.00	2,910.49
		ELEC ENG ESTIMATOR	133,891.24	-	-	9,357.74	420.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	113,451.90	8,566.10	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	99,364.53	-	-	325,706.71	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	119,943.15	-	-	23,666.09	540.00
		SUPPLY CHAIN MATERIALS ENGINEER	157,916.00	16,270.82	-	1,730.84	14,664.82
		IT ANALYST/SPECIALIST SR/EXP/PRN	42,360.45	4,658.62	-	7,321.12	140.00
		OPERATION PRGM/PROD/CONT MANAGER EXP/PRN	151,122.66	14,099.67	-	3,450.00	2,974.97
		ELEC OPS MANAGER/SR MANAGER	191,130.10	23,439.62	13,729.50	650.00	3,010.01
		GAS ENG SENIOR BUSINESS REP	143,105.27	-	-	39,918.34	425.99
		SHARED SVS MECHANIC	120,721.54	-	-	25,278.28	115.63
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	134,361.25	11,121.67	-	7,208.14	3,173.03
		GAS OPS OPERATOR	127,028.61	-	-	37,783.03	-
		GAS OPS SYSTEM/CONST OPERATOR	123,167.89	-	-	110,849.66	455.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,245.42	-	-	164,878.26	39.54
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	130,222.40	14,063.89	-	-	-
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	129,453.24	13,481.67	-	1,483.40	485.35
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	176,673.26	28,131.83	8,576.70	1,231.50	814.63
		IT MANAGER/SR MANAGER	195,901.84	30,399.35	8,576.70	7,550.00	2,138.72
		ELEC OPS CONSULTANT SR/EXP/PRN	111,548.56	10,724.40	-	50.00	385.00
		ELEC OPS SUPERVISOR	133,298.74	12,902.79	-	123,708.58	115.83
		ELEC OPS LINEWORKER	122,746.40	-	-	84,480.94	13,733.91
		ELEC OPS SYSTEM OPERATOR/LEAD	127,449.38	-	-	140,758.88	208.79
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	169,903.66	16,765.78	-	25,748.64	3,652.69
		CORP AFFAIRS CASE MANAGER EXP/PRN	196,135.68	32,476.50	-	3,922.71	620.00
		ELEC OPS CREW LEAD/LEADER	144,225.10	-	-	19,604.46	351.40
		GAS ENG ANALYST/SPECIALST EXP/PRN	-	17,805.85	-	-	-
		SAFETY RISK COMPL INSPECTOR	130,331.72	-	-	99,338.69	2,474.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,207.42	14,291.32	-	411.39	2,004.23
		ELEC OPS SUPERVISOR	46,689.15	14,509.55	-	46,612.22	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	130,819.82	17,402.25	-	2,326.28	14,259.59
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	133,393.18	-	-	25,954.06	1,968.50
		ELEC OPS MANAGER/SR MANAGER	193,326.80	6,319.64	-	48,658.77	2,860.38
		ELEC OPS LINEWORKER	129,422.06	-	-	206,923.40	-
		ELEC OPS SUPERVISOR	144,999.96	20,175.99	-	9,481.04	-
		GAS OPS FOREMAN/LEADER	61,003.20	-	-	5,207.03	-
		SHARED SVS SCIENTIST	147,096.00	15,042.31	-	1,504.84	6,347.19
		GENERATION SUPERVISOR	178,768.08	30,303.81	-	90,438.29	540.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,083.91	-	-	215,949.57	-
		ELEC OPS BUSINESS LIAISON	141,496.59	-	-	51,403.87	-
		GENERATION TECHNICIAN SR/EX	140,697.32	-	-	118,237.07	1,822.69
		ELEC OPS SPECIALIST SR/EX/PRN	134,164.82	11,093.67	-	3,586.66	589.54
		ELEC ENG ENGINEER	140,458.98	-	-	50.00	137.50
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	118,942.88	56,367.03	18,882.30	270,714.35	855.00
		SHARED SVS SUBFOREMAN	124,319.36	-	-	1,506.02	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	187,382.36	28,853.20	-	2,700.00	79.52
		ELEC OPS LINEWORKER	166,272.52	-	-	69,351.99	-
		ELEC OPS LINEWORKER	131,824.78	-	-	158,156.48	-
		ELEC OPS SPECIALIST SR/EX/PRN	147,999.96	-	-	1,000.00	1,109.64
		ELEC OPS SUPERVISOR	157,832.06	15,605.87	-	3,862.50	16,950.38
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,569.60	-	-	21,412.27	-
		GAS OPS TECHNICIAN	15,929.52	-	-	21,174.71	-



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		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	161,104.32	26,066.05	-	1,300.00	40597
		GAS OPS FOREMAN/LEADER	117,103.99	-	-	23,431.45	1,428.56
		IT TECHNICIAN	49,049.50	-	-	3,995.89	37.66
		GAS ENG ANALYST/SPECIALIST EXP/PRN	139,204.20	18,455.80	-	11,674.99	470.00
		GAS ENG SENIOR BUSINESS REP	122,221.70	-	-	62,664.13	556.25
		ELEC OPS LINEWORKER	135,512.42	-	-	142,487.08	-
		GAS ENG SENIOR BUSINESS REP	138,976.48	-	-	53,218.18	445.85
		ELEC ENG TECHNICIAN	147,904.80	-	-	53,080.28	-
		IT DIRECTOR/SR DIRECTOR	59,872.81	51,248.36	36,290.83	35,808.14	250.17
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,354.16	14,688.74	-	50.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	65,038.38	13,851.03	-	13,753.57	480.00
		CUSTOMER CARE MANAGER/SR MANAGER	125,500.00	15,331.80	-	1,445.00	1,064.53
		GENERATION TECHNICIAN SR/EX	17,703.40	-	-	17,082.81	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	62,502.00	-	-	3,661.89	-
		GAS ENG ENGINEER SR/EX/PRN	142,195.00	18,317.48	-	4,882.46	1,774.02
		GAS ENG ENGINEER SR/EX/PRN	156,060.46	20,782.90	-	800.00	3,202.96
		SHARED SVS MANAGER/SR MANAGER	94,038.68	30,579.36	-	243,437.56	549.64
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	31,572.14	-
		ELEC OPS FOREMAN/SUBFOREMAN	56,183.25	-	-	26,089.23	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	768.20	455.00
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	130,625.30	13,947.46	-	100.00	983.60
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	198,952.02	41,353.59	-	2,750.00	15,102.49
		CUSTOMER & COMMS PLANNER/SUCCESS MANGER	124,210.09	13,392.57	-	25.00	633.28
		ELEC OPS TECHNICIAN	151,341.81	-	-	9,926.00	432.39
		ELEC ENG TECHNICIAN	119,971.83	-	-	9,808.26	-
		FINANCE DIRECTOR	220,004.74	47,350.45	39,482.20	2,608.68	1,587.17
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	160,212.90	13,145.19	-	2,477.94	491.26
		SHARED SVS MECHANIC	123,860.92	-	-	25,668.21	28.00
		GAS ENG ENGINEER SR/EX/PRN	82,121.40	-	-	213,025.65	523.64
		ELEC OPS FOREMAN/SUBFOREMAN	142,953.17	-	-	108,087.74	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	128,125.00	12,979.01	-	800.00	-
		GAS ENG ENGINEER SR/EX/PRN	176,964.00	23,367.82	-	11,365.64	2,926.33
		CORP AFFAIRS GOV REP EXP/PRN	196,648.72	31,972.20	-	330.00	324.04
		SAFETY RISK COMPL INSPECTOR	135,227.82	-	-	94,594.81	-
		ELEC OPS LEAD OPERATOR	171,647.20	-	-	25,010.92	-
		GAS ENG ENGINEER SR/EX/PRN	165,984.00	21,910.96	-	10,050.76	400.84
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	140,937.66	19,870.02	-	1,715.84	525.00
		GAS ENG SENIOR BUSINESS REP	143,391.52	-	-	73,029.53	2,011.30
		ELEC OPS FOREMAN/SUBFOREMAN	135,182.48	-	-	90,431.48	320.63
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	139,084.76	18,814.55	-	103,919.90	1,288.19
		GAS OPS MANAGER/SR MANAGER	171,439.12	33,675.01	-	10,147.80	5,583.36
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	155,355.80	15,032.85	-	2,550.00	-
		ELEC OPS MANAGER/SR MANAGER	187,875.00	22,522.10	-	3,050.00	1,085.87
		ELEC OPS FOREMAN/SUBFOREMAN	102,663.32	-	-	146,719.29	-
		GENERATION COORDINATOR SR/EX	154,176.00	21,622.46	-	12,946.88	937.50
		ELEC ENG MANAGER/SR MANAGER	179,033.84	18,475.39	-	5,813.34	10,671.78
		ELEC OPS SUPERVISOR	166,620.48	16,452.80	-	104,219.91	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	121,043.60	10,632.49	-	9,375.89	12,491.20
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	145,298.22	22,037.42	-	12,735.59	-
		ELEC OPS DIRECTOR/SR DIRECTOR	220,919.46	26,954.89	13,729.50	-	5,830.45
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	135,456.74	14,629.17	-	50.00	-
		ELEC OPS SYSTEM OPERATOR/LEAD	98,235.80	-	-	232,323.60	-
		GENERATION MACHINST/MECHANIC/RIGGER	20,137.88	-	-	15,959.75	-
		GAS ENG ENGINEER SR/EX/PRN	145,093.48	-	-	57,268.54	510.63
		ELEC OPS LINEWORKER	106,917.54	-	-	101,847.84	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	164,990.00	13,965.44	-	74,360.43	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	150,898.34	20,030.22	-	27,505.00	3,544.79
		GAS OPS FOREMAN/LEADER	136,361.30	-	-	39,757.15	50.94
		ELEC OPS ELECTRICIAN	117,283.93	-	-	99,698.46	-
		ELEC OPS SUPERVISOR	159,546.98	26,798.38	-	250.00	4,915.36
		ELEC OPS OPERATOR	124,586.30	-	-	59,788.06	-
		SHARED SVS MECHANIC	127,022.48	-	-	18,190.86	-
		GAS ENG ENGINEER SR/EX/PRN	129,512.58	16,782.51	-	11,030.35	2,858.05
		GAS ENG PRGM/ACCT/PROJ MANAGER	193,825.60	38,890.79	-	-	960.00
		GAS OPS FOREMAN/LEADER	114,553.24	-	-	25,607.98	33.81

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	87,905.89	-	-	47,998.53	-
		IT TECHNICIAN	136,786.71	-	-	52,482.89	-
		ELEC OPS TECHNICIAN	127,855.24	-	-	25,446.00	-
		GAS OPS MECHANIC/WELDER	87,896.16	-	-	88,422.53	672.51
		IT MANAGER/SR MANAGER	176,748.24	23,865.72	-	-	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	3,492.00	960.00
		ELEC OPS FOREMAN/SUBFOREMAN	146,278.20	-	-	73,403.31	-
		IT ENGAGEMENT/SERVICE MANAGER PRN	175,529.01	28,445.18	-	-	2,466.23
		ELEC OPS SUPERVISOR	128,795.10	12,717.77	-	467.05	3,589.49
		OPERATIONS SUPERVISOR	166,936.90	16,605.56	-	25,652.45	1,133.17
		GAS OPS ENGINEER	190,496.68	37,583.61	8,576.70	-	2,751.10
		SAFETY RISK MANAGER/SR MANAGER	167,380.44	22,181.15	-	5,057.60	4,739.32
		ELEC ENG SUPERVISOR	153,829.40	15,119.49	-	8,299.14	2,747.83
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	188,068.00	14,890.37	-	31,292.32	3,593.99
		SHARED SVS MECHANIC	111,214.56	-	-	59,024.30	-
		GAS OPS CONST/PRGM MANAGER	127,473.76	37,600.20	-	22,048.08	619.00
		IT MANAGER/SR MANAGER	210,181.38	29,684.78	10,294.30	-	630.00
		ELEC OPS LINEWORKER	125,314.75	-	-	78,957.66	-
		ELEC OPS SUPERVISOR	156,004.00	-	-	93,852.90	268.00
		GAS OPS FOREMAN/LEADER	135,289.88	-	-	38,681.11	-
		ELEC OPS TECHNICIAN	147,184.00	-	-	22,814.15	300.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	139,176.52	14,920.90	-	1,100.00	470.00
		GAS ENG ENGINEER SR/EX/PRN	131,579.65	-	-	85,999.89	-
		ELEC OPS LINEWORKER	111,499.16	-	-	308,479.84	316.13
		ELEC OPS ELECTRICIAN	120,738.44	-	-	113,536.38	-
		ELEC OPS ELECTRICIAN	112,916.94	-	-	2,523.55	-
		ELEC OPS OPERATOR	137,920.50	-	-	50,745.36	-
		IT ENGINEER SR/EX/PRN	15,301.78	29,090.84	-	11,587.72	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	101,260.07	-	-	276,092.51	59.65
		IT ARCHITECH EXP/PRN	196,978.82	26,228.38	-	4,428.04	4,571.82
		GENERATION SUPERVISOR	202,663.26	34,247.94	-	23,525.84	1,169.00
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	157,902.12	14,851.93	-	39,705.99	605.26
		GAS OPS MECHANIC/WELDER	133,848.80	-	-	84,691.94	-
		SHARED SVS DIRECTOR/SR DIRECTOR	231,053.38	49,683.92	40,509.17	503.40	4,435.31
		SAFETY RISK COMPL INSPECTOR	134,640.36	-	-	42,660.21	-
		GAS OPS SCHEDULER	128,838.72	-	-	18,566.33	960.00
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	133,810.18	13,430.12	-	15,723.92	420.00
		ELEC ENG ENGINEER	142,563.60	12,490.47	-	50.00	315.00
		ELEC OPS CREW LEAD/LEADER	145,935.94	-	-	301,422.91	-
		ELEC OPS ELECTRICIAN	114,893.80	-	-	22,536.50	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	175,560.00	22,192.45	-	3,000.00	2,793.62
		ELEC OPS CREW FOREMAN/LEAD	162,305.20	-	-	158,367.92	75.01
		SAFETY RISK MANAGER/SR MANAGER	236,008.50	37,912.88	17,164.70	2,550.00	680.30
		GAS ENG SUPERVISOR	128,578.28	-	-	1,780.10	420.00
		ELEC OPS ELECTRICIAN	114,510.93	-	-	88,870.83	-
		GAS OPS FOREMAN/LEADER	5,743.30	-	-	16,529.86	-
		ELEC OPS CONSULTANT SR/EXP/PRN	185,556.96	24,396.94	-	5,566.71	2,261.18
		ELEC OPS FOREMAN/SUBFOREMAN	143,686.22	-	-	142,610.38	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	149,798.00	15,277.58	-	13,068.46	16,360.68
		GAS ENG ENGINEER SR/EX/PRN	149,540.57	-	-	14,148.44	399.36
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	134,612.11	29,142.29	-	247,576.44	-
		GENERATION COORDINATOR SR/EX	154,176.00	12,973.48	-	1,311.61	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,957.84	-	-	42,387.59	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	182,653.00	-	-	177,598.31	-
		GAS ENG ENGINEER SR/EX/PRN	128,834.42	-	-	17,117.06	893.46
		ELEC OPS LINEWORKER	34,507.68	-	-	42,170.29	451.36
		GAS OPS FOREMAN/LEADER	140,173.26	-	-	27,205.22	-
		GENERATION REACTOR	138,067.68	-	-	89,076.85	1,708.50
		GENERATION TECHNICIAN SR/EX	25,261.39	-	-	30,216.16	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	134,048.25	-	-	76,270.97	895.30
		ELEC OPS FOREMAN/SUBFOREMAN	134,568.00	-	-	50,443.74	-
		ELEC OPS LINEWORKER	122,502.47	-	-	82,972.35	-
		GAS ENG TECHNICIAN	122,436.41	-	-	4,426.68	433.14
		ELEC OPS LINEWORKER	26,638.08	-	-	63,458.17	317.51
		GAS OPS SUPERVISOR	95,357.14	-	-	25,943.89	945.88

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		GAS OPS CONST/PRGM MANAGER	136,355.04	12,461.13	-	2,097.60	-
		ELEC OPS LINEWORKER	114,240.22	-	-	65,552.48	4,489.80
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	156,012.50	16,442.36	-	650.00	852.15
		GAS ENG SUPERVISOR	95,253.84	30,089.79	-	254,692.71	434.64
		GAS ENG SUPERVISOR	167,551.30	26,485.98	-	12,971.20	-
		ELEC OPS BUSINESS LIAISON	137,729.66	-	-	3,696.24	1,600.02
		OPERATIONS COORDINATOR/CONSULT SR/EXP/PRN	126,025.14	10,370.22	-	-	518.48
		SHARED SVS SUBFOREMAN	124,630.40	-	-	9,658.39	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	170,687.34	25,143.94	-	8,021.98	8,750.19
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	138,979.56	-	-	17,294.64	-
		GAS OPS MECHANIC/WELDER	132,594.55	-	-	63,908.37	-
		ELEC OPS LINEWORKER	138,599.74	-	-	127,689.72	-
		IT TECHNICIAN	124,308.92	-	-	13,493.63	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,901.32	-	-	70,554.27	-
		SHARED SVS SUBFOREMAN	126,588.16	-	-	6,590.24	-
		GAS ENG ENGINEER SR/EX/PRN	140,231.18	-	-	131,117.65	525.00
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	128,693.40	-	-	32,907.72	915.00
		IT SUPERVISOR	157,626.82	-	-	2,665.21	2,810.47
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	132,971.82	14,461.21	-	34,941.92	4,333.26
		ELEC OPS SUPERVISOR	170,997.80	16,498.76	-	91,465.22	11,374.02
		GAS OPS FOREMAN/LEADER	121,898.27	-	-	9,109.50	443.33
		GAS OPS SYSTEM/CONST OPERATOR	128,490.40	-	-	27,822.56	-
		ELEC OPS CREW FOREMAN/LEAD	140,120.26	-	-	303,135.09	5,003.14
		GAS OPS CONST/PRGM MANAGER	138,375.00	18,495.00	-	11,772.35	6,359.72
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	146,255.88	8,917.89	-	58,058.50	3,666.23
		GAS OPS LEAD REP/SPEC/INSPECTOR	145,339.90	19,316.45	-	50.00	420.00
		SHARED SVS MECHANIC	7,105.89	-	-	138.14	-
		IT ENGINEER SR/EX/PRN	170,513.16	17,164.75	-	1,000.00	4,550.47
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	64,763.68	14,039.84	-	162,677.55	930.47
		CUSTOMER CARE ENGINEER SR/EXP/PRN	95,646.00	20,484.62	-	235,805.56	5,619.93
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,926.64	14,210.47	-	200.00	3,099.24
		ELEC OPS TECHNICIAN	131,972.86	-	-	89,214.58	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,488.43	-	-	221,980.26	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,458.42	-	-	185,205.52	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	151,901.76	17,076.68	-	10,198.80	420.00
		GAS OPS ENGINEER	113,942.36	-	-	31,858.89	-
		GENERATION MACHINST/MECHANIC/RIGGER	131,688.46	-	-	93,678.00	-
		GENERATION CONSLT/PROC/SPLST/SCHDLR SR/EX/PRN/CHIEF	205,729.74	43,787.60	-	50.00	2,265.03
		ELEC ENG TECHNOLOGIST	141,153.60	-	-	94,653.55	13,007.71
		ENT HEALT & SAFETY DIRECTOR/SR DIRECTOR	201,999.96	25,274.25	13,729.50	1,675.00	6,531.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	-	16,552.37	-	-	-
		IT MANAGER/SR MANAGER	156,479.04	25,420.09	-	1,550.00	175.00
		ELEC OPS MANAGER/SR MANAGER	206,730.70	25,210.61	-	6,000.00	2,834.45
		GAS ENG PRGM/ACCT/PROJ MANAGER	145,016.06	22,851.98	-	6,497.10	-
		SAFETY RISK COMPL INSPECTOR	121,305.94	-	-	81,157.70	-
		GAS ENG ENGINEER SR/EX/PRN	144,073.44	-	-	176,477.12	323.08
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,802.42	18,119.74	-	-	225.00
		ELEC OPS LINEWORKER	134,567.68	-	-	81,768.86	-
		ELEC OPS LINEWORKER	122,548.72	-	-	288,128.37	81.59
		ELEC OPS ELECTRICIAN	59,456.23	-	-	16,008.29	198.52
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,226.39	-	-	125,464.71	-
		GAS ENG ENGINEER SR/EX/PRN	165,984.00	21,879.17	-	5,571.65	545.00
		GEN COUNSEL & ETHICS COMP PARALEGAL	42,571.13	14,654.27	-	61,050.43	506.36
		ELEC OPS SUPERVISOR	159,511.66	15,782.82	-	14,686.28	-
		ELEC OPS OPERATOR	125,459.97	-	-	48,398.38	40.08
		ELEC ENG ENGINEER	185,760.00	15,236.30	-	4,286.40	5,402.35
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	-	23,371.96	-	-	-
		ELEC OPS TECHNICIAN	21,775.52	-	-	26,636.02	-
		HR ECO RECRUITER EX	132,406.20	13,988.69	-	50.00	140.00
		ELEC OPS TECHNICIAN	117,759.24	-	-	113,412.35	364.64
		ELEC OPS LINEWORKER	149,427.70	-	-	145,071.80	-
		ELEC OPS MANAGER/SR MANAGER	106,875.00	12,052.36	-	10,250.00	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	123,281.95	-	-	6,821.47	-
		OPERATION SENIOR EXEC ASSISTANT	141,722.04	11,254.36	-	4,550.05	1,537.24
		ELEC OPS SPECIALIST SR/EX/PRN	131,992.00	17,513.58	-	11,714.87	1,215.86

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		GAS ENG ENGINEER SR/EX/PRN	131,645.78	-	-	149.23	35000
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	131,416.40	10,757.49	-	-	974.13
		ENERGY PLCY & PROC MANAGER/SR MANAGER	203,389.82	32,616.65	8,576.70	3,000.00	470.00
		ELEC OPS ENGINEER	127,110.14	-	-	22,127.16	1,409.51
		SHARED SVS PGRM/PROJ MANAGER	146,693.38	15,822.95	-	4,228.69	455.00
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	225,043.90	36,469.26	-	5,840.46	3,215.00
		SHARED SVS MANAGER/SR MANAGER	183,666.46	29,624.47	17,164.70	9,280.02	597.42
		ELEC ENG INTERCONNECTION MANAGER	140,109.47	-	-	6,244.39	385.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	48,837.75	29,157.50	-	24,249.27	105.00
		CUSTOMER & COMMS ANALYST EXP/PRN	164,270.12	26,052.23	-	400.00	603.66
		CUSTOMER & COMMS ANALYST EXP/PRN	190,694.39	30,587.30	8,576.70	6,281.32	2,812.16
		GAS ENG SENIOR BUSINESS REP	139,557.36	-	-	90,216.34	1,474.77
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	133,732.01	11,719.16	-	-	23.75
		GAS OPS CONST/PRGM MANAGER	76,816.16	22,767.00	-	197,649.14	14,762.17
		ELEC ENG ENGINEER	197,746.00	15,705.27	-	6,805.71	747.32
		IT ANALYST/SPECIALIST SR/EXP/PRN	177,530.96	21,844.84	8,576.70	12,608.40	552.63
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	152,717.40	16,607.81	-	6,843.36	7,138.61
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	195,060.00	15,491.23	-	1,137.96	1,269.90
		ENG PLNG & STRAT ANALYST/SPEC SR/AST SR/EXP/PRN	114,340.28	11,686.74	-	50.00	444.10
		OPERATIONS MANGER/SR MANAGER	156,550.59	18,267.67	-	3,750.00	305.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	182,664.80	29,554.47	-	750.00	420.00
		GAS ENG ENGINEER SR/EX/PRN	168,773.43	22,918.11	-	15,460.32	4,159.54
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	156,825.00	3,452.35	-	35,528.96	2,472.47
		GAS OPS FOREMAN/LEADER	120,303.13	-	-	122,918.13	1,114.19
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	31,193.00	23,756.08	-	49,194.77	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,554.70	13,653.08	-	-	800.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	106,892.12	-	-	82,004.61	-
		ELEC OPS LINEWORKER	83,802.61	-	-	162,146.36	2,389.85
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	143,218.10	15,435.98	-	50.00	923.71
		ENERGY PLCY & PROC SCHEDULER/TRADER SR/EXP	145,477.96	15,768.38	-	50.00	385.00
		CUSTOMER & COMMS ANALYST EXP/PRN	115,371.23	12,145.84	-	50.00	880.00
		ELEC OPS SPECIALIST SR/EX/PRN	125,832.68	8,303.96	-	27,026.23	8,125.18
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	147,717.86	15,946.07	-	1,855.36	175.00
		GAS ENG ENGINEER SR/EX/PRN	165,260.00	21,174.72	-	1,409.01	651.39
		IT MANAGER/SR MANAGER	215,751.58	34,460.10	10,294.30	1,650.00	3,260.07
		ENERGY PLCY & PROC SCHEDULER/TRADER SR/EXP	147,868.24	9,751.37	-	1,900.00	1,016.78
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	158,715.86	31,691.25	-	550.00	455.00
		FINANCE DIRECTOR	202,480.67	48,461.52	34,402.69	17,346.53	1,179.68
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	173,224.96	19,089.25	-	1,171.52	923.40
		GAS ENG SENIOR BUSINESS REP	133,375.58	-	-	75,970.05	3,695.83
		CUSTOMER CARE ENGINEER SR/EXP/PRN	128,481.12	13,314.19	-	550.00	1,219.40
		GENERATION TECHNICIAN SR/EX	26,503.36	-	-	34,344.52	-
		SHARED SVS MECHANIC	71,089.67	-	-	8,611.08	-
		ELEC ENG TECHNICIAN	126,952.82	-	-	98,783.07	960.00
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	146,892.44	15,812.40	-	2,125.00	591.75
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	135,135.20	14,576.23	-	1,570.00	280.00
		GAS OPS TECHNICIAN	134,151.30	-	-	39,434.03	60.26
		SHARED SVS BIOLOGIST	153,468.00	16,434.36	-	2,823.16	3,266.35
		ELEC ENG ENGINEER	153,334.77	-	-	81,211.11	5,712.61
		ELEC OPS SYSTEM OPERATOR/LEAD	141,814.09	-	-	135,822.16	-
		OPERATIONS DIRECTOR/SR DIRECTOR	206,083.37	27,285.34	15,447.10	4,050.00	2,860.77
		GENERATION TECHNICIAN SR/EX	132,063.85	-	-	88,204.04	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	172,197.02	28,799.90	10,294.30	5,131.22	816.35
		ELEC OPS OPERATOR	132,052.80	-	-	31,743.64	72.50
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	95,898.09	14,120.37	-	21,263.82	717.48
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	148,338.00	4,125.70	-	-	1,742.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	143,434.46	15,430.88	-	2,550.00	-
		ELEC ENG SUPERVISOR	174,633.36	16,843.99	-	1,374.77	535.81
		OPERATIONS MANAGER/SR MANAGER	175,031.60	21,587.23	-	2,000.00	7,312.12
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	26,920.32	-	-	59,271.21	-
		ELEC OPS LINEWORKER	170,161.17	-	-	102,361.86	-
		ELEC OPS CABLE SPLICER	160,685.96	-	-	88,800.26	-
		ELEC OPS CABLE SPLICER/CABLEMAN	111,774.18	-	-	256,767.36	812.16
		OPERATIONS SUPERVISOR	141,069.76	15,085.77	-	-	838.65
		OPERATIONS MANGER/SR MANAGER	181,650.00	36,037.04	-	519.48	-

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	124,846.32	-	-	63,198.00	-
		GAS ENG DIRECTOR/SR DIRECTOR	195,012.04	31,427.05	10,294.30	-	637.36
		GAS OPS SYSTEM/CONST OPERATOR	126,533.60	-	-	15,853.23	-
		SHARED SVS MECHANIC	128,324.00	-	-	12,557.07	-
		SHARED SVS DIRECTOR/SR DIRECTOR	217,825.32	46,539.23	42,832.08	2,050.00	4,076.72
		IT ANALYST/SPECIALIST SR/EXP/PRN	164,756.52	17,614.13	-	8,438.80	3,808.36
		GAS OPS MECHANIC/WELDER	122,671.20	-	-	33,024.53	-
		GAS OPS ENGINEER	115,886.30	-	-	39,749.45	1,833.50
		ELEC OPS CREW LEAD/LEADER	133,342.82	-	-	194,884.68	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	91,365.08	13,058.25	-	9,640.00	45.63
		ELEC OPS TECHNICAL PROJ MNGR/WRITER	170,352.00	20,127.56	8,576.70	-	8,424.07
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	146,359.74	12,092.45	-	650.00	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	141,820.76	18,111.29	-	44,995.61	2,965.48
		ELEC OPS LINEWORKER	137,308.14	-	-	204,397.88	-
		SHARED SVS EX ASST/HR GNRLST/PILOT/CHIEF	135,878.60	-	-	17,672.05	1,960.64
		GAS OPS TECHNICIAN	121,077.18	-	-	103,974.94	82.45
		ELEC OPS LINEWORKER	140,524.08	-	-	171,192.50	58.48
		GAS ENG ENGINEER SR/EX/PRN	131,885.80	15,487.58	-	250.00	130.46
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	126,636.38	-	-	219,601.29	13,218.65
		ELEC OPS FOREMAN/SUBFOREMAN	145,853.92	-	-	127,425.71	329.04
		ELEC OPS CREW LEAD/LEADER	132,278.44	-	-	9,122.21	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	157,208.25	16,813.62	-	1,005.55	1,363.86
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	134,179.22	14,520.77	-	-	6,154.41
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	142,787.68	15,253.56	-	350.00	406.64
		GAS ENG SENIOR BUSINESS REP	122,676.91	-	-	68,203.91	4,232.35
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	44,432.86	-	-	10,000.00	105.00
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	188,680.00	30,818.15	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	173,829.44	22,922.84	-	29,941.71	1,701.73
		ELEC OPS CABLE SPLICER	173,244.75	-	-	80,172.87	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	174,294.36	-	-	232,600.37	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	126,157.22	16,744.75	-	5,000.00	-
		GENERATION SUPERVISOR	158,310.14	26,508.35	-	45,716.60	3,102.35
		ELEC OPS LINEWORKER	123,716.11	-	-	152,804.87	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	134,487.73	-	-	138,751.36	-
		ELEC OPS FOREMAN/SUBFOREMAN	65,898.48	-	-	314,308.35	-
		GAS OPS FOREMAN/LEADER	118,934.53	-	-	34,668.66	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	73,833.30	15,944.28	-	164,439.94	8,904.30
		ELEC ENG ENGINEER	136,090.32	-	-	44,140.37	2,105.77
		ELEC OPS ENGINEER	122,081.38	24,642.38	-	8,634.25	455.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,734.98	14,048.90	-	-	315.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	206,141.99	18,404.91	-	95,807.76	7,718.35
		GAS OPS SCHEDULER	136,836.72	-	-	2,018.20	490.00
		ELEC OPS SPECIALIST SR/EX/PRN	170,374.02	14,083.16	-	19,221.98	10,451.37
		GAS OPS FOREMAN/LEADER	52,553.61	-	-	37,749.63	-
		ELEC OPS CABLE SPLICER	149,089.35	-	-	167,466.38	-
		HR ECO DIRECTOR/SR DIRECTOR	116,326.96	50,558.64	39,482.20	289,904.58	56.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	179,488.24	35,453.16	-	89,261.13	-
		GAS OPS WORKING LEADER	134,881.54	-	-	40,572.49	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	125,722.07	19,400.94	-	14,799.46	988.92
		SHARED SVS MECHANIC	127,022.48	-	-	31,243.01	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	137,058.75	-	-	32,698.22	-
		ENERGY PLCY & PROC DIRECTOR	225,541.66	48,695.09	23,345.80	50.00	420.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	198,030.00	20,825.70	-	1,050.00	420.00
		ELEC ENG CONSULTANT/REP	138,272.54	11,001.00	-	1,300.00	455.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	178,026.18	37,124.44	8,576.70	25.00	540.00
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	155,800.04	25,179.35	-	-	-
		ELEC ENG ENGINEER	143,176.00	11,092.01	-	950.00	1,302.00
		GAS ENG ENGINEER SR/EX/PRN	179,837.31	23,490.71	-	22,741.28	3,024.09
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	130,952.24	14,125.05	-	50.00	960.00
		ELEC ENG ENGINEER	163,512.00	12,773.17	-	2,012.12	2,859.68
		IT SUPERVISOR	147,000.00	14,629.53	-	800.00	3,130.58
		ELEC OPS ELECTRICIAN	123,240.57	-	-	27,449.69	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	91,441.76	29,495.63	-	210,352.76	4,747.84
		IT DIRECTOR/SR DIRECTOR	223,525.50	47,794.30	36,233.00	50.00	7,334.84
		IT MANAGER/SR MANAGER	203,000.04	30,953.40	-	-	6,690.76

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		IT ANALYST/SPECIALIST SR/EXP/PRN	144,670.80	15,554.44	-	1,100.00	985.00
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	116,733.98	25,421.77	-	27,007.08	580.56
		GAS ENG ENGINEER SR/EX/PRN	183,388.29	23,448.47	-	6,382.41	3,842.98
		GAS OPS LEAD REP/SPEC/INSPECTOR	135,277.72	17,906.34	-	50.00	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	149,525.36	14,788.91	-	39,052.38	9,158.27
		GAS OPS PRGM/PROJ MANAGER	137,138.00	10,625.23	-	450.00	4,978.33
		ELEC OPS TECHNICIAN	149,963.60	-	-	15,653.17	-
		ELEC OPS SUPERVISOR	45,063.19	15,282.56	-	59,079.17	-
		ELEC OPS FOREMAN/SUBFOREMAN	142,587.61	-	-	86,588.26	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	171,612.65	-	-	328,640.88	1,019.07
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	220,281.02	46,948.30	25,752.70	-	315.00
		ELEC OPS CONSULTANT SR/EXP/PRN	133,520.76	11,474.03	-	14,734.57	966.42
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	141,813.20	-	-	98,579.43	6,168.51
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	135,000.00	-	-	389.40	388.88
		ELEC OPS BUSINESS LIAISON	127,820.58	-	-	7,114.28	-
		GAS OPS FOREMAN/LEADER	135,008.44	-	-	30,961.80	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	121,329.77	-	-	154,606.75	435.26
		GEN COUNSEL & ETHICS COMP INVESTIGATOR	133,310.08	12,730.93	-	4,197.46	5,099.76
		GAS OPS FOREMAN/LEADER	134,492.60	-	-	74,387.36	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	140,600.04	-	-	2,879.19	-
		GAS OPS INVESTIGATOR	125,140.80	13,938.48	-	-	2,444.25
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	136,201.86	17,560.92	-	27,444.75	-
		GAS OPS SUPERVISOR	150,977.48	28,478.19	-	1,550.00	280.00
		IT ARCHITECH EXP/PRN	159,941.62	17,350.00	-	400.00	756.60
		GAS ENG ENGINEER SR/EX/PRN	163,952.00	20,618.50	-	5,896.42	8,375.95
		GAS OPS SUPERVISOR	151,170.84	23,407.56	-	66,356.95	14,651.17
		GAS ENG ENGINEER SR/EX/PRN	142,980.11	-	-	22,566.37	307.72
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	125,881.10	-	-	34,636.67	-
		ELEC OPS TECHNICIAN	183,782.40	-	-	3,369.84	-
		ELEC OPS LINEWORKER	20,287.40	-	-	85,968.87	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	126,075.00	10,424.75	-	564.18	2,562.45
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	133,249.30	8,617.65	-	-	880.00
		GAS OPS TECHNICIAN	127,538.35	-	-	54,576.21	-
		ELEC OPS FOREMAN/SUBFOREMAN	143,301.65	-	-	94,965.34	-
		GAS ENG SUPERVISOR	160,225.00	20,709.90	-	70,217.22	140.00
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	163,008.36	23,458.64	-	2,550.00	-
		GAS ENG ENGINEER SR/EX/PRN	136,063.53	16,179.29	-	7,040.92	2,412.44
		ELEC OPS SUPERVISOR	51,134.40	29,855.90	-	77,470.83	105.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	169,740.00	17,726.44	-	50.00	644.00
		ELEC OPS FOREMAN/SUBFOREMAN	96,079.40	16,515.60	-	514,182.77	3,037.05
		ELEC ENG MANAGER/SR MANAGER	207,271.24	25,772.03	-	1,050.00	3,989.31
		GENERATION MANAGER/SR MANAGER	217,110.88	46,763.93	-	10,550.00	434.35
		GENERATION PLANNER	145,123.11	-	-	25,028.62	-
		ELEC ENG MANAGER/SR MANAGER	113,979.48	14,515.34	-	31,661.21	245.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	129,149.79	12,744.08	-	14,198.60	-
		GAS OPS SUPERVISOR	145,491.96	-	-	34,706.22	123.62
		GENERATION MACHINST/MECHANIC/RIGGER	27,517.60	-	-	18,981.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,238.37	-	-	74,301.94	-
		SHARED SVS SUBFOREMAN	122,672.64	-	-	6,718.46	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	144,648.00	9,035.32	-	3,511.92	3,483.05
		ELEC OPS LINEWORKER	132,026.55	-	-	84,622.66	503.06
		HR ECO COMMS REP/HR INVEST/CONSLT/ SR/EXP/PRN	149,088.66	14,712.41	-	-	3,290.00
		ELEC OPS FOREMAN/SUBFOREMAN	136,921.39	-	-	76,874.52	-
		GENERATION ELECTRICIAN	43,448.90	-	-	37,982.57	-
		GENERATION SUPERVISOR	53,189.40	26,707.01	-	29,786.35	1,817.14
		GAS ENG ENGINEER SR/EX/PRN	142,952.26	17,764.34	-	13,518.24	3,778.04
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	138,000.00	13,244.76	-	2,158.00	2,133.44
		CUSTOMER CARE MANAGER/SR MANAGER	159,290.31	23,703.19	-	50.00	1,245.41
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	207,708.86	41,273.17	-	2,000.00	1,036.27
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	169,975.74	21,065.46	-	50.00	431.26
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	97,411.06	-	-	202,934.84	-
		CUSTOMER & COMMS SUPERVISOR	162,921.30	21,174.09	-	25.00	901.77
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	141,686.22	15,294.97	-	1,000.00	-
		ELEC OPS SUPERVISOR	154,093.14	15,154.45	-	40,169.93	22,048.70
		ELEC ENG TECHNICIAN	143,523.60	-	-	39,402.72	-

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		ELEC OPS FOREMAN/SUBFOREMAN	194,684.92	-	-	228,920.04	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,584.12	-	-	107,192.97	118.16
		ELEC OPS FOREMAN/SUBFOREMAN	159,103.80	-	-	183,694.11	-
		ELEC OPS LINeworker	166,160.38	-	-	26,810.45	-
		IT DIRECTOR/SR DIRECTOR	219,984.65	37,931.04	24,035.10	14,950.00	2,285.88
		ELEC OPS LINeworker	17,819.36	-	-	586.08	-
		ELEC OPS LINeworker	162,839.39	-	-	164,391.64	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	171,870.84	18,480.07	-	3,000.00	2,389.99
		ELEC OPS FOREMAN/SUBFOREMAN	59,186.10	-	-	11,445.59	-
		ELEC ENG ESTIMATOR	145,917.13	-	-	48,944.04	-
		GAS ENG ENGINEER SR/EX/PRN	143,527.86	-	-	107,120.02	420.00
		OPERATIONS PERMIT FACILITATOR	121,069.65	-	-	43,049.53	960.00
		FINANCE DIRECTOR	167,346.72	26,543.17	8,576.70	5,000.00	28,547.62
		SUPPLY CHAIN MATERIALS SUPPLIER RESPON	160,709.42	17,211.11	-	-	4,013.30
		ELEC OPS LINeworker	125,991.36	-	-	52,309.81	-
		GENERATION TECHNICIAN SR/EX	136,885.41	-	-	25,345.93	-
		ELEC OPS LINeworker	130,790.27	-	-	128,116.65	1,253.50
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	185,575.60	22,155.35	-	50.00	-
		GAS OPS PRGM/PROJ MANAGER	165,984.00	-	-	18,628.20	2,635.46
		GENERATION SUPERVISOR	171,268.78	28,928.32	-	113,451.01	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	66,178.34	14,393.55	-	146,294.07	-
		ELEC OPS OPERATOR	136,489.40	-	-	100,010.73	284.32
		ELEC ENG ENGINEER	197,066.00	15,443.46	-	10,863.44	1,047.24
		GAS OPS LEAD REP/SPEC/INSPECTOR	90,005.54	-	-	4,390.10	-
		ELEC ENG SUPERVISOR	153,002.50	15,197.94	-	1,548.80	4,869.72
		ENT HEALT & SAFETY HYGIENTIST/COM REP	23,418.44	15,538.65	-	50,184.26	70.00
		GAS OPS SYSTEM/CONST OPERATOR	124,662.91	-	-	10,561.27	80.13
		GAS OPS TECHNICIAN	123,708.37	-	-	61,785.48	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	158,567.42	25,655.60	-	24.00	4,630.68
		ELEC OPS SYSTEM OPERATOR/LEAD	113,510.66	-	-	149,716.25	921.03
		GAS OPS TECHNICIAN	134,967.56	-	-	20,248.01	245.23
		GAS OPS SUPERVISOR	75,024.32	24,008.80	-	183,426.39	-
		ELEC OPS CREW LEAD/LEADER	20,440.80	-	-	65,959.13	-
		IT ENGINEER SR/EX/PRN	171,671.46	18,493.98	-	5,599.84	-
		IT TECHNICIAN	117,103.15	-	-	13,167.77	-
		GAS OPS SUPERVISOR	148,775.04	-	-	144,269.25	21,453.85
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	68,661.50	-	-	172,715.83	489.38
		ELEC OPS FOREMAN/SUBFOREMAN	128,932.88	-	-	22,997.49	-
		SHARED SVS SCIENTIST	148,443.75	15,036.94	-	15,518.32	2,954.89
		GAS OPS TECHNICIAN	128,618.25	-	-	2,980.98	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	159,176.10	17,177.56	-	50.00	420.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	117,229.98	18,638.67	-	10,240.50	742.90
		ELEC ENG ENGINEER	129,792.88	10,114.48	-	21,571.42	10,423.35
		GENERATION SUPERVISOR	150,821.42	25,147.48	-	4,749.96	83.68
		GAS ENG ENGINEER SR/EX/PRN	188,994.04	27,664.09	-	100.00	-
		ELEC OPS LINeworker	135,771.08	-	-	110,732.64	138.34
		ELEC OPS SUPERVISOR	155,447.64	15,411.96	-	15,961.86	275.59
		ELEC OPS LINeworker	122,431.95	-	-	167,762.14	516.82
		GAS OPS LEAD REP/SPEC/INSPECTOR	128,988.80	-	-	17,387.91	-
		ELEC OPS SUPERVISOR	129,996.00	-	-	2,500.00	1,571.15
		ELEC OPS ENGINEER	175,688.00	23,555.29	-	6,705.79	2,507.38
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	126,144.60	-	-	129,824.49	2,357.39
		GAS ENG SUPERVISOR	142,939.24	22,280.86	-	1,000.00	420.00
		ELEC OPS LINeworker	130,175.27	-	-	94,345.57	-
		GAS ENG ENGINEER SR/EX/PRN	100,097.74	-	-	34,527.25	2,842.20
		GAS OPS SUPERVISOR	172,516.66	27,844.02	-	50.00	11,743.77
		GAS ENG MANAGER/SR MANAGER	178,219.75	34,113.00	-	-	505.00
		ELEC OPS CREW FOREMAN/LEAD	96,129.52	21,169.38	-	7,474.58	232.04
		GAS ENG SENIOR BUSINESS REP	118,042.80	-	-	37,311.72	934.46
		OPERATION SUPERVISOR	143,199.96	16,797.46	-	33,036.71	1,524.95
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	142,125.12	15,268.13	-	-	472.60
		GENERATION TECHNICIAN SR/EX	34,045.00	-	-	34,918.82	-
		ELEC OPS FOREMAN/SUBFOREMAN	103,358.11	-	-	61,569.04	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	115,321.27	-	-	213,206.32	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,610.30	-	-	94,100.95	-

PACIFIC GAS AND ELECTRIC COMPANY  
EMPLOYEES COMPENSATED AT THE  
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FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	131,560.19	11,355.74	-	600.00	455.00
		HR ECO MANAGER/SR MANAGER	160,048.32	21,018.40	-	50.00	1,081.08
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	147,527.20	-	-	36,610.40	175.02
		GAS ENG SENIOR BUSINESS REP	137,910.48	-	-	81,815.84	4,771.05
		GAS OPS SYSTEM/CONST OPERATOR	93,101.52	-	-	50,366.53	270.62
		ELEC OPS SPECIALIST SR/EX/PRN	142,708.10	11,612.60	-	2,280.30	-
		GAS OPS WORKING LEADER	154,530.26	-	-	66,351.60	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	131,026.11	-	-	54,962.40	-
		ELEC ENG SUPERVISOR	181,650.04	16,646.12	-	-	3,585.97
		ELEC OPS CONSULTANT SR/EXP/PRN	144,108.68	23,735.68	-	50.00	1,023.72
		ELEC OPS SUPERVISOR	144,696.30	18,574.95	-	14,343.62	2,226.03
		ELEC OPS LEAD OPERATOR	144,143.18	-	-	79,499.97	-
		OPERATIONS MANAGER/SR MANAGER	189,818.31	20,205.01	-	850.00	385.00
		GAS ENG ENGINEER SR/EX/PRN	147,239.29	-	-	71,428.92	1,952.60
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,739.62	-	-	163,172.50	-
		GAS OPS ENGINEER	131,030.74	-	-	74,544.90	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	135,972.00	14,559.88	-	19,138.05	4,112.28
		ELEC OPS LINEWORKER	130,508.88	-	-	143,377.34	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	154,369.06	24,615.35	-	1,572.02	512.12
		ELEC OPS SUPERVISOR	167,754.16	16,645.56	-	50.00	1,708.06
		GAS OPS SUPERVISOR	142,807.18	22,793.68	-	5,558.26	17,422.00
		ELEC ENG ENGINEER	136,960.00	10,655.26	-	2,041.36	705.63
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	151,980.00	21,205.75	-	23,940.63	480.00
		SUPPLY CHAIN MATERIALS ENGINEER	157,440.00	16,056.62	-	515.42	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	158,860.60	15,853.76	-	5,522.90	13,855.68
		OPERATIONS PERMIT FACILITATOR	101,866.46	-	-	450.00	210.00
		ELEC OPS LINEWORKER	126,335.44	-	-	208,090.45	280.22
		OPERATIONS SUPERVISOR	133,357.70	4,022.79	-	2,223.18	1,932.34
		GAS OPS FOREMAN/LEADER	124,162.79	-	-	86,258.94	-
		FINANCE MANAGER/SR MANAGER	182,778.32	29,596.77	-	1,050.00	1,409.75
		ELEC OPS BUSINESS LIAISON	138,809.04	-	-	2,381.41	-
		GENERATION TECHNICIAN SR/EX	29,959.60	-	-	44,055.19	-
		GAS OPS TECHNICIAN	128,660.34	-	-	67,720.14	-
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	131,805.58	14,297.87	-	-	545.07
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	147,375.05	21,324.52	-	27,721.48	560.00
		OPERATIONS MANAGER/SR MANAGER	173,349.00	23,908.56	-	5,200.47	385.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	58,393.64	11,314.69	-	47,550.00	399.99
		GAS OPS FITTER	120,121.92	-	-	54,231.50	-
		IT SUPERVISOR	147,582.62	18,738.78	-	7,710.00	219.37
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	132,600.50	-	-	9,963.20	18,722.89
		ELEC OPS ENGINEER	145,984.50	-	-	58,683.19	-
		OPERATIONS MANAGER/SR MANAGER	91,438.87	34,174.07	-	12,998.35	12.24
		GAS ENG ENGINEER SR/EX/PRN	141,429.44	-	-	81,243.52	-
		GAS ENG ENGINEER SR/EX/PRN	147,011.55	-	-	20,502.70	891.68
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	132,993.80	12,452.34	-	-	900.75
		ELEC OPS LINEWORKER	111,752.10	-	-	119,493.24	-
		GENERATION PLANNER	152,512.88	-	-	32,735.21	-
		ELEC ENG SUPERVISOR	178,375.16	18,232.87	-	36,870.04	7,160.44
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	122,763.51	-	-	116,607.54	25.85
		GAS OPS LEAD REP/SPEC/INSPECTOR	57,449.61	-	-	21,197.61	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	147,336.04	15,563.47	-	3,397.32	8,555.40
		GAS OPS TECHNICIAN	126,370.90	-	-	22,586.49	508.95
		GENERATION CREW LEADER/CONTROL LEAD	143,814.84	-	-	176,568.40	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	166,739.45	16,651.67	-	4,500.00	438.79
		CUSTOMER & COMMS SPECIALIST EXP/PRN	145,029.04	15,373.46	-	1,150.00	995.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	132,757.73	8,254.02	-	2,139.34	1,455.11
		GAS OPS SUPERVISOR	132,996.00	-	-	2,558.35	1,039.43
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	89,111.58	22,304.10	-	226,098.40	-
		ELEC ENG SUPERVISOR	168,531.62	16,696.04	-	-	1,690.17
		GENERATION SUPERVISOR	165,582.96	27,917.39	-	49,069.28	-
		ELEC OPS LINEWORKER	139,277.41	-	-	128,660.90	-
		FINANCE MANAGER/SR MANAGER	214,220.72	33,999.90	13,729.50	8,304.80	997.61
		ELEC OPS LINEWORKER	131,180.61	-	-	47,715.71	-
		SAFETY RISK COMPL INSPECTOR	132,727.71	-	-	48,924.72	-
		ELEC OPS SUPERVISOR	162,438.42	16,014.79	-	3,670.10	777.25



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ENERGY PLCY & PROC MANAGER/SR MANAGER	193,870.42	30,990.45	-	-	1739.97
		ELEC OPS CREW LEAD/LEADER	138,186.23	-	-	46,131.96	2,372.85
		ELEC OPS SYSTEM OPERATOR/LEAD	132,518.20	-	-	201,696.30	9,765.00
		ELEC OPS MACHINIST/WELDER/HYDROGAPHER	105,348.72	-	-	40,821.99	150.84
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	133,356.60	-	-	-	1,712.28
		ELEC OPS ELECTRICIAN	109,519.79	-	-	2,302.27	-
		GENERATION CREW LEADER/CONTROL LEAD	69,211.20	-	-	-	-
		FINANCE DIRECTOR	214,809.82	46,161.97	37,764.60	-	172.37
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	137,890.45	19,131.50	-	9,634.99	2,102.81
		ELEC OPS FOREMAN/SUBFOREMAN	15,268.60	-	-	26,024.55	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	119,629.17	-	-	334,921.21	4,880.22
		ELEC OPS SUPERVISOR	178,409.66	17,652.65	-	18,221.65	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	36,826.95	13,327.57	-	5,649.54	-
		GAS ENG ENGINEER SR/EX/PRN	149,389.43	-	-	181,579.82	-
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	145,966.12	-	-	119,685.42	-
		GAS ENG SUPERVISOR	169,417.78	22,407.88	-	-	1,783.20
		GAS OPS SUPER CREW LEADER/COORD	133,254.48	-	-	60,406.04	3,340.62
		GAS OPS MECHANIC/WELDER	126,725.55	-	-	92,541.41	-
		ELEC OPS SUPERVISOR	149,126.30	14,713.79	-	100.00	1,478.61
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	139,284.72	13,696.22	-	975.90	2,687.75
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	195,814.26	31,329.18	8,576.70	3,050.00	322.36
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,029.33	29,182.70	59,748.48	50.00	280.00
		ELEC ENG MANAGER/SR MANAGER	169,645.02	21,846.46	8,576.70	4,043.16	1,567.87
		ELEC ENG ENGINEER	141,684.49	-	-	90,757.02	35.00
		SHARED SVS BIOLOGIST	36,288.14	12,741.17	-	9,976.05	764.46
		ELEC OPS LINEWORKER	135,789.51	-	-	48,082.16	-
		GAS ENG ENGINEER SR/EX/PRN	139,989.20	-	-	140,201.90	509.13
		ELEC OPS ENGINEER SR/EXP/PRN	176,108.00	13,614.64	-	14,154.55	1,636.27
		GAS OPS ENGINEER	142,492.24	-	-	71,406.66	350.00
		GAS ENG ENGINEER SR/EX/PRN	143,979.54	-	-	31,082.72	4,027.82
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,684.66	25,731.76	-	3,200.00	280.00
		ELEC OPS LEAD OPERATOR	62,341.52	-	-	88,660.10	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	161,950.04	23,800.04	-	-	2,695.00
		GENERATION ENGINEER SR/EX/PRN	171,476.00	23,131.42	-	39,628.08	3,179.93
		GAS OPS TECHNICIAN	124,138.73	-	-	48,438.93	2,317.34
		IT ANALYST/SPECIALIST SR/EXP/PRN	215,979.31	34,412.79	-	100.00	1,014.43
		ELEC OPS OPERATOR	136,111.23	-	-	120,996.12	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	198,018.44	24,741.98	-	2,961.58	2,376.76
		ELEC OPS ELECTRICIAN	126,684.88	-	-	73,506.84	167.37
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	152,358.00	20,349.34	-	4,704.06	648.00
		ELEC ENG SUPERVISOR	153,750.00	9,096.53	-	11,262.28	280.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	89,818.89	-	-	163,815.16	3,090.32
		ELEC OPS LINEWORKER	5,284.80	-	-	2,675.52	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	201,067.50	34,205.67	230.39	2,500.00	275.00
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	160,553.28	13,073.79	-	33,163.14	32,586.58
		GAS OPS TECHNICIAN	128,593.65	-	-	23,521.43	80.37
		GENERATION SUPERVISOR	146,044.94	24,493.37	-	39,288.41	-
		ELEC OPS LINEWORKER	105,026.19	-	-	76,339.52	-
		GENERATION ENGINEER SR/EX/PRN	153,791.27	21,783.79	-	18,799.10	1,236.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	42,024.24	13,305.89	-	3,020.10	-
		GAS ENG ENGINEER SR/EX/PRN	135,548.63	-	-	13,844.05	537.39
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	158,404.00	12,992.57	-	15,694.61	2,599.98
		CUSTOMER CARE EX AST/STEG PLNR/CHANGE CONSLT	163,116.32	25,865.85	-	150.00	917.08
		CUSTOMER CARE ENGINEER SR/EXP/PRN	191,292.00	20,386.85	-	150.00	2,592.62
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	136,776.00	11,355.74	-	1,830.56	350.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	148,517.44	7,484.12	-	50.00	630.00
		SHARED SVS FACILITY LEAD/TECH	111,015.91	-	-	31,570.77	26.88
		IT SUPERVISOR	166,208.82	21,513.56	-	250.00	795.33
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	148,122.80	15,977.12	-	250.00	481.38
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	16,250.57	4,475.87
		ELEC OPS CABLE SPLICER	154,316.10	-	-	234,547.20	-
		ELEC OPS MANAGER/SR MANAGER	156,345.36	20,934.60	-	380.84	921.99
		GAS OPS ENGINEER	162,000.00	20,413.00	-	200.00	1,911.99
		GAS OPS MECHANIC/WELDER	133,848.80	-	-	39,566.16	-
		ELEC ENG ENGINEER	146,604.68	-	-	6,306.03	691.38

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		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	93,790.65	-	-	162,850.27	2993.83
		ELEC OPS LINEWORKER	90,548.64	-	-	978.00	-
		GAS ENG ENGINEER SR/EX/PRN	213,254.84	41,703.88	-	875.52	5,506.72
		GAS OPS SUPERVISOR	162,556.30	29,233.10	-	55,278.25	2,900.95
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	158,552.15	13,625.46	-	40,200.73	-
		IT ENGINEER SR/EX/PRN	8,411.28	-	-	9,553.46	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	169,958.06	23,855.60	-	2,711.72	3,064.94
		GAS OPS SUPERVISOR	143,259.46	21,105.54	-	17,653.27	6,066.45
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	215,586.00	17,033.79	-	8,016.26	8,988.86
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	133,647.16	17,740.29	-	-	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	148,220.40	17,736.83	-	26,505.88	1,033.91
		GAS OPS FOREMAN/LEADER	136,416.56	-	-	18,414.07	510.45
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	134,840.36	14,544.43	-	100.00	200.00
		ELEC ENG ESTIMATOR	124,468.54	-	-	55,195.65	-
		ELEC OPS FOREMAN/SUBFOREMAN	88,673.88	-	-	20,990.94	-
		GENERATION CONTRACT/PRGM/PRJCT MANAGER SR/EX/PRN	165,402.86	23,764.73	10,294.30	26,289.12	3,461.68
		GAS ENG SENIOR BUSINESS REP	142,100.10	-	-	9,224.28	280.00
		ELEC OPS LINEWORKER	122,979.39	-	-	215,156.92	-
		OPERATIONS SUPERVISOR	137,630.44	17,249.94	-	27,092.46	5,863.08
		IT ANALYST/SPECIALIST SR/EX/PRN	152,500.00	6,312.50	-	-	420.00
		ELEC OPS SUPERVISOR	157,269.80	-	-	67,069.81	124.63
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	173,647.96	23,049.25	-	6,500.00	245.00
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	123,709.43	9,243.29	-	1,585.44	15,065.54
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	59,987.72	-	-	8,587.87	378.90
		ENT HEALT & SAFETY DIRECTOR/SR DIRECTOR	226,181.00	48,618.50	40,308.01	50.00	627.29
		GAS ENG SENIOR BUSINESS REP	138,117.52	-	-	65,630.67	1,544.33
		CORP AFFAIRS MANAGER/SR MANAGER	160,923.78	25,848.61	-	200.00	880.00
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	129,737.79	-	-	53,713.86	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	170,361.94	22,504.78	-	1,065.24	9,149.51
		ELEC OPS CREW LEAD/LEADER	179,389.45	-	-	193,474.30	-
		SHARED SVS OPS MNGR/PILOT/MECHANIC	110,715.74	-	-	43,735.94	90.68
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	105,863.25	-	-	25,115.60	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	159,608.40	21,256.85	-	850.00	277.22
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	127,737.88	-	-	6,170.40	422.79
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	8,495.70	7,157.67
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	111,271.24	14,224.60	-	575.00	888.50
		GAS OPS SUPERVISOR	154,752.44	24,383.53	-	28,206.32	327.03
		GAS OPS TECHNICIAN	100,226.03	-	-	12,713.56	9,448.27
		FINANCE MANAGER/SR MANAGER	192,195.02	30,822.83	8,576.70	-	400.00
		IT MANAGER/SR MANAGER	195,415.00	18,124.01	-	50.00	2,097.01
		SAFETY RISK COMPL INSPECTOR	150,886.55	-	-	334,631.18	102.76
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	238,738.50	51,031.93	41,634.35	2,500.00	280.00
		ELEC OPS LINEWORKER	131,742.01	-	-	194,485.11	-
		GAS OPS SUPERVISOR	124,172.70	-	-	126,002.56	653.54
		ELEC OPS SUPERVISOR	128,069.71	16,062.94	-	29,103.14	-
		GAS OPS MANAGER/SR MANAGER	196,103.56	25,760.97	-	50.00	2,144.91
		GAS OPS TECHNICIAN	40,085.19	-	-	73,316.65	2,175.43
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	133,776.80	-	-	12,880.37	826.08
		GAS ENG ENGINEER SR/EX/PRN	143,420.33	-	-	3,765.86	1,674.32
		GAS OPS SUPERVISOR	140,050.69	22,380.32	-	47,619.53	240.00
		ELEC ENG ENGINEER	199,360.32	16,466.24	-	550.00	1,133.23
		GAS OPS FOREMAN/LEADER	64,142.22	-	-	58,520.06	894.38
		GAS OPS FOREMAN/LEADER	133,219.65	-	-	33,728.41	255.00
		GAS ENG ENGINEER SR/EX/PRN	164,537.08	21,946.99	-	200.00	960.00
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	127,005.74	13,699.35	-	50.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	145,797.67	-	-	90,136.48	12,510.34
		OPERATIONS SUPERVISOR	150,191.40	14,818.89	-	-	8,282.75
		ELEC OPS DIRECTOR/SR DIRECTOR	210,595.26	28,269.57	13,729.50	25,650.00	6,557.93
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EX/PRN	146,758.70	15,791.38	-	-	559.42
		OPERATIONS MANGER/SR MANAGER	91,561.54	26,180.74	-	241,952.34	4,184.18
		ELEC OPS LINEWORKER	51,656.40	-	-	53,846.08	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	148,020.86	15,086.67	-	50.00	315.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	129,816.24	9,380.54	-	8,567.05	30,201.40
		ELEC OPS OPERATOR	134,986.71	-	-	111,726.36	-
		CUSTOMER & COMMS SPECIALIST EXP/PRN	133,249.96	14,493.29	-	6,113.55	1,269.19

PACIFIC GAS AND ELECTRIC COMPANY  
EMPLOYEES COMPENSATED AT THE  
RATE OF \$125,000 - \$249,999 PER ANNUM  
FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS MECHANIC/WELDER	125,323.68	-	-	46,203.95	14000
		CORP AFFAIRS MANAGER/SR MANAGER	168,000.70	27,159.81	8,576.70	5,539.83	482.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	131,150.40	-	-	9,888.68	770.00
		ELEC OPS LINeworker	131,796.16	-	-	71,944.06	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	137,822.84	13,031.34	-	50.00	280.00
		ELEC OPS SYSTEM OPERATOR/LEAD	107,357.54	-	-	77,507.94	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	139,124.01	14,684.56	-	83,439.17	5,405.96
		GAS OPS FOREMAN/LEADER	132,104.50	-	-	31,827.01	255.65
		ELEC OPS FOREMAN/SUBFOREMAN	142,873.17	-	-	55,871.00	104.02
		GAS ENG ENGINEER SR/EX/PRN	120,926.90	-	-	45,087.14	2,980.38
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	137,226.00	6,941.09	-	18,192.02	473.90
		GAS OPS MECHANIC/WELDER	126,836.33	-	-	39,790.95	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	143,933.70	19,041.88	-	91,938.02	2,597.22
		IT ANALYST/SPECIALIST SR/EXP/PRN	149,147.81	15,763.99	-	325.62	5,814.44
		ELEC OPS CREW LEAD/LEADER	118,488.30	-	-	48,599.64	-
		GAS OPS FOREMAN/LEADER	128,861.06	-	-	22,616.79	-
		ELEC OPS SUPERVISOR	167,559.56	16,419.94	-	119,912.58	4,163.90
		SAFETY RISK COMPL INSPECTOR	135,934.58	-	-	35,410.21	492.46
		CUSTOMER & COMMS MANAGER/SR MANAGER	187,900.78	30,525.71	-	-	199.11
		ELEC ENG ENGINEER	176,964.00	14,515.34	-	-	17,172.67
		GAS ENG SENIOR BUSINESS REP	116,331.36	-	-	50,808.05	2,265.60
		ELEC ENG ENGINEER	117,510.78	16,398.36	-	7,821.23	1,487.87
		SHARED SVS MANAGER/SR MANAGER	170,292.10	27,496.71	-	50.00	1,450.15
		OPERATIONS MANGER/SR MANAGER	67,368.40	18,605.86	-	166,212.50	230.16
		ELEC OPS LINeworker	129,406.70	-	-	329,457.19	-
		GAS OPS SUPERVISOR	73,769.80	12,823.20	-	29,667.57	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	224,583.36	42,384.41	10,776.70	-	436.08
		SHARED SVS MECHANIC	128,324.00	-	-	6,372.81	-
		IT MANAGER/SR MANAGER	198,192.81	22,999.16	59,748.48	50.00	3,109.36
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	133,860.47	17,610.28	-	2,800.22	5,681.21
		GAS ENG ENGINEER SR/EX/PRN	143,794.60	-	-	107,980.00	384.07
		ELEC OPS CREW LEAD/LEADER	101,840.11	-	-	33,814.34	-
		ELEC ENG TECHNICIAN	93,268.54	-	-	21,620.18	26.88
		SHARED SVS MECHANIC	127,513.63	-	-	27,216.79	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	134,934.33	16,338.37	-	2,138.29	1,967.65
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,384.75	-	-	132,443.07	-
		IT ENGINEER SR/EX/PRN	139,399.96	15,109.60	-	50.00	385.00
		SUPPLY CHAIN MATERAILS DEMAND PLAN/INSPECTOR	142,006.43	-	-	2,393.09	6,579.75
		OPERATIONS SUPERVISOR	134,478.03	5,990.80	-	-	-
		ELEC ENG ENGINEER	104,854.17	-	-	5,000.00	4,424.46
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	146,733.86	15,450.75	-	6,251.92	975.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,339.57	-	-	96,368.16	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	167,659.20	26,727.57	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	128,161.69	-	-	143,269.40	499.31
		ELEC OPS SUPERVISOR	157,929.48	15,940.36	-	29,051.93	895.04
		GAS OPS SUPERVISOR	153,839.84	25,089.88	-	942.56	1,864.70
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	143,284.75	19,822.56	-	22,377.33	748.06
		GAS OPS PRGM/PROJ MANAGER	185,314.00	24,378.22	-	5,859.32	880.00
		ELEC OPS SUPERVISOR	162,181.18	16,092.64	-	98,342.54	7,231.69
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	148,405.84	23,914.28	-	330.00	370.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	138,937.50	17,998.20	-	2,475.00	1,369.50
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,047.35	-	-	161,404.23	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	165,984.00	13,232.38	-	7,870.40	2,145.75
		IT TECHNICIAN	150,233.92	-	-	57,487.50	373.23
		HR ECO MANAGER/SR MANAGER	172,179.12	29,865.79	18,882.30	9,519.85	766.65
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,956.18	14,653.39	-	5,615.49	105.00
		IT MANAGER/SR MANAGER	219,479.80	10,857.70	-	50.00	2,918.50
		GENERATION MACHINST/MECHANIC/RIGGER	125,165.21	-	-	117,484.43	130.17
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	134,865.18	-	-	20,168.11	1,029.32
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,903.64	13,684.50	-	100.00	25.00
		ELEC OPS CREW LEAD/LEADER	148,082.31	-	-	129,939.54	273.58
		GENERATION MACHINST/MECHANIC/RIGGER	135,463.69	-	-	42,080.59	-
		GAS ENG ENGINEER SR/EX/PRN	133,053.89	-	-	71,736.19	960.00
		GAS ENG ENGINEER SR/EX/PRN	127,947.06	16,949.27	-	1,448.38	3,199.43
		GENERATION FIRE CAPTAIN	128,650.14	-	-	134,526.33	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	131,723.36	14,395.04	-	50.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,107.37	-	-	42,893.27	-
		ELEC ENG ESTIMATOR	135,523.32	-	-	27,487.06	77.73
		ELEC ENG SUPERVISOR	149,330.84	14,877.73	-	1,204.24	1,331.00
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	105,587.62	6,923.53	-	825.00	682.78
		GENERATION OPERATOR	117,584.02	-	-	48,867.43	378.23
		ENERGY PLCY & PROC MANAGER/SR MANAGER	199,487.50	31,734.94	10,294.30	100.00	2,845.55
		GENERATION ENGINEER SR/EX/PRN	39,709.93	-	-	1,103.60	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,967.00	16,343.73	-	550.00	-
		ELEC OPS ELECTRICIAN	117,200.08	-	-	23,289.39	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	193,005.98	31,227.60	-	-	2,245.37
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	229,420.86	49,578.56	39,482.20	163.80	5,156.29
		GAS ENG ENGINEER SR/EX/PRN	149,818.93	19,146.83	-	-	420.00
		SHARED SVS MECHANIC	13,703.20	-	-	11,959.80	-
		ELEC OPS SPECIALIST SR/EX/PRN	138,983.46	19,318.95	-	50.00	1,630.28
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,539.62	16,279.49	-	1,050.00	280.00
		SAFETY RISK COMPL INSPECTOR	136,810.77	-	-	148,484.28	19.95
		GAS ENG ENGINEER SR/EX/PRN	132,902.61	-	-	23,600.80	1,305.44
		ELEC OPS LINEWORKER	121,299.45	-	-	85,720.93	589.37
		ELEC OPS SUPERVISOR	153,750.00	13,095.00	-	17,049.76	-
		SHARE SVS CRANE SURVEYOR	127,395.91	-	-	30,502.76	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	120,994.08	-	-	111,662.94	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	168,147.50	21,394.06	-	750.00	385.00
		GAS OPS FOREMAN/LEADER	137,464.80	-	-	25,122.48	-
		GAS OPS FOREMAN/LEADER	54,844.44	-	-	1,710.72	-
		ELEC OPS LINEWORKER	98,137.90	-	-	290,626.41	1,229.67
		SUPPLY CHAIN MATERIALS ENGINEER	159,524.00	16,300.81	-	618.40	3,550.73
		ELEC OPS ENGINEER	174,276.00	14,294.76	-	27,823.07	-
		GAS OPS ENGINEER	14,952.00	-	-	16,444.08	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	118,557.33	-	-	72,410.70	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	199,974.96	32,329.77	17,164.70	50.00	707.66
		GENERATION SUPERVISOR	190,989.64	31,897.48	-	80,458.81	-
		ELEC OPS FOREMAN/SUBFOREMAN	139,458.56	-	-	104,110.03	97.15
		ELEC OPS SPECIALIST SR/EX/PRN	143,868.90	11,820.01	-	1,556.48	1,169.01
		GAS ENG SUPERVISOR	153,623.86	19,817.73	-	29,189.78	1,559.71
		SHARED SVS MECHANIC	127,335.52	-	-	74,501.18	-
		GAS OPS PRGM/PROJ MANAGER	134,456.00	10,366.06	-	50.00	2,574.89
		ELEC OPS LINEWORKER	131,344.17	-	-	164,931.77	165.41
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	138,059.98	24,706.23	-	74,560.80	814.01
		ELEC OPS LINEWORKER	127,619.59	-	-	178,867.67	1,929.95
		ELEC OPS SUPERVISOR	159,694.30	14,986.28	-	113,807.70	48,492.28
		IT INVESTIGATOR SR/EXP	108,398.38	-	-	5,902.35	8,781.70
		IT AGILE COACH/SCRUM MASTER SR/EXP/PRN	168,000.00	-	-	-	1,935.00
		ELEC OPS SYSTEM OPERATOR/LEAD	109,288.87	-	-	170,690.99	-
		ELEC OPS SUPERVISOR	132,995.25	-	-	35,222.63	-
		GAS ENG SENIOR BUSINESS REP	135,558.77	-	-	40,598.28	3,167.55
		GAS ENG ENGINEER SR/EX/PRN	200,854.58	40,010.77	-	50.00	455.00
		ELEC OPS LINEWORKER	125,174.62	-	-	155,666.74	-
		ELEC OPS ELECTRICIAN	127,390.82	-	-	24,358.83	-
		OPERATION SUPERVISOR	154,062.50	14,680.24	-	19,022.55	-
		SHARED SVS MANAGER/SR MANAGER	162,698.91	22,673.70	-	50.00	2,119.04
		ELEC OPS SUPERVISOR	174,250.70	9,548.44	-	32,916.62	1,300.62
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	121,965.86	12,270.20	-	50.00	-
		ELEC ENG SUPERVISOR	133,946.06	4,430.31	-	11,114.71	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	147,108.00	15,303.05	-	10,199.63	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	176,378.92	28,674.67	-	-	1,474.53
		GENERATION SUPERVISOR	128,894.18	-	-	50,359.08	752.46
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	101,322.24	15,999.14	-	57,847.88	281.96
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,751.43	20,234.63	-	19,256.76	665.00
		ELEC ENG CONSULTANT/REP	146,993.92	11,950.51	-	2,616.71	960.00
		SHARED SVS SCIENTIST	156,415.03	16,434.36	-	405.79	3,192.33
		ELEC OPS TECHNICIAN	166,879.20	-	-	41,050.08	870.46
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EXP/PRN	141,131.15	-	-	32,052.83	-
		GAS OPS FOREMAN/LEADER	105,846.10	-	-	74,281.31	1,228.85
		GAS OPS MECHANIC/WELDER	121,693.20	-	-	72,440.41	-

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		GAS OPS OPERATOR	130,593.81	-	-	47,949.76	12405
		ELEC OPS CABLE SPLICER	155,658.75	-	-	145,728.39	1,492.37
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	123,459.60	-	-	45,532.42	-
		ELEC OPS ENGINEER	136,234.40	-	-	55,858.32	-
		ELEC ENG TECHNICIAN	90,538.02	-	-	55,168.67	5,900.78
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	10,549.15	19,995.96	-	3,967.08	-
		ELEC OPS ENGINEER SR/EXP/PRN	147,664.97	23,233.44	-	5,832.10	4,290.50
		ELEC ENG SUPERVISOR	82,399.98	17,334.26	-	232,838.90	480.00
		ELEC OPS CREW LEAD/LEADER	171,806.73	-	-	175,898.46	6,822.70
		GAS OPS SUPERVISOR	149,470.86	23,838.00	-	1,156.64	207.34
		GAS ENG ESTIMATOR/SCHEDULER	33,339.60	-	-	-	-
		GENERATION TECHNICIAN SR/EX	23,914.00	-	-	33,940.08	-
		ELEC ENG SUPERVISOR	206,010.62	23,176.81	-	-	888.10
		ELEC OPS CREW LEAD/LEADER	127,557.68	-	-	37,798.53	-
		GAS OPS SUPERVISOR	145,375.88	17,676.52	-	525.10	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	159,619.04	17,016.93	-	-	488.68
		ELEC OPS SUPERVISOR	153,500.00	7,659.00	-	30,065.51	-
		ELEC OPS DIRECTOR/SR DIRECTOR	199,183.23	28,474.35	13,729.50	28,495.19	4,095.90
		ELEC OPS ENGINEER	137,836.64	-	-	23,078.64	-
		ELEC OPS OPERATOR	127,871.80	-	-	52,983.09	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	154,968.16	17,731.59	-	3,391.48	9,223.70
		ELEC OPS FOREMAN/SUBFOREMAN	136,607.80	-	-	52,918.43	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	160,334.06	25,628.86	-	50.00	-
		GAS ENG TECHNICIAN	121,835.24	-	-	14,116.93	1,960.00
		GAS OPS TECHNICIAN	97,778.00	-	-	21,534.94	-
		GAS OPS FOREMAN/LEADER	119,681.30	-	-	92,454.33	20.00
		ELEC OPS SUPERVISOR	35,211.63	9,493.89	-	19,910.72	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	141,762.66	-	-	171,681.25	-
		SHARED SVS SUBFOREMAN	124,881.83	-	-	14,358.51	250.00
		ELEC OPS MANAGER/SR MANAGER	203,512.56	26,449.93	-	9,162.94	1,720.73
		ELEC OPS LINEWORKER	123,216.97	-	-	85,311.87	-
		ELEC OPS LINEWORKER	122,367.13	-	-	230,404.51	1,136.55
		GENERATION ENGINEER SR/EX/PRN	139,755.50	17,434.06	-	39,508.76	454.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	217,056.00	17,803.60	-	38,462.50	3,396.79
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,886.00	11,143.95	-	4,172.75	798.53
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	159,536.00	16,270.82	-	11,954.99	5,817.86
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	161,484.86	19,482.65	-	125.00	600.03
		CORP AFFAIRS GOV REP EXP/PRN	142,474.30	4,679.53	-	37,733.47	4,815.95
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	185,758.04	30,038.71	8,576.70	1,850.00	-
		SUPPLY CHAIN MATERIALS AUDITOR	169,015.46	18,394.72	-	3,310.80	16,986.57
		ELEC OPS MANAGER/SR MANAGER	156,101.62	14,041.50	-	6,300.00	870.69
		ELEC OPS LINEWORKER	23,385.24	-	-	101,321.50	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	177,012.60	28,663.13	-	1,350.00	-
		IT MANAGER/SR MANAGER	164,205.60	19,901.74	-	100.00	3,460.59
		ELEC OPS LINEWORKER	140,960.75	-	-	143,425.90	242.61
		ELEC ENG ENGINEER	133,765.40	-	-	16,664.94	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	127,745.76	13,779.18	-	396.84	1,425.46
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	124,153.95	17,616.64	-	58,432.95	6,007.09
		ELEC ENG TECHNICIAN	145,463.59	-	-	82,179.00	-
		ELEC OPS TECHNICIAN	127,072.55	-	-	79,780.13	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	137,792.28	18,350.60	-	-	13,213.05
		ELEC OPS LINEWORKER	166,742.51	-	-	55,811.68	-
		ELEC OPS FOREMAN/SUBFOREMAN	130,925.20	-	-	918.33	-
		ELEC OPS CREW LEAD/LEADER	141,189.35	-	-	616.10	103.45
		CUSTOMER & COMMS PLANNER/SUCCESS MANGER	118,750.73	17,015.00	-	204,266.03	967.30
		SAFETY RISK COMPL INSPECTOR	133,602.68	-	-	10,340.46	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	138,685.84	19,616.90	-	37,505.16	551.44
		GAS OPS CONST/PRGM MANAGER	148,004.66	19,590.93	-	-	1,887.39
		HR ECO RECRUITER EX	111,718.70	11,106.21	-	413.90	350.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	109,452.11	5,891.67	-	7,803.86	455.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,441.90	16,671.97	-	-	105.00
		SHARED SVS FACILITY LEAD/TECH	23,673.38	-	-	3,971.33	-
		CUSTOMER CARE DIRECTOR/SR DIRECTOR	223,653.60	47,977.90	39,482.20	6,062.60	3,508.99
		ELEC OPS FOREMAN/SUBFOREMAN	149,402.94	-	-	176,821.31	-
		GENERATION ELECTRICIAN	125,167.22	-	-	43,403.00	197.72

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		GAS OPS FITTER	118,815.69	-	-	69,749.13	-
		ELEC OPS TECHNICIAN	126,364.85	-	-	30,454.68	2,119.59
		GENERATION WRITER TECH/ENG/OPS SR	166,485.15	22,777.44	-	44,600.53	-
		GAS OPS FOREMAN/LEADER	123,389.31	-	-	90,239.85	-
		ELEC OPS TECHNICIAN	124,667.50	-	-	85,168.57	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	178,762.40	19,268.37	-	-	420.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	129,486.96	12,457.42	-	14,626.82	864.67
		ELEC OPS TECHNICIAN	56,575.05	-	-	18,066.18	-
		GENERATION ENGINEER SR/EX/PRN	15,941.00	26,827.29	-	8,343.53	-
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	119,638.23	-	-	-	1,341.33
		ENERGY PLCY & PROC SUPERVISOR	153,345.84	19,234.39	-	1,400.00	788.90
		GAS OPS PRGM/PROJ MANAGER	194,488.00	25,678.23	-	7,626.47	3,665.94
		ELEC ENG ENGINEER	144,682.78	12,665.78	-	923.40	-
		GAS ENG ENGINEER SR/EX/PRN	192,984.12	25,783.73	-	7,973.32	920.85
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	137,946.50	-	-	7,235.10	576.61
		ELEC OPS LINEWORKER	134,063.79	-	-	103,868.83	-
		GAS OPS FITTER	130,350.73	-	-	92,534.46	489.58
		ELEC OPS SPECIALIST SR/EX/PRN	168,180.00	18,573.64	-	5,692.20	195.50
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	145,794.05	-	-	127,163.62	560.00
		GAS ENG ENGINEER SR/EX/PRN	131,430.54	-	-	58,008.54	960.00
		GAS OPS ENGINEER	137,301.44	-	-	36,201.46	105.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	152,973.78	16,461.88	-	50.00	-
		ELEC OPS TECHNICIAN	128,593.62	-	-	19,457.03	-
		ELEC ENG ENGINEER	191,292.00	15,906.87	-	46,075.32	5,387.47
		ELEC ENG ENGINEER	171,385.07	13,614.64	-	19,852.00	930.82
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	118,986.35	9,758.03	-	28,012.81	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	181,399.19	15,009.50	-	14,082.35	2,812.75
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	129,048.04	19,261.87	-	18,757.92	1,328.28
		SUPPLY CHAIN MATERIALS SUPPLIER RESPON	132,707.70	8,768.69	-	50.00	420.00
		GAS ENG ENGINEER SR/EX/PRN	179,738.90	13,685.42	-	50.00	5,152.01
		GAS ENG ANALYST/SPECIALST EXP/PRN	21,201.50	18,124.76	-	9,361.76	-
		GAS OPS MANAGER/SR MANAGER	179,477.54	35,808.38	-	-	5,551.50
		ELEC ENG MAPPING TECH	104,326.30	-	-	3,556.25	-
		GAS OPS MANAGER/SR MANAGER	189,043.18	25,023.10	-	872.60	2,878.78
		SHARED SVS SCIENTIST	106,234.93	-	-	-	2,563.75
		ELEC ENG TECHNICIAN	125,345.10	-	-	9,742.15	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	61,694.28	-	-	-	-
		GAS OPS MANAGER/SR MANAGER	155,164.40	24,467.65	-	5,058.21	2,583.62
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	91,359.36	22,611.34	-	208,694.13	575.35
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	197,614.26	31,427.06	17,164.70	2,400.00	1,872.30
		GAS OPS PRGM/PROJ MANAGER	195,060.00	25,756.55	-	10,107.91	234.05
		ELEC ENG ENGINEER	139,085.08	-	-	71,495.24	-
		ELEC OPS OPERATOR	120,938.93	-	-	33,445.61	-
		ELEC OPS SUPERVISOR	154,062.50	11,821.22	-	10,524.86	1,081.59
		ELEC OPS LINEWORKER	77,321.76	9,382.28	-	92,069.46	333.06
		GAS OPS SUPERVISOR	88,263.55	20,649.68	-	210,142.59	-
		SAFETY RISK COMPL INSPECTOR	134,468.06	-	-	118,936.55	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	132,407.43	-	-	39,264.36	1,510.00
		ELEC OPS SYSTEM OPERATOR/LEAD	126,511.12	-	-	125,548.60	3,081.18
		GENERATION TECHNICIAN SR/EX	113,272.87	-	-	52,191.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,846.39	15,903.15	-	18,733.71	698.85
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	137,214.40	-	-	4,776.06	-
		ELEC ENG ENGINEER	193,984.00	15,347.44	-	17,263.91	1,634.73
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	162,810.47	14,233.31	-	12,658.89	1,972.54
		ELEC ENG SUPERVISOR	180,103.50	14,244.68	-	3,200.19	1,082.00
		GAS OPS ENGINEER	114,860.92	-	-	28,583.77	566.83
		ELEC OPS FOREMAN/SUBFOREMAN	129,068.64	-	-	13,533.74	-
		GENERATION SUPERVISOR	155,154.80	26,354.55	-	27,021.09	-
		IT ENGINEER SR/EX/PRN	176,036.00	18,107.07	-	18,616.22	998.20
		ELEC ENG ENGINEER	140,110.99	-	-	174,614.95	315.00
		GENERATION MANAGER/SR MANAGER	239,971.78	50,157.23	-	41,760.00	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	125,650.32	13,932.57	-	3,291.26	938.00
		ELEC OPS ENGINEER	138,603.70	18,519.31	-	11,841.97	5,176.16
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	118,988.40	-	-	47,482.11	-
		ELEC OPS CREW LEAD/LEADER	146,698.67	-	-	43,849.06	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG SUPERVISOR	176,195.66	23,234.39	-	2,973.06	4,531.66
		CUSTOMER & COMMS MANAGER/SR MANAGER	188,600.08	25,850.69	-	-	3,978.38
		ELEC ENG SUPERVISOR	130,323.26	16,348.03	-	1,678.44	5,267.59
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	140,726.84	-	-	49,150.14	-
		GAS OPS SUPERVISOR	139,338.14	22,285.26	-	5,047.00	1,852.25
		GAS OPS SCHEDULER	119,874.55	-	-	22,992.01	-
		GENERATION OPERATOR	129,701.40	-	-	101,536.35	3,144.66
		HR ECO BUSINESS PARTNER EXP/PRN	184,537.62	29,857.48	-	50.00	280.00
		ELEC OPS FOREMAN/SUBFOREMAN	56,354.00	-	-	4,595.90	-
		OPERATIONS SUPERVISOR	108,833.76	10,223.83	-	1,250.00	754.14
		GENERATION TECHNICIAN SR/EX	28,255.39	-	-	35,999.20	212.99
		ELEC OPS LINEWORKER	126,314.12	-	-	147,920.88	100.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	116,664.07	28,697.13	-	62,520.22	1,271.47
		ELEC ENG ENGINEER	148,740.98	-	-	90,586.26	225.00
		ELEC OPS FOREMAN/SUBFOREMAN	153,566.60	-	-	14,427.84	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	125,117.08	13,376.31	-	550.00	289.85
		ELEC ENG INTERCONNECTION MANAGER	134,157.46	-	-	35,380.11	1,295.45
		GAS ENG MANAGER/SR MANAGER	185,188.05	24,168.35	-	550.00	3,674.58
		ELEC OPS SYSTEM OPERATOR/LEAD	52,387.63	-	-	268,834.83	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	132,563.68	12,113.31	-	50.00	474.99
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	129,787.64	13,889.03	-	-	696.76
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,371.16	-	-	137,275.09	-
		IT DIRECTOR/SR DIRECTOR	230,686.50	37,052.55	71,760.38	50.00	1,572.10
		ELEC OPS SUPERVISOR	156,334.02	28,851.14	-	60,416.50	1,922.71
		GENERATION TECHNICIAN SR/EX	92,776.32	-	-	1,789.92	-
		GENERATION TECHNICIAN SR/EX	139,711.36	-	-	108,491.03	-
		GAS OPS TECHNICIAN	120,152.48	-	-	27,184.34	-
		ELEC OPS LINEWORKER	78,193.44	-	-	172,268.28	-
		ELEC OPS LINEWORKER	32,074.68	-	-	34,470.31	-
		ELEC OPS SUPERVISOR	148,798.35	11,075.13	-	3,451.79	1,278.05
		ELEC ENG ENGINEER	124,754.10	-	-	22,464.38	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	144,005.36	11,783.52	-	15,477.90	7,417.85
		IT ENGAGEMENT/SERVICE MANAGER PRN	186,387.12	31,238.20	-	9,319.35	574.84
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	169,697.17	32,275.40	-	50.00	1,128.32
		IT MANAGER/SR MANAGER	206,757.50	32,917.32	10,294.30	1,252.28	4,641.00
		GAS ENG SENIOR BUSINESS REP	130,006.48	-	-	19,840.30	900.83
		IT ARCHITECT EXP/PRN	190,113.22	30,884.73	-	-	1,224.55
		ELEC ENG SUPERVISOR	173,507.20	20,626.84	-	4,440.05	1,819.74
		GAS OPS ENGINEER	139,407.28	25,121.68	-	2,550.00	728.13
		GAS OPS TECHNICIAN	128,593.62	-	-	24,026.22	-
		ELEC OPS LINEWORKER	135,715.19	-	-	97,882.66	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	153,781.53	21,414.60	-	50.00	140.00
		GAS ENG ENGINEER SR/EX/PRN	132,200.10	-	-	19,052.67	732.92
		IT SUPERVISOR	101,794.70	15,672.04	-	24,547.05	315.00
		IT ARCHITECT EXP/PRN	101,204.54	-	-	15,958.67	340.00
		IT MANAGER/SR MANAGER	142,528.95	-	-	8,379.56	350.00
		IT ARCHITECT EXP/PRN	-	-	-	-	-
		FINANCE MANAGER/SR MANAGER	161,404.95	25,726.62	-	1,050.00	280.00
		IT MANAGER/SR MANAGER	215,700.12	34,359.12	17,164.70	3,150.00	4,055.73
		GAS ENG ENGINEER SR/EX/PRN	193,710.05	26,523.09	-	15,537.73	2,577.85
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,044.30	17,112.18	-	-	3,356.05
		ELEC OPS LINEWORKER	10,506.40	-	-	20,858.94	-
		ELEC OPS CREW LEAD/LEADER	149,370.15	-	-	123,539.06	278.60
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	143,358.18	19,068.03	-	-	541.38
		GAS OPS OPERATOR	128,420.20	-	-	39,966.27	-
		ELEC OPS FOREMAN/SUBFOREMAN	135,529.20	-	-	61,547.40	-
		GAS OPS WORKING LEADER	147,746.80	-	-	35,096.86	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	92,830.26	-	-	39,078.29	1,091.82
		IT MANAGER/SR MANAGER	202,334.17	30,535.12	59,748.48	1,050.00	-
		ELEC ENG MANAGER/SR MANAGER	159,936.37	15,407.87	-	56,220.86	1,470.43
		ELEC OPS OPERATOR	116,638.91	-	-	138,684.08	1,554.66
		ELEC ENG ENGINEER	197,066.00	15,299.79	-	9,616.12	14,573.31
		GAS OPS MANAGER/SR MANAGER	169,443.32	33,399.12	-	-	1,561.52
		ELEC OPS CABLE SPLICER	156,621.20	-	-	138,007.19	-
		CUSTOMER CARE MANAGER/SR MANAGER	164,749.00	25,445.68	-	3,343.00	398.75

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		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	120,816.57	14,949.53	-	30,604.96	1863.65
		SAFETY RISK COMPL INSPECTOR	131,037.26	-	-	26,036.57	-
		GAS OPS MECHANIC/WELDER	125,769.72	-	-	67,588.30	173.06
		IT SECURITY/STORAGE/SYSTEM ADMINISTRATOR SR/EX	136,681.02	-	-	1,021.83	420.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	170,949.54	27,461.68	-	50.00	385.00
		ELEC OPS FOREMAN/SUBFOREMAN	143,216.90	-	-	103,822.61	878.05
		GENERATION OPERATOR	135,987.80	-	-	81,354.20	-
		ELEC OPS LINEWORKER	133,368.70	-	-	157,785.97	-
		ELEC OPS SYSTEM OPERATOR/LEAD	144,123.28	-	-	13,370.82	218.50
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,700.00	-	-	10,531.99	12,498.96
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	169,531.21	12,849.08	-	11,378.67	940.56
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,936.00	17,215.28	-	74,498.24	-
		ELEC ENG ENGINEER	116,845.28	-	-	7,727.54	1,977.88
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	159,250.57	16,795.58	-	100.00	1,090.56
		ELEC OPS LINEWORKER	178,146.36	-	-	224,309.54	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	170,971.52	18,865.84	-	2,852.37	280.00
		GENERATION MANAGER/SR MANAGER	211,490.46	44,832.19	-	-	960.00
		ELEC OPS LINEWORKER	171,843.01	-	-	235,033.96	-
		ELEC OPS ENGINEER	142,263.92	-	-	32,069.96	455.00
		ELEC OPS LINEWORKER	133,778.71	-	-	183,422.94	-
		ELEC ENG TECHNICIAN	160,553.91	-	-	114,574.46	-
		GAS ENG ENGINEER SR/EX/PRN	166,326.00	17,348.87	-	1,025.94	1,636.91
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	166,562.54	20,302.96	-	1,500.00	771.19
		GAS ENG ENGINEER SR/EX/PRN	191,777.48	25,528.91	-	741.76	2,215.06
		SAFETY RISK COMPL INSPECTOR	161,699.32	-	-	282,368.24	-
		ELEC OPS LINEWORKER	139,961.30	-	-	315,207.93	-
		ELEC ENG ENGINEER	119,407.78	-	-	111,223.09	420.00
		ELEC OPS LINEWORKER	143,603.73	-	-	97,087.02	-
		CORP AFFAIRS GOV REP EXP/PRN	22,181.86	-	-	5,000.00	109.38
		HR ECO INSTRUCTOR/LEARNING STRAT EXP/PRN	126,938.90	14,868.66	-	2,111.93	280.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	174,079.34	26,027.20	59,748.48	50.00	800.00
		SHARED SVS WORKING LEADER	131,871.10	-	-	9,443.75	-
		ELEC OPS TECHNICIAN	105,689.13	-	-	69,744.50	5,806.63
		GAS OPS PRGM/PROJ MANAGER	93,676.47	18,915.93	-	15,311.63	-
		GAS ENG ENGINEER SR/EX/PRN	141,283.72	-	-	23,944.14	2,589.18
		CORP AFFAIRS/OFC OF PRE EXEC ASST/SR EXEC ASST/CHIEF	137,517.05	14,151.53	-	-	352.00
		GAS ENG SUPERVISOR	129,880.84	16,732.37	-	8,446.70	643.15
		ELEC OPS FOREMAN/SUBFOREMAN	123,565.35	-	-	20,594.87	1,736.67
		ELEC OPS INSPECTOR	130,840.60	9,446.36	-	48,068.96	660.25
		GAS ENG ANALYST/SPECIALIST EXP/PRN	-	15,834.16	-	-	-
		ELEC ENG ENGINEER	200,825.80	24,888.76	-	300.00	11,642.22
		OPERATIONS DIRECTOR/SR DIRECTOR	207,308.00	33,595.87	-	-	774.14
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	14,718.81	27,885.96	-	38,649.70	35.00
		GAS ENG ENGINEER SR/EX/PRN	200,347.90	38,195.42	8,576.70	50.00	2,418.11
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	76,840.32	-	-	68,268.79	-
		GENERATION ENGINEER SR/EX/PRN	140,382.22	-	-	50.00	525.00
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	87,898.43	12,339.50	-	26,909.45	-
		ELEC ENG INTERCONNECTION MANAGER	119,304.29	-	-	1,904.46	280.00
		ENERGY PLCY & PROC DIRECTOR	237,291.60	51,110.44	37,764.60	-	6,945.55
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	192,963.72	23,849.43	-	3,224.00	1,252.21
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	117,416.43	-	-	192,978.81	-
		OPERATIONS SUPERVISOR	152,716.01	-	-	44,831.70	167.90
		ELEC OPS CONSULTANT SR/EXP/PRN	168,783.34	21,484.29	-	50.00	498.98
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,653.49	-	-	152,603.23	-
		GAS OPS WORKING LEADER	148,375.99	-	-	61,247.43	-
		GAS OPS PRGM/PROJ MANAGER	130,738.00	9,916.61	-	1,876.64	1,312.78
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	131,190.54	16,475.36	-	500.00	875.74
		GAS ENG SENIOR BUSINESS REP	121,730.26	-	-	25,092.51	3,401.27
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLCLT EXP/PRN	122,741.77	9,393.51	-	9,607.54	20,101.17
		SAFETY RISK DIRECTOR/SR DIRECTOR	199,735.09	25,886.73	-	-	2,939.92
		ELEC ENG ENGINEER	176,108.00	13,548.43	-	4,782.91	2,100.44
		GAS OPS TECHNICIAN	86,540.78	-	-	49,734.02	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	180,652.50	28,816.93	-	2,550.00	1,070.00
		ELEC OPS ENGINEER	143,148.18	-	-	87,803.99	-
		GAS OPS WORKING LEADER	149,498.10	-	-	47,995.09	-



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		ELEC OPS SPECIALIST SR/EX/PRN	170,000.04	9,874.31	-	5,140.00	1362.57
		CUSTOMER CARE VISUAL DES/WEB SPEC	178,669.78	28,493.15	-	2,400.00	1,918.96
		ELEC ENG ENGINEER	153,562.00	3,271.84	-	250.00	3,108.75
		ELEC OPS SUPERVISOR	27,130.95	-	-	36,006.12	-
		ELEC OPS FOREMAN/SUBFOREMAN	152,644.66	-	-	168,167.13	-
		GENERATION SUPERVISOR	44,893.99	18,519.48	-	36,674.00	-
		ELEC OPS ENGINEER	116,184.00	14,294.76	-	79,589.33	-
		ELEC OPS CREW LEAD/LEADER	130,022.80	-	-	8,954.57	-
		CUSTOMER & COMMS SUPERVISOR	125,500.00	15,998.40	-	10,050.00	1,463.84
		SHARED SVS SUBFOREMAN	68,288.25	-	-	55,604.08	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	120,323.73	-	-	206,044.10	310.89
		ELEC OPS FOREMAN/SUBFOREMAN	131,510.75	-	-	57,974.35	303.05
		ELEC ENG MAPPING TECH	124,610.73	-	-	149,991.75	1,159.90
		GAS ENG ENGINEER SR/EX/PRN	147,708.55	-	-	130,100.81	634.27
		IT ENGINEER SR/EX/PRN	124,107.11	14,484.36	-	4,050.00	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	125,048.36	13,488.23	-	150.00	390.00
		IT ENGINEER SR/EX/PRN	178,605.00	18,345.05	-	2,500.00	2,289.00
		GENERATION TECHNICIAN SR/EX	122,044.61	-	-	146,796.42	-
		ELEC ENG TECHNICIAN	125,737.72	-	-	46,893.69	8,103.09
		GAS OPS WORKING LEADER	150,521.51	-	-	56,688.61	143.35
		GAS OPS INSPECTOR	131,964.00	-	-	103,887.08	1,377.40
		ELEC OPS CONSULTANT SR/EXP/PRN	161,761.30	20,191.74	-	-	499.00
		GAS OPS FOREMAN/LEADER	122,305.60	-	-	17,117.42	-
		ELEC OPS SUPERVISOR	156,886.16	15,491.60	-	64,198.62	-
		SHARED SVS MECHANIC	123,032.15	-	-	10,744.35	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,356.28	-	-	84,707.51	-
		ELEC OPS LINEWORKER	130,315.81	-	-	32,464.13	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	190,544.72	16,065.47	-	9,927.24	1,223.40
		GAS ENG ENGINEER SR/EX/PRN	163,464.00	20,602.35	-	604.47	669.47
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,707.27	-	-	111,676.51	23.58
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,805.58	19,199.17	-	-	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	144,161.70	13,741.05	-	868.15	3,205.63
		SHARED SVS PGRM/PROJ MANAGER	95,646.00	20,484.62	-	242,513.99	361.56
		OPERATIONS PERMIT FACILITATOR	123,200.28	-	-	585.69	424.20
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	127,398.83	14,520.56	-	17,164.60	385.00
		GENERATION SUPERVISOR	133,919.10	22,655.18	-	38,265.90	-
		HR ECO PGRM/PROJ MANAGER EXP/PRN	140,068.71	15,600.85	-	50.00	3,254.08
		ELEC OPS MANAGER/SR MANAGER	212,483.34	26,471.04	13,729.50	13,935.00	3,925.51
		ELEC OPS INSPECTOR/LEAD INSPECTOR	158,917.60	-	-	192,351.55	-
		ELEC OPS LINEWORKER	69,934.03	-	-	88,371.14	-
		ELEC OPS LINEWORKER	124,809.55	-	-	137,292.61	-
		GENERATION MANAGER/SR MANAGER	206,330.82	34,922.33	-	23,182.27	26,289.39
		IT DIRECTOR/SR DIRECTOR	234,645.34	46,026.55	12,582.58	-	550.00
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	141,339.15	15,088.45	-	2,517.60	13.09
		ELEC OPS FOREMAN/SUBFOREMAN	172,544.86	-	-	87,542.01	281.39
		ELEC OPS FOREMAN/SUBFOREMAN	181,105.95	-	-	213,193.17	-
		GAS ENG ENGINEER SR/EX/PRN	886.74	41,345.42	-	20,552.94	35.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	145,157.24	15,025.69	-	620.00	469.00
		ELEC OPS ENGINEER	167,883.30	14,126.29	-	13,398.88	950.76
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	184,963.20	29,008.21	8,576.70	1,450.00	2,775.16
		IT TECHNICIAN	141,079.91	-	-	85,539.59	-
		GAS ENG MANAGER/SR MANAGER	187,284.70	29,939.49	-	4,050.00	923.72
		GAS OPS SUPERVISOR	134,050.62	18,081.50	-	9,336.64	990.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,277.23	-	-	102,833.77	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	174,099.96	26,536.79	-	4,050.00	1,105.09
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	151,042.98	16,320.42	-	2,250.00	960.00
		OPERATIONS MANGER/SR MANAGER	164,777.96	33,035.96	-	-	1,352.81
		GAS OPS INSPECTOR	131,409.20	-	-	50,859.51	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	199,336.92	33,058.23	-	7,525.13	1,442.20
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	78,983.99	25,855.20	-	208,373.97	8,779.37
		GAS OPS SUPERVISOR	531.75	22,029.60	-	22,379.51	-
		ELEC OPS FOREMAN/SUBFOREMAN	138,871.20	-	-	26,807.37	-
		GAS ENG MANAGER/SR MANAGER	160,272.39	23,812.53	-	10,146.15	7,069.01
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	97,369.72	31,815.01	-	238,385.16	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	143,943.46	13,122.38	-	1,650.32	1,432.45

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG ENGINEER SR/EX/PRN	233,207.25	60,440.11		39,080.08	8657.54
		ELEC OPS LINEWORKER	145,478.99	-	-	77,274.66	-
		IT MANAGER/SR MANAGER	109,939.58	35,985.20	-	269,652.40	134.53
		ELEC OPS SUPERVISOR	105,439.66	15,719.17	-	73,073.63	654.47
		GAS OPS FOREMAN/LEADER	18,148.90	-	-	40,743.56	-
		GAS OPS WORKING LEADER	155,818.00	-	-	54,862.65	3,000.00
		ELEC OPS SUPERVISOR	152,978.20	15,167.12	-	10,628.19	16,633.27
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	168,749.84	13,177.35	-	61,112.16	5,514.76
		ELEC OPS ELECTRICIAN	121,973.78	-	-	72,599.77	497.35
		IT ANALYST/SPECIALIST SR/EXP/PRN	134,982.22	14,559.73	-	3,500.00	2,874.10
		GENERATION SUPERVISOR	197,745.42	33,533.98	-	29,053.25	-
		SAFETY RISK COMPL INSPECTOR	167,394.43	-	-	25,024.28	-
		ELEC OPS ENGINEER	123,639.36	-	-	30,999.06	635.46
		ELEC OPS SYSTEM OPERATOR/LEAD	119,327.00	-	-	119,011.35	-
		GENERATION MACHINIST/MECHANIC/RIGGER	31,895.40	-	-	37,763.32	-
		IT DIRECTOR/SR DIRECTOR	232,264.96	54,988.48	20,599.90	50.00	3,405.68
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	95,860.05	17,687.23	-	20,614.92	384.40
		ELEC OPS LINEWORKER	139,572.30	-	-	30,890.02	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,397.68	16,379.65	-	2,062.93	21.58
		ELEC OPS SUPERVISOR	113,541.78	16,674.10	-	141,386.59	340.28
		ELEC ENG ENGINEER	136,974.56	-	-	114,930.29	840.00
		ELEC OPS SUPERVISOR	138,136.42	13,695.63	-	34,216.48	14,909.98
		ELEC OPS LINEWORKER	124,346.79	-	-	129,306.93	-
		ELEC OPS ENGINEER SR/EXP/PRN	184,898.00	14,467.66	-	29,275.30	480.00
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	137,406.40	11,352.67	-	2,738.39	438.95
		GENERATION OPERATOR	70,813.46	-	-	67,730.66	589.91
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	105,295.95	-	-	231,280.15	850.75
		ELEC OPS LINEWORKER	130,545.27	-	-	162,575.93	-
		ELEC OPS LINEWORKER	111,505.28	-	-	174,802.69	7,059.98
		ELEC OPS LINEWORKER	19,753.52	-	-	15,241.56	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,452.50	-	-	133,336.41	-
		ELEC ENG ENGINEER	142,938.27	11,927.96	-	731.70	2,411.10
		ELEC ENG MANAGER/SR MANAGER	179,401.88	22,047.80	-	1,729.17	621.28
		GAS ENG ENGINEER SR/EX/PRN	180,313.40	23,639.17	-	50.00	3,982.11
		IT ANALYST/SPECIALIST SR/EXP/PRN	121,895.32	14,003.68	-	-	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	149,286.60	15,650.21	-	31,661.56	7,841.13
		SHARED SVS ENGINEER	127,944.56	13,365.11	-	-	3,005.19
		ELEC ENG SUPERVISOR	157,730.24	15,519.13	-	20,006.24	590.64
		ELEC OPS TECHNICIAN	150,765.50	-	-	53,070.66	-
		ELEC OPS LINEWORKER	141,379.31	-	-	137,949.12	-
		GAS OPS SUPERVISOR	192,518.48	25,513.24	-	18,188.05	16,024.94
		ELEC OPS OPERATOR	115,341.51	-	-	91,497.55	-
		ELEC ENG ENGINEER	147,112.55	-	-	83,478.44	560.00
		ELEC ENG ENGINEER	149,152.60	-	-	88,153.07	-
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	132,225.00	9,270.24	-	300.00	3,611.31
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	123,292.23	10,266.66	-	3,030.78	2,181.05
		ELEC ENG ENGINEER	144,874.92	-	-	65,430.02	385.00
		ELEC OPS SYSTEM OPERATOR/LEAD	161,122.53	-	-	66,768.15	2,170.42
		GENERATION ENGINEER SR/EX/PRN	173,608.00	23,325.69	-	41,595.02	2,050.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	164,733.36	26,300.18	-	2,000.00	420.00
		ELEC OPS BUSINESS LIAISON	95,522.85	-	-	81,117.51	-
		ELEC OPS OPERATOR	125,635.17	-	-	74,785.50	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	539.51	9,011.78	-	15,089.29	-
		ELEC OPS TECHNICIAN	91,699.02	-	-	15,325.70	284.02
		ELEC ENG MANAGER/SR MANAGER	143,420.84	14,473.98	-	8,757.70	4,338.93
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	100,190.84	-	-	6,886.31	-
		SHARED SVS SUPERVISOR	128,944.86	-	-	1,732.63	3,107.79
		ELEC OPS FOREMAN/SUBFOREMAN	130,447.98	-	-	248,848.51	-
		IT TECHNICIAN	85,031.87	-	-	76,661.83	9,626.85
		ELEC OPS SYSTEM OPERATOR/LEAD	148,946.36	-	-	82,382.23	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	82,338.00	15,249.30	-	23,630.90	400.80
		ELEC ENG SUPERVISOR	152,731.14	15,028.63	-	33,052.20	955.32
		GENERATION MACHINIST/MECHANIC/RIGGER	32,833.50	-	-	28,725.73	-
		ELEC ENG TECHNICIAN	103,594.33	-	-	19,281.05	2,278.12
		GAS OPS OPERATOR	129,605.06	-	-	34,930.33	-

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		ENT HEALT & SAFETY SUPERVISOR	131,775.36	17,135.62	-	16,867.46	3333.44
		GAS ENG PRGM/ACCT/PROJ MANAGER	148,077.14	19,681.65	-	-	179.00
		ELEC OPS TECHNICIAN	144,496.10	-	-	113,796.00	3,014.29
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	131,156.29	-	-	18,647.80	1,712.93
		SHARED SVS MECHANIC	32,413.92	-	-	4,498.60	76.88
		IT ANALYST/SPECIALIST SR/EXP/PRN	175,947.56	19,243.33	-	4,828.82	-
		GAS ENG ENGINEER SR/EX/PRN	162,024.99	22,687.20	-	8,520.84	2,389.58
		GAS OPS OPERATOR	123,477.75	-	-	57,062.79	192.04
		ELEC OPS DIRECTOR/SR DIRECTOR	114,919.52	40,197.04	45,415.40	18,398.39	1,868.26
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	137,505.81	-	-	3,355.25	181.88
		ELEC OPS FOREMAN/SUBFOREMAN	26,185.52	-	-	16,729.77	-
		ELEC ENG ENGINEER	144,405.12	-	-	21,568.51	933.75
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	141,787.24	17,112.49	-	50.00	1,040.00
		GAS ENG ENGINEER SR/EX/PRN	147,588.76	-	-	69,026.92	315.00
		ELEC OPS FOREMAN/SUBFOREMAN	20,937.01	-	-	9,841.17	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,895.00	15,470.10	-	1,050.00	-
		OPERATIONS PLANNER	131,584.44	13,052.21	-	300.00	420.00
		ELEC ENG ENGINEER	172,103.46	15,236.30	-	2,232.50	3,713.26
		GAS OPS FOREMAN/LEADER	111,028.20	-	-	37,597.74	-
		CUSTOMER CARE MANAGER/SR MANAGER	162,130.72	26,339.19	-	5,624.00	697.35
		GAS OPS TECHNICIAN	131,586.03	-	-	86,002.61	618.77
		SHARED SVS BIOLOGIST	149,110.44	16,365.89	-	16,958.94	8,317.68
		GENERATION ANALYST SR/EXP/PRN	148,971.22	21,123.21	-	583.72	1,098.33
		ELEC ENG ESTIMATOR	126,306.58	-	-	6,973.79	280.00
		CUSTOMER CARE VISUAL DES/WEB SPEC	137,651.06	13,720.93	-	2,500.00	959.46
		GAS OPS TECHNICIAN	116,034.17	-	-	41,307.66	341.64
		GAS OPS OPERATOR	106,564.39	-	-	30,991.48	203.51
		ELEC OPS ENGINEER	79,277.86	-	-	52,746.53	58.75
		ELEC OPS LINEWORKER	23,411.70	-	-	57,877.34	646.32
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	190,328.41	29,615.80	13,729.50	50.00	824.58
		GAS ENG ENGINEER SR/EX/PRN	137,349.60	-	-	7,639.80	960.00
		ELEC ENG ENGINEER	184,808.00	14,651.33	-	26,796.29	1,367.91
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	161,105.84	-	-	90,752.90	-
		ELEC ENG TECHNICIAN	146,616.98	-	-	49,047.78	-
		ELEC OPS LINEWORKER	136,070.81	-	-	81,746.49	551.04
		GAS OPS SUPER CREW LEADER/COORD	130,454.12	-	-	74,253.41	347.38
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	166,947.62	32,749.78	-	2,828.48	-
		FINANCE PROJ/PROJ MANAGER EXP/PRN	189,369.10	31,638.21	8,576.70	-	1,010.00
		GAS OPS TECHNICIAN	108,290.04	-	-	15,146.36	597.00
		ELEC OPS FOREMAN/SUBFOREMAN	137,068.40	-	-	1,332.45	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	144,523.20	-	-	83,162.50	-
		GAS ENG MANAGER/SR MANAGER	188,422.10	24,940.92	-	-	2,633.63
		GAS OPS CONST/PRGM MANAGER	167,999.96	13,152.00	-	28,270.98	1,015.00
		SHARED SVS SCIENTIST	145,720.73	18,878.11	-	23,947.04	820.44
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	142,458.92	23,825.63	-	49,931.17	-
		GAS ENG SUPERVISOR	155,625.00	14,883.00	-	50,009.77	-
		ELEC OPS FOREMAN/SUBFOREMAN	146,018.16	-	-	62,701.78	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	145,996.98	11,845.77	-	3,235.10	3,008.55
		ELEC OPS SYSTEM OPERATOR/LEAD	95,183.49	-	-	133,202.71	198.24
		GENERATION ELECTRICIAN	127,235.06	-	-	100,420.81	-
		ELEC OPS CREW LEAD/LEADER	123,676.54	-	-	33,123.28	625.97
		GAS OPS INSPECTOR	125,295.39	-	-	7,589.08	708.00
		ELEC OPS FOREMAN/SUBFOREMAN	147,620.91	-	-	179,813.68	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	186,822.96	29,628.97	-	2,500.00	1,391.15
		ELEC OPS FOREMAN/SUBFOREMAN	146,766.95	-	-	117,042.23	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	193,301.41	16,414.90	-	12,165.91	673.38
		ELEC OPS SYSTEM OPERATOR/LEAD	84,169.12	-	-	288,803.39	2,161.65
		GAS OPS TECHNICIAN	135,960.14	-	-	36,982.66	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	122,626.00	-	-	7,816.30	-
		IT ENGINEER SR/EX/PRN	168,230.17	-	-	-	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	74,265.52	16,127.22	-	196,753.54	480.00
		ELEC OPS ELECTRICIAN	121,139.97	-	-	93,444.36	-
		GAS ENG ENGINEER SR/EX/PRN	146,461.30	-	-	40,984.77	1,149.21
		GAS OPS SUPERVISOR	147,048.04	23,450.82	-	79,429.88	6,284.29
		ELEC OPS MANAGER/SR MANAGER	103,083.00	26,185.22	-	275,537.94	5,309.89

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		GAS ENG INTERCONNECTION MNGR	144,647.63	22,786.60	-	-	48893
		ELEC ENG ENGINEER	138,952.24	-	-	9,708.43	-
		ELEC OPS ELECTRICIAN	-	-	-	33,496.95	-
		GAS ENG ENGINEER SR/EX/PRN	145,512.23	-	-	55,015.24	905.00
		GAS OPS OPERATOR	110,093.06	-	-	56,254.20	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	148,464.88	17,147.17	-	3,594.00	2,210.44
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	23,910.01	11,760.72	-	10,261.39	-
		GENERATION TECHNICIAN SR/EX	17,022.50	-	-	11,139.85	-
		GAS OPS CONST/PRGM MANAGER	154,436.88	20,375.97	-	57,453.23	22,940.05
		ELEC OPS FOREMAN/SUBFOREMAN	141,462.37	-	-	273,361.35	-
		GAS ENG ENGINEER SR/EX/PRN	176,499.53	23,396.31	-	5,456.06	750.92
		GAS ENG ENGINEER SR/EX/PRN	118,348.40	-	-	40.00	-
		ELEC OPS SUPERVISOR	172,955.60	17,064.95	-	190,605.93	1,111.16
		ELEC OPS SPECIALIST SR/EX/PRN	157,700.04	12,935.20	-	3,812.28	1,245.74
		ELEC OPS PROD OWNR/SR SY DISP/JOURNM/WTR MNGMT	190,688.04	40,362.40	-	250.00	3,250.67
		SHARED SVS SUPERVISOR	160,626.14	19,534.62	-	9,186.34	12,649.63
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,204.36	-	-	182,173.18	125.25
		IT ENGINEER SR/EX/PRN	134,547.88	6,590.25	-	4,659.33	1,848.47
		GAS OPS MANAGER/SR MANAGER	165,104.10	32,781.54	-	5,108.48	1,503.29
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	198,576.00	27,848.70	-	79,445.10	-
		SAFETY RISK COMPL INSPECTOR	136,619.06	-	-	20,876.57	-
		GENERATION CREW LEADER/CONTROL LEAD	137,065.19	-	-	61,942.17	-
		GENERATION SUPERVISOR	185,471.22	31,254.16	-	5,671.84	-
		GEN COUNSEL & ETHICS COMP PARALEGAL	69,021.58	14,826.07	-	153,460.88	231.37
		ELEC OPS OPERATOR	135,311.72	-	-	39,163.87	-
		ELEC OPS CABLE SPLICER	129,093.72	-	-	83,567.10	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	92,804.76	14,410.75	-	23,898.35	-
		IT MANAGER/SR MANAGER	168,930.80	19,264.81	-	1,000.00	338.38
		CUSTOMER CARE SUPERVISOR/ADMIN	104,629.67	12,975.54	-	2,500.00	1,530.09
		GAS ENG ENGINEER SR/EX/PRN	128,850.94	-	-	79,337.37	420.00
		ENT HEALT & SAFETY CONST/BUS PRTN EXP/PRN	158,274.86	25,504.58	-	15,218.00	4,806.47
		ELEC OPS INSPECTOR/LEAD INSPECTOR	116,657.60	20,302.71	-	131,741.74	60,128.26
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,338.09	14,807.57	-	14,690.64	280.00
		GAS ENG MANAGER/SR MANAGER	188,230.48	22,869.47	-	3,222.40	6,233.33
		GAS OPS FITTER	121,776.68	-	-	25,617.34	139.10
		ELEC OPS LINEWORKER	130,705.24	-	-	177,943.16	-
		GAS ENG ENGINEER SR/EX/PRN	122,600.25	-	-	3,695.42	420.00
		GAS OPS MECHANIC/WELDER	127,581.66	-	-	16,508.62	-
		ELEC OPS MANAGER/SR MANAGER	180,000.00	14,440.27	-	-	14,930.45
		SAFETY RISK COMPL INSPECTOR	145,821.68	-	-	106,687.42	-
		SHARED SVS SUPERVISOR	162,608.34	18,520.48	-	4,472.13	5,082.24
		OPERATIONS PERMIT FACILITATOR	124,989.60	-	-	14,147.09	779.01
		GAS OPS FOREMAN/LEADER	113,632.56	-	-	42,526.55	-
		GAS OPS FOREMAN/LEADER	134,204.55	-	-	31,272.55	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	124,537.50	10,266.47	-	390.96	1,885.86
		GAS ENG ENGINEER SR/EX/PRN	139,621.50	-	-	51,046.68	566.25
		ELEC OPS MANAGER/SR MANAGER	196,866.24	41,673.41	-	50.00	19,586.38
		OPERATIONS MANGER/SR MANAGER	193,776.46	23,439.63	-	5,443.60	1,870.43
		GEN COUNSEL & ETHICS COMP MANAGER/SR MANAGER	200,269.16	31,533.31	13,729.50	1,050.00	1,013.86
		GAS OPS SUPERVISOR	149,470.56	24,022.66	-	50,161.50	-
		GAS OPS OPERATOR	124,492.32	-	-	76,505.48	-
		ELEC OPS MANAGER/SR MANAGER	194,533.14	37,850.48	-	2,550.00	85.75
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	165,538.49	-	-	100,632.03	-
		ELEC OPS ELECTRICIAN	123,995.81	-	-	37,227.05	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	142,559.14	18,939.46	-	2,702.54	1,121.42
		SAFETY RISK MANAGER/SR MANAGER	172,042.42	33,386.04	-	2,050.00	22,546.43
		ELEC OPS FOREMAN/SUBFOREMAN	158,785.76	-	-	33,387.58	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	169,549.23	-	-	280,801.92	-
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	42,288.09	7,475.08
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	144,845.20	17,208.83	-	5,522.58	-
		GAS ENG SUPERVISOR	190,068.10	34,144.65	-	5,050.00	3,693.75
		GAS OPS INSPECTOR	115,325.42	-	-	26,150.97	1,187.64
		ELEC ENG TECHNICIAN	136,666.05	-	-	47,146.65	-
		GAS OPS MECHANIC/WELDER	129,254.02	-	-	39,966.06	195.02
		ELEC OPS FOREMAN/SUBFOREMAN	123,111.37	-	-	172,486.62	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS SUPERVISOR	150,945.10	-	-	115,585.57	-
		GAS ENG INTERCONNECTION MNGR	193,993.40	26,588.84	-	8,352.16	420.00
		SAFETY RISK COMPL INSPECTOR	140,867.41	-	-	68,734.80	-
		OPERATIONS SUPERVISOR	-	20,921.61	-	-	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	147,667.94	18,784.81	-	3,401.20	125.75
		ENT HEALT & SAFETY MANAGER/SR MANAGER	-	26,095.59	-	-	-
		ELEC OPS LINEWORKER	131,921.49	-	-	27,861.61	88.54
		FINANCE MANAGER/SR MANAGER	159,588.96	25,676.12	10,294.30	150.00	1,754.41
		GAS ENG SUPERVISOR	162,521.68	12,734.83	-	93,058.56	1,135.24
		ELEC OPS SYSTEM OPERATOR/LEAD	17,339.16	-	-	21,923.94	-
		ELEC OPS CONSULTANT SR/EXP/PRN	130,174.96	12,345.14	-	50.00	385.00
		ELEC ENG MANAGER/SR MANAGER	212,684.80	26,076.61	13,729.50	2,900.00	1,115.08
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	99,285.69	-	-	123,939.43	1,742.80
		ELEC ENG ENGINEER	153,904.00	12,022.42	-	13,301.42	1,214.92
		ELEC OPS FOREMAN/SUBFOREMAN	132,763.10	-	-	31,515.84	-
		GENERATION ENGINEER SR/EX/PRN	175,582.00	23,558.78	-	33,234.53	960.00
		ELEC OPS LINEWORKER	128,648.82	-	-	96,530.00	-
		FINANCE MANAGER/SR MANAGER	40,230.80	31,533.42	12,011.90	3,046.82	105.00
		GENERATION TECHNICIAN SR/EX	124,356.31	-	-	86,534.61	3,647.28
		GENERATION SUPERVISOR	179,243.34	30,282.39	-	984.65	3,872.91
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	12,161.31	12,270.93
		ELEC OPS CREW LEAD/LEADER	130,430.53	-	-	129,777.08	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	124,239.86	-	-	20,795.80	73.26
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	141,049.00	13,856.76	-	13,100.00	305.00
		SHARED SVS SUPERVISOR	146,080.97	11,943.27	-	19,143.11	8,498.77
		ELEC ENG ENGINEER	217,056.00	17,803.60	-	31,522.13	1,530.66
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	146,917.30	-	-	88,233.38	-
		ELEC ENG ENGINEER	195,060.01	15,999.14	-	2,869.62	1,951.04
		ELEC OPS MANAGER/SR MANAGER	202,962.54	42,970.19	13,729.50	50.00	9,893.30
		ELEC OPS LINEWORKER	135,896.47	-	-	162,181.84	-
		ELEC ENG ENGINEER	157,714.00	12,147.09	-	8,269.02	6,893.67
		GAS ENG SENIOR BUSINESS REP	123,293.09	-	-	27,715.64	1,326.06
		GAS OPS SUPERVISOR	142,615.78	22,653.17	-	49,180.82	3,791.10
		SUPPLY CHAIN MATERIALS ENGINEER	158,524.00	16,658.33	-	5,550.32	2,057.43
		ELEC OPS SYSTEM OPERATOR/LEAD	117,726.94	-	-	103,297.57	898.82
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	114,751.31	4,177.64	-	1,050.00	560.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	143,839.46	11,601.26	-	-	655.00
		ELEC ENG MANAGER/SR MANAGER	207,386.66	25,394.84	-	50.00	1,377.96
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	171,861.34	18,537.67	-	-	50.00
		ELEC OPS MANAGER/SR MANAGER	165,365.21	15,933.34	-	-	598.88
		GAS OPS DIRECTOR/SR DIRECTOR	198,708.88	39,469.29	-	1,377.56	1,366.51
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	244,225.79	51,927.00	39,482.20	50.00	1,122.88
		GAS OPS MECHANIC/WELDER	132,754.32	-	-	38,885.50	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,998.39	-	-	150,380.53	1,536.21
		ELEC OPS SPECIALIST SR/EX/PRN	133,242.12	11,337.11	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,303.20	-	-	30,368.70	-
		GENERATION MACHINIST/MECHANIC/RIGGER	40,095.30	-	-	26,355.60	-
		GAS OPS FOREMAN/LEADER	132,552.26	-	-	44,096.55	-
		SAFETY RISK COMPL INSPECTOR	137,972.93	-	-	73,757.07	-
		ELEC OPS LINEWORKER	134,195.54	-	-	73,679.00	-
		GAS ENG ENGINEER SR/EX/PRN	171,875.00	5,993.75	-	14,618.77	3,909.20
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	144,192.90	-	-	4,543.90	-
		GENERATION SUPERVISOR	95,081.34	33,015.27	-	261,585.41	-
		CUSTOMER CARE MANAGER/SR MANAGER	73,158.22	23,410.93	-	172,268.90	210.00
		GAS OPS SUPERVISOR	147,306.72	14,329.03	-	24,978.25	-
		ELEC OPS TECHNICIAN	136,830.97	-	-	39,209.11	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	85,093.20	-	-	486,307.01	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	10,627.22	606.48
		ELEC OPS SUPERVISOR	144,525.00	7,199.46	-	124,676.48	-
		ELEC OPS TECHNICIAN	123,631.32	-	-	82,986.94	-
		IT TECHNICIAN	114,751.89	-	-	7,229.65	-
		ELEC OPS ELECTRICIAN	121,710.15	-	-	26,702.24	-
		GAS OPS CONST/PRGM MANAGER	176,490.78	23,408.96	-	11,664.58	3,985.75
		ELEC OPS SUPERVISOR	161,753.10	27,112.41	-	87,651.36	17,171.97
		GAS OPS MECHANIC/WELDER	121,646.20	-	-	31,102.93	-

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		ELEC OPS FOREMAN/SUBFOREMAN	150,154.54	-	-	104,541.51	-
		ELEC OPS TECHNICIAN	119,968.16	-	-	111,287.30	-
		ELEC OPS SYSTEM OPERATOR/LEAD	103,924.15	-	-	72,517.77	336.80
		GAS ENG ENGINEER SR/EX/PRN	145,218.16	-	-	39,681.72	1,343.85
		GAS ENG ENGINEER SR/EX/PRN	140,579.12	-	-	14,209.22	1,015.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	108,129.62	-	-	221,775.88	6,192.20
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	167,172.00	23,348.30	-	9,556.68	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,276.40	-	-	127,252.71	-
		GAS ENG SUPERVISOR	143,218.42	15,588.30	-	13,756.58	1,070.45
		GAS ENG PRGM/ACCT/PROJ MANAGER	182,548.66	36,229.65	-	-	2,990.38
		GAS OPS FOREMAN/LEADER	131,948.72	-	-	47,758.86	-
		ELEC OPS ELECTRICIAN	125,545.61	-	-	73,665.96	-
		GENERATION MANAGER/SR MANAGER	217,360.24	45,541.33	12,011.90	50.00	1,834.21
		GAS ENG ANALYST/SPECIALST EXP/PRN	175,300.80	23,251.60	-	850.00	7,477.82
		CUSTOMER CARE SUPERVISOR/ADMIN	136,299.58	17,714.21	-	38,158.88	960.00
		ELEC OPS SUPERVISOR	162,608.34	27,586.80	-	52,390.34	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	7,191.68	12,452.92
		GAS OPS SCHEDULER	131,043.48	-	-	4,082.58	880.00
		ELEC ENG ESTIMATOR	130,355.96	-	-	19,121.03	193.18
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	153,782.72	12,705.74	-	650.00	564.03
		GENERATION WRITER TECH/ENG/OPS SR	166,356.00	23,330.05	-	9,078.54	1,232.47
		GAS ENG SUPERVISOR	145,845.86	9,727.00	-	45,492.86	580.41
		ELEC OPS LINEWORKER	136,444.93	-	-	48,391.61	-
		ELEC OPS LINEWORKER	136,261.64	-	-	162,815.47	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	162,907.52	26,278.17	-	5,200.00	167.00
		ELEC ENG ENGINEER	156,650.00	12,694.03	-	5,639.43	1,648.50
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	167,700.32	28,422.56	-	8,550.00	31,277.09
		ELEC ENG ENGINEER	144,635.28	-	-	1,361.63	420.00
		ELEC OPS SUPERVISOR	160,616.68	15,701.91	-	86,993.67	5,124.93
		GENERATION MACHINST/MECHANIC/RIGGER	111,671.09	-	-	52,999.30	-
		ELEC OPS SYSTEM OPERATOR/LEAD	118,411.26	-	-	206,723.47	-
		GAS OPS ENGINEER	140,033.12	-	-	29,103.36	427.79
		GAS OPS TECHNICIAN	88,583.22	-	-	16,750.94	5,023.27
		SHAREV SVS CRANE SURVEYOR	126,994.50	-	-	12,605.26	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	204,642.36	33,002.43	-	2,350.00	280.00
		GENERATION OPERATOR	131,327.61	-	-	84,534.86	486.63
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	125,516.39	-	-	48,076.20	880.00
		ELEC OPS OPERATOR	135,153.01	-	-	118,423.65	910.65
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	124,594.34	16,572.27	-	2,000.00	-
		GAS OPS FOREMAN/LEADER	119,699.30	-	-	43,193.61	411.87
		GAS ENG ENGINEER SR/EX/PRN	146,074.10	19,452.90	-	7,044.24	1,646.13
		GAS ENG MANAGER/SR MANAGER	151,175.73	19,226.66	-	4,235.99	565.68
		IT SUPERVISOR	130,725.00	13,894.83	-	550.00	-
		GAS ENG ENGINEER SR/EX/PRN	134,213.60	17,765.48	-	14,046.55	6,621.27
		GAS ENG ENGINEER SR/EX/PRN	132,759.40	16,884.84	-	350.00	280.00
		ELEC ENG ESTIMATOR	130,313.16	-	-	57,619.95	1,757.47
		GAS OPS CONST/PRGM MANAGER	147,772.52	19,472.88	-	4,772.24	1,458.97
		ELEC OPS LEAD OPERATOR	145,706.05	-	-	47,655.65	406.38
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	116,273.66	-	-	3,486.20	700.00
		GENERATION TECHNICIAN SR/EX	12,937.10	-	-	13,346.22	-
		IT SUPERVISOR	135,370.82	12,817.75	-	2,248.23	1,882.83
		GENERATION OPERATOR	129,301.53	-	-	87,204.86	201.55
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,750.00	6,943.75	-	50.00	1,175.00
		ELEC OPS FOREMAN/SUBFOREMAN	131,786.16	-	-	57,443.23	-
		CUSTOMER CARE SUPERVISOR/ADMIN	148,443.52	15,126.82	-	7,000.00	4,806.06
		GAS ENG ENGINEER SR/EX/PRN	143,602.48	-	-	105,821.43	630.00
		GAS OPS FOREMAN/LEADER	110,433.00	-	-	57,819.88	4,307.78
		GAS OPS ENGINEER	111,441.43	-	-	76,601.17	1,192.79
		GAS OPS CONST/PRGM MANAGER	146,873.60	18,202.45	-	5,441.80	100.98
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	138,244.26	-	-	37,446.95	41.85
		ELEC OPS SUPERVISOR	162,690.36	15,796.32	-	28,391.50	3,072.75
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	124,796.50	2,752.95	-	82,097.21	786.88
		GAS ENG MANAGER/SR MANAGER	208,166.13	42,577.27	13,729.50	1,019.36	337.48
		SHARED SVS SUBFOREMAN	24,784.64	-	-	8,605.28	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	118,876.12	-	-	79,139.41	-

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		ELEC ENG TECHNICIAN	149,687.30	-	-	57,314.76	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	147,761.88	-	-	269,804.53	2,129.65
		ELEC ENG ENGINEER	133,045.50	-	-	79,916.51	1,190.12
		ELEC OPS CABLE SPLICER/CABLEMAN	142,800.62	-	-	336,992.57	1,600.78
		GAS OPS SUPERVISOR	145,549.96	-	-	68,958.83	-
		GENERATION MACHINST/MECHANIC/RIGGER	128,295.05	-	-	123,306.33	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	128,605.11	-	-	9,163.64	1,608.28
		ELEC ENG ENGINEER	158,019.64	13,020.73	-	10,650.78	1,347.66
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	131,181.13	21,163.36	-	9,541.03	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,236.30	-	416.80	-
		ELEC ENG TECHNICIAN	147,241.00	-	-	22,628.26	-
		ELEC OPS CREW LEAD/LEADER	186,616.39	-	-	183,799.15	86.20
		GAS OPS SYSTEM/CONST OPERATOR	120,034.64	-	-	78,600.81	630.33
		ELEC OPS MANAGER/SR MANAGER	155,302.24	19,186.53	-	4,650.00	525.00
		ELEC OPS INSPECTOR	122,128.40	7,737.33	-	37,426.32	4,954.22
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	149,207.30	16,531.12	-	64,586.38	8,837.97
		GAS ENG ANALYST/SPECIALST EXP/PRN	112,120.64	17,546.10	-	-	180.00
		GAS OPS PRGM/PROJ MANAGER	157,202.50	20,668.74	-	20,533.57	1,813.67
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	160,011.74	25,387.01	-	1,100.00	1,517.10
		FINANCE SUPERVISOR	127,040.30	16,938.78	-	150.00	516.27
		GAS ENG ENGINEER SR/EX/PRN	116,313.24	-	-	12,749.33	530.63
		ELEC OPS LINEWORKER	104,276.88	-	-	311,369.00	4,852.76
		ELEC OPS ELECTRICIAN	127,199.33	-	-	72,529.67	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	127,916.00	13,044.92	-	435.97	4,435.75
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	116,364.80	8,953.20	-	-	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,069.86	-	-	424,154.82	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,206.30	5,439.63	-	-	-
		ELEC ENG SUPERVISOR	164,950.32	12,267.51	-	6,874.32	1,871.75
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	144,123.20	-	-	84,768.58	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	152,426.78	16,886.92	-	-	245.00
		GAS OPS FOREMAN/LEADER	136,332.56	-	-	69,662.63	-
		ELEC OPS SUPERVISOR	153,949.28	15,325.68	-	27,474.59	1,473.47
		SUPPLY CHAIN MATERAILS DEMAND PLAN/INSPECTOR	146,228.25	23,269.52	-	2,625.00	2,961.12
		GAS ENG PRGM/ACCT/PROJ MANAGER	91,675.88	36,760.65	-	243,661.11	497.55
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,203.69	-	-	198,767.47	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	146,775.00	11,761.61	-	400.00	2,775.08
		ELEC OPS FOREMAN/SUBFOREMAN	133,438.15	-	-	162,676.81	1,209.40
		GAS ENG SENIOR BUSINESS REP	129,243.92	-	-	62,754.70	-
		GAS OPS FITTER	121,520.85	-	-	24,949.80	188.49
		ELEC OPS SYSTEM OPERATOR/LEAD	134,383.08	-	-	67,364.20	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	128,972.52	19,688.34	-	9,525.15	-
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	161,432.60	26,119.17	-	9,925.00	36,997.27
		GAS OPS INVESTIGATOR	125,877.62	16,442.93	-	2,357.30	2,271.81
		GAS OPS PRGM/PROJ MANAGER	140,688.00	10,235.76	-	400.00	780.76
		ELEC OPS LINEWORKER	86,276.47	-	-	184,804.77	-
		ELEC OPS LINEWORKER	80,120.05	-	-	103,104.53	318.37
		GENERATION SUPERVISOR	89,095.55	30,710.09	-	263,418.59	245.00
		ELEC OPS SUPERVISOR	162,360.00	13,622.18	-	21,316.25	6,661.28
		ELEC ENG MANAGER/SR MANAGER	200,466.64	23,848.41	-	3,600.00	769.45
		ELEC OPS SUPERVISOR	186,037.30	18,370.11	-	50.00	615.25
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	128,528.98	17,717.04	-	-	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	112,094.81	11,208.96	-	24,996.57	-
		GAS ENG ENGINEER SR/EX/PRN	123,214.44	-	-	3,671.53	490.00
		ELEC OPS LINEWORKER	131,012.53	-	-	67,740.09	-
		ELEC ENG ENGINEER	143,032.47	-	-	6,921.60	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	128,893.26	27,251.69	-	2,565.52	175.00
		GAS OPS WORKING LEADER	148,442.15	-	-	68,986.52	-
		ELEC ENG MAPPING TECH	124,467.53	-	-	43,282.08	2,720.00
		GAS ENG SENIOR BUSINESS REP	122,079.28	-	-	64,810.13	469.36
		ELEC OPS LINEWORKER	-	-	-	-	-
		GAS OPS WORKING LEADER	141,649.21	-	-	46,854.41	84.66
		ELEC OPS INSPECTOR/LEAD INSPECTOR	143,501.33	-	-	125,190.13	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLCLST EXP/PRN	134,274.84	17,198.55	-	18,499.51	12,552.82
		GAS OPS SUPERVISOR	163,446.88	25,723.87	-	7,223.24	5,021.79
		GENERATION TECHNICIAN SR/EX	137,345.04	-	-	82,542.08	-

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS TECHNICIAN	135,255.13	-	-	43,735.60	18625
		ELEC ENG ESTIMATOR	118,666.46	-	-	101,083.30	-
		GAS OPS FOREMAN/LEADER	133,407.96	-	-	105,669.91	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,016.27	18,090.19	-	2,537.32	420.00
		GAS OPS OPERATOR	125,986.17	-	-	21,471.01	-
		IT ENGINEER SR/EX/PRN	176,964.00	18,950.10	-	9,601.34	4,884.43
		ELEC OPS TECHNICIAN	112,174.99	-	-	40,923.89	-
		GAS ENG ENGINEER SR/EX/PRN	145,442.90	17,580.39	-	18,272.95	280.00
		GAS OPS MECHANIC/WELDER	133,276.11	-	-	50,155.60	-
		ELEC OPS LINEWORKER	144,132.38	-	-	94,785.62	-
		GAS ENG SUPERVISOR	158,941.90	20,512.08	-	55,836.24	545.46
		GAS OPS FOREMAN/LEADER	132,463.36	-	-	25,626.19	485.76
		IT ANALYST/SPECIALIST SR/EXP/PRN	135,493.76	18,256.00	-	26,654.25	739.38
		GAS ENG MANAGER/SR MANAGER	114,826.12	46,117.43	12,011.90	297,225.70	4,210.47
		ELEC OPS LINEWORKER	176,022.31	-	-	99,854.69	-
		ELEC OPS LINEWORKER	142,168.74	-	-	127,820.91	-
		IT SUPERVISOR	166,389.64	21,329.88	-	23,106.55	7,268.10
		IT TECHNICIAN	128,379.86	-	-	36,965.46	-
		SHARED SVS PGRM/PROJ MANAGER	95,646.00	20,429.38	-	208,709.49	784.85
		IT TECHNICIAN	130,338.53	-	-	44,901.57	-
		ELEC ENG SUPERVISOR	175,297.56	17,344.72	-	11,331.30	10,864.41
		GAS OPS SUPER CREW LEADER/COORD	139,874.14	-	-	121,825.32	-
		SHARED SVS MECHANIC	125,549.13	-	-	26,188.77	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	136,440.56	12,288.73	-	50.00	560.75
		ELEC OPS SUPERVISOR	156,056.30	5,182.59	-	54,651.01	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	118,711.09	12,221.00	-	750.00	575.00
		GAS ENG CHIEF/SYS ADMIN/SR EX AST/TECH WRTR	210,673.52	44,696.91	29,187.90	486.50	800.64
		ELEC OPS LINEWORKER	121,885.64	-	-	51,113.95	735.72
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	157,113.68	6,710.68	-	-	-
		ELEC OPS ELECTRICIAN	124,242.50	-	-	45,727.95	-
		ELEC OPS CABLE SPLICER	128,478.80	-	-	154,996.32	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	118,310.54	12,121.12	-	4,000.00	2,128.58
		GAS ENG ENGINEER SR/EX/PRN	130,108.00	16,373.97	-	1,404.90	470.00
		CUSTOMER CARE ENGINEER SR/EXP/PRN	139,710.38	14,661.76	-	750.00	1,378.75
		GAS OPS WORKING LEADER	148,539.96	-	-	41,390.63	-
		ELEC OPS SYSTEM OPERATOR/LEAD	129,695.54	-	-	132,747.78	-
		ELEC OPS OPERATOR	119,140.47	-	-	23,378.84	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	223,253.88	44,379.63	-	4,250.00	2,159.39
		GAS OPS MECHANIC/WELDER	120,296.34	-	-	32,755.09	458.84
		GENERATION ENGINEER SR/EX/PRN	190,896.00	26,421.35	-	47,288.14	1,948.65
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	151,660.96	13,231.57	-	13,988.21	11,617.37
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	109,012.78	-	-	504.83	2,129.40
		IT MANAGER/SR MANAGER	141,524.29	25,814.45	-	50.00	-
		ELEC OPS CONSULTANT SR/EXP/PRN	132,000.00	-	-	-	986.49
		ELEC OPS SUPERVISOR	167,136.22	28,400.10	-	26,357.02	3,623.59
		GAS ENG ENGINEER SR/EX/PRN	211,755.48	41,443.58	8,576.70	4,344.80	160.39
		SHARED SVS MECHANIC	123,216.34	-	-	20,853.53	3,842.83
		GAS OPS ENGINEER	137,218.88	-	-	11,149.82	-
		ELEC ENG ENGINEER	125,967.14	4,715.31	-	3,857.33	1,128.86
		GAS ENG SENIOR BUSINESS REP	120,419.00	-	-	79,399.39	659.29
		SAFETY RISK COMPL INSPECTOR	13,879.58	-	-	3,936.31	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	129,001.92	12,579.84	-	90,637.59	13,533.02
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	128,415.64	13,519.67	-	150.00	280.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	145,283.41	11,766.59	-	5,194.40	-
		GENERATION MACHINST/MECHANIC/RIGGER	123,881.25	-	-	119,104.63	-
		SHARED SVS SUPERVISOR	141,199.53	14,504.11	-	23,008.25	3,690.40
		GAS ENG ENGINEER SR/EX/PRN	198,423.77	31,037.08	-	50.00	7,235.44
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	147,865.08	19,650.83	-	16,754.00	1,880.11
		ELEC OPS SYSTEM OPERATOR/LEAD	68,317.59	-	-	257,164.49	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	84,696.76	27,017.40	-	201,979.78	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	152,223.12	24,591.54	-	1,550.00	1,404.52
		GENERATION SUPERVISOR	175,164.06	25,324.33	-	122,267.57	2,100.41
		ELEC OPS LINEWORKER	137,164.53	-	-	77,362.82	-
		ELEC OPS LINEWORKER	153,967.04	-	-	145,437.41	-
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	111,408.35	13,969.38	-	11,694.90	1,040.00



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		IT MANAGER/SR MANAGER	189,583.34	30,330.30	-	4,550.00	14879.47
		GAS OPS SUPERVISOR	113,947.13	31,082.26	-	252,799.15	-
		ELEC OPS ENGINEER	156,780.00	21,987.38	-	12,459.04	3,027.44
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	124,664.38	13,234.34	-	100.00	536.74
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	108,445.50	15,600.67	-	44,792.26	728.72
		IT ARCHITECH EXP/PRN	78,154.40	30,206.58	-	38,315.23	-
		SAFETY RISK MANAGER/SR MANAGER	143,492.77	19,237.10	-	15,903.73	747.94
		IT ARCHITECH EXP/PRN	184,038.80	29,483.06	-	50.00	1,010.78
		ELEC OPS TECHNICIAN	139,687.70	-	-	159,107.18	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	184,254.94	22,946.47	-	50.00	4,480.11
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	198,544.00	33,395.82	-	21,235.12	5,441.92
		IT ANALYST/SPECIALIST SR/EXP/PRN	133,791.00	6,017.73	-	-	960.00
		GAS OPS SUPERVISOR	165,021.32	25,889.41	-	19,082.24	87.16
		FINANCE MANAGER/SR MANAGER	126,468.90	18,624.08	-	-	2,542.09
		GAS OPS SUPERVISOR	155,283.88	24,673.10	-	11,529.62	5,924.47
		ELEC OPS FOREMAN/SUBFOREMAN	149,813.95	-	-	177,885.91	-
		ELEC OPS FOREMAN/SUBFOREMAN	126,904.68	-	-	50,078.53	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	32,519.66	-	-	54,273.62	163.64
		ELEC OPS OPERATOR	125,756.55	-	-	21,376.50	-
		ELEC OPS ELECTRICIAN	123,943.86	-	-	94,951.43	-
		ELEC OPS LINEWORKER	124,308.17	-	-	78,566.99	-
		ELEC OPS CABLE SPLICER	160,082.96	-	-	156,451.09	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	142,025.00	15,124.80	-	62,711.13	-
		ELEC OPS SUPERVISOR	184,552.46	31,373.18	-	375.00	1,477.46
		ELEC OPS ELECTRICIAN	121,815.15	-	-	103,869.57	-
		SHARED SVS MECHANIC	106,364.75	-	-	19,429.38	-
		ELEC OPS CONSULTANT SR/EXP/PRN	138,660.00	10,301.51	-	50.00	630.01
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	144,601.81	-	-	3,253.18	420.00
		GAS ENG MANAGER/SR MANAGER	196,087.50	35,745.37	-	-	3,327.10
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	130,956.29	11,469.03	-	50.00	960.00
		ENG PLNG & STRAT ANALYST/SPEC SR/AST SR/EXP/PRN	154,217.43	16,011.62	-	-	1,753.61
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	128,385.81	10,272.73	-	973.02	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	143,463.09	12,655.20	-	25,105.33	10,690.86
		SHARED SVS EX ASST/HR GNRLST/PILOT/CHIEF	84,554.00	-	-	25,035.21	3,460.28
		GAS ENG SUPERVISOR	159,429.95	20,955.70	-	41,831.67	571.11
		ELEC OPS SUPERVISOR	150,955.00	14,786.20	-	93,864.23	578.70
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,685.12	14,821.15	-	-	960.00
		ELEC OPS ELECTRICIAN	128,097.33	-	-	137,125.80	416.52
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	202,222.42	32,480.70	-	24.00	-
		GAS OPS SYSTEM/CONST OPERATOR	127,341.92	-	-	26,385.67	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,031.98	17,966.09	-	3,050.00	385.00
		IT MANAGER/SR MANAGER	165,882.50	20,107.29	-	50.00	1,844.04
		ELEC OPS SUPERVISOR	129,172.78	-	-	73,316.40	-
		ELEC ENG SUPERVISOR	180,241.16	17,819.86	-	135,206.99	31,790.50
		GAS ENG ENGINEER SR/EX/PRN	147,354.59	-	-	74,065.53	1,040.00
		ELEC OPS ELECTRICIAN	122,029.98	-	-	28,273.65	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	139,589.84	12,078.47	-	38,954.03	6,292.95
		ELEC OPS ENGINEER	136,601.12	-	-	32,491.68	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	186,463.88	29,908.71	8,576.70	750.00	1,450.09
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	14,746.53	2,441.36
		GAS ENG SUPERVISOR	131,922.86	21,159.10	-	1,557.32	210.00
		IT MANAGER/SR MANAGER	167,416.64	24,109.03	-	2,900.00	4,034.69
		GENERATION TECHNICIAN SR/EX	-	-	-	-	-
		IT MANAGER/SR MANAGER	43,219.64	-	-	-	232.46
		ELEC OPS FOREMAN/SUBFOREMAN	132,186.36	-	-	59,942.09	-
		IT ARCHITECH EXP/PRN	50,829.55	-	-	11,000.00	105.00
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	94,220.49	16,511.79	-	11,997.32	264.89
		ELEC OPS LINEWORKER	140,838.60	-	-	64,092.33	-
		GENERATION OPERATOR	14,386.06	-	-	10,916.79	-
		GAS ENG SENIOR BUSINESS REP	145,129.50	-	-	78,904.26	4,161.14
		ELEC OPS CREW LEAD/LEADER	132,690.47	-	-	77,180.76	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	173,177.14	25,445.99	-	3,950.00	11,885.82
		GAS ENG ENGINEER SR/EX/PRN	135,253.00	-	-	10,462.50	455.00
		ELEC OPS ENGINEER	138,797.60	-	-	6,726.72	-
		ELEC OPS FOREMAN/SUBFOREMAN	120,341.86	-	-	10,329.13	-

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		IT DEVELOPER SR/EX	134,527.36	13,931.63	-	1,500.00	5600
		GAS OPS SUPERVISOR	150,352.58	23,979.16	-	46,562.52	47,494.44
		GAS OPS TECHNICIAN	121,200.56	-	-	8,430.23	711.01
		GAS OPS WORKING LEADER	43,780.80	-	-	22,635.95	-
		ELEC OPS TECHNICIAN	17,309.28	-	-	15,108.65	-
		SHARED SVS MANAGER/SR MANAGER	87,975.00	29,156.83	-	239,266.32	1,253.93
		GAS OPS TECHNICIAN	121,753.74	-	-	134,334.02	2,683.38
		GAS OPS SUPERVISOR	152,279.50	-	-	58,758.69	568.09
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	129,686.94	13,632.94	-	-	-
		CUSTOMER CARE PRD/PRGR MANAGER EXP/PRN/CHIEF	125,331.16	12,515.27	-	2,250.00	-
		GAS ENG ENGINEER SR/EX/PRN	191,292.00	25,260.06	-	23,426.81	15,576.64
		ENERGY PLCY & PROC SUPERVISOR	143,083.80	14,877.79	-	500.00	525.00
		SHARED SVS MECHANIC	26,342.88	-	-	1,098.69	-
		ELEC OPS FOREMAN/SUBFOREMAN	130,668.12	-	-	42,061.42	-
		GENERATION ENGINEER SR/EX/PRN	134,181.82	17,881.37	-	11,413.00	2,932.09
		GAS OPS SUPERVISOR	58,712.16	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,102.14	13,720.85	-	2,968.43	385.00
		ELEC ENG SUPERVISOR	133,249.96	12,756.43	-	1,242.68	1,029.03
		GENERATION TECHNICIAN SR/EX	23,572.70	-	-	33,599.24	-
		GAS ENG INTERCONNECTION MNGR	93,068.92	36,718.56	-	241,977.35	-
		GENERATION SUPERVISOR	-	15,532.73	-	-	-
		SAFETY RISK COMPL INSPECTOR	17,248.64	-	-	22,723.99	-
		GENERATION MACHINST/MECHANIC/RIGGER	51,427.56	-	-	582.36	-
		GENERATION SUPERVISOR	160,386.38	27,187.80	-	42,205.48	-
		ELEC OPS FOREMAN/SUBFOREMAN	63,505.97	-	-	41,871.87	-
		GAS OPS SUPERVISOR	8,359.44	23,440.25	-	97,196.60	-
		ELEC OPS FOREMAN/SUBFOREMAN	96,371.87	-	-	100,492.67	-
		ELEC OPS SUPERVISOR	158,746.90	15,732.86	-	42,711.37	-
		GAS OPS TECHNICIAN	108,751.49	-	-	32,873.71	96.25
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	136,108.00	18,178.77	-	489.74	700.00
		GAS OPS SUPERVISOR	148,983.78	20,605.49	-	1,750.00	621.91
		ELEC ENG MANAGER/SR MANAGER	162,147.31	11,403.56	-	6,883.88	1,358.78
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	164,152.54	25,816.40	-	2,500.00	560.00
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	140,180.40	19,883.01	-	1,069.52	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	152,621.02	21,168.69	-	100.00	572.75
		GAS OPS FOREMAN/LEADER	123,341.79	-	-	72,542.51	269.10
		HR ECO INSTRUCTOR/LEARNING STRAT EXP/PRN	61,458.07	26,699.41	-	203,255.11	-
		ELEC OPS LINEWORKER	126,950.24	-	-	74,601.12	-
		ELEC OPS LEAD OPERATOR	128,569.29	-	-	365,679.91	41.62
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	168,679.82	16,341.63	-	5,771.59	3,848.51
		GAS ENG ENGINEER SR/EX/PRN	174,300.00	23,016.00	-	5,837.22	678.24
		CUSTOMER CARE SUPERVISOR/ADMIN	139,339.26	18,109.26	-	6,020.00	440.01
		SHARED SVS MANAGER/SR MANAGER	143,196.55	20,797.03	-	8,762.21	4,117.30
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	93,487.29	-	-	431,603.06	-
		GAS OPS OPERATOR	118,383.12	-	-	39,262.38	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	154,661.46	30,919.69	-	19.48	2,120.00
		ELEC ENG ENGINEER	178,528.00	13,847.23	-	-	308.13
		ELEC OPS LINEWORKER	128,526.72	-	-	139,078.93	380.32
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	146,297.97	17,227.61	-	7,196.35	3,995.31
		GAS ENG MANAGER/SR MANAGER	152,723.85	25,793.14	-	7,364.64	1,864.54
		GAS OPS SUPERVISOR/EXEC ASSISTANT	140,600.04	-	-	3,436.84	-
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	144,130.44	-	-	-	253.15
		SAFETY RISK COMPL INSPECTOR	132,542.39	-	-	101,135.07	-
		GAS OPS ENGINEER	131,636.60	-	-	12,395.82	1,064.00
		GAS OPS MECHANIC/WELDER	127,837.43	-	-	49,347.76	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	156,606.23	16,531.19	-	50.00	501.57
		ELEC ENG CONSULTANT/REP	125,676.80	8,769.85	-	50.00	350.00
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	135,875.58	14,614.89	-	2,025.36	2,179.92
		GENERATION OPERATOR	127,517.18	-	-	56,874.56	1,300.63
		ENERGY PLCY & PROC ENGINEER	171,423.32	27,468.94	-	250.00	315.00
		SAFETY RISK DIRECTOR/SR DIRECTOR	230,000.04	31,665.59	20,599.90	4,250.00	990.86
		GAS OPS TECHNICIAN	121,179.93	-	-	40,630.03	6,459.62
		ELEC ENG ENGINEER	176,964.00	14,515.34	-	11,791.04	1,044.10
		ELEC OPS ENGINEER	133,272.08	-	-	8,133.84	680.06
		CUSTOMER CARE SUPERVISOR/ADMIN	152,425.40	19,402.06	-	16,240.24	280.00

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC ENG ENGINEER	194,602.64	14,922.88	-	6,183.26	2,881.16
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	137,908.35	15,410.62	-	-	14,970.16
		ELEC OPS TECHNICIAN	127,828.74	-	-	96,958.91	-
		ELEC ENG ENGINEER	176,964.00	14,533.48	-	1,230.64	1,482.84
		ELEC OPS LINEWORKER	137,887.38	-	-	84,289.84	100.00
		GAS OPS CONST/PRGM MANAGER	149,830.54	19,854.52	-	-	628.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	13,446.59	-	-	-	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	126,071.81	6,524.34	-	50.00	3,370.10
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	176,513.04	32,191.81	-	7,577.96	3,194.61
		ELEC OPS FOREMAN/SUBFOREMAN	157,155.26	-	-	166,540.48	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	141,758.04	22,580.34	-	21,477.10	19,705.92
		SUPPLY CHAIN MATERAILS SUPERVISOR	152,310.88	16,082.49	-	-	820.98
		GENERATION OPERATOR	104,992.96	-	-	8,236.81	28.58
		ELEC ENG TECHNICIAN	147,904.80	-	-	43,952.44	-
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	193,739.10	25,005.72	-	1,500.00	960.00
		ELEC OPS SUPERVISOR	96,778.09	-	-	3,382.56	105.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	135,424.92	10,779.04	-	1,000.00	995.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	41,327.76	-	-	16,840.50	-
		SHARED SVS FACILITY LEAD/TECH	62,133.68	-	-	52,340.47	-
		IT MANAGER/SR MANAGER	174,748.80	23,602.84	-	28,172.08	115.00
		ELEC ENG ENGINEER	175,728.00	14,107.03	-	12,298.76	775.88
		ELEC OPS FOREMAN/SUBFOREMAN	147,017.60	-	-	46,727.71	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	145,358.00	14,825.18	-	7,113.71	2,600.55
		ELEC OPS SYSTEM OPERATOR/LEAD	184,399.66	-	-	149,021.72	8,165.63
		ELEC OPS ELECTRICIAN	127,079.42	-	-	90,813.46	-
		GAS ENG ENGINEER SR/EX/PRN	146,852.69	-	-	112,529.89	455.00
		GAS OPS SUPERVISOR	135,745.79	23,006.20	-	9,317.50	-
		GAS OPS DIRECTOR/SR DIRECTOR	211,856.27	40,343.71	17,164.70	4,140.60	1,426.15
		GAS OPS CONST/PRGM MANAGER	201,366.40	40,175.51	-	1,550.00	9,907.34
		ELEC OPS FOREMAN/SUBFOREMAN	9,530.77	-	-	18,624.64	-
		ELEC ENG ENGINEER	176,372.00	17,046.73	-	5,415.21	1,470.51
		ELEC OPS SYSTEM OPERATOR/LEAD	116,350.68	-	-	128,601.07	502.20
		SHARED SVS MANAGER/SR MANAGER	128,795.10	16,603.34	-	-	8,838.87
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	11,382.60	575.75
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	128,557.50	19,910.75	-	94,846.98	15,663.55
		ELEC OPS LINEWORKER	143,904.87	-	-	62,214.57	-
		GAS ENG MANAGER/SR MANAGER	188,001.68	37,509.07	-	-	385.00
		GAS OPS TECHNICIAN	129,088.55	-	-	37,967.88	304.27
		GAS ENG ENGINEER SR/EX/PRN	152,283.02	-	-	27,026.42	711.45
		GAS OPS SUPERVISOR	138,787.12	14,876.96	-	5,922.08	3,596.33
		GENERATION ENGINEER SR/EX/PRN	148,788.72	-	-	86.00	880.00
		GAS OPS TECHNICIAN	17,561.39	-	-	21,126.59	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	163,222.08	32,565.19	-	50.00	2,162.94
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	174,276.00	14,984.12	-	15,192.00	2,559.63
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	142,061.56	17,526.16	-	988.88	385.00
		ELEC OPS CREW LEAD/LEADER	176,724.88	-	-	113,110.42	175.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	133,481.69	-	-	11,477.40	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	104,065.42	34,201.99	-	279,804.91	651.39
		GAS OPS WORKING LEADER	142,527.36	-	-	35,217.20	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	16,096.56	-	-	47,473.17	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	143,250.38	14,269.46	-	6,600.00	1,181.48
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	137,298.15	10,977.07	-	-	7,359.65
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	129,404.80	14,036.72	-	6,100.00	861.59
		GEN COUNSEL & ETHICS COMP DIRECTOR/ARCH/EX AST	233,437.50	23,671.88	-	1,969.99	2,918.61
		ELEC OPS SUPERVISOR	160,612.40	15,768.81	-	27,113.52	2,211.01
		ELEC OPS SUPERVISOR	180,000.00	-	-	39,189.38	1,326.64
		GAS OPS INSPECTOR	126,491.13	-	-	1,857.26	300.00
		ELEC OPS LINEWORKER	143,533.11	-	-	128,433.72	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	140,023.78	19,610.97	-	9,395.55	2,174.83
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	21,724.47	442.50
		GAS ENG ENGINEER SR/EX/PRN	143,752.12	14,821.92	-	2,056.63	4,556.45
		SHARED SVS SCIENTIST	156,258.32	16,434.36	-	26,813.01	1,515.38
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,463.93	-	-	92,937.27	-
		GAS ENG SENIOR BUSINESS REP	115,308.72	-	-	90.92	1,972.85
		GAS ENG SENIOR BUSINESS REP	142,305.28	-	-	25,122.02	181.85

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		CUSTOMER CARE DATABASE ADMIN EXP	121,508.15	12,406.57	-	150.00	31500
		ELEC ENG ENGINEER	93,254.00	-	-	1,932.30	1,194.86
		GAS ENG ENGINEER SR/EX/PRN	145,363.29	23,308.91	-	18,410.23	1,016.72
		IT ANALYST/SPECIALIST SR/EXP/PRN	137,965.95	17,482.75	-	626.16	960.00
		IT TECHNICIAN	36,719.20	-	-	248,354.55	-
		IT CONTROLS ASSESSOR/DATA SCIENTIST SR/EX/PRN	13,132.50	-	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,450.00	11,943.25	-	50.00	-
		IT MANAGER/SR MANAGER	211,345.27	33,890.91	8,576.70	2,550.00	681.61
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,393.32	17,098.50	-	1,550.00	1,017.61
		ELEC OPS SUPERVISOR	93,916.64	-	-	37,050.01	732.11
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	224,893.60	48,613.33	18,882.30	6,270.00	1,182.88
		GAS ENG SENIOR BUSINESS REP	121,356.87	-	-	25,496.85	5,511.10
		GAS OPS FOREMAN/LEADER	136,644.18	-	-	149,129.96	2,357.14
		GAS OPS CONST/PRGM MANAGER	156,693.81	21,020.96	-	302.32	14,097.89
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	142,581.18	-	-	142,855.19	50.17
		GAS OPS WORKING LEADER	149,387.10	-	-	29,382.14	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	63,422.76	16,899.16	-	175,572.73	2,074.15
		ELEC ENG ENGINEER	111,330.14	15,239.37	-	12,279.12	234.40
		ELEC ENG ENGINEER	205,284.12	26,375.77	-	6,721.73	3,371.50
		GAS OPS LEAD REP/SPEC/INSPECTOR	121,397.12	-	-	6,861.32	-
		ELEC OPS SUPERVISOR	148,044.32	8,973.84	-	73,722.33	71.29
		ELEC ENG ENGINEER	143,170.53	-	-	71,592.19	-
		ELEC OPS SYSTEM OPERATOR/LEAD	102,111.44	-	-	103,452.00	-
		GAS OPS CONST/PRGM MANAGER	175,520.58	36,764.05	-	-	-
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	400.00	2,084.46
		ELEC ENG TECHNOLOGIST	129,294.88	-	-	14,974.22	-
		ELEC ENG ESTIMATOR	132,439.57	-	-	10,121.18	612.50
		ELEC OPS CABLE SPLICER	147,347.99	-	-	75,178.13	123.77
		GAS OPS PRGM/PROJ MANAGER	184,810.00	24,440.42	-	6,997.51	2,204.36
		ELEC OPS CABLE SPLICER/CABLEMAN	136,573.54	-	-	191,456.08	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	194,484.00	15,591.51	-	706.34	2,637.96
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	163,481.60	13,751.96	-	8,927.82	1,955.80
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	172,504.00	18,133.75	-	1,167.70	2,159.14
		GAS OPS ENGINEER	138,641.12	-	-	47,504.22	-
		GAS OPS SUPERVISOR	120,465.01	-	-	30,698.54	-
		GENERATION TECHNICIAN SR/EX	119,734.29	-	-	32,490.72	-
		IT TECHNICIAN	112,354.25	-	-	70,162.79	174.64
		ELEC OPS ENGINEER	134,877.76	19,712.34	-	4,688.63	5,257.12
		SHARED SVS MECHANIC	117,254.91	-	-	29,533.42	-
		SHARED SVS MECHANIC	41,530.34	-	-	22,038.99	447.25
		GAS OPS SYSTEM/CONST OPERATOR	112,251.05	-	-	67,093.16	-
		ELEC OPS ENGINEER	130,964.32	19,006.67	-	29,920.81	18,634.71
		ELEC OPS LINEWORKER	100,889.06	-	-	124,819.26	1,819.66
		ELEC ENG ENGINEER	144,281.50	-	-	8,742.55	673.28
		GAS ENG MANAGER/SR MANAGER	16,820.11	29,127.51	-	23,135.31	182.80
		ELEC OPS FOREMAN/SUBFOREMAN	130,397.94	-	-	36,289.55	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	164,811.61	5,221.23	50.00	-	12,880.45
		GAS ENG ENGINEER SR/EX/PRN	214,181.90	48,105.36	10,294.30	540.00	1,230.00
		ELEC OPS LINEWORKER	111,018.41	-	-	81,381.39	-
		OPERATIONS SUPERVISOR	127,840.00	11,032.68	-	311.15	4,612.35
		GAS ENG SENIOR BUSINESS REP	138,275.68	-	-	8,974.78	1,657.58
		OPERATIONS CONST/PRGM/CONTRACT MNGR EXP/PRN	137,700.00	15,783.89	-	50.00	558.51
		GAS OPS FOREMAN/LEADER	6,552.60	-	-	25,044.48	-
		ELEC OPS FOREMAN/SUBFOREMAN	142,421.06	-	-	92,195.23	-
		ELEC OPS CREW FOREMAN/LEAD	151,014.37	-	-	175,430.44	-
		ELEC OPS MACHINIST/WELDER/HYDROGAPHER	127,956.00	17,945.39	-	250.00	613.63
		GENERATION COORDINATOR SR/EX	132,009.86	16,302.46	-	2,020.00	1,040.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	124,332.45	8,825.32	-	42,945.46	-
		ELEC ENG ENGINEER	130,864.74	-	-	386,518.39	210.00
		GAS ENG SUPERVISOR	171,752.60	22,798.42	-	714.08	880.00
		ELEC OPS SUPERVISOR	163,013.76	-	-	75,417.41	-
		ELEC OPS SPECIALIST SR/EX/PRN	94,507.34	12,157.98	-	21,308.14	1,241.47
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	64,525.98	11,384.07	-	161,448.12	2,671.44
		GAS OPS SUPERVISOR	135,796.30	21,657.66	-	14,192.08	976.93
		ELEC OPS FOREMAN/SUBFOREMAN	135,181.29	-	-	154,703.93	-

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		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	56,450.40	-	-	3,864.84	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	134,206.00	10,947.46	-	50.00	511.26
		ELEC OPS LINeworker	125,693.07	-	-	70,470.81	-
		GAS OPS SUPERVISOR	136,477.94	13,275.68	-	19,808.74	718.40
		GAS OPS FOREMAN/LEADER	128,077.37	-	-	101,931.11	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	127,584.00	10,046.57	-	5,896.96	420.00
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	70,355.05	8,083.56	-	38,650.77	-
		GAS OPS MECHANIC/WELDER	114,235.02	-	-	63,466.57	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	143,417.41	-	-	84,353.75	-
		ELEC ENG SUPERVISOR	191,674.30	8,710.47	-	2,000.00	1,794.31
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,603.30	17,409.79	-	-	420.00
		ELEC OPS SYSTEM OPERATOR/LEAD	-	-	-	-	-
		ELEC OPS SUPERVISOR	82,285.82	19,714.50	-	31,755.56	210.00
		ELEC OPS LINeworker	16,510.06	-	-	29,202.34	-
		ELEC OPS FOREMAN/SUBFOREMAN	131,759.18	-	-	54,573.45	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	127,205.00	13,665.30	-	-	455.00
		GAS OPS SUPERVISOR	122,351.51	14,221.02	-	24,973.93	3,884.45
		GAS OPS TECHNICIAN	131,806.72	-	-	42,080.82	2,101.70
		GAS ENG SUPERVISOR	80,367.70	22,695.42	-	191,576.42	210.00
		ELEC OPS MANAGER/SR MANAGER	205,373.16	24,992.80	12,011.90	13,300.00	5,096.72
		ELEC OPS LINeworker	90,209.99	-	-	78,100.39	-
		GAS OPS TECHNICIAN	130,118.80	-	-	80,563.40	-
		GAS OPS TECHNICIAN	135,108.04	-	-	107,086.33	1,092.56
		GAS OPS INSPECTOR	131,380.90	-	-	35,493.60	-
		ELEC OPS LINeworker	125,982.63	-	-	52,202.54	-
		GAS OPS MECHANIC/WELDER	129,231.95	-	-	93,684.33	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,009.28	13,856.31	-	50.00	810.48
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	136,495.80	11,018.76	-	6,831.27	1,034.31
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	25,520.31	15,187.91	-	89,554.80	-
		GAS ENG ENGINEER SR/EX/PRN	130,718.20	10,619.58	-	21,109.10	1,740.36
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	132,395.86	14,176.80	-	-	1,404.23
		ELEC OPS CREW LEAD/LEADER	129,213.54	-	-	20,472.43	608.41
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	148,485.00	18,285.76	-	199,308.54	5,755.83
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	191,020.22	23,478.92	-	3,369.72	758.15
		IT ARCHITECT EXP/PRN	188,527.50	29,357.02	-	50.00	1,065.69
		GAS OPS ENGINEER	120,827.80	-	-	26,805.04	1,040.08
		GENERATION SUPERVISOR	88,581.44	30,532.90	-	258,816.42	-
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	128,872.39	-	-	5,943.46	308.39
		ELEC OPS SUPERVISOR	174,250.04	12,367.50	-	41,879.26	816.38
		ELEC OPS SYSTEM OPERATOR/LEAD	142,985.48	-	-	21,461.76	1,101.54
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	167,172.00	23,516.35	-	27,417.12	560.00
		ELEC OPS LINeworker	137,983.00	-	-	82,077.84	611.12
		GAS ENG INTERCONNECTION MNGR	137,012.94	10,008.18	-	-	438.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	146,055.36	15,635.18	-	4,500.00	317.00
		GAS OPS MANAGER/SR MANAGER	159,520.84	31,852.50	-	-	7,967.77
		GAS OPS INVESTIGATOR	62,567.50	16,732.40	-	5,505.77	-
		IT SUPERVISOR	173,151.52	18,647.64	-	-	744.08
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	236,021.24	50,587.91	30,905.50	3,939.84	2,317.41
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	85,667.48	-	-	232,609.74	-
		ELEC OPS TECHNICIAN	126,638.07	-	-	16,263.57	586.58
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	141,440.74	17,493.47	-	-	4,880.06
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	125,680.14	16,011.18	-	-	315.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	147,344.75	15,185.50	-	8,560.49	1,516.58
		SHARED SVS SURVEYOR/FOREMAN	21,429.34	15,489.12	-	44,988.90	179.58
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	153,456.34	12,653.07	-	40,415.00	9,224.53
		ENERGY PLCY & PROC MANAGER/SR MANAGER	201,000.00	30,664.68	-	100.00	1,498.94
		CUSTOMER & COMMS MANAGER/SR MANAGER	177,207.54	28,788.50	-	1,855.40	429.50
		IT ANALYST/SPECIALIST SR/EXP/PRN	161,209.99	16,412.33	-	-	280.00
		IT TECHNICIAN	126,426.80	-	-	7,139.00	-
		IT ARCHITECT EXP/PRN	214,558.96	32,587.29	40,810.21	25,000.00	3,177.73
		SHARED SVS SUPERVISOR	155,104.36	16,424.41	-	7,632.17	1,698.25
		SAFETY RISK COMPL INSPECTOR	91,876.29	-	-	72,704.29	-
		GAS OPS INSPECTOR	127,597.80	-	-	97,381.76	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	126,034.13	17,638.64	-	50.00	11,839.97

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS FOREMAN/LEADER	135,360.02	-	-	11,653.87	4938
		FINANCE AUDITOR SR/EX/PRN	148,438.44	15,088.14	-	2,050.00	549.50
		GAS OPS MECHANIC/WELDER	126,648.59	-	-	31,666.95	363.16
		SHARED SVS PGRM/PROJ MANAGER	187,748.00	19,029.06	-	-	2,735.20
		IT ENGINEER SR/EX/PRN	159,366.56	17,196.74	-	25.00	351.07
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	142,341.98	14,971.72	-	550.00	806.14
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	81,569.62	26,462.79	-	198,092.70	649.63
		ELEC OPS ENGINEER	157,368.00	13,298.92	-	15,297.45	516.20
		ENG PLNG & STRAT MANAGER/SR MANAGER	211,150.04	34,163.25	10,294.30	4,565.00	2,695.06
		IT MANAGER/SR MANAGER	166,376.80	26,810.13	-	2,000.00	420.00
		ELEC OPS SYSTEM OPERATOR/LEAD	26,241.80	-	-	79,448.49	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	188,828.54	27,930.57	-	21,530.00	609.12
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	147,504.64	19,659.50	-	50.00	-
		ELEC OPS OPERATOR	61,368.64	-	-	-	70.00
		IT CONTROLS ASSESSOR/DATA SCIENTIST SR/EX/PRN	86,470.06	5,567.62	-	198.69	16.00
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	179,952.00	-	-	50.00	2,000.00
		ELEC ENG ENGINEER	143,474.00	4,786.88	-	9,135.05	1,285.00
		ELEC ENG ENGINEER	202,476.00	15,877.83	-	7,478.54	2,397.89
		GAS OPS PRGM/PROJ MANAGER	151,986.00	22,172.35	-	40,257.53	664.14
		ELEC ENG ESTIMATOR	139,372.16	-	-	84,431.57	1,610.63
		ELEC ENG ENGINEER	149,452.00	11,762.69	-	22,504.40	525.53
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	63,037.34	13,499.95	-	146,637.60	435.00
		GAS OPS SYSTEM/CONST OPERATOR	7,198.80	-	-	19,917.51	-
		IT TECHNICIAN	128,593.62	-	-	25,264.25	-
		ELEC ENG SUPERVISOR	92,386.12	18,696.22	-	236,031.00	12,379.27
		GAS OPS PRGM/PROJ MANAGER	150,418.00	18,818.50	-	200.00	366.50
		ELEC OPS SPECIALIST SR/EX/PRN	74,456.52	38,310.73	-	35,228.76	959.01
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	119,714.34	-	-	1,541.97	431.00
		HR ECO DIRECTOR/SR DIRECTOR	233,578.04	50,287.16	39,482.20	903.12	-
		GAS ENG SUPERVISOR	87,404.34	22,712.62	-	222,918.92	32.76
		ELEC OPS LINEWORKER	119,940.80	-	-	106,750.57	-
		ELEC OPS SUPERVISOR	167,413.90	23,715.92	-	1,078.19	1,545.50
		ELEC OPS SUPERVISOR	203,320.60	26,860.29	-	124,411.11	1,356.75
		ELEC OPS LINEWORKER	133,319.53	-	-	178,587.69	-
		ELEC OPS LINEWORKER	101,036.63	-	-	248,503.50	236.43
		IT TECHNICIAN	123,640.84	-	-	15,133.68	86.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	112,117.74	-	-	32,200.60	-
		GAS ENG PRGM/ACCT/PROJ MANAGER	158,313.12	20,467.44	-	800.00	3,381.33
		OPERATIONS SUPERVISOR	138,803.82	13,669.69	-	38,236.90	12,032.43
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,011.66	14,737.49	-	2,050.00	-
		GAS ENG ENGINEER SR/EX/PRN	200,214.84	37,949.75	-	500.00	11,017.58
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	117,495.87	-	-	47,937.30	692.36
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	30,145.87	-	-	6,295.08	1,045.88
		GAS OPS FOREMAN/LEADER	134,780.03	-	-	34,184.29	120.00
		ELEC OPS LINEWORKER	55,010.41	-	-	44,103.15	-
		IT MANAGER/SR MANAGER	180,286.99	30,079.35	-	9,692.60	2,558.63
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,610.77	-	-	150,450.49	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	140,309.26	15,073.05	-	50.00	1,138.22
		GENERATION TECHNICIAN SR/EX	19,065.20	-	-	12,180.12	-
		ELEC ENG ENGINEER	175,552.99	14,509.26	-	37,175.75	14,257.47
		IT SECURITY/STORAGE/SYSTEM ADMINISTRATOR SR/EX	142,156.46	15,758.05	-	1,561.02	1,038.98
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	77,447.74	-	-	248,566.60	-
		ELEC OPS FOREMAN/SUBFOREMAN	150,359.79	-	-	35,096.14	31.11
		SAFETY RISK METEOROLOGIST SR	154,352.96	11,996.03	-	17,457.79	150.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,327.86	-	-	112,903.72	1,920.61
		GEN COUNSEL & ETHICS COMP ATTORNEY	170,049.96	16,517.80	-	550.00	995.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	139,642.00	14,325.10	-	593.35	589.66
		ELEC OPS FOREMAN/SUBFOREMAN	147,726.21	-	-	170,111.68	192.50
		GENERATION AUDITOR SR/EX	171,516.00	24,052.90	-	38,620.93	-
		GENERATION MACHINST/MECHANIC/RIGGER	78,490.93	-	-	99,109.15	-
		IT TECHNICIAN	124,275.47	-	-	25,054.74	-
		GENERATION COORDINATOR SR/EX	169,608.00	23,669.36	-	1,649.26	420.00
		GAS OPS FOREMAN/LEADER	145,179.44	-	-	36,500.63	-
		ELEC OPS SPECIALIST SR/EX/PRN	151,409.10	12,489.32	-	342.68	156.00
		IT ENGINEER SR/EX/PRN	153,116.60	16,350.78	-	3,550.00	2,175.23

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		GENERATION TECHNICIAN SR/EX	120,568.52	-	-	130,062.59	161.58
		GENERATION TECHNICIAN SR/EX	101,201.88	-	-	97,574.83	-
		ELEC OPS FOREMAN/SUBFOREMAN	125,893.20	-	-	47,941.82	-
		GAS OPS SUPERVISOR	130,700.10	19,596.15	-	1,292.69	1,728.96
		ELEC OPS LINEWORKER	64,866.59	-	-	178,846.65	-
		SHARED SVS MECHANIC	113,762.25	-	-	16,512.30	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	165,254.00	17,167.62	-	50.00	466.26
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	137,785.00	28,289.56	-	9,602.40	2,454.60
		ELEC OPS ENGINEER	158,206.20	13,019.02	-	50.00	140.00
		ELEC OPS OPERATOR	110,680.96	-	-	44,176.72	245.70
		ELEC OPS ELECTRICIAN	87,480.76	-	-	17,458.98	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	133,612.00	21,210.00	-	33,978.62	371.52
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	128,327.97	12,104.14	-	14,844.78	-
		ELEC OPS LINEWORKER	142,857.86	-	-	127,648.45	-
		ELEC OPS LINEWORKER	156,941.44	-	-	143,823.69	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	170,043.83	16,227.27	-	51,721.50	138.13
		SHARED SVS PGRM/PROJ MANAGER	156,373.40	17,685.18	-	-	3,182.72
		CUSTOMER & COMMS MANAGER/SR MANAGER	212,841.20	34,664.87	20,599.90	3,140.28	1,754.33
		ELEC OPS ENGINEER	188,029.32	16,679.54	-	800.00	1,032.10
		IT TECHNICIAN	129,698.25	-	-	112,012.20	-
		ELEC ENG TECHNICIAN	125,345.10	-	-	45,567.86	-
		SAFETY RISK COMPL INSPECTOR	132,396.72	-	-	84,754.75	-
		GAS OPS SUPERVISOR	157,308.70	21,733.91	-	4,406.01	8,020.00
		ELEC OPS DIRECTOR/SR DIRECTOR	238,027.66	66,550.58	29,187.90	50.00	5,619.81
		ELEC OPS OPERATOR	116,964.71	-	-	48,700.90	-
		ELEC OPS LINEWORKER	122,236.20	-	-	111,729.88	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	137,993.04	14,752.86	-	50.00	996.57
		GENERATION ENGINEER SR/EX/PRN	205,260.00	43,179.45	-	4,689.94	7,718.38
		GAS ENG PRGM/ACCT/PROJ MANAGER	131,999.90	17,278.89	-	3,465.38	470.00
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	33,988.57	554.88
		GENERATION FIRE CAPTAIN	92,450.24	-	-	59,576.99	-
		ELEC OPS LINEWORKER	135,910.41	-	-	21,856.20	-
		ELEC OPS TECHNICIAN	134,757.58	-	-	41,287.00	125.00
		ELEC ENG SUPERVISOR	170,125.59	-	-	31,100.47	1,903.52
		ELEC OPS TECHNICIAN	121,360.00	-	-	84,427.79	-
		ELEC OPS FOREMAN/SUBFOREMAN	141,846.85	-	-	154,999.40	-
		HR ECO PGRM/PROJ MANAGER EXP/PRN	154,987.68	24,363.45	-	-	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,813.22	14,058.68	-	50.00	749.61
		IT TECHNICIAN	125,869.63	-	-	49,422.04	-
		SHARED SVS FACILITY LEAD/TECH	129,386.37	-	-	63,964.54	190.72
		GENERATION OPERATOR	128,846.80	-	-	123,557.97	-
		GENERATION OPERATOR	131,561.00	-	-	104,461.22	113.51
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	155,307.37	16,948.39	-	2,200.00	4,520.69
		OPERATIONS SUPERVISOR	156,907.54	15,684.21	-	7,609.65	7,234.31
		GAS OPS SUPERVISOR	156,893.92	24,844.63	-	9,301.20	5,984.33
		ENERGY PLCY & PROC PROD/ASSET MNGR SR/EXP/PRN	174,250.04	24,838.44	-	-	280.00
		ELEC OPS LINEWORKER	136,947.81	-	-	136,863.64	4,872.48
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,552.02	19,527.85	-	37,993.99	-
		ELEC OPS MANAGER/SR MANAGER	187,463.28	22,943.75	-	31,200.00	2,282.29
		GAS ENG SUPERVISOR	158,668.52	20,510.05	-	43,710.57	1,204.25
		ELEC OPS CABLE SPLICER	165,048.93	-	-	129,184.86	1,492.66
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	132,799.67	-	-	2,583.16	1,594.54
		ELEC OPS FOREMAN/SUBFOREMAN	139,851.17	-	-	204,646.13	337.51
		ELEC OPS FOREMAN/SUBFOREMAN	139,721.94	-	-	93,355.75	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	149,253.22	14,186.27	-	1,050.00	160.00
		SHARED SVS EX ASST/HR GNRLST/PILOT/CHIEF	129,269.11	-	-	42,854.75	17,052.85
		GENERATION MANAGER/SR MANAGER	215,687.50	24,189.38	-	15,045.00	2,165.52
		ELEC OPS TECHNICIAN	131,208.81	-	-	92,674.22	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	145,833.34	15,983.34	-	1,050.00	3,317.36
		GAS ENG SENIOR BUSINESS REP	126,259.75	-	-	74,637.56	315.00
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	131,777.36	11,775.98	-	400.00	569.00
		ELEC OPS SUPERVISOR	162,584.72	16,024.90	-	19,348.45	982.76
		ENERGY PLCY & PROC MANAGER/SR MANAGER	117,786.27	32,701.09	-	48,178.91	449.46
		ELEC OPS SUPERVISOR	183,240.84	17,794.59	-	50,217.44	-
		ELEC ENG ENGINEER	144,203.38	-	-	35,514.77	140.00

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		ELEC OPS LEADER	139,032.43	-	-	6,643.36	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,569.61	-	-	10,820.25	138.07
		ELEC OPS SUPERVISOR	149,497.33	-	-	47,640.54	-
		GAS ENG SENIOR BUSINESS REP	129,332.64	-	-	34,211.52	2,798.62
		GAS OPS TECHNICIAN	111,536.13	-	-	38,172.50	-
		ELEC ENG SHOP LEADER	130,142.68	-	-	15,433.10	1,070.86
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,980.25	-	-	21,215.08	-
		ELEC OPS CONSULTANT SR/EXP/PRN	199,440.54	40,842.80	8,576.70	50.00	2,085.83
		IT ENGINEER SR/EX/PRN	148,378.10	14,388.45	-	500.00	3,948.99
		ELEC OPS SUPERVISOR	180,637.24	30,707.60	-	31,814.97	9,383.87
		ELEC OPS FOREMAN/SUBFOREMAN	153,763.33	-	-	108,868.85	-
		GENERATION SUPERVISOR	198,427.24	33,113.05	-	60,979.56	785.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	137,313.52	8,463.42	-	285,708.27	303.76
		GAS OPS MANAGER/SR MANAGER	180,000.00	24,694.39	-	-	5,208.84
		ELEC OPS SUPERVISOR	127,447.24	-	-	29,902.69	-
		GAS OPS ENGINEER	116,099.50	-	-	73,587.14	1,364.48
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	122,449.00	13,713.07	-	9,721.03	4,486.71
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,782.99	-	-	92,909.70	-
		ELEC OPS MANAGER/SR MANAGER	171,785.08	30,037.69	13,729.50	50.00	17,488.64
		ELEC OPS ENGINEER	19,536.52	-	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	153,259.67	-	-	168,332.31	-
		SHARED SVS SUPERVISOR	166,909.76	21,543.55	-	2,587.21	2,939.39
		GAS ENG PRGM/ACCT/PROJ MANAGER	188,906.66	33,363.69	-	600.00	-
		GAS ENG ENGINEER SR/EX/PRN	131,700.55	-	-	2,018.04	480.00
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	192,114.56	29,858.59	13,729.50	2,000.00	3,601.47
		SAFETY RISK COMPL INSPECTOR	136,355.15	-	-	173,719.05	32.93
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	126,952.00	16,955.99	-	1,803.91	832.36
		ELEC OPS SUPERVISOR	159,934.53	16,118.90	-	94,016.43	561.33
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	147,319.60	14,913.09	-	1,271.00	960.00
		GAS ENG SUPERVISOR	42,123.50	12,825.85	-	17,387.84	35.00
		GEN COUNSEL & ETHICS COMP PARALEGAL	152,955.82	19,450.90	-	2,200.00	4,470.74
		GENERATION SUPERVISOR	99,675.19	33,958.42	-	249,454.33	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	167,002.28	16,292.63	-	-	70.00
		OPERATIONS PLANNER	139,740.31	11,279.58	-	5,322.14	529.30
		GAS ENG ANALYST/SPECIALST EXP/PRN	29,774.45	-	-	9,133.68	187.10
		ELEC ENG TECHNICIAN	160,073.05	-	-	35,884.87	-
		ELEC OPS CREW LEAD/LEADER	137,819.36	-	-	71,910.82	379.84
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,241.88	16,695.80	-	2,000.00	3,076.90
		ELEC OPS SUPERVISOR	144,501.04	13,699.46	-	7,483.50	1,557.83
		ELEC ENG SUPERVISOR	141,138.00	13,694.07	-	500.00	2,973.05
		ELEC OPS OPERATOR	130,968.96	-	-	54,308.33	406.39
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	133,889.66	-	-	36,335.16	651.12
		ELEC OPS SPECIALIST SR/EX/PRN	137,135.43	11,726.25	-	-	-
		GAS OPS WORKING LEADER	120,676.50	-	-	3,023.50	110.57
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	178,494.14	28,891.08	-	5,568.72	420.00
		GENERATION ENGINEER SR/EX/PRN	121,445.88	24,817.64	-	21,245.28	-
		GAS OPS SYSTEM/CONST OPERATOR	100,660.12	-	-	19,749.28	183.08
		ELEC ENG ENGINEER	137,565.67	-	-	23,036.21	-
		ELEC OPS CREW LEAD/LEADER	132,836.80	-	-	36,424.19	-
		CUSTOMER CARE SUPERVISOR/ADMIN	106,419.75	16,291.39	-	-	1,841.17
		ELEC OPS SUPERVISOR	148,984.63	-	-	25,187.97	593.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	96,726.04	23,217.21	-	26,708.41	-
		ELEC ENG ENGINEER	167,116.60	10,471.89	-	-	705.00
		GAS OPS MANAGER/SR MANAGER	85,498.54	34,256.73	-	222,177.13	4,311.86
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	123,470.20	-	-	893.45	175.00
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	13,621.31	3,311.10
		GAS ENG ANALYST/SPECIALST EXP/PRN	165,010.44	24,914.82	-	371.16	499.09
		IT ARCHITECT EXP/PRN	177,405.00	18,515.51	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	16,140.50	-	-	17,074.17	-
		GAS OPS ENGINEER	118,756.71	-	-	11,471.56	582.66
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	130,424.94	10,725.01	-	302.24	1,040.00
		ELEC OPS LINEMAN	4,591.17	-	-	7,279.16	-
		GAS OPS FOREMAN/LEADER	133,419.23	-	-	96,472.16	837.38
		GAS ENG SUPERVISOR	72,705.72	23,323.14	-	170,062.67	64.08
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	141,193.40	3,147.67	-	4,142.60	2,433.58



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		IT ARCHITECH EXP/PRN	100,857.90	28,172.62	-	225,174.19	8000
		GAS OPS CONST/PRGM MANAGER	142,594.77	13,551.87	-	500.00	485.11
		ELEC OPS FOREMAN/SUBFOREMAN	159,330.85	-	-	67,841.81	-
		ELEC ENG INTERCONNECTION MANAGER	135,535.76	-	-	8,892.63	564.65
		GAS OPS ENGINEER	140,693.88	-	-	74,419.66	280.00
		ELEC OPS SUPERVISOR	166,735.46	16,645.56	-	1,050.00	1,434.32
		GENERATION MACHINST/MECHANIC/RIGGER	121,611.90	-	-	74,437.60	-
		SUPPLY CHAIN MATERIALS SUPERVISOR	89,997.29	17,904.17	-	17,760.41	280.00
		SAFETY RISK COMPL INSPECTOR	141,363.86	-	-	83,257.51	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	129,844.40	-	-	4,014.81	873.73
		GAS ENG ENGINEER SR/EX/PRN	131,022.50	-	-	18,010.78	-
		GAS ENG ENGINEER SR/EX/PRN	156,294.36	-	-	15,063.94	280.00
		GAS OPS SCHEDULER	131,011.01	-	-	35,425.51	35.00
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	148,443.90	23,709.63	-	550.00	399.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	147,345.76	19,519.08	-	1,852.24	1,201.01
		HR ECO BUSINESS PARTNER EXP/PRN	187,905.36	29,904.13	-	50.00	-
		GAS ENG SUPERVISOR	194,442.86	30,689.74	-	550.00	2,820.96
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	171,662.38	27,329.93	-	-	623.07
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	-	21,908.07	13,729.50	-	-
		GAS OPS WORKING LEADER	151,761.80	-	-	67,551.15	-
		GAS OPS TECHNICIAN	127,494.75	-	-	6,962.94	-
		ELEC OPS CABLE SPLICER/CABLEMAN	94,826.39	-	-	82,603.69	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	131,723.40	11,272.61	-	2,884.52	1,131.07
		ELEC ENG SUPERVISOR	95,548.43	16,695.68	-	29,167.91	1,548.77
		ELEC OPS LINEWORKER	124,920.57	-	-	164,223.96	1,010.80
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	135,207.20	-	-	31,493.07	-
		SUPPLY CHAIN MATERIALS SUPPLIER RESPON	146,966.12	23,606.66	-	4,150.00	16,376.57
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	152,980.56	16,521.71	-	10,707.72	1,040.00
		ELEC OPS LINEWORKER	121,737.32	-	-	351,009.41	-
		GAS ENG PRGM/ACCT/PROJ MANAGER	161,839.28	21,422.21	-	50.00	420.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	140,050.60	14,853.07	-	1,550.00	450.65
		CUSTOMER CARE ENGINEER SR/EXP/PRN	127,205.00	13,665.30	-	225.00	280.00
		GAS ENG PRGM/ACCT/PROJ MANAGER	169,069.92	29,818.32	-	-	10,471.83
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	115,463.74	15,616.44	-	37,380.45	5,026.75
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,424.64	-	-	84,119.94	-
		GAS ENG SENIOR BUSINESS REP	145,003.36	-	-	26,566.47	2,255.49
		ELEC OPS LINEWORKER	134,955.49	-	-	83,082.86	-
		ELEC OPS MANAGER/SR MANAGER	192,564.40	23,366.26	13,729.50	15,550.00	7,713.17
		ENERGY PLCY & PROC MANAGER/SR MANAGER	202,330.24	32,736.26	-	1,000.00	-
		GEN COUNSEL & ETHICS COMP ATTORNEY	159,929.86	-	-	325.00	527.88
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	144,653.30	-	-	180,359.58	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	158,793.75	12,906.93	-	26,401.97	2,218.03
		ELEC OPS FOREMAN/SUBFOREMAN	142,894.79	-	-	106,255.66	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,686.47	-	-	128,075.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	136,450.56	19,182.18	-	-	5,623.98
		ELEC ENG ENGINEER	180,788.00	14,084.80	-	2,671.40	733.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,176.44	16,785.35	-	50.00	3,431.52
		IT ARCHITECH EXP/PRN	198,512.46	31,381.25	68,325.18	35,750.00	4,767.94
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	149,961.84	16,226.64	-	2,050.00	525.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,717.98	15,711.56	-	20.00	15.44
		IT AGILE COACH/SCRUM MASTER SR/EXP/PRN	177,049.27	7,364.59	-	-	385.00
		IT PRODUCT DESIGNER/OWNER SR/EXP/PRN	134,985.83	13,832.39	-	70.00	1,329.41
		HR ECO BUSINESS PARTNER EXP/PRN	173,983.38	28,149.85	-	3,822.40	-
		ELEC ENG ENGINEER	133,251.43	-	-	163.60	2,119.09
		GAS ENG ENGINEER SR/EX/PRN	187,699.08	24,955.99	-	4,000.00	4,864.09
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,911.90	15,365.72	-	50.00	420.00
		ELEC ENG ENGINEER	42,569.20	-	-	51,652.61	335.54
		GAS OPS PRGM/PROJ MANAGER	169,762.00	21,461.05	-	50.00	1,694.19
		GAS OPS PRGM/PROJ MANAGER	116,105.04	-	-	-	3,954.91
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	155,893.58	20,794.09	-	-	3,395.52
		GENERATION PLANNER	147,308.07	-	-	31,249.95	-
		GENERATION SUPERVISOR	101,030.28	35,053.64	-	298,817.22	1,005.00
		SUPPLY CHAIN MATERIALS ENGINEER	159,319.33	16,916.31	-	7,388.79	27,472.86
		GAS OPS OPERATOR	122,690.38	-	-	26,923.04	-
		ELEC ENG ENGINEER	201,816.00	15,727.84	-	13,783.36	4,011.81

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC ENG MANAGER/SR MANAGER	189,173.74	30,698.61	-	1,426.56	1264.13
		GAS OPS DIRECTOR/SR DIRECTOR	179,721.88	34,420.63	-	2,000.00	21,125.81
		ELEC OPS ELECTRICIAN	25,579.86	-	-	29,188.36	-
		HR ECO DIRECTOR/SR DIRECTOR	62,306.84	46,917.53	34,495.21	9,182.94	-
		GAS ENG SUPERVISOR	131,470.19	16,675.30	-	25,492.01	3,053.70
		GAS OPS LEAD REP/SPEC/INSPECTOR	87,754.40	-	-	492.99	-
		ELEC OPS MANAGER/SR MANAGER	187,062.46	20,579.97	-	40.00	2,177.66
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	122,178.99	9,725.91	-	335.00	761.83
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	163,098.24	22,262.23	-	7,491.14	444.00
		SHARED SVS SCIENTIST	152,978.00	16,065.06	-	5,014.21	354.48
		ELEC ENG ENGINEER	175,626.00	13,695.87	-	6,642.95	1,385.00
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	28,397.73	-	-	-	57.50
		IT ENGINEER SR/EX/PRN	171,807.82	18,413.79	-	50.00	420.00
		IT MANAGER/SR MANAGER	184,689.96	28,993.32	59,748.48	2,550.00	1,450.98
		GAS OPS SCHEDULER	135,864.30	-	-	48,380.78	420.00
		GAS OPS SCHEDULER	135,946.28	-	-	45,380.84	490.00
		ELEC OPS SYSTEM OPERATOR/LEAD	85,834.38	-	-	302,319.98	473.97
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	98,959.35	17,512.34	-	73,826.74	240.00
		IT ANALYST/SPECIALIST SR/EX/PRN	130,200.00	13,887.50	-	302.00	2,378.00
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	195,962.50	23,905.02	-	-	4,535.23
		ELEC ENG ENGINEER	63,630.00	-	-	2,310.00	447.98
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	110,761.12	63,053.49	10,294.30	292,899.76	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,230.19	-	-	113,160.80	-
		IT ENGINEER SR/EX/PRN	190,200.32	30,899.28	-	-	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	174,664.77	28,891.51	-	-	-
		ELEC OPS SUPERVISOR	151,284.96	9,220.91	-	2,562.85	525.41
		CUSTOMER & COMMS ANALYST EXP/PRN	144,731.78	15,302.38	-	2,744.48	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	104,326.91	27,902.28	20,599.90	-	280.94
		ELEC OPS SUPERVISOR	175,961.24	29,852.12	-	20,731.47	311.89
		ELEC ENG MANAGER/SR MANAGER	196,910.04	42,869.79	-	6,467.67	124.38
		GAS ENG ENGINEER SR/EX/PRN	96,144.74	26,018.59	-	231,606.92	212.02
		ELEC OPS FOREMAN/SUBFOREMAN	141,268.54	-	-	75,814.03	-
		ELEC OPS CREW LEAD/LEADER	128,284.85	-	-	8,392.04	-
		IT TECHNICIAN	113,773.25	-	-	38,586.91	-
		ELEC OPS SUPERVISOR	159,520.84	12,601.00	-	273.56	856.75
		ELEC OPS LINEWORKER	129,172.76	-	-	163,097.36	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	135,000.00	-	-	21,676.60	1,054.56
		OPERATIONS PLANNER	62,896.30	13,797.53	-	141,110.41	-
		OPERATIONS SUPERVISOR	129,500.04	10,533.16	-	498.08	5,413.62
		ELEC OPS LINEWORKER	129,060.24	-	-	56,643.44	36.59
		ELEC OPS SPECIALIST SR/EX/PRN	143,571.16	12,793.96	-	1,000.00	1,847.22
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	55,888.74	26,142.04	-	19,276.19	-
		GAS OPS CONST/PRGM MANAGER	170,973.44	22,796.25	-	23,383.95	2,741.74
		OPERATIONS MANGER/SR MANAGER	151,804.12	20,967.17	-	-	2,164.45
		GAS OPS FOREMAN/LEADER	137,849.23	-	-	85,266.82	-
		ELEC OPS ELECTRICIAN	121,788.59	-	-	68,286.03	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	210,307.18	33,347.53	13,729.50	-	800.00
		GENERATION ENGINEER SR/EX/PRN	20,191.90	-	-	12,829.36	-
		GAS ENG ENGINEER SR/EX/PRN	143,542.38	-	-	50.00	-
		ELEC ENG ENGINEER	31,567.47	-	-	6,156.22	5,672.17
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	119,932.45	18,069.93	-	10,508.28	-
		ELEC OPS TECHNICIAN	129,966.48	-	-	41,665.67	-
		ELEC OPS LINEWORKER	118,922.31	-	-	177,109.58	1,552.70
		ELEC OPS LINEWORKER	38,153.50	-	-	70,922.86	-
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	163,645.52	17,651.46	-	3,950.00	-
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	31,328.57	-	-	-	-
		ELEC OPS ELECTRICIAN	115,106.25	-	-	62,966.65	-
		GENERATION ENGINEER SR/EX/PRN	176,964.00	26,058.53	-	34,721.52	474.44
		ELEC OPS FOREMAN/SUBFOREMAN	188,073.22	-	-	181,833.07	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	171,222.44	14,240.29	-	12,261.75	2,648.82
		GAS OPS FOREMAN/LEADER	134,639.08	-	-	14,883.22	671.85
		GAS OPS MECHANIC/WELDER	129,982.40	-	-	9,192.73	-
		GAS ENG ENGINEER SR/EX/PRN	66,871.24	21,993.06	-	6,651.60	-
		ELEC OPS TECHNICIAN	58,678.44	-	-	1,805.76	-
		ELEC ENG CONSULTANT/REP	159,409.09	5,686.23	-	50.00	298.15

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		GAS OPS TECHNICIAN	133,702.33	-	-	27,748.03	4564
		ELEC OPS ESTIMATOR	87,505.56	-	-	1,088.76	-
		GAS OPS SUPERVISOR	154,077.90	24,552.46	-	30,078.45	-
		GAS OPS ENGINEER	202,375.46	39,607.74	10,294.30	-	1,259.42
		ELEC OPS ELECTRICIAN	114,799.00	-	-	78,173.39	-
		GAS OPS TECHNICIAN	125,473.84	-	-	58,739.80	2,072.73
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,404.08	-	-	129,086.54	-
		ELEC OPS DISPATCHER	113,525.17	-	-	68,046.47	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,780.35	-	-	37,132.26	-
		GAS ENG SUPERVISOR	137,156.82	21,857.61	-	50.00	600.60
		GENERATION TECHNICIAN SR/EX	133,652.35	-	-	111,762.57	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	176,389.28	23,235.89	-	50.00	2,214.21
		GAS ENG ENGINEER SR/EX/PRN	128,100.04	15,291.32	-	858.21	1,592.39
		GAS ENG ANALYST/SPECIALIST EXP/PRN	157,821.06	20,931.68	-	-	880.00
		ELEC OPS ELECTRICIAN	118,469.94	-	-	141,038.87	-
		GAS OPS SUPERVISOR	132,024.19	-	-	17,701.49	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,057.23	-	-	106,570.69	-
		GENERATION TECHNICIAN SR/EX	138,190.15	-	-	87,066.37	1,900.75
		SAFETY RISK COMPL INSPECTOR	123,937.95	-	-	61,303.27	-
		ELEC OPS TECHNICIAN	124,737.53	-	-	68,739.53	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	167,766.62	18,136.54	-	50.00	517.34
		IT MANAGER/SR MANAGER	104,840.80	28,272.51	-	619.24	969.35
		GAS ENG ENGINEER SR/EX/PRN	148,569.72	-	-	136,391.69	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	172,718.04	26,773.49	-	2,000.00	2,168.70
		FINANCE MANAGER/SR MANAGER	180,793.78	27,890.46	10,294.30	50.00	1,019.33
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,414.66	15,564.92	-	2,050.00	420.00
		ELEC OPS SPECIALIST SR/EX/PRN	135,122.74	6,842.35	-	570.56	-
		GAS OPS FOREMAN/LEADER	128,592.26	-	-	25,750.65	-
		ELEC OPS LINEWORKER	131,025.68	-	-	92,168.93	459.00
		OPERATIONS SUPERVISOR	132,496.62	12,650.37	-	4,913.18	-
		ELEC OPS TECHNICIAN	133,821.74	-	-	51,351.55	1,395.91
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	188,000.04	29,430.99	-	50.00	1,127.62
		GAS OPS TECHNICIAN	123,983.45	-	-	67,964.85	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	150,800.00	14,379.24	-	350.00	1,042.14
		ELEC ENG ENGINEER	149,050.00	11,532.38	-	89.81	1,818.44
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,278.90	-	-	165,807.05	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	157,244.52	12,763.90	-	34,884.20	125.25
		CUSTOMER CARE VISUAL DES/WEB SPEC	113,196.51	14,244.38	-	2,285.14	462.78
		GENERATION TECHNICIAN SR/EX	135,813.16	-	-	65,582.49	1,959.72
		GAS ENG SENIOR BUSINESS REP	119,307.42	-	-	31,947.28	774.77
		ELEC OPS CREW LEAD/LEADER	131,892.14	-	-	28,032.51	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	126,641.64	16,432.60	-	1,800.00	420.00
		ELEC OPS TECHNICIAN	107,344.06	-	-	20,099.66	3,955.05
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	129,850.20	-	-	12,995.55	-
		GAS OPS FOREMAN/LEADER	132,237.89	-	-	101,382.44	-
		ELEC OPS LINEWORKER	133,948.74	-	-	156,962.12	-
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	145,545.90	15,775.76	-	50.00	1,040.00
		GAS ENG ENGINEER SR/EX/PRN	119,112.94	-	-	50.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	134,206.10	-	-	29,788.15	-
		ELEC ENG ENGINEER	163,462.00	12,589.76	-	24,325.06	7,431.47
		GAS OPS MANAGER/SR MANAGER	187,615.96	37,373.60	-	-	10,260.30
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	139,895.84	11,987.21	-	35,700.28	265.51
		ELEC ENG ENGINEER	98,354.00	15,302.87	-	258,365.05	407.90
		FINANCE SUPERVISOR	129,938.15	-	-	1,395.75	1,208.00
		ELEC OPS SUPERVISOR	103,324.43	17,919.81	-	46,352.36	1,826.96
		ELEC OPS ELECTRICIAN	14,556.00	-	-	11,479.93	-
		IT MANAGER/SR MANAGER	49,294.74	33,517.07	-	29,523.81	71.66
		GAS OPS SUPERVISOR	157,959.40	15,739.25	-	3,022.50	6,386.93
		ELEC ENG CHEMIST/DATA SCIENTIST	67,454.70	11,237.27	-	174,702.14	-
		GENERATION SUPERVISOR	131,442.42	22,021.19	-	52,190.78	-
		GAS ENG ENGINEER SR/EX/PRN	169,904.00	19,002.78	-	57.56	727.76
		ELEC OPS FOREMAN/SUBFOREMAN	146,453.52	-	-	135,636.54	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	141,811.49	15,913.07	-	50.00	420.00
		ELEC OPS FOREMAN/SUBFOREMAN	143,771.34	-	-	72,696.69	112.83
		ELEC ENG ESTIMATOR	136,243.23	-	-	934.95	777.62

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		GENERATION COORDINATOR SR/EX	85,638.00	23,922.24	-	216,872.43	385.00
		ELEC OPS LINEWORKER	143,150.97	-	-	86,144.93	721.95
		SUPPLY CHAIN MATERAILS SUPERVISOR	146,444.82	18,773.09	-	650.00	420.00
		GAS ENG ENGINEER SR/EX/PRN	176,560.01	23,047.24	-	5,069.56	1,812.73
		GAS OPS PRGM/PROJ MANAGER	175,698.00	23,901.35	-	14,202.76	2,120.01
		GAS ENG ENGINEER SR/EX/PRN	158,851.56	21,046.57	-	-	-
		ELEC OPS ENGINEER	62,005.25	-	-	7,618.20	4,327.01
		ELEC OPS TECHNICIAN	124,087.67	-	-	54,472.55	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,255.17	-	-	96,388.65	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,865.44	-	-	88,085.98	-
		ENG PLNG & STRAT DATA SCIENTIST	73,566.37	14,841.10	-	20,500.00	348.61
		ELEC OPS TECHNICIAN	95,533.66	-	-	32,177.24	-
		GAS ENG ENGINEER SR/EX/PRN	144,086.60	-	-	64,939.56	245.00
		IT DIRECTOR/SR DIRECTOR	234,409.16	49,720.47	36,104.19	9,050.00	7,208.80
		GAS ENG ENGINEER SR/EX/PRN	116,400.15	-	-	52,799.31	1,131.18
		ELEC OPS SUPERVISOR	164,860.00	16,332.31	-	60,475.71	230.70
		ELEC ENG ENGINEER	142,176.27	-	-	34,151.45	420.00
		CORP AFFAIRS CASE MANAGER EXP/PRN	144,123.94	15,433.43	-	2,000.00	438.64
		ELEC ENG SUPERVISOR	163,226.88	18,034.58	-	15,482.40	-
		ELEC ENG SUPERVISOR	176,337.50	17,447.64	-	37,642.92	7,235.24
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	108,529.66	-	-	510,054.97	-
		ELEC OPS CREW LEAD/LEADER	177,952.43	-	-	163,169.71	-
		GAS OPS SUPERVISOR	157,258.94	25,151.50	-	29,873.94	1,349.42
		ELEC OPS MANAGER/SR MANAGER	200,976.56	24,433.02	14,418.80	19,287.62	53,040.39
		ELEC OPS FOREMAN/SUBFOREMAN	67,949.72	-	-	58,636.29	-
		GAS OPS FOREMAN/LEADER	137,922.90	-	-	65,680.11	-
		SHARED SVS MECHANIC	127,513.61	-	-	460.46	-
		GAS OPS SUPERVISOR	156,635.84	24,961.80	-	67,663.45	11,963.32
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	152,323.20	17,134.50	-	294.36	642.37
		GAS OPS LEAD REP/SPEC/INSPECTOR	126,019.68	-	-	124,615.43	-
		ELEC ENG TECHNICIAN	148,645.39	-	-	53,345.01	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	148,558.20	12,299.08	-	5,535.88	9,578.89
		OPERATIONS MANGER/SR MANAGER	162,888.78	26,462.34	-	50.00	350.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	135,275.68	-	-	789.23	-
		GAS OPS FOREMAN/LEADER	136,574.29	-	-	32,732.22	-
		ELEC OPS TECHNICIAN	149,140.23	-	-	81,932.24	-
		GAS OPS OPERATOR	123,153.77	-	-	87,883.81	-
		ELEC ENG ENGINEER	165,984.00	13,770.43	-	7,784.56	420.00
		GAS ENG ENGINEER SR/EX/PRN	136,361.52	-	-	150,351.89	420.00
		GAS OPS TECHNICIAN	127,541.16	-	-	40,004.54	508.48
		ELEC ENG MANAGER/SR MANAGER	61,678.75	20,477.19	13,729.50	5,062.07	105.00
		ELEC OPS FOREMAN/SUBFOREMAN	150,390.70	-	-	110,983.64	-
		GAS OPS SCHEDULER	133,156.70	-	-	5,543.83	385.00
		GENERATION REACTOR	129,507.37	-	-	119,893.57	645.84
		GENERATION REACTOR	136,886.64	-	-	112,138.08	963.17
		CORP AFFAIRS/OFIC OF PRE EXEC ASST/SR EXEC ASST/CHIEF	218,795.88	31,621.94	47,198.66	-	-
		ELEC OPS CREW LEAD/LEADER	128,594.47	-	-	34,786.99	-
		ELEC OPS FOREMAN/SUBFOREMAN	158,995.48	-	-	133,347.18	-
		ELEC OPS FOREMAN/SUBFOREMAN	136,673.60	-	-	47,148.30	-
		IT TECHNICIAN	126,117.26	-	-	34,410.14	-
		IT SUPERVISOR	158,996.00	20,169.98	-	-	755.77
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	135,216.00	14,477.22	-	38,888.43	7,195.59
		GAS OPS OPERATOR	97,200.75	-	-	27,206.72	-
		SAFETY RISK COMPL INSPECTOR	141,518.90	-	-	108,522.49	-
		SHARED SVS SCIENTIST	191,292.00	12,290.77	-	6,988.96	1,128.48
		ELEC OPS FOREMAN/SUBFOREMAN	134,683.73	-	-	123,920.10	-
		ELEC ENG MANAGER/SR MANAGER	198,606.80	22,872.75	12,011.90	750.00	3,056.53
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,404.00	-	-	50.00	-
		ELEC OPS SYSTEM OPERATOR/LEAD	69,259.94	-	-	451,073.42	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	125,225.94	13,295.07	-	550.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	130,133.95	-	-	14,634.74	-
		OPERATIONS MANGER/SR MANAGER	189,059.14	37,262.90	-	10,223.80	-
		GENERATION SUPERVISOR	204,390.12	35,513.26	-	104,371.16	885.24
		ELEC ENG ESTIMATOR	127,809.05	-	-	102,750.89	665.00
		ELEC OPS FOREMAN/SUBFOREMAN	140,978.34	-	-	84,872.83	26.09

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GENERATION SUPERVISOR	207,508.80	35,970.99	-	64,852.31	-
		ELEC OPS PROD OWNRR/SR SY DISP/JOURNRM/WTR MNGMT	140,343.95	-	-	42,238.42	-
		ELEC OPS FOREMAN/SUBFOREMAN	79,763.28	-	-	332,570.04	-
		GENERATION TECHNICIAN SR/EX	28,669.50	-	-	26,413.93	-
		SAFETY RISK COMPL INSPECTOR	139,164.12	-	-	73,548.21	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	122,754.01	9,993.31	-	4,445.99	643.75
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	130,868.48	6,528.59	-	1,012.32	420.00
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	198,748.80	50,206.87	42,220.16	727.50	1,213.33
		CUSTOMER CARE ENGINEER SR/EXP/PRN	139,349.47	15,528.55	-	200.00	2,354.16
		GENERATION ANALYST SR/EXP/PRN	162,180.00	23,488.21	-	10,401.30	630.00
		GAS OPS SUPERVISOR	140,710.44	22,522.80	-	11,333.76	3,384.95
		ELEC ENG ENGINEER	134,765.78	-	-	537.16	1,491.29
		GENERATION MACHINST/MECHANIC/RIGGER	132,555.50	-	-	66,022.15	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	87,438.80	9,402.32	-	6,075.45	776.24
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	139,568.42	-	-	96,691.02	1,252.65
		GAS ENG ENGINEER SR/EX/PRN	135,570.13	-	-	4,068.83	880.00
		GENERATION WELDER	122,592.10	-	-	48,553.91	-
		GAS ENG ENGINEER SR/EX/PRN	144,669.67	18,536.10	-	3,542.95	6,867.39
		ELEC OPS CONSULTANT SR/EXP/PRN	40,392.39	12,464.26	-	14,603.90	-
		ELEC OPS INSPECTOR	122,541.60	8,569.33	-	39,369.95	9,940.49
		GAS OPS OPERATOR	129,124.65	-	-	67,870.15	218.55
		ENERGY PLCY & PROC MANAGER/SR MANAGER	36,045.65	25,622.44	-	9,398.31	-
		GAS ENG SUPERVISOR	157,717.00	29,815.80	-	-	315.00
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	15,957.28	942.43
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	175,635.74	15,448.30	-	12,378.96	519.94
		ELEC ENG ENGINEER	162,057.80	12,605.86	-	6,044.92	3,139.73
		GENERATION SUPERVISOR	156,039.92	26,203.17	-	22,747.38	-
		ELEC OPS ENGINEER	199,896.00	15,220.31	-	8,927.98	245.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,748.50	17,450.77	-	11,105.17	819.36
		IT MANAGER/SR MANAGER	143,834.04	23,203.71	-	1,000.00	1,258.08
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	182,603.76	23,655.27	-	-	1,089.56
		ELEC OPS ENGINEER	141,872.57	12,013.06	-	9,714.15	691.19
		ELEC ENG DIRECTOR/SR DIRECTOR	245,038.98	40,458.17	43,770.14	474.04	8,504.69
		ELEC OPS MANAGER/SR MANAGER	175,478.62	18,942.70	-	4,450.00	1,140.38
		GAS ENG ENGINEER SR/EX/PRN	188,011.41	29,974.50	-	-	-
		GAS OPS MANAGER/SR MANAGER	165,025.04	25,832.22	-	50.00	123.21
		GAS ENG ENGINEER SR/EX/PRN	123,486.24	-	-	5,523.96	1,480.88
		CUSTOMER CARE MANAGER/SR MANAGER	192,392.43	29,745.27	-	-	600.98
		ELEC OPS ENGINEER	127,351.18	-	-	59,089.69	103.66
		ELEC OPS ENGINEER SR/EXP/PRN	121,903.24	-	-	1,405.36	1,870.68
		ELEC ENG ENGINEER	110,576.58	10,158.04	-	31,259.17	555.00
		ELEC ENG SUPERVISOR	138,494.75	9,525.92	-	28,748.05	2,428.32
		CUSTOMER CARE ENGINEER SR/EXP/PRN	126,896.30	11,415.53	-	50.00	385.00
		GAS OPS PRGM/PROJ MANAGER	138,726.00	17,514.35	-	-	3,873.22
		IT ENGINEER SR/EX/PRN	161,179.20	26,037.40	-	50.00	-
		ELEC ENG ENGINEER	184,129.64	15,090.36	-	15,234.73	960.00
		IT ARCHITECH EXP/PRN	183,664.70	28,759.63	-	50.00	3,860.22
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	130,816.35	13,260.56	-	25,864.08	8,392.71
		ELEC OPS SPECIALIST SR/EX/PRN	146,763.44	11,824.30	-	4,000.00	957.65
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	131,389.75	-	-	22,067.92	1,795.00
		GAS ENG ENGINEER SR/EX/PRN	167,009.68	21,786.63	-	4,771.38	8,434.55
		GENERATION SUPERVISOR	183,776.34	32,337.80	-	50,589.15	11,441.34
		GAS OPS INVESTGATOR	115,276.06	19,328.26	-	18,893.79	6,416.37
		ELEC OPS FOREMAN/SUBFOREMAN	151,565.85	-	-	66,892.06	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	151,777.54	22,254.07	-	550.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	105,659.84	-	-	159,152.16	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	193,682.00	15,199.54	-	16,517.00	1,124.09
		FINANCE MANAGER/SR MANAGER	163,000.66	26,372.85	-	50.00	385.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,744.80	-	-	162,306.87	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	127,851.82	16,516.88	-	-	880.00
		GAS OPS ENGINEER	177,325.04	22,361.44	-	2,705.77	3,839.29
		IT ANALYST/SPECIALIST SR/EXP/PRN	120,223.87	13,631.03	-	3,938.21	268.44
		IT MANAGER/SR MANAGER	215,250.00	9,279.37	-	-	8,895.55
		GENERATION SUPERVISOR	195,398.58	32,418.78	-	37,145.38	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,267.87	-	-	82,101.34	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS DISPATCHER	177,886.89	-	-	188,154.07	-
		ELEC OPS LINEWORKER	137,190.24	-	-	142,988.66	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	185,760.00	15,626.95	-	11,210.29	3,371.62
		ELEC OPS FOREMAN/SUBFOREMAN	138,685.32	-	-	72,399.84	-
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	147,202.38	15,309.02	-	50.00	879.80
		GENERATION TECHNICIAN SR/EX	20,427.00	-	-	15,955.66	-
		ELEC OPS LINEWORKER	-	-	-	-	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	95,519.18	31,000.22	-	247,428.28	-
		ELEC ENG PLANNER/SCHEDULER/SR EXEC ASSIT	183,253.50	22,122.90	-	4,643.89	1,186.91
		ELEC ENG ENGINEER	176,894.84	14,522.14	-	11,798.45	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	147,623.24	11,878.28	-	50.00	451.97
		GAS OPS CONST/PRGM MANAGER	115,813.28	16,202.66	-	16,430.00	407.00
		GENERATION ENGINEER SR/EX/PRN	179,030.38	24,347.10	-	11,937.24	175.00
		ELEC OPS ELECTRICIAN	24,562.40	-	-	16,895.62	-
		GAS OPS CONST/PRGM MANAGER	173,443.04	34,437.25	-	2,335.44	29,503.24
		GAS OPS TECHNICIAN	136,162.37	-	-	63,440.65	-
		GAS ENG ENGINEER SR/EX/PRN	173,646.97	24,867.35	-	9,348.55	4,603.38
		ELEC OPS LINEWORKER	108,375.50	-	-	39,651.84	-
		ELEC OPS LINEWORKER	125,894.66	-	-	82,136.22	-
		GAS ENG SUPERVISOR	135,189.18	17,692.68	-	33,989.04	2,717.91
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	21,875.00	10,637.50	-	13,452.36	-
		ELEC OPS TECHNICIAN	167,706.72	-	-	38,001.00	-
		ELEC OPS ENGINEER	142,641.12	11,809.22	-	70.00	385.00
		CUSTOMER CARE MANAGER/SR MANAGER	172,288.14	26,723.62	-	14,081.53	1,707.27
		GENERATION SUPERVISOR	156,058.76	26,336.75	-	35,504.43	-
		ELEC OPS TECHNICIAN	43,066.56	-	-	24,099.75	-
		ELEC OPS SUPERVISOR	141,165.46	7,696.67	-	21,405.51	3,121.36
		GENERATION SUPERVISOR	165,172.64	27,949.28	-	65,439.69	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,893.69	-	-	166,600.89	-
		GAS OPS CREW LEADER	141,076.24	-	-	17,411.62	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	132,095.68	-	-	65,347.91	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	225,012.84	33,301.61	20,599.90	10,199.25	2,744.91
		GAS ENG ENGINEER SR/EX/PRN	137,136.25	-	-	8,368.47	914.82
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	149,900.26	15,032.53	-	150.00	189.99
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	162,774.50	26,357.19	-	5,814.56	1,798.74
		ELEC OPS OPERATOR	136,184.32	-	-	94,827.41	-
		ELEC OPS LINEWORKER	16,448.00	-	-	35,899.26	-
		ELEC OPS OPERATOR	56,566.85	-	-	65,055.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,098.02	-	-	58,197.99	-
		GAS OPS SUPERVISOR	162,770.34	25,906.99	-	56,124.00	1,472.03
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	162,612.50	17,554.24	-	3,500.00	-
		GEN COUNSEL & ETHICS COMP INVESTIGATOR	126,068.68	13,609.08	-	450.00	1,625.37
		ELEC OPS LINEWORKER	146,265.40	-	-	223,966.29	164.89
		SAFETY RISK CHIEF/CONST/PILOT	160,801.89	23,903.87	13,729.50	286.50	1,545.41
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	140,025.88	14,802.89	-	1,525.00	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	173,040.00	14,256.41	-	12,139.85	2,234.74
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	147,379.54	12,176.69	-	50.00	-
		ELEC OPS SUPERVISOR	156,937.55	10,552.40	-	36,706.65	2,355.28
		GAS ENG ENGINEER SR/EX/PRN	154,074.52	-	-	764.63	829.67
		ELEC ENG TECHNICIAN	154,720.32	-	-	85,461.15	-
		GAS OPS FOREMAN/LEADER	126,922.23	-	-	32,907.04	274.79
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	9,752.56	19,501.57	-	13,045.52	-
		GAS ENG SUPERVISOR	75,897.00	19,735.45	-	181,067.91	395.93
		GENERATION SUPERVISOR	146,480.72	-	-	177,614.20	2,872.31
		GAS OPS SUPERVISOR	173,750.56	27,681.88	-	35,472.49	-
		GAS ENG ENGINEER SR/EX/PRN	133,149.56	-	-	171,302.14	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	138,611.81	-	-	6,650.13	3,147.63
		ELEC ENG MANAGER/SR MANAGER	183,946.90	22,750.69	-	5,306.00	590.44
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	68,483.27	14,609.83	-	158,826.23	480.00
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	175,255.71	20,033.99	-	70,957.78	45,538.07
		ELEC OPS TECHNICIAN	150,592.34	-	-	12,216.73	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,569.60	-	-	3,429.60	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	138,612.76	14,999.48	-	100.00	-
		ELEC OPS SUPERVISOR	164,611.78	16,254.47	-	71,751.62	1,483.56
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	35,351.24	46,923.75	20,599.90	29,344.32	-

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		GAS OPS WORKING LEADER	150,187.14	-	-	20,763.59	-
		SHARED SVS SUPERVISOR	135,760.40	19,703.15	-	-	2,073.76
		ELEC OPS FOREMAN/SUBFOREMAN	44,553.60	-	-	8,981.70	-
		ELEC OPS FOREMAN/SUBFOREMAN	147,201.00	-	-	153,806.19	550.83
		CUSTOMER & COMMS MANAGER/SR MANAGER	182,471.22	29,529.21	-	4,100.00	1,187.93
		ELEC OPS FOREMAN/SUBFOREMAN	121,940.54	-	-	49,709.11	-
		ELEC OPS CABLE SPLICER	131,696.59	-	-	49,946.26	-
		SHAREV SVS CRANE SURVEYOR	130,413.06	-	-	8,315.04	-
		ELEC OPS SUPERVISOR	146,733.36	13,294.39	-	14,363.76	3,590.87
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	162,892.50	25,497.45	-	18,250.00	1,402.88
		SAFETY RISK COMPL INSPECTOR	135,434.07	-	-	51,844.80	-
		ELEC ENG SUPERVISOR	170,779.24	15,542.68	-	300.00	3,224.37
		GAS OPS TECHNICIAN	137,664.76	-	-	86,385.81	35.10
		ELEC OPS SUPERVISOR	152,390.76	25,853.37	-	663.12	-
		ELEC OPS WORK & RESOURCE PLANNER EX/PRN	140,710.44	11,658.70	-	2,532.00	412.31
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,150.18	-	-	142,212.72	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,864.04	-	-	121,862.53	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	162,686.61	27,772.64	-	254.70	740.72
		ELEC OPS FOREMAN/SUBFOREMAN	122,653.75	-	-	109,307.05	-
		SAFETY RISK COMPL INSPECTOR	152,383.35	-	-	87,595.13	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	155,391.52	25,039.96	-	1,400.00	3,834.00
		CUSTOMER & COMMS PLANNER/SUCCESS MANGER	154,840.00	19,554.61	-	25.00	784.23
		ELEC OPS MANAGER/SR MANAGER	168,741.46	20,934.60	-	50.00	489.35
		GENERATION MANAGER/SR MANAGER	210,000.00	45,006.83	-	39,436.00	-
		SHARED SVS COORD/CONSTL	39,566.55	-	-	-	-
		ELEC ENG SUPERVISOR	153,296.06	15,303.87	-	13,498.01	2,788.77
		GAS OPS SYSTEM/CONST OPERATOR	134,544.19	-	-	45,473.67	-
		GAS ENG SENIOR BUSINESS REP	139,697.52	-	-	90,806.86	2,202.73
		GENERATION TECHNICIAN SR/EX	28,032.40	-	-	33,698.11	-
		ELEC OPS ELECTRICIAN	126,050.37	-	-	25,397.31	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	203,882.76	33,707.40	13,729.50	6,166.48	4,722.96
		GENERATION TECHNICIAN SR/EX	26,555.10	-	-	40,532.29	-
		ELEC OPS FOREMAN/SUBFOREMAN	129,768.35	-	-	27,554.59	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,360.92	18,541.43	-	14,399.25	1,054.69
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	174,823.22	27,833.16	-	1,741.67	2,921.69
		OPERATIONS MANAGER/SR MANAGER	168,000.00	17,600.71	-	9,627.00	10,370.57
		CUSTOMER & COMMS MANAGER/SR MANAGER	174,781.56	28,278.98	-	3,500.00	210.00
		GENERATION MANAGER/SR MANAGER	206,499.09	41,259.61	-	76,510.76	1,017.84
		GAS OPS MANAGER/SR MANAGER	165,155.72	32,274.56	10,294.30	550.00	20,763.11
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	69,274.34	9,466.33	-	161,909.98	480.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLCLST EXP/PRN	145,226.12	16,353.03	-	4,081.44	7,936.08
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	174,906.90	28,184.70	-	-	-
		ELEC OPS LINEWORKER	136,540.98	-	-	129,594.58	119.35
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	155,714.34	12,093.32	-	8,463.79	350.00
		ELEC OPS TECHNICIAN	71,017.31	-	-	38,872.92	-
		ELEC OPS LINEWORKER	132,860.49	23,316.39	-	229,436.51	7,187.14
		GAS OPS MECHANIC/WELDER	128,661.38	-	-	25,888.77	-
		GAS OPS CONST/PRGM MANAGER	157,671.10	20,853.14	-	-	2,056.37
		IT ADVISOR/CONSULTANT/REPRESENTATIVE EX/PRN	161,373.22	17,488.78	-	50.00	-
		GAS OPS SUPERVISOR	168,759.40	26,494.98	-	16,003.18	10,164.30
		GAS OPS MECHANIC/WELDER	118,889.98	-	-	69,114.39	-
		GAS OPS FOREMAN/LEADER	125,562.63	-	-	29,644.87	-
		GAS OPS CONST/PRGM MANAGER	190,104.56	37,658.09	-	-	4,428.03
		GAS OPS FOREMAN/LEADER	124,826.27	-	-	69,434.66	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	131,304.04	12,561.00	-	-	1,157.16
		SAFETY RISK MANAGER/SR MANAGER	180,400.04	22,440.77	-	5,750.00	1,893.77
		ELEC ENG MAPPING TECH	124,775.31	-	-	36,399.24	1,085.63
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	154,024.94	24,719.68	-	100.00	451.30
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	150,222.40	6,202.93	-	5,996.77	2,191.36
		ELEC OPS ELECTRICIAN	128,684.99	-	-	35,303.19	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	130,319.00	-	-	450.00	1,010.86
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	167,348.36	17,919.51	-	-	339.00
		ELEC ENG SUPERVISOR	131,408.02	13,513.98	-	29,537.46	3,848.86
		SAFETY RISK MANAGER/SR MANAGER	190,250.04	17,771.01	-	3,500.00	13,690.59
		SHARED SVS SUBFOREMAN	126,435.21	-	-	5,495.53	-

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS SYSTEM/CONST OPERATOR	124,168.86	-	-	57,284.31	39,709.16
		ELEC OPS SUPERVISOR	146,575.04	12,773.74	-	160,872.78	5,914.39
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	148,020.86	14,807.40	-	113,580.06	1,876.81
		GAS OPS SUPERVISOR	161,461.46	25,687.99	-	550.00	420.00
		ELEC OPS LINEWORKER	138,383.08	-	-	75,878.19	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	184,035.00	29,933.62	-	1,500.00	2,056.67
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	126,660.01	10,275.23	-	-	691.38
		ELEC OPS LINEWORKER	144,453.40	-	-	92,533.08	91.29
		ELEC OPS LINEWORKER	137,253.02	-	-	94,718.17	-
		ELEC OPS SYSTEM OPERATOR/LEAD	143,478.57	-	-	23,219.10	-
		ELEC OPS SUPERVISOR	171,805.72	16,815.35	-	50.00	1,265.52
		ELEC OPS SPECIALIST SR/EX/PRN	24,575.91	-	-	69,453.60	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	128,509.20	8,777.98	-	30.00	1,429.27
		ELEC OPS OPERATOR	136,365.70	-	-	113,501.51	262.08
		GAS ENG SENIOR BUSINESS REP	122,970.14	-	-	26,112.32	350.00
		GAS OPS MECHANIC/WELDER	36,666.02	-	-	4,301.91	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	10,882.59	-	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	186,330.08	-	-	181,319.91	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	187,500.00	29,997.00	-	1,550.00	3,003.23
		GAS OPS FOREMAN/LEADER	131,405.88	-	-	14,892.43	-
		ELEC OPS LINEWORKER	61,645.97	-	-	179,302.27	2,896.35
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	207,770.26	47,102.54	13,729.50	-	7,356.01
		GAS ENG ENGINEER SR/EX/PRN	127,526.10	-	-	33,867.80	1,908.40
		ELEC ENG ENGINEER	206,736.00	10,174.22	-	8,401.21	1,838.40
		SHARED SVS PGRM/PROJ MANAGER	164,805.90	21,168.32	-	25.00	5,728.42
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	140,564.76	-	-	44,228.00	-
		ELEC OPS SUPERVISOR	170,130.00	16,645.25	-	38,537.42	113.13
		ELEC OPS ENGINEER	64,575.60	-	-	79.20	-
		GENERATION TECHNICIAN SR/EX	16,341.60	-	-	14,991.82	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	143,178.87	17,041.74	-	43,932.43	687.50
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	132,759.80	-	-	8,389.40	37.87
		ELEC OPS CREW LEAD/LEADER	41,526.40	-	-	57,248.77	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	1,955.57	-
		ELEC OPS FOREMAN/SUBFOREMAN	40,964.09	-	-	79,646.59	-
		OPERATIONS PLANNER	127,324.82	16,131.45	-	6,247.26	81.25
		IT ENGAGEMENT/SERVICE MANAGER PRN	149,229.16	22,571.74	-	2,550.00	27.45
		GAS OPS FOREMAN/LEADER	149,364.34	-	-	19,354.34	-
		ELEC OPS ENGINEER	156,002.00	21,274.14	-	37,638.96	12,463.30
		ELEC OPS SUPERVISOR	152,909.36	6,233.58	-	170,911.03	-
		ELEC OPS SUPERVISOR	170,992.20	17,376.97	-	44,635.85	339.30
		GAS OPS MANAGER/SR MANAGER	109,632.53	37,529.40	-	36,071.12	349.72
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,318.84	17,311.96	-	2,050.00	640.00
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	180,989.06	29,385.04	-	1,250.00	420.00
		ELEC OPS FOREMAN/SUBFOREMAN	134,086.68	-	-	110,979.53	-
		GAS OPS WORKING LEADER	142,012.80	-	-	73,730.71	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	92,296.00	11,711.85	-	198,272.27	379.51
		ELEC ENG ENGINEER	191,292.00	15,686.10	-	25,842.70	5,505.11
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	137,198.16	14,574.72	-	-	420.00
		ELEC ENG SUPERVISOR	80,029.27	15,700.95	-	6,078.81	246.38
		GENERATION DIRECTOR	228,383.92	46,025.10	13,729.50	1,150.00	10,365.43
		ELEC OPS DISPATCHER	164,320.11	-	-	164,545.14	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,290.91	18,204.82	-	50.00	-
		ELEC ENG MANAGER/SR MANAGER	103,288.42	25,735.13	-	253,966.18	506.52
		GAS OPS CONST/PRGM MANAGER	174,464.34	-	-	800.00	604.98
		CORP AFFAIRS MANAGER/SR MANAGER	189,402.80	30,573.11	13,729.50	850.00	1,200.75
		GENERATION MACHINIST/MECHANIC/RIGGER	121,991.80	-	-	-	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	169,626.08	14,012.52	-	2,532.33	960.00
		FINANCE MANAGER/SR MANAGER	173,826.10	28,673.15	8,576.70	385.88	280.00
		ELEC OPS LINEWORKER	122,176.42	-	-	130,614.79	53.16
		GAS OPS SUPERVISOR	152,316.66	24,238.73	-	71,801.15	-
		GENERATION OPERATOR	117,133.21	-	-	43,881.80	544.72
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	2,387.80	2,696.40
		GENERATION TECHNICIAN SR/EX	131,422.75	-	-	97,483.30	-
		GAS OPS INVESTIGATOR	131,603.08	17,477.12	-	1,583.95	19,114.67
		GENERATION SUPERVISOR	126,296.00	21,313.93	-	46,680.70	-



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		GAS OPS TECHNICIAN	118,427.35	-	-	95,849.72	463.75
		ELEC OPS SPECIALIST SR/EX/PRN	134,456.80	11,100.29	-	50.00	1,556.18
		ELEC OPS LINEWORKER	121,974.93	-	-	99,892.34	186.43
		ELEC OPS TECHNICIAN	128,593.60	-	-	101,086.03	-
		GAS OPS ENGINEER	137,768.06	-	-	54,712.59	-
		ELEC OPS LINEWORKER	132,724.61	-	-	43,641.69	-
		SAFETY RISK COMPL INSPECTOR	130,962.13	-	-	72,792.52	2,505.53
		SHARED SVS BP/COMPL EXP/TECH WRITER	118,564.20	10,799.42	-	2,537.21	1,956.72
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,778.42	16,047.84	-	50.00	420.00
		ELEC OPS LINEWORKER	27,748.00	-	-	68,564.45	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	110,852.20	13,177.23	-	2,066.98	802.22
		GAS OPS SUPERVISOR	143,256.08	22,760.11	-	24,241.26	1,018.00
		GENERATION ENGINEER SR/EX/PRN	177,701.35	24,817.64	-	39,749.04	-
		GENERATION ENGINEER SR/EX/PRN	177,375.35	24,348.84	-	1,679.38	-
		GENERATION TECHNICIAN SR/EX	22,469.70	-	-	29,395.61	-
		HR ECO RECRUITER EX	-	13,257.56	-	48,536.21	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	140,266.20	-	-	175,239.33	-
		ELEC OPS ENGINEER SR/EXP/PRN	190,678.00	15,047.12	-	41,326.00	143.07
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	184,898.00	15,006.52	-	3,119.62	1,241.00
		GAS OPS FITTER	130,259.57	-	-	28,559.53	-
		GAS OPS MECHANIC/WELDER	86,762.75	-	-	43,204.50	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	135,132.80	-	-	81,720.18	1,276.31
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	129,340.00	16,212.03	-	2,823.55	315.00
		ELEC OPS FOREMAN/SUBFOREMAN	132,676.25	-	-	44,514.64	-
		ELEC OPS FOREMAN/SUBFOREMAN	142,647.91	-	-	99,821.24	-
		OPERATIONS SUPERVISOR	131,334.96	10,901.74	-	441.98	816.73
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	96,590.91	-	-	2,019.11	1,148.83
		GAS OPS MANAGER/SR MANAGER	196,678.94	39,062.99	-	1,521.44	3,537.31
		ELEC ENG MANAGER/SR MANAGER	212,021.32	25,783.20	10,294.30	5,000.00	3,554.56
		IT SUPERVISOR	-	22,180.84	-	-	-
		GAS OPS TECHNICIAN	141,052.46	-	-	77,027.77	-
		ELEC OPS SUPERVISOR	159,544.78	15,922.90	-	42,490.02	-
		GAS OPS FOREMAN/LEADER	123,912.62	-	-	44,797.24	259.74
		GAS OPS SYSTEM/CONST OPERATOR	102,483.58	-	-	64,078.22	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	160,808.14	14,164.86	-	10,855.11	420.00
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	154,994.13	17,796.22	-	3,365.75	1,469.40
		ELEC OPS FOREMAN/SUBFOREMAN	129,675.39	-	-	9,281.42	-
		GAS OPS TECHNICIAN	116,778.03	-	-	58,144.49	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	205,878.32	33,149.40	13,729.50	1,990.80	1,177.08
		ELEC OPS LINEWORKER	133,693.01	-	-	35,211.87	-
		ELEC OPS FOREMAN/SUBFOREMAN	127,103.71	-	-	40,881.96	-
		GAS ENG ESTIMATOR/SCHEDULER	130,138.87	-	-	48,907.93	999.47
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	153,517.18	24,919.53	-	750.00	399.12
		ELEC OPS FOREMAN/SUBFOREMAN	6,372.06	-	-	63,439.77	-
		ELEC OPS LINEWORKER	136,394.82	-	-	75,319.03	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	131,675.76	-	-	50,494.83	-
		ELEC OPS FOREMAN/SUBFOREMAN	155,965.96	-	-	93,070.82	-
		ELEC OPS LINEWORKER	121,508.34	-	-	49,034.28	-
		GAS OPS TECHNICIAN	121,040.60	-	-	9,167.17	202.42
		FINANCE LDRSP ASSOC/LOSS ENGINEER	128,586.80	5,077.19	-	50.00	210.00
		ELEC ENG ESTIMATOR	132,632.30	-	-	26,952.73	557.49
		ELEC OPS SPECIALIST SR/EX/PRN	133,445.05	11,325.33	-	50.00	1,927.18
		ELEC OPS FOREMAN/SUBFOREMAN	135,357.60	-	-	6,152.30	-
		GAS OPS FOREMAN/LEADER	134,415.90	-	-	36,822.99	-
		GAS ENG ENGINEER SR/EX/PRN	154,298.65	-	-	189,970.52	5,027.58
		GAS ENG SENIOR BUSINESS REP	139,291.84	-	-	43,475.87	245.00
		GAS OPS CONST/PRGM MANAGER	189,697.16	36,835.51	-	-	7,375.40
		GAS ENG ENGINEER SR/EX/PRN	156,193.66	-	-	92,412.18	7,297.78
		ELEC OPS CREW LEAD/LEADER	188,541.49	-	-	292,511.60	-
		GAS OPS WORKING LEADER	140,495.60	-	-	17,276.15	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	174,661.52	-	-	137,180.05	774.15
		ELEC ENG TECHNOLOGIST	135,397.18	-	-	45,861.66	1,762.35
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,842.03	-	-	125,114.84	-
		GENERATION CREW LEADER/CONTROL LEAD	138,497.31	-	-	84,036.48	-
		GAS OPS INSPECTOR	125,474.75	-	-	16,388.69	5,423.73

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		GENERATION TECHNICIAN SR/EX	5,250.40	-	-	2,791.69	-
		ELEC OPS SPECIALIST SR/EX/PRN	142,451.42	11,695.35	-	10,606.10	16,412.13
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	149,075.80	16,106.19	-	150.00	490.00
		GAS OPS FOREMAN/LEADER	125,612.64	-	-	67,626.78	377.88
		GAS ENG ENGINEER SR/EX/PRN	150,053.22	-	-	203,827.35	1,799.26
		GAS OPS INSPECTOR	127,499.23	-	-	25,636.68	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	119,717.85	-	-	86,457.96	4,969.13
		ELEC ENG ANALYST/SPEC SR/EX/PRN	146,322.12	12,148.30	-	14,592.00	273.76
		ELEC ENG TECHNICIAN	144,187.40	-	-	16,565.71	-
		IT ANALYST/SPECIALIST SR/EX/PRN	162,137.88	17,375.46	-	2,050.00	537.65
		GAS OPS LEAD REP/SPEC/INSPECTOR	136,318.47	-	-	78,558.84	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	117,908.80	-	-	68,469.22	-
		GAS OPS TECHNICIAN	124,138.27	-	-	15,733.92	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	175,593.54	28,526.34	-	678.08	1,830.00
		OPERATIONS SUPERVISOR	100,386.77	8,505.26	-	1,500.00	5,457.51
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	157,412.26	17,047.57	-	1,175.00	1,559.14
		ELEC ENG ENGINEER	184,342.00	14,423.43	-	500.00	1,832.33
		GAS ENG MANAGER/SR MANAGER	179,851.94	39,516.94	-	-	1,370.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	127,064.60	-	-	300.00	575.72
		GAS ENG SUPERVISOR	120,171.39	15,896.80	-	50.00	4,281.27
		GAS ENG ENGINEER SR/EX/PRN	147,532.76	19,241.27	-	618.60	752.24
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	137,070.12	14,787.97	-	12,572.16	9,883.14
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	172,385.96	16,765.78	-	49,494.67	13,508.55
		OPERATIONS SUPERVISOR	126,999.96	-	-	-	4,305.04
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,303.91	-	-	102,425.41	-
		GAS OPS CONST/PRGM MANAGER	137,449.04	18,267.72	-	4,273.46	315.00
		GAS ENG SUPERVISOR	168,468.84	21,685.30	-	2,050.00	355.75
		SHARED SVS MECHANIC	127,513.61	-	-	3,606.93	-
		ELEC OPS SUPERVISOR	138,645.86	4,467.75	-	79,335.33	347.18
		OPERATIONS CONST/PRGM/CONTRACT MNGR EXP/PRN	149,044.26	13,275.21	-	-	455.00
		IT TECHNICIAN	138,708.81	-	-	43,561.76	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	130,716.66	8,499.36	-	7,975.67	1,472.00
		GAS OPS CONST/PRGM MANAGER	183,856.40	22,960.17	-	1,000.00	529.34
		ELEC OPS INSPECTOR	125,757.61	9,122.23	-	152,432.08	73,226.25
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	134,924.90	17,946.32	-	1,050.00	3,562.21
		ELEC ENG SUPERVISOR	177,930.50	7,824.52	-	200.00	1,132.49
		SHARED SVS MANAGER/SR MANAGER	178,934.00	12,221.28	-	50.00	1,336.76
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	133,691.60	11,826.18	-	3,231.68	525.00
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	127,840.36	17,000.51	-	1,500.00	982.46
		ELEC OPS LINEWORKER	55,496.00	-	-	74,540.40	-
		IT TECHNICIAN	127,141.87	-	-	5,787.41	-
		IT ANALYST/SPECIALIST SR/EX/PRN	190,999.98	30,753.79	-	50.00	2,936.69
		ELEC OPS LINEWORKER	113,181.45	-	-	39,972.26	1,340.36
		ELEC OPS LINEWORKER	131,328.15	-	-	121,308.43	635.87
		ELEC ENG ENGINEER	176,964.00	14,515.34	-	1,361.28	1,590.07
		ELEC ENG DIRECTOR/SR DIRECTOR	208,120.76	16,957.03	-	41,915.04	6,184.45
		GAS OPS CONST/PRGM MANAGER	65,298.44	17,671.01	-	169,384.12	125.00
		SAFETY RISK COMPL INSPECTOR	126,577.18	-	-	76,986.06	-
		GAS OPS SUPERVISOR	165,212.28	26,501.97	-	28,614.48	1,701.49
		ELEC OPS FOREMAN/SUBFOREMAN	158,091.14	-	-	138,794.47	745.48
		ELEC ENG ENGINEER	184,719.76	14,926.31	-	1,342.80	3,964.34
		ELEC OPS SUPERVISOR	112,807.03	14,235.53	-	58,436.02	687.95
		GAS OPS MANAGER/SR MANAGER	153,889.76	29,318.96	-	2,295.00	2,931.93
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	110,185.88	-	-	68,054.95	4,012.12
		GENERATION ENGINEER SR/EX/PRN	165,310.00	22,210.58	-	33,129.60	2,857.43
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EX/PRN	199,897.02	31,726.50	12,011.90	3,100.00	1,282.75
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	135,000.00	-	-	1,000.00	3,071.55
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	123,512.18	53,376.88	40,387.42	300,574.65	245.00
		ELEC OPS MANAGER/SR MANAGER	170,708.43	22,849.35	16,027.42	24,522.64	1,922.11
		ELEC OPS BUSINESS LIAISON	131,354.66	-	-	10,433.04	1,085.14
		GAS ENG ENGINEER SR/EX/PRN	191,272.00	36,823.55	-	776.99	1,015.00
		ELEC ENG DIRECTOR/SR DIRECTOR	212,550.80	24,435.42	8,576.70	1,520.00	6,668.68
		IT ARCHITECT EXP/PRN	183,507.28	29,690.76	-	6,050.00	1,013.25
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	120,105.00	7,882.24	-	80,899.16	2,085.04
		ELEC OPS LINEWORKER	127,011.02	-	-	175,401.47	203.28

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		GAS ENG SUPERVISOR	71,842.14	23,046.11	-	177,468.51	50267
		ELEC OPS OPERATOR	122,853.50	-	-	84,111.19	-
		ELEC OPS OPERATOR	136,218.98	-	-	145,453.10	1,652.26
		FINANCE MANAGER/SR MANAGER	161,529.80	26,134.91	-	150.00	640.00
		CUSTOMER CARE MANAGER/SR MANAGER	187,625.20	29,944.42	13,729.50	3,450.00	7,134.45
		IT ARCHITECH EXP/PRN	187,300.59	22,018.82	47,807.64	24,274.90	-
		ELEC ENG SUPERVISOR	156,825.00	13,097.09	-	6,296.40	169.14
		IT MANAGER/SR MANAGER	35,979.43	33,335.03	13,729.50	25,592.48	-
		ELEC OPS SUPERVISOR	192,409.24	22,079.52	-	5,170.60	-
		ELEC ENG MAPPING TECH	133,930.16	-	-	40,358.04	800.00
		IT TECHNICIAN	133,550.38	-	-	9,392.97	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	146,534.16	18,327.18	-	43,671.00	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	143,869.68	19,583.97	-	50.00	880.00
		GENERATION SUPERVISOR	202,021.71	32,838.26	-	113,170.05	540.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	136,893.59	10,541.55	-	3,862.20	2,096.65
		ELEC OPS OPERATOR	130,152.96	-	-	26,863.34	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	124,639.35	-	-	177,940.93	-
		ELEC OPS LINEWORKER	140,925.31	-	-	93,394.24	-
		GENERATION MACHINST/MECHANIC/RIGGER	23,515.04	-	-	23,701.60	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	88,190.37	-	-	278,774.21	267.50
		SHARED SVS SUPERVISOR	145,823.06	18,913.31	-	3,100.57	2,197.53
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	108,115.90	-	-	11,947.25	575.19
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	107,180.13	-	-	221,057.34	-
		CUSTOMER & COMMS MANAGER/SR MANAGER	174,734.40	27,711.82	-	4,550.00	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,418.22	14,283.16	-	-	420.00
		SHARED SVS DIRECTOR/SR DIRECTOR	132,655.30	46,418.10	41,303.80	35,807.18	819.18
		GAS OPS TECHNICIAN	102,514.10	-	-	80,924.04	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	143,636.68	11,460.57	-	50.00	560.98
		ELEC OPS MANAGER/SR MANAGER	162,499.78	22,319.99	-	17,652.92	5,199.11
		ELEC OPS FOREMAN/SUBFOREMAN	133,455.00	-	-	26,031.22	4,789.10
		ELEC ENG MANAGER/SR MANAGER	170,394.85	13,123.26	-	15,187.78	9,025.20
		GAS ENG ENGINEER SR/EX/PRN	138,920.06	17,570.80	-	500.00	2,912.33
		GAS OPS MANAGER/SR MANAGER	186,701.36	36,980.37	-	2,000.00	16,042.03
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	138,272.54	14,824.03	-	2,050.00	280.00
		SHARED SVS DIRECTOR/SR DIRECTOR	215,619.00	28,196.14	-	-	8,325.16
		GAS OPS SUPERVISOR	148,994.14	23,732.96	-	5,140.11	60.00
		GAS OPS TECHNICIAN	141,458.70	-	-	121,552.88	-
		GENERATION SUPERVISOR	206,560.84	35,415.76	-	52,792.82	1,766.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	110,401.20	-	-	-	-
		GENERATION SUPERVISOR	202,520.54	33,386.11	-	32,434.91	70.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	1,596.56	12,324.41
		ELEC OPS SPECIALIST SR/EX/PRN	143,413.80	11,641.23	-	21,245.09	847.39
		ELEC OPS TECHNICAL PROJ MNGR/WRITER	143,959.40	11,755.47	-	1,629.27	824.71
		ELEC OPS SYSTEM OPERATOR/LEAD	109,169.91	-	-	106,754.40	286.39
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	145,974.94	-	-	86,875.49	39.20
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	102,600.94	21,980.03	-	12,729.54	603.13
		ELEC OPS WORK & RESOURCE PLANNER EXP/PRN	137,984.40	11,348.02	-	6,270.80	-
		ELEC ENG ENGINEER	165,984.00	13,623.15	-	6,534.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	-	-	400.00	280.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	84,866.14	21,241.47	-	188,806.27	-
		ELEC OPS SUPERVISOR	159,307.42	15,770.59	-	56,510.59	20,139.43
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	80,442.00	17,227.61	-	172,827.03	267.96
		GAS ENG ENGINEER SR/EX/PRN	140,571.03	-	-	31,931.65	1,379.91
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	164,945.36	23,197.47	-	50.00	6,802.01
		GENERATION TECHNICIAN SR/EX	140,352.42	-	-	195,791.82	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	53,243.85	26,848.28	13,729.50	18,296.11	-
		SHARE SVS CRANE SURVEYOR	126,196.05	-	-	8,798.40	142.16
		ELEC ENG SUPERVISOR	174,482.00	10,551.04	-	-	616.23
		GAS ENG SENIOR BUSINESS REP	129,165.21	-	-	48,255.02	-
		GAS ENG ANALYST/SPECIALIST EXP/PRN	133,157.11	17,362.87	-	4,050.00	420.00
		GENERATION MACHINST/MECHANIC/RIGGER	130,741.49	-	-	59,818.37	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	165,713.69	13,680.74	-	310.88	1,851.31
		GAS ENG SENIOR BUSINESS REP	44,500.80	-	-	33,329.43	-
		GENERATION WRITER TECH/ENG/OPS SR	134,681.72	19,074.06	-	28,102.44	4,549.43
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	106,702.21	-	-	244,332.98	-

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		ELEC OPS TECHNICIAN	110,760.41	-	-	22,776.57	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	161,593.53	21,152.79	-	6,866.32	1,379.32
		GAS OPS FOREMAN/LEADER	124,355.10	-	-	26,181.05	-
		GAS OPS OPERATOR	112,051.79	-	-	39,148.06	-
		ELEC OPS MACHINIST/WELDER/HYDROGRAPHER	127,956.00	17,945.39	-	6,955.86	2,842.68
		ELEC OPS OPERATOR	138,135.37	-	-	46,376.97	174.16
		GAS ENG MANAGER/SR MANAGER	167,180.90	21,810.19	-	38,593.55	481.95
		GENERATION SUPERVISOR	136,543.26	23,220.61	-	26,743.19	-
		SUPPLY CHAIN MATERAILS MANAGER/SR MANAGER	49,116.66	32,412.94	8,576.70	64,899.01	105.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	209,436.17	35,459.22	-	70,988.31	-
		ELEC ENG ENGINEER	131,482.68	-	-	29,412.10	280.00
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	18,775.29	-
		ELEC OPS SUPERVISOR	174,063.92	29,879.78	-	5,646.00	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	126,066.76	22,167.08	-	23,766.76	12,565.71
		ELEC ENG CONSULTANT/REP	137,329.60	-	-	5,516.24	2,049.66
		ELEC OPS INSPECTOR	121,331.30	8,717.77	-	42,101.28	-
		OPERATIONS SUPERVISOR	163,395.64	24,942.62	-	50.00	863.57
		ELEC ENG SUPERVISOR	133,059.20	15,606.74	-	6,396.08	3,501.77
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	173,620.23	-	-	161,107.42	-
		ELEC OPS SUPERVISOR	165,695.84	26,462.03	-	75,194.45	-
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	1,749.54	960.00
		GAS OPS SUPERVISOR	144,289.98	23,031.00	-	60,936.40	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	176,957.86	18,723.83	-	2,050.00	455.00
		GAS ENG SENIOR BUSINESS REP	142,690.72	-	-	17,263.57	1,415.22
		ELEC OPS OPERATOR	123,571.73	-	-	44,560.36	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	9,811.82	-	31,070.93	16,705.84
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,884.20	-	-	153,374.04	-
		GAS OPS ENGINEER	42,224.00	21,917.81	-	48,713.44	1,064.55
		GENERATION OPERATOR	131,098.64	-	-	60,477.13	3,187.95
		GENERATION MACHINST/MECHANIC/RIGGER	126,183.90	-	-	97,371.45	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	153,468.00	16,451.48	-	12,609.98	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,293.01	-	-	145,251.62	504.90
		GAS ENG ENGINEER SR/EX/PRN	145,933.98	-	-	60,236.55	494.12
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	134,532.74	12,022.65	-	6,549.30	420.00
		ELEC OPS MANAGER/SR MANAGER	158,339.38	19,255.85	-	-	5,983.11
		GENERATION MACHINST/MECHANIC/RIGGER	140,919.42	-	-	137,245.83	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	156,156.00	16,722.33	-	9,984.31	835.77
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	72,100.02	14,654.22	-	178,411.90	3,347.40
		SAFETY RISK MANAGER/SR MANAGER	141,951.64	15,392.64	-	-	6,357.89
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	156,341.82	12,535.20	-	76,146.81	20,594.81
		GAS ENG ENGINEER SR/EX/PRN	135,232.53	-	-	94,862.32	1,479.04
		HR ECO RECRUITER EX	118,290.03	14,040.86	-	10,690.00	2,251.38
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	143,500.00	19,166.13	-	2,683.57	1,543.43
		ELEC OPS ELECTRICIAN	124,215.67	-	-	63,115.04	248.04
		GAS ENG SENIOR BUSINESS REP	118,606.88	-	-	6,536.36	1,430.48
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	149,225.11	18,508.74	-	6,600.00	4,512.24
		GAS OPS TECHNICIAN	22,203.80	-	-	11,913.83	-
		ELEC OPS ENGINEER	17,228.00	16,957.03	-	12,207.80	-
		GENERATION SUPERVISOR	94,716.74	30,151.86	-	252,214.84	-
		ELEC OPS LINEWORKER	141,099.35	-	-	101,299.89	-
		GAS ENG ENGINEER SR/EX/PRN	131,857.43	-	-	20,745.83	458.71
		GENERATION OPERATOR	123,915.52	-	-	105,237.84	1,174.41
		SHARED SVS MECHANIC	115,760.38	-	-	37,648.95	178.13
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	126,643.00	9,925.79	-	300.00	290.53
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	141,834.40	20,248.17	-	36,107.60	25,421.79
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	178,528.00	13,796.91	-	11,461.30	2,878.24
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	170,565.18	21,241.61	-	400.00	4,768.63
		ELEC OPS FOREMAN/SUBFOREMAN	137,077.55	-	-	145,246.53	-
		ELEC OPS BUSINESS LIAISON	80,686.80	-	-	8,719.63	-
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	43,133.74	-
		ELEC ENG TECHNICIAN	155,034.01	-	-	140,710.59	-
		GAS ENG ENGINEER SR/EX/PRN	18,591.49	43,417.34	-	59,422.86	35.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	127,323.46	-	-	90,721.46	-
		GAS ENG ENGINEER SR/EX/PRN	145,363.88	-	-	17,618.11	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,127.37	-	-	134,382.62	-

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		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	162,654.00	12,807.89	-	36,781.48	2768.84
		GENERATION FIRE CAPTAIN	127,267.36	-	-	90,400.54	-
		SHARED SVS MECHANIC	127,513.64	-	-	13,133.11	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,972.43	-	-	147,189.89	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	127,995.20	-	-	23,380.71	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	128,616.21	-	-	1,677.93	58.29
		GENERATION ENGINEER SR/EX/PRN	162,678.00	21,728.10	-	9,264.15	-
		ELEC OPS LINEWORKER	139,456.15	-	-	117,406.41	85.90
		IT ANALYST/SPECIALIST SR/EXP/PRN	124,565.74	13,306.98	-	2,340.21	510.16
		GAS ENG ENGINEER SR/EX/PRN	152,851.90	-	-	92,067.94	350.00
		GAS OPS TECHNICIAN	128,593.61	-	-	29,111.15	-
		GAS OPS TECHNICIAN	125,265.97	-	-	54,575.04	389.26
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	180,540.00	25,318.75	-	43,783.26	-
		ELEC OPS LINEWORKER	134,685.99	-	-	218,303.27	-
		ELEC ENG ENGINEER	50,997.69	-	-	7,641.65	480.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,426.49	-	-	171,059.57	-
		ELEC ENG TECHNICIAN	153,855.57	-	-	22,302.76	146.63
		GAS ENG ENGINEER SR/EX/PRN	131,675.60	11,491.08	-	1,890.34	145.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	92,508.21	13,693.09	-	204,770.87	210.00
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	124,173.00	12,335.88	-	9,478.13	7,433.14
		GAS ENG DIRECTOR/SR DIRECTOR	103,192.46	44,620.89	41,893.81	284,433.36	875.07
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	162,322.00	12,755.98	-	4,195.52	1,879.84
		ELEC OPS SYSTEM OPERATOR/LEAD	154,065.55	-	-	130,553.33	2,899.26
		GAS ENG ENGINEER SR/EX/PRN	145,800.98	-	-	32,037.59	980.00
		GAS OPS WORKING LEADER	144,754.19	-	-	38,034.53	569.13
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,818.04	-	-	47,257.48	-
		CUSTOMER & COMMS SPECIALIST EXP/PRN	144,736.44	15,362.10	-	2,038.92	668.64
		GAS OPS FOREMAN/LEADER	126,565.00	-	-	82,259.33	-
		CUSTOMER & COMMS PLANNER/SUCCESS MANGER	133,791.66	12,928.70	-	1,480.53	918.56
		GAS ENG SUPERVISOR	193,171.44	34,728.64	-	-	280.00
		GAS OPS SYSTEM/CONST OPERATOR	100,492.15	-	-	18,486.01	608.56
		GAS ENG MANAGER/SR MANAGER	112,684.76	45,336.51	-	263,717.61	305.84
		ELEC ENG ENGINEER	144,926.77	-	-	5,731.43	-
		GENERATION REACTOR	145,639.60	-	-	85,881.25	-
		GAS ENG MANAGER/SR MANAGER	188,896.84	30,467.27	10,294.30	7,775.00	655.43
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	57,776.78	7,745.08	-	6,355.62	43.86
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	195,283.92	31,166.72	10,294.30	1,050.00	960.00
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	131,902.69	14,098.26	-	75.00	800.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	133,250.80	-	-	69,032.30	-
		ELEC OPS CREW LEAD/LEADER	133,890.40	-	-	15,087.72	845.37
		GAS ENG ENGINEER SR/EX/PRN	141,239.83	-	-	97,413.85	175.00
		ELEC ENG ENGINEER	147,999.56	-	-	120,377.46	516.91
		GAS ENG SENIOR BUSINESS REP	141,779.68	-	-	28,323.33	2,112.12
		GENERATION TECHNICIAN SR/EX	135,787.84	-	-	119,485.62	-
		GAS OPS TECHNICIAN	68,224.86	-	-	25,879.74	2,465.19
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	127,604.14	9,928.34	-	24,155.64	516.14
		GAS OPS FOREMAN/LEADER	148,763.85	-	-	56,985.12	-
		GENERATION TECHNICIAN SR/EX	56,400.30	-	-	51,895.30	-
		SHARED SVS BIOLOGIST	161,136.00	16,924.19	-	4,893.26	8,209.31
		ELEC OPS TECHNICIAN	126,926.40	-	-	23,242.52	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	146,909.35	-	-	80,645.16	1,521.50
		ELEC ENG SUPERVISOR	146,419.32	14,546.40	-	69,925.25	4,191.99
		IT ENGINEER SR/EX/PRN	168,352.12	18,173.55	-	625.00	466.06
		GAS OPS LEAD REP/SPEC/INSPECTOR	139,850.42	-	-	79,503.28	-
		CUSTOMER CARE SPECIALIST SR/EXP/PRN	160,908.84	17,189.41	-	50.00	2,981.60
		GAS ENG ENGINEER SR/EX/PRN	146,165.34	-	-	76,531.88	565.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	148,856.41	16,484.41	-	1,141.67	10,866.49
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	152,712.00	16,353.03	-	17,498.95	7,054.25
		ELEC OPS TECHNICIAN	128,284.11	-	-	4,365.84	-
		ELEC OPS MANAGER/SR MANAGER	141,800.20	14,965.16	-	3,050.00	7,277.09
		GAS ENG ENGINEER SR/EX/PRN	118,723.03	-	-	5,946.80	846.55
		GAS OPS TECHNICIAN	137,194.53	-	-	23,876.18	3,218.60
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	141,148.24	-	-	13,084.04	-
		GAS OPS FOREMAN/LEADER	135,215.36	-	-	38,570.62	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	176,964.67	25,417.00	-	54,598.35	6,048.16

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS ENG SUPERVISOR	180,941.24	27,226.12	-	5,440.99	813.34
		ELEC OPS LINEWORKER	135,130.16	-	-	162,087.04	228.16
		ELEC OPS SYSTEM OPERATOR/LEAD	147,634.22	-	-	90,725.45	-
		GAS OPS MANAGER/SR MANAGER	144,115.04	22,326.04	-	10,140.70	-
		IT TECHNICIAN	132,570.51	-	-	70,444.22	49.96
		IT MANAGER/SR MANAGER	227,647.80	37,697.62	17,164.70	5,602.39	1,630.82
		ELEC OPS TECHNICIAN	126,397.19	-	-	80,584.44	-
		ELEC ENG MANAGER/SR MANAGER	185,942.18	22,858.35	-	3,700.00	658.84
		IT SUPERVISOR	76,631.16	-	-	10,639.78	1,629.00
		IT CONTROLS ASSESSOR/DATA SCIENTIST SR/EX/PRN	134,544.29	13,887.50	-	3,750.00	140.00
		GAS OPS FITTER	126,062.91	-	-	42,384.33	60.84
		ELEC ENG TECHNICIAN	176,995.10	-	-	119,252.22	280.00
		IT MANAGER/SR MANAGER	172,107.46	24,939.06	-	3,665.68	12,018.49
		ELEC OPS FOREMAN/SUBFOREMAN	134,041.60	-	-	51,670.40	-
		GAS OPS OPERATOR	127,269.32	-	-	34,040.84	-
		GAS ENG SENIOR BUSINESS REP	140,202.88	-	-	51,119.56	2,999.46
		ELEC OPS TECHNICIAN	130,838.97	-	-	35,840.11	2,882.47
		CUSTOMER & COMMS MANAGER/SR MANAGER	159,067.44	24,199.29	-	8,923.20	1,021.96
		IT ANALYST/SPECIALIST SR/EXP/PRN	122,420.72	14,075.94	-	6,348.36	3,513.85
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	158,933.06	25,487.33	-	50.00	1,010.00
		HR ECO ANALYST/CONSULTANT SR/PRN	103,464.92	13,449.06	-	2,017.51	-
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	185,738.99	31,064.39	-	300.00	432.53
		ENT HEALT & SAFETY DIRECTOR/SR DIRECTOR	210,552.06	40,994.84	17,164.70	19,083.50	3,196.95
		ELEC OPS MANAGER/SR MANAGER	183,820.00	29,219.74	-	7,800.00	2,129.18
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	150,333.80	16,007.65	-	364.00	420.00
		GAS ENG ANALYST/SPECIALST EXP/PRN	181,494.16	35,721.46	13,729.50	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	88,759.36	10,702.54	-	26,951.58	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	164,397.04	26,605.13	-	4,400.00	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	28,240.90	-	-	7,699.74	-
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	183,563.56	29,821.10	-	-	682.45
		CUSTOMER COMMS INSTALLATION MANAGER	76,802.88	16,704.35	-	167,241.40	6,075.38
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	175,224.00	-	-	-	-
		GAS OPS MANAGER/SR MANAGER	193,586.30	38,377.13	-	2,000.00	3,410.23
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,827.29	-	19,396.11	2,174.34
		SHARED SVS EX ASST/HR GNRLST/PILOT/CHIEF	117,270.67	46,064.94	18,882.30	23,383.20	5,039.50
		ELEC ENG TECHNICIAN	153,466.21	-	-	53,542.61	-
		OPERATIONS SUPERVISOR	157,325.00	20,136.88	-	12,238.82	87.50
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	155,793.46	16,174.33	-	2,826.94	6,809.83
		GAS OPS TECHNICIAN	125,126.69	-	-	29,517.84	-
		GAS OPS INSPECTOR	124,960.80	-	-	12,944.46	102.26
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	146,763.62	-	-	64,399.60	-
		ELEC OPS LINEWORKER	120,439.25	-	-	82,336.14	424.28
		GENERATION TECHNICIAN SR/EX	140,749.50	-	-	71,118.93	-
		IT TECHNICIAN	139,977.13	-	-	27,083.16	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	127,242.10	12,943.88	-	150.00	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	174,111.84	18,940.94	-	3,695.21	280.00
		GENERATION MANAGER/SR MANAGER	231,430.88	48,794.08	11,333.90	400.00	6,695.19
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	-	15,234.83	-	-	-
		SHARED SVS BIOLOGIST	76,734.00	16,434.36	-	191,964.05	420.69
		IT ANALYST/SPECIALIST SR/EXP/PRN	155,843.50	16,594.36	-	-	960.00
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	9,295.41	2,257.85
		GAS ENG ENGINEER SR/EX/PRN	145,235.69	-	-	31,461.07	433.91
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	10,643.91	-	-	1,874.51	294.81
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	134,332.78	13,804.90	-	5,074.42	560.00
		OPERATIONS MANGER/SR MANAGER	144,564.86	17,688.64	-	50.00	435.01
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	151,010.64	15,478.01	-	29,112.60	446.69
		ELEC OPS CREW LEAD/LEADER	176,857.99	-	-	72,494.27	-
		GAS OPS SUPERVISOR	141,091.46	18,819.83	-	17,776.09	3,378.95
		ENERGY PLCY & PROC MANAGER/SR MANAGER	181,523.12	29,121.41	-	3,900.00	483.90
		ELEC ENG TECHNICIAN	159,066.74	-	-	73,219.20	-
		ELEC ENG TECHNICIAN	137,855.00	-	-	36,658.94	436.25
		ELEC OPS SUPERVISOR	159,700.00	15,801.43	-	50.00	7,481.79
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	148,335.98	15,711.26	-	7,075.00	1,110.20
		ELEC ENG ENGINEER	130,221.68	-	-	16,743.36	523.05
		GAS OPS INSPECTOR	136,144.49	-	-	110,553.56	75.00

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		ELEC OPS SYSTEM OPERATOR/LEAD	83,475.39	-	-	210,162.50	7871
		SHARED SVS ANLST/ARCH/PROJ SVY/SPLCLST EXP/PRN	78,362.24	-	-	177.88	1,382.63
		OPERATION SUPERVISOR	167,560.70	16,231.54	-	28,770.25	7,670.25
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	142,922.27	-	-	19,248.50	415.02
		IT DIRECTOR/SR DIRECTOR	229,222.96	50,578.61	22,115.90	12,250.00	-
		OPERATIONS PLANNER	126,900.12	16,479.23	-	3,857.00	640.00
		ELEC OPS FOREMAN/SUBFOREMAN	140,679.54	-	-	85,705.26	330.86
		ELEC OPS FOREMAN/SUBFOREMAN	144,808.86	-	-	72,969.41	309.98
		GENERATION MANAGER/SR MANAGER	216,391.36	45,945.25	-	8,525.29	8,815.97
		SAFETY RISK COMPL INSPECTOR	108,908.74	-	-	11,242.99	151.46
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	147,730.60	19,594.36	-	-	142.10
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	197,319.80	32,495.25	-	2,300.00	-
		ELEC OPS ENGINEER SR/EXP/PRN	189,292.30	15,236.30	-	15,948.80	5,209.45
		SHARED SVS SUPERVISOR	150,178.66	19,383.99	-	50.00	344.38
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	128,760.00	9,400.49	-	-	16,036.37
		ELEC OPS LINEWORKER	118,279.31	-	-	239,758.42	-
		ELEC OPS LINEWORKER	130,232.95	-	-	154,679.18	182.12
		ELEC OPS LINEWORKER	28,441.70	-	-	35,894.51	519.94
		ELEC ENG SUPERVISOR	180,021.04	17,195.06	-	11,885.75	1,481.46
		CUSTOMER & COMMS SPECIALIST EXP/PRN	147,114.74	15,933.16	-	8,253.70	2,895.02
		ELEC OPS FOREMAN/SUBFOREMAN	136,061.68	-	-	143,042.15	-
		ELEC OPS FOREMAN/SUBFOREMAN	146,488.53	-	-	113,729.22	392.50
		ELEC OPS TECHNICIAN	146,014.09	-	-	24,996.42	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	27,066.77	-	37,336.03	627.27
		ELEC OPS INSPECTOR	127,399.42	9,822.17	-	66,020.63	21,282.75
		GENERATION REACTOR	132,746.92	-	-	135,439.08	646.13
		ELEC OPS LINEWORKER	35,837.38	-	-	49,816.71	-
		GAS ENG ENGINEER SR/EX/PRN	136,558.00	26,206.46	-	276,870.55	1,548.13
		SHARED SVS SCIENTIST	153,468.00	16,434.36	-	6,539.76	6,424.10
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	215,986.38	35,088.38	-	-	710.00
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	239,836.20	50,729.19	39,482.20	450.00	50,987.29
		ELEC OPS LINEWORKER	136,685.12	-	-	5,813.28	-
		GAS ENG ENGINEER SR/EX/PRN	181,005.53	24,044.58	-	86.33	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	161,124.00	17,254.27	-	42,459.41	-
		ELEC OPS FOREMAN/SUBFOREMAN	188,780.85	-	-	124,472.97	-
		GAS OPS OPERATOR	98,020.74	-	-	39,803.19	-
		ELEC OPS LINEWORKER	150,381.64	-	-	546,576.46	724.59
		GAS OPS OPERATOR	57,314.26	-	-	63,557.73	-
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	163,004.40	15,303.14	-	1,300.00	2,006.21
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,075.60	16,700.30	-	50.00	1,552.67
		ELEC OPS SUPERVISOR	173,455.90	17,304.55	-	117,636.77	353.16
		GAS OPS TECHNICIAN	135,022.55	-	-	39,842.80	362.55
		ELEC OPS FOREMAN/SUBFOREMAN	141,946.70	-	-	183,078.13	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,371.49	-	-	171,159.07	-
		GAS OPS ENGINEER	141,021.76	-	-	59,915.00	105.00
		ELEC OPS LINEWORKER	142,415.78	-	-	207,499.98	607.45
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	143,336.30	11,955.33	-	50.00	601.39
		ELEC OPS SUPERVISOR	180,317.28	21,856.62	-	-	778.75
		ELEC OPS TECHNICIAN	150,874.86	-	-	62,865.45	1,093.54
		GAS OPS CONST/PRGM MANAGER	163,349.38	21,735.64	-	-	-
		GENERATION MACHINST/MECHANIC/RIGGER	115,723.40	-	-	78,315.82	-
		GENERATION MACHINST/MECHANIC/RIGGER	44,210.33	-	-	28,568.77	-
		ELEC ENG TECHNICIAN	117,877.74	-	-	16,596.93	13,002.70
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	148,586.86	14,159.03	-	-	420.00
		GAS ENG ENGINEER SR/EX/PRN	158,225.22	-	-	105,558.19	4,443.85
		ELEC OPS LINEWORKER	124,189.88	-	-	140,876.18	195.45
		ELEC ENG ENGINEER	141,719.53	-	-	59,574.67	2,527.01
		GAS OPS ENGINEER	151,155.31	21,555.54	-	1,974.05	914.70
		CUSTOMER CARE MANAGER/SR MANAGER	196,332.70	24,664.89	-	4,425.00	1,128.35
		IT ANALYST/SPECIALIST SR/EXP/PRN	17,234.84	-	-	-	137.50
		ELEC ENG ENGINEER	188,978.88	23,371.48	-	50.00	11,330.62
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,658.90	13,606.97	-	50.00	988.23
		GAS OPS TECHNICIAN	140,788.20	-	-	98,247.58	-
		GAS OPS TECHNICIAN	106,999.19	-	-	6,849.36	-
		GAS OPS TECHNICIAN	124,971.95	-	-	3,416.70	-

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		GAS OPS ENGINEER	141,230.60	-	-	57,103.90	41875
		ELEC OPS LINEWORKER	143,603.22	-	-	163,074.01	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	67,597.71	-	-	34,023.53	-
		ELEC OPS SUPERVISOR	145,781.18	14,424.25	-	7,072.90	679.22
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	176,292.00	19,106.44	-	9,025.92	4,154.12
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,667.72	15,889.19	-	50.00	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	157,987.84	12,919.82	-	50.00	709.33
		GENERATION ENGINEER SR/EX/PRN	186,933.14	26,429.65	-	23,200.93	210.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	67,382.92	14,571.63	-	171,714.82	175.00
		GAS ENG ENGINEER SR/EX/PRN	190,577.86	25,452.16	-	-	518.45
		ELEC OPS ENGINEER	124,971.92	9,205.45	-	18,479.78	1,021.54
		GAS OPS ENGINEER	128,178.10	-	-	28,120.47	-
		ELEC OPS SUPERVISOR	150,907.86	14,961.84	-	48,149.49	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	127,090.17	-	-	10,032.17	559.01
		ELEC ENG SUPERVISOR	191,856.12	19,021.70	-	-	1,167.51
		ELEC OPS ENGINEER	185,802.00	15,116.31	-	10,850.01	449.38
		GAS OPS TECHNICIAN	133,977.47	-	-	56,482.10	886.22
		ELEC ENG ENGINEER	191,184.90	14,831.91	-	1,426.04	380.74
		ELEC OPS ENGINEER	101,253.75	-	-	2,148.05	4,005.36
		ELEC ENG ENGINEER	96,527.44	-	-	13,200.32	-
		GAS OPS CONST/PRGM MANAGER	144,283.10	19,743.00	-	1,500.00	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	205,260.00	32,970.70	-	1,373.12	5,301.05
		IT DIRECTOR/SR DIRECTOR	225,000.00	-	26,037.60	87,933.96	2,976.29
		GAS OPS INVESTIGATOR	131,289.14	17,252.37	-	5,094.03	3,935.57
		ELEC OPS FOREMAN/SUBFOREMAN	140,891.73	-	-	247,718.53	-
		GAS ENG MANAGER/SR MANAGER	96,257.74	31,545.41	-	260,204.10	-
		FINANCE SUPERVISOR	142,442.28	18,705.48	-	2,925.30	501.06
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	115,321.82	18,312.04	-	2,350.00	2,216.69
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	157,310.26	16,912.83	-	4,550.00	960.00
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	153,175.70	24,600.80	8,576.70	-	420.00
		GAS OPS ENGINEER	126,432.00	5,556.72	-	-	1,541.52
		ELEC OPS TECHNICIAN	128,593.62	-	-	3,315.19	-
		IT MANAGER/SR MANAGER	199,452.50	29,189.76	-	50.00	255.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	139,891.46	15,035.41	-	7,536.00	720.00
		IT ARCHITECT EXP/PRN	166,985.52	18,031.79	-	-	-
		GAS ENG PRGM/ACCT/PROJ MANAGER	175,821.73	27,126.00	-	500.00	205.16
		IT ENGINEER SR/EX/PRN	179,139.34	19,322.11	-	50.00	385.00
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	191,292.00	26,753.38	-	6,368.25	805.69
		GAS OPS FOREMAN/LEADER	138,481.75	-	-	33,164.89	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	99,445.25	27,956.24	-	14,232.38	640.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	163,590.00	22,650.26	-	75.00	630.75
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	40,495.68	16,216.23	-	6,344.24	347.34
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,650.26	13,627.38	-	-	315.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,693.48	18,064.42	-	17,932.56	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	165,022.60	17,593.38	-	2,500.00	420.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	146,756.68	15,639.07	-	100.00	570.00
		GAS ENG SUPERVISOR	196,065.50	31,422.09	-	1,785.68	602.87
		IT ANALYST/SPECIALIST SR/EXP/PRN	127,000.00	13,332.00	-	50.00	409.50
		ELEC OPS LEAD OPERATOR	175,017.61	-	-	76,193.40	253.76
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	131,307.02	13,925.75	-	-	-
		GAS OPS SUPERVISOR	168,556.38	26,773.57	-	46,693.98	1,345.79
		GAS OPS MANAGER/SR MANAGER	183,921.34	36,529.17	-	2,667.60	11,340.29
		ELEC ENG ENGINEER	74,543.96	-	-	197,097.60	240.00
		SAFETY RISK INSPECTOR/COORDINATOR	65,811.71	-	-	42,049.59	-
		ELEC OPS SUPERVISOR	162,999.96	-	-	45,159.14	216.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	133,190.00	13,631.59	-	6,375.85	8,268.24
		SAFETY RISK MANAGER/SR MANAGER	188,865.90	20,550.71	-	-	245.00
		GAS OPS TECHNICIAN	126,488.73	-	-	25,713.19	115.36
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	137,214.40	-	-	154.15	-
		GAS OPS OPERATOR	126,107.90	-	-	57,385.65	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	179,520.64	28,181.81	8,576.70	-	3,936.78
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	150,799.96	17,867.63	-	50.00	1,040.00
		GAS OPS LEAD REP/SPEC/INSPECTOR	101,655.08	-	-	5,751.24	-
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	4,369.11	2,851.65
		SHARED SVS INSPECTOR	122,964.11	-	-	20,251.66	-



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS LINEWORKER	55,284.12	-	-	41,527.56	25993
		FINANCE MANAGER/SR MANAGER	201,190.50	32,549.28	-	100.00	350.00
		GENERATION COORDINATOR SR/EX	169,285.86	23,909.90	-	70,646.26	-
		GENERATION SUPERVISOR	150,843.79	9,061.74	-	30,456.22	-
		ELEC ENG SUPERVISOR	189,300.06	18,745.05	-	3,086.99	2,183.83
		GAS ENG ENGINEER SR/EX/PRN	173,088.66	22,911.24	-	50.00	385.00
		GENERATION MACHINIST/MECHANIC/RIGGER	32,520.80	-	-	32,437.71	-
		ELEC OPS FOREMAN/SUBFOREMAN	142,545.70	-	-	61,448.56	-
		ELEC OPS SPECIALIST SR/EX/PRN	136,324.96	11,010.16	-	4,145.92	960.00
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	124,947.38	12,797.00	-	50.00	1,545.32
		ELEC ENG ESTIMATOR	120,994.21	-	-	1,941.96	745.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	163,435.92	26,658.63	-	-	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	125,242.76	13,482.84	-	-	350.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	154,949.20	16,713.46	-	-	175.00
		ELEC ENG ENGINEER	102,630.00	25,254.79	-	28,516.17	3,229.61
		ELEC ENG ENGINEER	144,926.80	-	-	119,675.25	1,068.98
		ELEC OPS MANAGER/SR MANAGER	176,835.24	27,205.61	-	19,150.00	1,950.18
		IT ENGINEER SR/EX/PRN	140,818.70	14,464.13	-	1,550.00	3,870.29
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	136,928.01	17,219.53	-	2,429.75	-
		ELEC OPS TECHNICIAN	127,912.62	-	-	8,980.76	-
		SHARED SVS MECHANIC	107,746.04	-	-	7,148.36	272.62
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	127,957.46	13,950.55	-	620.05	880.00
		HR ECO RECRUITER EX	142,917.30	9,752.39	-	50.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,719.96	17,462.84	-	1,050.00	490.00
		ELEC OPS LINEWORKER	132,395.56	-	-	84,093.23	161.47
		ELEC ENG MANAGER/SR MANAGER	208,023.80	25,877.10	-	2,350.00	3,555.92
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,566.12	17,662.54	-	50.00	-
		SUPPLY CHAIN MATERIALS PERF MANAGER	122,850.06	12,924.90	-	2,867.56	3,711.66
		GAS ENG ENGINEER SR/EX/PRN	165,587.20	-	-	56,440.26	-
		ELEC OPS LINEWORKER	175,598.01	-	-	128,421.03	-
		GAS ENG ENGINEER SR/EX/PRN	134,867.99	-	-	11,958.46	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,877.47	-	-	60,725.60	-
		ELEC ENG INTERCONNECTION MANAGER	129,908.76	-	-	50.00	420.00
		GAS OPS MANAGER/SR MANAGER	163,525.00	32,237.84	-	2,000.00	684.30
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,385.63	-	-	132,361.21	-
		ELEC ENG SUPERVISOR	145,217.76	14,334.98	-	34,828.13	2,922.50
		GAS OPS TECHNICIAN	94,813.68	-	-	19,406.32	454.15
		GAS ENG ENGINEER SR/EX/PRN	142,318.74	-	-	36,941.63	-
		GAS ENG ENGINEER SR/EX/PRN	141,684.45	-	-	56,157.42	844.84
		ELEC ENG ENGINEER	149,555.20	12,077.17	-	14,200.46	4,131.65
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	163,780.24	17,570.30	-	50.00	515.00
		ELEC OPS ENGINEER	176,094.00	23,918.77	-	11,155.32	1,279.37
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	115,339.59	-	-	437.50	400.00
		ELEC OPS LINEWORKER	51,757.43	-	-	76,297.37	458.46
		ELEC OPS LINEWORKER	26,046.32	-	-	82,307.31	1,037.48
		IT ANALYST/SPECIALIST SR/EXP/PRN	121,439.03	15,299.75	-	5,648.18	280.00
		SAFETY RISK CHIEF/CONST/PILOT	137,964.42	14,821.15	-	19,442.01	25,630.63
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	126,403.74	-	-	55,731.88	-
		GAS ENG SENIOR BUSINESS REP	143,117.29	-	-	60,200.46	-
		GAS ENG SENIOR BUSINESS REP	140,788.65	-	-	77,156.95	7,341.82
		GAS OPS PRGM/PROJ MANAGER	138,726.00	17,514.35	-	-	-
		GAS OPS TECHNICIAN	127,293.51	-	-	19,107.97	116.27
		GAS ENG ENGINEER SR/EX/PRN	135,793.94	-	-	1,273.00	1,160.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	54,389.80	7,471.58	-	11,268.33	175.00
		ELEC OPS SUPERVISOR	202,992.66	6,755.07	-	47,331.87	298.75
		GAS ENG ENGINEER SR/EX/PRN	131,480.40	-	-	18,941.68	1,489.43
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,294.32	16,979.88	-	10,702.43	736.83
		SHARED SVS SUPERVISOR	136,966.18	17,334.77	-	1,500.00	1,222.52
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	180,543.20	21,607.18	-	3,000.00	455.00
		GAS ENG SENIOR BUSINESS REP	123,991.80	-	-	82,233.78	2,992.10
		CUSTOMER & COMMS MANAGER/SR MANAGER	172,490.21	24,635.21	8,576.70	-	3,282.43
		GAS OPS ENGINEER	127,391.55	-	-	46,192.10	-
		CORP AFFAIRS CASE MANAGER EXP/PRN	147,216.64	14,598.54	-	3,000.00	-
		GAS OPS MECHANIC/WELDER	129,964.82	-	-	56,096.13	-
		ELEC OPS LINEWORKER	137,968.47	14,538.33	-	60,429.94	-

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		IT ANALYST/SPECIALIST SR/EXP/PRN	151,752.98	16,386.89	-	2,000.00	1666.77
		IT ENGINEER SR/EX/PRN	152,725.04	15,991.37	-	-	13,736.93
		ELEC ENG SUPERVISOR	159,170.48	14,903.19	-	30.00	365.00
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	150,723.72	12,427.74	-	-	1,194.01
		GAS OPS SUPERVISOR	137,298.80	14,680.92	-	64,776.40	40,153.88
		GENERATION SYSTEM ADMIN/INSPECTOR SR/EX	155,445.94	26,761.87	-	-	5,358.89
		GENERATION REACTOR	135,811.22	-	-	81,957.76	738.68
		GENERATION ENGINEER SR/EX/PRN	93,756.03	-	-	19,373.77	1,415.60
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	127,381.31	-	-	473.07	434.00
		ELEC OPS CREW FOREMAN/LEAD	152,601.72	-	-	198,813.11	-
		ELEC OPS LINEWORKER	67,980.65	-	-	149,109.77	-
		ELEC ENG ENGINEER	143,960.81	-	-	26,377.82	585.01
		ELEC OPS CREW LEAD/LEADER	177,828.96	-	-	61,433.90	-
		SAFETY RISK COMPL INSPECTOR	173,361.36	-	-	101,493.09	-
		CUSTOMER & COMMS PLANNER/SUCCESS MANGER	145,232.46	15,079.75	-	1,608.28	827.12
		ELEC OPS SUPERVISOR	162,306.35	13,477.82	-	139,209.11	93.13
		ELEC OPS CABLE SPLICER	161,188.24	-	-	167,618.56	589.50
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	9,988.85	-	6,256.64	351.40
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	128,414.66	14,798.33	-	50.00	245.00
		ELEC ENG ENGINEER	162,274.00	12,676.84	-	3,115.49	1,040.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	143,084.00	19,185.34	-	6,084.64	848.12
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	130,324.00	6,635.01	-	11,864.11	6,915.49
		CORP AFFAIRS DATA SCIENTIST EXP/PRN	166,030.52	17,679.92	-	50.00	1,040.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	135,876.98	-	-	372,669.80	243.31
		ELEC OPS ENGINEER	155,737.82	12,697.77	-	-	2,202.70
		ELEC ENG ESTIMATOR	134,688.67	-	-	71,486.79	945.00
		GAS ENG ANALYST/SPECIALST EXP/PRN	167,672.27	16,110.45	-	2,000.00	1,200.00
		SAFETY RISK MANAGER/SR MANAGER	223,069.38	26,880.54	10,294.30	3,200.00	3,134.76
		SHARED SVS SUPERVISOR	139,197.52	17,857.96	-	1,714.42	7,778.39
		IT ANALYST/SPECIALIST SR/EXP/PRN	19,221.09	16,511.19	-	16,551.09	-
		IT ENGINEER SR/EX/PRN	159,884.71	-	-	20,000.00	429.25
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	175,010.46	19,759.37	-	7,708.07	1,193.90
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	146,400.00	15,424.11	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	143,337.30	-	-	55,401.72	-
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,933.36	-	26,971.89	1,015.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	156,744.00	21,982.14	-	13,727.84	-
		ELEC OPS MANAGER/SR MANAGER	173,007.66	21,432.45	13,729.50	-	484.10
		IT SUPERVISOR	144,759.75	20,297.97	-	2,500.00	211.48
		CUSTOMER & COMMS SPECIALIST EXP/PRN	136,689.56	14,637.47	-	1,704.21	1,003.78
		ELEC ENG ENGINEER	206,736.00	16,957.03	-	-	19,356.34
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	139,554.60	11,580.32	-	-	4,938.70
		GAS OPS FOREMAN/LEADER	51,055.60	-	-	2,579.14	480.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	140,064.16	18,615.26	-	4,845.45	11,456.81
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	21,678.98	-
		ELEC ENG MANAGER/SR MANAGER	107,100.00	18,019.98	8,576.70	274,064.47	3,453.27
		GAS OPS LEAD REP/SPEC/INSPECTOR	102,665.68	-	-	49,084.32	-
		GAS ENG PRGM/ACCT/PROJ MANAGER	151,615.64	20,044.13	-	50.00	3,405.94
		GAS OPS TECHNICIAN	15,174.48	-	-	31,940.61	-
		GAS ENG SENIOR BUSINESS REP	139,876.88	-	-	95,340.76	1,925.46
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	160,884.00	17,227.61	-	600.00	585.20
		ELEC OPS TECHNICIAN	121,033.33	-	-	31,432.99	182.19
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	137,920.35	-	-	27,624.25	-
		ELEC OPS OPERATOR	123,584.00	-	-	24,789.21	-
		GAS OPS FOREMAN/LEADER	137,286.03	-	-	51,573.83	-
		ELEC OPS FOREMAN/SUBFOREMAN	144,909.55	-	-	108,790.67	-
		ELEC ENG ENGINEER	142,358.90	-	-	56,497.95	4,517.37
		ELEC OPS LINEWORKER	130,349.03	-	-	53,294.32	-
		GAS ENG SENIOR BUSINESS REP	6,950.82	-	-	27,034.98	164.08
		GAS OPS FOREMAN/LEADER	123,662.37	-	-	188,411.98	757.03
		ELEC OPS SYSTEM OPERATOR/LEAD	152,663.36	-	-	102,570.02	121.38
		GAS OPS TECHNICIAN	106,273.87	-	-	38,456.34	6,891.21
		ENT HEALT & SAFETY MANAGER/SR MANAGER	101,520.60	33,646.12	17,164.70	260,371.62	-
		ELEC OPS ENGINEER	92,237.64	-	-	640.80	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	-	18,007.94	-	-	-
		SAFETY RISK DIRECTOR/SR DIRECTOR	206,570.36	34,373.74	-	23,530.32	7,387.76

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		IT ENGINEER SR/EX/PRN	167,370.36	23,860.75	-	-	8999.50
		IT ANALYST/SPECIALIST SR/EX/PRN	143,433.96	15,861.94	-	1,200.00	-
		GAS ENG SENIOR BUSINESS REP	117,480.71	-	-	15,439.76	125.00
		ELEC OPS OPERATOR	136,491.52	-	-	74,267.00	451.62
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	119,101.39	14,568.35	-	10,398.31	315.00
		SAFETY RISK COMPL INSPECTOR	132,349.94	-	-	71,668.43	-
		HR ECO DIRECTOR/SR DIRECTOR	218,625.04	46,888.13	39,482.20	50.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,103.02	-	-	106,168.53	-
		ENG PLNG & STRAT DATA SCIENTIST	174,851.08	35,871.41	-	10,901.66	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	173,216.30	27,417.78	-	4,770.00	517.63
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	128,629.38	13,829.27	-	2,000.00	531.57
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	147,252.06	18,731.89	-	50.00	5,985.37
		ELEC OPS ENGINEER	138,930.96	-	-	52,323.99	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	128,594.90	-	-	19,085.81	880.00
		SAFETY RISK COMPL INSPECTOR	138,025.29	-	-	46,667.40	-
		ELEC OPS FOREMAN/SUBFOREMAN	123,848.84	-	-	70,724.02	-
		GAS ENG ENGINEER SR/EX/PRN	201,449.52	40,160.52	-	50.00	901.90
		ENT HEALT & SAFETY SUPERVISOR	87,541.98	27,718.86	-	215,553.07	1,114.23
		ELEC ENG MANAGER/SR MANAGER	201,159.00	24,729.01	-	50.00	1,223.95
		ELEC OPS CREW LEAD/LEADER	132,723.03	-	-	31,453.62	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	155,426.32	12,486.24	-	9,614.00	829.24
		ELEC OPS ELECTRICIAN	127,712.20	-	-	114,051.90	2,446.26
		GAS OPS SUPERVISOR	144,449.86	23,018.47	-	16,374.60	10,039.47
		OPERATIONS MANAGER/SR MANAGER	179,150.04	22,719.61	-	2,050.00	6,226.39
		ELEC OPS SPECIALIST SR/EX/PRN	166,266.96	13,154.16	-	25,970.55	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	166,099.04	-	-	36,373.16	-
		GENERATION TECHNICIAN SR/EX	110,551.61	-	-	76,592.12	-
		IT ANALYST/SPECIALIST SR/EX/PRN	134,276.08	-	-	5,697.04	110.83
		ENT HEALT & SAFETY SUPERVISOR	147,999.96	-	-	1,680.76	2,286.56
		ELEC ENG ESTIMATOR	130,836.03	-	-	248.47	385.00
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	166,144.62	26,772.71	-	1,500.00	-
		ELEC OPS CREW LEAD/LEADER	170,913.91	-	-	426,814.78	4,722.35
		ELEC OPS TECHNICIAN	126,860.12	-	-	24,291.51	393.14
		ELEC OPS LINEWORKER	131,322.15	-	-	133,840.88	1,343.98
		ELEC OPS LINEWORKER	162,881.88	-	-	124,660.32	-
		ELEC OPS DIRECTOR/SR DIRECTOR	231,253.80	65,387.70	34,329.40	3,500.00	11,009.01
		ELEC OPS FOREMAN/SUBFOREMAN	132,893.82	-	-	133,587.68	732.58
		ENERGY PLCY & PROC SUPERVISOR	121,653.80	12,376.77	-	9,852.93	558.49
		ELEC OPS LINEWORKER	126,919.74	-	-	82,974.44	-
		ELEC OPS SPECIALIST SR/EX/PRN	133,425.16	11,032.51	-	13,249.08	185.72
		ELEC OPS SPECIALIST SR/EX/PRN	115,937.14	10,668.40	-	430.40	3,336.99
		ELEC OPS FOREMAN/SUBFOREMAN	14,148.67	-	-	86,061.50	-
		GAS OPS FOREMAN/LEADER	129,399.11	-	-	48,902.86	-
		IT ANALYST/SPECIALIST SR/EX/PRN	154,737.95	24,041.17	15,447.10	3,500.00	800.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,780.29	-	-	212,145.36	-
		CUSTOMER CARE MANAGER/SR MANAGER	197,111.71	31,799.18	8,576.70	12,650.00	889.80
		GAS OPS WORKING LEADER	143,201.30	-	-	33,887.57	-
		ELEC ENG TECHNICIAN	154,838.93	-	-	39,968.45	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,562.18	-	-	191,878.69	2,041.39
		ELEC OPS SUPERVISOR	172,874.24	16,953.96	-	219,554.60	-
		ENERGY PLCY & PROC ENGINEER	115,825.61	17,695.84	-	8,869.88	640.00
		IT ENGINEER SR/EX/PRN	154,216.64	-	-	16,887.20	50.00
		ELEC ENG SUPERVISOR	113,258.65	9,884.09	-	10,016.40	435.08
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	165,564.76	26,257.56	-	17,450.00	3,072.47
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,540.71	-	-	130,794.71	-
		ELEC OPS SYSTEM OPERATOR/LEAD	156,127.50	-	-	69,743.49	400.00
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	131,132.68	17,441.92	-	-	9,786.62
		GAS ENG ENGINEER SR/EX/PRN	7,482.20	-	-	4,789.26	80.00
		GAS OPS ENGINEER	156,842.40	-	-	34,617.23	840.00
		GAS OPS SUPER CREW LEADER/COORD	142,685.92	-	-	22,134.44	-
		ELEC OPS LINEWORKER	55,496.01	-	-	77,026.59	-
		ELEC OPS ENGINEER	184,020.00	25,807.63	-	8,163.58	-
		ELEC OPS FOREMAN/SUBFOREMAN	132,041.23	-	-	3,654.06	-
		GAS ENG ENGINEER SR/EX/PRN	116,701.85	5,174.52	-	2,465.43	1,748.47
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	121,245.47	20,261.61	-	38,075.66	2,716.18

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,593.80	11,039.82	-	50.00	960.00
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	156,899.42	16,815.95	-	466.66	960.00
		GAS ENG MANAGER/SR MANAGER	172,534.63	16,813.90	-	50.00	4,573.64
		ENERGY PLCY & PROC MANAGER/SR MANAGER	153,103.78	18,108.56	-	50.00	2,170.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	144,486.08	-	-	19,394.59	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	9,932.05	-	-	2,500.00	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	131,562.50	17,159.25	-	18,739.92	19,404.95
		IT ENGINEER SR/EX/PRN	53,035.65	17,140.23	-	42,362.01	70.00
		OPERATIONS PERMIT FACILITATOR	120,203.80	-	-	31,080.95	350.00
		GAS ENG SUPERVISOR	172,301.46	21,892.82	-	32,788.94	2,322.73
		ELEC OPS SYSTEM OPERATOR/LEAD	130,035.85	-	-	157,398.89	787.36
		GEN COUNSEL & ETHICS COMP ASSTN CORP SEC/CHIEF/SR EX ASST	56,683.55	-	-	185,715.79	1,853.00
		GENERATION SUPERVISOR	162,559.17	19,000.58	-	72,641.78	2,159.70
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	133,893.10	13,520.41	-	1,500.00	604.64
		ELEC ENG ENGINEER	199,633.64	24,680.55	-	-	1,183.65
		IT TECHNICIAN	126,901.55	-	-	77,295.73	-
		IT TECHNICIAN	130,744.86	-	-	25,825.51	-
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	178,045.72	21,754.10	-	3,050.00	826.72
		GAS OPS FOREMAN/LEADER	140,505.81	-	-	50,842.95	13,525.19
		SAFETY RISK COMPL INSPECTOR	103,192.70	-	-	52,969.71	-
		GAS OPS TECHNICIAN	126,924.22	-	-	130,949.66	547.50
		ELEC OPS SUPERVISOR	173,125.00	16,972.34	-	48,414.40	5,653.74
		ELEC OPS SYSTEM OPERATOR/LEAD	59,502.92	-	-	185,703.28	1,385.45
		ELEC OPS FOREMAN/SUBFOREMAN	53,904.18	-	-	22,425.99	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	128,152.80	13,879.52	-	989.76	960.00
		IT ENGINEER SR/EX/PRN	3,274.92	-	-	18,263.17	24.14
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	131,428.08	12,063.34	-	1,050.00	2,192.25
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	130,134.84	14,025.85	-	1,005.92	385.00
		ELEC OPS LEAD OPERATOR	106,063.95	-	-	315,255.90	-
		OPERATION COORDINATOR	129,443.39	-	-	15,354.75	19,810.81
		ELEC ENG CONSULTANT/REP	148,269.46	13,749.68	-	250.00	1,671.04
		ENERGY PLCY & PROC MANAGER/SR MANAGER	169,574.12	27,351.45	8,576.70	3,500.00	675.00
		ELEC ENG SUPERVISOR	183,558.96	18,213.82	-	-	1,422.71
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	138,027.50	11,316.54	-	1,000.00	-
		ELEC OPS CREW LEAD/LEADER	182,563.69	-	-	446,067.54	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	143,962.80	15,403.18	-	125.00	960.00
		ELEC ENG INTERCONNECTION MANAGER	120,068.43	-	-	8,042.17	455.00
		ELEC OPS CONSULTANT SR/EXP/PRN	124,790.60	4,895.67	-	50.00	851.26
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	126,940.80	12,226.48	-	7,514.64	3,888.90
		IT MANAGER/SR MANAGER	182,899.94	27,536.88	59,748.48	50.00	926.02
		CUSTOMER CARE MANAGER/SR MANAGER	140,619.96	15,279.98	-	-	1,309.42
		CUSTOMER & COMMS PRGM/PROD/PRGR MANAGER SR/EXP/PRN	125,628.24	13,606.08	-	500.00	848.33
		ELEC OPS OPERATOR	128,553.57	-	-	28,670.10	-
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	84,613.64	-	-	6,759.12	1,537.04
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	96,953.32	16,375.40	-	3,189.92	933.77
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	38,761.21	-	-	24,422.40	1,422.50
		ELEC ENG TECHNICIAN	160,191.18	-	-	102,797.35	-
		GAS OPS SUPERVISOR	143,693.76	22,824.43	-	-	-
		GENERATION MACHINIST/MECHANIC/RIGGER	137,640.48	-	-	115,460.10	-
		ELEC ENG ENGINEER	151,010.04	-	-	78,831.86	1,420.17
		IT ANALYST/SPECIALIST SR/EXP/PRN	-	24,904.14	-	-	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,711.81	13,752.88	-	50.00	640.00
		ELEC OPS LINEWORKER	30,158.61	-	-	39,948.71	204.37
		GAS ENG ENGINEER SR/EX/PRN	132,268.60	-	-	44,768.35	373.79
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,420.02	-	-	179,208.13	-
		ELEC ENG TECHNICIAN	164,749.69	-	-	39,556.23	238.27
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	139,558.00	12,609.61	-	3,258.15	2,193.94
		ELEC OPS ENGINEER	132,604.81	5,965.50	-	14,634.11	4,241.53
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,933.06	14,805.32	-	525.00	350.00
		ELEC ENG ENGINEER	157,128.00	12,888.57	-	14,704.96	3,415.72
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,796.00	15,239.37	-	10,191.60	811.20
		GAS OPS MANAGER/SR MANAGER	97,220.14	38,799.70	10,294.30	254,352.50	7,104.12
		GAS OPS MANAGER/SR MANAGER	101,809.93	34,821.54	-	214,194.74	1,341.03
		GAS OPS ENGINEER	164,856.00	21,023.47	-	50.00	341.85
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	157,769.86	16,773.41	-	1,700.00	892.79

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		SAFETY RISK MANAGER/SR MANAGER	206,801.06	29,052.98	-	3,000.00	3403.36
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	134,264.30	11,762.10	-	2,000.00	737.09
		GAS ENG ENGINEER SR/EX/PRN	142,018.98	-	-	16,100.55	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	212,687.46	41,695.70	16,740.13	-	104.53
		GAS ENG ENGINEER SR/EX/PRN	187,337.70	24,229.77	-	1,390.00	2,517.43
		ENT HEALT & SAFETY SUPERVISOR	149,099.96	18,931.44	-	33,224.23	594.13
		GAS ENG ENGINEER SR/EX/PRN	143,906.69	-	-	27,479.56	2,523.22
		GENERATION CONTRACT/PRGRM/PRJCT MANAGER SR/EX/PRN	135,037.88	19,075.75	-	195.72	877.12
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	149,216.32	-	-	18,698.23	-
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	172,107.08	23,405.96	-	29,720.48	-
		ELEC OPS FOREMAN/SUBFOREMAN	96,181.63	-	-	62,338.06	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	142,323.90	15,363.83	-	1,500.00	315.00
		SUPPLY CHAIN MATERIALS DIRECTOR/SR DIRECTOR	206,354.04	40,329.03	13,729.50	75.00	4,587.51
		ELEC OPS TECHNICIAN	106,301.76	-	-	23,346.97	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	129,237.65	-	-	4,384.31	-
		ELEC ENG SUPERVISOR	47,746.20	21,928.27	-	18,321.09	(12.00)
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	13,067.24	280.00
		ELEC ENG ENGINEER	138,660.71	-	-	61,896.91	-
		ENT HEALT & SAFETY CONST/BUS PRTN EXP/PRN	169,887.64	27,232.55	-	2,302.16	1,266.66
		ELEC ENG ENGINEER	197,358.72	16,214.64	-	2,649.24	11.22
		ELEC ENG ESTIMATOR	145,366.91	-	-	87,129.87	245.00
		ELEC OPS ENGINEER SR/EXP/PRN	185,796.00	15,239.37	-	9,589.28	2,158.84
		ELEC OPS FOREMAN/SUBFOREMAN	132,528.20	-	-	32,636.32	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	169,050.16	18,087.38	-	1,500.00	420.00
		GAS OPS ENGINEER	111,622.36	-	-	39,976.14	315.00
		IT ENGINEER SR/EX/PRN	133,848.99	14,231.38	-	2,839.59	519.59
		GAS OPS FOREMAN/LEADER	121,422.74	-	-	117,999.54	-
		GAS OPS SUPERVISOR	150,000.00	24,848.10	-	35,732.09	114.68
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,452.96	-	-	13,149.30	246.15
		GAS ENG ENGINEER SR/EX/PRN	170,024.00	21,917.81	-	13,554.24	490.92
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,004.58	16,520.72	-	9,252.00	-
		ENG PLNG & STRAT ENGINEER SR/EXP/PRN	126,095.40	-	-	9,538.47	-
		ELEC OPS LINEWORKER	133,264.78	-	-	333,258.21	107.32
		GAS OPS ENGINEER	122,801.90	-	-	9,454.58	-
		GAS OPS TECHNICIAN	135,250.21	-	-	66,337.60	330.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	142,134.09	-	-	21,395.51	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	167,074.96	27,163.95	-	8,700.00	2,061.82
		ELEC OPS CREW LEAD/LEADER	148,368.06	-	-	47,037.67	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	173,036.20	30,251.81	-	50.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,936.00	18,090.19	-	16,997.29	584.61
		GAS OPS FOREMAN/LEADER	99,196.42	-	-	60,695.75	283.14
		GENERATION TECHNICIAN SR/EX	131,769.21	15,578.09	-	42,191.41	20.54
		GENERATION ELECTRICIAN	104,311.53	-	-	95,521.87	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	146,185.68	29,578.30	-	48,447.27	6,983.15
		GENERATION MACHINST/MECHANIC/RIGGER	938.10	-	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	134,422.13	-	-	76,605.31	420.00
		GENERATION MACHINST/MECHANIC/RIGGER	126,319.65	-	-	97,676.46	-
		GENERATION MANAGER/SR MANAGER	164,333.36	31,870.84	-	50.00	3,695.34
		GAS OPS MANAGER/SR MANAGER	164,744.36	32,013.83	-	7,185.01	6,043.05
		ELEC OPS OPERATOR	134,480.55	-	-	116,552.83	-
		GAS ENG SENIOR BUSINESS REP	124,038.72	-	-	9,468.08	-
		CORP AFFAIRS DIRECTOR/SR DIRECTOR	241,023.52	51,995.58	33,107.41	4,703.25	702.95
		GAS ENG ENGINEER SR/EX/PRN	151,033.19	-	-	96,371.55	560.00
		GAS ENG SENIOR BUSINESS REP	120,730.40	-	-	61,686.82	420.00
		ELEC OPS LINEWORKER	130,227.76	-	-	152,670.59	-
		ELEC OPS LINEWORKER	63,492.52	-	-	70,457.79	-
		ELEC ENG ESTIMATOR	135,523.82	-	-	66,241.70	-
		FINANCE MANAGER/SR MANAGER	99,342.02	31,493.38	10,294.30	19,605.22	210.00
		ELEC ENG MANAGER/SR MANAGER	222,644.74	26,340.65	-	2,239.95	1,077.37
		GAS OPS LEAD REP/SPEC/INSPECTOR	124,020.84	-	-	5,609.65	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	155,904.00	15,919.52	-	13,728.85	661.83
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	124,925.26	13,469.65	-	-	315.00
		ELEC ENG ENGINEER	195,060.00	15,999.14	-	182,207.96	2,015.45
		SUPPLY CHAIN MATERIALS ENGINEER	158,476.00	16,627.89	-	2,019.14	10,877.87
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	168,344.40	24,479.90	-	525.16	385.00

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		GAS ENG ENGINEER SR/EX/PRN	181,675.06	23,578.52	-	5,915.12	18000
		ELEC ENG ENGINEER	163,804.00	6,536.51	-	7,846.82	10,218.42
		GAS OPS SUPERVISOR/EXEC ASSISTANT	138,792.12	22,152.85	-	11,730.02	4,549.68
		ELEC OPS ENGINEER	135,846.08	-	-	37,770.42	476.25
		SUPPLY CHAIN MATERIALS DIRECTOR/SR DIRECTOR	222,166.64	39,746.11	17,759.14	58,518.24	4,612.23
		CUSTOMER CARE ENGINEER SR/EXP/PRN	170,904.00	17,440.70	-	276.80	2,974.83
		ELEC OPS ENGINEER	125,798.00	9,833.31	-	12,535.56	451.56
		GAS OPS SUPERVISOR	141,716.65	27,460.97	-	11,947.77	708.82
		GAS ENG SENIOR BUSINESS REP	150,037.63	-	-	139,240.19	2,078.40
		ELEC ENG ENGINEER	176,964.00	14,469.72	-	10,770.96	663.75
		ELEC OPS ENGINEER	126,929.13	-	-	3,212.30	420.00
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	233,731.45	49,549.71	29,187.90	12,020.09	1,587.88
		GENERATION TECHNICIAN SR/EX	125,181.81	-	-	77,327.75	2,624.00
		GAS ENG SUPERVISOR	171,565.21	20,240.11	-	5,061.08	420.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	172,755.63	14,503.21	-	13,702.06	599.87
		GAS ENG ENGINEER SR/EX/PRN	189,349.74	25,411.92	-	7,911.96	560.11
		ELEC OPS SUPERVISOR	184,673.20	19,826.84	-	3,000.00	911.12
		ELEC OPS TECHNICIAN	136,553.00	-	-	70,257.97	-
		ELEC ENG CONSULTANT/REP	106,583.71	9,114.92	-	276.64	385.00
		ELEC OPS CABLE SPLICER	58,905.24	-	-	-	-
		GAS OPS ENGINEER	70,145.40	-	-	44,254.16	-
		ELEC ENG TECHNICIAN	138,305.60	-	-	56,676.72	272.62
		ELEC ENG ENGINEER	134,949.25	-	-	40,058.27	606.20
		ELEC OPS FOREMAN/SUBFOREMAN	114,141.95	-	-	59,509.59	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	128,760.00	-	-	619.00	5,901.90
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,147.70	7,620.74	-	7,400.71	18,205.06
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	145,434.00	14,734.94	-	2,779.38	1,815.81
		GENERATION ENGINEER SR/EX/PRN	176,518.00	24,248.16	-	50.00	250.00
		OPERATIONS SUPERVISOR	163,625.36	20,451.11	-	32,811.91	1,626.60
		GAS OPS SYSTEM/CONST OPERATOR	118,832.13	-	-	38,397.30	-
		IT TECHNICIAN	16,825.70	-	-	30,098.63	-
		IT MANAGER/SR MANAGER	98,721.72	-	-	-	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	71,686.64	15,540.63	-	36,171.00	-
		GENERATION COORDINATOR SR/EX	152,614.00	21,313.42	-	26,336.55	400.00
		GAS ENG MANAGER/SR MANAGER	103,635.00	17,630.30	-	50,613.55	2,326.02
		ELEC OPS FOREMAN/SUBFOREMAN	132,984.68	-	-	11,559.40	-
		GAS OPS SUPERVISOR	152,961.54	24,364.92	-	10,345.34	6,901.92
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	143,579.77	-	-	98,131.41	140.56
		GAS OPS OPERATOR	125,142.77	-	-	35,514.22	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	113,702.87	-	-	-	365.00
		ELEC OPS LINEWORKER	113,973.81	-	-	144,371.57	4,495.75
		ELEC OPS SUPERVISOR	143,499.96	-	-	73,235.42	-
		ELEC ENG ENGINEER	121,784.04	-	-	11,883.92	1,243.75
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,629.26	15,600.30	-	2,541.99	385.00
		ELEC OPS SUPERVISOR	132,480.00	12,611.82	-	92,930.74	-
		ELEC OPS ELECTRICIAN	122,637.55	-	-	62,389.52	-
		ELEC OPS FOREMAN/SUBFOREMAN	155,110.90	-	-	105,399.25	-
		ELEC ENG ENGINEER	186,534.00	15,236.30	-	23,268.00	5,297.48
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	187,229.20	23,523.27	-	600.00	203.26
		GAS ENG ENGINEER SR/EX/PRN	176,518.00	22,557.08	-	10,688.58	1,058.45
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	39,770.46	30,932.78	-	46,976.27	-
		ELEC OPS ELECTRICIAN	123,842.12	-	-	48,413.99	430.97
		ELEC ENG DIRECTOR/SR DIRECTOR	185,492.70	25,259.45	8,576.70	15,540.33	1,806.39
		GAS OPS TECHNICIAN	128,775.92	-	-	115,385.94	-
		ELEC OPS FOREMAN/SUBFOREMAN	95,676.27	-	-	96,356.16	-
		GAS OPS SUPERVISOR	157,747.80	29,932.90	-	3,050.00	752.20
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	127,031.62	13,657.50	-	4,741.75	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	153,175.72	18,664.98	-	2,000.00	2,933.07
		GAS OPS FOREMAN/LEADER	125,310.71	-	-	44,894.85	-
		GENERATION TECHNICIAN SR/EX	16,341.60	-	-	12,180.12	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	111,096.46	-	-	1,631.82	-
		GAS OPS SUPERVISOR	148,823.32	24,372.93	-	25,204.11	156.32
		SHARED SVS SUBFOREMAN	125,274.41	-	-	10,095.88	599.42
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,404.00	-	-	8,750.87	-
		ELEC ENG SUPERVISOR	190,807.50	18,841.14	-	3,782.28	4,054.36

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS FOREMAN/SUBFOREMAN	150,621.97	-	-	204,942.28	-
		ELEC OPS SUPERVISOR	153,000.00	-	-	72,321.28	-
		SHARED SVS PGRM/PROJ MANAGER	76,570.06	23,929.04	-	43,359.51	196.25
		ELEC ENG ENGINEER	176,964.00	15,039.72	-	24,504.12	917.76
		ELEC OPS SUPERVISOR	155,826.80	15,480.57	-	93,149.98	18,528.42
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	102,954.55	-	-	20,000.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,670.40	-	-	94,453.17	-
		SHARED SVS MANAGER/SR MANAGER	195,200.00	31,280.96	13,729.50	6,137.21	1,120.51
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,023.81	-	-	189,518.55	16,649.44
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	94,309.14	23,644.98	-	262,283.87	-
		ELEC OPS MANAGER/SR MANAGER	139,317.77	15,063.23	-	1,000.00	-
		SAFETY RISK COMPL INSPECTOR	131,609.11	-	-	117,552.80	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,033.38	17,477.56	-	1,300.00	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,040.00	16,923.64	-	18,893.04	409.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	25,019.18	14,554.10	-	99,446.45	-
		GAS ENG INTERCONNECTION MNGR	152,769.34	20,339.16	-	-	455.00
		GAS ENG ENGINEER SR/EX/PRN	168,972.26	21,957.35	-	3,225.64	490.00
		ELEC OPS LINEWORKER	132,640.35	-	-	219,300.75	113.36
		IT DEVELOPER SR/EX	135,468.90	12,569.85	-	550.00	385.00
		GAS OPS ENGINEER	141,200.00	-	-	59,602.00	6,373.34
		ENT HEALT & SAFETY SUPERVISOR	140,948.46	18,241.05	-	1,000.00	1,852.38
		ELEC ENG PLANNER/SCHEDULER/SR EXEC ASSIT	179,179.36	21,541.28	8,576.70	2,500.00	1,409.58
		GAS ENG ANALYST/SPECIALIST EXP/PRN	141,486.07	18,980.21	-	3,550.00	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,507.86	24,736.40	-	-	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	137,862.46	14,851.18	-	-	129.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	167,232.96	18,038.42	-	3,281.60	455.00
		CUSTOMER & COMMS ANALYST EXP/PRN	141,529.54	15,265.95	-	500.00	350.00
		IT SPECIALIST SR/EX/PRN/EXEC ASSIT/SR EXEC ASSIT/CHIEF	143,618.36	15,116.45	-	-	443.62
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	183,900.10	29,875.76	-	50.00	305.45
		GAS ENG ENGINEER SR/EX/PRN	52,686.91	19,108.10	-	13,425.74	390.00
		ELEC ENG MANAGER/SR MANAGER	226,620.12	27,577.17	17,164.70	-	1,963.08
		ELEC ENG MANAGER/SR MANAGER	201,572.64	23,277.39	-	7,800.00	4,709.07
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,531.02	-	-	117,528.62	-
		SHARED SVS MECHANIC	128,324.02	-	-	1,642.77	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	133,107.46	-	-	91,740.42	236.34
		ELEC OPS LINEWORKER	133,613.24	-	-	257,256.35	-
		ELEC OPS LINEWORKER	110,012.18	-	-	148,546.23	5,619.73
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PRN/CHF	170,573.90	27,710.84	-	1,976.16	3,948.90
		GAS OPS TECHNICIAN	97,989.68	-	-	15,320.94	31.05
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	142,733.16	14,864.16	-	1,250.00	420.00
		GAS ENG ENGINEER SR/EX/PRN	147,413.17	-	-	58,007.73	-
		ELEC OPS LINEWORKER	131,846.59	-	-	88,576.63	360.26
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	182,399.52	29,050.83	-	1,353.56	2,082.77
		ELEC OPS SUPERVISOR	138,943.20	12,387.82	-	2,970.96	723.32
		ELEC OPS MANAGER/SR MANAGER	189,000.00	18,424.93	-	10,250.00	1,371.57
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	160,166.78	25,914.36	-	50.00	280.00
		GAS ENG ENGINEER SR/EX/PRN	191,292.00	25,190.46	-	18,200.33	4,557.04
		ELEC OPS SUPERVISOR	162,666.55	15,261.54	-	100,560.23	-
		ELEC OPS LEAD OPERATOR	143,142.35	-	-	84,890.12	104.13
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	143,569.60	-	-	8,295.36	-
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	174,259.43	21,433.26	-	-	3,516.76
		CORP AFFAIRS GOV REP EXP/PRN	194,621.68	31,264.42	8,576.70	2,858.16	3,247.16
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	189,813.12	30,392.26	8,576.70	1,231.50	678.69
		SAFETY RISK COMPL INSPECTOR	143,803.81	-	-	6,183.58	2,451.84
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,526.97	-	-	98,862.21	-
		SHARED SVS SUBFOREMAN	129,128.16	-	-	19,128.44	121.11
		ELEC OPS BUSINESS LIAISON	175,064.20	-	-	63,459.67	-
		GAS ENG ENGINEER SR/EX/PRN	117,025.00	-	-	13,764.75	2,933.77
		GAS OPS DIRECTOR/SR DIRECTOR	229,781.37	57,713.85	40,910.63	521.50	3,012.46
		GAS OPS SUPERVISOR	53,761.88	23,117.87	-	81,307.91	533.74
		ELEC OPS LINEWORKER	135,724.57	-	-	185,208.68	-
		ELEC OPS FOREMAN/SUBFOREMAN	159,897.52	-	-	73,753.92	-
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	179,424.76	29,030.23	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,839.80	-	-	68,031.26	-
		IT MANAGER/SR MANAGER	163,321.50	20,330.16	-	7,314.67	2,610.18

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		ELEC OPS LINEWORKER	133,816.44	-	-	96,072.64	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,062.70	-	-	197,250.05	-
		ELEC OPS SUPERVISOR	81,596.94	16,834.05	-	220,591.93	361.16
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,548.89	-	-	131,033.04	-
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	135,972.00	14,559.88	-	5,867.93	4,409.27
		ELEC OPS TECHNICIAN	126,672.05	-	-	17,841.20	190.00
		ELEC OPS LINEWORKER	85,253.12	-	-	298,998.54	5,947.41
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	144,508.88	-	-	94,400.97	-
		ELEC OPS ELECTRICIAN	103,034.92	-	-	38,294.05	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	186,778.80	29,690.09	-	5,447.96	2,029.21
		ELEC ENG SUPERVISOR	80,319.87	15,658.06	-	15,008.45	708.11
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,748.45	-	-	283,074.63	1,327.52
		GAS OPS SUPERVISOR	133,690.74	-	-	63,367.93	-
		SUPPLY CHAIN MATERAILS PERF MANAGER	130,764.80	14,019.35	-	4,743.38	3,997.36
		ELEC OPS CREW LEAD/LEADER	126,207.75	-	-	57,270.63	391.52
		ELEC OPS SYSTEM OPERATOR/LEAD	83,155.20	-	-	217,694.14	61.70
		GENERATION MANAGER/SR MANAGER	232,423.78	49,288.88	15,447.10	1,150.00	2,514.60
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	102,571.05	37,636.05	-	61,708.27	-
		CUSTOMER CARE MANAGER/SR MANAGER	208,481.00	35,183.15	20,599.90	8,268.65	3,018.35
		CUSTOMER & COMMS MANAGER/SR MANAGER	166,778.08	17,993.78	-	2,300.00	2,292.37
		GENERATION TECHNICIAN SR/EX	143,138.53	-	-	29,749.80	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	134,535.58	10,937.66	-	645.77	1,216.99
		GAS OPS MANAGER/SR MANAGER	104,674.06	35,926.33	-	230,534.49	3,441.58
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	143,765.54	14,553.54	-	1,000.00	840.00
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	130,704.16	4,323.08	-	-	5,966.84
		GAS ENG ENGINEER SR/EX/PRN	153,404.00	19,405.23	-	3,365.20	1,310.10
		GAS ENG SUPERVISOR	190,565.72	29,815.97	-	1,050.00	1,742.72
		GAS ENG ENGINEER SR/EX/PRN	158,246.10	20,962.42	-	1,008.34	315.00
		IT TECHNICIAN	117,848.85	-	-	40,555.47	-
		SHAREV SVS CRANE SURVEYOR	129,798.00	-	-	39,706.34	693.89
		ELEC OPS ELECTRICIAN	126,493.02	-	-	29,416.08	-
		ENERGY PLCY & PROC MANAGER/SR MANAGER	195,680.10	31,660.29	8,576.70	50.00	315.00
		ENG PLNG & STRAT ANALYST/SPEC/ASST SR/EXP/PRN	137,009.04	13,201.94	-	1,472.00	420.00
		GAS OPS TECHNICIAN	139,872.10	-	-	36,071.16	-
		GAS OPS WORKING LEADER	147,621.08	-	-	54,359.01	-
		ELEC OPS ENGINEER	125,800.00	-	-	20,709.17	8,802.29
		GAS OPS OPERATOR	125,099.25	-	-	28,316.48	-
		ELEC ENG ENGINEER	176,964.00	14,415.60	-	14,846.46	436.88
		SHARED SVS MANAGER/SR MANAGER	169,698.53	21,345.09	-	6,334.69	3,949.25
		GAS OPS MECHANIC/WELDER	132,882.20	-	-	9,086.04	-
		IT ARCHITECT EXP/PRN	182,542.50	28,980.51	-	-	960.00
		ELEC ENG MANAGER/SR MANAGER	174,552.80	21,588.82	-	-	3,483.00
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	130,989.02	13,915.55	-	50.00	125.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	168,271.47	13,324.54	-	1,481.07	1,983.35
		ELEC OPS LEAD OPERATOR	145,761.25	-	-	99,645.98	143.56
		GAS OPS SUPERVISOR	181,973.14	28,927.44	-	7,112.44	811.48
		GAS OPS SUPERVISOR	133,249.96	22,825.99	-	4,424.90	1,329.62
		CUSTOMER & COMMS SPECIALIST EXP/PRN	90,851.68	12,679.54	-	17,875.44	791.41
		GAS OPS SUPERVISOR	151,581.80	24,194.89	-	73,089.26	-
		CUSTOMER CARE ACCOUNT MANAGER EXP	135,339.04	14,539.12	-	523.44	2,290.31
		SAFETY RISK MANAGER/SR MANAGER	176,737.34	22,100.47	-	7,569.20	581.31
		GAS OPS TECHNICIAN	136,203.79	-	-	77,739.75	-
		OPERATION COORDINATOR	117,715.56	-	-	2,573.60	7,285.80
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	179,221.28	-	-	240,303.63	1,611.33
		OPERATIONS SUPERVISOR	155,797.06	23,705.38	-	1,526.18	525.00
		ELEC OPS ENGINEER	176,964.00	24,817.64	-	16,385.36	15,151.56
		GENERATION TECHNICIAN SR/EX	11,575.30	-	-	12,222.37	-
		IT MANAGER/SR MANAGER	204,999.96	31,898.63	-	50.00	719.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	143,004.00	-	-	3,000.00	458.41
		IT ANALYST/SPECIALIST SR/EXP/PRN	160,652.44	17,328.62	-	750.00	925.00
		ELEC OPS SYSTEM OPERATOR/LEAD	147,190.22	-	-	38,146.35	-
		ELEC OPS FOREMAN/SUBFOREMAN	147,671.19	-	-	123,662.24	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	143,451.32	12,866.44	-	4,302.75	-
		GAS OPS OPERATOR	126,853.42	-	-	43,650.82	-
		CUSTOMER CARE MANAGER/SR MANAGER	195,548.34	31,655.23	20,599.90	8,450.00	953.25



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		IT MANAGER/SR MANAGER	192,768.34	30,330.30	-	784.96	96000
		ELEC ENG MANAGER/SR MANAGER	174,506.46	21,366.37	-	-	892.86
		ELEC ENG ENGINEER	141,993.49	-	-	34,538.01	1,138.80
		GAS OPS MANAGER/SR MANAGER	179,499.96	29,225.09	-	-	4,857.13
		ELEC OPS FOREMAN/SUBFOREMAN	138,058.26	-	-	133,155.52	-
		ELEC OPS CONSULTANT SR/EXP/PRN	158,553.54	19,766.62	-	2,050.00	535.00
		ELEC OPS LINEWORKER	38,909.34	-	-	105,651.39	-
		SHARED SVS SUBFOREMAN	127,888.01	-	-	5,691.60	-
		ELEC OPS SUPERVISOR	130,275.41	17,126.37	-	135,246.53	21,601.20
		SHARED SVS SUBFOREMAN	14,075.36	-	-	44,571.68	-
		ELEC ENG SUPERVISOR	166,563.66	28,909.24	-	70,184.90	1,040.10
		ELEC ENG ENGINEER	143,376.07	-	-	70,259.75	280.00
		ELEC OPS TECHNICIAN	125,956.00	-	-	31,643.44	699.14
		GAS OPS TECHNICIAN	122,770.17	-	-	91,547.16	2,966.27
		ELEC OPS FOREMAN/SUBFOREMAN	135,160.20	-	-	92,123.26	-
		GAS OPS FOREMAN/LEADER	126,404.62	-	-	103,328.67	817.99
		CUSTOMER & COMMS SUPERVISOR	138,375.00	15,518.35	-	534.80	804.25
		ELEC OPS ELECTRICIAN	125,581.81	-	-	14,531.97	-
		IT SUPERVISOR	130,200.00	13,941.73	-	1,536.59	385.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	124,531.87	-	-	108,366.92	-
		ELEC OPS TECHNICIAN	119,667.58	-	-	29,709.02	389.35
		GAS ENG SUPERVISOR	167,845.56	19,250.07	-	46,580.62	863.42
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	-	16,882.22	-	58,862.55	-
		ELEC OPS CREW LEAD/LEADER	74,169.17	-	-	21,960.98	-
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	131,950.00	17,854.89	-	2,391.92	333.92
		GAS OPS CONST/PRGM MANAGER	153,000.00	-	-	5,142.00	752.89
		ELEC ENG ENGINEER	165,984.00	13,617.47	-	12,869.00	1,093.92
		GAS ENG SENIOR BUSINESS REP	144,863.20	-	-	104,434.16	-
		GAS ENG ENGINEER SR/EX/PRN	136,719.10	-	-	31,241.42	-
		GAS ENG SENIOR BUSINESS REP	139,731.16	-	-	60,838.58	1,414.88
		GAS OPS OPERATOR	120,615.75	-	-	40,941.64	-
		GAS OPS MANAGER/SR MANAGER	189,090.66	37,527.64	-	-	4,158.73
		SHARED SVS MECHANIC	125,058.00	-	-	41,467.31	-
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	62,261.58	13,620.36	-	164,994.95	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	127,090.00	15,737.44	-	50.00	646.71
		ELEC OPS FOREMAN/SUBFOREMAN	146,766.91	-	-	124,641.50	-
		GENERATION SUPERVISOR	186,469.66	31,601.86	-	1,491.28	-
		ELEC ENG ENGINEER	205,199.60	16,001.18	-	8,994.08	2,688.16
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	184,258.54	22,946.94	-	50.00	2,475.48
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	114,088.32	-	-	119,036.66	-
		GAS ENG DIRECTOR/SR DIRECTOR	176,530.16	33,451.94	-	-	1,767.74
		GAS OPS OPERATOR	122,871.27	-	-	46,543.00	-
		GAS OPS TECHNICIAN	127,603.04	-	-	30,915.66	-
		GAS OPS CONST/PRGM MANAGER	138,974.60	18,470.48	-	6,358.70	482.60
		IT TECHNICIAN	125,064.78	-	-	18,686.07	-
		ELEC ENG ESTIMATOR	132,307.36	-	-	10,605.53	745.00
		ELEC ENG ENGINEER	106,453.56	-	-	23,260.65	350.00
		GAS ENG ENGINEER SR/EX/PRN	126,001.88	-	-	132,447.31	495.83
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,502.69	-	-	104,996.75	-
		ELEC OPS CREW LEAD/LEADER	125,864.31	-	-	43,826.80	214.34
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	132,433.79	11,909.39	-	30,705.28	-
		ELEC OPS LINEWORKER	133,989.84	-	-	136,407.18	158.49
		ELEC OPS TECHNICIAN	128,191.29	-	-	58,529.23	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	153,816.26	19,282.95	-	5,336.08	480.75
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	46,600.40	-	-	4,322.10	230.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	207,002.85	28,574.65	-	33,444.96	-
		HR ECO BUSINESS PARTNER EXP/PRN	191,041.02	30,686.26	-	375.00	3,330.78
		ELEC OPS LINEWORKER	160,469.14	-	-	174,026.54	-
		GENERATION ANALYST SR/EXP/PRN	151,777.12	21,267.21	-	1,793.55	689.83
		GAS ENG ENGINEER SR/EX/PRN	128,462.59	-	-	4,581.90	932.71
		GAS OPS OPERATOR	105,642.90	-	-	1,455.79	-
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	136,959.30	23,603.69	-	41,650.08	7,537.53
		IT ANALYST/SPECIALIST SR/EXP/PRN	131,086.38	14,255.43	-	-	1,246.28
		ELEC OPS OPERATOR	127,164.09	-	-	22,697.54	393.76
		CUSTOMER CARE MANAGER/SR MANAGER	182,449.52	29,047.30	-	6,650.00	1,755.21

PACIFIC GAS AND ELECTRIC COMPANY  
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FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GAS OPS TECHNICIAN	113,964.63	-	-	41,083.44	83578
		IT ANALYST/SPECIALIST SR/EXP/PRN	143,218.10	15,435.98	-	50.00	1,639.06
		ELEC OPS CONSULTANT SR/EXP/PRN	117,090.41	8,252.59	-	2,130.87	5,676.12
		GAS OPS TECHNICIAN	125,374.77	-	-	43,931.57	12,089.76
		ELEC OPS FOREMAN/SUBFOREMAN	130,146.28	-	-	21,210.44	175.60
		SHARED SVS MANAGER/SR MANAGER	87,619.03	-	-	4,000.00	13,547.81
		SAFETY RISK COMPL INSPECTOR	73,127.96	-	-	115,196.55	-
		ELEC ENG TECHNICIAN	147,649.23	-	-	25,757.08	-
		ELEC OPS SYSTEM OPERATOR/LEAD	125,246.31	-	-	70,705.38	299.76
		ELEC OPS FOREMAN/SUBFOREMAN	131,252.55	-	-	235,437.63	551.25
		GAS ENG ENGINEER SR/EXP/PRN	148,450.31	-	-	30,622.42	-
		ELEC OPS ELECTRICIAN	127,880.96	-	-	11,204.25	-
		ELEC OPS LINWORKER	107,007.71	-	-	130,472.80	32.17
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	169,896.00	18,192.85	-	200.00	581.80
		GAS OPS FOREMAN/LEADER	119,342.40	-	-	43,118.91	134.56
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,471.68	-	-	105,132.39	-
		GAS OPS PRGM/PROJ MANAGER	131,798.00	16,640.02	-	13,448.85	1,266.69
		OPERATIONS MANGER/SR MANAGER	146,098.80	19,976.15	-	6,544.88	17,932.62
		GAS ENG SENIOR BUSINESS REP	140,938.72	-	-	68,739.66	2,644.36
		GAS ENG SENIOR BUSINESS REP	139,689.93	-	-	77,379.98	3,031.01
		GAS ENG MANAGER/SR MANAGER	182,670.69	29,207.11	-	50.00	5,825.31
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	126,485.41	-	-	59,807.47	751.50
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	74,463.03	-	-	14,629.89	176.68
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	128,485.00	-	-	34,911.28	1,021.25
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	129,181.10	10,716.69	-	8,408.80	2,815.13
		SHARED SVS MANAGER/SR MANAGER	187,218.42	30,291.20	-	1,450.00	4,184.04
		ELEC OPS LINWORKER	135,025.09	-	-	127,950.75	91.26
		ELEC OPS TECHNICIAN	123,228.24	-	-	43,414.77	-
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	79,136.89	25,878.66	-	15,436.56	140.00
		GAS OPS OPERATOR	128,042.85	-	-	36,004.18	-
		ELEC ENG TECHNICIAN	71,789.70	-	-	12,234.26	-
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	184,422.26	15,213.39	-	712.72	-
		GAS OPS OPERATOR	127,779.30	-	-	16,246.54	-
		IT ARCHITECH EXP/PRN	205,899.36	32,324.90	-	36,000.00	1,349.02
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	135,276.48	17,978.96	-	-	20,226.19
		OPERATIONS DIRECTOR/SR DIRECTOR	184,520.68	25,824.51	-	21,421.04	16,113.13
		GENERATION SUPERVISOR	171,915.40	28,848.98	-	11,150.56	1,238.89
		ELEC OPS ELECTRICIAN	127,585.68	-	-	200.00	363.75
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	39,713.06	9,776.80	-	46,076.04	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	136,314.94	26,273.93	-	30,010.87	38,070.50
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	182,566.32	29,114.51	-	50.00	12,589.00
		ELEC OPS FOREMAN/SUBFOREMAN	146,449.79	-	-	164,703.42	6,136.44
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	141,759.05	11,472.16	-	36,085.98	21,242.86
		GAS OPS SUPERVISOR/EXEC ASSISTANT	133,029.02	22,236.14	-	12,141.16	2,937.32
		OPERATIONS SUPERVISOR	163,948.68	20,788.51	-	4,098.72	385.00
		ELEC OPS LINWORKER	169,282.87	-	-	287,778.12	568.28
		GAS ENG INTERCONNECTION MNGR	173,454.82	22,674.91	-	700.00	1,205.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	128,546.82	3,771.36	-	1,742.66	1,409.84
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	152,012.90	3,279.87	-	28,553.80	6,243.38
		GAS OPS SUPERVISOR	126,893.24	22,119.70	-	8,984.70	-
		SHARED SVS SUBFOREMAN	126,894.06	-	-	16,350.37	332.61
		IT ANALYST/SPECIALIST SR/EXP/PRN	144,999.96	14,187.28	-	50.00	1,984.20
		OPERATIONS MANAGER/SR MANAGER	166,193.79	14,418.51	-	319.76	860.00
		ELEC OPS FOREMAN/SUBFOREMAN	152,782.29	-	-	94,828.05	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,520.84	15,841.92	-	2,500.00	4,462.17
		GAS OPS TECHNICIAN	131,014.50	-	-	73,241.28	3,907.98
		CUSTOMER CARE EX AST/STEG PLNR/CHANGE CONSLT	123,635.91	13,604.86	-	500.00	825.28
		GAS OPS FOREMAN/LEADER	110,999.92	-	-	36,187.71	69.38
		ELEC OPS TECHNICIAN	127,483.20	-	-	16,879.47	35.00
		ELEC ENG ESTIMATOR	82,945.45	-	-	4,901.82	140.00
		GAS OPS FOREMAN/LEADER	128,210.67	-	-	21,813.99	-
		ELEC OPS INSPECTOR	131,883.14	9,657.36	-	60,153.08	10,360.14
		GENERATION ELECTRICIAN	122,475.70	-	-	130,611.19	43.10
		IT ANALYST/SPECIALIST SR/EXP/PRN	145,826.06	15,668.18	-	-	1,010.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	167,164.76	23,392.08	-	10,665.50	-

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		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	139,088.40	11,495.31	-	587.52	-
		ELEC OPS SYSTEM OPERATOR/LEAD	99,399.23	-	-	194,904.78	385.09
		HR ECO MANAGER/SR MANAGER	193,683.22	30,897.60	-	2,000.00	575.37
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	130,424.38	-	-	35,340.87	1,186.14
		ELEC OPS OPERATOR	145,810.86	-	-	93,576.09	-
		GENERATION ELECTRICIAN	116,247.14	-	-	100,296.73	6,423.96
		ELEC OPS FOREMAN/SUBFOREMAN	141,131.90	-	-	165,352.29	85.00
		ELEC ENG ENGINEER	142,678.90	13,599.83	-	7,430.14	1,961.40
		ELEC OPS LINeworker	141,466.69	-	-	46,261.95	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,273.70	-	-	93,172.94	-
		ELEC OPS FOREMAN/SUBFOREMAN	144,256.34	-	-	83,952.18	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	110,454.12	-	-	198,103.44	339.57
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	145,490.84	15,693.24	-	2,300.00	330.00
		GAS ENG INTERCONNECTION MNGR	129,999.96	12,290.72	-	50.00	53.91
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	153,935.51	21,329.14	-	5,278.08	11,377.36
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	932.68	-	-	82,677.09	-
		IT MANAGER/SR MANAGER	191,828.76	29,209.17	-	50.00	809.28
		GENERATION AUDITOR SR/EX	188,664.00	26,188.59	-	39,325.31	522.59
		GAS OPS TECHNICIAN	128,593.65	-	-	8,521.01	-
		GAS OPS TECHNICIAN	128,221.58	-	-	27,560.65	-
		ELEC OPS FOREMAN/SUBFOREMAN	142,895.43	-	-	78,888.24	-
		ELEC OPS FOREMAN/SUBFOREMAN	137,137.34	-	-	88,360.64	62.81
		GAS ENG SENIOR BUSINESS REP	137,845.35	-	-	88,385.35	2,609.07
		GAS OPS CREW LEADER	134,253.35	-	-	43,821.07	16,639.40
		SAFETY RISK COMPL INSPECTOR	19,132.08	-	-	2,380.66	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	184,686.12	18,174.82	47,807.64	550.00	686.25
		GAS OPS SYSTEM/CONST OPERATOR	128,684.70	-	-	37,689.02	-
		GAS OPS MECHANIC/WELDER	126,595.06	-	-	50,828.45	381.61
		GAS ENG ENGINEER SR/EX/PRN	220,488.66	43,812.60	-	250.00	11,872.26
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	97,755.53	-	-	310,657.42	389.76
		ELEC ENG ENGINEER	154,750.00	12,144.62	-	200.00	5,236.22
		ELEC OPS LINeworker	131,298.08	-	-	150,511.62	-
		ELEC OPS LINeworker	137,328.90	-	-	60,302.22	-
		GAS OPS CONST/PRGM MANAGER	152,427.90	23,390.31	-	1,045.64	3,352.97
		IT ARCHITECH EXP/PRN	208,128.40	32,538.32	-	4,000.00	4,308.60
		ELEC OPS SUPERVISOR	146,809.56	-	-	30,278.85	-
		ELEC OPS SUPERVISOR	153,456.00	15,179.71	-	50,611.37	2,952.44
		ELEC ENG ENGINEER	141,791.66	-	-	31,948.55	2,032.17
		GAS ENG DIRECTOR/SR DIRECTOR	237,873.66	71,217.63	40,450.92	-	4,177.18
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	139,236.48	14,603.07	-	150.00	1,728.39
		ELEC OPS LINeworker	137,039.19	-	-	171,349.42	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	138,160.00	6,017.92	-	450.00	2,794.29
		GENERATION OPS/OUTAGE/OUTAGE WINDOW MANAGER SR/EX	188,823.50	26,416.83	-	34,320.96	350.00
		ELEC OPS SUPERVISOR	176,981.34	17,088.51	-	46,115.36	24,314.51
		GAS ENG TECHNICIAN	127,723.93	-	-	2,167.11	640.00
		HR ECO RECRUITER EX	130,840.10	13,820.94	-	50.00	1,671.00
		OPERATIONS DATA SCIENTIST	135,706.47	7,827.03	-	4,935.96	380.12
		ELEC OPS SUPERVISOR	133,049.56	6,720.77	-	152,197.20	-
		GAS ENG ANALYST/SPECIALST EXP/PRN	138,242.20	18,590.63	-	1,606.98	640.00
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	121,576.50	-	-	42,777.80	800.00
		ELEC OPS SUPERVISOR	159,194.19	15,435.69	-	59,014.46	3,290.62
		GAS ENG SUPERVISOR	165,695.84	25,887.96	-	5,765.65	8,421.12
		GAS ENG ENGINEER SR/EX/PRN	134,678.26	16,818.96	-	4,730.59	7,800.84
		ELEC ENG ENGINEER	186,534.00	15,236.30	-	16,528.67	29,059.34
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	127,979.96	6,233.96	-	50.00	420.00
		ELEC OPS OPERATOR	45,455.19	-	-	139.70	-
		ELEC OPS SUPERVISOR	163,654.04	15,977.53	-	1,182.80	210.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	105,636.76	-	-	142,248.97	-
		ELEC OPS TECHNICIAN	118,851.25	-	-	6,075.55	-
		GAS ENG TECHNICIAN	125,089.29	-	-	31,556.44	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	140,940.00	14,458.11	-	17,976.56	11,524.75
		GAS ENG PRGM/ACCT/PROJ MANAGER	63,472.94	17,092.98	-	168,681.15	-
		GAS ENG ENGINEER SR/EX/PRN	144,416.70	-	-	136,785.96	420.00
		GAS OPS SUPERVISOR	144,263.74	23,091.57	-	7,225.50	1,068.75
		GAS OPS PRGM/PROJ MANAGER	162,084.00	20,490.54	-	2,394.68	2,683.05

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		ELEC OPS LINEWORKER	137,836.88	-	-	341,209.43	-
		ELEC OPS FOREMAN/SUBFOREMAN	146,588.62	-	-	163,666.82	-
		ELEC OPS FOREMAN/SUBFOREMAN	136,675.29	-	-	164,750.17	-
		ELEC OPS FOREMAN/SUBFOREMAN	131,788.72	-	-	23,828.03	-
		ELEC OPS LINEWORKER	131,290.12	-	-	236,169.83	-
		ELEC OPS FOREMAN/SUBFOREMAN	140,593.20	-	-	104,231.89	-
		ELEC ENG ENGINEER	191,213.67	22,176.63	-	-	804.48
		ELEC ENG ESTIMATOR	127,963.21	-	-	42,284.76	5,118.94
		SHARED SVS WORKING LEADER	59,947.40	-	-	8,373.45	-
		GAS OPS FOREMAN/LEADER	123,062.20	-	-	43,316.35	-
		ELEC OPS LINEWORKER	114,515.71	-	-	113,645.11	-
		ELEC OPS LINEWORKER	140,373.36	-	-	70,710.93	-
		ELEC OPS ENGINEER	149,560.00	11,684.06	-	2,336.00	479.23
		ENERGY PLCY & PROC SCHEDULER/TRADER SR/EXP	136,016.70	14,731.19	-	2,000.00	772.21
		ELEC OPS FOREMAN/SUBFOREMAN	143,562.83	-	-	211,130.35	75.96
		ELEC OPS ELECTRICIAN	121,159.76	-	-	26,735.51	-
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	129,292.13	6,493.13	-	185.18	668.90
		GAS OPS SUPERVISOR	179,898.34	31,519.91	-	695.84	280.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	117,127.64	23,483.79	-	36,925.29	35.06
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	140,520.12	14,962.70	-	500.00	455.00
		GAS ENG ENGINEER SR/EX/PRN	149,163.30	19,799.93	-	1,451.56	2,393.13
		IT ANALYST/SPECIALIST SR/EXP/PRN	168,211.33	18,516.11	-	1,339.52	3,530.03
		ELEC ENG ENGINEER	98,312.52	25,550.98	-	259,453.17	-
		ELEC ENG CONSULTANT/REP	148,784.74	12,292.81	-	-	1,127.38
		ELEC OPS TECHNICIAN	144,187.40	-	-	4,134.36	-
		GAS OPS MANAGER/SR MANAGER	192,648.80	38,317.21	8,576.70	-	24,013.31
		SHARED SVS CRANE SURVEYOR	126,142.10	-	-	4,828.64	264.99
		GAS ENG ENGINEER SR/EX/PRN	131,572.34	-	-	4,610.97	945.81
		ELEC OPS LINEWORKER	41,968.87	-	-	35,946.73	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	129,789.07	-	-	173,544.68	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	148,581.09	-	-	183,321.01	-
		IT MANAGER/SR MANAGER	164,992.56	25,547.85	-	6,200.00	1,691.78
		ELEC ENG CONSULTANT/REP	130,462.50	10,560.20	-	500.00	8,197.44
		ELEC OPS FOREMAN/SUBFOREMAN	169,437.14	-	-	115,671.23	21.77
		ELEC ENG MANAGER/SR MANAGER	214,935.30	26,551.00	-	-	3,631.94
		ELEC OPS LINEWORKER	137,981.05	-	-	177,639.14	-
		ELEC OPS CABLE SPLICER/CABLEMAN	158,367.86	-	-	384,935.28	146.27
		GAS OPS OPERATOR	127,711.30	-	-	30,661.30	-
		ELEC OPS FOREMAN/SUBFOREMAN	133,112.30	-	-	18,284.52	-
		SUPPLY CHAIN MATERIALS ENGINEER	141,785.00	15,616.22	-	-	1,758.35
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,040.00	16,880.31	-	8,660.26	635.00
		SHARED SVS SCIENTIST	133,296.00	3,945.44	-	522.15	2,700.55
		ELEC OPS LINEWORKER	91,479.05	-	-	153,563.74	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	201,431.08	33,881.39	-	14,882.90	16,678.05
		ELEC ENG MAPPING TECH	124,267.66	-	-	51,100.80	5,081.52
		ELEC ENG ENGINEER	206,736.00	16,897.46	-	5,874.42	7,061.29
		GENERATION SUPERVISOR	166,091.50	27,677.93	-	86,517.82	986.22
		SHARED SVS MECHANIC	115,235.61	-	-	4,211.53	197.80
		ELEC OPS SUPERVISOR	169,972.72	16,550.08	-	33,314.18	2,689.80
		GAS ENG ENGINEER SR/EX/PRN	160,665.98	21,070.35	-	5,470.63	1,681.16
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	149,750.00	15,362.69	-	9,665.95	2,828.09
		GAS ENG ENGINEER SR/EX/PRN	150,897.20	19,459.69	-	375.00	280.00
		ELEC OPS LINEWORKER	83,588.45	-	-	79,739.35	181.30
		ELEC OPS SPECIALIST SR/EX/PRN	138,194.10	19,466.69	-	50.00	1,364.48
		GAS ENG SENIOR BUSINESS REP	101,084.68	-	-	26,319.48	4,000.10
		ELEC OPS TECHNICIAN	183,782.40	-	-	37,734.72	-
		ELEC OPS TECHNICIAN	151,421.60	-	-	15,602.87	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	154,375.00	13,865.96	-	43,470.85	489.26
		ELEC OPS SYSTEM OPERATOR/LEAD	140,130.93	-	-	56,022.13	-
		ELEC OPS FOREMAN/SUBFOREMAN	188,520.91	-	-	127,290.43	-
		GAS OPS ENGINEER	126,963.58	-	-	60,511.07	385.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	135,714.00	10,686.86	-	75.00	458.75
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	182,575.12	19,696.72	-	-	525.00
		ELEC ENG MANAGER/SR MANAGER	171,576.25	20,882.26	-	50.00	-
		ELEC OPS TECHNICIAN	125,213.35	-	-	4,831.21	-

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		GENERATION PLANNER	144,018.55	-	-	85,515.73	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	174,526.00	18,277.73	-	4,043.52	3,912.24
		GAS OPS OPERATOR	122,785.82	-	-	20,709.17	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	134,084.00	17,908.72	-	9,937.16	2,946.51
		ELEC ENG ENGINEER	157,128.00	12,834.87	-	6,036.59	385.00
		GAS ENG ENGINEER SR/EX/PRN	131,126.11	-	-	46,954.36	2,267.09
		ELEC OPS LINEWORKER	157,258.26	-	-	357,472.72	549.16
		GAS OPS WORKING LEADER	40,630.45	-	-	50,230.00	-
		ELEC OPS FOREMAN/SUBFOREMAN	138,104.91	-	-	99,356.87	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,706.10	13,590.42	-	-	-
		HR ECO RECRUITER EX	129,774.88	13,763.27	-	50.00	420.00
		ELEC OPS SUPERVISOR	163,113.40	18,183.61	-	90,957.88	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	130,395.12	13,829.03	-	50.00	280.00
		GAS OPS TECHNICIAN	134,190.30	-	-	22,749.29	-
		CUSTOMER CARE DATABASE ADMIN EXP	132,509.42	14,208.05	-	-	470.00
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	195,576.00	29,608.06	-	38,824.33	-
		ELEC OPS LINEWORKER	135,090.76	-	-	94,877.37	-
		ELEC ENG ENGINEER	133,612.13	-	-	14,825.56	835.00
		SHARED SVS BIOLOGIST	152,494.00	15,682.21	-	7,684.53	1,519.27
		ELEC OPS ELECTRICIAN	126,838.33	-	-	2,625.30	-
		GENERATION TECHNICIAN SR/EX	136,834.34	-	-	64,072.10	-
		ELEC OPS INSPECTOR/LEAD INSPECTOR	124,477.13	19,269.39	-	75,242.88	20,803.17
		ENERGY PLCY & PROC SR EX AST/LIASON/PORT MNGMT	124,053.10	11,586.16	-	1,500.00	880.00
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	138,631.98	-	-	25,262.58	-
		GAS OPS OPERATOR	114,971.39	-	-	30,813.37	-
		GAS ENG ENGINEER SR/EX/PRN	121,158.97	-	-	104,443.40	308.54
		ELEC OPS MACHINIST/WELDER/HYDROGAPHER	125,483.92	-	-	54,900.67	1,058.48
		IT MANAGER/SR MANAGER	218,346.62	35,443.08	17,164.70	1,500.00	4,988.47
		IT ANALYST/SPECIALIST SR/EXP/PRN	178,380.80	20,782.45	-	50.00	490.00
		ELEC OPS CREW LEAD/LEADER	146,519.13	-	-	68,108.37	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	195,887.00	31,409.81	-	1,567.12	540.64
		ELEC OPS ENGINEER	175,246.00	13,413.63	-	17,502.76	948.67
		GAS OPS SYSTEM/CONST OPERATOR	116,108.67	-	-	34,335.41	115.39
		CUSTOMER CARE ENGINEER SR/EXP/PRN	110,072.77	14,121.03	-	1,011.84	1,198.01
		ELEC ENG TECHNICIAN	152,005.80	-	-	106,988.83	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	143,281.49	14,928.40	-	7,479.59	605.00
		ELEC OPS SUPERVISOR	163,782.17	4,467.75	-	130,229.88	1,346.07
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	172,553.83	17,710.42	-	2,000.00	840.00
		GAS OPS SUPERVISOR	143,921.90	22,613.00	-	61,196.97	36,280.62
		ELEC OPS FOREMAN/SUBFOREMAN	145,207.29	-	-	148,550.83	-
		SHARED SVS DIRECTOR/SR DIRECTOR	209,729.80	44,592.76	39,656.52	6,650.00	4,516.32
		CUSTOMER & COMMS ANALYST EXP/PRN	150,964.22	16,350.08	-	1,750.00	449.72
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	189,625.04	28,181.98	-	50.00	420.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	140,186.36	17,895.19	-	-	1,195.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	138,048.20	-	-	8,660.60	756.81
		GAS ENG ENGINEER SR/EX/PRN	157,457.38	21,737.79	-	1,550.00	800.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	129,605.07	9,118.08	-	250.00	385.00
		ELEC OPS TECHNICIAN	80,862.08	-	-	20,465.48	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	144,996.00	-	-	5,050.00	1,240.00
		ELEC OPS LINEWORKER	78,420.27	-	-	18,498.14	-
		IT ENGAGEMENT/SERVICE MANAGER PRN	160,505.24	25,739.47	-	-	2,238.84
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	173,224.96	25,632.75	-	1,300.00	433.50
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,704.66	15,522.75	-	1,050.00	305.00
		ELEC OPS COORDINATOR	58,748.76	-	-	-	-
		GAS OPS OPERATOR	121,425.38	-	-	22,791.68	58.50
		ELEC OPS BUSINESS LIAISON	125,549.12	-	-	95,804.62	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	123,575.82	21,877.21	-	27,468.77	5,843.77
		ELEC ENG MANAGER/SR MANAGER	213,630.18	26,896.60	13,729.50	8,071.14	351.00
		ELEC OPS FOREMAN/SUBFOREMAN	158,328.00	-	-	205,854.41	-
		GAS OPS MANAGER/SR MANAGER	154,391.75	24,524.92	-	9,140.74	3,765.11
		ELEC OPS SUPERVISOR	166,392.30	13,054.23	-	10,761.12	4,811.36
		GAS ENG INTERCONNECTION MNGR	170,913.28	22,595.85	-	1,041.80	-
		ELEC ENG ENGINEER	193,572.00	15,877.62	-	3,613.04	460.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	2,528.54	13,487.24	-	1,894.60	-
		GENERATION WELDER	111,696.40	-	-	70,079.07	-

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		CORP AFFAIRS GOV REP EXP/PRN	180,818.55	28,182.59	-	-	1,001.50
		GAS OPS FOREMAN/LEADER	45,084.28	-	-	29,958.76	-
		GAS OPS TECHNICIAN	124,041.02	-	-	79,814.81	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	138,522.80	-	-	9,297.90	514.16
		GENERATION SUPERVISOR	184,104.16	30,822.24	-	16,619.43	5,466.49
		GAS ENG ENGINEER SR/EX/PRN	143,555.22	9,891.66	-	500.00	4,150.84
		GENERATION MANAGER/SR MANAGER	130,878.12	17,758.57	-	1,454.44	609.12
		GAS OPS SYSTEM/CONST OPERATOR	128,331.21	-	-	34,927.00	-
		ELEC OPS SUPERVISOR	129,246.78	10,207.25	-	50,225.81	239.12
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	103,531.26	-	-	364,351.34	-
		GAS ENG ENGINEER SR/EX/PRN	126,816.85	-	-	52,608.50	635.94
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,204.30	-	-	28,802.73	7,894.39
		GAS OPS TECHNICIAN	98,125.86	-	-	52,206.61	3,342.96
		OPERATIONS MANAGER/SR MANAGER	194,041.40	31,036.09	13,729.50	-	1,497.02
		ENT HEALT & SAFETY MANAGER/SR MANAGER	189,366.66	30,663.60	15,447.10	-	280.00
		GAS OPS SUPERVISOR	148,483.00	23,659.04	-	7,124.16	-
		GAS ENG ENGINEER SR/EX/PRN	150,751.44	-	-	103,192.47	-
		GAS OPS PRGM/PROJ MANAGER	138,548.00	17,480.91	-	549.92	2,350.71
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	100,077.06	27,557.96	-	215,903.64	1,758.87
		ELEC OPS FOREMAN/SUBFOREMAN	187,573.36	-	-	128,099.58	-
		GAS OPS FOREMAN/LEADER	128,568.48	-	-	19,690.84	-
		GAS OPS OPERATOR	122,799.28	-	-	37,277.43	-
		ELEC OPS FOREMAN/SUBFOREMAN	126,462.62	-	-	80,829.05	281.43
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	126,907.50	13,666.41	-	2,226.60	-
		GAS OPS TECHNICIAN	129,648.47	-	-	14,736.90	11,299.30
		GAS ENG ENGINEER SR/EX/PRN	114,188.71	-	-	32,427.03	842.60
		ELEC OPS LINEWORKER	139,383.59	-	-	26,738.38	110.88
		ELEC OPS SUPERVISOR	170,593.84	16,869.82	-	-	828.87
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,382.32	16,299.97	-	-	49.65
		ELEC OPS ELECTRICIAN	132,329.21	-	-	132,102.55	-
		ELEC OPS SYSTEM OPERATOR/LEAD	87,970.50	-	-	252,044.78	1,591.74
		SHARED SVS MANAGER/SR MANAGER	168,772.96	27,163.95	-	3,600.00	3,733.27
		ELEC ENG MAPPING TECH	121,884.00	-	-	84,096.60	2,527.64
		GAS ENG SENIOR BUSINESS REP	141,114.10	-	-	62,443.88	245.00
		GAS OPS CHIEF/SCIENT/SYSTEM ADMIN	132,966.82	17,665.08	-	1,541.76	1,585.69
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	113,789.18	31,919.80	-	102,992.98	915.85
		SHARED SVS SUPERVISOR	150,000.00	14,899.62	-	450.00	1,422.70
		ELEC OPS SUPERVISOR	163,346.92	21,339.98	-	55,068.66	580.46
		ELEC OPS SUPERVISOR	153,448.80	15,094.33	-	89,203.96	-
		GAS OPS SUPERVISOR	167,050.12	26,588.14	-	47,105.44	1,802.20
		ELEC OPS CREW LEAD/LEADER	185,178.72	-	-	160,287.13	-
		ELEC OPS ELECTRICIAN	123,423.47	-	-	35,069.13	390.51
		GENERATION TECHNICIAN SR/EX	140,749.52	-	-	42,081.12	-
		SAFETY RISK COMPL INSPECTOR	137,570.39	-	-	32,060.06	768.97
		GAS ENG TECHNICIAN	127,306.29	-	-	50.00	1,160.00
		ELEC OPS LINEWORKER	139,301.93	-	-	67,452.18	-
		ELEC OPS TECHNICIAN	118,577.21	-	-	42,105.95	222.50
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	130,056.00	-	-	-	905.24
		IT ENGINEER SR/EX/PRN	171,145.15	18,386.75	-	220.16	2,252.12
		IT ANALYST/SPECIALIST SR/EXP/PRN	128,130.20	13,512.82	-	7,474.36	105.00
		ELEC OPS FOREMAN/SUBFOREMAN	140,225.86	-	-	109,453.22	-
		ELEC OPS LINEWORKER	136,775.77	-	-	111,649.82	458.06
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	159,072.00	16,223.27	-	4,331.78	350.00
		GAS ENG ENGINEER SR/EX/PRN	122,745.45	15,868.03	-	500.00	342.11
		GENERATION TECHNICIAN SR/EX	128,969.84	-	-	77,243.27	-
		ELEC OPS CREW LEAD/LEADER	133,890.40	-	-	13,262.69	-
		GAS OPS PRGM/PROJ MANAGER	174,276.00	23,971.84	-	12,592.75	1,394.57
		ELEC OPS LINEWORKER	166,278.62	-	-	340,271.75	9,992.72
		ELEC OPS ELECTRICIAN	124,012.48	-	-	71,957.78	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	22,859.54	-	-	22,147.02	6,771.08
		SHARED SVS MECHANIC	128,324.00	-	-	6,162.73	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	149,970.28	14,747.18	-	927.93	2,049.36
		ELEC OPS FOREMAN/SUBFOREMAN	138,121.43	-	-	140,690.47	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,367.43	-	-	143,084.77	19.84
		SHARED SVS BIOLOGIST	152,692.00	15,809.31	-	11,673.62	3,308.86

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		CUSTOMER & COMMS MANAGER/SR MANAGER	197,598.06	31,867.48	-	24,035.10	721.45
		GAS OPS SCHEDULER	131,790.41	-	-	3,600.00	210.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	146,846.90	15,910.44	-	7,074.96	720.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	85,721.12	-	-	246,375.58	88.65
		GAS OPS SUPERVISOR/EXEC ASSISTANT	138,375.00	7,398.00	-	15,270.73	-
		ELEC ENG MANAGER/SR MANAGER	165,625.00	20,296.35	-	2,385.00	1,242.05
		ELEC OPS MANAGER/SR MANAGER	203,566.32	43,256.42	10,294.30	50.00	5,800.49
		CORP AFFAIRS ANALYST/PRGM MNGR/SPEC EXP/PRN	168,451.12	21,694.40	-	650.00	1,440.00
		SHARED SVS MECHANIC	128,324.00	-	-	324.35	-
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	143,733.34	11,882.50	-	29,007.65	9,916.83
		ELEC OPS MACHINIST/WELDER/HYDROGAPHER	127,792.00	-	-	87,416.79	-
		GENERATION SUPERVISOR	152,111.34	25,868.11	-	63,783.85	-
		GENERATION CONSLT/PROC/SPCLST/SCHDLR SR/EX/PRN/CHIEF	246,227.04	62,686.64	20,729.00	41,841.95	4,931.25
		CUSTOMER & COMMS SPECIALIST EXP/PRN	165,050.97	23,070.54	-	2,400.00	2,978.34
		GAS ENG ENGINEER SR/EX/PRN	135,363.44	-	-	68,296.35	817.56
		ELEC OPS PRGM/PROJ MANAGER SR/EXP/PRN	175,306.90	21,370.11	-	3,323.75	2,204.71
		CORP AFFAIRS CASE MANAGER EXP/PRN	149,983.20	16,870.07	-	2,500.00	445.00
		IT CONTROLS ASSESSOR/DATA SCIENTIST SR/EX/PRN	118,566.00	9,485.85	-	50.00	1,465.00
		ELEC ENG ENGINEER	120,253.67	-	-	50,981.08	695.51
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	142,613.26	12,678.62	-	50.00	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	16,407.61	16,407.61	-	1,500.00	420.00
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	140,369.64	16,376.22	-	1,225.00	1,531.72
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	169,235.68	22,038.48	-	-	129.00
		IT ENGINEER SR/EX/PRN	144,767.42	15,566.83	-	1,500.00	420.00
		ELEC OPS ENGINEER	60,235.49	-	-	46,199.41	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	140,790.58	15,186.26	-	2,000.00	724.00
		ELEC ENG ENGINEER	171,846.00	13,467.93	-	300.00	1,466.00
		ELEC ENG ENGINEER	143,954.00	5,004.46	-	46.20	1,010.00
		ELEC ENG ENGINEER	112,104.65	-	-	-	315.00
		ELEC OPS ENGINEER	113,013.05	-	-	53,616.94	35.00
		GAS OPS TECHNICIAN	122,588.34	-	-	9,734.68	-
		ELEC OPS BUSINESS LIAISON	121,374.60	-	-	57,463.09	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	17,010.88	-	-	14,982.39	-
		GAS OPS MANAGER/SR MANAGER	180,029.98	36,219.28	8,576.70	876.48	16,261.81
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	136,931.70	-	-	86,897.51	-
		ELEC OPS LINEWORKER	129,519.64	-	-	151,522.65	-
		ELEC OPS SYSTEM OPERATOR/LEAD	77,046.27	-	-	269,591.04	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	144,366.66	15,092.30	-	4,867.21	366.00
		GAS ENG ENGINEER SR/EX/PRN	150,755.53	-	-	30,862.49	518.97
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	149,448.92	-	-	107,486.21	465.10
		ELEC OPS ELECTRICIAN	129,914.56	-	-	47,559.31	-
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	118,528.64	17,092.99	-	7,125.21	-
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	183,843.81	19,396.15	-	3,400.00	5,014.14
		ELEC OPS SYSTEM OPERATOR/LEAD	107,056.96	-	-	117,624.91	625.40
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	-	21,987.38	-	50.00	-
		GAS OPS MECHANIC/WELDER	131,653.49	-	-	67,123.23	-
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	189,254.70	30,683.05	-	1,050.00	8,492.76
		ELEC OPS LINEWORKER	112,102.35	-	-	115,631.55	-
		HR ECO MANAGER/SR MANAGER	199,195.45	34,686.36	13,729.50	1,671.43	1,332.97
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,229.80	5,218.47	-	6,350.00	4,661.40
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	148,624.96	15,638.06	-	48,515.92	105.00
		GAS OPS TECHNICIAN	17,373.44	-	-	18,271.95	-
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	202,556.30	37,369.46	-	50.00	350.00
		CUSTOMER & COMMS SPECIALIST EXP/PRN	131,113.34	14,030.90	-	-	61.25
		GAS OPS LEAD REP/SPEC/INSPECTOR	126,079.61	-	-	68,463.05	-
		GENERATION TECHNICIAN SR/EX	144,572.62	-	-	95,842.82	-
		ELEC OPS LINEWORKER	5,284.80	-	-	2,972.80	-
		GAS OPS ENGINEER	128,592.00	-	-	3,158.26	8,020.17
		GAS ENG SENIOR BUSINESS REP	127,622.98	-	-	17,730.35	482.84
		GAS OPS FOREMAN/LEADER	53,180.29	-	-	69,078.51	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	146,452.00	14,936.28	-	786.65	446.29
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	167,496.90	26,627.18	-	2,241.47	4,127.86
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	106,701.59	11,131.72	-	500.00	36.89
		GENERATION MANAGER/SR MANAGER	209,178.34	42,350.79	-	3,500.00	2,233.96
		GAS OPS ENGINEER	158,582.96	19,106.12	-	12,159.31	7,850.46

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		ELEC OPS OPERATOR	122,030.09	-	-	125,603.75	-
		ELEC OPS FOREMAN/SUBFOREMAN	171,579.91	-	-	198,036.68	718.87
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	137,387.90	11,429.78	-	1,600.00	630.00
		ELEC OPS TECHNICIAN	118,855.87	-	-	145,360.04	-
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	161,189.84	26,079.89	-	-	1,418.26
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	186,010.38	26,040.61	10,294.30	-	1,646.41
		ELEC OPS TECHNICIAN	186,497.05	-	-	95,870.16	-
		GAS ENG ENGINEER SR/EX/PRN	177,701.35	23,367.82	-	1,811.28	2,737.88
		OPERATIONS MANAGER/SR MANAGER	181,272.71	33,232.25	13,729.50	-	-
		SHARED SVS SUPERVISOR	136,446.18	17,650.07	-	2,460.48	6,818.05
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	136,851.67	-	-	183,721.69	66.91
		IT MANAGER/SR MANAGER	200,683.96	32,239.94	17,164.70	6,800.00	746.50
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EXP/PRN	176,020.85	23,453.37	-	50.00	514.88
		GAS ENG ENGINEER SR/EX/PRN	142,023.26	-	-	12,050.68	1,160.00
		GAS OPS FOREMAN/LEADER	128,339.92	-	-	62,778.30	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,575.91	-	-	174,592.03	-
		GAS OPS FOREMAN/LEADER	121,707.86	-	-	87,862.67	1,625.49
		ELEC ENG ENGINEER	201,816.00	15,994.77	-	6,652.80	1,276.13
		GENERATION TECHNICIAN SR/EX	131,608.29	-	-	74,813.99	107.40
		GAS OPS FOREMAN/LEADER	67,287.05	-	-	57,320.77	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,355.74	-	10,183.68	1,551.27
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	191,578.32	31,766.28	40,837.88	713.80	1,212.37
		ELEC OPS LINWORKER	111,671.36	-	-	109,986.49	-
		ELEC OPS INSPECTOR	124,947.02	7,798.48	-	33,118.16	61,223.63
		ELEC OPS MANAGER/SR MANAGER	199,637.86	24,908.33	-	3,175.00	45,507.07
		SHARED SVS MANAGER/SR MANAGER	153,776.30	25,040.00	-	100.00	10,371.39
		ELEC OPS SUPERVISOR	160,401.66	8,016.42	-	54,523.06	3,169.89
		OPERATIONS MANAGER/SR MANAGER	134,520.92	-	-	24,639.17	665.00
		ELEC OPS SPECIALIST SR/EX/PRN	139,141.26	11,472.60	-	27,360.50	28,061.24
		ELEC OPS LINWORKER	137,486.21	-	-	173,166.49	-
		SHARED SVS FACILITY LEAD/TECH	124,795.18	-	-	96,396.63	-
		ELEC OPS LINWORKER	137,966.56	-	-	72,682.76	-
		GENERATION SUPERVISOR	168,100.04	19,089.60	-	-	3,051.46
		GENERATION TECHNICIAN SR/EX	-	-	-	-	-
		GENERATION TECHNICIAN SR/EX	-	-	-	-	-
		IT SECURITY/STORAGE/SYSTEM ADMINSTATOR SR/EX	121,451.11	16,060.29	-	16,632.02	11,646.75
		GAS OPS ENGINEER	143,969.84	-	-	43,919.30	828.66
		SHARED SVS BIOLOGIST	152,444.00	13,089.30	-	-	1,716.56
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	59,665.09	-	-	294,199.41	3,521.77
		ENT HEALTH & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	167,009.06	27,860.95	-	1,692.00	2,205.97
		ELEC OPS ENGINEER	34,042.50	4,688.33	-	8,521.48	399.19
		GAS OPS OPERATOR	125,103.43	-	-	24,171.69	-
		SHARED SVS SUPERVISOR	134,945.28	14,288.66	-	2,400.06	12,608.66
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	140,117.54	11,815.51	-	-	455.00
		GAS ENG ENGINEER SR/EX/PRN	126,881.35	-	-	129,900.88	-
		GAS OPS OPERATOR	130,474.06	-	-	56,961.39	-
		GAS ENG ENGINEER SR/EX/PRN	138,978.20	-	-	179,785.61	420.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	122,663.28	-	-	219,099.62	-
		GAS ENG ENGINEER SR/EX/PRN	142,649.85	-	-	38,388.68	420.00
		ELEC OPS SUPERVISOR	153,859.60	-	-	13,081.84	830.83
		GAS ENG SUPERVISOR	83,128.62	26,408.39	-	207,280.63	210.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	139,801.08	12,028.30	-	37,050.69	4,962.17
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	134,897.06	12,913.78	-	38,090.14	5,758.83
		ENT HEALTH & SAFETY ANALYST/SPEC EXP/PRN	140,802.95	15,484.72	-	14,883.04	13,358.44
		ELEC OPS FOREMAN/SUBFOREMAN	135,094.40	-	-	39,370.05	-
		ELEC OPS SPECIALIST SR/EX/PRN	140,778.26	11,113.70	-	12,490.22	24,171.75
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	157,500.00	24,997.50	-	7,000.00	21,516.20
		GAS OPS SUPERVISOR	143,112.06	22,824.43	-	13,431.95	2,464.44
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	119,630.40	13,667.46	-	50,574.56	1,923.88
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	123,740.79	17,102.78	-	19,359.12	997.75
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	164,276.18	26,568.81	-	1,150.00	501.15
		ELEC ENG ENGINEER	149,407.61	-	-	28,329.05	-
		ELEC OPS MANAGER/SR MANAGER	191,916.74	41,328.78	-	5,903.00	4,221.69
		ELEC ENG MANAGER/SR MANAGER	171,363.25	21,062.25	-	400.00	1,148.63
		ELEC OPS SUPERVISOR	160,852.92	15,726.60	-	45,722.41	-



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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	144,749.06	11,731.57	-	2,500.00	-
		GENERATION PLANNER	151,519.37	-	-	37,478.00	-
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	91,406.04	-	-	-	-
		ELEC OPS SPECIALIST SR/EX/PRN	157,995.44	13,274.81	-	3,133.79	-
		OPERATIONS MANGER/SR MANAGER	186,402.40	26,689.69	-	8,850.00	17,364.69
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	98,654.76	-	-	248,578.77	-
		ELEC OPS MANAGER/SR MANAGER	90,968.58	22,366.01	-	209,153.08	1,160.06
		SUPPLY CHAIN MATERAILS CONTRACT ADMIN/MANAGER	160,111.98	13,135.61	-	2,500.00	350.00
		ELEC OPS LINEWORKER	131,762.50	-	-	80,489.90	-
		GAS OPS FOREMAN/LEADER	136,681.10	-	-	37,682.00	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,611.02	17,971.34	-	-	560.00
		GAS ENG ANALYST/SPECIALST EXP/PRN	152,356.92	20,231.08	-	1,822.72	10,537.15
		GAS OPS TECHNICIAN	129,575.28	-	-	52,384.94	20,335.31
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	138,375.00	14,998.50	-	2,502.75	2,638.44
		ELEC OPS LINEWORKER	129,856.89	-	-	64,910.09	260.51
		ENERGY PLCY & PROC MANAGER/SR MANAGER	175,238.67	31,566.25	8,576.70	2,000.00	350.00
		ELEC OPS LINEWORKER	124,346.90	-	-	97,522.07	85.50
		ELEC OPS LINEWORKER	132,052.37	-	-	78,878.55	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	170,235.48	27,543.45	-	9,913.68	3,620.75
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	137,620.80	-	-	75,942.91	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	139,852.00	14,156.86	-	6,875.64	3,016.53
		CORP AFFAIRS CASE MANAGER EXP/PRN	128,944.30	9,846.68	-	500.00	525.00
		GAS OPS SYSTEM/CONST OPERATOR	116,509.68	-	-	5,769.32	-
		ELEC ENG TECH DOC ANLST/WRITER	72,450.88	11,954.35	-	184,802.80	769.14
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	143,985.84	9,559.09	-	-	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	139,079.48	22,153.67	-	806.64	-
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	125,145.00	9,014.31	-	3,368.96	3,464.68
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	188,057.57	19,701.25	-	1,350.00	986.49
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	141,114.18	14,620.99	-	250.00	280.00
		GENERATION SUPERVISOR	205,070.87	32,849.74	-	85,530.31	-
		GAS ENG MANAGER/SR MANAGER	149,107.50	22,716.87	-	7,966.93	1,703.13
		GAS ENG SUPERVISOR	148,942.90	23,043.93	-	8,317.54	602.24
		ELEC OPS TECHNICIAN	125,374.29	-	-	12,111.80	215.77
		SHARED SVS COORD/CONSTL	135,167.74	14,594.10	-	-	1,598.62
		ELEC OPS ENGINEER	140,575.43	-	-	34,195.08	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	162,969.86	26,367.89	-	50.00	621.88
		ELEC OPS SYSTEM OPERATOR/LEAD	128,126.80	-	-	106,309.46	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	124,954.00	12,886.22	-	21,985.96	860.03
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	104,246.27	-	-	10,288.65	830.73
		GAS ENG ENGINEER SR/EX/PRN	141,946.77	-	-	7,780.32	2,927.41
		GAS ENG SUPERVISOR	135,937.71	14,811.85	-	56,462.03	1,885.24
		ELEC ENG TECHNICIAN	155,299.10	-	-	99,423.77	-
		ELEC OPS TECHNICIAN	125,274.44	-	-	17,749.98	82.17
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	180,300.60	28,823.21	13,729.50	1,000.00	439.00
		ELEC OPS SPECIALIST SR/EX/PRN	133,122.51	12,690.38	-	5,373.28	5,305.21
		ELEC OPS SUPERVISOR	168,242.75	32,730.62	-	31,750.00	8,840.75
		GENERATION MANAGER/SR MANAGER	164,603.48	34,728.83	-	-	1,638.92
		OPERATIONS MANGER/SR MANAGER	189,723.44	37,759.43	-	70.00	5,493.57
		ELEC OPS ELECTRICIAN	112,822.98	-	-	11,503.81	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	137,929.11	-	-	22,601.99	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,389.28	-	-	177,006.21	-
		GAS OPS MECHANIC/WELDER	130,822.62	-	-	51,011.59	183.70
		SHARED SVS MECHANIC	127,335.52	-	-	21,449.19	-
		ELEC ENG ESTIMATOR	133,498.00	-	-	298.09	332.55
		ELEC OPS INSPECTOR/LEAD INSPECTOR	116,387.06	19,023.78	-	73,614.45	13,028.20
		ELEC OPS FOREMAN/SUBFOREMAN	133,383.60	-	-	88,095.06	80.43
		IT SUPERVISOR	161,776.16	20,855.01	-	50.00	420.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	192,817.24	23,383.58	-	50.00	490.05
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	61,000.50	-	-	279,773.49	-
		ELEC OPS ELECTRICIAN	122,836.60	-	-	66,157.09	-
		GENERATION DIRECTOR	230,494.70	47,355.86	-	44,351.05	685.00
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	137,651.06	14,521.21	-	7,975.95	2,371.63
		ELEC ENG SUPERVISOR	176,053.50	14,125.24	-	2,977.36	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	163,999.96	10,830.91	-	50.00	700.00
		GAS OPS OPERATOR	122,643.94	-	-	24,726.99	-

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		SUPPLY CHAIN MATERAILS PERF MANAGER	160,517.86	17,384.56	-	18,249.75	385.00
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	125,005.08	16,339.03	-	17,513.96	-
		GENERATION FIRE CAPTAIN	158,188.28	15,683.67	-	2,571.87	3,617.28
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	138,553.52	-	-	136,473.59	-
		ELEC OPS SUPERVISOR	159,450.86	15,408.33	-	66,022.54	7,047.09
		CUSTOMER CARE SUPERVISOR/ADMIN	134,620.55	15,107.32	-	3,091.08	1,576.22
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	167,596.82	27,138.02	-	747.76	774.80
		GENERATION CONSLT/PROG/SPCLST/SCHDLR SR/EX/PRN/CHIEF	144,385.82	12,449.89	-	50.00	-
		GAS ENG ENGINEER SR/EX/PRN	78,696.98	-	-	241,387.20	-
		CUSTOMER & COMMS DIRECTOR/SR DIRECTOR	213,181.42	39,257.20	20,599.90	1,350.00	3,634.82
		IT TECHNICIAN	102,574.19	13,081.37	-	29,808.28	197.15
		IT MANAGER/SR MANAGER	142,171.05	24,919.94	-	2,500.00	450.80
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	148,323.66	15,199.85	-	3,408.33	-
		ELEC OPS SUPERVISOR	157,027.20	16,105.83	-	13,733.96	2,604.47
		OPERATIONS MANAGER/SR MANAGER	79,323.15	29,582.80	17,164.70	44,520.33	587.76
		GENERATION MACHINST/MECHANIC/RIGGER	127,835.70	-	-	102,515.14	496.27
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	140,139.50	19,130.15	-	64,446.47	105.00
		GAS ENG ENGINEER SR/EX/PRN	140,217.00	-	-	56,647.96	539.68
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	172,657.80	29,471.82	-	8,682.89	2,292.22
		GEN COUNSEL & ETHICS COMP ANALYST/CONSLT/SPEC EXP/PRN	157,530.28	14,694.83	-	3,060.61	420.00
		GAS ENG ENGINEER SR/EX/PRN	171,769.50	22,869.14	-	481.68	992.27
		GAS OPS FOREMAN/LEADER	134,485.79	-	-	3,491.79	-
		GAS OPS FOREMAN/LEADER	79,832.84	-	-	31,029.16	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	110,950.71	-	-	58,078.26	102.54
		ELEC OPS FOREMAN/SUBFOREMAN	133,496.04	-	-	506.27	-
		GAS ENG ENGINEER SR/EX/PRN	104,682.84	-	-	11,768.92	545.19
		IT TECHNICIAN	126,540.95	-	-	33,886.55	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	147,663.36	18,789.54	-	30,835.33	550.52
		GAS ENG ANALYST/SPECIALIST EXP/PRN	151,532.78	19,961.54	-	2,500.00	560.00
		GAS OPS PRGM/PROJ MANAGER	145,060.00	18,327.31	-	1,355.55	5,277.02
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	12,121.21	-	-	2,500.00	-
		ELEC ENG CONSULTANT/REP	135,938.88	-	-	155.12	20.40
		ELEC OPS LINEWORKER	125,280.06	-	-	153,535.73	-
		ELEC OPS MANAGER/SR MANAGER	203,125.00	20,098.01	-	5,100.00	11,462.89
		GAS ENG DIRECTOR/SR DIRECTOR	157,106.62	62,336.78	32,914.50	296,195.34	280.00
		GAS OPS CONST/PRGM MANAGER	172,122.78	22,847.56	-	-	1,747.99
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	127,542.58	13,257.15	-	1,150.00	1,261.49
		ELEC OPS FOREMAN/SUBFOREMAN	15,377.30	-	-	41,752.31	-
		SHARED SVS FACILITY LEAD/TECH	127,388.83	-	-	58,294.26	-
		SHARED SVS PGRM/PROJ MANAGER	95,646.00	19,959.34	-	234,916.25	526.80
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	139,725.12	18,376.63	-	(338.37)	1,176.41
		ELEC OPS FOREMAN/SUBFOREMAN	105,595.14	-	-	120,282.09	574.17
		ELEC OPS MANAGER/SR MANAGER	185,706.36	19,568.35	-	40.00	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	93,664.46	-	-	239,681.55	-
		GAS OPS TECHNICIAN	125,542.49	-	-	81,109.73	-
		GAS OPS MANAGER/SR MANAGER	139,375.72	21,699.25	-	1,420.44	1,876.92
		ELEC OPS LINEWORKER	135,951.29	-	-	105,858.28	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EXP/PRN	116,316.21	15,961.60	-	26,733.75	1,515.20
		ELEC OPS CONSULTANT SR/EXP/PRN	164,312.16	17,826.00	-	50.00	386.75
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	183,391.42	29,551.90	-	-	-
		ELEC OPS SUPERVISOR	180,783.60	17,921.08	-	-	1,355.87
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,532.74	16,453.17	-	159.64	908.00
		CUSTOMER & COMMS MANAGER/SR MANAGER	163,389.82	25,497.45	-	-	-
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	130,664.69	-	-	24,770.19	-
		GENERATION TECHNICIAN SR/EX	28,597.80	-	-	28,008.69	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	128,547.53	23,758.59	-	-	315.00
		ELEC OPS SUPERVISOR	162,515.86	27,626.81	-	50.00	1,678.83
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	185,760.00	15,236.30	-	36,605.52	3,416.43
		HR ECO PGRM/PROJ MANAGER EXP/PRN	141,329.48	15,097.79	-	-	448.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	141,429.40	5,326.49	-	50.00	873.10
		GAS OPS SUPERVISOR	169,836.96	13,134.08	-	1,550.00	10,396.40
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	76,498.96	11,887.82	-	211,022.76	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	79,449.61	-	-	51,191.05	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	141,965.24	-	-	204,398.47	56.98
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	159,520.40	16,351.42	-	38,875.44	4,078.75

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		ELEC OPS LINEWORKER	128,749.37	-	-	162,971.29	680.27
		IT ANALYST/SPECIALIST SR/EXP/PRN	100,602.44	15,295.58	-	16,806.66	175.00
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	156,433.34	5,144.69	-	3,100.00	5,909.29
		GAS ENG ANALYST/SPECIALIST EXP/PRN	130,010.28	16,804.86	-	187.50	455.00
		FINANCE DIRECTOR	248,611.06	53,385.59	41,301.30	1,200.00	2,050.56
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	128,700.10	2,997.61	-	60,991.77	-
		GAS OPS LEAD REP/SPEC/INSPECTOR	138,189.56	-	-	56,443.66	392.94
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	144,908.08	12,312.23	-	8,132.71	2,107.10
		ELEC ENG SUPERVISOR	159,366.10	7,487.25	-	1,000.00	4,787.35
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	129,476.84	13,988.16	-	2,250.00	-
		ELEC OPS SUPERVISOR	50,571.84	15,140.97	-	92,380.68	-
		SHARED SVS OPS MNGR/PILOT/MECHANIC	156,865.82	24,974.19	-	-	3,382.76
		ELEC ENG ESTIMATOR	136,306.15	-	-	145,920.19	420.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	144,570.24	21,399.80	-	80,326.30	-
		ELEC OPS SPECIALIST SR/EX/PRN	68,213.26	11,993.93	-	184,925.69	11,916.68
		GAS OPS PRGM/PROJ MANAGER	148,976.00	18,734.75	-	10,175.68	8,031.80
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	135,188.24	19,051.00	-	-	-
		GAS ENG ENGINEER SR/EX/PRN	27,659.64	23,567.10	-	106,778.69	-
		GAS ENG SUPERVISOR	158,294.51	24,144.25	-	-	2,339.19
		GENERATION ENGINEER SR/EX/PRN	191,022.01	26,545.79	-	70,636.98	7,283.18
		GAS OPS INSPECTOR	103,047.38	-	-	37,212.00	-
		ELEC OPS SUPERVISOR	153,156.96	9,499.80	-	12,775.29	932.46
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	154,236.10	16,569.20	-	795.50	763.38
		SHARED SVS LAND AGENT/TECH/RIGHT OF WAY SENIOR	121,041.42	-	-	13,805.74	525.00
		SHARED SVS MANAGER/SR MANAGER	185,169.76	29,389.08	12,011.90	50.00	4,578.65
		ELEC ENG ENGINEER	77,400.00	15,236.30	-	9,686.26	1,210.55
		ELEC OPS LINEWORKER	126,240.46	-	-	123,172.72	33.49
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	5,452.00	-	-	3,032.81	414.38
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	71,853.44	16,267.82	-	164,372.28	210.00
		GENERATION TECHNICIAN SR/EX	138,081.40	-	-	34,574.29	982.88
		ELEC OPS SUPERVISOR	161,514.60	15,948.64	-	72,365.66	1,866.57
		ELEC OPS TECHNICIAN	136,517.49	-	-	36,145.57	-
		IT SPECIALIST SR/EX/PRN/EXEC ASST/SR EXEC ASST/CHIEF	139,812.26	16,871.22	-	3,050.00	429.32
		GENERATION TECHNICIAN SR/EX	31,321.40	-	-	28,522.42	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	135,774.00	13,846.39	-	5,447.19	12,756.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	132,487.96	14,360.39	-	-	93.60
		ELEC OPS SUPERVISOR	153,068.98	15,176.13	-	105,441.79	601.07
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	128,880.16	14,003.23	-	50.00	874.54
		GAS OPS SYSTEM/CONST OPERATOR	122,091.36	-	-	22,538.83	474.33
		ELEC OPS LINEWORKER	138,148.25	-	-	86,683.61	-
		ELEC OPS TECHNICIAN	42,946.40	-	-	45,021.21	-
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,827.58	-	39,782.71	180.00
		ELEC OPS LINEWORKER	119,151.29	-	-	66,338.82	-
		GAS OPS FOREMAN/LEADER	113,941.60	-	-	53,053.13	152.15
		ELEC OPS FOREMAN/SUBFOREMAN	127,703.16	-	-	14,059.93	-
		ELEC OPS MANAGER/SR MANAGER	99,212.42	25,779.45	-	254,898.47	-
		ELEC OPS CONSTRUCTION MANAGER SR/EX/PRN	179,168.44	14,515.65	-	48,490.18	1,092.13
		IT ENGINEER SR/EX/PRN	134,161.90	8,896.11	-	-	-
		ELEC OPS FOREMAN/SUBFOREMAN	84,767.01	-	-	70,734.76	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	90,280.40	29,697.16	-	249,952.77	1,019.88
		ELEC OPS OPERATOR	123,507.20	-	-	76,533.30	-
		GAS OPS FOREMAN/LEADER	116,558.30	-	-	9,566.27	148.68
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	145,269.17	-	-	73,631.31	-
		ENT HEALTH & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	201,637.62	32,102.18	-	7,010.00	2,035.35
		GAS ENG SUPERVISOR	138,567.00	16,046.05	-	67,524.80	2,363.96
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	169,681.84	14,019.34	-	50.00	21,713.44
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	145,698.86	15,715.67	-	250.00	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	164,216.04	16,662.24	-	56,521.02	9,833.07
		GAS OPS FOREMAN/LEADER	131,901.78	-	-	56,581.98	-
		SHAREV SVS CRANE SURVEYOR	127,395.91	-	-	11,881.67	635.46
		ELEC OPS LINEWORKER	139,995.47	-	-	75,114.31	-
		IT SUPERVISOR	164,522.00	21,312.52	-	150.00	-
		SHARED SVS BIOLOGIST	76,734.00	16,434.36	-	184,515.74	1,123.39
		ELEC OPS SYSTEM OPERATOR/LEAD	156,882.12	-	-	116,208.99	480.81
		GAS ENG SENIOR BUSINESS REP	143,906.02	-	-	139,943.13	2,039.80

PACIFIC GAS AND ELECTRIC COMPANY  
 EMPLOYEES COMPENSATED AT THE  
 RATE OF \$125,000 - \$249,999 PER ANNUM  
 FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		CUSTOMER CARE MANAGER/SR MANAGER	88,827.20	28,697.13		17,164.70	14000
		ELEC OPS TECHNICIAN	161,054.20	-	-	108,409.55	-
		GAS OPS FOREMAN/LEADER	89,000.20	-	-	77,891.67	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,720.40	16,688.18	-	2,984.66	385.00
		GAS ENG ENGINEER SR/EX/PRN	151,971.48	-	-	77,461.00	1,422.16
		ELEC OPS ELECTRICIAN	128,768.00	-	-	41,697.19	-
		ELEC OPS TECHNICIAN	115,184.08	-	-	864.40	-
		ELEC ENG ESTIMATOR	131,860.76	-	-	2,332.28	600.91
		GAS OPS SUPERVISOR/EXEC ASSISTANT	147,172.50	23,211.23	-	2,723.89	-
		ELEC OPS ELECTRICIAN	75,816.67	-	-	44,310.82	-
		ELEC OPS SUPERVISOR	169,913.94	15,942.47	-	48,521.97	1,652.28
		GAS ENG ENGINEER SR/EX/PRN	146,459.41	-	-	119,573.61	460.96
		ELEC OPS SUPERVISOR	155,507.60	26,597.52	-	105,874.96	25,933.71
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,441.44	-	-	102,838.82	-
		ELEC OPS FOREMAN/SUBFOREMAN	135,028.60	-	-	42,772.83	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,236.30	-	400.00	3,070.51
		GAS OPS SUPERVISOR	117,392.90	-	-	6,188.76	-
		GENERATION TECHNICIAN SR/EX	13,618.00	-	-	16,742.32	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	153,879.16	-	-	62,405.63	490.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,206.35	-	-	116,875.82	-
		GAS ENG ENGINEER SR/EX/PRN	130,565.09	-	-	23,251.92	-
		ELEC OPS TECHNICIAN	122,534.61	-	-	69,063.69	-
		GAS OPS OPERATOR	130,392.68	-	-	56,027.77	-
		IT ANALYST/SPECIALIST SR/EXP/PRN	166,074.64	17,719.34	-	8,522.59	1,853.51
		GENERATION TECHNICIAN SR/EX	34,045.00	-	-	41,760.68	-
		IT INVESTIGATOR SR/EXP	75,399.60	16,214.02	-	188,994.82	550.55
		GENERATION ELECTRICIAN	50,563.60	-	-	98,691.07	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,605.71	-	-	161,139.78	-
		GENERATION REACTOR	16,194.68	-	-	40,652.79	-
		GENERATION SUPERVISOR	178,276.66	32,631.43	-	947.21	2,654.81
		ELEC OPS MANAGER/SR MANAGER	144,013.31	10,566.78	-	3,997.13	834.26
		ELEC OPS SUPERVISOR	159,482.98	15,460.14	-	50.00	910.42
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	140,584.32	-	-	17,105.36	167.97
		ELEC OPS ENGINEER	123,045.89	-	-	23,962.94	1,473.36
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	99,583.21	-	-	285,510.83	-
		ELEC OPS OPERATOR	128,336.53	-	-	34,460.82	-
		IT AGILE COACH/SCRUM MASTER SR/EX/PRN	167,486.64	17,992.65	-	1,550.00	245.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	136,417.68	20,904.92	-	110,565.87	-
		SAFETY RISK PRGM/PROJ MANAGER EXP/PRN	132,637.54	9,121.18	-	62.98	315.00
		ELEC OPS LINEWORKER	47,907.28	-	-	96,476.06	-
		ELEC OPS LINEWORKER	113,406.83	-	-	120,490.15	2,819.05
		GENERATION TECHNICIAN SR/EX	32,683.20	-	-	36,085.50	-
		ELEC OPS LINEWORKER	139,238.07	-	-	99,618.10	-
		SAFETY RISK SUPERVISOR/EX ASST/SR EX ASST	84,767.50	18,568.72	-	234,733.64	-
		ELEC OPS MANAGER/SR MANAGER	178,045.84	22,083.45	-	11,000.00	-
		GENERATION SUPERVISOR	171,813.48	29,243.75	-	69,060.05	-
		GENERATION WRITER TECH/ENG/OPS SR	182,102.00	24,764.86	-	19,665.99	-
		GAS OPS SUPERVISOR	126,642.86	-	-	6,532.95	-
		ELEC OPS ELECTRICIAN	124,239.66	-	-	34,044.21	-
		OPERATIONS MANAGER/SR MANAGER	196,911.50	24,382.99	8,576.70	5,750.70	4,542.31
		GAS ENG SENIOR BUSINESS REP	139,417.01	-	-	14,189.91	1,838.97
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	173,470.02	27,888.37	13,729.50	50.00	880.00
		GENERATION TECHNICIAN SR/EX	22,698.10	-	-	32,486.48	-
		GAS ENG SENIOR BUSINESS REP	114,040.47	-	-	38,906.09	2,517.31
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	174,168.45	18,724.37	-	11,481.36	3,069.09
		ELEC OPS SUPERVISOR	154,710.96	15,514.44	-	96,435.63	184.58
		IT INVESTIGATOR SR/EXP	-	3,076.68	-	-	-
		GAS OPS WORKING LEADER	150,092.33	-	-	61,654.09	-
		ENG PLNG & STRAT SUPERVISOR	168,111.62	21,759.85	-	50.00	455.00
		GENERATION MACHINIST/MECHANIC/RIGGER	133,319.07	-	-	33,585.05	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	29,204.00	18,763.46	-	10,441.82	496.18
		GAS OPS MANAGER/SR MANAGER	90,485.14	36,254.69	-	194,752.06	-
		ELEC OPS SUPERVISOR	18,250.08	15,407.87	-	29,443.92	-
		GENERATION PLANNER	144,778.80	-	-	25,179.82	-
		ELEC OPS OPERATOR	125,102.11	-	-	166,155.53	-

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		GENERATION MACHINIST/MECHANIC/RIGGER	127,128.40	-	-	82,742.49	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,501.45	12,294.78	-	12,178.03	14,707.68
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	142,293.14	11,570.05	-	9,300.11	901.55
		SHARED SVS MECHANIC	125,111.44	-	-	11,815.46	705.27
		ELEC ENG TECHNICIAN	153,697.90	-	-	50,437.81	-
		GAS ENG ENGINEER SR/EX/PRN	145,655.32	-	-	168,133.59	-
		ELEC OPS ELECTRICIAN	124,996.61	-	-	19,489.98	-
		ELEC OPS FOREMAN/SUBFOREMAN	142,114.95	-	-	99,059.35	-
		GEN COUNSEL & ETHICS COMP COUNSEL/SR COUNSEL	217,165.94	34,825.15	13,729.50	50.00	1,030.00
		CUSTOMER & COMMS SUPERVISOR	129,265.00	18,458.15	-	10,450.00	4,098.88
		GENERATION SUPERVISOR	164,967.24	27,964.36	-	41,115.45	-
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	168,027.92	27,186.26	13,729.50	2,300.00	-
		GENERATION DIRECTOR	228,694.74	45,369.39	12,011.90	8,050.00	4,419.39
		GAS ENG ENGINEER SR/EX/PRN	156,198.78	19,750.66	-	21,658.84	294.57
		GENERATION COORDINATOR SR/EX	158,868.00	22,278.96	-	3,742.62	960.00
		SHARED SVS SURVEYOR/FOREMAN	144,648.00	15,410.01	-	48,080.60	6,910.65
		ELEC OPS LINEWORKER	170,082.35	-	-	190,492.51	-
		ELEC ENG TECHNICIAN	131,509.24	-	-	45,978.39	142.62
		ELEC ENG ANALYST/SPEC SR/EXP/PRN	162,097.86	20,085.17	-	2,623.28	385.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	160,754.04	-	-	276,478.96	264.87
		SAFETY RISK COMPL INSPECTOR	135,786.01	-	-	225,046.89	-
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	24,404.00	13,030.43	-	20,087.78	119.61
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	169,812.50	18,397.01	-	-	619.76
		SUPPLY CHAIN MATERIALS ANALYST/SPECIALIST	135,201.00	11,123.13	-	14,069.88	-
		CORP AFFAIRS GOV REP EXP/PRN	116,115.30	15,713.15	-	16,388.12	1,632.39
		OPERATION LEARNING STRAT/INSTRUCT/DESIGNER SR/EXP/PRN	128,274.82	3,928.84	-	14,414.95	-
		ELEC ENG SUPERVISOR	133,285.14	11,763.66	-	3,754.00	4,218.89
		GAS ENG ENGINEER SR/EX/PRN	147,025.34	-	-	33,070.47	992.50
		ELEC OPS FOREMAN/SUBFOREMAN	151,689.24	-	-	93,965.55	-
		ELEC OPS LINEWORKER	1,109.92	-	-	43.01	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	98,765.16	32,462.38	17,164.70	267,872.18	3,750.75
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	144,970.69	19,404.73	-	17,059.01	12,017.15
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	198,032.68	39,850.04	-	-	915.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	135,513.12	19,088.55	-	37,518.56	240.00
		ELEC OPS LINEWORKER	136,312.71	-	-	106,063.06	-
		ELEC OPS SUPERVISOR	148,503.14	15,279.75	-	2,897.84	1,383.14
		ELEC ENG ENGINEER	142,886.72	-	-	81,079.07	-
		GENERATION TECHNICIAN SR/EX	25,555.10	-	-	34,539.55	-
		GENERATION CREW LEADER/CONTROL LEAD	126,732.84	-	-	136,720.41	188.24
		GENERATION REACTOR	133,091.08	-	-	146,082.31	-
		GAS OPS PRGM/PROJ MANAGER	156,780.00	24,867.99	-	10,374.05	-
		GAS OPS CONST/PRGM MANAGER	156,107.46	20,663.48	-	36,077.70	226.23
		GENERATION MANAGER/SR MANAGER	210,659.14	44,285.22	-	3,050.00	4,883.88
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	163,590.00	10,074.75	-	-	-
		ELEC OPS TECHNICIAN	130,978.06	-	-	60,178.78	8,647.05
		OPERATIONS PLANNER	126,817.02	16,145.82	-	9,357.35	877.76
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	147,859.54	21,074.51	-	1,050.00	6,149.23
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	127,156.39	-	-	6,237.29	319.40
		ELEC ENG ENGINEER	139,092.71	-	-	19,346.34	-
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	135,643.68	-	-	24,854.75	-
		ELEC OPS MANAGER/SR MANAGER	219,223.62	46,102.33	17,164.70	6,142.78	8,023.90
		SHARED SVS BIOLOGIST	153,468.00	16,434.36	-	7,396.48	6,090.33
		GENERATION SUBFOREMAN/FOREMAN/REPAIRMAN	131,671.47	-	-	34,911.20	-
		ELEC OPS TECHNICIAN	124,843.18	-	-	861.86	-
		ELEC OPS ENGINEER	204,105.00	26,250.81	-	50.00	5,267.65
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	66,713.10	16,986.98	-	162,752.15	1,101.31
		HR ECO COMMS REP/HR INVEST/CONSLT/ SR/EXP/PRN	69,799.26	15,131.48	-	194,413.65	-
		GENERATION TECHNICIAN SR/EX	129,208.68	-	-	69,153.92	2,279.52
		GAS OPS SUPERVISOR	154,452.46	24,612.39	-	27,419.68	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	137,583.91	-	-	92,753.15	-
		CUSTOMER & COMMS SUPERVISOR	146,549.70	18,401.04	-	9,802.76	3,871.92
		IT ENGINEER SR/EX/PRN	176,964.00	20,727.21	-	6,942.52	981.41
		ELEC OPS SUPERVISOR	142,011.62	14,292.06	-	42,834.64	1,464.44
		HR ECO MANAGER/SR MANAGER	190,820.48	30,787.20	-	2,050.00	1,857.46
		GAS OPS TECHNICIAN	141,148.16	-	-	74,195.44	-

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		IT ANALYST/SPECIALIST SR/EXP/PRN	64,327.00	13,166.32	-	16,220.27	3572.27
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	-	-	-	15,077.03	-
		GAS ENG SUPERVISOR	186,787.24	33,282.60	-	50.00	420.00
		ELEC OPS SYSTEM OPERATOR/LEAD	136,798.54	-	-	175,574.94	13,353.12
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	124,589.26	-	-	5,716.93	1,229.16
		IT DEVELOPER SR/EX	159,272.40	15,649.72	-	550.00	720.62
		ENG PLNG & STRAT PROJ/PROD/CONS MANAGER	145,605.59	14,367.45	13,048.15	5,050.00	-
		GAS OPS WORKING LEADER	152,381.20	-	-	36,483.97	-
		GAS OPS TECHNICIAN	135,217.84	-	-	66,994.63	-
		GAS OPS MECHANIC/WELDER	124,178.28	-	-	47,693.16	-
		GENERATION TECHNICIAN SR/EX	27,916.90	-	-	30,071.52	-
		ELEC OPS SUPERVISOR	149,808.81	16,571.50	-	41,746.85	-
		ELEC OPS ENGINEER	125,021.20	-	-	69,752.31	-
		ELEC OPS CONSULTANT SR/EXP/PRN	167,400.00	16,580.74	-	50.00	4,312.76
		SHARED SVS DIRECTOR/SR DIRECTOR	209,000.04	47,008.54	15,447.10	1,850.00	1,768.78
		IT ENGINEER SR/EX/PRN	35,288.42	15,477.40	-	55,933.84	240.00
		ELEC ENG ENGINEER	102,630.00	25,254.79	-	296,420.36	1,908.33
		ELEC ENG MANAGER/SR MANAGER	164,584.41	16,180.89	-	50.00	6,793.68
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	-	27,509.57	-	-	-
		IT MANAGER/SR MANAGER	193,015.18	31,509.52	8,576.70	3,600.00	-
		GAS ENG SUPERVISOR	189,710.88	30,846.00	-	6,524.91	8,750.21
		ELEC ENG ENGINEER	135,019.76	-	-	649.76	960.00
		ELEC ENG INTERCONNECTION MANAGER	157,492.24	-	-	6,788.91	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	159,362.26	17,316.73	-	-	-
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	82,858.34	27,163.95	-	224,064.61	210.00
		ELEC OPS EX AST/SR EX AST/CHIEF	123,035.54	10,183.38	-	2,071.62	597.19
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	128,363.30	-	-	15,102.26	915.00
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	136,413.30	16,936.35	-	12,671.92	708.24
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	16,686.20	-	-	34,375.25	-
		IT ENGINEER SR/EX/PRN	47,662.50	21,095.11	-	62,248.06	240.00
		ELEC OPS LINEWORKER	171,745.34	-	-	156,991.31	-
		GAS ENG ENGINEER SR/EX/PRN	207,554.86	41,426.59	-	50.00	448.35
		ELEC OPS SUPERVISOR	187,519.24	18,925.40	-	2,722.05	2,615.56
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	136,222.20	13,210.86	-	3,000.00	1,211.00
		ELEC ENG ENGINEER	205,260.00	25,254.79	-	30,096.05	3,036.20
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	213,159.24	26,355.61	13,729.50	5,989.00	1,344.37
		ELEC ENG ENGINEER	191,292.00	15,690.74	-	17,534.18	559.72
		IT ENGAGEMENT/SERVICE MANAGER PRN	166,047.98	17,997.98	-	1,923.60	1,691.09
		GAS OPS PRGM/PROJ MANAGER	157,310.00	10,105.56	-	20,215.65	1,961.66
		IT ANALYST/SPECIALIST SR/EXP/PRN	163,323.82	25,795.98	-	-	375.00
		ELEC OPS TECHNICIAN	133,563.09	-	-	123,575.93	21.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,041.24	16,263.00	-	200.00	-
		CUSTOMER CARE MANAGER/SR MANAGER	176,604.14	29,244.02	-	5,065.33	1,030.77
		CORP AFFAIRS ANLYST/PRGM MNGR/SPEC EXP/PRN	156,727.76	16,733.10	-	30.00	459.64
		IT ANALYST/SPECIALIST SR/EXP/PRN	157,433.12	16,947.14	-	-	3,783.00
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	177,118.16	28,773.99	-	75.00	-
		GAS ENG ENGINEER SR/EX/PRN	176,964.00	23,367.82	-	450.00	2,814.50
		ELEC OPS ESTIMATOR	133,450.92	-	-	3,671.51	567.97
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	129,493.32	18,203.35	-	1,575.55	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	122,828.54	15,464.64	-	14,843.85	-
		ELEC ENG ENGINEER	143,046.69	-	-	1,000.00	1,055.79
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	157,671.74	25,430.45	-	1,550.00	600.57
		IT INVESTIGATOR SR/EXP	34,417.28	3,768.80	-	3,162.00	1,585.87
		IT MANAGER/SR MANAGER	203,821.26	33,003.63	-	-	2,420.58
		SHARED SVS SUBFOREMAN	85,835.69	-	-	58,622.25	-
		ELEC ENG INTERCONNECTION MANAGER	133,012.61	-	-	8,462.76	517.86
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	166,808.54	26,988.97	-	3,679.77	1,217.51
		GAS ENG ENGINEER SR/EX/PRN	176,964.00	23,367.82	-	15,510.77	2,186.94
		GAS OPS PRGM/PROJ MANAGER	171,704.89	23,335.76	-	9,625.92	1,027.65
		IT ENGINEER SR/EX/PRN	14,577.69	17,066.49	-	14,545.80	52.60
		SUPPLY CHAIN MATERIALS MANAGER/SR MANAGER	191,480.98	30,695.36	-	3,325.00	1,081.68
		ELEC OPS SUPERVISOR	150,963.80	14,705.28	-	99,390.75	6,132.87
		ENERGY PLCY & PROC MANAGER/SR MANAGER	188,866.81	29,411.80	10,294.30	1,000.00	1,364.97
		ELEC OPS ENGINEER	165,404.00	12,921.07	-	6,055.12	429.77
		FINANCE LDRSP ASSOC/LOSS ENGINEER	141,426.60	15,623.96	-	4,808.50	5,315.77

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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	148,036.00	12,055.84	-	550.00	3710.64
		ENERGY PLCY & PROC MANAGER/SR MANAGER	129,481.95	18,756.42	-	1,250.00	544.05
		GAS OPS ENGINEER	145,036.01	-	-	127,825.42	420.00
		IT SUPERVISOR	148,507.03	13,482.87	-	1,884.05	2,144.97
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	142,472.35	17,359.41	-	708.70	420.00
		ELEC ENG MANAGER/SR MANAGER	187,950.04	23,563.09	13,729.50	3,750.00	1,213.05
		GAS ENG ENGINEER SR/EX/PRN	156,419.04	20,304.65	-	50.00	315.00
		FINANCE MANAGER/SR MANAGER	176,658.36	27,843.69	-	2,100.00	547.61
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	152,057.14	24,522.07	-	5,700.00	560.00
		GAS OPS CONST/PRGM MANAGER	147,310.66	23,086.25	-	2,050.00	1,016.41
		GAS ENG SENIOR BUSINESS REP	119,681.31	-	-	65,130.07	3,406.77
		ELEC ENG ENGINEER	144,969.20	4,042.25	-	3,741.27	1,388.92
		GEN COUNSEL & ETHICS COMP PARALEGAL	125,654.89	13,793.45	-	2,364.25	350.00
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	154,707.08	24,930.27	-	50.00	5,470.27
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	120,228.29	5,924.00	-	3,825.77	361.25
		SAFETY RISK DATA SCIENTIST SR/EX/PRN	129,996.00	-	-	-	-
		CORP AFFAIRS SPEC/REP EXP/PRN/SUP	110,164.84	10,796.06	-	30.00	511.54
		ENERGY PLCY & PROC ANALYST/SPEC SR/EX/PRN	29,564.27	28,814.74	-	25,605.53	140.00
		GENERATION SUPERVISOR	170,843.80	26,975.19	-	93,937.32	174.95
		GAS ENG ENGINEER SR/EX/PRN	165,953.54	21,706.51	-	920.00	245.00
		GAS OPS INSPECTOR	142,010.04	-	-	116,842.26	-
		ENT HEALT & SAFETY MANAGER/SR MANAGER	153,750.00	22,393.59	-	-	350.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	131,179.49	-	-	35,559.57	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	128,675.46	-	-	182,610.25	343.26
		GAS ENG ENGINEER SR/EX/PRN	145,179.01	-	-	65,472.59	560.00
		ELEC ENG ENGINEER	120,977.72	-	-	1,513.22	298.23
		ELEC OPS FOREMAN/SUBFOREMAN	55,411.68	-	-	1,742.40	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,912.66	-	-	143,808.59	446.68
		ELEC OPS TECHNICIAN	146,622.17	-	-	49,417.90	-
		GAS OPS CHIEF/SCIENT/SYSTEM ADMIN	97,027.00	21,963.84	-	219,861.24	1,286.19
		GENERATION ENGINEER SR/EX/PRN	152,536.00	20,922.48	-	25,777.60	-
		GAS ENG ESTIMATOR/SCHEDULER	92,518.77	-	-	28,976.19	-
		OPERATION LEARNING STRAT/INSTR/DESIGNER SR/EX/PRN	133,670.88	12,586.98	-	43,104.18	31,213.99
		ELEC OPS OPERATOR	125,635.17	-	-	56,761.36	-
		HR ECO RECRUITER EX	127,320.84	13,750.50	-	550.00	450.42
		GAS ENG ENGINEER SR/EX/PRN	127,421.94	-	-	79,440.64	1,212.30
		GAS ENG ENGINEER SR/EX/PRN	125,868.45	-	-	48,990.69	175.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	129,365.36	10,480.77	-	8,500.00	70.00
		GAS OPS DIRECTOR/SR DIRECTOR	196,454.59	49,180.26	8,576.70	1,841.20	1,183.61
		ELEC OPS SUPERVISOR	166,678.12	16,426.44	-	65,660.73	2,067.19
		SAFETY RISK COMPL INSPECTOR	133,210.53	-	-	96,396.30	-
		ELEC OPS CREW LEAD/LEADER	132,150.40	-	-	19,975.70	-
		SAFETY RISK COMPL INSPECTOR	133,766.96	-	-	110,293.45	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	132,235.15	-	-	95,288.82	49.56
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	126,948.63	15,300.88	-	19,958.26	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	125,018.22	-	-	189,294.47	1,341.53
		GAS OPS MANAGER/SR MANAGER	182,133.00	35,459.03	-	-	2,262.41
		ELEC OPS TECHNICIAN	113,824.81	-	-	14,486.25	578.22
		ELEC OPS ENGINEER	175,674.00	23,585.81	-	16,822.44	3,972.42
		ELEC ENG TECHNICIAN	160,314.98	-	-	27,381.44	-
		ELEC OPS LINEMAN	100,871.47	-	-	214,235.98	-
		ELEC OPS FOREMAN/SUBFOREMAN	121,291.92	-	-	1,835.48	-
		IT ANALYST/SPECIALIST SR/EX/PRN	-	19,470.19	-	-	-
		CUSTOMER CARE MANAGER/SR MANAGER	165,897.70	26,625.14	-	11,397.68	-
		GAS OPS TECHNICIAN	16,818.88	-	-	18,452.52	-
		ELEC OPS OPERATOR	120,017.17	-	-	175,677.86	-
		IT SUPERVISOR	125,945.32	20,596.50	-	24,218.20	320.00
		GAS ENG ANALYST/SPECIALST EXP/PRN	116,538.28	-	-	27,440.07	5,592.32
		ELEC ENG ENGINEER	132,128.84	10,717.00	-	31,938.99	10,169.82
		ELEC OPS FOREMAN/SUBFOREMAN	144,956.38	-	-	67,492.04	-
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	133,204.84	14,379.67	-	1,717.00	280.00
		ELEC ENG ANALYST/SPEC SR/EX/PRN	129,208.10	10,446.03	-	-	960.00
		GAS OPS SUPERVISOR	163,481.44	21,005.28	-	8,239.92	6,545.66
		ENERGY PLCY & PROC ANALYST/SPEC SR/EX/PRN	166,115.72	26,575.88	-	-	875.00
		GENERATION MANAGER/SR MANAGER	224,841.96	48,842.57	-	7,895.26	862.24

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		SHARED SVS MECHANIC	128,324.00	-	-	8,215.22	-
		ELEC OPS MANAGER/SR MANAGER	210,730.08	29,874.70	13,729.50	2,500.00	918.88
		ELEC OPS SUPERVISOR	98,725.05	16,684.87	-	77,688.00	-
		ELEC OPS CREW LEAD/LEADER	142,017.73	-	-	61,328.59	-
		ELEC ENG TECHNICIAN	147,289.20	-	-	37,202.31	-
		IT ENGAGEMENT/SERVICE MANAGER PRN	129,244.97	13,294.59	-	50.00	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	174,276.00	14,940.85	-	8,763.80	1,194.40
		GAS OPS TECHNICIAN	122,164.05	-	-	125,475.90	-
		GAS OPS SUPER CREW LEADER/COORD	136,833.72	-	-	49,453.12	151.14
		GAS OPS ANALYST/SPECIALIST SR/EX/PRN	130,172.70	16,674.75	-	-	3,081.55
		GENERATION ENGINEER SR/EX/PRN	167,366.00	22,064.83	-	58,212.41	3,797.60
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	144,537.84	11,291.78	-	611.60	15,677.69
		IT ANALYST/SPECIALIST SR/EX/PRN	117,925.98	8,879.92	-	5,471.06	1,391.99
		GAS OPS FOREMAN/LEADER	125,945.77	-	-	34,481.37	-
		ENT HEALT & SAFETY PROJ/PROG/CONST MNGR EXP/PRN	176,581.28	28,651.07	-	3,550.00	2,533.24
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	158,629.50	17,082.49	-	-	378.64
		CUSTOMER & COMMS SPECIALIST EXP/PRN	135,680.54	8,926.17	-	784.08	516.75
		GAS ENG ENGINEER SR/EX/PRN	214,633.20	42,805.57	-	704.69	737.55
		GENERATION REACTOR	130,603.94	-	-	111,774.84	5,850.00
		ELEC OPS INSPECTOR	101,466.80	-	-	42,448.49	48,323.55
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	131,930.81	-	-	135,079.00	-
		GAS ENG MANAGER/SR MANAGER	170,909.37	39,839.08	10,294.30	-	2,531.16
		ELEC ENG ENGINEER	139,002.97	-	-	24,437.01	1,364.57
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	193,708.64	31,088.56	-	-	435.93
		GAS ENG ENGINEER SR/EX/PRN	158,353.46	19,986.61	-	3,054.00	280.00
		ELEC ENG SUPERVISOR	195,047.66	19,259.83	-	24,881.60	3,104.93
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	127,001.16	12,873.86	-	3,383.33	420.00
		ELEC ENG ENGINEER	99,616.69	12,848.06	-	7,673.74	877.77
		ELEC ENG ENGINEER	129,419.83	-	-	68,871.34	15,257.40
		IT ANALYST/SPECIALIST SR/EX/PRN	160,232.80	17,117.18	-	50.00	960.00
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	96,302.09	16,173.92	-	13,648.16	640.00
		GAS OPS ENGINEER	117,288.40	-	-	57,555.11	17,375.94
		ELEC ENG ENGINEER	131,204.10	-	-	28,615.46	1,010.00
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	157,809.48	-	-	-	5,957.82
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	120,282.33	-	-	2,171.00	444.16
		ELEC OPS MANAGER/SR MANAGER	218,771.08	45,869.68	13,729.50	-	6,573.44
		ELEC OPS TECHNICIAN	99,218.22	-	-	12,345.37	-
		GAS ENG ENGINEER SR/EX/PRN	139,983.15	-	-	17,034.82	3,257.34
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	135,607.40	-	-	531.39	586.53
		ELEC OPS PLANNER/AUDITOR/SCHEDULER SR/EXP	132,490.00	18,342.31	-	126.52	1,082.39
		IT ENGINEER SR/EX/PRN	141,716.30	14,037.55	-	2,825.00	380.00
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	153,172.44	15,802.23	-	-	490.00
		ELEC OPS LINEWORKER	122,865.15	-	-	137,756.80	-
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	23,553.00	6,689.18	-	227,611.70	486.02
		GAS ENG ENGINEER SR/EX/PRN	156,669.44	20,423.47	-	50.00	707.61
		SHARED SVS RIGHT OF WAY AGENT/SR AGENT	135,225.92	6,303.04	-	3,699.06	3,506.29
		GENERATION TECHNICIAN SR/EX	23,572.70	-	-	33,611.76	-
		GAS OPS PRGM/PROJ MANAGER	128,284.00	5,531.36	-	6,490.65	3,338.30
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	177,783.20	-	-	76,982.00	-
		GAS OPS INSPECTOR	132,780.96	-	-	13,611.13	-
		IT ANALYST/SPECIALIST SR/EX/PRN	53,575.57	13,436.16	-	14,664.75	-
		IT SECURITY/STORAGE/SYSTEM ADMINISTATOR SR/EX	127,405.32	14,591.14	-	665.51	420.00
		ELEC ENG INTERCONNECTION MANAGER	145,003.36	-	-	55,613.97	420.00
		ELEC ENG ESTIMATOR	118,210.06	-	-	12,693.93	210.00
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	136,772.20	-	-	15,559.25	420.00
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,817.64	-	2,411.37	1,126.38
		IT ANALYST/SPECIALIST SR/EX/PRN	106,365.25	15,562.22	-	21,504.29	-
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	159,364.80	25,576.66	11,333.90	4,250.00	1,150.23
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	157,609.46	14,633.55	-	50.00	1,241.99
		CUSTOMER CARE ENGINEER SR/EX/PRN	148,723.34	15,862.24	-	576.56	1,235.00
		ELEC ENG ENGINEER	176,974.34	17,375.51	-	-	1,969.48
		SUPPLY CHAIN MATERIALS CATERGOY LEADER	147,756.30	15,310.17	-	-	420.00
		GAS ENG ENGINEER SR/EX/PRN	136,758.22	-	-	194,241.26	2,002.32
		GAS ENG ENGINEER SR/EX/PRN	194,558.54	25,777.66	-	500.00	9,240.62
		ELEC ENG ENGINEER	143,074.40	11,129.89	-	4,963.68	1,250.00



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		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EXP/PRN	117,959.25	8,296.84	-	3,388.00	1036.71
		ELEC OPS ENGINEER	-	-	-	-	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	137,381.09	12,394.58	-	3,100.00	245.00
		ELEC OPS SYSTEM OPERATOR/LEAD	98,547.21	-	-	176,119.52	58.56
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	111,897.70	-	-	19,546.65	1,824.95
		ELEC OPS LINEWORKER	16,787.54	-	-	37,025.32	-
		ELEC OPS LINEWORKER	167,394.43	-	-	694.46	-
		GAS OPS DIRECTOR/SR DIRECTOR	235,567.49	63,548.59	36,100.54	2,723.70	21,512.38
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	121,961.60	17,586.49	-	35,080.20	15,019.07
		ELEC ENG ENGINEER	147,448.33	-	-	85,843.64	4,498.93
		GAS ENG ENGINEER SR/EXP/PRN	146,893.94	-	-	1,774.74	484.38
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	127,864.64	12,997.73	-	50.00	385.00
		GAS OPS CONST/PRGM MANAGER	147,046.74	25,159.94	-	1,254.34	2,408.22
		SHARED SVS LEAD LAND TECH/SR LAND AGENT/TECH	134,810.71	-	-	19,178.98	385.00
		CUSTOMER CARE MANAGER/SR MANAGER	188,211.04	30,576.13	-	250.00	2,148.67
		ELEC ENG MANAGER/SR MANAGER	203,974.96	25,451.16	-	-	-
		GAS OPS SUPERVISOR	129,014.98	-	-	55,804.10	843.46
		ELEC ENG ENGINEER	140,738.00	11,022.49	-	15,352.59	8,647.76
		SAFETY RISK DATA SCIENTIST SR/EXP/PRN	30,714.29	-	-	20,000.00	80.00
		GENERATION COORDINATOR SR/EX	141,328.00	21,622.46	-	13.56	800.00
		CUSTOMER CARE SUPERVISOR/ADMIN	142,621.92	18,535.89	-	1,120.00	1,301.54
		ELEC ENG ENGINEER	165,984.00	13,614.64	-	4,562.26	-
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	150,160.00	15,510.45	-	50.00	640.03
		GAS ENG SUPERVISOR	167,216.50	22,010.56	-	4,014.59	1,274.85
		SAFETY RISK ANALYST/SPECIALIST EXP/PRN	154,121.46	14,316.79	-	4,365.53	960.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	124,459.76	13,189.27	-	150.00	1,189.26
		HR ECO ANALYST/CONSULTANT/SPEC EXP/PRN	129,422.32	13,780.99	-	-	725.00
		ELEC OPS SYSTEM OPERATOR/LEAD	83,743.57	-	-	305,564.67	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	50,250.05	11,355.74	-	12,368.33	310.00
		SHARED SVS DIRECTOR/SR DIRECTOR	200,625.59	35,869.78	13,729.50	800.00	4,260.59
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	178,388.22	22,115.01	-	-	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	124,980.80	13,383.96	-	-	1,825.00
		ELEC OPS LINEWORKER	140,057.83	-	-	162,785.42	-
		GAS OPS SUPERVISOR	148,386.88	23,641.04	-	42,251.15	17,390.17
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	125,294.46	28,303.86	-	76,603.03	24,400.56
		IT PROJECT/PROGRAM MANGER SR/EXP/PRN/CHIEF	162,492.00	-	-	5,333.90	709.60
		ELEC OPS FOREMAN/SUBFOREMAN	182,066.80	-	-	176,413.07	-
		IT TECHNICIAN	132,956.06	-	-	138,554.88	-
		ELEC ENG CHEMIST/DATA SCIENTIST	188,854.44	23,519.29	-	22,750.00	3,836.46
		ELEC OPS LINEWORKER	110,872.78	-	-	136,530.59	2,109.67
		ELEC OPS FOREMAN/SUBFOREMAN	150,561.32	-	-	90,344.54	-
		ELEC OPS CONSULTANT SR/EXP/PRN	124,790.60	8,616.38	-	50.00	1,555.02
		ELEC OPS ENGINEER	176,964.00	24,817.64	-	-	739.05
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	135,952.60	11,879.50	-	525.00	4,677.80
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	121,929.47	12,185.34	-	50.00	420.00
		ELEC OPS LINEWORKER	116,252.61	-	-	85,840.14	-
		GAS ENG ENGINEER SR/EXP/PRN	160,188.87	-	-	232,952.08	420.00
		IT SPECIALIST SR/EXP/PRN/EXEC ASST/SR EXEC ASST/CHIEF	136,839.86	14,623.86	-	-	490.98
		GAS ENG SENIOR BUSINESS REP	141,429.28	-	-	77,128.08	1,677.68
		GAS ENG SUPERVISOR	194,436.04	31,030.25	-	4,114.88	2,328.49
		GEN COUNSEL & ETHICS COMP PRGM/PROJ MNGR EXP/PRN	155,685.34	16,833.73	-	-	690.00
		GAS ENG ENGINEER SR/EXP/PRN	136,735.19	-	-	84,788.36	2,348.61
		GAS ENG MANAGER/SR MANAGER	203,635.63	39,272.35	-	409.40	591.94
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	151,442.36	16,284.57	-	200.00	880.00
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	130,117.43	-	-	262,778.01	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	62,019.69	24,136.93	-	42,362.10	400.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	156,275.86	16,822.56	-	25.00	350.00
		GAS ENG ENGINEER SR/EXP/PRN	168,986.84	22,459.23	-	-	921.12
		GAS ENG ENGINEER SR/EXP/PRN	165,984.00	22,105.20	-	920.40	643.74
		IT ANALYST/SPECIALIST SR/EXP/PRN	138,200.00	13,654.13	-	3,012.87	420.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	136,675.22	15,957.62	-	300.00	280.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	151,976.26	15,164.81	-	4,125.00	385.00
		ELEC ENG ENGINEER	119,348.26	-	-	14,969.41	960.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	140,447.56	14,439.08	-	50.00	510.63
		IT ANALYST/SPECIALIST SR/EXP/PRN	130,675.50	12,796.88	-	-	468.11

PACIFIC GAS AND ELECTRIC COMPANY  
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LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		IT ARCHITECH EXP/PRN	179,170.04	28,637.36	-	5,650.00	1,895.98
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	180,539.02	28,402.33	-	1,250.00	738.66
		IT ANALYST/SPECIALIST SR/EXP/PRN	126,556.00	13,745.65	-	550.00	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	171,516.80	27,483.92	-	50.00	285.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	158,040.00	16,923.64	-	11,978.86	420.00
		ELEC ENG ENGINEER	180,476.00	14,010.99	-	11,957.49	2,027.39
		IT TECHNICIAN	116,459.31	-	-	75,219.63	-
		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	133,048.74	14,339.90	-	1,028.48	385.00
		IT MANAGER/SR MANAGER	217,115.42	35,073.51	17,164.70	2,250.00	724.08
		SHARED SVS PRGM/PROJ MANAGER	59,547.12	-	-	4,852.68	230.66
		OPERATIONS SUPERVISOR	133,791.66	3,520.04	-	1,164.48	1,595.43
		ELEC OPS LINEWORKER	140,437.48	-	-	64,777.67	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	136,344.00	14,635.57	-	-	787.58
		ELEC ENG ENGINEER	115,394.30	-	-	38,829.76	210.00
		GENERATION ENGINEER SR/EX/PRN	176,964.00	24,841.35	-	30,412.86	315.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	135,153.48	11,118.71	-	5,869.17	20,284.27
		OPERATION PRGRM/PROD/CONT MANAGER EXP/PRN	149,972.26	13,964.10	-	2,120.48	-
		IT ENGINEER SR/EX/PRN	156,551.25	16,272.85	-	2,487.38	2,365.09
		OPERATIONS PERMIT FACILITATOR	127,498.23	-	-	6,375.35	1,085.86
		ELEC OPS SPECIALIST SR/EX/PRN	126,684.76	10,517.92	-	600.80	2,863.44
		IT PRODUCT DESIGNER/OWNER SR/EX/PRN	157,621.04	17,015.15	-	13,568.24	-
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	138,444.00	11,268.24	-	400.00	66.13
		GAS ENG SUPERVISOR	187,574.20	30,024.04	-	2,000.40	3,766.76
		ELEC ENG TECH DOC ANLST/WRITER	69,729.68	11,578.80	-	166,098.67	-
		SAFETY RISK COMPL INSPECTOR	128,427.62	-	-	51,275.43	83.99
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	74,030.70	-	-	182,984.06	400.11
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	145,549.96	20,190.48	-	2,150.00	560.00
		ELEC OPS CABLE SPLICER/CABLEMAN	148,027.57	-	-	259,563.02	-
		SHARED SVS LAND AGENT/CONST/PLANNER/SURVEYOR	58,197.98	16,645.50	-	19,286.00	-
		ELEC OPS OPERATOR	125,329.05	-	-	21,048.81	538.20
		IT SECURITY/STORAGE/SYSTEM ADMINISTRATOR SR/EX	132,689.79	15,290.17	-	1,890.75	384.00
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,998.12	-	11,425.94	1,677.78
		ELEC OPS LINEWORKER	131,995.34	-	-	170,039.33	738.39
		ELEC OPS MANAGER/SR MANAGER	177,064.88	20,244.62	-	50.00	879.54
		GAS OPS ANALYST/SPECIALIST SR/EXP/PRN	138,444.00	18,281.28	-	5,908.56	315.00
		ELEC OPS ANALYST/COOR/CONST/SPEC EXP/PRN	125,774.00	9,824.97	-	5,661.80	2,512.92
		ELEC ENG TECHNICIAN	147,046.64	-	-	46,474.50	-
		GAS OPS TECHNICIAN	121,391.07	-	-	25,128.45	1,178.40
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	114,486.85	8,638.45	-	40,613.28	-
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	172,900.00	-	-	-	200.00
		ELEC OPS LINEWORKER	139,839.64	-	-	96,418.36	-
		ELEC OPS LINEWORKER	127,105.84	-	-	128,502.44	-
		GAS OPS INSPECTOR	130,397.72	-	-	51,325.19	2,630.46
		ELEC OPS SUPERVISOR	158,989.20	15,756.87	-	51,849.57	-
		ELEC OPS TECHNICAL PROJ MNGR/WRITER	185,250.00	22,977.00	-	-	856.62
		FINANCE AUDITOR SR/EX/PRN	158,936.30	25,840.70	-	2,150.00	1,265.63
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	238,444.32	48,223.07	41,568.60	500.00	420.00
		GAS ENG ANALYST/SPECIALIST EXP/PRN	193,471.66	30,444.22	-	3,806.00	880.00
		ELEC ENG ENGINEER	174,276.00	16,590.65	-	167.56	1,326.07
		SHARED SVS ANLST/ARCH/PROJ SVY/SPCLST EXP/PRN	118,798.78	28,421.59	8,576.70	222,615.65	280.00
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	161,184.56	13,317.28	-	200.00	366.88
		ELEC ENG ENGINEER	185,760.00	15,236.30	-	3,952.60	4,706.46
		GAS OPS PRGM/PROJ MANAGER	138,822.30	20,881.79	-	129.83	789.15
		IT ANALYST/SPECIALIST SR/EXP/PRN	153,412.64	19,001.04	-	25,694.21	767.59
		GAS OPS PRGM/PROJ MANAGER	115,824.27	17,334.88	-	50.00	-
		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	139,646.36	10,511.89	-	9,160.75	1,606.26
		CUSTOMER CARE PRDT/PRGR MANAGER EXP/PRN/CHIEF	137,006.64	13,983.72	-	2,950.00	385.00
		ELEC ENG MANAGER/SR MANAGER	93,374.02	23,239.25	-	238,115.75	300.06
		IT MANAGER/SR MANAGER	193,530.77	30,818.71	-	-	688.02
		OPERATIONS ANALYST/SPECIALIST EXP/PRN	142,448.46	13,533.07	-	-	245.00
		GAS ENG ANALYST/SPECIALIST EXP/PRN	131,763.86	14,188.24	-	2,295.41	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	163,575.18	24,023.46	-	-	455.00
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	5,158.73	7,221.50	-	7,185.00	80.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	186,306.96	29,218.94	-	3,550.00	318.00
		ELEC ENG PRGM/PROJ MANAGER EXP/PRN	178,560.46	21,540.00	-	1,550.00	560.75

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		ELEC OPS PRGM/PROJ MANAGER SR/EX/PRN	185,760.00	15,183.54	-	3,889.90	78791
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	141,511.90	16,441.11	-	5,861.47	5,911.32
		CUSTOMER & COMMS REP/SPEC/CONSLT EXP/PRN	167,075.08	23,694.07	-	-	4,791.59
		CUSTOMER CARE ANALYST/ARCHITECT EXP/PRN	142,331.99	14,378.68	-	2,050.00	673.62
		ELEC OPS SUPERVISOR	172,224.96	16,276.95	-	8,086.60	766.94
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	136,651.08	14,981.05	-	330.00	960.00
		ENERGY PLCY & PROC MANAGER/SR MANAGER	207,500.52	35,176.17	10,294.30	58,452.38	1,353.35
		ENG PLNG & STRAT ANALYST/SPEC/SR AST SR/EX/PRN	146,403.34	17,624.58	-	100.00	307.83
		IT SUPERVISOR	150,219.96	15,937.26	-	6,236.09	385.00
		GAS OPS INSPECTOR	123,947.43	-	-	28,201.68	-
		GENERATION TECHNICIAN SR/EX	135,932.17	-	-	121,833.26	-
		CORP AFFAIRS CASE MANAGER EXP/PRN	127,281.20	13,509.40	-	876.48	880.00
		SAFETY RISK MANAGER/SR MANAGER	89,309.70	22,300.58	-	229,051.20	412.36
		GAS OPS SUPERVISOR	157,062.80	-	-	58,916.24	122.60
		GENERATION MANAGER/SR MANAGER	209,235.40	42,927.65	-	4,650.00	1,412.27
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,880.05	-	21,905.06	960.00
		ELEC OPS ENGINEER	159,418.00	4,351.71	-	4,093.04	1,030.27
		FINANCE MANAGER/SR MANAGER	197,630.12	31,390.73	17,164.70	-	7,730.68
		GAS ENG PRGM/ACCT/PROJ MANAGER	125,152.50	16,679.75	-	11,642.38	505.00
		GENERATION ENGINEER SR/EX/PRN	125,795.15	-	-	50.00	1,041.95
		GENERATION COORDINATOR SR/EX	143,991.02	20,114.78	-	474.64	-
		ENT HEALT & SAFETY ANALYST/SPEC EXP/PRN	64,427.20	-	-	181,951.03	-
		SHARED SVS SUBFOREMAN	115,820.50	-	-	2,864.76	-
		GEN COUNSEL & ETHICS COMP INVESTIGATOR	137,627.76	13,727.68	-	450.00	4,232.58
		GAS OPS LEAD REP/SPEC/INSPECTOR	143,300.44	-	-	106,356.62	-
		GAS OPS MECHANIC/WELDER	121,860.37	-	-	48,538.31	-
		FINANCE AUDITOR SR/EX/PRN	146,784.54	15,579.69	-	1,000.00	737.64
		CUSTOMER & COMMS PRGM/PROD/PRGM MANAGER SR/EX/PRN	150,059.66	24,298.73	-	3,700.00	1,230.10
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	146,740.91	-	-	231,107.30	-
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	151,698.90	-	-	390,895.47	2,487.54
		ELEC ENG SUPERVISOR	145,044.42	13,942.58	-	62,279.69	454.76
		ELEC OPS ENGINEER	129,422.00	-	-	1,399.44	1,830.16
		ELEC ENG ANALYST/SPEC SR/EX/PRN	89,537.99	10,763.58	-	13,420.00	283.96
		ELEC OPS FOREMAN/SUBFOREMAN	138,433.79	-	-	65,597.54	-
		GAS OPS SUPERVISOR/EXEC ASSISTANT	143,377.16	23,256.07	-	25,829.36	-
		ELEC OPS LINEWORKER	76,943.92	-	-	275,733.88	-
		ELEC OPS CREW LEAD/LEADER	148,066.61	-	-	66,646.44	-
		GAS OPS ENGINEER	109,138.22	-	-	11,042.10	420.00
		GENERATION ENGINEER SR/EX/PRN	191,292.00	26,852.14	-	4,065.71	960.00
		GENERATION INSTRUCTOR/TRAINER ASC/SR/EX	161,830.42	22,154.05	-	43,849.79	-
		ELEC ENG ESTIMATOR	146,670.07	-	-	7,403.86	280.00
		GAS OPS SUPERVISOR	134,427.92	21,332.23	-	15,333.84	1,136.53
		GAS ENG SUPERVISOR	124,112.35	-	-	-	105.00
		GAS ENG SUPERVISOR	189,241.74	30,359.43	-	-	1,600.09
		IT MANAGER/SR MANAGER	177,429.96	24,500.24	-	3,450.00	473.13
		GAS OPS ENGINEER	156,674.00	20,455.47	-	350.74	1,012.47
		FINANCE ANALYST/SPECIALIST SR/EX/PRN	172,074.98	27,819.21	-	-	525.00
		ELEC ENG ENGINEER	143,466.80	-	-	50,315.51	1,129.70
		GENERATION SUPERVISOR	166,381.38	28,001.90	-	89,586.51	-
		GENERATION WRITER TECH/ENG/OPS SR	183,000.00	25,582.61	-	26,857.20	-
		ELEC ENG SUPERVISOR	162,164.56	7,854.66	-	35,151.96	939.39
		ELEC ENG ENGINEER	144,384.80	-	-	155,019.90	1,802.78
		GENERATION SUPERVISOR	132,357.86	21,729.93	-	11,029.42	2,335.20
		ELEC OPS FOREMAN/SUBFOREMAN	129,777.62	-	-	24,959.86	-
		ELEC OPS FOREMAN/SUBFOREMAN	87,045.80	-	-	36,498.06	-
		IT ANALYST/SPECIALIST SR/EX/PRN	154,165.16	15,817.77	-	50.00	960.00
		GAS OPS ENGINEER	122,276.22	-	-	56,908.72	-
		ELEC ENG ENGINEER	165,716.00	5,254.15	-	15,186.70	2,996.46
		IT CREW FOREMAN/CREW LEADER/TECHNICAL LEAD EX/PRN	208,524.40	33,738.44	-	50.00	1,218.48
		IT PROJECT/PROGRAM MANGER SR/EX/PRN/CHIEF	183,535.46	29,756.08	-	50.00	420.00
		ENERGY PLCY & PROC ANALYST/SPEC SR/EX/PRN	149,312.82	16,092.86	-	3,569.64	433.91
		ELEC ENG ENGINEER	193,683.15	15,690.74	-	15,905.81	1,050.00
		GAS ENG ENGINEER SR/EX/PRN	159,944.45	21,790.95	-	10,546.78	280.00
		ELEC ENG SUPERVISOR	187,029.26	18,633.60	-	-	603.91
		ELEC ENG ENGINEER	199,033.12	16,444.40	-	8,223.84	661.01

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		ENERGY PLCY & PROC ANALYST/SPEC SR/EXP/PRN	178,975.26	29,552.44	-	2,651.49	54000
		ELEC OPS ENGINEER	122,819.17	-	-	16,928.63	1,233.30
		ELEC ENG ENGINEER	172,702.00	13,571.41	-	4,305.79	1,200.00
		ELEC ENG ENGINEER	135,810.00	10,664.73	-	526.48	1,010.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	36,845.77	-	-	-	192.41
		GAS ENG ENGINEER SR/EX/PRN	72,003.32	-	-	57,020.39	253.75
		GAS ENG DATA SCIENTIST	169,476.86	15,831.36	-	1,000.00	385.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	141,429.44	15,802.36	-	50.00	445.00
		FINANCE MANAGER/SR MANAGER	169,306.76	27,316.68	-	4,100.00	8,393.36
		GAS ENG ENGINEER SR/EX/PRN	62,221.33	-	-	52,505.26	253.47
		GAS ENG ENGINEER SR/EX/PRN	155,500.08	-	-	57,505.96	-
		FINANCE ANALYST/SPECIALIST SR/EXP/PRN	174,996.00	-	-	10,100.00	2,531.44
		GAS OPS SR EX ASST/CHIEF/CONST/PLANNER/COOR	138,584.26	-	-	12,514.63	-
		CUSTOMER CARE CONT/REL/ACCT MANGER	168,855.80	27,431.73	-	800.00	1,140.64
		IT ANALYST/SPECIALIST SR/EXP/PRN	-	14,931.53	-	7,732.89	-
		GENERATION MANAGER/SR MANAGER	222,678.58	46,250.25	13,729.50	7,829.10	3,111.41
		ELEC OPS LINEWORKER	146,384.23	-	-	78,600.38	-
		GAS OPS TECHNICIAN	134,357.31	-	-	93,657.66	-
		ELEC OPS FOREMAN/SUBFOREMAN	153,010.31	-	-	44,998.22	-
		CUSTOMER & COMMS CUST REL/SUCCESS MANAGER EXP/PRN	136,923.44	14,709.34	-	4,550.00	1,179.43
		ELEC OPS CONSULTANT SR/EXP/PRN	163,151.38	20,219.67	-	365.28	-
		GAS OPS FOREMAN/LEADER	102,417.66	-	-	32,648.75	-
		CORP AFFAIRS MANAGER/SR MANAGER	177,886.08	29,500.82	-	2,668.29	986.25
		CUSTOMER & COMMS PRGM/PROD/PGRM MANAGER SR/EXP/PRN	144,932.20	10,203.77	-	-	532.24
		CUSTOMER & COMMS PRGR/PROJ MANAGER SR/EX/PR/CHF	157,067.94	16,805.35	-	608.00	1,070.99
		IT ENGINEER SR/EX/PRN	148,624.30	11,654.66	-	50.00	700.00
		IT SUPERVISOR	167,354.80	21,300.58	-	50.00	700.13
		ENT HEALTH & SAFETY ANALYST/SPEC EXP/PRN	162,249.81	25,414.67	-	29,452.12	2,285.15
		ELEC OPS LINEWORKER	135,514.14	-	-	136,772.25	196.43
		ELEC OPS CONSTRUCTION MANAGER SR/EXP/PRN	133,919.61	13,726.56	-	93,054.83	13,273.54
		ELEC OPS ENGINEER	176,964.00	24,817.64	-	11,375.32	210.00
		IT ANALYST/SPECIALIST SR/EXP/PRN	150,310.30	16,213.10	-	50.00	665.00
		ELEC OPS TECHNICIAN	149,453.37	-	-	71,641.62	5,067.14
		ELEC OPS TROUBLEMAN/TROUBLESHOOTER	74,137.05	-	-	310,264.25	-
		ELEC OPS CREW LEAD/LEADER	117,295.95	-	-	9,131.29	-
		GAS OPS FOREMAN/LEADER	131,209.73	-	-	84,423.59	-
		ELEC OPS LINEWORKER	155,210.57	-	-	250,269.86	-
		SHARED SVS SUPERVISOR	143,781.50	18,610.64	-	2,587.21	2,508.53
		ELEC ENG MANAGER/SR MANAGER	171,577.36	17,197.07	-	-	4,209.43
		GEN COUNSEL & ETHICS COMP CHIEF COUNSEL	234,682.01	49,330.29	39,482.20	896.15	3,645.09

(1) BASE COMPENSATION PAYMENTS includes base compensation, workers compensation and long-term disability payments. Amounts disclosed represent actual base compensation received during the reporting year, net of any amounts repaid as a result of being overpaid during the prior reporting year. If disclosed base compensation is below \$125,000, one, or more, of the following explanations apply a) employee was employed for a portion of the year and their base salary exceeds \$125,000 (this includes employees that were hired, retired, or ceased employment during the current year); b) the employee received a rate/job change during the current year that caused their end of year base salary to exceed \$125,000; c) the employee is a part-time employee whose annualized salary exceeds \$125,000; d) the employee is an hourly employee whose annualized salary exceeds \$125,000; and/or e) the employee was on a leave of absence and their base salary prior to going on a leave of absence exceeded \$125,000. Additionally, if an employee with base compensation that exceeded \$125,000 ceased employment on 12/31 of the prior year, but received final payments, including, but not limited to, incentive awards, severance, and restricted stock, they are disclosed above.

(2) INCENTIVE PAYMENTS includes Short Term Incentive Program payments.

(3) LONG TERM INCENTIVE PROGRAM PAYMENTS includes savings fund plan excesses, restricted stock units and performance shares.

(4) OTHER PAYMENTS includes performance rewards, payment for unused vacation, imputed income (other than relocation imputed income), shift scheduling premiums, relocation expenses, transitional leave, severance and other miscellaneous amounts. Payments for temporary living expenses are not included in the amounts listed above.

(5) EXPENSE REIMBURSEMENTS do not include travel-related charges (primarily airfare) paid directly by Pacific Gas and Electric Company to the provider.

PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO ATTORNEYS WHO ARE EMPLOYEES  
FOR THE YEAR ENDED DECEMBER 31, 2022

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GEN COUNSEL & ETHICS SENIOR COUNSEL	119,781.52	51,849.11	43,878.75	320,804.98	1,442.04
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	17,613.64	-	-	20,000.00	35.00
		GEN COUNSEL & ETHICS SENIOR COUNSEL	221,096.40	33,320.39	13,729.50	5,546.00	1,968.38
		GEN COUNSEL & ETHICS SENIOR COUNSEL	220,402.84	47,867.65	32,559.49	-	2,122.50
		GEN COUNSEL & ETHICS MANAGING COUNSEL	289,433.16	93,133.27	60,082.10	-	6,622.63
		GEN COUNSEL & ETHICS MANAGING COUNSEL	291,397.00	93,838.28	61,641.82	1,270.50	2,079.12
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	41,555.96	30,148.90	13,729.50	4,512.00	527.88
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	177,732.70	9,771.52	-	2,000.00	912.88
		GEN COUNSEL & ETHICS CHIEF COUNSEL	260,899.76	55,274.92	41,635.88	550.00	1,362.34
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	90,846.37	29,785.63	13,729.50	19,547.68	515.00
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	31,328.57	-	-	-	70.00
		GEN COUNSEL & ETHICS SENIOR COUNSEL	237,527.88	51,117.38	40,954.69	50.00	1,153.33
		GEN COUNSEL & ETHICS SENIOR COUNSEL	223,234.14	47,053.87	30,180.49	2,718.15	761.79
		GEN COUNSEL & ETHICS SENIOR COUNSEL	203,648.00	31,662.83	13,729.50	6,700.00	1,347.17
		GEN COUNSEL & ETHICS CHIEF COUNSEL	258,339.06	54,868.18	43,486.14	857.50	1,129.97
		GEN COUNSEL & ETHICS SENIOR COUNSEL	235,202.06	50,883.80	29,187.90	50.00	-
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	184,114.80	9,044.55	-	650.00	1,528.23
		GEN COUNSEL & ETHICS SENIOR COUNSEL	221,795.28	33,373.66	13,729.50	1,733.36	3,588.93
		GEN COUNSEL & ETHICS MANAGING COUNSEL	297,095.52	95,792.79	66,590.48	1,130.56	1,628.16
		GEN COUNSEL & ETHICS CHIEF COUNSEL	289,557.64	62,241.55	40,959.28	32,850.00	3,469.34
		GEN COUNSEL & ETHICS MANAGING COUNSEL	310,869.96	99,346.24	51,727.20	75,000.00	3,280.83
		GEN COUNSEL & ETHICS CHIEF COUNSEL	254,125.24	54,425.67	44,146.25	2,859.32	1,639.15
		GEN COUNSEL & ETHICS CHIEF COUNSEL	262,218.36	55,221.03	41,623.16	700.00	947.88
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	177,209.28	18,100.41	-	10,947.68	-
		GEN COUNSEL & ETHICS CHIEF COUNSEL	240,853.86	52,001.02	39,482.20	2,850.00	1,017.88
		GEN COUNSEL & ETHICS SENIOR COUNSEL	235,420.90	51,067.27	29,187.90	4,350.00	4,288.23
		GEN COUNSEL & ETHICS CHIEF COUNSEL	246,043.86	53,121.58	39,482.20	782.60	1,280.02
		GEN COUNSEL & ETHICS COMP ATTORNEY	69,768.24	-	-	-	-
		GEN COUNSEL & ETHICS SENIOR COUNSEL	8,730.00	48,883.11	-	12,383.03	-
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	158,348.17	-	-	50.00	947.88
		GEN COUNSEL & ETHICS CHIEF COUNSEL	102,518.52	44,290.06	39,482.20	305,024.08	891.63
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	31,568.14	-	-	20,000.00	252.74
		GEN COUNSEL & ETHICS CHIEF COUNSEL	153,324.58	65,198.74	46,257.48	347,340.43	-
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	204,388.90	17,586.27	-	775.00	2,991.91
		GEN COUNSEL & ETHICS SENIOR COUNSEL	236,786.70	50,977.94	39,482.20	1,100.00	1,391.36
		GEN COUNSEL & ETHICS MANAGING COUNSEL	282,709.52	89,808.76	60,082.10	5,392.00	1,913.85
		GEN COUNSEL & ETHICS CHIEF COUNSEL	284,728.76	60,589.08	39,482.20	1,000.00	1,104.20
		GEN COUNSEL & ETHICS CHIEF COUNSEL	245,703.24	51,019.05	39,482.20	1,996.96	1,519.86
		GEN COUNSEL & ETHICS SENIOR COUNSEL	237,354.06	51,222.88	25,752.70	6,000.00	-
		GENERAL COUNSEL CHIEF/SENIOR COUNSEL	254,986.72	54,156.17	46,777.69	750.00	3,031.48
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	11,647.73	-	-	-	-
		GEN COUNSEL & ETHICS VP	352,499.96	162,483.75	123,558.50	-	2,390.12
		GEN COUNSEL & ETHICS CHIEF COUNSEL	234,682.01	49,330.29	39,482.20	896.15	3,645.09
		GEN COUNSEL & ETHICS CHIEF COUNSEL	241,256.04	50,572.72	32,770.90	43,575.69	2,268.38
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	184,129.70	19,898.01	-	50.00	1,139.07
		GEN COUNSEL & ETHICS CHIEF COUNSEL	320,224.14	68,833.44	47,431.31	10,476.16	5,864.64
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	162,461.74	17,252.92	-	13,030.65	1,066.78
		GEN COUNSEL & ETHICS CHIEF COUNSEL	241,450.45	37,942.99	-	8,551.71	979.00
		GEN COUNSEL & ETHICS CHIEF COUNSEL	318,798.04	69,396.09	40,458.39	1,000.00	1,309.38
		GEN COUNSEL & ETHICS CHIEF COUNSEL	260,009.40	53,949.43	39,482.20	8,800.00	-
		GEN COUNSEL & ETHICS CHIEF COUNSEL	250,692.30	52,563.38	39,482.20	1,500.00	772.88
		GEN COUNSEL & ETHICS CHIEF COUNSEL	253,997.92	53,984.86	39,608.53	1,850.00	2,299.73
		GEN COUNSEL & ETHICS MANAGING COUNSEL	269,750.04	78,379.25	39,482.20	550.00	7,840.50
		GEN COUNSEL & ETHICS SENIOR COUNSEL	190,328.41	29,615.80	13,729.50	50.00	824.58
		GEN COUNSEL & ETHICS CHIEF COUNSEL	244,225.79	51,927.00	39,482.20	50.00	1,122.88
		GEN COUNSEL & ETHICS SENIOR COUNSEL	224,893.60	48,613.33	18,882.30	6,270.00	1,182.88
		GEN COUNSEL & ETHICS CHIEF COUNSEL	147,476.50	55,487.67	39,482.20	322,159.24	1,161.63
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	170,049.96	16,517.80	-	550.00	995.00
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	192,114.56	29,858.59	13,729.50	2,000.00	-
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	159,929.86	-	-	325.00	527.88

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO ATTORNEYS WHO ARE EMPLOYEES  
FOR THE YEAR ENDED DECEMBER 31, 2022**

LAST NAME	INITIALS	OCCUPATION	BASE COMPENSATION PAYMENTS (1)	INCENTIVE PAYMENTS (2)	LONG TERM INCENTIVE PROGRAM PAYMENTS (3)	OTHER PAYMENTS (4)	EXPENSE REIMBURSEMENTS (5)
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	28,397.73	-	-	-	57.50
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	31,328.57	-	-	-	-
		GEN COUNSEL & ETHICS SENIOR COUNSEL	198,748.80	50,206.87	42,220.16	727.50	1,213.33
		GEN COUNSEL & ETHICS CHIEF COUNSEL	270,590.76	58,255.65	40,258.47	1,050.00	2,028.77
		GEN COUNSEL & ETHICS MANAGING COUNSEL	271,598.94	86,871.65	60,082.10	1,500.00	7,661.31
		GEN COUNSEL & ETHICS CHIEF COUNSEL	123,512.18	53,376.88	40,387.42	300,574.65	245.00
		GEN COUNSEL & ETHICS CHIEF COUNSEL	239,836.20	50,729.19	39,482.20	450.00	-
		GEN COUNSEL & ETHICS CHIEF COUNSEL	233,731.45	49,549.71	29,187.90	12,020.09	1,587.88
		GEN COUNSEL & ETHICS VP	356,979.14	167,483.25	47,815.89	75,000.00	1,223.80
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	183,843.81	19,396.15	-	3,400.00	5,014.14
		GEN COUNSEL & ETHICS SENIOR COUNSEL	191,578.32	31,766.28	40,837.88	713.80	1,212.37
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	188,057.57	19,701.25	-	1,350.00	986.49
		GEN COUNSEL & ETHICS ATTORNEY/COUNSEL	217,165.94	34,825.15	13,729.50	50.00	1,030.00
		GEN COUNSEL & ETHICS VP	393,954.24	204,146.29	7,424.98	75,000.00	5,633.69
		GEN COUNSEL & ETHICS CHIEF COUNSEL	311,566.46	67,077.34	40,402.97	550.00	895.00
		GEN COUNSEL & ETHICS CHIEF COUNSEL	238,444.32	48,223.07	41,568.60	500.00	420.00
			15,820,211.89	3,686,259.61		2,114,842.47	

The amounts disclosed above represent the total payments and expense reimbursements made to attorneys employed by Pacific Gas and Electric Company ("PG&E"). This includes attorneys that were hired, retired, ceased employment, or moved to non-attorney positions during the current year. Attorneys employed by the parent company of PG&E, PG&E Corporation, are listed on Attachment A of this report.

BASE COMPENSATION, INCENTIVE, and OTHER payments were primarily charged to account 920.0 and allocated as follows:

Electric	14,665,737.27
Gas	<u>6,955,576.70</u>
<b>Total</b>	<u><u>21,621,313.97</u></u>

(1) BASE COMPENSATION PAYMENTS includes base compensation, workers compensation and long-term disability payments. Amounts disclosed represent actual base compensation received during the reporting year, net of any amounts repaid as a result of being overpaid during the prior reporting year.

(2) INCENTIVE PAYMENTS includes Short Term Incentive Program payments.

(3) LONG TERM INCENTIVE PROGRAM PAYMENTS were primarily charged to account 426.5 and includes savings fund plan excesses, restricted stock units and performance shares.

(4) OTHER PAYMENTS includes performance rewards, payment for unused vacation, imputed income (other than relocation imputed income), shift scheduling premiums, relocation expenses, transitional leave, severance and other miscellaneous amounts. Payments for temporary living expenses are not included in the amounts listed above.

(5) EXPENSE REIMBURSEMENTS were primarily charged to account 921.0 and do not include travel-related charges (primarily airfare) paid directly by Pacific Gas and Electric Company to the provider.

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
AARON SHAPIRO	923	291,058.55	138,041.49	(0.04)	429,100.00	429,100.00
ALLEN MATKINS LECK GAMBLE & MALLORY	426.5	122.34	58.03	-	180.37	
	742	-	196,520.00	-	196,520.00	
	923	18,174.79	8,619.84	-	26,794.63	223,495.00
ALVARADOSMITH	557	68,537.00	-	-	68,537.00	
	923	380,314.87	180,373.41	-	560,688.28	629,225.28
AMANDA C LEWIS ATTORNEY	930.2	92,250.00	-	-	92,250.00	
	588	36,090.00	-	-	36,090.00	
	903	2,739.00	2,241.00	-	4,980.00	
	908	451,436.22	125,218.93	-	576,655.15	
	923	134,378.09	63,732.03	(0.05)	198,110.07	
	SAP Clearing**	85,650.00	-	-	85,650.00	993,735.22
APPEL LAW FIRM LP	923	1,017.45	482.55	-	1,500.00	1,500.00
ARMBRUSTER GOLDMSITH & DELVAC LLP	930.2	-	-	77.50	77.50	
	923	81,052.44	38,441.06	-	119,493.50	
	930	20,280.50	-	-	20,280.50	
	SAP Clearing**	-	-	40,500.00	40,500.00	180,351.50
ARNOLD & PORTER KAYE SCHOLER LLP	930	17,261.04	8,186.46	-	25,447.50	25,447.50
BAKER & HOSTETLER LLP	923	80,119.63	37,998.65	-	118,118.28	118,118.28
BARG COFFIN LEWIS & TRAPP LLP	539	25,725.00	-	-	25,725.00	
	742	-	603,715.28	-	603,715.28	
	923	28,452.99	13,494.51	-	41,947.50	
	545	6,195.00	-	-	6,195.00	677,582.78
BERMAN AND TODDERUD PLLP	930.2	161,553.70	76,620.70	-	238,174.40	
	923	235,533.32	111,707.33	-	347,240.65	585,415.05
BIRD MARELLA BOXER WOLPERT NESSIM	923	6,725.00	3,189.50	-	9,914.50	9,914.50
BOERSCH & ILLOVSKY LLP	923	36,258.54	17,196.46	-	53,455.00	53,455.00
BOERSCH SHAPIRO LLP	923	20,591.50	9,766.00	-	30,357.50	30,357.50
BORGES LAW OFFICE INC	923	20,603.36	9,771.65	(0.01)	30,375.00	30,375.00
BOXER & GERSON LLP	930.2	1,880.25	891.76	(0.01)	2,772.00	
	923	2,374.05	1,125.95	-	3,500.00	6,272.00
BROWNE GEORGE ROSS OBRIEN ANNAQUEY	923	61,786.12	29,303.54	-	91,089.66	91,089.66
BRYAN K LEISER	923	1,938.80	919.53	-	2,858.33	2,858.33
BUTTS & JOHNSON	923	746.13	353.87	-	1,100.00	1,100.00

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
CADWALADER WICKERSHAM	923	89,530.51	42,461.99	-	131,992.50	131,992.50
CALIFORNIA DEPARTMENT OF FINANCE	923	3,060,107.38	1,451,329.11	-	4,511,436.49	4,511,436.49
CHOU LAW GROUP	923	6,868.85	3,257.73	-	10,126.58	10,126.58
CHRISTOPHER J GONZALEZ	923	1,481.41	702.59	-	2,184.00	
	930	2,326.68	1,103.48	-	3,430.16	5,614.16
CLARENCE DYER & COHEN LLP	923	1,167,809.79	553,861.70	-	1,721,671.49	1,721,671.49
CLARK HOWELL LLP	923	37.31	17.69	-	55.00	55.00
COBLENTZ PATCH DUFFY & BASS LLP	426.5	-	-	30,542.91	30,542.91	
	930.2	850,815.76	403,519.70	-	1,254,335.46	
	539	549,045.00	-	-	549,045.00	
	588	140,202.75	-	-	140,202.75	
	742	-	34,433.00	-	34,433.00	
	426	-	-	45,354.41	45,354.41	
	999	-	-	26,931.40	26,931.40	
	930	259,739.16	123,187.50	-	382,926.66	
	935	21,084.95	10,000.05	-	31,085.00	
	SAP Clearing**	6,770.79	3,211.21	-	9,982.00	2,504,838.59
COLE FISHER COLE OKEEFE & MAHONEY I	923	969.97	460.04	(0.01)	1,430.00	1,430.00
COLEMAN CHAVEZ & ASSOCIATES LLP	923	384,735.15	182,469.85	-	567,205.00	567,205.00
CONRAD METLITZKY KANE LLP	923	85,837.85	40,710.65	-	126,548.50	126,548.50
COVINGTON & BURLING LLP	923	20,349.00	9,651.00	-	30,000.00	30,000.00
COX CASTLE & NICHOLSON LLP	930.2	49,860.89	23,647.70	-	73,508.59	
	742	-	15,328.00	-	15,328.00	
	923	34,067.96	16,157.54	-	50,225.50	139,062.09
CRAMER & MARTINEZ LLP	923	1,098.85	521.15	-	1,620.00	1,620.00
CRAVATH SWAINE & MOORE LLP	930.2	16,767,235.66	7,952,262.60	-	24,719,498.26	24,719,498.26
DURIE TANGRI LLP	923	31,018.76	14,711.37	-	45,730.13	45,730.13
EBBIN MOSER + SKAGGS LLP	923	1,988.09	942.91	-	2,931.00	
	930	546.03	258.97	-	805.00	3,736.00
ECKERT SEAMANS CHERIN & MELLOTT LLC	923	5,998.88	2,845.12	-	8,844.00	8,844.00
ELEVATENEXT LAW LLP	923	34,480.24	16,353.06	-	50,833.30	50,833.30
ELLIS GEORGE CIPOLLONE OBRIEN ANNAG	923	2,634,278.14	1,249,369.42	-	3,883,647.56	3,883,647.56



**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
ERICKSEN ARBUTHNOT KILDUFF DAY &	923	28,199.31	13,374.19	-	41,573.50	41,573.50
FARBER & COMPANY ATTORNEYS PC	923	2,923.46	1,386.53	-	4,309.99	4,309.99
FARELLA BRAUN & MARTEL LLP	426.5	100.73	47.77	-	148.50	
	923	5,465.23	2,592.02	-	8,057.25	8,205.75
FARMER BROWNSTEIN JAEGER GOLDSTEIN	923	4,178.33	1,981.68	(0.01)	6,160.00	6,160.00
GOODCHILD & DUFFY	923	771.57	365.93	-	1,137.50	1,137.50
GORDON-CREED KELLEY HOLL & SUGERMAN	426.5	47,466.55	22,512.15	-	69,978.70	
	930.2	172,857.95	81,982.02	-	254,839.97	
	923	122,113.38	57,915.20	-	180,028.58	504,847.25
GOUGH & HANCOCK LLP	588	750.00	-	-	750.00	
	923	1,300,794.31	616,932.81	-	1,917,727.12	1,918,477.12
GREENBERG TRAURIG LLP	588	200,451.90	-	-	200,451.90	
	903	1,213.30	-	-	1,213.30	
	923	8,812.00	4,179.30	-	12,991.30	
	SAP Clearing*(	868.63	411.97	-	1,280.60	215,937.10
GROOM LAW GROUP CHARTERED	923	421,870.18	200,082.02	-	621,952.20	621,952.20
HALPERN MAY YBARRA GELBERG LLP	923	132,956.95	63,058.00	-	196,014.95	196,014.95
HANSON BRIDGETT LLP	426.5	23,758.81	11,268.20	(0.01)	35,027.00	
	930.2	21,658.19	8,706.81	-	30,365.00	
	923	10,862.63	5,151.87	-	16,014.50	
	930	259,042.83	122,857.28	(0.01)	381,900.10	463,306.60
HOGAN LOVELLS US LLP	930.2	7,737.00	-	-	7,737.00	7,737.00
HORVITZ & LEVY LLP	923	81,060.87	38,445.04	(0.01)	119,505.90	119,505.90
HUESTON HENNIGAN LLP	923	60,703.10	28,789.90	-	89,493.00	89,493.00
HUNTON ANDREW KURTH LLP	923	144,443.84	68,505.94	-	212,949.78	
	426	-	-	30,346.76	30,346.76	
	930	1,135,870.45	538,713.73	(0.01)	1,674,584.17	1,917,880.71
HWANG LAW GROUP LLP	930.2	7,875.07	3,734.94	(0.01)	11,610.00	
	923	88,774.11	42,103.25	-	130,877.36	
	930	22,465.29	10,654.71	-	33,120.00	175,607.36
I 5 MEDICAL GROUP INC	923	617.25	292.75	-	910.00	910.00
JACKSON LEWIS PC	923	181,364.18	86,016.30	-	267,380.48	267,380.48

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
JENNER & BLOCK LLP	903	1,580.48	1,293.12	-	2,873.60	
	923	5,405,348.62	2,563,615.90	-	7,968,964.52	
	930	76.19	36.14	-	112.33	7,971,950.45
JENNIE LEE	923	114,464.49	54,287.51	-	168,752.00	168,752.00
JO LYNN LAMBERT	930.2	197,236.75	93,544.25	-	290,781.00	
	566	2,627.00	-	-	2,627.00	
	588	8,325.00	-	-	8,325.00	
	923	27,623.43	13,101.07	-	40,724.50	
	930	24,846.14	11,783.86	-	36,630.00	379,087.50
JS HELD LLC	923	11,212.30	5,317.71	(0.01)	16,530.00	16,530.00
KATZAKIAN LAW PC	923	523.99	248.51	-	772.50	772.50
KELLER & BENVENUTTI LLP	930.2	8,365.39	3,967.49	-	12,332.88	
	923	1,221,473.21	579,312.87	-	1,800,786.08	
	930	3,972.72	1,884.17	-	5,856.89	1,818,975.85
KENDALL BRILL & KELLY LLP	930.2	25,910.60	12,288.74	-	38,199.34	
	923	604.37	286.63	-	891.00	39,090.34
KING & SPALDING LLP	426.5	266,398.23	-	-	266,398.23	
	923	1,092,814.63	518,293.49	-	1,611,108.12	
	930	126,073.28	-	-	126,073.28	2,003,579.63
KRONENBERG LAW	930.2	20,763.69	9,847.67	-	30,611.36	
	923	186,674.11	88,534.66	-	275,208.77	305,820.13
LATHAM & WATKINS	923	2,046.33	970.52	-	3,016.85	3,016.85
LAUREN E TATE	923	759.70	360.30	-	1,120.00	1,120.00
LAW OFFICE OF ANDRIAN & GALLENSON	923	13,415.37	6,362.56	-	19,777.93	19,777.93
LAW OFFICE OF JOSEPH T TODOROFF PC	923	610.47	289.53	-	900.00	900.00
LAW OFFICE OF JULIANA M CIPRIANO	923	46,543.25	22,074.25	-	68,617.50	68,617.50
LAW OFFICES OF BOSQUEZ AND SIEMENS	923	1,782.58	845.42	-	2,628.00	2,628.00
LAW OFFICES OF JENNIFER L	930.2	26,044.01	12,351.99	-	38,396.00	
	923	271,679.87	128,850.66	-	400,530.53	438,926.53
LAW OFFICES OF LUCINDA L STORM	930.2	113,171.13	53,674.12	-	166,845.25	
	923	160,902.57	76,311.90	-	237,214.47	404,059.72
LEE LAW OFFICES	930.2	9,183.91	4,355.68	-	13,539.59	
	930	28,369.61	13,454.97	-	41,824.58	55,364.17

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
LEVINE BLASZAK BLOCK & BOOTHBY LLP	923	1,390.52	659.48	-	2,050.00	2,050.00
LIMNEXUS LLP	923	174,490.54	82,756.34	-	257,246.88	257,246.88
LINDSEY HOW DOWNING	930.2	13,452.86	5,065.64	12,435.50	30,954.00	
	923	48,520.83	23,012.17	-	71,533.00	
	930	1,070.70	507.80	-	1,578.50	104,065.50
LITTLER MENDELSON PC	930.2	195,624.23	92,779.46	-	288,403.69	
	923	1,113,235.46	527,978.55	-	1,641,214.01	1,929,617.70
MANATT PHELPS & PHILLIPS LLP	923	1,148,011.12	544,471.74	-	1,692,482.86	1,692,482.86
MARTHA J SIMON	923	11,341.18	5,378.82	-	16,720.00	16,720.00
MASTAGNI HOLSTEDT AMICK MILLER	923	3,304.45	1,567.22	-	4,871.67	4,871.67
MCCLELLAN AND CORREN	923	186,333.45	88,373.12	-	274,706.57	274,706.57
MCDERMOTT WILL & EMERY LLP	930.2	28,707.35	13,615.15	-	42,322.50	
	903	59,692.42	48,839.26	(0.08)	108,531.60	
	923	81,905.73	38,845.77	-	120,751.50	271,605.60
MICHAEL THOMAS MURPHY	930.2	104,925.29	77,085.24	(0.03)	182,010.50	
	557	15,946.00	-	-	15,946.00	
	903	1,898.05	1,552.95	-	3,451.00	
	923	66,480.86	31,530.15	(0.01)	98,011.00	
	930	2,340.81	1,110.19	-	3,451.00	302,869.50
MILLER CHEVALIER CHARTERED	930.2	41,769.38	19,810.12	-	61,579.50	
	923	15,222.41	7,219.59	-	22,442.00	84,021.50
MILLER STARR REGALIA	930.2	241,885.35	114,719.93	-	356,605.28	
	859	-	42,568.41	-	42,568.41	
	863	-	520.50	-	520.50	
	923	18,248.19	8,654.63	-	26,902.82	
	930	53,232.17	25,246.63	-	78,478.80	505,075.81
MORGAN LEWIS & BOCKIUS LLP	524	71,429.06	33,876.94	-	105,306.00	105,306.00
MUNGER TOLLES & OLSON LLP	930.2	242,017.01	114,782.37	-	356,799.38	
	524	123,159.77	-	-	123,159.77	
	923	25,877,831.06	12,273,180.38	-	38,151,011.44	
	426	-	-	4,865,033.96	4,865,033.96	43,496,004.55
MURPHY PEARSON BRADLEY & FEENEY INC	923	225,323.12	106,864.88	-	332,188.00	332,188.00
NIELSEN MERKSAMER PARRINELLO	923	133,709.55	63,414.95	-	197,124.50	197,124.50
NOLAND HAMERLY ETIENNE & HOSS	923	2,114.26	1,002.74	-	3,117.00	3,117.00

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
PASICH LLP	923	35,471.66	16,823.28	-	52,294.94	52,294.94
PAUL HASTINGS LLP	923	5,582,388.96	2,647,581.53	-	8,229,970.49	8,229,970.49
PETERS HABIB MCKENNA	930.2	22,230.95	10,543.55	-	32,774.50	
	571	10,845.50	-	-	10,845.50	
	923	30,486.59	14,459.00	-	44,945.59	
	930	29,380.40	13,934.34	-	43,314.74	131,880.33
PILLSBURY WINTHROP SHAW PITTMAN LLP	557	33,812.40	-	-	33,812.40	
	588	103,483.61	-	-	103,483.61	
	859	-	9,877.29	-	9,877.29	
	903	142,521.56	116,608.55	-	259,130.11	
	908	68,092.71	-	-	68,092.71	
	923	397,073.15	188,321.42	-	585,394.57	
	426	2,146.66	-	-	2,146.66	
	912	96,645.12	-	-	96,645.12	
	SAP Clearing**	78,535.33	459.64	36,785.07	115,780.04	1,274,362.51
RAF LAW GROUP	923	1,071.71	508.29	-	1,580.00	1,580.00
RALLS GRUBER & NIECE LLP	539	4,963.75	-	-	4,963.75	
	566	1,828.75	-	-	1,828.75	
	930	203,651.24	96,586.47	-	300,237.71	307,030.21
RAMSEY & EHRLICH LLP	923	83,486.58	39,595.50	-	123,082.08	123,082.08
RAYMOND E FROST	923	457.85	217.15	-	675.00	675.00
REDGRAVE LLP	923	21,811.61	10,344.69	-	32,156.30	32,156.30
REGULATORY LAW CHAMBERS	557	28,023.02	-	-	28,023.02	28,023.02
RICHARD E ELDER JR	923	406.98	193.02	-	600.00	600.00
ROBERT T BLEDSOE LAW OFFICE	923	498.55	236.45	-	735.00	735.00
ROSEN BIEN GALVAN & GRUNFELD LLP	923	143,073.48	67,856.02	-	210,929.50	210,929.50
ROVENS LAMB LLP	930.2	34,783.84	16,497.09	-	51,280.93	
	923	35,227.90	16,707.67	-	51,935.57	103,216.50
SAMUELSEN GONZALEZ VALENZUELA &	923	285,379.30	135,347.95	-	420,727.25	420,727.25
SANCHEZ & AMADOR LLP	923	63,115.14	29,933.86	-	93,049.00	93,049.00
SHEARMAN & STERLING LLP	923	129,490.04	61,413.75	-	190,903.79	190,903.79
SHEPPARD MULLIN RICHTER & HAMPTON	930	712.49	337.91	-	1,050.40	1,050.40
SKADDEN ARPS SLATE MEAGHER & FLOM L	426	-	-	3,259,649.24	3,259,649.24	3,259,649.24

**PACIFIC GAS AND ELECTRIC COMPANY  
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT TOTAL (\$)	VENDOR TOTAL (\$)
SNELL & WILMER LLP	923	89,432.09	42,415.32	-	131,847.41	131,847.41
SWANSON & MCNAMARA LLP	923	290,744.58	137,892.57	(0.01)	428,637.14	428,637.14
SWIFT ISRINGHAUS & DUBBELD PA	923	3,391.50	1,608.50	-	5,000.00	5,000.00
THE LAW OFFICE OF PAULI S LARSEN	923	1,281.99	608.01	-	1,890.00	1,890.00
THE LAW OFFICES OF MARCUS REGALADO	923	1,777.15	842.85	-	2,620.00	2,620.00
TRACY J EGOSCUE	742	-	1,594.50	-	1,594.50	
	426	-	-	7,326.00	7,326.00	8,920.50
TROUTMAN SANDERS LLP	930.2	68,952.34	1,268.46	36,281.00	106,501.80	
	930	9,236.41	4,380.59	-	13,617.00	120,118.80
VALDEZ & VALDEZ	923	678.30	321.70	-	1,000.00	1,000.00
VEDDER PRICE PC	930	37,195.61	17,640.89	-	54,836.50	54,836.50
WAI & CONNOR LLP	923	3,525.68	1,672.15	-	5,197.83	5,197.83
WEIL GOTSHAL & MANGES LLP	930.2	246,787.50	117,044.88	-	363,832.38	
	923	4,020,851.82	1,906,985.18	-	5,927,837.00	
	930	43,107.49	20,444.75	-	63,552.24	6,355,221.62
WFBM LLP	930.2	-	66,106.83	-	66,106.83	
	742	-	429,867.19	-	429,867.19	
	923	353,983.25	167,885.02	-	521,868.27	1,017,842.29
WILSON & WISLER LLP	923	1,424.43	675.57	-	2,100.00	2,100.00
WILSON ELSER MOSKOWITZ EDELMAN &	923	3,835.78	1,819.22	-	5,655.00	5,655.00
WILSON SONSINI GOODRICH	426.5	5,842.47	2,770.93	-	8,613.40	
	930.2	25,767.08	12,220.66	-	37,987.74	
	923	101,399.95	48,091.35	-	149,491.30	196,092.44
WINSTON & STRAWN LLP	923	53,299.90	25,278.77	(0.01)	78,578.66	78,578.66
YOUNOSSI LAW PC	923	12,438.65	5,899.33	(0.02)	18,337.96	18,337.96
<b>TOTAL PAYMENTS TO OUTSIDE ATTORNEYS &amp; LAW FIRMS</b>						<u>135,287,573.11</u>

\* Gas and Electric amounts are the result of the allocation of expenses, not the direct assignment of specific activities. In some instances, allocations were updated during the course of the year.

\*\* Costs charged to some departments are spread to various FERC accounts.

**PACIFIC GAS AND ELECTRIC COMPANY  
DUES  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
ALPINE COUNTY CHAMBER OF COMMERCE INTERAGENCY VISITORS CENTER	426.4	-	-	250.00	250.00	250.00
AMADOR COUNTY CHAMBER OF COMMERCE	426.4	-	-	300.00	300.00	300.00
AMERICAN CANYON CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
AMERICAN COUNCIL FOR AN ENERGY EFFICIENT ECONOMY	903.0	506.73	414.60	-	921.33	
	908.0	42,942.20	9,136.46	-	52,078.66	52,999.99
AMERICAN GAS ASSOCIATION	426.4	-	-	589.35	589.35	
	908.0	10.49	9.31	-	19.80	
	930.2	434,947.67	206,284.34	-	641,232.00	
	921.0	377.03	178.81	-	555.84	
	426.5	-	-	213,779.03	213,779.03	856,176.02
AMPP GLOBAL CENTER INC	867.0	-	1,644.11	-	1,644.11	
	880.0	-	2,117.08	-	2,117.08	
	887.0	-	3,024.62	-	3,024.62	
	859.0	-	5,253.79	-	5,253.79	
	856.0	-	621.66	-	621.66	
	863.0	-	785.89	-	785.89	
	930.2	575.56	272.96	-	848.52	
	766.0	-	2.46	-	2.46	14,298.13
ANDERSON CHAMBER OF COMMERCE	426.4	-	-	10,250.00	10,250.00	10,250.00
APTOS CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
APX INC	426.5	-	-	500.00	500.00	500.00
ASSOCIATION OF CORPORATE CITIZENSHI PROFESSIONALS	426.4	-	-	6,875.00	6,875.00	6,875.00
ASSOCIATION OF EDISON ILLUMINATING COMPANIES	588.0	14,900.26	-	-	14,900.26	
	570.0	281.81	-	-	281.81	
	592.0	344.91	-	-	344.91	
	566.0	6,484.37	-	-	6,484.37	
	930.2	123.23	58.45	-	181.68	22,193.03
ATASCADERO CHAMBER OF COMMERCE	426.4	-	-	900.00	900.00	900.00
AUBURN CHAMBER OF COMMERCE	426.4	-	-	1,250.00	1,250.00	1,250.00
BARSTOW AREA CHAMBER OF COMMERCE	426.4	-	-	360.00	360.00	360.00
BAY AREA COUNCIL	426.4	-	-	100,000.00	100,000.00	100,000.00
BAY PLANNING COALITION	426.4	-	-	55,000.00	55,000.00	55,000.00
BERKELEY CHAMBER OF COMMERCE	426.4	-	-	2,185.00	2,185.00	2,185.00
BILLION DOLLAR ROUNDTABLE INC	921.0	6,783.00	3,217.00	-	10,000.00	10,000.00
BUELLTON CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
BUILDING INDUSTRY ASSOCIATION OF TULARE KINGS COUNTIES INC	426.4	-	-	675.00	675.00	675.00
BUILDING INDUSTRY ASSOCIATION OF FRESNO MADERA COUNTIES BIA-FM	426.4	-	-	2,850.00	2,850.00	2,850.00
BUTTE COUNTY FARM BUREAU	426.4	-	-	300.00	300.00	300.00
CALAVERAS COUNTY	912.0	2,960.00	1,040.00	-	4,000.00	4,000.00
CALAVERAS COUNTY CHAMBER OF COMMERCE	426.4	-	-	258.00	258.00	258.00
CALIF EFFICIENCY DEMAND MANAGEMENT COUNCIL	908.0	2,767.53	607.51	-	3,375.04	3,375.04
CALIFORNIA BUILDING INDUSTRY ASSN	426.4	-	-	200,000.00	200,000.00	200,000.00
CALIFORNIA CENTRAL VALLEY ECONOMIC DEVELOPMENT CORP	912.0	8,510.00	2,990.00	-	11,500.00	11,500.00
CALIFORNIA CHAMBER OF COMMERCE	426.4	-	-	171,750.00	171,750.00	171,750.00
CALIFORNIA CITRUS MUTUAL	426.4	-	-	1,000.00	1,000.00	1,000.00
CALIFORNIA COALITION WORKERS COMPENSATION	921.0	8,139.60	3,860.40	-	12,000.00	12,000.00
CALIFORNIA COUNCIL FOR ENVIRONMENTL & ECONOMIC BALANCE CCEEB	426.4	-	-	176,500.00	176,500.00	176,500.00
CALIFORNIA ELECTRIC TRANSPORTATION COALITION	912.0	83,000.00	-	-	83,000.00	83,000.00
CALIFORNIA FRESH FRUIT ASSOCIATION	426.4	-	-	850.00	850.00	850.00
CALIFORNIA TAXPAYERS ASSOCIATION	426.5	40,234.94	19,082.38	117.68	59,435.00	59,435.00
CALIFORNIA WORKERS COMPENSATION INSTITUTE	921.0	3,423.12	1,623.50	-	5,046.62	5,046.62
CALISTOGA CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
CARMEL CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
CEATI INTERNATIONAL INC	549.0	3,430.00	-	-	3,430.00	
	930.2	2,607.69	1,236.76	-	3,844.45	
	571.0	117.65	-	-	117.65	
	539.0	93,870.00	-	-	93,870.00	
	593.0	611.70	-	-	611.70	
	588.0	10,198.13	-	-	10,198.13	
	537.0	14.40	-	-	14.40	
	543.0	24,630.00	-	-	24,630.00	
	566.0	103,400.00	-	-	103,400.00	
	583.0	473.47	-	-	473.47	
	592.0	438.15	-	-	438.15	
	921.0	8,478.75	4,021.25	-	12,500.00	
	570.0	318.27	-	-	318.27	
	594.0	83.34	-	-	83.34	253,929.56
CENTER FOR RESOURCE SOLUTIONS	903.0	16,535.00	-	-	16,535.00	

**PACIFIC GAS AND ELECTRIC COMPANY  
DUES  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
	908.0	16,535.00	-	-	16,535.00	33,070.00
CENTRAL COAST MARKETING TEAM	912.0	7,400.00	2,600.00	-	10,000.00	10,000.00
CENTRAL VALLEY ASIAN-AMERICAN CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
CERES AREA CHAMBER OF COMMERCE	426.4	-	-	650.00	650.00	650.00
CHOWCHILLA DISTRICT CHAMBER OF COMMERCE	426.4	-	-	150.00	150.00	150.00
CITRUS HEIGHTS CHAMBER OF COMMERCE	426.4	-	-	1,500.00	1,500.00	1,500.00
CIVIL JUSTICE ASSOCIATION OF CALIFORNIA	426.4	-	-	55,000.00	55,000.00	55,000.00
CLOVIS DISTRICT CHAMBER OF COMMERCE	426.4	-	-	1,330.00	1,330.00	1,330.00
COALINGA AREA CHAMBER OF COMMERCE	426.4	-	-	575.00	575.00	575.00
COALITION FOR RENEWABLE NATURAL GAS INC	859.0	-	30,000.00	-	30,000.00	30,000.00
COALITION OF LABOR AGRICULTURE & BUSINESS	426.4	-	-	2,500.00	2,500.00	2,500.00
COLAB OF SAN LUIS OBISPO COUNTY	426.4	-	-	2,500.00	2,500.00	2,500.00
COLUSA COUNTY CHAMBER OF COMMERCE	426.4	-	-	100.00	100.00	100.00
COMMITTEE ON JOBS	426.4	-	-	45,000.00	45,000.00	45,000.00
COMMON GROUND ALLIANCE	863.0	-	29,200.00	-	29,200.00	29,200.00
CONCORD CHAMBER OF COMMERCE	426.4	-	-	1,500.00	1,500.00	1,500.00
CONSORTIUM FOR ENERGY EFFICIENCY INC	908.0	164,576.33	36,126.51	-	200,702.84	200,702.84
CORCORAN CHAMBER OF COMMERCE	426.4	-	-	550.00	550.00	550.00
CORTE MADERA CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
CUPERTINO CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
DANVILLE AREA CHAMBER OF COMMERCE	426.4	-	-	2,750.00	2,750.00	2,750.00
DAVIS CHAMBER OF COMMERCE	426.4	-	-	2,800.00	2,800.00	2,800.00
DINUBA CHAMBER OF COMMERCE	426.4	-	-	325.00	325.00	325.00
DISTRIBUTED ENERGY FINANCIAL GROUP LLC	908.0	19,250.00	15,750.00	-	35,000.00	35,000.00
DOWNTOWN BUSINESS ASSOCIATION INC	426.4	-	-	600.00	600.00	600.00
DOWNTOWN CHICO BUSINESS ASSOCIATION	426.4	-	-	2,500.00	2,500.00	2,500.00
DUBLIN CHAMBER OF COMMERCE	426.4	-	-	5,500.00	5,500.00	5,500.00
EAST BAY LEADERSHIP COUNCIL	426.4	-	-	5,000.00	5,000.00	5,000.00
ECONOMIC DEVELOPMENT CORP OF MARIPOSA CO	912.0	8,880.00	3,120.00	-	12,000.00	12,000.00
ECONOMIC DEVELOPMENT CORPORATION OF SHASTA COUNTY	912.0	3,700.00	1,300.00	-	5,000.00	5,000.00
ECONOMIC DEVELOPMENT CORPORATION SERVING FRESNO COUNTY	912.0	11,100.00	3,900.00	-	15,000.00	15,000.00
EEL EDISON ELECTRIC INSTITUTE	570.0	231.09	-	-	231.09	
	930.2	15.92	7.55	-	23.47	
	592.0	120.29	-	-	120.29	
	566.0	443,890.63	-	-	443,890.63	
	588.0	446,737.71	-	-	446,737.71	
	539.0	113,125.80	-	-	113,125.80	
	426.5	-	-	1,118,430.23	1,118,430.23	
	557.0	43,707.70	-	-	43,707.70	
	524.0	284,918.09	-	-	284,918.09	2,451,185.01
EL DORADO COUNTY CHAMBER OF COMMERCE	426.4	-	-	12,500.00	12,500.00	12,500.00
EL DORADO HILLS CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
ELECTRIC POWER RESEARCH INSTITUTE EPRI	566.0	60,009.00	-	-	60,009.00	
	912.0	153,467.77	-	-	153,467.77	
	SAP Clearing**	-	-	77,500.00	77,500.00	290,976.77
ELK GROVE CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
ERM-WEST INC	921.0	22,383.90	10,616.10	-	33,000.00	33,000.00
EUCG INC	539.0	17,520.00	-	-	17,520.00	17,520.00
FAIRFIELD-SUISUN CHAMBER OF COMMERCE	426.4	-	-	3,000.00	3,000.00	3,000.00
FIRST QUARTILE CONSULTING LLC	566.0	31,500.00	-	-	31,500.00	31,500.00
FOLSOM CHAMBER OF COMMERCE	426.4	-	-	1,295.00	1,295.00	1,295.00
FORTUNA CHAMBER OF COMMERCE	426.4	-	-	400.00	400.00	400.00
FRESNO CHAMBER OF COMMERCE	426.4	-	-	5,300.00	5,300.00	5,300.00
FRESNO COUNTY FARM BUREAU	426.4	-	-	300.00	300.00	300.00
FRESNO METRO BLACK CHAMBER OF COMMERCE	426.4	-	-	1,200.00	1,200.00	1,200.00
GEORGIA TECH RESEARCH CORPORATION ELECTRICAL & COMPUTER ENG/NEETRAC	588.0	168,000.00	-	-	168,000.00	168,000.00
GLOBESCAN INC	921.0	8,139.60	3,860.40	-	12,000.00	12,000.00
GOVERNMENTAL STRATEGIES INC	930.2	13,566.00	6,434.00	-	20,000.00	20,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
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FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
GREATER BAKERSFIELD CHAMBER OF COMMERCE	426.4	-	-	15,000.00	15,000.00	15,000.00
GREATER EUREKA CHAMBER OF COMMERCE	426.4	-	-	2,175.00	2,175.00	2,175.00
GREATER GRASS VALLEY CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
GREATER LAMONT CHAMBER OF COMMERCE	426.4	-	-	100.00	100.00	100.00
GREATER REDDING CHAMBER OF COMMERCE	426.4	-	-	13,440.00	13,440.00	13,440.00
GREATER REEDLEY CHAMBER OF COMMERCE	426.4	-	-	450.00	450.00	450.00
GREATER SACRAMENTO AREA ECONOMIC COUCIL	912.0	7,400.00	2,600.00	-	10,000.00	10,000.00
GREATER STOCKTON CHAMBER OF COMMERCE	426.4	-	-	1,980.00	1,980.00	1,980.00
GREENBIZ GROUP INC	426.5 921.0	- 10,852.80	- 5,147.20	56,000.00 -	56,000.00 16,000.00	72,000.00
HANFORD CHAMBER OF COMMERCE	426.4	-	-	700.00	700.00	700.00
HAYWARD CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
HISPANIC CHAMBER OF COMMERCE-MARIN	426.4	-	-	1,100.00	1,100.00	1,100.00
HISTORIC SONORA CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
HOME BUILDERS ASSN OF CENTRAL COAST	426.4	-	-	500.00	500.00	500.00
HUGHSON CHAMBER OF COMMERCE	426.4	-	-	100.00	100.00	100.00
INSTITUTE OF NUCLEAR PWR OPERATIONS	524.0	1,738,413.00	-	-	1,738,413.00	1,738,413.00
INTERSTATE NATURAL GAS ASSOC OF AMERICA	769.0	-	165,789.00	-	165,789.00	165,789.00
JOBS AND HOUSING COALITION	426.4	-	-	15,000.00	15,000.00	15,000.00
KERMAN CHAMBER OF COMMERCE	426.4	-	-	90.00	90.00	90.00
KERN COUNTY BLACK CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
KERN COUNTY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
KERN COUNTY TAXPAYERS ASSOCIATION	426.4	-	-	12,600.00	12,600.00	12,600.00
KERN ECONOMIC DEVELOPMENT CORP	912.0	8,880.00	3,120.00	-	12,000.00	12,000.00
KING CITY CHAMBER OF COMMERCE AND AGRICULTURE	426.4	-	-	350.00	350.00	350.00
KINGS COUNTY EDC	912.0	8,880.00	3,120.00	-	12,000.00	12,000.00
KINGS COUNTY FARM BUREAU	426.4	-	-	400.00	400.00	400.00
KINGSBURG CHAMBER OF COMMERCE	426.4	-	-	250.00	250.00	250.00
LAFAYETTE CHAMBER OF COMMERCE	426.4	-	-	430.00	430.00	430.00
LAKE MERRITT BREAKFAST CLUB, INC.	426.4	-	-	100.00	100.00	100.00
LAKEPORT REGIONAL CHAMBER OF COMMERCE	426.4	-	-	850.00	850.00	850.00
LARKSPUR CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
LEAGUE OF CALIFORNIA CITIES ASIAN-PACIFIC ISLANDER CAUCUS	426.4	-	-	20,000.00	20,000.00	20,000.00
LEAGUE OF CALIFORNIA CITIES LEAGUE OF CA CITIES LGBTQ CAUCUS	426.4	-	-	10,000.00	10,000.00	10,000.00
LEAGUE OF CALIFORNIA CITIES LEAGUE OF CA CITIES WOMENS CAUCUS	426.4	-	-	20,000.00	20,000.00	20,000.00
LEMOORE DISTRICT CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
LINCOLN AREA CHAMBER OF COMMERCE	426.4	-	-	12,500.00	12,500.00	12,500.00
LIVERMORE CHAMBER OF COMMERCE	426.4	-	-	5,000.00	5,000.00	5,000.00
LOCAL GOVERNMENT COMMISSION	426.5	-	-	12,000.00	12,000.00	12,000.00
LODI DISTRICT CHAMBER OF COMMERCE	426.4	-	-	429.00	429.00	429.00
LOS BANOS CHAMBER OF COMMERCE	426.4	-	-	340.00	340.00	340.00
MADERA CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
MADERA COUNTY FARM BUREAU	426.4	-	-	100.00	100.00	100.00
MAJOR MAILERS ASSOCIATION	903.0	1,100.00	900.00	-	2,000.00	2,000.00
MANTECA CHAMBER OF COMMERCE	426.4	-	-	649.00	649.00	649.00
MARIN BUILDERS ASSOCIATION	426.4	-	-	2,000.00	2,000.00	2,000.00
MARIPOSA COUNTY CHAMBER OF COMMERCE	426.4	-	-	730.00	730.00	730.00
MCKINLEYVILLE CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
MENDOCINO COUNTY FARM BUREAU	426.4	-	-	185.00	185.00	185.00
MERCED COUNTY FARM BUREAU	426.4	-	-	2,500.00	2,500.00	2,500.00
MERCED COUNTY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
MILL VALLEY CHAMBER OF COMMERCE	426.4	-	-	1,500.00	1,500.00	1,500.00
MODESTO CHAMBER OF COMMERCE	426.4	-	-	1,200.00	1,200.00	1,200.00
MONTEREY COUNTY BUSINESS COUNCIL	426.4	-	-	1,500.00	1,500.00	1,500.00



**PACIFIC GAS AND ELECTRIC COMPANY  
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NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
MONTEREY COUNTY FARM BUREAU	426.4	-	-	500.00	500.00	500.00
MONTEREY PENINSULA CHAMBER OF COMMERCE	426.4	-	-	948.00	948.00	948.00
MORGAN HILL CHAMBER OF COMMERCE	426.4	-	-	810.00	810.00	810.00
MORRO BAY CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
NAPA CHAMBER OF COMMERCE	426.4	-	-	20,000.00	20,000.00	20,000.00
NAPA COUNTY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
NATIONAL HYDROPOWER ASSOC	539.0	74,465.00	-	-	74,465.00	74,465.00
NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL INC	921.0	31,964.88	15,160.12	-	47,125.00	47,125.00
NEEDLES CHAMBER OF COMMERCE	426.4	-	-	150.00	150.00	150.00
NEVADA CITY CHAMBER OF COMMERCE	426.4	-	-	5,370.00	5,370.00	5,370.00
NISEI FARMERS LEAGUE	426.4	-	-	1,000.00	1,000.00	1,000.00
NORTH AMERICAN TRANSMISSION FORUM INC	560.0	68,757.07	-	-	68,757.07	
	590.0	153,039.93	-	-	153,039.93	221,797.00
NORTH BAY COUNCIL	426.4	-	-	30,000.00	30,000.00	30,000.00
NORTH COAST BUILDERS EXCHANGE INC	426.4	-	-	516.00	516.00	516.00
NOVATO CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
NUCLEAR ENERGY INSTITUTE INC	426.5	-	-	508,365.50	508,365.50	
	524.0	576,799.50	-	-	576,799.50	1,085,165.00
OAKDALE DISTRICT CHAMBER OF COMMERCE	426.4	-	-	390.00	390.00	390.00
OAKLAND 100 CLUB	426.4	-	-	1,200.00	1,200.00	1,200.00
OAKLAND BUILDERS ALLIANCE	426.4	-	-	5,000.00	5,000.00	5,000.00
OAKLAND CHINATOWN CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
OAKLAND METROPOLITAN CHAMBER OF COMMERCE	426.4	-	-	30,000.00	30,000.00	30,000.00
OAKLAND VIETNAMESE CHAMBER OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
OROVILLE AREA CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
PACIFIC BUSINESS GROUP ON HEALTH	921.0	20,145.51	9,554.49	-	29,700.00	
	930.2	203.49	96.51	-	300.00	30,000.00
PACIFIC GROVE CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
PAJARO VALLEY CHAMBER OF COMMERCE	426.4	-	-	810.00	810.00	810.00
PARADISE RIDGE CHAMBER OF COMMERCE	426.4	-	-	1,500.00	1,500.00	1,500.00
PASO ROBLES CHAMBER OF COMMERCE	426.4	-	-	710.00	710.00	710.00
PIPELINE ASSOCIATION FOR PUBLIC AWARENESS	863.0	-	85,680.00	-	85,680.00	85,680.00
PISMO BEACH CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
PITTSBURG CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
PLEASANTON CHAMBER OF COMMERCE	426.4	-	-	2,250.00	2,250.00	2,250.00
PODS ASSOCIATION INC	856.0	-	96.24	-	96.24	
	859.0	-	2,275.97	-	2,275.97	
	880.0	-	4,491.09	-	4,491.09	
	930.2	92.72	43.98	-	136.70	7,000.00
RANCHO CORDOVA CHAMBER OF COMMERCE	426.4	-	-	3,000.00	3,000.00	3,000.00
RED BLUFF-TEHAMA COUNTY CHAMBER OF COMMERCE	426.4	-	-	6,530.00	6,530.00	6,530.00
REDWOOD CITY-SAN MATEO COUNTY CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
RICHMOND CHAMBER OF COMMERCE	426.4	-	-	1,050.00	1,050.00	1,050.00
RIDGECREST CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
RIPON CHAMBER OF COMMERCE	426.4	-	-	375.00	375.00	375.00
ROSEVILLE CHAMBER OF COMMERCE	426.4	-	-	1,680.00	1,680.00	1,680.00
RURAL COUNTY REPRESENTATIVES OF CALIFORNIA	426.4	-	-	10,000.00	10,000.00	10,000.00
SACRAMENTO ASIAN PACIFIC CHAMBER OF COMMERCE	426.4	-	-	30,000.00	30,000.00	30,000.00
SACRAMENTO METROPOLITAN CHAMBER OF COMMERCE (METRO-CHAMBER)	426.4	-	-	35,000.00	35,000.00	35,000.00
SAN ANSELMO CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
SAN BENITO COUNTY BUSINESS COUNCIL	426.4	-	-	1,500.00	1,500.00	1,500.00
SAN BENITO COUNTY CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
SAN FRANCISCO CHAMBER OF COMMERCE	426.4	-	-	80,000.00	80,000.00	80,000.00
SAN JOAQUIN COUNTY HISPANIC CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
SAN JOAQUIN FARM BUREAU FEDERATION	426.4	-	-	2,836.00	2,836.00	2,836.00
SAN JOAQUIN PARTNERSHIP INC	912.0	14,800.00	5,200.00	-	20,000.00	20,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
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NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
SAN LEANDRO CHAMBER OF COMMERCE	426.4	-	-	1,675.00	1,675.00	1,675.00
SAN LUIS OBISPO CHAMBER OF COMMERCE INC	426.4	-	-	1,500.00	1,500.00	1,500.00
SAN LUIS OBISPO COUNTY BUILDERS EXCHANGE	426.4	-	-	350.00	350.00	350.00
SAN LUIS OBISPO COUNTY FARM BUREAU	426.4	-	-	350.00	350.00	350.00
SAN MATEO AREA CHAMBER OF COMMERCE	426.4	-	-	575.00	575.00	575.00
SAN MATEO COUNTY ECONOMIC DEVELOPMENT ASSOCIATION	426.4	-	-	16,000.00	16,000.00	16,000.00
SAN RAFAEL CHAMBER OF COMMERCE	426.4	-	-	7,000.00	7,000.00	7,000.00
SANGER DISTRICT CHAMBER OF COMMERCE	426.4	-	-	400.00	400.00	400.00
SANTA BARBARA COUNTY FARM BUREAU	426.4	-	-	350.00	350.00	350.00
SANTA CRUZ COUNTY CHAMBER OF COMMERCE	426.4	-	-	2,450.00	2,450.00	2,450.00
SANTA MARIA VALLEY CHAMBER OF COMMERCE	426.4	-	-	3,000.00	3,000.00	3,000.00
SANTA ROSA CHAMBER OF COMMERCE SANTA ROSA METRO CHAMBER	426.4	-	-	21,050.00	21,050.00	21,050.00
SAUSALITO CHAMBER OF COMMERCE	426.4	-	-	1,000.00	1,000.00	1,000.00
SELMA DISTRICT CHAMBER OF COMMERCE	426.4	-	-	450.00	450.00	450.00
SHAFTER CHAMBER OF COMMERCE	426.4	-	-	200.00	200.00	200.00
SHINGLE SPRINGS/CAMERON PARK CHAMBER OF COMMERCE	426.4	-	-	316.00	316.00	316.00
SILICON VALLEY LEADERSHIP GROUP	426.4	-	-	50,000.00	50,000.00	50,000.00
SOLANO EDC	912.0	7,400.00	2,600.00	-	10,000.00	10,000.00
SOLVANG CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
SONOMA COUNTY ALLIANCE	426.4	-	-	11,125.00	11,125.00	11,125.00
SONOMA COUNTY ECONOMIC DEV BOARD	912.0	3,700.00	1,300.00	-	5,000.00	5,000.00
SONOMA COUNTY FARM BUREAU	426.4	-	-	730.00	730.00	730.00
SOUTH COUNTY CHAMBERS OF COMMERCE	426.4	-	-	2,500.00	2,500.00	2,500.00
ST HELENA CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00
STANISLAUS COUNTY FARM BUREAU	426.4	-	-	1,500.00	1,500.00	1,500.00
TAFT DISTRICT CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
TEAMCALIFORNIA ECONOMIC DEVELOPMENT CORP	912.0	7,400.00	2,600.00	-	10,000.00	10,000.00
TEMPLETON CHAMBER OF COMMERCE	426.4	-	-	350.00	350.00	350.00
THE CLIMATE GROUP INC	921.0	3,391.50	1,608.50	-	5,000.00	5,000.00
THE ECONOMIC ALLIANCE FOUNDATION	912.0	3,700.00	1,300.00	-	5,000.00	5,000.00
TRACY CHAMBER OF COMMERCE	426.4	-	-	675.00	675.00	675.00
TULARE COUNTY ECONOMIC DEVELOPMENT CORP	912.0	2,590.00	910.00	-	3,500.00	3,500.00
TULARE COUNTY FARM BUREAU MEMBERSHIP	426.4	-	-	400.00	400.00	400.00
TULARE KINGS HISPANIC CHAMBER OF COMMERCE	426.4	-	-	500.00	500.00	500.00
TUOLUMNE COUNTY CHAMBER OF COMMERCE	426.4	-	-	330.00	330.00	330.00
TURLOCK CHAMBER OF COMMERCE	426.4	-	-	550.00	550.00	550.00
UMS GROUP INC	588.0	179,661.00	-	-	179,661.00	179,661.00
UTILITIES SERVICE ALLIANCE INC	517.0	7,005.00	-	-	7,005.00	-
	524.0	1,864.77	-	-	1,864.77	-
	528.0	2,177.07	-	-	2,177.07	-
	532.0	88.80	-	-	88.80	11,135.64
UTILITIES TECHNOLOGY COUNCIL DBA UTILITIES TELECOM COUNCIL	426.5	-	-	35,014.69	35,014.69	35,014.69
UTILITY BROADBAND ALLIANCE INC	426.5	-	-	10,000.00	10,000.00	10,000.00
VACAVILLE CHAMBER OF COMMERCE	426.4	-	-	13,995.00	13,995.00	13,995.00
VIADATA LP	859.0	-	5,974.83	-	5,974.83	-
	880.0	-	13,941.27	-	13,941.27	19,916.10
VICTOR VALLEY CHAMBER OF COMMERCE	426.4	-	-	405.00	405.00	405.00
WALNUT CREEK CHAMBER OF COMMERCE	426.4	-	-	2,000.00	2,000.00	2,000.00
WEST SACRAMENTO CHAMBER OF COMMERCE	426.4	-	-	16,000.00	16,000.00	16,000.00
WESTERN ENERGY INSTITUTE	588.0	68,259.58	-	-	68,259.58	68,259.58
WILLITS CHAMBER OF COMMERCE	426.4	-	-	800.00	800.00	800.00
WILLOWS CHAMBER OF COMMERCE	426.4	-	-	175.00	175.00	175.00
WINTERS DISTRICT CHAMBER OF COMMERCE	426.4	-	-	1,300.00	1,300.00	1,300.00
WOODLAND CHAMBER OF COMMERCE	426.4	-	-	2,095.00	2,095.00	2,095.00
YOUNTVILLE CHAMBER OF COMMERCE	426.4	-	-	1,100.00	1,100.00	1,100.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DUES  
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NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	TOTAL AMOUNT (\$)	VENDOR AMOUNT (\$)
YUBA SUTTER CHAMBER OF COMMERCE	426.4	-	-	600.00	600.00	600.00
VENDOR DUES						10,248,476.02
DUES PURCHASED BY EMPLOYEES						<u>796,956.24</u>
<b>TOTAL DUES***</b>						<b><u><u>11,045,432.26</u></u></b>

\* Gas and Electric amounts are the result of the allocation of expenses, not the direct assignment of specific activities. In some instances, allocations were updated during the course of the year.

\*\* Costs charged to some departments are spread to various FERC accounts.

\*\*\* Dues include items such as, but not limited to, association and club dues, professional certifications, and memberships.

**PACIFIC GAS AND ELECTRIC COMPANY  
SUBSCRIPTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT AMOUNT (\$)	VENDOR AMOUNT (\$)
ALM MEDIA LLC THE RECORDER	921.0	4,511.88	2,139.86	-	6,651.74	6,651.74
AMEREX BROKERS LLC	557.0	31,200.00	-	-	31,200.00	31,200.00
ARGUS MEDIA INC	908.0	21,397.00	-	-	21,397.00	
	921.0	4,493.40	2,131.10	-	6,624.50	28,021.50
BLOOMBERG FINANCE LP	426.4	-	-	20,581.37	20,581.37	
	426.5	-	-	2,564.46	2,564.46	
	557.0	17,278.90	-	-	17,278.90	
	859.0	-	10,294.86	-	10,294.86	
	880.0	-	19,984.14	-	19,984.14	
	908.0	89.76	79.59	-	169.35	
	921.0	12,319.25	5,842.71	-	18,161.96	89,035.04
BUILDING DECARBONIZATION COALITION	588.0	15,000.00	-	-	15,000.00	15,000.00
CCH INCORPORATED	426.5	-	-	39.59	39.59	
	921.0	13,400.13	6,355.33	-	19,755.46	
	930.2	135.63	64.32	-	199.95	
	921.0	11,001.30	5,217.63	-	16,218.93	36,213.93
CHICAGO MERCANTILE EXCHANGE INC CME GROUP	557.0	3,971.73	-	-	3,971.73	
	807.5	-	3,881.38	-	3,881.38	
	921.0	1,627.30	771.79	-	2,399.09	10,252.20
COURTHOUSE NEWS SERVICE	921.0	3,818.48	1,811.02	-	5,629.50	5,629.50
CREDITRISKMONITOR.COM INC	557.0	8.63	-	-	8.63	
	921.0	15,445.82	7,325.55	-	22,771.37	22,780.00
DOW JONES & COMPANY INC	921.0	3,410.09	1,617.31	-	5,027.40	5,027.40
ENERGY INTELLIGENCE GROUP INC	557.0	10,158.02	-	-	10,158.02	
	566.0	660.95	-	-	660.95	
	903.0	57.94	-	-	57.94	
	908.0	423.10	-	-	423.10	11,300.01
EP EXECUTIVE PRESS INC CCRORP	921.0	16,811.67	7,973.33	-	24,785.00	24,785.00
ETHICS RESOURCE CENTER INC ETHICS RESEARCH CENTER	921.0	9,157.05	4,342.95	-	13,500.00	13,500.00
FIS CAPITAL MARKETS US LLC	557.0	23,301.11	-	-	23,301.11	
	566.0	1,516.14	-	-	1,516.14	
	903.0	132.90	-	-	132.90	
	908.0	970.52	-	-	970.52	25,920.67
FREEDOM SOLUTIONS GROUP LLC LITERA MICROSYSTEMS	921.0	5,537.02	2,626.07	-	8,163.09	8,163.09
ICE DATA SERVICES INC	880.0	-	41,925.00	-	41,925.00	
	921.0	813.96	386.04	-	1,200.00	
	921.0	2,865.12	1,358.88	-	4,224.00	47,349.00
IHS GLOBAL INC	SAP Clearing**	-	-	9,967.80	9,967.80	9,967.80
INSTANT TRANSACTIONS CORPORATION	921.0	4,626.01	2,193.99	-	6,820.00	6,820.00
ISS CORPORATE SERVICES RISK METRICS MSCI	426.5	-	-	3.29	3.29	
	908.0	17.88	3.92	-	21.80	
	921.0	28,086.42	13,320.65	-	41,407.07	
	930.2	46.02	21.82	-	67.84	41,500.00
LEXIS NEXIS RISK SOLUTIONS BUREAU	921.0	7,246.28	3,436.72	-	10,683.00	10,683.00
MERGENT INC	SAP Clearing**	-	-	2,605.90	2,605.90	2,605.90
MH SUB I LLC MARTINDALE HUBBELL	921.0	4,938.08	2,342.00	-	7,280.08	7,280.08
NEWSDATA LLC	557.0	6,720.00	-	-	6,720.00	
	566.0	6,720.00	-	-	6,720.00	
	903.0	3,696.00	3,024.00	-	6,720.00	
	921.0	9,116.35	4,323.65	-	13,440.00	33,600.00
POLITICO LLC	426.4	-	-	31,504.50	31,504.50	
	426.5	-	-	4,062.68	4,062.68	
	921.0	20,401.64	9,675.96	-	30,077.60	65,644.78
PORTFOLIO MEDIA INC	921.0	25,181.89	11,943.11	-	37,125.00	37,125.00
POWERDEX INC	921.0	5,036.38	2,388.62	-	7,425.00	7,425.00
RELX INC	921.0	99,027.06	46,965.94	-	145,993.00	145,993.00
S&P GLOBAL MARKET INTELLIGENCE LLC	557.0	24,904.52	-	-	24,904.52	
	921.0	69,760.09	33,085.39	-	102,845.48	
	SAP Clearing**	-	-	442,500.00	442,500.00	570,250.00
SUPER DERIVATIVES INC	557.0	26,333.21	-	-	26,333.21	
	921.0	16,816.27	7,975.52	-	24,791.79	51,125.00
TFS ENERGY FUTURES LLC	557.0	8,400.00	-	-	8,400.00	8,400.00
THE BUREAU OF NATIONAL AFFAIRS INC BLOOMBERG BNA	426.5	-	-	87.72	87.72	
	903.0	2,765.30	2,262.52	-	5,027.82	

**PACIFIC GAS AND ELECTRIC COMPANY  
SUBSCRIPTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

NAME	ACCOUNT	ELECTRIC AMOUNT (\$)*	GAS AMOUNT (\$)*	COMMON AMOUNT (\$)	ACCOUNT AMOUNT (\$)	VENDOR AMOUNT (\$)
	921.0	61,564.86	29,198.60	-	90,763.46	
	930.2	300.49	142.51	-	443.00	96,322.00
THOMSON REUTERS TAX & ACCOUNTING INC	921.0	9,351.00	4,434.94	-	13,785.94	13,785.94
THOMSON WEST	921.0	280,743.00	133,149.00	-	413,892.00	413,892.00
TULLETT PREBON AMERICAS CORP	557.0	18,000.00	-	-	18,000.00	18,000.00
WHITMAN REQUARDT & ASSOCIATES LLP	921.0	220.45	104.55	-	325.00	325.00
VENDOR SUBSCRIPTIONS						1,921,573.58
SUBSCRIPTIONS PURCHASED BY EMPLOYEES						<u>995,025.65</u>
<b>TOTAL SUBSCRIPTIONS***</b>						<u><u>2,916,599.23</u></u>

\* Gas and Electric amounts are the result of the allocation of expenses, not the direct assignment of specific activities. In some instances, allocations were updated during the course of the

\*\* Costs charged to some departments are spread to various FERC accounts.

\*\*\* Subscriptions include items such as, but not limited to, online and print publications.

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
10,000 Degrees		100,000.00	100,000.00
140 Squad Club	2,500.00		2,500.00
17 Strong	2,000.00		2,000.00
49th District Agriculture Association/Lake County Fair	10,000.00		10,000.00
4th Second		100,000.00	100,000.00
A Phillip Randolph Institute San Francisco Chapter		40,000.00	40,000.00
Acterra	10,000.00		10,000.00
African American Chamber of San Joaquin Foundation		5,000.00	5,000.00
African American Community Service Agency	10,000.00		10,000.00
Ag Innovations Network	8,500.00		8,500.00
Aha Movement Corporation	2,500.00		2,500.00
Aim High For High School		25,000.00	25,000.00
Alaina's Voice Foundation	10,000.00		10,000.00
Alameda County Community Food Bank		40,100.00	40,100.00
Alisa Ann Ruch Burn Foundation		1,000.00	1,000.00
Allan Hancock College Foundation		52,500.00	52,500.00
Alliance For Pharmaceutical Access Inc.		2,500.00	2,500.00
Alliance to Save Energy	20,000.00	15,000.00	35,000.00
Amador Community Foundation Inc	17,500.00		17,500.00
Amador Stars	2,500.00		2,500.00
Amador Tuolumne Community Resources		11,200.00	11,200.00
American Forest Foundation	80,000.00		80,000.00
American Gas Foundation		10,000.00	10,000.00
American Indian Chamber Education Fund	3,000.00	7,000.00	10,000.00
American Indian Council Of Mariposa County	50,000.00		50,000.00
American Leadership Forum - Great Valley Chapter Inc	5,000.00		5,000.00
American Leadership Forum - Mountain Valley Chapter	20,000.00		20,000.00
American Leadership Forum - Silicon Valley	5,000.00		5,000.00
American National Red Cross	302,500.00	450,000.00	752,500.00
American Public Works Association		2,000.00	2,000.00
American River Parkway Foundation Incorporated	25,000.00		25,000.00
Angel Island Immigration Station Foundation		25,000.00	25,000.00
Antioch Chamber of Commerce Community Foundation	11,200.00		11,200.00
APA Heritage Foundation	5,500.00		5,500.00
Arcata Economic Development Corporation	5,000.00		5,000.00
Art and Soul Oakland	10,000.00		10,000.00
Arts Council for Monterey County		2,000.00	2,000.00
Asian Advisory Committee on Crime		2,000.00	2,000.00
Asian and Pacific Islander American Vote Inc	10,000.00		10,000.00
Asian Art Museum Foundation of San Francisco	25,000.00		25,000.00
Asian Business Institute And Resource Center	5,000.00		5,000.00
Asian Pacific American Leadership Foundation	55,000.00		55,000.00
Asian Pacific American Leadership Institute	10,000.00		10,000.00
Asian Pacific Islander Amer Public Affairs-Comm Education Foundation		10,000.00	10,000.00
Asian Pacific Islander Capitol Association		5,000.00	5,000.00
Asian Pacific Islander Legislative Caucus Foundation	40,000.00		40,000.00
Asian Resources Inc	15,000.00		15,000.00
Astra Society International		5,000.00	5,000.00
Attitudinal Healing Connection Inc	5,000.00		5,000.00
Auburn Aces	2,500.00		2,500.00
Auction Napa Valley	100,000.00		100,000.00
Avila Beach Civic Association	5,000.00		5,000.00
Avila Beach Community Foundation		13,000.00	13,000.00
Barstow Unified School District	1,000.00		1,000.00
Bay Area Business Roundtable		5,000.00	5,000.00
Bay Area Community Resources	10,000.00		10,000.00
Bay Area Council Foundation	240,000.00	250,000.00	490,000.00
Bay Area Discovery Museum	25,000.00		25,000.00
Bay Point Community All N One	7,500.00		7,500.00
Bayview Hunters Point Center For Arts and Technology		10,000.00	10,000.00
Beyond Differences	35,000.00		35,000.00
Big Brothers Big Sisters of Central California	7,500.00		7,500.00
Big Sur Land Trust		2,500.00	2,500.00
Bilingual Broadcasting Foundation, Inc.	14,000.00		14,000.00
Bipartisan Policy Center Inc	50,000.00	50,000.00	100,000.00
Black Cultural Zone Community Development Corporation	2,500.00		2,500.00
Black Youth Leadership Project		5,000.00	5,000.00
Bob Moretti Memorial Scholarship Foundation	7,500.00		7,500.00
Booker T Washington Community Service Center		10,000.00	10,000.00
Boys & Girls Club of Placer County	2,500.00		2,500.00
Boys & Girls Clubs of Bakersfield Kern County	20,000.00		20,000.00
Boys & Girls Clubs of Greater Sacramento, Inc.	20,000.00		20,000.00
Boys & Girls Clubs of San Francisco		23,000.00	23,000.00
Boys & Girls Clubs of Stanislaus County	4,000.00		4,000.00
Boys & Girls Clubs of the Peninsula	20,000.00		20,000.00
Boys And Girls Club Of Manteca	5,000.00		5,000.00
BRIDGE Housing Corporation	10,000.00		10,000.00
Butte Agriculture Foundation		10,000.00	10,000.00
California Academy of Sciences	70,000.00	240,000.00	310,000.00
California African American Action Fund		50,000.00	50,000.00
California Armenian Legislative Caucus	4,500.00		4,500.00
California Asian Pacific Chamber of Commerce Foundation	75,000.00	50,000.00	125,000.00
California Association of Food Banks	25,000.00	85,000.00	110,000.00
California Center	10,000.00		10,000.00
California Changelawyers		10,000.00	10,000.00
California Coast Cops N Kids Inc.	5,000.00		5,000.00
California Community Builders Inc	5,000.00	15,000.00	20,000.00
California Counties Foundation Inc	55,000.00		55,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
California Fire Foundation	500,000.00	900,000.00	1,400,000.00
California Forward	50,000.00		50,000.00
California Foundation on the Environment and the Economy	32,000.00	30,000.00	62,000.00
California Hispanic Chamber of Commerce Foundation	5,000.00		5,000.00
California Legislative Black Caucus Policy Institute	55,000.00		55,000.00
California Nevada District Exchange Clubs Charitable Foundation Inc	5,000.00		5,000.00
California Polytechnic State University Foundation	15,000.00		15,000.00
California Releaf	57,000.00		57,000.00
California Restaurant Foundation		900,000.00	900,000.00
California State Parks Foundation	150,000.00	40,000.00	190,000.00
California State University Fresno Foundation	4,000.00	10,000.00	14,000.00
California Women In Energy	5,000.00		5,000.00
California Women Lead	25,000.00		25,000.00
Camptonville Community Partnership	5,000.00		5,000.00
Canal Alliance	5,000.00		5,000.00
CASA El Dorado	3,500.00		3,500.00
Castro Valley Sports Foundation Inc	2,500.00		2,500.00
Catholic Charities of Santa Clara County		5,000.00	5,000.00
Catholic Charities of The Diocese of Santa Rosa	35,000.00		35,000.00
CDF Firefighters Benevolent Foundation	10,000.00		10,000.00
CDP North America, Inc	20,000.00		20,000.00
Center For Employment Training	10,000.00		10,000.00
Center for Fathers and Families	2,500.00		2,500.00
Center For Human Services	2,500.00		2,500.00
Center for Volunteer and Nonprofit Leadership of Marin	10,000.00		10,000.00
Central California Animal Disaster Team	10,000.00		10,000.00
Central California Asian Pacific Women		2,500.00	2,500.00
Central California Asthma Collaborative	15,000.00		15,000.00
Central Coast Ag Network Inc	2,000.00		2,000.00
Central Coast Economic Forecast	7,500.00		7,500.00
Central Coast State Parks Association	2,500.00	100,000.00	102,500.00
Central Valley Community Foundation	75,000.00		75,000.00
Central Valley Hispanic Foundation	2,500.00		2,500.00
Central Valley Opportunity Center (CVOC)	20,000.00	25,000.00	45,000.00
Central Valley Workers Center	10,000.00		10,000.00
Centro La Familia Advocacy Services, Inc.	5,500.00		5,500.00
Centro Laboral De Graton		25,000.00	25,000.00
Ceres, Inc.	35,000.00		35,000.00
Chabot Space & Science Center Foundation		25,000.00	25,000.00
Chapel In The Pines Community Covenant Church		5,000.00	5,000.00
Charitable Fund Benefitting Gardena	3,000.00		3,000.00
Chicano Latino Youth Leadership Project, Inc.		5,000.00	5,000.00
Chico Community Scholarship Association		50,000.00	50,000.00
Chinatown Community Development Center	28,000.00		28,000.00
Chinese American Voters Education Committee	10,000.00		10,000.00
Chinese Historical Society of America		25,000.00	25,000.00
Chinese Hospital Association	2,500.00	2,500.00	5,000.00
Choice In Aging	15,000.00		15,000.00
City of Anderson	10,000.00		10,000.00
City of Arvin	2,000.00		2,000.00
City of Blue Lake	5,000.00		5,000.00
City of Cupertino		25,000.00	25,000.00
City of El Cerrito	2,500.00		2,500.00
City of Eureka	6,500.00		6,500.00
City of Ferndale	5,000.00		5,000.00
City of Fresno		100,000.00	100,000.00
City of Greenfield	2,500.00		2,500.00
City of Huron	2,000.00		2,000.00
City of Madera	20,000.00		20,000.00
City of Marysville	2,500.00		2,500.00
City of Point Arena	5,000.00		5,000.00
City of Selma	3,000.00		3,000.00
City of Sonora	10,000.00		10,000.00
City of Vacaville	2,500.00		2,500.00
City of Wasco	5,000.00		5,000.00
Cityside Journalism Initiative	50,000.00		50,000.00
Clear Lake Environmental Research Center	3,000.00		3,000.00
Clear Lake Gleaners Inc		11,965.00	11,965.00
Cloverdale Citrus Fair	5,000.00		5,000.00
Cloverdale Unified School District	5,000.00		5,000.00
Clovis Community Foundation	1,000.00		1,000.00
Clovis Emergency Response Team		10,000.00	10,000.00
Colab Foundation	5,000.00		5,000.00
Collaborating Agencies Disaster Relief Effort	10,000.00		10,000.00
College of the Redwoods Foundation	7,500.00		7,500.00
Color The Skies Guild of Valley Childrens Healthcare	2,500.00		2,500.00
Community Action Agency of Butte County Inc		57,500.00	57,500.00
Community Action Partnership of Kern	10,000.00	33,080.00	43,080.00
Community Action Partnership of San Luis Obispo County Inc	2,500.00		2,500.00
Community Action Partnership of Sonoma County	10,000.00	5,000.00	15,000.00
Community Bridges		40,000.00	40,000.00
Community Education Partnerships		55,000.00	55,000.00
Community Emergency Response Volunteers of the Monterey Peninsula	10,000.00		10,000.00
Community Enrichment Organization- CEO	5,000.00		5,000.00
Community Family Guidance Center	5,000.00		5,000.00
Community Food Bank of San Benito County		11,365.00	11,365.00
Community Foundation for Monterey County	10,000.00		10,000.00
Community Foundation Sonoma County	50,000.00		50,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Community Housing Improvement Program	5,000.00		5,000.00
Community Initiatives	30,000.00		30,000.00
Community Link Incorporated	2,000.00		2,000.00
Community Resource Project, Inc.	25,000.00		25,000.00
Community Youth Center of San Francisco	25,000.00	20,000.00	45,000.00
Concord Branch American Association Of University Women	2,000.00		2,000.00
Congressional Black Caucus Foundation, Inc.	40,000.00	10,000.00	50,000.00
Congressional Club Museum And Foundation	5,000.00		5,000.00
Congressional Hispanic Caucus Institute, Inc.	65,000.00	20,000.00	85,000.00
Congressional Hispanic Leadership Institute Inc	40,000.00	20,000.00	60,000.00
Congressional Management Foundation	10,000.00		10,000.00
Conservation Society Of California	7,500.00	72,500.00	80,000.00
Construction Industry Education Foundation	12,500.00		12,500.00
Construction Trades Workforce Initiative	6,000.00	150,000.00	156,000.00
Contemporary Jewish Museum	25,000.00		25,000.00
Contra Costa Economic Partnership Inc	10,000.00		10,000.00
COPE Family Center	10,000.00		10,000.00
Cordova Community Council Foundation	1,500.00		1,500.00
Coro Northern California		10,000.00	10,000.00
CorpsGiving Foundation		250,000.00	250,000.00
County of Nevada		20,000.00	20,000.00
County of San Mateo Human Services Agency		7,500.00	7,500.00
County of Shasta	50,000.00		50,000.00
Court Appointed Special Advocates of Merced County (CASA)	7,500.00		7,500.00
Creative Visions Foundation	6,000.00		6,000.00
Cuesta College Foundation		52,500.00	52,500.00
Cypress Mandela Training Center, Inc.		149,000.00	149,000.00
Davis Media Access	1,000.00		1,000.00
De La Salle High School		8,000.00	8,000.00
Del Rio CC Foundation	2,500.00		2,500.00
Destiny Arts Center		5,000.00	5,000.00
Destiny Education Project Inc	3,000.00		3,000.00
Diablo Ballet		7,500.00	7,500.00
Diablo Valley College Foundation		50,000.00	50,000.00
Digital NEST	5,000.00		5,000.00
Disability: IN	35,000.00		35,000.00
Dollar Energy Fund	829,250.00		829,250.00
Donor Network West	2,000.00		2,000.00
Downtown And Community Partnership Inc	7,500.00		7,500.00
Downtown Streets Inc.	5,000.00	5,000.00	10,000.00
East Bay College Fund	50,000.00	200,000.00	250,000.00
East Bay Economic Alliance Foundation	15,000.00		15,000.00
East Bay Youth Development Foundation Inc.		5,000.00	5,000.00
East Oakland Boxing Association	14,300.00	7,500.00	21,800.00
East Oakland Youth Development Center	55,000.00		55,000.00
Eastern Madera County Chamber Of Commerce Foundation		4,000.00	4,000.00
Economic Development & Financing Corporation	10,000.00		10,000.00
Economic Development Corporation of Madera County	28,000.00		28,000.00
Economic Development Corporation of Mariposa County		27,500.00	27,500.00
Economic Development Corporation of San Benito County	10,000.00		10,000.00
Economic Vitality Research & Education Foundation		10,000.00	10,000.00
Eden Information & Referral Service, Inc.		25,000.00	25,000.00
El Camino Homeless Organization	5,000.00		5,000.00
El Concilio California	15,000.00		15,000.00
El Concilio of San Mateo County	30,000.00	45,000.00	75,000.00
El Dorado Community Foundation		70,000.00	70,000.00
Elsie Allen High School Foundation	3,000.00		3,000.00
Emergency Food Bank		14,410.00	14,410.00
Enloe Health Foundation	5,000.00		5,000.00
Environmental Law Institute Inc	2,500.00		2,500.00
Equality California Institute	45,000.00	30,000.00	75,000.00
Estero Radio Club Inc.		1,000.00	1,000.00
Ethics Resource Center Inc		25,000.00	25,000.00
Eureka Concert And Film Center	5,000.00		5,000.00
Every Neighborhood Partnership	2,500.00		2,500.00
Exploratorium	75,000.00	75,000.00	150,000.00
F I G L E A F Educational Festivals	3,000.00		3,000.00
F O O D Inc		39,890.00	39,890.00
Fairfield Community Services Foundation	5,000.00		5,000.00
Faith Works Llc	2,500.00		2,500.00
Fall River Valley Fire Protection District	10,000.00		10,000.00
FBI National Academy Associates Inc. California Chapter	5,000.00		5,000.00
Feeding it Forward Napa Valley	10,000.00		10,000.00
Financial Women's Association of San Francisco Scholarship Fund Inc.	10,000.00		10,000.00
Firehouse Subs Public Safety Foundation Inc	15,000.00		15,000.00
Five Cities Diversity Coalition	5,000.00		5,000.00
Five Cities Homeless Coalition	5,000.00		5,000.00
Focus Forward	2,500.00		2,500.00
Food Bank Coalition of San Luis Obispo County		20,000.00	20,000.00
Food Bank Contra Costa and Solano		42,345.00	42,345.00
Food Bank of El Dorado County		17,850.00	17,850.00
Food Bank of Monterey County		21,635.00	21,635.00
Food Bank Of Nevada County Inc.		21,720.00	21,720.00
Food Bank of Northern Nevada, Inc.		11,015.00	11,015.00
Food Bank of Santa Barbara County		19,745.00	19,745.00
Food for People, Inc.	10,000.00	8,550.00	18,550.00
Food For Thought		15,880.00	15,880.00
FoodLink For Tulare County, Inc		5,000.00	5,000.00



**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
For The Inspiration & Recognition Science & Technology (FIRST)		100,000.00	100,000.00
Forestry Educators Incorporated		5,000.00	5,000.00
Forward Fresno Foundation, Inc.	10,000.00		10,000.00
Foundation for Napa Recreation		5,000.00	5,000.00
Foundation for the Performing Arts Center	5,000.00		5,000.00
Foundation to Eradicate Duchenne	5,000.00		5,000.00
Franklin Wildcats Youth Football & Cheer		5,000.00	5,000.00
Fremont Rideout Foundation	3,000.00		3,000.00
Fresno Area Hispanic Foundation	15,000.00		15,000.00
Fresno Center For New Americans (FCNA)	2,500.00		2,500.00
Fresno County Economic Opportunities Commission	2,000.00		2,000.00
Fresno Fire Chief's Foundation	10,000.00		10,000.00
Fresno Metro Black Chamber Foundation	7,500.00		7,500.00
Fresno Police Activities League	5,000.00	5,000.00	10,000.00
Fresno Police and Neighborhood Watch Association	4,000.00		4,000.00
Fresno's Chaffee Zoo Corporation	3,000.00		3,000.00
Friends In Sonoma Helping		5,000.00	5,000.00
Friends Of Camp Sacramento		10,000.00	10,000.00
Friends of Downtown SLO		2,500.00	2,500.00
Friends of Five Cities Fire Authority		2,500.00	2,500.00
Friends of Mariposa County Sheriffs Search And Rescue	10,000.00	50,000.00	60,000.00
Friends of San Luis Obispo Botanical Garden	2,500.00		2,500.00
Friends of the Bill Williams River And Havasu National Wildlife Refuges	1,000.00		1,000.00
Friends Of The Chico Animal Shelter	5,000.00		5,000.00
Friends of the Urban Forest	20,000.00		20,000.00
Fuerza Educational Coalition	5,000.00		5,000.00
Full Circle Fund	5,000.00		5,000.00
Gamma Zeta Boule Foundation	10,000.00		10,000.00
GAPA FUND	5,000.00		5,000.00
Girls Incorporated of Alameda County		15,000.00	15,000.00
Give Every Child A Chance	10,000.00		10,000.00
Glenn County Sheriffs Office Search And Rescue		1,500.00	1,500.00
Global Womens Innovation Network	25,000.00		25,000.00
GlobalSF	5,000.00	20,000.00	25,000.00
Gold Country WildLife Rescue (GCWR)	15,000.00		15,000.00
Golden State Warriors Community Foundation	120,000.00	980,000.00	1,100,000.00
Good Samaritan Shelter	7,500.00		7,500.00
Goodwill Industries Of San Joaquin Valley Inc	5,000.00		5,000.00
Governor's Cup Foundation, Inc.	40,000.00		40,000.00
Granite Wellness Centers Foundation	2,500.00		2,500.00
Great Northern Services		3,550.00	3,550.00
Greater Bakersfield Vision 2020, Inc.	10,000.00		10,000.00
Greater Napa Fair Housing Center	5,000.00		5,000.00
Greater Sacramento Urban League, Inc.	25,000.00		25,000.00
Greater Shaver Lake Visitors Bureau	53,000.00		53,000.00
Green Foothills Foundation		5,000.00	5,000.00
Greene Scholars		10,000.00	10,000.00
Greenville Rancheria		50,000.00	50,000.00
Guadalupe River Park Conservancy	10,000.00		10,000.00
Habitat for Humanity Greater San Francisco Inc.	18,000.00	95,000.00	113,000.00
Habitat For Humanity Westside Merced County	7,500.00		7,500.00
Habitat for Humanity Yuba/Sutter, Inc.		2,000.00	2,000.00
Habitat for Humanity, East Bay & Silicon Valley		103,500.00	103,500.00
Habitat for Humanity, San Luis Obispo County	2,000.00		2,000.00
Halleck Creek Ranch	5,000.00		5,000.00
Hamilton Families		5,000.00	5,000.00
Hands Across the Valley		37,325.00	37,325.00
Hands Of Hope: Resources For Homeless Families	3,000.00		3,000.00
Hands On Bay Area		40,000.00	40,000.00
Hayward Education Foundation	8,000.00	5,000.00	13,000.00
Hayward Rotary Club Foundation		2,500.00	2,500.00
Helping Others Provide Encouragement Ministries	5,000.00		5,000.00
Highlands Senior Service Center Inc	3,000.00		3,000.00
Hinkley Senior Citizens	6,000.00		6,000.00
Hip Hop For Change, Inc.		25,000.00	25,000.00
Hispanas Organized for Political Equality	25,000.00	90,000.00	115,000.00
Hispanic Chamber Foundation of Tulare-Kings Counties	5,000.00		5,000.00
Hispanic Community Affairs Council Of Alameda County	10,000.00		10,000.00
Hispanic Foundation of Silicon Valley	15,000.00		15,000.00
Hispanics In Energy	40,000.00	10,000.00	50,000.00
Home Building Foundation of The Delta	5,000.00		5,000.00
Hoopa Valley Tribe		20,000.00	20,000.00
Horizons Foundation	10,000.00		10,000.00
Hospice of Amador & Calaveras		3,500.00	3,500.00
Hospice of San Joaquin		5,000.00	5,000.00
Hospice of San Luis Obispo County, Inc.		2,500.00	2,500.00
Human Investment Project Inc HIP Housing	5,000.00		5,000.00
Humane Society of the North Bay	2,000.00		2,000.00
Humboldt Area Foundation	20,500.00	40,000.00	60,500.00
Humboldt County Fair	10,000.00		10,000.00
Humboldt Library Foundation		2,500.00	2,500.00
If Given A Chance	10,000.00		10,000.00
Imagine An Answer To Kids Brain Cancer Foundation	5,000.00		5,000.00
Improve Your Tomorrow	5,000.00		5,000.00
Ink People	5,000.00		5,000.00
Innovation Tri-Valley Inc		2,500.00	2,500.00
Interface Children & Family Services	100,000.00		100,000.00
Interfaith Council of Amador		20,690.00	20,690.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Invictus Foundation	10,000.00		10,000.00
Jack and Jill of America Foundation	25,000.00		25,000.00
Jacks Helping Hand Inc		15,500.00	15,500.00
John Muir Land Trust		100,000.00	100,000.00
Junior Achievement Of Northern California	10,000.00		10,000.00
Junior League Of Sacramento Inc	1,000.00		1,000.00
Karuk Tribe		10,000.00	10,000.00
Keaton's Child Cancer Alliance	2,000.00		2,000.00
Kern Black Chamber Foundation	7,000.00		7,000.00
Kern County Science Foundation		2,500.00	2,500.00
Kern County Taxpayers Education Fund Inc	12,000.00		12,000.00
Kern Economic Development Foundation	5,500.00	6,500.00	12,000.00
Kern Literacy Council	1,000.00		1,000.00
Keystone Center	30,000.00		30,000.00
Kid Scoop News	6,000.00		6,000.00
Kimochi, Inc.		25,000.00	25,000.00
Kings Community Action Organization, Incorporated		12,270.00	12,270.00
KWMR - West Marin Community Radio	5,000.00		5,000.00
La Cocina Inc	10,000.00		10,000.00
La Luz Bilingual Center	4,000.00		4,000.00
Lafayette Community Foundation	4,000.00		4,000.00
Lake County Community Radio, Inc.	3,000.00		3,000.00
Lake County Wine Alliance	2,000.00		2,000.00
Land Paths	3,000.00		3,000.00
Larkin Street Youth Services	10,000.00		10,000.00
Latina Coalition of Silicon Valley	10,000.00		10,000.00
Latino Community Foundation		75,000.00	75,000.00
Latino Leaders Network Inc	5,000.00	5,000.00	10,000.00
Latino Leadership Council	1,500.00		1,500.00
Latino Legislative Caucus Foundation	25,000.00		25,000.00
Lawyers Committee for Civil Rights of the SF Bay Area	5,000.00		5,000.00
Lend A Hand Foundation Inc of Northern California	3,000.00	75,000.00	78,000.00
LGBTQ Victory Institute Inc.	15,000.00	5,000.00	20,000.00
Liahona Motu Foundation	5,000.00		5,000.00
Libbey Family Fund For Education	3,000.00		3,000.00
Life Plan Humboldt		13,000.00	13,000.00
Lifemoves	10,000.00		10,000.00
Lighthouse Counseling And Family Resource Center	5,000.00		5,000.00
Lighthouse for the Blind and Visually Impaired	50,000.00		50,000.00
Lincoln Rotary Club Foundation	5,000.00		5,000.00
Links Foundation Inc		15,000.00	15,000.00
Literacy Lab	20,000.00		20,000.00
Living Room Center Inc	4,000.00		4,000.00
Liza Maribel Foundation Inc		5,000.00	5,000.00
Loaves Fishes & Computers Inc	4,000.00		4,000.00
LOCAL GOVERNMENT COMMISSION	5,000.00		5,000.00
Los Rios Colleges Foundation	5,000.00	100,000.00	105,000.00
Lost Sierra Food Project	5,000.00		5,000.00
Lovelifa Foundation	5,000.00		5,000.00
Lucerne Alpine Seniors Inc		2,000.00	2,000.00
Lucia Mar Unified School District	5,000.00		5,000.00
M Peters Foundation		5,000.00	5,000.00
Madera County Food Bank		14,410.00	14,410.00
Madera County Schools Foundation	5,000.00		5,000.00
Madera County Sheriff's Foundation	10,000.00	50,000.00	60,000.00
Madera Linkage Foundation	10,000.00		10,000.00
Magalia Community Park	5,000.00		5,000.00
Makin Moves		5,000.00	5,000.00
Manteca Unified School District	10,000.00		10,000.00
March of Dimes Foundation	18,000.00		18,000.00
Marin Leadership Foundation		5,000.00	5,000.00
Marin Link	10,000.00		10,000.00
Mariposa Community Foundation	35,000.00	52,500.00	87,500.00
Mariposa County Resource Conservation District	5,000.00		5,000.00
Mariposa County Schools Foundation		3,500.00	3,500.00
Meals on Wheels Diablo Region	5,000.00		5,000.00
Mendocino County Baseball Alumni Association	25,000.00		25,000.00
Mendocino County Fire Safe Council		50,000.00	50,000.00
Mendocino Food & Nutrition Program Inc		12,190.00	12,190.00
Mendota Community Corporation	2,500.00		2,500.00
Merced County Education Foundation		2,500.00	2,500.00
Merced County Food Bank, Inc.		24,455.00	24,455.00
Merced County Spring Fair Heritage Foundation	5,000.00		5,000.00
Merced Lao Family Community, Inc	7,500.00		7,500.00
Mercy Coalition Of West Sacramento		10,000.00	10,000.00
Mercy Foundation North		13,990.00	13,990.00
Metro Washington DC Chapter of National Coalition of 100 Black Women	5,000.00		5,000.00
Middletown Senior Citizens Inc		3,000.00	3,000.00
Mill Valley Schools Community Foundation	5,000.00		5,000.00
Mi-Wuk Sugar Pine Fire Protection District Auxiliary	2,500.00		2,500.00
Monterey Bay Aquarium	8,000.00		8,000.00
Monterey Bay Economic Partnership Inc	7,500.00		7,500.00
Monument Crisis Center	10,000.00	5,000.00	15,000.00
Moraga Community Foundation	50,000.00		50,000.00
Most Honourable Order Of Christian Knights Of The Rose	2,500.00		2,500.00
Mother Lode Rehabilitation Enterprises Inc		2,500.00	2,500.00
Mountain Communities Recreation Foundation	4,000.00		4,000.00
Mountain View Public Safety Foundation	7,500.00		7,500.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Museum of the African Diaspora	25,000.00		25,000.00
Mutual Housing California	5,000.00		5,000.00
NALEO Educational Fund	55,000.00		55,000.00
Napa Chamber of Commerce Community Foundation	5,000.00		5,000.00
Napa County Hispanic Network	5,000.00		5,000.00
Napa Valley Unified School District	2,500.00		2,500.00
Napa Youth Soccer League Inc	10,000.00		10,000.00
National Asian American Coalition		5,000.00	5,000.00
National Center for Lesbian Rights	10,000.00		10,000.00
National Coalition of 100 Black Women	5,000.00		5,000.00
National Energy and Utility Affordability Coalition	21,000.00	15,000.00	36,000.00
National Energy Education Development Project, Inc.	41,000.00	450,000.00	491,000.00
National Energy Resources Organization	5,000.00		5,000.00
National Marine Sanctuary Foundation	10,000.00		10,000.00
National Minority Supplier Development Council, Inc.		8,000.00	8,000.00
National Partnership for Women and Families	5,000.00		5,000.00
NatureBridge	30,000.00		30,000.00
Nawbo-California Education Fund		1,500.00	1,500.00
Needles Unified School District	1,000.00		1,000.00
New Haven Schools Foundation	10,000.00		10,000.00
New Venture Fund	50,000.00		50,000.00
New Way Homes Inc	5,000.00		5,000.00
Next Door Solutions to Domestic Violence	7,500.00		7,500.00
NGLCC Foundation	50,000.00		50,000.00
Nipomo Food Basket		2,500.00	2,500.00
NorCal Mavericks Athletic Development	2,500.00		2,500.00
North Coast Opportunities, Inc.	19,000.00	34,600.00	53,600.00
North County (Atascadero) Economic Foundation	5,000.00		5,000.00
North Fork Boosters	20,000.00	5,000.00	25,000.00
North Valley Community Foundation	25,000.00		25,000.00
Northeastern University		100,000.00	100,000.00
Northern California Educational Television Association Inc.	2,500.00		2,500.00
Northern California Grantmakers	12,500.00	12,500.00	25,000.00
Northern Santa Barbara County United Way Inc.	2,500.00		2,500.00
Noyo Center For Marine Science	5,000.00		5,000.00
Oak Park Neighborhood Association	3,000.00		3,000.00
Oakhurst Community Center, Inc.		25,000.00	25,000.00
Oakland African American Chamber Foundation	5,000.00		5,000.00
Oakland Ballet Company	15,000.00		15,000.00
Oakland Children's Fairyland, Inc.	5,000.00	15,000.00	20,000.00
Oakland Chinatown Chamber Foundation	25,000.00		25,000.00
Oakland East Bay Garden Center Inc	10,000.00		10,000.00
Oakland Firesafe Council		3,000.00	3,000.00
Oakland LGBTQ Community Center Inc	15,000.00		15,000.00
Oakland Metropolitan Chamber of Commerce Foundation	10,000.00	15,000.00	25,000.00
Oakland Museum of California	30,000.00		30,000.00
Oakland Parks and Recreation Foundation	15,000.00		15,000.00
Oakland Police Community Activities League		5,000.00	5,000.00
Oakland Pride Inc	5,000.00		5,000.00
Oakland Public Education Fund	50,000.00	250,000.00	300,000.00
Oakland Rotary Endowment	5,000.00	5,000.00	10,000.00
Oasis Companies International		10,000.00	10,000.00
OK Program Of Oakland		20,000.00	20,000.00
Ole Health Foundation	10,000.00		10,000.00
One Hundred Club of San Mateo County Edwin Johnson		1,500.00	1,500.00
O'Neill Sea Odyssey	2,500.00		2,500.00
Open Door Legal		10,000.00	10,000.00
Open Gate Ministries	3,500.00		3,500.00
Operation With Love From Home	5,000.00		5,000.00
Opportunity Junction Inc		5,000.00	5,000.00
Organization of Chinese Americans, Inc. - San Mateo Chapter	2,500.00		2,500.00
Organization Of Chinese-Americans Inc - Sacramento Chapter		1,500.00	1,500.00
Pajaro Valley Community Health Trust	2,500.00		2,500.00
Palo Cedro Community Action Team	1,000.00		1,000.00
Panorama Global	10,000.00		10,000.00
Paradise Performing Arts Center	5,000.00		5,000.00
Parent Families And Friends Of Lesbians And Gays Inc San Francisco Chapter	3,000.00		3,000.00
Parks California		175,000.00	175,000.00
Pastor of St Francis of Assisi Parish Sacramento A Corporation Sole		5,000.00	5,000.00
Peninsula Chinese Business Association Inc	5,000.00		5,000.00
Peninsular Asian Voter Education	5,000.00		5,000.00
People for Open Space/Greenbelt Alliance		25,000.00	25,000.00
Pepperwood Foundation		25,000.00	25,000.00
Peralta Colleges Foundation		100,000.00	100,000.00
Pittsburg Unified School District	50,000.00		50,000.00
Placer Community Foundation	25,000.00	70,000.00	95,000.00
Placer Food Bank		15,120.00	15,120.00
Placer Land Trust	2,500.00		2,500.00
Placerville Arts Association		5,000.00	5,000.00
Pleasant Valley High School Sports Boosters	2,500.00		2,500.00
Pleasanton Chamber Of Commerce Community Foundation		2,000.00	2,000.00
Point San Luis Lighthouse Keepers	5,000.00		5,000.00
Professional and Business Women of California	100,000.00		100,000.00
Pta California Congress Of Parents Teachers & Students Inc	1,000.00		1,000.00
Puente de la Costa Sur	5,000.00		5,000.00
PYXERA Global Inc	6,000.00		6,000.00
Quakes Foundation		38,500.00	38,500.00
Reading And Beyond	2,500.00		2,500.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Reading Partners		26,450.00	26,450.00
Rebuild North Bay Foundation		50,000.00	50,000.00
Redwood Acres Friends Of The Fair	7,500.00		7,500.00
Redwood City International	5,000.00		5,000.00
Redwood Community Action Agency		10,000.00	10,000.00
Redwood Empire Food Bank	5,000.00	18,330.00	23,330.00
Reedley Parks Recreation Foundation	4,000.00		4,000.00
Regents of The University of California	10,000.00	22,500.00	32,500.00
Regents Of The University of California At Berkeley	5,000.00	10,000.00	15,000.00
Regents of the University of California, University of California, Davis	100,000.00	25,000.00	125,000.00
Reinvent Stockton Foundation		50,000.00	50,000.00
Richmond Community Foundation	5,000.00	5,000.00	10,000.00
Richmond Police Activities League Inc	5,000.00		5,000.00
River Cats Foundation	5,000.00		5,000.00
River Partners	5,000.00		5,000.00
Rose Pak Community Fund		5,000.00	5,000.00
Rotary Club Of Dublin Foundation	2,500.00		2,500.00
Round Valley Indian Tribes		10,000.00	10,000.00
Running Start	15,000.00	10,000.00	25,000.00
Rural Alliance Inc.	50,000.00		50,000.00
SAC Connect		2,500.00	2,500.00
Sacramento Black Chamber of Commerce Foundation Inc.	5,000.00	10,000.00	15,000.00
Sacramento Business Services Center	3,000.00	4,000.00	7,000.00
Sacramento Delta Foundation Incorporated	10,000.00		10,000.00
Sacramento Food Bank Services	25,000.00	20,000.00	45,000.00
Sacramento LGBT Community Center	10,000.00		10,000.00
Sacramento Peers on Prevention		2,500.00	2,500.00
Sacramento Region Community Foundation	44,500.00		44,500.00
Sacramento Regional Conservation Corps Inc		2,000.00	2,000.00
Sacramento Tree Foundation	4,250.00		4,250.00
Salinas Area Chamber of Commerce Foundation		5,000.00	5,000.00
Salinas Police Foundation	2,500.00		2,500.00
Samaritan House	5,000.00		5,000.00
San Diego Lesbian Gay Bisexual And Transgender Community Center	10,000.00		10,000.00
San Francisco Chamber of Commerce Foundation		40,000.00	40,000.00
San Francisco Firefighters Toy Program		25,000.00	25,000.00
San Francisco Fleet Week Association	25,000.00		25,000.00
San Francisco Food Bank		61,330.00	61,330.00
San Francisco Forty Niners Foundation		100,000.00	100,000.00
San Francisco Foundation		100,000.00	100,000.00
San Francisco Jazz Organization		25,000.00	25,000.00
San Francisco Lesbian Gay Bisexual Transgender Community Center	10,000.00		10,000.00
San Francisco Lesbian Gay Freedom Day Parade and Celebration Committee Inc.	14,000.00		14,000.00
San Francisco Planning and Urban Research Association	70,000.00		70,000.00
San Francisco Study Center Inc.	10,000.00		10,000.00
San Joaquin County Child Abuse Prevention Council	5,000.00		5,000.00
San Joaquin County Hispanic Foundation Inc	10,000.00		10,000.00
San Joaquin County Office of Education Educational Foundation		5,000.00	5,000.00
San Joaquin Junior Golf Foundation		5,000.00	5,000.00
San Joaquin Pride Center Inc.	5,000.00		5,000.00
San Jose Conservation Corps	10,000.00		10,000.00
San Jose Jazz	15,000.00		15,000.00
San Jose News Bureau	5,000.00		5,000.00
San Jose Parks Foundation		10,000.00	10,000.00
San Juan Committee	1,000.00		1,000.00
San Leandro Education Foundation		2,500.00	2,500.00
San Luis Obispo Community Leadership Foundation	5,000.00		5,000.00
San Luis Obispo County Office of Education	2,500.00		2,500.00
San Luis Obispo County Sheriff's Advisory Council	15,000.00		15,000.00
San Luis Obispo Museum of Art	7,500.00		7,500.00
San Mateo County Community College Foundation		7,500.00	7,500.00
San Mateo County Historical Association	16,000.00		16,000.00
San Mateo County Parks and Recreation Foundation	5,000.00		5,000.00
San Rafael Public Education Foundation		5,000.00	5,000.00
San Ramon Valley Education Foundation	5,000.00	50,000.00	55,000.00
Sandy Hook Promise Foundation	25,000.00		25,000.00
Sanger Police Foundation	3,000.00		3,000.00
Santa Barbara County Education Office	2,500.00		2,500.00
Santa Barbara County Fire Safe Council	20,000.00		20,000.00
Santa Cruz Communications Support		5,000.00	5,000.00
Santa Maria Valley Community Foundation	5,000.00		5,000.00
Santa Maria Valley YMCA (Young Mens Christian Association)		5,000.00	5,000.00
Santa Rosa Firefighters Foundation	2,500.00		2,500.00
Save Our Shores	5,000.00		5,000.00
Save the Bay		25,000.00	25,000.00
Scholarship America Inc		525,000.00	525,000.00
School of Arts and Culture at MHP	15,000.00	12,000.00	27,000.00
Second Harvest Food Bank Of San Joaquin & Stanislaus County Inc		14,010.00	14,010.00
Second Harvest Food Bank Santa Cruz County		11,110.00	11,110.00
Second Harvest of Silicon Valley	25,000.00	56,150.00	81,150.00
Seigler Springs Community Redevelopment Association	3,000.00	100,000.00	103,000.00
Self-Help for the Elderly		50,000.00	50,000.00
Sentinels of Freedom Scholarship Foundation		20,000.00	20,000.00
Service Corps of Retired Executives (SCORE)		2,500.00	2,500.00
Service League of San Mateo County	5,000.00		5,000.00
Service Opportunity For Seniors	5,000.00		5,000.00
SF Clout	15,000.00		15,000.00
Shannon Nicole Lemieux Memorial Fund		1,000.00	1,000.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Shasta County Office of Education		50,000.00	50,000.00
Shasta Regional Community Foundation	20,200.00		20,200.00
Sherwood Valley Rancheria		20,000.00	20,000.00
Shield Regional Training Consortium	2,500.00		2,500.00
Shingletown Council, Inc. DBA Shingletown FireSafe Council	10,000.00		10,000.00
Sierra College Foundation	5,000.00		5,000.00
Sierra Nevada Memorial Hospital Foundation	1,500.00		1,500.00
Sierra Vista Child & Family Services		2,500.00	2,500.00
Silicon Valley Community Foundation		100,000.00	100,000.00
Silicon Valley Council Of Nonprofits	15,000.00		15,000.00
SJFB Foundation for Agricultural Education	6,000.00		6,000.00
Slo County Colab Foundation	5,000.00		5,000.00
Social Engineering Project Inc		5,000.00	5,000.00
Socially Responsible Network	2,500.00		2,500.00
Society for Disabilities	2,500.00		2,500.00
Society of Wetland Scientists Inc	3,000.00		3,000.00
Society Of Women Engineers	17,300.00		17,300.00
Solano County Superintendent of Schools	50,000.00		50,000.00
Somos Mayfair Inc.		5,000.00	5,000.00
Sonoma Volunteer Firefighters Association Inc	5,000.00	20,000.00	25,000.00
Sonora Area Foundation	5,000.00		5,000.00
South County Visitor Services	5,000.00		5,000.00
South Lake County Volunteer Firefighters Association	5,000.00		5,000.00
South Yuba River Citizens League		2,500.00	2,500.00
Spanish Speaking Unity Council Of Alameda County Inc	60,000.00		60,000.00
Special Olympics Southern California	5,000.00		5,000.00
St Anthony Foundation		135,000.00	135,000.00
St Helena Hospital Foundation		12,500.00	12,500.00
Stanford Youth Solutions	2,000.00		2,000.00
Storyland and Playland Inc	2,500.00		2,500.00
Strawberry Recreation District		2,000.00	2,000.00
Student Conservation Association Inc	30,000.00		30,000.00
Sustainable Conservation	30,000.00	100,000.00	130,000.00
Sustainable Urban Neighborhoods Community Fund	75,000.00		75,000.00
Tahoe Truckee Community Foundation		50,000.00	50,000.00
Tanforan Assembly Center Memorial Committee	10,000.00		10,000.00
Tehama County Gleaners Inc		11,650.00	11,650.00
Tehama Together Inc		3,500.00	3,500.00
The African American Network of Kern County, Inc		5,000.00	5,000.00
The Arc of Amador and Calaveras		1,500.00	1,500.00
The Association Of Women In Water Energy And Environment Inc	3,000.00		3,000.00
The Bakersfield Foundation	10,000.00		10,000.00
The California Museum for History, Women and the Arts	25,000.00		25,000.00
The Center for Land-Based Learning	10,000.00		10,000.00
The Climate Registry	19,500.00	15,000.00	34,500.00
The Conference Board	32,000.00		32,000.00
The Crucible	10,000.00	15,000.00	25,000.00
The Darius Turner Foundation		3,000.00	3,000.00
The Davis Street Community Center Incorporated	5,000.00		5,000.00
The East Cut Community Benefit District	10,000.00		10,000.00
The Economic Alliance Foundation	7,500.00		7,500.00
The Economic Development Corporation of El Dorado County	6,000.00		6,000.00
The Foundation at FCOE	5,000.00	100,000.00	105,000.00
The Foundation for Leadership California	1,000.00		1,000.00
The Franklin And Eleanor Roosevelt Institute	5,000.00		5,000.00
The Future Talent of Silicon Valley	35,000.00		35,000.00
The GenderCool Project	10,000.00		10,000.00
The Greenlining Institute	25,000.00	40,000.00	65,000.00
The Land Conservancy of San Luis Obispo County	5,000.00		5,000.00
The Latino Coalition Foundation	30,000.00	10,000.00	40,000.00
The Lime Foundation	2,000.00		2,000.00
The Marina Foundation	2,500.00		2,500.00
The Marine Mammal Center		25,000.00	25,000.00
The Mexican Museum	10,000.00		10,000.00
The Napa Communities Firewise Foundation	5,000.00		5,000.00
The Panetta Institute For Public Policy		15,000.00	15,000.00
The Puffy Project Inc	5,000.00		5,000.00
The Rancho Cordova Chamber Of Commerce Foundation	3,000.00		3,000.00
The Resource Connection of Amador and Calaveras Counties		10,830.00	10,830.00
The Salvation Army	5,000.00		5,000.00
The Salvation Army, Del Oro Division, Sacramento Metro Region		58,790.00	58,790.00
The Trust for Public Land		50,000.00	50,000.00
The University Foundation California State University Chico	10,000.00		10,000.00
Theatre Rhinoceros Incorporated		5,000.00	5,000.00
Third Baptist Foundation Inc.		5,000.00	5,000.00
Thomas Alva Edison Foundation	50,000.00		50,000.00
Three Thirty Three Arts (333Arts)	5,000.00		5,000.00
Three Valleys Community Foundation	9,000.00		9,000.00
Thrive Alliance	10,000.00		10,000.00
Tipping Point Community		50,000.00	50,000.00
Topock Community Pride, Inc.	1,000.00		1,000.00
Touro University California	1,500.00		1,500.00
Tradeswomen Incorporated		5,000.00	5,000.00
Training Institute for Leadership Enrichment	32,500.00		32,500.00
Tree Fresno		30,000.00	30,000.00
Trinity County Food Assistance Program		5,325.00	5,325.00
Trinity Food Outreach Inc		20,000.00	20,000.00
Tri-Valley Conservancy		2,500.00	2,500.00

**PACIFIC GAS AND ELECTRIC COMPANY  
DONATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022**

CHARITABLE ORGANIZATION	UTILITY (\$)	FOUNDATION* (\$)	TOTAL (\$)
Tuolumne County Alliance For Resources And Environment Inc	2,500.00		2,500.00
Tuolumne County Youth Soccer	2,500.00		2,500.00
Turtle Bay Exploration Park	2,500.00		2,500.00
Uc Berkeley Center For Executive Education	175,000.00		175,000.00
Union Square Foundation	5,000.00		5,000.00
United Negro College Fund		30,000.00	30,000.00
United States Hispanic Chamber of Commerce Educational Fund	30,000.00		30,000.00
United States Pan Asian American Chamber Of Commerce Education Foundation	10,000.00		10,000.00
United Way Kern County (Bakersfield)		5,000.00	5,000.00
United Way of Fresno County	10,000.00		10,000.00
United Way of Northern California	2,500.00		2,500.00
United Way of San Joaquin County	13,000.00		13,000.00
United Way of Santa Cruz County	5,000.00		5,000.00
Unity Care Group, Inc.	5,000.00		5,000.00
University Corporation At Monterey Bay	2,500.00		2,500.00
University Foundation At Sacramento State	5,000.00	10,000.00	15,000.00
University of California, Berkeley Foundation	2,000.00	20,000.00	22,000.00
Up Valley Family Centers of Napa County	5,000.00		5,000.00
Urban League Of Greater San Francisco Bay Area	25,000.00		25,000.00
Vacaville Neighborhood Boys & Girls Club	5,000.00		5,000.00
Valley CAN	25,000.00		25,000.00
Valley Churches United	10,000.00		10,000.00
Valley Vision Inc	25,000.00		25,000.00
Ventana Wildlife Society	10,000.00		10,000.00
Vivalon		5,000.00	5,000.00
Volunteer Center of Kern County Inc	10,000.00		10,000.00
Voto Latino Inc		40,000.00	40,000.00
Walk San Francisco Foundation	20,000.00		20,000.00
Walnut Creek Chamber Foundation	3,000.00	3,000.00	6,000.00
Washington Government Relations Group Foundation Inc	20,000.00		20,000.00
Watsonville Film Festival	2,500.00		2,500.00
We Care Solar, Inc.		150,000.00	150,000.00
Wender Weis Foundation for Children	15,000.00		15,000.00
West Bay Local Development Corporation	10,000.00		10,000.00
West Contra Costa Public Education Fund	100,000.00		100,000.00
West County Community Services	14,000.00		14,000.00
West Fresno Health Care Coalition	20,000.00		20,000.00
West Marin Community Services	5,000.00		5,000.00
Western Regional Minority Supplier Development Council	20,000.00	6,000.00	26,000.00
White Pony Express	5,000.00		5,000.00
Wide Open Walls	10,000.00	2,500.00	12,500.00
Willie L. Brown Jr. Institute on Politics and Public Service	25,000.00		25,000.00
Willow Creek Youth Partnership		10,000.00	10,000.00
Winters Community Corazon	2,500.00		2,500.00
Winters Healthcare Foundation Inc	5,000.00		5,000.00
Women In California Leadership Inc.	55,000.00		55,000.00
Women's Business Enterprise National Council		8,000.00	8,000.00
Womens Congressional Policy Institute	15,000.00		15,000.00
Women's Congressional Staff Foundation	10,000.00	15,000.00	25,000.00
Womens Empowerment		5,000.00	5,000.00
Women's Energy Network - Washington DC Chapter Inc	10,000.00		10,000.00
Wood Angels		10,000.00	10,000.00
Working Partnerships USA		10,000.00	10,000.00
Xenophon Therapeutic Riding Center	5,000.00		5,000.00
Yes In My Back Yard	15,000.00		15,000.00
YMCA of Superior California	1,500.00		1,500.00
Yolo Community Foundation	27,000.00		27,000.00
Yolo County Children's Alliance		10,000.00	10,000.00
Yolo Food Bank		29,215.00	29,215.00
Yosemite Gateway Partners		2,500.00	2,500.00
Young Community Developers	25,000.00		25,000.00
Young Mens Christian Association San Luis Obispo County		5,000.00	5,000.00
YourCause, LLC		2,707,550.00	2,707,550.00
Youth Alive		10,000.00	10,000.00
Youth Leadership Institute		2,500.00	2,500.00
Youth Making A Difference		2,500.00	2,500.00
Youth Sports Foundation Of Tuolumne County		2,500.00	2,500.00
Yuba Sutter Economic Development Corporation	5,000.00		5,000.00
Yuba-Sutter Gleaners Food Bank Inc		14,410.00	14,410.00
Yurok Tribe		10,000.00	10,000.00
<b>TOTAL CHARITABLE DONATIONS</b>	<b>9,500,000.00</b>	<b>15,500,000.00</b>	<b>25,000,000.00</b>

\* PG&E Corporation Foundation donations are funded by PG&E Corporation and not Pacific Gas and Electric Company.

PACIFIC GAS AND ELECTRIC COMPANY  
CONTRIBUTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2022

COMMITTEE NAME	ACCOUNT	ELECTRIC AMOUNT (\$)	GAS AMOUNT (\$)	COMMON AMOUNT (\$)	OTHER AMOUNT (\$)	ACCOUNT TOTAL (\$)
<hr/>						
<b>TOTAL CONTRIBUTIONS*</b>						

\*Pacific Gas and Electric Company made no contributions during the year ended December 31, 2022.

2022 Compensation

Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation, and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more<sup>1</sup>

COMPENSATION GRANTED AND COMPENSATION OPPORTUNITY

Officers Name in Publicly Disclosed Proxy Statement	Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan						Other Annual	Other One-Time
			Restricted Stock Units <sup>4</sup>		Performance Shares <sup>5</sup>		Stock Options <sup>6</sup>			
			Shares	Value at	Shares	Value at	Shares	Value at		
Salary <sup>2</sup>	Target Value <sup>3</sup>	Granted	Grant	Granted	Grant	Granted	Grant	Annual <sup>7</sup>	One-Time <sup>8</sup>	
Poppe Patricia	\$1,400,000	\$1,890,000	0	\$0	819,462	\$9,500,043	0	\$0	\$0	\$23,532
Glickman Jason	\$720,000	\$540,000	0	\$0	150,957	\$1,750,048	0	\$0	\$0	\$0
Santos Marlene	\$875,000	\$787,500	0	\$0	224,276	\$2,600,037	0	\$0	\$0	\$0
Wright Adam	\$875,000	\$787,500	0	\$0	224,276	\$2,600,037	0	\$0	\$0	\$660
Foster Christopher	\$655,000	\$491,250	0	\$0	150,957	\$1,750,048	0	\$0	\$0	\$0
Thomason David	\$390,370	\$195,185	0	\$0	34,506	\$400,030	0	\$0	\$0	\$0
Simon John	\$820,000	\$615,000	0	\$0	150,957	\$1,750,048	0	\$0	\$0	\$0
Sumeet Sumeet	\$675,000	\$506,250	0	\$0	150,957	\$1,750,048	0	\$0	\$0	\$0
Cox Julius	\$645,000	\$483,750	0	\$0	107,824	\$1,250,006	0	\$0	\$0	\$28,511
<b>Other Officers of Pacific Gas and Electric Company</b>										
EVP/SVP	\$620,000	\$465,000	0	\$0	107,824	\$1,250,006	0	\$0	\$0	\$0
EVP/SVP	\$640,000	\$384,000	0	\$0	73,324	\$850,046	0	\$0	\$0	\$0
EVP/SVP	\$602,252	\$135,216	0	\$0	0	\$0	0	\$0	\$0	\$0
EVP/SVP	\$600,300	\$360,180	0	\$0	72,620	\$870,042	0	\$0	\$0	\$0
EVP/SVP	\$585,000	\$351,000	0	\$0	45,966	\$525,059	0	\$0	\$0	\$77,210
EVP/SVP	\$558,625	\$335,175	9,175	\$120,009	34,506	\$400,030	0	\$0	\$0	\$0
EVP/SVP	\$525,000	\$315,000	0	\$0	56,072	\$650,044	0	\$0	\$0	\$0
EVP/SVP	\$486,450	\$291,870	13,762	\$180,007	60,386	\$700,057	0	\$0	\$0	\$0
EVP/SVP	\$479,400	\$287,640	0	\$0	54,258	\$650,053	0	\$0	\$0	\$0
EVP/SVP	\$477,057	\$286,234	0	\$0	56,072	\$650,044	0	\$0	\$0	\$0
EVP/SVP	\$435,000	\$261,000	10,620	\$120,006	20,115	\$230,061	0	\$0	\$0	\$0
EVP/SVP	\$420,000	\$252,000	0	\$0	56,072	\$650,044	0	\$0	\$0	\$0
VP	\$450,000	\$225,000	31,071	\$370,013	21,998	\$255,024	0	\$0	\$0	\$200,000
VP	\$440,994	\$198,447	11,505	\$130,007	16,824	\$195,042	0	\$0	\$0	\$0
VP	\$425,000	\$191,250	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$417,598	\$208,799	15,930	\$180,009	23,294	\$270,049	0	\$0	\$0	\$75,000
VP	\$400,000	\$180,000	10,479	\$160,014	0	\$0	0	\$0	\$0	\$0
VP	\$398,545	\$199,273	0	\$0	34,506	\$400,030	0	\$0	\$0	\$75,000
VP	\$396,550	\$178,447	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$390,865	\$175,889	0	\$0	0	\$0	0	\$0	\$0	\$0
VP	\$390,000	\$175,500	0	\$0	0	\$0	0	\$0	\$0	\$0
VP	\$385,000	\$173,250	9,735	\$110,006	14,237	\$165,050	0	\$0	\$0	\$0
VP	\$376,000	\$169,200	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$376,000	\$169,200	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$375,000	\$168,750	6,815	\$80,008	9,835	\$120,058	0	\$0	\$0	\$0
VP	\$372,766	\$167,745	28,466	\$380,022	18,116	\$210,019	0	\$0	\$0	\$0
VP	\$370,000	\$166,500	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$367,247	\$165,261	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$365,000	\$164,250	15,599	\$175,017	0	\$0	0	\$0	\$0	\$0
VP	\$365,000	\$164,250	12,390	\$140,007	0	\$0	0	\$0	\$0	\$0
VP	\$363,038	\$163,367	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$362,250	\$163,013	8,850	\$100,005	12,942	\$150,037	0	\$0	\$0	\$0
VP	\$361,375	\$162,619	30,714	\$420,009	15,529	\$180,028	0	\$0	\$0	\$75,000
VP	\$360,500	\$162,225	9,735	\$110,006	14,237	\$165,050	0	\$0	\$0	\$0
VP	\$360,500	\$162,225	9,735	\$110,006	14,237	\$165,050	0	\$0	\$0	\$0
VP	\$358,000	\$161,100	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$356,123	\$160,255	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$356,123	\$160,255	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$355,000	\$159,750	11,682	\$132,007	0	\$0	0	\$0	\$0	\$0
VP	\$351,050	\$175,525	0	\$0	25,881	\$300,040	0	\$0	\$0	\$0
VP	\$350,000	\$157,500	7,965	\$90,005	11,650	\$135,059	0	\$0	\$0	\$0
VP	\$350,000	\$157,500	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$350,000	\$157,500	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$100,000
VP	\$350,000	\$157,500	16,381	\$200,012	0	\$0	0	\$0	\$0	\$100,000
VP	\$349,965	\$157,484	2,655	\$30,002	3,885	\$45,039	0	\$0	\$0	\$0
VP	\$340,982	\$153,442	10,974	\$124,006	16,049	\$186,055	0	\$0	\$0	\$0
VP	\$335,000	\$150,750	10,620	\$120,006	15,529	\$180,028	0	\$0	\$0	\$0
VP	\$330,807	\$148,863	12,390	\$140,007	18,116	\$210,019	0	\$0	\$0	\$0
VP	\$330,750	\$148,838	7,080	\$80,004	10,352	\$120,012	0	\$0	\$0	\$0
VP	\$326,813	\$147,066	12,213	\$138,007	17,857	\$207,017	0	\$0	\$0	\$0
VP	\$324,450	\$146,003	7,080	\$80,004	10,352	\$120,012	0	\$0	\$0	\$0
VP	\$315,000	\$141,750	7,080	\$80,004	10,352	\$120,012	0	\$0	\$0	\$0
VP	\$305,000	\$137,250	13,275	\$150,008	0	\$0	0	\$0	\$0	\$0
VP	\$300,000	\$135,000	7,080	\$80,004	10,352	\$120,012	0	\$0	\$0	\$20,000
VP	\$300,000	\$135,000	12,124	\$137,001	0	\$0	0	\$0	\$0	\$2,500
VP	\$290,000	\$130,500	7,080	\$80,004	10,352	\$120,012	0	\$0	\$0	\$0
VP	\$275,000	\$123,750	7,080	\$80,004	10,352	\$120,012	0	\$0	\$0	\$0



2022 Compensation

Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation, and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more<sup>1</sup>

COMPENSATION GRANTED AND COMPENSATION OPPORTUNITY

	Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan				Other Annual	Other One-Time		
			Restricted Stock Units <sup>4</sup>		Performance Shares <sup>5</sup>				Stock Options <sup>6</sup>	
			Shares	Value at	Shares	Value at			Shares	Value at
Salary <sup>2</sup>	Target Value <sup>3</sup>	Granted	Grant	Granted	Grant	Granted	Grant	Annual <sup>7</sup>	One-Time <sup>8</sup>	
Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more										
Senior Director	\$344,194	\$103,258	11,505	\$130,007	0	\$0	0	\$0	\$0	\$0
Senior Director	\$337,629	\$101,289	8,850	\$100,005	0	\$0	0	\$0	\$0	\$0
Senior Director	\$331,584	\$99,475	12,390	\$140,007	0	\$0	0	\$0	\$0	\$10,602
Senior Director	\$326,679	\$98,004	12,390	\$140,007	0	\$0	0	\$0	\$0	\$14,305
Senior Director	\$321,994	\$96,598	11,505	\$130,007	0	\$0	0	\$0	\$0	\$343,264
Chief Counsel	\$321,913	\$64,383	8,408	\$95,010	0	\$0	0	\$0	\$0	\$8,000
Senior Director	\$321,294	\$96,388	11,505	\$130,007	0	\$0	0	\$0	\$0	\$0
Senior Director	\$321,145	\$96,343	14,160	\$160,008	0	\$0	0	\$0	\$0	\$1,300
Chief Counsel	\$320,855	\$64,171	8,408	\$95,010	0	\$0	0	\$0	\$0	\$1,000
Senior Director	\$320,000	\$96,000	9,864	\$130,008	0	\$0	0	\$0	\$0	\$32,000
Senior Director	\$315,024	\$94,507	14,259	\$165,005	0	\$0	0	\$0	\$0	\$5,132
Chief Counsel	\$313,210	\$62,642	7,523	\$85,010	0	\$0	0	\$0	\$0	\$550
Chief Counsel	\$312,546	\$62,509	0	\$0	0	\$0	0	\$0	\$0	\$327,596
Managing Counsel	\$310,870	\$93,261	11,505	\$130,007	0	\$0	0	\$0	\$0	\$75,000
Senior Director	\$310,839	\$93,252	11,505	\$130,007	0	\$0	0	\$0	\$0	\$50
Senior Director	\$310,618	\$93,185	12,390	\$140,007	0	\$0	0	\$0	\$0	\$1,000
Sr Director	\$310,510	\$93,153	11,505	\$130,007	0	\$0	0	\$0	\$0	\$4,477
Senior Director	\$309,436	\$92,831	11,505	\$130,007	0	\$0	0	\$0	\$0	\$0
Sr Director	\$309,223	\$92,767	10,620	\$120,006	0	\$0	0	\$0	\$0	\$7,263
Senior Director	\$308,033	\$92,410	13,275	\$150,008	0	\$0	0	\$0	\$0	\$0
Senior Director	\$307,689	\$92,307	11,505	\$130,007	0	\$0	0	\$0	\$0	\$0
Senior Director	\$306,573	\$91,972	0	\$0	0	\$0	0	\$0	\$0	\$0
Senior Director	\$300,348	\$90,104	11,947	\$135,001	0	\$0	0	\$0	\$0	\$0
Senior Director	\$300,000	\$90,000	8,850	\$100,005	0	\$0	0	\$0	\$0	\$11,403
Senior Director	\$300,000	\$90,000	7,523	\$85,010	0	\$0	0	\$0	\$0	\$5,401
Senior Director	\$300,000	\$90,000	10,177	\$115,000	0	\$0	0	\$0	\$0	\$25,550
Senior Director	\$298,887	\$89,666	8,850	\$100,005	0	\$0	0	\$0	\$0	\$317,854
Managing Counsel	\$298,662	\$89,599	11,505	\$130,007	0	\$0	0	\$0	\$0	\$0
Sr Director	\$296,249	\$88,875	9,735	\$110,006	0	\$0	0	\$0	\$0	\$306,249
Senior Director	\$295,853	\$88,756	15,487	\$175,003	0	\$0	0	\$0	\$0	\$0
Senior Director	\$295,796	\$88,739	11,505	\$130,007	0	\$0	0	\$0	\$0	\$3,500
Senior Director	\$294,975	\$88,493	11,505	\$130,007	0	\$0	0	\$0	\$0	\$3,950
Senior Director	\$294,282	\$88,285	12,390	\$140,007	0	\$0	0	\$0	\$0	\$357,282
Managing Counsel	\$293,049	\$87,915	11,505	\$130,007	0	\$0	0	\$0	\$0	\$0
Senior Director	\$292,740	\$87,822	0	\$0	0	\$0	0	\$0	\$0	\$0
Senior Director	\$292,600	\$87,780	7,965	\$90,005	0	\$0	0	\$0	\$0	\$9,350
Senior Director	\$292,526	\$87,758	11,770	\$133,001	0	\$0	0	\$0	\$0	\$0
Senior Director	\$292,296	\$87,689	9,735	\$110,006	0	\$0	0	\$0	\$0	\$302,296
Senior Director	\$291,732	\$87,520	11,505	\$130,007	0	\$0	0	\$0	\$0	\$50
Chief Counsel	\$291,085	\$58,217	8,408	\$95,010	0	\$0	0	\$0	\$0	\$32,850
Managing Counsel	\$291,074	\$87,322	11,505	\$130,007	0	\$0	0	\$0	\$0	\$0
Senior Director	\$290,000	\$87,000	8,850	\$100,005	0	\$0	0	\$0	\$0	\$0
Director	\$288,759	\$57,752	8,850	\$100,005	0	\$0	0	\$0	\$0	\$12,607
Chief Counsel	\$286,787	\$57,357	7,523	\$85,010	0	\$0	0	\$0	\$0	\$1,000
Senior Director	\$285,000	\$85,500	7,523	\$85,010	0	\$0	0	\$0	\$0	\$6,834
Director	\$285,000	\$57,000	5,641	\$85,010	0	\$0	0	\$0	\$0	\$50,000
Managing Counsel	\$284,971	\$85,491	11,505	\$130,007	0	\$0	0	\$0	\$0	\$3,200
Senior Director	\$284,043	\$56,809	7,341	\$85,009	0	\$0	0	\$0	\$0	\$0
Senior Director	\$282,220	\$84,666	11,062	\$125,001	0	\$0	0	\$0	\$0	\$5,300
Senior Director	\$280,223	\$84,067	7,965	\$90,005	0	\$0	0	\$0	\$0	\$50
Senior Director	\$280,130	\$84,039	15,487	\$175,003	0	\$0	0	\$0	\$0	\$750
Sr Director	\$280,060	\$84,018	15,487	\$175,003	0	\$0	0	\$0	\$0	\$290,960
Managing Counsel	\$280,060	\$84,018	11,505	\$130,007	0	\$0	0	\$0	\$0	\$1,500
Senior Director	\$280,000	\$84,000	7,523	\$85,010	0	\$0	0	\$0	\$0	\$0
Senior Director	\$280,000	\$84,000	10,177	\$115,000	0	\$0	0	\$0	\$0	\$13,385
Senior Director	\$279,757	\$83,927	11,505	\$130,007	0	\$0	0	\$0	\$0	\$289,807
Senior Director	\$279,620	\$83,886	11,505	\$130,007	0	\$0	0	\$0	\$0	\$3,800
Chief	\$278,660	\$55,732	0	\$0	0	\$0	0	\$0	\$0	\$0
Senior Director	\$278,400	\$83,520	11,505	\$130,007	0	\$0	0	\$0	\$0	\$2,900
Senior Director	\$278,139	\$83,442	10,620	\$120,006	0	\$0	0	\$0	\$0	\$0
Senior Director	\$276,900	\$83,070	0	\$0	0	\$0	0	\$0	\$0	\$50
Senior Director	\$276,890	\$83,067	15,487	\$175,003	0	\$0	0	\$0	\$0	\$0
Director	\$276,385	\$55,277	10,177	\$115,000	0	\$0	0	\$0	\$0	\$2,690
Senior Director	\$275,370	\$82,611	10,177	\$115,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$275,000	\$82,500	11,505	\$130,007	0	\$0	0	\$0	\$0	\$400
Senior Director	\$274,681	\$54,936	7,523	\$85,010	0	\$0	0	\$0	\$0	\$0
Senior Director	\$274,495	\$82,348	13,275	\$150,008	0	\$0	0	\$0	\$0	\$500
Senior Director	\$274,398	\$54,880	7,523	\$85,010	0	\$0	0	\$0	\$0	\$0
Senior Director	\$274,243	\$82,273	11,505	\$130,007	0	\$0	0	\$0	\$0	\$19,500

2022 Compensation

Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation, and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more<sup>1</sup>

COMPENSATION GRANTED AND COMPENSATION OPPORTUNITY

	Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan				Other Annual	Other One-Time		
			Restricted Stock Units <sup>4</sup>		Performance Shares <sup>5</sup>				Stock Options <sup>6</sup>	
			Shares	Value at	Shares	Value at			Shares	Value at
Salary <sup>2</sup>	Target Value <sup>3</sup>	Granted	Grant	Granted	Grant	Granted	Grant	Annual <sup>7</sup>	One-Time <sup>8</sup>	
Senior Director	\$274,167	\$82,250	14,602	\$165,003	0	\$0	0	\$0	\$0	\$0
Senior Director	\$274,050	\$82,215	11,505	\$130,007	0	\$0	0	\$0	\$0	\$16,925
Managing Counsel	\$273,772	\$82,132	11,505	\$130,007	0	\$0	0	\$0	\$0	\$1,500
Director	\$273,321	\$54,664	9,735	\$110,006	0	\$0	0	\$0	\$0	\$0
Senior Director	\$273,182	\$81,955	10,620	\$120,006	0	\$0	0	\$0	\$0	\$4,900
Senior Director	\$273,053	\$81,916	20,671	\$230,008	0	\$0	0	\$0	\$0	\$5,500
Sr Director	\$272,691	\$81,807	12,390	\$140,007	0	\$0	0	\$0	\$0	\$15,223
Chief Counsel	\$272,018	\$54,404	7,523	\$85,010	0	\$0	0	\$0	\$0	\$1,050
Managing Counsel	\$271,700	\$81,510	8,850	\$100,005	0	\$0	0	\$0	\$0	\$550
Director	\$270,624	\$54,125	7,523	\$85,010	0	\$0	0	\$0	\$0	\$280,624
Director	\$270,578	\$54,116	7,080	\$80,004	0	\$0	0	\$0	\$0	\$7,441
Director	\$269,204	\$53,841	6,638	\$75,009	0	\$0	0	\$0	\$0	\$15,080
Senior Director	\$268,980	\$80,694	11,505	\$130,007	0	\$0	0	\$0	\$0	\$3,600
Director	\$268,450	\$53,690	7,523	\$85,010	0	\$0	0	\$0	\$0	\$1,250
Director	\$268,396	\$53,679	7,523	\$85,010	0	\$0	0	\$0	\$0	\$3,600
Senior Director	\$268,018	\$80,405	10,177	\$115,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$268,000	\$80,400	11,505	\$130,007	0	\$0	0	\$0	\$0	\$2,800
Director	\$267,800	\$53,560	7,523	\$85,010	0	\$0	0	\$0	\$0	\$2,500
Senior Director	\$267,520	\$80,256	24,265	\$307,021	0	\$0	0	\$0	\$0	\$0
Director	\$267,000	\$53,400	7,523	\$85,010	0	\$0	0	\$0	\$0	\$44,310
Director	\$265,389	\$53,078	7,523	\$85,010	0	\$0	0	\$0	\$0	\$11,450
Senior Director	\$265,295	\$79,588	11,505	\$130,007	0	\$0	0	\$0	\$0	\$1,800
Senior Director	\$265,000	\$79,500	0	\$0	0	\$0	0	\$0	\$0	\$34,600
Sr Director	\$265,000	\$79,500	9,735	\$110,006	0	\$0	0	\$0	\$0	\$8,000
Chief Counsel	\$264,716	\$52,943	7,523	\$85,010	0	\$0	0	\$0	\$0	\$700
Director	\$263,737	\$52,747	7,523	\$85,010	0	\$0	0	\$0	\$0	\$1,500
Chief Counsel	\$262,987	\$52,597	8,850	\$100,005	0	\$0	0	\$0	\$0	\$550
Senior Director	\$262,500	\$52,500	7,523	\$85,010	0	\$0	0	\$0	\$0	\$800
Director	\$262,392	\$52,478	7,080	\$80,004	0	\$0	0	\$0	\$0	\$1,000
Director	\$262,128	\$52,426	7,523	\$85,010	0	\$0	0	\$0	\$0	\$9,700
Senior Director	\$261,919	\$52,384	7,523	\$85,010	0	\$0	0	\$0	\$0	\$50
Senior Director	\$261,028	\$78,308	10,177	\$115,000	0	\$0	0	\$0	\$0	\$0
Chief Counsel	\$261,004	\$52,201	7,965	\$90,005	0	\$0	0	\$0	\$0	\$1,500
Director	\$260,962	\$52,192	8,850	\$100,005	0	\$0	0	\$0	\$0	\$0
Chief Counsel	\$260,207	\$52,041	7,965	\$90,005	0	\$0	0	\$0	\$0	\$350
Director	\$260,042	\$52,008	7,523	\$85,010	0	\$0	0	\$0	\$0	\$270,042
Chief Counsel	\$260,009	\$52,002	7,523	\$85,010	0	\$0	0	\$0	\$0	\$8,800
Senior Director	\$260,000	\$78,000	11,505	\$130,007	0	\$0	0	\$0	\$0	\$16,150
Senior Director	\$260,000	\$78,000	11,505	\$130,007	0	\$0	0	\$0	\$0	\$100
Director	\$259,327	\$51,865	9,735	\$110,006	0	\$0	0	\$0	\$0	\$269,327
Senior Director	\$259,289	\$51,858	8,850	\$100,005	0	\$0	0	\$0	\$0	\$17,741
Director	\$259,191	\$51,838	7,523	\$85,010	0	\$0	0	\$0	\$0	\$279,559
Director	\$257,788	\$51,558	7,523	\$85,010	0	\$0	0	\$0	\$0	\$7,734
Director	\$257,516	\$51,503	8,408	\$95,010	0	\$0	0	\$0	\$0	\$12,000
Director	\$257,500	\$51,500	15,306	\$205,024	0	\$0	0	\$0	\$0	\$50
Director	\$257,467	\$51,493	8,850	\$100,005	0	\$0	0	\$0	\$0	\$50
Senior Director	\$256,859	\$51,372	7,523	\$85,010	0	\$0	0	\$0	\$0	\$0
Chief Counsel	\$256,830	\$51,366	8,408	\$95,010	0	\$0	0	\$0	\$0	\$750
Senior Director	\$256,706	\$77,012	11,505	\$130,007	0	\$0	0	\$0	\$0	\$7,200
Director	\$256,264	\$51,253	8,850	\$100,005	0	\$0	0	\$0	\$0	\$0
Senior Director	\$256,173	\$76,852	11,505	\$130,007	0	\$0	0	\$0	\$0	\$14,800
Senior Director	\$256,061	\$76,818	7,523	\$85,010	0	\$0	0	\$0	\$0	\$0
Senior Director	\$256,000	\$76,800	7,523	\$85,010	0	\$0	0	\$0	\$0	\$4,600
Senior Director	\$256,000	\$76,800	10,177	\$115,000	0	\$0	0	\$0	\$0	\$3,050
Chief Counsel	\$255,962	\$51,192	8,408	\$95,010	0	\$0	0	\$0	\$0	\$2,550
Director	\$255,595	\$51,119	10,177	\$115,000	0	\$0	0	\$0	\$0	\$5,150
Senior Director	\$255,584	\$76,675	12,390	\$140,007	0	\$0	0	\$0	\$0	\$4,150
Director	\$255,558	\$51,112	10,177	\$115,000	0	\$0	0	\$0	\$0	\$4,000
Chief Counsel	\$255,386	\$51,077	7,523	\$85,010	0	\$0	0	\$0	\$0	\$1,850
Senior Director	\$255,000	\$76,500	11,505	\$130,007	0	\$0	0	\$0	\$0	\$0
Senior Director	\$255,000	\$76,500	11,505	\$130,007	0	\$0	0	\$0	\$0	\$0
Senior Director	\$255,000	\$76,500	11,505	\$130,007	0	\$0	0	\$0	\$0	\$400
Senior Director	\$255,000	\$76,500	7,523	\$85,010	0	\$0	0	\$0	\$0	\$0
Director	\$254,947	\$50,989	7,523	\$85,010	0	\$0	0	\$0	\$0	\$2,451
Director	\$254,932	\$50,986	10,177	\$115,000	0	\$0	0	\$0	\$0	\$1,920
Director	\$254,670	\$50,934	7,523	\$85,010	0	\$0	0	\$0	\$0	\$276,480
Director	\$254,187	\$50,837	9,293	\$105,011	0	\$0	0	\$0	\$0	\$35,817
Director	\$254,114	\$50,823	7,965	\$90,005	0	\$0	0	\$0	\$0	\$3,600
Director	\$253,800	\$50,760	10,177	\$115,000	0	\$0	0	\$0	\$0	\$4,550
Director	\$252,963	\$50,593	7,523	\$85,010	0	\$0	0	\$0	\$0	\$13,750

**2022 Compensation**  
**Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,**  
**and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more<sup>1</sup>**

**COMPENSATION GRANTED AND COMPENSATION OPPORTUNITY**

	Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan						Other Annual <sup>7</sup>	Other One-Time <sup>8</sup>
			Restricted Stock Units <sup>4</sup>		Performance Shares <sup>5</sup>		Stock Options <sup>6</sup>			
			Shares	Value at	Shares	Value at	Shares	Value at		
Salary <sup>2</sup>	Target Value <sup>3</sup>	Granted	Grant	Granted	Grant	Granted	Grant	Annual <sup>7</sup>	One-Time <sup>8</sup>	
Director	\$252,906	\$50,581	8,850	\$100,005	0	\$0	0	\$0	\$0	\$262,906
Senior Director	\$251,625	\$50,325	7,080	\$80,004	0	\$0	0	\$0	\$0	\$0
Director	\$251,189	\$50,238	7,080	\$80,004	0	\$0	0	\$0	\$0	\$8,550
Senior Director	\$250,816	\$37,622	2,213	\$25,007	0	\$0	0	\$0	\$0	\$0
Chief	\$250,566	\$50,113	4,868	\$55,008	0	\$0	0	\$0	\$0	\$3,758
Director	\$250,557	\$50,111	8,408	\$95,010	0	\$0	0	\$0	\$0	\$19,800
Director	\$250,425	\$50,085	10,177	\$115,000	0	\$0	0	\$0	\$0	\$0
Senior Director	\$250,296	\$50,059	4,868	\$55,008	0	\$0	0	\$0	\$0	\$0
Director	\$250,093	\$50,019	7,523	\$85,010	0	\$0	0	\$0	\$0	\$0
Sr Director	\$259,200	\$77,760	7,080	\$80,004	0	\$0	0	\$0	\$0	\$35,000
Chief Counsel	\$316,918	\$63,384	6,726	\$76,004	0	\$0	0	\$0	\$0	\$270,204
Chief	\$255,904	\$51,181	7,080	\$80,004	0	\$0	0	\$0	\$0	\$3,071
Chief Counsel	\$259,014	\$51,803	7,523	\$85,010	0	\$0	0	\$0	\$0	\$217,261

2022 Compensation

Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation, and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION RECEIVED OR DEFERRED

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan			Other Annual	Other One-Time	Total
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Salary <sup>9</sup>	Short-Term Incentive Payout <sup>10</sup>	Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>	Vested Stock Options	Other Annual <sup>13</sup>	Other One-Time <sup>14</sup>	Total Received or Deferred
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Officers Name in Publicly Disclosed Proxy Statement

Poppe Patricia K.	Chief Executive Officer	\$1,391,667	\$1,487,578	19,054,296	0	0	\$0	\$23,532	\$21,957,073
Glickman Jason M.	Executive Vice President, Engineering, Planning & Strategy	\$712,500	\$287,213	0	0	0	\$0	\$0	\$999,713
Santos Marlene	Executive Vice President and Chief Customer Officer	\$866,667	\$503,663	1,219,598	0	0	\$0	\$0	\$2,589,927
Wright Adam L.	Executive Vice President, Operations and Chief Operating Officer	\$866,667	\$579,212	824,064	0	0	\$0	\$660	\$2,270,602
Foster Christopher A.	Executive Vice President and Chief Financial Officer	\$648,333	\$375,723	152,212	0	0	\$0	\$0	\$1,176,267
Thomason David	Vice President, Chief Financial Officer and Controller	\$385,975	\$200,906	0	0	0	\$0	\$0	\$586,881
Simon John R.	Executive Vice President, General Counsel and Chief Ethics & Compliance Officer	\$812,248	\$488,657	1,026,204	0	0	\$0	\$0	\$2,327,109
Sumeet Sumeet	Senior Vice President, Chief Risk Officer	\$675,000	\$273,320	73,653	0	0	\$0	\$0	\$1,021,973
Cox Julius	Executive Vice President, People, Shared Services, & Supply Chain	\$639,167	\$285,510	298,716	0	0	\$0	\$28,511	\$1,251,904

Other Officers of Pacific Gas and Electric Company

	EVP/SVP	\$610,000	\$166,796	298,092	0	0	\$0	\$0	\$1,074,888
	EVP/SVP	\$633,333	\$306,360	388,903	0	0	\$0	\$0	\$1,328,597
	EVP/SVP	\$200,751	\$398,734	73,653	0	0	\$0	\$0	\$673,138
	EVP/SVP	\$307,726	\$190,624	409,889	0	0	\$0	\$0	\$908,240
	EVP/SVP	\$514,116	\$194,610	248,523	0	0	\$0	\$77,210	\$1,034,460
	EVP/SVP	\$553,021	\$208,819	150,955	0	0	\$0	\$0	\$912,795
	EVP/SVP	\$525,000	\$185,981	41,200	0	0	\$0	\$0	\$752,181
	EVP/SVP	\$480,375	\$244,541	182,925	0	0	\$0	\$0	\$907,841
	EVP/SVP	\$200,298	\$309,765	54,941	0	0	\$0	\$0	\$565,003
	EVP/SVP	\$471,785	\$295,015	381,168	0	0	\$0	\$0	\$1,147,967
	EVP/SVP	\$405,060	\$175,541	45,324	0	0	\$0	\$0	\$625,925
	EVP/SVP	\$417,333	\$161,890	45,324	0	0	\$0	\$0	\$624,547
	VP	\$431,250	\$0	107,655	0	0	\$7,500	\$200,000	\$746,405
	VP	\$435,819	\$234,032	84,683	0	0	\$0	\$0	\$754,534
	VP	\$422,073	\$192,949	254,744	0	0	\$0	\$0	\$869,767
	VP	\$412,582	\$244,042	319,252	0	0	\$0	\$75,000	\$1,050,876
	VP	\$37,879	\$0	0	0	0	\$0	\$0	\$37,879
	VP	\$393,954	\$204,146	0	0	0	\$0	\$75,000	\$673,101
	VP	\$392,125	\$180,555	45,324	0	0	\$0	\$0	\$618,005
	VP	\$34,201	\$194,085	0	0	0	\$0	\$0	\$228,286
	VP	\$63,523	\$0	0	0	0	\$0	\$0	\$63,523
	VP	\$380,917	\$243,420	41,200	0	0	\$0	\$0	\$665,537
	VP	\$371,667	\$152,381	144,199	0	0	\$0	\$0	\$668,247
	VP	\$340,333	\$99,422	31,663	0	0	\$0	\$0	\$471,419
	VP	\$294,484	\$119,129	60,082	0	0	\$0	\$0	\$473,695
	VP	\$367,307	\$168,739	45,324	0	0	\$0	\$0	\$581,371
	VP	\$365,238	\$105,850	27,470	0	0	\$0	\$0	\$498,558
	VP	\$362,964	\$169,796	41,200	0	0	\$0	\$0	\$573,959
	VP	\$345,784	\$106,630	60,082	0	0	\$0	\$0	\$512,496
	VP	\$307,869	\$90,024	60,082	0	0	\$0	\$0	\$457,975
	VP	\$357,656	\$164,046	41,200	0	0	\$0	\$0	\$562,902
	VP	\$356,875	\$142,138	71,212	0	0	\$0	\$0	\$570,225
	VP	\$356,979	\$167,483	41,200	0	0	\$0	\$75,000	\$640,662
	VP	\$356,250	\$97,699	44,247	0	0	\$0	\$0	\$498,196
	VP	\$356,250	\$81,838	106,707	0	0	\$0	\$0	\$544,795
	VP	\$352,500	\$162,484	121,984	0	0	\$0	\$0	\$636,967
	VP	\$351,894	\$164,046	45,324	0	0	\$0	\$0	\$561,264
	VP	\$351,894	\$164,046	41,200	0	0	\$0	\$0	\$557,140
	VP	\$329,804	\$103,043	60,082	0	0	\$0	\$0	\$492,929
	VP	\$346,708	\$151,032	0	0	0	\$0	\$0	\$497,740
	VP	\$350,000	\$136,316	60,082	0	0	\$0	\$0	\$546,398
	VP	\$347,500	\$0	65,117	0	0	\$0	\$0	\$412,617
	VP	\$350,000	\$0	66,463	0	0	\$0	\$100,000	\$516,463
	VP	\$200,189	\$0	0	0	0	\$0	\$100,000	\$300,189
	VP	\$346,888	\$99,115	41,200	0	0	\$0	\$0	\$487,202
	VP	\$336,826	\$121,031	27,470	0	0	\$0	\$0	\$485,328
	VP	\$330,291	\$98,922	51,505	0	0	\$0	\$0	\$480,718
	VP	\$326,314	\$151,172	41,200	0	0	\$0	\$0	\$518,686
	VP	\$325,625	\$100,792	53,153	0	0	\$0	\$0	\$479,571
	VP	\$322,344	\$113,976	64,528	0	0	\$0	\$0	\$500,847
	VP	\$320,375	\$122,811	71,340	0	0	\$0	\$0	\$514,526
	VP	\$312,500	\$80,891	39,482	0	0	\$0	\$0	\$432,873
	VP	\$283,701	\$104,934	60,082	0	0	\$0	\$0	\$448,717

2022 Compensation

Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation, and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION RECEIVED OR DEFERRED

Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan			Other Annual	Other One-Time	Total
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Salary <sup>9</sup>	Short-Term Incentive Payout <sup>10</sup>	Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>	Vested Stock Options	Other Annual <sup>13</sup>	Other One-Time <sup>14</sup>	Total Received or Deferred
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VP		\$299,048	\$67,591	39,482	0	0	\$0	\$20,000	\$426,121
VP		\$275,646	\$97,870	34,329	0	0	\$0	\$2,500	\$410,345
VP		\$287,500	\$109,887	39,482	0	0	\$0	\$0	\$436,869
VP		\$273,198	\$43,090	38,115	0	0	\$0	\$0	\$354,403

Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

Senior Director		\$343,070	\$111,837	60,082	0	0	\$0	\$0	\$514,988
Senior Director		\$335,726	\$108,198	60,082	0	0	\$0	\$0	\$504,006
Senior Director		\$330,501	\$109,684	51,505	0	0	\$0	\$10,602	\$502,292
Senior Director		\$325,611	\$106,747	51,505	0	0	\$0	\$14,305	\$498,169
Senior Director		\$214,662	\$84,671	60,082	0	0	\$0	\$343,264	\$702,679
Chief Counsel		\$320,224	\$68,833	39,482	0	0	\$0	\$8,000	\$436,540
Senior Director		\$318,745	\$101,493	60,082	0	0	\$0	\$0	\$480,320
Senior Director		\$318,596	\$101,132	60,082	0	0	\$0	\$1,300	\$481,110
Chief Counsel		\$318,798	\$69,396	39,482	0	0	\$0	\$1,000	\$428,676
Senior Director		\$98,182	\$0	0	0	0	\$0	\$32,000	\$130,182
Senior Director		\$289,050	\$56,654	39,482	0	0	\$0	\$5,132	\$390,319
Chief Counsel		\$311,566	\$67,077	39,482	0	0	\$0	\$550	\$418,676
Chief Counsel		\$153,325	\$65,199	39,482	0	0	\$0	\$327,596	\$585,602
Managing Counsel		\$310,870	\$99,346	44,635	0	0	\$0	\$75,000	\$529,851
Senior Director		\$308,847	\$98,979	49,788	0	0	\$0	\$50	\$457,664
Senior Director		\$308,627	\$98,909	60,082	0	0	\$0	\$1,000	\$468,618
Sr Director		\$305,294	\$99,149	60,082	0	0	\$0	\$4,477	\$469,002
Senior Director		\$307,452	\$98,687	60,082	0	0	\$0	\$0	\$466,221
Sr Director		\$308,213	\$100,241	51,505	0	0	\$0	\$7,263	\$467,223
Senior Director		\$308,033	\$80,729	34,329	0	0	\$0	\$0	\$423,092
Senior Director		\$196,247	\$75,124	60,082	0	0	\$0	\$0	\$331,453
Senior Director		\$25,548	\$132,706	60,082	0	0	\$0	\$0	\$218,336
Senior Director		\$298,307	\$117,471	69,284	0	0	\$0	\$0	\$485,061
Senior Director		\$288,868	\$62,988	39,482	0	0	\$0	\$11,403	\$402,741
Senior Director		\$277,634	\$85,212	34,329	0	0	\$0	\$5,401	\$402,577
Senior Director		\$300,000	\$101,490	30,906	0	0	\$0	\$25,550	\$457,945
Senior Director		\$199,258	\$99,135	51,505	0	0	\$0	\$317,854	\$667,753
Managing Counsel		\$297,096	\$95,793	60,082	0	0	\$0	\$0	\$452,970
Sr Director		\$146,733	\$112,457	60,082	0	0	\$0	\$306,249	\$625,522
Senior Director		\$293,062	\$70,882	51,505	0	0	\$0	\$0	\$415,449
Senior Director		\$292,787	\$91,837	60,082	0	0	\$0	\$3,500	\$448,206
Senior Director		\$293,313	\$79,367	60,082	0	0	\$0	\$3,950	\$436,712
Senior Director		\$244,282	\$93,568	49,788	0	0	\$0	\$357,282	\$744,921
Managing Counsel		\$291,397	\$93,838	60,082	0	0	\$0	\$0	\$445,317
Senior Director		\$11,617	\$98,126	0	0	0	\$0	\$0	\$109,742
Senior Director		\$253,622	\$53,578	39,482	0	0	\$0	\$9,350	\$356,032
Senior Director		\$290,204	\$92,261	49,788	0	0	\$0	\$0	\$432,253
Senior Director		\$193,491	\$115,999	60,082	0	0	\$0	\$302,296	\$671,868
Senior Director		\$290,088	\$74,098	39,482	0	0	\$0	\$50	\$403,718
Chief Counsel		\$289,558	\$62,242	39,482	0	0	\$0	\$32,850	\$424,131
Managing Counsel		\$289,433	\$93,133	60,082	0	0	\$0	\$0	\$442,649
Senior Director		\$275,610	\$71,598	39,482	0	0	\$0	\$0	\$386,691
Director		\$288,759	\$63,801	34,329	0	0	\$0	\$12,607	\$399,496
Chief Counsel		\$284,729	\$60,589	39,482	0	0	\$0	\$1,000	\$385,800
Senior Director		\$259,838	\$55,148	34,329	0	0	\$0	\$6,834	\$356,149
Director		\$43,182	\$0	0	0	0	\$0	\$50,000	\$93,182
Managing Counsel		\$282,710	\$89,809	60,082	0	0	\$0	\$3,200	\$435,800
Senior Director		\$265,756	\$60,298	39,482	0	0	\$0	\$0	\$365,536
Senior Director		\$280,850	\$91,525	39,482	0	0	\$0	\$5,300	\$417,158
Senior Director		\$258,478	\$66,434	39,482	0	0	\$0	\$50	\$364,444
Senior Director		\$276,275	\$89,710	60,082	0	0	\$0	\$750	\$426,817
Sr Director		\$161,358	\$94,030	60,082	0	0	\$0	\$290,960	\$606,430
Managing Counsel		\$278,050	\$79,737	39,482	0	0	\$0	\$1,500	\$398,769
Senior Director		\$266,914	\$56,715	39,482	0	0	\$0	\$0	\$363,111
Senior Director		\$262,847	\$55,800	39,482	0	0	\$0	\$13,385	\$371,515
Senior Director		\$138,085	\$88,382	60,082	0	0	\$0	\$289,807	\$576,356
Senior Director		\$150,658	\$68,971	60,082	0	0	\$0	\$3,800	\$283,512
Chief		\$0	\$61,521	34,329	0	0	\$0	\$0	\$95,851
Senior Director		\$276,830	\$117,412	60,082	0	0	\$0	\$2,900	\$457,225

2022 Compensation

Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation, and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION RECEIVED OR DEFERRED

	Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan			Other Annual	Other One-Time	Total
			Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>	Vested Stock Options			
	Salary <sup>9</sup>	Short-Term Incentive Payout <sup>10</sup>	Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>	Vested Stock Options	Other Annual <sup>13</sup>	Other One-Time <sup>14</sup>	Total Received or Deferred
Senior Director	\$276,789	\$77,310	37,765	0	0	\$0	\$0	\$391,864
Senior Director	\$48,157	\$69,973	60,082	0	0	\$0	\$50	\$178,262
Senior Director	\$275,115	\$88,169	60,082	0	0	\$0	\$0	\$423,366
Director	\$275,152	\$77,479	39,482	0	0	\$0	\$2,690	\$394,804
Senior Director	\$274,142	\$113,438	39,482	0	0	\$0	\$0	\$427,061
Senior Director	\$248,608	\$48,223	39,482	0	0	\$0	\$400	\$336,713
Senior Director	\$273,347	\$58,969	34,329	0	0	\$0	\$0	\$366,645
Senior Director	\$271,905	\$95,854	60,082	0	0	\$0	\$500	\$428,342
Senior Director	\$262,434	\$77,488	39,482	0	0	\$0	\$0	\$379,404
Senior Director	\$272,804	\$67,455	60,082	0	0	\$0	\$19,500	\$419,841
Senior Director	\$272,837	\$88,719	60,082	0	0	\$0	\$0	\$421,637
Senior Director	\$271,875	\$53,717	39,482	0	0	\$0	\$16,925	\$381,999
Managing Counsel	\$271,599	\$86,872	60,082	0	0	\$0	\$1,500	\$420,053
Director	\$271,569	\$71,384	39,482	0	0	\$0	\$0	\$382,435
Senior Director	\$135,265	\$87,970	44,635	0	0	\$0	\$4,900	\$272,770
Senior Director	\$273,053	\$71,630	39,482	0	0	\$0	\$5,500	\$389,665
Sr Director	\$271,027	\$86,999	60,082	0	0	\$0	\$15,223	\$433,332
Chief Counsel	\$270,591	\$58,256	39,482	0	0	\$0	\$1,050	\$369,379
Managing Counsel	\$269,750	\$78,379	39,482	0	0	\$0	\$550	\$388,161
Director	\$155,311	\$56,194	39,482	0	0	\$0	\$280,624	\$531,610
Director	\$270,578	\$78,325	29,188	0	0	\$0	\$7,441	\$385,532
Director	\$269,204	\$77,867	39,482	0	0	\$0	\$15,080	\$401,634
Senior Director	\$267,049	\$71,509	60,082	0	0	\$0	\$3,600	\$402,241
Director	\$267,042	\$33,701	34,190	0	0	\$0	\$1,250	\$336,183
Director	\$262,287	\$66,199	39,482	0	0	\$0	\$3,600	\$371,568
Senior Director	\$246,843	\$78,973	34,329	0	0	\$0	\$0	\$360,145
Senior Director	\$268,000	\$48,989	39,482	0	0	\$0	\$2,800	\$359,272
Director	\$266,501	\$25,166	0	0	0	\$0	\$2,500	\$294,167
Senior Director	\$265,600	\$75,088	29,188	0	0	\$0	\$0	\$369,875
Director	\$261,195	\$51,700	13,730	0	0	\$0	\$44,310	\$370,934
Director	\$263,893	\$57,677	34,329	0	0	\$0	\$11,450	\$367,349
Senior Director	\$264,857	\$39,213	60,082	0	0	\$0	\$1,800	\$365,952
Senior Director	\$218,913	\$0	0	0	0	\$0	\$34,600	\$253,513
Sr Director	\$252,181	\$40,117	39,482	0	0	\$0	\$8,000	\$339,781
Chief Counsel	\$262,218	\$55,221	39,482	0	0	\$0	\$700	\$357,622
Director	\$262,250	\$56,171	39,482	0	0	\$0	\$1,500	\$359,404
Chief Counsel	\$260,900	\$55,275	39,482	0	0	\$0	\$550	\$356,207
Senior Director	\$260,417	\$43,938	73,812	0	0	\$0	\$800	\$378,966
Director	\$261,119	\$55,228	27,470	0	0	\$0	\$1,000	\$344,817
Director	\$260,549	\$55,823	39,482	0	0	\$0	\$9,700	\$365,555
Senior Director	\$261,919	\$64,848	27,470	0	0	\$0	\$50	\$354,287
Senior Director	\$248,587	\$64,364	39,482	0	0	\$0	\$0	\$352,433
Chief Counsel	\$250,692	\$52,563	39,482	0	0	\$0	\$1,500	\$344,238
Director	\$258,891	\$71,750	39,482	0	0	\$0	\$0	\$370,122
Chief Counsel	\$258,339	\$54,868	39,482	0	0	\$0	\$350	\$353,039
Director	\$128,155	\$72,005	39,482	0	0	\$0	\$270,042	\$509,684
Chief Counsel	\$260,009	\$53,949	39,482	0	0	\$0	\$8,800	\$362,241
Senior Director	\$260,000	\$51,384	39,482	0	0	\$0	\$16,150	\$367,017
Senior Director	\$260,000	\$48,860	34,329	0	0	\$0	\$100	\$343,290
Director	\$149,512	\$67,567	39,482	0	0	\$0	\$269,327	\$525,888
Senior Director	\$258,442	\$56,036	39,482	0	0	\$0	\$17,741	\$371,701
Director	\$129,596	\$58,302	39,482	0	0	\$0	\$279,559	\$506,938
Director	\$257,788	\$57,655	39,482	0	0	\$0	\$7,734	\$362,658
Director	\$256,266	\$55,197	39,482	0	0	\$0	\$12,000	\$362,946
Director	\$256,249	\$31,562	0	0	0	\$0	\$50	\$287,861
Director	\$51,721	\$54,878	34,329	0	0	\$0	\$50	\$140,979
Senior Director	\$255,612	\$72,188	34,329	0	0	\$0	\$0	\$362,130
Chief Counsel	\$254,987	\$54,156	39,482	0	0	\$0	\$750	\$349,375
Senior Director	\$256,706	\$40,329	39,482	0	0	\$0	\$7,200	\$343,717
Director	\$112,703	\$54,099	39,482	0	0	\$0	\$0	\$206,284
Senior Director	\$255,131	\$59,809	39,482	0	0	\$0	\$14,800	\$369,223
Senior Director	\$226,042	\$45,582	34,329	0	0	\$0	\$0	\$305,954
Senior Director	\$233,684	\$45,101	39,482	0	0	\$0	\$4,600	\$322,867
Senior Director	\$226,293	\$51,419	39,482	0	0	\$0	\$6,050	\$323,244
Chief Counsel	\$254,125	\$54,426	39,482	0	0	\$0	\$2,550	\$350,583

2022 Compensation

Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,  
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more

COMPENSATION RECEIVED OR DEFERRED

	Base Salary	Short-Term Incentive Plan	Long-Term Incentive Plan			Other Annual	Other One-Time	Total
			Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>	Vested Stock Options			
	Salary <sup>9</sup>	Short-Term Incentive Payout <sup>10</sup>	Vested Restricted Stock Units <sup>11</sup>	Vested Performance Shares <sup>12</sup>	Vested Stock Options	Other Annual <sup>13</sup>	Other One-Time <sup>14</sup>	Total Received or Deferred
Director	\$252,995	\$69,128	39,482	0	0	\$0	\$5,150	\$366,756
Senior Director	\$254,144	\$81,887	54,941	0	0	\$0	\$4,150	\$395,121
Director	\$253,337	\$53,377	39,482	0	0	\$0	\$4,000	\$350,197
Chief Counsel	\$253,998	\$53,985	39,482	0	0	\$0	\$1,850	\$349,315
Senior Director	\$254,570	\$59,191	39,482	0	0	\$0	\$0	\$353,244
Senior Director	\$254,335	\$37,337	39,482	0	0	\$0	\$0	\$331,154
Senior Director	\$254,107	\$57,083	35,708	0	0	\$0	\$400	\$347,298
Senior Director	\$248,591	\$55,634	39,482	0	0	\$0	\$0	\$343,708
Director	\$253,313	\$54,038	39,482	0	0	\$0	\$2,451	\$349,285
Director	\$252,527	\$53,097	39,482	0	0	\$0	\$1,920	\$347,026
Director	\$127,335	\$43,134	39,482	0	0	\$0	\$276,480	\$486,431
Director	\$252,656	\$73,167	18,882	0	0	\$0	\$35,817	\$380,523
Director	\$252,001	\$40,609	18,882	0	0	\$0	\$3,600	\$315,093
Director	\$212,479	\$38,053	13,730	0	0	\$0	\$4,550	\$268,811
Director	\$251,635	\$65,691	0	0	0	\$0	\$13,750	\$331,076
Director	\$167,377	\$66,899	37,765	0	0	\$0	\$262,906	\$534,946
Senior Director	\$250,503	\$54,194	27,470	0	0	\$0	\$0	\$332,167
Director	\$249,774	\$63,878	39,482	0	0	\$0	\$8,550	\$361,683
Senior Director	\$249,796	\$49,886	0	0	0	\$0	\$1,500	\$301,183
Chief	\$250,566	\$58,459	34,329	0	0	\$0	\$3,758	\$347,113
Director	\$249,145	\$69,782	39,482	0	0	\$0	\$19,800	\$378,209
Director	\$248,438	\$52,495	39,482	0	0	\$0	\$1,800	\$342,214
Senior Director	\$249,180	\$53,780	27,470	0	0	\$0	\$0	\$330,430
Director	\$219,582	\$42,461	8,577	0	0	\$0	\$0	\$270,620
Sr Director	\$239,280	\$0	0	0	0	\$0	\$35,000	\$274,280
Chief Counsel	\$147,477	\$55,488	39,482	0	0	\$0	\$270,204	\$512,651
Chief	\$153,543	\$42,655	25,753	0	0	\$0	\$3,071	\$225,021
Chief Counsel	\$102,519	\$44,290	39,482	0	0	\$0	\$217,261	\$403,552

**2022 Compensation**  
**Officers of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,**  
**and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more<sup>1</sup>**

**BENEFITS OPPORTUNITY RECEIVED**

		Post-Retirement				Health and Welfare					Other	Total	
		Defined Benefit Plans <sup>15</sup>	Defined Contribution Plans <sup>16</sup>	Post-Retirement Medical <sup>17</sup>	Post-Retirement Life <sup>18</sup>	Medical <sup>19</sup>	Dental <sup>19</sup>	Vision <sup>19</sup>	AD&D Life <sup>19</sup>	Executive Health <sup>20</sup>	Fitness <sup>21</sup>	Other Benefits <sup>22</sup>	Benefits Total
<b>Officers Name in Publicly Disclosed Proxy Statement</b>													
Poppe Patricia K.	Chief Executive Officer	\$21,350	\$285,047	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$129,875	\$459,586
Glickman Jason M.	Executive Vice President, Engineering, Planning & Strategy	\$18,300	\$112,730	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$154,344
Santos Marlene	Executive Vice President and Chief Customer Officer	\$24,400	\$147,923	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$7,700	\$0	\$0	\$203,337
Wright Adam L.	Executive Vice President, Operations and Chief Operating Officer	\$18,300	\$153,212	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$7,700	\$0	\$2,524	\$205,050
Foster Christopher A.	Executive Vice President and Chief Financial Officer	\$0	\$100,859	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$124,173
Thomason David	Vice President, Chief Financial Officer and Controller	\$0	\$58,451	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$3,128	\$0	\$84,893
Simon John R.	Executive Vice President, General Counsel and Chief Ethics & Compliance Officer	\$0	\$36,551	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$59,865
Sumeet Sumeet	Senior Vice President, Chief Risk Officer	\$0	\$96,757	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$120,071
Cox Julius	Executive Vice President, People, Shared Services, & Supply Chain	\$21,350	\$103,077	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$34,625	\$182,366
<b>Other Officers of Pacific Gas and Electric Company</b>													
	EVP/SVP	\$18,300	\$90,976	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$13,585	\$146,175
	EVP/SVP	\$24,400	\$103,779	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$151,493
	EVP/SVP	\$0	\$50,998	\$15	\$6	\$7,270	\$433	\$43	\$24	\$0	\$0	\$24,610	\$83,378
	EVP/SVP	\$24,400	\$53,349	\$22	\$9	\$10,905	\$650	\$65	\$36	\$0	\$0	\$42,358	\$131,762
	EVP/SVP	\$18,300	\$80,458	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$18,965	\$141,037
	EVP/SVP	\$24,400	\$86,510	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$134,224
	EVP/SVP	\$0	\$73,394	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$96,708
	EVP/SVP	\$24,400	\$79,567	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$2,056	\$935	\$130,272
	EVP/SVP	\$16,024	\$47,722	\$18	\$7	\$9,088	\$542	\$54	\$31	\$0	\$619	\$74,693	\$148,773
	EVP/SVP	\$0	\$21,230	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$106,189	\$150,733
	EVP/SVP	\$0	\$58,870	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$3,346	\$85,530
	EVP/SVP	\$0	\$18,780	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$110	\$8,077	\$50,281
	VP	\$21,350	\$56,063	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$147	\$29,828	\$130,702
	VP	\$0	\$66,502	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$89,816
	VP	\$0	\$62,045	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$85,359
	VP	\$0	\$18,566	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$6,424	\$48,305
	VP	\$2,652	\$4,925	\$4	\$1	\$1,818	\$108	\$11	\$7	\$0	\$0	\$0	\$9,521
	VP	\$21,350	\$65,504	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$110,168
	VP	\$0	\$57,734	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$3,105	\$0	\$84,152
	VP	\$2,736	\$18,032	\$4	\$1	\$1,818	\$108	\$11	\$7	\$0	\$0	\$36,517	\$59,229
	VP	\$4,447	\$8,258	\$7	\$3	\$3,635	\$217	\$22	\$12	\$0	\$0	\$0	\$16,591
	VP	\$0	\$60,845	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$2,307	\$2,221	\$88,688
	VP	\$18,300	\$58,983	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$210	\$9,015	\$109,822
	VP	\$21,350	\$51,203	\$40	\$16	\$19,993	\$1,191	\$119	\$67	\$0	\$0	\$28,421	\$122,344
	VP	\$0	\$42,205	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$65,519
	VP	\$0	\$54,052	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$77,366
	VP	\$24,400	\$54,890	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$2,135	\$104,739
	VP	\$24,400	\$56,129	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$103,843
	VP	\$0	\$47,229	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$70,543
	VP	\$0	\$41,707	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$65,021
	VP	\$0	\$52,614	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$6,981	\$82,909
	VP	\$21,350	\$56,344	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$673	\$0	\$101,681
	VP	\$0	\$52,776	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$76,090
	VP	\$24,400	\$53,151	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$100,865
	VP	\$18,300	\$52,041	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$93,655
	VP	\$0	\$51,911	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$75,225
	VP	\$21,350	\$57,230	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$9,588	\$111,481
	VP	\$24,400	\$57,230	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$3,424	\$108,368
	VP	\$0	\$45,140	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$68,454
	VP	\$0	\$50,444	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$73,758
	VP	\$0	\$49,792	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$3,365	\$76,471
	VP	\$21,350	\$45,175	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$89,839
	VP	\$24,400	\$45,500	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$5,408	\$0	\$98,622
	VP	\$16,015	\$26,024	\$26	\$10	\$12,723	\$758	\$76	\$43	\$0	\$0	\$87,256	\$142,895
	VP	\$0	\$46,830	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$70,144
	VP	\$24,400	\$52,260	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$99,974
	VP	\$0	\$44,908	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$3,221	\$71,443
	VP	\$0	\$60,701	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$84,015
	VP	\$0	\$44,502	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$67,816
	VP	\$0	\$45,047	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$3,458	\$0	\$71,819
	VP	\$0	\$45,440	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$3,744	\$72,497
	VP	\$0	\$41,600	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$64,914
	VP	\$0	\$39,971	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$5,248	\$68,533
	VP	\$0	\$39,122	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$62,436
	VP	\$19,295	\$42,685	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$85,294
	VP	\$0	\$40,755	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$1,115	\$65,184
	VP	\$0	\$34,434	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$10,577	\$68,325
<b>Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more</b>													
	Senior Director	\$0	\$15,438	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$38,752



**2022 Compensation**  
**Officers of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,**  
**and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more<sup>1</sup>**

**BENEFITS OPPORTUNITY RECEIVED**

		Post-Retirement		Health and Welfare						Other	Total	
	Defined Benefit Plans <sup>15</sup>	Defined Contribution Plans <sup>16</sup>	Post-Retirement Medical <sup>17</sup>	Post-Retirement Life <sup>18</sup>	Medical <sup>19</sup>	Dental <sup>19</sup>	Vision <sup>19</sup>	AD&D Life <sup>19</sup>	Executive Health <sup>20</sup>	Fitness <sup>21</sup>	Other Benefits <sup>22</sup>	Benefits Total
Senior Director	\$27,450	\$20,144	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$2,520	\$0	\$73,428
Senior Director	\$0	\$14,873	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$38,187
Senior Director	\$24,400	\$19,537	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$67,251
Senior Director	\$0	\$9,660	\$29	\$12	\$14,540	\$866	\$87	\$48	\$0	\$0	\$77,976	\$103,177
Chief Counsel	\$0	\$14,410	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$2,476	\$40,200
Senior Director	\$0	\$14,344	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,658
Senior Director	\$0	\$14,337	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,651
Chief Counsel	\$0	\$14,346	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,660
Senior Director	\$7,855	\$5,891	\$15	\$6	\$7,270	\$433	\$43	\$24	\$0	\$721	\$0	\$22,237
Senior Director	\$0	\$13,007	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$36,321
Chief Counsel	\$0	\$14,020	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,334
Chief Counsel	\$0	\$4,418	\$22	\$9	\$10,905	\$650	\$65	\$36	\$0	\$0	\$19,744	\$35,818
Managing Counsel	\$0	\$13,989	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,303
Senior Director	\$0	\$13,898	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,212
Senior Director	\$0	\$13,888	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,202
Sr Director	\$0	\$13,738	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$1,171	\$38,223
Senior Director	\$0	\$13,835	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,149
Sr Director	\$0	\$13,870	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,184
Senior Director	\$0	\$13,861	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$37,175
Senior Director	\$0	\$8,831	\$33	\$13	\$16,358	\$975	\$98	\$55	\$0	\$0	\$37,143	\$63,460
Senior Director	\$0	\$1,150	\$4	\$1	\$1,818	\$108	\$11	\$7	\$0	\$0	\$60,218	\$63,311
Senior Director	\$0	\$13,424	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$218	\$0	\$36,956
Senior Director	\$0	\$12,999	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$36,313
Senior Director	\$0	\$12,494	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$644	\$0	\$36,452
Senior Director	\$24,000	\$18,000	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$65,314
Senior Director	\$0	\$8,967	\$29	\$12	\$14,540	\$866	\$87	\$48	\$0	\$0	\$79,165	\$103,672
Managing Counsel	\$0	\$13,369	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$1,131	\$37,814
Sr Director	\$0	\$6,603	\$22	\$9	\$10,905	\$650	\$65	\$36	\$0	\$0	\$41,966	\$60,225
Senior Director	\$0	\$13,188	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$154	\$2,276	\$38,932
Senior Director	\$20,495	\$17,567	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$61,376
Senior Director	\$0	\$13,199	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$156	\$0	\$36,669
Senior Director	\$17,100	\$14,657	\$37	\$14	\$18,176	\$1,083	\$108	\$61	\$30	\$0	\$39,681	\$90,866
Managing Counsel	\$0	\$13,113	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$1,271	\$0	\$37,697
Senior Director	\$0	\$523	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$22,207	\$22,730
Senior Director	\$0	\$11,413	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,727
Senior Director	\$0	\$13,059	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$36,373
Senior Director	\$0	\$8,707	\$29	\$12	\$14,540	\$866	\$87	\$48	\$0	\$0	\$66,414	\$90,662
Senior Director	\$0	\$13,054	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$36,368
Chief Counsel	\$0	\$13,030	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$36,344
Managing Counsel	\$0	\$13,024	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$36,338
Senior Director	\$0	\$12,402	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,716
Director	\$0	\$12,994	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$36,308
Chief Counsel	\$0	\$12,813	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$36,127
Senior Director	\$0	\$11,693	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,007
Director	\$3,023	\$2,591	\$7	\$3	\$3,635	\$217	\$22	\$12	\$0	\$0	\$1,363	\$10,863
Managing Counsel	\$0	\$12,722	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$2,192	\$38,228
Senior Director	\$0	\$11,959	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,273
Senior Director	\$19,659	\$16,851	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$3,256	\$63,080
Senior Director	\$0	\$11,632	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$539	\$35,484
Senior Director	\$0	\$12,432	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$160	\$3,232	\$39,138
Sr Director	\$0	\$39,000	\$26	\$10	\$12,723	\$758	\$76	\$43	\$0	\$0	\$50,355	\$102,955
Managing Counsel	\$22,244	\$16,683	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$3,656	\$0	\$65,897
Senior Director	\$0	\$12,011	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$157	\$0	\$35,482
Senior Director	\$18,399	\$15,771	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$57,484
Senior Director	\$0	\$6,214	\$22	\$9	\$10,905	\$650	\$65	\$36	\$0	\$0	\$19,168	\$37,038
Senior Director	\$0	\$6,780	\$26	\$10	\$12,723	\$758	\$76	\$43	\$0	\$0	\$63,723	\$84,102
Chief	\$0	\$2,768	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,768
Senior Director	\$22,146	\$16,610	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$535	\$62,605
Senior Director	\$0	\$12,456	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,770
Senior Director	\$0	\$2,167	\$7	\$3	\$3,635	\$217	\$22	\$12	\$0	\$0	\$13,980	\$20,033
Senior Director	\$0	\$12,380	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$1,295	\$0	\$36,989
Director	\$0	\$12,382	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,696
Senior Director	\$16,448	\$16,448	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$56,210
Senior Director	\$0	\$11,187	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,501
Senior Director	\$27,335	\$16,401	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$67,050
Senior Director	\$0	\$12,236	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$1,554	\$37,103
Senior Director	\$0	\$11,810	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$10,620	\$45,743
Senior Director	\$0	\$12,276	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$2,109	\$37,700
Senior Director	\$19,099	\$16,370	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$58,783
Senior Director	\$0	\$12,234	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,548
Managing Counsel	\$21,350	\$18,464	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$63,128
Director	\$0	\$12,221	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,535
Senior Director	\$10,821	\$8,116	\$22	\$9	\$10,905	\$650	\$65	\$36	\$0	\$0	\$17,236	\$47,829
Senior Director	\$21,844	\$16,383	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$61,541

**2022 Compensation**  
**Officers of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,**  
**and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more<sup>1</sup>**

**BENEFITS OPPORTUNITY RECEIVED**

		Post-Retirement				Health and Welfare					Other	Total
	Defined Benefit Plans <sup>15</sup>	Defined Contribution Plans <sup>16</sup>	Post-Retirement Medical <sup>17</sup>	Post-Retirement Life <sup>18</sup>	Medical <sup>19</sup>	Dental <sup>19</sup>	Vision <sup>19</sup>	AD&D Life <sup>19</sup>	Executive Health <sup>20</sup>	Fitness <sup>21</sup>	Other Benefits <sup>22</sup>	Benefits Total
Sr Director	\$0	\$12,196	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$69	\$0	\$35,579
Chief Counsel	\$0	\$12,177	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,491
Managing Counsel	\$0	\$14,863	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$38,177
Director	\$0	\$6,989	\$26	\$10	\$12,723	\$758	\$76	\$43	\$0	\$0	\$35,068	\$55,657
Director	\$24,352	\$16,235	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$63,901
Director	\$24,228	\$16,152	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$43,246	\$106,940
Senior Director	\$0	\$12,017	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,331
Director	\$18,693	\$16,023	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$89,564	\$147,594
Director	\$0	\$11,803	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$2,805	\$0	\$37,922
Senior Director	\$0	\$11,108	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,422
Senior Director	\$18,760	\$16,080	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$107	\$0	\$58,261
Director	\$18,655	\$15,990	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$57,959
Senior Director	\$0	\$11,952	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,266
Director	\$0	\$19,612	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$42,926
Director	\$0	\$11,875	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$701	\$0	\$35,891
Senior Director	\$0	\$11,919	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,233
Senior Director	\$21,891	\$13,135	\$37	\$14	\$18,176	\$1,083	\$108	\$61	\$0	\$0	\$0	\$54,454
Sr Director	\$0	\$11,348	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,662
Chief Counsel	\$0	\$11,800	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,114
Director	\$0	\$11,801	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$232	\$13,517	\$48,864
Chief Counsel	\$0	\$11,740	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,054
Senior Director	\$18,229	\$15,625	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$13,517	\$70,685
Director	\$0	\$11,750	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,064
Director	\$0	\$11,725	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,039
Senior Director	\$23,573	\$15,715	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$904	\$0	\$63,506
Senior Director	\$17,401	\$14,915	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$55,630
Chief Counsel	\$22,562	\$15,042	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$60,918
Director	\$0	\$12,402	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,716
Chief Counsel	\$0	\$11,625	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$508	\$0	\$35,447
Director	\$0	\$5,767	\$22	\$9	\$10,905	\$650	\$65	\$36	\$0	\$0	\$68,658	\$86,081
Chief Counsel	\$20,801	\$15,601	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$59,716
Senior Director	\$0	\$12,017	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$35,331
Senior Director	\$18,200	\$15,600	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$57,114
Director	\$0	\$6,728	\$26	\$10	\$12,723	\$758	\$76	\$43	\$0	\$0	\$39,146	\$59,474
Senior Director	\$0	\$11,630	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,944
Director	\$0	\$5,832	\$22	\$9	\$10,905	\$650	\$65	\$36	\$0	\$0	\$20,382	\$37,870
Director	\$23,201	\$15,467	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$61,982
Director	\$20,501	\$15,376	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$253	\$0	\$59,444
Director	\$20,500	\$15,375	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$45,337	\$104,526
Director	\$0	\$2,327	\$7	\$3	\$3,635	\$217	\$22	\$12	\$0	\$1,650	\$39,642	\$47,506
Senior Director	\$0	\$11,503	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,817
Chief Counsel	\$0	\$11,474	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,788
Senior Director	\$0	\$11,552	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,866
Director	\$0	\$5,072	\$18	\$7	\$9,088	\$542	\$54	\$31	\$0	\$601	\$57,808	\$73,195
Senior Director	\$0	\$11,481	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$154	\$3,695	\$38,644
Senior Director	\$13,563	\$13,563	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$153	\$416	\$51,008
Senior Director	\$0	\$10,516	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$33,830
Senior Director	\$15,841	\$13,578	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$52,733
Chief Counsel	\$0	\$11,436	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$309	\$0	\$35,059
Director	\$0	\$11,385	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$1,229	\$35,928
Senior Director	\$0	\$11,436	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,750
Director	\$0	\$11,400	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,714
Chief Counsel	\$0	\$11,430	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,744
Senior Director	\$0	\$11,456	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,770
Senior Director	\$0	\$11,445	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,759
Senior Director	\$0	\$11,435	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,749
Senior Director	\$17,401	\$14,915	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$55,630
Director	\$20,265	\$15,199	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$58,778
Director	\$0	\$15,108	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$490	\$38,912
Director	\$0	\$5,730	\$22	\$9	\$10,905	\$650	\$65	\$36	\$0	\$0	\$43,088	\$60,474
Director	\$17,686	\$15,159	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$56,159
Director	\$0	\$11,340	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$2,443	\$37,097
Director	\$0	\$9,562	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$32,876
Director	\$0	\$11,324	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,638
Director	\$0	\$7,532	\$29	\$12	\$14,540	\$866	\$87	\$48	\$0	\$2,060	\$57,759	\$82,892
Senior Director	\$0	\$11,273	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,587
Director	\$0	\$11,240	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,554
Senior Director	\$0	\$11,241	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,555
Chief	\$22,551	\$15,034	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$189	\$0	\$61,088
Director	\$0	\$11,212	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,526
Director	\$0	\$11,180	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$34,494
Senior Director	\$0	\$11,213	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$368	\$0	\$34,895
Director	\$13,175	\$13,175	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$49,664
Sr Director	\$23,928	\$14,357	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$997	\$62,596

**2022 Compensation**  
**Officers of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,**  
**and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more<sup>1</sup>**

**BENEFITS OPPORTUNITY RECEIVED**

Chief Counsel  
 Chief  
 Chief Counsel



Post-Retirement				Health and Welfare						Other	Total
Defined Benefit Plans <sup>15</sup>	Defined Contribution Plans <sup>16</sup>	Post-Retirement Medical <sup>17</sup>	Post-Retirement Life <sup>18</sup>	Medical <sup>19</sup>	Dental <sup>19</sup>	Vision <sup>19</sup>	AD&D Life <sup>19</sup>	Executive Health <sup>20</sup>	Fitness <sup>21</sup>	Other Benefits <sup>22</sup>	Benefits Total
\$0	\$6,636	\$26	\$10	\$12,723	\$758	\$76	\$43	\$0	\$0	\$51,955	\$72,191
\$0	\$6,909	\$44	\$17	\$21,811	\$1,300	\$130	\$73	\$0	\$0	\$0	\$30,223
\$0	\$12,402	\$22	\$9	\$10,905	\$650	\$65	\$36	\$0	\$0	\$87,763	\$111,821

**2022 Compensation**

**Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,  
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more**

**AGGREGATE COMPENSATION**

<b>Officers Name in Publicly Disclosed Proxy Statement</b>		<b>Total Compensation Received or Deferred<sup>23</sup></b>	<b>Total Benefits<sup>24</sup></b>	<b>Expense Reimbursements</b>	<b>Aggregate Compensation</b>	
Poppe	Patricia K.	Chief Executive Officer	\$21,957,073	\$459,586	\$192,044	\$22,608,703
Glickman	Jason M.	Executive Vice President, Engineering, Planning & Strategy	\$999,713	\$154,344	\$24,705	\$1,178,762
Santos	Marlene	Executive Vice President and Chief Customer Officer	\$2,589,927	\$203,337	\$20,425	\$2,813,689
Wright	Adam L.	Executive Vice President, Operations and Chief Operating Officer	\$2,270,602	\$205,050	\$38,550	\$2,514,202
Foster	Christopher A.	Executive Vice President and Chief Financial Officer	\$1,176,267	\$124,173	\$64,249	\$1,364,690
Thomason	David	Vice President, Chief Financial Officer and Controller	\$586,881	\$84,893	\$19,012	\$690,786
Simon	John R.	Executive Vice President, General Counsel and Chief Ethics & Compliance Officer	\$2,327,109	\$59,865	\$14,699	\$2,401,673
Sumeet	Sumeet	Senior Vice President, Chief Risk Officer	\$1,021,973	\$120,071	\$30,552	\$1,172,596
Cox	Julius	Executive Vice President, People, Shared Services, & Supply Chain	\$1,251,904	\$182,366	\$21,676	\$1,455,945
<b>Other Officers of Pacific Gas and Electric Company</b>						
		EVP/SVP	\$1,074,888	\$146,175	\$25,047	\$1,246,109
		EVP/SVP	\$1,328,597	\$151,493	\$47,020	\$1,527,110
		EVP/SVP	\$673,138	\$83,378	\$0	\$756,516
		EVP/SVP	\$908,240	\$131,762	\$5,174	\$1,045,176
		EVP/SVP	\$1,034,460	\$141,037	\$10,346	\$1,185,843
		EVP/SVP	\$912,795	\$134,224	\$8,250	\$1,055,269
		EVP/SVP	\$752,181	\$96,708	\$6,162	\$855,051
		EVP/SVP	\$907,841	\$130,272	\$18,094	\$1,056,206
		EVP/SVP	\$565,003	\$148,773	\$8,065	\$721,841
		EVP/SVP	\$1,147,967	\$150,733	\$5,428	\$1,304,129
		EVP/SVP	\$625,925	\$85,530	\$9,252	\$720,707
		EVP/SVP	\$624,547	\$50,281	\$13,155	\$687,983
		VP	\$746,405	\$130,702	\$5,525	\$882,632
		VP	\$754,534	\$89,816	\$1,923	\$846,272
		VP	\$869,767	\$85,359	\$5,424	\$960,551
		VP	\$1,050,876	\$48,305	\$56,313	\$1,155,493
		VP	\$37,879	\$9,521	\$0	\$47,400
		VP	\$673,101	\$110,168	\$5,634	\$788,902
		VP	\$618,005	\$84,152	\$8,458	\$710,615
		VP	\$228,286	\$59,229	\$357	\$287,871
		VP	\$63,523	\$16,591	\$3,712	\$83,826
		VP	\$665,537	\$88,688	\$6,054	\$760,279
		VP	\$668,247	\$109,822	\$7,454	\$785,522
		VP	\$471,419	\$122,344	\$26,432	\$620,195
		VP	\$473,695	\$65,519	\$1,202	\$540,415
		VP	\$581,371	\$77,366	\$23,931	\$682,667
		VP	\$498,558	\$104,739	\$9,623	\$612,919
		VP	\$573,959	\$103,843	\$420	\$678,222
		VP	\$512,496	\$70,543	\$3,576	\$586,615
		VP	\$457,975	\$65,021	\$10,106	\$533,103
		VP	\$562,902	\$82,909	\$48,800	\$694,611
		VP	\$570,225	\$101,681	\$13,902	\$685,808
		VP	\$640,662	\$76,090	\$1,224	\$717,976
		VP	\$498,196	\$100,865	\$13,425	\$612,486
		VP	\$544,795	\$93,655	\$16,400	\$654,850
		VP	\$636,967	\$75,225	\$2,390	\$714,583

**2022 Compensation**

**Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,  
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more**

**AGGREGATE COMPENSATION**

		<b>Total Compensation Received or Deferred<sup>23</sup></b>	<b>Total Benefits<sup>24</sup></b>	<b>Expense Reimbursements</b>	<b>Aggregate Compensation</b>
	VP	\$561,264	\$111,481	\$4,780	\$677,525
	VP	\$557,140	\$108,368	\$10,060	\$675,568
	VP	\$492,929	\$68,454	\$750	\$562,133
	VP	\$497,740	\$73,758	\$4,726	\$576,224
	VP	\$546,398	\$76,471	\$16,688	\$639,557
	VP	\$412,617	\$89,839	\$27,533	\$529,989
	VP	\$516,463	\$98,622	\$3,349	\$618,434
	VP	\$300,189	\$142,895	\$26,905	\$469,990
	VP	\$487,202	\$70,144	\$43,431	\$600,778
	VP	\$485,328	\$99,974	\$16,494	\$601,796
	VP	\$480,718	\$71,443	\$12,177	\$564,338
	VP	\$518,686	\$84,015	\$6,062	\$608,763
	VP	\$479,571	\$67,816	\$20,598	\$567,985
	VP	\$500,847	\$71,819	\$16,457	\$589,124
	VP	\$514,526	\$72,497	\$32,508	\$619,532
	VP	\$432,873	\$64,914	\$3,853	\$501,640
	VP	\$448,717	\$68,533	\$14,477	\$531,726
	VP	\$426,121	\$62,436	\$29,176	\$517,734
	VP	\$410,345	\$85,294	\$5,512	\$501,151
	VP	\$436,869	\$65,184	\$12,667	\$514,720
	VP	\$354,403	\$68,325	\$21,753	\$444,481
<b>Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more</b>					
	Senior Director	\$514,988	\$38,752	\$557	\$554,297
	Senior Director	\$504,006	\$73,428	\$9,163	\$586,597
	Senior Director	\$502,292	\$38,187	\$696	\$541,175
	Senior Director	\$498,169	\$67,251	\$14,642	\$580,062
	Senior Director	\$702,679	\$103,177	\$2,395	\$808,251
	Chief Counsel	\$436,540	\$40,200	\$5,865	\$482,605
	Senior Director	\$480,320	\$37,658	\$385	\$518,362
	Senior Director	\$481,110	\$37,651	\$13,575	\$532,335
	Chief Counsel	\$428,676	\$37,660	\$1,309	\$467,646
	Senior Director	\$130,182	\$22,237	\$3,398	\$155,817
	Senior Director	\$390,319	\$36,321	\$5,122	\$431,762
	Chief Counsel	\$418,676	\$37,334	\$895	\$456,905
	Chief Counsel	\$585,602	\$35,818	\$0	\$621,420
	Managing Counsel	\$529,851	\$37,303	\$3,281	\$570,435
	Senior Director	\$457,664	\$37,212	\$6,788	\$501,664
	Senior Director	\$468,618	\$37,202	\$4,532	\$510,352
	Sr Director	\$469,002	\$38,223	\$833	\$508,058
	Senior Director	\$466,221	\$37,149	\$587	\$503,958
	Sr Director	\$467,223	\$37,184	\$6,020	\$510,427
	Senior Director	\$423,092	\$37,175	\$9,812	\$470,079
	Senior Director	\$331,453	\$63,460	\$834	\$395,747
	Senior Director	\$218,336	\$63,311	\$0	\$281,647
	Senior Director	\$485,061	\$36,956	\$5,789	\$527,806
	Senior Director	\$402,741	\$36,313	\$27,013	\$466,068
	Senior Director	\$402,577	\$36,452	\$9,614	\$448,642
	Senior Director	\$457,945	\$65,314	\$4,167	\$527,427

**2022 Compensation**

**Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,  
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more**

**AGGREGATE COMPENSATION**

		<b>Total Compensation Received or Deferred<sup>23</sup></b>	<b>Total Benefits<sup>24</sup></b>	<b>Expense Reimbursements</b>	<b>Aggregate Compensation</b>
Senior Director		\$667,753	\$103,672	\$0	\$771,425
Managing Counsel		\$452,970	\$37,814	\$1,628	\$492,412
Sr Director		\$625,522	\$60,225	\$441	\$686,188
Senior Director		\$415,449	\$38,932	\$8,846	\$463,227
Senior Director		\$448,206	\$61,376	\$2,764	\$512,347
Senior Director		\$436,712	\$36,669	\$1,915	\$475,295
Senior Director		\$744,921	\$90,866	\$27,549	\$863,335
Managing Counsel		\$445,317	\$37,697	\$2,079	\$485,094
Senior Director		\$109,742	\$22,730	\$139	\$132,611
Senior Director		\$356,032	\$34,727	\$2,078	\$392,838
Senior Director		\$432,253	\$36,373	\$1,135	\$469,762
Senior Director		\$671,868	\$90,662	\$1,525	\$764,056
Senior Director		\$403,718	\$36,368	\$7,186	\$447,272
Chief Counsel		\$424,131	\$36,344	\$3,469	\$463,945
Managing Counsel		\$442,649	\$36,338	\$6,623	\$485,610
Senior Director		\$386,691	\$35,716	\$22,824	\$445,231
Director		\$399,496	\$36,308	\$13,888	\$449,692
Chief Counsel		\$385,800	\$36,127	\$1,104	\$423,031
Senior Director		\$356,149	\$35,007	\$552	\$391,708
Director		\$93,182	\$10,863	\$0	\$104,045
Managing Counsel		\$435,800	\$38,228	\$1,914	\$475,942
Senior Director		\$365,536	\$35,273	\$584	\$401,394
Senior Director		\$417,158	\$63,080	\$2,522	\$482,759
Senior Director		\$364,444	\$35,484	\$14,067	\$413,995
Senior Director		\$426,817	\$39,138	\$6,837	\$472,792
Sr Director		\$606,430	\$102,955	\$1,192	\$710,578
Managing Counsel		\$398,769	\$65,897	\$5,457	\$470,124
Senior Director		\$363,111	\$35,482	\$487	\$399,080
Senior Director		\$371,515	\$57,484	\$4,081	\$433,080
Senior Director		\$576,356	\$37,038	\$210	\$613,604
Senior Director		\$283,512	\$84,102	\$2,848	\$370,462
Chief		\$95,851	\$2,768	\$0	\$98,619
Senior Director		\$457,225	\$62,605	\$9,073	\$528,903
Senior Director		\$391,864	\$35,770	\$1,282	\$428,915
Senior Director		\$178,262	\$20,033	\$548	\$198,843
Senior Director		\$423,366	\$36,989	\$1,771	\$462,126
Director		\$394,804	\$35,696	\$1,127	\$431,626
Senior Director		\$427,061	\$56,210	\$9,966	\$493,238
Senior Director		\$336,713	\$34,501	\$9,961	\$381,175
Senior Director		\$366,645	\$67,050	\$2,926	\$436,621
Senior Director		\$428,342	\$37,103	\$11,112	\$476,557
Senior Director		\$379,404	\$45,743	\$1,754	\$426,902
Senior Director		\$419,841	\$37,700	\$10,541	\$468,082
Senior Director		\$421,637	\$58,783	\$8,994	\$489,414
Senior Director		\$381,999	\$35,548	\$2,365	\$419,912
Managing Counsel		\$420,053	\$63,128	\$7,661	\$490,842
Director		\$382,435	\$35,535	\$7,996	\$425,966
Senior Director		\$272,770	\$47,829	\$505	\$321,104
Senior Director		\$389,665	\$61,541	\$929	\$452,136

**2022 Compensation**

**Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,  
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more**

**AGGREGATE COMPENSATION**

	<b>Total Compensation Received or Deferred<sup>23</sup></b>	<b>Total Benefits<sup>24</sup></b>	<b>Expense Reimbursements</b>	<b>Aggregate Compensation</b>
Sr Director	\$433,332	\$35,579	\$2,986	\$471,897
Chief Counsel	\$369,379	\$35,491	\$2,029	\$406,898
Managing Counsel	\$388,161	\$38,177	\$7,841	\$434,179
Director	\$531,610	\$55,657	\$3,474	\$590,741
Director	\$385,532	\$63,901	\$7,733	\$457,165
Director	\$401,634	\$106,940	\$5,111	\$513,685
Senior Director	\$402,241	\$35,331	\$9,112	\$446,684
Director	\$336,183	\$147,594	\$12,762	\$496,538
Director	\$371,568	\$37,922	\$869	\$410,359
Senior Director	\$360,145	\$34,422	\$28,603	\$423,170
Senior Director	\$359,272	\$58,261	\$4,973	\$422,505
Director	\$294,167	\$57,959	\$11,521	\$363,647
Senior Director	\$369,875	\$35,266	\$4,826	\$409,968
Director	\$370,934	\$42,926	\$3,686	\$417,546
Director	\$367,349	\$35,891	\$1,482	\$404,722
Senior Director	\$365,952	\$35,233	\$2,953	\$404,138
Senior Director	\$253,513	\$54,454	\$7,748	\$315,715
Sr Director	\$339,781	\$34,662	\$3,701	\$378,144
Chief Counsel	\$357,622	\$35,114	\$948	\$393,683
Director	\$359,404	\$48,864	\$2,488	\$410,756
Chief Counsel	\$356,207	\$35,054	\$1,362	\$392,624
Senior Director	\$378,966	\$70,685	\$14,876	\$464,527
Director	\$344,817	\$35,064	\$0	\$379,881
Director	\$365,555	\$35,039	\$4,499	\$405,093
Senior Director	\$354,287	\$63,506	\$720	\$418,513
Senior Director	\$352,433	\$55,630	\$1,631	\$409,694
Chief Counsel	\$344,238	\$60,918	\$773	\$405,928
Director	\$370,122	\$35,716	\$1,870	\$407,709
Chief Counsel	\$353,039	\$35,447	\$1,130	\$389,616
Director	\$509,684	\$86,081	\$2,897	\$598,663
Chief Counsel	\$362,241	\$59,716	\$12,740	\$434,697
Senior Director	\$367,017	\$35,331	\$9,229	\$411,577
Senior Director	\$343,290	\$57,114	\$2,801	\$403,204
Director	\$525,888	\$59,474	\$889	\$586,251
Senior Director	\$371,701	\$34,944	\$1,916	\$408,561
Director	\$506,938	\$37,870	\$0	\$544,809
Director	\$362,658	\$61,982	\$869	\$425,510
Director	\$362,946	\$59,444	\$6,290	\$428,680
Director	\$287,861	\$104,526	\$5,794	\$398,182
Director	\$140,979	\$47,506	\$5,624	\$194,108
Senior Director	\$362,130	\$34,817	\$17,686	\$414,632
Chief Counsel	\$349,375	\$34,788	\$3,031	\$387,195
Senior Director	\$343,717	\$34,866	\$1,760	\$380,343
Director	\$206,284	\$73,195	\$2,593	\$282,072
Senior Director	\$369,223	\$38,644	\$17,942	\$425,809
Senior Director	\$305,954	\$51,008	\$4,778	\$361,740
Senior Director	\$322,867	\$33,830	\$4,554	\$361,251
Senior Director	\$323,244	\$52,733	\$1,778	\$377,755
Chief Counsel	\$350,583	\$35,059	\$1,639	\$387,281

**2022 Compensation**

**Officers<sup>1</sup> of Pacific Gas and Electric Company, Proxy-Listed Officers of PG&E Corporation,  
and Non-Officers of Pacific Gas and Electric Company with Base Salaries of \$250,000 or more**

**AGGREGATE COMPENSATION**

		<b>Total Compensation Received or Deferred<sup>23</sup></b>	<b>Total Benefits<sup>24</sup></b>	<b>Expense Reimbursements</b>	<b>Aggregate Compensation</b>
Director		\$366,756	\$35,928	\$4,698	\$407,381
Senior Director		\$395,121	\$34,750	\$7,208	\$437,079
Director		\$350,197	\$34,714	\$2,547	\$387,458
Chief Counsel		\$349,315	\$34,744	\$2,300	\$386,359
Senior Director		\$353,244	\$34,770	\$1,354	\$389,368
Senior Director		\$331,154	\$34,759	\$0	\$365,913
Senior Director		\$347,298	\$34,749	\$1,702	\$383,750
Senior Director		\$343,708	\$55,630	\$265	\$399,603
Director		\$349,285	\$58,778	\$2,865	\$410,927
Director		\$347,026	\$38,912	\$2,656	\$388,594
Director		\$486,431	\$60,474	\$1,521	\$548,426
Director		\$380,523	\$56,159	\$4,814	\$441,496
Director		\$315,093	\$37,097	\$424	\$352,614
Director		\$268,811	\$32,876	\$8,240	\$309,927
Director		\$331,076	\$34,638	\$2,122	\$367,836
Director		\$534,946	\$82,892	\$421	\$618,259
Senior Director		\$332,167	\$34,587	\$3,903	\$370,657
Director		\$361,683	\$34,554	\$3,946	\$400,183
Senior Director		\$301,183	\$34,555	\$2,009	\$337,746
Chief		\$347,113	\$61,088	\$577	\$408,778
Director		\$378,209	\$34,526	\$3,308	\$416,043
Director		\$342,214	\$34,494	\$3,014	\$379,722
Senior Director		\$330,430	\$34,895	\$954	\$366,278
Director		\$270,620	\$49,664	\$2,032	\$322,316
Sr Director		\$274,280	\$62,596	\$3,573	\$340,449
Chief Counsel		\$512,651	\$72,191	\$1,162	\$586,004
Chief		\$225,021	\$30,223	\$12,722	\$267,967
Chief Counsel		\$403,552	\$111,821	\$892	\$516,265



## Notes

1. Officers of Pacific Gas and Electric Company include those employees in positions with titles of Vice President or above. It does not include employees who function in an officer capacity solely for governance purposes such as assistant corporate secretary and assistant treasurer. Reflects Officers and employees of Pacific Gas and Electric Company that were a.) employed as of December 31, 2022 and had a base salary of \$250,000 or more and any Officers or b.) employed during 2022 but departed prior to December 31, 2022 and received \$250,000 or more in base salary during the year.
2. Reflects the annual base salary approved for March 1, 2022, or upon hire/promotion/other increase.
3. Represents target Short-Term Incentive Plan award based on annual salary at March 1, 2022, or upon hire/promotion/other increase. Target awards range from 15% to 135% of base salary. An overall company-wide STIP score is applied that can range from 0 to 2.0, depending on the extent to which objectives are met. 2022 objectives were based 75% on customer welfare—prioritizing public and employee safety and 25% on financial results. An individual performance modifier is then applied that can range from 0 to 1.25. Actual awards were paid in March 2023 based on final 2022 year-end results; the results-based company score was 1.168.
4. Restricted stock units (RSUs) granted in 2022. The value of RSUs is based on the grant date closing price of PG&E Corporation common stock. RSUs from annual awards granted in 2022 generally vest in 33% increments over the first three years following the grant; RSUs from non-annual awards granted in 2022 generally vest in 50% increments over the first two years following the grant. Upon vesting, the RSUs settle in net shares of PG&E Corporation common stock.
5. Performance share units (PSUs) granted in 2022. Generally, these performance shares vest, if at all, at the end of a performance period beginning on January 1, 2022 and ending on December 31, 2024. 2022 performance objectives were based 30% on Customer Experience metrics, 40% on Public Safety metrics, and 30% on Financial Stability metrics. The value of 85% PSUs (35.3% Customer Experience, 47.1% Public Safety, and 17.6% Financial Stability) granted in 2022 is based on the grant date closing price of PG&E Corporation common stock. The value of the remaining 15% Financial Stability PSUs for Total Shareholder Return (TSR) granted in 2022 is based on the Monte Carlo simulation valuation model.
6. No stock options were granted in 2022.
7. Represents the annual perquisite allowance. It is intended to cover items such as insurance, dues, membership fees, and security costs. No annual perquisite allowance was granted in 2022.
8. "Other One Time" includes significant payments of a non-recurring nature. The following entered retention arrangements in 2021 and/or 2022 calling for cash payments to be made in 2021 and 2022: VP [REDACTED] \$60,000, VP [REDACTED] \$75,000, VP, [REDACTED] \$75,000, Managing Counsel \$75,000, Chief Counsel \$5,000, Chief Counsel, GRC \$30,000, The following were granted Reward and Recognition awards and other incentive payments: VP, [REDACTED] \$20,000, VP, [REDACTED] \$2,500, Sr. Dir. [REDACTED] \$4,000, Sr. Director- [REDACTED] \$7,800, Sr. Director, [REDACTED] \$1,200, Senior Director, [REDACTED] \$1,000, Sr Director, [REDACTED] \$1,200, Sr Dir, [REDACTED] \$15,000, Sr. Director, [REDACTED] \$3,500, Sr Dir, [REDACTED] \$3,900, Sr. Director,

[REDACTED] \$9,300, Sr. Director, [REDACTED] \$1,800, Senior Director, [REDACTED] \$5,200, Sr  
Director, [REDACTED] \$50, Sr. Director, [REDACTED] \$750, Sr Director, [REDACTED] \$900, Managing Counsel  
and Senior Director \$1,500, Senior Director, [REDACTED] \$9,600, Sr. Director, [REDACTED] \$3,800, Sr. Director,  
\$2,900, Sr Director, [REDACTED] \$400, Sr Dir, [REDACTED] \$500, Sr Director [REDACTED]  
\$19,500, Sr. Director [REDACTED] \$16,925, Sr. Director, [REDACTED] \$4,900, Sr. Director,  
\$5,500, Sr Director [REDACTED] \$15,223, Sr. Dir, [REDACTED] \$3,600, Senior Director,  
\$2,800, Sr Dir [REDACTED] \$1,800, Sr. Director [REDACTED] \$1,600, Sr Director, [REDACTED]  
[REDACTED] \$8,000, Sr. Director [REDACTED] \$16,150, Senior Director, [REDACTED] \$7,200, Sr. Dir,  
[REDACTED] \$14,800, Sr. Dir, [REDACTED] \$4,600, Sr. Director, [REDACTED] \$3,000, Senior Director, [REDACTED] \$4,150, Sr  
Dir, [REDACTED] \$400, Director, [REDACTED] \$2,500, Director, [REDACTED] \$8,350, Director,  
[REDACTED] \$1,200, Director, [REDACTED] \$3,600, Director, [REDACTED] \$2,500, Director,  
[REDACTED] \$16,350, Director, [REDACTED] \$11,400, Director, [REDACTED] \$1,500, Director,  
[REDACTED] \$800, Director, [REDACTED] \$1,000, Director, [REDACTED] \$9,700, Director, [REDACTED]  
[REDACTED] \$12,607, Director, [REDACTED] \$12,000, Director, [REDACTED] \$5,150, Director,  
[REDACTED] \$4,000, Director, [REDACTED] \$1,900, Director, [REDACTED] \$16,350, Director,  
[REDACTED] \$3,600, Director, [REDACTED] \$4,500, Director, [REDACTED] \$13,750, Director,  
\$8,500, Director, [REDACTED] \$8,150, Managing Counsel \$3,200, Managing Counsel \$1,500, Managing Counsel \$500, Chief Counsel  
\$8,000, Chief Counsel \$1,000, Chief Counsel, [REDACTED] \$500, Chief Counsel, [REDACTED] \$2,800, Chief Counsel, [REDACTED] \$950,  
Chief Counsel, [REDACTED] \$1,000, Chief Counsel \$700, Chief Counsel, [REDACTED] \$500, Chief Counsel \$1,500, Chief Counsel  
\$300, Chief Counsel \$8,800, Chief Counsel \$750, Chief Counsel \$2,550, Chief Counsel, [REDACTED] \$1,800, Chief Counsel \$1,600, The  
following were granted payments related to performance in temporary assignments: Sr. Dir. [REDACTED] \$6,502, Sr.  
Director- [REDACTED] \$6,405, Sr. Director, [REDACTED] \$11,270, Senior Director, [REDACTED] \$5,132, Sr Dir, [REDACTED]  
[REDACTED] \$4,477, Sr Director, [REDACTED] \$6,063, Sr. Dir, [REDACTED] \$11,403,  
Sr. Director, [REDACTED] \$5,401, Sr Dir, [REDACTED] \$10,500, Senior Director, [REDACTED] \$8,967, Sr.  
Director, [REDACTED] \$4,984, Senior Director, [REDACTED] \$3,785, Director, [REDACTED] \$10,107, Director,  
[REDACTED] \$2,690, Director, [REDACTED] \$7,441, Director, [REDACTED] \$6,730, Director, [REDACTED],  
[REDACTED] \$5,084, Director, [REDACTED] \$10,368, Director, [REDACTED] \$7,734, Director, [REDACTED] \$2,451, Director, [REDACTED] \$11,460,  
[REDACTED] \$3,758, Chief Counsel \$5,020, [REDACTED], Chief \$3,071, The following were granted merit lump-sum  
awards: VP [REDACTED] \$15,000, The following we granted new hiring bonuses: VP, [REDACTED] \$200,000,  
VP, [REDACTED] \$100,000, VP, [REDACTED] \$100,000, Senior Director, [REDACTED] \$32,000, Sr.  
Director [REDACTED] \$33,000, Sr Director, [REDACTED] \$35,000, Director, [REDACTED] \$50,000, The following were granted  
severance awards: Sr. Director, [REDACTED] \$331,994, Senior Director, [REDACTED] \$308,887, Sr Director, [REDACTED]  
\$306,249, Sr. Director, [REDACTED] \$357,282, Senior Director, [REDACTED] \$302,296, Sr Director, [REDACTED]  
[REDACTED] \$290,060, Senior Director, [REDACTED] \$289,757, Director, [REDACTED] \$280,624, Director,  
\$270,042, Dir, [REDACTED] \$269,327, Director, [REDACTED] \$269,191, Director, [REDACTED] \$264,670, Dir, [REDACTED]  
[REDACTED] \$262,906, Chief Counsel \$322,546, Chief Counsel \$263,534, Chief Counsel, [REDACTED] \$217,211, The following were granted  
military awards: SVP, [REDACTED] \$77,210, The following were granted nuclear premium awards: Director, [REDACTED]  
[REDACTED] \$27,960, Director, [REDACTED] \$19,417, Director, [REDACTED] \$11,650, The following were granted non-  
monetary awards: Sr. Dir. [REDACTED] \$100, Sr. Director- [REDACTED] \$100, Sr. Director, [REDACTED] \$100, Sr. Director,  
[REDACTED] \$100, Senior Director, [REDACTED] \$50, Sr Dir, [REDACTED] \$50, Sr Dir, [REDACTED] \$50, Sr. Director, [REDACTED]

[REDACTED] \$50, Sr Director, [REDACTED] \$50, Sr. Director, [REDACTED] \$50, Senior Director, [REDACTED]  
 \$100, Senior Director, [REDACTED] \$50, Sr Director, [REDACTED] \$50, Senior Director, [REDACTED] \$100, Sr.  
 Director, [REDACTED] \$50, Director, [REDACTED] \$50, Director, [REDACTED] \$50, Dir, [REDACTED] \$50, Director, [REDACTED]  
 [REDACTED] \$50, Director, [REDACTED] \$50, Director, [REDACTED] \$50, Director, [REDACTED] \$20,  
 Director, [REDACTED] \$350, Director, [REDACTED] \$50, Director, [REDACTED] \$50, Director, [REDACTED]  
 \$50, Managing Counsel \$50, Manager, [REDACTED] \$50, Chief Counsel, [REDACTED] \$50, Chief Counsel \$50, Chief  
 Counsel, [REDACTED] \$50, Chief Counsel, [REDACTED] \$50, Chief Counsel, [REDACTED] \$50, Chief  
 Counsel \$50, Chief Counsel, [REDACTED] \$50, Chief Counsel \$50, Chief Counsel, [REDACTED] \$50,  
 [REDACTED] CEO PG&E  
 Corporation \$23,532, EVP, Operations & COO \$660, EVP, People, Shared Svcs, & Supply Chain \$28,511.

9. Represents actual base salary received or deferred during 2022.
10. Represents STIP payments received or deferred in 2022 for achievement of corporate or organizational objectives in 2021. Payments for STIP based on the achievement of performance objectives in 2021 were paid in March 2022 based on final year-end results. Target awards ranged from 15% to 130% of base salary for those who received STIP. A STIP performance score is applied which can range from 0 to 2.0, depending on the extent to which objectives are met. The 2021 STIP design included four separate scores (Support, Electric, Gas, and Generation) that all include the same performance objectives but have different metric weightings that are intended to emphasize metrics specific to a participant's line of business. All participants who received STIP were assigned an STIP score specific to their respective line of business. The final year-end STIP scores for 2021, used for payments in March 2022, was 1.111 (Support), 0.851 (Electric), 1.370 (Gas) and 1.455 (Generation). The People and Compensation Committee exercised discretion and certified the 2021 STIP score for the PG&E Corporation CEO and Direct Reports to receive a STIP score of 0.851. individual performance modifier ranging for 0 to 1.0 was applied in cases of low performance at year end.
11. Represents the value realized from restricted stock units upon vesting in 2022. Amounts include accrued dividends that normally would have been paid at the time the awards vested; such dividend payments were suspended during the proceedings of PG&E Corporation's case under Chapter 11 of the U.S. Bankruptcy Code.
12. No performance shares were awarded in 2019.
13. Represents the annual perquisite allowance received or deferred in 2022. The annual allowance is intended to cover items such as insurance, dues, membership fees, and security costs.
14. "Other One Time" includes significant payments of a non-recurring nature. The following entered retention arrangements in 2021 and/or 2022 calling for cash payments to be made in 2021 and 2022: VP [REDACTED] \$60,000, VP [REDACTED] \$75,000, VP, [REDACTED] \$75,000, Managing Counsel \$75,000, Chief Counsel \$5,000, Chief Counsel, [REDACTED] \$30,000, The following were granted Reward and Recognition awards and other incentive payments: VP, [REDACTED] \$20,000, VP, [REDACTED] \$2,500, Sr. Dir. [REDACTED] \$4,000, Sr. Director- [REDACTED] \$7,800, Sr. Director, [REDACTED] \$1,200, Senior Director, [REDACTED] \$1,000, Sr Director, [REDACTED] \$1,200, Sr Dir, [REDACTED] \$15,000, Sr. Director, [REDACTED] \$3,500, Sr Dir, [REDACTED] \$3,900, Sr. Director,

██████████ \$9,300, Sr. Director, ██████████ \$1,800, Senior Director, ██████████ \$5,200, Sr  
Director, ██████████ \$50, Sr. Director, ██████████ \$750, Sr Director, ██████████ \$900, Managing Counsel  
and Senior Director \$1,500, Senior Director ██████████ \$9,600, Sr. Director, ██████████ \$3,800, Sr. Director,  
\$2,900, Sr Director, ██████████ \$400, Sr Dir, ██████████ \$500, Sr Director ██████████  
\$19,500, Sr. Director ██████████ \$16,925, Sr. Director, ██████████ \$4,900, Sr. Director, ██████████  
\$5,500, Sr Director, ██████████ \$15,223, Sr. Dir, ██████████ \$3,600, Senior Director, ██████████  
\$2,800, Sr Dir ██████████ \$1,800, Sr. Director ██████████ \$1,600, Sr Director, ██████████  
██████████ \$8,000, Sr. Director ██████████ \$16,150, Senior Director, ██████████ \$7,200, Sr. Dir,  
██████████ \$14,800, Sr. Dir, ██████████ \$4,600, Sr. Director, ██████████ \$6,000, Senior Director, ██████████ \$4,150, Sr  
Dir, ██████████ \$400, Director, ██████████ \$2,500, Director, ██████████ \$1,800, Director, ██████████  
\$8,350, Director, ██████████ \$1,200, Director, ██████████ \$3,600, Director, ██████████ \$2,500, Director,  
██████████ \$16,350, Director, ██████████ \$11,400, Director, ██████████ \$1,500, Director, ██████████  
██████████ \$800, Director, ██████████ \$1,000, Director, ██████████ \$9,700, Director, ██████████  
Mgmt, ██████████ \$12,607, Director, ██████████ \$12,000, Director, ██████████ \$5,150,  
Director, ██████████ \$4,000, Director, ██████████ \$1,900, Director, ██████████ \$16,350,  
██████████ \$3,600, Director, ██████████ \$4,500, Director, ██████████ \$13,750, Director,  
██████████ \$8,500, Director, ██████████ \$8,150, Manager, ██████████ \$1,500, Managing Counsel  
\$3,200, Managing Counsel \$1,500, Managing Counsel \$500, Chief Counsel \$8,000, Chief Counsel \$1,000, Chief Counsel, ██████████  
\$500, Chief Counsel, ██████████ \$2,800, Chief Counsel, ██████████ \$950, Chief Counsel, ██████████ \$1,000, Chief Counsel \$700, Chief  
Counsel, ██████████ \$500, Chief Counsel \$1,500, Chief Counsel \$300, Chief Counsel \$8,800, Chief Counsel \$750, Chief Counsel  
\$2,550, Chief Counsel, ██████████ \$1,800, Chief Counsel \$1,600, The following were granted payments related to performance in  
temporary assignments: Sr. Dir. ██████████ \$6,502, Sr. ██████████ \$6,405, Sr. Director,  
██████████ \$11,270, Senior Director, ██████████ \$5,132, Sr Dir, ██████████ \$4,477, Sr Director,  
██████████ \$6,063, Sr. Dir, ██████████ \$11,403, Sr. Director, ██████████ \$5,401, Sr Dir,  
██████████ \$10,500, Senior Director, ██████████ \$8,967, Sr. Director, ██████████ \$4,984, Senior  
Director, ██████████ \$3,785, Director, ██████████ \$10,107, Director, ██████████ \$2,690, Director,  
██████████ \$7,441, Director, ██████████ \$6,730, Director, ██████████ \$5,084, Director, ██████████  
\$10,368, Director, ██████████ \$7,734, Director, ██████████ \$2,451, Director, ██████████ \$11,460, ██████████, Chief \$3,758, Chief Counsel  
\$5,020, ██████████, Chief \$3,071, The following were granted merit lump-sum awards: VP ██████████ \$15,000, The following  
we granted new hiring bonuses: VP, ██████████ \$200,000, VP, ██████████ \$100,000, VP, ██████████,  
██████████ \$100,000, Senior Director, ██████████ \$32,000, Sr. Director ██████████ \$33,000, Sr Director,  
██████████ \$35,000, Director, ██████████ \$50,000, The following were granted severance awards: Sr. Director, ██████████  
\$331,994, Senior Director, ██████████ \$308,887, Sr Director, ██████████ \$306,249, Sr. Director, ██████████ \$357,282,  
Senior Director, ██████████ \$302,296, Sr Director, ██████████ \$290,060, Senior Director, ██████████  
Ops \$289,757, Director, ██████████ \$280,624, Director, ██████████ \$270,042, Dir, ██████████  
\$269,327, Director, ██████████ \$269,191, Director, ██████████ \$264,670, Dir, ██████████ \$262,906, Chief Counsel \$322,546,  
Chief Counsel \$263,534, Chief Counsel, ██████████ \$217,211, The following were granted military awards: SVP, ██████████  
\$77,210, The following were granted nuclear premium awards: Director, ██████████ \$27,960, Director, ██████████  
██████████ \$19,417, Director, ██████████ \$11,650, The following were granted non-monetary awards: Sr. Dir. ██████████  
██████████ \$100, Sr. Director- ██████████ \$100, Sr. Director, ██████████ \$100, Senior Director, ██████████ \$50, Sr

Dir, [REDACTED] \$50, Sr Dir, [REDACTED] \$50, Sr. Director, [REDACTED] \$50, Sr Director, [REDACTED]  
 \$50, Sr. Director, [REDACTED] \$50, Senior Director, [REDACTED] \$100, Senior Director, [REDACTED]  
 \$50, Sr Director, [REDACTED] \$50, Senior Director, [REDACTED] \$100, Sr. Director, [REDACTED] \$50, Director, [REDACTED]  
 \$50, Director, [REDACTED] \$50, Dir, [REDACTED] \$50, Director, [REDACTED] \$50, Director, [REDACTED]  
 \$50, Director, [REDACTED] \$50, Director, [REDACTED] \$20, Director, [REDACTED] \$350, Director, [REDACTED]  
 \$50, Director, [REDACTED] \$50, Director, [REDACTED] \$50, Managing Counsel \$50, Manager, [REDACTED]  
 \$50, Chief Counsel, [REDACTED] \$50, Chief Counsel \$50, Chief Counsel, [REDACTED] \$50, Chief Counsel, [REDACTED]  
 \$50, Chief Counsel, [REDACTED] \$50, Chief Counsel, [REDACTED] \$50, Chief Counsel \$50, Chief Counsel, [REDACTED] \$50,  
 Chief Counsel \$50, Chief Counsel, [REDACTED] \$50, Security costs: CEO PG&E Corporation \$23,532, EVP, Operations & COO \$660, EVP,  
 People, Shared Svcs, & Supply Chain \$28,511.

15. Represents the present value of benefits earned during 2022 under defined benefit pension plans. Values were determined by multiplying the estimated average value (0%) of benefits earned under the defined benefit pension plans using a final average pay formula by eligible earnings. For employees using the cash balance formula, values were determined by multiplying eligible earnings by the appropriate crediting rate.
16. Represents the maximum company contributions to defined contribution plans. For the savings plans, the value is determined by multiplying 2022 actual base salary by 4.5% for those participating in the final average pay feature of the retirement plan or 6% for those participating in the cash balance feature of the retirement plan. The value for the Defined Contribution-Executive Supplemental Retirement plan is determined by multiplying eligible earnings.
17. Represents the average annual cost, per employee, of post-retirement medical benefits. Amounts are prorated for employees that were not employed for the entire year.
18. Represents the average cost, per employee, of post-retirement life insurance. Amounts are prorated for employees that were not employed for the entire year.
19. Represents the average annual cost, per employee, for wellness programs and medical, dental, vision, AD&D, and life insurance. Amounts are prorated for employees that were not employed for the entire year.
20. Represents the cost of executive physicals provided to senior officers.
21. Represents a partial subsidy of health club dues. Health club benefits, SVP, [REDACTED] \$2,056, SVP, [REDACTED]  
 \$619, SVP, [REDACTED] \$110, VP, Controller, Utility CFO \$3,128, VP, [REDACTED] \$147, VP, [REDACTED]  
 \$3,105, VP, [REDACTED] \$2,307, VP, [REDACTED] \$210, VP, [REDACTED] \$673, VP, [REDACTED]  
 \$5,408, VP, [REDACTED] \$3,458, Sr Director, [REDACTED] \$2,520, Senior Director, [REDACTED]  
 \$721, Sr Dir, [REDACTED] \$218, Sr. Director, [REDACTED] \$644, Sr Director, [REDACTED]  
 \$154, Sr Dir, [REDACTED] \$156, Sr. Director, [REDACTED] \$160, Managing Counsel and Senior  
 Director \$3,656, Sr. Dir, [REDACTED] \$157, Sr. Dir, [REDACTED] \$1,295, Sr Director, [REDACTED] \$69, Senior  
 Director, [REDACTED] \$107, Sr. Dir, [REDACTED] \$154, Senior Director, [REDACTED] \$153, Director, [REDACTED]

\$2,805, Director, [REDACTED] \$701, Director, [REDACTED] \$232, Dir, [REDACTED] \$904, Director, [REDACTED]  
 [REDACTED] \$253, Director, [REDACTED] \$1,650, [REDACTED] \$601, Dir, [REDACTED]  
 [REDACTED] \$2,060, Director, [REDACTED] \$368, Managing Counsel \$1,271, Chief Counsel \$508, Chief Counsel \$309,  
 [REDACTED], Chief \$189.

22. Other benefits include relocation costs: CEO PG&E Corporation \$121,653, EVP, People, Shared Svcs, & Supply Chain \$34,625, EVP, [REDACTED]  
 [REDACTED] \$13,585, SVP, [REDACTED] \$18,965, VP, [REDACTED] \$29,828, VP, [REDACTED]  
 [REDACTED] \$9,015, VP, [REDACTED] \$87,256, Director, [REDACTED] \$1,363, Director, [REDACTED]  
 \$43,246, Director, [REDACTED] \$89,564, Director, [REDACTED] \$45,337, [REDACTED], CEO PG&E Corporation \$8,222,  
 the sale of vacation; EVP, Operations & COO \$2,524, SVP [REDACTED] \$24,610, SVP, [REDACTED] \$42,358, SVP,  
 [REDACTED] \$935, SVP, [REDACTED] \$74,693, Sr. VP, [REDACTED] \$106,189, SVP, [REDACTED]  
 [REDACTED] \$3,346, SVP, [REDACTED] \$8,077, VP [REDACTED] \$6,424, VP, [REDACTED]  
 \$36,517, VP, [REDACTED] \$2,221, VP, [REDACTED] \$28,421, VP, [REDACTED] \$2,135, VP, [REDACTED]  
 [REDACTED] \$6,981, VP, [REDACTED] \$9,588, VP, [REDACTED] \$3,424, VP, [REDACTED]  
 [REDACTED] \$3,365, VP, [REDACTED] \$3,221, VP, [REDACTED] \$3,744, VP, [REDACTED] \$5,248,  
 VP, [REDACTED] \$1,115, VP, [REDACTED] \$10,577, Sr. Director, [REDACTED] \$77,976, Sr  
 Dir, [REDACTED] \$1,171, Sr. Dir., [REDACTED] \$37,143, Sr Director, [REDACTED] \$60,218,  
 Senior Director, [REDACTED] \$79,165, Sr Director, [REDACTED] \$41,966, Sr Director, [REDACTED] \$2,276, Sr.  
 Director, [REDACTED] \$39,681, Senior Director, [REDACTED] \$22,207, Senior Director, [REDACTED] \$66,414, Senior  
 Director, [REDACTED] \$3,256, Sr Director, [REDACTED] \$539, Sr. Director, [REDACTED] \$3,232, Sr Director,  
 [REDACTED] \$50,355, Senior Director, [REDACTED] \$14,095, Sr. Director, [REDACTED] \$63,723, Sr. Director,  
 [REDACTED] \$535, Sr Director, [REDACTED] \$13,980, Sr Dir, [REDACTED] \$1,554, Sr [REDACTED]  
 [REDACTED] \$2,109, Sr. Director, [REDACTED] \$17,236, Sr. Dir, [REDACTED] \$3,695,  
 [REDACTED] \$416, Sr Director, [REDACTED] \$997, Director, [REDACTED] \$10,620, Director, [REDACTED]  
 \$35,068, Director, [REDACTED] \$68,658, Dir, [REDACTED] \$39,146, Director, [REDACTED] \$20,382, Director, [REDACTED]  
 [REDACTED] \$39,642, [REDACTED] Dir, [REDACTED] \$57,808, Director, [REDACTED] S \$1,229, Director, [REDACTED]  
 [REDACTED] \$490, Director, [REDACTED] \$43,088, Director, [REDACTED] \$2,443, Dir, [REDACTED]  
 \$57,759, Managing Counsel \$2,192, Managing Counsel \$1,131, Chief Counsel \$2,476, Chief Counsel \$19,744, Chief Counsel \$51,955, Chief  
 Counsel, [REDACTED] \$87,763, [REDACTED], Senior Director, [REDACTED] \$5,074, Director, [REDACTED]  
 [REDACTED] \$13,517, Director, [REDACTED] \$13,517.

23. Total from Compensation Received or Deferred Schedule.

24. Total from Benefits Opportunity Received Schedule.

PACIFIC GAS AND ELECTRIC COMPANY  
PROPORTION OF COMPENSATION PAID DIRECTLY OR INDIRECTLY BY UTILITY  
CUSTOMERS FOR THE YEAR ENDED DECEMBER 31, 2022

In the 2020 General Rate Cases (GRC), PG&E did not seek recovery of all the costs included in “Aggregate Compensation”. The GRC request excluded costs for the Long-Term Incentive Program, officer perquisite allowances, and the Short-Term Incentive Plan payments for officers. On the “Compensation Received or Deferred” schedule those costs are presented in the columns titled “Vested Restricted Stock Units”, “Vested Performance Shares”, “Other Annual”, and “Other One Time.” The 2020 GRC also excluded costs for officers’ salaries. In accordance with the requirements of Public Utilities Code Section 706, PG&E has excluded from the amounts recovered from customers the compensation received by utility officers as identified in SEC Rule 240.3b-7. The calculation of the amounts for PG&E’s defined benefit retirement plan is consistent with the actuarial computation required in the preparation of PG&E’s proxy statement. The results of this calculation do not match the \$327 million contribution to the retirement plan trust used for rate recovery purposes. The amounts received by employees in 2022 for the Short-Term Incentive Plan reflect performance in 2021. As provided in the 2020 GRC decision, PG&E’s recovery of Short-Term Incentive Plan awards for employees other than officers was reduced by \$88.1 million (51%). Assuming that the 2020 GRC and other proceedings provided for recovery of Base Salary, Total Benefits, and Expense Reimbursements, and for 49% of the Short-Term Incentive Plan payments to non-officers for 2021 performance, the proportion of “Aggregate Compensation” paid directly or indirectly by utility customers amounted to approximately 40%. Note that in computing this percentage, PG&E has not excluded the portion of “Aggregate Compensation” that is recorded below-the-line.



To the Management of PG&E Corporation:

We have performed the procedures enumerated in the Independent Accountants' Report on Applying Agreed-Upon Procedures dated May 18, 2023 ("Report"), to meet the intended purpose of verifying the full disclosure of all the elements of the Executive and Non-Officer Compensation of PG&E Corporation and Pacific Gas and Electric Company ("PG&E") for the year ended December 31, 2022 ("2022 Compensation") as reported in the *PG&E Corporation 2022 Compensation Supplement to the General Order 77-M Report filed with the Public Utilities Commission of the State of California containing the Compensation Granted and Compensation Opportunity and the Compensation Received or Deferred* ("2022 Compensation Supplement") prepared in accordance with the criteria specified therein. PG&E Corporation's management is responsible for the 2022 Compensation Supplement.

These agreed-upon procedures enumerated in our Report were agreed by PG&E and we make no representations on the sufficiency of the procedures described in the Report either for the purpose for which that Report is prepared or for any other purpose.

The agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants.

Based on the procedures we performed, except as described in the accompanying Report and Exhibits, we noted no other exceptions as disclosed on the accompanying 2022 Compensation Supplement. The elements of the accompanying 2022 Compensation Supplement are fully disclosed and clearly described; and are consistent with the books and records of PG&E, authorization of PG&E's Compensation Committee, and the documents filed with the Securities Exchange Commission and other sources available on the internet.

*Mah & Associates, LLP*

San Francisco, California  
May 18, 2023



**PG&E Corporation  
Internet Links for Executive Compensation**

**PG&E Web Site:**

<http://www.pgecorp.com/>

**2023 Joint Proxy Statement:**

[PG&E Corporation - Financials - Annual Reports and Proxy Statements \(pgecorp.com\)](http://www.pgecorp.com/financials/annual-reports-and-proxy-statements)

**Page Number Reference from 2023 Joint Proxy Statement:**

Compensation Discussion and Analysis	Proxy Statement p. 42 - 63
Summary Compensation Table - 2022	Proxy Statement p. 64 - 65
Grants of Plan-Based Awards in 2022	Proxy Statement p. 65 - 67
Outstanding Equity Awards at Fiscal Year-End – 2022	Proxy Statement p. 67 - 69
Option Exercises and Stock Vested During 2022	Proxy Statement p. 69
Pension Benefits – 2022	Proxy Statement p. 69
Non-Qualified Deferred Compensation – 2022	Proxy Statement p. 70 - 71

**Link to PG&E Corporation 2014 Long-Term Incentive Plan as adopted effective May 12, 2014, and as amended effective January 1, 2018:**

<https://www.sec.gov/Archives/edgar/data/75488/000100498018000003/exhibit1054.htm>

**Link to PG&E Corporation 2014 Long-Term Incentive Plan as adopted effective May 12, 2014, and as amended effective July 1, 2020:**

<https://www.sec.gov/Archives/edgar/data/75488/000100498020000058/exhibit1040-093020.htm>

**Link to PG&E Corporation 2021 Long-Term Incentive Plan as adopted effective June 1, 2021, and as amended effective June 16, 2022:**

<https://www.sec.gov/Archives/edgar/data/75488/000100498022000112/exhibit1012-06302022.htm>

**Link to 2022 10-K Report from SEC Website:**

<https://www.sec.gov/ix?doc=/Archives/edgar/data/75488/000100498023000029/pcg-20221231.htm>

**Link to 2023 Proxy Statement from SEC Website:**

<https://www.sec.gov/ix?doc=/Archives/edgar/data/75488/000007548823000009/pcg-20230331.htm>

**Links to 2022 grant agreements under the PG&E Corporation 2021 Long-Term Incentive Plan:**

<b>Name</b>	<b>2021 Award</b>	<b>Link to Grant Agreement</b>
Form	2021 Long-Term Incentive Plan – Restricted Stock Unit Award – Non-Employee Directors	<a href="https://www.sec.gov/Archives/edgar/data/75488/000100498022000112/exhibit1011-06302022.htm">https://www.sec.gov/Archives/edgar/data/75488/000100498022000112/exhibit1011-06302022.htm</a>
Form	2021 Long-Term Incentive Plan - As adopted effective June 1, 2021, and as last amended effective June 16, 2022)	<a href="https://www.sec.gov/Archives/edgar/data/75488/000100498022000112/exhibit1012-06302022.htm">https://www.sec.gov/Archives/edgar/data/75488/000100498022000112/exhibit1012-06302022.htm</a>
Form	2021 Long-Term Incentive Plan - Non-Annual Restricted Stock Unit Award	<a href="https://www.sec.gov/Archives/edgar/data/75488/000100498022000133/exhibit108-09302022.htm">https://www.sec.gov/Archives/edgar/data/75488/000100498022000133/exhibit108-09302022.htm</a>
Form	2021 Long-Term Incentive Plan - Restricted Stock Unit Award	<a href="https://www.sec.gov/Archives/edgar/data/75488/000100498022000133/exhibit109-09302022.htm">https://www.sec.gov/Archives/edgar/data/75488/000100498022000133/exhibit109-09302022.htm</a>
Form	2021 Long-Term Incentive Plan - Performance Share Unit Award	<a href="https://www.sec.gov/Archives/edgar/data/75488/000100498022000133/exhibit1010-09302022.htm">https://www.sec.gov/Archives/edgar/data/75488/000100498022000133/exhibit1010-09302022.htm</a>

**Link to Description of Short-Term Incentive Plan for Officers for 2022:**

<https://www.sec.gov/Archives/edgar/data/75488/000100498023000029/exhibit-1071x12312022.htm>